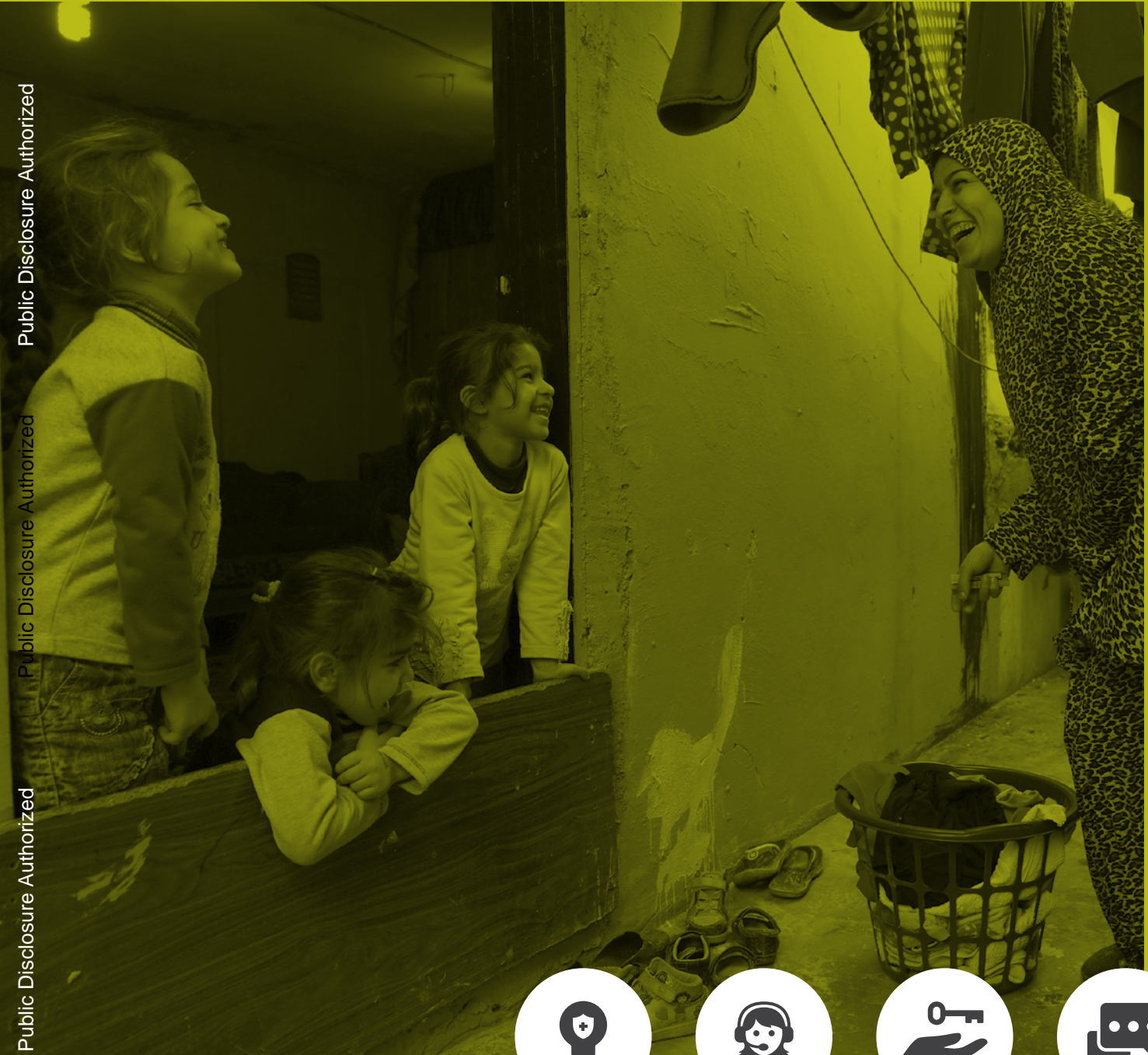


Key Entry Points for Gender Equity

in Energy Access, Energy Policy, Renewable Energy,
and Transmission and Distribution



The World Bank is committed to addressing gender equality in energy operations as part of both its new gender strategy and its gender monitoring system, known as the Gender Tag. World Bank Group Gender Strategy (FY16–23) focuses on four main objectives:



**Improving
Human
Endowments**



**Removing
Constraints
for More and
Better Jobs**



**Removing
Barriers
to Women's
Ownership and
Control of Assets**



**Enhancing
Women's Voice
and Agency and
Engaging Men
and Boys**

The Gender Tag asks teams to establish strong links among gender analysis, actions, and monitoring and evaluation. It expects teams to establish a logical results chain to demonstrate how they will address gender gaps identified in the analysis through particular actions, and how they will monitor the progress of these actions.

These one-pagers provide hands-on, practical guidance to help task teams close gender gaps in energy operations. They address four energy subsectors—energy access, energy policy, renewable energy, and transmission and distribution—and provide entry points for achieving objectives of the *Gender Strategy*. The guidance is designed to help task teams start the dialogue about how they could close gender equality gaps in their operations—both internally as well as with clients. The entry points draw on lessons learned from World Bank energy operations that successfully closed gender equality gaps, as well as from the literature on gender and energy.

ENERGY ACCESS



Key Gender Entry Points

Examine gender-specific impacts of energy subsidy and tariff reforms and mitigate negative gender impacts.

Work closely with poverty economists and integrate gender in poverty and social impact analysis and disaggregate results per male- and female-headed households (FHHs).

Supplement quantitative analysis with qualitative assessments, which are better tailored to assess gender-specific vulnerabilities of energy subsidy and tariff reforms.

- Develop terms of reference (ToR) for a consultant or firm to conduct a qualitative assessment of actual or potential gender-related impacts of reforms as well as perceptions of the energy sector in general, and reforms in particular.

WBG Gender Strategy Objective



Improving Human Endowments

Key Gender Entry Points

Encourage gender-sensitive recruitment and access to professional development in key utility positions where women are not well represented in government energy institutions.

Conduct a survey of female staff in key government agencies (utilities and distribution) to assess the composition of staffing, including women in decision-making positions.

Use a gender certification program to certify gender equity in the private company. The certifications can recognize companies for their gender practices and promote gender equity in employment (for example, United Nations Gender Equity Seal).

Examine human resource policies on recruitment, retention, and promotion and assess whether they look at skills gaps, leadership, and issues around female care burdens and gender-based violence (GBV).

Enhance decision-making opportunities for women by establishing gender-based hiring quotas for such positions.

Partner with local universities, institutes, and community-based organizations to contribute to greater participation of women in science, technology, engineering, and mathematics (STEM) fields, renewable technologies, and other energy-related areas.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Train women for jobs related to construction and operations as well as service delivery to improve local income generation related to energy access or large infrastructure projects.

Conduct a qualitative study to assess the potential demand by women to work in the construction and operation of large energy infrastructure investments, and identify skills gaps that can act as barriers for women to take such employment opportunities.

Develop and carry out skills training for women on jobs related to the construction and operation of large energy infrastructure investments.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Include and monitor the gender dimension in the preparation and implementation of environmental and social safeguards.

Collaborate with social safeguards specialists to ensure that gender-related aspects are addressed in safeguard instruments, be they environmental and social safeguard screenings, environmental and social management plans, or environmental and social impact assessments.

- Ensure equal compensation to husbands and wives in resettlement and compensation.
- Organize consultations, training sessions, and awareness-raising efforts via local communications easily accessible to all households, especially FHHs, and to women and men equitably.

Ensure that contractor and subcontractor firms hired have zero tolerance of sexual misconduct and GBV in their employment policies.

- Develop a code of conduct on GBV for contractors.
- In collaboration with safeguard and communications specialists, conduct awareness activities on GBV with affected communities; focus on identifying what policies are in place and what safe and ethical reporting mechanisms have been established to report grievances or cases. Strengthen safeguards supervision and the monitoring capacity of implementing agencies.

WBG Gender Strategy Objective



Enhancing Women's Voice and Agency and Engaging Men and Boys

Key Gender Entry Points

Raise awareness among different population groups about nontechnical losses and energy efficiency.

Ensure that communication and awareness-raising efforts provide information in a matter that is likely to reach women.

Organize consultations at a time appropriate for women, in places that are easily accessible, and explore provision of child care for women during training and in project site areas.

Use a combination of qualitative methods to raise awareness, including focus groups and public meetings, social media, and other citizen-engagement mechanisms.

Activate women's groups to mobilize women, utilize channels women often use, and explain messages in a language that is understandable to a nontechnical audience.

Train women's groups to deliver communication activities on energy efficiency and the importance of bill collection rates for service quality and reliability.

Work with women's groups to educate women on consumer feedback mechanisms and increase women's engagement in consumer feedback.

WBG Gender Strategy Objective



Enhancing Women's Voice and Agency and Engaging Men and Boys

ENERGY POLICY



Key Gender Entry Points

Examine gender-specific impacts of energy subsidy and tariff reforms and mitigate negative gender impacts.

Work closely with poverty economists and integrate gender in poverty and social impact analysis and disaggregate results per male- and female-headed households (FHHs).

Supplement quantitative analysis with qualitative assessments, which are better tailored to assess gender-specific vulnerabilities of energy subsidy and tariff reforms.

- Develop terms of reference (ToR) for a consultant or firm to conduct a qualitative assessment of actual or potential gender-related impacts of reforms as well as perceptions of the energy sector in general, and reforms in particular.

WBG Gender Strategy Objective



Improving Human Endowments

Key Gender Entry Points

Ensure that accompanying social protection measures take into account the vulnerabilities of women to reform impacts.

If there are social protection specialists working on reform impacts, work closely with them to ensure that proposed protection measures address particular vulnerabilities of FHHs.

If relevant, consider provision of specific assistance to FHHs, either building on existing social safety nets or introducing a new social assistance program.

Discuss with social protection teams whether special assistance measures could be provided to public institutions, such as maternal health clinics, when networked energy services are being reformed.

WBG Gender Strategy Objective



Improving Human Endowments

Key Gender Entry Points

Explore opportunities to enhance women's representation in utilities and the energy sector overall in line with women's employment objectives and priorities identified in national and other energy policies; these could include mentorship programs, training sessions, establishment of human resource policies that incentivize hiring and retaining women, and enhancement of women's contribution to policy making.

Conduct a survey of female staff in key government agencies (utilities and distribution) to assess the composition of staffing, including women in decision-making positions, and determine training needs for increased opportunity (for example, in the use of smart meters and management information system).

Carry out a stock-taking exercise of human resources policies affecting women's access to decision-making positions and of programs designed to increase gender inclusivity.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Drawing on the results of qualitative assessments, design targeted gender-sensitive communication and awareness-raising campaigns on reforms.

Ensure that communication and awareness-raising efforts provide information in a manner likely to reach women. Map and engage women's groups that could be activated to mobilize women, utilize channels women often use, and explain messages in a language accessible to a nontechnical audience. Conduct communication activities at places and times convenient for women.

Consultations and public hearings should be organized in a way that make participation of women and men equitable. Special attention should be paid to factors that could result in differences between participation levels of women and men. Such factors could include differences in literacy levels, mobility constraints, and channels used to access information.

Hire a gender specialist to coordinate activities designed to raise voice of women and increase their participation in the communications and outreach process.

WBG Gender Strategy Objective



Enhancing Women's Voice and Agency and Engaging Men and Boys

Key Gender Entry Points

Design energy efficiency training activities for women.

Design behavioral change interventions targeting women and energy efficiency.

Develop ToR for a firm or individual to recruit and train women's groups that could provide energy efficiency training in communities. The implementing firm or individual should also monitor and evaluate the outcomes of these training efforts.

WBG Gender Strategy Objective



Enhancing Women's Voice and Agency and Engaging Men and Boys

RENEWABLE ENERGY



Key Gender Entry Points

Ensure that women, particularly low-income female household heads and small-business owners, can have access to and benefit from the economic opportunities associated with off-grid and renewable energy.

Identify useful existing survey work carried out through national statistics bureaus or available through the World Bank.

Analyze data gathered during poverty, social, and related impact assessments in a gender-differentiated manner to shed light on issues related to use of fuel sources, collection practices for those sources, and the time burden in gathering them.

Ensure that the targeting of program beneficiaries is carried out in a way that is equitable and takes into consideration share of female head of households and is built on local context.

- Hire a local gender specialist to assist in the design of the selection criteria of households and small and medium enterprises (SMEs) for engagement as beneficiaries of renewable and/or off-grid energy and to assess opportunities in the value chain for producing, distributing, and promoting solar photovoltaics.

WBG Gender Strategy Objective



Improving Human Endowments

Key Gender Entry Points

For countries affected by fragility, conflict, and violence, identify very specific and different energy needs of displaced women and men in the short, medium and long terms.

Focus on women's employment in recovery areas.

Target power provision to health and education services, including mobile clinics that reach out to displaced women and girls and camps.

Assess the potential for solar cook-stoves among displaced populations and explore alternative payment methods or provide financing schemes.

Ensure Grievance Redress Mechanisms for renewables programs reach displaced populations.

WBG Gender Strategy Objective



Improving Human Endowments

Key Gender Entry Points

Create decision-making opportunities for women to participation in service delivery governance structures.

Conduct a survey of female staff in key government agencies (utilities and distribution) to assess the composition of staffing, including women in decision-making positions, and integrate a "gender lens" in human resources through gender-balanced targets.

Partner with local universities, institutes, and community-based organizations to contribute to greater participation of women in science, technology, engineering, and mathematics (STEM) fields, renewable technologies, and other energy-related areas.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Raise awareness among different population groups of the benefits of renewables and off-grid systems, including potential economic opportunities to be generated, and access to training.

Through consultative process, identify the availability and interest of women in jobs available through the renewables program and probe into gender-differentiated technology preferences and drivers to adopt them.

- Organize consultations at a time appropriate for women, in places that are easily accessible, and explore provision of child care for women during training and in project site areas.
- Use a combination of communications and marketing campaigns and qualitative methods, including focus groups and public consultations, social media, and other citizen-engagement mechanisms.

Recruit a gender or social specialist as part-time Project Management Unit staff who understands different and specific needs of women and men, establish quotas for hiring women.

Start early—develop programs for girls and boys on the importance of conservation and the potential of renewables.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Examine the micro, small and medium enterprise (MSME) regulatory environment and ensure that equal opportunities exist for lending to female-led micro and small enterprises developing renewable energy programs for household and larger scale facilities (minigrid systems).

Conduct a market assessment of products and services in a gender-disaggregated fashion and examine the different constraints that men and women face when accessing credit to purchase renewable energy devices and technologies; also determine actions needed to ensure equitable access to credit. For example, consider gender training for credit officers and address burdensome collateral requirements.

Support the acquisition of equipment for women's groups for productive uses and income-generation, and encourage women's engagement in the sector through informational sessions.

Ensure that the selection criteria for offering loans to entrepreneurs and M or SME businesses are gender sensitive and will generate jobs for women.

WBG Gender Strategy Objective



Removing Barriers to Women's Ownership and Control of Assets

Key Gender Entry Points

Develop a training program to help government officials understand the needs and roles of both individual and business consumers and the workings of the entire renewable energy value chain.

Conduct consultations with women and men regarding their preferred usage of renewable energy sources (for example, the location of a light source or the height of a stove) and to identify ways to overcome barriers to energy access (for example, access to credit or technology).

- Partner with local organizations to ensure outreach efforts cover a sample representative of the overall population and cover hard-to-reach areas and marginalized communities (especially in rural areas).

Provide women-centered training across the value chain (for example, on production, marketing, sales and distribution, use and maintenance of off-grid systems, solar cook stoves, and lanterns, among others.)

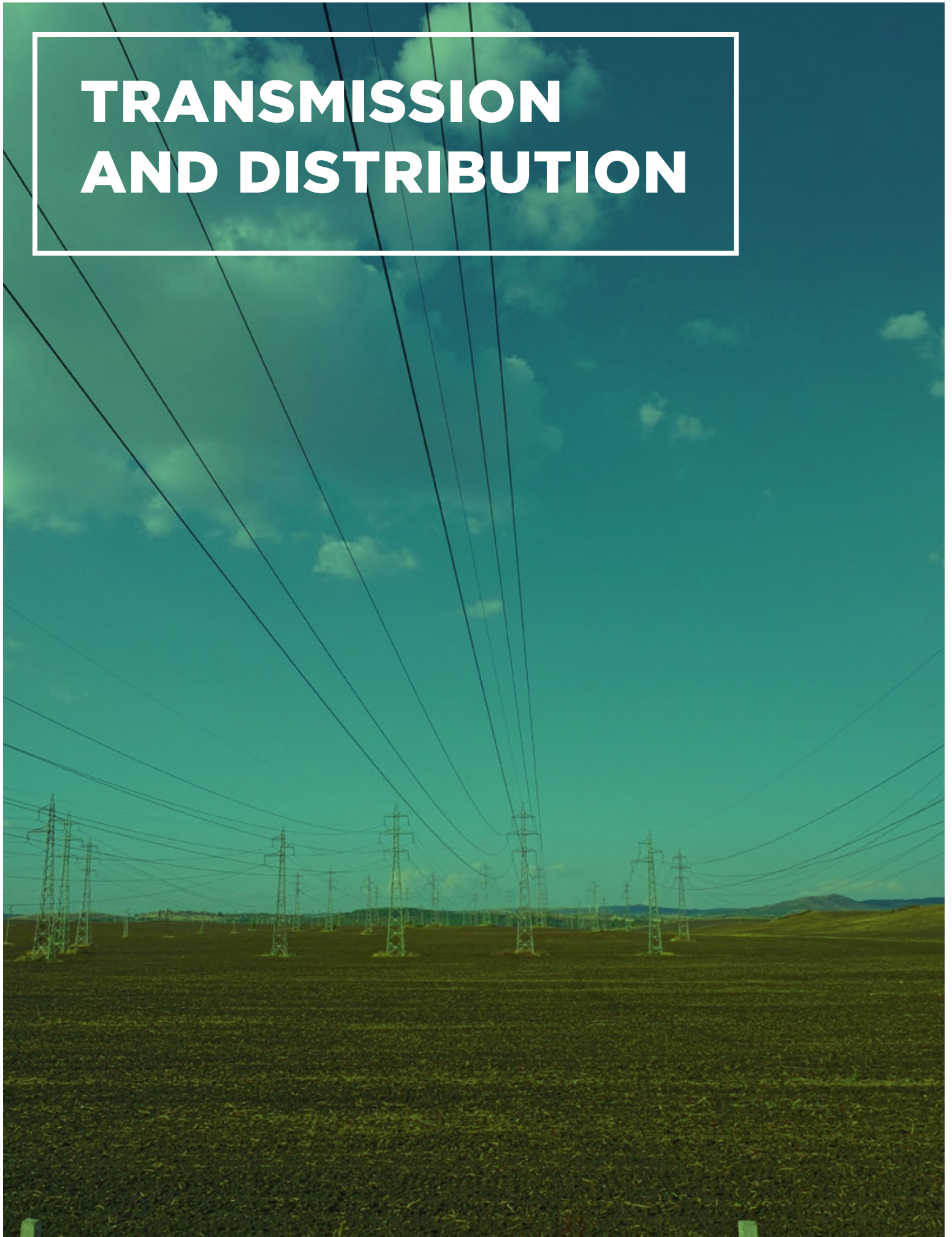
Deliver training and capacity building on gender and energy to relevant government counterparts and to project staff, to ensure that female and male clients are treated equally.

WBG Gender
Strategy Objective



**Enhancing
Women's Voice
and Agency and
Engaging Men
and Boys**

TRANSMISSION AND DISTRIBUTION



Key Gender Entry Points

Integrate a gender-sensitive perspective in the recruitment of key national electricity utility positions.

Develop information and baseline data on gender, employment, and human resources (HR) practices within partner utilities.

Use baseline data to develop company-specific gender strategies.

Use a gender certification program to advance gender equity in companies and agencies. The certifications can recognize companies for their gender practices and promotion of gender equity in employment. (One example is the United Nations Gender Equity Seal.)

Carry out stock-taking exercise of HR policies affecting women's access to decision-making positions and of programs designed to increase gender inclusivity.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Ensure equitable access to jobs related to construction and operation to improve local income generation related to large infrastructure.

Address potential inequalities between women and men in access to employment opportunities created under energy infrastructure investments. Conduct a qualitative study to assess potential demand by women for employment opportunities in the construction and operation of large energy infrastructure investments and identify skills gaps that can act as barriers to women wanting such employment opportunities.

Develop and carry out skills training for women on jobs related to construction and operation of large energy infrastructure investments.

Create gender-sensitive work environments and safe working conditions to foster women's access to employment opportunities under energy infrastructure investments (for example, having sufficient numbers of toilets for women).

Include women in bill collection teams for improved bill collection.

WBG Gender Strategy Objective



Removing Constraints for More and Better Jobs

Key Gender Entry Points

Include and monitor the gender dimension in environmental and social safeguards preparation and implementation.

Collaborate with social safeguards specialists to ensure that safeguards instruments on land acquisition and resettlement address gender considerations.

- Address different impacts of land acquisition and resettlement on women's access to and use of land and on their livelihoods.
- Provide compensation that should be sufficient to replace lost land and other assets, that should be equally disbursed to both spouses, and that should take into account other female household members.
- Cash compensation should take into account women's dependency on land for livelihood, and it should be handed to the household head in the presence of the spouse and should require signatures of both husband and wife in receipt of compensation.
- Gender-equal compensation could also include joint registration of assets and provision of spousal co-ownership land titles.
- Organize consultations, training events, and awareness raising in local communities, easily accessible to all households, especially female head of households, and to women and men equitably.

Address the risk of gender-based violence (GBV) due to the labor influx and migration of workers to project areas. Ensure contractor and subcontractor firms hired have zero tolerance of sexual misconduct and GBV in their employment policies.

- Develop a code of conduct on GBV for contractors.
- In collaboration with safeguard specialists, conduct awareness activities on GBV with affected communities.
- Strengthen safeguard supervision and monitoring capacity of implementing agencies.
- Ensure regular gender-sensitive consultation with affected communities.

Address occupational health and safety issues, particularly for women in employment opportunities provided under energy infrastructure investments.

WBG Gender Strategy Objective



Removing Barriers to Women's Ownership and Control of Assets



Enhancing Women's Voice and Agency and Engaging Men and Boys



Improving Human Endowments

Key Gender Entry Points

Ensure women's participation in decision-making structures.

Integrate a gender-sensitive perspective in the consultations for the preparation of safeguards instruments during implementation (for example, conduct consultations at times and places convenient for women). Set an attendance target for women.

Design grievances redress mechanisms in a gender-sensitive way and disaggregate grievances by gender.

WBG Gender Strategy Objective



Enhancing Women's Voice and Agency and Engaging Men and Boys

Integrate gender in communication campaigns on nontechnical losses.

Ensure that communication and awareness-raising efforts provide information in a matter that is likely to reach women.

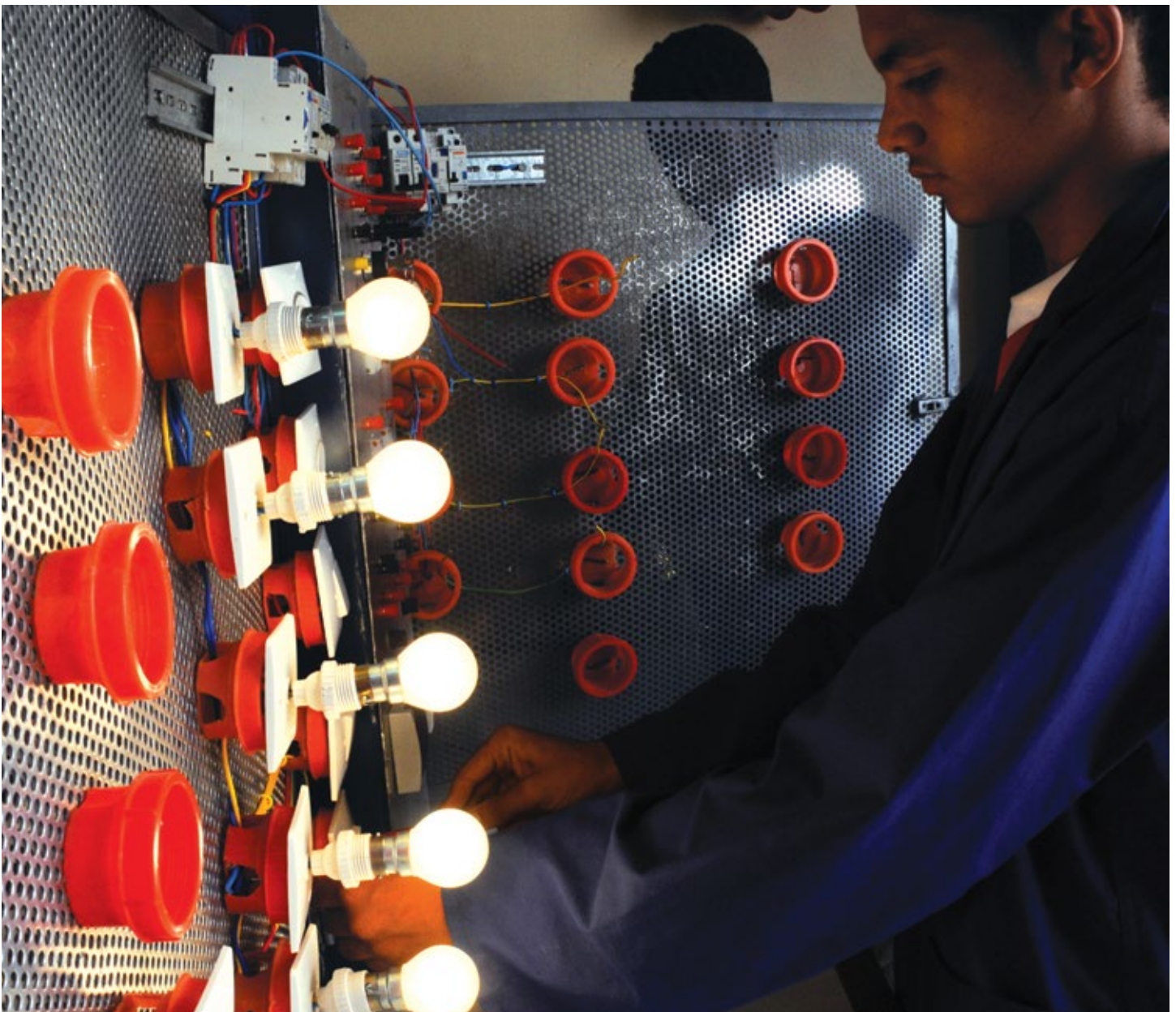
Activate women's groups to mobilize women, utilize channels women often use, and explain messages in a language that is accessible to a nontechnical audience.

- Train women's groups to deliver communication activities on energy efficiency and the importance of bill collection rates for service quality and reliability.
- Work with women's groups to educate women on consumer feedback mechanisms and increase women's engagement in providing consumer feedback.

WBG Gender
Strategy Objective



**Enhancing
Women's Voice
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