

# PIP GESI Analysis Tool

## 1. Areas of Inquiry

- How does gender intersect with other identities (e.g. age, religion, ethnicity, wealth)?
- What identities will impact access, participation, and experience of the project?
- What norms/systems exist which impact access and control of resources, participation in decision-making at the household and community levels, and exercising of rights?
- What ideas do target participants have for how we can best support their capacity to engage with the project and increase participation in their communities?
- What would women and other marginalized groups consider a successful outcome of engaging with us through this project?

## 2. Suggested Process

The GESI study should be informed by preliminary work by the project team to identify the characteristics most like to impact access, participation and experience of the project (using an exercise like the Power Flower). Community level research should be primarily Focus Group Discussions (FGDs) and should include a representative sampling of communities in the targeted region(s), suggest at least three different communities. Focus groups with should include potential participants from a variety of genders, ages, and intersectional identities (e.g. married/unmarried) and should be complemented by at least one focus group discussion of privileged community members only.

FGD questions should be general, and open-ended so that respondents can choose what topics to speak about and which to avoid. If sensitive topics are raised, facilitators can use their judgement to determine how much time shall be devoted to those topics and to ensure that participants feel safe and comfortable.

FGDs should cover all of the topic areas in the tables below but does not necessarily have to follow a particular sequence or follow the suggested wording. The discussion should flow as naturally as possible, and some topics may be raised by group members. Often, following the lead of the group members and probing relevant issues they raise during the discussion will yield more insight and quality information. You will also want to ensure you ask a couple of questions specific to your project activities and expected results.

It is recommended that three team members attend each focus group including a lead facilitator and two note takers. Consider debriefing after each FGD while information is still fresh in mind as this allows the notetakers to compare their notes and for each member of the team to reflect on the most important information heard in the discussion and to draw preliminary conclusions about implications on the project design and implementation plan. The most relevant information can be shared with the rest of the project team using the table and prompts included below for further discussion and brainstorming.

The GESI study should be done at the beginning of the PIP process and used to inform all PIP elements.

### 3. Community Gender Scan Findings

	<ul style="list-style-type: none"> <li>• What is the experience of marginalized groups in the local community?</li> <li>• How does the experience of marginalized groups compare to the experience of privileged individuals in the community?</li> <li>• What barriers exist (e.g. cultural, religious, legal, barriers which limit access/participation/choices/roles, etc)?</li> <li>• What needs/interests are expressed by marginalized groups?</li> <li>• What are the relevant policies related to gender, ethnicity, etc. that are relevant?</li> </ul>
<p>Daily Activities <i>(what does their day look like? How do they spend their time?)</i></p>	
<p>Access to / success in Education</p>	
<p>Economic Activities</p>	
<p>Access to SRHR/MNCH and other health services</p>	
<p>Decision-making and control of assets at household level</p>	

Self-Determination (making decisions about their activities/bodies etc)	
Community participation and leadership	
Other Human Rights issues	

**4. Scan of Participating Organizations/Institutions  
(e.g. schools, CBOs/NGOs, health units, etc. partnering in the project)**

	<ul style="list-style-type: none"> <li>• What is the role/participation of women and other marginalized groups?</li> </ul>
Representation of women in leadership	
Participation of women in decision-making	

Gender specific policies, programs, services, and approaches	
Engagement of women and marginalized groups in communities	

## 5. Considerations for Project Design / Implementation

What implications does the analysis above have for your Theory of Change?	
How do activities intersect with you GESI analysis above?	
What gender specific measures will you employ in implementing project activities?	

<p>What constraints/barriers (risks) could impact the achievement of your project results?</p>	
<p>How will you monitor GESI risks and results?</p>	
<p>Who will have responsibility for updating and monitoring GESI analysis and results?</p>	