

## **GENDER EQUALITY AND SOCIAL INCLUSION – PSF GUIDANCE**

The PSF is committed to embedding Gender Equality and Social Inclusion (GESI) in all our funded projects, as it has been demonstrated to be a key factor in sustaining social cohesion and peaceful communities.

For PSF partners, this means implementing an approach that consciously considers and actively integrates GESI in analysis, program design, strategy, monitoring, evaluation and learning (MEL) and delivery. The PSF will not fund projects which are gender blind, exploitative or socially exclusive.

GESI is a way of working so that programming aims to deliver a shift that supports equal rights, opportunities and wellbeing for all. It implies:

- a) breaking down barriers which exclude women, youth, people with disabilities, ethnic/religious minorities, other marginalized groups; and
- b) working for meaningful and equal inclusion of these groups in all spaces, systems and processes.

This guidance is provided to support your reflections and project design in order to reflect GESI principles and practices. We encourage partners to demonstrate the following in their applications.

### **1. Include GESI in your Analysis**

In your problem statement and context analysis, include gender and social exclusion issues around disability, youth, ethnic/religious minorities and other marginalized groups. A stand-alone analysis of gender and social exclusion can also be provided with your application if one is available or undertaken during inception.

### **2. Embed GESI in Project Design, Delivery and Budgets**

Develop clear objectives for GESI in your project, link these to the theory of change and reflect them in budgets and workplans. You could consider developing a GESI strategy for your project and consider how you can integrate key components of a GESI approach in your design and roll out, for instance:

- How can you your efforts help overcome barriers to the full participation of women, people with disabilities, youth, ethnic/religious minorities and other marginalized groups?
- How do you continuously improve processes, practices and approaches to promote GESI?
- How could your project be transformative for gender equality and social inclusion, by addressing root causes of inequality, power relations, institutional structures and processes?

### **3. Integrate GESI in your MEL framework**

Consider GESI in developing your theory of change, to help you clarify what you are aiming to achieve in relation to gender equality and social inclusion, linked to your broader objectives. Ensure you are collecting gender, age and disability disaggregated data in your monitoring activities – so you know how inclusive you are being and where you can make changes to improve. Aim for your MEL activities, including evaluation plans, to be gender transformative, inclusive and participatory. Integrate GESI into

your learning questions - what do you want to learn about gender dynamics and social exclusion of marginalized groups to improve your programming?

#### **4. Demonstrate a Commitment to GESI in the Way you Work**

Are you walking the talk? Organizational policies and practices should promote GESI. We invite partners to tell us how your practices promote GESI and reflect on how you could improve (e.g. maternity and paternity leave, sexual exploitation and abuse policies, disability inclusion practices). You may wish to identify 3 key areas you are prioritizing for your organization to integrate more gender equal and socially inclusive practices. PSF may be able to support you in this area of work.

#### **Contact**

The PSF team can be contacted for support in relation to reflecting GESI in your application. Just email Naung Latt at [nl@paungsiefacility.org](mailto:nl@paungsiefacility.org)