GENDER & SOCIAL EQUITY

Negative	Blind	Sensitive	Responsive	Transformative
Creates new or exacerbates existing risks, vulnerabilities, and inequalities, negatively impacting women's and/ or other primary stakeholder's rights, dignity, safety, living conditions and/or life opportunities.	Does not consider gender and social inclusion or exclusion dynamics in the program/ project design and management, and runs the risk of reinforcing inequalities, conflicts, or unchanged status quo.	Considers gender and/or social inequalities, and includes some activities/ outputs with some indicators, targeting women and/or socially marginalized groups by at least 30% of people reached overall.	GSE is integrated into preparatory analyses and systematically responds to some prioritized 'practical needs' which are integrated into the program/project's management cycle. Ultimately, the project meaningfully involves and benefits women and/or socially marginalized groups by at least 50% of people reached overall	Anchors GSE at the center of a Political Economy and Power Analysis. A GSE specific policy change at institutional level is sought; and an inclusive systems development approach is applied, whereby GSE is integrated into procurement, sub-contracting, collaboration, and partnership agreements drawing on GSE principles, with clear red lines, and addressing GSE capacity development gaps and goals.
Examples				
A migration project which includes women, men, youth applying same approaches for all, without considering the differences in needs and potential vulnerabilities between and within the primary stakeholder groups, putting certain stakeholders at more risk of trafficking, abuse etc.	A Market Systems Development (MSD) project in the Information Communication Technology (ICT) sector with outputs, results, and related outcomes without GSE disaggregated indicators, and in the end the project benefits men predominantly, maintaining status quo in the ICT employment sector.	A project focusing on agribusiness, whereby women and youth were consulted during baselines, and their practical needs mainstreamed across outputs ensuring that by the end of the project at least 30% of primary stakeholders directly reached are women and/or youth,	A Skills, Jobs, Income project where a specific result and related outputs prioritize youth with disabilities' access to continuing education and skills development.	A Voice, Inclusion, Cohesion project aiming at women's political empowerment. Outcomes focus on three interconnected spheres of change: at the level of the women candidates (individual); at the level of stakeholders' attitudes and behaviours (societal change); and at the level of laws, norms and practices which may discriminate against, or protect women candidates, during elections (structural change)

(See the GSE webpage and GSE Pamoja Space (internal) for more resources.)