

# Gender integration in renewable energy policy

A guideline for renewable energy policy  
and decision makers



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<b>What does this guide do and who is meant for?</b>	<b>03</b>	
<b>Why is it important to integrate gender in renewable energy policy?</b>	<b>04</b>	
<b>What is the status of gender in renewable energy policy in Asia Pacific?</b>	<b>06</b>	
<b>How can we integrate gender in renewable energy policies?</b>	<b>09</b>	<ul style="list-style-type: none"><li>• Step 1: Identify and understand the gender dimensions to renewable energy policies</li><li>• Step 2: Integrate gender into the renewable energy policy</li><li>• Step 3: Address the lack of women's participation in decision-making in the energy sector</li></ul>
<b>What are some tips in moving forward?</b>	<b>21</b>	
<b>References</b>	<b>23</b>	





Photo: Abbie Traylor Smith / DFID



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If you want to learn more about women's enterprise development in the energy sector, please have a look at UNEP's and EmPower's report:

**Powering Equality: Women's entrepreneurship transforming Asia's energy sector**

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## What does this guide do and who is meant for?

The purpose of this guide is to introduce and improve the integration of gender issues in renewable energy policies, plans and strategies by providing practical ways to step up commitments in renewable energy policy in an inclusive and gender responsive way.

**This guide is for energy policy and decision makers in order to:**

- 01 Understand the linkages between gender equality and renewable energy
- 02 Learn some steps on how to integrate gender into regional, national or sub-national renewable energy policies, plans and strategies
- 03 Learn how to address the lack of women's participation in decision-making in the energy sector

Although this guide is specifically focused on gender integration in renewable energy, the overall approach and framework can be applied to the broader energy sector. It is also advised that the guideline should be used in the Nationally Determined Contributions (NDCs) implementation roadmap that focuses specifically on renewable energy.

The guide is developed under the project **EmPower: Women for Climate Resilient Societies** of UNEP and UN Women, funded by the Swedish International Development Cooperation Agency (Sida) that among other things supports women entrepreneurs in renewable energy in Bangladesh, Cambodia and Viet Nam by combining actions on policy (gender responsive energy policies, provincial action plans, approach papers), on-the-ground pilot projects (capacity building and access to financial instruments), and sharing knowledge locally, nationally and regionally.

# Why is it important to integrate gender in renewable energy policy?



**01**

More efficient, inclusive and effective energy policies



**02**

Learn from women as “energy managers” in households



**03**

Address gender inequalities and support women's economic empowerment



**04**

Deliver on global commitments on climate action, gender equality and sustainable energy

Universal energy access targets are unlikely to be met at the current rates and this is particularly challenging for low income and rural communities living in developing countries. Yet, global transition to a renewable, decarbonized, decentralized energy system provides a sustainable solution to delivering energy to communities at the last mile (UNEP 2020). As countries make this shift, the energy needs, priorities and capacities of women and men, girls and boys need to be integrated into national energy policies and strategies to make sure the efforts reflect the realities on the ground. Understanding the underlying social behavior and the roles of men and women in decision-making can support the successful implementation of renewable energy programmes and policies. We know that women in Asia often play a crucial role as consumers and “energy managers” and are often those that support the adoption of new energy solutions. Therefore, engaging women in for example off-grid renewable energy solutions improves the overall sustainability of the intervention. The problem, however, is that women are rarely consulted in the formulation of programmes and policies (International Renewable Energy Agency 2019).

Integrating gender equality perspectives into renewable energy policy not only makes sense socially and environmentally, but also makes good economic sense. In a rural context for example, freeing up women’s time from unpaid domestic and care work through basic infrastructure and access to clean modern energy opens up more time in a day to spend on productive activities, contributing to local economies while promoting women’s economic empowerment and poverty alleviation (Wodon and De La Briere 2018). Gender inequalities in the region continue to affect women’s and men’s lives in profound and measurable ways. Climate change and the impact of the global COVID-19 pandemic further accelerate these inequalities. For example, women’s and vulnerable groups limited access to alternative income sources, technology, credit, skills, etc. affects the ability to bounce back. This is

why gender equality and climate change are interlinked. This is also true for energy where men and women have different level of access and thus experience energy poverty and energy security in different ways. This gendered dimension needs to be understood in order to develop more inclusive and effective energy policies contributing to gender equality and ensuring sustainability.

From a global perspective, the links between gender equality and climate change mitigation efforts are clearly articulated. The Sustainable Development Goals framework (SDGs) and the connections among goal 5 on gender equality, goal 7 on clean affordable energy, and goal 12 on climate action speak directly to this. 2020 represents an important year as the start of the Decade of Action in the efforts to step up commitments to the SDGs and the work under the Paris Agreement of the United Nations Convention on Climate Change (UNFCCC). The implementation of the Paris Agreement, and its Gender Action Plan for all parties, provides an important opportunity to step up the existing commitments to the transition to clean sustainable energy to focus on ways to integrate gender into policies and strategies that align with the global call of sustainable development for all. Sustainable Energy for All (SEforALL), the international organization working with governments, private sector and civil society to drive further and faster action on SDG7, commits to a people-centered approach to universal energy access and promoting women’s participation and gender mainstreaming in all its programmes. Through these global actions and commitments, support for gender responsive renewable energy policy has never been greater. When national energy policies and plans promote gender mainstreaming, this sets the tone for accountability to gender equality targets in the energy sector as a whole.

#### BOX 1:

### Gender in Energy – a global insight



An analysis of 192 national energy frameworks from 137 countries showed that only a third of the frameworks include gender considerations to some extent (Prebbles and Rojas 2017).



Of those that do, women are mostly characterized as potential stakeholders or beneficiaries. Only two categorize women as agents of change, recognizing women’s potential to unlock more effective energy activities and to drive policy change.



Energy frameworks also disregard women’s economic potential and their role in the informal economy—which, in reality, is often an important source of employment for women in developing countries. Fourteen energy frameworks identify women’s ministries and organizations (or equivalents) as implementing partners, tasked with specific activities.

(UNEP 2020)



## What is the status of gender in renewable energy policy in Asia-Pacific?



Photo: Gaganjit Singh / UN Women

The current level of gender mainstreaming in renewable energy policy in Asia and the Pacific is low. A number of countries have specific green growth or renewable energy policies, roadmaps and strategies while others include renewable energy within broader energy and power policy documents. A brief analysis of renewable energy policies and relevant energy legislation in the region finds that there is limited recognition of differentiated energy needs and priorities of women and men and even fewer mentions of gender equality issues. The sample on the right is done from extracting those policies and plans in Asia and the Pacific that are available online.

From table 1 on the right, only 3 out of 10 policies have mentioned gender in some form. In Papua New Guinea, renewable energy targets are embedded in the National Energy Policy (2016-2020). Under the section on Land and Socio-economic Impacts, there is reference to

gender and 'the need to enhance regional, gender and environmental considerations in energy planning and development. "The State shall promote equal gender participation across all age groups and the vulnerable communities. In the section on Environment, Health and Safety:" Another mention of gender highlights the need to: 'enhance sectoral, regional, gender and environmental considerations in energy planning and development.' While these mentions of gender are noteworthy, the renewable energy components of this policy in particular require further gendered situation analysis to adequately reflect the differentiated impacts and realities of energy access, use and control in Papua New Guinea. For example, biomass is recognized as the most important and primary source of energy for rural communities (and the urban poor) as currently up to 90% of the population still lack access to electricity (Department of Public Enterprises and Department of Petroleum and Energy,

Papua New Guinea 2015). In the Pacific, women and girls are the primary collectors of fuel for household use (UN Women 2015) and studies document they spend up to 3 hours or more collecting fuel per day. Therefore, a gender analysis is crucial to establishing accurate baseline data on access to, use of and control over biomass before designing potential policy strategies and introducing new technology to support diversified renewable energy sources.

The preliminary analysis of the sample of Asia Pacific policies in Table 1 shows an opportunity to improve the integration of gender in renewable energy policies in the region and this analysis serves as a baseline for this work. With the recognition that policymakers often lack the sex, income and geographical data (SEforALL 2017), which are the foundation for inclusive policy making, this guideline also aims to support policymakers on what data collection needs to be prioritized.

Table 1: A brief analysis of a sample of renewable energy-related policies in the Asia Pacific region

Country	Renewable Energy law or policy	Mention of gender issues
<b>Bangladesh</b>	Renewable Energy Policy of Bangladesh	No
<b>Cambodia</b>	Power Development Plan	No
<b>Fiji</b>	Fiji's National Energy Policy (2013)	Yes (see box 2)
<b>Maldives</b>	Maldives Energy Policy and Strategy 2016	No
<b>Myanmar</b>	Myanmar Renewable Energy Policy (Draft as of 2014)	No
<b>Papua New Guinea</b>	National Energy Policy (2016-2020)	Yes; a reference to equal participation of gender and vulnerable communities
<b>Philippines</b>	Biofuels Act 2006	No
<b>Philippines</b>	Renewable Energy Act 2008	No
<b>Sri Lanka</b>	National Energy Policy and Strategies of Sri Lanka (2019)	Yes; a reference to 'new productive uses for electricity in agriculture, rural and primary industries will be encouraged with an emphasis on empowerment of women and youth' and 'energy efficiency and conservation as a central theme will be launched to empower women'
<b>Viet Nam</b>	Renewable Energy Development Strategy 2015-2030	No

**BOX 2:****Gender integration in Fiji's National Energy Policy (2013)**

The policy mentions women and their role in energy use as linked to dependence on biofuels in rural areas, as well as (1) the need to consider gender issues in the establishment of the rural electrification fund to ensure equitable energy access and (2) improving the effectiveness and sustainability of management models for off-grid rural electrification.





Photo: Victoriano Jr, Danilo O



# How can we integrate gender in renewable energy policies?

This guide follows different steps to support renewable energy policy and decision makers to integrate gender in a practical way. It should be understood that while it provides the entry points, tips and general recommendations to gender integration; that further reading is encouraged.

The guide includes three major steps:



**Step 1:**  
Identify and understand the gender dimensions to renewable energy



**Step 2:**  
Integrate gender into the renewable energy policy



**Step 3:**  
Address the lack of women's participation in decision making in the energy sector

Along with these three steps the guide provides tips on what kinds of questions to ask in the gender analysis and ideas of how to start the gender integration and which stakeholders to work with. It is useful to note that the process of gender mainstreaming in renewable energy policy is not necessarily linear and steps to enhance the gender responsiveness of any policy do not have to follow exactly the order that is suggested in this guideline. Importantly, the integration of gender needs to be context and country specific, driven by sex, age and diversity disaggregated data and reflect the realities of the gender equality situation on the ground in order for all people to benefit equally.

## STEP 1 Identify and understand the gender dimensions to renewable energy.



Photo: Knut-Erik Helle

This section of the guide provides the first tool<sup>1</sup> for policy and decision makers to analyze and identify gender dimensions within their existing renewable energy policies. Begin by answering the questions in Table 2. The purpose of this exercise is to open internal discussion and reflection as to what are the main linkages between gender and renewable energy, therefore a tip is to do this together with your team to help explore those linkages you may not have thought about before. If the answer to any of the questions is YES, then read the corresponding text on the specific key linkage between gender equality and renewable energy in the section that follows and use the guide in STEP 2 on how to integrate gender into the policy.

<sup>1</sup> The tool used is inspired by the Poverty Environment Initiative Africa, a joint programme of United Nations Development Programme and United Nations Environment Programme (UNDP-UNEP PEI)

Table 2: A tool to unpack the linkages and identify the most relevant gender dimensions in renewable energy policy

Renewable energy policy development	Women's and men's energy needs and use	Can the policy refer to the vulnerable situation of women and or girls and the related implications (e.g. due to gender inequalities what specific challenges are women and girls facing)?
		Can the policy refer to the different energy needs and use of women and girls/men and boys at the household level (e.g. cooking, cleaning, income generating activities, education, etc.)?
		Can the policy refer to the impact of energy poverty on women's situation (e.g. what is the implication of no energy security)?
		Can the policy address indirect benefits to education, health, reduced in-door air pollution, and wellbeing of men and women and girls/men and boys?
		Can the policy include specific references to men or males, women or females, across age, ability, ethnicity, sexuality? If yes, in what context can women and men be referred to, and are they described as active agents of change, as vulnerable, or more or less impacted by the energy policy?
	Women's and men's access to energy, services and appropriate technologies	Can the policy refer to the enabling role of energy in women's economic empowerment (e.g. saving time from collecting fuel and cooking)?
		Can the policy refer to the role of energy in women's income-generating activities and savings (e.g. entrepreneurship activities, such as food processing, improved agricultural production, etc.)?
		Can the policy identify solutions to address gender inequalities related to household energy access, roles and related implications? (e.g. in terms of work burden, income and financial access, improved security, health etc.)
		Can the policy refer to gender integration as an important aspect in achieving energy policy goals? If yes, can the goals, targets and indicators reflect a gender perspective to better measure the results? (see more in step 2 on examples of gender targets and indicators)
	Women's participation in decision making processes and in the energy sector	Can the policy recognize the need to increase women's participation in policy and decision-making processes and in the energy sector at large (e.g. employment and consultation in energy programming)?
		Can the policy recognize women and/or girls as key agents of change in the energy sector?
		Can the policy refer to women's and men's distinct decision-making powers over energy that needs to be considered and inform policy making processes?
		Can the policy identify specific actions on how to enable women to participate in the energy sector and set targets on women can be more involved as stakeholders?
		Can the policy recognize gender equality and women's participation as important to achieving stated goals and targets in various facets of the energy sector?



## Key linkages between gender equality and renewable energy

### Women's and men's energy needs and use

Due to gender roles and traditional norms, men and women use energy for different purposes. Many times, women are the main energy providers and energy managers in the households as they bear the responsibility for cooking and cleaning in many countries in Asia Pacific. In addition to cooking, many households rely on women's work to collect fuel, fodder and water for household use but also home gardening, small scale household business and post-harvest production. Renewable energy can address the specific needs of women and men. For example, power machines that wash, cool, mill, grind, de-husk, press, sew, and cook efficiently thereby easing these burdens, increasing efficiency and quality of produce, improving well-being and freeing up time (UNEP 2020). As part of any commitments to shift to cleaner cooking and off-grid renewable energy solutions, women's needs and priorities need to be well researched and integrated into the design of programmes and policies. Research shows that gender inequalities, and how the different roles and duties of men and women are valued, may play an important role in shaping household decisions about investing in clean fuel. In India for example, in the households where women have access to salaried work and control over household expenditure there is more usage of clean and renewable energy (Choudhuri, Desai, 2020). This gives an example of why it is important to understand the underlying social dimensions of energy use and needs in order to plan for energy policy implementation.

### Women's and men's access to energy services and appropriate technologies

Energy poverty, defined as a lack of access to modern energy services such as household electricity and clean cooking, in Asia and the Pacific is a critical concern. While the average electrification rate in the region is up to 92% as of 2017 (UNEP 2020) progress in clean cooking energy access has been slower with only 60% of the region's population accessing clean cooking energy as of 2016 (REN 21 2019). Energy poverty impacts women differently and often more severely than men, yet these gender inequalities are often not reflected in energy policy. Without proper access to energy women and girls have to spend hours a day involved in unpaid domestic work. In addition, the reliance on burning fuel and biomass for household use in the Asia Pacific region causes continued exposure to indoor air pollution and related health impacts for women disproportionately than men. Renewable energy has the potential to improve health, transform women's workloads, lessening time spend on domestic work and freeing up space in the day to pursue income generating activities including running small enterprises or engaging in paid-job sectors (UNEP and UN Women 2019). Women led-Micro, Small and Medium Enterprises provide potential for increasing distributed renewable energy services that can address gender inequalities and energy poverty through their ability to deliver clean energy to the last mile. In Asia and the Pacific, efforts to improve energy access, services and technologies has proven important for rural women's

livelihoods in particular. In Indonesia, rural women are trained as technology agents and sell household renewable energy technologies and products through their network from home or market stalls and thus demonstrate how remote and rural women's livelihoods can be transformed through renewable energy enterprise development (for more information, see UNEP 2020 and IRENA 2018). Furthermore, as women become engaged in delivering energy solutions, they take on more active roles in their communities and consequently facilitate a gradual shift in the social and cultural norms that previously acted as barriers to their agency. (IRENA 2019).



Photo: Prashanthi Subramaniam/UNEP and UN Women

### Women's participation in decision making processes and in the energy sector

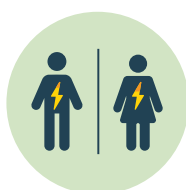
The global gender-energy research has moved swiftly from a purely poverty related focus towards a focus on women's empowerment (SEforALL 2017). In the context of energy access, including women as active agents in off-grid renewable energy solutions has shown to improve overall sustainability of the project as well as improve gender equality outcomes (IRENA 2019). In line with commitments linked to SDGs 5 (gender equality) and 7 (clean affordable energy), the renewable energy policy landscape in the region must recognize the important link between implementing renewable energy policies and women's active participation. It is important to recognize that women's limited participation in energy decision making at the household level impacts their ability to access modern, clean and sustainable energy. In Cambodia for example, women are the primary energy providers at the household level, yet they are often not recognized for this crucial role and they lack formal engagement in policy processes and decision making on sustainable energy for households and development more broadly. Women are active agents in this sector and their skills and knowledge need to be formalized and their leadership encouraged in energy policy making and strategy development.

## STEP 2

### Integrate gender into the renewable energy policy

To strengthen the integration of gender in renewable energy policy while understanding and analyzing how women and girls, men and boys use and access to energy, services and technologies, the following table provides some practical actions to follow. The below table is very much at the core of gender mainstreaming and can be applied to any sector. The actions below have been applied and adjusted to fit gender integration in renewable energy policy development, explaining the “what and how”.

Table 3: A What and How tool on gender integration in renewable energy policy development



**What:**

Describe and analyze the specific link between gender equality and renewable energy in your country and context

**How:**

- Conduct a gender analysis (see box 3) on women’s and men’s energy needs, use and access and on the role of energy in income generating activities, uncovering any difference due to gender to identify barriers and opportunities for a sustainable and equitable renewable energy policy (see table 4 for sample gender analysis questions for renewable energy policy)



**What:**

Set policy objectives, targets and actions to enhance women’s use and access to energy, services and appropriate technology and describe how this contributes to gender equality

**How:**

- Use the key findings from above and use them to inform policy situational analyses
- Develop measurable targets, activities (see examples box 4) to address the gendered dimensions of use and access to energy, services and technologies and identify ways to contribute to gender equality through the energy policy implementation
- Identify gender indicators that can measure the successes (see examples box 4)



**What:**

Allocate resources for the prioritized strategies

**How:**

- Ensure that there are specific resources dedicated to support the implementation of gender equality actions
- Hire a gender consultant if needed



**What:**

Monitor and evaluate the progress made and impact

**How:**

- As part of the overall monitoring framework, make sure to pay attention to gender dimensions and whether the policy implementation have had any specific impact on women and men
- Report on progress made from a gender equality perspective to the energy policy and NDC implementation roadmap

**BOX 3:****Basics of a gender analysis  
in renewable energy**

**What is it?** A gender analysis is a type of socio-economic analysis that uncovers how gender relations affect a development, environmental and economic problem and help to understand how to better design solutions to these problems.

**Uncover:** What are women's and men's relationships with energy at the household and community level in your country and how can this information inform decision making and renewable energy-related priorities?

**What:** Conduct a gender analysis which (1) explains the differences between women and men's access to and use of energy in different parts of the country, and (2) explores how energy poverty impacts women's situation in the country given we know in the Asia Pacific region, gender inequalities dictate women are more likely to suffer from energy poverty than men.

**How:** Is there any census data available that is disaggregated by sex? For example, land ownership, employment in industry, heads of household, access to resources, education. Hold community consultations with women and men, interviews and key informant discussions.

**Who:** Consult with gender/social affairs ministry, gender focal points in the environment ministry and civil society organizations.

**Consider:** What are the implications of these findings on your renewable energy priorities? For example, the negative health impacts for women of 'dirty' fuel for cooking versus clean cooking methods may be a key finding from your country-specific gender analysis. How does this finding link to your priorities for implementing distributed renewable energy for rural and off-grid populations for household use? Determine who benefits from these priorities and what is the overall development impact to women and girls, men and boys from implementing renewable energy at the household level?





Table 4: Sample gender analysis questions for renewable energy policy

Gender Analysis Questions	Analysis Results
Who does what and why? Who manages the household energy? Using energy for work?	Gender division of labour
What is the level of electrification? And who has access?	Access to resources
Who owns what? Is energy important for women's/men's access to livelihoods?	Ownership of assets
Who is responsible for what? What are the main uses of electricity? Do men and women use energy for different purposes?	Roles and responsibilities
Who controls what? Who is the main energy consumer?	Income and spending power
Who decides what? Household energy management, adoption of new technologies?	Power
Who gets what? What are the main energy needs of men and women in this region?	Distribution
Do both men and women benefit from the energy policy implementation? Are there any risks for women/men with the implementation? Will the technology be user friendly for both men and women?	Redistribution and impact





BOX 4:

Examples of targets, activities and indicators measuring gender equality results in renewable energy policies

Targets	Renewable energy technologies are made available and used by communities in X and Y	Increased use of renewable energy in total power system	Households can access off-grid renewable energy sources to support small business	Increase and direct investment in RE programming and implementation
Activities	Provide technical assistance on gender equality to ensure that the implementation is gender inclusive	Conduct gender assessment of the RE deployment (share/generation or deployment of heating and cooking technologies) and in sectors of transport and buildings	Promote women's active participation (e.g. through tailored activities) in planning and policy development	Promote gender issues in climate financing schemes and facilitate women's access to credit and RE market
	Ensuring equal/appropriate representation of women and men in all activities	Awareness campaigns to increase RE adoption with targeted messages to both men and women	Provide capacity building for women to use off-grid renewable energy sources to support small business	Provide capacity building and awareness raising to financial institutions and ministry of finance to why investing in women makes business sense
	Develop education programmes or training for women on renewable energy technologies	Develop a gender action plan for RE implementation together with Ministry of Women Affairs	Provide capacity building for policy makers and energy service providers on gender equality issues	Provide technical support to women as energy managers in the household and community
Indicators	# of women, men or female/male-headed households who accessed renewable energy technologies	<ul style="list-style-type: none"> <li># of men and women received the renewable energy products</li> <li># of women involved in the RE share in transport and buildings</li> </ul>	# of women, men or female/male-headed households with access to off-grid renewable energy sources to support small business	<ul style="list-style-type: none"> <li>Funding received by women entrepreneur's/ to manage renewable energy enterprises</li> <li># of men and women received RE subsidy</li> </ul>





Photo: Le Van Vinh / UN Women Viet Nam



## Linking policies with national and international gender equality commitments

In the process of gender mainstreaming any sectoral policy, it is important to draw on international and national policies and frameworks for precedent and guidance (Nelson and Kuriakose 2017). The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is one of the most widely ratified human rights treaties and all countries in the Asia Pacific region are signatories to the Convention. Specific references to equal access to electricity can be found under Article 14 on Rural Women of the Convention which speaks about the unique inequalities rural women face. Further, in 2018 CEDAW issued a new General Recommendation 37, on gender-related dimensions of disaster risk reduction in the context of climate change, which explicitly calls for State Parties to:

“ Encourage women’s entrepreneurship and create incentives for women to engage in businesses involved in sustainable development and climate resilient livelihood activities in areas such as the clean energy sector and agro-ecological food systems. Businesses working in these areas should also be encouraged to increase the numbers of women they employ, particularly in leadership positions...Ensure that women have access to technology for preventing and mitigating the adverse effects of disasters and climate change on crops, livestock, homes and businesses, and that they can use and economically benefit from climate change adaptation and mitigation technologies, including those related to renewable energy and sustainable agricultural production.

This international framework provides an opportunity for energy policy makers to contribute to the realization of gender equality and human rights issues as they relate to sustainable energy for their citizens by integrating national commitments on gender equality into national renewable energy policy and strategy. Ideally, with gender adequately mainstreamed, you can reflect policy links between energy policy goals and gender equality goals for your country, and will be able to measure how improvements in gender equality and an increase in women’s participation can contribute to the achievement of energy goals and targets.

### BOX 5:

#### National gender equality commitments that can inform renewable energy policies

- Draw upon intergovernmental initiatives, such as CEDAW, UNFCCC Gender Action Plan, SEforAll, and international programs for guidance and examples of policy and project approaches that address gender issues as they relate to sustainable energy.
- Link the policy to the national SDG framework and reporting on contribution to not only SDG 7 on clean energy but also on SDG 3 on health and SDG 5 on gender equality
- Consult with the Ministry of Women’s Affairs, gender focal points in relevant ministries, and women’s organizations on existing gender equality policy in your country as well as review the inclusion of gender in international submissions, such as CEDAW and the Nationally Determined Contributions (NDCs)

**Consider:** Which national commitments to focus on and what information exists or needs to be collected in order to integrate these commitments into the renewable energy policy.

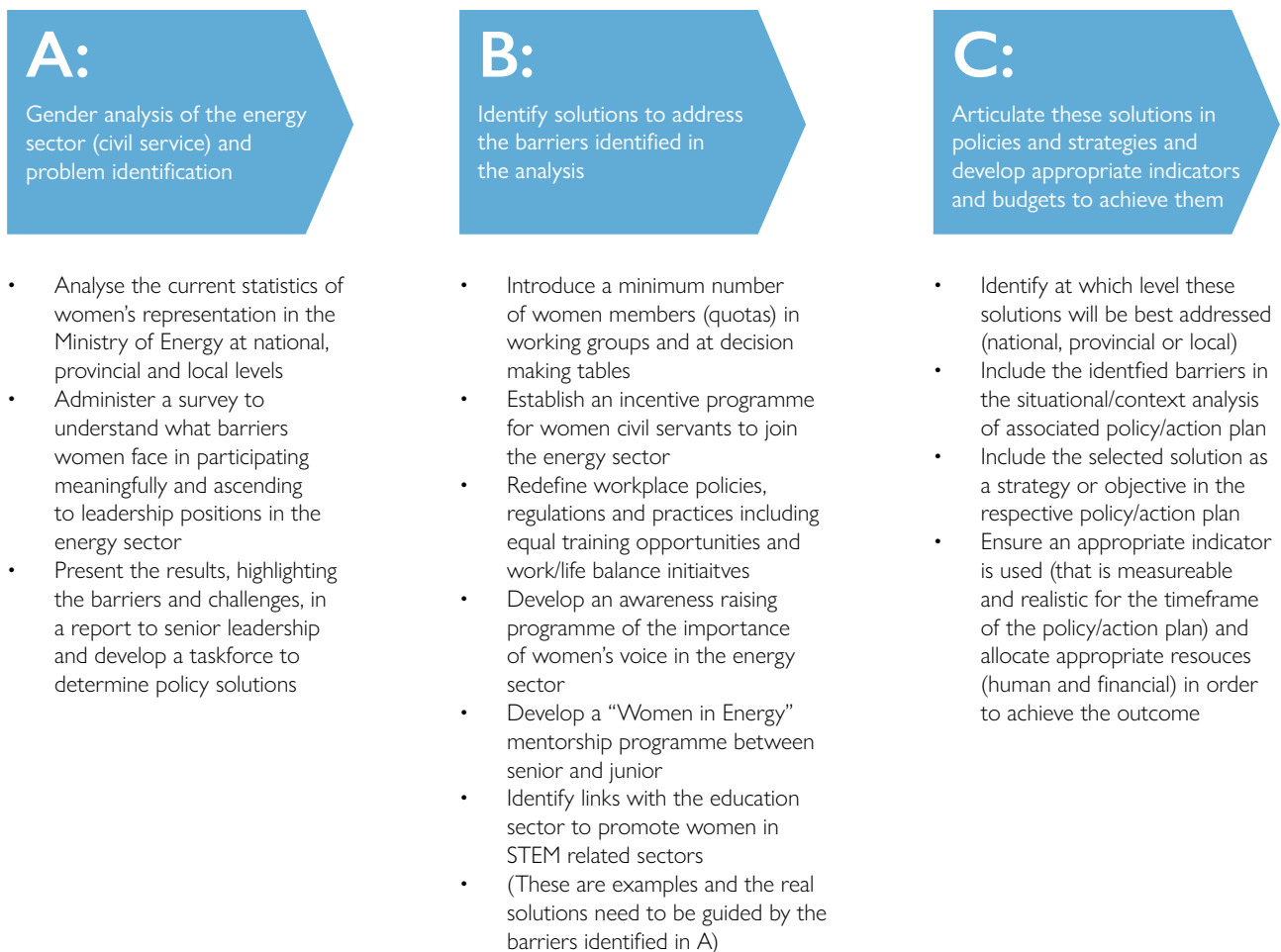
## STEP 3 Address the lack of women's participation in decision-making in the energy sector

Women's participation in the renewable energy sector is low across the globe and the Asia Pacific region is no exception. With the staggering growth in the renewable energy sector, women's contribution to the sector is integral to not only increase the talent pool of professionals but to improve overall performance through qualified women in leadership positions (IRENA 2019).

In the region, initiatives, such as 'Empowering women as managers of the renewable energy sector' by the Asia Pacific Economic Cooperation (APEC 2019) suggest that the contribution of women in economic development in the region has not reached its full potential. While recognizing women's barriers to participating in the energy sector include the unequal access to education and technical training opportunities, APEC also noted that even when women enter the sector, discrimination and implicit gender bias remain barriers.

Figure 1 is an example of a three-phased process that could be implemented in order to address the lack of women's participation in decision making in the energy sector, specifically in the civil service. The different phases include: (A) a gender analysis to identify the barriers to participation, (B) identification of potential solutions based on the barriers identified in phase A, and (C) integration of solutions into policy, including relevant indicators and resources.

Figure 1: How to increase women's participation in decision-making in the energy sector



## What are some tips in moving forward?



**Advocate for a renewable energy policy environment that promotes gender equality**

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**Share your experiences in integrating gender in renewable energy policies and programmes to inform good practices in addressing women's and men's needs and priorities in relation to renewable energy**

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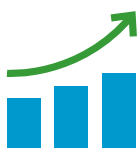
**Enhance women's participation in the energy sector overall**

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**Allocate national budgets to implement gender-responsive energy solutions**

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**Encourage reporting on gender in the renewable energy implementation roadmap to the NDC**





Photo: Abbie Traylor Smith / DFID



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