



# Institute for Capacity Development (ICD)

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## Gender Equality and Social Inclusion (GESI) in Project Planning, Implementation and Evaluation

### Course Objectives

On completion of the course, participants should be able to:

- Conduct gender and social inclusion analysis.
- Integrate GESI into project design and budgeting.
- Develop inclusive procurement strategies.
- Design gender-sensitive monitoring systems.
- Identify and mitigate GBV risks.
- Strengthen institutional gender mainstreaming systems

### Target Audience

- Project Managers
- Finance Officers
- Procurement Officers
- Social/Environmental Specialists
- M&E Officers
- Policy Analysts
- Development Practitioners
- NGO Staff, and Public Sector Officials.

### Course Outline

- Foundations and Planning for Gender-Inclusive Projects
- Introduction to Gender Equality and Social Inclusion
- Key Concepts and Terminology:
  - Gender vs sex
  - Equality vs equity
  - Social inclusion and marginalisation
  - Intersectionality (disability, youth, elderly, rural/urban, poverty)
- Global and Regional Frameworks
  - United Nations Sustainable Development Goals (SDGs)
  - African Union Agenda 2063
  - CEDAW principles
  - National gender policies
- Why GESI Matters in Projects
- Economic impact of gender inequality
- Risk reduction and project sustainability
- Governance and accountability

- Gender Analysis Tools and Frameworks:
  - Harvard Analytical Framework
  - Gender Roles Framework
  - Moser Framework
  - Intersectional analysis tools
- Collecting Gender-Disaggregated Data
- Quantitative and qualitative methods
- Participatory rural appraisal tools
- Ethical considerations
- Identifying Barriers to Inclusion:
  - Legal
  - Cultural
  - Institutional
  - Financial barriers
- Gender-Responsive Project Design
- Integrating GESI into the Project Cycle
  - Concept note stage
  - Feasibility stage
  - Detailed design stage
- Developing Gender-Sensitive Objectives and Indicators
- SMART indicators
- Disaggregated targets
- Output vs outcome indicators
- Logical Framework with Gender Lens
- Integrating inclusion in logframes
- Risk assumptions
- Principles of Gender-Responsive Budgeting
- Equity-based allocation
- Public expenditure analysis
- Benefit incidence analysis
- Budget Tracking for Inclusion
- Costing gender interventions
- Tracking allocations
- Procurement considerations
- Linking Finance & Inclusion
- Financial accountability
- Avoiding gender-blind resource allocation
- Procurement & Safeguarding for Inclusion
- Inclusive Procurement Practices
- Supplier diversity
- Women-owned business participation
- Fair labor standards
- Safeguarding and Protection Policies
- Prevention of sexual exploitation and abuse (PSEA)
- Harassment policies

- Codes of conduct
- Grievance Redress Mechanisms
- Confidential reporting systems
- Community feedback mechanisms
- Gender Mainstreaming During Implementation
- Leadership and Institutional Culture
- Gender champions
- Change management strategies
- Community Engagement & Participation
- Participatory approaches
- Addressing power imbalances
- Managing Resistance and Cultural Sensitivity
- Monitoring & Evaluation (M&E) for GESI
- Gender-Sensitive Indicators
  - Access indicators
  - Participation indicators
  - Control over resources indicators
- Data Collection Tools
  - Surveys
  - Focus groups
  - Social audits
- Impact Evaluation with Gender Lens
- Baseline and endline comparisons
- Attribution and contribution
- Addressing Gender-Based Violence (GBV) in Projects
- Gender and Climate Change
- Differential climate impacts
- Adaptation and resilience
- Inclusive Environmental Planning
- Land rights
- Resource access
- Livelihood diversification
- Action Planning

Dates: 18<sup>th</sup> – 29<sup>th</sup> May 2026

Duration: 2 Weeks

Course Costs: USD2850/delegate

Venue: Kigali, Rwanda