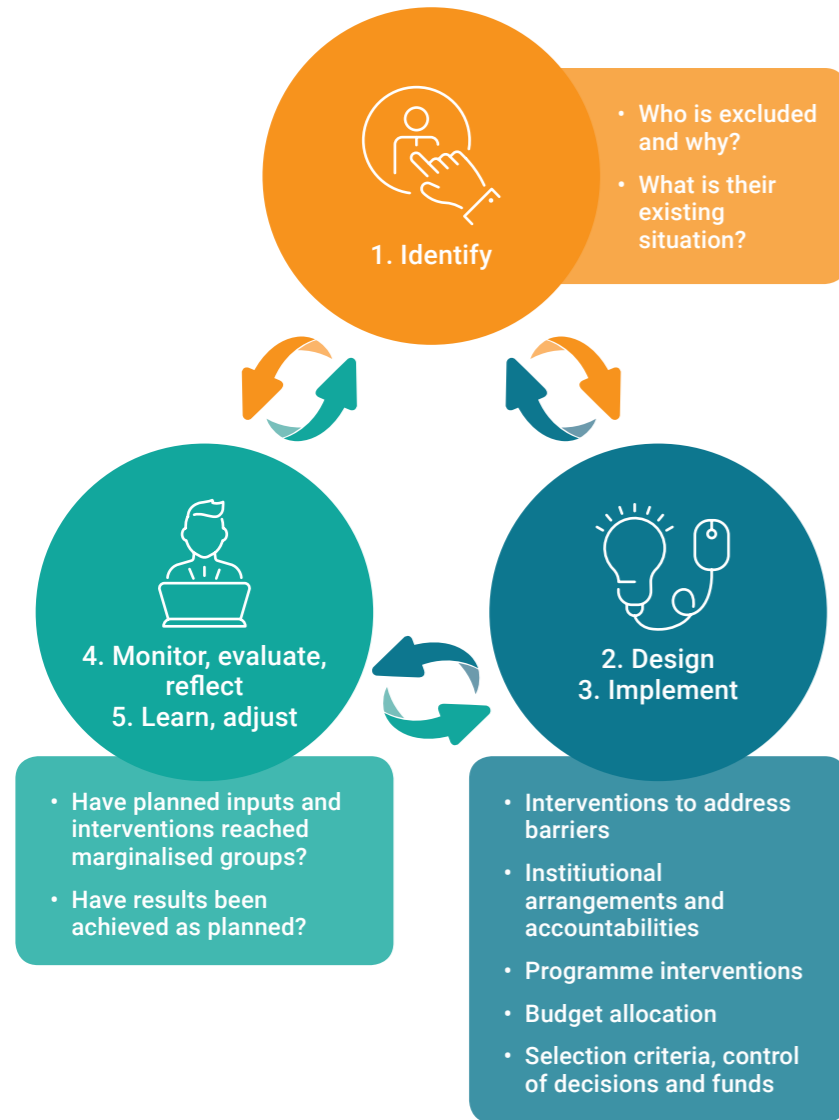


GESI IN PRACTICE

Steps for mainstreaming gender equality and social inclusion

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



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

Examples of actions and commitments

Gov4Res is using entry points within the policy development and public financing system to integrate GESI considerations. This includes strengthening inclusive language, actions and indicators within policies and plans, national budgeting processes, parliamentary scrutiny processes and project management. Examples of existing work and future commitments are provided in the next section.

Indicators for integrating GESI will be tracked as part of the monitoring, evaluation, reflection, and learning framework.

PROGRAMMING IN PRACTICE

- Awareness and skills developed within partner institutions
- GESI 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 reflect the lived experiences of women and marginalised 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 MERL processes and use tools to highlight inequalities

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

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Governance for Resilient Development in the Pacific (GOV4RES) - Gender Equality and Social Inclusion

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 life.¹



WHY GENDER EQUALITY AND SOCIAL INCLUSION MATTERS

Gender equality and social inclusion (GESI) 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, civil society and parliament, including planners, finance and budgeting officials, data and knowledge management specialists 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	

INCLUSIVE



We recognise that women and marginalised groups are development experts and are best placed to articulate the way in which climate change and disaster risks affect them. We partner at community, sub-national, national and regional levels to support those at risk of being marginalised and to advocate for their access to information and decision-making processes.

COLLABORATIVE



We respect and value the knowledge, connections and partnerships of multiple actors as part of the development process. We co-facilitate spaces, processes and resources to enable women and girls, and marginalised groups, to participate, engage and make decisions to risk inform development. We recognise that we cannot understand risk without understanding the underlying and intersecting vulnerabilities caused by structural inequalities that prevent some women and marginalised groups from fully participating in the development process. We work to create a deep understanding of the context and embed GESI analysis within any tools or approaches utilised to promote inclusive risk-informed development.

TRANSFORMATIVE



Understanding and managing risks are a core part of development, and a prerequisite for resilient development. We take a human-centered and 'development first' approach to managing risks and recognise that integrating climate change and disaster risk and GESI jointly is critical to promoting sustainable, inclusive risk-informed development.

ADAPTIVE



We are agile, flexible and adapt the programme to the context. We intentionally and continually reflect and learn to identify how we can strengthen our approach to promote inclusive risk-informed development. We consider GESI as a key measure of success for the Gov4Res project and will conduct regular evaluation of how we are tracking our GESI indicators, and ensure lessons learnt are taken onboard.

ACCOUNTABLE



We are accountable for ensuring that we lead by example to affect inclusive risk-informed development. We recognise that we and many of our partners are power holders and are responsive to the needs and priorities of marginalised groups. We learn from mistakes and adjust our programming as needed. We consider GESI as an integral part of planning, preparation, decision-making, implementation, monitoring, evaluation and reporting in all outcome areas. We will ensure all Gov4Res team members have the necessary knowledge, tools and capacity to do this.

PACIFIC STATISTICS



In some Pacific Island Countries (PICs) over 60% of women have experienced domestic violence.²



In PICs, women and girls with disabilities are two to three 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 in PICs.³



Only Fiji, Nauru and Vanuatu have decriminalised 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+¹¹ community in PICs, and traditional third gender communities have been recognised in Kiribati, Samoa, Tonga and Tuvalu, discrimination and stigmatization of these communities has increased as modern religious and cultural values have evolved.¹²



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 unesco.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 Pacific Islanders of Diverse Sexual Orientation and Gender Identity and Expression and Sex Characteristics (PIDSOGIESC+)
¹² https://opendocs.ids.ac.uk/opendocs/bitstream/handle/20.500.12413/16572/970_LGBT_rights_and_inclusion_in_SIDS.pdf?sequence=1