



Her4Energy

**A Tool to Assess Women's Participation
and Empowerment in Climate-Resilient
Energy Systems**

Cities Alliance
Cities Without Slums

Hosted by
 **UNOPS**

Contents

1	Gender Disparities in the Energy Sector	3
2	Objectives of the Toolkit.....	6
3	How to Use the Tool	7
4	Indicators and Questions for the Assessment.....	10
5	Reporting Diagrams	15
6	Post-Assessment Recommendations	17

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Please let us know if you use the tool and/or have any feedback on its application. You can contact us at gender@citiesalliance.org.

Disclaimer

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1

Gender Disparities in the Energy Sector

The crossing of gender dynamics with the energy sector, particularly within the context of climate change, presents a complex landscape that requires an intersectional perspective of combined gender and social equity aspects. This approach highlights overlapping inequities and is critical in analysing efforts to mitigate climate change through low-carbon energy technologies. Extensive research over the past 30 years – notably by ENERGIA, the international network advocating for gender and sustainable energy – has significantly influenced this field. The research underscores the deeply gendered nature of both the production and consumption of energy.¹ It was initially sparked by findings in the least developed countries of Africa and Asia, where up to 90 per cent of energy consumption in households comes from traditional biomass fuels primarily gathered and managed by rural women.

As the global energy sector shifts towards cleaner and renewable resources that are less harmful for the environment, including advanced biomass cookstoves and/or energy issued from sources replenishing naturally (solar home systems, etc.), there is a growing call from advocacy groups for policies ensuring women's participation in the energy transition and equitable employment opportunities in the energy sector. Yet, the representation of women in leadership roles within the energy sector remains alarmingly low. Studies of 72 nations have found that women hold only 6 per cent of the ministerial roles that shape national energy policies and strategies.² The global energy sector continues to show significant imbalances in workforce distribution across genders and ethnic groups, with men occupying approximately two thirds of jobs and White employees holding 78 per cent of all positions.³ Data from various sources, including the International Labour Organization (ILO), shows that in 26 developing countries in Asia and the Pacific, fewer than 20 per cent of employees in the electricity, gas, and water supply industries are women.⁴

90%

OF ENERGY CONSUMPTION
IN HOUSEHOLDS comes from
TRADITIONAL BIOMASS FUELS



and managed by
rural women

Studies of

72 NATIONS HAVE FOUND
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6%

of women

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shape national energy policies
and strategies.



with men

occupying approximately
2/3 of jobs

- 1 Cecelski, E. 2004. Re-thinking Gender and Energy: Old and New Directions. ENERGIA/EASE Discussion Paper. <https://advocacy.energia.org/assets/2021/12/>
- 2 Pearl-Martinez, R. 2014. *Women at the Forefront of the Clean Energy Future*. White Paper, Initiative Gender Equality for Climate Change Opportunities (GECCO). IUCN-USAID: Washington, DC. <https://portals.iucn.org/library/sites/library/files/documents/Rep-2014-005>.
- 3 Statista Search Department. "Distribution of the Energy Sector Workforce Worldwide in 2022, by Gender and Ethnicity [Infographic]." Statista, retrieved 29 April 2024. <https://www.statista.com/statistics/1311080/worldwide-energy-sector-work-by-gender-and-ethnicity/pdf>. [Re-thinking-gender-and-energy-Old-and-new-directions-ENERGIAEASE-Discussion-Paper.pdf](https://www.energia.org/assets/2021/12/).
- 4 ADB (Asian Development Bank) and ILO (International Labour Organization). 2011. *Women and Labour Markets in Asia: Rebalancing for Gender Equality*. ILO: Bangkok.

Women account for only

 **35% OF STEM GRADUATES**


the same
proportion as 10 years ago

The International Energy Agency (IEA)
reports that

women make up only

 **22% OF THE GLOBAL ENERGY WORKFORCE**

Energy poverty

 *is profoundly gendered with women being primarily affected*

This lack of resources exposes women to adverse effects, including indoor air pollution

Energy availability

power outages during meal prep times can increase the workload for women.

 **WOMEN & GIRLS**
spend between 2 to 20 hours per week collecting traditional energy sources

These disparities are not confined to employment alone. They are also evident in education related to science, technology, engineering, and mathematics (STEM). Women account for only 35 per cent of STEM graduates, a statistic that has remained unchanged over the past decade, impacting their presence in STEM careers.⁵ From 2000 to 2021, the proportion of energy startups with gender-diverse founders increased only marginally, from 3 per cent to 11 per cent. Meanwhile, non-energy startups saw a rise from 14 per cent to 20 per cent over the same period.⁶

There are also significant gender gaps in energy access and utilisation. The International Energy Agency (IEA) reports that women make up only 22 per cent of the global energy workforce, with substantial underrepresentation in technical and decision-making roles.⁷ This disparity is particularly pronounced in Sub-Saharan Africa and South Asia, where women often face limited access to modern energy services and opportunities for meaningful participation in energy-related activities. Energy poverty (a lack of access to affordable energy resources) is profoundly gendered, affecting women who are primarily responsible for household energy management. This lack of resources exposes women to adverse effects, including indoor air pollution and time poverty. Studies have highlighted the gender-specific roles in energy usage, particularly how women use energy for household tasks such as food preparation, emphasising that both the production and consumption of energy are deeply gendered.⁸

The impacts of energy poverty are especially severe in marginalised communities, where limited access to electricity impedes educational opportunities and economic productivity. Energy poverty exacerbates the global gender gap; women make up approximately 70 per cent of the 1.3 billion people in developing countries experiencing poverty.⁹ According to 2020 data, roughly 733 million individuals worldwide lack access to electricity, while around 2.4 billion are without clean fuels and technologies for household uses, such as cooking.¹⁰ Factors such as the cost, distribution, and introduction of new energy technologies tend to benefit men more than women.

Energy availability can also have different effects on men and women. For example, power outages during meal prep times can increase the workload for women.¹¹ Women's roles as primary caregivers and household managers often entail responsibility for energy provisioning and management. Globally, women and girls spend between 2 to 20 hours (or more) per week collecting fuelwood and other traditional energy sources.¹² However, limited access to energy resources constrains their ability to meet household needs efficiently and safely, perpetuating cycles of poverty and gender inequality.

5 UNESCO. 2024. *Global Education Monitoring Report 2024, Gender Report: Technology on Her Terms*. Paris. <https://unesdoc.unesco.org/ark:/48223/pf0000389406>.

6 IEA. 2022. "Gender and Energy Data Explorer." <https://www.iea.org/data-and-statistics/data-tools/gender-and-energy-data-explorer>.

7 IEA. 2022. "Understanding Gender Gaps in Wages, Employment and Career Trajectories in the Energy Sector." <https://www.iea.org/articles/understanding-gender-gaps-in-wages-employment-and-career-trajectories-in-the-energy-sector>.

8 Cecelski, E. 2006. *From the Millennium Development Goals Towards a Gender-Sensitive Energy Policy Research and Practice: Empirical Evidence and Case Studies*. Secretariat ENERGIA International Network on Gender and Sustainable Energy: Leusden, Netherlands.

9 European Economic and Social Committee. "#Energypoverty - Women More Likely to Be Affected Than Men." 24 November 2022. <https://www.eesc.europa.eu/en/news-media/news/energypoverty-women-more-likely-be-affected-men>.

10 IEA, IRENA, UNSD, World Bank, WHO. 2022. *Tracking SDG 7: The Energy Progress Report*. The World Bank: Washington, DC. https://un-energy.org/wp-content/uploads/2022/06/sdg7-report2022-full_report.pdf.

11 Woroniuk, B. and J. Schalkwyk. 1998. *Mainstreaming Equality between Women and Men: Handbook on Gender Perspectives in Energy Sector Development*. SIDA: Stockholm. <https://cdn.sida.se/publications/files/sida2203en-mainstreaming-equality-between-women-and-men.pdf>.

12 United Nations Development Programme (UNDP). 2007. *Gender Mainstreaming. A Key Driver of Development in Environment and Energy*. UNDP: New York. https://www.undp.org/sites/g/files/zskgke326/files/publications/Gender_Mainstreaming_Training_Manual_2007.pdf.

Even though technology is not an obstacle and policy solutions are well-known, **2.3 billion people worldwide still rely on open fire and biomass fuel** for cookstoves and meal preparation, with especially high rates in Sub-Saharan Africa. The lack of access to clean cooking contributes to **3.7 million premature deaths annually, mostly women and children**. The IEA has stated that the low representation of women within executive institutions has hindered the adoption of clean cooking policies, and that women-led advocacy is essential to move forward in this area.¹³ This example of energy access and use perfectly echoes the wider need for women's involvement and active participation in the energy sector.



The 2018 and 2019 editions of *Tracking SDG 7: The Energy Progress Report* provided data on electricity access rates for male and female-headed households across a selection of countries.¹⁴ In 2018, it was reported that 31 per cent of female-headed households had electricity in the countries sampled. By 2019, electricity access rates for these households varied significantly, from as high as 100 per cent in urban areas and 70 per cent in rural areas of Bangladesh to as low as 65 per cent in urban and 7 per cent in rural areas of Rwanda. Additionally, baselines from the Multi-Tier Framework (MTF) indicate that in Rwanda, only 21.1 per cent of female-headed households had access to electricity.¹⁵ Meanwhile, the Multidimensional Poverty Index (MPI) covering 109 countries shows a wide range of electricity deprivation among female-headed households, from 98 per cent in South Sudan in 2010 to none in Jordan and Albania by 2018.¹⁶

Despite these challenges, there is growing recognition of the need for gender-responsive approaches in energy governance and climate adaptation strategies. Analysis of 192 national energy frameworks from 137 countries found that only about one third incorporate gender considerations, with most gender-responsive frameworks originating from developing nations in Sub-Saharan Africa¹⁷ and focusing on issues such as time poverty as well as women's health and well-being.

As climate-related events become more frequent and severe, energy infrastructure faces increased risks of disruption, leading to challenges in energy access, reliability, and affordability, particularly for marginalised communities.

Empowering women to participate in decision-making processes, promoting gender-inclusive policies, and integrating gender perspectives into energy planning are essential steps towards building more resilient and sustainable energy systems. The Her4Energy toolkit aims to address these gaps by providing a comprehensive framework for integrating gender considerations into climate adaptation and energy resilience initiatives, empowering stakeholders at all levels to advance gender equality and enhance the resilience of energy systems in urban and peri-urban areas.

The 2018 and 2019 editions of Tracking SDG 7: The Energy Progress Report

In 2018, **only**



31%

of female-headed households had electricity in the countries sampled

In 2019, in Bangladesh

100% in urban areas

70% in rural areas

In 2019, in Rwanda

65% in urban areas

7% in rural areas



21.1%

of female-headed households had access to electricity

Multidimensional Poverty Index (MPI)



electricity deprivation among female-headed households in 109 countries

¹³ International Energy Agency (IEA). *A Vision for Clean Cooking Access for All*. IEA: Paris. <https://www.iea.org/reports/a-vision-for-clean-cooking-access-for-all>.

¹⁴ IEA, et al. *Tracking SDG 7: The Energy Progress Report*.

¹⁵ Koo, Bryan Bonsuk, Dana Rysankova, Elisa Portale, Niki Angelou, Sandra Keller, and Gouthami Padam. 2018. *Rwanda - Beyond Connections: Energy Access Diagnostic Report Based on the Multi-Tier Framework*. World Bank: Washington, DC. <http://hdl.handle.net/10986/30101>.

¹⁶ Ibid.

¹⁷ Prebble, M. and A. Rojas. 2017. *The Enabling Power of Energy in Promoting Gender Equality: Gender in the SEforALL Country*

Action Process Documents. November 2017 edition. IUCN and USAID: Washington, DC. <https://genderandenvironment.org/report-the-enabling-power-of-energy-in-promoting-gender-equality-gender-in-the-seforall-country-action-process-documents-nov-2017-edition/>.

2

Objectives of the Toolkit

The toolkit is designed to address gender disparities and enhancing women's empowerment in the context of climate-resilient energy systems. It employs a series of targeted inquiries that facilitate the collection of both qualitative and quantitative data, providing valuable insights into two key areas:



1. Vulnerability Assessment:

The toolkit assesses the vulnerability of women and girls to energy-related challenges, including access to reliable and clean energy sources. It delves into the specific obstacles they encounter in securing adequate energy resources and reveals the impact on their livelihoods, socio-economic conditions, and overall well-being. By understanding individual vulnerabilities, particularly those experienced by women, the toolkit enables the development of targeted interventions to meet women's specific needs and enhance their resilience in the face of energy-related challenges.



2. Engagement and Leadership Assessment:

The toolkit evaluates the level of engagement, participation, and leadership of women and girls in energy governance and decision-making processes. It examines their involvement in shaping energy policies, representation in energy-related initiatives, and role in driving sustainable energy transitions. This allows for the identification of gaps and opportunities to enhance women's empowerment and encourage their active participation in shaping energy systems.

The outputs of the assessment and related analysis can inform policymakers, development practitioners, and community organisations to influence and shape plans, strategies, and projects aimed at promoting gender equality and enhancing energy access and quality. By leveraging the toolkit's outputs, stakeholders can make informed decisions, promote inclusive policies, and implement energy interventions that empower women and girls, improve their quality of life, and contribute to more sustainable and equitable communities.



3

How to Use the Tool

The following checklist outlines the necessary steps and considerations for conducting a comprehensive assessment using this tool.

1. Preparation and Initial Research



Start by gathering pertinent information and conducting initial research on energy providers and access, consumption patterns, climate change impacts, and gender dynamics within the target area.



Familiarise yourself with existing studies, reports, and data sources that illuminate the intersection of gender and energy access.



Identify key stakeholders and frameworks for gender-responsive energy planning and governance at both the national and local levels.

2. Data Collection Phase

Much of the required data on gender and energy may already be available through various sources:



Census data typically includes details on household electricity connections, health, and education status of household members, with the ability to sort by location, social group, and gender.



National sample surveys often provide insights into the type and amount of energy consumed, as well as energy usage in residential and commercial settings. This data usually includes health status and can be analysed according to consumption and income levels, location, and the gender of the household head.



Data on energy end-users is frequently gathered by service providers. In some countries, energy utilities conduct comprehensive surveys focusing on their household consumers.





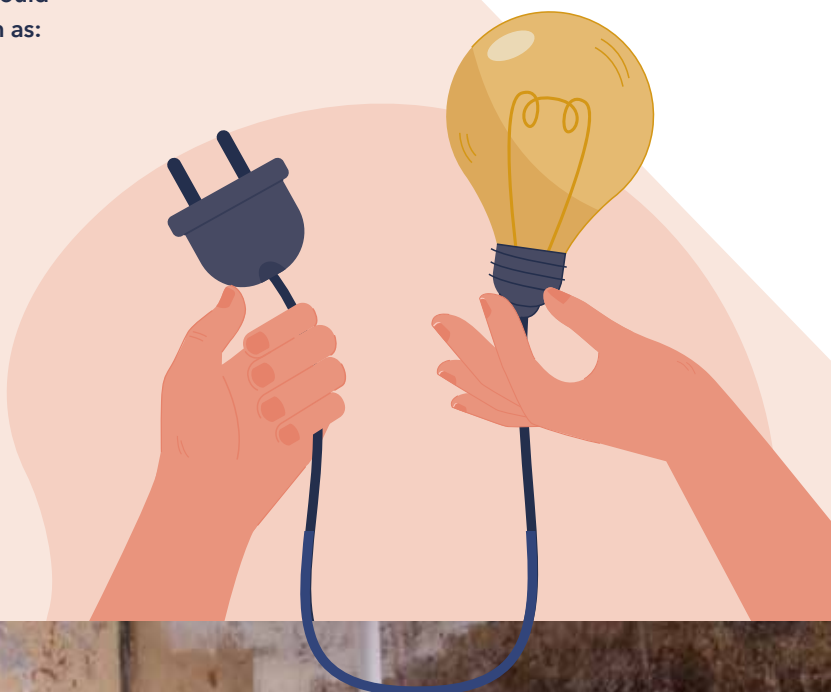
Existing projects, such as those funded by the Asian Development Bank (ADB), may conduct detailed social and poverty surveys of the affected population, with baseline data that can be sorted and analysed according to consumption, income groups, gender, and location.



Relevant country-specific gender and energy studies such as: Nationally Determined Contributions with recommendations for the energy sector; country gender assessments; reports on Sustainable Development Goal (SDG) 7 advocating for access to affordable, reliable, sustainable and modern energy for all; and other academic research.

Once existing data has been collected and analysed to identify gaps, the design of project-specific primary data collection should follow. The methods for gathering primary data can vary, but they should incorporate gender-inclusive and participatory processes such as:

- Socioeconomic household surveys
- Interviews and exchanges with ministries of energy and national statistical organisations
- Focus group discussions that target women, particularly those from economically disadvantaged backgrounds
- Priority ranking exercises that allow women to express their needs and preferences distinctly from men
- Community meetings that involve mapping and planning activities and encourage active participation from women



3. Participatory Approach and Data Collection



Implement the toolkit in a participatory manner, engaging women and girls, community members, and relevant stakeholders in the assessment process. Use a gender-sensitive approach to ensure inclusivity and participation.



Utilise a combination of semi-structured interviews, focus group discussions, and participatory methods such as energy mapping exercises or gender-sensitive energy audits to gather qualitative data on gender-specific energy needs, challenges, and aspirations.



Design questions and activities in a gender-sensitive manner to capture diverse perspectives and experiences related to energy access and utilisation.

4. Analysis and Reporting of Findings



Analyse the collected data, identifying key themes, patterns, and gender disparities in energy access and utilisation.



Based on the assessment findings, develop a scoring or rating system for energy access indicators to quantitatively assess the level of gender inclusivity and equality in energy provision.



Translate the analysed data into actionable insights that highlight gender-specific energy needs, barriers, and opportunities in a format suitable for dissemination, such as reports or policy briefs.



Use visual aids and diagrams to present the data in an accessible manner, enhancing understanding and facilitating evidence-based decision-making.

5. Development of Follow-up Strategies



Communicate the assessment's findings to participants and relevant stakeholders, engaging them in the development of follow-up strategies and action plans.



Collaborate with stakeholders to design gender-responsive interventions and policies to address identified energy access gaps and promote women's empowerment in the energy sector.



Ensure that follow-up plans include mechanisms for monitoring and evaluating the impact of interventions on gender equality in energy access and utilisation, as well as avenues for continued community engagement and participation.

By adhering to this systematic approach, the toolkit facilitates a comprehensive assessment of gender-specific energy needs and challenges, empowering stakeholders to develop informed strategies and interventions that promote gender equality and sustainable energy access for all.

4

Indicators and Questions for the Assessment

The following questions and associated indicators are designed to gauge the extent of women and girls' participation and involvement in energy governance within the city/community and assess their vulnerability to energy scarcity. These indicators and questions can be adapted to suit the local context and conditions of the assessment area.



Women's Engagement in Energy-related Policy and Governance

CATEGORY	INDICATOR	SAMPLE QUESTIONS	
Participation	Percentage of women in leadership roles in energy sector agencies or organisations, both public and private	<ul style="list-style-type: none"> What are the challenges faced by women aiming for leadership positions within your organisation? How has the number of women in leadership positions changed over the past five years? Are there any noticeable gender disparities in terms of staff representation and job levels in these entities? (managerial/ director levels/ representation positions/ manual/ intellectual jobs/ secretary positions) 	
	Women's participation in decision-making processes	<ul style="list-style-type: none"> Describe a recent project where women significantly influenced the decision-making process. Are there any formal mechanisms in place to ensure women's participation in all levels of decision-making? 	
	Representation in energy sector conferences and forums	<ul style="list-style-type: none"> How does your organisation select representatives for energy sector conferences and forums? What measures are in place to ensure equitable representation of genders in speaking and panel opportunities? 	
Influence	Impact of women-led initiatives	<ul style="list-style-type: none"> What specific outcomes have been achieved through women-led initiatives within your organisation? How does your organisation support and promote initiatives led by women? 	
	Engagement in legislative processes	<ul style="list-style-type: none"> In what ways are women involved in legislative advocacy for energy policies? What recent legislation has been influenced by women, and how? 	
	Access to necessary resources for leadership (e.g., training, mentoring)	<ul style="list-style-type: none"> What specific training programmes are available for women aiming for leadership roles? How does mentorship in your organisation target the development of women's careers? 	
Inclusivity	Policies to support diversity and inclusion in the workplace	<ul style="list-style-type: none"> How are these diversity and inclusion policies implemented and monitored? Can you share any success stories or challenges encountered while implementing these policies? 	
	Gender sensitivity of policy outcomes	<ul style="list-style-type: none"> How do you evaluate the impact of energy policies on different genders? Are gender impact assessments conducted when formulating policies? 	
	Feedback mechanisms from women stakeholders	<ul style="list-style-type: none"> What formal processes are in place for collecting feedback from women stakeholders? How is this feedback integrated into policy and decision-making processes? 	

CATEGORY	INDICATOR	SAMPLE QUESTIONS
Empowerment	Professional development opportunities	<ul style="list-style-type: none"> How are these opportunities advertised and made accessible to women in the energy sector? Are there specific barriers that women face when accessing professional development in your organisation?
	Equality in pay and career advancement	<ul style="list-style-type: none"> What processes are in place to address and rectify pay inequities within your organisation? How often does your organisation review promotion criteria to ensure they are gender neutral?
	Advocacy and networking opportunities	<ul style="list-style-type: none"> What forums or platforms does your organisation provide for women to network and advocate for their interests? How does your organisation support women's participation in external advocacy and professional groups?
Socioeconomic Impact	Economic empowerment through energy-related employment	<ul style="list-style-type: none"> What opportunities exist for women in the energy sector, particularly in green jobs? How do energy policies support women's economic empowerment?
	Impact of energy poverty on women	<ul style="list-style-type: none"> How does energy poverty specifically affect women in your region? What measures are being taken to alleviate energy poverty among women?



Perception on Risks and Impacts for Women and the Community

CATEGORY	INDICATOR	SAMPLE QUESTIONS	
Health Risks	Health issues related to energy production and consumption	<ul style="list-style-type: none"> What health issues have women reported in relation to energy production facilities in your area? How do energy consumption patterns affect the health of women and children in your community? How does unreliable energy impact food preparation and preservation? 	
	Exposure to harmful substances from energy sources	<ul style="list-style-type: none"> Are women in your community aware of any health risks associated with exposure to energy production byproducts? What protective measures are available to women exposed to harmful emissions from energy plants? How does exposure to pollutants from energy sources specifically affect women's and children's health in your community? 	
	Access to healthcare in energy-impacted areas	<ul style="list-style-type: none"> How does energy development affect access to healthcare services, especially for women and vulnerable groups? Are healthcare facilities in your area equipped to deal with health issues arising from energy-related environmental changes? 	
	Specific health risks for indigenous women and women with disabilities	<ul style="list-style-type: none"> How do energy projects affect the health of indigenous women and women with disabilities in your area? What specialised healthcare services are available for these groups in regions affected by energy development? 	
Environmental Impact	Impact of energy projects on the local environment	<ul style="list-style-type: none"> How do women perceive the environmental changes brought about by local energy projects? What concerns do women express about the sustainability of these energy projects? 	
	Access to natural resources	<ul style="list-style-type: none"> How have energy developments affected women's access to local natural resources such as water and land? Do women feel that energy projects are altering their natural environment and resource availability? 	
	Land use and environmental sustainability	<ul style="list-style-type: none"> How does the change in land use for energy projects affect local biodiversity and ecosystems? What are the long-term environmental risks of these changes, particularly for women who depend on natural resources? How do energy developments impact women's land rights? 	
Economic Impact	Economic displacement and opportunities	<ul style="list-style-type: none"> Have any economic displacements (such as job losses in traditional sectors) occurred due to new energy projects? How have these affected women? What economic opportunities have arisen from local energy projects for women? 	
	Impact on household income and energy costs	<ul style="list-style-type: none"> How have changes in energy policy or infrastructure affected women's household income? Are women experiencing changes in energy costs, and if so, how is this impacting their economic situation? 	

CATEGORY	INDICATOR	SAMPLE QUESTIONS	
Economic Impact	Financial inclusion in energy sector investments	<ul style="list-style-type: none"> Are there opportunities for women to invest in local energy projects? How accessible are these investment opportunities to women, particularly in marginalised communities? 	
	Municipal energy schemes	<ul style="list-style-type: none"> What specific measures or plans have been developed to enhance energy access and provision in your municipality? How are these schemes supporting the use of renewable energy? 	
	Entrepreneurial opportunities enabled by energy access	<ul style="list-style-type: none"> Are there specific entrepreneurial activities that have become viable due to improved energy access in your community? How does energy access influence the types of businesses women choose to start? 	
	Access to technical jobs in the energy sector	<ul style="list-style-type: none"> What opportunities are there for women to access technical jobs in the energy sector? What are the main barriers women face when trying to enter technical fields within the energy sector? 	
Community and Workplace Energy Access	Access to energy in places of work	<ul style="list-style-type: none"> How reliable is the energy supply at places where women predominantly work (at home or elsewhere)? What impact does this reliability have on women's productivity and job opportunities? How does an unreliable energy supply affect women's economic opportunities and their business potential for self-employment or home-based work? 	
	Energy access in community centres and public spaces	<ul style="list-style-type: none"> How do community centres and public spaces facilitate energy access for women and girls? What activities are enabled by this access that specifically benefit women or girls in the community? 	
	Impact of energy access outside the home on women's daily lives	<ul style="list-style-type: none"> How does accessing energy outside of the home affect the daily routines of women and girls? How is girls' education affected by the lack of energy or energy access (such as biomass collection)? What challenges do women face due to inadequate energy access in public or workplace settings? 	
	Changes in community dynamics and roles	<ul style="list-style-type: none"> How have energy projects impacted the social roles and cultural expectations of women in your community? Are women's traditional roles being challenged or reinforced due to changes brought about by energy projects? 	

CATEGORY	INDICATOR	SAMPLE QUESTIONS	
Social and Cultural Impact	Community displacement and resettlement	<ul style="list-style-type: none"> Have there been any community displacements due to energy projects? How have these affected women specifically? What support is available for resettled women to integrate into new communities? 	
	Informal energy access	<ul style="list-style-type: none"> How do you and your community cope with unreliable, or lack of, formal energy access? What strategies or practices (e.g., biomass collection and storage, informal electrical connections, using generators, buying gas from private sellers) are employed? 	
	Social inclusion/exclusion based on energy access	<ul style="list-style-type: none"> Does differential access to energy in your community lead to social exclusion or inclusion for certain groups of women? How does this impact the community dynamics and women's roles within the community? 	
	Awareness and adaptation to climate change	<ul style="list-style-type: none"> How aware are women in your community of climate change issues related to energy use? What actions are women taking to adapt to climate change impacts exacerbated by energy projects? 	
	Gendered energy access	<ul style="list-style-type: none"> Do men and women have the same access to energy in your community? Are men and women using energy differently? If so, how and for what? 	
Climate Change Impact	Role in climate change mitigation strategies	<ul style="list-style-type: none"> What roles do women play in local climate change mitigation strategies related to energy consumption and production? How are these roles supported or hindered by current policies? 	
	Impact of climate change on resource scarcity	<ul style="list-style-type: none"> How has climate change affected resource availability (such as water or agricultural land) in your area? How do these changes impact women's livelihoods and community roles? 	
	Awareness of energy policies and rights	<ul style="list-style-type: none"> To what extent are women aware of their rights regarding energy access and sustainability? How well-informed are women about the energy policies that impact their lives? 	
Awareness and Education	Engagement in energy education programmes	<ul style="list-style-type: none"> What opportunities exist for women to learn about energy management and sustainable practices? How do women engage with these educational programmes, and what barriers do they face? 	

5

Reporting Diagrams

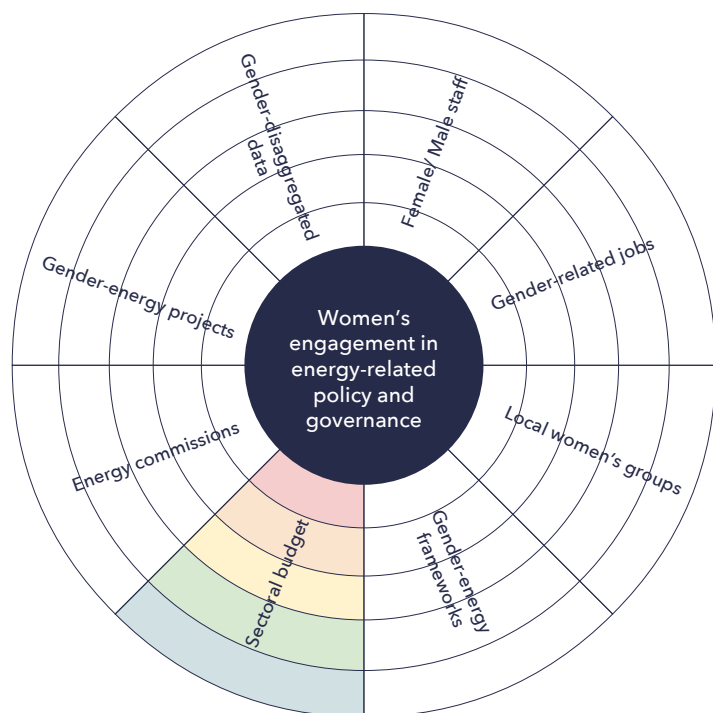
This chart displays the indicators and their respective values. Each indicator will be represented by a different coloured segment within each bar, showcasing the relative proportions. The chart helps illustrate the varying degrees of energy scarcity and its related impacts across different indicators. It can be used to compare and analyse the importance and severity of each indicator, enabling stakeholders to gain a comprehensive understanding of the overall energy scarcity situation.

The results of the assessment can be showcased in the two circular diagrams, one for each part of the assessment: 1) Women's engagement in energy-related policy and governance, and 2) perceptions of risks and impacts for women and the community.

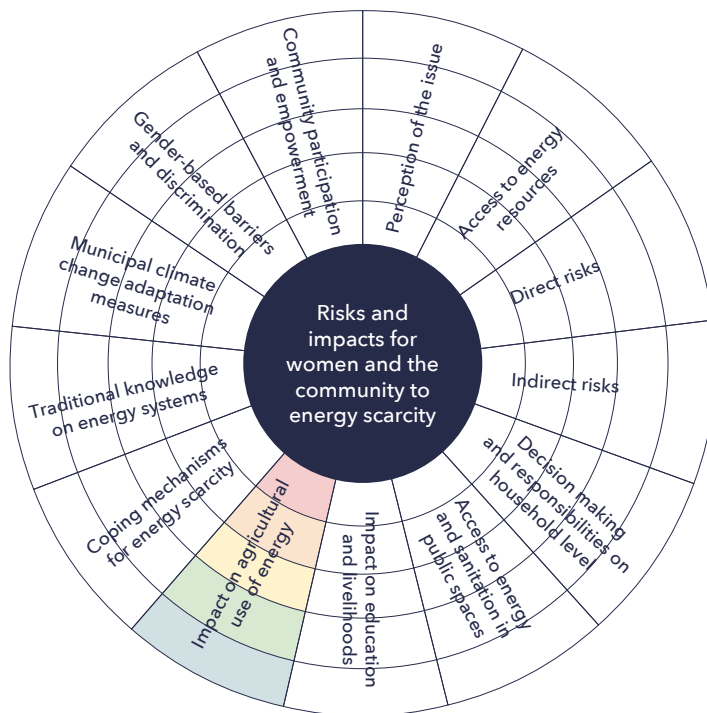
For the first part of the assessment focusing on policy and governance, the evaluator will decide on a rating between 1 and 5 based on the answers and outputs of the interviews conducted with key informants. The outputs can be assessed as suggested below:

In the second part of the assessment, focusing on women's and community risks and vulnerability to energy scarcity, a rating between 1 and 5 will be determined through a consensus-based approach. The workshop and focus group participants, along with the evaluator, will collaboratively decide on the scores. Below is a suggested format for providing the ratings:

1. Women's engagement in energy-related policy and governance



2. Risks and impacts for women and the community to energy scarcity



SCORE	OUTPUT			
	1	2	3	4
1	Nonexistent policy, framework, strategy, or debate	1	Highly unsatisfactory	
2	Poor policy, framework, and participation, but debate in place	2	Unsatisfactory	
3	Existence of scattered initiatives but no policy in place	3	Satisfactory	
4	Policies, frameworks, and strategies adopted but not yet implemented	4	More than satisfactory	
5	Policies, frameworks, and strategies adopted and implemented at the city level	5	Highly satisfactory	

6

Post-Assessment Recommendations

Following the assessment, toolkit users must disseminate the results to city/community stakeholders and devise a follow-up plan to ensure that its findings influence policies, projects, and other initiatives for the inclusive management of energy resources. The following recommendations aim to guide users in implementing post-assessment initiatives:

1. Implementing Gender-Transformative Actions



Embed a gender perspective into energy management policies, programmes, and projects by integrating gender analysis and considerations across all stages, from inception and design to execution and assessment. This ensures that the distinct needs, roles, and contributions of women and men are catered to and comprehensively addressed.



Promote increased participation and representation of women in energy governance decision-making processes through measures such as gender quotas in leadership positions and electoral processes. Ensuring women have equal influence and voice in shaping energy management policies and practices is essential for fostering gender equality.



Facilitate enhanced access to and control over energy resources for women by implementing strategies such as securing land tenure, fostering women's entrepreneurship in energy-related sectors, and establishing mechanisms to ensure equitable distribution of energy resources, thereby mitigating existing gender disparities.



Strengthen the capacity of local stakeholders for gender-responsive energy management through activities such as organising training sessions, facilitating learning exchanges, and conducting awareness campaigns aimed at fostering gender equality and inclusivity in energy governance and management.

2. Communicating the Data



Develop clear and concise communication materials, such as infographics, summary reports, and fact sheets to present key findings and recommendations in an easily understandable format. These materials should be tailored to the needs and preferences of diverse stakeholders, ensuring accessibility and relevance.



Use a variety of **communication channels** and tools to reach different audiences. Digital platforms, including websites, social media, and online forums, can be leveraged to disseminate information widely, while interactive tools such as videos and podcasts can enhance engagement and understanding. Organise targeted workshops or meetings to provide opportunities for direct interaction with local communities and relevant organisations.



Highlight the importance of using sex-disaggregated data and gender analysis in decision-making processes. Present data in a manner that shows gender-specific patterns and disparities so stakeholders can better understand the unique challenges faced by women and girls in the energy sector. Incorporate gender analysis into policy discussions and decision-making processes to address these disparities effectively and promote gender equality.

3. Following Up on the Assessment and Implementation



Implement regular assessments to monitor progress and address emerging challenges effectively, which may include conducting annual reviews or mid-term evaluations to track the implementation of gender-integrated energy management initiatives and identify areas requiring improvement.



Foster active engagement of local communities and women's groups in project design and monitoring processes related to energy initiatives. This can be achieved by involving them in planning meetings, conducting focus groups, and soliciting their feedback throughout the implementation phase to ensure their perspectives and needs are adequately considered.



Facilitate knowledge sharing and learning among cities and regions in the context of energy management by establishing platforms for exchanging experiences and best practices to reinforce collaboration and mutual learning. Examples of such platforms include workshops, webinars, and conferences where stakeholders can share lessons learned and innovative approaches to gender-inclusive energy management.

Cities Alliance

Cities Without Slums

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