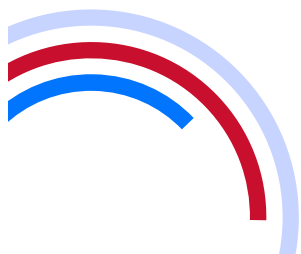


# GENDER EQUALITY AND SOCIAL INCLUSION STRATEGY 2025

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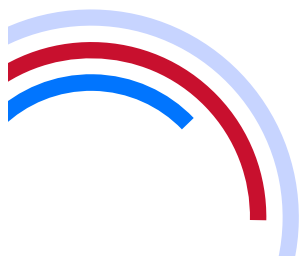


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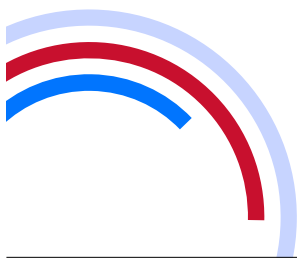
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# Glossary

<b>Empowerment</b>	The result of knowledge, agency, opportunity, capacity-building, resources and sustainability, at the individual, community and organisational level.
<b>Energy System</b>	A combination of technical (eg infrastructure) and economic systems (eg electricity markets) designed to supply energy services to end-users.
<b>Intersectionality</b>	An analytical lens which examines how different social stratifiers (such as gender, age, disability, geographic location, sexual orientation, refugee status, ethnicity, race and income, etc.) intersect with each other and structural determinants (eg politics, globalisation, war, education system) to create unique circumstances of power, privilege and marginalisation [1].
<b>Gender Equality</b>	Equal rights, responsibilities and opportunities of women and men.
<b>GESI Unaware</b>	Programming has little or no recognition of cultural differences, norms, power balances and relations in programme or policy design, implementation and evaluation.
<b>GESI Exploitative</b>	Programming takes advantage of rigid gender and social norms and existing imbalances in power to achieve the programme objectives.
<b>GESI Sensitive</b>	Programming sets out to address the practical or basic needs and priorities of marginalised groups and individuals. It is also sensitive to the impacts on marginalised groups to 'do no harm'.
<b>GESI Responsive</b>	Programming sets out to empower individuals by building their assets, capabilities, opportunities and motivations. It aims to increase their access and control, as well as their individual agency and decision-making. This type of programming should empower marginalised groups and individuals to address and meet their strategic needs and priorities.
<b>GESI Transformative</b>	Programming targets structural change in power and social relations/norms and emphasises collective action. It creates an enabling environment for marginalised groups to practise leadership and be meaningfully involved at all levels (economic, social, political and cultural) and in all domains (family, community, organisations, state and religious institutions, schools and the market).
<b>Marginalised Groups</b>	Demographics of individuals who experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions.
<b>Social Inclusion</b>	Improving the terms of participation in society, especially for marginalised groups, through enhancing opportunities, access to resources, voice and respect for rights.
<b>Transport System</b>	The vehicles, infrastructure, people and logistics involved in moving goods or people from one location to another.



# 1. Introduction and Background

The aim of the Climate Compatible Growth (CCG) programme is to ‘support investment in sustainable energy and transport systems to meet development priorities in the Global South’, while reducing inequality and vulnerability. This **Gender Equality**<sup>1</sup> and **Social Inclusion** (GESI) strategy outlines our approach to achieving this goal through more equitable infrastructure planning and decision-making. It is designed for

## Box 1: What is Gender Equality and Social Inclusion (GESI)?

Gender Equality and Social Inclusion (GESI) is an approach intended to eliminate existing barriers in order to increase access to services and enable decision-making and participation of marginalised populations [2]. GESI requires the creation of enabling environments in which everyone can engage and benefit equally from development initiatives.

GESI strategies often focus strongly on gender. However, gender is not the only aspect of inequality. When we refer to GESI, we must consider all marginalised groups. These can be defined as groups and communities that experience discrimination and exclusion because of unequal power relationships across economic, political, social and cultural dimensions [3]. In this strategy, we define marginalised groups as ethnic minorities; people living in poverty; women and girls; people with physical and mental disabilities; refugees; internally displaced persons; young people; older persons; and LGBTQI+. The degree of marginalisation experienced by different groups is context specific, and it therefore differs between countries and regions [4].

It is crucial to remember that people are frequently marginalised in multiple ways (eg women in social isolation, elderly refugees), and this magnifies the impact of marginalisation. This is termed intersectionality, where each group of people being marginalised can experience additional discrimination resulting from other social and economic inequalities.

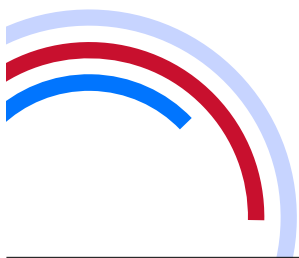
internal use as well as to communicate our GESI objectives to external partners and collaborators.

This strategy has been developed to set activities which realise CCG’s ambition and ensure we can track our progress. It provides a **guiding framework** setting out **what we want to achieve** and **how we intend to do this** – informed by data collected on CCG’s partners, events and research; internal interviews with teams across CCG; whole consortium reviews, including in-country partners; and external advice from GESI experts. The framework is **overarching and programme wide**. Its principles will be contextualised to CCG’s partner countries and thematic areas, whereby specific workplans will be derived.

This strategy will be updated annually to reflect continuous monitoring, evaluation and learning, as well as feedback from GESI engagements and events.

CCG aims to be a **pathbreaking programme**, one that considers all marginalised groups. While it is already compliant with the International Development (Gender Equality) Act 2014 [5] – promoting **gender equality** in countries outside the UK via development and humanitarian assistance – it seeks to go further in advancing inclusive development. In its totality, GESI is often not considered in sustainable energy, transport or value chain infrastructure planning because there exists a knowledge gap around how GESI is implemented in these sectors. This is especially the case regarding, for example, (i) how social inequities influence the outcomes of energy and transport projects; (ii) the different energy services and **transport systems** needed

<sup>1</sup> Words in **blue** can be found in the glossary at the start of this document (with the exception of marginalised groups due to its prevalence in the document).



by marginalised groups; (iii) the barriers that marginalised groups face while seeking to benefit from energy and transport infrastructure, and (iv) how ecosystems change and impact different groups as a result of low-carbon transitions [6]. For CCG to be pathbreaking, we aim to address these knowledge gaps and embed GESI throughout the programme's partnerships, events and research. This includes CCG's work on, for example, critical minerals, transport decarbonisation and **energy systems** modelling on a national, sub-national and local level. The approach taken by CCG to embed GESI into our programme could be adopted more widely by our downstream partners and similar research projects in collaboration with diverse in-country partners.

### 1.1. Purpose and Audience

The purpose of this strategy is to set a framework for integrating GESI across the CCG programme, via objectives, activities and targets. Indicators will also allow us to monitor whether we are meeting our GESI objectives. Additionally, an implementation plan is outlined in this strategy, which provides activities for each directive within CCG – Country Partnerships, International Partnerships and Programmed Research – in acknowledgment that GESI is everybody's responsibility. The strategy is **advisory**, thereby allowing each directive to undertake the GESI activities as they see fit.

The GESI objectives defined in this strategy are both: 1) 'inward', focusing on systems, structures, and procedures within the CCG team and consortium, and 2) 'outward', concerning our interactions and impacts in the countries where we work. Accordingly, the strategy is intended to be used by the following stakeholder groups:

1. **Programme Management:** to guide our direction as a programme.
2. **Country Partnerships, International Partnerships and Programmed Research:**

as guidance on embedding GESI in research, capacity building and model development, as well as CCG's partnerships with organisations and countries.

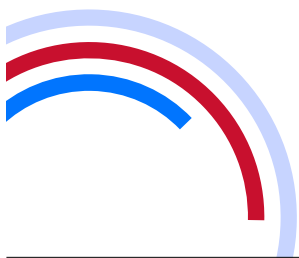
3. **Collaborators and partners:** to inform what CCG should strive for in terms of GESI responsiveness in collaborating organisations and partner countries.

The CCG programme will be reviewed against the strategy on an annual basis and the programme's operation will be updated accordingly.

### 1.2. Why does CCG need a GESI Strategy?

The GESI Strategy increases the likelihood that CCG will achieve the maximum potential of its intended impact in Low- and Middle-Income Countries (LMICs). As a programme that promotes equitable design of energy and transport infrastructure, which are highly politicised systems, we need to understand who holds power, over whom, in what contexts, and how that power is exercised. Societies are composed of diverse social identity groups, with differing roles and levels of power [7] and which benefit differently from development initiatives [8]. When interventions are done in a **GESI unaware** way, the most powerful or dominant groups tend to receive greater benefit [9], which can perpetuate social inequalities. By implementing a GESI Strategy, we can promote equitable growth by facilitating access, enabling participation in discussions and giving agency to marginalised groups [2].

It is therefore important to understand and address inequalities through the CCG programme as much as possible, enhancing the long-term sustainability of the programme's activities [10, 11]. In practice, this means mainstreaming the needs of marginalised groups in our research and partnerships. Without a GESI Strategy, CCG may unintentionally: i) ignore the most marginalised groups, ii) reinforce patterns of exclusion and discrimination, and iii) exacerbate tensions or



conflict. This can be mitigated by adopting approaches specifically designed to target marginalised groups as beneficiaries.

This is not just a matter of social justice, but a strategic imperative for accelerating progress towards the UN Sustainable Development Goals (SDGs). The SDGs set out to *leave no one behind*, without distinction as to age, race, colour, ethnicity, sexual orientation, gender identity, language, religion, caste, class, political or other opinion, national or social origin, property, birth, disability, or other status. To progress towards this goal, and to comply with the UK's International Development (Gender Equality) Act, CCG must be responsive to **social inclusion** in all political, economic and social spheres, at a minimum.

### 1.3. How does GESI relate to energy and transport systems?

**Energy systems** and **transport systems** are a critical enabler of development [12], including in sectors that support the **empowerment** of marginalised groups, such as health and education [13]. As such, “*careful design and targeting*” is needed to ensure that energy and transport systems brings beneficial sociotechnical change to these groups [14, p.7]. This has strong implications for energy and transport planning because demand estimations must account for the different services required by marginalised groups. A GESI lens is necessary to effectively encourage changes in mobility decisions and energy consumption towards low-carbon options; understanding the barriers to adoption; and increasing awareness of potential risks after a project is implemented.

Climate change hits marginalised groups the hardest [11]. However, equitable access to energy and transport infrastructure can mitigate the disproportionate impacts of climate change [15]. Prioritising the needs of marginalised groups, whether in the design of systems or providing

climate change adaptation measures, is essential for an equitable energy transition – moving from fossil fuels to renewable sources [16]. The energy transition presents a ripe opportunity to address inequality for marginalised groups.

Looking beyond how access to energy and transport infrastructure can benefit marginalised groups, we must also consider how GESI relates to the demographic composition of the energy and transport sector workforce. For example, women are vastly underrepresented in the energy sector – accounting for only 22% of the oil and gas sector, and 32% of the renewable energy sector, despite making up 49% of the global labour force, according to 2024 data [17, 18, 19]<sup>2</sup>. Accordingly, in the transport sector, women make up only 17% of the workforce [20, p.14]. Women's representation in the energy and transport workforce in LMICs is expected to be much lower than the global average, for example, standing at below 15% for the energy sector in the Middle East and North Africa (MENA) region [21]. Underrepresentation of all marginalised groups in the energy and transport sector workforce, not only women, is an issue. Diversity in the energy and transport workforce is urgently needed to ensure innovation and the inclusive perspectives needed to successfully navigate the energy transition.

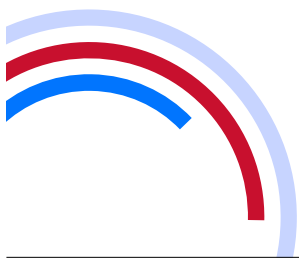
### 1.4. What is the FCDO guidance on GESI?

CCG's GESI Strategy draws upon the FCDO's *International Women and Girls Strategy 2023 – 2030* [22], *Disability Inclusion and Rights Strategy* [23] and *International Climate Finance Strategy* [24].

The FCDO places women and girls at the centre of its programmes and investments. By 2030, the FCDO aims for 80% of its bilateral aid pro-

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<sup>2</sup> In the renewable energy sector, the share of women in science, technology, engineering and mathematics (STEM) jobs is 28%, the share in non-STEM technical jobs is 35%, and the share in administrative jobs is 45% [18, p.10].



grammes to have a focus on **gender equality**, using OECD DAC markers [24]. Additionally, the FCDO expect programmes to take a systemic approach to disability inclusion [24].

CCG's GESI Strategy aims to support the FCDO's commitments by mapping CCG

research and activities against the FCDO's GESI priorities and identifying ways in which CCG can significantly improve. Beyond women and girls, and people with disabilities, we aim to consider all marginalised groups that are present in our partner countries.

## 2. Our Vision and Aim

### 2.1. Vision Statement

In line with the FCDO's guidance, the overarching vision for GESI within the CCG programme is that:

*CCG will lead pioneering change in climate-compatible growth by embedding GESI at the*

*heart of our initiatives, ensuring that every investment in **energy systems** and **transport systems** is inclusive and equitable, and sets a global standard for best practices in GESI integration.*

#### Box 2: How does the GESI Strategy relate to the work of CCG?

Successful attainment of CCG's GESI Strategy will look different within each of CCG's directives, for example;

- **Programme Management:** GESI relates to Programme Management via CCG's reporting. By collecting additional data about CCG's performance against proxy indicators, the performance of the programme against its GESI objectives and activities can be measured.
- **International Partnerships:** Here, the GESI Strategy aims to ensure that the capacity building and professional development offered through Energy Modelling Platforms, OpenLearn courses, the Energy Modelling Community and mentoring is equally accessible for all.
- **Country Partnerships:** To help enable CCG to achieve its GESI Strategy, GESI must be contextualised for each of CCG's partner countries by, for example,

setting country-specific targets for workshop and event participation, reviewing legislation and policy documents, and making participation in CCG's activities more accessible for marginalised groups.

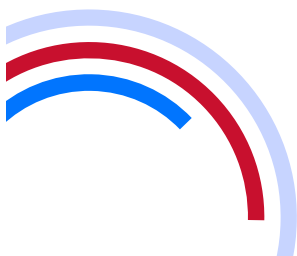
- **Programmed Research:** GESI is accounted for in research by considering: (i) which marginalised groups are impacted by the research, (ii) whether the research methodology is participatory, namely are marginalised groups involved via direct consultation or workshops (iii) whether data is available to account for demographically disaggregated groups, and (iv) if the research outputs are communicated so they can benefit marginalised groups.

The intention of the GESI Strategy is to support CCG's ongoing and future activities so that GESI is naturally embedded into CCG's knowledge products, events and partnerships.

Our vision is that this will be a collective endeavour, involving all programme members and partners. We envisage undertaking screening assessments of programme activities to identify where GESI can be integrated into

CCG's partnerships, capacity building and research. The screening assessment will be used to inform the level of GESI ambition for each programme activity, which will be context dependent.



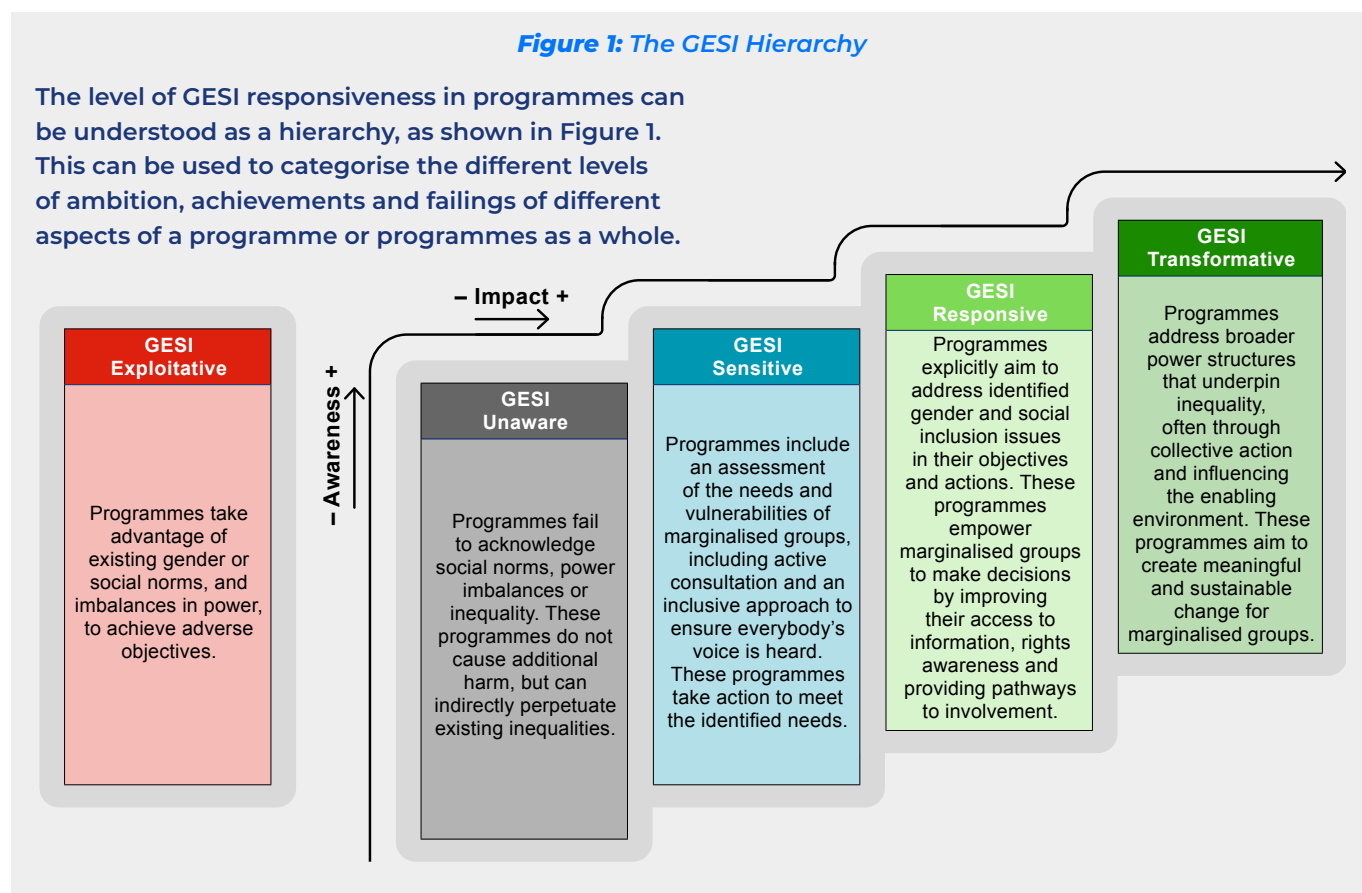


## 2.2. Aim

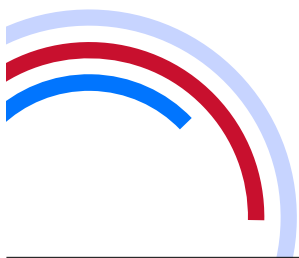
Where projects concern women and girls, and people living with disabilities, CCG aims to be **GESI responsive** or **GESI transformative** (Box 3). However, acknowledging the cultural norms of our partner countries, CCG aims to be **GESI sensitive** where projects concern

other **marginalised groups**, for example, people living in poverty, refugees, internally displaced persons, young people, older persons and LGBTQI+ individuals. CCG aims to raise the level of GESI responsiveness as the programme progresses.

### Box 3: The GESI Continuum







## 3.Objectives, Activities and Implementation

This section presents the programme-wide recommendations, objectives and activities that have been suggested to increase the GESI responsiveness of the CCG programme.

CCG has been benchmarked to understand the degree to which **marginalised groups** are currently considered in the programme's operation and outputs. This process has informed its recommendations, objectives and activities.

### 3.1. Key Recommendations

There are eight recommendations to support the integration of GESI throughout the CCG programme, identified through a preliminary assessment in March 2024 and refined through discussions with various stakeholders within CCG and beyond (eg UNOPS and FCDO GESI leads). The recommendations relate to both programme operations and human capacity, and their implementation may be subject to budget availability.

#### Programme Operations

1. **Continually develop a GESI Strategy to facilitate culture change**, focused on the aim, objectives and targets of CCG. This strategy must mainstream and integrate GESI within CCG's programme team, work and practices. Reporting and review indicators will be used to measure progress against the strategy (see Appendix A).
2. **Mainstream GESI across CCG**. Implementation of GESI principles and actions is everyone's responsibility and needs to be at the forefront of CCG's activities. Mainstreaming is necessary to shift thinking, behaviour and culture.
3. **Increase capacity and resourcing** for GESI in the programme. Given the strategic importance of GESI, allocating budget to support implementation of the strategy is required. This funding will be used to: i) bring in expertise, ii) conduct an annual evaluation of CCG against

the reporting indicators, iii) conduct a biannual review of GESI activities, and iv) host an event with international organisations to identify best practice on the integration of GESI into energy and transport network planning.

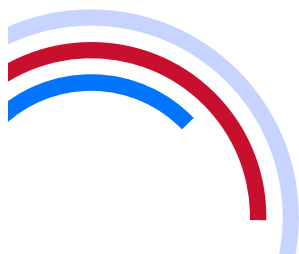
4. **Measure progress against benchmarks**. CCG's projects, events and partnerships should be monitored against a set of benchmarks to determine how they are progressing towards the GESI targets.
5. **Commission a full GESI analysis**. CCG should commission a full GESI analysis. This would allow a better understanding of the root causes of gender inequality and social exclusion in CCG, and it could include undertaking an International Labour Organisation Participatory Gender Audit [25]. The analysis should include participation of CCG leadership, personnel, partners and other key CCG stakeholders.

#### Human Capacity

6. **Employ a dedicated GESI specialist** to monitor, evaluate and drive capacity building across the programme.
7. **Train individuals and teams** to develop awareness of the importance of GESI, and the systems and processes that will be affected by mainstreaming GESI. This includes establishing a GESI Taskforce to help with increasing buy-in across the programme.
8. **Implement a network of GESI advocates** across the partners and collaborators. They will be tasked with supporting community leads with monitoring, results measurement and communication. It will also help with capturing and sharing (internally and externally) valuable information on what is working and not working.

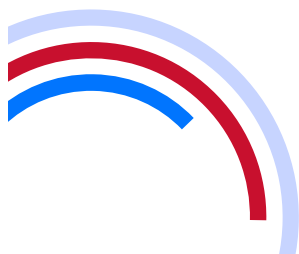
### 3.2. Objectives and Activities

In light of the recommendations outlined in Section 3.1, we identify 12 objectives and accompanying short-term and long-term activities, as outlined in Table 1.



**Table 1: GESI Objectives of CCG programme, with planned short- and long-term activities.**

		Objective	Activity	
			Short Term (by 2026)	Long Term (by 2028)
Programme-Wide	1	CCG empowers marginalised groups through improving pathways to involvement, building agency and capacity, and co-creating knowledge at an individual and organisational level.	Identify and engage organisations representing marginalised groups (eg women's rights organisations), for whom projects outcomes and events may be relevant, as part of project and event design.	Ensure that the needs of marginalised groups are reflected in CCG knowledge products, research outcomes and event design. This should be achieved via direct engagement with marginalised groups where possible.
	2	Increase representation of marginalised groups in CCG workshops, capacity-building events and programme activities.	Create inclusive conditions to attend CCG events and participate in programme activities, such as accessible accommodation, using the local language, scheduling at convenient times, using creative participatory formats, examining power dynamics in the community and ensuring that marginalised members can actively participate, etc.	Directly select participants from marginalised groups to ensure diverse representation, aiming to meet minimum benchmarks of participation from marginalised groups set in country strategies or programme-wide GESI targets.
	3	Project funds awarded within CCG are evaluated against the potential outcome for marginalised groups by default.	Include an assessment of the impact on marginalised groups in the evaluation criteria used to award project funds, including the Southern Partner, Agile, Flexible Research, Engagement and Catalyst Fund.	Introduce an evaluation of the anticipated project impact on marginalised groups in the application to project funds awarded through CCG.  In project contracting, the applicant should propose a minimum of 3 GESI indicators from a Monitoring and Evaluation Framework that will be included in an evaluation of project impact.
	4	Increase leadership by women and LMIC researchers in academic publications and knowledge products.	CCG will capture how many outputs are <b>led</b> by women and LMIC authors, not just participation.	Comprehensively and transparently report diversity statistics of output leadership in an annual report.
	5	GESI is embedded across the CCG programme – research, capacity building and partnerships – so that the process of accounting for GESI in energy and transport networks continues beyond the end of CCG.	Implement a GESI Taskforce with representation from Country Partnerships, International Partnerships and each research community within Programmed Research to ensure repeated and consistent engagement across all CCG Programme.	By using the GESI Taskforce to identify and address challenges that arise in integrating GESI across CCG, embed GESI into CCG knowledge products and national or international processes.
Country Partnerships	6	Each partner country has a dedicated GESI plan, based on a baseline GESI analysis, that reflects and considers the overall strategy within the context of that country.	Undertake a GESI analysis of partner countries by reviewing policy documents (eg country strategies, net zero strategies) and having conversations with relevant organisations to understand the context of each country. Establish benchmarks for the participation of women in CCG events and workshops for each country (as a rule of thumb, CCG will aim 10% higher than the % representation of marginalised groups, increasing by a further percentage point each reporting cycle).	Include a section on GESI in each partner country's Country Strategy, based on the assessment of the current state of GESI and the potential activities that CCG can undertake, while taking care to assess the trade-offs between achieving GESI objectives and priority projects in each country. To complement this process, a theory of change should be created for each partner country.
	7	Special Interest Groups (SIGs) represent the diverse energy and transport needs of marginalised groups in each partner country.	Analyse where SIGs can support research that addresses the needs of marginalised groups.	Leadership of SIGs should aim for gender parity – initially aiming 10% higher than the representation of women in the energy sector in each partner country, then annually increasing by a further percentage point.
International Partnerships	8	CCG supports decolonising knowledge, by supporting publications from researchers from underrepresented countries.	Establish an Energy Modelling Community (EMC) which provides continued support to previous Energy Modelling Platform (EMP) participants. This is alongside existing routes to access support, such as the Southern Partner and Flexible Research Fund.	Following EMPs, participants are supported by CCG members to publish articles and continue to professionally progress, through troubleshooting modelling issues and providing extra training and mentoring, etc.
	9	CCG Energy Modelling Platforms (EMPs) and OpenLearn training materials build capacity of marginalised groups, both through its training offer and partnerships with International Organisations.	Present training materials in an accessible format for marginalised groups (eg open-access, audio-enabled and in the appropriate languages).  Add an OpenLearn course on GESI to be taken before attending an EMP, to help raise awareness of how GESI impacts <b>energy systems</b> and <b>transport systems</b> .	Hold EMPs in an accessible environment to enable participation from marginalised groups, for example in accessible locations, buildings and at appropriate times.



		Objective	Activity	
			Short Term (by 2026)	Long Term (by 2028)
Programmed Research	10	By 2030, the majority of CCG models give consideration to diverse marginalised groups – whether that be through usage of demographically disaggregated data, co-development of scenarios with marginalised groups or inclusive stakeholder consultation.	Map the challenges of representing marginalised groups, and their disaggregated energy needs, in models. Choose GESI relevant models/tools. Contextualise results and use scenarios to understand the impact of modelling outputs on different marginalised groups.	CCG prioritises the use of reliable disaggregated/local data where available in all <b>energy system</b> and <b>transport system</b> modelling to better represent distributed outcomes of large-scale planning exercises.
	11	CCG generates <b>GESI responsive</b> policy recommendations, which are reflected in partner countries policy making.	Conduct dialogue meetings, focus group discussions, interviews and/or surveys with communities that will be affected by the research, ensuring that the sample accounts for <b>intersectionality</b> . This is appropriate in projects with local- or community-level outputs.	Feedback outputs to communities, with alternative and accessible formats of dissemination where necessary, and establish programme-wide internal feedback to facilitate learning.
	12	CCG realises opportunities to incorporate GESI considerations into research activities, by identifying opportunities to make activities more <b>GESI responsive</b> and understanding the challenges involved.	Map activities onto the GESI continuum. In collaboration with the GESI Taskforce, determine the level of ambition for each activity through GESI screening, which will identify opportunities to make activities more <b>GESI responsive</b> and the challenges involved in doing so effectively.	Develop a GESI workplan for each research community that demonstrates how GESI considerations will be addressed in research outputs. These plans could include, for example, facilitating inclusive stakeholder consultations to reflect diverse perspectives.

## 3.3. Implementation Oversight

To implement the GESI strategy, a dedicated GESI unit has been established. This is the core team of CCG members who will oversee, monitor and evaluate the programme's progress towards the set objectives.

To improve the awareness and buy-in of GESI within CCG, the activities outlined in Section 3.2 will be overseen by a GESI Taskforce.

**Figure 2: The groups which make up the GESI Taskforce.**



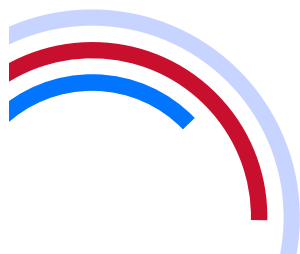
The GESI Taskforce will become a point of contact for other CCG members and can actively support project activities where needed. The GESI Taskforce will initially meet quarterly.

It will be made up of representatives from each CCG Directorate, partner country and marginalised group, as shown in Figure 2 and Table 2.

1. **GESI Directorate Representative:** These individuals will identify how GESI can be integrated into the work of their directive – Programme Management, Country Partnerships, International Partnerships and Programmed Research. The GESI Directorate Representatives will identify any barriers to GESI's implementation in their directive and report back to the GESI Taskforce.

They will ensure that the question, "How is the directive and its activities taking into consideration marginalised groups" is addressed. Additionally, they will discuss specific anticipated impacts and explain how they intend to measure them, including, for example:

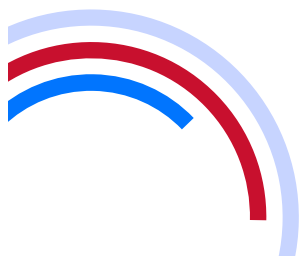
Ideally, the GESI directorate representative will also fulfil the dual function of:



- a) **Who is facing exclusion?** For instance, if an activity emphasises clean cooking initiatives, identify which individuals are the least likely to access clean cook stoves.
  - b) **Why are they facing exclusion?** Understand and elucidate the processes that lead to and perpetuate inequality, discrimination and exclusion. For example, if individuals with disabilities are often excluded from educational opportunities, could cultural norms or a perceived lesser value of educating the disabled be reasons for this? Are there other factors at play?
  - c) **What are the repercussions of this exclusion?** Highlight the potential consequences of gender inequality and social exclusion on major developmental challenges, including poverty reduction, economic growth and conflict. For instance, if girls are not retained in schools, could this delay demographic transition due to anticipated higher fertility rates?
  - d) **How do you plan to address and counteract these challenges?** Outline the actionable steps and implications for policy development, diplomacy and programming that you will undertake to address issues of gender, disability and exclusion.
2. **Marginalised Group Representatives:** These individuals will provide advice on the marginalised group that they represent and recommend how the needs of each respective group should be factored into the different partnerships and categories of research within CCG, as shown in Table 2. The representatives could belong to the marginalised group that they represent; however, this is voluntary and not a necessity. In either case, the representative will be informed by an organisation which represents the respective marginalised group.
  3. **Country GESI Lead:** This individual will be responsible for understanding the political, religious, social and cultural opportunities and barriers to representing different marginalised groups in each CCG partner country, including an understanding of marginalisation and vulnerability in the respective country context. Appendix B provides a questionnaire to inform each country's GESI Assessment.

**Table 2: An example framework of the intersection of CCG research communities and partnerships, and marginalised groups to ensure that all issues and groups are sufficiently considered in the makeup of the Taskforce. Please note: the framework is illustrative and does not capture all of CCG's work.**

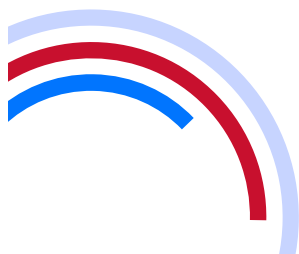
	Women & Girls	Persons with Disability	LGBTQI+	Refugees	Older Persons	Young People	People Living Poverty
International Partnerships	Selected Representative						
Country Partnerships							
Programme Management							
Governance & Equity							
Energy Systems							
Transport Systems							
Resource Efficiency							
Infrastructure Resilience							
Economics, Enterprise & Finance							



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## Appendix A – Reporting and Review Indicators

Indicators used to report and review progress against the short- and long-term GESI activities in Section 3.2 are provided in Table 3 and Table 4.

Data will be collected annually for each **reporting indicator** in Table 3, for which targets will be set<sup>3</sup>. The results will be presented in CCG’s Annual Report as an Annex completed by the GESI Unit. The team who collects the data is listed in the

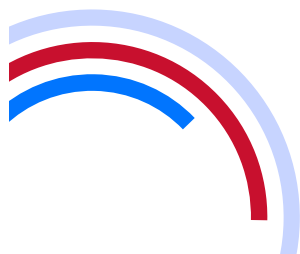
table, and an asterisk represents data that is not already collected.

Data will be collected biannually on the **review indicators** in Table 4 for a subset of CCG’s projects. Targets will not be set for the review indicators, instead, these indicators will be used to see how CCG is generally progressing towards the GESI objectives.

<sup>3</sup> Meeting the targets will be dependent on funding.

**Table 3: Reporting Indicators**

Reporting Indicators					
Category	ID	Measurement	Question	Output Type	Data Collector
1. Country Context	1.1	% CCG partner countries with a complete GESI assessment	Has a GESI assessment been completed for the CCG partner country?	GESI Analysis	Country Partnerships
	1.2	% CCG County Strategies with a GESI section	Does the CCG partner country have a dedicated GESI section?	Country Strategy	Country Partnerships
2. Project Funding	2.1	% funding calls that include GESI scoring	Is GESI considered in proposal scoring? (Yes/No)	Funding Call	Programme Management
	2.2	% projects awarded from calls that consider the impact of GESI in line with GESI reporting indicators	Which GESI factors does this project specifically address? (Drop-down list of reporting indicators)	Contract	Programme. Management*
3 Digital Inclusion	3.1	% OpenLearn courses translated into other languages	In how many languages is the OpenLearn course available?	Teaching Material	Open University
	3.2	% teaching material downloads by female	What % downloads of teaching materials are by females?	Teaching Materials	Open University
	3.3	% teaching material downloads by those in LMICs	What % downloads of teaching materials are by individuals from LMICs?	Teaching Materials	Open University
	3.4	% teaching materials available in accessible formats, eg subtitled, audio	Are the teaching materials available in an accessible format? (Yes/No/Not possible)	Teaching Materials	Open University

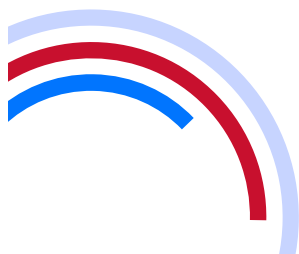


4. Engagement	4.1	% female in-country coordinators	What % in-country coordinators are female?	Country Partnerships Team	Country Partnerships
	4.2	% CCG events (Programme Management, International Partnerships, Country Partnerships and Programmed Research) held in wheelchair accessible facilities	Was the event held in a wheelchair accessible facility? (Yes/No)	Event Agenda and Venue	Country Partnerships*
5. Capacity Building	5.1	% trainers from LMICs	What % trainers are from an LMIC?	EMP Report	International Partnerships
	5.2	% trainers that are female	What % EMP trainers are female?	EMP Report	International Partnerships
	5.3	% EMP attendees from LMICs	What % EMP attendees are from an LMIC?	Participant List	International Partnerships
	5.4	% EMP attendees that are female	What % EMP participants are female?	Participant List	International Partnerships
6. Research Leadership	6.1	% research outputs led by women	What % research articles, policy briefs, reports, etc. published through CCG have a female first author?	Output Tracker	Programme Management
	6.2	% research outputs led by LMIC authors	What % research articles, policy briefs, reports, etc. published through CCG have a first author from an LMIC?	Output Tracker	Programme Management
	6.3	% research communities with a GESI workplan	Does the research community have a GESI workplan?	Research Strategy	Programme Management

**Table 4: Review Indicators**

Review					
Category	ID	Measurement	Question	Output Type	Data Collector
a. Education	a.1	% CCG models that consider the electricity demand of education institutions in energy planning	Does your model include electricity demand of education institutions? (Yes/No/Not possible)	Model	GESI Taskforce*
b. Health	b.1	% CCG models that consider the electricity demand of health centres in energy planning	Does your model include electricity demand of health centres? (Yes/No/Not possible)	Model	GESI Taskforce*
c. Data Collection and Use	c.1	% collected data that are disaggregating populations by socio-economic factors (eg age, gender, income, ethnicity, sexuality)	Did primary data collection include socio-economic factors? (Yes/No/Not possible)	Data set	GESI Taskforce*
	c.2	% CCG models which can use disaggregated input data to better represent energy and transport needs of marginalised groups	Does your model include demographically disaggregated input data? (Yes/No/Not possible) If "Not possible", why? If "yes", how are the data disaggregated?	Model	GESI Taskforce*
d. Enabling Environment	d.1	% written outputs that give explicit consideration to different marginalised groups (eg women and girls, people with disabilities, refugees, etc.) in infrastructure planning, policy and implementation to improve societal outcomes	Which of the following marginalised groups are considered explicitly in this output? (Drop down list including "None" as an option)	Output Tracker	Loughborough University*

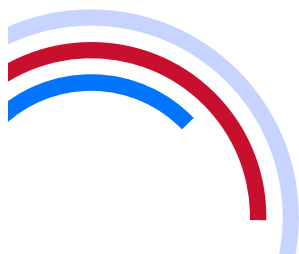




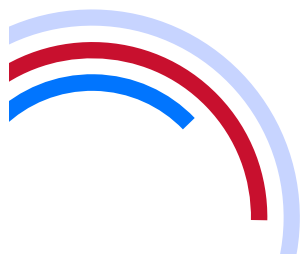
e. Demand Consideration	e.1	% modelling scenarios that include narratives on the impacts of energy and transport transition futures on marginalised groups	Which of the following marginalised groups are considered in the modelling scenario? (Drop-down list including "None" as an option)	Output Tracker	Loughborough University*
	e.2	% models explicitly considering the needs of marginalised groups	Does the model consider the energy and transport needs of marginalised groups? (Yes/No/ Not possible)	Model	GESI Taskforce*
	e.3	% models explicitly considering the needs of intersectional marginalised groups	Does your model consider the energy and transport needs of intersectional marginalised groups? (Yes/No/Not possible)	Model	GESI Taskforce*
f. Engagement	f.1	% female collaborators	What % collaborators are female?	Annual Workshop Attendees	Country Partnerships*
	f.2	% CCG events offering local language participation	Was local language participation offered? (Yes/No/Not possible)	Event agenda and venue	GESI Taskforce*
	f.3	# in-country organisations representing marginalised groups engaged	Have any in-country civil society organisations been engaged? (Yes/No/ Not applicable)	Meeting Minutes	GESI Taskforce*
	f.4	% SIG leads who are female	What % of SID leads are female?	SIG participant list	Country Partnerships
	f.5	% SIG participants from marginalised groups	What % SIG leads are from marginalised groups?	SIG participant list	Country Partnerships*
g. Capacity Building	g.1	% EMP participants who actively in EMC	What % EMP participants who engage in EMP?	EMC Member List	International Partnerships
	g.2	% EMC members who are female	What % EMC members are female?	EMC Member Lists	International Partnerships*
	g.3	# proficiency badges awarded	How many proficiency badges have been awarded?	Proficiency Badges	International Partnerships
	g.4	% proficiency badged awarded to females	What % proficiency badges awarded were to females?	Proficiency Badges	International Partnerships
	g.5	# articles published by EMP participants with support from CCG	How many articles have been published by EMP participants?	Evidence of dissemination	International Partnerships*
h. Research Leadership	h.1	% research outputs involving primary data collection for which an explicit effort to disseminate results to research subjects was made	If primary data collection or community consultation was involved, has the research output been disseminated to research participants? (Yes/No/ Not applicable)	Output Tracker	GESI Taskforce*
	h.2	% research communities with activities mapped onto GESI continuum	Have research projects been mapped onto GESI continuum?	Research Strategy	GESI Taskforce*

## Appendix B – Country Questionnaire

The following questionnaire provide baselining of GESI factors which should be completed at country level.



	Category	No.	Question	Answer	Data Source
a	Background	1	What % of the population identify as...?	Female	
				Indigenous/Ethnic Minorities	
				Disabled	
				Living Below the Poverty Line	
				Refugees	
				Young People	
				Older Persons	
				LGBTQI+	
		2	What are the energy and transport needs that are specific to...? If this information cannot be found through desk-based review, civil society organisations that represent each demographic can be contacted.	Females	
				Indigenous/Ethnic Minorities	
				Disabled Persons	
				People Living Below the Poverty Line	
				Refugees	
				Young People	
				Older Persons	
				LGBTQI+	
		3	In the census, is data collected on...?	Gender	
				Ethnicity	
				Disabilities	
				Income	
				Refugee Status	
				Age	
				Sexual Orientation/Gender Identity	
		4	Based on previous surveys and workshops, is it appropriate to collect demographic data in CCG workshops, capacity-building events and events on...? If "No", would it still be inappropriate to ask the question and include a "Prefer not to say" option?	Females	
				Indigenous/Ethnic Minorities	
				Disabled Persons	
				People Living Below the Poverty Line	
				Refugees	
				Young People	
				Older Persons	
				LGBTQI+	
b	Policy	5	Is there a national policy document or inclusion strategy that advocates for...? If "Yes" please add link in Column I. Having read the policy document, do you think it is surface level or transformative?	Females	
				Indigenous/Ethnic Minorities	
				Disabled Persons	
				People Living Below the Poverty Line	
				Refugees	
				Young People	
				Older Persons	
				LGBTQI+	
		6	In energy, transport and climate change policy documents, is there explicit mention of...? If "Yes" please summarise the main points.	Females	
				Indigenous/Ethnic Minorities	
				Disabled Persons	
				People Living Below the Poverty Line	
				Refugees	
				Young People	
				Older Persons	
				LGBTQI+	



c	Legislation	7	Are there any limitations on the rights of...? (Yes/No) If "Yes" please state.	Females			
				Indigenous/Ethnic Minorities			
				Disabled			
				People Living Below the Poverty Line			
				Refugees			
				Young People			
				Older Persons			
				LGBTQI+			
d	Key Actors	8	Which organisations are involved in advocating for these marginalised groups, including charities, NGOs, non-profit organisations?	Females			
				Indigenous/Ethnic Minorities			
				Disabled Persons			
				People Living Below the Poverty Line			
				Refugees			
				Young People			
				Older Persons			
				LGBTQI+			
		9	In day-to-day life, is discrimination experienced by...? Consider news reports, civil society organisations and the national culture.	Females			
				Indigenous/Ethnic Minorities			
				Disabled Persons			
				People Living Below the Poverty Line			
				Refugees			
				Young People			
				Older Persons			
				LGBTQI+			
e	CCG Outputs	Events/ Workshops	10	What should be minimum % of workshop attendees who are...?  Calculate this value by averaging the % women who work in science, technology, engineering and mathematics.	Female		
		Models	11	Are disaggregated data available to account for the differences in energy and transport infrastructure required by...?	Females		
					Indigenous/Ethnic Minorities		
					Disabled Persons		
					People Living Below the Poverty Line		
					Refugees		
					Young People		
					Older Persons		
					LGBTQI+		
		Research		How can we make participation in projects more accessible for...?  This information can be sourced from example projects or advice from civil society organisations.	Females		
					Indigenous/Ethnic Minorities		
					Disabled Persons		
					People Living Below the Poverty Line		
					Refugees		
					Young People		
					Older Persons		
					LGBTQI+		
		f	Summary	13	Where are the main opportunities to increase GESI in projects, capacity building and research?		
14	Where are the main challenges to integrate GESI into projects, capacity building and research?						

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