

Gender Equality and Social Inclusion (GEDSI) in implementation science research

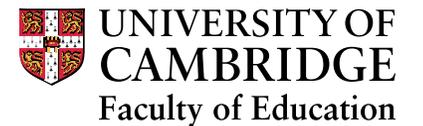
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WWHGE- GEDSI Webinar

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Research for Equitable Access and Learning

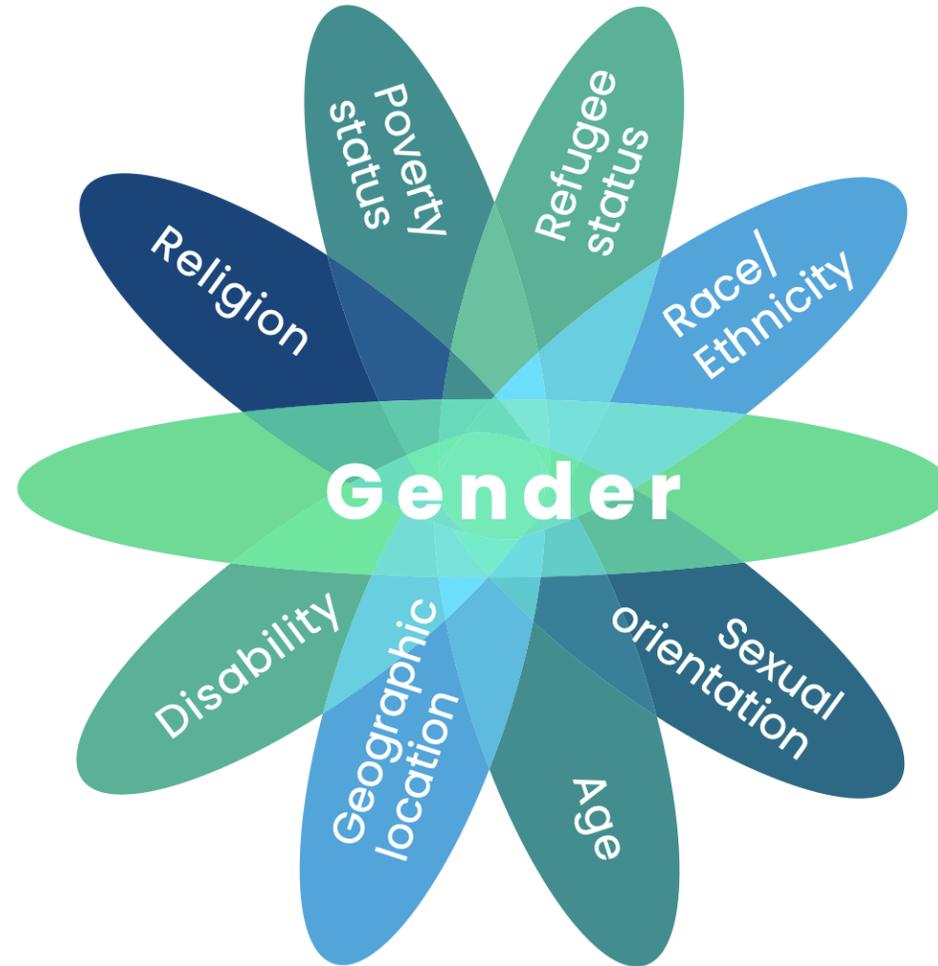


What does 'gender, disability and social inclusion' mean?

Gender and social inclusion is both about process and outcomes:

“Gender equality, disability and social inclusion (GE[D]SI) is a concept that examines ***unequal power relations*** between different social groups. The GE[D]SI approach...focuses on the need for action to ***re-balance these power relations and ensure equal rights, opportunities, and respect for all individuals regardless of their social identity.***”

Intersectionality in GEDSI



Source: [GPE Intersectional Approach to Gender Equality](#)

GEDSI rating spectrum

GEDSI Research Level	Description
GEDSI Unequal Research	Reinforces and potentially exacerbates gender and social inclusion inequality.
GEDSI Omitting Research	Ignores GEDSI in design, conceptualisation, process and outcomes of research.
GEDSI Aware Research	At most collects and analyses data by GEDSI variables.
GEDSI Sensitive Research	Recognises GEDSI in the design and takes action without changing power dynamics.
GEDSI Transformative Research	GEDSI is central to the design and aims explicitly to transform harmful GEDSI norms and foster progressive power relationships.

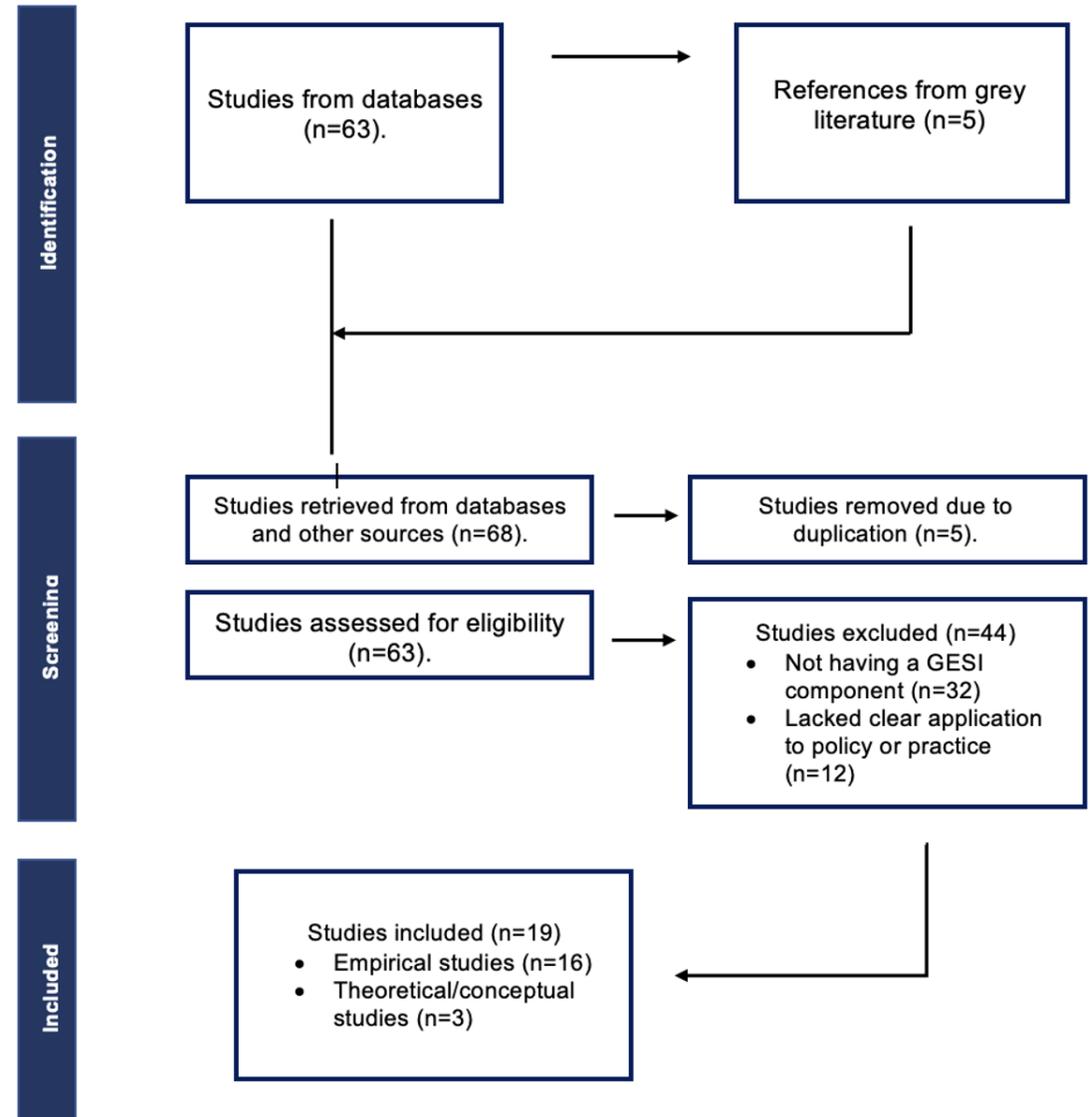
Dimension	GEDSI-Aware	GEDSI-Sensitive	GEDSI-Transformative
Programme Design	One-size-fits-all with some awareness	Adjusts delivery (e.g. gender-sensitive training, accessible materials)	Interventions co-designed with marginalised groups; aims to shift relationships and redistribute power
Data collection and analysis	Collects sex-, age-, or disability-disaggregated data to highlight exclusion	Uses disaggregated data to adapt programme design for marginalised groups	Uses data to inform strategies that challenge systems of power and institutional discrimination
Community Engagement	External actors define the problem and solution	Consults affected communities to shape delivery	Marginalised groups lead or co-author the research and intervention process
Impact Potential	May reinforce existing inequalities	May reduce inequalities in access or outcomes without changing power dynamics	Has potential to create long-term, sustainable change in equity and inclusion
Recognition of Inequality	Acknowledges that inequality exists	Responds to needs of specific groups through tailored interventions	Addresses structural causes of exclusion (e.g. patriarchy, racism) and aims for systemic change

GEDSI spectrum

	-1. GEDSI Unequal research	0. GEDSI Omitting research	1. GEDSI Aware research	2. GEDSI Sensitive research	3. GEDSI Transformative research
GEDSI informed programme formulation and design					
GEDSI informed data collection and analysis					
Engagement with local stakeholders including marginalised groups					
Diversity in team composition					
GEDSI informed and accessible dissemination/ communication					

Systematic review of GEDSI in implementation science

- Focuses on empirical research, primarily in education
- Due to limited education studies (19), also included studies not using the term implementation science
- Prioritises Global South research, but includes others for broader perspective



Main findings of the systematic review

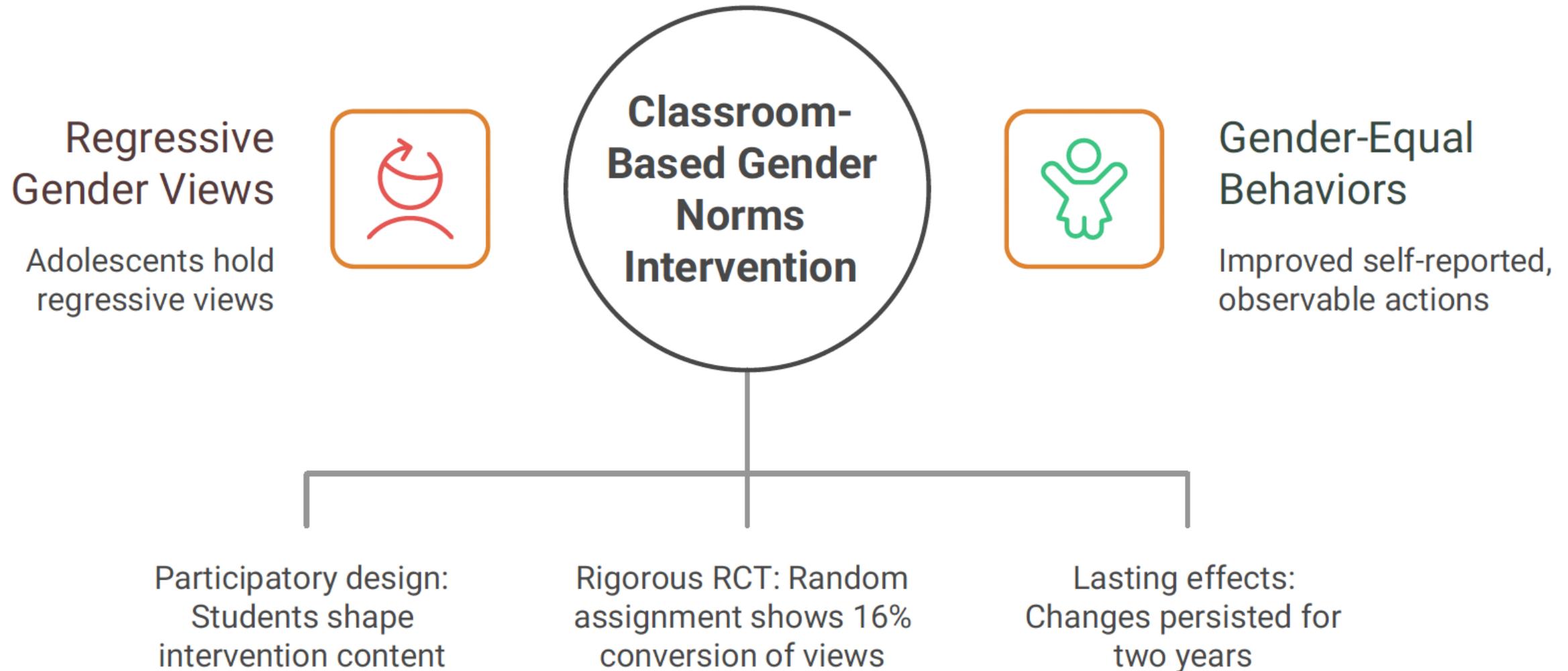
- **Current evidence base is narrow:** Studies are largely US-centered, with limited Global South representation and minimal community participation.

- **GEDSI integration is weak:** Most research does not examine power, intersectionality, or structural barriers, and focuses mainly on enrolment and learning rather than agency or norms.

- **Field lacks frameworks:** Education has no structured implementation science frameworks that center GEDSI, limiting consistent and context-sensitive practice.

Transforming Gender Norms in Haryana

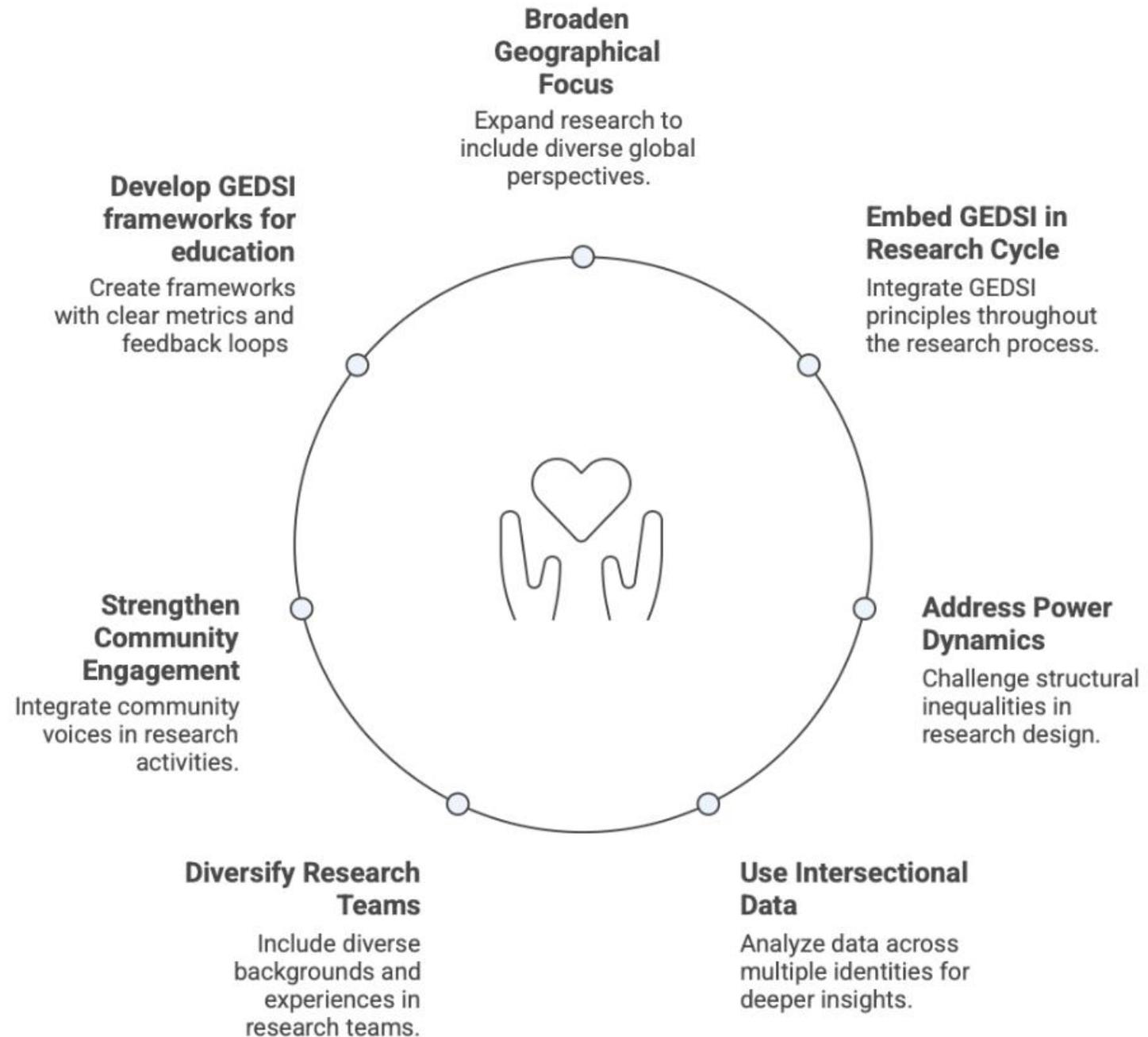
Dhar, Jain & Jayachandran (2022)



BRAC Empowerment and Livelihood for Adolescents Programme, Uganda (Bandiera et al, 2020)



GEDSI Recommendations for Implementation Science in Education



Thank You