



Government of Nepal  
Ministry of Agriculture Development



KISANKA LAGI BIU-BIJAN KARYAKRAM (KUBK)  
[Improved Seed for Farmers Programme (ISFP)]

# Gender and Social Inclusion Strategy and Actions

2016

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## FOREWORD

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## Acronyms

AEC	Agro- Enterprise Centre
ADS	Agriculture Development Strategy
APP	Agriculture Perspective Plan
AWPB	Annual Work Plan and Budgeting
COSOP	Country strategic opportunity Programme
DADC	District Agriculture Development Committee
DoA	Department of Agriculture
DCCI	District Chamber of Commerce and Industry
DAG	Disadvantaged Group
DADO	District Agriculture Development Office
DFID	Department for International Development
DLSO	District Livestock Service Office
DoL	Department of Livestock
EIG	Education for Income Generation Programme
FAO	Food and Agriculture Organization
FNCCI	Federation of Nepalese Chambers of Commerce and Industry
GESI	Gender Equality and Social Inclusion
GoN	Government of Nepal
HHs	House holds
HIN	Heifer International Nepal
HVAP	High Value Agriculture Project in Hill and Mountain Areas
KUBK	Kisankalagi Unntatbiubijankaryakram
IPs	Indigenous People
ISFP	Improved Seed for Farmers Programme
LIFCD	Low Income Food deficit Country
MIS	Management Information System
MoAD	Ministry of Agriculture Development
MoF	Ministry of Finance
MOU	Memorandum of Understanding
NACCFI	Nepal Agricultural Cooperative Central Federation Limited
NARC	Nepal Agriculture Research Council
NPC	National Planning Commission
PMO	Programme Management Office
PIU	Programme Implementation Unit
PRSP	Poverty Reduction Strategy Paper
PSC	Programme Steering Committee
SFACL	Small Farmer Agro Cooperative Limited
SFDB	Small Farmer Development Bank
SQCC	Seed Quality Control Committee
UNDP	United Nation development Programme
VCD	Value Chain development
VDC	Village Development Committee

## Chapter 1 Introduction

### 1.1 Background

KisankalagiUnnatBiu-BijanKaryakram-KUBK (Improved Seeds for Farmers Programme - ISFP) is a decent initiative implemented by the Government of Nepal, Ministry of Agriculture Development (MoAD) with the financial assistance of International Fund for Agricultural Development (IFAD). MoAD is the executing and implementing agency and Heifer International is a co-financier. Agro Enterprise Centre (AEC), Nepal Agricultural Cooperatives Central Federation Ltd. (NACCFL) and Small Farmer Development Bank (SFDB) also participated in the program as the implementing partners.

The development objective of the Programme is to improve household incomes through sustainable, market-driven productivity improvements, with the aim of scaling-up an agriculture-led growth model. The programme is designed to support two key constraints of agriculture sector hampering productivity, namely, the improvement of formal seed sector (cereals and vegetables) and improvement of smallholders' livestock (goats and dairy) in order to increase income of the poor rural households developing partnership between farmer organizations, rural based cooperatives and the private sector. The programme intervention strategies comprise four components: (i) Support to the Extension of the Formal Seed Sector; (ii) Smallholder Livestock Development, and; (iii) Local Entrepreneurship and Institutional Development, and (iv) Programme Coordination and Management.

In the present post-conflict context, IFAD's strategy in Nepal is focused on supporting the development policies and programmes of the government and other partners, especially in relation to peace-building, reconciliation, reconstruction and economic recovery to promote inclusive, competitive and sustainable agricultural growth within the target area such as to contribute to overall economic growth in line with its COSOP Strategic objectives- (i) increased economic opportunities for rural poor farmers and producers, (ii) improved community infrastructure in the hills, (iii) reduction in gender-, ethnic- and caste-related disparities through greater inclusion of disadvantaged groups in development and (iv) support improvements in local governance and peace-building.

Incidence poverty has been reduced considerably in the last decade due to various efforts of the development programme. However, still Nepal remains one of the poorest countries in the world, with a Human Development Index of 0.463, placing it 157th out of 187 countries listed in the (UNDP, 2013) and statistically the overall poverty rate for Nepal is 25 percent and this figure increases to 45 per cent in the Mid-Western region and 46 per cent in the Far-Western region. Noticeably, poor rural people in Nepal generally have large families, very small landholdings or none at all, and high rates of illiteracy (ADB, 2015). They are also concentrated in specific ethnic, caste and marginalized groups, particularly those of the lowest caste (dalits), indigenous peoples (janajatis) and women. The national living standards survey conducted by Central Bureau of Statistics (CBS) in 2010/2011 evoked the fact that over 30 per cent of Nepalese live on less than US\$14 per person, per year.

The Nepalese Constitution guarantees social justice and affirmative action for Dalit, women, and other marginalized groups. In this context, development programme of the Government of Nepal and IFAD

has focused to reduce incidence of extreme poverty from the rural areas. Realizing the vulnerability of Dalits, Indigenous people, remote areas and female-headed households this section of the society is to be included in the programme with greater priorities to overcome gender, ethnic and caste-related disparities and poverty. The inclusion of disadvantaged groups and women not only addresses inequalities, but also helps building viable production systems, markets and other elements of the value chains. Hence the full participation of indigenous, dalits and other DAG groups and women as target beneficiaries of Programme cycle is fundamental to promote inclusive rural growth.

The KUBK-ISFP aims to foster socially inclusive rural economic growth in the programme districts by addressing the special needs of disadvantaged groups and women. Mainstreaming GESI is major concern of the KUBK-ISFP programme implementation for inclusive rural growth in line with the national policy regimes and government initiatives. The KUBK-ISFP programme is committed to make a special effort to reach economically active women and disadvantaged groups through its programme interventions to ensure their participation in the form of groups, cooperatives or in an individual basis with clear GESI targets in all of its three components (i.e., Extension of formal Seed Sector and Commercialization of the Smallholders' Livestock and Local Entrepreneurship and Institutional Development).

This guideline outlines KUBK-ISFP's GESI strategy and acts as a guideline to all of the programme staffs in the field and at the programme management office, and its partner organizations.

## **1.2 Objectives of Strategy**

The overall objective of the GESI strategy is to create a common understanding of GESI related issues and interventions among the KUBK-ISFP staff members working at Programme Management, Technical Assistance (TA) Team and its implementing partner organizations and acts as a guide to achieve GESI targets of ensuring participation of the women, Dalit, Janajati and marginalized group at all levels of programme implementation as per the target of program design document. The specific objectives are as following:

- i. To ensure the GESI responsive approach and strategies are adopted in KUBK-ISFP programme implementation in order to improve access to resources and benefits from the project initiatives for women, poor/DAG and the excluded caste/ethnic groups through the incorporation of the GESI related programme activities in its Annual Work Plan and Budget (AWPB)
- ii. To institutionalize the GESI concept at all level of programme implementation with its implementing partner organizations, by identifying areas for GESI interventions and ensure the inclusion of women and marginalized group in grant sub-projects as well as local institutions (Farmers' groups, Cooperatives, DADO/DLSOs, etc.) executing/participating in the KUBK-ISFP programme through capacity building.
- iii. Enhance monitoring and reporting system of KUBK-ISFP to ensure that GESI issues are well addressed in all level of programme interventions with its implementing partner organizations.
- iv. To raise awareness towards the GESI strategy, among the KUBK-ISFP staff members, and the implementation partner organizations and provide guideline for them to follow the GESI approach during programme implementation

## Chapter 2 Gender and Social Inclusion in Nepal: Context and Issues

### 2.1 Poverty incidence by Caste/Ethnicity: National perspectives

Poverty is a multidimensional concept, lack of income may adversely affect livelihoods of the people, but people can still suffer acute deprivations even if they possess adequate incomes. The physical, economic, social, cultural, accessibility and other aspects of the deprivation are very crucial. Thus, we also need to incorporate key life capacities such as agency, participation and voice while measuring poverty. Based on the multidimensional Poverty Index (OPHI 2013), the rate of poverty is as far higher than the NLSS III estimate that is 44.2% (2011). However, it also decline from 67.7% in 2006 and the decline in poverty has been accompanied by significant improvements in a range of key development indicators, including access, literacy, assets and immunization. But chronic poverty is concentrated both regionally and at the sub-regional level and the trends in social aspects of inequality are not even between Dalit and non-Dalit groups (DFID, 2013). Poor people particularly women, Dalit, Janajati and marginalized group, are exposed to higher levels of risk in life and normally have fewer resources to cope with shocks and hazards. Thus, vulnerability is far more evenly spread within these social groups.

Inequalities in human development by caste and ethnicity have been noted and accounted since 1998 and these remain pronounced, despite some evidence that they may be reducing over time. Among identified castes and ethnic groups, Hill Brahmins have the highest HDI score at 0.557, and the Madhesi Dalits have the lowest. The Muslims and Dalits have HDI values 27 and 24 percent lower respectively than that of the Brahmins/Chhetris(NPC/UNDP, 2014).The status human development and poverty by caste/ethnicity in Nepal is presented in Table.....

Table 1: HDI and poverty incidence by Caste/Ethnicity in Nepal

S.N.	Caste and ethnic groups	Human Development Index (HDI)	Poverty headcount rate	Percent of poor
1	Hill Brahmins	0.557	10.3	5.2
2	Hill Chhetris	0.507	23.4	16.6
3	Terai Brahmins	0.536	18.6	0.4
4	Terai middle castes	-	28.7	17.6
5	Hill Dalits	0.446	43.6	15.2
6	Terai Dalits	0.400	38.2	6.9
7	Newars	0.565	10.25	2.5
8	Hill Janajati	0.509	28.25	24.4
9	Terai Janajati	0.473	25.9	7.3
10	Muslim	0.422	20.2	3.5
11	Other	0.568	12.3	0.5
12	Nepal	-	25.2	100

Source: Nepal Living Standards Survey 2011 and Nepal human Development Report 2014

The NLSS III (2010/11) also provides information on poverty distribution in Nepal by caste/ ethnic groups which is presented in Table 2 and there is a wide disparity in poverty within each caste/ethnicity. The poverty rate is much lower in the Newar and the Brahman than other castes/ ethnicities. The table 2 also

indicates that poverty incidence is least in the Newar (10.25%) followed by the Brahman (10.34%) and highest in the Dalit of the Hills (43.63%). Within the Hill castes, poverty ranges from 10.34 percent in the Brahman to 43.63 percent in Dalit. Similarly, within the Terai castes, poverty ranges from as low as 18.61 percent in the Brahman to as high as 38.16 percent in the Dalit. A simple comparison of poverty within the Janajati shows that poverty ranges from 10.25 percent in the Newar to 28.25 percent in the Hills' Janajati.

Nepal ranks 102<sup>nd</sup> position out of 186 countries in the world for Gender Inequality Index (UNDP, 2013). A majority of women and indigenous peoples, and most of Dalit women and men, face serious discrimination and marginalization (e.g. human trafficking, child labor and low wage rate) due to: (i) Not being empowered to protect and exercise citizenship rights and land tenure rights; (ii) restricted rights over mobility for women; (iii) low participation in decision making process; and (iv) caste system against National Act 2011 on "Caste Based Discrimination and Un-touchability". , Therefore, women and socially excluded groups are much more vulnerable to and impacted by poverty e national population and housing survey reported that only 19.71% of women have landownership and most of the women have limited access to the physical assets, property and credit. Additionally, women are primarily engaged in informal work as well as inside the house. Women having family members without land often works as an agriculture labor or wage labor (HBP, 2013).

## **2.2 Gender, and social inclusion in Nepalese agriculture sector**

Agriculture is the foremost contributor of the Nepalese economy. It employs almost 65% of the active labor force and contributes one-third to the country's gross domestic product (GDP) (MoF, 2015). Out of the total households in the country, 74 percent are agricultural households with land and roughly two percent are agricultural households without land and the average size of agricultural land area in the country is 0.7 hectares. At the national level, 28 percent of all household income comes from agriculture, 37 percent from nonfarm enterprises, 17 percent from remittances, and 16 percent from own housing consumption (CBS, 2011). The main sector of employment is self-employment in agriculture for both males and females. Females are predominantly self employed in agriculture and are engaged in extended economic activity.

Nepalese agriculture is characterized by mixed crop and livestock integrated farming which is widely prevalent in the country, irrespective of agro-ecological regions both men and women are involving in agriculture production and management. However, there exists a gender division of labor between men and women in farming as well as in household activities. There is a defined role and responsibilities for men and women that has been socially accepted and practiced. Both men and women perform their task through mutual cooperation and interdependence. Because of this gender division of labor, gender differentiation in participation persists in agriculture. Primarily, women play a significant role in the various stages of crop and livestock production, processing and preparing for markets. On an average, woman shares more than 50% of labor work for food and vegetable crops (FAO, 2010). Likewise, in animal husbandry, women are more involved in raising small livestock, their labor contribution is higher in feeding, collecting fodder, cleaning sheds, and grazing while men involvement is concentrated in disease treatment, milking, and buying and selling of animals and their products. Within the social and ethnic groups, women of Tamang, Gurung, Magar, and Dalits are involved in production of pigs and poultry.

Women make substantial contribution in agriculture sector and out of 72.8% of economically active (age 10 and over) women are engaged in agricultural work compared to men's 60.2% and poor rural women play important roles as unpaid family workers, hired laborers, income earners, savers of expenditures, and major caretakers of family health and nutrition.. In the recent years, it is well known that Nepalese agriculture is feminized gradually due to male migration to foreign employment. Both poverty and emigration of men have added extra work load on women for sustaining household food security. However, due to lack of legal ownership of land, they have restricted access to services and facilities, which ultimately adversely affected in agricultural production and ultimately, poor and illiterate women will continue to be immersed in agriculture and will bear a heavy burden of farming tasks with less access to other income opportunities than men(FAO, 2010).

In this context, policy regimes of Nepalese agriculture sectors namely, (National Agriculture Policy (2004), Livestock Master Plan, Agriculture Perspective Plan, The Agriculture Extension Strategy (2005), Agro- business Promotion Policy and the Gender Mainstreaming Strategy (2006), all are focusing on improving access to agriculture resources and benefits for women, the poor and excluded ethnicity in line with the national development agenda. However, the pace of mechanisms to address gender equality and social inclusion issues at the implementation level is not satisfactory and the socio-economic condition of the women, Dalit and Janajatis are still worse.

### 2.3 Key concerns of GESI

The empowerment perspective of poverty reduction approach emphasized equal opportunities for all and advocated building empowerment on three pillars: (i) people-responsive state institutions, (ii) removal of social barriers and discrimination, and (iii) stronger local organizational capacity and social capital. Additionally, persistent inequality in human development at regional and geographical locations was identified as both the cause and effect of exclusion. Nepal has explored various options for restructuring the state and reforming the political system to accommodate the interests of different social groups. The Nepalese Constitution (2072) has already confirmed federal state to foster social justice, inclusion and participation (NPC/UNDP, 2014). Poverty reduction cannot take place on a sustained basis when both economic and social empowerment remains so low. According to the Nepal human development report 2004,

*"Discriminatory practices rooted in ethno caste system have dominated Nepalese culture for centuries. Across regions, discrimination based on patriarchal structures has often stripped the majority of Nepalese women of their dignity, self-respect and confidence. And although the National Country Code of 1963 and the Constitution of 1990 prohibit all forms of discrimination against Dalits, untouchability continues in practice....., the historic exclusion of some regions disempowers a number of Nepal's indigenous minorities and undermines their cultures as well as livelihoods; ... discriminatory practices prevail in all part of countries with or without legal sanction..... underdevelopment of the mid- and far western development regions in particular constitute a glaring example of geographic exclusion that has shut every population segment- irrespective of caste, religion and sex -out of mainstream development"(UNDP, 2004)*

The Gender Development Index (GDI) and Gender Empowerment Measure (GEM) have been used to measure inequality between men and women. The GDI captures inequality in terms of the same dimensions as the HDI (life expectancy at birth, adult literacy and mean years of schooling, and a decent standard of living measured per capita GNI in PPP). The GEM indicates the relative

empowerment of women and men in various political and economic spheres. The GDI score for Nepal for 2011 is 0.482. Among the ecological regions, the GDI value based on the geometric mean is the highest for the Hills at 0.515, followed by the Terai at 0.458 and the Mountains at 0.430. The route to poverty alleviation and human development involves building up basic capabilities and enhancing the productive abilities of people. Inclusivity is best anchored in fair and comparable distribution of productive abilities (NPC/UNDP, 2014).

Issues and challenges regarding GESI in the KUBK-ISFP program districts are briefly discussed as under:

KUBK-ISFP Design Completion Report<sup>1</sup> clearly mentions following key obstacles from the perspective of GESI.

- i. Cultures, beliefs, social norms and practices related to the farming system and handling and management of money, and the social power and identity created through the caste and patriarchal system, restrict women in accessing opportunities, particularly in community leaderships, policy decisions and program implementations.
- ii. Women are forced through male absence to do even more than their traditional 70% of agriculture workloads, restricting the time available to invest in new ventures.
- iii. Agricultural decision makers, service providers and technicians are nearly all (non-DAG) males (94% technicians in government) and prefer to talk and visit (elite) male farmers and prefer to focus on technical issues. They generally lack skills in working effectively with women and socially excluded groups. Also often men have been trained in skills that women require. Government of Nepal has addressed this issue partly by a policy that 40% participants of all agricultural training must be women.
- iv. In practice the GESI related training for staff and producer groups is often included as an ad-hoc topic and limited to one hour or half a day session included within technical training courses. This is often too short for them to achieve GESI objectives in their work
- v. Women and priority for women's concerns are mostly lacking within the agencies and projects structure and senior staff and this affects effective service delivery to women, although several projects, including the Rural Women's Leadership Project (IFAD/WOCAN, 2011) showed that developing women's leadership skills helps women to access, utilize and mobilize agricultural resources, negotiate and engage with men to support and accept their leadership.

Furthermore, KUBK-ISFP Design Completion Report<sup>2</sup> clearly mentioned following key obstacles that faced by the Disadvantaged groups for effective participation in the agriculture sector.

**a. Cultural, Traditional, Awareness and Education, Skill**

- DAGs, notably IPs are, often communal and shy-as a result they are uninformed, easy to bypass, easy to stay away, easy to dropout.

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<sup>1</sup> Design Completion report-2727-NP , Volume 1, KUBK-ISFP, IFAD, Rome, @012

<sup>2</sup> Design Completion report-2727-NP , Volume 2, KUBK-ISFP, IFAD, Rome, @012

- Lack of awareness about intensive or commercial agriculture, specially Dalits
- Lack of access to education; new technical knowhow and skills; exposure; information about opportunities and trainings.
- Social disruptions and labour distortions by outmigration and absence of males
- New technologies and knowledge do normally not pass on from dominant caste to Dalits and IPs but the other way around it happens. This has to do more with culture than with social position as well as discrimination, especially of Dalits.

**b. Lack of Resources**

- Lack of resources (water, storage housing and fertile land) and investment and low risk taking capacity
- Poor might benefit from mechanization of shift to orchard crops but lack of resources and skills.
- Important crop for poor areas like low- value labour-intensive un-irrigated wheat in Arghakhanchi decreasingly feasible due to lack of labour.

**c. Linkages and Institutional Strengths-** lack of negotiation power and marketing linkages to sale their produce (Crop and livestock products, labour and their traditional skills).

**d. Low level of Service and Project Opportunities:**

- Generally, lack of DAG staff in aid/ Government organizations reducing levels of access and mutual understanding
- Lack of attention, time and specific approaches from project staff to address DAG obstacles like lack of exposures, discrimination, information, resources.
- Reduced success rate due to inappropriate approaches like distribution of cattle or goats to poor people who lack time, skill, interest, and resources and are not supported enough. Almost, 35% of DDC budget is for DAGs, but less success stories for DAGs, mostly women's skills, men's mobile and computer repair trainees and skill road labour.
- Lower success rates encouraging development actors to invest in higher potential areas.

**e. Remoteness-** DAGs (Poor and Excluded groups) live on average more remote and away from roads. Thus, transport cost for high volume- low price items like seed and dairy from remote areas too high.

## Chapter 3 GESI Strategy, Action Plan and performance Indicators

### 3.1 Conceptual frame work for GESI

Primarily, the GESI concept includes both *Gender mainstreaming*- to promote gender equity and women's empowerment, and *Credible recognition of diversity of socio-ethno groups*- to acknowledge differences and inequalities existing between different socio-ethnic groups to access economic benefit of the socio-economic development programmes to improved their livelihoods and dignity by removing the existing huddles that limiting to foster an inclusive development of the economy. Further, a deeper understanding of the different socio-cultural contexts and conditions prevailing in the target communities and ground realization of the marginalization and geographical remoteness in development planning could certainly be led to inclusive rural growth. Many literature advocates that addressing exclusion is only premised on the understanding of different social groups and their livelihood options based on the existing resources endowments and peoples' rights. Thus, they can improve their livelihoods and become able to acknowledge their **voice in decision-making process** by influencing existing '**rules of the game**' for **equitable distribution of assets and access to services**, opportunities and institutional power. Nepal has made significant progress in poverty reduction over the past decade despite the conflict and high levels of political instability. However, the situation of social inclusion is not satisfactorily and poverty is higher in rural areas and overriding in marginalized ethno-social groups especially in the Mid and Far-Western hills. In this context, the following conceptual framework guides the KUBK-ISFP GESI strategy.

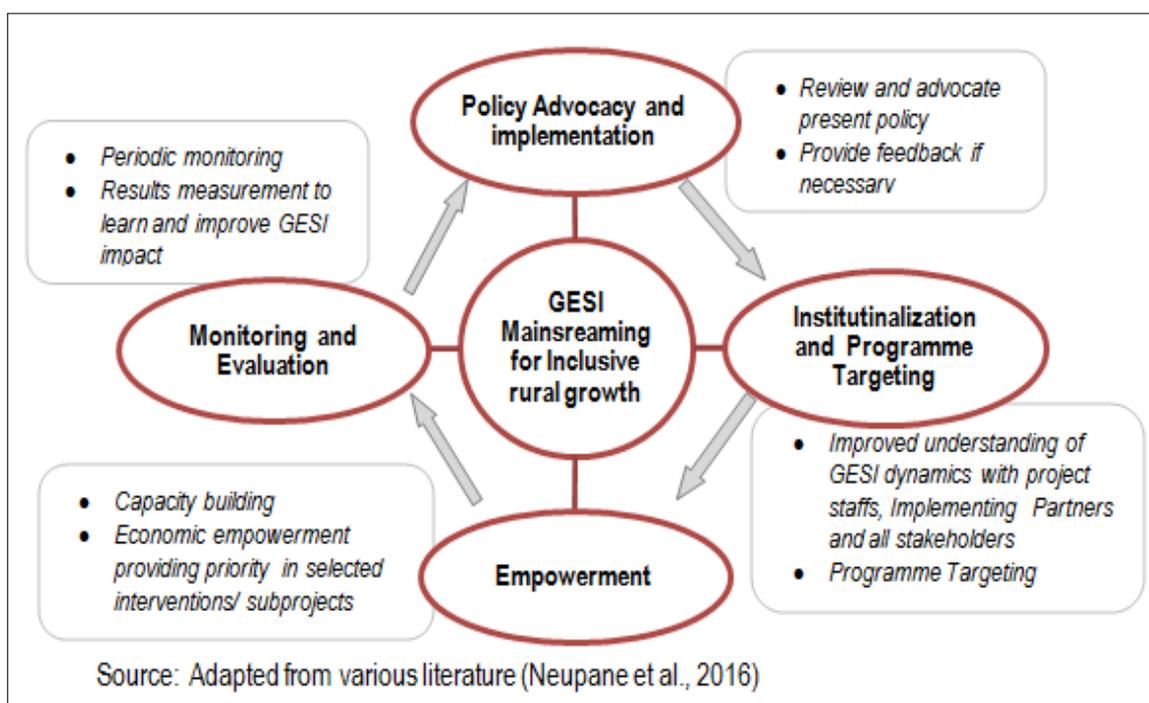


Figure 1: Conceptual Framework for GESI

### 3.3 GESI Strategies for KUBK-ISFP Implementation

**Strategy 1:** Identification for targeting: to ensure the participation of women, poor/ small holders, Dalits, Indigenous People and remote Dwellers groups in planning and implementation processes and promotes equal access to resources and benefit.

**Strategy 2:** Promote social/gender justice: Ensure to removal of the gender-based discrimination on the wages of equal work of women and men and balance the workload of household level.

**Strategy 3:** Strengthening information and communication system to ensure that relevant information is delivered via appropriate media based on the needs of target groups at all levels.

**Strategy 4:** Capacity building/ Institutionalization of gender and social inclusion Interventions of all chain actors, including women and excluded groups, remote dwellers, to create responsive and inclusive value chains by enhancing the skills and knowledge of the target groups so that they may better participate in programme.

**Strategy 5:** Harmonize present policy implementation

Create a gender friendly and socially working inclusive environment, enable the recruitment process to ensure the proportionate representation of staff from women, and excluded groups.

**Strategy 6:** Strengthening Management Information System (MIS)

MIS can be valuable resource for analyzing Gender and Ethnic data for hierarchy of management in order to analyze, plan and monitor the social inclusion issues. Particularly it can serve two major functions, firstly it can be useful to access the contemporary conditions of social inclusiveness and gender balance in the area of concern and secondly it can be an aid to plan, and deliver any form of social inclusive and gender balancing projects or campaigns. A quantifiable measure of social inclusiveness and gender equivalence can be clearly mapped through the use of MIS.

**Strategy 7:** Coordination and collaboration with relevant stakeholders to create GESI appropriate environment and share experience and learning and scale-up good practices.

### 3.4 GESI Strategy, actions and Monitoring & Evaluation

Strategy	Actions	Indicator	Target groups /population
S1. Identification for targeting ( Women, Poor/small holders, Dalits, Indigenous Peoples, Remote dwellers	S1.1. Wellbeing ranking	<ul style="list-style-type: none"> <li>• Potential excluded groups are identified</li> <li>• The membership of women, the poor, Dalits and Janajatis in groups and cooperatives increased up to...%age</li> <li>• Women make up at least 50 percent of the total membership of cooperatives and producer groups, while excluded groups achieve proportional representation in such organizations</li> <li>• The number of groups and cooperatives that report an increase in the number of market linkages</li> <li>• Business Plans are sensitive and responsive to GESI</li> <li>• Interests, needs , potentialities and constraints/ barriers to participation for women and excluded groups in specific VCD initiatives are explored and addressed</li> <li>• ..... of women participate in business focused functional literacy classes increased.</li> <li>• ..... no of Dalits are included in Dairy Value Chain Development.</li> </ul>	Groups/ cooperatives, women, excluded groups/ households,
	S1.2. Mapping and identification of populations of women, poor, Dalits, Janajatis and other marginalized groups who have the potential to take Part in programme but are currently not being included.		Targeted women / excluded groups/households
	S1.3. Identify the interests, needs, potentialities, and barriers (both strategic and practical) to participation in specific VCD initiatives of the target populations. (Case study, focus group discussions, household Visits, interviews etc.)		Women and excluded groups/ population.
	S1.4. Facilitate the Implementation Partners about GESI strategy and related policy provision while formation of new groups and/or facilitate the target populations' access to existing group membership in specific value chains.		Women and excluded groups/ population
	S1.5. Facilitate for proportionate representation and meaningful participation of the target populations in the vital position and decision making bodies of groups and Cooperatives.		Women and excluded groups/ population
	S1.6. Conduct business-focused trainings for women and excluded groups in appropriate (local) languages following situation and needs analyses		Women and excluded groups/ population
	S1.7. Facilitate the development of business plans so that target populations can engage with specific value chains.		Women and excluded groups/ population
	S1.8. Provide technical skill and knowledge based training to the target population (production, processing, marketing and others).		Women and excluded groups/ population
	S1.9. and private organizations to incorporate GESI perspective into Sensitize Implementation partners their business plans		AEC, DCCI, SFDB/ NACCFL

Strategy	Actions	Indicator	Target groups /population
	S1.10. Assessment (participation and impact) of business plans from GSI perspective; ensure that GESI features in all agreements and memoranda of understanding (MOU).		AEC, DCCI, SFDB/ NACCFL, PMO
	S.11. Conduct participatory action research(which is more likely to be gender friendly and inclusive) for specific value chains to document the performance of women with equal access to productive resources, technologies and services		Women groups
S2 Promote social/gender justice:	S2.1. Conduct a study on impact/ barrier assessment in order to balance workload, promotes inclusion, and improves ability to cope with challenges.	<ul style="list-style-type: none"> <li>• Equal pay for equal work norms are established in the programme districts.</li> <li>• Promoted women-friendly tools and technologies in agriculture.</li> <li>• Workloads are shared at household level</li> <li>• Potential enterprises that could be profitable within specific value chains for women and excluded groups are identified.</li> </ul>	Groups and cooperatives including vulnerable groups and individuals ( women, Dalit, Janajatis, poor and other marginalized groups)
	S2.2 Conduct sensitization training for men and women on sharing workloads equally at household level.		Men and women.
	S2.3. Ensure to establish equal pay for equal work on project activities and promote this policy at the community level.		Women, cooperatives, groups.
	S2.4 Compile lists of legal provisions related to the promotion of gender and social inclusion and disseminate to groups/ cooperatives.		
	S2.5 Promote women-friendly tools and technologies for reducing workloads and increasing efficiency.		Women, men, cooperatives/ groups.
	S2.6 Conduct feasibility study and identify, together with women and excluded groups, potential enterprises that could be profitable within specific value chains, and analyze ways to include such enterprises in VCD activities.		Vulnerable groups ( including women, Dalits, Janajatis, poor and other marginalized groups)
S3 Strengthening information and communication	S3.1 Develop project and value chain related information in different languages as required, and formats (brochures, charts, pictures, posters, audio-	<ul style="list-style-type: none"> <li>• Project and value chain related information and formats(brochures, charts, pictures, posters, audio-</li> </ul>	Women, Dalits, janajatis and other minority groups and those who are illiterate.

Strategy	Actions	Indicator	Target groups /population
systems	pictures, posters, audio-visuals etc.).	visuals etc.) are developed in different languages are required <ul style="list-style-type: none"> <li>• KUBK's target groups are kept informed about opportunities and developments.</li> </ul>	
	S3.2 Ensure that target groups are kept informed about opportunities and developments.		
S4 Institutionalization of gender and social inclusion intervention and capacity building	S4.1 Organize orientation and training workshops on mainstreaming GESI within various stakeholders.	<ul style="list-style-type: none"> <li>• .....no of training and workshops to mainstreaming GESI in VCD are organized.</li> </ul>	PMO, DCCI/ ACE, SFDB/ NACCFL, Heifer International, District line agencies ( DADO, DL SO)
	S4.2 Organize regular, issue-based GESI interaction programmes and workshops (gender and social inclusion audits, gender budgeting exercises etc.).	<ul style="list-style-type: none"> <li>• . ...no of issue-based GESI interaction programme and workshops (gender and social inclusion audits, gender budgeting exercises etc.) are organized.</li> </ul>	PMO, District line agencies, implementing partners, cooperatives.
	S4.3. Arrange exposure visits to facilitate the exchange of learning and experience arising from engagement in VCD.	<ul style="list-style-type: none"> <li>• No of exposure visits to facilitate the exchange of learning and experience arising from engagement in VCD are organized.</li> </ul>	Target groups, vulnerable groups, excluded groups.
	S4.4 Leadership development training.	<ul style="list-style-type: none"> <li>• Conduct leadership development training.</li> </ul>	Women and excluded groups.
	S4.5 Organize group governance ,mobilization and management training for those involved in value chain	<ul style="list-style-type: none"> <li>• .....no of persons have participated in different capacity development activities.</li> </ul>	Groups and cooperatives.
	S4.6 Create a GESI focal point to ensure GESI issues are brought into mainstream project activity	<ul style="list-style-type: none"> <li>• GESI focal point to ensure GESI issues are brought into mainstream project activity is created (e.g. set up processes for filing and addressing complaints, and addressing GESI issues in planning, implementation, and monitoring processes).</li> </ul>	PMO, District Agriculture Development Committee (DADC), DCCI/AEC, SFDB/NACCFL, Heifer International, groups/ cooperatives
	S4.7 Sensitize GESI persons through orientations, training workshops, and discussion.	<ul style="list-style-type: none"> <li>• .... no of orientation, trainings. Workshops and discussion to GESI persons/ focal points are organized.</li> </ul>	
	S4.8 Conduct a regular participatory assessment of the working environment and project activities and incorporate feedback from GESI Focal Persons and institutions.		
S5 Responsive to policies	S5.1. Ensure that GESI issues form a part of all project guidelines, strategies and frameworks (M&E framework; grant operating guideline; spatial inclusion; communication and knowledge management; capacity building and institutional strengthening; value chain intervention etc.)	<ul style="list-style-type: none"> <li>• M&amp;E framework are made in line with GESI perspective. GESI related issues are addressed in all related guidelines and strategies (value chain fund guidelines; grant guideline; production and post harvest support fund guidelines; spatial inclusion fund guidelines; communication and knowledge management</li> </ul>	PMO, groups and cooperatives, AEC, SFDB/NACCFL.
	S5.2. Adopt affirmative provisions and actions to		

Strategy	Actions	Indicator	Target groups /population
	recruit and retain women /men from excluded groups at different levels within the project according to their capacity. Example provisions include: women and excluded groups preference, maternity and paternity leave, flexible working arrangements, services for lactating mothers, and the provision of project facilities such as transport and communications.	strategy; capacity building and institutional strengthening strategy; value chain intervention strategy etc.) <ul style="list-style-type: none"> <li>Affirmative provisions and actions to recruit and retain women and women/men from excluded groups at different levels within the project according to their capacity have been adopted.</li> <li>Code of conduct to promote a gender friendly and inclusive working environment is developed.</li> </ul>	
	S53. Develop a code of conduct to promote a gender friendly and inclusive working environment.		Project staff and team of implementing partners.
<b>S6. Strengthening MIS. or MIS for GESI monitoring</b>	S6.1 Gather information from the field and maintain disaggregated database covering different levels and programme activities	<ul style="list-style-type: none"> <li>GESI related disaggregated database has been maintained based on the information from the field.</li> </ul>	PMO, DCCI/AEC, SFDB/NACCFL, Heifer International, Cooperatives/ Groups.
	S6.2. Design, review and analyze each value chain study, baseline, outcome, and impacts from GESI perspectives.	<ul style="list-style-type: none"> <li>Poverty profiles of all farmers are developed.</li> <li>...no of "gender and diversity assessment" for groups, cooperatives and partners organizations conducted.</li> </ul>	PMO, DCCI, Cooperatives/ groups.
	S6.3 Organize/facilitate an internal gender and diversity assessment for groups, cooperatives and partner organizations		DCCI, groups and cooperatives
	S6.4. Organize gender audit		
<b>S7. Coordination and collaboration with relevant stakeholders</b>	S7.1. Organize meeting and sharing workshop with the concern organizations, supporters, in order to identify issues and options of GESI, build synergy and collaborate to enhance the capacities of women and excluded groups.	<ul style="list-style-type: none"> <li>...no of meeting and sharing workshop with the concern organizations, supporters, in order to identify issues and options of GESI are organized.</li> <li>....no of regular interactions to promote coordination and information sharing within the government (MoAD), AEC/FNCCI, SFDB/NACCFL, Heifer International and IFAD projects for effective GESI mainstreaming are organized.</li> <li>...the best practices KUBK, lessons learnt and experiences on GESI mainstreaming in VCD with different stakeholder at different level (micro- meso-</li> </ul>	PMO, stakeholders, implementing partners, groups and cooperatives.
	S7.2 Organize regular interactions to promote coordination and information sharing within the government (MoAD), AEC/FNCCI, SFDB/NACCFL, Heifer International and IFAD projects for effective GESI mainstreaming		MoAD, FNCCI/AEC, SFDB/NACCFL, Heifer International.
	S7.3 Share best practices , lessons learnt and experiences on GESI mainstreaming in VCD with different stakeholder at		PMO, district line agencies, Implementing partners, groups/ cooperatives.

Strategy	Actions	Indicator	Target groups /population
	<p>different level (micro-meso- macro)</p> <p>S7.4 Develop audio-visual and knowledge products to document project success, to ensure the inclusion of women and excluded groups in economic and social empowerment initiatives</p>	<p>macro) are shared through interactions.</p> <ul style="list-style-type: none"> <li>• .... no of various GESI related audio-visual and knowledge products, to ensure the inclusion of women and excluded groups in economic and social empowerment initiatives have been developed.</li> </ul>	<p>MoAD, FNCCI/AEC, SFDB/ NACCFL, Heifer International</p>

\*S" denotes Strategy

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# Annexes

## Annex 1: Technical and operational definitions

**Gender-** 'the relations between men and women, both perceptual and material. The term "gender" should not be confused with "women" as it does not mean only women but signifies social relationship between men and women in relation to class, cast and ethnicity.

**Sex-** describes the biological, physical and genetic composition with which men and women are born. This is something biological which cannot be changed like child birth

**Gender equity-**" the fair and just distribution of opportunities , right, responsibilities and benefits between wmen and men in social, economic, cultural, legal and political domains. It referes to freedom of choice and equitable power- sharing between men and women" ( SNV, 2008).

**Gender equality-**"that all human beings are free to develop their personal abilities and make choices without the limitation set by strict gender roles; that the different behaviuor, aspiration and needs of women and men are equally consered, valued and favoured ( DANIDA, 2008)".

**Gender roles-**are the 'social definition' of women and men

**Gender relations-**are the ways in which a culture or society defines rights, responsibilities, and the identities of men and women in relation to one another (Bravo-Baumann, 2000).

**Gender and Social inclusion mainstreamng-** a way of ensuring that the economic and social rights of women and socially excluded groups are systematically taken into account upheld in all spheres of development activities ( policy making, programming, planning,implementing, monitoring/evaluation), and at all level ( local, national, regional)  
**Dalit-** Dalit refers to a group of people who are religiously, culturally, socially, economically and historically oppressed, excluded and treated as untouchables and they belong to different geographical region, language, culture and castes.

**Indegenous Peoples (IPs)-**according to the MartinézCobo's Report to the UN Sub-Commission on the Prevention of Discrimination of Minorities (1986), indigenous peoples may be identified as follows:

"Indigenous communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing in those territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic identity, as the basis of their continued existence as peoples, in accordance with their own cultural patterns, social institutions and legal systems."

**DAG-** Poverty has many facets and no single definition covers all poverty. It comprises income poverty, resource poverty, food insecurity. Social exclusion and remoteness, and these all may overlap. As the programme requires a realistic and measurable definition, it is proposed to work with the team "disadvantaged groups" (DAGs) an accepted term in Nepal development.

### Programme definition of Disadvantaged Groups:

Level	Indicators
Project level	a. The poorest 40% hh-80% overlap with: Landless and Marginal Farmers (<0.5ha.)< 6 months food sufficiency, < USD2/d/hh b. Remotest 50% VDCs c. All Dalits d. IPs ( except Newar, Thakali) e. Female –headed households ( no> 15yrmales)

Level	Indicators
District level	a. Three Ilakas ranked as poorest ( DDC, CBS/ WFP' 06) b. Three Remotest Ilakas c. Three Ilakas with highest Dalit population d. Three Ilakas with highest IPs population
VDC level	a. Three wards ranked by VDC as poorest b. Three wards with highest IPs and Dalit population c. Majority Dalit communities d. Majority IPs communities ( except Newar, Thakali)
Community level	a. 40% Households ranked as poorest by the community b. Dalit households c. IPs households ( except Newar, Thakali) d. Isolated Households away from community

Source: Design Completion, Volume 1: working paper

**Gender discrimination-** also known as sexual discrimination, is any action that specifically denies opportunities, privileges, or rewards to a person (or a group) because of gender. **Gender Balance-** according to WFP, gender balance as the goal of having the same number of women and men staff in the different levels of the organizational structure.

**Exclusion-** consists of dynamic, multi-dimensional processes driven by unequal power relationships interacting across four main dimensions - economic, political, social and cultural - and at different levels including individual, household, group, community, country and global levels.

**Inclusion** at its simplest is 'the state of being included' but it is a bit more complicated than that... It is used by disability rights activists to promote the idea that all people should be freely and openly accommodated without restrictions or limitations of any kind.

## Empowerment

- **Individuals:** On an individual level we see empowerment as building confidence, insight and understanding, and developing personal skills, for example, being able to analyze situations and communicate more effectively with others. **Groups:** Within a group or community, empowerment can be taken to involve building trust, co-operation and communication between members, and a prerequisite for this is that there are appropriate structures, protocols and procedures **in place**, with effective sanctions against those who default or abuse the system. **Collectively, empowerment** is about men, women, and socially excluded groups gaining control over their lives by acquiring skill and abilities that enable them to make decisions, determine choices, and influence the economic, social **and** political orientations of their communities.

## Annex 2: Gender and Social Inclusion responsibility: Organizational roles and responsibilities

### Annex 2.1: Organizations and their Responsibilities

The main responsibility of implementation of Gender and Social Inclusion strategy is of KUBK- ISFP/ PMO and its implementing partner's including their respective bodies. The table below contains the list of organizations and their key responsibilities in term of ensuring GESI mainstreaming process of the Kisanaka Lagi Unnat Biu Bijana Karyakram (KUBK)

Implementing Agencies	Responsibilities
Ministry of Agriculture Development (MoAD): The Ministry is responsible for the overall implementation of the project in partnership with AEC/ FNCCI, SFDB/NACCFL, Heifer International	Formulation and support in implementation of GESI friendly policies and plans.
	Provide inputs, comments, feed backs on GESI strategy and action plans of KUBK
	Ensure whether the GESI strategy and action plans of KUBK are in line with the Ministry's GESI Strategy
	Ensure the adoption and implementation of KUBK's GESI strategy up to group and cooperative level.
	Over all coordination and cooperation among all the actors for cross sectoral sharing of GESI lesson learnt at national level.
	Ensure the effective delivery of activities and outcomes related to GESI
Role of Regional Directorates:	Overall monitoring of KUBK-ISFP supported programmes implemented in the districts with respect to GESI
District Agriculture Development Office ( DADO)/ District Livestock Service Office ( DLSO):	Implement the KUBK's GESI mainstreaming Strategy that is made in line with MoAD.
	Facilitate for the GESI responsive planning and budgeting in wider consultation with and participation of concerns people.
	Nominate a GESI focal point in its organization and induct with the ToR.
	Ensure GESI issues are addressed by KUBK's perspective.
	Ensure the GESI related issues are properly discussed at district level and channelized to the policy.
Regional Seed laboratories	Support seed testing to ensure quality standard of seeds from respective programme districts
	Field inspection of seed production fields in KUBK-ISFP districts
	Seed sample collection and testing for certification and TL seeds of the producers
	Provide technical backstopping to seed producer farmer groups /Cooperatives

Implementing Agencies	Responsibilities
Seed Quality Control Centre (SQCC):	Ensure the availability of quality seeds to farmers by enforcing the quality control mechanism
	Seed quality testing
	Seed certification and regulation
	Prepare annual balance sheet of seed
	Maintain seed regulation to ensure seed quality
	Monitoring of GON/Private seed laboratories for quality control
	Monitoring of seed certification procedures in GON/private seed companies
AEC/ FNCCI: The centre provides support for business plan preparation and facilitates for the contractual agreement among the concerns. This also facilitates to develop business link and establish market information system.	Ensure the GESI strategy and action plans, in line with KUBK's strategy, are adopted and implemented in agribusiness sector, value chains, and in contractual arrangements and business to business link within the sector.
	Facilitate issues based policy dialogue, including the promotion of GESI policy formulation..
	Ensure that the capacity of DCCI in respect to GESI has been strengthened and the team members are sensitized.
	Ensure documentation and dissemination of best practice and learning from programme, highlighting positive changes brought to the women, deprived and excluded groups, remote dwellers, and changes within the institutions using the inclusive business approach.
	Ensure the gender focal point in the DCCIs.
SFACLS/ NACCFL/ SFDB	Ensure inclusion of people living below poverty line with special focus to under privileged, disadvantaged, deprived segment and women
	Ensure the inclusion of rural women, poor, disadvantaged cast, Janajatis, during the formation of groups, inter groups and main committee.
	Ensure the participation of women at least 95% while the institutional development of SFACLS.
	Ensure documentation and dissemination of best practice and learning from programme, highlighting positive changes brought to the women, deprived and excluded groups, remote dwellers, and changes within the institutions using the institutional development approach.
	Ensure the cooperatives are managed by women staff while formation new SFACLS.
	Increase economic opportunities and financial transaction in rural areas.
	Heifer International
Ensure the inclusion of women, poor, disadvantaged groups/	

Implementing Agencies	Responsibilities
	<p>caste, Janajatis during the formation of self-help groups.</p> <p>Ensure female representation of each HHs in the self-help groups.</p> <p>All the HHs of the VDCs is covered by the programme, but it is to ensure the representation of women from each HHs as member. Male can representing only when there is no female member in the HHs.</p>
Grantees/ Beneficiaries (Farmers Groups and Cooperatives)	<p>Include women, DAGs, excluded who are risk averse, as group members.</p> <p>Implement the activities that they owned in line with the KUBK's GESI strategy</p> <p>Ensure that at least 50% members are women and proportionate representation of Dalits and Janajatis in groups/ cooperatives.</p> <p>Ensure at least 33% of women in decision making position and proportionate representation of Dalits and Janajatis in groups/ cooperatives.</p> <p>Establish norms of equal pay for similar works.</p> <p>Make the groups/ cooperatives discrimination free groups/ cooperatives.</p>

## Annex 2.2: KUBK-ISFP: Institutional Arrangements and Key responsibilities

KUBK Institutional Arrangements	Responsibilities
<p><b>Programme Steering Committee (PSC):</b> The committee was formed at the beginning of the project cycle. The secretary of the MoAD is committee's chair while the Project Manager is the Secretary of the PSC. The committee has a balance membership representing the Government, Private sector and other implementing partners. The members of the Committee are; PoFALD, MoF, MoCPA, FNCCI, SQCC, DoA, DoL</p>	Endorse GESI Strategy and Action Plans of KUBK
	Approve annual work plans and budgets to ensure that they are GESI-responsive
	Periodic review of project progress against targets and assess its effectiveness in achieving poverty/ gender and social inclusion goals
	Assess the management effectiveness of project activities and analyze lessons learnt
	Guide, direct and review PMO activities according to GESI strategy and action plans
<p><b>Programme management Office (PMO):</b> The PMO is comprised a team of individuals deputed staff from MoAD along numbers of contracted experts and officers. Individuals from Implementing Partners also are deployed. PMO is assumed the actual programme management and coordination. It focuses on planning, coordinating, monitoring and reporting of the programme.</p>	Ensure the GESI related programme strategy is applied in implementation.
	Prepare a GESI friendly AWPBs
	Mentoring Partners for the proper implementation of approved AWPBs
	Ensure the GESI related monitoring indicators are developed in line with Log frame.
	Ensure timely programme monitoring & evaluation and progress reporting.
<p><b>Pogramme Implementation Unit (PIU):</b> At the district level most field activities fall under the responsibility of district Agricultural development and District Livestock Service Offices and DDC. The PIU therefore utilizes the existing and strengthened facilities, and staff of the line agencies. Its functions are more on planning, monitoring and coordinating the executing agencies and service providers in implementing the programme activities at the district level and lower.</p>	Overseeing work of executing agencies and service providers and ensure proportionate representation of women, Dalits, and Janajatis while selection of the target groups that participate in programme activities.
	Ensure the participation of women, dalits, and Janajatis while facilitating district and lower levels 'participatory planning activities to determine which activities are going to be implemented in which communities.
	Ensure the GESI sensitive planning and budgeting while community level implementation work plans are prepared by the line agencies and recommend to the PMO.
	Coordinating the involvement of the district technical agencies and their grassroots- level extension, private sector players, as well as farmers' group/ cooperatives and share them the KUBK's GESI strategy and action plans.
	Facilitating liaison with target communities, ensure the data collection is in line with the GESI reporting formats and report them to the M&E Officer, PMO.
	Ensure documentation and dissemination of best practice and learning from programme, highlighting positive changes brought to the women, deprived and excluded groups, and remote dwellers.
	<p><b>KUBK's Working Group in District (DADC):</b> The ability to assess overall issues and constraints in the crop and livestock sector will be strengthened, in order to enable the more effective use of local resources in the agriculture sector.</p>
Coordinates to prepare specific programme activities.	
Coordinates to develop link between smallholder farmers and a range of private sector partners in rural areas.	
Supports to identify the target VDCs in the district to implement KUBK's activities.	