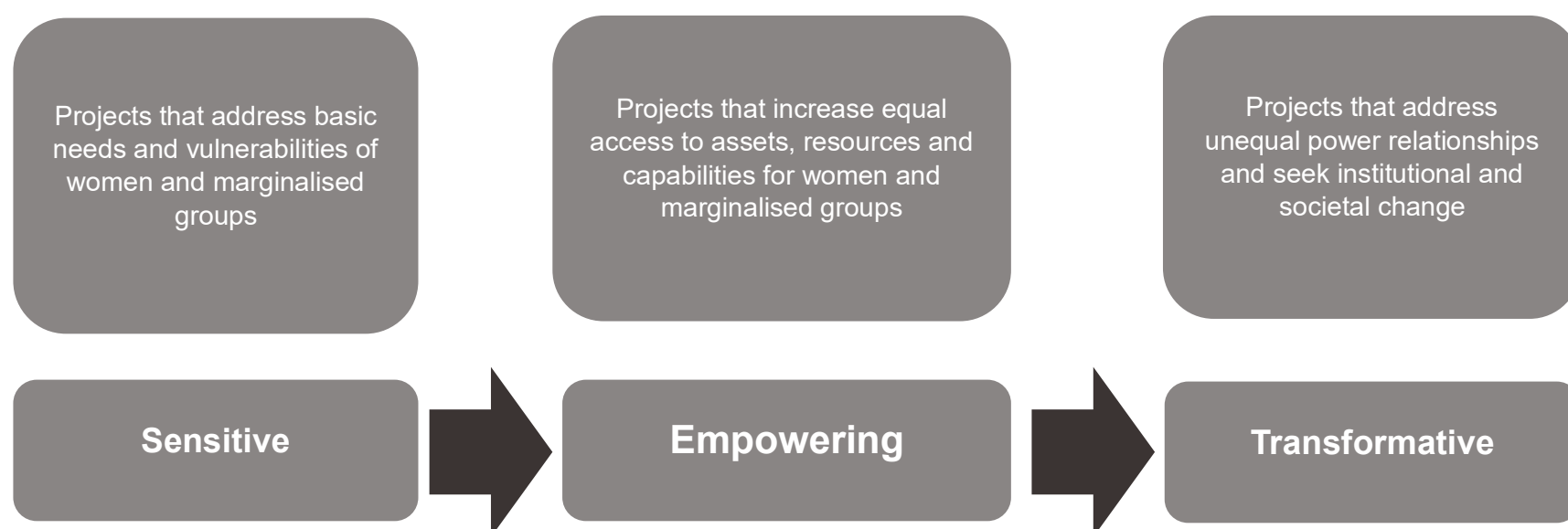


BCFs Gender Equality and Social Inclusion (GESI) scale:

The Biodiversity Challenge Funds (BCFs) commits to a GESI Sensitive programme.

Our ambition is for all projects within the BCFs portfolio to meet the minimum expected standard of GESI Sensitive. While many projects are already meeting this standard, with some going further, this commitment seeks to support all projects to achieve the required minimum standard with an explicit aim of the programme to inclusively build capacity and capability and encourage those that can, to go further.

To represent this journey, the BCFs have developed a GESI scale to outline how to meet a GESI Sensitive standard and how to achieve a more ambitious GESI approach, please see the diagram below:



When reporting in Annual and Final Reports, project will be required to report on and self-assess against this scale and provide evidence to demonstrate how their project meets the specific level on the scale. This self-assessment will then be reviewed by an independent reviewer who will also provide their feedback and rating against the scale based on the information provided within your report.

You will be asked to report against the following scale within your report:

| 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 | |

This document aims to provide further information on how BCFs defines GESI Sensitive, Empowering and Transformative by providing examples from across the BCFs portfolio on how projects are considering GESI and how this relates to the scale.

Please note the projects included as examples were funded prior to the minimum GESI Sensitive requirement and the associated GESI rating has been assessed against the project's latest report (submitted 2024)

GESI Sensitive



[DPLUS143](#): What does thump at night: managing bird-strike in South Georgia

How is the project contributing to Gender Equality and Social Inclusion?

This project sought to develop bird-strike (the collision of birds in flight with vessels resulting in physical injury or death) reporting systems for use by all vessels (research, patrol, fishing and tourism) operation in the South Georgia and South Sandwich Islands (SGSSI) Maritime Zone with the overall aim to ensure practical, standardised data collection and robust analysis to inform management practices.

The project was mindful in its approach the planning of events with stakeholders to ensure that gender inequality was not increased. The project was mindful of being as inclusive as possible, the workshop was accessible regardless of gender, age ability, race, religion or sexual orientation.

During the design phase, consideration was also given to ensure that reporting forms/guidelines produced did not promote gender bias – for example, techniques used to report and handle birds safely are those that can be performed by either sex. The project specially requested the graphic designers of the bird-handling guidelines include depictions of both men and women handling the seabirds. Further, the guidelines were translated into six of the most common languages used by crew/staff aboard these vessels.

Why is this project GESI-Sensitive?

- The project were mindful of meaningful participation and ensuring events were inclusive.
- The project considered Gender Equality & Social Inclusion in both the design and implementation.
- An understanding of the context was known and interventions and products were designed around this.
- While the project considered the GESI context is was working in and ensured events were inclusive and participants were able to engage in a meaningful way, the project did not seek to enhance the voice or agency of stakeholders it was engaging with and therefore did not meet the Empowering criteria.

GESI Empowering



**ILLEGAL
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TRADE
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IWT111: Reducing IWT through Strengthening Livelihoods and Law Enforcement: Ruaha-Rungwa, Tanzania

How is the project contributing to Gender Equality and Social Inclusion?

The project has a strong understanding of the GESI context in which it is working within and understands that gender dynamics within the project area and are characterised by highly defined spheres of distinct responsibility, especially among agro-pastoral communities. Women are also often not involved in 'official' decision making forums (traditional authorities, sub-village and village government) but exert influence within the household sphere.

The project seeks to address these inequalities by ensuring all individuals have the opportunity to participate and benefit and promote Gender Equality and Social Inclusion. The project have ensured that VSLA meetings are held at times and location suitable for women. This has been successful in that of 764 community members that have become members of VSLAs as a result of the project 41% are women and 57% are youth, and 33% of leadership positions in VSLAs are held by women. VSLA membership also contributes to economic empowerment for women, as 98% women who took VSLA loans said the loan helped them to meet household needs. This provides women the opportunity to be involved in decision making processes and to have agency to make their own decisions.

Why is this project GESI-Empowering?

- The project understands the gender dynamics and the GESI context in the area it is working within and uses this understanding to design it's intervention.
- The project seeks to facilitate opportunities to increase women's participation and agency in an environment where women have typically not been allowed to contribute.
- The project is supporting women in having equal access to assets and resources.
- While the project has a strong understanding of the GESI context in which it is working within and seeks to increase women's agency and support equal access to assets and resources, it does not seek to bring about institutional or societal change and therefore did not meet the Transformative criteria.

GESI Transformative



DARNV016: Promoting equitable gender norms to strengthen conservation governance and impact

How is the project contributing to Gender Equality and Social Inclusion?

This project seeks to address gender norms and practices that maintain inequality and contribute to systemic change.

The project states that, "social norms, and gender norms in particular, are one of the biggest systemic barriers to gender equality both generally and within biodiversity conservation but there is limited attention to and understanding of how gender norms influence governance and outcomes, how gender norms affect men and notions of masculinity, and in turn how these affect conservation".

The project aims to achieve this with an innovative approach to norms change developed by CARE called Social Analysis and Action (SAA). The project is adapting SAA to a conservation context, examining gender norms relating to natural resource management and conservancy governance, including how they influence conservation effectiveness, and considering the realities of conservation programmes. Men and women in two conservancies are being supported to identify, explore and challenge harmful gender norms and practices particularly as they relate to conservation governance. Through this the project aim to achieve changes at both household and conservancy level that promote

Why is this project GESI-Transformative?

- The project understands the gender dynamics and the GESI context in the area it is working within and seeks to contribute towards institutional change.
- The project aims to challenge existing inequality and power dynamics.
- By addressing gender and social norms, the project seeks to ensure all individuals have equal opportunities in accessing resources and being involved in decision making processes.
- This project has all characteristics of a GESI Sensitive and Empowering project. It understands the GESI context it is working within, it is ensuring meaningful participation and seeking to empower stakeholders. It further seeks to challenge existing inequality and power dynamics and therefore meets all the Transformative criteria.