

Operational Guidelines

For mainstreaming
gender in EnDev projects



Contents

Introduction

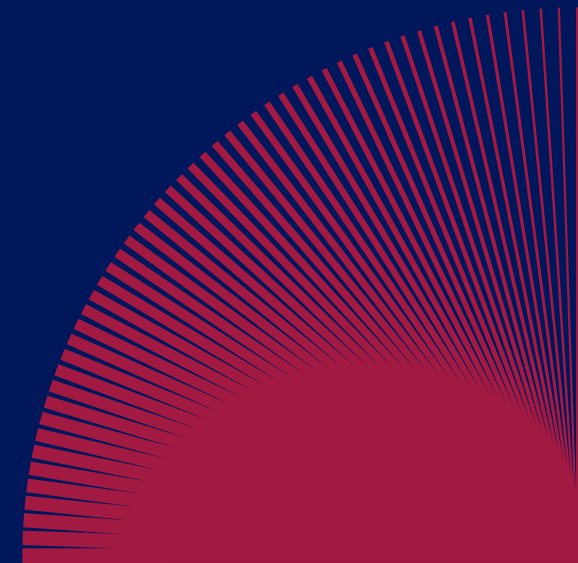
Operational Guidelines for mainstreaming gender in EnDev Projects	5
--	---

PART 1. Project design and planning

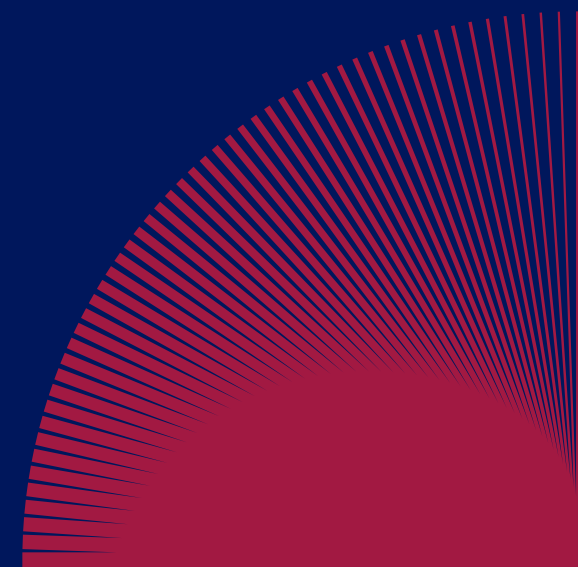
1. Map gender gaps and opportunities: Gender analysis and baseline data collection	8
1.1 Project level Gender Action Plans	8
1.2 Roles and responsibilities	8
1.3 Gender analysis	9
Framework	9
What is the objective?	9
When to conduct a gender analysis?	9
What information should the gender analysis collect?	9
How will a gender analysis help in proposal development?	10
1.4 Baseline data collection	10
2. Integrate gender considerations into planning and proposal development	11
2.1 Where and how to include gender in the proposal?	11
2.2 How to integrate gender in the Theory of Change	14
2.3 How to plan for implementation	16

PART 2. Project implementation stage

3. Develop a Gender Action Plan (GAP)	18
3.1 When should you develop a GAP?	18
3.2 How to develop a GAP	18



4. Actions for a gender-responsive implementation process & Entry points for gender mainstreaming in EnDev projects	20
4.1 Management actions	20
Steering Structure within projects	20
Planning process	20
Monitoring	20
Capacity building	21
4.2 Good practice considerations in project activities/ Implementation of activities	21
4.3 Entry Points for gender mainstreaming	22
Off-grid solar (OGS) technologies	23
Minigrids	24
Cooking energy	24
Energy interventions for refugee settings	26
Enabling environment/ sector engagement	27
Productive use of energy (PUE)	27
Results based financing	28
5. Monitor and report	30
5.1 Setting up the monitoring system	30
5.2 Reporting results	31
 PART 3. Project completion stage	
<hr/>	
6. Review and report	33
Annex: Key gender definitions and concepts	34
Theory of Change	37





Operational Guidelines for mainstreaming gender in EnDev projects

The Energising Development (EnDev) programme promotes sustainable access to modern energy services for households, social institutions and micro, small to medium-sized enterprises (MSMEs) in developing countries. The EnDev Gender Strategy defines its commitments gender equality and supporting the self-empowerment of women. The strategic gender goal of EnDev is:

“To promote gender equality and women’s self-empowerment through expanding access to modern energy services for households, social institutions and micro, small and medium-sized enterprises in developing countries”.

The Operational Guidelines on mainstreaming gender in EnDev projects, are aligned with the EnDev Gender Strategy. Its purpose are to help EnDev projects integrate a gender equality perspective into their design, implementation, monitoring and evaluation; and more broadly, to increase awareness among programming staff and partners on gender issues in the energy sector (for further resources on gender mainstreaming see [Resource 1](#)).

These Operational Guidelines are divided into six chapters, which are aligned to the EnDev project cycle.



Project design & planning

- Conduct gender analysis to describe any gender differences, gender-differentiated impacts and risks and opportunities that may be relevant to the proposed action
- Integrate gender considerations into proposal development
 - Theory of change
 - Gender responsive interventions
 - Results framework including gender-sensitive indicators and targets
 - Allocate appropriate human and financial resources

Project implementation

- Collect baseline data on gender indicators and targets
- Build institutional capacity for gender mainstreaming
- Develop a Gender Action Plan
- Ensure gender components are implemented and monitored, as per proposal
- Monitor and report including the collection of sex-disaggregated data
- Engage with relevant stakeholders including governmental institutions and civil society

Project completion

- Review progress made towards gender equality and women's self-empowerment and capture any unintended impacts as well as lessons learned

Ch 1. Map gender gaps & opportunities: Gender Analysis & baseline data collection

Ch 2. Integrate gender in proposal development

Ch 3. Develop a Gender Action Plan

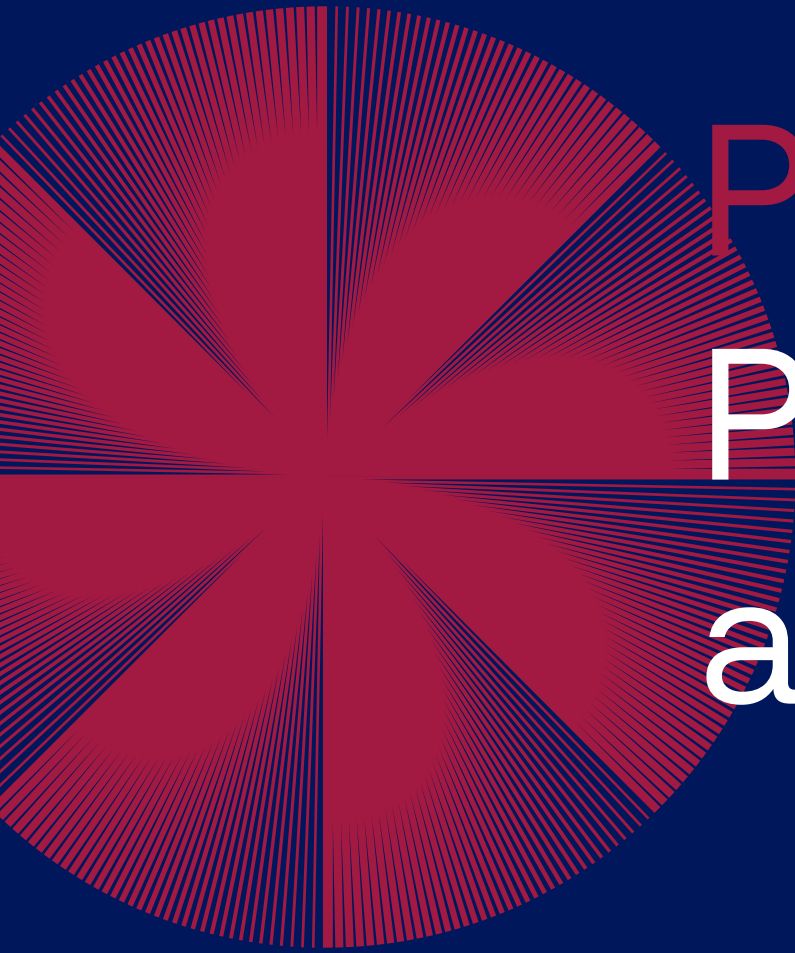
Ch 4. Actions for a gender-responsive implementation process

Ch 5. Monitor & report

Ch 6. Review & report

The Operational Guidelines are accompanied with a [Resource Pack](#), which includes checklists, guidelines, and Terms of Reference for various tasks and list of additional resources. Relevant resources in the Resource Pack are hyperlinked to this document, for ease of searching. The main gender concepts are explained in [Annex](#) to these Guidelines.

The Operational Guidelines must be taken as indicative and applied where appropriate. Ideally, these will help the formulation of projects from the onset, however projects that have already begun and are under implementation can also benefit from the guidelines through adjusting ongoing and future activities to make them more gender responsive.



Part 1

Project design
and planning

1

Map gender gaps and opportunities: Gender analysis and baseline data collection

1.1 Project level gender Action Plans

In every programme cycle, 3-5 country projects will be supported to design and implement actions specifically focused at reducing gender disparities and empowering women. Such country projects will be supported to prepare Gender Action Plans (GAP) which help identify and implement dedicated gender focused actions, aligned with the EnDev Gender Strategy. The process of developing a GAP will be led by the Gender Focal Person in the country project or an external consultant, with the implementation responsibility resting on the Country Manager.

1.2 Roles and responsibilities

The implementation of EnDev's Gender Strategy is a shared responsibility by the EnDev HQ and its country projects.

Role of EnDev HQ

- Provide guidance, advice and support to country projects and ensure that the project management processes adequately reflect the requirements outlined in the EnDev Strategy as well as the EnDev Gender Strategy
- Foster partnerships and collaborations on gender
- Make provisions for capacity development, communication, knowledge generation and learning
- Reflect Gender in OCS and Monitoring systems, and report progress and updates on results internally and to its donors
- Incorporate gender considerations in all new programming

- Ensure that gender considerations are incorporated in sectoral dialogues, partnerships and outreach activities

Role of country level EnDev project management

- Ensure that EnDev projects adhere to the Gender Strategy
- Include gender analysis, capacity building, monitoring and reporting on gender, and budgeting for gender activities in all projects
- Elaborate Gender Action Plans (if applicable) and implement gender-related activities
- Report on progress and results on gender progress
- Share knowledge and learning on good practices, methodologies and lessons learned in promoting gender



1.3 Gender analysis

Framework

GIZ's Gender Strategy¹ creates a binding framework for all its activities. For GIZ, gender equality is an indispensable prerequisite for achieving positive and sustainable impacts in every project, thus GIZ has committed itself to considering gender equality in the design of all projects.

The GIZ Gender Strategy emphasizes that gender analyses are an essential tool for quality assurance and commission management. Each project is required to implement a gender analysis during its commission phase to analyse if different gender aspects are sufficiently taken up in the projects design.

What is the objective?

A gender analysis helps to identify existing gender gaps and opportunities and plan specific initiatives that an EnDev project can take to remove barriers to equality and empower women. A gender analysis helps to:

- **Understand the context**, by analysing gender patterns (social roles, division of labour, access to and control over resources) and map gender-specific priorities
- **Avoid making incorrect assumptions**, for example that all people (men and women) will be able to participate in, influence or benefit equally from an intervention
- **Improve the effectiveness of the project**, by ensuring that interventions are planned with gender awareness, necessary resources are allocated and that unintended-

¹ [GIZ Gender Strategy. Gender reloaded: Vision needs Attitude – Attitude meets Action](#)

ed negative impacts of the project are anticipated and avoided or mitigated. For example, once women become successful entrepreneurs, the operations may be taken over by men.

When to conduct a gender analysis?

In line with GIZ's Safeguards and Gender Management System, the gender analysis should be undertaken before a proposal is developed, so that the findings can be reflected in planning of interventions. If no gender analysis has been conducted at this stage, it is suggested to undertake one as early as possible during implementation. The analysis is reviewed by the Safeguards and Gender desk to assure its quality as well as a holistic gender-sensitive approach by the project.

If a gender analysis already has been completed for the previous programming cycle, an update of the gender analysis is sufficient.

What information should the gender analysis collect?

The gender analysis should include an investigation at the following three levels:

At the macro level,

- How are gender equality issues reflected in the national policies, plans and programmes?
- How does the legal, institutional and political framework for gender equality influence the project?
- What policy changes can the project realistically try to bring about in the energy sector?
- Who could be potential implementation partners (government agencies/energy associations/ women's groups)? How can they contribute to the project?



At the organisational level,

- Does your organisation and your project partners have sufficient capacity to plan and implement gender focused actions? Are additional capacities needed?
- Is the institutional framework supportive to implementing gender focused actions?

At the community level,

- As potential users of the technologies and services planned under the EnDev project, what are the gaps and opportunities for women and men?
- As potential service providers and participants in project management (as entrepreneurs, employment in energy companies, representation in committees), what are the gaps and opportunities for women and men?
- Anticipate any adverse impacts the project activities can potentially lead to. For example, in case of infrastructure projects, the project intervention may increase gender-specific risks (e.g., job loss, HIV and





other communicable diseases, increased workload). Plan if any prevention and/or mitigation measures should be included.

Detailed guidance on conducting gender analysis in the context of energy access projects and tasks to be carried out by a consultant are provided in [Resource 3](#) and [Resource 2](#) respectively, in the Resource Pack.

How will a gender analysis help in proposal development?

The gender analysis will design project activities so that both women and men's needs are addressed equitably and help answer the following questions:

- Which project activities may be considered “gender neutral” and which ones require targeted actions (for men or for women)?
- Which aspects (e.g. differential access to training, mobility, workload, literacy levels of men and women) must be taken into account to plan project interventions, indicators and budget?
- What expertise and/or alliances are necessary to meet gender equality goals in the project?

The findings of the gender analysis should serve as a basis for the programming of the country project in terms of gender and should be utilized to enable a gender-responsive and, wherever possible, gender-transformative project design and implementation. Thus, these findings should be taken up in the different chapters of the pro-

gramming documents like the ToC (see Resource 4) and then also be taken up in the project implementation.

A gender analysis is conducted by an external consultant. Keep the following points in mind when commissioning one:

- Experience in BOTH gender and energy is important and should be made a requirement in the ToR.
- The analysis should include both a desk study (existing data and literature on gender mainstreaming activities) and an empirical part to collect data directly from the community.
- The project manager and gender focal person(s) should be involved in the analysis. Ideally the project team is also involved: at a minimum, the approach and results should be presented to them for a discussion.

1.4 Baseline data collection

Baseline data is essential for comparing the gender situation before and after an intervention. It is important to have reliable baseline estimates because the baseline values provide the reference point for setting targets and for later monitoring.

Baseline data should always be collected prior to implementation. Projects should seek to collect baseline information before or at very early stages of engaging their beneficiaries, which can be used for monitoring project outputs, outcomes, and impacts during project implementation. The selection of data to be collected as part of baseline will depend on the interventions planned and the indicators selected for monitoring. A suggested list of indicators for EnDev projects is included as [Resource 5](#).



2

Integrate gender considerations into planning and proposal development

2.1 Where and how to include gender in the proposal?

The proposal must consider existing gender gaps and opportunities, as well as its potential contribution to promoting gender equality. These issues should be included in the following sections of the proposal, as shown below. The table below makes suggestions on what aspects can be included, along with examples (in green) from EnDev country proposals, in various sections of the proposal.

Thematic clusters	Gender considerations to incorporate
Summary and key data	<p>To the extent practical and relevant, quantitative targets must be sex- disaggregated². For example:</p> <ul style="list-style-type: none">• % of female headed and male headed households gaining energy access• % of women and men owned MSMEs gaining access to electrical and thermal energy• Number of social institutions addressing women’s specific energy needs (e.g., water pumping, mills, food processing, public lighting)• Identify any key gender outcomes expected.
Background/ introduction	<p>Include main results from the gender analysis here as part of the project background/ situational analysis. For example:</p> <ul style="list-style-type: none">• National/regional/ project location data capturing disparity in men’s and women’s education, health (including maternal health), participation in economic activities and decision making• Data on energy access gaps between female and male headed households• Women-specific energy access needs and priorities (e.g., need for energising water pumping and its likely impact on women and girls)• Women specific energy access needs in displacement settings• Extent of electrification of social institutions

² Sex-disaggregated data is any data on individuals broken down by sex, collected and tabulated separately for women and men. Gender-disaggregated data, on the other hand, is data that, in addition to being broken down by sex, is also produced taking into consideration the different socio-economic realities women and men face.



Summary of proposed intervention(s)/ Key data

Summarize how the activities seek to address gender gaps and address practical, productive and strategic needs of men and women, or transform institutions and policies, and whether the focus will be on gender mainstreaming, gender-specific actions or both. For example, the Ethiopia proposal (programming 2021) mentions that its mini-grid component will mainstream gender in project planning and implementation, by fostering women's participation and ascendancy to leadership levels in the cooperatives that will be supported (target is to have 30% women among mini-grid cooperatives' Operation, Management and Maintenance staff).

In identifying interventions, ensure that they contribute to the outcome areas of gender responsive energy access, enterprise development and job creation, and women's representation, voice and leadership.

Mention here if you plan to develop a Gender Action Plan.

Theory of Change (ToC)

[Click here](#)

State of market and transformative character

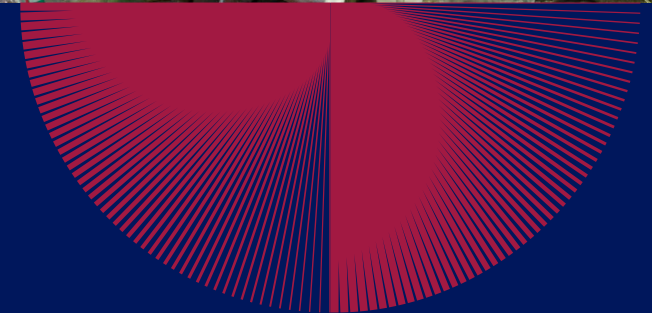
Highlight specific interventions that are likely to empower women as well as any constraints that may hinder them from participating in markets. For example, the Mekong proposal discusses promotion of stoves with a distinct blue label, highlighting women-centred design iterations, that perfectly meet the needs of end users but with less fuel than baseline stoves. Other examples from EnDev proposals 2021 include:

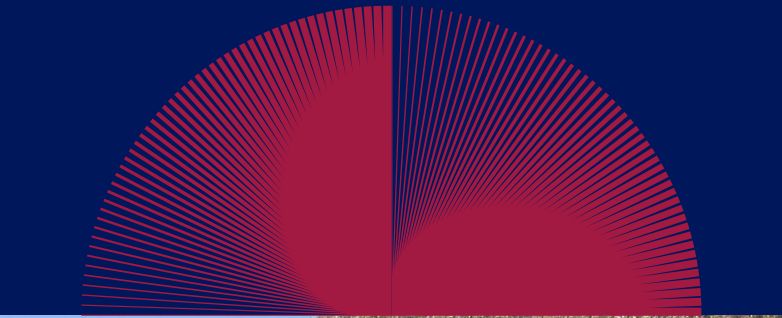
In Economic development: New jobs (in energy sector) will increase women's bargaining power, also empowering them in other aspects of their lives like access to education, reproductive health and childcare (Mozambique, 2021).

In Social development and poverty alleviation: ...innovative end-consumer financing options, such as PAYGO, are key for increasing affordability of women end users. Involving women in the SHS and ICS value chains helps to reach last-mile consumers in a cost-efficient manner and opens new employment opportunities for women.... (Mozambique, 2021). OR... In humanitarian settings, the frequency of attacks (on women) in settlements and their surroundings can be reduced by improving the overall lighting conditions of the sites and by reducing the need to collect firewood for cooking around the camps...

Collaboration and modality

Identify key institutions working on gender who will be involved in the interventions. In doing so, check whether the partners have experience on gender. For example, the Mekong proposal mentions thatIn Lao PDR, the Lao Women Union (LWU) will be instrumental in ensuring social sustainability through integrating ICS activities into their routine development activities...





Results (outcome and output targets)

- Disaggregated data by sex where relevant. Targets for energy access should be disaggregated for male and female headed households. Other results include women's time saved in cooking and fuel wood collection; productive use of energy (PUE) (male and female led MSMEs); jobs created, representation in training, workshops, meetings as well as in stakeholder networks for men and women; and men and women benefiting from social institutions.
- Include both qualitative and quantitative methods of data collection.
- Check whether existing means of verification are also sufficient for gender indicators.

Gender strategy and safeguards

- Include key findings and recommendations made by the gender analysis.
- Highlight whether any of the planned interventions require a differentiated approach for women and men, and what strategies are planned.
- Identify any innovative approaches that you are planning to implement. For example, The Mozambique proposal (programming 2021) identified that 36% of children live in a single-parent household, most often headed by single mothers. Accordingly, the programme provides companies incentives to de-risk female customers living in vulnerable conditions and provide access for the different technologies supported (ICS, solar PV and grid). (Mozambique, 2021).
- In Tanzania, the programme plans to develop the Clean Cooking Advocate (CCA) model, inspired by the community health workers model, whereby women's groups are formed and trained in clean cooking practices and learn to share the value proposition for ICS to their neighbours in a door-to-door and community event approach.
- Identify any key partnerships that will strengthen your gender work. EnDev Ethiopia has established a partnership with a local association "Ethiopian Women in Energy (EWiEn)", an association that connects and empowers Ethiopian women working in the energy sector with the aim of promoting greater visibility, networking opportunities, mentoring, and professional connections between its members and the wider Ethiopian stakeholders. This will be further strengthened in the new phase.
- If you are planning to have significant gender-focused actions that are likely to require significant additional resources, commitment, and external support, indicate it here (the gender action plan may be developed later).

Budget

Make sure that the financial inputs are sufficient for any additional interventions that you have included to ensure women's participation, for example, additional consultations; separate training for women; additional gender-focused data collection as part of RBF; additional short-term gender experts.



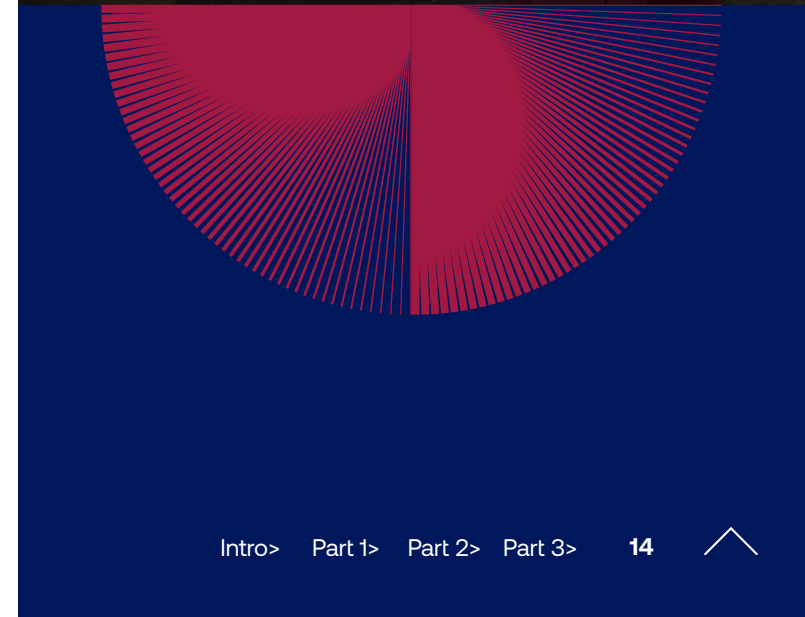
2.2 How to integrate gender in the Theory of Change

The Theory of Change (ToC) describes how the intervention will deliver the desired results and provides a causal sequence from inputs to outputs to outcomes and to impacts. The ToC should draw on an understanding of the context (including the gender-based barriers and opportunities, as identified by the gender analysis) in which the interventions will be implemented and translate findings from the gender analysis into options for programme modalities. Thus, it provides a rationale for the programme objectives, targets and budgets, enabling donor, government and civil society to develop a collective vision of what ‘success’ looks like.

To the extent possible, it is advisable to align the ToC, including the gender interventions, outputs, outcomes and impacts, to those delineated in the EnDev LogFrame. Some suggestions on where and how to integrate gender in the ToC, as aligned with the [Theory of Change](#) in the EnDev Gender Strategy, are provided below.

  Responsive energy access
  Women’s economic self-empowerment
  Women’s representation

Level	Examples of themes to be highlighted
Impacts	<ul style="list-style-type: none"> Poverty alleviation (reduction in time and effort spent on domestic chores by women) Improved health (reduction in indoor air pollution/ reduced drudgery in household chores/ improved healthcare services) Improved pre-conditions for a higher quality of primary/higher education (lighting in schools, reliable electricity supply for digital equipment, etc.) Economic development (Increased income through energy entrepreneurship & productive use of energy for men and women) Gender equality (by addressing the energy needs of women, increased income of women from productive use of energy)
Outcomes	<p>Indicate what outcomes will be achieved, with a specific mention of those for women. For example,</p> <p>Energising lives through:</p> <ul style="list-style-type: none"> Male and female headed households gaining access to electrical and thermal energy Energisation of social infrastructure that benefit women, e.g. health services with night-time/maternity services and improved safety through streetlights <p>Energising opportunities through:</p> <ul style="list-style-type: none"> Women-led MSMEs benefiting from access to energy Women gaining additional employment in energy value chains <p>Women’s representation, voice and leadership:</p> <ul style="list-style-type: none"> Women’s participation in supply chains More women have high responsibilities in renewable energy sector





Outputs and results

Indicate what outputs will be achieved, with a specific mention of those for women
On demand side,



- Households (male and female headed) provided with electricity connections

On supply side,



- Energy supply companies, including those owned by women, receiving business development services (BDS) and other support
- #/% of women-run/men-run MSMEs reached by financial products
- # of women-led/men-led scalable energy companies that have increased their market share
- # of innovative concepts for PUE or SI that include gender assessment identifying gender gaps, gender actions, and gender targets/indicators

Women's representation, voice and leadership



- # of new investments/initiative on gender and energy (funding, regulation, projects)
- Women in decision making positions in energy associations and in energy sector jobs

Key Interventions

Highlight how women's participation will be obtained in project activities, for example,

- Business development services, with additional targeted measures for women owned businesses
- Building of energy kiosks in marketplaces in refugee settings with PUE opportunities with specific focus on women
- Training of improved cookstove producers and technicians will ensure a gender parity of 50%

Highlight any additional interventions that may be specifically targeted for women

Root cause and barriers

Identify obstacles that may hinder the participation of men and women. These could include:

- Cultural factors, including gender roles and biases
- Lack of access to and control over productive resources
- Limited access to education, training, skills and information
- Limited representation and decision-making roles in energy sector policies and programmes
- Lack of gender statistics and sex-disaggregated data

An example ToC in the EnDev design can be found in the Resource pack ([Resource 4](#)).





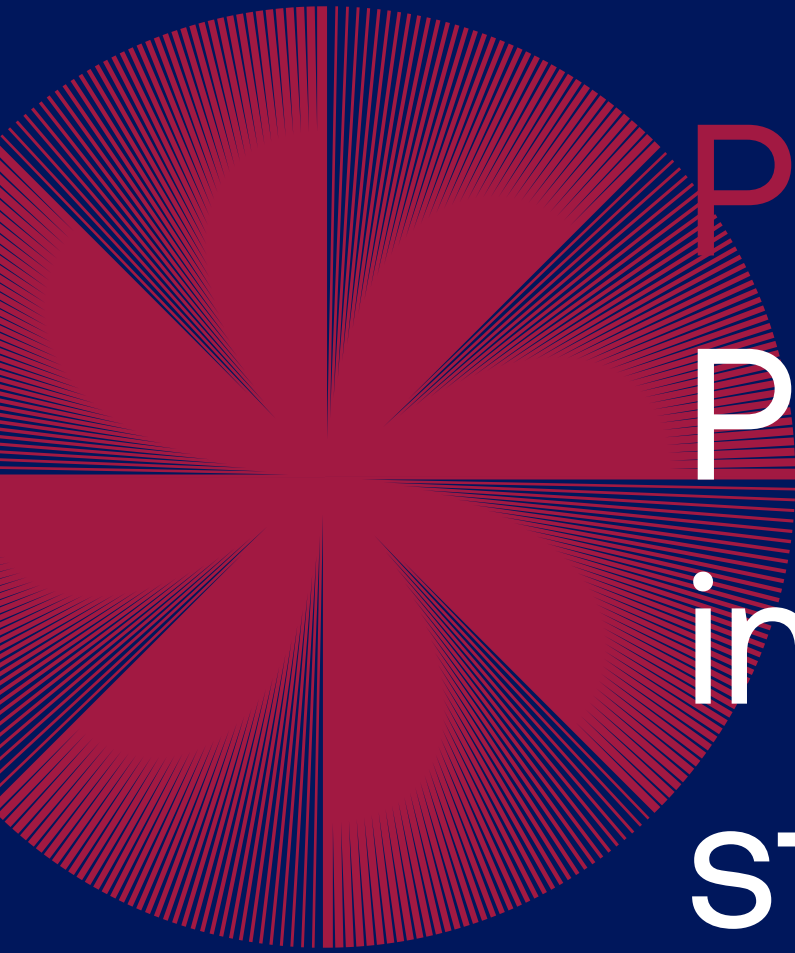
2.3 How to plan for implementation

You need to plan the gender focused interventions early on, as they need to be included in the proposal, planned and budgeted for. In doing so, it is useful to check how the planned technical interventions align with the needs and priorities of men and women, and what needs to be done to maximise the benefits to all. [Resource 6](#) provides some more details on these areas.

In the planning stage, gender equality aspects should be included in planning coordination, management and financing arrangements. Things to keep in mind are:

- Consider if you need to hire a gender expert. In case you are developing a gender action plan, it is advisable to hire one. Otherwise, the planned actions can be undertaken by the core project team, and for specific tasks, consultants may be hired.
- Allocate funds for a baseline assessment.
- In budgeting, check whether there is sufficient allocation for all gender-focused actions and mechanisms planned. Consider whether you need additional budget for conducting separate consultations for women (in case women are not likely to speak up in common meetings).
- Allocate funds for building capacity within the team and among partners to address gender.
- Ensure that the project monitoring framework, including the indicators and data collection methods incorporate gender-disaggregation of data. Check with the OCS team which gender-data-sets are already included in the OCS.
- When implementing a results-based financing intervention, invest upfront in setting up the verification system. Cater for the training of designated officers to collect and analyse gender data at regular intervals, enabling the project to review predicted impacts, and the effectiveness of mitigation measures (how many women/girls are benefiting, are attendance targets being met, etc.)





Part 2

Project

implementation

stage

3

Develop a Gender Action Plan (GAP)

To start with, 3-5 country projects in a programme cycle will be supported by EnDev headquarters to design and implement a Gender Action Plan (GAP), which includes targeted actions for women specifically focused at reducing gender disparities and empowering them. Countries that are interested in doing so will indicate this in the overall proposal and will be supported to prepare their GAPs. The number of country projects developing a GAP will be increased progressively.

3.1 When should you develop a GAP?

In addition to incorporating a gender perspective in the planned project components, if you plan to implement additional, targeted actions which directly addresses gender equality and/ or women's self-empowerment, you should develop a GAP. These targeted actions could include, but not limited to:

- Improving access to social services and infrastructure specially targeted for women (e.g., providing maternity health facilities, energization of water supply and sanitation)
- Access to economic or financial resources or opportunities specifically targeted to women (e.g., productive use applications specifically to women's businesses, job opportunities, financial services, markets)
- Enhancement of women's voices and rights (e.g., supporting women to participate in decision making processes, politically empowering them, etc)
- Institutionalization of gender into your organisation, beyond a single project

3.2 How to develop a GAP

The development of the GAP plays an important part in taking gender approaches from being a 'one off activity' and embedding the approach into an organisation's own practice. The GAP includes detailed activities, targets, resources, and responsibilities for implementation. The following steps need to be followed when preparing a GAP:

- a. Agree on a gender goal or objective (decide what you want to achieve from a gender standpoint) and break down the goal into specific outcomes. Examples of gender goals include:
 - Increase women's participation in energy sector policy development
 - Increase women's participation in the energy sector work force, especially in "green" jobs
 - Increase women's access to the benefits of energy services
- b. Plan activities to meet these gender goals, these can be of two types:
 - Implementation actions
 - Institutionalization of gender mainstreaming in the project or organisation, to create the long-term capacity to implement the GAP activities
- c. Designing a monitoring and evaluation framework to track the performance of gender activities.
- d. Presenting the GAP to implementing partners and agreeing on the roles and responsibilities for GAP implementation, monitoring, and reporting; resource mobilisation and allocation.
- e. Including gender in project documents, such as logical frameworks and annual work plans.

Further resources on developing a GAP are included in [Resource 7](#) in the Resource Pack.





4

Entry points and actions for a gender-responsive implementation process

Gender-responsive implementation means incorporating gender equality principles through all activities. Corresponding strategies have to be developed, resources have to be allocated, staff trained, responsibilities assigned, and results monitored.

Key questions for the integration of a gender perspective during implementation

- Are there any factors that may prevent women or men from fully participating and benefiting from the intervention? How can these factors be addressed?
- Does the staff have enough expertise to integrate a gender approach? Are additional resources (capacity building, external know-how) needed?
- What are the resource requirements for gender mainstreaming activities?
- Which (governmental) institutions are responsible for gender equality? Are they represented during / involved in the implementation accordingly to the project design?
- Are civil society organisations working on gender consulted during/ involved in the implementation?

4.1 Management actions

Steering Structure within projects

- Bodies that are set up for the project (e.g., steering committees) should include women and/or women's representatives, and this should be mentioned explicitly in the ToR. Suggested ToR for a gender focal person is included in [Resource 2](#) of the Resource Pack.
- it is advisable to appoint a gender expert. Their tasks should be clearly defined by the project manager, and team members should be briefed about the role. It is a good approach to ask male national staff members whether they would like to become a gender focal person: experience shows that when male persons with a strong gender expertise talk to other male colleagues about gender issues it has a greater impact.

Planning process

- Ensure that the gender actions laid out in the proposal are included and budgeted for in annual plans. The annual planning process also requires a quick review of any major socio-economic or political changes that may have taken place.
- The allocation of sufficient time and money for the gender focal persons is necessary to enable them to work.

Monitoring

- Activities being implemented need to adopt appropriate gender-differentiated methods and collect sex-disaggregated data.



Capacity building

- Capacity development of project staff and staff of partner organisations on gender equality is very important. There are many online open-source resources available that can be used to strengthen gender capabilities within the EnDev teams. The UN Women eLearning Campus provides a repository of online training resources, with courses and tools on various gender equality-related topics, and in multiple languages³.

4.2 Good practice considerations in project activities

During a project, you will implement a range of actions on a regular basis. Below are some pointers that can help you mainstream gender more effectively in these.

Conducting training, meetings, and workshops

When providing technical training

- Consider if you can introduce flexibility in eligibility criteria (for example, a formal technical qualification may be replaced with experience in working at a technical set up/ repair shop).
- In conducting training, you will need to ensure that the training curricula and teaching tools are designed to accommodate the different education/skill levels that may exist between women and men. At the same time, you will need to pay attention to additional topics, such as confidence and leadership and basic financial literacy.

³ [UN Women Training Centre eLearning Campus](#)



In planning activities at the community level

- Women's responsibilities include taking care of the children and other family members. Therefore, they might be available only at certain times. You may need to spread the training over a longer period and ask women to be present only for half a day or apply non-residential training schedules.

While setting targets for meetings and training programmes

- When conducting these, the actual targets for women's and men's participation will depend on the issue,

the sector and the context. Ideally, the male/female ratio of representation should be 50/50, but a range between 40 and 60 percent does allow for a balanced representation of male and female views.

- Avoid tokenism, i.e. including only one or a few women or men to make it appear that 'both sexes' have a voice in the meeting. At the minimum, ensure a representation rate of around 30 percent of each sex, otherwise it is difficult for those in the minority to voice their concerns.





Engaging men

Prior to inviting women for a meeting or a training, it is useful to conduct a few awareness raising sessions in the area to encourage women to clarify any doubts beforehand. Men should also be invited for these sessions, to build acceptance about the activity among male members, in particular local leaders, whose views are widely respected.

Engaging with the community

- Engaging husbands, partners and other family members to ensure their support is critical to women's empowerment. SNV's PALS (Participatory Action Learning for Sustainability) can be used to help women and men to work together on the basis of a shared vision, while addressing power relations and gender inequalities⁴.
- Most projects include a continuous dialogue process that allows women and men to voice their opinions. It may be necessary to hold women-only consultations to give local women a platform to voice their opinions and make them feel free and uninhibited in their discussions. Guidance on conducting community consultations in a gender-responsive manner is provided in [Resource 8](#).

Supporting women entrepreneurs

EnDev projects work with women as entrepreneurs, as selling energy products such as solar lights or improved cookstoves as well as women led MSMEs that rely on productive use of energy. In supporting these,

- Make a careful selection of women's enterprises that the project plans to support. Always count on 20-30% of women dropping out.

⁴ PALS Toolkit: SNV – GAMEchange Network

- Women who show resourcefulness are likely to be good candidates. This may be demonstrated in their willingness to make investments, and some experience in running a business or sales experience, however small.
- Being mobile helps tremendously: as local markets saturate and entrepreneurs need to expand their consumer base, access to a vehicle becomes critical.
- Support from other family/household members is an added advantage. Women entrepreneurs are generally more successful if their spouses and/or other household members support their activities.
- Business development support includes building skills in a range of topics, including technical, managerial and business aspects of commercial operations; sales; information on market and legal requirements; equipment and inputs, and inventory management; accessing credit.

4.3 Entry Points for gender mainstreaming

The suggestions outlined in this section are meant to stimulate your ideas. These should not be considered as all-encompassing guidance and are not intended as a substitute for specialist guidance.

The entry points have been clustered together, under the following seven categories, based on EnDev focus areas, similar and overlapping issues, and design elements:

- Off-grid solar technologies
- Mini grids
- Cooking energy
- Energy interventions for refugee settings
- Enabling environment and sector level engagement
- Results-based financing (RBF)
- Productive Use of Energy (PUE)



For each of these categories, a table is used to present gender gaps (marked with ↑) and opportunities gaps (marked with ↓), along with possible activities and entry points. Practical case examples and additional resources are presented as [Resource 9](#) as part of the Resource Pack.

Off-grid solar (OGS) technologies



Gender gaps and opportunities

- ↓ Women have limited independent income and decision-making authority within their homes. This can limit them from voicing their preferences for any technology, including OGS.
- ↓ Female-headed households may be poorer and unable to afford OGS technologies.
- ↓ Women may not meet the standard eligibility criteria for participation (for example, minimum level of education) in technical training programmes for installation, operation and maintenance (O&M) of OGS technologies.
- ↑ Reliable electricity can affect women and men differently, for example early morning or evening blackouts can affect women more, who need to prepare meals and complete domestic chores.
- ↑ Electricity can increase economic opportunities by increasing working time for activities and businesses in which women are involved.
- ↑ Understanding intra-household decision-making can lead to more effective ways of stimulating demand for appliances.

Gender-responsive actions

Ensuring equitable access for men and women

- Include access targets for male- and female-headed households.
- Gender-sensitive user education programs in O&M of OGS technologies
- Consider alternate consumer purchase models to enhance affordability and convenience for vulnerable groups, including female-headed households (demand-side subsidies, pay-as-you-go, and group guaranteed purchases).
- Feedback mechanism to map (and respond to) women's preferences in the design, use, and installation of technologies and products.

Incentivize manufacturers and distributors to hire women to take on roles in the supply chain

- Engage women in assembly and installation of OGS systems including solar panels, controllers and inverters for home systems; solar water heaters; solar lanterns; and LED (light emitting diode) lamp assembly and sales.
- Provide incentives to support women's entry as energy suppliers in the OGS market, such as microfinance, small and medium-sized enterprise financing, and grants and concessional loans; incentives to improve banks and financial institutions risk perception and awareness of lending to women entrepreneurs.
- Involve women in the value chain, from product development, distribution, retail, o&m and e-waste disposal, which may help reach more women customers, understand their needs better and empower them.
- Partner with women's networks and groups that could assist with market outreach (reach out to women's associations for group lending, marketing, demonstration effect) while at the same time leverage financial risk (for example, through group lending, micro consignments).



Minigrids



Gender gaps and opportunities

- ↓ Female-headed households may be poorer and unable to pay for the initial connection costs and the purchase of electrical appliances.
- ↑ Electricity can increase economic opportunities by e.g., increasing opening times for activities and businesses in which women are involved.
- ↑ Powering social services, such as clinics and public lighting, to improve maternal health and safety and enable women to participate in activities outside the home after dark.
- ↑ Access to electricity facilitates provision of drinking water and can reduce the time spent fetching water.

Gender-responsive actions

- Include access targets for female and male-headed households.
- Energize social infrastructure that benefit women (e.g., water supply, public lighting, training & health centers, in particularly gynaecological and maternity facilities).
- Include women in the training for the maintenance and development of energy services.
- The development of mini grids should take into account a realistic energy demand for productive uses, including those in sectors predominated by women, for lighting and for other power applications such as labour-saving appliances.
- In household electrification, ensure that women's energy needs are catered for (e.g. by including the installation of light bulbs in the kitchen into standard operation manuals for electrification).
- Encourage mini-grid management structures to include women (for example, through reservation for women in specific positions in minigrid management committees, making a reservation for at least one woman in each of the sub-committees, at least one woman in the board).

Cooking energy



Gender gaps and opportunities

- ↓ Mostly women are in charge of cooking but their access to modern cooking technologies and fuels are dependent on their husband's consent.
- ↓ Indoor air pollution from traditional cooking methods is a major source of ill-health, especially among women and children.

Gender-responsive actions⁵

Ensuring equitable access for men and women

- Target women and men separately, possibly using different approaches, in consumer campaigns and user feedback for improved cookstove markets.
- Review marketing strategies (content, information channels) to check whether they are responsive to the needs & perceptions of women and aligned with the literacy levels of women household members.
- Sensitize men about the benefits of using improved stoves.
- As part of baseline studies, collect information on what features women and men look for in stoves (local fuel type used/ preferred sizes and features of devices, purchasing power/present energy devices being used etc).

⁵ Further details can be found in Global Alliance for Clean Cookstoves, "Scaling Adoption of Clean Cooking Solutions through Women's Empowerment: A Resource Guide".



Cooking energy



- ↓ Fuelwood collection, a task mostly women and girls are responsible for, requires hard labour and long hours. Women and girls are also exposed to sexual harassment while collecting fuelwood.
- ↓ Women's ability to attend trainings/ cooking demonstrations for improved stoves is limited due to their childcare and domestic responsibilities, and at times, long distances.
- ↓ Rural households are affected by the lack of affordability and supply of household fuels and technologies.

- Encourage interface between stove designers and users (pilot testing of new models and a systematic process of feedback) to build in necessary features to make them more attractive for women.

In behavioural change campaigns⁶

- Engage with community leaders and influencers (often male members).
- Use popular TV and radio shows to spread the message. In Kenya, the Shamba Chef TV & radio show focused on clean cooking and nutrition. 13 episodes promoted a range of fuels and technologies and featured home make overs and competitions.
- Revisit messaging to ensure that it includes those who are likely to make purchase decisions on cooking devices. Messaging of drudgery doesn't always work. In Bangladesh, targeting both men and women, the campaign used a storyline to reinforce the idea that a 'modern man' would help and support his family by purchasing a cleaner cookstove.

Women trained and employed as service providers in clean cooking supply chains

- Within stove manufacturing, undertake a gender value chain analysis and implement strategies to move women to higher earning tasks within the value chain (methodology included as [Resource 10](#) in Resource pack).
- Include women's leadership, self-empowerment and agency content in BDS training to improved cookstove producers.
- Introduce affirmative actions to encourage women as ICS producers (for example, special training skills/confidence, ensure conducive atmosphere for training: childcare, training closer to home).
- Credit support for women entrepreneurs (group collateral, convenient repayment schedules, pigmy collection systems).

⁶ Further details can be found in Global Alliance for Clean Cookstoves, "Scaling Adoption of Clean Cooking Solutions through Women's Empowerment: A Resource Guide", untitled (cleancooking.org)



Energy interventions for refugee settings

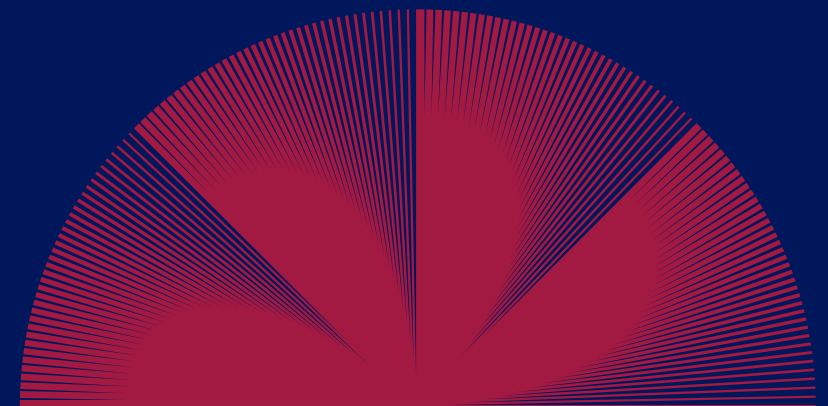


Gender gaps and opportunities

- ↓ In contexts where energy access is disrupted by emergencies, women, girls, and children — the usual custodians of household energy — are most impacted.
- ↓ Women have limited independent income and decision-making authority within their homes. This can limit them from voicing their preferences for any technology
- ↓ Women and girls, who are typically responsible for fuel collection, are often exposed to risks of gender-based violence during firewood collection.
- ↓ Gathering wood from surrounding areas with scant resources puts female refugees at risk of sexual and gender-based violence.
- ↓ Tensions between displaced and host communities can lead to intercommunal violence. Often this intercommunal violence is targeted at women and girls who are collecting firewood.
- ↓ Poor lighting in homes and within the camps is often mentioned by female refugees as a trigger for feelings of insecurity and for violence.

Gender-responsive actions

- Provide improved lighting in public spaces, community facilities such as streets, marketplaces, boarding schools, health clinics and in the home.
- Provide alternatives to firewood for cooking, which will reduce the need for women and girls to put themselves at risk by collecting firewood.
- Better lighting in houses improves well-being: by reducing family tensions and domestic violence triggered by poor, uncomfortable shelter.
- Income opportunities for women means that they can buy better energy solutions, which will in turn improve both their feelings of safety and actual safety.
- Create energy technology distribution outlets including demonstration points. Involve women in distribution outlets and make reservation for women in leadership positions in community bodies (In Uganda refugee project, 50% of leadership roles, such as chair, vice chairperson, secretary general, treasurer, or publicity secretary/mobiliser are reserved for women).
- Working with solar lighting companies to increase their presence in refugee camps. Devices such as solar rechargeable flashlights are useful and affordable.
- Setting up safe spaces to bring women and girls together, which can promote safety and establish a common platform through which to deliver targeted programming.



Enabling environment/ sector engagement



Gender gaps and opportunities

- ↓ Policy and sector consultations organised by governments and utilities generally use gender-neutral terms, such as “households,” which may mask social and gender aspects.
- ↓ The added value of gender integration in energy sector interventions may not be apparent to policy makers and needs to be brought to the fore in discussions.
- ↓ Gender focal points in energy ministries are often lacking in expertise and are under-funded.
- ↓ Policies on poverty reduction, gender and energy sectors are often separate and unconnected.
- ↓ Women’s voices are often missing from policy dialogue.

Gender-responsive actions

- Encourage setting of gender quotas to increase women’s participation in decisions making bodies.
- Address gender issues explicitly in national electrification policy; and support the inclusion of energy components in the national gender policy.
- Share real-life examples of successes in integrating gender into energy sector interventions and the intersection between gender, energy and poverty policies.
- Ensure that the ToRs for activities (e.g., meetings, studies, consultations) in ongoing operations include attention to gender.

Productive use of energy (PUE)



Gender gaps and opportunities

- ↑ Women, in rural and peri-urban areas, are important productive-users of energy because of their high entrepreneurship rates in. In female-dominated sectors such as, agriculture and food-processing efficient use of energy brings about higher productivity and reduction of production costs.
- ↑ Women are increasingly breaking barriers as business owners and entrepreneurs in non-traditional sectors (e.g., construction, transport, manufacturing, supply of energy

Gender-responsive actions

Ensuring equitable access for men and women

- Include targets for male and female-run enterprises to be covered under PUE interventions. This may mean specifically targeting value chains where women are predominant.
- Assist women-owned enterprises to access and utilise finance that will enable them to make investments in their businesses (support business plan development, link them to local financing institutions etc.)
- Provide business development services that include *inter alia*: (a) confidence building and life-skills development; (b) financial management and administrative skills; (c) human resource management; (d) marketing strategy; (e) Use of computers and ICT as a marketing tool, if relevant.



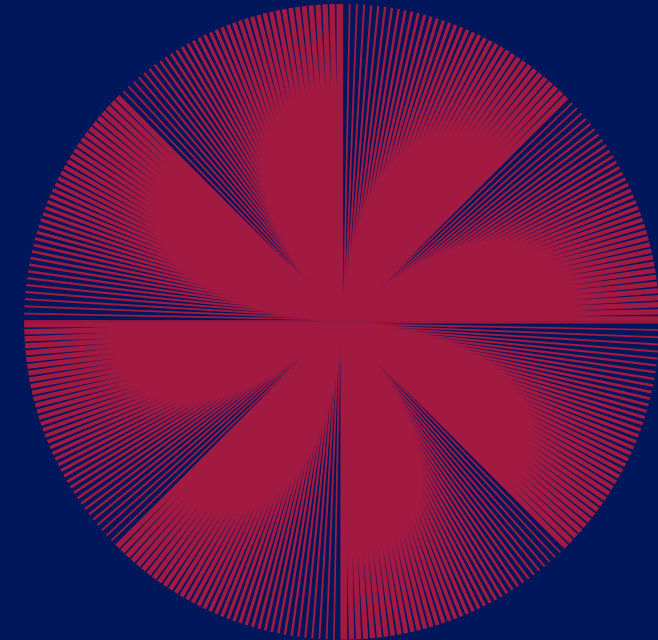
Productive use of energy (PUE)



services), with positive impacts on women and youth employment, efficient use of resources and the environmental protection.

- ↓ Women are typically engaged in subsistence type income generating activities, which rely more on thermal energy and less on electricity. These are typically informal and less mechanized.
- ↓ Women have less access to other services needed for running businesses, such as access to credit, technology, linkage with markets and associations etc.
- ↓ Women have limited independent income and decision-making within homes. This can limit them from making investments necessary to benefit from PUE programmes.
- ↓ Underlying social norms constrain the performance of women-owned enterprises, which determines the extent to which they can benefit from productive use of energy interventions

- Engage with husbands, partners and other family members to ensure their support is critical to women's empowerment.
- Partner with women's and professional networks and groups that could assist with supply procurement and marketing as well as mentoring



Results based financing



Gender gaps and opportunities

- ↑ RBF can help target specific customer groups (for example, female headed households), especially those otherwise underserved in projects.
- ↑ RBF helps channel financial to specific target groups.

Gender-responsive actions

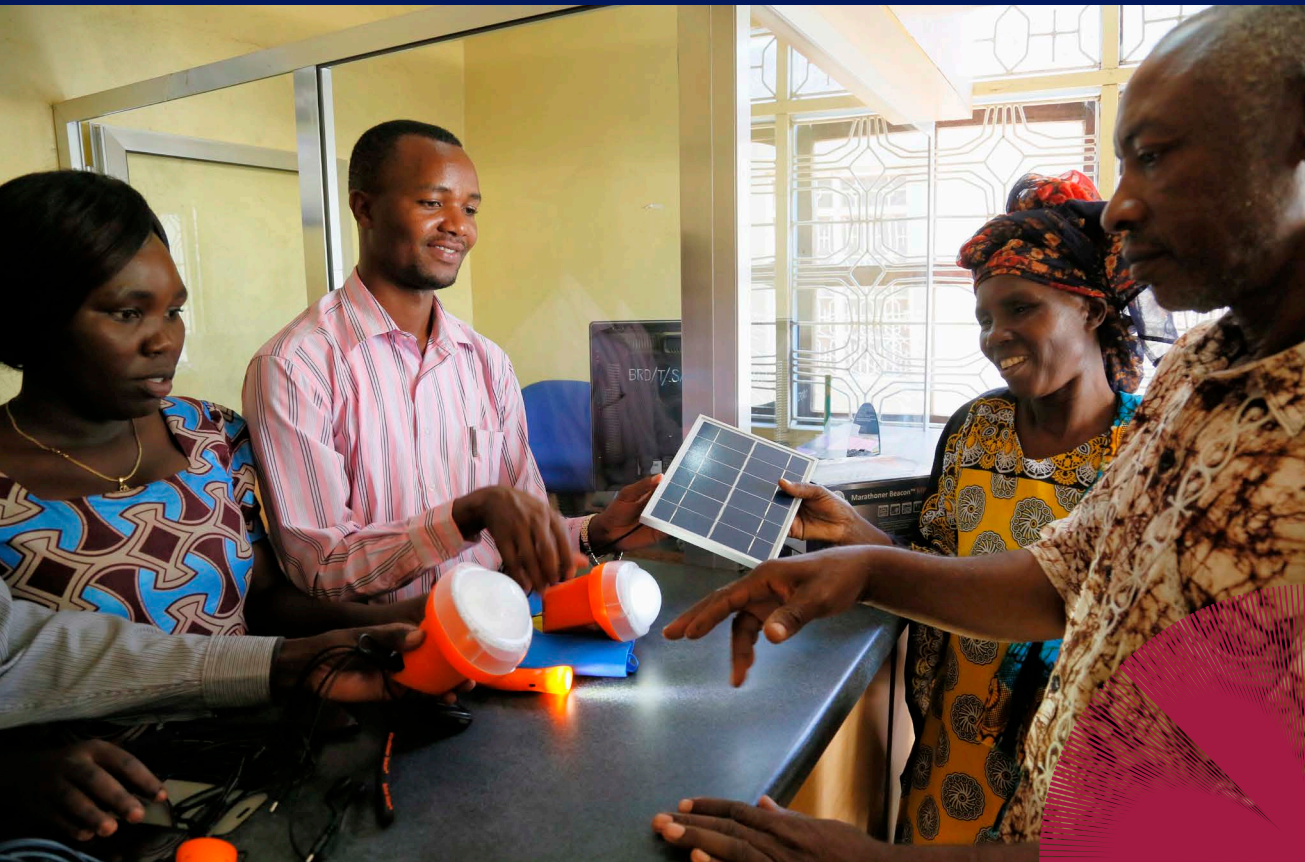
- Link disbursements to gender related outputs and outcomes defined as part of the gender analysis of the project (e.g., provision of energy for pumping drinking water, lighting in public places to increase safety, providing light connections in kitchens). Specifying such concrete outputs can help close identified gender gaps and can appear as part of disbursement linked indicators (DLIs).
- When working with energy companies, include services that are particularly beneficial to women and girls (e.g., more female-headed households connected to the grid) as DLIs.



Results based financing



- ↓ The market analysis needs to be gender-sensitive both on the supply side and the demand side.
- ↓ Data collection on gender typically requires additional skills and resources.
- Link disbursements to energy companies to meeting pre-decided quotas for women within new job markets and developing training for these skills.
- Financing mechanisms targeted for appliances and lighting needed in schools, health posts, social centres and water delivery services.
- Some indicators that can be included as part of RBF include: electricity connections benefiting female customers; time spent studying in the evenings for both boys and girls; number of women in management of energy companies; number of senior jobs created for women, percentage of which were staffed by women compared to baseline; number of female-headed and/or female-owned companies awarded contracts for work; increase in women-owned businesses manufacturing and/or distributing improved cookstoves; increase in women participating in verification process.



5

Monitor and report

EnDev's focus on results is combined with a monitoring system based on data collected at various levels, including households, enterprises and social institutions. Detailed outcome data is generated and compiled on program level annually and reported to the donors.

5.1 Setting up the monitoring system

The EnDev Logframe guides the monitoring system for an EnDev country level project. Each country project also develops a Theory of Change, and sets for itself output and outcome level targets, which are tracked on a regular basis. Moving forward, EnDev will more strongly focus on gender-disaggregated data, where available, to inform its gender-sensitive approach at country and global levels.

Disaggregated data already collected in the OCS

Household level

Outcome level

- Full time female job equivalents in production (biogas/stoves)

Output level

- Share of female costumers reached by financial products for investments in needs-based, climate-friendly energy supply systems (per comment section for Indicator 1.2)

SI level

Outcome level

- Full time female job equivalents in production (biogas/stoves)

PUE level

- Share of female employees per enterprise (all technologies)
- Estimated share of enterprises led by women (all technologies)
- Estimated share of enterprises led by couple (all technologies)

Outcome level

- Full time female job equivalents in production (all technologies)

Output level

- Share of female costumers reached by financial products for investments in needs-based, climate-friendly energy supply systems (per comment section for Indicator 1.2)

*Disclaimer: just a status quo. Will be adjusted in the course of the new monitoring tool based on discussion with and recommendations by Energia



Projects that are implementing gender action plans will set and track additional gender-focused indicators for the GAPs. The monitoring framework for the GAP is developed at the beginning of implementation. In setting up a monitoring system, remember that:

- Not all data needs to be sex or gender disaggregated. It is strategic to develop few, but more sensitive, and gender-relevant indicators. Collecting data on numerous, immeasurable indicators on everything related to gender equality should be avoided.
- Try to think beyond sex-disaggregation. Include indicators that will show closing of concrete gaps between women and men. In doing so, there may be some indicators that collect data on women only or men only.
- Use a mix of qualitative and quantitative indicators to measure the gender results of an intervention. A balanced mix is essential to generate pertinent information, to add credibility to the data and to probe more profound aspects of the changes that take place. Qualitative indicators are useful to capture change that is difficult to measure such as changes in perceptions or attitudes. They can also help with gender analysis of the content of training programs, or assessments of organisational capacity.
- While setting indicators and targets, be mindful of the fact that you will need to collect baseline data and ensure that you set aside sufficient budget for it. Also check whether you have sufficient capacities in place for gathering gender-sensitive information and conducting gender analysis.

A list of suggested indicators to track the gender results of EnDev is included as [Resource 5](#) in the Resource Pack.



5.2 Reporting results

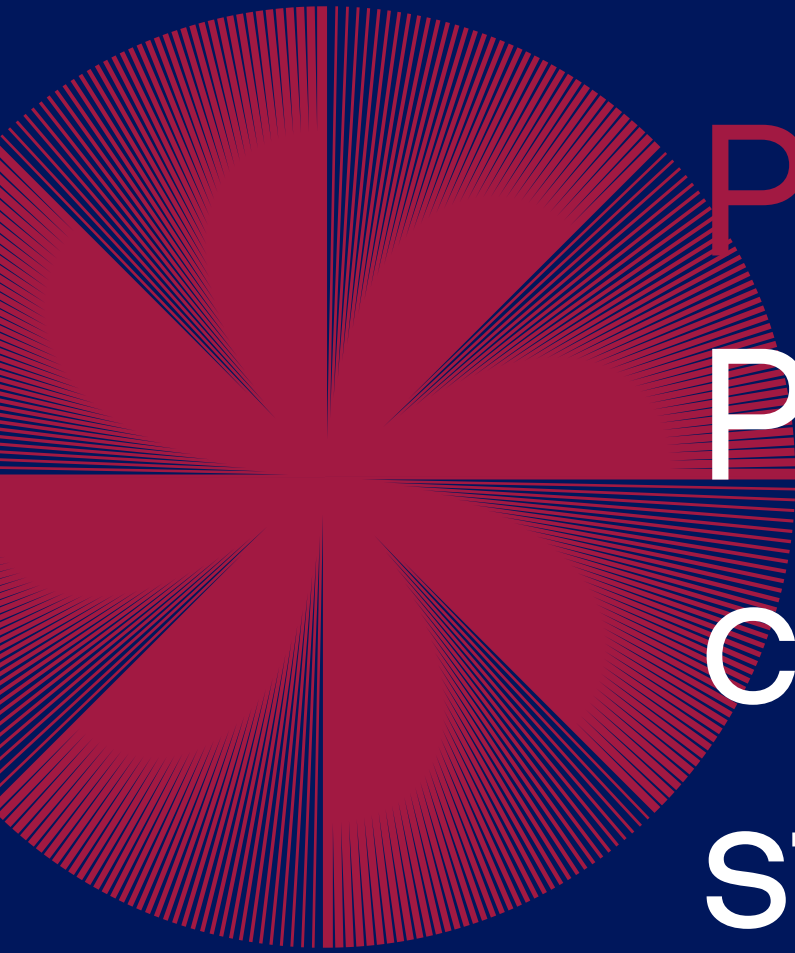
All projects are required to report on results of project activities on gender equality and to present data disaggregated by sex, where relevant. Include in the progress report templates, and implementation status reports a section on gender equality actions and results. Below are five critical areas for reporting on gender and some questions to ask during reporting:

- Capture qualitative lessons learned and best practices through narrative reporting.
- Reporting needs to be clear, specific and detailed enough to give insight into the unique social landscape of the project. Generalized statements which may articulate a commitment to gender sensitivity are not meaningful unless substantiated.
- When reporting results, it should be made clear what

the implications of these results are. If participation of women in committees or training has improved this is positive, but the result can be made more meaningful by substantiating information on the women are using the training they received, whether they are taking up new jobs, earning more incomes, are participating better in household decision making.

- It is important to avoid making forced conclusions. Women's increased participation in committees or training does not necessarily automatically equate to increased capacity or skills or involvement in decision making. Further investigation is always required to confirm any impacts.
- Reporting on gender processes and results must be integrated throughout the reports, and not be restricted to the "Gender" section.





Part 3

Project

completion

stage

6

Review and report

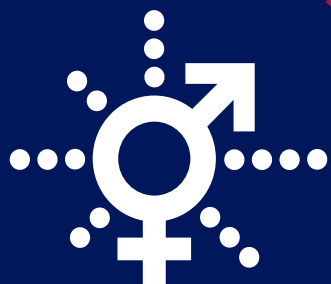
Capture and present gender-related results of the project in final progress reports. In final reporting, include details on the extent to which the project is contributing to achieving gender equality and reducing the structural causes of gender inequality, and what concrete impacts are being achieved. Details should be provided on:

- Overview of issues: To what extent does the project recognize and tries to address existing gender-specific disadvantages and discrimination.
- Results: Does the project have specific impacts on men and women in its area of action? At what levels can results be observed (target groups, partner agencies/ national policy)? Which changes (positive and negative) can be observed on gender equality issues? Are there any gender issues that were not the original focus of the measure (unintended results)? For example, in case of infrastructure projects, the project intervention may increase gender-specific risks (e.g., job loss, HIV and other communicable diseases, increased workload). Make a commentary on to what extent gender transformative results have been achieved.
- Reporting on the Results framework: Attainment of targets in the results framework, and justification for deviations from the initial goals/indicators regarding gender
- Approaches and activities: Has the gender approach selected proved to be effective? Is it innovative and are there options for scaling it up or transferring it to other policy and strategy processes?



Annex

Key gender definitions and concepts



Gender

Gender: Gender refers to an individual's social gender as opposed to their sex, which is biologically determined. It includes socially constructed gender roles and relationships, perceptions and expectations. These factors are contextual, dynamic and open to change. They are reflected in such areas as social standards, legislation, traditions, religion and so on (GIZ, 2019).

Gender equality

Gender equality means the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female (GIZ, 2019).

Gender gap

Gender gap means any disparity and inequality between women and men's condition due to their position or role in society. It concerns inequalities in terms of their participation, their access to opportunities, rights, power to influence and make decision, incomes and benefits, and control and use of resources.

Gender mainstreaming

Gender mainstreaming is understood as a strategy for institutionalizing and integrating gender concerns into the mainstream. To mainstream gender is to explicitly integrate the objective of gender equality in any planned action, including legislation, policies and programmes, in all areas and at all levels, rather than being handled in isolation.

In EnDev' context, this means making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all projects, with the goal of achieving gender equality.

Women's empowerment

Empowerment means giving an individual power or transferring responsibility to them. Women's empowerment is regarded as a key factor in achieving gender equality. The empowerment of women is the process by which women gain power and control over their own lives and acquire the ability to make strategic choices (EnDev Gender Guidelines).

According to Naila Kabeer's "Resources, agency, and achievements" framework, the three interrelated dimensions of empowerment include:

- Resources: gaining access to material, human, and social resources that enhance people's ability to exercise choice, including knowledge, attitudes, and preferences
- Agency: increasing participation, voice, negotiation, and influence in decision-making about strategic life choices
- Achievements: the meaningful improvements in well-being and life outcomes that result from increasing agency, including health, education, earning opportunities, rights, and political participation, among others

the context of EnDev projects, women's economic empowerment includes two elements: (a) participation in markets (as employees/ entrepreneurs) on equal terms (access to credits, training, equal salaries etc.), and (b) control over the income they earn.





Gender-differentiated energy needs (EnDev 2019)

EnDev projects are committed to addressing productive needs and – where possible strategic needs alongside practical needs of men and women. Let us see what this means:

Practical needs are related to the concrete living conditions of women and men and their present workloads and refer to the immediate needs, e.g., the need for clean water supply, lighting at night, fuel for cooking. They provide comfort and convenience, make work easier and reduce drudgery, free up time for rest and recreation, however, are unlikely to challenge or change the underlying reasons for unequal aspects of gender relations. In other words, by themselves, they are unlikely to bring about any long-term changes in the position of women.

Productive needs are those, which, when resolved, allow women and men to produce and earn an income from more and better products. by providing them with the energy access needed to work more efficiently, for new opportunities for income generation, and to start energy enterprises as a livelihood source.

Strategic needs or interests aim to reduce existing disparities and to enhance gender equality. Meeting women’s strategic needs includes promoting equal role in decision making, ownership of assets, shared responsibility between men and women for childcare, and reduction of violence against women. Strategic interests of women may also be met when women are trained in professions that are formerly regarded as being male professions, e.g. as producers of improved cook stoves or as maintenance personnel for renewable energy installations.

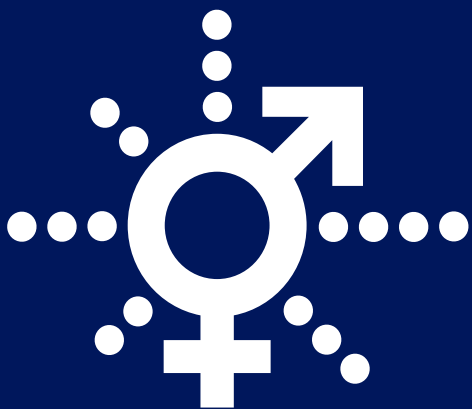
In practice, practical productive and strategic needs often overlap. For instance, solving practical problems such as freeing women’s time through labour saving appliances can enable women to work outside their homes and earn an income. This can strengthen their self-confidence, give them greater independence and thus contribute to a change in relations between women and men. Similarly, enhancing women’s basic numeracy and literacy skills enables them to operate in the local market and at the same time, may enable them to participate more effectively in community organisations, and change gender relations within the household and community.

Gender transformative approach

Gender transformative approaches seek “to reshape gender relations to be more equitable, largely through approaches that free both women and men from the impact of harmful and rigid gender and sexual norms” (EnDev 2019).

When projects and policies are said to be gender transformative, it means that they are trying to achieve gender equality by questioning and changing unequal gender norms and power imbalances. Such approaches go beyond meeting immediate energy needs and work towards correcting existing unequal gender relations, societal structures and norms. By doing so, they try to tackle the very root of gender inequalities. Gender transformative projects go beyond simply having a specific women’s component in the project, they must “conduct their business” in a manner that address gender inequality and promotes gender equality, therefore the advancement of women. Interventions that seek to transform gender relations may take more time to bring about results, but such changes are more likely to bring long-term and sustainable benefits





The gender mainstreaming continuum

The gender programming continuum indicates the degree to which a programme address – or fails to address – gender-related norms.

Gender-exploitative or gender negative programmes use and reinforce gender inequalities. This is a negative level of programming that should be avoided.

Gender blind programmes do not recognize that development can have different effects on women and on men. Such an approach can also reinforce gender-discrimination.

Gender aware programmes do recognize gender inequity and differences between women and men in terms of access to and control over resources, including opportunities for development and that women and men have different perspectives and interests. However, this awareness is not necessarily translated into practice.

Gender sensitive programmes recognize the underlying and hidden causes of inequalities between women and men. Differences are felt as undesirable and unjustifiable and there is an understanding of problems resulting from inequity and discrimination. Gender relations are considered throughout the intervention.

Gender-responsive programmes recognize the underlying and hidden causes of inequalities between women and men. They also systematically incorporate or address gender concerns and issues.

Gender transformative approaches view the transformation of unequal gender relations as central to achieving positive development outcomes. The aim is to enhance opportunities for both men and women.

Gender-transformative programmes seek to transform gender relations to promote equality through critical reflections and questioning of institutional practices and broader social norms that create and reinforce gender inequalities and vulnerabilities for men and women

Sex- and gender-disaggregated data

Sex-disaggregated data: Any data on individuals broken down by sex, collected and tabulated separately for women and men.

Gender-disaggregated data: Data, that in addition to being broken down by sex, is also produced taking into consideration the different socio-economic realities women and men face. So the types of data being collected or how data questions are formulated consider existing gender concerns and differentials. For example, the number of women headed households adopting solar home systems is sex-disaggregated data. When this is accompanied with data that represents why this is so, for example, with data on income levels and asset ownership of women headed households, their access to information, it would be gender disaggregated. Data that throws light on the barriers and constraints to women and men participating and benefiting equally from the programme/project is gender disaggregated.





Theory of change

Strategic goal

“To promote gender equality and women’s self-empowerment though expanding access to modern energy services for households, social institutions and micro, small to medium-sized enterprises in developing countries”

Impacts

- Poverty alleviation (reduction in time and effort spent on domestic chores)
- Economic development (Increased income through energy entrepreneurship & productive use of energy)
- Improved health (reduction in indoor air pollution/ reduced drudgery in household chores, Improved healthcare)
- Improved education (through energization of educational institutions)

Outcome areas

Gender responsive energy access

Enterprise development & job creation

Women’s representation, voice and leadership

EnDev’s institutional capacity & processes

Interventions

Energy technologies, fuels and appliances to address women’s needs

Energy - dependent social institutions (clinics/ schools/ water pumping)

Women’s businesses/ enterprises in energy supply chains

Support women MSMEs to benefit from productive uses of energy

Career advancement for women in energy supply chains

Build women’s leadership & decision-making

Build women’s competencies in O&M & management of energy systems

Advocate with private sector to include women in supply chains

Build partnerships to highlight gender equality issues

Build women’s leadership in national energy sector agencies

Gender Strategy & operational guidelines

Capacity development

Gender-responsive m&e

Strategic partnerships

IMPLEMENTATION FRAMEWORK

Gender mainstreaming in the project cycle

Development of project level Gender Action Plans

Adherence to the GIZ safeguards and gender management system

Root causes and barriers

- Cultural factors, gender roles and biases
- Lack of access to and control over productive resources
- Limited access to education, training, skills and information
- Limited representation and decision-making roles in energy sector policies and programmes
- Lack of gender statistics and sex-disaggregated data



Funded by:



Ministry of Foreign Affairs of the Netherlands



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development
and Cooperation SDC

Coordinated and implemented by:



Netherlands Enterprise Agency

Imprint

Published by

Deutsche Gesellschaft
für Internationale Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn, Germany

Dag-Hammarskjöld-Weg 1-5
65760 Eschborn
Germany

T +49 61 96 79-0
F +49 61 96 79-11 15
E info@giz.de
I www.giz.de

Contact

Energising Development
E endevo@giz.de
I www.endevo.info
As of: Version 1.0, December 2020

Photos

© GIZ
Pages 8, 12: © SNV; page 29: © DFID/Russell Watkins; pages 35, 37: © AVSI

Authors: Soma Dutta, ENERGIA

Contributors: Alexander Haack, EnDev; Sarah Thomas-Parensen, EnDev/GCF; Isabella Lehmann, EnDev

Designed by: FLMH Labor für Politik und Kommunikation

