



Gender mainstreaming in renewable energy project design

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Speakers



Dr Virginie le Masson

Research Associate, Gender Equality & Social Inclusion / Risk and Resilience
Overseas Development Institute



Laura Lahti

Impact Manager
Camco Clean Energy



Katherine Lucey

Founder and Chief Executive Officer
Solar Sister



Gender Mainstreaming Toolkit

For projects seeking
REPP support

By Laura Lahti, 26 May 2020

Gender Equality and REPP

REPP Environmental and Social Policy

Identify individuals and groups that may be directly or disproportionately affected by the project because of their **vulnerable status**.

Ensure **gender-inclusive consultation** is implemented to provide the full picture of stakeholder perspectives.

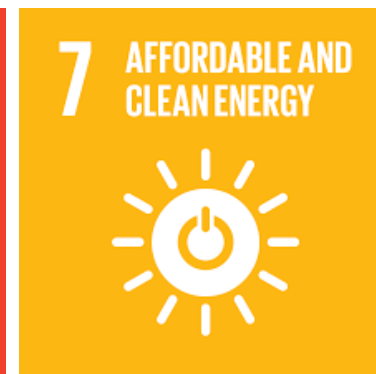
Provide **equal opportunities and fair treatment** with respect to any aspects of the employment relationship.

REPP Gender Mainstreaming Policy

Analyse the **gender equality** situation within your own company, country of operation and project.

Establish an investee-specific **gender action plan** by identifying gender performance indicators and sex-disaggregated targets against an established baseline that can be incorporated into a monitoring plan.

Gender equality is essential to sustainable development.



STEP 1

Gender Analysis

Project level

What is the context?

- What demographic data, disaggregated by gender and age in the project area, is available? (e.g. life expectancy, literacy, child mortality, percentage of woman-headed households, poverty level)
- What are the main sources of livelihoods and income for women and men?
- What impacts, negative or positive, will the project have on men and women? How are they different?
- What is the legal status of women in relation to the project (e.g. access to land or purchase power of electricity)? Is it different to men's?
- What are the common beliefs, values and stereotypes related to gender in the affected communities?

Who has what?

- What are the levels of income and wages for women and men?
- What are the levels of educational attainment for girls and boys?
- Who controls access to or owns the land?
- Do women have rights to land, and other productive resources and assets?
- What proportion of men and women have bank accounts? Have they received loans/credit?
- What proportion of men and women have mobile phones, access to radio, newspapers, TV?
- Do women and men have access to extension services, training programmes, etc.?

Who decides?

- Who controls/manages/makes decisions about household resources, assets and finances?
- Do women have a share in household decision-making?
- What are the main areas of household spending?
- How are men/women involved in community decision-making?
- Are there women's associations active in the area that would support consultation processes and dialogue with different members of communities?



[Record your observations and data collected here, including identified risks and opportunities here. Expand this box as required.]



Photo by GVE Nigeria

Gender-
inclusive
consultations
can be
promoted by:



Good practice considerations

- **Active facilitation techniques** to encourage women's participation in public meetings or workshops. Techniques include working in smaller and/or single-sex groups; asking specifically "What do the women in the room think about this issue?"
- **Disaggregation of data** by gender to better understand gender differences related to the project.
- **Representative samples by gender** in surveys and interviews to gather women's views of project-related issues, including female-headed households.
- **Active participation of women in running surveys** and community liaisons to encourage female participants to express their views and concerns.
- **Ensuring gender-awareness of the whole team** so that everyone appreciates the benefits of understanding the views of both men and women.
- **Facilitation and encouragement of women's participation** in consultation events. For example, by providing childcare; choosing a time of day, date, and location convenient for women; asking networks with predominantly female membership to encourage their members to participate; and providing transportation to and from the meeting venue. Further factors such as illiteracy and education level should be considered when selecting suitable facilitation methods.

The best way to ensure sustainable gender mainstreaming in land acquisition is through training, education and awareness raising.



Good practice considerations

- In the planning stage, undertake legal and qualitative research of related laws and customs that affect **women's property rights** to understand how the land acquisition will affect women in the project community.
- **Seek out women's input** - including women who are knowledgeable about property rights and family law – on the impact of the land acquisition.
- Consider **who has what rights** in the bundle of rights associated with land.
- **Provide training** to ensure project staff, community leaders, and project beneficiaries have the relevant information about the formal and informal laws surrounding land acquisition.
- **Use local expertise** in project communication and community training. Local NGOs, local government, and universities often have local-level resources and an understanding of local cultures and traditions
- **Offer flexibility** where people are not able to provide required documentation. Identity cards, for example, can be difficult to obtain for women, especially in rural areas.
- **Assist women** in establishing community organisations or seeking support from established organisations focused on women's and girls' needs and interests (e.g. access to microcredit, education and training, or development of industries desired by women).

STEP 1

Gender Analysis

Company level

Identify existing gender capacity

- Has a gender representative been appointed within your company?
- Has training / capacity building needs of staff and stakeholders been considered / taken place?
- Does your company have policies and processes in place to ensure responsibility for respecting the rights of women and girls in the local communities in which it operates?
- Does your company take proactive procurement steps to expand relationships with women-owned businesses in the value chain and when contracting vendors?
- Does your company encourage suppliers and vendors to advance performance on gender equality?
- Does your company have an approach to assess differential impacts on women and men when developing products and/or services?

Gender-conscious workplace

- Does your company have an approach to ensure non-discrimination and equal opportunity in recruitment processes?
- Does your company have an approach to ensure non-discrimination and equal opportunity in professional development and promotion processes?
- Does your company offer and support paid maternity leave?
- Does your company offer and support paid paternity leave? Is the extent of paternity leave the same as maternity leave?
- Does your company have an approach to support employees as parents and caregivers?
- Does your company have an approach to accommodate the work/life balance of all employees?
- Does your company have an approach to ensure an environment free of violence, harassment and sexual exploitation?
- Does your company have an approach to address the specific health, safety and hygiene needs of women at work and while commuting to work?
- Does your company have an approach to promote access to quality health services that meet the specific health needs of women employees, as well as employees with diverse gender identities?

Gender actions should be cross-cutting to all aspects of project development and everyone's responsibility within the company – not only women.



[Summarise your company's approach to gender policy, and specify any issues, gaps and problems. Expand this box as required.]

STEP 2

Gender Action Plan

Photo by PEG Africa.

Objective	Action	Indicators	Targets	Timeline	Responsibilities	Costs
Example 1: Gender balanced employment	Contract women in civil works, financial and customer services, and as female engineers.	Number of women and men employed through jobs created from the project in each job category (person-days).	30 women; 40 men.	dd/mm/yyyy	Operations Manager	USD: Would be defined based on extra effort invested in job advertising, recruitment process, ensuring women's safety and facilities for female on site.
	Require contractors to employ local labour, including women, as appropriate.	Number of women and men shortlisted for job interviews in each job category.	45% female candidates; 55% male candidates.	dd/mm/yyyy	HR Manager	
Example 2: Improved access to affordable electricity	Consult women during stakeholder engagement to ensure their needs are met in the product offering; Inform women on the service offering and requirements; Encourage women to apply for financing.	Number of households and individuals, males and females, with improved access to renewable energy source.	Arrange two community consultations specific to women; 40% of customers by 2022 to be women.	dd/mm/yyyy	Community Liaison Officer	USD: Would be defined based on extra community meetings and marketing efforts that need to be arranged.



Photo by PEG Africa.

Thank you!

For more information, please contact:

**RENEWABLE ENERGY
PERFORMANCE PLATFORM**

28 St John's Square, London
EC1M 4DN, United Kingdom.

 <https://repp.energy/>

 +27 7954 23553

 laura@camco.energy

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Questions?

Please post them in the "Q&A" channel.

