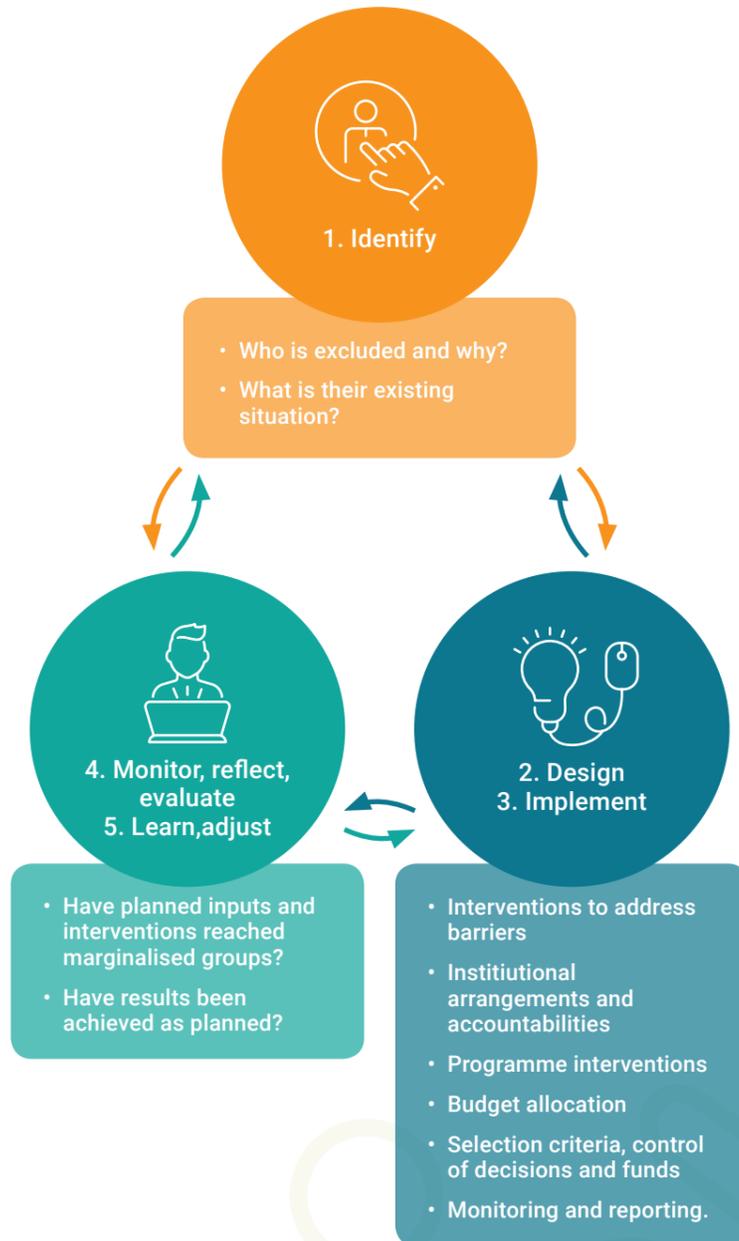


IN PRACTICE

Steps for mainstreaming gender and social inclusion

Understanding who is excluded and why from the development process is a critical first step to designing gender and socially inclusive interventions.



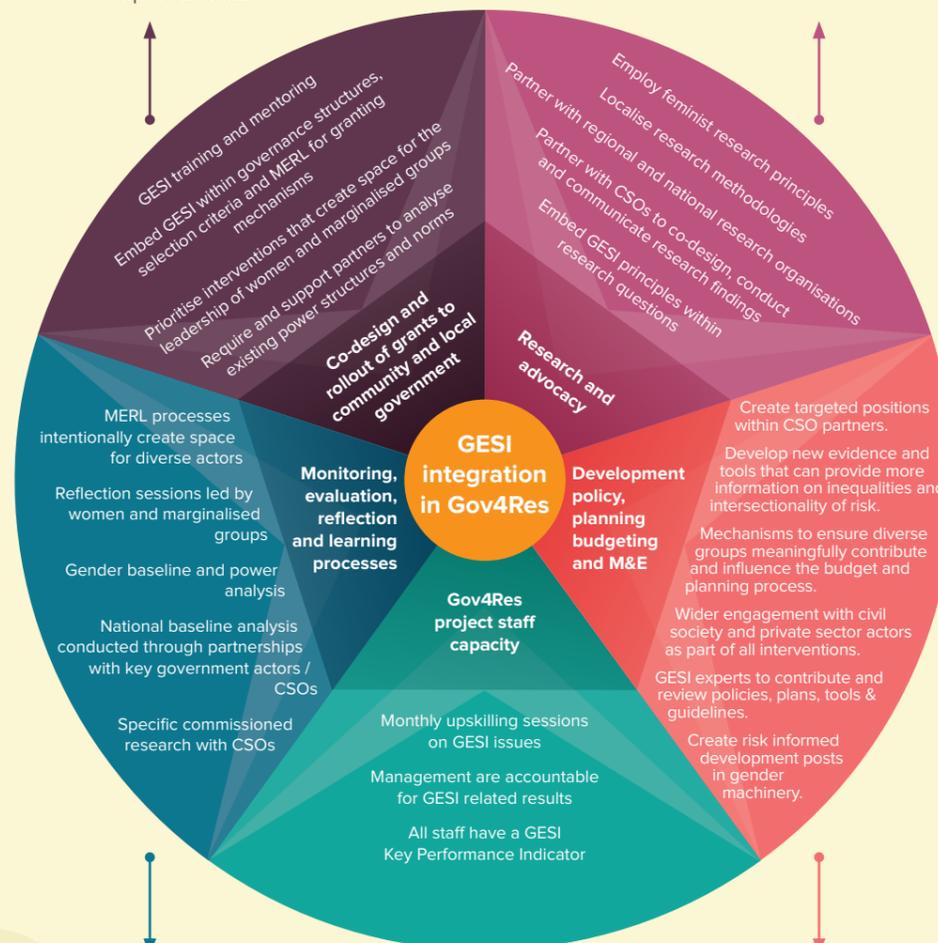
Adapted from ADB: Sectoral Perspectives on Gender and Social Inclusion (2011)

Examples of actions and commitments

Gov4Res will use entry points across various areas of the programme to test approaches, promote learning and integrate gender equality and social inclusion considerations. Indicators have been identified that will be tracked as part of the monitoring evaluation reflection and learning framework.

PROGRAMMING IN PRACTICE

- Awareness and skills developed within partner institutions
- Gender and social analysis documented and interventions proposed to address inequalities
- GESI embedded within grant design mechanisms
- # of grants led by women and marginalised groups or those that represent them
- Pacific-based researchers and actors drive the research agenda
- We unpack the issue of 'research for who, by who?' and reflects the lived experiences of women and marginalized groups
- Research critiques gendered-dimensions of power structures and gender norms



- Diverse voices contribute to learning and reflection processes
- # of women and people from marginalised groups in project team (including government posts)
- Knowledge and skills of team are enhanced
- Decision making and steering processes and structures that are more inclusive
- Policy and plans that are gender and socially responsive
- Tools and guidelines that include GESI criteria
- Greater understanding among civil society and private sector actors of how to influence the development planning, budgeting and M&E processes and use tools to highlight inequalities



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Governance for Resilience - Gender and Social Inclusion Action Plan

Those who face the greatest levels of risk – and therefore require the highest levels of resilience – are often those who face the highest inequality and barriers to accessing their rights in everyday life¹.

¹ BRACED: Resilience intel: Intersectional approaches to vulnerability reduction and resilience-building <https://cdn.odi.org/media/documents/12651.pdf>

WHY GENDER EQUALITY AND SOCIAL INCLUSION MATTERS

Gender equality and social inclusion are central to the development process. If we want to ensure that the process is equitable and benefits reach marginalised groups, the development process must be informed by diverse voices.

It is impossible to risk-inform development without understanding and addressing the underlying vulnerabilities that arise due to structural inequalities that prevent women and marginalised groups from contributing to and benefiting from that development.

OUR VALUES, OPERATING PRINCIPLES AND APPROACH

Our values are the beliefs that underpin the way we approach strengthening governance systems within the programme. Our operating principles illustrate how we translate those values into ways of working. They reflect the transformation that is needed within the broader development space to fully and intentionally provide space for diverse actors who currently face structural barriers.

We work to effect change through multiple entry points, strengthening the ability of individuals, groups, networks and systems to generate sustainable behaviour change. Our key partners are development decision makers within government including development planners, budget officials, economists and social policy officers.

These apply to our own team and the way we work, our partnerships with government, civil society organisations and the private sector. The 'we' refers to all of these.

VALUES	OPERATING PRINCIPLES	
	From	To
INCLUSIVE 	Beneficiaries	Experts
	Participation	Decision makers
COLLABORATIVE 	Additional	Integral
	Planned	Agile
TRANSFORMATIVE 	Power blind	Power infused
	ACCOUNTABLE	

PACIFIC STATISTICS



More than 60 % of women in some PIC have experienced domestic violence.²



Women and girls in PICs with disabilities are 2 to 3 times more likely to be victims of physical and sexual abuse than women with no disabilities.⁸



Men outnumber women in paid employment by approximately 2 to 1.³



Only Fiji, Nauru and Vanuatu have decriminalized same-sex sexual conduct in the Pacific.^{9 10}



Women make up just over 7 % of parliamentarians in PICs (the lowest rate in the world).^{4 5}



There is a substantial and visible PIDSOGIESC+ community in the Pacific, and traditional third gender communities have been recognised in Kiribati, Samoa, Tonga and Tuvalu, but discrimination and stigmatisation against these communities has increased as modern religious and cultural values have evolved.¹¹



1.7 million people in PICs, or nearly 15% of the total population of the region, are living with a disability,⁶ a figure which is likely to significantly increase.⁷

² <https://stats.pacificdata.org/>

³ Outside the agricultural sector DFAT. Development assistance in the Pacific.

⁴ <https://www.dfat.gov.au/about-us/publications/Pages/pacific-women-shaping-pacific-development-summary>

⁵ <http://www.parliament.gov.fj/fiji-women-representation-in-parliament-continues-to-improve/>

⁶ <https://www.forumsec.org/framework-for-rights-of-persons-with-disability/>

⁷ [unescap.org/sites/default/files/The%20State%20of%20Human%20Development%20in%20the%20Pacific%28LORes%29.pdf](https://www.unescap.org/sites/default/files/The%20State%20of%20Human%20Development%20in%20the%20Pacific%28LORes%29.pdf)

⁸ <https://pacific.unfpa.org/sites/default/files/pub-pdf/UNFPAReport-ADeeperSilenceA4PublicationLR3%283%29.pdf>

⁹ https://www.pgaction.org/pdf/Opportunities_for_women_and_LGBTI_rights_Pacific.pdf

¹⁰ <https://www.equaldex.com/equality-index>

¹¹ https://opendocs.ids.ac.uk/opendocs/bitstream/handle/20.500.12413/16572/970_LGBT_rights_and_inclusion_in_SIDS.pdf?sequence=1