

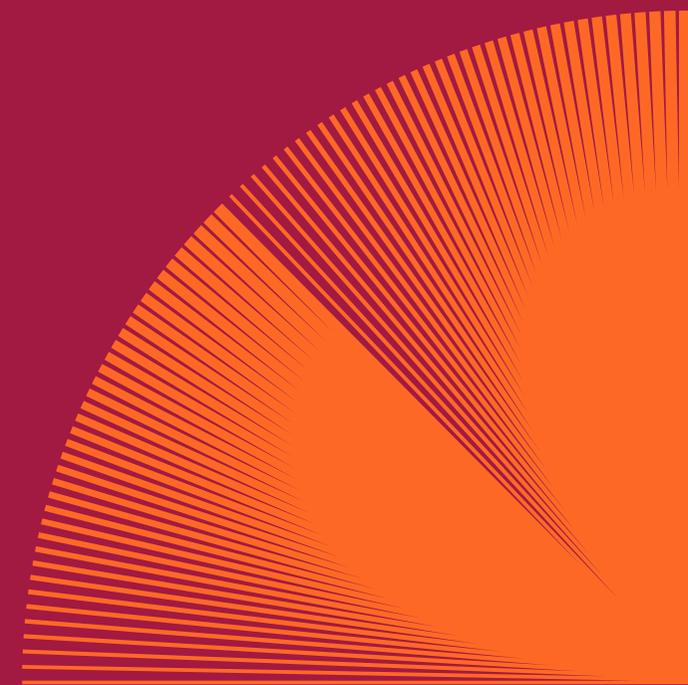
Gender Strategy

Advancing gender equality and women's self-empowerment through energy access

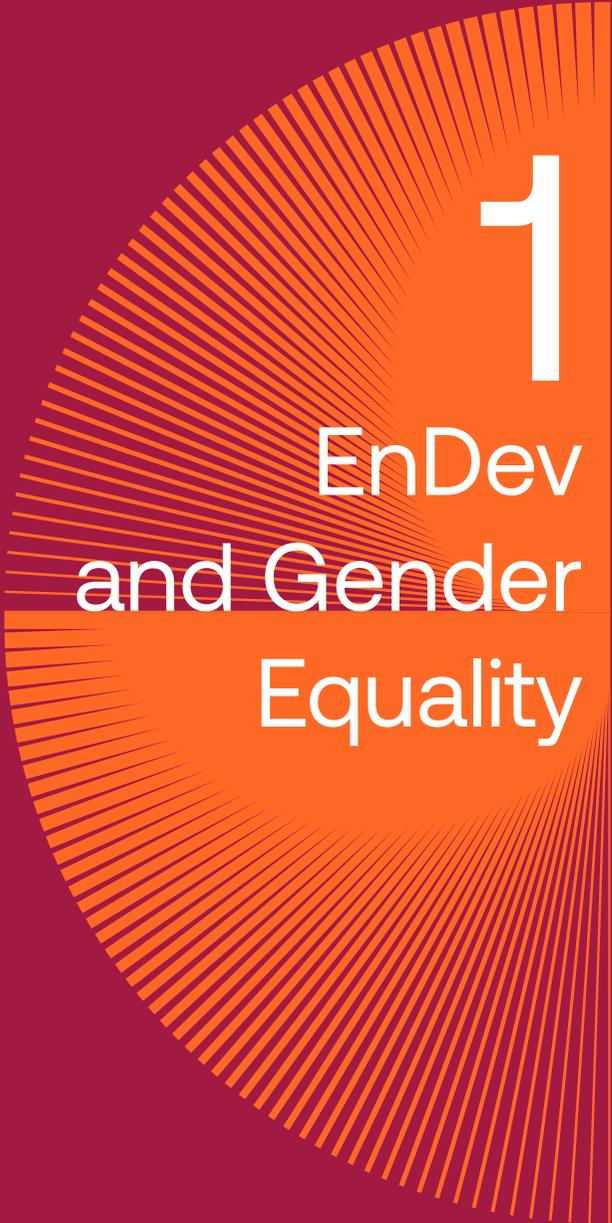


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1 EnDev and Gender Equality

Energising Development (EnDev) is a multi-donor partnership, currently financed by the governments of the Netherlands, Germany, Norway and Switzerland. In aligning itself with the 2030 Agenda for Sustainable Development and the goals of the Paris Agreement, EnDev promotes sustainable access to modern energy services for households, social institutions and micro, small and medium-sized enterprises (MSMEs) in developing countries. So far, it has reached over 25 million people in more than 20 countries in Africa, Asia and Latin America.

EnDev, in its *Strategy 2019-25*, commits to supporting gender equality as one of its cross-cutting commitments ([EnDev 2020](#)). A key element of EnDev's strategy is its emphasis on leaving no-one-behind, including the poor and vulnerable population groups, with a focus on women and refugees.

Against this background the purpose of this **EnDev Gender Strategy** is to articulate the **gender ambitions of EnDev** and provide a comprehensive framework to support its effective implementation. The EnDev Gender Strategy is therefore accompanied with [Operational Guidelines on Gender Mainstreaming in EnDev Projects](#) that lay down the operational requirements on gender and provide technical guidance to EnDev projects in their design, implementation, monitoring and evaluation.



2

The case for action

2.1 Global commitment to Gender Equality

Gender equality and women's empowerment is a prerequisite for and driver of sustainable development. The United Nation's 2030 Agenda for Sustainable Development emphasizes that gender equality and women's empowerment are a goal in themselves, and at the same time, cut across all SDGs (UNDP, UN Women and UNEP, 2020). A fundamental principle of the 2030 Agenda is to "leave no one behind", which means that development must benefit everyone. Thus, achieving sustainable development requires recognizing the contributions of women, who form half of the world's population, ensuring their meaningful participation in decisions that affect their lives and their communities, and equitable benefits to both men and women.

2.2 The situation of Gender Equality in energy access

Despite progress on the global level in acknowledging the relevance of gender equality and women's empowerment, major challenges in the off-grid energy sector remain at large and need a coherent and holistic solution which also includes areas such as programme design, partner involvement and peer-to-peer exchanges. From an EnDev-perspective, the most fundamental areas that need attention are:

- **Women continue to lag in access to energy** (EN-ERGIA, 2019; IRENA 2019). Even when they do have energy access, women tend to remain at lower tiers of access, mainly due to their being poorer than men. While men tend to have more access to high-capacity



electricity connections, which enable a wider range of income-earning activities like carpentry and metal works, women most often have access only to the most basic of energy services, such as lighting and biomass for cooking energy.

- **Clean and efficient cooking is vital for improving women's health, for reducing their unpaid domestic work, and freeing their time** for productive and leisure pursuits. Unfortunately, over 2.6 billion people remain without access to clean cooking (IEA, IRENA, UNSD, World Bank, WHO, 2021). This forces households to rely on inefficient stove and fuel combinations, exposing them to indoor air pollution, a source of some 3.8 million deaths each year (WHO, 2018). Majority of those affected are women and young children.





- **When they can, women can and do play a significant role in energy access.** Women are effective spokespeople for use of clean energy, endorsing marketing messages, and taking advantage of women-to-women communication strategies. As employees of energy companies, as sales agents and as energy entrepreneurs, women are proving their mettle, especially in remote and poor communities and locations.

- **The gender considerations highlighted above remain largely unexplored and unaddressed in energy interventions.** Men are more likely to be targeted by productive use of energy (PUE) interventions that are typically electricity focused, since men typically own larger businesses, such as those in construction and manufacturing, and use higher levels of electricity (ENERGIA 2019). In Tanzania, 71% of enterprises are owned by men, who spend three times as much on electricity as women-owned ones. Women's enterprises tend to face more barriers in accessing electricity from the grid compared to their male counterparts. Women mostly operate smaller businesses that mostly rely on thermal energy (wood, charcoal, LPG), or that do not need much more than lighting and a few small appliances such as a sewing machine or hair dryer, and these tend to get left out of PUE interventions, unless special efforts are made to include them.

For the energy sector, this calls for

- 1 Promoting women's equal engagement and voice in energy sector policy and planning and decision-making bodies;
- 2 Supporting women's engagement in energy value chains as employees, business owners and entrepreneurs, and
- 3 Partnerships and alliances with organisations representing women.

- **Women's access to health facilities is dependent on availability of modern energy.** Only 41% of low and middle-income country health care facilities have reliable electricity (Cronk and Bartram, 2018, cited in UN 2021b), which means compromised health care delivery, including maternal and childcare, quality of medical products and sterilization.
- **In humanitarian settings, women suffer unprecedented hardships in the absence of energy services.** Globally, there were 25.9 million refugees in 2018 (UN, 2021b). Inadequate lighting in night markets, communal hygiene/sanitation facilities, and public spaces in general, can increase women's vulnerability to violence (Lahn and Grafham, 2015). Further, there is widespread documentation on the risk of sexual and

gender-based violence faced by women and girls venturing outside camps.

- **Women bear bulk of the responsibility for household tasks, yet they are hindered by unequal access to and control of resources.** Since the outbreak of COVID 19, unpaid care work in homes has increased, due to social distancing practices, school closures and home schooling, and heightened care needs of older and sick people. At the same time, the pandemic is deepening pre-existing inequalities: in every sphere, from health and personal well-being to economy to social protection, the impacts of COVID-19 are exacerbated for women and girls simply by virtue of their sex (UN Women, 2021).



3

Advancing Gender Equality through energy access

While gender equality requires that women and men should equally participate in and benefit from development, the focus of gender equality measures tends to be more focused on women. This is because universally, where gender inequality exists, it is generally women who are excluded or disadvantaged: there are clear patterns of women's inferior access to resources and opportunities. Moreover, women are systematically under-represented in decision-making processes

that shape their societies and their own lives. Aimed at correcting the existing gender imbalances, the EnDev Gender Strategy focuses mainly on empowering women.

Advancing gender equality through its core objective of expanding access to clean and affordable energy in rural communities will help EnDev achieve multiple goals of poverty reduction, inclusive growth and leaving no one behind. It will:

- **Improve the lives of women and children, as well as men**, by making clean cooking technologies and fuels available, providing pumped water supply, making women and girls' education possible, and energizing rural health facilities that women use extensively.
- **Economically empower women**, through support of women-led enterprises and businesses in the energy value chains and productive use of energy activities. Further, women-owned small and medium-sized enterprises are estimated to represent 30 to 37% of the total number of SMEs in emerging markets, which energy solutions can power.
- **Reduce household poverty and improve well-being of the community**. On average, women spend 90% of their incomes on education, health care, and housing, in comparison to men who spend around 60% on these items (Women's World Banking, 2017).

- **Help businesses respond better to customer needs**. Involving women in energy-system supply chains leads to increases in productivity, organisational effectiveness, return on investment, and higher consumer satisfaction. Women are also able to leverage existing social networks and form trusting relationships with potential customers, especially women.



48%

22%

Despite making up 48% of global labour force – women only account for 22% of the traditional energy sector



By strengthening its focus on gender equality and women's self-empowerment, EnDev's energy access work offers the potential to bring about gains in several SDGs.



End poverty in all its forms everywhere

- Modern energy for agriculture can generate additional employment for women in economies that rely heavily on agriculture
- Modern energy can power refrigeration and processing of agricultural outputs, thereby increasing their market value and incomes.
- Time freed up using efficient energy technologies enables women to participate in productive and educational/ self-development activities (enabling them to earn an income)
- Efficient appliances help women save money and help household budgets.
- Renewable energy sector can create new jobs for women.



Ensure healthy lives and promote well being for all

- Clean cooking energy reduces the risks related to exposure to indoor air pollution caused by use of biomass fuels, especially for women and children, who face greatest risk of pneumonia, low birth weights in newborns and still-births.
- Clean cooking energy reduces the risk faced by women for injury/violence in fuelwood collection & reduces the physical labour.
- Electricity can power medical equipment, storage of vaccines, and enables performing basic health procedures after dark.
- Availability of electricity is a prerequisite for reproductive health services. Without reliable electricity, pregnant women risk delivering in the dark or are unable to undergo emergency surgeries at night.



Ensure inclusive and equitable quality education for all

- Reliable electricity at home and in schools can improve educational outcomes for girls, by reducing their unpaid care and domestic workloads and freeing up time for study and school attendance.
- Reliable electricity makes possible use of computers and other technologies in educational institutions.



Ensure access to affordable, reliable, sustainable and modern energy for all

- Modern energy can help women save time, reduce effort needed (in fuelwood and water collection) and open opportunities for schooling or training and income-generation.
- Modern cooking energy technologies and fuels can reduce the risk of gender-based violence for women and girls while collecting fuelwood.
- Adequate lighting in public spaces and on streets, including in refugee camps can improve women's safety and enable them to participate in activities such as training classes and meetings that take place in the evenings or even selling their wares in night markets.
- Women participating in project trainings and working in energy projects can earn extra income.



4

The EnDev Gender Strategy

Against the backdrop a clear need for action and the strong impact areas that EnDev could contribute to as established in the previous sections, the EnDev Gender Strategy defines commitments on gender equality and the self-empowerment of women and elaborates an approach and operational framework to mainstream a gender sensitive approach across its work.

The Gender Strategy is organised around addressing existing gender gaps with respect to energy access in developing countries, identifying strategic entry points for promoting gender equality and women's self-empowerment in the context of its projects, and contributing to the sustainable development goals, especially SDG 7 and SDG 5.

This will enable EnDev to further strengthen its impact and ensure that women and men are able to participate in and benefit equally from energy access interventions. The EnDev Gender Strategy is articulated below in terms of a **strategic goal** and **four priority areas** and **interventions** to achieve them.

4.1 Strategic Gender Goal of EnDev

The strategic goal defines the higher-level ambition of EnDev and serves as inspirational and strategic guidance. The goal is:

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



This will be achieved through the following impacts:

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



4.2 Priority areas and interventions

EnDev will contribute to the above impacts by working on four priority areas, while ensuring that poor and vulnerable population groups are reached, with a specific focus on women and refugees.



Priority area 1: Gender responsive energy access

- Expand supply of energy technologies, fuels and appliances that address women's practical, productive and where possible, strategic needs. In doing so, promote clean cooking technologies, and labour-saving appliances that reduce drudgery and unpaid care work.
- Provide energy services to social institutions that can benefit women, such as health clinics, water pumping, street lighting and schools.



Priority area 2: Women's Economic Self-empowerment through entrepreneurship and job creation

- Support women's businesses and enterprises in energy supply chains by providing skills, training, information, and access to finance, markets and networks.
- Support women MSMEs to benefit from productive uses of energy, through skill building, training, access to information, markets, finance, and networks.
- Support career advancement for women in energy supply chains by providing opportunities for training, skills and jobs.
- Strengthen women's decision-making power improve their productivity, income and asset ownership.



Priority area 3: Women's representation, voice and leadership in energy sector

- Build women's competencies in operation and management of energy supply systems.
- Advocate with the private sector to include women in design, distribution and management of energy technologies and services.
- Strengthen partnerships and platforms, to elevate the importance of gender equality and women's self-empowerment as a priority to advance SDG 7.
- Support energy sector institutions to enhance gender parity by increasing women's representation in leadership roles.



Priority area 4: Strengthen institutional capacity and processes on gender within EnDev and its country projects

- Promote and disseminate EnDev Gender Strategy and operational guidelines.
- Build the capacity of EnDev project staff and implementing partner organisations to plan and implement gender focused actions.
- Strengthen monitoring and evaluation of gender results by strengthening the M&E framework and systematic collection, analysis and reporting on sex-disaggregated data, as relevant.
- Build strategic partnerships with organisations at the national, regional and global levels with relevant gender expertise.



Theory of change

4.3 Theory of change

The Theory of Change (ToC) below describes how the planned interventions will deliver the desired goals of gender equality and women’s self-empowerment within the EnDev project.

- The ToC draws on the context, starting with a mapping of the root causes and barriers that hinder gender equality in energy access in developing countries.
- With this starting point, the ToC identifies a number of interventions that contribute to four outcomes areas: (a) gender responsive energy access; (b) enterprise development and job creation; (c) women’s representation, voice and leadership and (d) EnDev’s institutional capacity & processes.
- These interventions will be executed using an implementation framework, that combines gender mainstreaming and adherence to GIZ safeguards system, to be adopted in all EnDev projects, in addition to targeted Gender Action Plans in 3-5 countries in every programming cycle.
- These interventions are expected to bring about impacts in terms of poverty alleviation, health, education, economic development and gender equality, thereby catalyzing a just and inclusive energy transition, contributing to SDG5 and SDG7, and other SDGs.

Strategic goal

“To promote gender equality and women’s self-empowerment through 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
Energy technologies, fuels and appliances to address women’s needs	Women’s businesses/ enterprises in energy supply chains	Build women’s competencies in O&M & management of energy systems	Gender Strategy & operational guidelines
Energy - dependent social institutions (clinics/ schools/ water pumping)	Support women MSMEs to benefit from productive uses of energy	Advocate with private sector to include women in supply chains	Capacity development
	Career advancement for women in energy supply chains	Build partnerships to highlight gender equality issues	Gender-responsive m&e
	Build women’s leadership & decision-making	Build women’s leadership in national energy sector agencies	Strategic partnerships

Interventions

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

5 Implementation framework

Ensuring that the ambitions outlined in the EnDev Gender Strategy are effectively translated into its country projects and global activities, and that long-lasting results are achieved, the following will be adopted:

- (a) For all projects, gender considerations will be mainstreamed throughout the project cycle
- (b) All projects will adhere to the GIZ safeguards and gender management system
- (c) In every programming cycle, selected projects will be assisted to develop and implement dedicated Gender Action Plans.

5.1 Gender mainstreaming in EnDev project cycle

Mainstreaming gender effectively and efficiently needs the implementation of the following activities throughout country project life cycles and operational processes, which will be implemented by all projects:

Project design and planning stage:

- Country projects undertake a gender analysis prior to designing proposals.
- All proposals will
 - Include gender holistically in the Theory of Change
 - Identify and formulate gender-specific actions to be included in the project
 - Include gender-sensitive indicators and targets, aligned with the EnDev logFrame
 - Allocate appropriate human and financial resources for the above

Implementation stage:

- Collect baseline data on gender indicators and targets
- For projects that want to raise their ambition on gender, elaborate Gender Action Plans (GAPs)
- Build institutional capacity for gender mainstreaming, including:
 - Creating awareness on gender issues within project teams as well as among partners
 - Training staff on their gender actions and making them accountable
- Ensure gender activities are implemented as per project proposal
- Monitor these activities and emerging results on a regular basis, through collection of sex-disaggregated data, and use the findings to inform and correct, if required, project strategies
- Engage with relevant stakeholders including governmental institutions and civil society during implementation

Project completion stage:

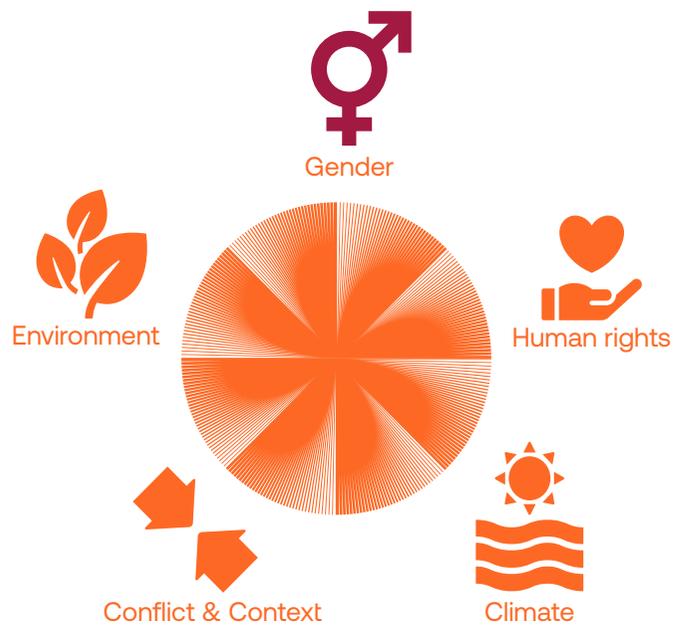
- Review progress made towards gender equality and women's self-empowerment and capture any unintended impacts as well as lessons learned

Specific advice, tools and ideas for action to integrate a gender perspective into EnDev projects, following the steps in the project cycle as well as the management responsibilities in project management, are provided in the **Operational Guidelines on Gender Mainstreaming in EnDev Projects**.



5.2 GIZ safeguards and gender management system

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 safeguards and gender management system comprises of the following elements:



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

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 analyze if different gender aspects are sufficiently taken up in the projects design. The gender analysis will outline current gender relations and roles, as well as gender-specific interests, needs, potentials and discrimination of people in a particular country, context and/or sector. In concurrent years this analysis will be updated with each programming cycle. This analysis is reviewed by the Safeguards and Gender desk to assure its quality as well as a holistic gender-sensitive approach by 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 programming documents like the ToC and then also be taken up in the project implementation.

5.3 Project level Gender Action Plans

To start with, 3-5 country projects in each programme cycle 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. The number of country projects developing a GAP will be increased progressively.





5.4 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



Annex 1

Key gender definitions and concepts



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's 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 ultimate 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).

In 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 projects are committed to addressing productive needs and – where possible strategic needs alongside practical needs of men and women (EnDev, 2019). What this means is as follows:





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 roles 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 traditionally regarded as being male professions, e.g., as producers of improved cook stoves or as maintenance personnel for renewable energy installations.

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 or 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.



Annex 2

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