

GESI Self-Assessment: Country Experiences

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The logo for SNV, consisting of the letters 'S', 'N', and 'V' in a bold, blue, sans-serif font.The logo for the International Water Management Institute (IWMI), featuring the acronym 'IWMI' in a bold, blue, sans-serif font, with the full name 'International Water Management Institute' written below it in a smaller, blue, sans-serif font.The logo for 'Water & Wash Futures 2023', featuring the words 'WATER' and 'WASH' in a large, bold, blue, sans-serif font, with '&' in a smaller font between them. The year '2023' is written vertically in red to the right of 'WASH'. Below this, the word 'FUTURES' is written in a smaller, blue, sans-serif font.

Achieving SDG6 in a Changing Climate



#WaWF23

Introduction

GESI self-assessment tool has been applied at different levels in Nepal; country offices of SNV and IWMI in Nepal, working Municipalities of Water for Women and WASH SDG Programs

- Self-assessment tool has a comprehensive guideline facilitating the GESI assessment in a participatory way
- It demands **unbiased process facilitation** and joint commitments
- This tool can be applied for different sectors/institutions and programs
- Confidentiality is the key
- It doesn't provide interagency comparison; but creates an **organizational baseline**
- It's a **self-reflective** planning, **monitoring and learning** tool
- It offers a supplementary framework for organisational GESI assessment

Example

1.22

GESI
unaware/harmful



GESI
aware



GESI
responsive/
accommodating



GESI
Transformative

0



1



2



3

Zero Focus



Strong Focus

Capacity Building Through Self-Assessment

- This tool is designed based on **GESI continuum framework**
- The toolkit offers a comprehensive facilitation guide which included a wide range of materials
- **Self reflective processes** offering a safe space for reflecting GESI practices within an organization
- Helpful for the organizational team to surface out the potentially **overlooked areas of GESI**
- The tool is useful in **setting annual GESI milestones**, designing specific activities with timeline and budget
- Supportive to align GESI actions with governance process of our institutions & partner organisations (e.g. local governments)
- It challenges the organizational team to justify the claimed achievements **with evidence**
- The tool itself is the good reference guide for GESI knowledge management

Process And Methodology

- **Tool orientation**, pre-scoring exercise in groups
- **Scoring exercise in groups**: 5.1 was assigned to all groups and 1.1, 1.2, 2.1, 3.1, 3.2, and 4.1 were assigned to specific group of staff, while 16 standards were scored in Municipalities and IWMI-Nepal)
- Analysis of the scores and got **plenary consensus**
- Identification of top priority areas of GEDSI, voting for short listing the priorities (e.g. **deciding on big three**)
- Developing **GESI action plan**; by adopting the actions framework of keep going, stop doing, start doing, and talk more about
- Report preparation, getting feedbacks, finalizations and sharing
- Implementation of **GESI action plan**
- Periodic review and reflection on **change towards GESI**



Country Team, SNV In Nepal During GESI Self-Assessment, Photo by Gitta Shrestha, IWMI Nepal



GESI Self-Assessment Exercise in Ramnagar Rural Municipality, Sarlahi, Photo by Bandana Sinha, SNV in Nepal

Experience & Learning

- Using the SAT at scales is helpful for practicing **GESI in organizational systems**
- It facilitates in creating **twin-track systems and mechanisms**
- Planning, preparation and coordination with co-facilitators and GESI focal points require **time and commitment** at the organizational level and/or project leadership
- The process has opened up the scope of **intersectoral collaboration**
- It's being helpful for identifying **new target groups and thematic areas** (new to the organization) i.e., LGBTIQ+, research and innovation
- The tool supports informed/evidence-based planning and decision making
- The tool provides opportunities for monitoring, evaluation and learning about **organizational commitment on GESI**.
- It offered the collaborative actions with other actors/team members

Team Nepal having gathered all staff; it provided a platform to know all aspects in terms of GESI. The discussions were productive. SAT assessment demanded efforts from every individual staff in realizing GESI goals. However, with just a daylong session was quite short to have meaningful discussions on the subject.

Ugyen Wangchuk
GESI Advisor, Bhutan

Gitta Shrestha, IWMI Nepal

“ All the time, I would hear people from Province and NGOs talking about GESI. I had no idea what it was and was really wondering about how the differences and inequality between men and women could be our concern and how we can work on them. When the Government team came to assess and asked us to provide evidence on what we did in GESI mainstreaming, like any facility that could be used by everyone without difficulty? Then I got the GESI SAT Orientation through SNV and with this I was able to understand it and was able to show the Accessible toilet made by SNV at our hospital as an evidence. Now, I understand how important it is to mainstream GESI in our day-to-day services”

Dhir Bahadur Shahi, Former Chair
Thantikandh Rural RM

“ We were having hard time to help our Ward Chairs understand the GESI component in planning and programme, but this orientation, followed by exercise, checklist and quarterly follow up is actually helping me monitor and coordinate with the ward chairs on targeted GESI mainstreaming activities. We still need a comprehensive training on GESI and GESI SAT planning from SNV.”

Kumar Mahato, Mayor
Chandranagar RM Sarlahi

Bandana Sinha

GESI Officer, SNV Nepal

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