A Common Gender Equality and Social Inclusion (GESI) Framework
Outline

PART I: Basic understanding on GESI
  o Mandates on GESI (Government of Nepal and Development Partners)
  o Common definition of GESI

PART II: Conceptual Framework: From Exclusion to Inclusion

PART III: Operationalization of the Framework
Two strategic approaches are important to consider by Development Partners:

- Integrate GESI as a transversal theme into Project Cycle Management (PCM) and Institutional Arrangements
- Support for GESI specific programmes and projects
Operationalizing the GESI: Key Processes

→ GESI Operational Guideline of Each Development Partner

1. Conceptual section outlining the concepts, principles and their interconnection

2. Concrete measures incl. checklist regarding:
   - GESI in policy process
   - Institutional arrangements
   - Planning, Programming and Budgeting
   - Monitoring and Evaluation
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<thead>
<tr>
<th>Activities/ process</th>
<th>Tools and Measures</th>
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<tbody>
<tr>
<td>Policy formulation</td>
<td>Teams to include a GESI Specialist. All team members to have a basic orientation on GESI, conflict and inclusion.</td>
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<td>Literature review</td>
<td>Literature reviews for policy development to cover GESI issues and describe related good practices and lessons learned.</td>
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<td>Contents of policy documents</td>
<td>All parts of the policy document (rationale, objectives and policy implementation strategies) should reflect on GESI specific analysis and provisions. Targeted groups for interventions to be clearly defined.</td>
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GESI in Institutional Arrangements

- **Human Resources and Policies:**
  - Multidisciplinary teams with sectoral and GESI expertise
  - Mainstreaming of GESI at all stages of Project Cycle Management
  - Organizational policies to promote inclusion and diversity in workforce

- **Capacity Development and Expertise**
  - Orientation on GESI for DP staff and implementing partners
  - Training on GESI analysis for staff and partners
  - GESI learning events at all levels

- **Dedicated Resources:** GESI Specialist, Focal Persons and dedicated budget line for GESI

- **Knowledge and Policy Dialogue:** Studies and research on GESI for evidence based policy dialogue, influence and analytical skill development

- **Action Research and Social Innovation** (Institutional Learning and Change) for continuous learning and action

- **Development Partners’ support to** GESI Working Group & commitment for implementing GESI Working Group’s action plan
## Measures Regarding Planning

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| **Situation analysis from a GESI perspective** | • Identify the excluded and the vulnerable and the causes using GESI analysis tools  
• Define the primary target groups  
• Ensure a consistent application of the defined targeting approach by the project |
| **Include GESI analysis, including capacity and stakeholder analysis in Project Concept note and Project Design Document** | • Develop GESI Analysis guideline and methods  
• Checklist for stakeholders analysis, capacity analysis checklists and GESI mainstreaming in organization  
• Ensure that the project design team includes a GESI resource person |
| **Develop Theory of Change & results matrix based on disaggregated data and GESI analysis** | • Use a methodology that encourages women, the poor, the vulnerable and the excluded to contribute to the Theory of Change (ToC) of individual DPs.  
• Ensure inputs of the GESI resource person in the ToC |
| **Develop outcome indicators tracking shifts in discriminatory practices and empowerment** | • Appropriately disaggregated baseline data on the key outcome indicators should be collected during the preparatory stage  
• Outcome indicators need to focus on transformation in socio-economic and political status of women, the discriminated and excluded groups. |
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| Integrate GESI in tender processes | • GESI principles mentioned in the call for proposals  
• GESI in criteria for proposals review  
• Diverse experts in proposal evaluation team: finance, programme and GESI specialist |
| Dedicated budget for GESI activities that are both targeted & mainstreamed | • Gender Responsive Budgeting  
• GESI audit  
• Fund Flow Analysis |
| Make sure that implementing partners allocate and are provided with sufficient financial resources in projects for GESI results | • Ensure human and financial resources for GESI capacity strengthening of partners  
• Have targeted activities benefiting women, poor, vulnerable and the excluded  
• Gender-specific facilities and communication strategies at workplace |
# GESI in Monitoring and Reporting

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<tr>
<td>Monitoring &amp; Database</td>
<td>• <strong>Database</strong>: project target groups, project results, outputs and activities (quantitative and qualitative)</td>
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<td>• Disaggregated data on target groups: gender, caste/ethnicity, well-being, location, household ownership, age, disability &amp; migrant status</td>
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<td>• GESI checklists to include in monitoring visits</td>
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<td>• <strong>Monitoring report</strong>: evidence about changes affecting women, poor, vulnerable and the excluded; changes in their representation, political voice and influence, and change in behaviour &amp; capacity of project partners</td>
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<td>Reporting</td>
<td>• Include GESI data and analysis in annual reports (outcome reporting, lessons learned and areas of improvement)</td>
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<td>• Success &amp; failure cases</td>
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## GESI in Evaluation & Learning

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| **Evaluation**              | • GESI expert in Evaluation Team  
• GESI in evaluation methods, questionnaires and disaggregated data (qualitative and quantitative)  
• Ensure a qualitative impact measurement tool to capture changes regarding people and institutions  
• Use of context specific evaluation approach to ensure consultation with women, poor, vulnerable and excluded groups  
• Develop a management response plan that includes actions to address GESI related findings and recommendations. |
| **Learning/ & Knowledge Management** | • A platform to exchange learning on GESI  
• Case studies on political voice, influence and participation of women, the poor, the vulnerable and the excluded groups  
• Knowledge products include GESI related information |