

Helpful Guiding Questions for GESI Integration in Project Cycle Management

Checklists for situation analysis/planning process

- Who are excluded/included in formal and informal institutions? Who influence decision-making? Who benefit from development intervention (disaggregated data and analysis of excluded and included)?
- Who are the right holders (i.e. people to be empowered socio-economically and politically through development interventions) – whose rights are not met; who are excluded and most vulnerable and who should not be discriminated?
- Who are the duty bearers?
- Are duty bearers and right holders aware of their rights and duties? What are the capacity of right holders and duty bearers on GESI & capacity building measures needed at right holders and duty bearers level?
- Are women and excluded groups as well as men/dominant groups at various level involved in the initial situation analysis?

Checklists for programming and budgeting

- Do women, the poor and excluded groups participate in and benefit from the programme including decision-making? How and at which level?
- Are men and dominant social groups involved in programme? If so, in which roles and levels?
- Are the duty bearers and right holders empowered to develop and implement programme's plan?
- Do women, discriminated groups and men have equitable access and control over programme resources - e.g. are there criteria that discriminate against women or men?
- Is the programme steered with a view to increasing equal benefits by women and men across different caste, ethnicity, location and disability groups?

Checklists in Monitoring and Evaluation

- Do women, excluded groups, and men/dominant groups from various levels take part in monitoring?
- Are collected data on the immediate and/or longer-term effects of the programme disaggregated by gender, caste/ethnicity, location, age, disability and migrant families?
- Are changes in gender and social inclusion relations, including gender and social roles reported as part of monitoring?
- To which extent have programmes/projects implemented gender equity, social inclusion and human rights principles and what measures are required if the principles are not adequately and effectively implemented?
- Are «best – and bad – practice» on GESI mainstreaming analysed and disseminated?

Example of Good Practices

GESI tools and measures

- GESI policy or mission order (USAID)
<https://www.usaid.gov/sites/default/files/documents/1868/101.pdf>
- Fund Flow Analysis, Targeting approach & Workforce Diversity (SDC Nepal)
https://www.fdfa.admin.ch/content/dam/countries/countries-content/nepal/en/resource_en_222544.pdf
- Gender Responsive Budgeting (GoN)
<http://www.mof.gov.np/grbc/GRB%20Guideline.pdf>
- GESI Resource Team (SDC Nepal) and Gender Champion (ICIMOD)
- GESI in staff's Management by Objective (MbO) or Performance Planning and Evaluation

Thank You and Q/A!