



## Operational Guideline – Gender Justice and Social Inclusion

### From Commitment to Action: A Practical Guide to Gender Justice and Social Inclusion

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# Table of Contents

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<b>1. Overview.....</b>	<b>3</b>
<b>2. Compliance Area: .....</b>	<b>4</b>
2.1 Organizational Resource Capacity:.....	4
2.2 Organizational Culture, Human Resource & Workplace Practices.....	4
2.3 Financial Management .....	4
2.4 Programmatic Approaches & Implementation .....	5
2.5 Partnership Approach:.....	5
2.6 Monitoring, Evaluation, Learning & Accountability.....	5
2.7 Collaboration and relationships: .....	6
<b>3. Strategic Foresight: Toward a Transformative and Adaptive Practice .....</b>	<b>6</b>
<b>4. Closing Remarks .....</b>	<b>7</b>
<b>5. Annexure:.....</b>	<b>8</b>
5.1 Annex 1: Checklist.....	8
5.2 Annex 2: Checklist for Programme / Project .....	11
5.3 Annex 3: Sample Tool .....	13

## Endorsement Note

Helvetas Bangladesh is committed to advancing gender justice and social inclusion as a core value and development principles of the organisation. This comprehensive guideline represents our unwavering commitment to advancing gender equality, social inclusion, and diversity as fundamental values and principles guiding our programs, partnerships, and organizational systems. This operational guideline is developed to support the practical application of these commitments across our programmes, partnerships, and organizational systems.

The operational guideline encapsulates our shared vision for a more equitable and inclusive society, where every individual is empowered to participate fully and benefit from our development initiatives. By operationalizing these commitments, we aim to create positive impacts that resonate across communities and contribute to sustainable change.

I hereby forward this guideline to you, inviting your thoughtful consideration and support in embedding gender justice and social inclusion within our collaborative efforts. Your expertise and engagement are crucial as we strive to implement these principles effectively and achieve meaningful outcomes for the diverse populations we serve.

By providing minimum standards, good practices, and practical tools, the guideline serves as a reference for teams and partners to strengthen inclusion, equity, and accountability in our collective work. I encourage all staff and partners to engage with this document as part of our shared responsibility toward inclusive and transformative development. Together, let us champion inclusive practices, amplify diverse voices, and foster environments where all individuals can thrive.

Thank you for your dedication to this shared vision and for your ongoing partnership in advancing gender justice and social inclusion.



Prashant Verma  
Country Director – Bangladesh Country Programme  
Helvetas Swiss Intercooperation

*Date 26 May 2025*

# Gender Justice and Social Inclusion Compliance Guideline

## 1. Overview

This Gender Justice and Social Inclusion (hereafter GJSI) Guideline provides **operational direction** to support the integration of gender justice and social inclusion across Helvetas Bangladesh's organizational systems, project and partnership implementation, financial management, and human resource practices. Unlike a conceptual framework, this guideline offers practical standards, tools, and assessment mechanisms to support staff and partners in translating strategic commitments into action.

The overall **goal** of the guideline is to uphold Helvetas' core values of equity, inclusion, and justice by institutionalizing GJSI across all levels of programming and partnership.

Its specific **objectives** are to:

- Align organizational and partner practices with the Helvetas Gender and Social Equity Strategy (2025–2028)
- Define minimum compliance standards and promote good practices for inclusive and rights-based development
- Support the institutionalization of GJSI in project cycle management, HR systems, financial practices, and organizational culture
- Provide tools for capacity assessment, planning, and continuous learning to strengthen GJSI outcomes

This guideline outlines the minimum standards and good practices required to meaningfully integrate Gender Justice and Social Inclusion (GJSI) across Helvetas Bangladesh's organizational systems, partnerships, and programme interventions. It serves as a practical reference to promote inclusive leadership, safeguard rights, and ensure equitable access to opportunities and resources for all. By aligning with the Helvetas Gender and Social Equity Strategy (2025–2028), the guideline encourages both compliance and continuous learning—supporting staff and partners to move beyond gender-sensitive approaches toward responsive and transformative practices that foster just, inclusive, and resilient development outcomes.

### Strategic Link to the GSEI Position Paper (2025–2028)

This *Gender Justice and Social Inclusion (GJSI) Compliance Guideline* supports the strategic vision set out in the **Helvetas Bangladesh GSEI Position Paper 2025–2028**. While the position paper outlines our long-term commitment to a justice-based and transformative approach, this guideline focuses on the practical tools and standards needed to bring those commitments into everyday action.

Together, the two documents offer a clear direction:

- The **Position Paper** defines our purpose and vision.
- The **Compliance Guideline** provides the operational structure to apply that vision across projects, partnerships, and internal systems.

This guideline introduces minimum compliance standards and assessment tools that help teams align with core GSEI principles. It is a foundational step—designed to strengthen consistency, build accountability, and support partners and staff in applying GSEI in context-specific ways.

As we move forward, the guideline will continue to evolve in support of deeper, justice-based practice.

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## 2. Compliance Area:

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### 2.1 Organizational Resource Capacity:

- Understand the [Gender and Social Equity strategy and practice](#) at country level. Adapt Helvetas [Gender and Social Equity Strategy \(2025-2028\)](#) and [Policy](#) in the country programme.
- Commitment to build Gender-Responsive Leadership: demonstrated commitment from senior leadership to gender equality and social inclusion.
- Enhance women leadership (e.g. capacitate with dedicated gender focal point/s) by dedicated choice in the senior management team.
- Ensure management accountability mechanisms are in place – collective decision, define mechanism for staff capacity strengthening on gender and social inclusion insights by regular training on GJSI, safeguarding, and power dynamics.
- **Support Mechanisms**
  - Provide technical assistance (if necessary) to partners on effective GJSI integration / [Complaint Report and Feedback Mechanism](#) (hereafter CRFM) etc.
  - Share tools such as gender markers, checklists, and power analysis frameworks (PEPA).
  - If necessary, co-facilitate peer-learning and capacity-building initiatives.

### 2.2 Organizational Culture, Human Resource & Workplace Practices

- Following [GSE leadership diamond](#) tool – demonstrate practice to non-discriminatory hiring and remuneration practices adapting justice-based approach (i.e. based on role, clarified expectation of management and uses of personnel competency. It should not be ‘officer’ while expecting ‘manager’ performance)
- A transparent, justified salary system and communication practices with internal management mechanisms.
- Family-friendly policies (e.g., parental leave, flexible working arrangements, [caregiver provision](#) etc.).
- Must have policies on safeguarding, Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH), and child protection.
- Support mechanisms such as grievance redressal systems, anonymous reporting, and survivor support including clear guidelines of addressing SEAH related concerns.
- Mandatory training/ orientation and roll-out mechanism of such grievance redressal policy.
- All staff feedback (periodic and anonymous way) regarding workplace environment and recommendation.
- Systematic induction program should be established for all new staff members to orient them on the organizational position, policies, procedures and culture with a specific emphasis on GJSI Compliances, PHEAH and CRFM

### 2.3 Financial Management

- Organizational budgets include dedicated lines for capacity strengthening /sharing on team building, behavioral regulations following gender-responsive budgeting principles.
- Apply [value-for-money](#) analysis that includes social returns on investment.

- Financial risk assessments should consider gender-related risks (e.g., wage gaps, underpaid women workers).
- Procurement must include gender and inclusion-sensitive practices.

## 2.4 Programmatic Approaches & Implementation

### I. Gender-Responsive Programming:

- Well defined organizational definitions on GJSI and tools to identify key barriers.
- Must understand Helvetas Gender and Social Inclusion / Equity [Policy and principles](#), [How-to Implement the strategy of gender and social inclusion](#) the programme and project following the GSE strategy. Helvetas gender focal will provide technical support to project as identified and necessary.
- Must apply gender and social inclusion lens every programme and project cycle management (PCM) in the [country programme practice](#).
- Prioritize women and left behind groups in the programme and project participant criteria.
- Define / identified affirmative actions as appropriate for women, PWD and other social left behind groups.
- Regular periodic review of programme and project including gender and social inclusion thematic discussion.
- Address safeguarding issues in programme / project implementation areas and ensure project partners and participants are aware of [reporting channel](#) if any violation place in working context.

### II. Capacity Building & Continuous Improvement:

- Programme and project must have staff capacity sharing / strengthening training and learning initiatives included gender and social inclusion.
- Necessary resources and budget allocation for capacity strengthening / sharing and continuous improvement.
- A willingness to address gaps identified in gender audits or partnership evaluations.

## 2.5 Partnership Approach:

**Partnership compliance guideline:** shared in annex detailing the considerable point in partnership approach of Helvetas Bangladesh. The key highlights are :

- Due diligence process: GSI compliance will be a part of Helvetas Bangladesh's due diligence process before formalizing any partnership
- Organizational Capacity Assessment (OCA) of partner NGOs to measure their current policies, practices and identify gaps which should also be strengthened by HELVETAS and other resources partner NGOs have.
- Periodic review of the organizational capacity and competence level on GJSI aspects
- Review, support and strengthen the partner NGOs MEL system to ensure GJSI issues are well captured as a part of their commitment.
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## 2.6 Monitoring, Evaluation, Learning & Accountability

- Incorporate gender sensitive/ responsive/ transformative indicators in the organizational MEAL framework.
- Use sex, age, disability, and diversity disaggregated data.

- Proper orientation of the MEAL framework highlighting GSI integration mechanism for programme / project including partner NGOs
- Periodic assessment through GSI tracker, Gender marker and relevant tools of organization.
- Periodic learning papers should be prepared and disseminated among key stakeholders to enrich the knowledge base and encouragement for deeper learning on relevant issues.

## 2.7 Collaboration and relationships:

- Identify recognized platforms at National and sub-national level and join the relevant discourses on GJSI in Bangladesh
- Joint or collective advocacy on relevant aspects

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## 3. Strategic Foresight: Toward a Transformative and Adaptive Practice

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Helvetas Bangladesh recognizes that Gender Justice and Social Inclusion (GJSI) is not a static compliance requirement, but a dynamic and evolving commitment. In the evolving working context, the GJSI guideline is also considered to ensure HELVETAS working approaches remain relevant, inclusive, and impactful, thus the guideline is adopting a strategic foresight perspective. This will be supported by GJSI assessment integrating in the organizational capacity assessment and / or stand-alone assessment, integrating gender audit and more. However, recognizing the diverse nature of programme and project, the assessment tools should be developed and / or tailored as needed. (There is a quick assessment tool example shared in Annex 3)

This forward-looking approach aims to strengthen GJSI practice across partnerships and programmatic work by focusing on the following key areas:

- **Moving Ahead From Sensitive Approach:**  
While minimum standards are essential, HELVETAS goal is to inspire and support partners and teams to move beyond sensitivity toward responsive and transformative GJSI practices. Thus, future assessment tools will reflect this by capturing progress, internal change, and long-term equity outcomes.
- **Contextual and Modular Assessment Tools**  
Recognizing the diversity of partnerships and projects, HELVETAS Will apply modular tools that allow flexibility. Core questions will ensure accountability, while context-specific components will enable tailored assessment and action planning.
- **Integration of Emerging Themes**  
Following Gender Policy principles, Bangladesh country programme will seek and expand scope to address under-assessed but critical areas such as:
  - Recognition of unpaid care work and the informal economy
  - Climate justice and gendered impacts of environmental change
  - Engagement in advocacy and policy influence for GJSI advancement
- **Living Documents, Continuous Learning**  
All GJSI checklists (in Annexure) will be treated as living documents. They will be updated based on lessons from implementation, stakeholder feedback, and strategic shifts. This will ensure our tools remain relevant and embedded in a culture of adaptive learning and reflection.

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## 4. Closing Remarks

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This guideline at one hand – provides a structured foundation for integrating Gender Justice and Social Inclusion (GJSI) across organizational systems, project implementation, and partnerships. It outlines minimum standards while encouraging continuous learning, adaptation, and transformative practices.

Recognizing the diverse and evolving nature of programs and partnerships, the tools and checklists provided here should be used flexibly and reviewed periodically. Helvetas Bangladesh remains committed to fostering inclusive, equitable, and contextually responsive development approaches that leave no one behind.

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## 5. Annexure:

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### 5.1 Annex 1: Checklist

## Gender Justice and Social Inclusion Checklist in Partnership

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### Introduction

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#### **Gender and Social Inclusion (hereafter GSI) Compliance Guideline for Partnerships**

At Helvetas Bangladesh, we prioritize Gender and Social Inclusion (GSI) as a fundamental principle in all partnerships. We expect our partners, whether NGOs, private sector actors, or government institutions, to uphold and actively integrate GSI principles in their policies, programs, and workplace culture. This guideline outlines the key GSI compliance conditions that must be met before entering a partnership.

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### A. Institutional Policies & Commitment

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#### **I. Gender and Social Inclusion Policy:**

- The partner must have an existing GSI policy.
- The partner must have a clear policy prohibiting discrimination based on gender, age, disability, ethnicity, sexual orientation, religion, or any other social identity.
- If a partner do not have existing policy then must have commitment to develop one within the partnership period. Helvetas can provide technical support to partners.
- If no policy exists, the partner can follow Helvetas GSI policy to integrate gender and inclusion principles into its operational guidelines.

#### **II. Safeguarding Policies and mechanisms:**

- The partner must have policies on safeguarding, Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH), and child protection.
- The organization must ensure mechanisms for reporting and addressing violations of any code of conduct and SEAH related concerns.
- Partners should adhere to Helvetas behavioral regulation with full understanding; and if necessary could ask for technical assistance from Helvetas.

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### B. Organizational Culture & Workplace Practices

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#### **I. Gender-Responsive Leadership:**

- Demonstrated commitment from senior leadership to gender equality and social inclusion.
- Commitment and practice by ensuring certain number or percentage of women, PWD and minority in senior management with specific leadership role based on competence.
- Commitment with clarity to identify potential personnel in the organization and develop leadership skills for future endeavor.

- Show commitment and practicing gender balance in decision-making roles (or have a plan to improve gender balance).

## II. **Safe and Inclusive Work Environment:**

- Have a skilled human resource (HR) department to uphold responsibility and ensure gender and social inclusion in the workplace culture.
- Clear policies on workplace harassment and gender-based violence prevention.
- Support mechanisms such as grievance redressal systems, anonymous reporting, and survivor support including clear guidelines of addressing SEAH related concerns.
- Mandatory training/ orientation and roll-out mechanism of such grievance redressal policy.
- All staff feedback (periodic and anonymous way) regarding workplace environment and recommendation.

## III. **Equal Employment Practices:**

- Commitment to non-discriminatory hiring and remuneration practices adapting justice-based approach (i.e. based on role, clarified expectation of management and uses of personnel competency. It should not be 'officer' while expecting 'manager' performance)
- A transparent, justified salary system and communication practices with internal management mechanisms.
- Family-friendly policies (e.g., parental leave, flexible working arrangements, caregiver provision etc).

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## C. Programmatic Approaches & Implementation

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### III. **Gender-Responsive Programming:**

- Partners must apply gender and social inclusion lens in project planning, implementation, and evaluation.
- Use of gender-disaggregated data and analysis in reporting.
- Partner have feedback mechanisms from project participants to learn and make effective changes.

### IV. **Participation and Representation:**

- Active inclusion of women, marginalized groups, and people with disabilities in project design, implementation, and decision-making.
- Consultation with community-based organizations (CBOs) and women's networks.

### V. **Capacity Building & Continuous Improvement:**

- Partners must be open to GSI-related training and learning initiatives.
- Necessary resources and budget allocation for capacity strengthening / sharing and continuous improvement.
- A willingness to address gaps identified in gender audits or partnership evaluations.

### VI. **Safeguarding in Programme / Project Delivery:**

- Risk assessments to prevent gender-based violence and discrimination in project interventions areas (with implementing partners and project participants).
- Ensuring accessibility and participation of underrepresented groups in programme / projects.
- Ensure project participants are aware of reporting channel if any violation place in working context.

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## D. Compliance Monitoring & Accountability

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### I. GSI Monitoring & Reporting:

- A gender sensitive/ responsive/ transformative MEAL framework for programme / project.
- Gender-sensitive / responsive / transformative indicators are integrated into Monitoring, Evaluation, Accountability and Learning (MEAL) frameworks.
- Periodic self-assessment of GSI compliance (through GSI tracker, marker), if there are no tools, or lack of understanding – could ask Helvetas for technical support.

### II. Due Diligence and Compliance Checks:

- GSI compliance will be a part of Helvetas Bangladesh's due diligence process before formalizing any partnership.

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## E. Consequences of Non-Compliance

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- If a partner fails to meet minimum GSI compliance standards, a time-bound action plan will be agreed upon for improvement.
- Persistent non-compliance may lead to termination or non-renewal of the partnership.

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## F. Support for Partners

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- Helvetas Bangladesh is committed to supporting partners in strengthening their GSI compliance. This may include technical assistance, training, and resources for policy development and implementation.

## Conclusion

This guideline ensures that partnerships align with our values of gender and social inclusion, and social justice. By integrating GSI compliance as a condition for collaboration, we foster impactful, ethical, and sustainable development initiatives.

## 5.2 Annex 2: Checklist for Programme / Project

### Gender Justice Compliance Checklist for Programme / Project:

#### 1. Inclusive Community Engagement

- Does the programme / project conduct a contextual analysis/assessment to identify vulnerabilities and capacities of marginalized groups, including women, youth, and people with disabilities?
- How are gender and social equity considerations integrated into the program's / project's implementation strategy? (e.g. DIP, yearly workplan etc.)
- What percentage of program beneficiaries are women, girls, youth/old and different left behind groups? How does this compare to the overall population?
- Are there specific strategies in place to ensure that intersectional barriers are considered when designing and implementing interventions?
- Is there evidence of equal representation of women and marginalized groups in decision-making processes? What are the evidence?
- Are there any specific mechanisms in place to ensure that marginalized and underrepresented groups have equal access to program / project benefits? (e.g. project's special / target activities intentionally addressed left behind groups)
- Are spaces for community meetings culturally appropriate, safe, and accessible for all groups?

#### 2. Equitable Access to Resources and Services

- Are project interventions tailored to address the needs of hard-to-reach and most affected / needed groups?
- Are there mechanisms to track the equitable distribution of training, resources, and services (e.g., needs assessment outcome brief, gender-disaggregated data, feedback from participants etc.)?
- Is there any initiative engaging / community-led, gender-balanced committee or taskforce overseeing project delivery and ensuring compliance with equity standards?
- Are there any barriers to access to resources and services (consider intersectionality here) that disproportionately affect certain groups? If so, how are these being addressed?
- How does the program foster an environment that encourages individuals from all social backgrounds to voice their opinions and participate in decision-making processes?

#### 3. Capacity Building for Gender Justice and Inclusion

- Staff capacity: has yearly training/workshop been planned for staff and partners on gender and social inclusion, gender marker?
- Is there a workshop on PSEA (Protection from Sexual Exploitation and Abuse) and CRFM (Complaint Report and Feedback Mechanism) planned for all project and partner staff at least once a year?
- Prog/project participants: are community sessions conducted to raise awareness on gender justice, human rights, and social equity? Or are the sessions integrated in such content?
- Are the community events consider inter-generational activities to build social cohesion and inclusive systematic changes?
- Stakeholder: are diverse stakeholders sensitized and (local government, private sector, community leaders) engaged in sessions/dialogues on gender-responsive practices in the programme / project initiatives?

#### **4. Monitoring and Knowledge Management**

- Is gender-disaggregated data being collected (e.g., by gender, age, disability) and used to inform decisions?
- Have tools like surveys, focus groups, and interviews been adapted to ensure they are inclusive and accessible to all groups? Are there any challenges in collecting gender-sensitive data and how are they being addressed?
- How is the programme / project ensuring the confidentiality and safety of individuals sharing sensitive gender-related information?
- Are regular data review sessions planned to analyze progress, trends, and challenges integrating gender justice and social inclusion perspective?
- What are the anticipated long-term impacts of the program on gender equality and social equity?
- How do you plan to measure and evaluate these impacts beyond short-term outcomes?
- Is knowledge sharing (e.g., reports, case studies, lesson learned, success stories) tailored to be culturally appropriate and accessible for marginalized groups?

#### **5. Strengthened Public-Private Accountability**

- Are dialogue platforms established for community representatives, particularly those from climate-vulnerable groups, to engage with public and private actors?
- Are public and private actors sensitized to adopt gender-responsive and socially inclusive interventions?
- Are there capacity building of CSOs to build leadership and linked with relevant actors to advocate for policies and practices that benefit marginalized groups?

#### **6. Safeguarding Mechanism:**

- Programme/project accountability: what measures are in place to address and prevent different forms of gender-based violence within the program and its target communities? (consider beyond physical violence such as verbal abuse, bullying, domestic violence and mental trauma etc.)
- Are there any unintended consequences of the program that could potentially increase the risks of gender-based violence or discrimination? (it is DNH policy, we must adhere to it)
- Is a community feedback mechanism established and accessible to women, youth, and other left-behind groups? How are these insights integrated into program improvements and adaptations over time?
- Are confidentiality and accessibility considerations integrated into the complaint handling process?

#### **7. Budget and Resources**

- Does the project budget allocate specific resources for gender-sensitive / responsive / transformative activities (e.g., capacity strengthening and sharing, awareness campaigns)?
- Are there dedicated funds for integrating gender and social inclusion into project cycle management?

#### **8. Reporting and Documentation**

- Are gender and social equity considerations included in regular progress reports? Are the reports demonstrating the attributions of projects from gender justice perspective?
- Are lessons learned, challenges, and successes in gender and social inclusion documented and disseminated among stakeholders?
- Are achievements in advancing gender justice compliance celebrated and shared for advocacy purposes?

## 5.3 Annex 3: Sample Tool

### Helvetas GJSI Partner & Project Assessment

Purpose: This tool is designed to assess Gender Justice and Social Inclusion (GJSI) practices at organizational and program levels. It is divided into two sections: Core (minimum standards expected across all contexts) and Contextual (additional questions applied based on specific project needs, partnership types, or thematic areas).

Instructions: Tick the relevant box. Some questions allow for brief comments where applicable. Use during due diligence, annual reviews, or internal assessments.

**Note that – it is a sample tool and may be adapted or expanded based on project goals, partner types, thematic focus, or contextual needs.**

#### Section A: Core Assessment (Applicable in All Contexts)

No.	Question	Yes	No	In Progress / Partially	Comment (if applicable)
1	Does the organization have a gender and social inclusion (GSI) policy or equivalent commitment document?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
2	Is there a GSI focal person/team with clear responsibilities and sufficient institutional support?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
3	Are staff regularly trained on GSI, safeguarding, power dynamics, and inclusive leadership?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
4	Are recruitment and salary systems based on transparent, non-discriminatory, and justice-based principles?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
5	Does the organization have family-friendly and inclusive HR policies (e.g., flexible work, parental leave, well-defined recruitment policy and no abuse of authority policy)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
6	Are grievance mechanisms functional and inclusive, especially for SEAH-related issues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
7	Does the organizational budget include dedicated lines for GSI capacity building or program implementation and different awareness event?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
8	Are gender-responsive or transformative indicators used in MEAL frameworks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
9	Is sex, age, disability, and diversity disaggregated data (SADDD) regularly collected and analyzed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—

No.	Question	Yes	No	In Progress / Partially	Comment (if applicable)
10	Are there periodic internal reviews or reflection sessions on different COC, behavioral regulation, staff well-being survey and / or self-reflection survey on GSI practices?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11	Are project beneficiaries selected with affirmative inclusion of women, PWDs, and marginalized groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
12	Are partners and project participants are informed and aware of safeguarding and reporting mechanisms?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—

## Section B: Contextual Assessment (To Be Applied Based on Project/Partner Type)

No.	Question	Yes	No	In Progress / Partially	Comment (if applicable)
1	Are unpaid care responsibilities or informal labor recognized in HR or program design?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
2	Is the organization engaged in any GSI-related advocacy, public dialogue, or networks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Does the organization or partner conduct gender audits, self-assessments, or organizational capacity reviews?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
4	Is gender and power analysis used to inform project design and implementation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
5	Are marginalized groups actively included in decision-making and consultation processes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	—
6	Are financial risk and procurement systems assessed for gender-sensitivity and equity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7	Are project interventions responsive to climate vulnerabilities with a gender lens?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	Does the organization allocate and justify resources based on transformative GJSI goals (e.g., reaching left-behind groups, reducing unpaid care, increasing leadership of women/PWD)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	