**GENDER CONSIDERATIONS IN ENERGY SECTOR**

Gender analysis aims to (i) identify key gender issues and determinants directly relevant to the intended energy services to be provided by the project; (ii) inform gender-inclusive project designs by identifying opportunities to maximize gender benefits and minimize and mitigate adverse gender impacts or risks through the proposed project; and (iii) collect baseline sex-disaggregated data to be used for monitoring project outputs, outcomes, and impacts during project implementation.

Key Questions

1. Demand-side gender analysis: What are the gender gaps and gender-differentiated opportunities and constraints for women and men as users, customers, beneficiaries, and affected people in relation to
   * energy access, use, and needs for improvement and new technology;
   * affordability;
   * customer satisfaction;
   * user knowledge;
   * capacity to capture improved energy services (e.g., participation in decision making, opportunity and skills for energy-based livelihood and employment); and
   * possible impact of proposed energy sector interventions (i.e., both gender benefits

and gender risks/adverse impacts) and specific measures to address them.

1. Supply-side gender analysis: What are the gender gaps and gender-differentiated opportunities and constraints for women and men as service providers, in government, and project management in relation to
   * employment;
   * working environment of energy companies;
   * institutional capacity and training needs; and
   * representation in decision making through committees, board, or management.
2. Enabling policy environment influencing gender-based determinants in demand and supply.

The table below provides key questions to be asked for each area and examples of sex-disaggregated data to be collected during the gender analysis.

| **Issues** | **Key Questions** | **Examples of Baseline data to be collected** |
| --- | --- | --- |
| **Demand-side: Women and men as users, customers, beneficiaries, and affected people** | | |
| Access | * What are the current access to various energy sources and services (e.g., electricity, liquefied petroleum gas, kerosene, fuelwood, * community-managed distribution systems) by people in the project area? * Any differential access patterns among poor households and those headed by women? * How are energy sources for households collected? * Can the proposed project include a specific intervention to reduce women’s time and drudgery of energy sources? | * Electricity (and other energy service) coverage with % of poor households and those headed by women * Time spent or travel distance to access to fuelwood, kerosene, etc., by sex |
| Energy Use | * How is each type of energy used—by whom (e.g., households, micro- and small enterprises, energy enterprises, basic public services) and for what (e.g., water and sanitation, cooking, heating, lighting, entertainment, communication, incomes, revenues, health services, education)? * What is the priority energy use by women and what is the energy source for that? | * Use of electricity and other energy sources (hours) for productive vs. reproductive purposes at households |
| New Energy Technology | * If a new energy technology is to be introduced, what are the preferences, opportunities, and constraints by women and men as users (and, possibly, service providers in the case of community managed system)? * Would the new technology increase or reduce women’s workload? | * Time spent or travel distance to access to fuelwood, kerosene, etc., by sex, without the new technology |
| Affordability | * Are energy services and sources affordable, particularly to poor households and those headed by women? * What are the viable options to improve affordability for the poor households and those headed by women? | * Cost of connection and services vs. household income * Poverty among households headed by women |
| Environment, Health & Safety | * Are women and children suffering from energy-related environment and health problems, such as smoke emissions and indoor pollution? * Are women’s mobility and safety constrained due to poor energy services (e.g., unavailability of streetlights due to unreliable electricity supply)? | * Respiratory infection prevalence rate * Data on violence, rape etc |
| Customer Satisfaction | * Are customers pleased with the current services? Are women consumers asked about service satisfaction, given their important role as household energy managers? * Does a customer feedback system exist (e.g., customer service desk, citizen’s report card)? * Can women customers be targeted as providers of regular feedbacks to improve services? | * Customer survey results data (disaggregated by sex) |
| User Knowledge & Access to Information | * Do users know about the need for efficient use of energy, availability of other affordable options, and how to practice these? * Can women in the community be active agents to drive energy-efficient use practices at the household? * Are women aware of the health impact of cookstoves and other unclean energy and solutions to address it? | * Level of awareness of energy-efficient use (disaggregated by sex) |
| Capacity to capture improved energy services  & access | * Do women have voice in influencing energy services and making decisions on energy use in households and communities? Can the project assist? * Do energy-based enterprises exist in the project area? Can women start such enterprises or be employed by them? * Do any local service providers (e.g., nongovernment organizations) exist to provide skills for women to run or be employed by energy based enterprises? * Do women have access to finance to start such enterprises? | * Percent of women’s representation in local decision-making bodies (as a proxy indicator) * Number of energy enterprises (with % owned by women) * Percent of women borrowers of microfinance and small and medium-sized enterprise finance |
| Possible impact of proposed project interventions | **Gender benefits**   * Would the proposed project intervention contribute to empowering women and/or narrowing gender gaps? * Through what impact channels (e.g., reduced workload, improved welfare, increased income, generated employment, enhanced household decision making, improved community facility)? * What project design features are necessary to ensure the above impact channels for gender benefits? | * Poverty-related impacts: reduced energy expenditure by households * Women’s empowerment: reduced time spent by women on household chores * Health: decrease in the number of workdays lost by women and men due to bad health; improved quality of health services, especially maternal health and children’s health services, in dispensaries, clinics, and hospitals * Education: improved primary and/or secondary school enrollment, attendance, and performance for girls and boys; increase in time spent by women on skills and vocational training and learning activities; improved working conditions for teachers at school; improved school and classroom conditions for female and male students * Environment: reduction in indoor air pollution levels; climate change reduction and mitigation measures to reduce women’s vulnerability and benefit both women and men |
|  | **Adverse gender impacts or risks**   * Would the proposed project intervention likely to increase gender-specific risks (e.g., indebtedness, job loss, HIV and other communicable diseases, human trafficking, increased workload) or have adverse impacts disproportionately affecting women (environmental degradation, resettlement)? * Through what impact channels (e.g., tariff increase, sector retrenchment, etc.)? * What prevention and/or mitigation measures should be included to ensure the above impact channels for gender benefits? | * HIV prevalence rate in project areas * Safeguards data to be collected through safeguards due diligence (disaggregated by sex) |
| **Supply-side: Women and men as service providers, in government, and project management** | | |
| Employment  opportunities | * Are women currently employed in the sector (energy agencies and corporations)? * Can the project offer jobs for women (e.g., construction labor, project management staff, meter readers, customer service agents, office clerks, additional employment in energy corporations)? * How many person-months are expected? | * Percent of women among employees (if possible by level) |
| Work environment | * Do energy corporations apply good labor and safety standards? * Do they have a good track record of gender-equal human resources strategy? * Can the project improve on the above? | * Human resources strategy of energy utilities and agencies promoting gender equality |
| Representation in management  and sector | * Are women well represented in the management of companies, high-level committees, or board in the sector? | * Percent of women in management positions, committees, boards |
| Institutional  capacity | * Do women have equal access to training opportunities in energy agencies and corporations? Can the project offer more training opportunity? * Can women’s role as partners in public–private partnerships be promoted (e.g., women as local franchisee enterprise owners or shareholders)? * What is the level of awareness of gender–energy linkages by energy agencies and utilities? | * Percent of women participation in training provided * Percent of women-owned local franchisee partners |
| **Enabling policy environment influencing gender-based determinants in demand and supply** | | |
| Policy | * Do key energy policies and strategies have any reference to gender issues? In what way? |  |
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**GENDER ENTRY POINTS FOR PROJECT DESIGNS IN ENERGY SECTOR**

This Section outlines possible gender-inclusive design features, activities, and measures that can be considered for inclusion in energy investment projects.

| **Gender Specific Outputs** | **Gender-Inclusive Design Features, Activities, Measures** |
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| Public consultation on energy policy or strategy conducted with participation by the poor  and women | Build awareness among policy makers of gender-energy linkages.   * Set a minimum target (%) for the participation of women and the poor in policy formulation by promoting transparency, accountability, and broad consultation with the poor and women. * Increase women’s access to energy-related information such as laws, regulations, and incentives. * Collect and use sex-disaggregated and gender-specific data to raise awareness about women’s energy needs to inform policy decisions. * Conduct gender-responsive budgeting\* in the energy sector to identify the gender differentiated impacts of public revenues and expenditures. |
| Institutional capacity of energy agencies and utilities built to provide gender-responsive  energy services | Build gender awareness of energy sector policy makers through;  (i) context-specific and targeted training programs to promote gender awareness; (ii) policy dialogue; (iii) gender budgeting; (iv) gender aware policy evaluation; (v) dialogue between government agencies, energy utilities, and women’s organizations; and (vi) lateral learning based on knowledge sharing of gender issues.   * Train government and utility staff (both women and men) in key gender issues in risk mitigation strategies and social safeguards. * Train government and utility staff (both women and men) in new energy technologies and international standards and practice. * Adopt a gender-equal human resources management strategy based on the implementation and application of gender equity laws and regulations in the energy sector, such as   + increasing the percentage of female employees and managers (set a % target);   + applying gender equity criteria in performance reviews of managers;   + establishing a gender-sensitive and secure working environment for women, such as (i) having adequate numbers of separate toilet and shower room facilities for women employees, and (ii) raising awareness of all managers and employees on sexual harassment and other forms of violence against women; and   + establishing mechanisms to institutionalize the ongoing monitoring of gender equality principles in the workplace and to represent the interests of female and male employees in the organizations’ consultative processes. * Develop and update a sex-disaggregated project management database. * Train project staff on effective implementation and monitoring of project gender features and project gender action plan. |
| Energy access expanded  for poor households | Extend grid to widen energy access to poor households, especially those in rural areas.   * Ensure affordability for the poor households (which often include those headed by women):   + free or affordable credit for up-front household connection costs (pole to house and inside household wiring);   + automatic eligibility for up-front household connections for poor households;   + revolving funds to support access for the poor;   + tariff levels set to reflect poor women’s income levels; and   + gender-inclusive public consultation to assess women’s opinions and preferences about affordability issues. |
| Energy-based women’s enterprises established and operating | Educate women and men about the new opportunities available for energy-based enterprises and livelihoods.   * Partner with national and local NGOs to implement pilot livelihood programs which include training for women in   + the use of labor-saving end-use energy technologies;   + access to appropriate microcredit services, grants, and/or concessional loans;   + finance and business management;   + market access and marketing strategies; and   + other business development services. * Conduct technical training on energy-based entrepreneurship to local NGOs to promote more NGO participation in the energy sector. |
| Employment for women generated in the energy sector | Include women in project construction activities and set targets for women’s employment, where possible. Community-based maintenance contracts possibly offer women’s wage labor opportunities much more than mechanized civil works contracts.   * Promote and provide technical and vocational training for women to promote women’s employment, e.g., as technicians, in routine operation and maintenance, meter readers, electricians. * Partner with education service providers, such as vocational and/or technical training institutes and colleges, to implement gender-inclusive technical training programs. * Scholarship programs to promote girls’ education in nontraditional sectors, such as engineering. * Implement core labor standards and/or appropriate labor laws in relation to equal employment opportunities, equal pay for work of equal value, and women’s on-the-job health and safety. * Provide separate facilities for women, including separate toilets, rest rooms, and child-care facilities, in project sites. |
| Gender-sensitive user education programs conducted | Develop user education programs and modules targeted at women and men to include the following topics:   * + safe and efficient use of electricity and end-use technologies specifically targeted and relevant to women’s household chores and economic activities;   + gender-sensitive consumption patterns and habits, such as the importance of cooking energy and energy use for housework;   + promotion of women’s role as energy efficiency advocates; and   + awareness raising about consumer entitlements, rights, and responsibilities; on relevant energy sector regulations; linkages with gender equity policies/strategies/laws; decision making structures and processes; and conflict management and resolution provisions. |
| Gender-responsive corporate social responsibility conducted | Develop and conduct community development programs for nearby communities, such as community development service center, vocational training for women, micro- and small enterprise development for services, reproductive health and family planning awareness programs, and cultural and recreational activities for women and children.   * Support scholarship programs especially targeted at increasing girls’ enrollment in engineering and technical courses. * Improve women’s mobility and safety in the community at large, including through investments in street lighting. * Enhance and institutionalize gender-equitable human resources management. * Gender training for management and staff. |
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