

Gender Equality and Social Inclusion

for
World Vision International (WVI)
Nepal



Gender Equality

Gender equality is the state or condition that affords women and girls, men and boys, equal enjoyment of human rights, socially valued goods, opportunities, and resources. It includes expanding freedoms and voice, improving power dynamics and relations, transforming gender roles and enhancing overall quality of life so that males and females achieve their full potential.



Social Inclusion

Social inclusion seeks to address inequality and/or exclusion of vulnerable populations by improving terms of participation in society and enhancing opportunities, access to resources, voice and respect for human rights. It seeks to promote empowerment and advance peaceful and inclusive societies and institutions.

Disability Inclusion is an important part of overall Gender Equality and Social Inclusion approach in WVI Nepal. Our work on disability inclusion also considers how intersectionality, gender and other social norms impact the situation for persons, children with disabilities

GOAL

Our goal is to achieve **sustained, transformational change** at individual, household, community and societal levels so that all persons can **enjoy fullness of life.**

GESI Mainstreaming Minimum Standard

During Emergency Context

- Health
- Food Security
- Logistics
- Education
- Nutrition
- Assessment
- Shelter including non-food relief item
- Water, Sanitation and Hygiene
- Livelihood and Cash-based Intervention
- Communicating with communities
- Advocacy and Key Messages
- Protection

During Development / Regular Context

- Policy
- Analysis
- Do No Harm
- Accountability
- Capacity and Culture
- Budget
- Indicator
- Data

Five Domains of Change to Result in Greater GESI

Access



Ability to access, use, control, and/or own assets, resources, opportunities, services, benefits, infrastructure

Decision-making



Ability to make decisions free of coercion at individual, family, community and societal levels

Participation



Level of engagement in societal affairs and systems of power that influence and determine development, life activities and outcomes

Systems



Equal and inclusive system that promote equity, account for different needs of vulnerable population and create enabling environments for their engagement

Wellbeing



Agency, capability and status, relating to confidence, dignity, sense of worth, safety, health and overall physical, emotional, psychological and spiritual well-being

Our Programmes Aim to

Address the systemic and structural barriers to women's rights, gender equality and social inclusion in the communities where we work, where possible, through an intentional approach to affirmative action like gender integration and providing opportunities to people from most vulnerable and disadvantaged caste and groups

Actively collaborate with key strategic partners including government entities, United Nations' agencies, civil society, churches and other faith-based organisations to promote gender equality and social inclusion

Support active and equitable participation of women, men, girls and boys from all caste, religion and ethnicity in all programming stages in the communities where we work

Recognise intersecting nature of injustice and discrimination and promote inclusion in the design process

Support women and girls regardless of their caste, ethnicity or religion to access enhanced opportunities for leadership and decision making within their families and in their wider communities