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FROM THE AMERICAN PEOPLE



GENDER AND RENEWABLE ENERGY WORKSHOP

SEPTEMBER 3-5, 2014



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REPORT OF GENDER AND RENEWABLE ENERGY WORKSHOP

PURPOSE

USAID and IUCN organized a Gender and Renewable Energy Workshop on September 3-5, 2014, at the Renaissance Arlington Capital View Hotel in the Washington, D.C. metro area. The event convened a diverse group of 44 experts (see Annex 2 for participant list) under the umbrella of gender, large-scale renewable energy, and climate change mitigation. The workshop was geared toward building new knowledge and guidance on gender considerations in low emissions development planning and the renewable energy sector beyond the household level, with the following objectives:

- Increase **awareness and understanding** on gender and large-scale renewable energy and low emissions development planning;
- Identify **key entry points and opportunities**;
- Define **future actions** at the international, regional, and national levels; and
- Identify **knowledge and capacity gaps** and potential avenues for closing them.

GECCO INITIATIVE

The workshop was part of the Gender Equality for Climate Change Opportunities (GECCO) initiative, a new 5-year partnership (2013-2017) between USAID's E3 Bureau and IUCN's Global Gender Office. The purpose of GECCO is to leverage advancements in women's empowerment and gender equality through, and for, the benefit of climate change and development outcomes. The initiative has been designed to provide an array of support options for national, regional, and global activities that advance women's empowerment and gender equality. This includes supporting

the development of gender responsive climate change action plans and building capacity to implement gender responsive actions in developing countries.

WORKSHOP METHODOLOGY

The workshop followed a consultation process and draft white paper, **Women at the Forefront of the Clean Energy Future**, initiated earlier this year by IUCN with input from USAID. The draft white paper provided a platform of ideas and conceptual structure to inform the workshop discussions and action plan. Given the newness of the topic, the workshop was designed to take initial steps toward building new knowledge, by facilitating a "meeting of minds" among experts who approach the topic from diverse perspectives and at different levels of the energy value chain. The workshop aimed to identify key concepts, entry points, proposed strategies, knowledge gaps, and potential partnerships. The agenda (see Annex 1) was divided into themes along the energy value chain as presented by the draft white paper: 1) Enabling policy, 2) Private sector investment, 3) Generation, transmission, and distribution (infrastructure), and 4) End users, with a final cross-cutting theme on 5) Women's advancement in employment, leadership, and entrepreneurship. For each theme, participants listened to presentations from experts and then developed action planning ideas and suggestions. This document summarizes these presentations and ideas. The workshop results informed the final version of the white paper and are helping shape the GECCO initiative over the next 4 years, as well as internal actions at USAID. USAID and IUCN are tentatively planning to reconvene a workshop to review progress on this topic toward the end of the GECCO initiative.

SUMMARY OF WORKSHOP SESSIONS

WELCOME BY USAID AND IUCN

Lorena Aguilar welcomed the participants on behalf of IUCN and pointed to the sizable investments in renewable energy—at \$260 billion globally in 2011, up from \$40 billion in 2004. She noted that climate change mitigation has received the least number (3) of gender-related decisions in the UNFCCC context, as compared to 10 gender-related decisions for adaptation. Natalie Elwell and Andre Mershon provided a welcome from USAID, and an overview of USAID's commitment to gender and investment at the intersection of gender and climate change through the GECCO initiative.

FINDINGS OF CONSULTATION ON GENDER AND LARGE-SCALE RENEWABLE ENERGY

Rebecca Pearl-Martinez of IUCN presented the results of the consultation on gender, large-scale renewable energy, and climate change mitigation. Lessons from other sectors can be applied to clean energy, drawing from the following examples and others. First, the 2012 World Development Report, with the mantra of “gender is smart economics,” demonstrated through data analysis that improving women's status enhances development and economic outcomes. Second, the development community has known for some time that gender-neutral projects are not likely to achieve the desired outcome. Third, gender balance in employment is a good business practice, as demonstrated by The Economist, Forbes, and research by Fortune 500 companies.

When it comes to gender equality, the energy value chain is broken. Women's limited access to land, water, and other resources exacerbates gender inequalities; women face greater inequalities and are left out of decision making; and there is a challenge of connecting large-scale projects, policy, and investment decisions to end users. In IUCN's review of national country reports to the UNFCCC as part of the Environment and Gender Index, Iceland was the only developed country to address gender in their

report on climate change mitigation. Only a handful of Clean Development Mechanism (CDM) projects employ the gender indicator. And under the Climate Investment Funds (CIF), women are often characterized as beneficiaries or a vulnerable group. The Clean Technology Fund, with the majority of pledges under the CIF, is the fund with the least consideration given to gender implications.

The consultation was divided into 5 themes across the energy value chain. Under **Enabling Policy**, energy policies often leave out gender considerations, and limited knowledge and data exists at the intersection of gender and energy to inform decision making. Policy innovations to explore further include whether greenhouse gas and economic growth trajectories might change by including a gender component among the co-benefits, and how to apply a gender lens to renewable energy investment policy tools such as the Feed-in Tariff. Under **Private Sector Investment**, the business case of addressing gender could include boosting productivity, efficiency, and return on investment; greater community ownership of clean energy facilities; avoiding costs of not adopting gender-responsive measures; and enhancing operations through gender balance in employment. Innovations to explore include gender analysis as part of initial market and portfolio analysis for clean energy projects, developing corporate gender responsibility, and incorporating gender in project development templates that are part of the standardization process to expand renewable energy investment. Under **Generation, Transmission, and Distribution (Infrastructure)**, innovations could include piloting a consultation process that addresses gender inequalities, developing work-around for distribution of compensation funds and employment based on land ownership and formal sector jobs, and incorporating gender indicators in Environmental and Social Impact Assessments and Resettlement Action Plans. Findings on **End Users** reconfirmed that any project that fails to consider half of the energy end users cannot expect to meet their needs, and that women often focus on functional energy needs, while men tend to support energy solutions that demonstrate position, power, and visibility. Under **Women's**

Advancement, the consultation found that 6.5 million people are now employed in renewable energy, most jobs being in developing countries, and women's employment in renewable energies is higher than their share of employment in oil and gas. Finally, research from UNDP correlates higher gender equity to a country's environmental protections, an important lesson and message for this process.

SETTING THE STAGE: OPPORTUNITIES IN THE CLEAN ENERGY SECTOR

Laura E. Williamson of REN21 (Renewable Energy Policy Network for the 21st Century) presented the results of the *Renewables 2014 Global Status Report*. Renewables increased sevenfold since 2004, and projected levels of renewable energy for 2020 were already surpassed by 2010. By the end of 2013, renewable energy was 26.4% of global generation capacity, and 56% of new installed power capacity. Investment in renewable power and fuels is led by China, United States, Japan, United Kingdom, and Germany, but just as important are the highest shares of GDP invested, which as of 2012 was led by Uruguay, Mauritius, Costa Rica, South Africa, and Nicaragua. In 2013, developed countries invested USD \$122 billion, while developing countries invested \$93 billion.

Employment in the renewable energy sector also increased significantly, with an estimated 6.5 million direct or indirect jobs in the industry. Among developing nations, 95 countries have renewable energy policies in place, up from 15 in 2005. While new investment steadily increased and then dropped by 14% in 2013 (due to policy uncertainty, retroactive support reductions, and technology cost reductions), the net investment in new renewables capacity outpaced fossil fuels for the fourth year running. Global investment remains highest in solar power, followed by wind power and biomass. There is an increasing recognition of hydropower complementing other forms of renewables. The global transition to renewables can be sustained through more rigorous integration of renewable energy, and long-term and stable policy frameworks to sustain and increase

investments. The issue now is not technical or financial, but rather a matter of political will. To ensure that renewable energy services are reaching intended users, it is important to ensure gender-focused data collection tools and methods, involvement of women in product design processes and field testing of new designs, and education on energy options and costs.

SETTING THE STAGE: COUNTRY-LEVEL MECHANISMS FOR CLIMATE CHANGE MITIGATION

Todd Johnson of USAID delivered a presentation on Low Emission Development Strategies (LEDS), which are "strategic economic development and environmental planning frameworks that articulate actionable programs and policies to put a country on a climate-resilient development path while working toward long-term measurable GHG emission reductions". Low emission development seeks to decouple economic growth from GHG emissions growth and mainstream climate change considerations into national and subnational governments, helping those governments achieve international commitments.

LEDS are ideally country-led and -owned, provide an integrated, comprehensive pathway for long-term sustainable development, and take into account a country's development objectives and unique circumstances. LEDS processes include a broad cross-section of country stakeholders, and involve assessing the current policy and planning framework; assessing and mapping the forestry and land use sectors; analyzing potential economic and GHG trajectories; prioritizing actions according to costs, benefits, capacity, social and economic impacts, etc.; and engaging in monitoring, reporting, and verification. For the US government, the Enhancing Capacity for LEDS initiative—which is led by USAID and the State Department with the participation of other US Government agencies—is a diplomatic priority, a development priority, and a USAID priority goal. LEDS that are targeted to be responsive to women could unlock social and economic co-benefits for women and create a broad platform for addressing gender inequities.

THEME I: ENABLING POLICY

Lessons from Pakistan

Tahawar Hussain of Advanced Engineering Associated International, who works on the USAID Energy Policy Program in Pakistan and formerly contributed to Pakistan's alternative energy development, discussed Pakistan's power sector, renewable energy, and gender issues. Renewable energy is relatively new in Pakistan, and only emerged since 2003, starting with small-scale solar to electrify small villages. Pakistan's Alternative Energy Development Board was tasked with developing renewable energy sector policy and facilitating private sector investment in grid-connected wind and solar projects. The government developed a renewable energy policy in 2006 that addresses guaranteed electricity purchase (wind, solar, and small hydro up to 50 MW). It is the government's responsibility to extend the grid to the project locations. The government has used a wind risk concept, where the investor is immune to wind speed variability and enters into an agreement with the government in return for a set price based on historic wind data if the actual wind speed is lower than historic data. This kind of policy was helpful in attracting investment for wind (not for solar or small hydro) but has since been replaced by a Feed-in-Tariff. The country's renewables policy addressed the period of 2006-2009, and the midterm review, which is supposed to include a gender perspective, is in limbo. Other factors in Pakistan are that electricity has historically been heavily subsidized and withdrawal of subsidy becomes a political issue, and energy access for all through conventional means is not necessarily feasible. Despite these factors, renewable energy sector in Pakistan remains largely ignored by the government, whose over-reliance on thermal power generation is leading the power sector towards insolvency. In addition, none of the national and provincial gender policies and action plans address the issue of energy and vice versa.

Lessons from Trinidad & Tobago

In this group, Karen DeGannes of The DeGannes Consulting Group shared her experiences as a senior utility and energy/environmental policy advisor to the government of Trinidad and Tobago. Trinidad and Tobago has a long history in the global oil and gas industry and is the main producer of liquefied natural gas from the region. The sector is significant for both national development in Trinidad and Tobago and energy security in the Caribbean region. The country supplies over 50% of the primary fuel consumption for Jamaica, Guyana, Barbados and the Dominican Republic. As the largest net exporter of oil and natural gas in the Caribbean, Trinidad and Tobago, a middle-income country, is the 7th largest emitter per capita of greenhouse gases. The sector comprised about 57% of all government revenue and 48% of Gross Domestic Product in 2008. GDP drives energy consumption, and the supply is highly subsidized so consumption is not price sensitive. Renewable energy is largely driven by grassroots and new middle class values, as part of a growing silent environmental revolution. Increasing concern about growing environmental risk and corruption has resulted in lock-out; the government's inability to restore the social license for continued large scale, rapid development based on down-streaming the oil and gas sector alone. The Obama Administration's Global Climate Change Initiative, the decline of US oil and LNG consumption, and shale gas discoveries in the US, Canada and elsewhere, are lowering the global price of natural gas. With the country's natural gas reserves depleting, there is a push to sign long-term contracts with the external oil and gas industry majors for deep offshore development, which is not decided based on the needs of the population and locks the country into the existing company contracts and approaches to energy sector strategy and national development. For instance, Trinidad and Tobago, while signatory to the UN Framework Convention on Climate Change, as a Non-Annex I Party is not obliged to reduce its greenhouse gas emissions and has not made tangible commitments to low-carbon emission development.

Oil and gas development in the country is closely tied to economic development and its self-determination, earning the country the title of “Caribbean Tiger”, which constrains the shift toward growth of renewable energy, engaging women in the sector in leadership positions, and achieving gender balance by addressing women’s strategic needs. It was noted that having women in the right political position is not always sufficient to open a dialogue on gender-responsive approaches. Trinidad and Tobago has had two women in the role of Minister of Public Utilities, one female Minister of Energy and one female Prime Minister. What is needed is more transparency on oil and gas reserves and improved access to data on baseline environmental conditions and on the long-term health impacts of the industry to fence-line communities, prioritizing human impacts alongside infrastructure and industry needs. Current climate change studies on Trinidad and Tobago emphasize the risks to the industry rather than on human health and livelihoods (such as impacts on those who rely on fisheries). A low emissions development approach and plan would enable Trinidad and Tobago the opportunity to create a diversified economy that is not dominated by one resource-extractive industry. Meaningful multi-disciplinary engagement within and across the relevant national and local institutions, gender specialists within institutions, and identification of the strategic needs of women (beyond basic needs), are also necessary ingredients to the development of a sustainable future for this nation state. Examples of alternative paths for Trinidad and Tobago exist in neighboring countries in Latin America, such as Nicaragua, Guatemala, Uruguay, Chile, Ecuador, Argentina, and Brazil.

Lessons from Power Africa

On June 30, 2013, President Barack Obama announced Power Africa—a USG initiative that aims to double the number of people in Sub-Saharan Africa (SSA) with access to electricity. Twelve USG Agencies are working together to achieve this ambitious goal in strong partnership with African governments and the private sector. Power Africa hoped to use the workshop as an opportunity to learn from the gender and energy community and strengthen its approaches to gender integration.

At the center of Power Africa is the recognition that energy is a driver of the economic growth critical to achieving transformational development. As with all sectors within the development sphere, the energy sector has the potential to advance the human development opportunities available to both men and women. These opportunities, however, are contingent upon thoughtful decisions that are informed by analysis of their potentially differential impact on men and women. Power Africa recognizes that energy projects, programs, and policies that explicitly consider these impacts and intentionally strive to reduce inequities and foster effective engagement of all will result in better outcomes, both in terms of the sustainability of energy services as well as the human development opportunities available to women and men.

Power Africa’s activities are implemented through three complimentary mechanisms: Power Africa Transactions and Reform Program (PATRP), the Senior Advisors’ Group, and the Delivery Units. At the time of the workshop, Power Africa was in the process of developing a gender strategy, in collaboration with the initiative’s project implementers. The aim of the strategy is to articulate an approach to integrating attention to gender issues throughout Power Africa’s activities. (The purpose of the strategy is not to identify stand-alone gender activities, but rather to ensure the integration of gender considerations throughout the Initiative).

The Power Africa model is based upon a dual pronged approach: advancing catalytic transactions while simultaneously supporting key power sector policy reforms aimed at creating an environment attractive to private sector investment. Opportunities to close gender gaps exist on both the private sector/transactions and the public/policy sides of the energy sector. This explicit consideration would give attention to issues associated with gender equality throughout the sector; from decision making within the sector from the local to national levels (both within public and private sectors), to participation within the sector’s workforce, to the beneficiaries of its services.

THEME 2: PRIVATE SECTOR INVESTMENT

Subha Nagarajan, an energy investment expert, presented on private sector investment and gender. The overarching question is how to structure investments in a way that mainstream investors are willing to provide capital, while simultaneously enhancing the income and livelihoods of women so that they benefit throughout the energy value chain. The intrinsic constraints are lack of access to technical, business, and marketing skills and knowledge, and inadequate access to technology. The extrinsic constraints include misaligned policy and institutional frameworks, inadequate access to physical/social infrastructure, and an unequal playing field. Renewable energy project developers have competing interests and pressures, and it is important to understand their decision-making and motivations. As profit maximizers, private sector investors will ask several questions before considering whether to internalize gender considerations: (1) Is it a requirement? (2) Does it improve shareholder value? (3) Does it provide long-term value? and (4) Will it improve a project's risk profile? Project companies operate within the context of profit maximization while mitigating sector-specific concerns and the general policy and enabling environment constraints.

The private sector may not initially consider the benefits of incorporating gender into project design. As with any new consideration, the internalizing of gender will introduce additional implementation risk with associated costs. Project development is already risky and complicated, with many different stakeholders, taking up to 5-7 years from project conception to reach bankability and financial close. Working with Government counterparts that have limited or constrained capacity to understand or assume some portion of the project risk, further exacerbates the concentration of risk a project developer or investor must assume. The timeframe within which investors can expect a commensurate return on investment is prolonged. Project execution is often fraught with implementation challenges; only after commissioning can an operational asset be considered heavily de-risked.

In terms of implementation challenges, the questions that emerge are: (1) What will achieve the greatest impact for female beneficiation, electrification, and private sector investment? (2) Are certain technologies more beneficial to women? and (3) Are there other positive feedback loops that better target the goal of improving the income and livelihoods of women? For example, downstream beneficiation focuses on ensuring that energy access is directed towards time and labor intensive household activities. Upstream beneficiation focuses on generation activities; biomass from agricultural processing and biofuels provide opportunities for building women's livelihoods and income as inputs into renewable energy generation activities.

The investment and active participation from the private sector in energy generation, transmission and/or distribution depends on the state's ability and willingness to provide appropriate incentives and create an enabling environment, including policy, legal, and regulatory frameworks. International financial institutions (IFIs) and bilateral donors can play an instrumental role in providing guidance in policy and institutional discussions with government and non-government stakeholders. This is also an important platform from which to develop indicators that can be identified, tracked, and monitored, with a financial budget tied to results measurement and development outcome reporting.

In project design, developers must fulfill minimum requirements in order to access financing from international financial institutions. While gender reporting and consideration is an area where many institutions and their shareholders would like to see more reporting and emphasis, this is an area that requires more development. Project design with respect to gender may be strengthened to ensure: (1) Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP) compensation packages have been negotiated with adequate female representation and participation; (2) Projects take into account the impact on men and women's gender based roles and responsibilities; (3) The concept of "restoring

livelihoods” considers the gendered nature of the household economy; (4) The project identifies women-specific electricity needs/priorities; (5) Engagement of dedicated gender experts to ensure gender responsive project design beyond CSR programs; and (6) Ensure impacts faced disproportionately by women have been properly internalized in the external costs and adequately compensated.

The way forward includes engaging gender expertise in project inception at all levels, including: (1) Within Governmental agencies involved in concession development and project implementation, and at the private sector level; (2) Providing capacity building and technical assistance resources for gender mainstreaming in projects; (3) Providing financial resources, incentives, subsidies and guarantees to diffuse cost of including gender mainstreaming; (4) Reducing barriers in labor policies and land rights that female entrepreneurs and workers may face; and (5) Ensuring stronger institutional structures mandated to promote gender equality. There are 17 countries in Africa with quotas for women’s political participation at national and subnational level, and at least 10 of these countries have 30% or more representation, with Rwanda leading at 63% representation. However changes in policy do not necessarily change perception of ideas that contradict or undermine customary law, and there are also challenges with implementing local content policies based on targets. Lessons learned from challenges implementing local content labor policies can provide insight when determining the appropriate balance between providing incentives and mandates to achieve a gender-balanced outcome.

In order for the private sector to independently incorporate gender considerations into its project design, gender mainstreaming must be a source of differentiation, represent a competitive advantage, and generate positive financial returns and feedback loops that create long-term shareholder value. To appeal to the private sector, the value proposition must be clear, gender must be seen as something that minimizes project risk rather than increasing it, shareholder value must be created to get private sector buy-in, and an enabling environment must be in place.

Lessons from Electricity Governance

David Wood of World Resources Institute presented experiences from the Electricity Governance Initiative (EGI) in a small group. The initiative promotes good governance, transparency, accountability, inclusiveness, and participation in electricity sector policy and regulatory decision making. Of the partners in 10 countries, 6 are led or co-led by women. Although EGI’s analytic frameworks are designed to assess social considerations, including gender, gender has not been considered as a specific issue in social and environmental impacts.

The initiative produces a “10 questions to ask” series in order to push boundaries for stakeholder engagement and provide a tool for civil society organizations when plans are proposed. One issue is the transparency of procurement for Feed-in Tariffs (FIT) and competitive bidding around new renewable energy projects. FITs are considered non-competitive because they deliver a set price per technology and guaranteed offtake, but they do have a competitive element. A fair FIT design won’t just be large corporations but can include smaller scale entities to be integrated and can include gender as a consideration. The South Africa competitive bidding procurement process for Independent Power Producers (IPP) included socioeconomic elements in terms of job creation and co-benefits for communities, but developers were left to determine what the socioeconomic development should look like. In the absence of strong local governments to provide guidance on local socioeconomic development, the private sector’s investments have been uneven, and interviews with the firms revealed a desire for more support. One question is how to make the requirements clear when engaging with the private sector, including engaging with a range of stakeholders. Even with quotas in place, the impact can be undermined by the absence of public sector guidance and support.

Lessons from the Clean Development Mechanism (CDM)

Julieta Nikova of the UNFCCC Sustainable Development Mechanisms Standard Setting Unit presented lessons from implementation of the Clean Development Mechanism (CDM). As per article 12 of the Kyoto Protocol (KP), the purpose of the CDM is to assist Parties not included in Annex I in achieving sustainable development and in contributing to the ultimate objective of the Convention, and to assist Parties included in Annex I in achieving compliance with their quantified emission limitation and reduction commitments. For Annex I Parties, implementation of article 12 of KP has proved to serve as the largest offset scheme for greenhouse gas emissions worldwide. For non-Annex I Parties, it has driven low carbon transformation, mobilized finance in low GHG emitting technologies (mainly renewable energy systems) and has contributed to technology transfer and capacity building. The CDM has leveraged more than USD \$315 billion in capital investment to underpin climate mitigation efforts in developing countries per the 2013 annual report of the CDM Executive Board. Taking into account the costs required for other mitigation options available to Annex I parties, CDM has saved more than USD \$3.6 billion in compliance costs. It is the largest offset market-based mechanism worldwide: with 7,891 registered CDM project activities, 263 registered program activities, and total issued Certified Emission Reductions of 1,478,472,382

tons, with crediting of a further 1.4 to 6.2 billion tons emission reductions expected by 2020. The mechanism has contributed to the installment of 110,000 MW of new renewable electricity capacity in developing countries.

Assessment of the CDM's contribution to sustainable development is a prerogative of the host country. Based on the project design documents of more than 3,860 CDM projects, only 5 have noted a relevance to women's empowerment, which demonstrates an acknowledgement of the relevance of gender considerations to the CDM, although gender considerations are not widely documented in projects. However, the Executive Board agreed to a voluntary tool to assess the sustainable development benefits of the CDM in a structured, consistent, comparable, and robust manner. The tool helps CDM project developers highlight, on a voluntary basis, the sustainable development benefits of their projects by responding to a checklist of predefined indicators that describe impacts on the environment, society, and economy of host countries, including empowerment of women as an indicator under social welfare. It is expected that the CDM will continue to support mitigation efforts and sustainable development, and will further up-scale investments in low carbon technologies in developing countries.

THEME 3: GENERATION, TRANSMISSION, AND DISTRIBUTION

Applying Gender Lessons from Infrastructure to Renewable Energy

Dominique Lallement, Senior Gender and Infrastructure Consultant and author of the World Bank's strategy on the subject, applied gender lessons from infrastructure to renewable energy. Gender is about both women and men and it's important to keep stressing this, as well as framing women as assets rather than only as a vulnerable group. There are opportunities for gender equality throughout the energy value chain, including the supply chain, and in the support systems through direct and indirect employment. Understanding gender equality and equity in renewable energy can be seen through the lens of risks and vulnerabilities (drawing from impacts of policy framework), the economic dimension (access to finance, labor, etc.), and social empowerment (voice, decision-making, etc.).

Infrastructure, including for energy, is about both physical structures and services. It is well-documented that there are gender disparities in relation to land rights, division of labor, knowledge systems, power, and decision-making. Gender disparities in infrastructure related to climate change include that women need more time to recover their economic standing from losses, possibly because they have less access to direct relief services. Women are also under-represented in recovery planning. For example in a training program for earthquake resistant housing construction, participation of women was only 27% against a 50% target. Women's employment in infrastructure must be planned in a culturally and socially sensitive manner.

Policy lessons from infrastructure indicate that gender equality needs to be integrated into planning, implementation, and delivery of infrastructure and services; choice of technology that meets the needs of the population; employment for both women and men; and service delivery that takes account of affordability, tariffs, and financial sustainability of providers. Some of the key entry points for operationalizing gender considerations throughout the project cycle are the following: 1) community meetings and focus groups during

project identification; 2) social assessment, results framework development, and procurement decisions during project preparation; 3) operations manuals, personnel training, and Terms of Reference during project implementation; and 4) disaggregated data and gender surveys during monitoring and evaluation. Gender-sensitive socio-economic assessments at the onset of project decision should understand women's and men's infrastructure needs and use patterns, as well as community and gender-specific strengths, risks, and vulnerabilities. Rather than "ticking the box" through a stakeholder consultation, women and men need to be integrated into decision-making, and gender-specific training, monitoring, and budgeting should be part of the project operations. These approaches will help to avoid decision-making that doesn't serve the population. For example, the Samoa Islands invested significant resources into strengthening the airport route, but only people who had the means to travel there and pay for a plane ticket could use this infrastructure.

Research on Gender and Electricity Infrastructure

Vanessa Lopes Janik and Maria Beatriz Orlando of the World Bank's Energy Sector Management Assistance Program (ESMAP) provided an overview of research they are conducting to determine whether energy infrastructure has caused significant differences for women and men. The research is looking at infrastructure generation, transmission, and distribution; the potential direct and indirect impacts during planning and construction; and gendered access to land and labor markets. There is a growing body of literature on gender and energy, though most remains anecdotal and focused on off-grid or rural electrification concerns. Gender disaggregated project M&E data is lacking, and those projects that do include this data are only surface level analysis, i.e. number of women employed. Findings from corporate social responsibility indicate that the commitment of management, improvement of human resources policies, and timely activities in direct operations can be more impactful. Initial ESMAP research in Nepal finds that integrating gender analysis provides recognition of the differential impact of the project on women and that there is a need to build capacity of women's involvement in the power sector.

THEME 4: END USERS

Gender Mainstreaming in Rural Electrification in Uganda

Elizabeth Cecelski, Senior Policy Advisor to ENERGIA, presented ENERGIA's work in Uganda with the country's Rural Electrification Authority (REA). The Norwegian Embassy and the REA requested support on gender in the REA's program. ENERGIA prioritizes good entry points for gender mainstreaming that are chosen and owned by the ministry itself. The REA is a relatively young agency and despite only 7% rural electrification they have a strong national mandate on gender and wanted to incorporate a gender component. The Ministry of Finance has articulated a mandate for action on the cross-cutting issues of gender, environment, and HIV/AIDS. ENERGIA formed a team that included REA staff itself and gender experts from Uganda. ENERGIA's international representative was in Uganda working with REA for 2.5 weeks for the initial scoping mission. The team members appointed by REA guided the work, participated in fieldwork, and developed a Gender Action Plan together with the gender experts. The scoping mission involved analysis of the gender and energy situation in Uganda, including existing mandates, fieldwork on the current realities in REA work, organizational analysis of REA and other capacities on gender mainstreaming, and a workshop to develop the action plan. Later stakeholder workshops were held with government/academia, and with private contractors, to ensure that the gender action plan would be acceptable. Examples and best practices were brought in by ENERGIA from other countries in the region. The Gender Action Plan proposed options at the planning and monitoring level (gender-sensitive baseline and feasibility studies, use of gender-informed M&E for project design), in construction (local employment in rural electrification works with gender targets, equitable way leaves compensation, gender-sensitive HIV/AIDS prevention), in operations (gender-sensitive communications and promotion of connections, ensuring equitable access to subsidies and connection credits, improved access to social infrastructure), and at the institutional capacity level (building gender and social awareness and capacity of REA and its implementation partners).

Solar Saleswomen in Africa

Katherine Lucey, Founder and CEO of Solar Sister, described her unique enterprise. There are 1.6 billion people on the planet, one quarter of the world's population, who don't have access to reliable electricity. Of this population, 70% are women and girls living in developing countries who rely on kerosene lanterns and candles for light, spend hours each day collecting wood to burn for cooking and heat, and spend up to 30% of their family income on energy that is insufficient, hazardous and unhealthy. Lack of access to electricity is both a cause and an effect of unremitting poverty. Solar Sister aims to address poverty by empowering women with economic opportunity. Using an Avon-style distribution system, Solar Sister creates vital access to clean energy technology by building and extending the supply chain through women's rural networks. Solar Sister provides the women with a 'business in a bag', a start-up kit of inventory, training, and marketing support. The women become their own bosses, creating sustainable businesses. The women use their natural networks of family, friends, and neighbors to provide the most effective distribution channel to rural and hard-to-reach customers. Leveraging the power of the market place, a one-time investment in a Solar Sister Entrepreneur creates a chain reaction of social impact as the Solar Sister Entrepreneur turns over her inventory again and again. Solar lamps replace the toxic kerosene lanterns and solar cell phone chargers improve connectivity in even the most energy poor communities.

Gender Mainstreaming in the Energy Sector in Central America and Uruguay

Jackelline Siles of IUCN described an effort to promote women as leaders and agents of change in Nicaragua, Honduras, Guatemala, and El Salvador, with the goal of enhancing the capacity of the energy sector in Central America to address gender considerations and to promote gender mainstreaming. We have established networks in each country made up of organizations that are working on energy or gender. For example in Nicaragua, as a result of the project, the ministry of energy and the national

electrification and renewable energy program are taking into consideration women's access and use of services by asking women in houses to make decisions about the household connection, and by providing different rates for women who have home-based small businesses. In the implementation of the new electrification project in Nicaragua, these institutions establish a base line to understand the gender gaps in relation to use, access, and control of the energy. Throughout the countries, priority entry points include establishing gender units in energy ministries and providing information to women about savings through energy efficiency. In Guatemala, a gender unit was established within the economic development office. Nicaragua is making strides in engaging women, who are involved in road construction and digging holes for electrical poles, and participate equally with men in energy workshops, due to laws and a government program that promotes gender equity. Efforts are also underway to build the capacity of women's ministries on energy, and energy ministries on gender, in the context of the Central American regional governing body.

Rossanna Gonzales of Uruguay's Ministry of Energy described the country's electricity generation projects coming from renewable sources include biomass, wind, and solar, as well as policy planning on solar energy for houses. The link between energy and gender is a recent development and mostly focused on sustainable energy access among socioeconomically or geographically vulnerable populations including efforts toward improving women's quality of life and autonomy in managing

household services. At the outset of designing energy plans or programs, it is important to define the purpose of including a gender perspective, which can vary from sustainability, to women's time use and quality of life, to transforming women's position in society and modifying the traditional gender division of labor. Uruguay's approach has been to build the awareness of staff in their work with each family on energy services. In each household, staff observed how the household was organized, who was in charge of paying electricity or gas bills, whose name was listed on the service documentation, etc. At the same time, the program explored women's ability to pursue energy efficiency measures, for example replacing old equipment or consumption habits, and promoted women's ownership of services which helps with autonomy and access to credit. The activities have also included promoting women's participation in educational opportunities about energy efficiency, safe energy access, and simple technologies, to enhance their status in an area that is traditionally considered a male realm. Single mothers have been prioritized in order to address poverty. In an initiative to convert agricultural residues into energy, the program considered the different energy needs of women and men, whether the technologies involved could also address gender inequalities, what role women and men play in each phase of the project, and how to address barriers to women's participation in training and credit access. Collaboration is underway with the local university to identify gender and energy projects in non-traditional areas that could benefit women and provide lessons for future national projects.

THEME 5: WOMEN'S ADVANCEMENT IN EMPLOYMENT, LEADERSHIP, AND ENTREPRENEURSHIP

Kristen Graf of Women in Wind Energy presented on women's advancement across the clean energy industry. Women make up less than 20% of wind energy employees in the US, and most of those jobs are in administration and human resources. Women make up only 4.6% of CEOs, 8.1% of top earners, 16.9% of board seats. The United States ranks 86th in terms of the number of women in national parliament, and worldwide women are less than 22% of parliamentarians. Research by Catalyst has shown that businesses do better economically with 3 or more women on the board, and MIT's Center for Collective Intelligence showed that groups make better decisions depends partly on the proportion of women in the group. Research by the Girl Scouts in the US found that if women are not introduced to STEM (Science, Technology, Engineering, and Math) career paths by age 12 they are less likely to pursue those careers. Other factors for pursuit of these careers include whether they have role models, supportive communities, and mentoring and sponsorship. STEM graduates are close to 50% of women, but in the first 10 years of the career track about 50% of those women leave the sector. This is caused by a hostile workplace culture and a sense of isolation, among other factors. There is a Global

Business Standard for Gender Equality, which assesses equal pay for equal work, recruitment and promotion, leadership development, training and mentoring, flexible work, and company culture. Also needed is better data collection and research, engaging men in the conversations and solutions, and disconnecting gendered values from career paths.

Caroline McGregor of the US Department of Energy initiated the discussion with an overview and video about the C3E program, which aims to strengthen the engagement of women in clean energy globally. The US C3E awards recognize outstanding achievements of mid-career women working to advance clean energy. There is a similar program in the UK called "Powerful Women," which has a target of 40% of mid-level managers being women by 2030. She pointed out that men's approaches are still the yardstick for success, particularly in the energy sector. In energy companies, if you volunteer for smaller tasks that are not getting done it is not considered "executive behavior." This kind of culture will need to change if women are to advance in the sector. Men and women are mentored differently in that women suffer from over-mentorship and under-sponsorship.

SUMMARY OF ACTION PLANNING IDEAS AND SUGGESTIONS

Enabling Policy

State of energy sector:

- For everyone: awareness, clarifying goals, guidelines for implementation
- Disconnect between gender and energy at policy level
- What does gender mean in the energy sector
- Energy is a business – need business case for gender

Actions needed:

- Develop guidelines for how to include gender in energy policy and implementation
- Provide successful examples of technical implementation
- Identify case studies (identify gaps/areas)
- Include gender as part of energy policy dialogue
- Systemized reporting
- Develop indicators that demonstrate value of inclusivity
- Mandate that gender experts participate in policy writing
- Proof! Need more data and case studies demonstrating

Additions:

- Energy as a business – various meanings in different contexts
- Importance of tangible and relevant indicators (“smart indicators”)
- Enabling/empowering utilities to run as a business
- Set baseline for indicators and monitor to provide proof
- Sustainability – developing gender indicators from other sectors
- Participation of women’s groups in policy process – capacity-building for women’s groups
- Accountability and watchdog function of civil society
- Gender included in energy-specific policy, not just a gender policy
- Data on women in energy policy

Private Sector Investment

Goal: Recognition of women as essential actors in the entire energy value chain. Move beyond women as just beneficiaries or vulnerable populations.

- Lake Kivu project (Rwanda): This is an example of an IFI/donor using their expertise/money to achieve socioeconomic co-benefits. A local content goal was built into the project design for a natural gas project so that the project also achieved secondary goals such as local employment and economic development.
- Voluntary tool for sustainable development co-benefits that can be used for project design and monitoring for CDM projects. Voluntary carbon markets provide an example. The Gold Standard plus other carbon standards include gender as part of project design.
- IFIs/donors – There is a need to research, develop and test new models and this will require collaboration between partners with different expertise. IFI/donors could work with private sector project proponents to design appropriate research projects during implementation.
- Existing frameworks for Environmental and Social Impact Analysis/Resettlement Action Plans provide potential frameworks for considering gender and other social issues.
- Leverage existing private sector models and champions that are already empowering women, e.g. Solar Sister
- Donors/IFIs have a good deal of existing leverage to encourage better practices. Examples include:
 - Macro: MCC for good governance
 - Micro: specific reporting standards and data requirements
- Look for solutions that solve problems across multiple sectors, e.g. women as entrepreneurs in agriculture, women friendly transportation policies
- What to do short-term:
 - Map key private sector actors in the energy value chain to identify entry points and/or leverage points: 1) there are lots of players, so analysis of the landscape is needed, 2) an analysis of the value chain and different models of energy distribution is also needed

- Elevating issue within our spheres of influence – continued championing
- Outreach to Power Africa partners on data and capacity needs – start with the goal we want to achieve – consider role of standards and targets – quantifiable indicators (what data do companies already have?)
- Engage more with private sector to systematically include gender in research agendas and monitoring
- Enhance use of existing assessment frameworks to better include gender
- What to do long-term:
 - Actions to influence key private sector actors in energy value chain
 - Documenting success (and benefits to women – find the stories) at small scale to influence success at bigger scales – power of aggregation – coordinated actions such as programmatic CDM
 - Include gender in future carbon markets/standards and domestic emissions reductions schemes – NAMAs. These need advocacy.
- What to do in general:
 - Push gender and energy as a shared agenda
 - Co-sponsored follow-up event with other donors/IFIs
 - Understanding private vs. public utilities
 - Internal data from companies. How would this benefit business. Catalyst data on corporate performance.
 - Identify champions and speakers
 - Interest in STEM education
 - Women and business schools – case study competition. Net Impact is one potential venue. Forte.
 - Presence at private sector energy conferences. Asia CEF.
 - Engagement with other government programs, such as Methane 2 Markets etc.
 - Women-focused entrepreneurship training, such as through the USAID-supported Private Finance Advisory network program (PFAN)
 - On boarding of staff as an entry point

Generation, Transmission, and Distribution (Infrastructure)

- Identify hybrid models to study and document outcomes, i.e. Mali and Uruguay
- Identify promising practices from other utilities – use of technology, pricing, interface, marketing (Kenya SUWASA, Nigeria – World Bank)
- Build and harmonize national system indicators across MDBs, bilaterals, OECD-DAC, NGOs, CSOs
- Support local advisory committees to address strategic needs of women, monitor, consider Uruguay model
- Build on existing gender focal points in ministries/ organizations, e.g. AFREA gender and energy program, ministries in Nicaragua, Guatemala, Uruguay, Chile, Ecuador, Argentina, Brazil, KPLC (Kenya), Energia (utilities and solar entrepreneurs), BPC (Botswana), REA (Tanzania and Uganda), Nepal RE agency, Mozambique, South Africa, consultants that advise energy sector at local levels
- Expand network – funding, where, reporting to who
- Develop a compendium of case studies, data, webinars, etc. that is publicly available and accessible
- Require gender-responsiveness in all contracts and agreements
- Incentivize sharing of data between utilities and services – banking, communications, energy/water, etc., and identify entry points
- Recognize system change implied by renewable energy technologies, identify and adapt to new models and systems and plan for these
- Develop and require gender training across organization/ positions – lawyers, contract officers, human resources, finance, etc.
- Require gender content in subsector trainings/modules – skills sensitize tools, etc. – build into PPAs, contracts, MOUs using World Bank templates
- Develop and implement a gender/utility scorecard (look at CSR reporting criteria – build on this)

End Users

Actions in Latin America:

- Mapping what is going on and what could be done in the region (short term)
- Increase knowledge – documenting case studies of women's involvement in the value chain and results (short term) (could be donor, government, private sector, CSR.....)
- Expand IUCN/ENERGIA/OLADE efforts in gender mainstreaming in energy to more countries and more intensive to promote dialog and networking and institutionalizing gender mainstreaming in energy (government, civil society, private sector, academia) (ongoing)
- Working group to work on advancing this (defining the concept, fundraising...) (IUCN, ENERGIA, OLADE, IADB, ESMAP) (short term)

Additional ideas:

- Try to develop cooperation between different regions
- Venture capital
- Engage end users to find out what they need – what are the business opportunities for them
- Think of how end users can help in the process – bottom-up
- Remember that end users are not only beneficiaries but can be business owners, etc.
- Encourage end users to be more proactive (innovation, get them involved)

Women's Advancement

Need mapping of:

- Existing players, actors, activities
- Who and where are the champions
- Opportunities (for pilots, etc.)
- Bottlenecks for women working in energy sector
- Data we have and data that we need (connects to data group)

- When policies are open for review, Tanzania example (connects to policy group)
- What models work for training and advancement
- Largest renewable energy projects in developing countries in order to influence
- Professional/Academia
- Government policy

Network / working group:

- Champions, partnerships, academia, donors
- C3E, WEF, GRI, WBCSD, IAIA, NREL, Professional associations (WoWe, etc), IRENA, IEA, NRECA, OLADE, PNNL (DoE lab), REN21, IDB, ADB AfDB, ILO, World Bank, ENERGIA, sector industry networks
- Investor forums (clean tech investing)
- Development partner groups
- Girl Scouts / Boys and Girls Clubs

Sparking momentum and building awareness:

- Stories of women and girls in energy
- Online/viral campaign (including young women and girls)
- Political will/high level champions
- Side events at major energy meetings
- Replicating models for women's advancement

Additional ideas:

- Develop leadership, labor, and learning at community level/coaching
- Support entrepreneurs
- Outreach to underserved communities
- Get language into international documents and have key people at main event – partnership message link to advocacy guide
- Metrics for assessment
- Example of technical school in Nicaragua – curriculum to include gender and energy
- University/industry collaboration
- Knowing job prospects
- Incentives for STEM

ANNEX I: AGENDA

DAY I – WEDNESDAY, SEPTEMBER 3

8:30	Arrivals and Coffee
9:00	Opening session Welcome: Lorena Aguilar, IUCN Welcome and GECCO overview: Natalie Elwell, USAID Purpose of workshop: Andre Mershon, USAID Agenda overview: Rebecca Pearl-Martinez, IUCN (workshop facilitator)
9:30	Introductions Speed-meeting exercise
10:15	Findings of Consultation on Gender and Large-Scale Renewable Energy Presentation: Rebecca Pearl-Martinez, IUCN
11:00	Break
11:15	Setting the Stage: Opportunities in the Clean Energy Sector Presentation: Laura E. Williamson, REN21
12:15	Lunch: buffet in hotel
1:45	Setting the Stage: Country-Level Mechanisms for Climate Change Mitigation Presentation on LEDS and NAMAs: Todd Johnson, USAID

ANNEX I: AGENDA

DAY 1 – WEDNESDAY, SEPTEMBER 3

2:30	Report Back on Enabling Policy Action Ideas
3:15	Break
3:30	THEME 2: Private Sector Investment Presentation: Subha Nagarajan, Energy Investment Expert
4:00	Action Ideas on Private Sector Investment Group experts: Julieta Nikova, UNFCCC and Davida Wood, WRI
4:30	Groups Report Back on Action Ideas
5:00	Overview of Day 2 Natalie Elwell, USAID

ANNEX I: AGENDA

DAY 2 – THURSDAY, SEPTEMBER 4

9:00

Reflections on Day 1

Andrea Athanas, African Wildlife Foundation
energy program

9:30

THEME 3: Generation, Transmission, and Distribution

Presentation on gender and infrastructure lessons that apply to clean energy:
Dominique Lallement, Gender and Infrastructure Consultant
Presentation on research results on gender and electricity infrastructure from India, Nepal, and private sector: Vanessa Lopes-Janik and Maria Beatriz Orlando, World Bank ESMAP
Respondent: Adriana Eftimie, IFC

10:30

Action Ideas on Generation, Transmission, and Distribution

Group experts for “team-up” exercise:
Dominique Lallement, Vanessa Lopes-Janik, and Adriana Eftimie (IFC)

11:00

Break and group photo

11:20

Groups Report Back on Action Ideas

12:00

Lunch: Sandwich bar at hotel

1:15

THEME 4: End Users

Group on Uganda: Elizabeth Cecelski, Energia
Group on Tanzania: Katherine Lucey, Solar Sister
Group on Latin America: Jackeline Siles, IUCN
Central America and Rossanna Gonzalez, Government of Uruguay

ANNEX I: AGENDA

DAY 2 – THURSDAY, SEPTEMBER 4

2:00 **Groups Report Back on Action Ideas**

2:45 **Video on women’s advancement in clean energy (C3E)**

3:00 **Break**

3:15 **THEME 5: Women’s Advancement in Employment, Leadership, and Entrepreneurship**

Presentation: Kristen Graf, Women of Wind Energy

Respondent: Caroline McGregor, US Department of Energy

3:45 **Mind Map Exercise on Employment, Leadership, and Entrepreneurship**

Groups experts: Caroline McGregor, Kristen Graf

4:15 **Groups Report Back on Action Ideas**

4:45 **Overview of Day 3**
Andre Mershon, USAID

ANNEX I: AGENDA

DAY 3 – FRIDAY, SEPTEMBER 5

9:00 **Reflections on Day 2**
Anne Kuriakose, Climate Investment Funds

9:30 **Action Planning on Themes 1-5**
Group on Enabling policy
Group on Private sector investment
Group on Generation, transmission, and distribution
Group on End users
Group on Women's advancement

11:00 **Break**

11:15 **Presentation of Strategies**

12:30 **Lunch: boxed in hotel**

1:30 **Finalization of Action Plan: Priorities and Collaborations**

2:45 **Workshop evaluation**

3:00 **Next Steps and Closing Remarks**
Natalie Elwell, USAID
Andre Mershon, USAID
Rebecca Pearl-Martinez, IUCN

3:30 **Workshop ends**

ANNEX 2: PARTICIPANTS (IN ALPHABETICAL ORDER)

Lorena Aguilar, Global Senior Gender Adviser, IUCN

Andrea Athanas, Agriculture and Energy Program Design Manager, African Wildlife Foundation

Pamela Baldinger, USAID

Roseann Casey, USAID

Elizabeth Cecelski, Senior Technical Advisor, Energia, North Carolina

Karen DeGannes, Utilities Expert, The DeGannes Consulting Group

Carrie Desmond, Project Assistant, IUCN Global Gender Office

Adriana Eftimie, Social Development Specialist, IFC

Natalie Elwell, Senior Advisor for Gender and Environment, USAID

Matthew Emry, Gender Advisor, Africa Bureau, USAID

Jette Findsen, Climate Change Coordinator and Senior Associate, Abt Associates / USAID Climate Economic Analysis for Development, Investment and Resilience (CEADIR)

Bevan Flansburg, Manager of International Programs, National Association of Regulatory Utility Commissioners (NARUC), Washington

Karen Frederickson, Senior Advisor, Office of the Senior Coordinator for Gender Equality and Women's Empowerment, USAID

Lucy Gibbon, Climate Change Specialist, Africa Bureau, USAID

Molly Gilligan, Intern, IUCN Global Gender Office

Kristen Graf, Executive Director, Women of Wind Energy

Rossanna Gonzalez, Demand, Access, and Energy Efficiency Unit, National Energy Department, Ministry of Industry, Energy, and Mining, Government of Uruguay

Margaux Granat, Programme Assistant, IUCN

Tahawar Hussain, Policy Advisor, Advanced Engineering Associates International, Pakistan

Eric Hyman, Enterprise Development Advisor, USAID

Fareeha Iqbal, Global Environment Facility (GEF)

Todd Johnson, Forestry & Climate Change Specialist, Asia Bureau, USAID

Jennifer Kane, Climate Change Program Specialist, USAID

Anne Kuriakose, Senior Social Development Specialist, Climate Investment Funds (CIF) Washington

Dominique Lallement, Senior Consultant on Gender and Infrastructure, Washington

Vanessa Lopes Janik, Energy Sector Management Assistance Program (ESMAP), World Bank

Katherine Lucey, Founder and CEO, Solar Sister

Kristen Madler, Clean Energy Coordinator, USAID

Rachel Mahmud, Gender Program Associate, Global Alliance for Clean Cookstoves

Paloma Marcos, Gender and Climate Change Consultant, Inter-American Development Bank

Caroline McGregor, Policy Analyst, Office of International Affairs, US Department of Energy

Andre Mershon, Climate Change Specialist, USAID

Andrea Monje Silva, Gender and Infrastructure Specialist, Inter-American Development Bank

Denise Mortimer, USAID

Subha Nagarajan, Energy Investment Expert, Tunisia

Julieta Nikova, Sustainable Development Mechanisms Standard Setting Unit, UNFCCC Secretariat

Maria Beatriz Orlando, Senior Economist for Latin America and Caribbean, World Bank

Rebecca Pearl-Martinez, Senior Officer & Environment and Gender Index (EGI) Manager, IUCN

Christine Pendzich, Climate Change and Clean Energy Advisor, LAC Technical Office, USAID

Mahmuda Rahman Khan, Senior Gender Advisor, USAID Bangladesh

Alice Rwema, Energy Sector Legal Advisor, Office of the Ministry of State for Water and Energy, Ministry of Infrastructure, Government of Rwanda

Inka Schomer, Africa Renewable Energy Access (AFREA) Gender & Energy program, World Bank

Jackelline Siles, Latin American Gender and Energy Program Lead, IUCN

Justin Sosne, Office of Global Women's Issues, US Department of State

Celia Steele, Administrative Support, IUCN Global Gender Office

Melanie Vant, USAID

Laura E. Williamson, Renewable Energy Policy Network for the 21st Century (REN21), Paris

David Wood, Project Manager, Electricity Governance Initiative, World Resources Institute (WRI)

