FOSTERING SUSTAINABILITY
- Linking Impact group to local agencies

EVIDENCE GENERATION AND PROMOTION
- Outcome mapping
- Progress marker training to staffs
- Evidence collection tool designed for frontline workers
- Publication of communication materials

NURTURING GESI RESILIENCE
- Capacity of building of partners on gender responsive budgeting
- Revision of Sabal’s theory of change (ToC) with placement of GESI symbol in ToC diagram
- GESI performance indicators introduced in staff annual performance

VALUE AND CAPACITY CONSOLIDATION
- GESI Analysis
- GESI Mainstreaming strategy paper (2016-19)
- GESI integration in manuals and monitoring tools
- Capacity building of staffs on GESI

SETTING THE FOUNDATION
- Formation of GESI working group
- GESI Integration in all project guidelines and process

OPERATIONALIZING GESI Mainstreaming
- Improving access to education, knowledge and information
- Developing leadership skills to enhance self-esteem, resilience and capacity to cope with everyday life even in the face of adversities

Gender Equity and Social Inclusion Study, 2015
A semi-quantitative study was conducted in December, 2015. The study revealed that overall 45 percent of the households are female headed owing to migration of their male counterparts for work. This puts an increasing burden on women’s time and leads to feminization of agriculture. About 80 percent of the respondents assert that caste still determines life in their village to a great extent.

Sabal Gender Equality & Social Inclusion (GESI) mainstreaming strategy (2016-2019)
In August 2016, GESI mainstreaming strategy was finalized. It is an effort to implement and analyse the project activities through a GESI lens.
IMPACT STORY: GESI Mainstreaming in Sabal

**CONTEXT PRIOR TO SABAL’S INTERVENTION**
- Brinda Majhi comes from a poor, vulnerable and socially excluded family.
- She lives with her husband, mother-in-law, and small son.
- Brinda and her husband worked in other people’s land for a living.
- Initially Brinda’s family did not allow her to get involved or work outside the house.
- Her husband and mother-in-law were of a view that her job it to only take care of household chores.

**THE TRANSFORMATION CALLED BRINDA**

**Changes in household**
Brinda’s husband helps her with growing the seeds, ploughing the field and also market management, while her mother-in-law helps her with taking care of the kid, selling the vegetables in the market.

**Institutional engagement of Brinda**
- Vice chairperson, Ramechhap Majhi Women’s Committee,
- Sunkoshi Women Development Committee ward number 3
- Chairperson Supportive women group
- Member, Sangam Cooperative

**BRINDA- PAYS OFF HER LOANS**
In the last 12 months she has been able to earn NRs 100,000 and pay back her family’s loans to local cooperative and savings and credit group.

**BRINDA- THE PROPRIETOR**
Her new role as a Village Model Farmer also inspired her to join cook training program from Sabal Project. Currently she operates a local grocery shop and a restaurant.

**BRINDA- A REFLECT GROUP MEMBER**
One day Brinda and her husband is approached by a local resource person (LRP) to join ReFLECT group as a couple.

**THE TIPPING POINT**
ReFLECT classes has enabled Brinda to become conscious about her potential and rights. She has been able to convince her mother-in-law and her husband to work outside the house, get involved in such community groups and organizations.

**BRINDA- A VILLAGE MODEL FARMER**
Meanwhile, is selected to become a Village Model Farmer. As a model farmer she is able to learn modern agricultural techniques and also encourage other members of her community to adopt similar farming techniques.

**BRINDA- THE ENTREPRENEUR**
Brinda starts selling spinach in the local market three months after her training as Village Model Farmer. Currently she is able to earn on average NRs. 17,000-19,000 per month.