



## Gender equity and social inclusion analysis for coastal fisheries

Sangeeta Mangubhai<sup>1</sup> and Anna Cowley

### Background

Communities are not homogenous and include people from different backgrounds. The issues that individuals face and their access to and use of services and opportunities vary based on their gender, age, ethnicity, economic background, social standing, education, (dis)ability, sexual orientation, history (including migrant status, colonial history), and any combination of these factors. In other words, people's identities and experiences affect their *power* and *privilege*, and the *disadvantage* and *discrimination* they may face in their lifetime. The issues people face also vary from one community to another, depending on how their community is organised, the governance systems that control access to natural resources, local tenure arrangements, levels of education and wealth, and cultural traditions and practices.

Fisheries management systems cannot be fair, just and sustainable if they do not have gender equity and social inclusion (GESI) at their heart. For example, implementation

of fisheries management plans requires the support of the entire community but these plans will be ineffective if community members are not consulted and *meaningfully engaged* in developing the plans. A GESI analysis enables a better understanding of the needs of community members, including those who often miss out, for more effective targeting of interventions to ensure fairer outcomes for individuals and the communities of which they are a part of. If equity and inclusion in fisheries are addressed, then management systems are more likely to be effective and fisheries will remain productive and healthy for the people who are dependent on them for food, livelihoods and cultural practices.

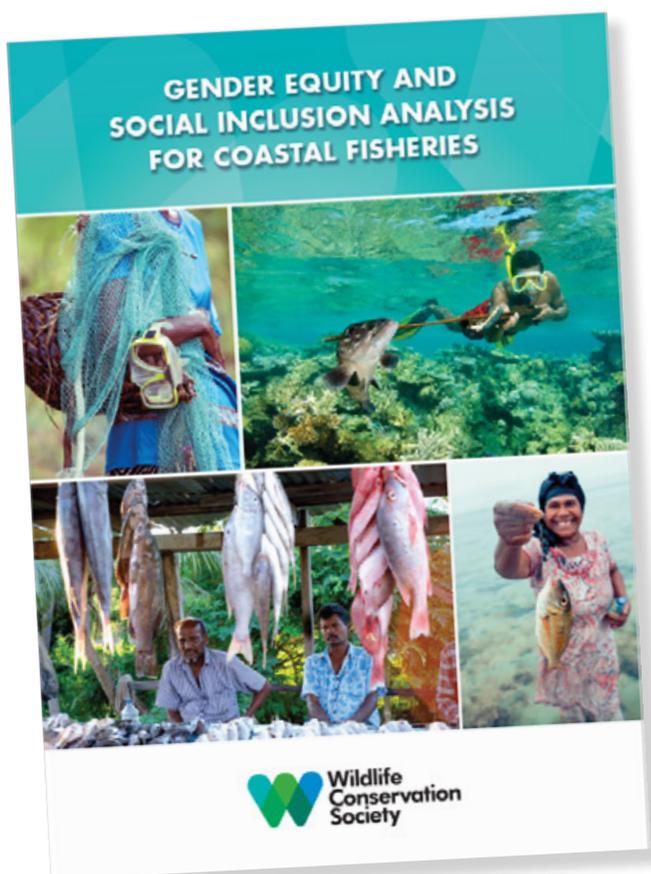
### Guide to GESI analysis

The Wildlife Conservation Society designed an analysis guide designed for government institutions and other organisations engaging in community coastal fisheries who wish to apply a GESI lens to their work, as an important step to improving GESI best practice.

The guide answers why GESI is relevant to fisheries, and when to conduct a GESI analysis. Examples of GESI considerations are provided for different types of fisheries analyses such as fisheries needs assessments, fisheries stock assessments, market surveys and value chain analyses. Rather than developing a new framework, the guide advocates for the adaptation and adoption of the CARE International framework, which is increasingly being used by development agencies. The GESI framework conceptualises change at three levels: 1) building the individual capacity of people of all gender identities, life stages and (dis)abilities; 2) the changing relations between the people involved in the work and the key people around them (e.g. family members, community members); and 3) transforming structures so the people involved in the work can realise their full potential in their public and private lives, and can contribute equally to, and benefit equally from, social, political and economic development. A checklist of example questions that can be used in GESI analyses organised under the three pillars of the GESI framework is included for practitioners. Lastly, the guide provides suggestions on how to strengthen GESI integration into individual organisations' work.

### Reference

Mangubhai S. and Cowley A. 2021. Gender equity and social inclusion analysis for coastal fisheries. Suva, Fiji : Wildlife Conservation Society. 11 p. or <https://fiji.wcs.org/Resources/Management-Tools-and-Guides.aspx>



<sup>1</sup> Wildlife Conservation Society, Suva, Fiji. Email: [smangubhai@wcs.org](mailto:smangubhai@wcs.org)