



This document outlines UK PACT's ambition on Gender Equality and Social Inclusion (GESI). Its purpose is to guide Delivery and Implementing Partners and inform their detailed GESI strategies.

UK PACT's GESI ambition

Gender Equality and Social Inclusion (GESI)

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Introduction to UK PACT

UK PACT is a capacity-building programme, delivered through the UK's International Climate Finance (ICF). The programme responds to the critical global need for increased capability to raise the ambition of Nationally Determined Contributions (NDCs) and support delivery against them in ODA-eligible countries with potential for high emissions reductions. Through strong partnerships with these countries, UK PACT delivers contextually appropriate and demand-led projects. UK PACT consists of three components managed by delivery partners: Country Programmes, Skill-shares and Secondments, and a Green Recovery Challenge Fund.

UK PACT's primary objectives are to reduce emissions and, by so doing, support the reduction of poverty. We will only be successful in achieving these twin objectives if the outcomes of reducing emissions are **inclusive and equitable**. We also have a **moral, economic and legal imperative** to ensure that our programme's work leads to **equitable outcomes**. UK PACT aims to deliver more than compliance, and as a programme UK PACT has high ambitions for improving GESI and is working to ensure GESI considerations are mainstreamed throughout all aspects of UK PACT.

What do we want to achieve?

UK PACT's GESI ambition

UK PACT commits to be a GESI responsive programme, opposing all forms of discrimination, and as part of this, it is important to state that UK PACT strives to be an anti-racist programme. This means we will work to increase equality of opportunity for marginalised groups through our programming and aim to reduce racial and other inequalities, ensuring our GESI approaches are contextualised for the countries we operate in. We commit to improving diversity and inclusion within our own teams, including committing to be anti-racist and anti-discriminatory in our day-to-day activities, and requiring individual **diversity, race and inclusion objectives** for each team member.

Our ambition is for UK PACT to go beyond minimum compliance, aiming to be empowering when it comes to gender equality and social inclusion, and where possible supporting transformational change. Based on the impact criteria outlined in figure 1, UK PACT interventions:

- 1) **must do no harm**, compliant with the ID(GE)A 2014,
- 2) should strive to achieve GESI Empowerment as a minimum, and,
- 3) are strongly encouraged to be GESI-transformative wherever possible.



What is GESI and why is it so important in UK PACT?

Defining GESI

GESI comprises two closely related and equally important concepts:

- **Gender Equality** is about addressing inequalities and transforming the distribution of opportunities, choices and resources available to women and non-binary individuals so that they have equal power to shape their lives and participate in the process thereby increasing equality between people of all genders¹.
- **Social Inclusion** refers to the process of improving the terms for individuals and groups to take part in society, and the process of improving the ability, opportunity and dignity of people disadvantaged and historically excluded from decision making and spheres of influence on the basis of their identity to take part in society².

Whilst these definitions provide a starting point, we recognise that GESI considerations will vary greatly depending on a number of factors, including the nature of a given project and the location in which a project takes place.

By ensuring GESI is at the heart of our programming, we can achieve more equitable outcomes, whether it is through equitable mitigation of the negative impacts of climate change or equitable

¹ UK PACT's own definition, adapted to include non-binary people from the World Bank (2015) definition: World Bank Group gender strategy (FY16-23): gender equality, poverty reduction and inclusive growth. Washington, D.C.: World Bank Group.

² UK PACT's own definition, adapted to include historical exclusion from decision making and spheres of influence from the World Bank (2013) definition: World Bank. 2013. Inclusion Matters : The Foundation for Shared Prosperity. New Frontiers of Social Policy;. Washington, DC. © World Bank.

distribution of the positive social, cultural, environmental and economic benefits of climate change mitigation.

GESI context within development and public policy-making

The legislative underpinning for GESI arises principally from [the International Development \(Gender Equality\) Act of 2014 \(ID\(GE\)A\)](#), which mandates that all UK Official Development Assistance (ODA) programmes must have regard to reducing gender inequality before providing development assistance. This means that all ODA programmes must actively consider the likely effect of their intervention in reducing gender inequality at all stages of the programme cycle.

The **Public Sector Equality Duty**, created under the **Equality Act 2010**, requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different groups with protected characteristics³ and others in society before a policy is implemented.

In 2015 the UK Government committed to achieving the UN's **Sustainable Development Goals (SDGs)**, meaning that improving gender equality and reducing inequalities is UK Government policy⁴.

Climate and GESI

Climate change disproportionately impacts women, girls, and marginalised groups and communities^{5,6}. The **social, cultural, economic and political inequalities** that lead to this disproportionate impact must be identified, challenged and overcome in order to lead to equitable development.

³ Protected characteristics include: [age](#) , [disability](#) , [gender reassignment](#) , [marriage and civil partnership](#) , [pregnancy and maternity](#) , [race](#) , [religion or belief](#) , [sex](#) , [sexual orientation](#)

⁴ SDG 5: Achieve gender equality and empower all women and girls, <https://sdgs.un.org/goals/goal5>. SDG 10: Reduce inequality within and among countries, <https://sdgs.un.org/goals/goal10>

⁵ 2017 Reuters report <https://news.trust.org/item/20170828190959-19iur>

⁶ Cameron, E., Shine, T., & Bevens, W. (2013). Climate justice: Equity and justice informing a new climate agreement. Working paper. World Resources Institute, Washington DC and Mary Robinson Foundation—Climate Justice, Dublin. *SECTION 1.4 Asymmetrical impacts on the poor, marginalized and vulnerable*. Retrieved from: http://pdf.wri.org/climate_justice_equity_and_justice_informing_a_new_climate_agreement.pdf

GESI-centred interventions also lead to better designed climate actions because they are based on a more comprehensive understanding of community needs⁷.

To achieve equitable outcomes, it is also crucial that a 'Just Transition' for workers and communities is considered as part of GESI.⁸ The transition to a low-carbon economy could risk having negative impacts on the livelihoods of workers and their communities, and therefore developing a plan to mitigate this through social dialogue⁹, as well as plans to provide decent jobs, social protection and appropriate training opportunities is required to achieve equitable outcomes.

How can we achieve this?

Clear roles and responsibilities

The responsibility for achieving these aims through our programming is shared between BEIS, our in-country teams in Embassies and High Commissions, delivery partners and any implementing partners or individual experts involved in the delivery of UK PACT.

BEIS ICF and each of the UK PACT delivery partners are committed to promoting and embedding within our own organisations a culture where gender, equality and social inclusion is second nature and not seen as a 'compliance'-type consideration, and we expect our implementing partners to do the same. We are proactively looking how to ensure our work is inclusive and anti-racist.

This is supported by a set of agreed principles for promoting diversity and inclusion:

- We are at a turning point for our planet. The climate crisis disproportionately affects the poorest communities, women, girls, people of colour and other marginalised groups. All UK PACT partners must work to unite ambitious climate policies with policies that create a fair, inclusive, anti-racist and anti-discriminatory world.

⁷ https://cdkn.org/wp-content/uploads/2016/05/10-things-to-know_Gender-equality-and-achieving-climate-goals_WEBfinal.pdf

⁸ 'Just Transition' is a concept focusing on the impact of climate change mitigation on the workforce. The UK Government has committed to achieving a just transition, both in the Paris Agreement and through the International Labour Organisation (ILO).

⁹ 'Social dialogue', which is central to commitments to just transition made by the UK Government in the ILO, is defined by the ILO to include all types of negotiation, consultation or information exchange between governments, employers and workers (<https://www.ilo.org/ifpdial/areas-of-work/social-dialogue/lang-en/index.htm>)%20%20a).

- We aim to make a meaningful impact and to combat inequality and discrimination wherever it exists, including in our teams, our programmes, and our societies. As individuals within UK PACT, we are each responsible for improving equality and inclusion, we will share insights and lessons learnt, look to mainstream GESI in all aspects of our work, and will push for ambitious policies and for equitable and inclusive programme outcomes.
- We aim to educate ourselves in all aspects of gender equality and social inclusion, including racism and racial discrimination, and to further understand our part in sustaining inequality in order to combat it.

Individual roles and responsibilities

- BEIS – ultimately responsible, at the programme level, for setting the tone, ambition and expectations for the programme as a whole (as set out in this statement)
- Delivery partners - responsible for driving forward and delivering on this ambition within their respective UK PACT component(s), for communicating this to all projects or skill share and secondment experts, ensuring coherence and compliance at the component level.
- Implementing partners - responsible for integrating and mainstreaming this ambition into the design and delivery of their individual projects, as well as their organisational policies, processes and structures.
- Individual experts – responsible for adhering to the UK PACT skill-shares code of conduct and GESI requirements.

Each of these groups has a responsibility to ensure effective consideration of GESI is also at the heart of their working practices. The UK PACT Charter of Values encapsulates agreement over this responsibility between BEIS and UK PACT delivery partners.

UK PACT

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