

Objectives

- The objectives of this presentation are:
 - Provide an overview of lessons/best practices for GESI in the context of project design &
 - Ensure a ‘managerial’ insight of GESI integration in Project Design/planning

Brief Exercise

- What does GENDER and SOCIAL EXCLUSION mean to you?
 - Personally
 - Professionally
- 2 mins personal reflection
- 8 mins group discussion/summary

KEY PLANNING QUESTIONS

- What it looks like to apply GENDER and INTERSECTIONAL analysis?
- Imagining Change (GESI)?
- How to measure Change?
- Actions to achieve GESI goals?

Q1:GESI Diagnosis

- Tools
 - Activity Profile
 - Access/Control Profile (egs)
 - Capacity & Vulnerability Assessment
- Concepts
 - Condition / Position
- Intersectional Analysis
 - Moving beyond women and men to asking “which women?”, “which men?”

ROMA Case

| | | |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <p>EFFECTS</p> | <p>Limited Access to:</p> <ul style="list-style-type: none"> •Healthcare •Education •Employment •Knowledge / Information | |
| <p>PROBLEM</p> | <p>“Intersectional Dilemma”</p> <p>Double challenge of Ethnicity and Gender</p> | |
| <p>ROOT CAUSES</p> | <ul style="list-style-type: none"> • Masculinities • Institutional gender blindness | <ul style="list-style-type: none"> • Early marriage • Roles and Responsibilities |

DALIT Case

| | | | |
|---------------------------|------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------------------------------------------|
| <p>EFFECTS</p> | <p>Limited Access</p> <p>Services Information Mobility</p> | | |
| <p>PROBLEM</p> | <p>Triple Challenge</p> <p>Sexual inequality Caste Group inequality Gender inequality in Caste group</p> | | |
| <p>ROOT CAUSES</p> | <p>Caste exclusion</p> | <p>Gender inequality</p> | <p>Institutional intersectional blindness</p> |
| | | | |



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Q2: What change looks like

- KEY CONSIDERATIONS
 - Gender Equality / Women's Empowerment
 - What is realistically achievable?
 - Attribution / Contribution
 - Can we claim direct causal relation between project action and result?

Examples of Changes Achieved

- Engagement
 - *What is the quality of participation?*
- Empowerment
 - *Is there 'voice' and agency of those participating?*
- Enhancement
 - *Applying new ideas and skills to influence others?*
- Emergence
 - *Is there movement from private to public spaces?*

EXAMPLES

ENGAGEMENT

- Resisting ‘tokenism’
- DALIT women on municipal governance bodies

EMPOWERMENT

- Generating ‘counter narratives’
- Women leaders in Africa and Asia

EXAMPLES

ENHANCEMENT

- Sharing 'on-line banking' knowledge and skills with family, friends neighbors, and as 'trainers' to other wo/men
- Women's Union
VIETNAM

EMERGENCE

- Private to Public Space
- Women soya entrepreneurs in BORNO Nigeria

Long Term Results: Example

| IMPACTS | INDICATORS |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inclusion of ROMA | <ul style="list-style-type: none">• Gender-sensitive legislation• Targeted gender disaggregated national programming for inclusion• Improved public perception of ROMA• Increased participation by ROMA women and men in public and national discourse |



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Medium Term Results Example

| OUTCOME (Immediate) | INDICATORS |
|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enhanced access to services/information | <ul style="list-style-type: none">• Increased knowledge of Income, Employment opportunities• Increased knowledge of Education, Health, Voting opportunities |

Medium Term Results

| OUTCOME (Intermediate) | INDICATORS |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Moving from private to public spaces | <ul style="list-style-type: none">• Emerging counter narratives of gender relations• Affecting change in community groups/organizations• Influencing family, neighbors• Increased public engagement |

EXERCISE

- Drawing from your own experience, can you provide examples of GESI-sensitive **ACTIVITIES** that contribute to the **RESULTS** discussed
 - Individual reflection (3 mins)
 - Group summary (5 mins)

ACTIVITIES

- Capacity Development
 - Income
 - Adult learning
- Women's Leadership
 - Influencing change
 - Networking
 - Public engagement
- Male Ally-ship
 - Men supporting gender equality & women's leadership
 - Influencing boys and other males



SUMMARY

- Q & A