

ProGEDSI Brief: Key Achievement and Learning (2025)



Background

People in Need (PIN) Nepal has been advancing Protection and GEDSI (ProGEDSI) as a cross-cutting priority to ensure inclusive, safe, and equitable programming. This brief summarizes key achievements, lessons, and future directions based on 2025 implementation and reflection processes.

ProGEDSI Strategic Approach



Institutionalization

- We have a PIN NPL GEDSI Strategy in line with our CP Strategy and a ProGEDSI Committee that meets semi-annually to review progress, strengthen commitments, and guide the implementation of the GEDSI Action Plan.
- Project-specific GEDSI Strategy (RAIN), Leave No One Behind Strategy (SJP)



Partnerships

- Integration of the GEDSI Checklist in Partnership Assessment Tool, to ensure that we partner with organisations that share similar GEDSI values, specifically those led by or working for vulnerable and marginalised groups.
- Through external networks and partnerships, we work in solidarity with other organisations through financial and technical support (events, trainings or workshops, for example: GEDSI orientation given to Consortium Nepal's team in 2025)
- Lead AIN Working Groups, including GESI, DWG, and CPWG



Analysis & Context Study

- Before the start of any projects, we conduct GEDSI analysis and RGA (during emergency) to understand the impact, needs and barriers of different groups in the community we serve and use its findings to make our initiative GEDSI responsive and inclusive.



Integration

- Continuously embedding ProGEDSI throughout project cycles using GEDSI Checklists, GEDSI Markers tools, Quality Standard Inclusive Checklist, Protection Mainstreaming Monitoring Checklist during emergency distribution (SG and CFRM integrated), etc.



Cross-Department Synergy

- HR: Review of HR Policy (Hiring and Recruitment SOP), GEDSI targets and goals in Performance Evaluations
- MEAL: Tools review, ProGEDSI Indicators, Log frames, Monitoring Tools
- Communication & Advocacy: International Days celebrations and social media campaigns
- Operations: GEDSI sensitive procurement guiding note, infrastructure to be accessible as (mobile) ramps, Period Friendly Washrooms, Wellbeing and Child Care room
- Grants and Proposal Development: ProGEDSI team engagement in the core proposal development team
- Programmes: 100% projects in line with GEDSI values; needs assessment, design, implementation (activities), and Monitoring



Positive Masculinity

- PIN has been integrating positive masculinity within its programmes, developed a Men and Boys Engagement Strategy under SJP, and have seen an increasing number of colleagues emerge as positive role models.

Guided by Four Pillars

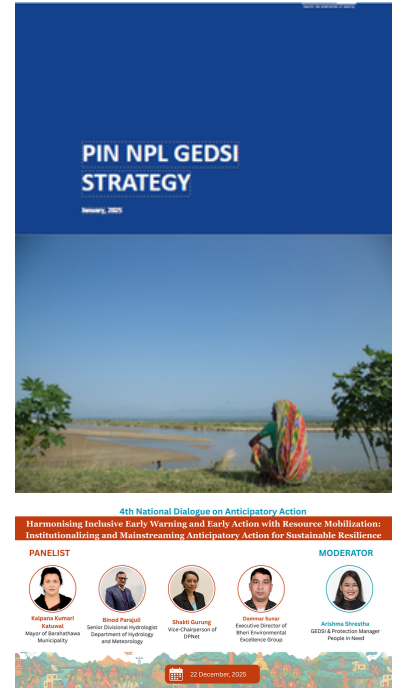
Our Approach to inclusive programming is built around four pillars:

1. Equal Power Dynamics,
 2. Meaningful Access and Participation,
 3. Safety, Dignity & Do No Harm (DNH), and
 4. Accountability
- ([Click here](#) to learn more)

Key Achievements

CP Level Update

- GEDSI Analysis of all projects completed
- ProGEDSI Learning Sharing with Ukrainian CP
- Pratibaddha drafted the GEDSI consideration checklist as per the project results and activities
- Protection and GBV Service Mapping is updated semiannually
- Inter-departmental synergy; Consolidation of ProM checklist during distribution (integrated SG and CFRM), and Quality Standard Checklist for Inclusive events
- Developed and finalised RGA tools for emergency
- 16 Days of Activism and International Day Celebration (52 different events)
- Supported in facilitating a workshop for 'Formulation of Ending Child Marriage Strategy' on request of Mandavi RM under Pratibaddha III
- GEDSI Checklist integrated in PAT
- Development of PIN GEDSI Marker tool
- Moderated a session on inclusive EW & EA during the 4th National Dialogue on Anticipatory Action in December 2025



Capacity Building



GBV Risk Mitigation Training

Capacity Building of the ProGEDSI Team on UNFPA's GBV Risk Mitigation Training and cascaded to 34 individuals (17 W, 17 M, and 0 NB)



Capacity building of Partners and CBOs through CSN platform

Disability Inclusive Disaster Risk Reduction Training to 55 staff and partner (20 W, 35 M, 0 NB)



ProGEDSI Mainstreaming Training

Mandatory induction for 14 new staff (5 W, 9 M, 0 NB), refresher trainings, and orientation to PIN staff across projects



Safe Identification and Safe Referral

Conducted to at total of 73 staff and partners (29 W, 44 M, 0 NB) as part of protection mainstreaming



Gender (GEDSI) Analysis Training

Conducted to 34 staff and partners (10 W, 24 M, 0 NB) under Pratibaddha III



Protection Mainstreaming Training

Protection Mainstreaming aligning with GPC modules) for the 23 PIN Emergency Response Team (9 W, 14 M, 0 NB)



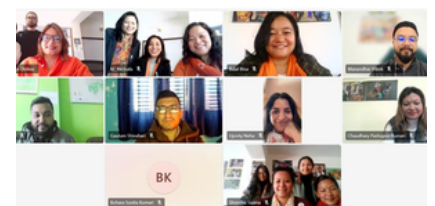
Inclusive Hiring

Ensuring inclusive recruitment and enhancing diversity of PIN all staff



***Note:** **W** = Woman, **M** = Men and **NB** = Non-binary

Facilitating Internal and External Discussions



Marking International Days

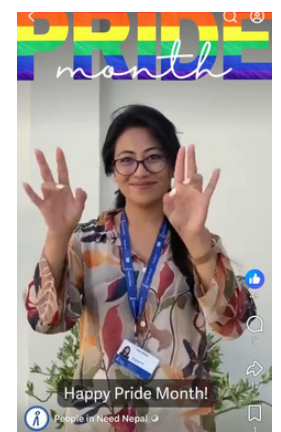
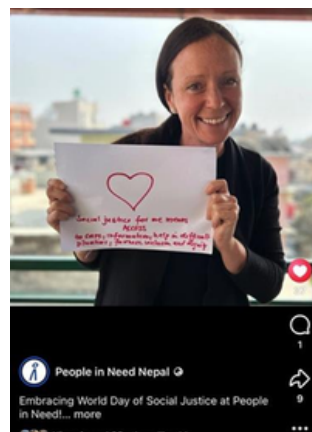
- International Women's Day on March 8
- 16 Days of Activism against GBV (25th of Nov to 10th of Dec)
- International Day of the Girl Child on Oct 11
- International Men's Day on Nov 19
- Pride Month (June)

Adopting INNOVATIVE Approaches

- During the occasion of the World Day for Cultural Diversity on May 21st, a potluck was organised where colleagues brought and shared their cultural food
- Celebration of International Mother Language Day, colleagues dressed up in traditional dress and made a statement on diversity for a social media post.
- Marking 16 Days of Activism, daily Trivia for all staff was initiated for 16 days

Medium

- Presentations and Discussions
- Solidarity with the Federal Events
- In-person events such as Panel Discussions and Sessions
- Virtual Discussion Series (as Let's Talk GBV Webinar Series)
- Social media posts where colleagues participate with their commitment and solidarity
- Brown Bag Sessions; Inclusive Hiring, Unconscious Biases, Safety and Security Session
- Engaging broader PIN staff in GEDSI activities such as GEDSI analyses, GEDSI sensitisation and orientations, Referral Service Mapping, and International Day Celebrations



You can access PIN GEDSI Initiatives aligned with key International and National Days 2024/2025 by clicking [here](#)!

Challenges, Learning and Way Forward



Challenges

- Participation of marginalised and vulnerable groups such as women, persons with disabilities and individuals living with intersectional vulnerabilities is still limited in community events, especially with government authorities.
- Despite the referral fund, an established safe referral mechanism, and limited reporting of Protection or GBV cases
- At times lack of ownership of the program team to meaningfully integrate GEDSI, or GEDSI is taken as an add-on component rather than a core value.

Learnings

- Timely completion of GEDSI Analysis was a challenge due to a lack of MEAL expertise to analyse qualitative data within the ProGEDSI team. Support of the MEAL team is required, advocate to integrate it into the MEAL plan for 2026
- One-off events for ProGEDSI integration in programs are not sufficient. Micro sessions, especially community-facing events required.
- RGA does not need to be done as soon as the disaster strikes; basic needs of the community and safety and security of staff are the priorities (learning from the 2025 flood response in Madhesh)
- RGA in sensitive areas can be done through KIIs instead of FGDs, by mobilizing field team, retraining the field staff on RGA data collection, and by including it in the ERT members and field staff role

Plans and Next Steps

Key Plans	Details
Revise the ProGEDSI training content	<ul style="list-style-type: none"> • Induction package
Enhance Capacity Building	<ul style="list-style-type: none"> • Increase the frequency of Capacity Building to the PIN and Partner staff • ProGEDSI focal persons for case handling/referral – GBV Risk Mitigation and Safe Referral Training
Increase Follow-up	<ul style="list-style-type: none"> • Rigorous follow up on GEDSI integration and recommendations
Documentation of Learning and Achievements	<ul style="list-style-type: none"> • ProGEDSI Learning Briefs • GEDSI Summary brief with links to social media posts, articles, and case stories
Increase Practical Measures for Enhancing Accessibility and Inclusion	<ul style="list-style-type: none"> • Accessible Venue Mapping in Federal level and working areas to support the operations team • Advocate for a budget for reasonable accommodation–SLI, Child care, caregivers/personal supporters of persons with disability
Strengthen Current ProGEDSI Efforts	<ul style="list-style-type: none"> • Develop a standard guideline; GEDSI consideration in the field for vulnerable groups participation (refer to P3 checklists) • Contextualization of GEDSI in DRRM session into micro sessions including learning from GTSN using audio-visual resources on GBV prevention for Pillar 1 and 2 programs • Encourage teams to report protection cases needing referral support • Learning Sharing with Stakeholders and other CPs • Publications of GEDSI Analysis Reports in international platforms such as Relief Web, Prevention Web

The ProGEDSI Team sincerely thank the management and all PIN staff for their continuous collaboration and for jointly championing the ProGEDSI agenda !