Gender Equality & Social Inclusion (GESI) Analysis

Introduction

All Biodiversity Challenge Funds (BCFs) projects are required to demonstrate that they have considered Gender Equality and Social Inclusion (GESI) appropriately during design and implementation.

All BCFs projects are expected to **meet the minimum standard of GESI-Sensitive**.

A **GESI Analysis** helps projects do this effectively.

It is important, as the results offer insight and a clearer understanding of the context in which the project operates.

- The results should inform all stages of the project.

- Project partners and communities should also be actively engaged and involved in the design of the project.

What is a GESI Analysis?

A GESI Analysis is an important tool that can help projects understand and identify barriers and inequalities that individuals or groups may experience because of their social identity(s) (such as ethnicity, age, class, gender and disability) within a specific context.

It can be used to inform your understanding of your project's context, and it can also challenge any existing assumptions or biases your project team may have.

A GESI Analysis can help provide evidence for the steps projects should already be taking to meet the minimum GESI-Sensitive standard.

When to conduct a GESI Analysis

Ideally, a GESI Analysis should be conducted in the design stage of a project. However, there is also value in conducting it during the implementation phase.

Regular reviews of the GESI Analysis will ensure the assessment remains up to date and will support with BCFs reporting requirements (updated as of April 2025):

- **Future applicants**: will be required to conduct a GESI Analysis as part of their application.

- **All projects**: report on their consideration of the six GESI Analysis principles within their Annual Reports.

How to conduct a GESI Analysis

There are six principles to consider when conducting a GESI Analysis:

1. **Rights**: Legal and customary.

2. **Practice**: Attitudes, customs, and beliefs.

3. **Environment**: Stressors and vulnerability.

4. **Roles and Responsibilities**: Division of time, space, and labour.

5. **Representation**: Participation, inclusion, and power.

6. **Resources**: Access and control of assets and services.

These principles are interconnected and should be considered together, they should not be considered in isolation.

It is also important to acknowledge how social identities - such as ethnicity, age, class, gender, and disability - intersect to shape how individuals or groups are affected by the various principles.

Principle 1: Rights

Rights: Legal and customary

Understanding the rights available to individuals and groups through laws, policies, and frameworks.

Things to consider:

- How do various local laws, policies, and frameworks interact with one another?

- Are local communities aware of, and understand, their rights?

- How do laws, policies and frameworks refer to gender and marginalised groups? How meaningful are these references?

This assessment can be done through desk-based reviews and analysis of current legal systems and procedures along with interviews of relevant parties. This could include communities, local partners, and/or government stakeholders.

Principle 2: Practice

Practice: Attitudes, customs, and beliefs

Understanding the various attitudes, cultural norms, and power dynamics which may exist in a given context.

Things to consider:

- Have you engaged with local communities to fully understand the various attitudes, beliefs, and power dynamics?

- Could these attitudes, beliefs, and power dynamics present challenges or barriers to individuals engaging with project activities?

- Do you need to adjust the project's approach to ensure activities are relevant and appropriate?

Environment: Stressors and vulnerability

Understanding how individuals and groups are affected by environmental stressors and vulnerabilities.

Things to consider:

- What are the main environmental stressors and vulnerabilities that impact individuals in the project area?

- How do these stressors and vulnerabilities impact work, income, health, and wellbeing for women and marginalised groups?

- Who is responsible for current environmental related activities?

- Have resource scarcity or stressors had an impact on the dynamics within households or communities?

This assessment can be done through desk-based reviews and engagement with local communities.

Principle 4: Roles & Responsibilities

Roles & Responsibilities: Division of time, space, and labour

Understanding the various roles and responsibilities of individuals within a specific context.

Things to consider:

- What is the division of time, space, and labour?
  - Consider all forms of labour – not simply that which is paid.
- What are the traditional roles and responsibilities within the context? How could this impact the ability for individuals to engage?
- Could the proposed project activities place specific burden on a certain social group?
- Are there social stigmas related to specific types of work?

It is important to engage with local communities to fully understand these.

Principle 5: Representation

Representation: Participation, inclusion, and power

Understanding where there are gaps and opportunities within how an individual can participate in society.

Things to consider:

- What types of networks, forums, or decision-making bodies exist?
- Are there any social barriers or challenges for individuals to engage in these?
- What resources and considerations are required to ensure all individuals can participate equally?

It is important to engage with local communities in accessible spaces where individuals feel safe and comfortable to participate.

Principle 6: Resources

Resources: Access and control of assets and services

Understanding what access and control individuals and groups have over resources and services.

Things to consider:

- Do gender and social dynamics have an impact on how individuals and groups access and use resources?

- What are the barriers to equitable distribution of benefits from resources?

This assessment can be done via desk-based reviews and engagement with local communities.

Resources:

You can find the further resources the **Gender Equality and Social Inclusion page**, under **Resources** on each of the fund's website:

Darwin Initiative

IWT Challenge Fund

Darwin Plus

Additional Resources:

- **IUCN Gender Analysis Guide**

- **WWF Conduct Gender Analysis**

- **Care International: Rapid Gender Analysis**