

# Prosperity Fund Global Future Cities Programme

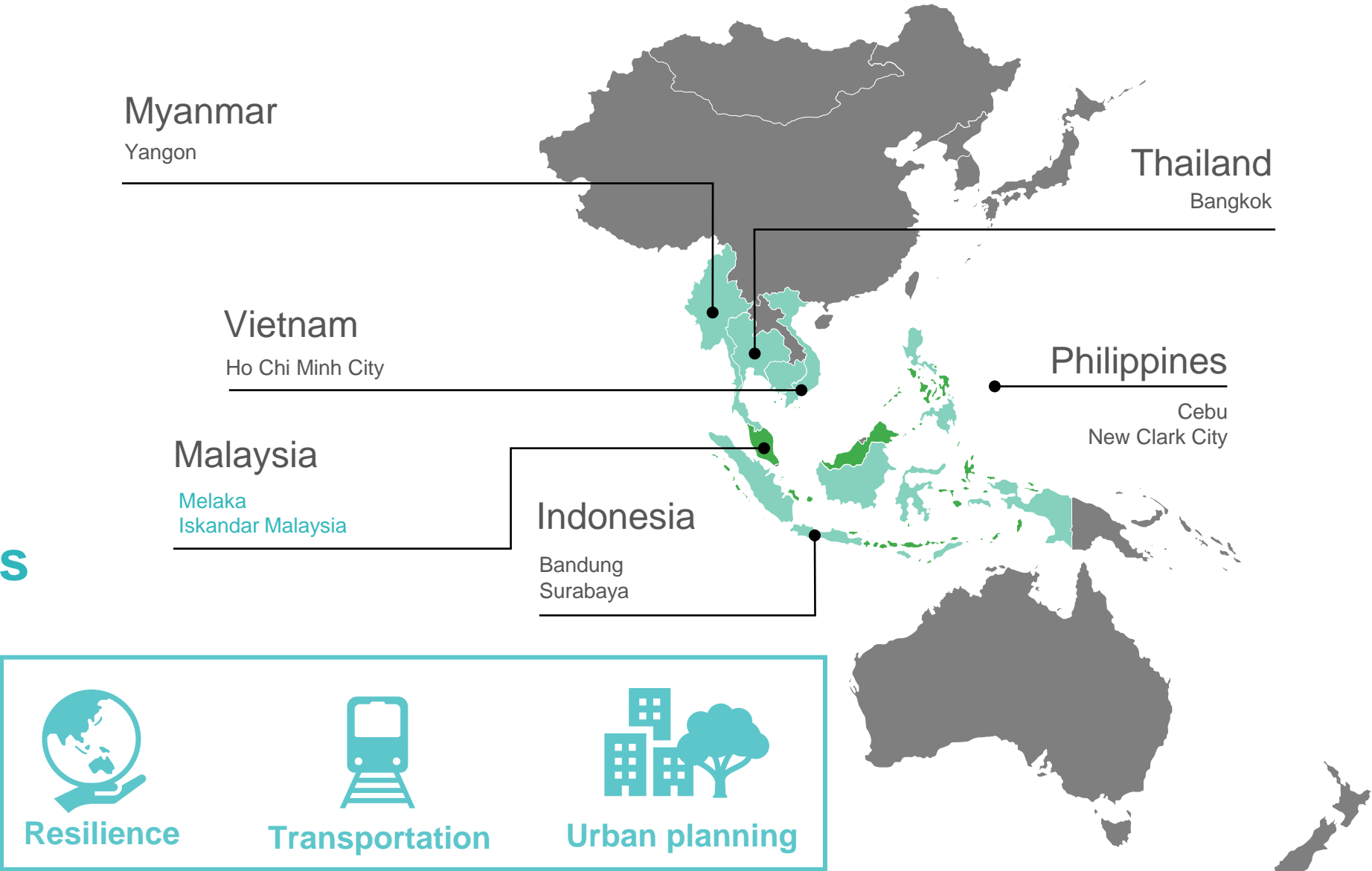
Iskandar Malaysia & Melaka Interventions

GESI Training Session 2 | Strategies for inclusive project  
design, planning and implementation

28 April 2021

# Global Future Cities Programme

- 13 projects
- 9 cities
- 6 countries
- 3 years



# Incorporating GESI (Gender Equality & Social Inclusion)

- Gender Equity and Social Inclusion GESI aspects are actively considered throughout the development of both interventions.
- Groups that have been identified as marginalized include:
  1. Women
  2. Children
  3. Youth
  4. The Elderly
  5. The Indigenous
  6. The Urban Poor
  7. The Rural Poor
  8. Persons with Disabilities
  9. Migrant Workers
- Established GESI Consultative Groups (GCG) in both cities.



# Workshop Facilitators



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GESI Programme Manager



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GESI Technical Lead,  
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## **Recap of GESI awareness training session 1: Knowledge and Understanding.**

Our first GESI training session covered the following topics:

1. GESI definitions, concepts and GESI programme requirements.
2. The Women's Empowerment and Analysis Framework.
3. International and national GESI best practices for mobility & transport.



Women’s Empowerment and Analysis Framework  
(Can be also used as a GESI Empowerment Framework).

| Women’s Empowerment Analysis Framework |                  |                      |                        |                          |                |
|--|------------------|----------------------|------------------------|--------------------------|----------------|
| Level of Equality                      | Project Activity | Negative/<br>Harmful | Neutral/<br>Do no Harm | Positive/<br>Empowerment | Transformative |
| Control<br>(Of resources, their lives) |                  |                      |                        |                          |                |
| Participation                          |                  |                      |                        |                          |                |
| Conscientization<br>(Made Aware)       |                  |                      |                        |                          |                |
| Access                                 |                  |                      |                        |                          |                |
| Welfare                                |                  |                      |                        |                          |                |



# Session objectives

## The aim of today's session is to:

- 1 Introduce principles of mainstreaming gender and social inclusion in project interventions.
- 2 Provide an overview of GESI integration principles/strategies with examples.
- 3 Provide an overview of GESI impact assessment and socioeconomic analysis approaches.
- 4 Facilitate group work on GESI action planning among participants.

# Principles/strategies for mainstreaming GESI

- › GESI mainstreaming: principles
- › GESI integration approaches with examples
- › Q&A

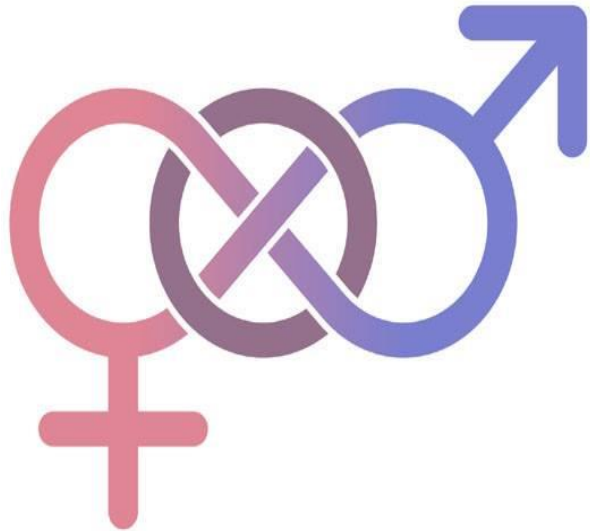
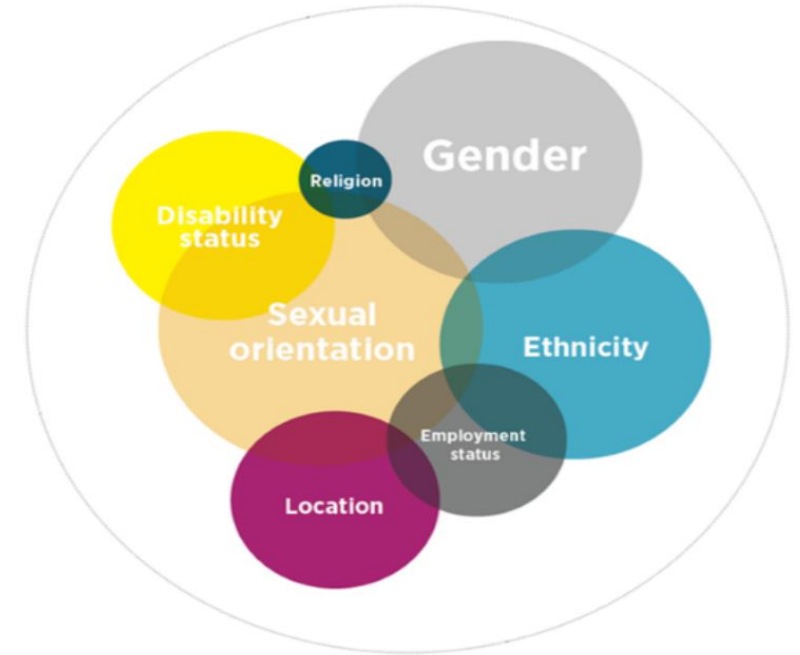


# Gender and social inclusion mainstreaming

**Gender mainstreaming** as an approach came out of the UN Fourth World Conference on Women held in Beijing, China, in 1995: “**promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes [...]**”

Definition: “Making **women’s and men’s concerns and experiences integral to design, implementation, monitoring and evaluation** of policies and programmes so that women and men benefit equally.”

The ultimate goal of gender mainstreaming is to **achieve gender equality**.



**Social inclusion** mainstreaming follows a similar definition.

The emphasis on gender identity is expanded to **consider the concerns and experiences of other social groups on account of age, disability, ethnicity, cultural background, religion etc.**

Policies and programmes must seek to **address exclusion and disadvantage faced by different social groups** as part of design, implementation, monitoring and evaluation.

# Integrating social inclusion: key considerations

Four questions to consider when assessing how well social inclusion is integrated into your work:

**1**

## IDENTIFICATION

Have you identified which social groups are excluded?

**2**

## ANALYSIS

Have you analysed how / why a social group (s) is excluded?

**3**

## ACTIONS

Have you defined actions to advance social inclusion on your project?

**4**

## MONITORING

Have you defined indicators to monitor social inclusion?

Source: Adapted from World Bank Social Inclusion Assessment Tool (SiAT): [SiAT\\_A+recommendations.pdf](https://www.worldbank.org/SiAT_A+recommendations.pdf) ([worldbank.org](https://www.worldbank.org))

# GESI mainstreaming: good practice examples (1)

## **Transport for London (TfL), UK** **Action on Equality Commitments (2020)**

“Keep London moving, working and growing and make life in the city better for its citizens.”

“Promoting equality for travel customers, staff and other stakeholders.”

[Link here](#)



# Gender integration strategies: tried and tested

| STRATEGIES  | ISSUES   |
|---|--|
| <b>WOMEN IN DEVELOPMENT</b>                       | <ul style="list-style-type: none"> <li>• Worked in silos /isolation.</li> <li>• Women's position did not change vis a vis men – unequal status and treatment</li> </ul>  |
| <b>GENDER IN DEVELOPMENT</b>                      | <ul style="list-style-type: none"> <li>• Gender in Development – Dealt with the great gender divide to narrow the gap</li> </ul>   |
| <b>WOMEN'S EQUALITY AND EMPOWERMENT FRAMEWORK</b> | <ul style="list-style-type: none"> <li>• Developed by Sara Longwe and Caroline Moser in the 80s designed a framework to take women from the welfare stage to empowerment where they are in control of their lives- access to resources etc.</li> </ul> |
| <b>GENDER MAINSTREAMING TO GESI MAINSTREAMING</b> | <ul style="list-style-type: none"> <li>• In UN ECOSOC Resolution 2007/33 adopted Mainstreaming a gender perspective into all policies and programmes in the United Nations system as the strategy for advancement and empowerment</li> </ul>           |



# GESI mainstreaming: good practice examples (2)

**11th Malaysia Plan (MP) 2016 -2020 (12<sup>th</sup> Plan forthcoming)**

*"Anchoring growth on people"*

"Promoting an inclusive and sustainable nation through resilience, equity, wellbeing and human development"

[Link here](#)







**Project good practice example | Iskandar Malaysia standing GESI Consultative Group**

# Purpose of GESI Consultative Group (GCG)

- › Communicate and provide input with regards to GESI in the context of both the Iskandar and Melaka projects. Shall aspire to provide the same in any transportation projects within the Iskandar/Melaka Malaysia region;
- › Provide guidance throughout the project cycle at strategic intervals;
- › Ensure the Iskandar and Melaka projects are gender-responsive and socially inclusive;
- › Integrate women and the socially marginalised groups' practical and strategic needs into planning design, implementation and monitoring of the project intervention
- › Systematically take differentiated needs, knowledge, experience and priorities into account.



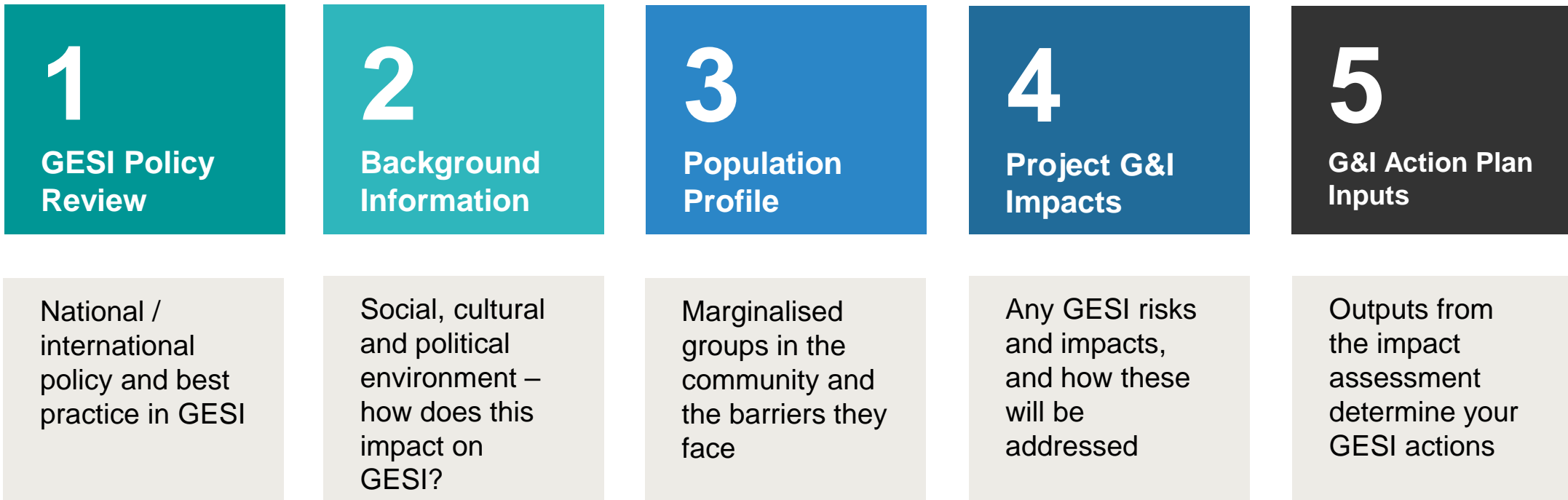
# Assessing the impacts of your projects on GESI

- › GESI impact assessment
- › GESI socioeconomic analysis – example frameworks

# Assessing gender and social impacts / risks

GESI impact assessments will help your team to identify and manage GESI impacts, risks and opportunities associated with your activities.

What must a GESI impact assessment include?



## See HANDOUT 4 Applying Gender and Social Inclusion Analysis to Mobility/Transport Projects

| No | Analysis  | Gender  | Social Inclusion   | Output (Remedial) Action  |
|----|---|---|--|---|
| 1  | Disaggregated Data Collection   | Collect quantitative and qualitative data disaggregated by sex and age and other relevant gender-sensitive variables. | Collect quantitative and qualitative data disaggregated by GESI groups identified and other relevant GESI-sensitive variables.                             | Collect data disaggregated by sex, age and other relevant GESI sensitive variables. |
| 2  | What are the causal Drivers of gender inequalities and social marginalization | Analyse what are the causes of gender discrimination.   | Analyse structural and systemic inequalities facing socially marginalised groups across various sectors and services eg. transport, employment, education. | Understanding contextual barriers to issues such as access and decision making      |

## See HANDOUT 4 Applying Gender and Social Inclusion Analysis to Mobility/Transport Projects

| No | Analysis   | Gender   | Social Inclusion  | Output (Remedial) Action  |
|----|--|--|---|---|
| 8  | How can we strengthen institutional capacity for GESI in the ISKANDAR/ MELAKA projects.            | What human, financial and structural resources are available for integrating gender in the projects? Assess what measures can be adopted to be more gender responsive and inclusive of women in the project? | Assessment of the resource and capacity gaps within governments and other state authorities to mainstream GESI.                                   | Institutional human and other resource capacities to mainstream gender and social inclusion identified. |
| 9  | How can we strengthen individual capacity for GESI mainstreaming in the ISKANDAR/ MELAKA projects. | Analyse what sort of skills sets or capacities need to be built and or strengthened to enable project staff to mainstream gender and social inclusion.   | Assess current knowledge and understanding of GESI, and how this is currently applied to project design, planning and implementation (if at all). | Strengthen human resources capacities to facilitate GESI mainstreaming.                                 |

# Developing a GESI action plan for your organisation

- › GESI action planning exercise
- › Feedback and Q&A

# How to develop a GESI action plan for your organisation

An action plan document is designed to help your team outline plans for how you will translate identified entry points into practical steps to achieve greater gender and social outcomes, both on the Iskandar Malaysia / Melaka projects and beyond.

The action plan is also a tool to help your team effectively monitor G&I progress throughout the life cycle of the programme.

## Tips for success with GESI action planning:

### ✓ Monitor

Regularly monitor progress against your GESI action plan.

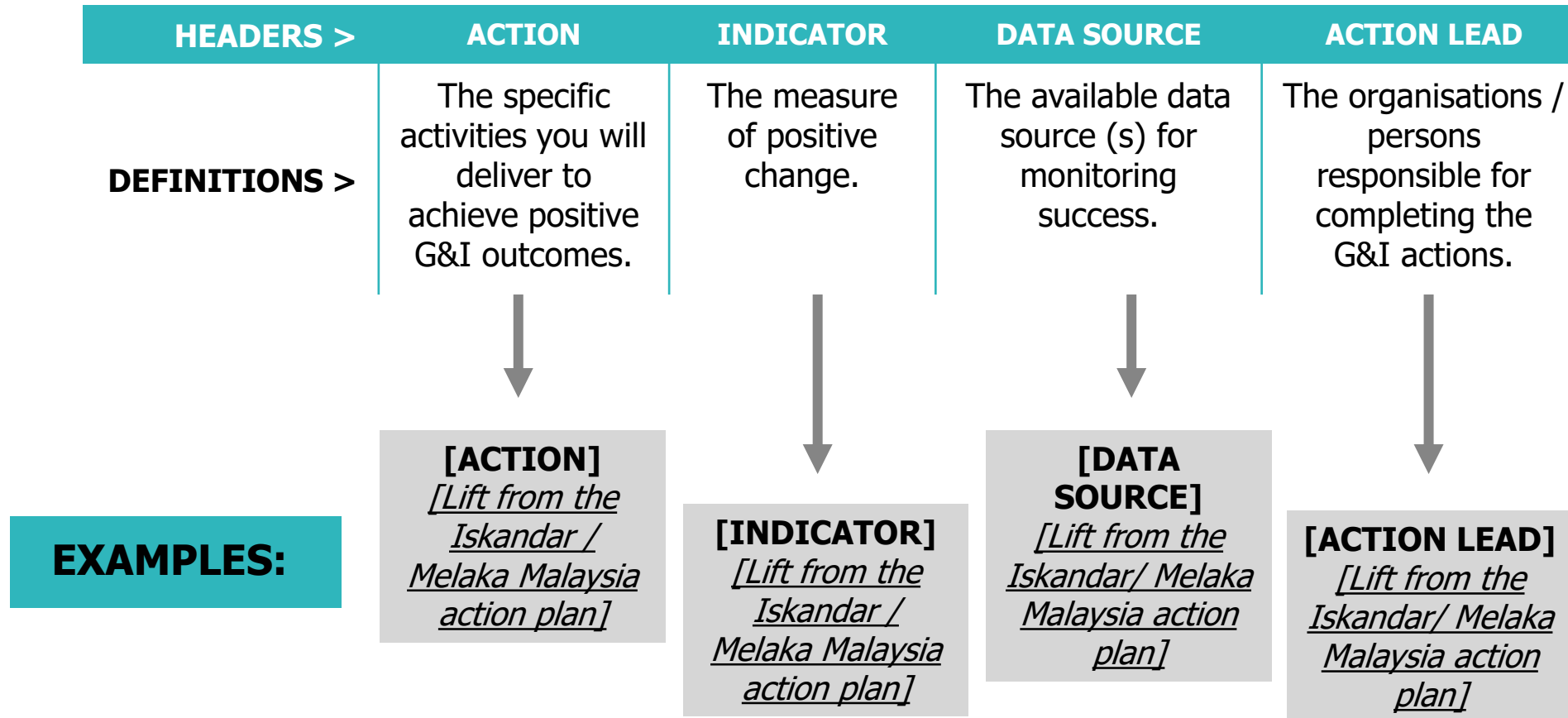
### ✓ Adapt

Review and adapt GESI actions in response to operational changes i.e. COVID-19

### ✓ Aim High

Be ambitious; aim to deliver GESI actions that achieve lasting change.

# GESI action plan template – what to include?







# Group Work: How to develop a GESI action plan

# Jamboard activity walkthrough

\*Please add your input based on the colours guides

Government /  
Local  
Authorities /  
PBTs

**SC /  
TWG**

Professional  
and Business  
Associations

**GCG /  
NGOs /  
NGIs**

Educational  
Institutions

How can you integrate /  
embed GESI in your work for  
the Iskandar Malaysia /  
Melaka projects?

# What will this group work involve?

**40 minutes**

Take **40 minutes** to start developing GESI actions. Make sure your GESI actions are tailored to your specific sector / work area and role on the project.

**Prompt questions** to help you with your action planning:

- a) **How can you integrate / embed GESI in your work for the Iskandar Malaysia / Melaka projects?**
- b) **What resources / policies / frameworks are available in your organisation to help with integrating GESI in your work?**
- c) **Who should be responsible for leading on the GESI activities you will deliver?**
- d) **What additional support do you require to successfully deliver GESI objectives through your work?**
- e) **How will you monitor progress, capture good practice and promote ongoing learning in GESI?**



# What will you do?

How can you integrate / embed GESI in your work for the Iskandar Malaysia /Melaka project?





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Institutions

established  
platform/facilities for  
GESI according  
standard/international  
standard

To physically  
communicate with  
the NGOs,  
community on any  
proposed work

arrange  
projects /  
programme  
with GESI and  
community

More awareness  
programs to  
educate relevant  
government  
agencies and public  
on GESI importance.

Infrastructure  
& design team

Ensure the  
maximum range of  
GESI considerations  
are included in  
project reviews.

Define GESI  
requirements  
at early  
stages.

We need to engage  
an Internal Audit &  
Review for self  
assessment for  
Internal Learning &  
an External Audit &  
Review to ensure all  
SDB goals are  
complied.

a) develop outreach  
programs, create buy  
in and include all the  
GESI  
goals/Sustainability in  
Job Scopes and  
cooperate with NGOs  
on GESI/Sustainability  
projects.

Collaborating with  
NGOs and other  
community sector  
organisations to  
design projects that  
reflect the needs of  
GESI priority groups.

More collaboration  
with local NGOs  
promoting  
awareness &  
educational  
program as well as  
competition

analysis data  
related to the  
GESI initiative  
for a better  
future plan

Perhaps more  
engagement with  
local NGOs in term  
of awareness /  
educational  
program

Govt to encourage  
GESI/Sustainability  
projects by giving tax  
incentives to Coporate  
for CSR projects,  
introduce these  
GESI/Sustainability at  
Primary Schools too


How can you integrate /  
embed GESI in your work for  
the Iskandar Malaysia /  
Melaka projects?

/Sustainability is a  
part of the Job Scope,  
we need to appoint a  
Task Force Leader &  
GESI Champion, then  
develop Capability to  
train the rest of the  
whole Dept on the  
GESI objectives. With  
this approach there is  
no need for extra

To ensure that  
Sustainability Policy  
Statement is  
endorsed by the  
MDs and a system is  
in place to ensure  
full implementation



# How will you do it?

- › What resources / policies / frameworks are available in your organisation to help with integrating GESI in your work?
  - › Who should be responsible for leading on the GESI activities you will deliver?
- 

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**Gender focal  
points  
established  
within local  
government  
departments.**

**We have GESI lead  
within our  
organisation - it is  
important to assist  
in the execution of  
the GESI Action Plan**

**Educate Community  
to inspire the  
disable  
communities to be  
more active**

**must improve  
the use of  
evidence on  
GESI issues in  
development  
policymaking.**

What resources /  
policies / frameworks  
are available in your  
organisation to help  
with integrating GESI in  
your work?

**People Oriented  
Policies and Action  
Plans in Melakaku  
Maju Jaya 2035  
State Strategic Plan.**

**Partnership  
directory with list of  
NGOs, community  
leaders etc. - to  
provide access  
points to the GESI  
community in a  
systematic and  
consistent manner.**



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A GESI Group  
consist of various  
sections/levels of  
any agencies to  
create awareness,  
promote and check  
GESI activities.

Like safety,  
inclusivity needs to  
be led by example.  
This needs to come  
from the top.

Appointing GESI  
champions within  
your business who  
can promote, deliver  
and monitor  
progress with GESI  
activities.

Agree with the focal  
point person to lead.  
However there  
should be checklist  
of whom should the  
focal person  
reaches, so there  
will be no one left  
behind.


Someone who  
are from the  
marginalised  
group in the  
organization

Improved  
consideration of  
gender equality and  
social inclusion  
issues in policy  
research and  
analysis.

Who should be  
responsible for leading  
on the GESI activities  
you will deliver?



# Who will support you towards success?

- › What additional support do you require to successfully deliver GESI objectives through your work?
- 

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What additional support  
do you require to  
successfully deliver  
GESI objectives through  
your work?

**involve NGOs  
and  
community**

We need to engage  
experts for an Internal  
Audit & Review for self  
assessment for  
Internal Learning & an  
External Audit &  
Review to ensure all  
SDG goals are  
complied.

**Information  
and  
networking on  
Disable  
Community  
demographic**

Opportunities to share  
new research, insights  
and evidence on GESI  
with a range of  
stakeholders to  
improve how they  
work on these issues  
in urban  
development.

We also need  
online guidance &  
consultations  
should there be any  
questions that are  
required


Support and buy-in  
from local  
authorities/governme  
nt sectors etc. are  
vitaly important to  
deliver the project  
successfully

Opportunities for  
local NGOs to  
engage with the  
GESI team in term of  
sharing value and  
training.

**Promote GESI  
awareness  
training in the  
leadership  
training**



# When and how will you capture GESI success and learning?

- › How will you monitor progress, capture good practice and promote ongoing learning in GESI?
- 



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**Continuous  
Learning Process /  
Capacity Building &  
Recognition for  
success activities.**

**Regularly report on  
progress against GESI  
KPIs as outlined in  
GESI action plans for  
the projects. Capture  
what impact has been  
achieved through  
case studies for  
example.**

**There should be a  
KPI attached to all  
staff performance  
on GESI objectives.**

**There should be a  
Inter Organisation  
competition held to  
inculcate these GESI  
objectives.**

**We should conduct  
weekly Performance  
meetings among staff,  
monthly Management  
Meetings and  
Quarterly Board  
meetings to ensure  
Leadership &  
Commitment at all  
Levels.**

**Monitor against  
GESI indicators -  
Don't think we have  
clear indicators of  
what we are trying  
to measure from  
GESI perspectives**

**Benchmark on  
current GESI  
mechanism  
and practice if  
possible.**

**When and how will you  
monitor progress,  
capture good practice  
and promote ongoing  
learning in GESI?**

**Data  
integration**

## Learning Outcomes and Key Takeaways

You should be able to:

1. Understand and apply principles of mainstreaming gender and social inclusion in project interventions.
2. Learnt about GESI integration principles and strategies with examples.
3. Undertake GESI impact assessment and socioeconomic analysis
4. Develop a GESI Action Plan

# Thank you