



# GESI Action Plan

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## Acronyms

CBS	Central Bureau of Statistics
CBSP	Community-based seed producer
CDD	Crop Development Directorate (Nepal)
CEAPRED	Center for Environmental and Agricultural Policy Research, Extension and Development
CIMMYT	Centro Internacional de Mejoramiento de Maíz Y Trigo (International Maize and Wheat Improvement Center)
CSISA	Cereal Systems Initiative for South Asia (program)
DAG	Disadvantaged Groups
DOA	Department of Agriculture (Nepal)
EIG	Education for Income Generation
FAN	Fertilizer Association of Nepal
FGD	Focus Group Discussion
FFT	Farmer field trials
GESI	Gender and Social Inclusion
GON	Government of Nepal
HH	Households
IFDC	International Fertilizer Development Center
IRRI	International Rice Research Institute
ISFM	Integrated soil fertility management
KISAN	Knowledge Based Integrated Sustainable Agriculture and Nutrition (project)
MORCF	Market-Oriented Research Consultative Forum
NARC	Nepal Agricultural Research Council
NARES	National agricultural research and Extension system
NFRP	Nepal Flood Recovery Program
NGO	Non-governmental organization
NSAF	Nepal Seed and Fertilizer (project)
SMD	Soil Management Directorate
SQCC	Seed Quality Control Center (Nepal)
USAID	United States Agency for International Development
USG	United States Government
ZOI	Zone of Influence



# I. INTRODUCTION AND OBJECTIVES

The impact of any developmental program/ projects varies since the status of women and DAGs differs as per the socio economic and cultural context. Incorporating GESI approaches and tools recognizes these variations and helps project achieve its goals, objectives and impacts at the equitable manner. Further it makes the program accountable for not to perpetuate and exacerbate gender and social disparities. It empowers women and socially and economically DAGs and also help to achieve gender equality and social inclusiveness. GESI in project aims to removal of institutional and structural barrier through affirmative GESI approaches and design. This ensures that the participation and benefit sharing are reached to socially and economically disadvantaged groups in the society. The GESI approaches in the project takes in to account barriers that excludes the specific disadvantaged groups, like women, youth, dalits, janjatis, and other marginalized communities , thereby, limiting their participation and accessibility of services, technology, benefits and knowledge. Identification of such specific barriers and midcourse corrections allows project to design and implement the activities that will address those constraints and exclusions, which in turn, strengthen the project impacts in a gender and socially inclusive manner

This document proposes the Gender and Social Inclusion action plan for the Nepal Seed and Fertilizer (NSAF) project. The objective of this action plan is;

- i. To strengthen NSAF to address issues of gender and social inclusion in scaling up of knowledge production, capacity building and technology dissemination of seed and IFSM practices to target beneficiaries; and
- ii. To promote gender equality and inclusiveness of opportunities and outcomes amongst marginalized and socially disadvantaged resource-poor women and men farmers at project sites by addressing the institutional and socio-economic constraints in the value chain process of seeds and Integrated soil Fertility Management (ISFM) practices.

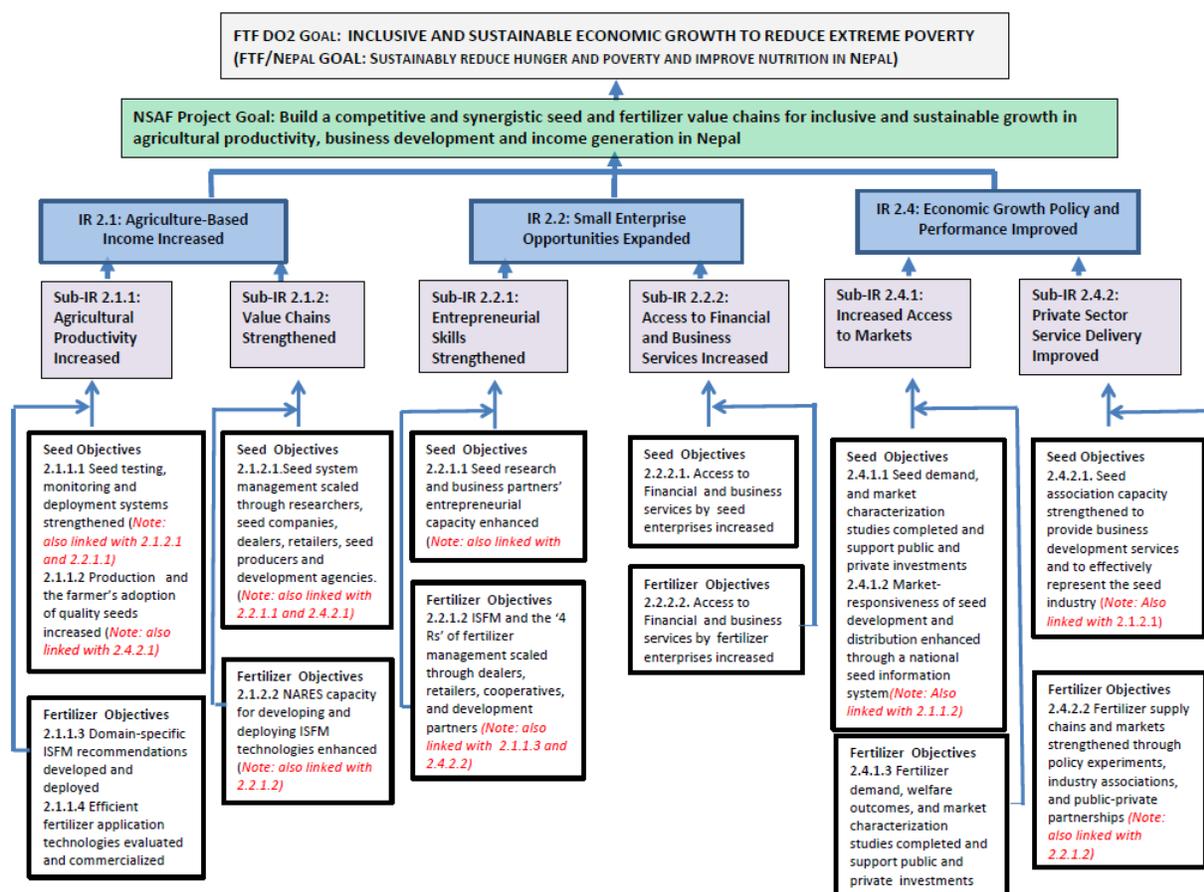
This plan provides basis for the implementing agency (CIMMYT-Nepal) with partners and collaborators to critically assess the gender relations in the project sites for achieving its goal. The action plan will allow to track the progress in terms of GESI outcomes and issues through it strategies, activities and indicators that are designed, conducted and evaluated to achieve gender equality, social inclusion and social transformation. This document is the preliminary base of GESI aspects for the NSAF project to start with and can be revised in due course of period as per need upon the comprehensive analysis and feedback.

The initial section of document describes the project in terms of objectives, components, project sites, and collaborating partners. Following section discusses how GESI is contextualized in NSAF project at the current scenario entrepreneurs of seed and fertilizer value chain, in Nepal, and socio-institutional constraints and barriers. Later section presents Gender output with framework, strategies and GESI activities at the implementation and monitoring level. Lastly the section summarizes the GESI integrated activities in the matrix with identified indicators, work package as per USAID GESI action plan template.

## 2. PROJECT BACKGROUND

The goal of the Feed the Future (FTF) initiative is to sustainably reduce global poverty and hunger, and the FTF Nepal Seed and Fertilizer project is designed to contribute to that goal by aligning with the FTF Nepal multi-year strategy and the Mission’s Country Development Cooperation Strategy (CDCS). Specifically, the NSAF project goal is to build a competitive and synergistic seed and fertilizer value chains for inclusive and sustainable growth in agricultural productivity, business development, and income generation in Nepal. The project will operate primarily by improving the capacity of both the public and private sectors in their respective roles in development and dissemination of improved technologies related to seed and fertilizer. Crucially, the project also endeavors to increase collaboration between both sectors such that the private sector enterprises increasingly rely on government institutions as sources of innovation and knowledge and the public sector recognizes private sector partners as robust conduits for extending knowledge and new technologies.

Figure 1: FTF NSAF Results Framework



NSAF fully integrates the primary FTF goal and CDCS Development Objective (DO) 2, which is Inclusive and Sustainable Economic Growth to Reduce Extreme Poverty. The Project specifically integrates FTF Intermediate Result (IR) 2.1 (Improved agricultural productivity), IR 2.2 (Small enterprises opportunities expanded), and 2.4 ((Economic growth policy and

performance improved). NSAF is aligned with the priorities and approaches articulated by the Government of Nepal's (GON) recently approved Agricultural Development Strategy (ADS), the Seed Vision 2025, and the endorsed action plan that emerged from the Ministry of Agricultural Development's (MOAD) 'Seed Summit' in September, 2015.

The FTF Nepal Seed and Fertilizer project activities will focus on strengthening the rice, maize, lentil, and high-value vegetable value chains in the FTF Nepal Zone of Influence (ZOI) districts as well as five earthquake-affected districts.

## **2.1 PROJECT APPROACH**

To achieve its goal of improving Nepal's seed and fertilizer value chains, NSAF will increase demand for new client-oriented and science-led innovations through market development and training. At the same time, NSAF will stimulate private investment that will drive success within and beyond the project lifecycle by engaging directly with potential investors and other private sector stakeholders. As a result, strengthened seed and fertilizer value chains will improve adoption of elite and adapted seeds and integrated soil fertility management technologies (ISFM) for a range of beneficiaries, including women headed households and socially disadvantaged groups. By strengthening enterprises, economic benefits will also be generated for small business owners and sole entrepreneurs.

An enabling environment consisting of a supportive policy, legal and regulatory environment is a necessary condition for sustainable growth of the seed and fertilizer sectors. The policy and support services environment affects the entry of new businesses, growth and competitiveness of existing businesses, and determines access to better quality seeds and soil fertility enhancing technologies by farmers. Currently, there are a number of areas where reforms are necessary in order to facilitate/increase seed and fertilizer trade as well as promote the growth of seed and fertilizer sectors in Nepal. While these issues will be broadly addressed through existing USAID funded project implemented by the International Food Policy Research Institute (IFPRI), the FTF Nepal Seed and Fertilizer project will coordinate with IFPRI to address issues particularly related to the seed and fertilizer business-enabling environment. This project will complement IFPRI's policy work by strengthening seed and establishing fertilizer trade associations that will improve the business climate for investment.

## **2.2 IMPLEMENTING PARTNERS**

The project will be implemented by a consortium of partners, with the International Maize and Wheat Improvement Center (CIMMYT) having overall responsibility for coordination. In the seed sector, four institutions will lead crop-specific activities: International Rice Research Institute (IRRI) for rice, Nepal Agricultural Research Council (NARC) for lentils, Center for Environmental and Agricultural Policy Research, Extension and Development (CEAPRED) for vegetables (tomato, onion and cauliflower) and CIMMYT for maize. Crosscutting collaborations will be established with the commodity research programs and research stations of NARC, Seed Quality Control Center (SQCC), Crop Development Department (CDD), and the

Department of Agriculture (DOA). Additional partners will include seed companies, non-governmental organizations (NGOs), and community-based seed producer groups (CBSPs).

Similarly for fertilizer, a host of national (e.g., NARC, Soil Management Directorate [SMD]) and international organizations (e.g. International Fertilizer Development Corporation [IFDC], International Plant Nutrition Institute [IPNI], and IRRRI) will be core partners.

USAID is also making companion investments to strengthen the seed and fertilizer system through a Government-to-Government (G2G) funding mechanism with MOAD. NSAF Project Management team has initiated discussions with MOAD departments for collaborative activities.

In order to effectively reach women farmers and marginalized social groups, the project will also seek value-driven collaboration with USAID's development partners in Nepal to raise awareness of and access to agricultural inputs and services among groups who are now only loosely connected to support systems for innovation.

The formation of an inclusive project management and advisory committee will ensure strong coordination among partners.

The project's results framework (see Figure 1) illustrates how the project's fifteen Objectives contribute towards the FTF Sub-Intermediate Results (Sub-IRs), Intermediate Results (IRs), Project Goal, and FTF DO2 Goal.

## **2.3 PROJECT SITE**

Although NSAF's impacts are likely to spill over into other parts of the country, project activities are focused in the FTF Nepal ZOI (Zone of Influence) districts. After the successive strong earthquakes that struck the central mid-hills region of Nepal in April and May of 2015, the United States Agency for International Development (USAID) expanded the FTF 'zone of influence' to incorporate several of the most affected districts. NSAF aligns with this decision by programming in these districts. The districts selected are the following:

- 6 districts in the Far-Western Region: Achham, Baitadi, Dadeldhura, Doti, Kailali, and Kanchanpur;
- 10 districts in the Mid-Western Region: Banke, Bardia, Dailekh, Dang, Jajarkot, Pyuthan, Rolpa, Rukum, Salyan, and Surkhet;
- 4 districts in the Western Region: Arghakhachi, Gulmi, Kapilvastu, and Palpa;
- 5 earthquake-affected districts (Sindhuli, Kavre, Makwanpur, Nuwakot, and Sindhupalchowk) in the Central Region.

The districts selection in the 20 Feed the Future ZOI was driven by higher sub-regional hunger indexes, incidences of asset sale as coping strategy, levels of outmigration, and numbers of female-headed households, gender parity index.

## **2.4: IDENTIFICATION OF GESI STAKEHOLDERS**

The identification of the women farmers and marginalized/DAG groups, within the private and public sector partners including Community Based Seed Producer (CBSP) Groups and Agro-vets are done with reference to secondary data sources of completed and ongoing projects, such as, Hill Maize Research Project (HMRP), Cereal Systems Initiative for South Asia (CSISA) Project, Knowledge based Integrated Sustainable Agriculture and Nutrition (KISAN) and Project and Business Literacy Program (BLP). These programs have baseline information about the ethnicity, women headed households, literacy rate etc. Preliminary analysis of GESI, under NSAF project, is done from the secondary source of information specially reports, articles and baseline survey information from the BLP, KISAN and CSISA. The NSAF Project is collaborating with the major seed company partners of CSISA in entrepreneur development and seed system development activities. Similarly, NSAF will also collaborate with development partners associated with KISAN in transfer of both seed and fertilizer technologies. While collaborating, NSAF will take into account the GESI perspectives.

The target Village Development councils (VDC's) are chosen based on the following GESI criterion:

1. Percent Literacy rate
2. Percent Vulnerable household
3. Composition of Women farmers (including female household (hh), Joint household (HH)
4. Population of Disadvantaged groups

Representative Samples will be selected from the each VDC to address GESI inclusiveness. Out of the total sample NSAF project will ensure population 50 percent of the HH samples will represent women farmers and about 33 percent will represent disadvantaged groups.

Similarly project partners will be characterized on following components :

1. CBSP groups: Composition, inclusive of Mixed, Female only and Male only CBSP
2. Seed companies: Though until now there are no women led Seed Companies, project will look into the composition of board of management/ executive committee, and number of GESI personnel in the decision making level.

Community Based Seed Producer groups will selected on the basis of representation of women and disadvantaged groups in the producer groups. .

The GESI plan will be refined after the baseline/sample survey in the target districts at the end of first year of the project.

## **3. GESI ANALYSIS OF AGRI-INPUT-VALUE CHAIN AND ACCESS IN NEPAL**

### **3.1 UNDERSTANDING INSTITUTIONAL AND SOCIAL BARRIERS**

Agriculture remains the main source of livelihood for the majority of the rural population in Nepal. As per the Central Bureau of Statistics (CBS) of Nepal 2011, agriculture still accounts as the main occupation of 60% of the population. The engagement of female and male population is 74 % and 51% respectively. This signifies that the female involvement in agriculture is higher than

male population. The shift of increasing female population in agriculture is due to male outmigration for employment to other countries. There has been a rise in female-headed households in 2011 due to the increase in male migration. According to CBS 2011, women headed household in Nepal accounts to about 25.7%. Left behind women especially in rural areas face challenges in terms managing agriculture, livelihoods and daily chores like cooking, cleaning and caring activities (Gartaula, et.al 2010).

Female farmer's access to productive resources, land and extension services are very limited for their contribution to be equally recognized and valued. The supply side of extension services is highly gender inequitable as only 31% females involved in agriculture receive extension services. Ownership of land is highly skewed. Only 20.5% of women have assets in 2011, although the proportion has increased from 17.1% in 2001. (CBS, 2011). The land size is six times smaller compared to land owned by males. This is highly problematic among the dalits as 41.4% dalits are landless in Tarai and 36.7% in hills. This mainly perpetuates dalit poverty (Ref: Human rights situation of Dalit community in Nepal, 2015). Lack of land assets also present problem of access to formal credit primarily for females with as many as 72% of females having to depend upon informal sources of credit.

Agricultural productivity is dependent on different factors, particularly, crop varieties, soil fertility conditions, land conditions, climatic conditions, water availability, access to agricultural input and technology. However, these factors of production are further influenced by socio-economic and cultural factors such as poverty, gender, property rights, market distribution, market access, finance access, technology access, education, local preferences, norms, practices etc. This limits the agricultural productivity especially for the poor and marginalized group of farmers. Female farmers and disadvantaged groups like dalits and janjatis face such constraints, particularly in Nepal (Gartaula, et.al 2010). FAO report (2015) also reveals that, the farm the productivity, in case of farms managed by women was less, in comparison with that of male managed farms, and the yield gaps estimated for the male vs female managed farmers could average up to 25 %. The low productivity in such instances, were mainly due to the factors such as lack of property rights, access to credit, low adoption of better technologies like seeds, fertilizers and low level of technical knowledge and capacity.

Stakeholder representation policies or group participation policies stipulate at least 33% of representation by women, with inclusion of dalit, muslims and janajatis (Constitution of Nepal,2072). National Agricultural Policy of Nepal 2004, states and aims to increase the involvement and participation of women in all possible fields of the operation of agricultural programs by raising upto 50%. The Cooperative Act 2048 with its agency institution, National Cooperative Federation, promotes gender equality and social inclusiveness through cooperation, representation and leadership. However, in practice, representation policy provisions are far from becoming meaningful and inclusive for female headed households, landless, dalits, disadvantaged ethnic communities or any other minority groups.

The following sections briefly discuss the barriers in adoption, participation and access of technology in value chain by female and DAG.

**3.1.1. Entrepreneurship Management Barriers:** As stated above, the Constitution of Nepal, National Agricultural Policy of Nepal 2004 and Cooperative Act 2048, promotes gender equality and social inclusiveness through cooperation, representation and leadership, only some institutions have adopted the policy of inclusion. HMRP had achieved the target 55% women and 65% disadvantaged groups representation in CBSP groups. CBSP groups with a majority of women and DAG members, as well as women-only groups, were also formed and supported by the project (CRP MAIZE Gender Audit, 2013). Many of these CBSPs have grown as seed companies. NSAF has shortlisted 10 such seed companies and 29 other CBSPs as partners in this project. Hence there is participation of women and DAGs in the management and operations of enterprises, but it is not to the extent envisaged.

**3.1.2: Technology Innovation Barriers:** The technology development and application often overlooks female, DAGs preferences. The Access to Seed index report 2016 reports that only 3 out of 17 global seed companies take into account the women farmers' input. This has implications on technology usage in terms of gender. The top down approach of the technological innovation and negligence of female preferences for technology development makes the technology adoption less feasible to these groups of population.

**3.1.3. Technical, Education and Language Barriers:** Education plays an important role in economy for development. The low level of education, high illiteracy levels, and less technical capacity in agriculture amongst the female and DAG groups limits the participation of these groups as players and stakeholders in value chain processes. The national sample census of agriculture reported the educational status for the head of the agriculture household as 31.7% for female and 44.4% for male. This also signifies that illiteracy is highly prevalent in the rural Nepal. Similarly, only 44.64 % of population speaks Nepali language which becomes hindrances to access information and knowledge of technology in agriculture. Further, the less and inadequate number of women technicians, agriculture extension agents perpetuates the gender gaps and inequities in the value chain processes (CBS 2011; FAO 2010).

**3.1.4: Resource Barriers:** The adoption of technology and practices in agriculture requires finance and investment. Majority of the female and DAG lack the assets and access to finances thereby limiting their capacities to invest in new technologies and practices. Accessing loan and credits from financial institutions requires land as collateral. Only 20.5% of women have assets (land) in Nepal (National Population Census, 2011). The time consuming processes, vast paper works and illiteracy, adds up to inaccessibility of these services.

**3.1.5: Policy Barriers:** Majority of the policies are gender neutral at present, even though the Constitution and other policies stipulate representation of women and DAGs in policy formulation and implementation. As per FAO 2010, the program planning and implementation, often ignore gender dimensions especially in agriculture sector.

**3.1.6: Social and Cultural Norms barriers:** Social and cultural norms practiced, in Nepal, has a dynamics of GESI defined behavioral aspects and working roles for women and men to be followed and implemented. These socially constructed roles and responsibilities articulated, often limit women and DAG to challenge the traditional roles which becomes barriers to them. Overcoming these barriers requires a greater understanding and support from the society and

family institutions to demarcate and achieve social transformation or shift. For example gender division of role in household of cooking caring, washing is carried by women. This has implications on the mobility of female farmers leading to their limitation in participation and knowledge and information. Further the social construct of practice of exclusion like un-touchability and other discriminations against DAGs limits dalits, janjatis from receiving benefits of participation and inclusiveness at the community level programs.

**3.1.7: Women Entrepreneurs:** Very little information and data is available for women entrepreneurs in Nepal. Given the fact that women are dominant part of agricultural production and have stakes in value chain they are hardly visible and often ignored in value chain assessment.

The above GESI gaps of gender issues, specific to NSAF projects, are being identified on the preliminary desk review conducted as a part of gender analysis. The comprehensive GESI analysis will collect primary data on GESI (gender disaggregated data on languages (dialects spoken, languages understood), access to resources (land, house )access to inputs (seeds, fertilizers), trainings, , access to financial resources, division of role in hh and decision making on agriculture activities. In addition the data on mobility, membership in groups, decision making position in groups etc., will be generated from the baseline survey.

## **3.2 GENDER EQUALITY AND SOCIAL INCLUSION CONCEPTS**

Gender refers to identities or roles assigned to men and women through early socialization, and how they affect relationships, rights, responsibilities, resources, and rewards. These roles cut across public and private spheres, as well as ethnic, caste, and class identities. They change over time and vary by culture and context. Gender equality is the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities, and resources ([www://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion](http://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion) ) .

Social inclusion is defined as the removal of institutional barriers and the enhancement of incentives to increase access of diverse individuals and groups to development opportunities (World Bank Social Analysis Sourcebook, 2003).

GESI mainstreaming highlights the effect of programs, policies, and resource allocations on men and women, and different castes and ethnicities. Mainstreaming includes organizational transformation – in administrative, financial, and organizational procedures, and in projects and programs. This usually involves a focus on women and DAG because women and DAGs are almost always in a subordinate position within society. ([www://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion](http://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion))

Gender Analysis is an analytic, social science tool that is used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries, and the relevance of gender norms and power relations in a specific context. Such analysis typically involves examining differences in the status of women and men and their differential access to assets, resources, opportunities and services; the influence of gender roles and norms on the division of time between paid employment, unpaid work (including subsistence

production and care for family members), and volunteer activities; the influence of gender roles and norms on leadership roles and decision-making; constraints, opportunities, and entry points for narrowing gender gaps and empowering females; and potential differential impacts of development policies and programs on males and females, including unintended or negative consequences. Gender-Sensitive Indicators Point out to what extent and in what ways development programs and projects achieved results related to gender equality and whether/how reducing gaps between males/females and empowering women leads to better project/development outcomes. ([www://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion](http://www.usaid.gov/nepal/fact-sheet/gender-equality-female-empowerment-and-social-inclusion))

Equity is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically. (WHO,2010).

## 4. GESI OUTCOMES IN NSAF PROJECT

The primary outcome of the National Seed and Fertilizer project is to achieve a competitive and vibrant seed and fertilizer value chains primarily by improving the capacity of the public and private sectors in their respective roles in technology development and dissemination with significant expansion of seed production, marketing, and distribution. The secondary outcome for the seed and fertilizer component is achieved through different intermediate and sub intermediate results (Fig 1). The project aims to achieve increased participation of women, youth and disadvantaged groups in agriculture value chains; and increased availability of appropriate technologies, to these disadvantage sections, through market intermediaries, to sustainably improve short term and long term agricultural productivity in maize, rice, lentil and high value vegetables in equitable manner via GESI integration approach in its design and implementation. The GESI specific outcomes/outputs is provided in the table under GESI Action Plan. The participation and empowerment of entrepreneurs/farmers belonging to female and DAGs will be ensured through targeted training programs and activities as indicated in the GESI action plan. However, some of these activities maybe revised after a comprehensive GESI analysis done along with the baseline survey conducted in Year I.

### 4.1 GESI PROBLEM ANALYSIS AND CONSIDERATIONS IN NSAF PROJECT

As stated elsewhere, female farmer's access to productive resources, land and extension services are very limited for their contribution to be equally recognized and valued. As 40% dalits are landless, lack of land assets lead to problem of access to formal credit, having to depend upon informal sources of credit.

Feminization of agriculture is accelerating in Nepal and with it the role of women in decision-making. Though it creates economic empowerment opportunities for women. It also adds an extra work load on women for sustaining household food security. The contract farming law currently being revised by Government of Nepal (GON) for seed production encourages the community participation including women and DAGs. In fact, small holdings are ideal for vegetable hybrid seed production, as the units of seed production plots are usually small (In India it is

normally 0.04 - 0.1 ha: The average land holding size in Nepal is 0.5 ha) and the whole family can be productively engaged for 30-60 days in a crop cycle on emasculation and pollination activities. Experiences in India or elsewhere have shown that hybrid seed production is an important source of employment for landless farm laborers and women. Due to ability and capability of women farmers for handling manual emasculation, increased numbers of women will have the opportunity to earn income.

Hybrid seed production, especially for maize and rice, is a community based approach (due to farm isolation requirements) and all farmers from the community will have platform and opportunity to be involved. Since agriculture remains the major source of food and livelihood sources in rural areas, the labor intensive nature of this activity and its community based approach, will make hybrid seed production a socially inclusive activity.

As stated elsewhere, stakeholder representation policies or group participation policies stipulate at least 33% of representation by women, with inclusion of dalit, Muslims and Janajatis. (Constitution of Nepal,2072;2016), in practice, implementation of representation policy provisions are far satisfactory. Considering the institutional constraints within the value chain sector for women, disadvantaged and marginalized groups, this project which focuses on market development aspects ,aims to ensure that: 1) Programs do not exacerbate or perpetuate gender and other social disparities; 2) Program reduce those disparities where possible; and 3) Empower women, girls, and members of traditionally disadvantaged groups, and 4) Strengthen collaboration with stakeholders and networks providing access to women and disadvantaged groups.

Based on these policies, this project will conduct a rigorous GESI analysis to identify women and DSGs to be included among project beneficiaries and develop GESI Action Plans to implement and measure progress. The project will have at least two indicators to measure: a) Increased partnership and collaboration by providing access to landless, women and excluded groups in project activities by the partners and b) Progress in developing and providing access to information, knowledge and technologies that meet women's and ethnic minority's preferences. This will ensure that disadvantaged groups (including women, disadvantaged castes, ethnic and religious minorities) preferences and needs are addressed. Generally, the developed technologies, outreach, and training modules (including project staffing) will be sufficiently diverse and sensitive to the needs of these disadvantaged groups. However, at present, we do not know if the disadvantaged groups have different preferences for seeds and fertilizers or need any special technologies.

Land issues are beyond the scope of this project. However, the project will strictly follow the contract farming law currently being revised by GON for seed production. The project will work to identify constraints and target disadvantaged populations that are best positioned for taking up vegetable, maize and rice hybrid seed production. Additionally, the project will identify landless groups of people engaged with agro-dealers or similar input retail businesses. The project is also committed to working with other USAID development partners to ensure that extension messaging and market development activities take place among disadvantaged populations. The work plan will be more explicit on how it will address GESI in its implementation plan.

NSAF project acknowledges the women's contribution in agriculture sector in Nepal and institutional barriers in agriculture sector that limits the opportunities and active involvement of women in agric-input services and value chain players. The project is careful specifically in the terms of understanding the meaningful participation and accruable benefits to the target beneficiaries. The activities undertaken in the project are best formulated to achieve the gender equality and social inclusion. The assessment study and capacity building in project will strengthen women's and DAG ability in value chain stakes and entrepreneurial skills in managing their business concerns.

## 4.2 GESI STRATEGIES IN NSAF PROJECT

The GESI strategy is an evolving tool, not a static document, to guide and support the project partners in a continuous learning process to improve GESI approaches and is broadly guided by following strategies:

*4.2.1 GESI mainstreaming:* Throughout the project phase best of GESI strategies is being considered in order to achieve the project output of increased participation and strengthening of women, dalits and disadvantaged groups in value chains and increased availability of the appropriate technologies to sustainably improve short and long term agricultural productivity in maize, lentil, rice and high value vegetables

*4.2.2. GESI sensitivity:* GESI sensitivity refers to that all the stakeholders (Project coordination team, consortia partners,) in project are being aware of GESI issues. The GESI sensitiveness amongst the implementation partners will focus more into the GESI concerns that are identified and addressed at different levels of the project.

*4.2.3. GESI Indicators:* Though the project is guided by the number for increased participation of women, dalits and DAGs; qualitative measures like enabling GESI friendly environment and gender lens, are promoted throughout in the design, implementing, monitoring and learning phase by the team members and expertise.: a) Increased partnership and collaboration by providing access to landless, women and excluded groups in project activities, by the partners and b) Progress in developing and providing access to information, knowledge and technologies that meet women's and ethnic minority's preferences. This will ensure that disadvantaged groups preferences and needs are addressed. GESI Indicators for measuring the GESI impacts will be 'Empowerment' and 'Participation' for the above two stated measures.

*4.2.4. Active inclusion:* The project will ensure to encourage meaningful involvement of women and DAGs in the project in different activities will ensure that inclusion of women, DAG, youth preferences voices and knowledge are considered to orient the market demand driven technology adoption for seed and integrated soil fertility management practices. In various capacity building activities like training, internship and exposure visits quota reservation of 33% will be practiced, if the qualified/suitable candidates are available. Staff recruitment for the project will be as far as possible, will be inclusive and diversified. The project will also mobilize required expertise if not available in-house.

*4.2.5. Monitoring, evaluation and learning process:* To ensure the proper implementation, the project will track the progress in terms of defined indicators for GESI in activities. The learning process in the project acknowledges that GESI relations in all the implementing districts will be varied and will not be static over time. Further to understand the dynamics, regular monitoring will be the integral part of the project through monitoring surveys and selected case studies. Those surveys and studies will gather gender disaggregated data such as changing gender relations (through baseline, midline and endline) and other aspects of social inclusion. The process involves collection of both qualitative and quantitative data.

*4.2.6. Outreach, communication and technology dissemination:* The project is cautious about the GESI consideration in outreach, communication and technology dissemination and scaling up processes for seeds and fertilizers. The communications and outreach part in the project ensures that besides official language, Nepali, the other dialects that are GESI friendly are used for the effective communication with female farmers, DAG and other minorities as per context and need basis.

*4.2.7. Data collection:* Various mapping studies, assessment studies, baseline, midline and endline surveys undertaken in the project ensures that data is collected from female -male and DAG group. The sample for female/ DAG should be representative enough to validate evidence. Further the quantitative methods of data collection i.e. survey questionnaire should collect information from both female and male respondents/ DAGs in enterprises, organizations or households. Data is collected from female headed household and Disadvantaged household, as per the activity. Female and Male FGD, Interviews should be carried to understand the value chain processes in detail that could not be covered through surveys. Various qualitative and Quantitative methods of data analysis will be deployed to understand the dynamics of gender in value chain of seed and ISFM practices. For quantitative data analytical tools such as correlation and regression, and for qualitative data, audio-visuals to tap the gender relations in study sites.

*4.2.8. Gender budgeting:* Project aims to encourage participation of females and DAGs in designated activities. Gender Responsive budgeting is included in the activity and M&E budget of the project.

**5 GESI Action plan (Besides a main core GESI integrated activities, NSAF Gender Work Package is proposed in line with project activities that need to be addressed parallel while implementing project to achieve GESI objective).**

This section presents the GESI integration and component in different IR activities of the project. Detailed GESI activities with indicators, mechanism/ tools and responsible unit/staffs have been identified for the project.

Interventions	GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target					
					Y 1	Y 2	Y3	Y4	Y5	
<p><b>Primary outcome:</b> Build a competitive and synergistic seed and fertilizer value chains for inclusive and sustainable growth in agricultural productivity, business development and income generation in Nepal</p> <p><b>IR 2.1:</b> Agriculture-Based Income Increased</p> <p><b>Sub-IR 2.1.1:</b> Agricultural Productivity Increased</p>										
1	2.1.1.1 Seed Testing Monitoring and Deployment Systems Strengthened	2.1.1.2.2 Market Segments Characterized and product portfolio defined	Product portfolio for each segment shortlisted and defined taking into consideration the views of women and DAG in the MORCF	Mandatory policy and program , Participatory approach	Market Development Specialist, Seed system Lead, NARC, IRRI, CEAPRED and Seed Partners (Budget provided)	Continuous process twice a year				
2		2.1.1.2.4 Large scale testing of high potential TRP Technologies in Participatory mode	Number of preferential traits addressed and varieties selected based on product portfolio decided by the MORCF	Program Mandatory, Participatory Active inclusion. Views, preferences, perceptions taken into account	Seed System lead, Trial Agronomist, Market Development Specialist, NARC, NSC and 10 chosen companies (Budget provided)	Continuous process				
3	2.1.1.2 Production and the farmer's adoption of quality seeds increased	2.1.1.2.1 Mapping of suitable seed production and processing zones	Suitable geographic area, for seed production & processing, having high GESI impact identified	Participatory Active inclusion	Seed System Lead NARC & IRRI	At least one area, high female population, for vegetable seed production (women) and one area for with high% DAGs for maize/rice hybrid seed production				
4		2.1.1.3.2 Improving capacity of the seed processing facilities and Storage	Number of Female/DAG technicians/entrepreneurs/received training; At least 30-50% of trainees represent female/DAG	GESI approaches applied for selection process; Priorities given to female/ DAG entrepreneurs and technicians	Seed system officer , Monitoring and Evaluation Specialist (Budget provided)		10%	20%	40%	50%

Interventions		GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target				
						Y 1	Y 2	Y3	Y4	Y5
5		2.1.1.3.3 Strengthen breeder and foundation seed capacity in target crops	Number of Female/DAG entrepreneurs received training; At least 30-50% of trainees represent female/DAG	GESI approaches applied for selection process; Priorities given to female/ DAG entrepreneurs	Seed System Lead, Seed system officer, Monitoring Evaluation Specialist (Budget provided)		10%	20%	40%	50%
6		2.1.1.3.4 Strengthening of ISTA-Accredited Quality Control lab under SQCC/RSTL under CDD	Number of Female/DAG technicians received training; At least 30-50% of trainees represent female/DAG	GESI approaches applied for selection process. Priorities given to female/ DAG entrepreneurs and technicians	Seed System Lead, Seed system officer, Monitoring Evaluation Specialist. (Budget provided)	10%	20%	30%	40%	50%
7	2.1.1.3 Domain-specific ISFM recommendations developed and deployed	2.1.1.3.2: Conduct on-farm experiments for nutrient (macro, secondary, and micro) and lime responses at reference sites	Demonstrations by Women hh and DAG farmers	Participatory active inclusion	Fertilizer Lead, NARC, DOA	At least 10% demos every year				
8		2.1.1.3.7: Simple, multi-media extension messages and materials developed for different farmer groups including women	Extension materials focused on women and non-Nepali speaking farmers	Mandatory policy and participatory approach	Fertilizer Lead, NARC, DOA	At least 30% activity focused on Gender and non-Nepali farmers				
9	2.1.1.4 : Efficient fertilizer application technologies evaluated and commercialized	2.1.1.4.1: Evaluate precision broadcasting and other efficient fertilizer application methods for technical performance and farmer acceptance	Women friendly applications technologies developed	Mandatory policy and Active inclusionViews, preferences, perceptions taken into account	Fertilizer Lead, Fertilizer field coordinator Monitoring and Evaluation specialist (Budget provided)	Continuous process once a year				

Interventions	GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target					
					Y 1	Y 2	Y3	Y4	Y5	
<b>Sub IR 2.1.2</b> Value chains strengthened										
10	<b>2.1.2.1.</b> Seed system management scaled through researchers, seed companies, dealers, retailers, seed producers and development agencies	2.1.1.1.2 Establishment of Market-oriented Consultative Forum (MORCF) of Researchers, input suppliers and End Users	Numbers of women and DAG in the MORCF; At least 1/3rd representation in forum represents women and DAG.	Mandatory Policy and participatory Active inclusion. Views, Perceptions taken in to consideration	Seed System Specialist, Monitoring and Evaluation Specialist (Budget provided)	10%	20%	30%	33%	33%
11	<b>2.1.2.2</b> NARES capacity for developing and deploying ISFM technologies enhanced	2.1.2.2.1: Provide practical instruction in advanced laboratory-based soil analysis	Number of female and Disadvantaged groups members/entrepreneurs/technicians trained ; At least 30-40% beneficiaries for capacity building activities like training, project internship, includes women and DAG group	Selection process applies GESI approaches	Fertilizer lead, Project Coordinator, Monitoring and Evaluation specialist, CIMMYT, IRRI, CEAPRED, NARC scientists (Budget provided)	10%	20%	30%	33%	33%
12		2.1.2.2.2: Provide practical instruction in advanced geo-spatial land evaluation and mapping methods				10%	20%	30%	33%	33%
13		2.1.2.2.3: Provide introduction to the principles of integrated soil fertility management				10%	20%	30%	33%	33%

Interventions	GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target					
					Y 1	Y 2	Y3	Y4	Y5	
<b>IR 2.2: Small Enterprise Opportunities Expanded</b>										
<b>Sub-IR 2.2.1: Entrepreneurial Skills Strengthened</b>										
14	2.2.1.1.1: Enhance capacity of institutions along Nepal's seed sector value chain	2.2.1.1.1.1: Train Subject Matter Specialists (SMS) on seed value chain areas (once in two years)	Number of female and Disadvantaged groups members/entrepreneurs/technicians trained ; At least 30-40% beneficiaries for capacity building activities like training, project internship, includes women and DAG group	Selection process applies GESI approaches ; Training, outreach Communication materials , translated into Nepali and other key languages (Maithili, Tharu, Magar,); Social mobilizers /others from project area mobilized	Project Coordinator, Monitoring and Evaluation specialist, CIMMYT, IRRI, CEAPRED, NARC scientists (Budget provided)	10%	20%	30%	40%	40%
15		2.2.1.1.1.2: Train CBSPs, NGOs and seed partners in seed production, business development / marketing (pre-season)				5%	10%	20%	30%	40%
16		2.2.1.1.1.3: Train R&D staff on precision phenotyping for abiotic & biotic stress tolerance & quality traits				10%	20%	30%	40%	40%
17		2.2.1.1.1.6.7: Train CDD(MOAD) staff on online farm advisory				10%	20%	30%	40%	40%
18		2.2.1.1.1.5: Support NARC scientists on Masters / Doctoral program in Hybrid breeding & Seed technology				Number of NARC female/ DAG technicians/ scientist enrolled in Master/PhD programs; At least 1 scientist/technician represent female/ DAG among 3 scientists and 2 technicians	Selection process applies GESI approaches	Project Coordinator, Monitoring and Evaluation specialist, CIMMYT, IRRI, CEAPRED, NARC scientists (Budget provided)	1	

Interventions		GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target				
						Y 1	Y 2	Y3	Y4	Y5
19	2.2.1.2: ISFM and the '4rs' of fertilizer management scaled through dealers, retailers, cooperatives, development partners, and backstopped by extension	2.2.1.2.1: trainings on ISFM and the 4Rs of fertilizer management conducted for scaling intermediaries (retailers, cooperative leadership, extension, DPS)	About 30-40 percent of female/DAG intermediaries trained	GESI selection approaches applied for selection of staff for training. Priorities given to female/ DAG staff at Intermediaries	IFDC, Fertilizer Lead, Monitoring and Evaluation specialist(Budget provided)	10%	20%		40%	40%
<b>Sub-IR 2.2.2: Access to financial and business services increased</b>										
20	2.2.2.1: Access to financial and business services by seed enterprises increased	2.2.2.1.1 Mentoring for development of business plan to source working / growth capital from financial institutions	Number of female and Disadvantaged groups members/entrepreneurs trained ( At least 30-40% beneficiaries)	Selection process applies GESI approaches	Market development specialist, Seed system lead (Budget provided)	10%	20%	30%	40%	40%
21	2.2.2.2: Access to financial and business services by fertilizer enterprises increased	2.2.2.2.1 Access to credit (including linking to DCA) increased to support new fertilizer investments by the private sector	Number of female and Disadvantaged groups members/entrepreneurs had access to financial support ( At least 30-40% beneficiaries)	Selection process applies GESI approaches	Market development specialist, Seed system lead (Budget provided)	10%	20%	30%	40%	40%

Interventions	GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target					
					Y 1	Y 2	Y3	Y4	Y5	
<b>IR 2.4: Economic growth policy and performance improved</b>										
<b>Sub-IR 2.4.1: Increased access to markets</b>										
22	2.4.1.1: Seed demand and market characterization studies completed and support public and private investments	2.4.1.1.1: Assess stakeholders' perceptions on hybrids/opvs identified by the project (indicators disaggregated by different socio-economic parameters, including farm size, ethnicity and gender)	Gender disaggregated data (Qualitative and quantitative data); About 40-50 percent of sample represent female / DAG (data collected from both male and female respondents in HH where couple exists)	Recurrent sample Survey, male and female/mixed FGD, Interviews.	Socio economic lead , Monitoring and evaluation specialist; Local and female interpreters selected for data collection, qualitative and quantitative method of data analysis (Budget provided)	Continuous process once a year starting from end of 1st year				
23		2.4.1.1.4: Yield, economic, and HH welfare outcomes with use of improved and quality seed								
24	2.4.1.2: Market-responsiveness of seed development and distribution enhanced through a national Seed Sector Information System	2.4.1.2.2: training on using seed sector information system (SSIS)	Number of female and Disadvantaged groups members/entrepreneurs trained ( At least 30-40% beneficiaries)	Selection process applies GESI approaches	Market development specialist, Seed system lead (Budget provided)	10%	20%	30%	40%	40%
25	2.4.1.3: Fertilizer demand, welfare outcomes, and market characterization studies completed and support public and private investments	2.4.1.3.1: Willingness to pay for fertilizers assessed as a function of agronomic 'literacy', fertilizer price / quality, and farmer type - including risk perception	Gender disaggregated data (Qualitative and quantitative data); About 40-50 percent of sample represent female / DAG (data collected from both male and female respondents in HH where couple exists)	Recurrent sample Survey, male and female/mixed FGD, Interviews.	Socio economic lead , Monitoring and evaluation specialist; Local and female interpreters selected for data collection, qualitative and quantitative method of data analysis (Budget provided)	Continuous process once a year				

Interventions		GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target				
						Y 1	Y 2	Y3	Y4	Y5
26		2.4.1.3.2: Functional farmer typologies developed with respect to incentives and capacity for intensification of maize, rice, and wheat	Gender disaggregated data (Qualitative and quantitative data); About 40-50 percent of sample represent female / DAG (data collected from both male and female respondents in HH where couple exists)	Recurrent sample Survey, male and female/mixed FGD, Interviews.	Socio economic lead , Monitoring and evaluation specialist; Local and female interpreters selected for data collection, qualitative and quantitative method of data analysis (Budget provided)	Continuous process once a year starting from end of 1st year				
27		2.4.1.3.4: Yield, economic, and household welfare outcomes with 'recommended' and evolving farmer fertilizer practices assessed								
<b>Sub IR 2.4.2: Private sector service delivery improved</b>										
28	2.4.2.1: Seed association capacity strengthened to provide business development services and to effectively represent the seed industry	2.4.2.2.1 Train SEAN secretariat staff and other seed associations on business development services	At least 30-50 % participants represent Female, DAG	Selection process applies prioritizes GESI	Market development Specialist, Monitoring and Evaluation Specialist	10 %	20%	30%	40%	50%
<b>GESI Specific Work Activities</b>										
a	GESI resources	Recruitment of specialist on short term assignment	TOR and appointment		Coordinator (budget to be reallocated)	Year I				
b		GESI Action Plan	GESI Action Plan; Drafted, revised and finalized		Consultant, (Budget to be reallocated)	Year I				
c		Strengthening GESI capacity	GESI Analyses Tool and Indicators defined	Developed GESI Analysis tool, Indicators	GESI focal person (Budget to be reallocated)	Year I				

Interventions		GESI integrated activities	Indicators	Mechanism/Tools	Responsibility	Target				
						Y 1	Y 2	Y3	Y4	Y5
d		Common Understanding and Code of Conduct	Training Materials and modules	Training organized. In activity specific training programs GESI sensitization is included as a mandatory topic	GESI focal person Project management team	Continuous process				
e	Communication, capacity building and Dissemination	Communication material development	Identify the major language/dialect-written/spoken and develop communication materials accordingly	Identification of language/dialect	Communication Specialist (Budget to be reallocated)	Year 1				
f			Regular posting of facts and success stories on FB page and other social media	Circulation to all project and external beneficiaries	GESI focal person/ Communication Specialist	Continuous process				
g			Conceptualization, development and airing of episodes	Local media	GESI Focal person/ Communication Specialist (Budget to be reallocated)	Two programs per year				
h			Publication and presentation of GESI related success stories and scientific findings in journals, workshops, websites etc	Scientific papers, abstracts, working papers and posters	GESI focal person, Project Coordinator, Communication Specialist (Budget to be reallocated)			At least 1 publication from Year 3 onwards		
i			Research and Assessment studies undertaken along with M&EL	Research and Assessment Reports including qualitative and quantitative methods						4 publications

## **6 Risks/Limitations for implementing GESI Activities**

This section discusses the possible risks/limitations/challenges for NSAF project that might be encountered during the implementation phase.

i) Limited number of female/DAGs as technicians/ experts in input (seed/fertilizer) value chain: The limited number of female agriculture experts/ technicians/entrepreneurs in Nepal could possibly constrain the project to achieve its target in various activities. This is particularly in reference to the capacity building activities like training of professionals/entrepreneurs.

ii) Language and education Barrier for dissemination of technology: Language could be a barrier when technology application and associated practices will be disseminated. As stated elsewhere, chances of female farmers, DAG farmers, Janjatis and Dalits speaking and reading Nepali language will be less in many villages within the target project districts.

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**ANNEX I: Gender Equality and Social Inclusion Action Plan For ‘Nepal Seed and Fertilizer Project’**  
**(as per USAID/NEPAL. format)**

	Actions/Activities	Process/Mechanisms (for implementing the activities)	Responsible Members	Deadline
Project Planning	<ul style="list-style-type: none"> <li>Project GESI Analysis: Are major gaps and findings by domains identified? Does the project reflect the findings and conclusions of the project level GESI analysis? Have assumptions about GESI specific attitudes and behaviors been appropriately addressed through the project results (outputs, outcomes, etc)</li> </ul>	<ul style="list-style-type: none"> <li>Preliminary GESI analysis for the project is basically done on the basis of the desk review (secondary reports, articles, CBSP Nepal data, Policy and legal framework) and collection of baseline information from the USAID funded project BLP, KISAN and HMRP. On the basis of the above information NSAF project has defined the preliminary activities, indicators and strategies to address the gender issues of technology adoption and dissemination for seeds and ISFM management practices. For instance, participation and inclusiveness of women farmers, technicians and Disadvantaged groups will be taken care of when capacity building programs are being organized. Similarly the Selection approaches of CBSP groups and Participants inclusiveness in Trial &amp; field demonstration, will be designed to include women and DSGs.</li> </ul>	GESI Consultant	Aug 2016
	<ul style="list-style-type: none"> <li>If the project GESI Analysis does not exist, start by doing one. Ask GESI questions. For example: do you have sex and caste / ethnicity disaggregated data and information? Have any key issues been identified that will impact the ability of the project to achieve results or prevent men and women and marginalized groups from benefitting equally from the project? Are the needs of men and women and marginalized / vulnerable groups different enough that a specific component focusing on their empowerment needs to be created? Which specific gender and inclusion gaps can be addressed through the project to improve project results? Who is marginalized and how? Are GESI indicators identified? Is budget allocated for specific GESI activities? Etc (Remember to be specific!)</li> </ul>	<ul style="list-style-type: none"> <li>The project GESI analysis does not exist. As stated above, the data from USAID funded projects is used for the GESI analysis. However the missing variables, if any, will be collected during the baseline survey planned at the end of the first year of the project. GESI specific variables will be part of the data collection. The data will be used to refine the GESI strategy and action plan. Though there is no specific budget allocated for GESI studies under the project, budget is allotted for baseline and M&amp;E studies. If required, the budget will be reallocated.</li> </ul>	GESI resource person & Lead Socio economist	March 2017
	<ul style="list-style-type: none"> <li>If yes, do the activities, inputs and outputs aim at reducing the relevant gaps? Does it include discussion of opportunities for increasing female leadership or empowerment women and marginalized groups and their organizations in project implementation? Etc</li> </ul>	<ul style="list-style-type: none"> <li>Yes. Based on the secondary data, activities are planned to reduce the gaps and provide more empowerment to women and DSGs in technology adoption and entrepreneurial skill development. .</li> </ul>	Project coordinator	

<b>Performance Monitoring</b>	<ul style="list-style-type: none"> <li>All Activity M&amp;E Plans have indicators that track gender and inclusion issues</li> <li>Sex and caste ethnicity disaggregated data and methodologies for data collection</li> <li>Does it include methods for collecting information for males and females and marginalized groups during the course of the project?</li> <li>Project leadership and key personnel describe their own personal efforts related to gender and inclusion (as part of their job duties of GESI integration)</li> </ul>	<ul style="list-style-type: none"> <li>M&amp; E plan has identified preliminary indicators to track GESI. The data for indicators will be collected through the primary data collection methods like hh surveys, FGD and in depth interviews and Observation and secondary sources. GESI progress will be tracked throughout the project while implementing activities as per GESI action plan and GESI principles.</li> <li>Gender, ethnicity disaggregated data will be collected from the farmers (Female, Male, Disadvantaged group).</li> <li>Gender Awareness training is recommended for the senior project management team, and implementation staff including Lead CIMMYT and other implementing partners especially Seed Companies, NARC, NGO's and CBSP groups</li> </ul>	Project Coordinator, M&E specialist  GESI resource person          Project coordinator	
<b>Reporting</b>	<ul style="list-style-type: none"> <li>A short summary of gender and inclusion activities completed</li> <li>Preparation of an annual 2-3 page report card on GESI in preparation for PPR &amp; Portfolio Review; Include GESI data / results / outcomes reporting</li> </ul>	<ul style="list-style-type: none"> <li>Preliminary GESI action plan and Strategy prepared. Comprehensive GESI analysis to be undertaken during the implementation phase <ul style="list-style-type: none"> <li>GESI reporting on activities will be done biannually. GESI reports to include Case studies, Qualitative Data interpretation and Analysis based on grounded theory,</li> </ul> </li> </ul>	Project coordinator	Aug 2016          Biannual Reports
<b>Evaluation</b>	<ul style="list-style-type: none"> <li>Questions about gender and inclusion; future evaluations ask questions about the effect of reducing GESI gaps on project outcomes?</li> </ul>	Yes. GESI action plan will be revised, if necessary, based on baseline studies.		
<b>Staff Capacity</b>	<ul style="list-style-type: none"> <li>Staff responsible for ensuring their project team develop gender and inclusion understanding and skills to implement / use</li> <li>GESI Team or working group</li> <li>Primary GESI POC, GESI specialists and experts</li> </ul>	There is separate GESI resource in the project. However, Project staff will be involved in implementing the action plan. If required, external support will be deployed for implementation of the activity	Project coordinator	
<b>Institutional Capacity</b>	<ul style="list-style-type: none"> <li>GESI Policies, Plans, Tools, Best Practices, Learning Agenda and Forums</li> <li>Is GESI learning a priority? Does a learning plan exist? Does a Learning Plan describe a process to determine the need for further GESI analysis if</li> </ul>	CIMMYT has internal resource, at HQ and in Africa on GESI. These resources will be utilized, as per the requirement.		

	learning leads to substantial revision of project or activity?			
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*Activities, process and mechanisms are specific to project*

**Prepared by/Date:**

**Discussions/Date:**

**Approvals/Date:**

**Approvals/Date**