

## **TEA programme GESI Vision**

We recognise that there has been much progress on gender equality and social inclusion in some areas, but that the potential of women and disadvantaged and marginalised groups across the Global South to engage in, contribute to and benefit from development, including energy access and poverty reduction programmes as leaders, participants, and agents of change, has not been fully realised.

The TEA Programme aims to make a visible difference to gender mainstreaming by working with all our partners to integrate considerations of gender equality and social inclusion across the board in decision-making, project cycles and delivery activities, and to track delivery through to results. Wherever possible, partners will provide opportunities to women, disadvantaged and marginalised groups to build their capacity and enable their participation in and benefit from meaningful economic activity.

In design and delivery of the TEA Programme, partners will do their part to build evidence and disaggregate data, to track who is reached and who is left behind, and to make this information publicly available with a view to contribute to the knowledge base of the current context and advance understanding of how best to achieve gender equality at scale. When engaging with influential stakeholders in promoting and reporting on the TEA Programme, partners will emphasise disaggregated information and seek to create greater awareness and understanding of gender equality and social inclusion issues and needs.

Through the TEA Programme, we aim to promote and enable socio-economic development and growth and poverty reduction that is inclusive and to support equal access to the benefits of modern, affordable and reliable energy.

## **Rationale for the Principles and Toolkit**

The purpose of the *TEA GESI Strategy* document and its accompanying *TEA GESI framework and toolkit* is to provide programme officers and partners with support and guidance by which they can affect and support mainstreaming of GESI within TEA. The *TEA GESI framework and toolkit* is aimed at providing support through examples of best practice guidance, indicators, tools, and other resources to align TEA's interventions with principles of gender equality and social inclusiveness.

Set out below are the TEA GESI principles that give expression to the Vision and help guide decision making within the programme. These have been formulated as 6 pillars with further definition of intent.

## **TEA Programme GESI Principles**

### **1 GESI responsiveness/sensitivity & awareness - adopting a human rights approach**

Human rights are central to the achievement of sustainable development, poverty reduction, and ensuring fair distribution of the benefits and opportunities through energy access. A human rights-based approach strives to secure the freedom, well-being and dignity of all people everywhere.

Gender norms, roles and relations should be considered in decision-making within the programme, and the programme should address, wherever possible, the inequality generated by such norms, roles and relationships.

It is essential that project risk and mitigation carries a GESI perspective. However, we recognise that this alone is insufficient to ensure adequate mainstreaming of GESI issues throughout the programme. The risk management component will be to support 'safeguarding' in the approach through planning and implementation.

*We aim to:*

- Incorporate gender needs and interests into and eliminate gender discrimination from policies, strategies and practices at the organisational level, and the programmatic levels.
- Enhance awareness and understanding of the importance of GESI issues and where there may be entry points and opportunities to positively influence these.
- Mainstream GESI issues, and be GESI-responsive, which will support more informed decision-making, challenging the assumption that energy and development programmes are gender neutral.
- Ensure projects do not exacerbate existing GESI-based inequalities, and if inequalities exist and wherever possible, actively try to address these through the identification, design, implementation, monitoring and evaluation of TEA activities.
- Apply a GESI-sensitive approach to work, and the work environment by all TEA partners, and wider stakeholders, with senior staff internalising a commitment to GESI.
- Provide a model of good practice and drive the achievement of the programmes gender equality mandate in all activities, including assessments and analyses, norms, guidelines and methods.
- Support training and capacity development initiatives from a standpoint and to promote GESI, to support GESI sensitivity and awareness, and where possible, GESI responsiveness.
- Identify and learn from international best practice, adopting lessons learned and adapting them to the project contexts.
- Take action to enhance the visibility of these initiatives through proactive dissemination of information and knowledge sharing.

### **2 Data driven, evidence based, verifiable and results oriented**

We will contribute meaningfully to the GESI-related evidence base, as well as ensuring that our own approach to project GESI-related risk management, project design, delivery, monitoring, and reporting is sound and appropriate.

*We aim to:*

- Drive meaningful and verifiable outcomes and effective implementation of GESI principles within the programme.

- Ensure decision-making throughout the programme related to GESI is data-driven and evidence based. Appropriate sex-disaggregated data and other GESI-data should be gathered and analysed throughout the programme to support this.
- Ensure the diagnosis and analysis of gender issues to support decision-making around and within the programme is based on valid analytical work and appropriate to the socio-economic context.
- Collect data, conduct analysis and clearly communicate results in terms of the impact of the programme and its components on GESI.
- Ensure transparency and credibility is supported by verifiable metrics, and a strong best-practice model and examples are provided to support partners and stakeholders to enhance this.
- Make corrections and adjustments where possible as new data emerges and assumptions shift, so that there are no negative GESI impacts, and where there are opportunities to enhance equality and inclusion, these are taken.

### **3 Appropriate, adapted and achievable**

GESI implementation will reflect local constraints and opportunities.

Project approaches and activities will be practical, and feasible, seeking to build on past successes and best practices.

The programme should take advantage of new capabilities and resources to accelerate progress.

In line with Principle 4, approaches should reflect a collaborative and inclusive approach that allows for new, innovative and contextually appropriate ideas and approaches to come from partners and other stakeholders

### **4 Inclusive and collaborative engagement and participation of stakeholders in decision-making**

Genuine participation is essential to support buy-in and a representation of stakeholders' ideas, concerns and interest.

Stakeholder engagement needs to be conducted in an inclusive and gender responsive manner such that the rights of women and men and the different knowledge, needs, roles and interests of women and men, and other marginalised groups are recognised and addressed.

The process for meaningful consultation and building support will be inclusive, gender-responsive and culturally aware.

Special effort needs to be made to ensure that marginalised groups are able to participate meaningfully. This may mean targeting groups and individuals, amending communication and engagement approaches based on GESI analyses to ensure those normally marginalised, excluded, or isolated are able to participate in decision-making

Those experiencing energy poverty the most, in particular women and girls of all ages and others from marginalized groups and their representative organizations should have their interests represented and be able to raise their concerns.

Consultations with women's, ingenious organisations, youth and disability groups are supported and encouraged.

There must be participation and representation of relevant stakeholders, including partners and beneficiaries (men, women and youth) of different socio-economic backgrounds and circumstances (persons with disability, rural and urban poor communities) before programme implementation. Supporting Principle 3, engaging openly and collaboratively with partners and stakeholders allows for openness to new, innovative ideas and flexible to different approaches informed by on-the-ground knowledge.

Transparency (Principle 6) is partly achieved through collaboration and inclusive participation.

### **5 Knowledge sharing and information dissemination to support collaborative learning and GESI capacity building and awareness raising**

We will not know everything: many aspects of GESI fall outside of our expertise, so collaboration with experts, local, international, national and regional across a broad range of topics will be important for successful implementation.

It is necessary that partners are supported as much as possible to understand GESI issues, and how and where opportunities to address the issues might arise through capacity building, knowledge sharing and open and transparent communication.

Collaboration with partners and other stakeholders, establishing two-way communication channels and supporting cooperation in developing approaches to imbed a GESI approach into the programme.

GESI tools and guidance material should be made readily available for stakeholders.

Communications around our impact on GESI issues should be clear, transparent and ongoing, to support continuous learning, sharing of best practices, learnings, and new ideas around approaches to support GESI.

Where possible, formal trainings or collaborative learning-by-doing should be done to support mainstreaming of GESI.

### **6 Transparency, accountability and regular monitoring of implementation and reporting on performance and learnings**

An organisational culture promoting accountability, and transparency allows for enhanced inclusivity and supports learning for GESI.

Clear communications around our objectives and reporting concerning our performance and impacts on GESI supports transparency and improves accountability.

We aim to set a model based on best practice from the top that upholds and communicates the importance of these principles, and encourage the ongoing monitoring and reporting of GESI metrics.