

Integrating Gender and Nutrition into Agricultural Extension Services

INGENAES Nepal Symposium Report

November 6-9, 2017
Pokhara & Kathmandu, Nepal

Report prepared by Liz Poulsen and Lacey Harris-Coble



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This report was produced as part of the United States Agency for International Development (USAID) and US Government Feed the Future project “Integrating Gender and Nutrition within Extension and Advisory Services” (INGENAES) under the Leader with Associates Cooperative Agreement No. AID-OAA-LA-14-00008. The United States Agency for International Development is the leading American government agency building social and economic prosperity together with the government and people of Nepal. The work was made possible by the generous support of the American people through USAID. The University of Illinois at Urbana-Champaign is the prime awardee, and partners with the University of California-Davis, the University of Florida, and Cultural Practice, LLC. www.ingenaes.illinois.edu

The research and this report were made possible by the generous support of the American people through USAID. The contents are the responsibility of the authors and do not necessarily reflect the views of USAID or the United States government.

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Introduction and Executive Summary

Near the beginning of INGENAES's engagement in Nepal, representatives from the USAID/Nepal mission expressed a desire for the project to create and maintain a network of professionals who work in the areas of gender and nutrition integration within agricultural extension. Similarly, participants in several of INGENAES's activities in Nepal stated that making new professional connections, especially with individuals who work in other sectors, was one of the most positive outcomes of their participation in the INGENAES initiative. While INGENAES strove to maintain these connections throughout the life of the project, this was not always possible due to the varied geographical and topical nature of the project's events. Therefore, it was determined that a symposium could achieve this goal of connecting those who are passionate about gender and nutrition integration in agriculture while simultaneously highlighting INGENAES's primary objectives and preliminary impacts in Nepal. This symposium (and related events) took place from November 6th-9th, 2017, and served as the final INGENAES event in Nepal.

Several auxiliary capacity-building events served to enhance the symposium's goals: five pre-symposium workshops reinforced learnings from previous INGENAES activities and provided an additional space for forging professional networks. A side event hosted by YPARD (Young Professionals for Agricultural Development) provided an additional audience of participants who were largely new to INGENAES. Lastly, a reception held on the night before the symposium gave participants the chance to connect in an informal setting. A total of 55 people participated in the pre-symposium workshops and 64 attended the symposium. While the majority of participants in these events were affiliated with non-profit organizations, several participants were affiliated with the government sector, academia, the private sector, and international research institutions (see participants lists in [Appendix A](#)). The symposium was conducted in partnership with the Directorate of Agricultural Extension (which is situated in the Ministry of Agricultural Development).

All of the participants in these events received both electronic versions (on USB drives) and printed versions of a variety of INGENAES's knowledge products, many of which have been translated into Nepali. These products range from activity sheets and facilitator's manuals that can be implemented by extension agents and project staff in the field, to resources focused on organizational capacity building, to information about gender- and nutrition-sensitive agricultural technology assessments. All of these resources can also be found on the INGENAES website: <http://ingenaes.illinois.edu/>.



Symposium participants interact during a participatory activity called "25/10 Crowdsourcing."

Pre-symposium Events

In order to reinforce the learnings gained during previous INGENAES activities in Nepal, a series of pre-symposium workshops were offered to all symposium invitees. These took place in two locations where INGENAES contacts were concentrated: Pokhara and Kathmandu. Participants travelling from outside of these locations were offered reimbursement for their travel and lodging expenses in order to reduce financial barriers to participation.

Topics for these workshops included grant-writing (based on strong demand from previous activity participants), “write-shops” to orient participants to the large library of INGENAES materials and assist them in customizing these materials, and a workshop on a participatory tool (“Community Concept Drawing”) that can be used by communities and organizations to critically analyze and compare conceptualizations of empowerment and gender.

Pokhara Workshops – November 6, 2017

Grant-writing workshop

A total of 20 individuals participated in the grant-writing workshop in Pokhara, which lasted a full day and was led by Dr. Muthusami Kumaran (University of Florida). Participants included individuals from local NGOs, international NGOs, and the Directorate of Agricultural Extension. The full participant list for this workshop can be found in [Appendix A](#), and the agenda is in [Appendix B](#). Topics covered during this workshop included an overview of the elements of a grant proposal, creating project plans and logic models, project evaluations, and budgeting, among other topics. Active participation was encouraged throughout the workshop and was facilitated by the use of activity sheets, which will soon be available on the INGENAES website in both English and Nepali. These activity sheets encouraged participants to identify resources, create strategies, articulate project objectives, and identify other important actions related to the grant-writing process.



Dr. Muthusami Kumaran (University of Florida) leads a session on budgets during the grant-writing workshop in Pokhara

Write-Shop

Concurrently with the grant-writing workshop, a half-day write-shop was facilitated by Liz Poulsen and Lacey Harris-Coble (University of Florida). Participants were given the opportunity to familiarize themselves with printed and electronic versions of INGENAES knowledge products, and then were given time to create their own written product, present it to the group, and receive feedback on it. Participants created products such as a step-by-step guide to develop a mentoring program, a flyer on women’s empowerment as it relates to family nutrition, and gender equity and diversity policies for the workplace.

The participant list for this event can be found in [Appendix A](#), the agenda is in [Appendix B](#), and the list of products that the participants created is in [Appendix C](#).

Community Concept Drawing Workshop

Following the write-shop, Chesney McOmber and Katie McNamara (University of Florida) facilitated a workshop on an interactive tool called Community Concept Drawing (CCD). This tool helps both communities and project implementers identify entry points for improving empowerment for both men and women, and then to develop context-specific strategies for this improvement. The tool is also useful in identifying gaps in institutional knowledge around the issue of empowerment. The facilitators began the



workshop with a brief presentation and discussion about how participants' own conceptions of empowerment were formulated, and how these conceptions might differ between various stakeholders, such as communities and project implementers. Participants then utilized the tool in groups and discussed the outcomes. The participants were surprised to discover that defining “empowerment” was quite difficult, and wrestled with the challenge of aligning their personal experiences regarding empowerment with theoretical understandings of the term. Recognizing and reconciling this particular challenge was, in fact, the intended goal of the workshop. When we recognize the complexities inherent within the concept “empowerment,” we can provide more nuanced approaches to improving gender equity within communities.



Workshop participants and facilitators in Pokhara

Kathmandu Workshops – November 8, 2017

Grant-writing workshop & Write-shop

Both the grant-writing workshop (full day) and the write-shop (half day, morning) were replicated in Kathmandu, with slightly higher participation than in Pokhara (see participant lists in [Appendix A](#)). Participants again represented a variety of organizational affiliations, including local and international NGOs, international research institutes, and the Directorate of Agricultural Extension. Many of the participants were affiliated with USAID-funded projects like KISAN II (Knowledge-based Integrated Sustainable Agriculture and Nutrition), Sabal (Sustainable Action for Resilience and Food Security), LSIL (the Innovation Lab for Livestock Systems), and ENBAITA (Expanding Nepalese and Bhutanese Access to Indian Technologies for Agriculture). The write-shop was modified slightly to include more time for participatory activities, including a brainstorming session on the various audiences that written products can reach, types of written products, potential relevant topic areas for the write-shop participants, and elements of effective communication products (such as the use of pictures and colors). See [Appendix C](#) for a list of the written products that were created during the write-shop.



पृष्ठ नं. १

वि.सं. २०७४ कार्तिक

कृषि प्रविधि

भकारो सुधार प्रविधि

लेखकः रवि किशन अधिकारी, नया कृषि प्रसार अधिकृत

केन्द्रीय नगरपालिका

कृषि विकास शाखा

मंगलबारे, इलाम

०२०-२०१०१

भकारो सुधार भन्नाले के बुझिन्छ?

- गोटमलमूत्र को समुचित प्रयोग गर्ने प्रविधिलाई भकारो सुधार प्रविधि भनिन्छ।
- यसमा गहुँत संकलन टपाङ्गी निर्माण गरी गहुँतकोको संकलन तथा संरक्षण गरिन्छ।
- गहुँतलाई वालीमा सोसै प्रयोग गर्ने तथा भकारोमा मिसाई गोटमलको गुणस्तर बढाउने कार्य गरिन्छ।
- गोटमललाई घाम र पानीबाट बचाउन छापोको व्यवस्था पनि गरिन्छ।

भकारो सुधार किन?



ध्यान दिनुहोस् त!

- गार्डबस्तुले खाने १० भाग नाइट्रोजन तत्त्व मध्ये २ भाग मात्र शरीर भित्र राख्छ।
- बाँकी ८ भाग त उसको गोबर र गहुँतबाट बाहिर निस्कन्छ।
- गार्डबस्तुको मुत्रबाट गोबरमा भन्दा झण्डै दोब्बर मात्रामा नाइट्रोजन तत्त्व प्राप्त हुन्छ।

गर्भर १ गार्डबस्तुलाई प्राप्त हुने तथा मल र मुत्रबाट छेर जम्ने नाइट्रोजन तत्त्व

भकारो सुधार गरेपछि के हुन्छ?




गहुँतको प्रयोग गर्न सकिन्छ भने उडेर र सुक्न नोक्सान हुने नाइट्रोजनको संरक्षण पनि गर्न सकिन्छ।

गर्भर २ भकारो सुधार गरेपछि निर्माण गरिएको गहुँत संकलन टपाङ्गी

गर्भर ३ भकारो सुधार गरेपछि घामबाट बचाउने छापोको निर्माण

गहुँतको प्रयोग गरी २-३ गुणासम्म उत्पादनमा वृद्धि गर्न सकिन्छ।

भकारो सुधार गर्दा, रासायनिक मलको परिमिता घटायौं। केन्द्रमाई नगरपालिका

An example of a written product created by a write-shop participant: a leaflet on preparing organic manure (created by a district-level agricultural extension agent).



Left: Participants in the write-shop creating written materials based on INGENAES knowledge products. Right: Dr. Kumaran leading an activity during the grant-writing workshop.

YPARD Symposium

Members of the Nepal chapter of the Young Professionals for Agricultural Development (YPARD) network approached the INGENAES symposium planning committee in August proposing to host a student research symposium as a side event to the INGENAES symposium. This event took place during the afternoon of November 8th, and was attended by around 50 undergraduate and graduate students from various agriculture-related academic programs in Nepal. The participants



Ms. Nikita Bhusal delivers the opening presentation of the YPARD symposium

were called to submit the abstracts on the themes of agriculture, food, livestock, gender, and nutrition. Participants displayed posters and gave oral presentations on their existing and emerging research initiatives, which were pre-screened by a scientific committee. Several professors and a renowned agricultural entrepreneur were invited to deliver the keynote addresses during the event (see flyer in [Appendix D](#) for more information about these guests). A jury voted on the oral and poster presentations, and the winners received their awards that evening during the INGENAES symposium kick-off reception.

INGENAES Nepal Symposium

Kick-off Reception

All of the INGENAES symposium and workshop registrants, as well as several of the participants in the YPARD symposium, were invited to attend a kick-off reception on the evening before the symposium. This informal networking event, held at the same venue as the symposium and workshops, was attended by approximately 50 people.



Some of the attendees of the kick-off reception/networking event

Symposium

A total of 64 people attended the symposium, representing a wide variety of organizations. The majority worked at local or international NGOs (some of which implemented USAID-funded agricultural projects such as Suaahara and KISAN), while others came from the Directorate of Agricultural Extension, the USAID Nepal Mission, CIMMYT (an international research institute), the YPARD network (Young

Professionals for Agricultural Development), local universities, and private agricultural enterprises (see participant list in [Appendix A](#) for more detail). The symposium sessions included a mix of individual and group speeches and presentations, as well as interactive activities that helped participants to personalize the symposium themes and to make connections with each other (see agenda in [Appendix B](#) for more information).

Liz Poulsen opened the symposium by reviewing the themes and objectives of the event, as well providing a brief overview of the INGENAES initiative, including a timeline of INGENAES's activities in Nepal. See Liz's presentation [here](#).

Keynote addresses

Dr. Belay Mengistu, the Food Security Team Leader at the USAID Nepal Mission, delivered the first of three keynote addresses. He opened by discussing the recent phenomenon of “feminization of agriculture,” in which women in Nepal have greatly increased their involvement in agricultural activities as a result of widespread male outmigration. While this may have some positive effects on women's empowerment and decision-making abilities, Dr. Mengistu pointed out that the feminization of agriculture has also resulted in increased labor burdens for women. Dr. Mengistu also touched on the interplay of gender and caste, the importance of engaging men, and the need to ensure that women have access to and are able to utilize resources like agricultural extension services and markets.

Dr. Paul McNamara, the Director of the INGENAES initiative (based at the University of Illinois), delivered the next keynote address. He started by positing that there is a huge opportunity cost when extension systems fail to reach all farmers (e.g., when women are largely excluded), and that the ability to reach all farmers is possible with existing tools and resources. Dr. McNamara also pointed out that economic growth that starts in the agricultural sector is more likely to be sustained than growth in other sectors, leading to a sustained reduction in poverty. Using data from various countries, Dr. McNamara also demonstrated that agricultural growth (when coupled with education and access to health systems and markets) is also directly correlated with improved food security, nutrition, livelihoods, and wellbeing. The presentation ended with a call to action for government, civil society organizations, farmer-based organizations, and academic institutions to work together to change and strengthen agricultural extension systems to better reach all farmers and include a focus on nutrition. See Dr. McNamara's presentation [here](#).

Dr. Arun Prakash Bhatta, a Senior Agricultural Extension Officer from the Directorate of Agricultural Extension, delivered the last keynote address, providing an overview and history of the agricultural sector and extension system in Nepal. Dr. Bhatta also provided a detailed overview of the current policies and programs that focus on food security, gender, and nutrition, as well as data on the inclusion of gender in the national agriculture budget. See Dr. Bhatta's presentation [here](#).

Presentations on INGENAES Activities

Dr. Muthusami Kumaran (University of Florida) provided an invigorating overview of the series of organizational capacity building workshops that he facilitated during the life of the INGENAES project, starting with four three-and-a-half day trainings that took place in Kathmandu, Pokhara, and Nepalgunj. Topics covered in these workshops included program planning and evaluation, forming institutional partnerships, human resources management, fundraising, and grant-writing. Follow-up focus groups with participants from these workshops uncovered a strong demand for more in-depth trainings on these topics, and so Dr. Kumaran conducted an additional three-day “advanced” training in Kathmandu, accompanied by one-

on-one consultations with individual organizations. More strong demand from workshop participants led to the two grant-writing workshops that took place in the days before the INGENAES symposium. Dr. Kumaran emphasized that all of the organizational capacity building workshops were intended to serve as a “training of trainers,” and so concluded his presentation with a call to action for the symposium participants to replicate elements of the workshops within their organizations. All of the workshop materials were distributed directly to the participants, and related activity sheets will soon be available on the INGENAES website in both English and Nepali. Additionally, Dr. Kumaran noted that that as an unintended outcome of these workshops, individuals from the non-profit sector and the government sector (the Directorate of Agricultural Extension) had a rare chance to meet each other in person and discuss the barriers to and opportunities for improving relationships between these two historically divided sectors. See Dr. Kumaran’s presentation [here](#).

Asmita Nagila, a member of the Young Professional for Agricultural Development network (YPARD), delivered a presentation on an INGENAES workshop that she participated in, which was entitled “Linking Agricultural Extension, ICT, and Youth Engagement to Promote Family Nutrition in Nepal.” This workshop was led by Drs. Nancy Erbstein and Mark Bell of the University of California, Davis. Ms. Nagila explained how this three-day event brought together stakeholders from four often separate sectors (agricultural extension, nutrition, youth leadership, and ICT) to discuss common goals and potential shared initiatives in the areas of nutrition-sensitive agriculture, using ICTs to enhance agricultural initiatives, and working with youth networks (see the [workshop report](#) for more information). Among the medium-term outcomes and impacts of this workshop were the creation of cross-sector and cross-generation professional relationships (e.g., a business partnership between an agricultural entrepreneur and a university student), increased access to new resources and tools (e.g., the Farmer Phone tools from the Suaahara II project and access to cold storage for young agricultural entrepreneurs), and the production of radio shows on the cultural challenges faced by youth who are interested in agriculture. Ms. Nagila concluded her presentation with a list of recommendations for members of the symposium audience who might wish to achieve similar outcomes with their programming; see her presentation [here](#) for more information.



Dr. Muthusami Kumaran (University of Florida) gave an overview of the organizational capacity building activities that took place during the INGENAES project.

Sumana Parui, an agricultural engineer based at CIMMYT, discussed her participation in an INGENAES workshop that focused on a methodology for assessing the extent to which agricultural technologies are gender- and nutrition-sensitive. This workshop was coupled with a field-based activity in which participants implemented the methodology to produce an assessment of a mini-tiller, which is a tool that is commonly promoted by CIMMYT, NGOs and INGOs, and government extension institutions in Nepal. This assessment produced several interesting findings, among them that a lack of proper training and the presence of traditional beliefs often prevent women in Nepal from using mini-tillers. See Ms. Parui's presentation [here](#) for more results of this assessment and for general recommendations on ensuring that agricultural technologies are gender- and nutrition-sensitive.



Ms. Sumana Parui discusses her participation in a workshop and field-based activity relating to gender- and nutrition-sensitive agricultural technology assessments.

Next, Ms. Katie McNamara (UF) presented the preliminary results of qualitative research that she conducted during the summer of 2017, which focused on identifying best practices for implementing gender equity and social inclusion (GESI) strategies within agricultural initiatives in Nepal. Among the best practices discussed were focusing on the representation of marginalized groups at the institutional level, conducting GESI trainings within institutions, and strengthening women's groups and farmer's networks. Ms. McNamara also suggested that engaging men and recognizing them as potential agents of change could help to further gender-equity-related goals. See Ms. McNamara's presentation [here](#) for more details.

Lastly, Ms. Lacey Harris-Coble (UF) presented preliminary findings from her research on multi-sectoral collaboration for nutrition initiatives. Among the barriers identified by this research were the large scale and complexity of many nutrition-related initiatives, a lack of shared understandings about certain nutrition-related concepts, and a relative lack of engagement with academia and the private sector. Opportunities for collaboration identified by Ms. Harris-Coble included the use of tools that are designed to be implemented by actors from multiple sectors (e.g., the DATA tool for anemia, implemented by the USAID-funded SPRING project), and the establishment of formal partnerships with institutions in private sector and academic institutions (such partnerships/memoranda of understanding are already common among and between NGOs and government agencies). The need for and importance of engaging the academic sector was echoed by the symposium audience. See Ms. Harris-Coble's presentation [here](#).

Shift-and-share Presentations

After lunch, symposium participants interacted with each other during the “shift-and-share” session. This session involved ten presenters who were positioned at nine stations around the symposium hall. Some had posters, others used laptops, and some simply discussed their topic with their audiences without the use of props. All of the presentation topics were related to gender and/or nutrition integration within agricultural initiatives (see symposium agenda in [Appendix B](#) for a list of the presenters and presentation titles).



Left: Sudha Khadka (HELVETAS) leads a shift-and-share presentation entitled "Empowering a network of service providers to promote nutrition-sensitive agricultural practices." **Right:** Chhan Bhattachan (Winrock International) leads a presentation on the Asia Farmer-to-Farmer program.

Panel Discussion

Following the shift-and-share session, a 45-minute panel discussion allowed for deeper conversation about the common gender- and nutrition-related challenges and opportunities that agricultural practitioners face in Nepal. All of the panelists had extensive experience in the agricultural sector and they represented a wide breadth of organizational affiliations, including the private sector, INGOs, USAID-funded projects, and the government agricultural extension service (see the caption of the below photo for more detail). The following are some highlights from the discussion.

What are the biggest challenges to integrating gender/nutrition and have these changed over the last 15 years?

- We tend to forget nutrition—gender has the spotlight and nutrition tends to get ignored
- Ensuring women’s access to resources and equitable decision-making power.
- Nutrition initiatives focus too much on food security and economic aspects of production, but not nutrition itself. (Example: people are selling their vegetables at the market and buying junk food.)
- GESI not given importance in the private sector (<20% of private sector employees are women), but at the same time it is difficult to hire women employees because of a skill gap.
- Difficult for women to be extension agents because their mobility is limited and the position requires a lot of travel.

Audience question: What about including men? Do you feel this is important, and how can we do it?

- Yes, some are already doing it. Involving men helps to decrease women’s work burden. We can’t just look at women’s roles and not pay attention to how much time women (and men) are

spending on fulfilling those roles. Can use participatory activities to measure time poverty. We need to ask men how they are going to support women.

- Somewhat, but we need to be careful because there is still a lot of work to be done in relation to women's empowerment—don't want to give men the impression that this work is done.
- We should emphasize the role of husbands and family support, as well as mothers-in-law and daughters-in-law. There are deeply rooted norms and values that affect power relations in the family, and we can't ignore this.
- We need to involve men and facilitate a process of self-reflection for them. Getting them to arrive at that "aha!" moment is critical to creating structural change. Until a particular person realizes and believes that something must be changed, [it will not change].

What is one thing you wish every single person in this room would do to be more effective in their organizations at integrating gender and/or nutrition?

- (Addressed to the men in the room, from a male panelist): Share the household work with your wives. It sets a good example.
- Increase demand for safer and more nutritious foods.
- Don't undermine the importance of other sectors. Gender, nutrition, and agriculture are so interrelated. But technicians or scientists from each of these sectors don't appreciate and value the knowledge from other sectors upon which they depend to make this development end goal work. We must have sensitivity to other dimensions. It is a job for us, but on the other end, it is the lives of people! We need to cross the boundaries of other sectors and understand that we are dealing with the lives of people.
- The actions of the Nepali government are setting the standard and example for empowering women in government. We in the private sector need to be following their example. To bring this change, it's not easy, but an allocation of budget **NEEDS** to be there. When you are planning your projects, please put some budget aside for gender integration, sensitization, and awareness.



Panelists, from left to right: Moushumi Shrestha (Director of Business Development, Shreenagar Agro Farm), Sudha Khadka (Programme Manager, Food Security and Nutrition, HELVETAS Nepal), Bindu Gautam (GESI Advisor, Suaahara II), Neena Joshi (Director of Programs, Heifer International Nepal), and Dr. Arun Bhatta (Senior Agricultural Extension Officer, Directorate of Agricultural Extension). The panel was moderated by Liz Poulsen, on the right.

Participatory Activities

The symposium sessions were punctuated by brief (<20 minute) participatory activities that encouraged the participants to generate specific ideas for applying themes and ideas generated during the symposium within their organizations. These activities also facilitated professional networking.



Participants exchange big, bold ideas for innovatively integrating gender and nutrition, which they have anonymously written on pieces of paper as part of the "20/10 Crowdsourcing" activity. They then score the ideas, and the highest-scoring ones are read aloud to the whole group.

Lessons Learned & Recommendations

- Participation in all of the events was slightly lower than anticipated, for a few reasons:
 - Many conferences and similar events take place in November. Fortunately, we made venue reservations several months early, although finding lodging for the participants was somewhat challenging because we waited until we had final confirmation from all of them before making the reservation. Future event organizers may wish to make a group reservation for lodging at the same as reserving the event venue.
 - There are several long holidays in October and so most people in Nepal are not checking email as frequently as usual. Sending out event announcements before October would have alleviated this issue.
 - The event organizers stopped recruitment efforts after reaching the maximum number registrants that was desired for the events, when instead they should have probably let more people sign up in anticipation of several people not showing up on the day of the events.
 - The workshops were held concurrently, which forced participants to choose one of the two workshops instead of being able to participate in both. Future event organizers may want to hold such events sequentially instead of concurrently.
- Some of the participants in the first write-shop had a hard time understanding the instructions relating to creating a written product, and many ended up focusing on a topic that the facilitator

mentioned as an example (which may not have actually been a pressing need in their organization). For the second write-shop, the facilitators added 30 extra minutes of brainstorming activities to guide the participants through the process of identifying a salient issue or problem that a written product could address, thinking about what type of written product would be appropriate to address this issue, and other similar questions. They also made an effort to provide more one-on-one guidance throughout the writing process. This seemed to garner much better results.

- The language barrier was more of an issue than was anticipated—though most participants had a high level of English proficiency, there were some who struggled to understand the workshop and symposium content. Future event organizers may wish to ensure that all written and verbal communications use simple and accessible language, and that individuals with lower levels of English are paired with individuals who can translate information as requested. It should also be specified that group/partner work can be conducted in Nepali.
- As has been the case with all INGENAES activities conducted in Nepal, the in-country coordinator was an invaluable asset: managing logistical arrangements, serving as the main point of contact for event participants with logistical questions, providing insight on the event contents and invitation lists, and supporting with financial transactions and decisions, among other duties.



Figure 1: The "symposium team." From right to left: Lok Timalisina (husband of Kabita Devkota), Dr. Muthusami Kumaran, Lacey Harris-Coble, Kabita Devkota (in-country coordinator), Katie McNamara, Chesney McOmber, and Liz Poulsen.

Appendix A: Participant Lists

Pokhara Workshop Participants (November 6 th , 2017)							
First Name	Last Name	Gender	Age	Job Title	Organization	Name of USAID-funded project (if applicable)	Email Address
Grant-writing Workshop							
Sapan	Hamal	M	25	Summit Coordinator	IYMS		sphml@gmail.com
Manoj	Bohara	M	23	Program Associate	Equal Access		mbohara@equalaccess.org
Ravi Kiran	Adhikari	M	26	Agricultural Extension Officer	Deumai municipality		Adhikari.ravikiran@gmail.com
Ankita	Joshi	F	23	Program Associate	Equal Access		ajoshi@equalaccess.org
Bhakta Raj	Rasailee	M	32	Project Coordinator	PCCI/CLEP		brasalee@gmail.org
Binod	Lamichhane	M	28	Social Worker	PCCI/CLEP		Anbin2015@gmail.com
Nishata	Sharma	M	28	Student	Pokhara University		Nishanka.chalmaoiz@gmail.com
Pradip	Paraguli	M	26	Social Worker	District court Kaski		ufeelpradip@gmail.com
Raghu Nath	Gyawal	M	35	Project development/ HRM	Child Welfare Scheme Nepal		raghugyawali@gmail.com
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Appendix B: Event Agendas

INGENAES

Integrating Gender & Nutrition within Agricultural Extension Services

Grant Writing Workshop Agenda

Trainer: Muthusami Kumaran, Ph.D.,

Associate Professor of Nonprofit Management & Community Organizations, Department of
Family, Youth & Community Sciences, University of Florida

- | | |
|----------|--|
| 9:00 am | Welcome, Pre Workshop Survey, and Workshop Overview |
| 9:15 am | Session #1: Elements of Grant Writing
An overview of key elements of seeking and writing sound grant proposals for funding. |
| 10:30 am | Coffee Break |
| 10:45 am | Session #2: Writing Grant Proposal: Project Plan & Logic Models
Presentation on writing project plan and logic models for a grant proposal. Hands-on activity to practice. |
| 12:00 pm | Lunch |
| 1:00 pm | Session #3: Writing Grant Proposal: Project Evaluation & Budget
Presentation on writing project evaluation and developing budget for a grant proposal. Hands-on activity. |
| 3:00 pm | Coffee Break |
| 3:15 pm | Session #4: Writing Grant Proposal: Other Essential Sections & Some Tips
Presentation on various other important sections of a grant proposal. Some grant writing tips. Discussion. |
| 4:45 pm | Closing Remarks |

INGENAES Write-shop Agenda

8:30 – 8:50	Welcome, overview of INGENAES, review agenda, icebreaker
8:50 – 9:10	Review of USB “map” + printed materials, brainstorm writing ideas, share with partner
9:10 – 10:30	Writing
10:30 – 10:45	Coffee break
10:45 – 11:30	Writing (continued)
11:30 – 11:50	Presentation of written products
11:50 – 12:00	Feedback/Evaluation
12:00 – 1:00	Group photo & Lunch

Agenda | INGENAES Symposium

Thursday, November 9 | Shangri-La Hotel, Lazimpat, Kathmandu

Objectives:

- Underscore the importance of integrating gender and nutrition into agricultural extension services (AES)
- Reinforce learnings about specific strategies and methods for implementing gender- and nutrition-sensitive initiatives
- Strengthen the network of professionals in Nepal who are implementing gender- and nutrition-sensitive AES, and in particular, enhance relationships between government and nonprofit actors

8:00-8:30	Registration
8:30-8:45	Welcome/Logistics/Overview of INGENAES (Liz Poulsen, INGENAES Nepal Country Coordinator, University of Florida)
8:45-9:45	Keynote addresses <ul style="list-style-type: none"> • Belay Mengistu (Food Security Team Leader, USAID) • Dr. Paul McNamara (Director, INGENAES, University of Illinois Urbana-Champaign) • Dr. Arun Bhatta (Senior Agricultural Extension Officer, Directorate of Agricultural Extension)
9:45-10:15	Activity: Facilitated networking session – Making new connections Participants will form pairs with someone they do not know. They will be given 10 minutes to ask and answer three questions: 1) What big challenge has brought you to this gathering? 2) What do you hope to learn from this symposium? 3) What knowledge do you bring to this symposium that you would like to share with others? More details about this activity can be found here: http://www.liberatingstructures.com/2-impromptu-networking/
10:15-10:30	Break
10:30-11:45	INGENAES presentations and Q&A <ul style="list-style-type: none"> • Gender- and nutrition-sensitive technology assessment methodology (Sumana Parui, CIMMYT International) • Organizational capacity-building: public- and NGO-sector collaboration (Dr. Muthusami Kumaran, University of Florida) • Youth-focused distribution mechanisms for nutrition messaging (Asmita Nagila, YPARD Nepal) • Gender equity and social inclusion (GESI) strategies in Nepal's agricultural extension services (Katie McNamara, University of Florida) • Inter-sectoral collaboration for nutrition (Lacey Harris-Coble, University of Florida)

11:45-12:00	Group photo
12:00-1:00	Lunch <i>Those who have previously arranged travel-related reimbursements – please find Liz Poulsen around 12:30 to receive your reimbursement</i>
1:00-2:00	<p>Activity: Shift-and-Share Session</p> <p>The pre-selected presenters will set up their presentations at stations around the room. Participants will be divided into small groups and each group will be assigned a station to visit. When the first presentation is done, all of the groups will rotate clockwise to visit the next presentation. Each group will visit a total of four stations.</p> <p>Presentations/stations:</p> <ol style="list-style-type: none"> 1. Empowering network of service providers to promote nutrition-sensitive agricultural practices (Alok Shrestha and Soma Rana, HELVETAS) 2. Learnings of multi-agency involvement of home garden approach implementation (Purushottam P. Khatiwada, LI-BIRD) 3. Agriculture and women's empowerment: CRS/Caritas experiences with extension approaches in Bangladesh and Zambia (Dr. Paul McNamara, INGENAES) 4. MAP storage of cauliflower: A simple technology for reducing food loss (Ravi Kiran Adhikari, DADO Ilam) 5. Unpacking 'Empowerment': Making concepts relevant to development practice (Chesney McOmber and Katie McNamara, University of Florida) 6. The reason behind the degrading quality of ghee in Nepal (Parabati Shrestha, Tribhuvan University) 7. Bringing young professionals together with farmers from mentoring programs (Nikita Bhusal, YPARD) 8. Livelihood improvement of Tamchet Dhudhpokhari, Dolakha via community initiatives in livelihood and rehabilitation in response to earthquake in Nepal (CILRREN – 2015) implemented by RRN (Abhishek Khadka, YPARD) 9. Winrock International Asia Farmer-to-Farmer program (Chhan Bhattachan, Winrock International) <p>More information about this activity is available here: http://www.liberatingstructures.com/11-shift-share/</p>
2:00-2:45	<p>Panel discussion – Best practices from the field: techniques and approaches that work for integrating gender and nutrition</p> <ul style="list-style-type: none"> • Moderator: Liz Poulsen (INGENAES Nepal Country Coordinator, University of Florida) • Panelists: <ul style="list-style-type: none"> ○ Bindu Gautam (GESI Advisor, Suaahara II, CARE International) ○ Dr. Arun Bhatta (Senior Agricultural Extension Officer, Directorate of Agricultural Extension) ○ Neena Joshi (Director of Programs, Heifer International Nepal)

	<ul style="list-style-type: none"> ○ Sudha Khadka (Programme Manager Food Security and Nutrition, HELVETAS Swiss Intercooperation Nepal) ○ Moushumi Shrestha (Director of Business Development, Shreenagar Agro Farm)
2:45-3:15	<p>Activity: 15% solutions</p> <p>15% solutions refer to actions that can be taken immediately to create momentum for change. Participants will explore the following questions: 1) What is your 15% solution? 2) Where do you have discretion and freedom to act? and 3) What can you do without more resources or authority?</p> <p>For five minutes, each participant will generate their own list of 15% solutions. Then, participants will divide into groups of 2-4 people and will take turns sharing their 15% solutions (3-5 minutes per person). Lastly, group members will provide consultation to one another, including asking clarifying questions and offering advice for implementing each other's solutions.</p> <p>More information about this activity is available here: http://www.liberatingstructures.com/7-15-solutions</p>
3:15-3:30	Break
3:30-4:15	<p>Activity: 25/10 Crowdsourcing – Working together to create bold ideas</p> <p>Each participant will write their answers to these questions on a blank piece of paper: “If you were ten times bolder, what big idea would you recommend to improve gender and nutrition integration into agricultural programs?” and “What first step would you take to get started?” Then, participants will fold the paper and will walk around the room and will exchange the papers with other participants. They will read each paper as they exchange it, but NO TALKING IS ALLOWED.</p> <p>Eventually, the facilitator will ask the participants to form pairs and share the ideas that are on their cards (they should not be their own ideas). Participants will give the ideas a score from 1 (low) to 5 (high). The facilitator will then guide them through continuing to exchange and score the ideas until each card has five scores.</p> <p>Participants will then add up the score on the paper that they are left holding. The facilitator will ask the participants to identify the cards with the highest scores, and to share the ideas on these cards.</p> <p>More information about this activity is available here: http://www.liberatingstructures.com/12-2510-crowd-sourcing</p>
4:15-5:00	Closing remarks – Dr. Paul McNamara (Director, INGENAES)

Symposium Themes	
Cross-sectoral collaboration	<ul style="list-style-type: none"> Working across multiple disciplines (i.e. agriculture, livestock, health, education etc.) and/or sectors (i.e. government, NGO, private, academia) to promote gender- and nutrition integration in agricultural extension services
Gender equity – Going beyond increasing women’s participation	<ul style="list-style-type: none"> Implementation of effective GESI (gender equity and social inclusion) approaches and strategies, especially those <u>other than</u> seeking to increase the number of women participating in a program <p>Examples:</p> <ul style="list-style-type: none"> Encouraging power-holders like men, mothers-in-law, and community leaders to take actions that alleviate women’s time poverty Facilitating participatory role-play activities with men’s groups to increase awareness about inequitable household food allocation and nutrition practices that disfavor women’s and children’s health Creating an enabling environment for female staff (e.g., agricultural extension agents)
Organizational Capacity-Building	<ul style="list-style-type: none"> Improving the knowledge, skills, attitudes, and performance of staff to provide gender- and nutrition-sensitive services, training needs, operational funding support, and performance-based management
Communication approaches	<ul style="list-style-type: none"> Navigating cultural, social, and informational barriers to nutrition- and gender-sensitive agriculture Communication approaches that successfully reach rural communities to promote gender-sensitive agriculture and nutrition information

Appendix C: Write-shop Products

Pokhara Write-Shop				
Target Audience	Title	Format	Author	Organization
Award units (schools)	Gender policy (for the workplace, to be signed by employees/members of schools)	2-page Agreement	Darshan Parajuli	Duke of Edinburgh's International Award
Project designers, extension workers, community mobilizers	Mentoring Team (MT) Approach for Livestock Extension: Heifer's case in Nepal (Step-by-step instructions on starting a mentoring program)	3-page Tip sheet	Raj Adikhari	Heifer International
Employees	Developing a Gender Equity and Diversity Policy for the Workplace	2-page agreement	Ujwal Devkota	Community Development Society
Employees (people who work at radio station)	Gender Equity and Diversity Policy for the Workplace	2-page agreement	Meera Shrestha	Equal Access Nepal
Donors, project implementors, government	Women's Empowerment for Family Nutrition	2-page Flyer	Sunima Shrestha	Heifer International

Kathmandu Write-Shop				
Target Audience	Title	# of pages	Author	Organization
Stakeholders, Gov't of Nepal, implementing partners	Integrating gender into agricultural advisory services	1	Babina Bajracharya	Winrock International (KISAN II)
Farmer groups	On-site mentorship: working together with students and farmers to provide extension and advisory services	2	Deepak Ghimire	YPARD Nepal
Female agriculture groups	Integrating gender and nutrition into agricultural value chains	1	Asmita Nagila	YPARD Nepal
Ratriya Dalit Network members	Types of planning (Nepali)	1	Kalpana Sunar	Ratriya Dalit Network
Farmers	Technology for improving cattle manure	1	Ravi Kiran Adhikari	District-level Agricultural Extension Office (Ilam)
Team members (Green Growth)	Problem Tree Analysis of Consumption of less Consumption of Organic food in Kathmandu	1	Preena Thapa	Green Growth
Youth/Children/Women	Organizational Capacity Development	1	Prabin Khanal	PISC Nepal
Women's groups	Better nutrition with new crops	2	Abhishek Khadka	YPARD Nepal
Farmers	Gender and division of labor in agricultural activities	1	Swikriti Uprety	IIAS, TU
Farmer groups	Working with farmers groups to provide extension and advisory services	2	Upendra Kuikel	iDE Nepal

Appendix D: YPARD Symposium Flyer

YPARD

Student Research Symposium

November 8, 2017
Hotel Shangri-La, Kathmandu, Nepal

Organized by 

Supported by 

∞ Agriculture ∞ Livestock ∞ Food ∞ Nutrition

Invited Speakers



Dr. Anil Shrestha
Weed Science Professor
California State University



Dr. Krishna Kaphle
Animal Science Associate Professor
Institute of Agriculture and Animal Science



Dr. Sital Kaji Shrestha
Senior Manager
NIMBUS

Important Dates

- September 24
Abstract submission opens
- October 23
Abstract submission closes
- October 25
Notification of abstract submission
- October 30
Registration of accepted abstracts

For any concerns, please contact us at ypardnepal@gmail.com or use #YPARDSymposium on social media.

Scientific Committee



Dr. Atul Upadhyay



Dr. Santosh Dhakal



Dinesh Panday

Organizing Committee



Nikita Bhusal



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Abstract Submission Link- <https://goo.gl/ZkRgdU>