

## What are our main messages and conclusions?

- **Inequality - blind interventions are likely to reproduce and deepen exclusion ... and push excluded groups still further behind**
- A matter of do no harm
- all our programs have to be sensitive to inequalities and fight discriminations ...
- yes it is challenging ... because inequalities and discrimination are everywhere and *most of the time hidden ... and it requires resources ...*
- Another important feature
- **... inequalities frequently overlap and intersect in ways that reinforce deprivation**
  - particularly important when looking at those who are most left behind
- *In fact mainstreaming GESI is about ... ensuring our programs are inequality reducing*

Are social inclusion and gender equality really different topics? ...

Emphasize they are overlapping to a very large extend ...

- **Mainstreaming Social inclusion and gender equality are about the same things : reducing inequalities and transforming discrimination**
  - *argue that gender equality is about inequalities between men and women and*
  - *SI/LNOB is about other dimensions of exclusion (like ethnicity, place of residence, disability ...)*
  - *Yes but if we look closer at what we are supposed to do, we see that ... the difference is mainly a matter of sequence ...*

*A good gender analysis ...*

- *... will look at differences in roles, access to resources, needs from men and women ... but in fact*
- *... if we want to focus on supporting women empowerment*
- *... we can not consider men and women as homogeneous categories*
- *... we will have to make one step beyond ... and identify the needs and interests of women from more marginalized and less powerful groups ...*
- *... otherwise as these women are less vocal ... they are likely to fall out of the picture ...*
- *... and if we forget about them our intervention runs the risk of mainly considering the needs and views of privileged women ....*
- *... considering for example*
  - *... that women and girls with disabilities are three times more likely to experience gender-based violence compared to non-disabled women ... we see how important it is for gender equality to consider intersecting forms of exclusion*
- *... therefore ... a good gender analysis has to go beyond men and women!*

*Equally true the other way*

*Mainstreaming social inclusion cannot be gender blind*

- *If we are doing a good social analysis ... looking at discrimination and exclusion patterns ... a particular group (Remote rural dwellers,) ... we have to consider men and women from that group ... and look at gender inequality issues within this group ...*

- ... which are always group specific ...
- Consider for example:
  - ... the exclusion patterns faced by remote rural dwellers : difficult access to services and jobs
  - ... this exclusion issue has an important gender dimension as ...
  - .... women from remote areas are likely to have a **disproportionate burden of unpaid care work** (not having facilities like kindergarten or home based care for elderly),
  - .... Which when combined with **traditional views of gender role** in rural areas
  - ... is likely to constrain their access to the job market and limit their involvement in political decision making ...
  - These gender specific issues are important parts of the general exclusion patterns for remote rural dwellers.
- In order to understand exclusion factors experienced by one group we need to be gender sensitive, otherwise we are missing the reality of intra household power relations and issues faced by half of the members of the group ...

In other words...

- **A good gender analysis has to consider the relevant other dimensions of exclusion and a good social inclusion analysis has to look at gender issues within the excluded groups we want to focus on**

This is central to this workshop and should bring the “gender-community” and “social inclusion community” closer together ...

It is now the end of the year and we at HQ are reading your AR ☺ ... which is also fun... one observation comes from an important aspect of GESI mainstreaming : the disaggregated monitoring ... which seems to be sometimes challenging ...

our main message in this respect is:

- **GESI-sensitive Monitoring is not (only) about counting women and members of excluded groups**

it should make sense for you as program manager!

- inequalities are complex ...
- ... it is important to keep learning during project implementation
- ... and GESI disaggregated monitoring can be informative ... about progress in reducing the gap
- ... or at least changes in achievements between men and women or excluded group and general population (disaggregation)
- Or also ... reaching out to the target group ...?
- ... new insights ... possibly challenge our assumptions ... and adapt and steer our intervention

last message: even if better to start with a good analysis ... it is never too late mainstreaming GESI can begin at any time in the project cycle

- **The mainstreaming of gender and social inclusion in a sector or project is a process**
  - ... start with a good enough picture and base our TOC on such an understanding,
  - ... further improve through the project cycle through M&E and additional studies
  - Good news: it is never too late to start. bad news: it's never finished, also because realities are moving and too complex to be fully understood.