

Annex 1: GESI Guidance

WISER MENA

Gender Equity and Social Inclusion (GESI) Guidance for Call for Pitches



1. Background on the guidance:

This guidance is aimed at organisations preparing for the Call for Pitches for innovative ways to improve how weather and climate information is communicated in the Middle East and North Africa region. It is expected that projects take into account the needs of hard-to-reach groups through Gender, Equity and Social Inclusion (GESI) approaches, and this forms part of the assessment criteria (25% of total score). This document aims to clarify what GESI means as part of WISER and what information to include in your Pitch.

The WISER programme describes the GESI approach as follows:

‘A GESI approach uses equity-based methods to ensure equality to all. It focuses on understanding and addressing unequal power relations experienced by vulnerable and hard to reach groups and ensuring equal rights, opportunities, and respect for all individuals regardless of their social identity. It should also support the empowerment of women and marginalised people, such as objectives to promote their leadership and decision-making within project initiatives, or access to resources and information. A GESI approach supports more inclusive processes and policies to enable greater inclusion and empowerment of women and marginalised people. Marginalised people are those excluded from mainstream social, economic, educational, or cultural life. Examples include, but are not limited to, people excluded by race, gender, age, physical ability, language, or immigration status.’

Accordingly, Pitches are requested to demonstrate how projects would promote and integrate GESI considerations.

2. GESI Definitions

This GESI glossary¹ is included to contribute towards a general and clearer understanding of some of the frequently used terms and concepts in relation to GESI as part of WISER, and present how the Foreign, Commonwealth and Development Office uses the vocabulary.

A more extensive glossary is annexed at the end of this document.

We suggest that organisations preparing a Pitch familiarise themselves with this terminology to have insight into how WISER understands and talks about GESI issues (although pitches will not be penalised for using alternative wording, as long as the meaning is clear).

Equity vs. Equality	Where an equality-based approach might provide equal resources to all groups, an equity-based approach recognises pre-existing and historic differences in resources. Thereby, to achieve equity, resources need to be distributed unequally to reflect differences in initial resources. In this sense, an achievable path to equality of outcomes is through an equitable approach. Please note that the WISER programme focuses on equity. Social Change UK – Equality and Equity.
Social exclusion	Social exclusion occurs when certain groups are systematically disadvantaged based on social characteristics, such as gender, sexual orientation, age, disability, ethnicity, caste, migrant status, type of household (e.g. one-person household, single parent), the

¹Definitions used are from [UK PACT](#)

Gender Equality and Social Inclusion (GESI) mainstreaming

level of education and literacy, employment status, or housing status. This results in different social, political, and economic inequalities and can result in individuals being discriminated against and denied recognition and resources.

[UN – Identifying social inclusion and exclusion.](#)

The process of assessing the implications for everyone (people of all gender identities, sexual and gender minorities (SGM), as well as any excluded groups, on the basis of any factor) of any planned action, including policies or programmes, in all areas and at all levels. It is a way to make women's, as well as men's, and excluded groups' concerns, and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres so that everyone benefits equally, and inequality is not perpetuated. GESI mainstreaming contributes to more responsive programming and better service provision, because it considers the interests and needs of all relevant groups. Everyone's inputs are necessary if communities are to prosper, and equality and inclusion are essential elements of sustainable development.

[CGIAR – Weather, climate and gender and social inclusion.](#)

3. GESI in your Pitch

Pitches should include a brief overview of the GESI context in which your project will operate. This means understanding barriers, needs and gaps currently experienced by women and other marginalised groups. This could include an explanation of:

- Who the most vulnerable groups are in the context of the project. for example: people living with disabilities, or refugees, ethnic minorities, specific age groups, etc
- Identifying the main GESI issues or barriers or opportunities existing at the society level. For instance, various socio-cultural norms such as access to resources and information, freedom of expression, participation in decision-making processes, participation in training/co-production etc.
- Specific challenges faced by marginalised groups to access and use Weather and Climate Information Services (WCIS) and the impact of these challenges for specific groups for instance: if women have less access to technology (radio, tv) and information, they are less likely to be prepared for weather shocks if information is conveyed through that medium.

- The main risks to which these groups are exposed when: (i) they try to access WCIS through existing channels, OR ii) if they do not access fully WCIS. For instance, if weather information is provided at village level in a location far from their home, women could be exposed to protection risks as they will have to take a long walk, possibly in the dark. Or, if people living with disability have no information regarding if and when a weather shock could strike, and what to do when it does, they could be disproportionately affected by it.

Once the context has been succinctly presented, Pitches are required to explain how the project will:

- Address the barriers and opportunities identified to ensure meaningful engagement in either planning, access, use and/or voice of targeted groups
- Minimise risks to marginalised and vulnerable groups, as well as any unintended negative impact, of its activities

Annex 1: Glossary

<p>Sex</p>	<p>Sex describes the biological, anatomical and physiological differences (e.g. differences in reproductive functions) of a species. In humans, this traditionally refers to the male/female binary.</p> <p>Office of National Statistics UK – What is the difference between sex and gender? Council of Europe – Sex and gender.</p>
<p>Gender</p>	<p>Unlike sex, gender is not a biological determinant, but rather socially constructed differences between males and females, which include (but are not limited to): rights, entitlements, and obligations. The way in which a society defines gender determines the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women.</p> <p>United Nations Framework Convention on Climate Change (UNFCCC) – Gender. World Meteorological Organisation (WMO) – Gender dimension of weather and climate services. WMO – Making weather and climate services gender-sensitive.</p>
<p>Social inclusion</p>	<p>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 on the basis of their identity to take part in society. It is essentially making the ‘rules of the game’ fairer where there are imbalances.</p> <p>Prevention Web – Why quantifying inclusion is key.</p>
<p>Intersectionality</p>	<p>Put simply, intersectionality is the concept that all oppression is linked. More explicitly, the Oxford Dictionary defines intersectionality as “the interconnected nature of social categorisations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”.</p> <p>Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people – gender, race, class, sexual orientation, physical ability, etc. It is important to recognise that gender, age, ethnicity, socioeconomic status, and any other categories of social difference have complex relationships with one another and have interdependent advantages and disadvantages. It is not possible to address gender without also addressing inclusion.</p> <p>Yale University – Intersectionality and climate change explained.</p>

**GESI-sensitive
(UK PACT – minimum
compliance/voice level)**

A GESI-sensitive project addresses basic needs and vulnerabilities of women and marginalised groups. These groups can voice their needs and concerns, which are listened to and addressed in the context of the project.
[UK PACT – Guidance on gender equality and social inclusion.](#)

**GESI-specific
(UK PACT – empowerment
level)**

A GESI-specific project understands inequities and takes steps to accommodate different and specific needs of different groups. In these types of projects, adaptation needs and resilience gaps of these groups are addressed through project design, with targeted outputs and activities, which are evaluated and monitored against GESI indicators.
[UK PACT – Guidance on gender equality and social inclusion.](#)

Do-No-Harm

A principle recognising that no action is neutral and, in the context of GESI, that paying no specific attention to gender and inclusion does not make these interventions 'gender- or discrimination-neutral'; rather, they may actually reinforce the status quo or even advance inequality and exclusion. Do-No-Harm (DNH) is a framework which was devised to help humanitarian personnel apply conflict sensitivity to their programming, especially in conflict and post-conflict settings. However, DNH approaches are helpful in any context, to assist in preventing harm and increasing positive impact on those that development projects are trying to benefit, with a specific focus on the most vulnerable communities and wider society.
[UK AID's Do-No-Harm safeguarding.](#)

Annex 2: Additional Resources

- [WISER guidance](#) on equitable and inclusive co-production for weather and climate services
- [WISER examples](#) on gender and social equity