Gender Equality & Social Inclusion (GESI) Webinar

Darwin Initiative, Illegal Wildlife Trade (IWT) Challenge Fund, and Darwin Plus

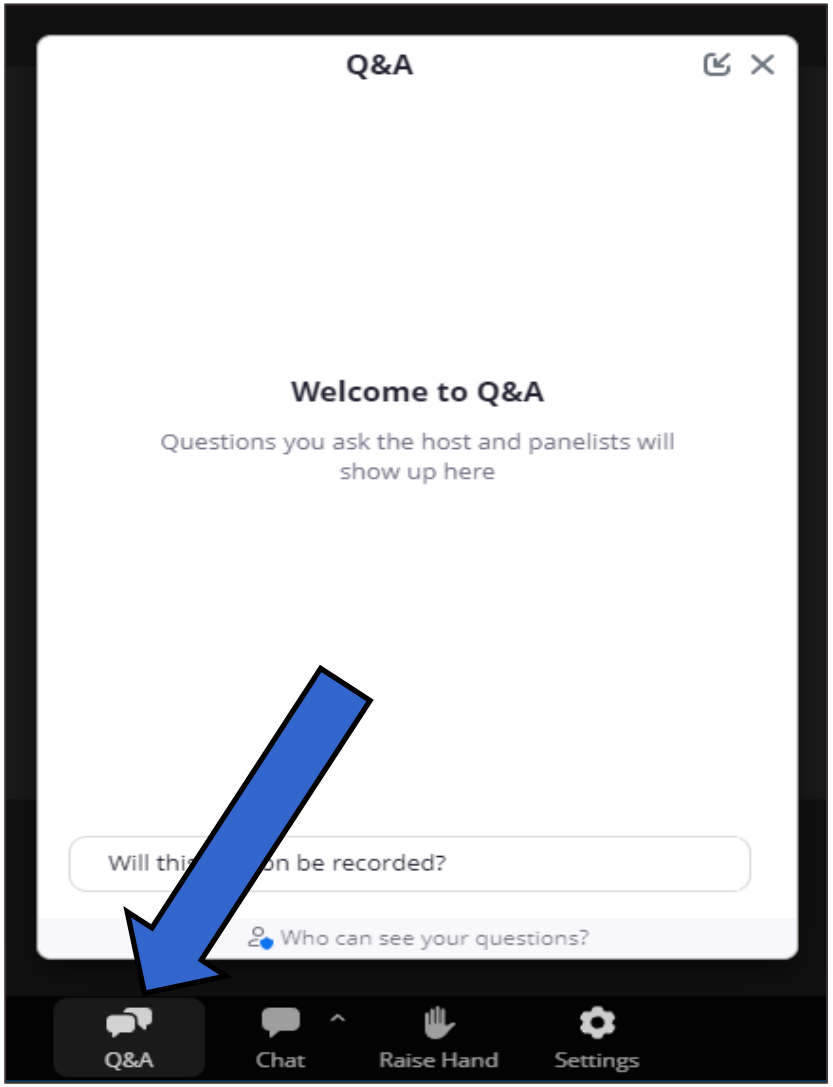
Department for Environment Food & Rural Affairs

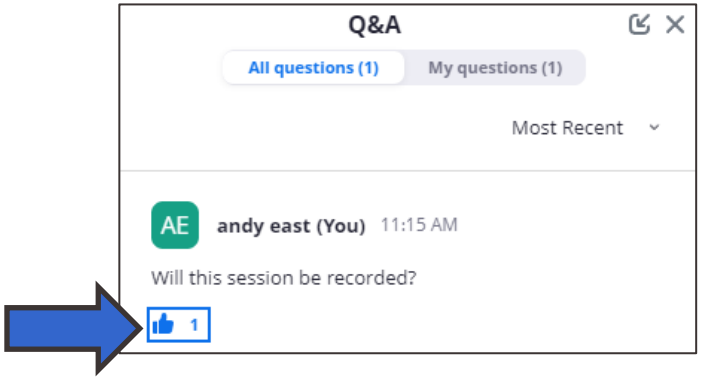
UK International Development
Partnership | Progress | Prosperity

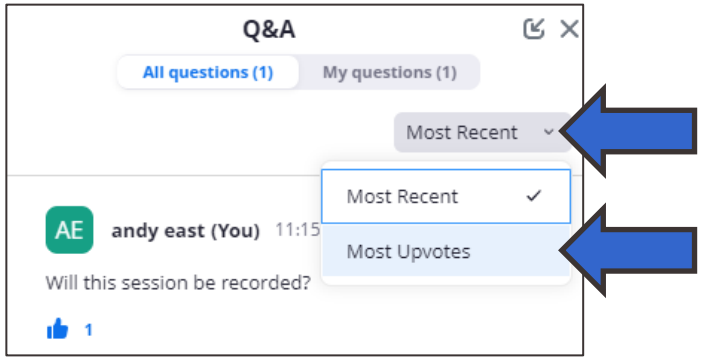
Welcome!

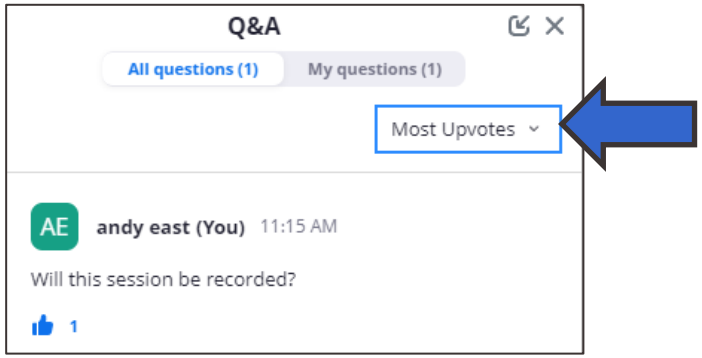
Emma Jones-Phillipson GESI Expert	**Rachel Beattie** BCFs Consultant	**Andy East** BCFs Comms
Independent	**NIRAS**	**NIRAS**

Housekeeping - Q&A









Agenda

- Welcome
- Gender Equality & Social Inclusion (GESI)
- BCFs GESI Requirements
- How to consider GESI within your project
- Questions

Poll

Gender Equality & Social Inclusion (GESI)

Department for Environment Food & Rural Affairs

BIODIVERSITY CHALLENGE FUNDS

What is GESI?

Gender Equality & Social Inclusion (GESI) is comprised of two terms:

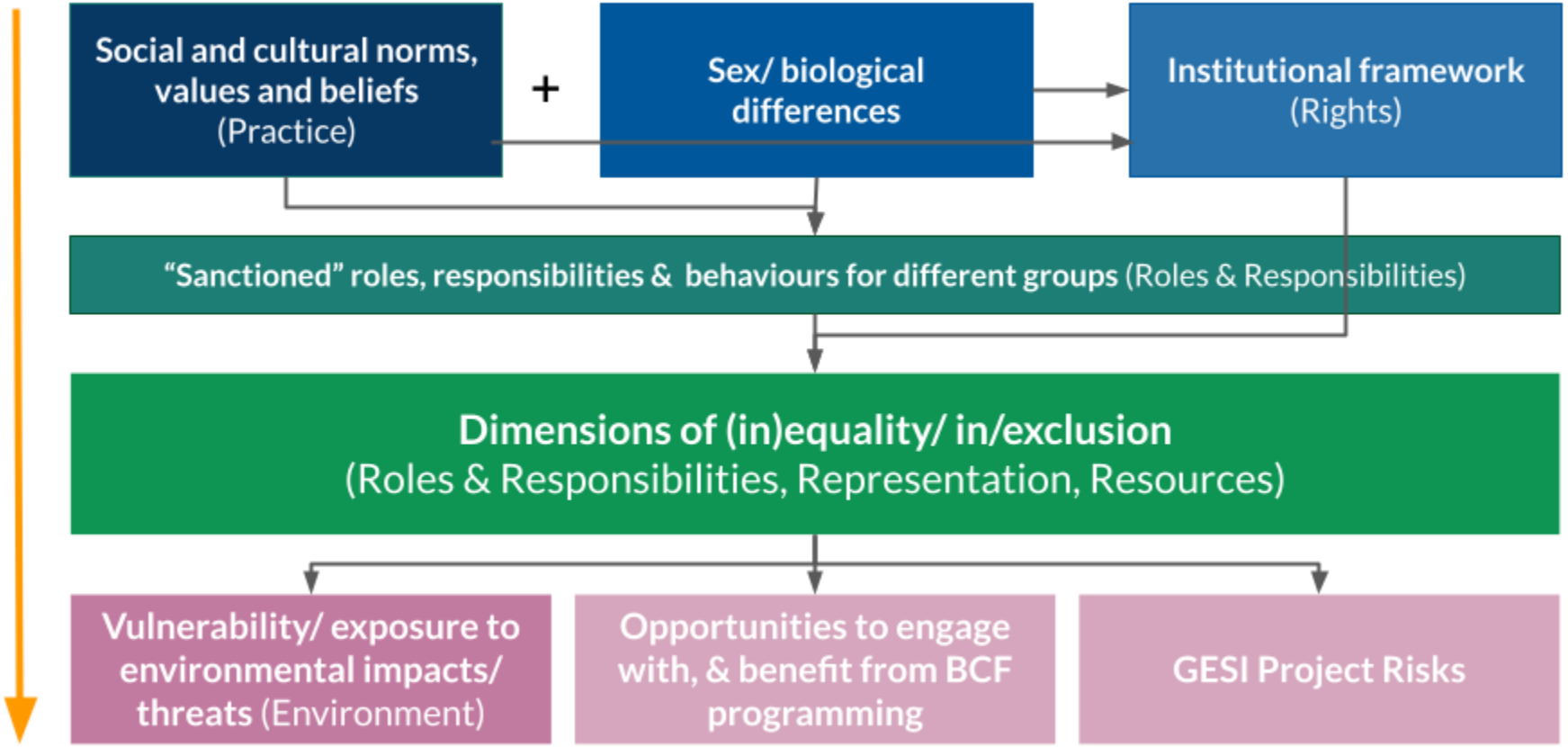
Gender Equality	is about **addressing inequalities and transforming the distribution of opportunities, choices and resources** available to, usually, girls, women and non-binary individuals so that they have **equal power to shape their lives and participate** in the process thereby increasing equality between people of all genders.
Social Inclusion*	refers to the **process of improving the terms of individuals and groups to take part in society**, and the process of improving the ability, opportunity and dignity of people disadvantage and historically excluded from decision making and spheres of influence on the basis of their identity to take part in society.

* inclusive of Disability Inclusion and Indigenous People and Local Communities

Key Concepts

Gender	refers to the characteristics (roles, behaviors, activities, and attribute) of women, men, girls and boys that are socially constructed.
Sex	refers to the biological and physical characteristics of individuals.
Intersectionality	describes the complex ways in which the effects of multiple forms of discrimination combine, overlap or intersect and attempts to recognize the impact of these effects on the experiences of individuals and groups.
Gender Equity	refers to the process of differential treatment that is far and positively addresses a bias or disadvantage that is due to gender roles or norms of differences between the sexes.
Disability, Youth, Indigeneity	interaction between individuals with a health condition or physical impairment and personal and environmental factors. Persons ~14 to 24-35 years (depends on region) (Depends on context)

GESI Dimensions



GESI Key Messages (i)

- GESI -> relevance, sensitivity, inclusion -> maximise benefits and avoid harm.
- Different genders and identities access, use and interact with natural environments, resources and ecosystems differently.
- Drivers of inequality and exclusion have their basis in discriminatory social roles, norms and beliefs.

GESI Key Messages (ii)

- Marginalised groups/identities and their needs, interests, experiences and expertise are under recognised, visible and valued.
- Differentiated access to ownership and control of land and natural resources, especially access rights and tenure security.
- Violence and harassment can influence and be systematically used to control who can and can’t engage in environmental activities.

GESI “Myths" & Misconceptions

- “Gender is only about women”
- “GESI is a waste of time and resources”
- “GESI is just a passing fad” / "GESI is being rolled back“
- “GESI isn’t relevant to our project”

BCFs GESI Requirements

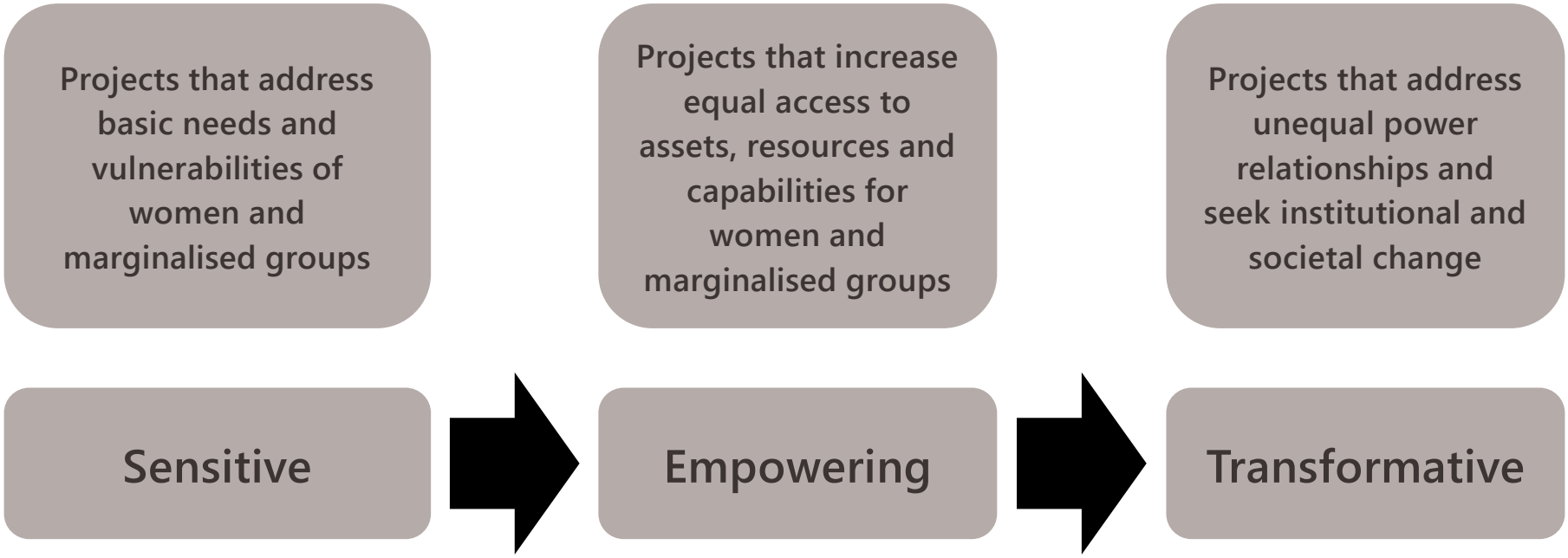
Department
for Environment
Food & Rural Affairs

BIODIVERSITY
CHALLENGE FUNDS

GESI Scale

All BCFs projects are required to meet a minimum standard of GESI Sensitive.

A **GESI Sensitive approach** is understood to demonstrate programming will "do no harm", not exacerbate inequality and ensure meaningful and context appropriate engagement and participation of those involved in the project.



Key Requirements

All BCFs projects are required to consider GESI within the design and implementation of their project and **meet a minimum GESI-Sensitive standard**.

All projects must be able to demonstrate they:

- Understand the GESI context the project is working within.
- Ensure inclusive and meaningful participation of all those engaging with the project.
- Will not contribute to or create any further inequalities.

From April 2024, all BCFs projects have been asked to self-assess against the GESI scale within their Annual and Final Reports.

GESI Analysis (i)

What is GESI Analysis?

A GESI Analysis can help you understand and identify barriers and inequalities an individual or group may experience as a result of their social identity(s) within a specific context.

When should I conduct a GESI Analysis?

Ideally at the design stage. However, there is also value in conducting a GESI Analysis during the implementation phase of your project.

All projects will be asked to consider the principles of a GESI Analysis within their Annual Reports from April 2025 onwards.

GESI Analysis (ii)

The following principles should be considered when conducting your GESI Analysis:

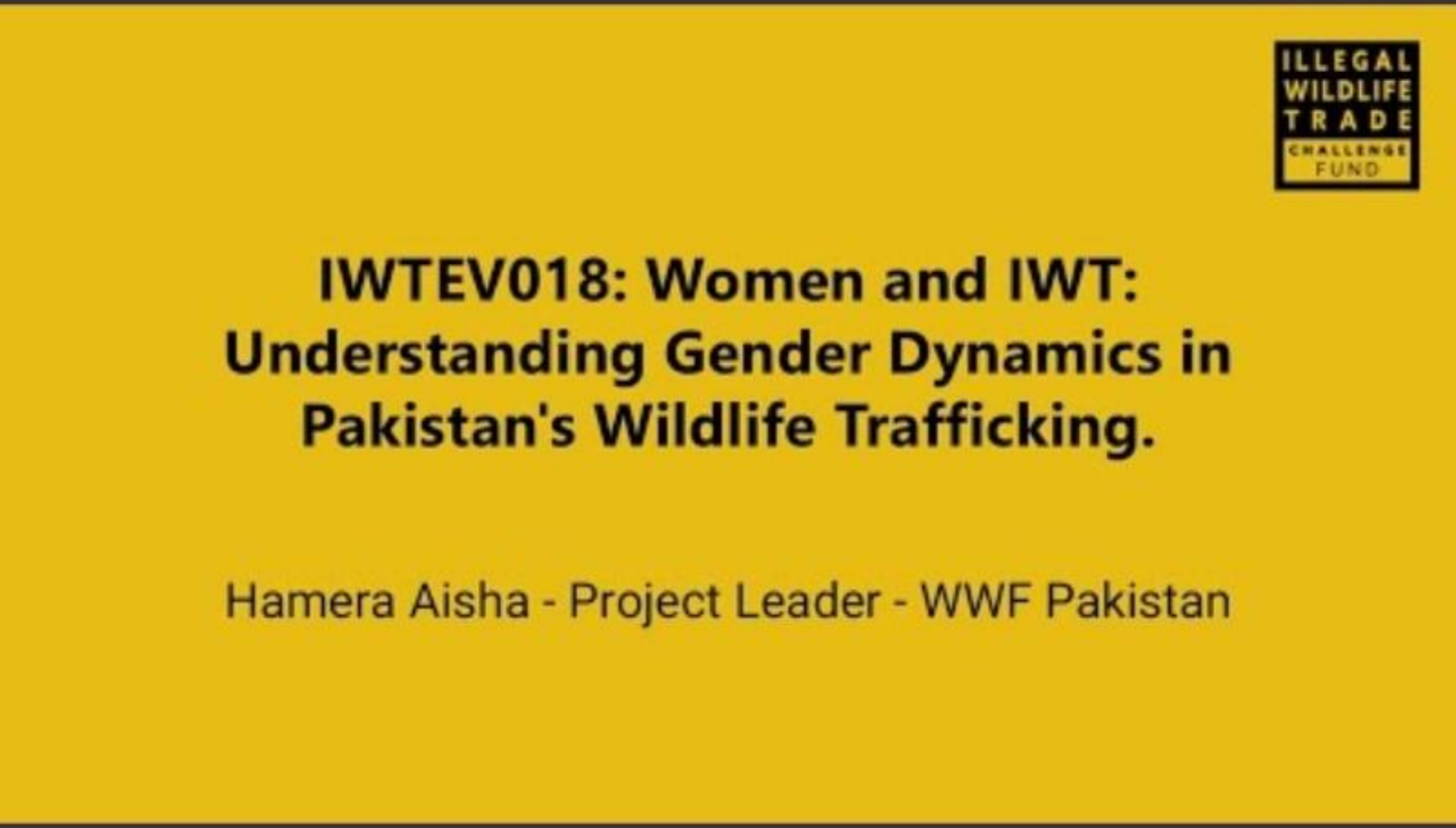
- **Rights**: Legal and customary
- **Practice**: Attitudes, customs & beliefs
- **Environment**: Stressors & vulnerability
- **Roles and Responsibilities**: Division of time, space & labour
- **Representation**: Participation, inclusion & power
- **Resources**: Access & control of assets and services

These principles should not be considered in isolation from one another but rather considered as interrelated.

Also important to acknowledge the ways in which various social identities such as ethnicity, age, class, gender and disability interact to inform how an individual or group are affected or impacted by the various principles.

GESI Analysis (iii)

Rights: Legal and customary	Understanding the rights available to individuals and groups through laws, policies and frameworks.
Practice: Attitudes, customs & beliefs	Understanding the various attitudes, cultural norms and power dynamics which may exist in a given context.
Environment: Stressors & vulnerability	Understanding how individuals and groups are affected by environmental stressors and vulnerabilities such as climate change, pollution, urbanisation and use and control of resources.
Roles & Responsibilities: Division of time, space & labour	Understanding the various roles and responsibilities of individuals within a specific context.
Representation: Participation, inclusion & power	Understanding where there are gaps and opportunities within how an individual can participate in society.
Resources: Access & control of assets and services	Understanding what access and control individuals and groups have over resources and services.



Watch the video here.

Summary of Project Example

IWTEV018: Women and IWT: Understanding Gender Dynamics in Pakistan's Wildlife Trafficking

- Highlights the importance of conducting a GESI Analysis and how it has then informed targeted activities that are relevant for the context the project is working within.

- The GESI Analysis conducted by the project highlighted how men and women are impacted differently.

- Also spoke directly to understanding women's spaces and how women are less represented in the biodiversity sector.

Annual Report (i)

6. Gender Equality and Social Inclusion (GESI)

Please provide a self-assessment of where you think your project sits on the Gender Equality and Social Inclusion (GESI) scale provided below. The scale goes from less ambitious to more ambitious moving top to bottom. As a reminder, all Biodiversity Challenge Funds (BCFs) projects should be aiming for a GESI Sensitive approach at a minimum.

GESI Scale	Description	Put X where you think your project is on the scale
Not yet sensitive	The GESI context may have been considered but the project isn't quite meeting the requirements of a 'sensitive' approach	
Sensitive	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.	
Empowering	The project has all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	
Transformative	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	

- You will be asked to provide a self-assessment against the GESI scale.
- Please ensure this reflects the last year of the project and clear justification is provided.

Annual Report (ii)

Please justify your assessment and provide evidence on how your project meets the level of the scale selected with explicit reference to the criteria outlined above. If you have assessed yourself as 'not yet sensitive' please clearly outline how you will address this.

You should consider the following in your response:

- How have you taken into account the GESI context in designing and implementing your approach? When considering the context you should refer to/ assess against the following core principles, which are explained in more detail in the GESI Analysis How to Guide on the Darwin Initiative website (see link below).
  - Rights: Legal and customary
  - Practice: Attitudes, customs & beliefs
  - Environment: Stressors & vulnerability
  - Roles and Responsibilities: Division of time, space & labour
  - Representation: Participation, inclusion & power
  - Resources: Access & control of assets and services
- Explain how your project is specifically considering social inclusion and ensuring meaningful participation for all engaged in the project. In your response you should acknowledge the ways in which various social identities such as ethnicity, age, class, gender and disability interact and inform how individuals or groups may be able (or unable) to participate in certain contexts.
- Has there been any lessons learnt or challenges on GESI in the past 12 months? Please ensure no sensitive data is included within responses.

For more information, please see the Gender Equality & Social Inclusion page on the Darwin Initiative website.

You will be asked to consider:

How you have taken the GESI context (making clear reference to six GESI Analysis principles)

Explain how your project is specifically considering social inclusion and ensuring meaningful participation

Share any lessons learned or challenges

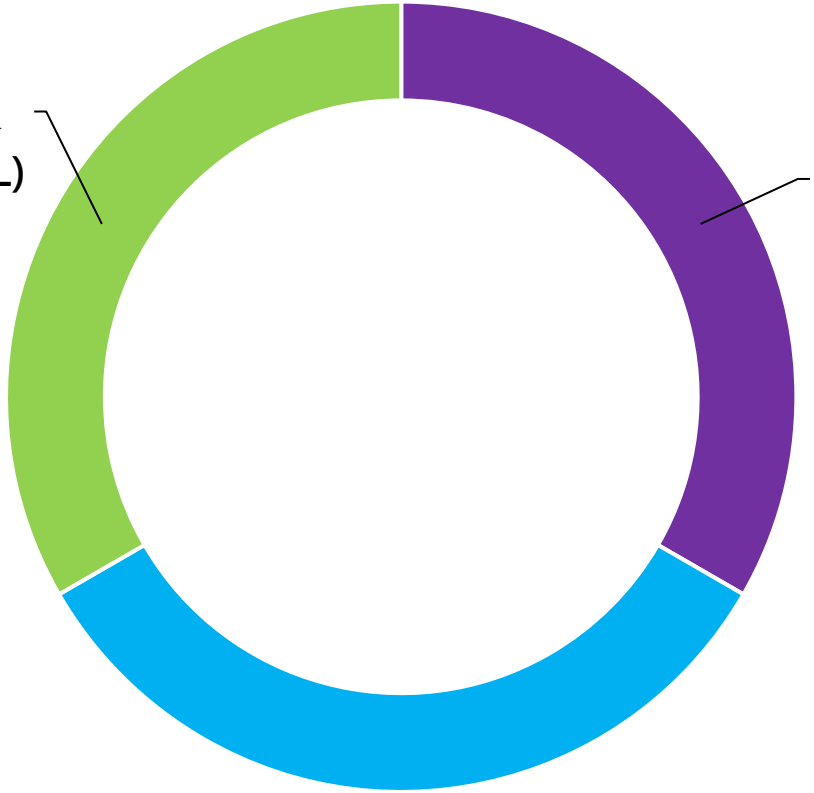
How to consider GESI within your project

Department for Environment Food & Rural Affairs

BIODIVERSITY CHALLENGE FUNDS

GESI in the project life cycle

The key moments to consider GESI are as follows:



Cross-cutting

- GESI analysis
- Staffing and resourcing
- Stakeholder engagement
- Communications
- Finance/budget
- Safeguards

Project Design and Inception

Key considerations:

- Engender buy-in and commitment
- Identify partners, champions and advocates
- Promote project co-design, co-management, and co-production informed by the findings of the GESI Analysis
- Manage GESI risks through risk management and safeguarding*
- Ensure GESI actions are appropriately planned and resourced*
- Design project elements (such as activities, indicators, targets etc.) to advance GESI*
- Consider developing a GESI action plan

Questions to consider:

- Are GESI issues well identified and understood?
- Do project activities reflect the findings of the GESI analysis?
- Are benefits equally accessible and distributed?
- Was project design inclusive and representative of diverse interests?
- Who are the key partners and stakeholders?

Implementation

Key considerations:

- Monitor continuity between design and implementation and practice adaptive management to respond to shocks or changes in project circumstances, assumptions etc.
- Resource a well-capacitated and GESI-sensitive project team and network*

Questions to consider:

- Is project implementation aligning with GESI targets and expectations? If not, why not?
- Are there sufficient technical and human resources to action GESI considerations?

Monitoring & Evaluation

Key considerations:

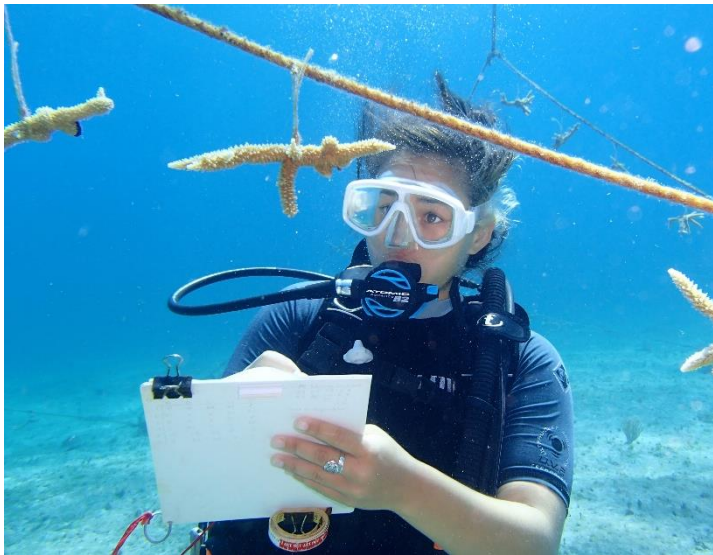
- Select qualitative and quantitative GESI project indicators and set ambitious but realistic targets, informed by GESI Analysis
- Ensure M&E processes are themselves GESI-sensitive
- Include GESI in evaluation tools and methodologies
- Develop team and community capacity to produce, use and interpret disaggregated project data
- Highlight and promote GESI project outcomes (for monitoring and communications)
- Consider using tools like community M&E to encourage inclusion and promote local oversight, accountability and transparency

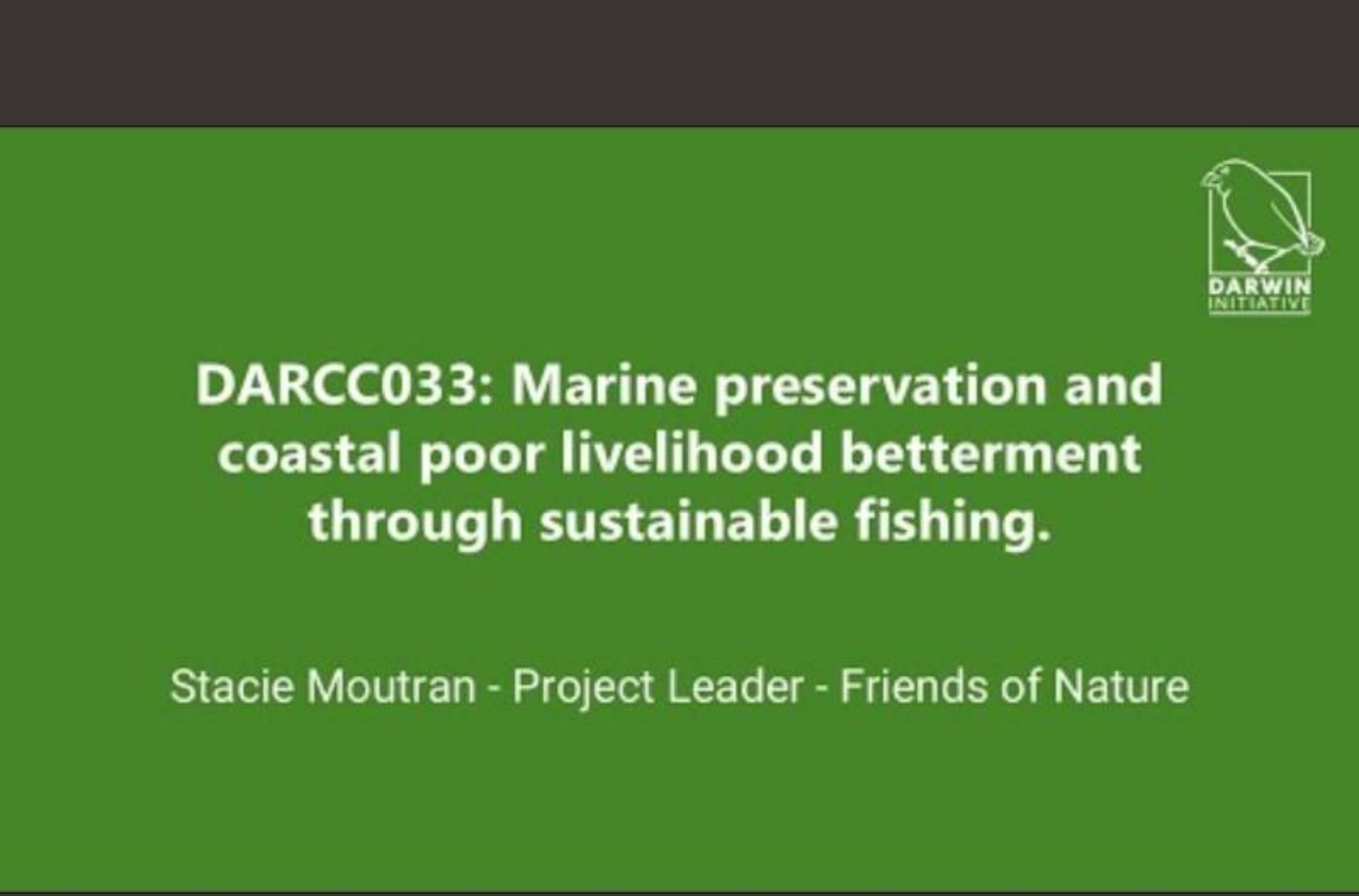
Questions to consider:

- Is M&E being conducted in a GESI-responsive manner?
- Is progress/indicators and targets being reviewed regularly?
- Is data/knowledge management secure for sensitive topics?

Cross-cutting

- GESI Analysis
- Staffing and resourcing
- Communications
- Stakeholder engagement
- Finance/budget
- Safeguards





Watch the video here.

Summary of Project Example

DARCC033: Marin preservation and coastal poor livelihood betterment through sustainable fishing

- Highlights the importance of integrating GESI into every aspect of the project and how in this example it was a crucial component of the project design.
- Importance of understanding the context and approaching stakeholder engagement with a GESI lens.
- The project is approaching reporting by providing qualitative and quantitative data.
- Emphasised taking a flexible and adaptive approach, as circumstances or understanding changes

Poll

Any questions?

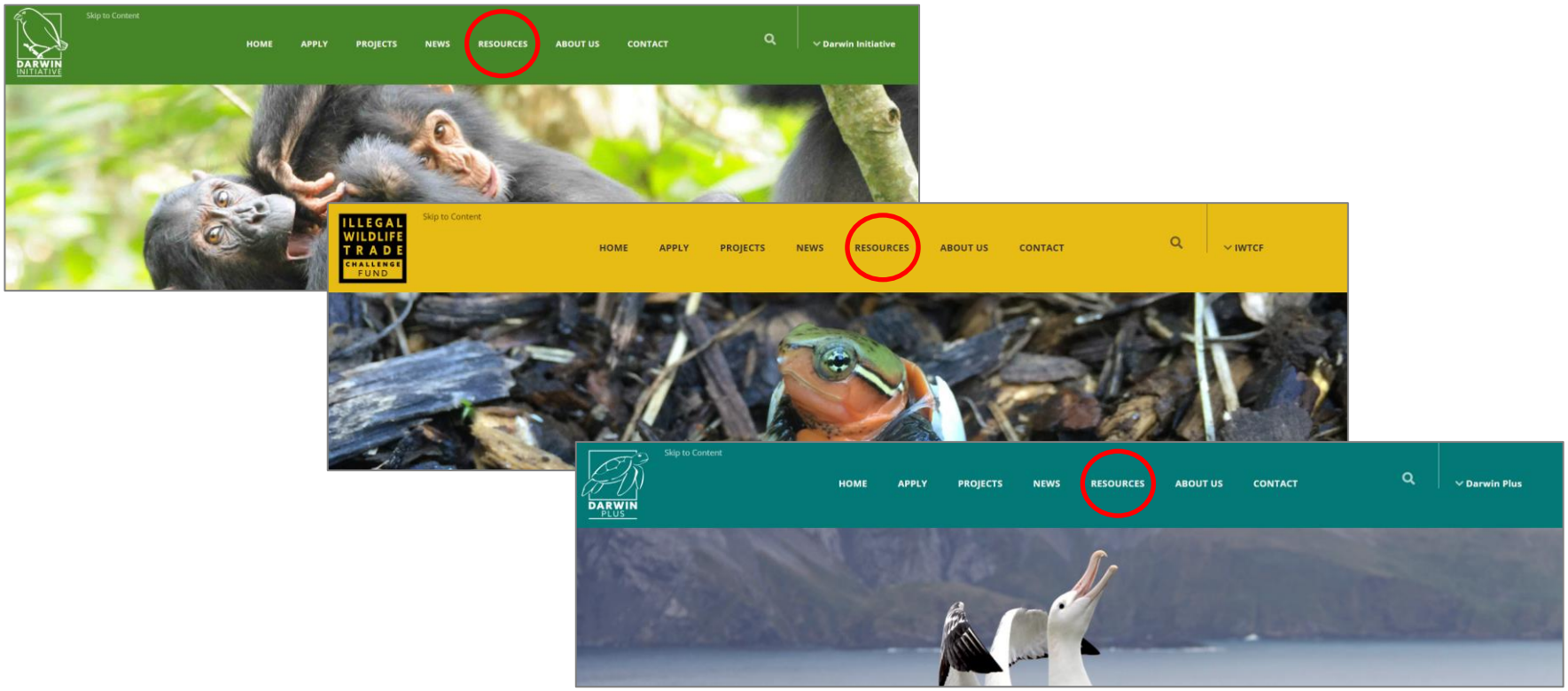
Key takeaways

- All BCFs projects are required to meet a minimum GESI Sensitive standard.
- All BCFs project should consider both Gender Equality AND Social Inclusion.
- From April 2025, all projects will be asked to consider the principles of a GESI Analysis within their Annual Reports.

Considerations of GESI is crucial to developing stronger projects that supports equal opportunities for all stakeholders to benefit and in turn potential wider impact and sustainability.

Resources

- https://www.darwininitiative.org.uk/resources
- https://iwt.challengefund.org.uk/resources
- https://darwinplus.org.uk/resources



GESI Resources Page

Resources > Gender Equality and Social Inclusion

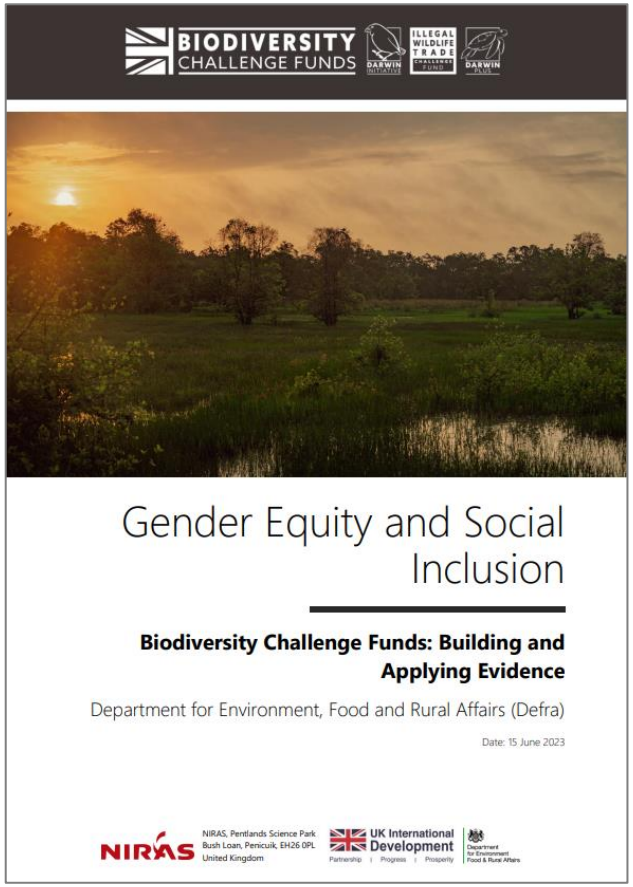
Key Resources:

BCFs GESI Ambition Guidance Video:

In May 2024, our team created a video to briefly explain the Biodiversity Challenge Funds Gender Equality and Social Inclusion Ambition:

- BCFs GESI Ambition Statement
- GESI Key Terminologies
- BCFs GESI Scale Examples
- BCFs GESI Analysis How to Guide

Resources > Information Notes > Building and Applying Evidence Study Reports



Follow for Updates

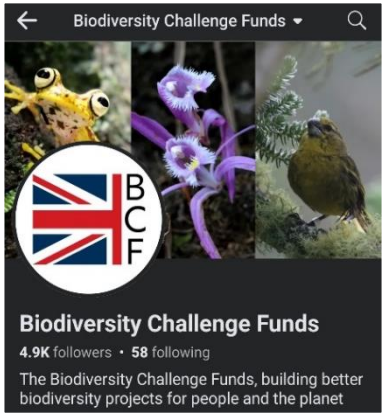
Make sure to follow & tag our BCFs socials:

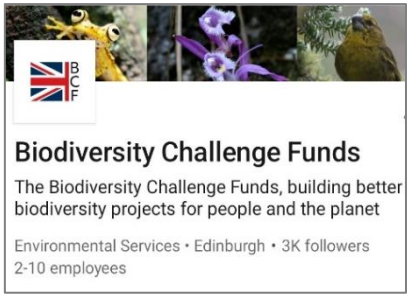
@Biodiversity Challenge Funds

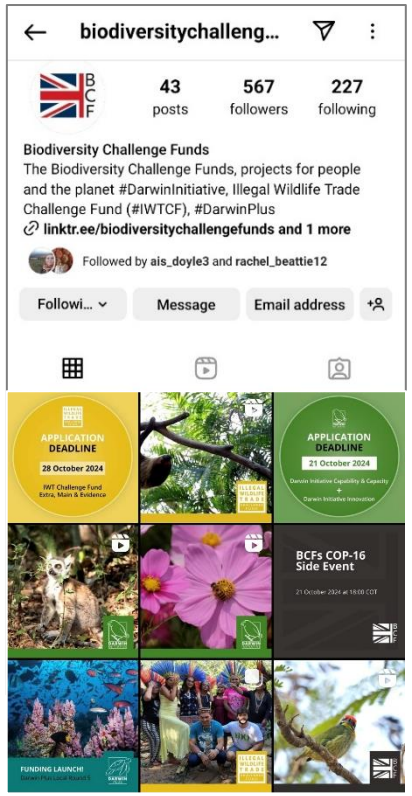
@UKBCFs

@Biodiversity Challenge Funds

@biodiversitychallengefunds







Thanks for listening!