



OUR WORK ON GENDER EQUALITY AND SOCIAL INCLUSION

Using evidence to reduce inequality

October 2021



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Integrity sets the international standard for expert services in challenging and complex contexts.

Through our work, we help create stability, accountability and prosperity.

WELCOME TO INTEGRITY

Integrity provides ethically delivered expert services in challenging contexts. We assist governments and global organisations with monitoring, evaluation, research and learning support to help improve their programming. We have delivered over 260 projects in more than 40 countries. We have around 60 international specialist staff across our five global offices in the UK, USA, Jordan, Kenya and Pakistan.



OUR COMMITMENT

At Integrity, Gender Equality and Social Inclusion (GESI) is a core cross-cutting theme. It is fundamental to the realisation of human rights, the reduction of violence and the development of stable, accountable and prosperous societies.

We are committed to mainstreaming GESI approaches through all our work. We design and deliver GESI programming across multiple

geographies and thematic areas. Through our work we promote gender equality and commit to reducing inequalities for all people, as enshrined in goals five and 10 of the Sustainable Development Goals.



Anthony Ellis
Founder and CEO





OUR GESI APPROACH

Poverty is multidimensional. It is intrinsically linked to the structural inequities and socio-cultural norms that exclude vulnerable and marginalised groups.

Integrity offers a unique combination of technical GESI expertise across our portfolio and throughout the entire programme lifecycle, from the design phase and throughout implementation, including data analysis and reporting of results and impact. Our GESI approach cuts across Integrity's services and thematics to ensure a holistic approach and long-term results and impact.

1.



DESIGN: We co-construct programme design processes that promote the voices, safety, accountability and representation of vulnerable populations. A clear GESI strategy is at the heart of our programmes. We ensure gender mainstreaming approaches are identified to inform team composition, recruitment and trainings. We also design GESI-sensitive data collection tools and put GESI indicators in place. Our ambition is to go beyond minimum standards. We design client- and context-specific GESI-transformative approaches. Our design phase is key to enabling data analysis and the reporting of findings and results, achieving impact and avoiding exacerbating existing inequalities.

2.



IMPLEMENTATION: Integrity promotes GESI best practices and adherence to high quality standards in the delivery of our programming in challenging contexts. We support clients to manage risks associated with GESI, assess implementation on an ongoing basis to learn and adapt quickly, and to build capacity around GESI to improve delivery. Do No Harm and ethics policies and procedures guide our work throughout.

3.



ANALYSIS AND REPORTING: We are committed to increasing the availability and accessibility of GESI research findings and addressing evidence gaps. We work to ensure consistently robust approaches to data collection, analysis and reporting. We offer excellent stakeholder engagement skills, including with vulnerable populations, and track implementation progress against key GESI indicators. Our team monitors emerging trends and assesses findings and results to share with clients in a timely manner.

4.



UPTAKE AND IMPACT: We recognise that impact is often hard to track. All of our programmes include a robust internal monitoring, evaluation and learning system designed to capture results and evidence impact. Where possible, we disaggregate all data by sex, age, location and any other relevant factors to ensure that our assessments include analysis of gender-specific outcomes. We also develop context-specific research uptake strategies and deliver innovative communications approaches to ensure user-friendly visual outputs are well received by global stakeholders.

OUR GESI OFFER

We bring subject expertise across a range of thematic and sectors, through which we build knowledge and help transform complex contexts.

Below we include illustrative examples of the specific GESI capabilities we offer, along with the related methodologies we use across Integrity's portfolio of work.

REA RESEARCH, EVIDENCE AND ANALYSIS:

- GESI-sensitive political economy and conflict analysis
- GESI policy analysis
- GESI-focused rapid evidence reviews for emergency programming
- Contextual analysis to track GESI trends

CCD CAPACITY AND CAPABILITY DEVELOPMENT:

- Strategic planning
- Conducting organisational GESI audits
- GESI and MEL capacity building

RM RISK MANAGEMENT:

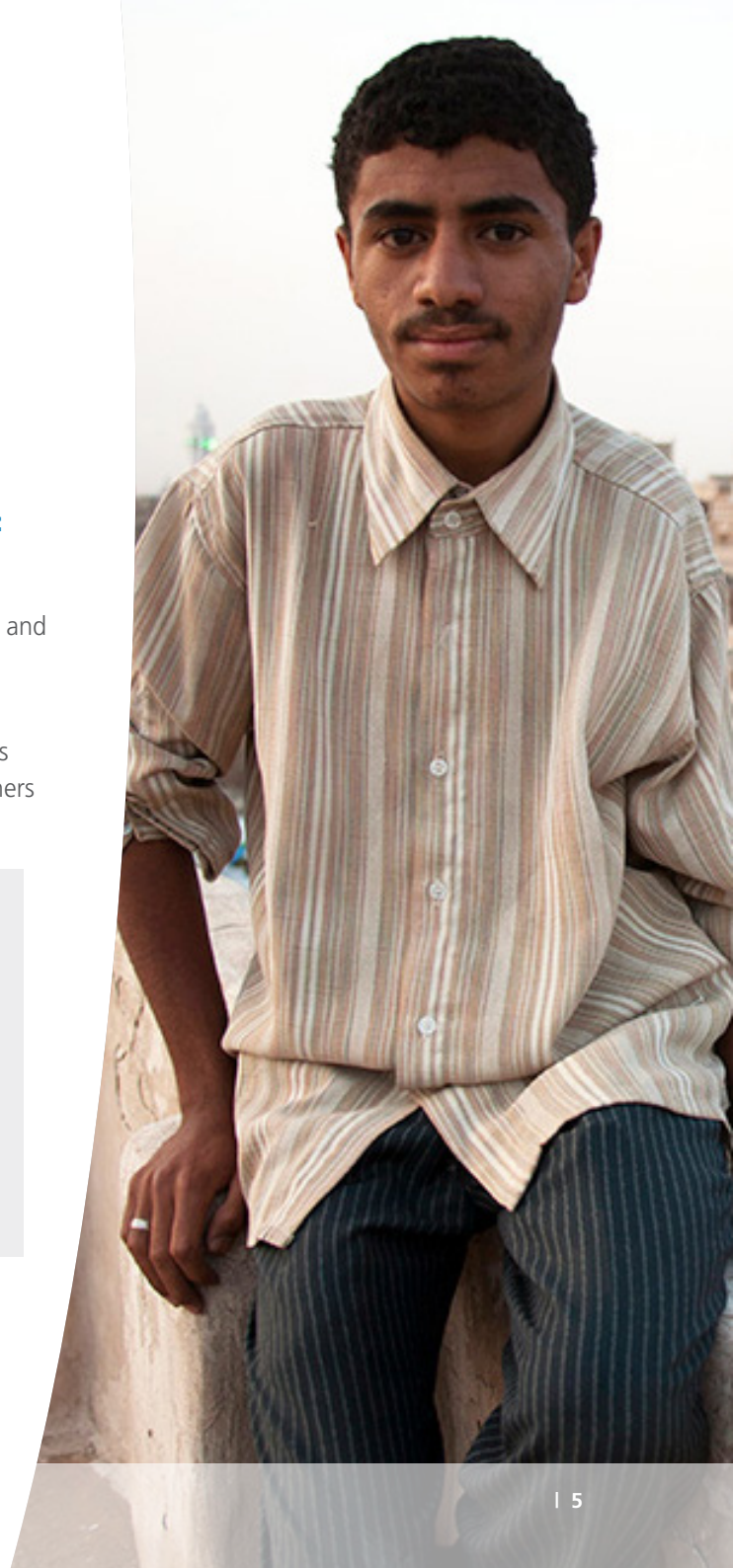
- GESI-sensitive risk assessments
- Environmental, social and human rights assessments
- Power dynamics and stakeholder mapping
- Equality and diversity policy design

MEL MONITORING, EVALUATION AND LEARNING:

- MEL framework design for GESI programming
- Mainstreaming GESI into theory of change development and analysis
- GESI- and conflict-sensitive third-party monitoring (TPM)
- Outcome and impact evaluations to measure GESI results
- GESI-sensitive MEL assessments of implementation partners

OUR THEMATIC AREAS OF FOCUS

- Gender and Social Inclusion
- Health
- Climate
- Natural Resources and Environment
- Fragility and Violent Conflict
- Humanitarian Response





OUR LEVEL OF AMBITION

GESI is inextricably linked to social, economic and health outcomes. Our work seeks to consider unequal power relationships and inequalities based on social identity. We are committed to mainstreaming GESI considerations across our processes and methodologies to provide truly insightful and impactful results.

Integrity goes beyond GESI mainstreaming and adherence to minimum GESI standards. We design client- and context-specific GESI approaches, offering two levels of ambition within our work:

1. GESI-SENSITIVE APPROACH

A GESI-sensitive approach is our minimum standard and is implemented across all our work. This is based on a do-no-harm approach and seeks to mitigate risk for key populations, disaggregate data and provide GESI-specific insights where possible.

2. GESI-TRANSFORMATIVE APPROACH

GESI-transformative approaches embed GESI considerations across the whole project lifecycle. As part of this approach, we adapt our processes and methodologies to deliver ethical research and impactful results with actionable evidence relating to relevant GESI issues and key GESI populations.

APPROACH		GESI-SENSITIVE	GESI-TRANSFORMATIVE
PROCESS	Diverse and inclusive team composition	✓	✓
	GESI-responsive social protection and safeguarding mechanisms	✓	✓
	Secure data protection systems (especially for personal data)	✓	✓
METHODOLOGY	GESI-specific methods and tools		✓
	GESI indicators and markers in MEL methodologies		✓
	GESI-sensitive data collection	✓	✓
RESULTS	Reporting on GESI-disaggregated data (qualitative and quantitative)	✓	✓
	GESI-inclusive and specific recommendations		✓
	GESI analysis through relevant frameworks		✓
UPTAKE AND IMPACT	GESI-sensitive MEL framework to capture results and evidence impact	✓	✓
	Visualise outputs and findings to ensure engagement and uptake		✓
	Analysis of gender-specific outcomes and associated recommendations for uptake		✓

OUR RECENT GESI WORK

MEL **MONITORING AND RESEARCH SUPPORT FOR ESSENTIAL SERVICES IN SYRIA PROGRAMME** BLUMONT, USAID SYRIA | 2020 – 2025

Integrity provides monitoring and research support to the Syria essential services, good governance and economic recovery programme. The objective of the programme is to foster resilience and stability in conflict-affected communities across Syria and prevent the re-emergence of extremist groups. We apply an integrated, multi-sectoral gender- and conflict-sensitive approach, ensuring that the voices and perspectives of vulnerable and marginalised groups such as women, girls, youth, religious and ethnic minorities, and people with disabilities are taken into account.

We use a variety of GESI-sensitive approaches to increase the evidence available on the current challenges faced by women and other marginalised populations in Syria. This includes conducting GESI-sensitive political economy analysis, as well as designing and using gender- and conflict-sensitive MEL tools. These improve the quality of data collection and overall analysis of key trends and phenomena in the country.



MEL **THIRD-PARTY MONITORING OF THE AFGHANISTAN RECONSTRUCTION TRUST FUND (ARTF)** WORLD BANK | 2020 – 2021

The ARTF is Afghanistan's main multi-donor mechanism for on-budget financing of civilian expenditures. A total of 34 donors have contributed \$11.4 billion to fund Afghanistan's development priorities. Integrity is a member of the consortium who fulfil the TPM contract, the largest single-country TPM contract in the World Bank's portfolio. Integrity leads the Monitoring and Evaluation Analysis and Reporting Team and Digital Platform Unit to assist with TPM for 44 projects funded through the ARTF.

We provide monitoring across key World Bank thematics including climate, natural resources and environment, as well as gender and social inclusion. We conduct portfolio-wide qualitative and quantitative data analysis, producing written reports and presenting findings and information in digital dashboards.

We are also responsible for reporting against the World Bank Gender and Social Safeguards Framework, as well as providing ad-hoc monitoring of GESI-specific projects such as the Women's Economic Empowerment Rural Development Programme (WEE-RDP).



MEL

INDEPENDENT MONITORING AND RAPID RESEARCH AND EVIDENCE OF THE SAFETY SUPPORT AND SOLUTIONS PHASE II (SSS II) PROGRAMME IN NORTH AND WEST AFRICA

REA

FOREIGN, COMMONWEALTH & DEVELOPMENT OFFICE (FCDO) | 2020 – 2021

DKM

SSS II is the FCDO Migration and Modern Slavery Department's flagship humanitarian migration programme in North and West Africa. It aims to make migration safer and more orderly in 14 countries along the central Mediterranean route. Integrity provides independent monitoring support, MEL systems assessments, and research and learning services.

We have designed GESI-sensitive MEL assessments, including the integration of GESI indicators into the project assessments used within verification visits to evaluate partners on their GESI impact. This enables the team to gather qualitative data used to grade performance and provide recommendations to improve programme practices.



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GLOBAL MONITORING, EVALUATION & LEARNING PARTNERSHIP

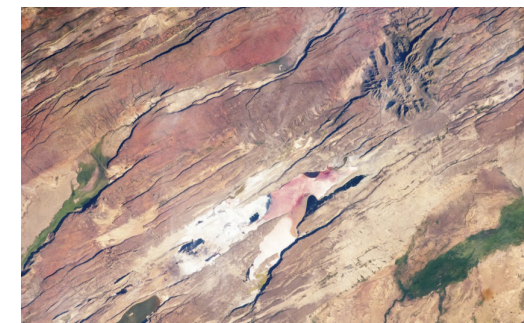
CCD

UK CONFLICT, STABILITY AND SECURITY FUND (CSSF) | 2019 – 2022

DKM

The CSSF provides programmatic support to countries at risk of conflict or instability and is the only UK government fund that uses both Official Development Assistance (ODA) and non-ODA funds to deliver a range of UK government priorities, as well as providing support to security, defence, peacekeeping, peacebuilding and stabilisation activities.

Integrity works with its partners to deliver a suite of GESI-sensitive approaches throughout the programme. Women, Peace and Security is one of the key themes of the programme, with gender considerations and tools mainstreamed throughout the design and delivery of this work. However, gender is also a cross-cutting theme linked to other key themes, with gender markers and indicators used to measure impact across interventions.



CSSF
GLOBAL MEL
Partnership



HM Government

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THIRD-PARTY MONITORING OF BUILDING DISASTER RESILIENCE IN PAKISTAN (BDRP) PROGRAMME – PHASE II

DKM

FCDO PAKISTAN | 2019 – 2020

The BDRP aimed to increase Pakistan's capability to reduce disaster risk through better planning, preparedness and response at the government and community levels. It combined activities from various thematics, including disaster risk reduction, climate change, agriculture, and water, sanitation and hygiene. Activities implemented under the BDRP had a strong focus on the inclusion of marginalised groups, including female beneficiaries and people living with disabilities. We provided TPM services to the programme, complementing implementing partner monitoring to increase overall accountability, oversight and evidence-based learning.

Within our TPM approach, we embedded a variety of GESI outcome indicators into our analysis and reporting. Our assessments combined the OECD-DAC criteria on impact and sustainability with a set of equity indicators related to female beneficiaries and marginalised groups, allowing us to track positive or negative outcomes.



Foreign, Commonwealth
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EVALUATION AND LEARNING SERVICES TO THE UK PROSPERITY FUND

DKM

UK GOVERNMENT (CROSS-GOVERNMENT) | 2017 – 2021

In consortium with Tetra Tech and NIRAS-LTS, Integrity delivered programme, sectoral, thematic and Fund-level evaluation and learning services to the Prosperity Fund. The Prosperity Fund was a £1.2-billion, 5-year, cross-UK government fund investing in middle-income countries working across multiple sectors to promote economic growth and poverty reduction. Our role included the provision of specialised evaluation and sector expertise in GESI, health, education and innovation.

We facilitated and contributed to Prosperity Fund Gender and Inclusion network events, bringing together cross-departmental experts and enthusiasts to share best practice. We also provided key GESI technical expertise to the evaluation team to improve their ability to design and evaluate impact on GESI outcomes across evaluations. This included the Future Cities and Investment Promotion programme evaluations. We also provided evidence reviews and a range of GESI-focused learning and data management products.



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LEARNING AND MONITORING SUPPORT TO THE FCDO'S DEVELOPMENT PROGRAMME IN SOMALIA (LAMPS)

DKM

FCDO SOMALIA | 2017 – 2021

Integrity conducted TPM of FCDO Somalia's portfolio through the verification and validation of programmes delivered by implementing partners across Somalia. We provided technical assistance to FCDO and their implementing partners to assess progress and deliver programming more effectively.

We examined the degree to which FCDO Somalia and its implementing partners apply social inclusion perspectives to their programmes and address challenges in a holistic and meaningful way. Drawing on data from the previous three years, we conducted a study comparing how FCDO and its partners address GESI requirements in programme design and implementation in relation to other donors. Through this project, we employ a variety of safeguarding mechanisms to ensure the ethical collection of data, conduct gender-sensitive MEL assessments and provide gender-specific recommendations to improve programming and the ability of LAMPS to create positive outcomes for marginalised populations.

REA

RESEARCH AND ANALYSIS IN EGYPT

FCDO | 2017 – 2020

Integrity was contracted by the British Embassy in Cairo (BEC) to provide advisory services with the aim of improving the effectiveness of HMG-funded programming in Egypt. This included assisting BEC to develop theories of change, comply with results frameworks, improve reporting systems and encourage learning. Integrity helped ensure that BEC's portfolios of work were based on timely and robust evidence.

Within the project, we were responsible for delivering a variety of GESI-specific components, including designing and facilitating a set of round tables on marginalisation based on a mapping exercise and delivering a GESI guidance note. A variety of participatory and GESI-sensitive methodologies were used to strengthen our ability to capacity build and streamline impactful results with BEC over the course of delivery.



**LEARNING
AND
MONITORING
PROGRAMME
SOMALIA**



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MEL

DESIGN AND IMPLEMENTATION OF MID-TERM REVIEW AND FINAL EVALUATION FOR THE INSTITUTIONS FOR INCLUSIVE DEVELOPMENT PROGRAMME (I4ID) IN TANZANIA**FCDO | 2016 – 2021**

Integrity led the design and implementation of the mid-term review and final evaluation of a flagship FCDO governance programme in Tanzania. The Institutions for Inclusive Development (I4ID) Programme is an innovative and experimental multi-year programme that seeks to adopt a Problem-Driven Iterative Adaptation approach to governance and civil society programming, focusing on convening local stakeholders to promote collective action.

The programme places specific emphasis on GESI within the evaluations, including measuring progress on the integration of GESI approaches, identifying GESI impact delivered across I4ID and providing gender-specific recommendations to inform future programming.



Foreign, Commonwealth
& Development Office

REA

RESEARCH AND EVALUATION SUPPORT TO SYRIA ESSENTIAL SERVICES (SES) II**BLUMONT, USAID SYRIA | 2016 – 2020**

Integrity led the generation of evidence to inform the SES II basic service delivery in conflict-affected regions in Syria. SES II enhanced local governance structures by rehabilitating essential services in key sectors that have suffered neglect and damage due to the protracted civil war. We delivered a series of planned and rapid political economy analyses, thematic reports, in-depth studies, assessments and evaluation products that equipped the programme with the knowledge and understanding it required to deliver basic services in active conflict zones.

As part of this work, we conducted two gender analyses combining a GESI lens with our existing political economy analysis methodology to specifically examine the differences in the status of women and men, their access to resources and the influence of gender roles and norms in shaping women's participation in governance, civil society and livelihoods in different areas of the country.



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MEL

THIRD-PARTY MONITORING SERVICES TO THE ACCESS TO JUSTICE AND COMMUNITY SECURITY (AJACS) PROGRAMME IN SYRIA

CSSF SYRIA | 2014 – 2019

Integrity provided TPM for a complex multi-donor AJACS Programme, a security and justice stabilisation programme in northern Syria. AJACS seeks to enhance community security through financial, material and technical support to the Free Syria Police. It implements activities aimed at increasing communities' engagement in security provision and also works with provincial administration to systematise civil documentation services. Integrity provided reliable evidence-based reporting on programme outcomes and outputs, as well as strategic analysis to support the programme to remain relevant in the fluctuating conflict context.

We employed gender-balanced monitoring teams to ensure access to diverse respondents, which enabled us to track a number of gender-specific indicators and disaggregate all data by gender. We systematically tracked conflict dynamics in communities and grounded our analysis of programme implementation by assessing how these social dynamics affected delivery.



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// *Based on evidence and learning, we help clients and communities to **build trust and understanding as the basis for transformative change.***

*We do not advocate, **we listen, comprehend and recommend.*** **//**

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COMPREHEND
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