

Gender Equality and Social Inclusion Guidance for Potential Partners

This note has been developed to guide applicants on how to be mindful of gender equality and social inclusion (GESI) considerations and how to integrate these into the design and implementation of the projects for which they seek Partnerships for Forests support. GESI is composed of two closely interrelated elements:

- **Gender equality** is about transforming the distribution of opportunities, choices and resources available to women and men so that they have equal power to shape their lives and participate in the process¹.
- **Social inclusion** refers to the process of improving the conditions of disadvantaged individuals and groups - such as migrants, indigenous peoples, or other minorities².

Partnerships for Forests aims to catalyse investment in forests and sustainable land use. The programme also has an interest in supporting partnerships to become more gender sensitive (either through their internal management, supply chain partners or community engagement plans), to strengthen their stakeholder engagement (potentially through working with gender and social advisors) or to enhance the livelihoods of local communities. This support may be in addition to other grants or technical assistance that Partnerships for Forests has committed to providing.

What UK legislation on gender is relevant?

The [International Development \(Gender Equality\) Act of 2014](#) mandates the Secretary of State for International Development to consider gender across all UK development policy and overseas aid spending. The Act notes a 'duty to have regard to gender equality', integrating gender across all programmes, and at all stages of the programme cycle. In keeping with the 2014 Act and with the gender strategy of the Department for International Development (DFID), Partnerships for Forests seeks to embed gender equality and social inclusion into its overall strategy by enhancing gender sensitivity in our Forest Partnerships (FPs) and, where relevant, collecting sex-disaggregated data.

What is modern slavery and what is Partnerships for Forests' response?

The [UK Modern Slavery Act 2015](#) is legislation that sets out a range of measures to tackle modern slavery and human trafficking. These include provisions on transparency in corporate supply chains. Partnerships for Forests acknowledges and reinforces [Palladium](#) and [McKinsey and Co's](#) modern slavery and human trafficking statements that establish both companies' commitment to preventing the existence or prospect of modern slavery within

¹ World Bank. (2015). *World Bank Group gender strategy (FY16-23): gender equality, poverty reduction and inclusive growth*. Washington, D.C.: World Bank Group.

² World Bank. (March 2017). [Social Inclusion](#).

their organisation, and their endeavours to ensure that modern slavery and human trafficking are not taking place within their supply chains. Partnerships for Forests expects all organizations implementing FPs to take appropriate actions to comply with those statements and fully integrate modern slavery risks into their due diligence and risk management processes.

What is Partnerships for Forests' GESI objective and social minimum?

Partnerships for Forests abides by a social minimum of **do no harm** and strives to enhance social inclusion and gender sensitivity in our FPs. We monitor the GESI sensitivity of our FPs throughout their engagement with us, and seek to provide tailored support to enhance this where appropriate.

More mature FPs—those that have moved beyond an idea or initial MOU and are developing a business plan or preparing for pilot or scale-up—will be assessed by Partnerships for Forests staff using a tailored GESI assessment tool. The aim of the assessment is to allow us to systematically gauge and track the extent to which an FP has embedded GESI considerations into their operations.

	Category	Definition	Relevance to P4F
	Gender negative	Inadvertently exploits or exacerbates existing inequalities.	No Partnerships
	Gender blind	Does no gender analysis, does not attempt to differentiate between men and women's roles, nor does it attempt to address gender and other social inequalities.	Minimum requirement for all FPs at entry
	Gender neutral	Interventions neither reinforce existing gender inequalities nor contribute to more equal societies.	Aim for all Partnerships
	Gender sensitive	Acknowledges and accommodates some gender differences in pursuit of development outcomes. This approach may attempt to actively redress existing gender inequalities (sometimes also called a gender-inclusive approach).	Aim for all Partnerships
	Gender transformative	Identifies and challenges unequal social norms, actively attempts to address social inequalities, and attempts to contribute to the re-definition of women and men's gender roles.	Some Partnerships

The social minimum of *do no harm* is defined by Partnerships for Forests as GESI blind. We will reconsider our association with any partnership that scores below 'Gender blind'. Any potential areas for additional support will be identified through this process and technical support will be provided where appropriate.

What is Partnerships for Forests' role in delivering on gender/social impacts?

Before making a commitment to support a potential partnership, we will ensure that key safeguard risks – understood as the risks of doing inadvertent harm³ – are minimal and manageable. In line with DFID's risk management tools and processes, due diligence will be performed on all potential grant and technical assistance recipients.

What does that mean for applicants and grant recipients?

Applicants and grant recipients can be expected to provide GESI related information at different times before and during their engagement with Partnerships for Forests.

Requirements/expectations	Timing
Where possible, present a clear GESI approach when submitting an idea, and (if selected for further evaluation) completing the full Project Concept Note.	At application stage
Provide any necessary information or documentation on labour standards, ESIA/SIA, modern slavery and resettlement activities to advise the due diligence process.	Pre-award of grant/TA
Present, through an appropriate assessment report (e.g. Social Impact Assessment), that the social impact(s) of the project are clearly understood and communicated to the relevant stakeholders	Following award of grant/TA
Assist the Partnerships for Forests assessor conducting the GESI assessment by providing required information/documentation	Following grant/TA approval
If applicable, provide reliable sex disaggregated data on an annual basis	During technical reporting process
As part of the regular quarterly technical reporting to Partnerships for Forests, tell us about your GESI activities, the impact of your project on women and girls, and any additional TA needs	During technical reporting process

What should be considered when preparing an application?

Where possible, applicants should try to integrate gender, cultural and social considerations into their proposed intervention. Partnership for Forests acknowledges that each project is unique and will warrant different levels of GESI consideration, tailored both to the operating context as well as the project budget.

However, we ask applicants to be able to demonstrate an in-depth understanding of the socioeconomic and cultural context of the area in which they propose to operate; the different priorities, demands and needs of men and women; and the constraints to the participation of men and women in proposed activities where possible. The proposed activities should ideally demonstrate how they have considered gender roles and present their plans on reducing inequalities in the area of the proposed project. Any specific gender activities should be detailed in the approach/methodology section of the Project Concept Note and supported in the budget. Advice from P4F's GESI experts on how best to integrate these elements is available to applicants upon request.

Where possible, results should be tracked in terms of gender impact, including disaggregated data for men and women, as well as other livelihood benefits.

³ ICAI. (August 2016). *DFID's approach to managing fiduciary risk in conflict-affected environments*. London: Independent Commissions for Aid Impact.

Further Reading/Resources

Modern Slavery	Transparency in supply chains: a practical guide (UK Government) Beyond Compliance: Effective Reporting Under the Modern Slavery Act (CORE) Child labour guidance tool for business (ILO-IOE) Combating Forced labour: A Handbook for Employers and Business (ILO)
Gender Mainstreaming	The Gender Manual: A Practical Guide (DFID) Gender Guidelines For Applicants to Forest Governance Markets and Climate Change Programme (FGMC) How to mainstream gender in forestry A practical field guide (FAO) Tool Kit on Gender Equality Results and Indicators (ADB)
Community Engagement	Building Forest Carbon Projects: Community Engagement Guidance (Forest Trends) Community Engagement: A Getting Started Toolkit for Exploration and Development Companies (Network for Business Sustainability) Respecting free, prior and informed consent: Practical guidance for governments, companies, NGOs, indigenous peoples and local communities in relation to land acquisition (FAO) FSC Guidelines for the Implementation of the right to free, prior and informed consent (FPIC)
Fair and equitable recruitment	Fair Hiring Toolkit (Verite) General principles & operational guidelines for fair recruitment (ILO) A step-by-step guide to preventing discrimination in recruitment (Australian Human Rights Commission)