

**INTEGRATING GENDER AND SOCIAL INCLUSIVENESS IN THE CURRICULA AND  
GOVERNANCE OF HIGHER EDUCATION INSTITUTIONS IN NEPAL**

**WORKSHOP REPORT**

Date: 13<sup>th</sup> and 14<sup>th</sup> November, 2022

Venue: Hotel Himalaya Drishya, Dhulikhel

Report prepared by KUSMS

**Day 1**

**INAUGURAL SESSION**

The session started at 9:35 AM by welcoming the honorable guests from different national and international universities, undersecretary of MoHP, Dhulikhel Hospital and foreign delegates from NTNU, NORAD. Program facilitator Mr. Deepak Joshi, Lecturer at KUSMS started the inaugural session highlighting the concept of the workshop “Raising awareness of gender inequality and other forms of social exclusion among senior university administrators and healthcare professionals in Nepal”. Chairing session was followed by the welcome remarks from Professor Achyut Prasad Wagle, registrar of KU. He addressed about the issues of social exclusion that are being faced including the concept of digital exclusion being faced by female and triple responsibility of female in the households. Dean of Kathmandu University School of medical sciences Professor Rajendra Koju addressed about issues of gender inequality in health services and also on the concept of inclusion of gender related issues in the health curriculum. The following speech was delivered by the representative from Ms Roshani Devi Karki, chief of GESI division of MoHP, who emphasized the importance of gender education at every level of academics and how the curriculum could address the gender specific issues in the academics. She further reinforced about the concept of OCMC to the participants. Following her, the dean of NTNU, Professor Siri Forsmo delivered her speech highlighting how gender specific education is substantially important for development of society. Short speech was delivered by senior advisor Ms Anette Loken from department of human development, NORAD who informed about activities of NORAD and also underlined issues on equity and inclusion. Ms Sangeeta Singh, director of center for applied research and development from institute of engineering

shared her experiences on gender mainstreaming from previous project, issues of gender stereotype at home and gender inequality tendencies in academics and workplace. Ms Ingvild Heggstad, Senior advisor from NTNU-NORHED delivered her talk on gender mainstreaming and goal, objective and working area of NORAD. The inaugural session ended at 11:00 am followed by a group photo session and a short coffee break.

### **KEY CONCEPTS OF GENDER AND SOCIAL INCLUSIVENESS**

Session started at 11:35 am and was led by Mr. Vishal Narain and Dr. Poonam Rishal. Mr. Narain presented on key concepts of gender and social inclusiveness where he addressed about the need of studying gender, equity and how does it differs from equality. He also discussed about differences between sex and gender along with the concept of intersectionality and rationale of GESI perspective in mountain sustainable development. The session was interactive as it involved two-way communication. Likewise, another session was led by Dr. Poonam Rishal. She focused on importance of gender issues in healthcare. She discussed about gender differences and gender inequalities in health along with concept of gender and health workforce.

The session was followed by the group discussion where each group were asked to identify things they learned from the two talks. Seven groups discussed and shared their learnings.

| <b>Key learning's</b>  |
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| Concept of OCMC, Gender and digital inequalities   |
| Intersectionality and terminologies in gender  |
| Sex and Gender, Gender relations, problems of women due to accessibility problem               |
| Examples about gender in context of Nepal and concept of LGBTQI+                               |
| Gender inclusive policies in Nepal   |
| Importance of gender inclusion in curricula, concept of equality and equity                    |
| Role of culture and caste in female health in Nepal, Health issues specific to gender in Nepal |

The session ended at 12: 55 pm followed by lunch break of an hour.

### **PLENARY PANEL**

The session started at 2:05 pm with four panelists and two moderators. The panelists were: Ms. Roshani Devi Karki who is the representative from GESI division of MoHP, Professor Ekku Maya Pun from School of Arts, Mr. Robert Dongol from Nepal Engineering College and

Professor Kunta Devi Pun, Nursing Director of KUSMS. After introduction of the panelists, first speaker Professor Ekku Maya Pun described her experiences on the gender policy making at KU. She stated about why the policy was necessary and the concept of diversity and its current status. It lasted for nearly 25 minutes. For next 20 minutes the second speaker Mr. Dongol shared his experiences of running different sorts of academic programs and discussed about why female students did not enroll in the programs. The session of two speakers was moderated by Mr. Narain and the rest of the session was moderated by Dr. Rishal. Third speaker, Ms. Karki was requested to explain on how gender is being addressed in GESI division where she explained about gender focal person, social service unit and OCMC. Fourth speaker, Professor Kunta Devi explained about gender curriculum in bachelor in midwifery and masters in nursing curriculum, importance of revisiting the curriculum, sensitizing the faculty member and students. She also enlightened the floor on 15% quotas for male candidate for joining nursing academics at KU. The floor was then opened for discussion. Queries posed by participants were: How is the nursing academics planning to incorporate males in nursing where respective panelist answered that there had been the candidates who had applied but were not able to clear the qualifying exam. Likewise, the other queries were: how can the issues of gender inequality get addressed in curricula and health service, should quota system be continuing? Etc. Later the closing remarks of panel discussion was made with how can all sectors work together on addressing gender issues. The session ended at 4:10 pm by Mr. Narrain remarks.

## **Day 2**

Group 1: Himalayan University Consortium invited participants

Group 2: Participants from Dhulikhel Hospital, KUSMS and KMC.

### **Gender Action Plan for healthcare sector (Group 2)**

The session started at 9:45 am by Dr. Rishal on the gender transformative programmes and policies. The gender box exercise was conducted following the discussions from participants. The gender box exercise ended at 11 am along with tea/coffee break. GBV tree exercise was conducted to clarify the concept of causes, contributing factors and forms of gender based violence. Following the tea break the participants were divided into four groups namely care group, administration/HR Group, education and research group and violence group. The groups

were formed to generate ideas on gender action plan for health sector. Each group was facilitated by Sudip Shrestha, Inosha Bimali and Poonam Rishal. Care group generated ideas targeting the patients and staffs of health care delivery. Likewise, administration group targeted developing plans relating the administrative aspects and staffs recruitment policies. Education and research group focused on gender specific issues that arise in academics and research. Similarly, Violence group developed a sketch for violence that could occur in staffs and students. Each group highlighted the problem and also came up with the solution to address each problem. The group work ended at 12:30 P.M. following an hour break for lunch.

## **PLENARY SESSION AND CLOSING**

Action plan from health care sector:

The keys points from administrative group were on equality in recruitment process, capacity building and transparent policy and formation of standing committee and staff welfare committee. The education group dealt with the concept of creating gender friendly environment, revisiting curriculums, enforcing research on gender and enrolling students based on quota. The violence group dealt with concept of developing welfare committee and counseling unit and code of conduct for students as well as faculties. At the end, Inosha expressed her gratitude to all the participants for their contribution and highlighted the next step in forming a taskforce responsible for developing strategic plan for gender policies at KUSMS.

Action plan from HUC: HUC's presentation highlighted the concept that GESI policy not available in most of the education institutions. Organizations that have included GESI policy was only due to the wish of collaborators. They addressed the importance of including issues of GESI in curriculum. They also came up with the ideas as debriefing to authorities, capacity building, and establishment of GESI friendly infrastructures, recruiting gender experts, emphasizing research on gender and seeking funding for sustainability.

The closing remarks were delivered by Ms Sachi from HUC with token of love for facilitators and a promise to be in touch in upcoming days.