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# TRANSFORMING WOMEN'S LIVES THROUGH INFRASTRUCTURE

4-7 OCTOBER 2021, MANILA



The South Asia Women in Power Sector Professional Network

## Towards Gender Equality in the Energy Sector: *Sharing World Bank Experience from Energy Operations and WePOWER*

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SOUTH ASIA REGIONAL TRADE FACILITATION PROGRAM





PARTNERSHIP FOR SOUTH ASIA  
SOUTH ASIA REGIONAL TRADE FACILITATION PROGRAM

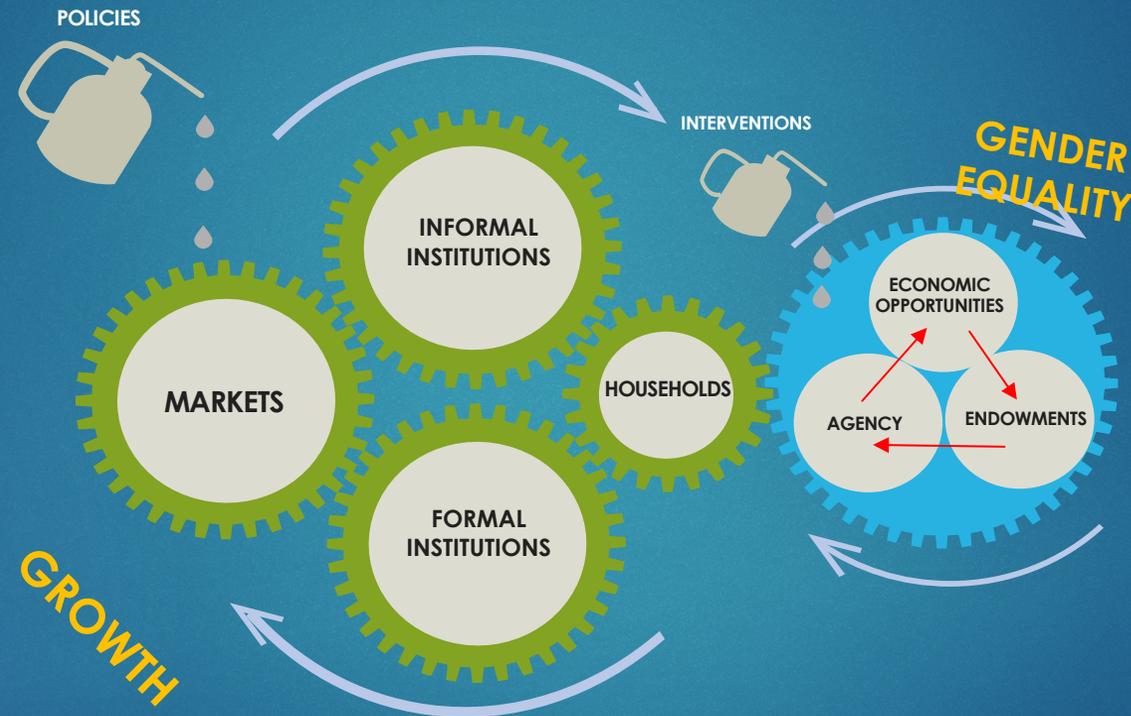


#WePOWERSouthAsia

For up-to-date information, please visit our site:  
[www.wepowernetwork.org](http://www.wepowernetwork.org)

Gender equality is central to the WBG twin goals of ending extreme poverty and boosting shared prosperity

The Strategy builds on the WDR 2012 conceptual framework



*Men and women are not homogenous groups, rather, sex is one dimension of identity, along with race, ethnicity and disability, among others. Often these dimensions, combined with factors such as income level and location, can act as sources of disadvantage.*

- ❑ **Energy deprivation** -→ **binding constraint** in women and girls' potential to fully accumulate and use assets, particularly their human capital.
- ❑ **Energy investments**, including the transition to renewable sources, such as solar PV, wind, and geothermal investments, can improve energy access, livelihood outcomes, including for women, and enhance their skill-based employment – if set as a priority from the start
- ❑ **Enabling environment** – National energy access goals, as well as poverty reduction and social inclusion targets; *Sustainable Energy for All* objectives (universal energy access by 2030)
- ❑ **Strong demand** for energy access, given existing disparities, esp. in Africa (e.g., goals of large increases in off-grid hh access to modern energy services); On and off-grid can be sequential, spatial, or a mixture of approaches, depending on policy priorities

# Gender Impacts from energy access investments

**Direct Gender Benefits** → from improvements  
in:

- **Women's time poverty** (from reduced reliance on biomass sources of fuel);
- **Health status**, esp. of women, children from reduced indoor air pollution;
- **Women's economic empowerment** through enterprise dev. and empl. (e.g., retail solar ents.; construction jobs on large infrastructure projects);
- **National energy agencies and utilities, and private firms, on gender mainstreaming, and women's formal sector empl. in energy value chains.**
- Growing portfolio in off-grid renewable energy, and **enterprise development for productive uses** of energy in agric./ agro-processing and services

# Gender Entry Points in Energy

- ❑ Large-scale energy investments – employment creation (esp. high-skill); fair resettlement; health/ safety; proactive SEA/SH; and consultative design for demand-side management for all users (men and women, producers, consumers)
- ❑ Key gender issues related to pricing and affordability of services, and linkages to productive use applications.
- ❑ Assessments of tariff (and subsidy) design on women's access to energy services; gendered preferences in energy efficiency in green buildings, incl. local on-site governance potential (as in ECA region district heating retrofits); outreach to men and women regarding metering; bridging information gaps
- ❑ Attention to role of women and men in the energy value chain E.g., Modern Energy Services for All - Haiti expanding CSO models of women's solar enterprises → leveraging of private sector financing facilities
- ❑ Sweetening investment terms w/gender-specific criteria on procurement, employment met
- ❑ Green jobs, STEM-led education and employment, particularly w/ Just Transition and decarbonization → requiring broader dialogue among education, energy and social protection sectors in climate context

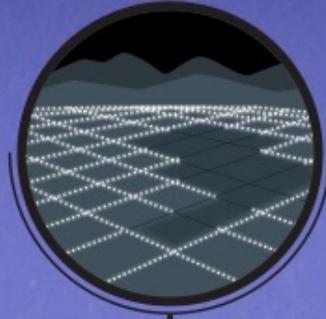
**DATA:** E.g., Sector-specific data points for project design; *Household energy access rate (incl. rural-urban); STEM skill levels*; National data on gender (overall) as input to understanding country's adaptive capacity



# MTF Attributes for Electricity



Capacity



Reliability



Affordability



Health & Safety



Availability



Quality



Formality

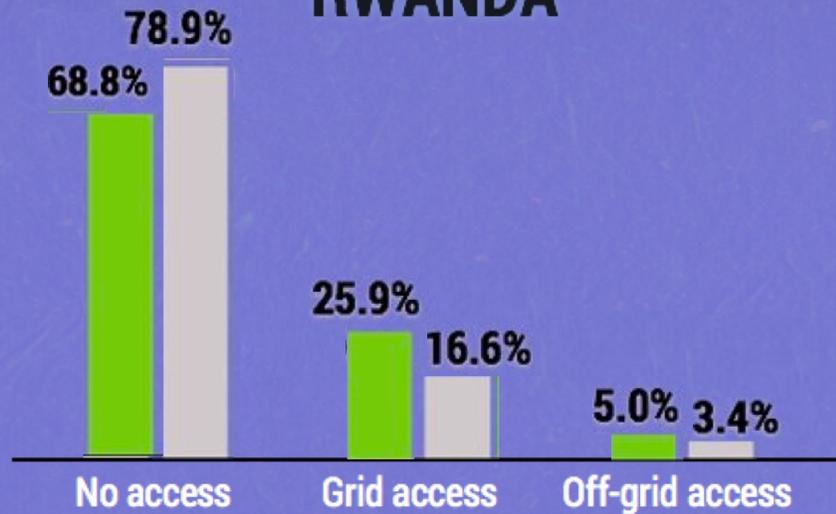
MTF measures electrification through 7 key attributes.



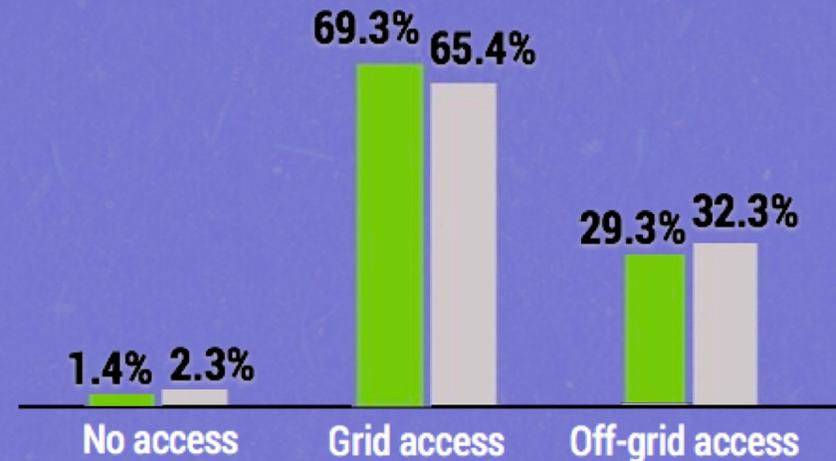
# Male-headed households are more likely to be connected to the grid



## RWANDA



## CAMBODIA



# Good Practices in Tariffs, Pricing and Outreach

-**Assess impact** on vulnerable groups of expected tariff rates and consider preferential rates for those at risk (female-headed households, low income tiers) and hh connection costs

-Understand intra-household gender division of labor on **household energy budgets**, responsibilities for payment (to better target outreach to consumers by utilities)

-Consider use of **smart meters** to improve households' performance on energy use, and target men and women as appropriate in use of meters, bill reading; and bill collector jobs

-**Monitor share of female and male-headed households** (as % of total female-headed and total male-headed households) that connect to the grid / receive financing for connections + monitor other social impacts (e.g., employment)

**-EVALUATE IMPACTS: women's time poverty; employment; income; health**

# Liberia Renewable Energy Access Project (P149683)

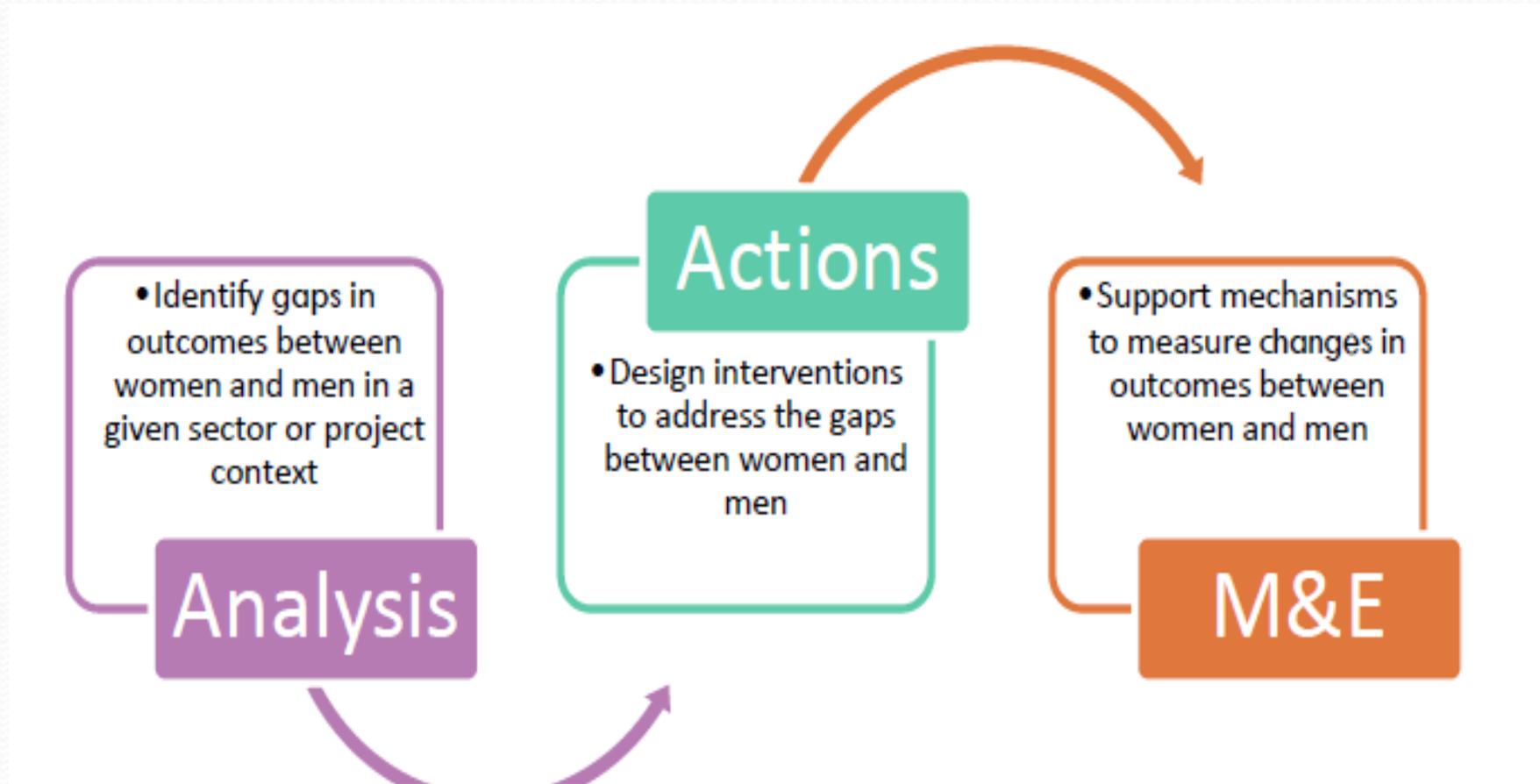
## **Included off-grid solar investments under USD 27m project**

- Rural and Renewable Energy Agency identified opportunities for men and women in the development of mini-grids in Lofa County.

## **Approaches piloted include:**

- Gender inclusive representation on the electrification committees
- Integrating women's productive uses of energy
- Making linkages to complementary social services
- Simplification of electricity connection procedures.
- *Additional programming: Gender-informed national consumer assessments, and a retailer and consumer impact case study to look at demand-side issues*

# Integrating Gender into Operations (World Bank Gender Tag)



# WB GLOBAL GENDER AND ENERGY PROGRAM: INDIVIDUAL OPERATIONS IN ALL 7 BANK REGIONS, 94 COUNTRIES - GOAL IS TO EXPAND WEPOWER PARTNERSHIP MODEL TO ALL REGIONS

GLOBAL GENDER AND ENERGY PROGRAMS

Women in STEM

Clean Cooking and Heating

Gender and Geothermal

Energy Efficiency, Gender and Behavior Change

Off-Grid Toolkit

## LAC: 8

Examining female employment in geothermal sector and enhancing female labor pipeline in SIDS.

## MENA: 6 Countries

Research on energy poverty in relation to women's livelihoods and jobs in off-grid.

## ECA: 8 Countries

Scaling work on electricity subsidy reform and impacts of energy efficiency interventions on women and men, incl. in Tajikistan.

## AFR: 30 Countries

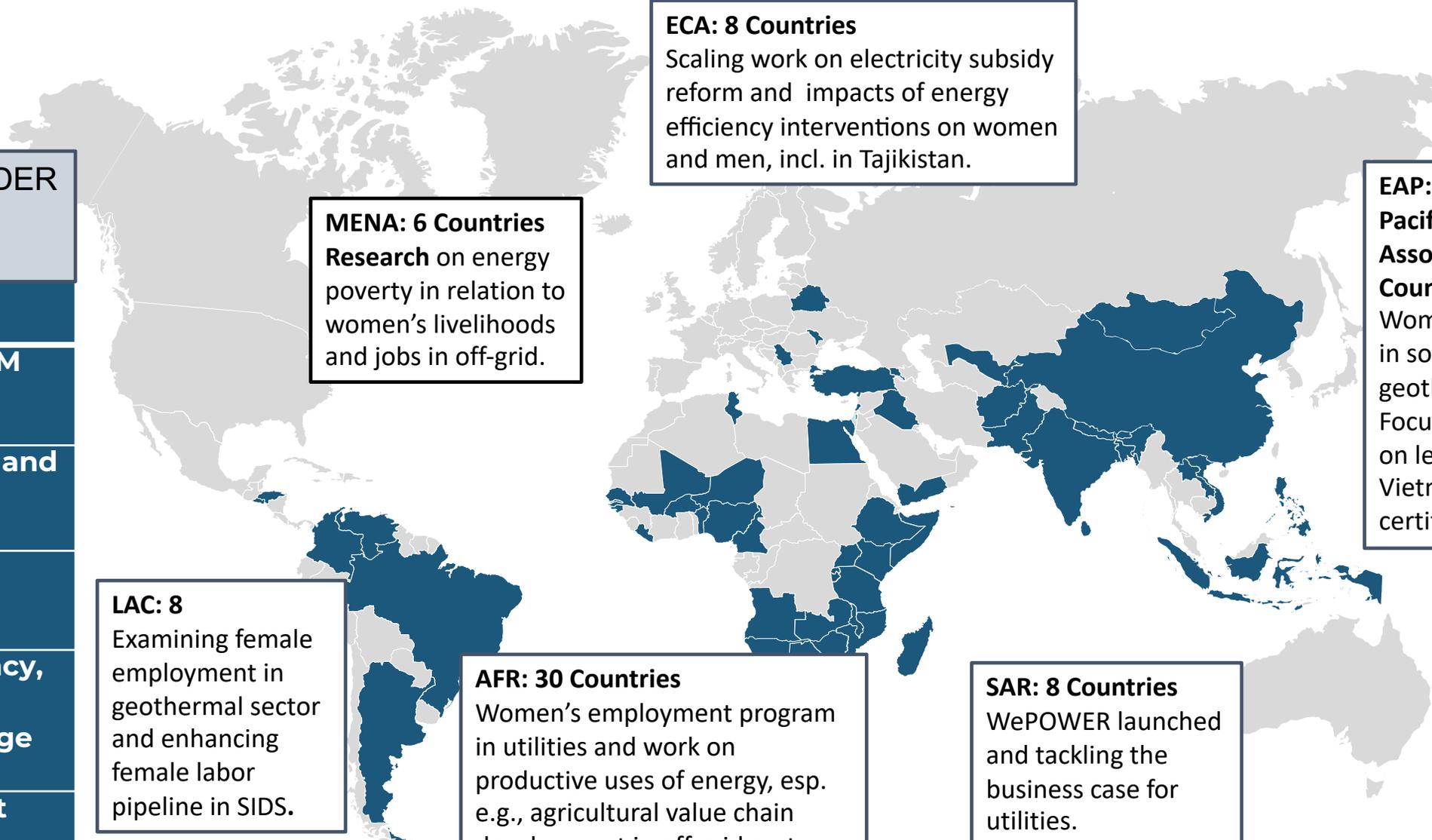
Women's employment program in utilities and work on productive uses of energy, esp. e.g., agricultural value chain development in off-grid sector.

## SAR: 8 Countries

WePOWER launched and tackling the business case for utilities.

## EAP: 12 Countries & Pacific Power Association (with 22 Countries, incl. SIDS)

Women's employment in solar and geothermal utilities. Focused interventions on leadership, e.g. Vietnam EDGE certification.





## What is WePOWER?

A SAR Regional Professional Network for women in the energy sector

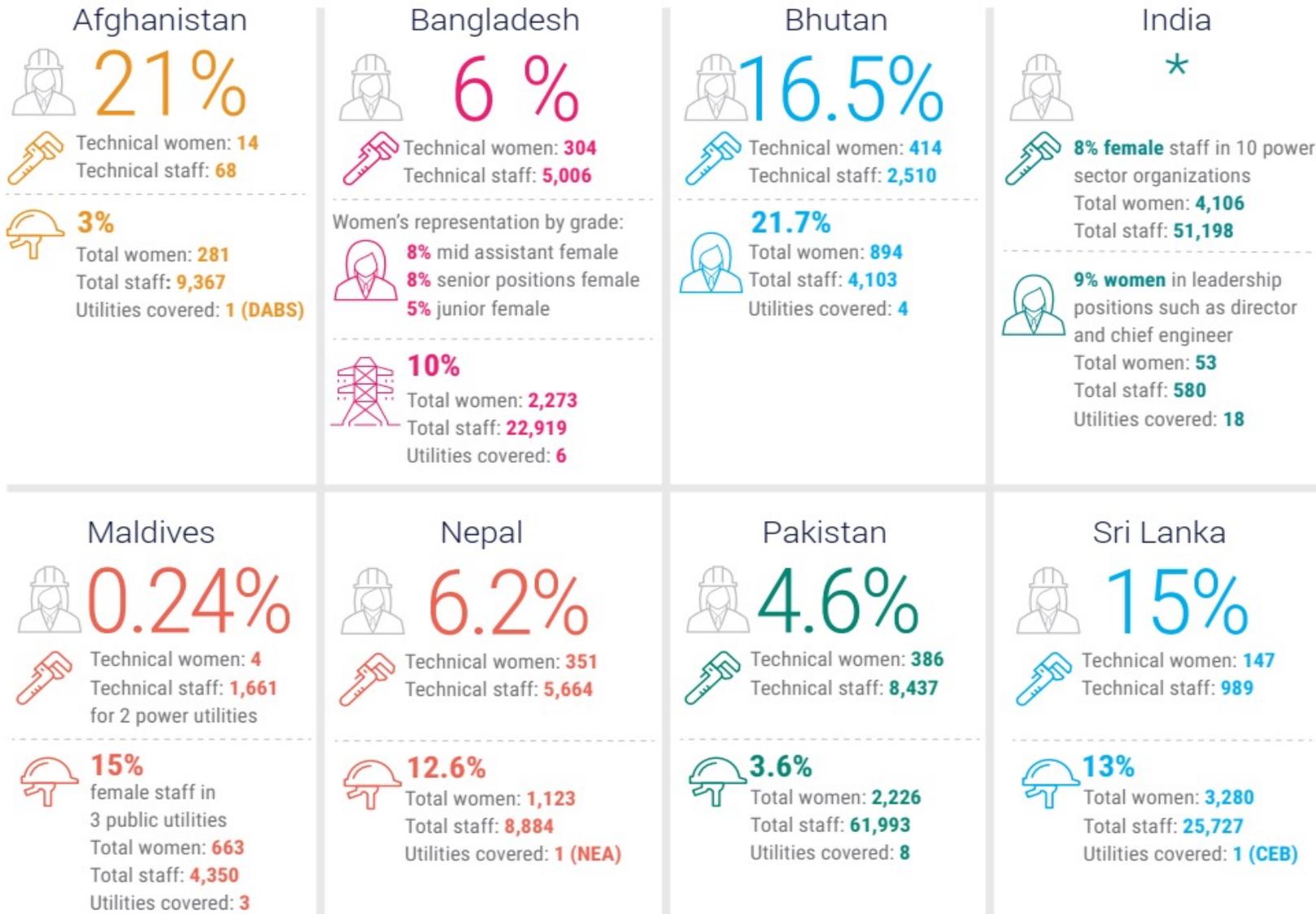
- Support higher **participation** of women in energy & utilities
- Foster increased **retention and professional development** of women in the sector
- Promote **normative change** on women and girls' participation in STEM-based employment

## Why do **we need** WePOWER in South Asia?

- **Female employment rates** in energy utilities overall are low (3%-25%)
- **Even lower** for women working in technical roles (0.1%-21%).
- **Most women in SAR energy sector** in mid- to low-level non-technical (i.e., administrative) positions.
- **Low participation in STEM-based/ engineering education itself:** Low female enrollment in engineering programs (0.5%-31%)



# Large gender gap in women's employment in South Asia power sector



Source: Data provided by HR in power sector organizations.

## 8 baseline assessments across region:

- Data from over 100 energy and academic institutions.
- Over 500 women and men interviewed through FGDs and KIIs

# What does WePOWER do?

Removes barriers to women's energy employment in partnership with sector stakeholders (e.g., utilities; professional engineering societies):

- Provide **female role models and mentors** for students and professional women in STEM
- **Connect STEM female students to professional energy sector**
- Exposure to new ideas & **professional dev.**
- **Networking opportunities** for women in energy sector
- Support **'returning mothers'** in re-entry to engineering workforce
- Activate gender-positive **HR policies and facilities**



## Key Features

- **Holistic Approach** supporting female STEM students' transition and success as full energy sector professionals
- **Regional Engagement** (sharing best practices across SAR)
- **Strong M&E/ Evidence-Based Framework** (5 pillars)
- **Partner-Driven** (28 partners across 8 SAR countries; most major utilities in region are partners)
- **Institutional Support** from major development partners (WB and ESMAP, ADB, AusAID, USAID)
- **Achievements:** Over 20,440 women benefitting since 2019 through 1209+ activities held by partners (training, mentoring)

# Encouraging employment of women in Pakistan's Hydropower Sector

## Setting targets and reporting...

- ✓ 2 women hired to senior positions at PEDO: Director, Environment; Deputy Director, Social Development.
- ✓ Targets: Hiring 15 women (30%) in senior Grade 17+ under project implementation unit
- ✓ 5 female graduates hired as Interns



## Pakhtunkhwa Energy Development Organization (PEDO) activities under WePOWER:

- Host interactive sessions with female role models
- Partner with local universities for orientation sessions to female engineering students
- Establish a daycare facility, lactation rooms and separate prayer rooms



28 Partners (as of 2021)	No. of Events and Activities	No. of Female Participants and Beneficiaries
	1209	20,440
Featured Activities		
Job hiring	—	266 women hired
STEM workshops	61 workshops	3,665 female students
Study tour/Field visits	18 tours	406 female participants
Internship	—	424 female interns
Professional Trainings	274 workshops	9063 female participants
Mentorship	69 mentors	85 female mentees
Women-Friendly Facility	242 facilities	—

### Achievements to date:

- Two regional conferences in Nepal (2019) and Philippines (2020); over **450 participants and 70+ organizations.**
- Co-hosted by the World Bank and ADB.**

# ENABLING FACTORS AND LESSONS LEARNED ACROSS THE SECTOR:

- ✔ **Organizational commitment to gender equality outcomes and processes (incl. 100% gender tag commitment for South Asia Region)**
- ✔ **Active communities of practice (internal and external)**
- ✔ **Testing models and disseminating good practice packages in upstream design**
- ✔ **Generating demand from clients by demonstrating linkages to countries' own policy ambitions on poverty reduction and gender**



**THANK YOU!!**

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