

GENDER AND ENERGY ROLE PLAYING

TRAINING GUIDEBOOK

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March 2019



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ESMAP—a global knowledge and technical assistance program administered by the World Bank—assists low- and middle-income countries to increase their know-how and institutional capacity to achieve environmentally sustainable energy solutions for poverty reduction and economic growth. ESMAP is funded by Australia, Austria, Canada, ClimateWorks Foundation, Denmark, the European Commission, Finland, France, Germany, Iceland, Italy, Japan, Lithuania, Luxemburg, the Netherlands, Norway, the Rockefeller Foundation, Sweden, Switzerland, the United Kingdom, and the World Bank.

PREFACE

The idea to use role playing in a gender and energy training emerged a couple of years ago when I came across a manual describing Participatory Gender Training for Community Groups by the CGIAR research program on Water, Land, and Ecosystems (Leder et al. 2016). CGIAR conducted training with farmers in India and Nepal, facilitating dialogue on their gender perceptions through pictures and group discussions. The goal was to sensitize farmers and field staff to gender norms, roles, and relations and help inform and modify project interventions. The training included a role play challenging farmers to perform the opposite gender in a humorous manner, and to act and speak accordingly. This technique stuck with me. Role switching can promote a change of perspective and negotiation skills. The CGIAR training is an effective alternative to lectures, aiming to creatively initiate discussions and raise awareness. Based on participatory methods, the CGIAR team hoped to create evolving collective ideas and a critical consciousness, ultimately contributing to social change.

When the World Bank Latin America and Caribbean Energy and Gender (LACEG) program was launched in April 2017, our team started planning for an internal gender training. This reflected our commitment to carry out capacity-enhancement activities targeted to World Bank task teams and clients. A major concern was to make such a training attractive to the LAC energy staff and ensure high participation rates. Our main objective was to avoid offering a training on gender based solely on presentations, with minimum interaction from participants, and instead to organize a training that actively engages participants. A gender and energy training based on role playing seemed to meet these requirements.

Training based on role play, also known as “simulation exercise,” has been used in various industries, from aviation to health care to the financial sector. For instance, the World Bank’s Financial Systems Department uses simulation exercises as a tool to diagnose what is not working in existing crisis-management arrangements. The World Bank’s Crisis Simulation Exercise provides an opportunity for authorities to practice communication, coordination, and decision making in crisis situations in their given framework (Almansi, Lee, and Todoroki 2016).

At the Energy and Extractives Gender retreat in September 2017, the LACEG team presented a role-play scenario simulating a meeting between a World Bank task team leader (TTL), a minister of energy, and a minister of women’s affairs. The plot is simple: a TTL tries to persuade the minister of energy to adopt gender-related activities with the project under preparation. Following positive feedback from colleagues, we developed the methodology for a role-play training in line with the World Bank Group Gender Tag methodology applied to International Bank for Reconstruction and Development/International Development Agency (IBRD/IDA) projects. Two sessions were successfully completed by the LAC Energy and Middle East and North Africa Energy teams in June 2018. This guidebook documents our methodology and provides all the necessary materials to replicate this exercise. We hope that other teams repeat this fun and rewarding role-play training.

Nicolina Angelou
March 2019

ACRONYMS

CGIAR	formerly the Consultative Group on International Agricultural Research
EE	energy efficiency
HH	household
IBRD	International Bank for Reconstruction and Development
IDA	International Development Association
LACEG	Latin America and Caribbean Energy and Gender Program
M&E	monitoring and evaluation
PAD	project appraisal document
PDO	project development objective
PRESEMEH	Energy Efficiency in Public Facilities Project
RE	renewable energy
TTL	task team leader
UNDP	United Nations Development Program



1. INTRODUCTION

Who is this guidebook for?

Objective. This gender and energy training has been developed based on role playing, to maximize participant engagement and interaction. This guidebook aims to enable practitioners to conduct role-playing training in gender and energy, and demonstrate the World Bank Group (WBG) Gender Tag methodology applied to International Bank for Reconstruction and Development/International Development Association (IBRD/IDA) projects. It presents the methodology and training material and provides a number of case studies. Training material consists of four types of cards—gender gaps, gender data, case studies, and character profiles—and is easily customizable and can be applied to other case studies, in other sectors as well.

Audience. The training guidebook has been created to enable World Bank staff to better understand the Gender Tag methodology and to teach them how to gender tag IBRD/IDA projects. It may also be adapted and used by WBG client counterparts that wish to promote gender equality. Other development organizations may also adopt the proposed methodology and training material, adapting it to their needs.

Past training sessions. This training has been conducted three times with WBG staff. Following a role-play demonstration presented at the Energy and Extractives Gender retreat in September 2017 and a pilot session in February 2018, training sessions were successfully conducted within the Latin America and Caribbean Energy and Middle East and North Africa Energy teams in June 2018 (figure 1.1). All training participants enthusiastically participated in the role-playing training. More teams across regions, but also across WB Global Practices, are welcome to use this guidebook to conduct their own role-playing training sessions.

FIGURE 1.1: INVITATION TO THE ROLE-PLAY TRAINING

LACEG INVITATION

YOUR NAME

ROLE PLAY FOR ENERGY & GENDER

BECOME AN ACTOR, PLAY THE ROLE OF YOUR CHOICE!
TTL, Social Specialist or maybe Minister? Or energy developer?

Anything is possible, you can choose a project, devise your own arguments and lead the discussion with clients OR be the client and react to World Bankers' suggestions!

LAC Energy Team will work together,
inspire each other and have fun!

Enter the Hall of Fame with a creative LACEG event


Wednesday, June 6, 2018 from 11:00 to 13:15

Invitees: the complete LAC Energy Team

Projects proposed for this event are:

- Brazil Financial Instruments for Brazil Energy Efficient Cities (FinBRAZEEC)
- Colombia CTF Clean Energy Development Project
- Dominican Republic Distribution Grid Modernization and Loss Reduction Project
- Haiti Renewable Energy for All
- Mexico Additional Financing for Energy Efficiency in Public Facilities Project (PRESEMEH)

Note: LACEG = Latin America and Caribbean Energy and Gender Program; TTL = task team leader; CTF = Clean Technology Fund.



Why is gender important for energy projects?

The energy sector is gradually acknowledging the importance of integrating gender and social dimensions into interventions, and the energy-gender nexus is gaining momentum. There is a growing consensus around gender equality's critical role in development across sectors (World Bank 2012), but women remain more likely than men to suffer from a lack of access to energy throughout the developing world. This in turn inhibits their economic and human development (UNIDO and UN Women 2013). At the same time, the energy sector recognizes access to benefits and exposure to risk as important elements to achieve effective policy making and project design (ESMAP 2013). If at any stage of an energy project cycle, potential gender-differentiated impacts are overlooked, effectiveness, efficiency, and ultimately sustainability risk are likely undermined. Gender-blind project designs can result in unintended, negative impacts on women, are less likely to achieve project objectives, and may miss opportunities to improve overall development outcomes (ESMAP 2013). Taking into consideration the different constraints and needs of men and women when designing and implementing energy projects can enhance their sustainability. The rest of this section highlights how a gender perspective integrated throughout the operational cycle can enhance gender equality, as well as a project's development impact.

Energy interventions can improve gender equality. Access to energy can transform the lives of men *and* women while enhancing their productivity and effectiveness at home and at work. Women and men have different roles, responsibilities and voice within households, markets, and their communities. These differences translate into differences in their access to and use of energy, as well as in the impact of energy services on their lives (ESMAP 2013). Energy projects that consider gender aspects can maximize impacts on men and women in several areas:

- Access to affordable modern energy services can reduce time and effort spent in reproductive and productive labor, especially for women who are particularly time poor.
- Modern energy services can greatly reduce health risks associated with indoor air pollution, burns, and poisonings, particularly for women and children who bear the heaviest burden, due to their high exposure.
- Street lighting may increase women's and girls' mobility after dark and in the early morning and, by improving security, reduce the risk of gender-based violence.
- Reliable energy access in health facilities can significantly enhance health care provision, improve maternal care and assist childbirth.

- Access to information and communication technologies empowers women.
- Access to modern energy services in the household can translate into more time in school and for homework for rural boys and girls.
- Access to reliable and affordable modern energy services can stimulate economic activity and create employment opportunities, particularly for women. The energy sector itself can also offer employment and income-generating opportunities.

Energy access alone is not sufficient for driving economic activity. Additional factors are required in order to establish productive activities, such as access to finance, natural and human resources, and technology. Barriers to ownership and control over resources, illiteracy, overall lack of exposure, and poor information and training affect women more than men. Thus, energy projects should consider these external factors during preparation and implementation, to the extent possible, to maximize their impact.

Energy interventions can strongly benefit from the integration of gender considerations to improve project outcomes and ensure a project's development impact. The energy-gender nexus has garnered growing attention, since there is evidence that improving gender equality and social inclusion is critical to maximizing the developmental impact of energy programs. As emphasized by the *World Development Report 2012: Gender Equality and Development* (World Bank 2012), greater gender equality can enhance productivity, make institutions more representative, and improve development outcomes for the next generation. Energy projects can benefit from the integration of men *and* women into the value chain, through gender-targeted actions, across several types of interventions:

- Female sales agents can increase adoption of energy solutions. Women can be important energy distributors, expanding energy access to poor and hard-to-reach customers, individually and through their networks. A growing number of energy enterprises have begun to employ women as sales representatives to reach low-income consumers at the base of the pyramid with lighting and cooking solutions. Women also help ensure that energy products reflect the priorities of women users, increasing the likelihood of adoption and continued use (IEA and World Bank 2015).
- Women can play key roles as treasurers, bill collection officers, and awareness-raising ambassadors. In some countries, women are perceived as more reliable and transparent in terms of paying bills and being accountable. Women can serve as critical allies during awareness-raising campaigns as promoters of timely bill payment and safe and legal connections (Orlando et al. 2018). Some utility companies employ women as meter readers or for client-facing bill collection activities to fight electricity theft and improve bill payment. Such a practice is also likely to be effective in cases where only women are present in the household during the utility employee visit, while male members of the household may be at work, and women may not be willing to open the door to a male utility employee.

- Financing mechanisms targeted at women can help increase access to energy. High up-front costs of access to modern energy services may more severely affect female-headed households, often overrepresented in poorer quintiles. Low-income groups, particularly women, rarely have access to finance from formal institutions (Alstone et al. 2011). Reaching more women with financing solutions that match women's capacity to pay has been successfully used in programs such as the Grameen Shakti, promoting solar home systems in Bangladesh (Schalatek 2009).
- Targeting female consumers can facilitate the adoption of energy efficiency solutions. Women and men respond differently to energy efficiency incentives and energy use alternatives. Women are usually the primary energy users in the household, as they often perform most household chores that require energy (such as cooking, washing, or cleaning) and are therefore in good position to manage electricity use. However, women are not always involved in making decisions on use of energy sources or appliances, particularly in traditional contexts, and often lack access to finance for investing in energy-efficient appliances in their homes or businesses (ENERGIA 2006). A recent study in Europe and Central Asia finds that men are better informed and active in applying energy efficiency measures because insulation repairs are commonly perceived as a "man's job." Conversely, women are interested in the economic aspect of energy efficiency, such as cost and potential savings, but such information is not always accessible to them (Rebosio and Georgieva 2015).
- Finally, women's participation in the labor market provides incentives for energy efficiency. Evidence has shown that where there is a monetary opportunity cost of women's time, households are more likely to adopt energy-saving devices and make adjustments within the family to share the burden of, for instance, fuelwood collection, thus facilitating women's participation in economic activities (Kelkar and Nathan 2005).



2. THE GENDER TAG

What is the Gender Tag?

The Gender Tag is a mechanism to identify and track implementation of World Bank operations that seek to close gender gaps identified in the WBG Gender Strategy (2016–2023) (World Bank 2015). More specifically, the Gender Tag seeks to identify projects that contain the following three components in their project appraisal document (PAD): (i) analysis of relevant gaps in endowments, jobs, assets, or voice/agency among women and men, boys, and girls; (ii) specific actions within the project scope addressing identified gaps; and (iii) monitoring and evaluation (M&E) indicators tracking the progress of the proposed actions.

The baseline of the Gender Tag for the [Corporate Scorecard \(CSC\)](#) and [IDA18 Results Measurement System \(RMS\)](#) indicators was established in FY17.¹ The Gender Group has the responsibility for reviewing all IBRD/IDA operations (Investment Project Financing, Program-for-Results, and Development Policy Financing)² for the Gender Tag on a quarterly basis, and the results are shared for quarterly corporate reporting.

While the Gender Tag is first and foremost a tool for corporate reporting and monitoring of the WBG Gender Strategy (2016–2023), it is also a useful instrument for learning. For example, Global Practices and Regions can use the data from tagged projects to analyze trends in their portfolios and to monitor alignment between operations and commitments to close gender gaps as identified by the Country Management Unit (for example in the Systematic Country Diagnostic, or SCD, and the Country Partnership Framework, or CPF), regions (through Regional Gender Action Plans), and/or Global Practice (GP Follow-Up Notes). Thus, the Gender Tag is intended to prompt discussion at the project design stage on opportunities to narrow gender gaps in the four pillars of the strategy. It is *not* intended to be a performance indicator, nor is it intended to score or rate how well a project has addressed gender differences (World Bank 2018a).

How is the Gender Tag different from the previous gender “flag”?

The earlier monitoring mechanism used during the 16th and 17th replenishments of the International Development Association (IDA16 and IDA17), the gender “flag,” identified projects that included gender in any one of three dimensions: analysis, actions, or M&E. Using this standard, by FY14, the last year of IDA16, 97 percent of IDA operations were flagged as gender informed. Under IDA17, the requirements increased so that only those operations that included gender in all three dimensions were flagged as gender informed. With this stricter standard, 71 percent of IDA operations were gender informed. Clearly, the flag helped improve the ability to track gender in operations. However, the flag did not

¹ The Gender Tag baseline is 50 percent. By FY20, the corporate target is to achieve 55 percent gender-tagged projects in the lending portfolio.

² The Gender Tag does not apply to Advisory Services and Analytics (ASA), Reimbursable Advisory Services, or Knowledge Products.

capture the gender gap targeted by the operation or provide other information on the actions the project intended to implement or indicators used in the results framework. Nor did it capture whether there was a logical connection between the analysis, actions, and indicators. The Gender Tag on the other hand, focuses on the quality and depth of the project's outcomes by requiring a clear results linkage across gender gap analysis, related action, and monitoring, rather than on processes and quantitative measurement alone (World Bank 2018a).

What is the process for task teams and task team leaders (TTLs)?

At project preparation, teams are encouraged to ask the following Gender Tag questions at each of the three dimensions to guide the design of operations (World Bank 2018a).

ANALYSIS

Is there an analysis of relevant gaps between males and females (related to human endowments, jobs, assets, voice/agency) identified in the SCD, CPF, or elsewhere relevant to the project development objective (PDO)?³

Based on the WBG Gender Strategy (2016–2023), all Regional Gender Action Plans attempt to identify relevant gaps that should be addressed by operations in a country portfolio. In addition, SCDs can point TTLs to the most salient gaps to be addressed in a country context, while Global Practice Follow-up Notes articulate the gaps relevant to key sector operations. The analysis in the PAD should refer to these and/or other documents to identify the gender gaps in human endowments, jobs, assets (such as land or finance), and voice/agency that can be addressed within the scope of the project.

Based on the analysis, teams should identify which existing gaps are likely to constrain project development outcomes and how closing the gaps could enhance the achievement of project results. For example, financial sector operations can facilitate women's access to finance by collecting sex-disaggregated data and designing interventions, such as establishing moveable collateral registries, developing tailored products, and supporting women entrepreneurs. In another example, infrastructure projects can open business opportunities for women-led firms to participate as contractors, by developing inclusive procurement mechanisms and establishing opportunities and targets for women to participate in jobs in the sector or to hold leadership positions in utility companies. All civil works should take steps to prevent the risk of sexual harassment and sexual exploitation and abuse.

Gender disparities should be analyzed using quantitative and qualitative data from academic and gray literature, information from consultations or citizen

³ Other resources include the WBG Gender Strategy, Strategic Environmental Assessment, the Social Analysis and Poverty and Social Impact Analysis, as well as other Advisory Services and Analytics (for example, poverty assessments and sector studies, Gender Data Portal, financial inclusion data (Findex), education statistics (EdStats), Global Health Observatory data, Organization for Economic Co-operation and Development (OECD) Key Economic Indicators database, and UNData.



engagement initiatives with males and females and/or NGOs, and studies produced by line ministries or international agencies. The analysis should include the specific gaps that the project can address.⁴ A specific baseline on the existing gender gap should be mentioned. In cases where teams do not have data, a proxy based on national statistics or other available data can be used.

ACTIONS

Does the project propose specific actions to address the gender gaps identified in the analysis?

The team should consider what actions will be taken during project preparation and implementation to address the identified gender disparities relevant to the PDO. The actions should be reflected in the project document and described in the relevant project components.⁵ There are three types of actions to consider.

Mitigation actions focus on actions that mitigate unanticipated consequences or risks that the project may create, such as the risk of gender-based violence (GBV) or displacement of women from key assets such as land, housing, or livelihoods. Some of these mitigating activities may fall within the scope of safeguards—for example, providing compensation to displaced communities for men, women, and children or following the guidance provided by the “Good Practice Guidance Note Addressing Gender-Based Violence in Investment Project Financing Involving Major Civil Works” for labor influx (World Bank 2018b). While these can provide innovative mechanisms, use of them does not necessarily mean that a gender gap will be narrowed. *For a project to be gender-*

⁴ Projects will likely not be able to address all gender disparities identified in the Gender Strategy.

⁵ In the case of Developing Policy Financing projects, these are actions taken by government as part of the operation.

tagged, teams should design actions that go beyond safeguards and mitigating unanticipated consequences of the intervention.

Ensuring equal opportunities to males and females through actions that aim to address gaps between them in access to opportunities and resources can have significant results. For example, any employment that may be created as a result of the project, entrepreneurship opportunities that may be provided to firms, or changes to regulations (such as banking laws) can provide avenues to address gender gaps.

Closing gaps that directly address the four pillars of the Gender Strategy can provide a useful structure for change. These include financial inclusion, agricultural productivity, occupational sex segregation, and gaps in participation in governance structures for the delivery of local services that may be relevant to the project objectives.⁶ It is important to note that addressing gender does not mean rectifying only female disadvantage. Males can also be disadvantaged, for example, when they experience lower school enrollment or higher dropout rates, as in some countries in the Europe and Central Asia and Latin American and Caribbean regions. Men can also play an important role in improving household nutrition and health outcomes and in preventing GBV.

MONITORING AND EVALUATION

Are there indicators to monitor how the planned actions will be tracked in terms of closing the identified gaps?

These indicators should be part of the project's results chain and linked to the project's PDO level or intermediate outcomes. The results framework can include quantitative indicators that are based on sex-disaggregated statistical data (from surveys or from administrative records, for example, education attainment or enrollment rates for boys compared to girls). They may also include qualitative indicators that capture people's experiences, perceptions, attitudes, or feelings (for example, assessment of education outcomes among boys and girls). Indicators may be at the process, output, or outcome levels as appropriate, and baseline data should be collected in order to set the targets for the indicator. Where baseline data is not available, the project document should provide an alternative way to track progress. For example, starting from a baseline of N/A or 0, the indicator could measure incremental changes in values throughout the project implementation to demonstrate progress. As good practice, all person-level indicators (for example, youth employment rates, farmer access to new technology, and customers with new bank accounts) should be sex-disaggregated so that potential differential outcomes can be tracked.

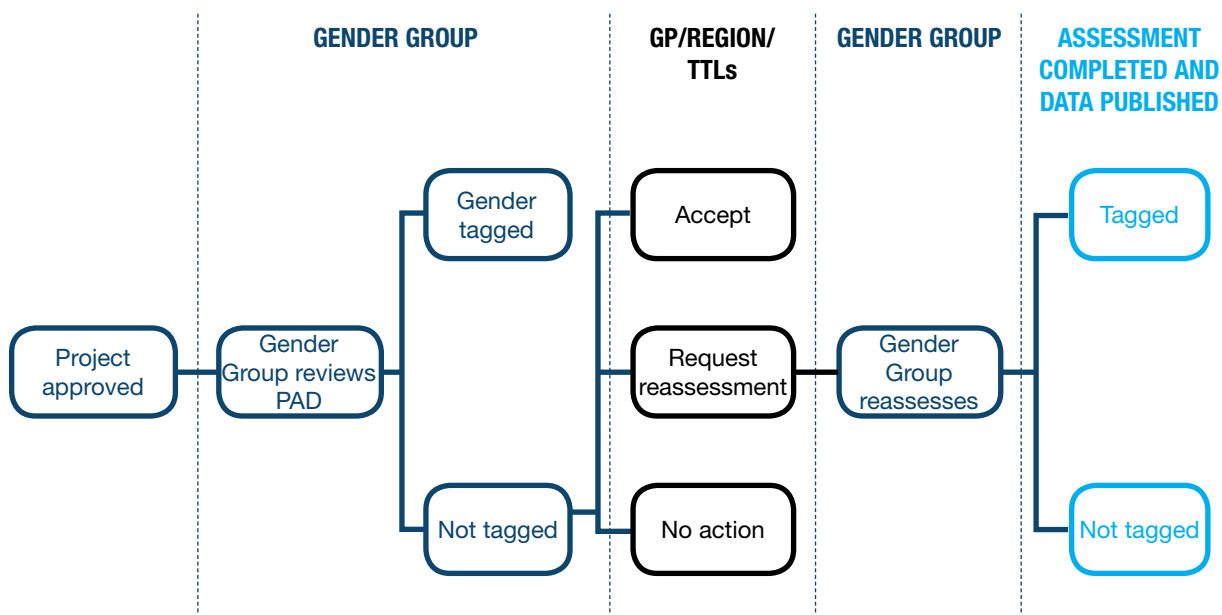
⁶ Such structures include water and sanitation user committees, energy utilities steering committees, and roads authority decision-making bodies.

How does the Gender Tag validation work?

Following the task team's trigger in the World Bank's Operations Portal at the Project Concept Note and appraisal stages, a corporate review process takes place to determine whether the project meets the Gender Tag criteria. As mentioned, at the end of each quarter, the Gender Group reviews all board-approved projects (specifically, the PADs) and shares its preliminary assessment with the project TTLs, Global Practice Gender Leads, as well as Regional Gender Focal Points. At this time, task teams have the opportunity to compare their earlier self-rating with the assessment of the Gender Group, and request a reassessment if they believe that their project meets the Gender Tag criteria (linked analysis, action, and M&E) but has not been assessed as such (figure 2.1). This validation process is done via an online portal (Gendertag). The final Gender Tag data is shared with senior management and published in the Standard Reports; the data is also aligned with corporate requirements under IDA18 and the Corporate Scorecard.

Task teams are expected to monitor the project performance and progress toward closing the identified gender gaps in Implementation Status and Results reports and at completion. Those projects that have been tagged will be asked to assess and rate the project's performance in closing the targeted gender gaps against the identified indicators.

FIGURE 2.1: GENDER TAG VALIDATION PROCESS



Note: GP = Global Practice; PAD = Project Appraisal Document; TTL = Task Team Leader.



3. ROLE PLAYING AS TRAINING TECHNIQUE

Role playing is an active and participatory learning technique that facilitates interaction among participants in a simulated scenario. Participants assume a role and act out an imaginary scenario that closely mirrors a real world situation that could occur in their work environment. Role play allows participants to experience challenging situations while interacting with each other in a structured way; it enables them to acquire experience and explore different strategies in a supportive environment (Glover 2014). Participants may play a role similar to their own (or one they may have in the future) or play the opposite side of the interaction. Both options provide a substantial learning experience—the former allowing them to accumulate experience, and the latter helping them develop an understanding of the situation from the opposite point of view.

Participants are given specific roles to play in a conversation (or other interaction, such as an email exchange) typical of their craft. They are given instructions on how to act or what to say—to an aggressive client, for instance—or are required to act and react following their own judgment, depending on the purpose of the exercise (Glover 2014). Role cards and other material may be distributed to participants for support. A discussion may follow the activity in order to analyze the interactions that took place and suggest alternative ways of dealing with it. The scenario can be acted again with changes based on the discussion. Participants leave with as much information as possible, and they are more likely to handle similar scenarios efficiently in real life (Fuller 2018).

The objective of role playing is for participants to learn, develop, or improve skills and competencies. Using role playing during training is also an effective way to act out a situation expressly for further discussion and analysis. Role plays can help participants identify problems, share experiences, and discuss possible solutions (Priestley 2016). Role playing is also useful for sparking brainstorming sessions and approaching situations from different perspectives (MindTools n.d.). It helps open participants' minds about issues they may face in their work, it encourages creative thinking, and it stimulates the motivation and involvement necessary for learning to occur.

“As a general rule, people learn better when they actively participate in the learning process. This is particularly true of skills and attitudes” (SVAW n.d.). “Active learning” is one way to achieve deep learning, not only through the retention of facts, but also by remembering and conceptualizing experiences (Kilgour et al. 2015). Active learning is “the process of having students engage in some activity that forces them to reflect upon ideas and how they are using those ideas,” according to J. Michael (2006, 160). They experience and remember facts, concepts, and feelings. A. Bixler (2011, 75) notes, “Students must participate mentally, as opposed to passively listening to a lecture or unthinkingly following directions.”



Role playing is a social activity. It promotes effective interpersonal relations and social transactions among participants (Tompkins 1998). Participant interaction encourages individuals to come together to find solutions and get to know how their colleagues think (Fuller 2018). “In order for a simulation to occur, the participants must accept the duties and responsibilities of their roles and functions, and do the best they can in the situation in which they find themselves,” notes K. Jones (1982, 113). To fulfil their role responsibilities, participants must relate to others in the simulation, using effective social skills. It is an ideal method for people to realize the interdependent nature of social interactions.

With proper implementation, role playing can be a powerful training tool, offering multiple benefits. It provides a safe environment in which to explore a wide range of scenarios and allows participants to practice arguments, such as justifying gender interventions in energy projects. By preparing for a situation using role play, participants build experience and self-confidence in handling the situation and can develop quick and instinctively correct reactions. They are more likely to react effectively as real-life situations evolve rather than make mistakes, use inappropriate language, or become overwhelmed by events (MindTools n.d.). Good role playing requires good listening skills. Attention to body language and nonverbal cues is equally important. Role playing allows participants to gain experience in handling difficult situations and in developing creative problem-solving skills (Buelow 2014). This guidebook presents a role play-based training that will lead to in-depth understanding of gender tagging a project, and it will enhance the ability of participants to make the best case for gender interventions in energy projects.



4. THE METHODOLOGY OF THE TRAINING

Instructions

The training facilitator introduces the session, describing the format and objective of the training and linking it to the Gender Tag methodology applied to IBRD/IDA projects. A detailed agenda is then presented (table 4.1).

OBJECTIVE OF THE TRAINING

The objective is for participants to learn how to gender tag energy projects, in a fun and interactive fashion. Since the WBG launched the Gender Tag methodology applied to IBRD/IDA projects in FY17 and set a target under IDA18 for at least 55 percent of operations to fulfil the tag criteria, project teams need to consider gender in project design. The role play exercise aims to prepare participants to handle challenging situations regarding the integration of activities targeting men and women into energy projects. Thus, the objective of the training is also for participants to learn how to interact with difficult clients and become familiar with a diverse set of arguments encouraging gender inclusion.

FORMAT OF THE TRAINING

The session starts with a ten-minute presentation on the Gender Tag rationale and the potential gender gaps that energy projects may be able to address (box 4.1). Each participant is then asked to select a case study from the list provided.⁷ Once groups are formed, breakout sessions start in separate rooms. The training is dedicated almost exclusively to teamwork and role playing. Groups are expected to spend around 60 minutes working on their case study before each team performs a 10-minute skit. Teams include three to six members. Role playing requires proper preparation and acting. The participants should be given enough time to prepare. A training session with 15 to 30 participants may end up with five skits, lasting approximately one hour.

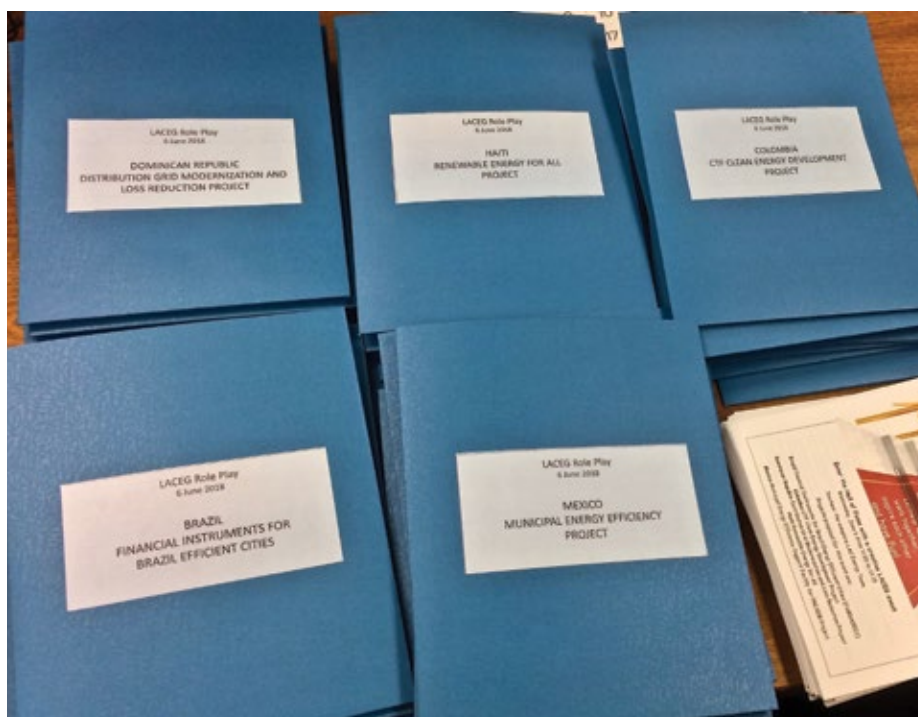
⁷ To maximize time efficiency in carrying out this task, it is recommended that moderators circulate a sheet on which each participant writes its name and a case study of interest. Each case study needs at least three but no more than six participants, depending on the number needed for the activity. If a case study does not gather enough participants, the moderator needs to shift people to ideally have four or five people on each case study.

TABLE 4.1: ROLE PLAY TRAINING AGENDA

Time	Activity
5 min.	Welcome Objective and format of the session
10 min.	Presentation Gender Tag rationale and gender gaps
5 min.	Case study selection and team formation Each participant selects a project and teams are formed (three to six people).
60 min.	Teamwork in groups Teams discuss how to integrate gender into the project. Teams prepare for the role play (simulation of a meeting between a World Bank team and the client).
60 min.	Skits (five groups) Each group presents a 5- to 10-minute skit.
10 min.	Wrap-up Award and feedback forms
Total: 2 hours and 30 minutes	

Teamwork/breakout session

Each participant receives the training material in a folder, including a case study card, describing an energy project; a gender data card, presenting a list of country-level gender indicators; gender gap cards, and character cards (photo 4.1). The teamwork is then divided into two phases: (i) gender tagging the project and (ii) preparing for the role play.

PHOTO 4.1: FIVE CASE STUDY FOLDERS FOR TRAINING IN THE LAC ENERGY TEAM

BOX 4.1: GENDER TAG PRESENTATION

A project can be gender tagged if the PAD includes three components: analysis, actions, and indicators (figure B4.1.1).

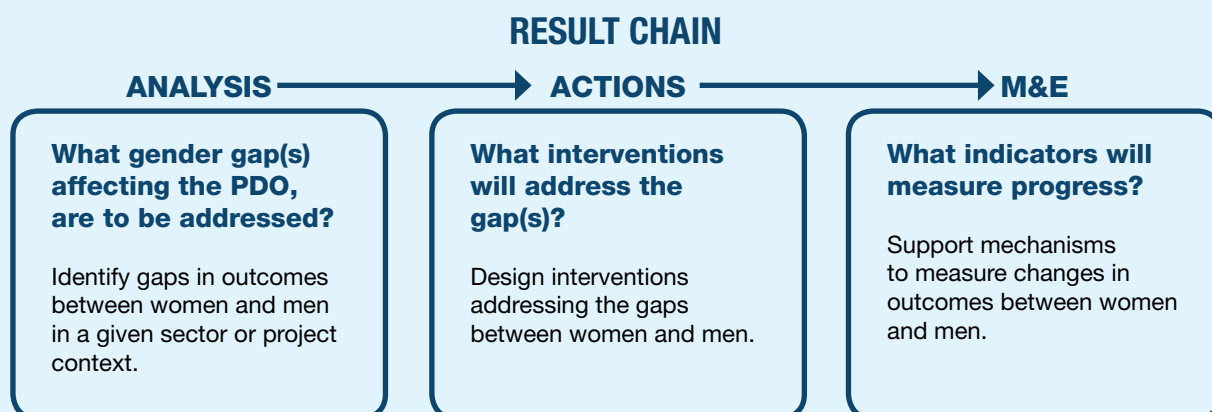
Analysis. The PAD should identify what gender gaps the project is aiming to address and show how those gender gaps are expected to affect the PDO.

Actions. The PAD should then specify what actions the project shall take to address the gender gap(s) identified by the analysis.

Indicators. Finally, a gender-tagged PAD needs to include indicators in the results framework that will measure progress toward closing the gender gap(s). Indicators should be at the outcome level.

There are several gender gaps that teams may consider, across the four strategic objectives of the WBG Gender Strategy (figure B4.1.2). A selection of 11 gender gaps is included in this training guidebook (see Gender Gap cards in the training material of the publication).

FIGURE B4.1.1: GENDER TAG RATIONALE



BOX 4.1: GENDER TAG PRESENTATION (CONTINUED)

FIGURE B4.1.2: GENDER GAPS IN WBG GENDER STRATEGIC OBJECTIVES*



* Gender gaps highlighted in blue are presented in this guidebook.
Note: CSR = corporate social responsibility.



PHASE 1: GENDER TAGGING THE PROJECT

Participants read through the material and discuss how to gender tag the project (photo 4.2). The facilitator guides the team through the process and provides real-time feedback on the members' decision at each step. This phase should last at least 30 minutes.

Step A: Select gender gap(s) relevant to the project scope

Learn about the project. Participants analyze the project description,⁸ comprising the project development objective, a presentation of the beneficiaries and the project components, as well as the results framework. Then they begin thinking about relevant gender gaps that the project could address.

Identify gender gaps. Gender gap cards help participants identify the rationale of the Gender Tag that applies to the project. Participants discuss and select relevant gender gaps to address.

Explore gender data. Participants may turn to the gender data card for evidence. This card includes country-level gender disaggregated data from the World Bank's Gender Data Portal.⁹ Additional data can be collected from the SCD and the CPF.¹⁰ Also, knowledge and data tools to track progress on the Sustainable Development Goal on Energy (SDG7) are provided under the

⁸ The project description is a short extract of the PAD.

⁹ The Gender Data Portal is found at <http://datatopics.worldbank.org/gender/>.

¹⁰ SCD reports can be found at <https://openknowledge.worldbank.org/handle/10986/23099>. CPFs are located at <https://openknowledge.worldbank.org/handle/10986/23100>.

ESMAP/World Bank Energy and Extractives Global practice Knowledge Hub.¹¹ Finally, participants can decide to collect primary data at the project level from the client or other stakeholders.

Step B: Devise appropriate actions

Actions. The team discusses what type of actions will be integrated into the project design and agrees on the level of ambition. Examples of actions can be found in the gender gap cards.

Budget. The team starts to consider the budget that will be allocated to carry out gender actions and for supervision. Participants may also add a gender expert to the project team.

Step C: Adopt appropriate indicators

Indicators. The team selects appropriate indicators to track a transformative effect. Examples of indicators can be found in the gender gap cards.

Baseline. The team sets a baseline against which a target value will be established. Country-level data from the gender data card can be used or primary data can be collected.

Target. The team sets a realistic target to be reached by the end of the project.

PHOTO 4.2: TEAMWORK SESSION



During this exercise, the team should collectively fill in the Gender Gap Template, clarifying the selected gap(s), action(s), and indicator(s) (see form in the training material of the publication).

¹¹ Four complementary initiatives are being implemented: The SDG7 Tracking is a comprehensive tool to track progress on access to energy, renewable energy, and energy efficiency. The Multi-Tier Framework is a tool that captures in more detail other dimensions of energy (such as duration, reliability, quality, and affordability) to provide more accurate data on the actual services households receive. Regulatory Indicators for Sustainable Energy (RISE) is a scorecard that captures what policies are in place to facilitate progress on SDG7. And the State of Electricity Access Report (SEAR) provides a qualitative assessment of success stories on accelerating access toward SDG 7.1. All these tools include information on gender aspects of the energy sector.

PHASE 2: PREPARING FOR THE ROLE PLAY

Once the team agrees on what gender gap(s) the project will address (and how), participants start preparing for the role play. This phase should last up to 30 minutes.

Character selection. Each participant selects a character (see examples in figure 4.1). Six character profiles are available in the training material: task team leader (TTL), social specialist, minister of energy or finance, minister of women's affairs, a representative from civil society, and the private sector.¹² Characteristics of each are provided to help participants build their role. Participants should use their imagination to put themselves inside the mind of their character, trying to understand her perspective, goals, motivations, and feelings when they enter the situation. Also, participants may want to give a fictive name to their character to feel more engaged.

Argumentation. Participants start planning their role and develop their arguments in relation to the gender gap(s) and actions selected. To assist with the argumentation and inspire participants, talking points are included in every gender gap card, suggesting arguments for each character. The team is encouraged to build a discussion with two opposing parties: a World Bank project team, on the one hand (for example, TTL and social specialist), and the client counterpart, on the other (for example, minister of energy). Arguments for and against gender interventions should emerge. Depending on their views, other characters (for example, from civil society or the private sector) may be either supportive or hostile to the proposed gender interventions. Participants are encouraged to be creative. They may also develop a scenario that builds in intensity, allowing them to practice different approaches. For instance, they may want to convince a minister of energy to carry out gender and social inclusive activities as part of the project. Once phases 1 and 2 are completed, it is time for the skit presentation.

¹² The civil society representative may be from a nongovernmental organization or a local association. The private sector may be represented by an energy developer or a financial institution.

FIGURE 4.1: ROLE PLAY CHARACTERS

Skit presentation

Skit rules. The skit should last up to 10 minutes and include a minimum of three characters, with at least one supportive and one hostile character. It is recommended to discuss a single gender gap per skit to ensure in-depth discussion, instead of touching quickly upon several gender gaps without delving into them. Every character should actively participate in the discussion. Participants are encouraged to engage into a lively discussion.

Skit set up. The discussion takes place at the office of the minister (figure 4.2). The agenda of the meeting is to discuss project preparation, in particular, social inclusion and gender equality. The World Bank team's objective is to agree with the client on the gender-related activities to be included in the project and, if need be, convince the minister of the importance of doing so. The TTL initiates the meeting with introductions and sets the agenda: how to integrate gender-related considerations into the project design. S/he emphasizes that this is in line with the World Bank mandate of reducing poverty and promoting shared prosperity.

Time monitoring. It is particularly important for the facilitator to ensure that participants are aware of how much time they have left during the play. Cards indicating "five-minutes left" and "one-minute left" should be displayed to the participants. If need be, the facilitator should intervene to bring the play to an end.

Room set up. The training room should be set up with a dedicated area for the stage and a seating area for the audience.

Videotaping. Videotaping the role play is a powerful teaching tool, as it allows participants to watch themselves later and reflect on their strengths and weaknesses.

FIGURE 4.2: MEETING AT THE MINISTER'S OFFICE

Scenario example. An example of a role play scenario is presented in appendix A, involving three characters: a TTL, a minister of energy, and a minister of women's affairs (photo 4.3). The World Bank TTL tries to persuade the minister of energy to adopt gender-related activities within the Renewable Energy for All project that is under preparation.

PHOTO 4.3: ROLE PLAY

Training evaluation

Evaluation forms are distributed at the end of the training session for participants to fill in. Participants are asked to assess their experience and learning outcomes. An example of evaluation form is included in the training material of the publication.



5. TRAINING MATERIAL

The training material consist of four types of cards and two forms.



1. GENDER GAP CARDS

Eleven gender gap cards are available in this guidebook (table 5.1). Each card presents the Gender Tag rationale and the objective, followed by a number of proposed actions that may contribute to closing the gender gap. Also, examples of past projects that have implemented some of the actions, or are planning to do so, are provided. Finally, indicators aiming to track progress in closing the gender gap are suggested. It should be noted here that using the indicators suggested in the cards does not guarantee that the project will be gender tagged if adopted, as this will depend on the quality of the linkage across gender gap analysis, related action(s), and monitoring.

TABLE 5.1: GENDER GAP CARDS

Access to Electricity
Access to Finance
Access to Health Services
Access to Information
Burden of Disease
Employment
Decision Making
Education
Entrepreneurship and Productive Uses of Energy
Public Safety
Selection and Bidding Process



2. CASE STUDY CARDS

Eight case studies are presented from the Latin American and Caribbean as well as the Middle East and North Africa regions (table 5.2). Each card presents the PDO, the key beneficiaries, and the project components. The results framework of the project is also included.

TABLE 5.2: CASE STUDY CARDS

Brazil: Financial Instruments for Brazil Energy Efficient Cities (FinBRAZEEC)
Colombia: Clean Energy Development Project
Dominican Republic: Distribution Grid Modernization and Loss Reduction Project
Haiti: Renewable Energy for All
Iraq: Electricity Services Reconstruction and Enhancement Project
Mexico: Additional Financing for Energy Efficiency in Public Facilities Project (PRESEMEH)
West Bank and Gaza: Electricity Sector Performance Improvement Project
Yemen: Emergency Electricity Project



3. GENDER DATA CARDS

Eight gender data cards are available (table 5.3), presenting a list of gender indicators at the country level, most of which can be found on the World Bank Gender Data Portal. Topics include education, agency, health, employment, access to assets, access to finance, income and poverty, and public life and decision making.

TABLE 5.3: GENDER DATA CARDS

Brazil
Colombia
Dominican Republic
Haiti
Iraq
Mexico
West Bank and Gaza
Yemen

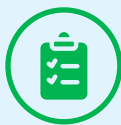


4. CHARACTER PROFILE CARDS

Characters profile cards are included, presenting six characters (table 5.4): World Bank task team leader, World Bank social specialist, minister of energy or finance, minister of women's affairs, civil society, and the private sector.

TABLE 5.4: CHARACTER PROFILE CARDS

World Bank Task Team Leader
World Bank Social Specialist
Minister of Energy of Finance
Minister of Women's Affairs
Civil Society
Private Sector



5. FORMS

Two forms are provided (table 5.5). The gender gap template has to be filled in by the team during phase 1 of the breakout session. It aims to clarify the selected gap(s), action(s), and indicator(s). The evaluation form has to be filled in by participants at the end of the training session. It assesses their experience and learning outcomes.

TABLE 5.5: FORMS

Gender Tag Template
Evaluation Form



GENDER AND ENERGY ROLE PLAYING: TRAINING GUIDEBOOK

GENDER GAPS

ACCESS TO ELECTRICITY



GENDER TAG RATIONALE

We know that female-headed households (HHs) and businesses are less likely to have access to electricity, and evidence shows that women are on average poorer than men. Focusing on improving access to electricity in female-headed HHs and businesses will improve the project's results.

OBJECTIVE: To increase electricity access for female-headed HHs and businesses

ACTIONS

1. Conduct a qualitative study to identify men's and women's needs and priorities; their differences in energy access and use (for example, affordability, coping mechanisms, and interaction with service providers); their preferred usage of energy sources (for example, location of light, height of stove placement); and possible ways to overcome barriers to energy access, such as access to credit or technology. Actions may include interest-free credit for the purchase of energy equipment, credit schemes allowing payment of connection fee in affordable installments, subsidized connection costs, and lifeline tariffs.
2. Pro-poor targeting actions may include poverty mapping and self-selection of HHs located within a certain distance from an existing distribution line or transformer, which has been installed for over 12 months. HHs headed by women may be automatically eligible.
3. Carry out capacity-building activities among female and male beneficiaries on energy use (for example, use of prepaid meters), energy efficiency, and energy safety, as well as on productive uses of electricity.
4. Provide training for employees of energy institutions to raise awareness on the importance of integrating women's specific needs in project design and execution.

EXAMPLES

In Lao People's Democratic Republic, the "Power to the Poor" program increased connection rates for rural female-headed HHs from 63 to 90 percent, thanks to interest-free credit and monthly payments set at same level as cost of coping solutions used prior to electrification.

INDICATORS

	Baseline	Target
Share of male- and female-headed HHs and businesses with grid connection/off-grid solutions	TBD	TBD
Share of interest-free credit lines given to male- and female-headed HHs and businesses	TBD	TBD
Share of male- and female-headed HHs and businesses receiving subsidized connection and/or equipment	TBD	TBD





TALKING POINTS

TTL / Social Specialist

Female-headed HHs and businesses tend to be poorer, with lower access to finance.
Women thus need targeted financing support.

Women are known to be better payers!

Capital subsidies have been applied in output-based aid projects in Uganda, several pro-poor financing schemes have been adopted in Kenya to facilitate access uptake, and in Ethiopia, the Global Partnership on Output-Based Aid grant allowed the national utility to provide interest-rate-free credit schemes to make the connection charge affordable to poor households in rural areas.

Minister of Finance or Energy

We do not understand why we should favor women over men.

We cannot take high risks to finance women.

We do not have resources to spend on women.

Minister of Women's Affairs / Civil Society

Women are physically in the home more than men are, and therefore they benefit more from electricity. Women are particularly “time poor,” and the associated drudgery of their tasks (particularly collecting firewood, fetching water, and processing food) is mainly fulfilled through their own physical labor, which has implications for their health and the well-being of their children and families.

Electricity access is particularly beneficial to women and girls: for example, it enables girls to study at night and do better at school. Also, access to electric labor-saving appliances, such as food processors or washing machines, improves women's quality of life and may even create income-generating opportunities. It may also increase their time spent in entertainment and leisure.

We need to support poor young women and single mothers, to ensure that they also get access to electricity.

Private Sector

We could have special conditions for women to access electricity, but we need financial support.

We also do not know who is poor! There is no such database.

ACCESS TO FINANCE



GENDER TAG RATIONALE

We have identified a gap between women's and men's access to finance. Women's poor access to finance can impact our project's objective and limit results.

OBJECTIVE: To ensure equal access to finance for men and women*

ACTIONS

1. Conduct market assessments investigating issues that women face in accessing financial products and services in the off-grid energy sector.
2. Carry out information campaigns on financial products and services and application processes available in the energy sector.
3. Apply gender-sensitive loan eligibility criteria (for example, reduce or alter collateral requirement).
4. Review loan application requirements (business performance, profits, and so forth).
5. Secure creditor's rights and strengthen enforcement mechanisms to increase financial institutions' outreach to low-income people lacking credit history and traditional collateral.

6. Provide business development support for female enterprises entering the sector.
7. Hire female credit officers.
8. Investigate norms and conduct training for loan officers to prevent gender discrimination.

EXAMPLES

In Ethiopia, gender gaps in access to finance and entrepreneurship are being tackled in the World Bank's Market Development for Renewable Energy and Energy Efficient Product Credit Line. Participating microfinance institutions committed to map barriers and opportunities to tackle gaps and attend training on reaching more women with financing solutions. Following an information session on opportunities in the off-grid sector, attended by women's business associations and female entrepreneurs, four female entrepreneurs applied for a total of US\$1.5 million of funding to import off-grid technologies.

INDICATORS

	Baseline	Target
Share of female-led and male-led businesses accessing credit	TBD	TBD
Loan size of female versus male borrowers	TBD	TBD
Loan rejection rates for men and women	TBD	TBD
Interest rate charged to men and women	TBD	TBD

* "Access to finance" is defined as access to financial products (for example, deposits and loans) and services (for example, insurance and equity products) at a reasonable cost.





TALKING POINTS

TTL / Social Specialist

Closing the financial gender gap could increase the market share both in terms of consumers and businesses engaged in the financial services sector.

Barriers are higher for women to access finance, due to culture, lack of traditional collateral (such as land or property, which is often registered in men's name), women's lower income levels relative to men, and financial institutions' inability (or lack of appetite) to design appropriate products and outreach strategies to reach women.

Minister of Finance or Energy

In our country, it is not appropriate for women to have a bank account and start their own business.

If a product is purchased by a man or a woman (through credit) the whole household benefits, so why does it matter if women have less access to credit?

We are against earmarking specific funds or benefits to women; this will distort the market and create perverse incentives.

Minister of Women's Affairs

Women are actually more likely to repay their loans than men.

When women control financial assets, they are often more likely than men to invest in the health, education, and well-being of their families, suggesting significant benefits of financial inclusion to society as a whole and future generations.

Opportunities should be given to female business owners to have access to credit to enter markets and grow their businesses.

Private Sector

Financial institution: We cannot take the risk and lend to women and low-income people. We have to apply high interest rates for this—unless you would like to provide a guarantee.

Solar company: We would like to expand the women's market segment if possible to boost sales in solar technologies.



ACCESS TO HEALTH SERVICES



GENDER TAG RATIONALE

There is evidence that women suffer more from poor access to health services, compared to men. Enabling health facilities to offer better health services to women will improve the project's impact on women's health and quality of life.

OBJECTIVE: To improve health service delivery, particularly to women

ACTIONS

1. Conduct an evaluation of the energy needs of local health facilities, consult with local men and women to identify challenges and opportunities with regard to health care provision, and explore how to improve access to health services, particularly for women.
2. Encourage interministerial cooperation, involving the ministries of health, energy, women's affairs, and finance, to advocate for the inclusion of specific energy and women's health targets within national energy plans, and channel government action accordingly.
3. Provide reliable and affordable provision of energy services in health facilities, ensuring that operation, maintenance, and repairs are provided after installation for the life of the system (for example, train local electricians, mechanics, and engineers).

4. Prioritize areas with high maternal and child mortality.
5. Ensure reliable and affordable provision of electricity in health staff houses, particularly in rural areas, in an effort to improve their living conditions and retention.

EXAMPLES

In partnership with WeCareSolar and UNICEF, the United Nations Foundation supported the deployment of roughly 50 solar suitcases in health clinics in Uganda.

In Kenya, UNICEF has supported the Ministry of Health to roll out renewable energy technologies at high-volume health facilities as backup energy sources in counties with a high burden of maternal and newborn deaths.

INDICATORS

	Baseline	Target
Number of health facilities with reliable and affordable energy provision	0	TBD
Number of health facilities using electric devices required for maternal and child care	0	TBD
Share of men and women accessing health facilities	TBD	TBD
Maternal mortality	TBD	TBD
Percentage of births attended by skilled health staff	TBD	TBD





TALKING POINTS

TTL / Social Specialist

Energy is a critical enabler for vital primary health care services, especially during maternal and childbirth emergencies. Without electricity, mothers in childbirth are particularly at risk.

Many of the deaths caused by complications from pregnancy and childbirth can be averted with the provision of adequate lighting combined with basic medical equipment, such as a fetal heart-rate monitor.

Modern energy services are also critical to achieving improved diagnosis and treatment of certain infectious diseases where women may be underserved, such as tuberculosis. Energy is needed to prevent and treat noncommunicable diseases, too. These include the diagnosis and treatment of breast and cervical cancer, where women have a particularly heavy burden.

There is a need to support women's access to health services. Women tend to be poorer than men and lack knowledge and information, particularly regarding sexual and reproductive health. Access to sexual and reproductive health services has a positive effect on women's economic empowerment.

Minister of Finance or Energy

Providing access to energy in health facilities is not part of our mandate. You need to talk to the minister of health.

If there is a health facility in the targeted area, electricity will be provided. There is no need to focus on this.

The Ministry of Health is responsible for many of the actions you propose. We cannot step into their field. They have their own budget and strategy.

Minister of Women's Affairs / Civil Society

Women struggle to access adequate health services. We do not have enough qualified providers and we lack medical equipment and medicines. Health facilities often lack reliable electricity and suffer from inadequate provision of water and sanitation. The quality of care is very poor.

It is also difficult to retain qualified health professionals in rural areas. They tend to migrate to higher-paying urban areas with better living conditions.

Private Sector

Grid or minigrid operator: We are interested in providing electricity services to health facilities. They can represent large customers in some cases. However, their financial sustainability is often very poor and they cannot afford to pay for electricity.

Solar energy provider: Health facilities cannot afford the initial cost of solar energy nor maintenance costs.



ACCESS TO INFORMATION



GENDER TAG RATIONALE

We have seen that more women than men lack information regarding energy solutions. We believe that improving women's access to information will help improve project results.

OBJECTIVE: To provide gender-equal access to information, to improve results and ensure sustainability of the project

ACTIONS

1. Develop awareness campaigns and communication and information activities targeting men and women specifically.
2. Use multiple channels to optimize outreach (radio, TV, fliers).
3. Nominate male and female local ambassadors to drive change or encourage uptake.
4. Build a marketing strategy tailored to women.
5. Involve more women in product design, marketing, and sales.
6. Conduct consumer satisfaction surveys targeting women.

EXAMPLES

EnDev Indonesia launched posters illustrating women's role in energy to increase participation of women in photovoltaic minigrid management.

India's Solar Sahelis network of women entrepreneurs increased sales of solar lighting products by targeting women.

INDICATORS

	Baseline	Target
Share of men and women with adequate knowledge on the subject (based on test scores)	TBD	TBD
Share of female local ambassadors	0	TBD
Sales to female and male clients	TBD	TBD





TALKING POINTS

TTL / Social Specialist

Awareness campaigns are essential to ensure sustainability of the project. Women are the main users of energy in households. They can thus drive behavioral change and adoption of new energy technologies. Thus we should ensure that the information reaches women as well as men.

Women can generate and increase demand for specific energy products and services.

Minister of Finance or Energy

Yes, that may be a good idea. People will like this!

Minister of Women's Affairs

In our country, women are usually more involved in social networks and have in-depth knowledge of the community. These characteristics put women at an advantage in working with projects' awareness-raising activities as citizen allies to promote timely bill payment and safe, legal electricity connections.

Civil Society

Women do not have decision-making power in the household and our community is run by men. Are you planning to change our culture?

Private Sector

Such campaigns are very useful for us, we can cooperate, but we don't have the budget to fund them.



BURDEN OF DISEASE

GENDER TAG RATIONALE

Women and girls spend more time than men and boys in the house and kitchen and are more exposed to health risks* from polluting and inefficient cooking and heating stoves. By promoting the use of modern cooking and heating solutions, energy projects may reduce the burden of disease on women and girls.

OBJECTIVE: To reduce the burden of disease on women and girls that is associated with polluting and inefficient energy solutions

ACTIONS

1. Provide clean and efficient cooking and heating solutions to low-income and female-headed households (for example, through targeted financing mechanisms).
2. Ensure that stove design is aligned with women's preferences and that stoves will be adopted and used, rendering previously used polluting stoves unnecessary.
3. Carry out education and awareness-raising campaigns, targeting both men and women, about the benefits of clean and efficient cooking, heating, and lighting solutions.
4. Promote women's employment as sales representatives or as producers of energy-efficient cooking, heating, and lighting solutions. This will

ensure that priorities and concerns of female users are reflected in energy products, thus increasing their likelihood of adoption and use.

EXAMPLES

In Cambodia, the New Lao Stove, introduced in 2003, saved 1.6 billion tons of wood and prevented 2.4 million tons of carbon dioxide equivalent from entering the atmosphere. It enabled the economic empowerment of 350 women and benefited 800,000 female end-users. It generated more than US\$11 million in revenue, while energy savings reduced CO2 emissions by 2.4 million tons.

In Africa, Solar Sister, a women-led social enterprise, created a chain of local female clean-energy entrepreneurs that sell and deliver clean cookstoves to their rural communities' doorsteps. Over 2,700 Solar Sister entrepreneurs have brought clean energy solutions to over 700,000 people since 2010.

INDICATORS

	Baseline	Target
Number of female and male-headed households primarily using modern cooking, heating, or lighting solutions	TBD	TBD
Share of men and women suffering from health issues* resulting from polluting energy solutions	TBD	TBD
Share of men and women with adequate knowledge on benefits of clean and efficient energy solutions (based on test scores)	TBD	TBD
Share of women employees and entrepreneurs in the sector	TBD	TBD





TALKING POINTS

TTL / Social Specialist

According to the World Health Organization, indoor air pollution is one of the main causes of death in the developing world. Women and girls are the most affected.

Women and children are often responsible for most of the household chores, including cooking and fuel collection. This disproportionate domestic work burden exposes them to greater health risks due to poor ventilation as well as increased drudgery and potential gender-based violence during wood collection.

Providing clean and efficient energy solutions for households will reduce women's burden of disease and save them time.

We can work with you to set up a local value chain involving women. Women can be important energy providers, extending modern cooking, heating, and lighting solutions to poor and hard-to-reach customers.

Minister of Finance or Energy

Our priority is to finance energy infrastructure projects that will help our country's economy grow. Cooking solutions are not going to help with this goal.

Women in our country already have what they need in their kitchens. They have no money to spend on fancy cookstoves coming from abroad. We have always been using self-made cookstoves. Our ancestors taught us how to make them. It is part of our tradition.

Minister of Women's Affairs / Civil Society

Our cooking habits are very particular. We use self-made cookstoves to obtain a specific national flavor, which cannot be obtained with modern cookstoves. Women will not adopt new cookstoves, and their families will dislike the taste of the food.

We do not know the impact of our cookstoves on women's health.

Private Sector

We can certainly help poor households access clean and efficient energy solutions for cooking and heating, but this is a costly enterprise. We are a profit-making company, and we cannot afford selling below cost.

We also need help in identifying poor customers. We have no way to distinguish the poor from the wealthy.

We are aware that a growing number of energy companies have begun to employ women as sales representatives to reach low-income consumers at the base of the pyramid with modern lighting and cooking solutions. We are open to this, but your support is welcome.

* Such health risks include respiratory diseases from indoor air pollution, burns, poisoning, visual problems, and back problems.



DECISION MAKING



GENDER TAG RATIONALE

We have evidence that women's voices are often overlooked and women are rarely involved into decision making and community governance. Women's needs and priorities are rarely incorporated into the design of energy projects. By ensuring women's representation in decision making, energy projects may contribute to improving women's empowerment and quality of life.

OBJECTIVE: To increase women's decision-making power in the energy sector or project

ACTIONS

1. Provide gender training and technical support to address gender inequalities.
2. Ensure that both men and women are equally represented in any consultation related to the project.
3. Ensure fair representation of women and men in local service delivery governance structures (such as utilities and energy committees), through quotas or other mechanisms.
4. Promote greater representation of women in decision-making positions within energy institutions.

EXAMPLES

In Kenya, water utilities increased the share of women participating in decisions making about new services, and as a result more women had access to paid work during project implementation and more women were likely to access new water connections. In addition, women's participation led to new policies, improved work conditions, and new opportunities for female water utility staff.

INDICATORS

	Baseline	Target
Men's and women's satisfaction rate regarding the energy sector or project	TBD	TBD
Number or share of women in decision-making positions in energy institutions and/or local governance structures	TBD	TBD





TALKING POINTS

TTL / Social Specialist

Women are poorly represented in the energy sector, especially at policy and management levels.

The project should encourage women's effective participation in decision-making processes and ensure that their needs and priorities are effectively taken into account.

Research has shown that active participation of women leads to sustainable outcomes. Women are more likely to hold local service providers and politicians accountable for local service provision.

The WBG is committed to supporting the participation of women in local governance institutions and strengthening their voice and participation.

Minister of Finance or Energy

The project focus should be on the provision of energy service, not on changing governance structure. What is the purpose of this measure?

Men are the ones who decide, as they are the main breadwinners in our society. Men can take care of women's needs. That is their role.

Women are illiterate; they do not know what decisions to make.

Minister of Women's Affairs

There is great need to promote women's empowerment and improve their quality of life.

According to national statistics, female employees represent a small share of the total employees of the Ministry of Energy.

Civil Society

Women's roles in the energy sector as consumers, suppliers, and decision makers are often underestimated.

During community meetings, women rarely participate in the discussion, as it is usually left to the men to speak on their behalf.

With regard to household dynamics, women are not consulted when meters and kits are installed, and it is usually husbands who decide whether or not to have electricity connected.

Private Sector

The project should promote recruitment based on merit. I do not think that setting quotas is a fair measure.

Is it more difficult to hire women in key positions. They usually lack the skills and competencies required.

EDUCATION



GENDER TAG RATIONALE

We have identified a gap in education attainments and access to training opportunities for men and women in the sector and we believe that addressing this will increase the female talent pool and the performance of the project.

OBJECTIVE: To ensure equal educational opportunities and professional training for women and men

ACTIONS

1. Promote collaboration between universities and the private sector; partner with universities to improve curricula; support on-the-job training of professionals; and facilitate dialogue and exposure for women of the energy sector.
2. Develop professional training and capacity-building activities for both men and women that considers skills and development gaps that may exist.
3. Provide mentorship, coaching, business skills, capacity building, and technical training to women at various stages of their career pathway.
4. Deliver capacity building to relevant stakeholders on benefits of integrating women in the workforce (for example, human resources officers and senior leaders).

EXAMPLES

The utility EVN Macedonia started Project 20-20-20 to provide summer internships for students from technical high schools enrolled in electricity programs during their final two years of study, with a focus on enhancing female representation. The internships offer an opportunity for on-the-job training as well as a pathway to a paid position. The company partnered with university engineering faculties to award scholarships to students with the highest grade in electrical engineering, a majority of whom are female, with the goal of closing gender gaps for women in science, technology, engineering, and mathematics.

INDICATORS

	Baseline	Target
Number of partnerships formed with educational institutions to enhance school-to-work transition for women	0	TBD
Share of women employed in technical roles in the organization	TBD	TBD
Share of professional training and capacity-building activities completed by women	0	TBD
Number of capacity-building activities delivered to relevant stakeholders on benefits of integrating women in the workforce (for example, human resources officers and senior leaders)	0	TBD





TALKING POINTS

TTL / Social Specialist

Partnerships with relevant educational institutions are essential to enhance school-to-work transition for women and foster their exposure to the sector.

Women will not be able to advance as far on their career journey in the energy sector without tailored support (for example, mentorship programs and technical skills training).

Making relevant investments in women's education and training can improve gender equality in employment issues across recruitment, retention, and promotion.

Energy sector stakeholders are likely to benefit from investing in their existing female workforce, by enhancing their skills and performance, increasing retention rates, and lowering turnover.

Minister of Finance or Energy

There are almost no female graduates in technical roles, and they drop out frequently.

There are not enough women interested in such professional training.

We do not have the resources to conduct training for women.

Minister of Women's Affairs

Exposure to sector realities through support in the school-to-work transition is essential for girls and young women.

Professional training and capacity-building activities for both men and women should be offered to address development and skills gaps that may exist.

Civil Society

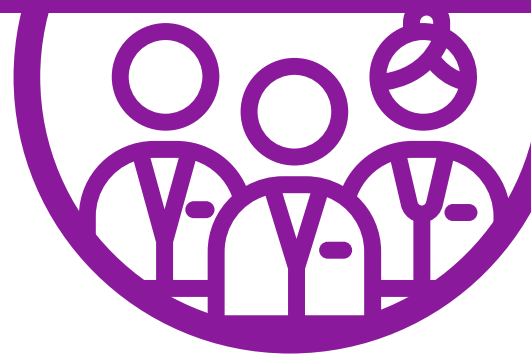
We could help implement training activities.

Private Sector

Our employees do not have time for additional training.

We do not have the bandwidth to take on more interns.

EMPLOYMENT



GENDER TAG RATIONALE

We have identified a gap between male and female employment in the sector and we believe that employing more women will increase the performance of the project.

OBJECTIVE: To promote gender equality in employment in the sector

ACTIONS

1. Encourage senior management to communicate the importance of gender equality in employment in the energy sector.
2. Support the translation of commitments into actions that are rooted at the institutional level to ensure continuity, for example, the incorporation of commitments in the business plan and adoption of an institutional strategy with key targets.
3. Set specific goals and implement actions for promoting women across different job categories. These can include, for example, the following:
 - Gender-targeted job announcements (fliers, radio) and job application processes.
 - Gender-related financial or tax incentives for employers (for example, in hiring).
 - Childcare benefits provision, on-site childcare facility.
 - Transport benefits and safe transport provision.
 - Quotas for female employees and managers.
 - Increased flexibility in work contracts.

EXAMPLES

The Comoros Electricity Sector Recovery Project developed a pilot in the utility, mobilizing female employees to help stop the illegal behavior perpetuated by client-facing employees.

The Ethiopian Electric Utility seeks to attract female employees and considers establishing on-site day care facilities.

By improving recruiting practices, the Vietnam Energy Company has increased the share of qualified women in the workforce and adopted gender certification.

INDICATORS

	Baseline	Target
Share of women employed in the organization	TBD	TBD
Share of women and men accessing career development opportunities	TBD	TBD
Ratio of women to men in senior management	TBD	TBD
Usage rate of child benefits and on-site facilities	TBD	TBD





TALKING POINTS

TTL / Social Specialist

We want to create jobs in local communities—for example, women in off-grid electricity companies or retail businesses of solar lanterns.

Female employees interact better with female clients (who are usually the ones staying at home and opening the door to utility staff).

Female employees can increase collection revenues, are more transparent, and less likely to engage with corrupt practices.

Women engineers are more likely to remain longer with the company compared to their male counterparts, who usually migrate to the city or abroad.

Women truck drivers help reduce maintenance costs thanks to their careful driving (evidence from mining sector).

Minister of Finance or Energy

We need to provide employment to men, who are the breadwinners. We do not want women to take men's jobs!

Women do not want to work; women stay at home.

It is not safe to send women in the field.

Minister of Women's Affairs / Civil Society

National statistics confirm women are underrepresented in energy utilities and ministries, especially in technical roles—this imbalance needs to be addressed.

Women can bring additional income to the household.

We need to support poor young women, and single mothers—they should also benefit from such projects.

Private Sector

We have been struggling to fill positions and grow the talent pool in the energy sector. A focus on women's employment presents a great opportunity!

We are worried about women not having the adequate skills.

Women also cannot perform certain tasks (heavy lifting and so forth).



ENTREPRENEURSHIP AND PRODUCTIVE USES OF ENERGY



GENDER TAG RATIONALE

We have identified a gap between women's and men's productive uses of energy* resulting in different benefits in terms of livelihoods and income.

OBJECTIVE: To ensure access to reliable and affordable energy services that support income-earning opportunities for female entrepreneurs and farmers

ACTIONS

1. Support baseline assessments of productive uses of energy by defining the target businesses (including female farmers) and methodology for ex ante and ex post measurement.
2. Assess the drivers of productivity gaps and possible interventions to enhance women's livelihoods through energy access.
3. Design and implement comprehensive approaches that foster the productive uses of energy in agricultural, industrial, and service sectors. Actions can include the following:
 - Enhance knowledge and skills of small and microbusinesses, households, and farmers on how to use newfound electrical and motive power for profitable enterprise.

- Improve technical and financial management capacity of women's enterprises.
- Encourage extension or business development services.
- Increase access to financial products and services.
- Strengthen access to markets.
- Address discriminatory land laws.

EXAMPLES

The Peru Rural Electrification Project assisted an association of women in adapting its electrical installations to the requirements of idle productive machinery to increase production of bakery products and to more effectively brand, label, and market the goods.

INDICATORS

	Baseline	Target
Share of female-led and male-led businesses connected to the grid or minigrid	TBD	TBD
Number of business development training or extension services provided to female entrepreneurs and farmers	TBD	TBD
Number of financial products and services accessed by female entrepreneurs and farmers	TBD	TBD
Enhanced productive uses of energy of female entrepreneurs and farmers (%)	TBD	TBD

* "Productive uses of energy" are defined as agricultural, commercial, and industrial activities involving energy services as a direct input to the production of goods or provision of services (EUEI PDF 2011).





TALKING POINTS

TTL / Social Specialist

Investments in renewable energy should address the gender gaps between women and men related to enterprises and livelihoods at the community level.

Experience, however, has shown that it is not enough to simply extend the electricity grid or provide access to off-grid technologies and expect outcomes, such as enhanced productive uses of energy.

Therefore, we need to be proactive and look at the drivers behind the gender gaps that exist when it comes to livelihoods and income.

Minister of Finance or Energy

All citizens benefit from the provision of energy services, including female entrepreneurs and farmers. I have evidence of that! Women and girls do benefit as well, so there really is no case for an intervention.

Our focus is to support energy investments. Female entrepreneurship and productive uses of energy is beyond the scope of what we are trying to achieve.

Minister of Women's Affairs

The gender productivity gap in our country is significant, over 20 percent. Women tend to work in the informal market in microenterprises and subsistence farming. Female managers and farmers cultivate smaller land, have less access to inputs and advisory and extension services, display a lower rate of modern inputs application than their male counterparts, and suffer from discriminatory land laws.

Without targeted interventions as part of the energy project design, inequality between women and men will persist and even worsen.

Private Sector

We see opportunities in promoting mechanized community-level assets and services, such as electric water pumping and grain grinding, that yield time savings and reduce the labor burden of women

We also see opportunities in providing affordable financing for communities to purchase more energy-efficient appliances. Women usually prefer such appliances and over time, they can contribute to the financial viability of energy providers.



PUBLIC SAFETY

GENDER TAG RATIONALE

A high share of women reported to have suffered from harassment and aggressions in public spaces and streets. Good quality public street lighting can have a positive impact on women's safety perception, prevent violence against women in public spaces, and improve quality of life.

OBJECTIVE: To increase women's perception of safety and prevent violence against women in public spaces

ACTIONS

1. Conduct consultations to define the areas where women are more vulnerable and feel more unsafe (such as bus stations and markets) and include women's recommendations in urban planning.
2. Target street lighting interventions in areas with high women's victimization and high perception of insecurity.
3. Ensure long-term financial sustainability of delivery of municipal services of public street lighting.

EXAMPLES

In Brazil, the FinBRAZEEC project is investing in efficient street lighting subprojects and is expected to have a significant impact on women's and men's perception of safety and the incidence of assaults, property crimes, and thefts.

The United Nations has been conducting safety audits as part of the Safe Cities and Safe Public Spaces Program in different cities. In Port Moresby, Papua New Guinea, the safety audit focused on markets and bus stops. Women recommended improving shelter, lighting, and sitting areas to improve their safety.

INDICATORS

	Baseline	Target
Perception of insecurity in public spaces among women in pilot areas	TBD	TBD
Share (or number) of streets (kilometers) and public spaces (for example bus stops, public toilets, public facilities and markets) with functioning street lighting of adequate luminance levels, running for the required number of night hours.	TBD	TBD





TALKING POINTS

TTL / Social Specialist

Street lighting based on light-emitting diode (LED) technology will reduce energy consumption and facilitate operation and maintenance, while decreasing the carbon footprint. Additionally, improved street lighting makes people feel safe and prevents harassment and aggression against women in public spaces.

Women's needs and concerns should be considered in urban planning in order to improve living standards for all citizens.

Targeting areas with higher crime rates or that have been identified by women as unsafe can maximize the impact of street lighting.

The government can raise funds through public-private partnerships to improve lighting systems.

Minister of Finance or Energy

The upfront cost is too high, and LED street lighting is not a priority.

We cannot increase street lighting just because women "feel unsafe."

Where can we get additional financial support to fund efficient street lighting?

Minister of Women's Affairs

Improving women's perception of safety and reducing harassment and violence against women can expand education and work opportunities.

Violence against women takes a toll on our country's gross domestic product and affects economic growth.

The national data regarding rape and sexual harassment, especially in public spaces, is indicative of the prevalence and severity of the problem.

Civil Society

Efficient street lighting will benefit the community and the overall quality of life for the citizens. Additionally, it is good for the environment.

Private Sector

Investing in LED technologies can benefit intermediary industries delivering energy efficiency-related goods and services.

Increased demand in energy efficiency-related goods and services could increase the number of jobs in the area and businesses could benefit from higher sales.



SELECTION AND BIDDING PROCESS



GENDER TAG RATIONALE

We have noticed that bidders are usually companies without any corporate social responsibility (CSR) or gender policies,* mainly owned by men and with few female employees. We would like to encourage competitive socially responsible or female-led companies to make a bid. We believe that such companies will improve project performance and be more sensitive to gender issues, thus affecting the project development objective.

OBJECTIVE: To favor bidders that have adopted CSR and gender policies and/or have a significant percentage of female staff and/or are owned or led by women

ACTIONS

1. Include nonprice factors, such as gender/social dimensions in the tendering requirements for the firms, or establish a “gender bonus” in the selection criteria.
2. Accept only bidders that have adopted CSR and gender policies and/or that commit to local economic development involving a significant share of women.
3. Reduce barriers to small-firm participation. For example, simplify bureaucratic requirements, break larger solicitations into smaller ones, and alter regulatory frameworks to allow for flexibility on nonprice factors (such as quality, customization, short-order delivery, and reliability). The World Bank’s new

procurement framework includes a “value for money” principle that allows higher-priced bids to be selected when they offer a greater value proposition.

EXAMPLES

The Bolivia Access and Renewable Energy Project established gender-sensitive eligibility criteria for subprojects.

South Africa’s Renewable Energy Independent Power Procurement Program (REIPPP) heavily relied on nonprice factors in bid evaluations, designed to incentivize bidders to promote job growth, domestic industrialization, community development, and black economic empowerment.

INDICATORS

	Baseline	Target
Share of applicants with CSR gender policies, significant percentage of female staff, or women in leadership	TBD	TBD
Share of bid winners with CSR gender policies, significant percentage of female staff, or women in leadership	TBD	TBD





TALKING POINTS

TTL / Social Specialist

We can set up gender-sensitive eligibility criteria.

We can also favor companies with a gender or CSR policy, or with a high share of female employees.

Or we can accept only candidates that have a gender policy or similar policies in place.

Minister of Finance or Energy

If such rules are applied, we will not have any eligible candidates!

We need to select candidates based on least cost.

How would we screen and certify firms as being female-owned or female-led and ensure that they are truly qualified according to the selected criteria? We do not have the capacity for this.

Minister of Women's Affairs / Civil Society

That would be a revolutionary initiative in our country!

Private Sector

This will not be easy to be implement.

We can think about adopting such policies, but we need your help.

* Gender policies include adoption of gender-sensitive codes of conduct, work environment policies, practices that prevent occupational segregation by gender, recruitment targets for women, equal employment opportunities, equal pay, and professional development pathways.

GENDER AND ENERGY ROLE PLAYING: TRAINING GUIDEBOOK

CASE STUDIES



Brazil

Financial Instruments for Brazil Energy Efficient Cities (FinBRAZEEC)

PROJECT DEVELOPMENT OBJECTIVE

To unlock private financing for urban energy efficiency projects in Brazil by reducing the credit risk and enhancing the technical quality of efficient street lighting (ESL) and industrial energy efficiency (IEE) projects

BENEFICIARIES

The primary project beneficiaries are (i) the Special Purpose Vehicles (SPVs) created to provide lighting through public-private partnerships (PPPs) and energy service companies receiving financing for IEE projects from the facility; (ii) the municipalities receiving the improved energy-efficient street lighting services; (iii) urban industrial enterprises; and (iv) the participating financial institutions, including Caixa Economica Federal (CEF) and other Brazilian private banks that provide financing to the subprojects. These financial institutions will benefit from the creation of loan instruments for financing energy efficiency (EE), thereby increasing their capacity to appraise and monitor EE projects and allowing them to scale up EE financing.

PROJECT COMPONENTS

Component 1 (US\$991 million). An EE financing facility for ESL and IEE will include (i) a loan syndication, led by CEF, to provide subloans to private companies for ESL and IEE subprojects; and (ii) a guarantee fund, managed by CEF, to offer credit risk enhancement products to the commercial lenders and subproject sponsors.

Component 2 (US\$10 million). Technical assistance will be provided to help increase CEF's capacity to implement the project, support the startup costs of the EE Facility, and help develop a pipeline of high quality subprojects, reducing the technical risk of the transactions.

CEF will be responsible for identifying, appraising, analyzing credit risks of, approving, and investing resources in (or providing credit enhancements to) a pipeline of EE subprojects in the industrial and public street lighting sectors. Also, CEF will supervise and monitor all loans to ensure they are implemented per Brazilian and World Bank requirements and provide periodic reports, including fiduciary and safeguards reports to the Ministry of Finance and the World Bank.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
Projected lifetime energy savings (electricity and fuel) (megajoules)	0	169,194,000,000
Net greenhouse gas emissions savings (tons per year)	0	960,000
Capital mobilized (debt, in US\$)	0	580,000,000

Intermediate indicators	Baseline	Target value
Guarantees subscribed (US\$)	0	200,000,000
Number of street lighting PPPs advised	0	6
Number of technical studies completed	0	5
Number of CEF employees trained	0	20
Grievances registered related to delivery of project benefits that are actually addressed	0%	100%

Colombia

Clean Energy Development Project

PROJECT DEVELOPMENT OBJECTIVE

To assist Colombia in increasing electricity generation capacity from nonconventional renewable energy sources and energy savings in the industrial sector with mobilization of private investment

BENEFICIARIES

The project beneficiaries will primarily be private investors and industrial and residential consumers. The IBRD and Clean Technology Fund (CTF) guarantee will directly benefit private investors in clean energy subprojects, through products offered by the National Development Financing Institution (FDN). The guarantee will help FDN allocate capital more efficiently and offer cost-effective financial products. Consumers will benefit from increased reliability of electricity and lower tariffs, resulting from increased use of clean energy and lower marginal cost. The market operator will gain additional flexibility through diversification of the energy mix to address weather and climatic shocks and the possibility to mitigate offtake risk. Finally, the government of Colombia will meet its clean energy targets.

PROJECT COMPONENTS

Component 1: IBRD and CTF guarantees (US\$81 million). IBRD and CTF will guarantee to backstop FDN's payment obligations to eligible private sector beneficiaries under FDN financial products for eligible subprojects. The guarantees help develop a sustainable long-term clean energy market by supporting FDN in the initial stages of the Renewable Energy Program: for example, initial auctions of large-scale renewable energy (RE) and small-scale RE and energy efficiency (EE) aggregation pilot. The guarantees help enhance the creditworthiness and bankability of the Renewable Energy Program, develop suitable financial products, and manage sector and investment risks to increase

competition from private sector participants. The proposed activity will support (i) large-scale RE (wind, solar, greater than 20 megawatts [MW]); (ii) small-scale RE (less than 20 MW), including ground-mount and rooftop solar photovoltaics; and (iii) EE activities in the industrial sector. A key role for FDN will be to select subprojects and beneficiaries based on predefined eligibility criteria and conduct detailed due diligence on technical, economic, environmental, financial feasibility, and other project-related assessments.

Component 2: Technical assistance (US\$0.95 million). The technical assistance component will support the Ministry of Mines and Energy and FDN in developing the activities and assessments necessary to complete the preparation of the project, including (i) market sounding to prepare a robust pipeline of projects and identification and quantification of risks; (ii) technical and prefeasibility studies of selected RE and EE project; (iii) development of a study to assess the cumulative environmental impacts of potential wind projects in La Guajira; (iv) additional training to support the activities established in the Environmental and Social Management System for FDN's employees, including the environmental and social team, loan officers and credit risk officers; (v) advisory services on financial structuring (design and development of appropriate credit enhancement and risk mitigation products); and (vi) project coordination with other government agencies and structuring of a Project Implementation Unit (PIU) within FDN.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
Avoided greenhouse gas emissions (million tons of carbon dioxide equivalent)	0	24.64
Nonconventional renewable energy generation capacity (megawatts)	0	936
Increased energy efficiency, energy savings (gigawatt hours per year)	0	227
Private capital mobilized (US\$ millions)	0	761

Dominican Republic

Distribution Grid Modernization and Loss Reduction Project

PROJECT DEVELOPMENT OBJECTIVE

To improve the financial viability of the electricity distribution companies (EDEs) by reducing energy losses and increasing revenue collections in the circuits rehabilitated under the project, and consequently increase the supply of electricity

BENEFICIARIES

The project direct beneficiaries include (i) the EDEs, through the improvement in the commercial cycle, the recovery of business and operation performance, and better electricity supply and service; (ii) the central government and the public sector, which will benefit from a reduction of subsidies to the power sector; and (iii) residential, commercial, and industrial users connected to the rehabilitated circuits, who will benefit from better electricity supply with fewer outages and prompt fault restoration, improvements in the voltage profiles, and increase in the hours of availability of electricity.

PROJECT COMPONENTS

Component 1: Rehabilitation of selected distribution circuits and upgrading of metering systems and implementation of environmental management system for the EDEs (US\$103.6 million). This component will support investments to rehabilitate circuits selected by each EDE, including (i) grid rehabilitation and modernization, (ii) macro- and micrometering systems and loss reduction monitoring, (iii) smart grid remote metering systems, and (iv) environmental management systems for monitoring and management of residue sites.

Component 2: Citizen engagement and community participation (US\$4.5 million). This component will implement a social management strategy aiming at

restoring the confidence between users and EDEs, increase cash collection levels, and use electricity efficiently and safely. Social compacts will be signed between the EDEs and the communities to reflect agreements reached on the number of hours of electricity that the EDEs will deliver per day and the legalization of illegal users and payment of the electricity bills by the clients. Communities will be trained on the safe and efficient use of electricity and their rights and duties as regular clients of the EDEs.

Component 3: Commercial management and project management, monitoring and evaluation of the distribution grid modernization and electrical losses reduction program (US\$11.2 million). This component will finance (i) the upgrading of existing offices and technical assistance to monitor the business cycle, (ii) an information technology platform and forecasting and demand analysis system for the Corporation of Dominican State Electricity Companies and the EDEs, (iii) institutional strengthening and coordination, and (iv) monitoring of the project.

Component 4: Complementary tariff study (US\$0.35 million). This component will finance a study, complementary to the one currently undertaken by the electricity market regulator, to weigh the social implications of the changes in the tariff rates and recommend mitigation measures and glide-path implementation of the tariff levels proposed in the ongoing tariff study.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
Increase of cash recovery index (CRI) at the rehabilitated circuits of each EDE	59%	83.6%
Increase of the average service availability index in the rehabilitated circuits	71.3%	95.9%
Capital mobilized (debt, in US\$)	0	580,000,000

Intermediate indicators	Baseline	Target value
Component 1: Rehabilitation of selected distribution circuits and upgrading of metering systems, and implementation of an environmental management system		
Increase of CRI at the rehabilitated circuits of each EDE	58.7%	83.1%
Number of kilometers of rehabilitated distribution lines in the selected circuits	0	1,003
Number of remotely metered clients in the rehabilitated circuits for each EDE	0	138,100
Development of an integrated environmental management system among the three EDEs and the Corporation of Dominican State Electricity Companies	0	1
Component 2: Citizen engagement and community participation		
Number of social compacts signed with the communities (to assess citizen engagement and community participation)	0	18
Component 3: Commercial management and project management, monitoring and evaluation of the distribution grid modernization and electrical losses reduction program		
Number of illegal users converted to legitimate paying clients	0	73,550
Installation of an information technology data center	0	1
Component 4: Complementary tariff study		
Completion of complementary tariff study	0	1

Haiti

Renewable Energy for All

PROJECT DEVELOPMENT OBJECTIVE

To scale-up renewable energy investments in Haiti in order to expand and improve access to electricity for households, businesses and community services

BENEFICIARIES

The project will result in new or improved electricity access for about 410,000 people (including at least 205,000 women) and 4,500 enterprises and community services. It will have important climate change cobenefits.

PROJECT COMPONENTS

Component 1: Grid-connected distributed renewable energy (US\$11 million). This component will build 5–12 megawatts (MW) of renewable energy (RE) capacity—solar photovoltaic (PV) and battery—which is expected to hybridize two to three isolated grids of Electricity of Haiti (EDH) currently running on diesel power, resulting in improved access for at least 100,000 people and 1,000 enterprises and community uses. The component will engage the private sector in the construction and operation of the PV plants and chart a path toward attracting commercial investments in solar PV generation. The component will also provide technical assistance to the Ministry of Public Works, Transportation and Communication Energy Cell, EDH, Ministry of Economy and Finance, and eight key stakeholders for (i) the design, implementation, and monitoring of the Demonstration Pilot Solar PV Investments, including the environmental and social safeguards aspects and private sector participation, and (ii) the development of a broader enabling policy and regulatory framework to support RE investments and private sector participation in the long term.

Component 2: Off-grid distributed renewable energy (US\$8.6 million). This component will extend access to clean and modern energy services to households, communities, and enterprises that are not served by EDH. It will provide (mostly) first-time access to at least 310,000 people and 3,500 enterprises and community service institutions by deploying a wide range of off-grid electrification options. The first option will be municipal grids through grants to municipal grid service providers to partially cover investment costs under service agreements with selected municipalities to build and operate RE grids on their territories. The second option will consist of larger stand-alone systems for productive and community uses, through grants to the distributed energy service companies (DESCOs) to develop and test viable and scalable business models to serve, inter alia, agribusinesses, rural enterprises, and public service institutions in rural areas. Grants may also be directly provided to these productive use beneficiaries. The project will establish a challenge grant facility to competitively award grants to applicants with promising, scalable business models for productive uses. Finally, the third option includes smaller solar home and pico-PV systems for households and microenterprises. Grants will be provided to DESCOs to supply solar home systems and pico-PV solutions to households and small businesses. Such grants will include (i) grants for quality-verified solar products to support market penetration of higher quality products; (ii) grants for piloting viable, scalable, and sustainable business models; and (iii) grants for growth of early stage off-grid businesses with viable business plans.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
People provided with new or improved electricity service	0	410,000
Women provided with new or improved electricity service	0	205,000
Enterprises and community services with new or improved electricity service	0	4,500
Enabling policy and regulatory framework for clean energy and access enacted (Regulatory Indicators for Sustainable Energy (RISE) score)	0	35
Private investment and other commercial financing leveraged (US\$ million)	0	64

Intermediate indicators	Baseline	Target value
Component 1: Grid-connected distributed renewable energy		
Generation capacity of energy constructed or rehabilitated (megawatt peak, MWp)	0	5
Annual electricity output from RE, as a result of Scaling Up Renewable Energy Program (SREP) in Low Income Countries interventions (gigawatt hours, GWh)	0	8
Annual greenhouse gas emission reductions (tons of carbon dioxide equivalent, tCO ₂ eq)	0	10,300
Number of people benefitting from improved access to electricity and fuels, as a result of SREP interventions	0	100,000
Number of women benefitting from improved access to electricity and fuels, as a result of SREP interventions	0	50,000
Number of businesses and community services benefitting from improved access to electricity and fuels, as a result of SREP interventions	0	1,000
Increased public and private investments in targeted subsectors as a result of SREP interventions (US\$ million)	0	15
Component 2: Off-grid distributed renewable energy		
Generation capacity of energy constructed or rehabilitated (MWp)	0	8
Annual electricity output from RE, as a result of SREP interventions (GWh)	0	12
Annual greenhouse gas emission reductions (tCO ₂)	0	31,930
Number of people benefitting from improved access to electricity and fuels, as a result of SREP interventions	0	310,000
Number of women with improved access to electricity and fuels, as a result of SREP interventions	0	155,000
Number of businesses and community services benefitting from improved access to electricity and fuels, as a result of SREP interventions	0	3,500
Increased public and private investments in targeted subsectors as a result of SREP interventions (US\$ million)	0	94
Enabling framework for minigrids, including tripartite agreements in place	no	yes
Number of people trained in renewable energy	0	3,000
Citizen engagement and beneficiary feedback		
Actions are taken in a timely manner in response to beneficiary feedback	no	yes
Percentage of users reporting minigrid or off-grid electricity service provided according to the advertised performance	n/a	Progress report

Iraq

Electricity Services Reconstruction and Enhancement Project*

PROJECT DEVELOPMENT OBJECTIVE

To improve the reliability and enhance the operational and commercial efficiency of electricity services in the Basra Governorate

BENEFICIARIES

The key project beneficiaries include (i) the electricity sector institutions, such as the Ministry of Electricity (MoE), the South Electricity Transmission Directorate, and the South Electricity Distribution Directorate (SEDD), which are expected to benefit from the reforms and improved operations efficiency;** (ii) about 550,000 households connected to the grid that will benefit from improved reliability of electricity; and (iii) enterprises benefiting from improved reliability of electricity that will contribute to increased productivity and lower costs, as dependency on expensive diesel generation will decrease. Also, the entire population (about 6 million) will benefit from improved delivery of social services (such as health care, education, and water supply) resulting from improved availability and reliability of electricity.

PROJECT COMPONENTS

Component 1: Transmission network reinforcement (US\$125 million). This component will finance activities aimed at increasing the transmission network capacity (by about 1.6 gigawatts) to (i) address network capacity limitations to meet existing electricity demand, (ii) meet future load growth, (iii) provide operation flexibility and hence improved reliability of electricity, and (iv) reduce transmission network technical losses. The proposed activities include (a) 132/33/11 kilovolt (KV) substations rehabilitation and upgrades; (b) 132KV transmission network reinforcement; and (c) supply and installation of 132/33/11KV mobile substations.

Component 2: Distribution network reconstruction, operational and commercial efficiency enhancement (US\$110 million). This component will support activities related to (i) distribution network rehabilitation and reinforcement to meet both current and future electricity demand, reduce technical losses, and increase operations flexibility, and (ii) design, supply, install, and commission of an integrated distribution management information system (IDMIS) covering electricity distribution core business functions (network operations and maintenance, commercial, and management of corporate resources). The IDMIS will include a revenue protection program to improve electricity sales revenue management, including a georeferenced customer database, metering, billing, and revenue collection.

Component 3: Institutional capacity strengthening and project implementation (US\$15 million). This component will include development of a regulatory framework and institutional capacity building aligned with the government reform program for improved accountability, governance, financial sustainability, and increased private sector participation. The technical assistance will support (i) sector restructuring and corporatization, (ii) establishment of a sector modernization unit within the MoE, and (iii) capacity building and institutional strengthening of SEDD.

* The project has not yet been approved by the World Bank board. For the purpose of this training guidebook, the PDO, beneficiaries, project components and results framework are indicative.
 ** Improved efficiency, transparency, and accountability of operations will not only improve the sector's performance but also enhance its image and credibility with shareholders and electricity customers alike, gaining support for sustained operations.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
Reduction in technical losses	0%	17%
Increase in billed or supplied energy	40%	70%
Increased efficiency of transmission and distribution network infrastructure (reduction in unserved energy due to network capacity limitations)	0%	50%

Intermediate indicators	Baseline	Target value
Component 1: Transmission network reinforcement		
New 132KV transmission line constructed (kilometers)	0	200
New substation capacity (kilovolt-ampere [KVA])	0	4,900,000
Component 2: Distribution network reinforcement		
Capacity of new substations constructed (KVA)	0	750,000
33KV distribution lines constructed (kilometers)	0	100
People provided with new or improved electricity service (cash recovery index, number)	0	1,000,000
Component 3: Increased transparency and accountability		
SEDD bussiness improvement plan prepared and adopted (Yes/No)	No	Yes
SEDD publishes on its website, quartely performance reports including energy supplied, billed, and revenue collections (Yes/No)	No	Yes
SEDD publishes on its website the Annual Report of Electricity Consumers Satsifaction Survey (Yes/No)	No	Yes

Mexico

Additional Financing for Energy Efficiency in Public Facilities Project (PRESEMEH)

PROJECT DEVELOPMENT OBJECTIVE

To promote the efficient use of energy in the borrower's municipalities by carrying out energy efficiency investments in selected municipal sectors and contribute to strengthening the enabling environment

BENEFICIARIES

The direct project beneficiaries would be the federal and municipal institutions participating in the implementation of the project, as well as the residents of the municipalities where subprojects would be implemented. The key direct beneficiaries would be participating national institutions: the Secretary of Energy (SENER), the Electricity Energy Savings Trust Fund (FIDE), the National Commission for the Efficient Use of Energy (CONUEE), and the Federal Electricity Commission (CFE), as well as the participating subnational entities (municipalities and water and wastewater utilities).

PROJECT COMPONENTS

The SENER has requested the bank's support to design and implement a pilot for a national municipal EE program in 32 municipalities in the country. The proposed US\$100 million IBRD investment operation would be implemented by the SENER over a five-year period and would comprise two components.

Component 1: Policy development and institutional strengthening (US\$7 million). This component will strengthen the enabling environment for energy efficiency (EE) at the municipal level, and contribute to the identification of potential subprojects that can feed into a pipeline beyond the project's life. The component will finance the following subcomponents:

(i) capacity building on municipal EE; (ii) sector-wide policy support, including a framework to scale-up activities piloted under this operation with a view to transition to a more commercial, sustainable program; (iii) project monitoring and management activities; and (iv) policy development for EE in public education and health sectors to enhance awareness and capacity of EE, including through education and training activities aimed at staff and students, and contribute to the identification of measures needed to facilitate the realization of EE in the two sectors. All activities under this component will be led and executed by the SENER with substantial technical support from institutions, such as the CONUEE, given its experience working with municipalities on EE policy, capacity building, and certification and management systems.

Component 2: Municipal EE investments (US\$149 million). This component will support cost-effective EE investments in municipal street lighting, water and wastewater, and building sectors. Activities to be financed include (i) the preparation of feasibility studies, project designs, and bidding documents for the implementation of identified priority investments (with a bundled approach to the extent possible per technology), and (ii) acquisition and installation of items necessary to implement the agreed EE measures. This component will be operated by the FIDE, with support from the CFE and the SENER.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
Projected lifetime energy savings (megawatt hours)	0	1,020,714
Number of energy services agreements signed	0	23
Framework to scale-up municipal EE in the country	None	Framework accepted by the SENER

Intermediate indicators	Baseline	Target value
Projected lifetime greenhouse gas emission reductions (tCO ₂ per year)	0	463,405
Default rate of municipalities (% average rate of nonpayment over total outstanding loan balance)	0	10
Subprojects designed (number)	0	28
Street light interventions (number)	0	9
Water and wastewater interventions (number)	0	8
Municipal building interventions (number)	0	6
Capacity-building and outreach activities implemented (number)	0	25
Design of energy management systems for street lighting, water and wastewater, and municipal buildings (number)	0	3
Participants in consultation activities during project implementation (number)	0	1,000

West Bank and Gaza

Electricity Sector Performance Improvement Project

PROJECT DEVELOPMENT OBJECTIVE

To enhance the energy sector's institutional capacity, improve efficiency of the distribution system in targeted areas, and pilot a new business model for solar energy delivery in Gaza

BENEFICIARIES

The project beneficiaries include consumers, service providers, taxpayers, and the Palestinian Authority (PA). From a PA standpoint, increased cost recovery for electricity imported from the Israel Electric Corporation will reduce subsidies through the net lending mechanism. This reduction would also benefit Palestinian taxpayers and citizens who would benefit from additional public services due to lower reduction of tax revenues from the PA's budget. Increased collection rates and reduced system losses will also improve the creditworthiness of the energy sector and its attractiveness to investments in additional supply. Consumers in Gaza will also benefit from increased reliability of power supply from the solar energy pilot.

PROJECT COMPONENTS

Component 1: Strengthening the capacity of Palestinian electricity sector institutions (US\$2.5 million). This component will (i) strengthen the capacity of the Palestinian Electricity Transmission Company Ltd. (PETL) through investments to support technical, operational, and legal functions, and (ii) support monitoring, evaluation, and financial audit functions of the Palestinian Electricity Regulatory Council (PERC), providing funding to monitor the quality of service of distribution companies (DISCOs), tracking key performance indicators, auditing financial statements, and reviewing the use of enterprise resource planning (ERP) systems. This subcomponent will also support PERC in establishing the bulk-supply tariff at the distribution and retail level.

Component 2: Improving the operational performance of Palestinian electricity distribution companies (DISCOs) (US\$5.3 million). First, a revenue protection program will install over 13,000 smart meters to improve billing and collection for the high-value segment of consumers, including an advanced metering infrastructure, comprising communication devices, software (meter data management system), and a metering control center. Second, management information systems will provide advanced tools to Palestinian DISCOs in the West Bank that will enable improvement of commercial and operational performance, including an incident management system for effective attention to customer's complaints and fast service restoration.

Component 3: Improving energy security in Gaza with solar energy (US\$2.5 million). This component will support the design and implementation of a pilot business model for rooftop solar energy in Gaza. The pilot will aim to install 1.5 megawatt installed capacity of solar systems on rooftops of residential customers, small and medium enterprises (SMEs), and hospitals. Residential consumers and SMEs will pay back the cost in monthly installments. Hospitals will receive the solar systems for free. Monthly payments will return to a revolving fund that will be used to install more solar systems. Contractors will be required to provide a two-year warranty on parts and installation and have a permanent presence in Gaza.

Component 4: Technical assistance, capacity building, and project management (US\$0.7 million). This component will strengthen the capacity of the Palestinian Energy and Natural Resources Authority (PENRA) and support staffing of the Project Management Unit (PMU) for two years. After that, the PMU staff will be integrated in PENRA's payroll.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
PETL collection rate from DISCOs	0%	90%
Electricity losses per year in the project area	23%	19%
People provided with new or improved electricity service (number)	0	9,300

Intermediate indicators	Baseline	Target value
JDECO's electricity losses per year	24%	20%
JDECO's electricity losses per year without refugee camps	18%	13%
HEPCO's electricity losses per year	20%	18%
SELCO's electricity losses per year	25%	20%
NEDCO's electricity losses per year	20%	16%
TEDCO's electricity losses per year	22%	17%
Number of smart meters installed	0	13,200
Number of management information systems in operation	0	2
Number of high-voltage substations operated by PETL	0	3
PERC's audits of ERPs of two DISCOs (Yes/No)	No	Yes
Installed solar photovoltaic (PV) systems (number)	0	800
Installed solar PV systems for SMEs (number)	0	250
Grievances registered related to delivery of project benefits addressed	0%	100%

Note: JDECO = Jerusalem District Electricity Company; HEPCO = Hebron Electric Power Company; SELCO = Southern Electric Company; NEDCO = Northern Electric Distribution Company; TEDCO = Tubas Electricity Distribution Company.

Yemen

Emergency Electricity Project

PROJECT DEVELOPMENT OBJECTIVE

To improve access to electricity in rural and peri-urban areas within the Republic of Yemen

BENEFICIARIES

The key beneficiaries are (i) rural and peri-urban populations, benefiting directly from improved access to modern household energy (small-scale household solar systems) and indirectly through improved access to social services, and (ii) service providers, including health clinics, schools, rural water corporations, and rural electricity service providers, who will benefit from improved access to electricity through grant-financed solar systems, strengthening the service delivery capacity. Also, businesses along the solar value chain will benefit from access to higher-quality solar solutions as a result of market strengthening measures. This is expected to benefit the direct beneficiaries under the project as well as all solar users. In addition, with an estimated 20–30 percent of the investment value expected to remain in the local economy, the project will contribute to the creation of jobs and benefit the economy.

PROJECT COMPONENTS

Component 1: Financing for off-grid solar (US\$42 million). This component will (i) provide basic electricity supply to households, helping eligible regulated, supervised microfinance institutions set up financing windows for high-quality, small-scale solar solutions for rural and peri-urban households, and provide grants to beneficiaries to make the systems affordable. It will also restore electricity supply to critical service facilities, by engaging solar suppliers and installers to provide grant-financed solar energy systems to critical service facilities in rural and peri-urban areas (for example, health clinics, schools, rural water corporations, and rural electricity service providers).

Component 2: Implementation support and market development (US\$8 million). This component will finance general management support (indirect) costs for the implementing agency, the United Nations Office for Project Services (UNOPS); direct management and supervision costs required to support project implementation (including use of remote monitoring technology); independent audits of project activities, if required; and the establishment of a grievance redress mechanism. Also, UNOPS will engage a third-party monitoring agent to undertake independent performance verification and field monitoring of project activities. Finally, technical assistance, capacity building, and other market strengthening measures will be carried out to make the solar market in Yemen more inclusive and sustainable. This will include an awareness campaign and consultations, technical training, and capacity building to firms along the solar supply chain to increase their reach and strengthen job creation, technical assistance to the financial sector to develop derisking mechanisms for commercial lending for solar, technical standard definition and dissemination, and the establishment of testing centers in cooperation with local universities to enhance industry's technical standards, and support batteries recycling.

Component 3: Contingent emergency response. In case of natural disaster, epidemic, or other emergency occurring during project implementation, UNOPS will reallocate funds from other project components or serve as a conduit to process additional financing from other funding sources for eligible emergencies to mitigate, respond to, and recover from the potential harmful consequences arising from the emergency.





RESULTS FRAMEWORK

Project development objective indicators	Baseline	Target value
Critical service facilities provided with new or improved electricity service	0	1,200
People provided with new or improved electricity service	0	1,340,000
People provided with access to electricity under the project by household connections (grid or off-grid).	0	200,000

Intermediate indicators	Baseline	Target value
Beneficiaries reached with financial services	0	120,000
Number of previously unbanked adults reached with transaction accounts	0	80,000
Number of microfinance institutions with active loan windows for solar	0	5
Health facilities with improved access to electricity	0	400
Grievances registered related to delivery of project benefits that are actually addressed	0%	100%



GENDER AND ENERGY ROLE PLAYING: TRAINING GUIDEBOOK

GENDER DATA

BRAZIL

	Indicator	Value	Year	Source
General	Gender inequality index	0.407 (94th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	39.0	2017	UN Economic and Social Affairs
Education	School enrollment, primary ^a	F: 98.1 M: 96.4	2016	UNESCO
	Literacy	F: 92.3 M: 91.7	2015	UNESCO
	Population (age 25+) with at least some secondary education (%)	F: 61.0 M: 57.7	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	N.A.	-	UNESCO
Agency	Underage marriage ^b	35.6	2006	Demographic and Health Surveys (DHS)
	Gender-based violence ^c	N.A.	-	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	40 ^d	2017	Brazilian Forum of Public Security
	Share of adolescent women ages 15–19 who are mothers	11.8	2010	Comisión Económica para América Latina y el Caribe (CEPAL)
Health	Maternal mortality ratio	44	2015	World Health Organization (WHO)
	Births attended by skilled health staff (% of total)	99.1	2015	UNICEF
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	27.2	2016	WHO
	Women's share of total population age 15+ who are living with HIV (%)	35.2	2017	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 53.2 M: 74.7	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 15.3 M: 11.8	2017	ILO
	Vulnerable employment (% of employment)	F: 22.4 M: 31.1	2017	ILO
	Share of informal employment in total employment (%)	F: 21.5 M: 36.9	2016	ILO
	Wage and salaried workers (% of employment)	F: 74.5 M: 63.5	2017	ILO
	Employers (% of employment)	F: 3.1 M: 5.4	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	F: 23.6 M: 19.9	2012	CEPAL
	Female professional and technical workers (% of total)	N.A.	-	Organisation for Economic Co-operation and Development
	Firms with female participation in ownership (% of firms)	50.2	2009	World Bank (WB) Enterprise Survey

	Indicator	Value	Year	Source
Access to assets	Men/women who do not own a house	N.A.	-	DHS
	Men/women who do not own land	N.A.	-	DHS
Access to finance	Account at a financial institution (% age 15+)	F: 67.5 M: 72.8	2017	WB Global Financial Inclusion Database
	Loan in the past year ^e (% age 15+)	F: 35.3 M: 45.2	2017	WB Global Financial Inclusion Database
Income / poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 10,851 M: 17,813	2013	UNDP
	Urban population without incomes of their own (%)	F: 28.8 M: 19.2	2017	CEPAL
	Femininity index of poor households ^f	115.2	2014	CEPAL
Public life and decision making	Proportion of seats held by women in national parliaments (%)	10.7	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	4.0	2016	Inter-Parliamentary Union
	Female share of employment in senior and middle management (%)	38.4	2017	ILO
	Firms with female top manager (% of firms)	19.4	2009	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)	N.A.	-	DHS

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d 78% happened on the streets. ^e Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^f If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

COLOMBIA

	Indicator	Value	Year	Source
General	Gender inequality index	0.383 (87 th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	36.4	2015	Demographic and Health Surveys (DHS)
Education	School enrollment, primary ^a	F: 94.1 M: 93.3	2017	UNESCO
	Literacy	F: 94.9 M: 94.4	2016	UNESCO
	Population (age 25+) with at least some secondary education (%)	F: 51.1 M: 49.2	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	F: 7.3 M: 6.9	2015	UNESCO
Agency	Underage marriage ^b	23.4	2015	DHS
	Gender-based violence ^c	37.4	2010	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	N.A.	-	N.A.
	Share of adolescent women ages 15–19 who are mothers	17.4	2015	DHS
Health	Maternal mortality ratio	64	2015	World Health Organization (WHO)
	Births attended by skilled health staff (% of total)	99.2	2016	UNICEF
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	21.1	2016	WHO
	Women's share of total population age 15+ with HIV (%)	24.7	2017	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 58.8 M: 82.6	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 11.5 M: 6.9	2017	ILO
	Vulnerable employment (% of employment)	F: 46.5 M: 47.1	2017	ILO
	Share of informal employment in total employment (%)	F: 50.7 M: 59.4	2016	ILO
	Wage and salaried workers (% of employment)	F: 50.9 M: 47.9	2017	ILO
	Employers (% of employment)	F: 2.6 M: 5.0	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	N.A.	-	Comisión Económica para América Latina y el Caribe (CEPAL)
	Female professional and technical workers (% of total)	N.A.	-	Organisation for Economic Co-operation and Development
	Firms with female participation in ownership (% of firms)	35.3	2010	World Bank (WB) Enterprise Survey

	Indicator	Value	Year	Source
Access to assets	Men/women who do not own a house	F: 73.4 M: 70.1	2015	DHS
	Men/women who do not own land	F: 89.1 M: 85.3	2015	DHS
Access to finance	Account at a financial institution (% age 15+)	F: 41.4 M: 48.8	2017	WB Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 36.7 M: 46.5	2017	WB Global Financial Inclusion Database
Income / poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 7,698 M: 15,485	2013	UNDP
	Urban population without incomes of their own (%)	F: 25.0 M: 10.9	2017	CEPAL
	Femininity index of poor households ^e	118.4	2014	CEPAL
Public life and decision making	Proportion of seats held by women in national parliaments (%)	18.7	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	35.3	2016	Inter-Parliamentary Union
	Female employed in senior and middle management (%)	N.A.	-	ILO
	Firms with female top manager (% of firms)	18.9	2017	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)	80.2	2015	DHS

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

DOMINICAN REPUBLIC

	Indicator	Value	Year	Source
General	Gender inequality index	0.451 (103th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	39.9	2013	Demographic and Health Surveys (DHS)
Education	School enrollment, primary ^a	F: 87.9 M: 87.7	2016	UNESCO
	Literacy	F: 93.8 M: 93.8	2016	UNESCO
	Population (age 25+) with at least some secondary education (%)	F: 58.6 M: 54.4	2017	UNDP
	Population (age 25+) that completed bachelor's or equivalent (%)	F: 14.5 M: 10.1	2015	UNESCO
Agency	Underage marriage ^b	36.5	2013	DHS
	Gender-based violence ^c	16.0	2013	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	N.A.	-	N.A.
	Share of adolescent women ages 15–19 who are mothers	20.5	2013	DHS
Health	Maternal mortality ratio	92	2015	World Health Organization (WHO)
	Births attended by skilled health staff (% of total)	99.6	2015	UNICEF
	Prevalence of anemia among women ages 15–49 (% of women)	29.7	2016	WHO
	Women's share of total population age 15+ who are living with HIV (%)	50.1	2017	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 54.4 M: 79.5	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 8.0 M: 3.7	2017	ILO
	Vulnerable employment (% of employment)	F: 28.0 M: 49.6	2017	ILO
	Share of informal employment in total employment (%)	F: 22.7 M: 46.7	2016	ILO
	Wage and salaried workers (% of employment)	F: 69.8 M: 46.3	2017	ILO
	Employers (% of employers)	F: 2.2 M: 4.1	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	N.A.	-	Comisión Económica para América Latina y el Caribe (CEPAL)
	Female professional and technical workers (% of total)	N.A.	-	Organisation for Economic Co-operation and Development
	Firms with female participation in ownership (% of firms)	32.2	2016	World Bank (WB) Enterprise Survey

	Indicator	Value	Year	Source
Access to assets	Men/women who do not own a house	F: 69.6 M: N.A.	2013	DHS
	Men/women who do not own land	F: 91.5 M: N.A.	2013	DHS
Access to finance	Account at a financial institution (% age 15+)	F: 53.4 M: 56.2	2017	WB Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 47.4 M: 54.9	2017	WB Global Financial Inclusion Database
Income / poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 7,514 M: 14,172	2013	UNDP
	Urban population without incomes of their own (%)	F: 22.6 M: 13.3	2017	CEPAL
	Femininity index of poor households ^e	132.3	2014	CEPAL
Public life and decision making	Proportion of seats held by women in national parliaments (%)	26.8	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	20.8	2016	Inter-Parliamentary Union
	Women employed in senior and middle management (%)	50.5	2017	ILO
	Firms with female top manager (% of firms)	21.2	2016	WB Enterprise Survey
	Women (ages 15–49) participating in making major household purchase decisions (%)	85.6	2013	DHS

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

HAITI

	Indicator	Value	Year	Source
General	Gender inequality index	0.601 (144 th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	45.0	2017	Demographic and Health Surveys (DHS)
Education	School enrollment, primary ^a	N.A.	-	UNESCO
	Literacy	N.A.	-	UNESCO
	Population with at least some secondary education (% age 25+)	F: 26.9 M: 39.9	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	N.A.	-	UNESCO
Agency	Underage marriage ^b	17.5	2012	DHS
	Gender-based violence ^c	14.9	2012	DHS
	Women declared to have suffered some type of harassment (%)	N.A.	-	N.A.
	Share of adolescent women ages 15–19 who are mothers	14.2	2012	DHS
Health	Maternal mortality ratio	359	2015	UNDP
	Births attended by skilled health staff (% of total)	48.6	2013	Ministry of Health
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	46.2	2016	World Health Organization
	Women's share of total population age 15+ who are living with HIV (%)	55.6	2017	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 63.8 M: 72.6	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 15.9 M: 12.3	2017	ILO
	Vulnerable employment (% of employment)	F: 90.2 M: 85.1	2017	ILO
	Share of informal employment in total employment (%)	N.A.	-	ILO
	Wage and salaried workers (% of employment)	F: 9.1 M: 13.7	2016	ILO
	Employers (% of employment)	F: 0.8 M: 1.2	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	N.A.	-	Comisión Económica para América Latina y el Caribe (CEPAL)
	Female professional and technical workers (% of total)	N.A.	-	Organisation for Economic Co-operation and Development
	Firms with female participation in ownership (% of firms)	N.A.	-	WB Enterprise Survey

	Indicator	Value	Year	Source
Access to assets	Men/women who do not own a house	F: 60.5 M: 64.9	2016/17	DHS
	Men/women who do not own land	F: 48.3 M: 35.5	2016/17	DHS
Access to finance	Account at a financial institution (% age 15+)	F: 27.1 M: 29.3	2017	World Bank (WB) Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 38.6 M: 40.9	2017	WB Global Financial Inclusion Database
Income / poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 1,349 M: 1,930	2013	UNDP
	Urban population without incomes of their own (%)	N.A.	-	CEPAL
	Femininity index of poor households ^e	N.A.	-	CEPAL
Public life and decision making	Proportion of seats held by women in national parliaments (%)	2.5	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	20.0	2015	Inter-Parliamentary Union
	Female share of employment in senior and middle management (%)	N.A.	-	ILO
	Firms with female top manager (% of firms)	N.A.	-	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)	77.7	2012	DHS

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

IRAQ

	Indicator	Value	Year	Source
General	Gender inequality index	0.506 (123th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	10.0	2017	UN Economic and Social Affairs
Education	School enrollment, primary ^a	F: 86.6 M: 97.7	2007	UNESCO
	Literacy	F: 38.0 M: 53.0	2013	UNESCO
	Population with at least some secondary education (% age 25+)	F: 38.7 M: 56.7	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	N.A.	-	UNESCO
Agency	Underage marriage ^b	24.0	2017	UNICEF
	Gender-based violence ^c	N.A.	-	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	N.A.	-	-
	Share of adolescent women ages 15–19 who are mothers	6.8	2014	UNICEF
Health	Maternal mortality ratio	50	2015	World Health Organization (WHO)
	Births attended by skilled health staff (% of total)	70.4	2012	UNICEF
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	29.1	2016	WHO
	Women's share of total population age 15+ who are living with HIV (%)	N.A.	-	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 18.7 M: 74.1	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 11.9 M: 7.2	2017	ILO
	Vulnerable employment (% of employment)	F: 43.0 M: 31.9	2017	ILO
	Share of informal employment in total employment (%)	F: 44.8 M: 62.2	2016	ILO
	Wage and salaried workers (% of employment)	F: 54.8 M: 61.8	2017	ILO
	Employers (% of employment)	F: 2.3 M: 6.2	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	F: 40.5 M: 7.0	2007	UNSD
	Female professional and technical workers (% of total)	N.A.	-	-
	Firms with female participation in ownership (% of firms)	6.8	2011	World Bank (WB) Enterprise Survey

	Indicator	Value	Year	Source
Access to assets	Men/women who do not own a house	N.A.	-	Demographic and Health Surveys (DHS)
	Men/women who do not own land	N.A.	-	DHS
Access to finance	Account at a financial institution (% age 15+)	F: 19.0 M: 22.0	2017	WB Global Financial Inclusion Database
	Account at a bank, another type of financial institution, or mobile account (% age 15+)	F: 1.0 M: 7.0	2017	WB Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 62.0 M: 64.0	2017	WB Global Financial Inclusion Database
Income / poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 4,246 M: 23,555	2013	UNDP
	Urban population without incomes of their own (%)	N.A.	-	-
	Femininity index of poor households ^e	N.A.	-	-
Public life and decision making	Proportion of seats held by women in national parliaments (%)	25.3	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	10.5	2016	Inter-Parliamentary Union
	Female share of employment in senior and middle management (%)	N.A.	-	ILO
	Firms with female top manager (% of firms)	2.3	2011	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)		2012	Demographic and Health Surveys (DHS)

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

MEXICO

	Indicator	Value	Year	Source
General	Gender inequality index	0.343 (76th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	28.5	2017	Instituto Nacional de Estadística y Geografía (INEGI)
Education	School enrollment, primary ^a	F: 99.9 M: 98.1	2016	UNESCO
	Literacy	F: 94.0 M: 95.8	2016	UNESCO
	Population with at least some secondary education (% age 25+)	F: 57.8 M: 61.0	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	N.A.	-	UNESCO
Agency	Underage marriage ^b	23.6	2015	Multiple Indicator Cluster Surveys (MICS – UNICEF)
	Gender-based violence ^c	N.A.	-	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	62.8	2011	INEGI
	Share of adolescent women ages 15–19 who are mothers	12.4	2010	Comisión Económica para América Latina y el Caribe (CEPAL)
Health	Maternal mortality ratio	38	2015	UNDP
	Births attended by skilled health staff (% of total)	97.7	2015	UNICEF
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	14.6	2016	World Health Organization
	Women's share of total population age 15+ who are living with HIV (%)	21.4	2017	UNAIDS



Employment	Labor force participation (% of population age 15+)	F: 44.1 M: 79.0	2017	International Labour Organization (ILO)
	Women employed in the electricity, gas and water sector (% of total)	21.0	2015	INEGI
	Unemployment (% of labor force)	F: 3.6 M: 3.3	2017	ILO
	Vulnerable employment (% of employment)	F: 30.2 M: 25.3	2017	ILO
	Share of informal employment in total employment (%)	F: 31.0 M: 27.9	2016	ILO
	Wage and salaried workers (% of employment)	F: 67.5 M: 68.9	2017	ILO
	Employers (% of employment)	F: 2.3 M: 5.8	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	F: 54.1 M: 19.5	2014	CEPAL
	Female professional and technical workers (% of total)	N.A.	-	Organisation for Economic Co-operation and Development
	Firms with female participation in ownership (% of firms)	25.7	2010	World Bank (WB) Enterprise Survey
Access to assets	Men/women who do not own a house	N.A.	-	Demographic and Health Surveys (DHS)
	Men/women who do not own land	N.A.	-	DHS
Access to finance	Account at a financial institution (% age 15+)	F: 32.7 M: 38.6	2017	WB Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 28.9 M: 35.0	2017	WB Global Financial Inclusion Database
Income / Poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 10,060 M: 22,020	2013	UNDP
	Urban population without incomes of their own (%)	F: 26.1 M: 5.6	2016	CEPAL
	Femininity index of poor households ^e	107.1	2014	CEPAL
Public life and decision making	Proportion of seats held by women in national parliaments (%)	42.6	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	15.8	2016	Inter-Parliamentary Union
	Female share of employment in senior and middle management (%)	36.4	2017	ILO
	Firms with female top manager (% of firms)	14.6	2010	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)	N.A.	-	DHS

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

WEST BANK AND GAZA

	Indicator	Value	Year	Source
General	Gender inequality index	N.A.	2017	UN Development Programme (UNDP)
	Share of female-headed households	10.0	2017	UN Economic and Social Affairs
Education	School enrollment, primary ^a	F: 90.9 M: 90.1	2016	UNESCO
	Literacy	F: 95.2 M: 98.6	2016	UNESCO
	Population with at least some secondary education (% age 25+)	F: 58.5 M: 62.3	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	F: 17.4 M: 17.8	2016	UNESCO
Agency	Underage marriage ^b	15.0	2017	UNICEF
	Gender-based violence ^c	N.A.	-	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	N.A.	-	-
	Share of adolescent women ages 15–19 who are mothers	6.7	2014	UNICEF
Health	Maternal mortality ratio	45	2015	World Health Organization (WHO)
	Births attended by skilled health staff (% of total)	99.6	2014	UNICEF
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	29.4	2016	WHO
	Women's share of total population age 15+ who are living with HIV (%)	N.A.	-	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 19.5 M: 71.7	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 47.1 M: 22.1	2017	ILO
	Vulnerable employment (% of employment)	F: 41.6 M: 39.0	2017	ILO
	Share of informal employment in total employment (%)	F: 24.0 M: 32.9	2016	ILO
	Wage and salaried workers (% of employment)	F: 56.1 M: 56.2	2017	ILO
	Employers (% of employment)	F: 2.3 M: 4.8	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	F: 32.2 M: 5.1	2013	UNSD
	Female professional and technical workers (% of total)	34.0	2006	Encyclopedia of Nations
	Firms with female participation in ownership (% of firms)	12.6	2013	World Bank (WB) Enterprise Survey
Access to assets	Men/women who do not own a house	N.A.	-	Demographic and Health Surveys (DHS)
	Men/women who do not own land	N.A.	-	DHS

	Indicator	Value	Year	Source
Access to finance	Account at a financial institution (% age 15+)	F: 16.0 M: 34.0	2017	WB Global Financial Inclusion Database
	Account at a bank, another type of financial institution, or mobile account (% age 15+)	N.A.	2017	WB Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 26.0 M: 31.0	2017	WB Global Financial Inclusion Database
Income / poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 1,651 M: 8,580	2013	UNDP
	Urban population without incomes of their own (%)	N.A.	-	-
	Femininity index of poor households ^e	N.A.	-	-
Public life and decision making	Proportion of seats held by women in national parliaments (%)	N.A.	-	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	N.A.	-	Inter-Parliamentary Union
	Female share of employment in senior and middle management (%)	15.0	2012	ILO
	Firms with female top manager (% of firms)	1.2	2013	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)		2012	Demographic and Health Surveys

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

YEMEN

	Indicator	Value	Year	Source
General	Gender inequality index	0.834 (160 th)	2017	UN Development Programme (UNDP)
	Share of female-headed households	7.8	2013	Demographic and Health Surveys (DHS)
Education	School enrollment, primary ^a	F: 77.9 M: 88.5	2016	UNESCO
	Literacy	N.A.	-	UNESCO
	Population with at least some secondary education (% age 25+)	F: 18.7 M: 34.8	2017	UNDP
	Population that completed bachelor's or equivalent (% age 25+)	N.A.	-	UNESCO
Agency	Underage marriage ^b	31.9	2013	DHS
	Gender-based violence ^c	N.A.	-	UN Statistics Division (UNSD)
	Women declared to have suffered some type of harassment (%)	N.A.	-	N.A.
	Share of adolescent women ages 15–19 who are mothers	10.7	2013	DHS
Health	Maternal mortality ratio	385	2015	World Health Organization (WHO)
	Births attended by skilled health staff (% of total)	44.7	2013	UNICEF
	Prevalence of anemia among women of reproductive age (% of women ages 15–49)	70.0	2016	WHO
	Women's share of total population age 15+ who are living with HIV (%)	N.A.	-	UNAIDS
Employment	Labor force participation (% of population age 15+)	F: 6.0 M: 69.6	2017	International Labour Organization (ILO)
	Unemployment (% of labor force)	F: 28.3 M: 12.8	2017	ILO
	Vulnerable employment (% of employment)	F: 67.9 M: 43.2	2017	ILO
	Share of informal employment in total employment (%)	F: 72.0 M: 68.2	2016	ILO
	Wage and salaried workers (% of employment)	F: 28.0 M: 46.8	2017	ILO
	Employers (% of employment)	F: 4.0 M: 10.0	2017	ILO
	Average time spent on unpaid work of population age 15+ (hours per week)	N.A.	-	N.A.
	Female professional and technical workers (% of total)	N.A.	-	Organisation for Economic Co-operation and Development
	Firms with female participation in ownership (% of firms)	6.6	2013	World Bank (WB) Enterprise Survey
Access to assets	Men/women who do not own a house	N.A.	-	DHS
	Men/women who do not own land	N.A.	-	DHS



	Indicator	Value	Year	Source
Access to finance	Account at a financial institution (% age 15+)	F: 1.8 M: 11.4	2014	WB Global Financial Inclusion Database
	Loan in the past year ^d (% age 15+)	F: 65.7 M: 66.3	2014	WB Global Financial Inclusion Database
Income / Poverty	Estimated gross national income per capita (in 2011 purchasing power parity terms)	F: 1,775 M: 6,080	2013	UNDP
	Urban population without incomes of their own (%)	N.A.	-	N.A.
	Femininity index of poor households ^e	N.A.	-	N.A.
Public life and decision making	Proportion of seats held by women in national parliaments (%)	0.0	2017	Inter-Parliamentary Union
	Proportion of women in ministerial level positions (%)	5.4	2016	Inter-Parliamentary Union
	Female share of employment in senior and middle management (%)	N.A.	-	ILO
	Firms with female top manager (% of firms)	1.6	2013	WB Enterprise Survey
	Women participating in making major household purchase decisions (% of women ages 15–49)	N.A.	-	DHS

^a Adjusted net enrollment rate (% of primary school age children). ^b Women who were first married by age 18 (% of women ages 20–24). ^c Share of women subjected to physical and/or sexual violence in the last 12 months (% of women ages 15–49). ^d Share of respondents who borrowed any money in the past 12 months from any of the following sources: a formal financial institution, a store by using instalment credit, family/friends, employer, or other private lender. ^e If >100, poverty (indigence) is higher among women; if <100, the inverse situation.

GENDER AND ENERGY ROLE PLAYING: TRAINING GUIDEBOOK

CHARACTER PROFILES





CHARACTER PROFILES



TASK TEAM LEADER

Mr/Mrs _____

Personality/mood: Professional, confident, enthusiastic, but also stressed

Personal interest: Project's success, disbursements made as planned

Project objective: PDO

Views on women: Supports gender-equal opportunities

Gender knowledge: Has basic knowledge, has attended gender training

ROLE IN MEETING

Starts the meeting: Introductions

Sets the meeting objective: advance project preparation and discuss social inclusion and gender equality (according to the World Bank mandate to reduce poverty and promote shared prosperity)



SOCIAL SPECIALIST

Mr/Mrs _____

Personality/mood: Professional, empathetic, enthusiastic, more decisive

Personal interest: Project's success, avoid/mitigate social impacts

Project objective: PDO, optimize gender integration into the project, and maximize project impact

Views on women: Supports gender-equal opportunities

Gender knowledge: Strong gender knowledge



MINISTER OF FINANCE OR ENERGY

Mr/Mrs _____

Personality/mood: Impatient, annoyed/frustrated, loud, angry, but also intrigued

Personal interest: Get reelected/reappointed, please his/her stakeholders and voters, needs to show improving living standards for voters

Project objective: Needs to see results at the earliest possible time

Views on women: Traditional views regarding gender norms

Gender knowledge: Not much, has heard anecdotes about women's challenges





MINISTER OF WOMEN'S AFFAIRS

Mr/Mrs _____

Personality/mood: Comprehensive, cooperative, enthusiastic
Personal interest: Get reelected/reappointed, please his/her stakeholders and voters, needs to show improving living standards for voters
Project objective: Maximize gender equality
Views on women: Supports gender equality
Gender knowledge: Fair gender knowledge



CIVIL SOCIETY

Institution* _____

Mr/Mrs _____

Personality/mood: Empathetic, strong local knowledge
Personal interest: Increase proper funds, maximize impact, grow influence
Project objective: Maximize benefits to the local population
Views on women: Supports gender equality
Gender knowledge: Fair gender knowledge

*For example: local NGO



PRIVATE SECTOR

Institution* _____

Mr/Mrs _____

Personality/mood: Professional, technical expertise
Personal interest: Grow the business
Project objective: Get paid, ensure smooth implementation
Views on women: Indifferent
Gender knowledge: None

*For example: solar energy developer

GENDER AND ENERGY ROLE PLAYING: TRAINING GUIDEBOOK

FORMS



GENDER GAP TEMPLATE

Project name: _____

PDO: _____

ANALYSIS (WHAT GENDER GAP(S)?) _____

ACTIONS (WHAT ACTIVITIES?) _____

M&E (WHAT INDICATORS?) _____



EVALUATION FORM

Session: _____ **Date:** _____

Please take a few minutes to fill in this evaluation form regarding the training, based on your experience. Your feedback is very valuable to us. Thank you for your participation.

A. TRAINING CONTENT

A1. How strong was your knowledge of the training topics *before* the training?

Topics	Very high	High	Fair	Low	Very low
Understanding WB Gender Tag					
Identifying project-relevant gender gaps					
Devising gender actions					
Developing realistic M&E indicators					

A2. How strong was your knowledge of the training topics *after* the training?

Topics	Very high	High	Fair	Low	Very low
Understanding the WB Gender Tag					
Identifying project-relevant gender gaps					
Devising gender actions					
Developing realistic M&E indicators					

B. TRAINING OBJECTIVES

B1. How well were the training objectives met?

(Please indicate your level of agreement in the achievement of each of the following objectives)

Objectives	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Understanding WB Gender Tag					
Identifying project-relevant gender gaps					
Devising gender actions					
Developing realistic M&E indicators					

C. TRAINING EXECUTION

C1. Please rate the role of the moderator in presenting the different aspects of the methodology.

Topics	Excellent	Good	Fair	Poor	Very poor
Instructions					
Training material					
Teamwork					
Skit					



C2. Please rate how well the training was executed.

TOPICS	Excellent	Good	Fair	Poor	Very poor
Timing					
Facilities					
Moderator					
Team members					

D. OTHER

D1. What were the most effective aspects of this training?

D2. Would you recommend this training to others?

D3. How would you improve this training? *(Check all that apply)*

- ☐ Provide better information prior to the training.
- ☐ Clarify training's objectives.
- ☐ Reduce the content covered in the training.
- ☐ Increase the content covered in the training.
- ☐ Allow more time for the Gender Tag presentation
- ☐ Allow more time for the preparation of the role play.
- ☐ Shorten the time for the Gender Tag presentation.
- ☐ Shorten the time for the preparation of the role play.

Other comments or suggestions:

D4. How do you hope to change your practice as a result of this training?

D5. Do you have any further comments?

THANK YOU FOR YOUR FEEDBACK!

APPENDIX A: ROLE-PLAY SCENARIO EXAMPLE

The scenario for an eight-minute skit with three actors is presented in this appendix. Mr. Esteban, World Bank TTL, Mr. Lambert, Ruritania's Minister of Finance, and Ms. Riboul, Minister of Women's Affairs, are meeting in the office of the Minister of Finance in Macondo to discuss the upcoming World Bank Renewable Energy for All project. Actors may dress accordingly. All content is fiction.

[initial greetings and introductions]

WB TTL *[looking serious]*: It is a pleasure to be back in Macondo and meet you again in person. It has been a few months since our last meeting, and we have been in constant contact with your team and made great progress on the preparation of the project. We have worked on the components, financing, and most implementation arrangements.

Minister of Finance *[looking serious]*: My team has informed me. We are very pleased with our collaboration.

WB TTL *[looking serious]*: Yes, indeed. So, today the objective of our meeting is to discuss in detail the project components. As you know, we seek to scale-up renewable energy investments in Ruritania and improve access to electricity for households and businesses as well as schools and health clinics. We have two main components, one for grid-connected and one for off-grid renewable energy. Under the first component, we plan to build about 10 megawatts of solar photovoltaics with battery, hybridizing the isolated grids in the north of the country. About 100,000 people will benefit from improved access to energy. The second component aims to provide first-time access to 900,000 households and thousands enterprises and community institutions, through solar home systems and village grids.

Minister of Finance *[looking proud]*: That's right. We are very excited about this project and we believe it will improve the lives of our citizens.

WB TTL: Fantastic. We are very excited as well. . . . So, since you mentioned the lives of your people, let me suggest starting our discussion with social inclusion and gender equality concerns.

Minister of Finance *[looking puzzled]*: Gender quality?

Minister of Women's Affairs: No no, gender *equality*.

WB TTL: Yes, social inclusion and gender *equality*. It is a new policy that the World Bank is promoting with client countries, to enhance . . .

Minister of Finance *[interrupting the TTL and looking annoyed/frustrated—loud voice]*: I don't understand why we have to talk about gender . . . *equality* as you say, and social—what was it—inclusion? I came here to talk about procurement and financing. We are building solar power plants here! What do women have to do with this?! This project will provide electricity to all of our people, everybody will benefit! Why do you want to complicate things?!

WB TTL *[looking stressed, sweating]*: Mr. Minister, I am afraid you have misunderstood me. My apologies if I did not explain myself appropriately. Let me . . . let me try again. . . . I was saying that we, at the World Bank, are committed to ending poverty and promoting shared prosperity. This is why we want to ensure that vulnerable population groups—for example, the poorest people and women as well... As you know, women and girls face multiple challenges in Ruritania, and are far more disadvantaged than men and boys—so we want to make sure that vulnerable populations get a chance to benefit from our projects as well. Experience has shown, unfortunately, that not everyone equally benefits from our projects, and women are more often part of those that don't.

Minister of Finance *[looking puzzled]*: I don't understand. Could you please give me examples?

WB TTL *[somewhat relieved]*: Of course, Mr. Minister! Let me take our project as an example. As I already mentioned, we have estimated that 900,000 households will benefit from first-time access to off-grid energy, right?

Minister of Finance *[looking impatient or blasé]*: That's right . . .

WB TTL *[more confident]*: As you know—and Ms. Minister here can confirm this—about 35 percent of households in Ruritania are headed by women. This is an extremely high percentage, probably one of the highest in the world. So, could we design our project to ensure that 35 percent of the target households are female headed? Is that something that you would like to see? Female-headed households tend to be poorer than male-headed households, and they face multiple challenges, over and above those faced by male-headed households. Wouldn't it be nice to ensure that female-headed households get access to energy, even if that means giving them special financial support? And by the way, did you know women are known to be better payers than men!?

Minister of Finance *[looking intrigued and interested but trying to hide it]*: Yes . . . well . . . I don't know . . .

WB TTL *[even more confident/enthusiastic]*: Another way to address the problem, Mr. Minister, is through the jobs that our project will create in local communities! Wouldn't it be nice to give jobs to unemployed single mothers and poor young women as well as young men? Ms. Minister, I am sure you would be delighted to see this happening! Right?

Minister of Women’s Affairs: I would be very excited. Women face great barriers to economic opportunity in Ruritania because of predominant social beliefs that they are inferior to men.

WB TTL [*even more confident/enthusiastic*]: That’s is very encouraging. No no, I mean very sad. . . . Women could be employed within off-grid energy services companies, and they could also get into the retail business of solar lanterns, for example! We all know that without targeted support, it is very unlikely that women would enter such a male-dominated sector! But we can offer a lot of support through multiple activities: for example, professional training targeted to men and women based on their specific needs.

Minister of Finance [*looking excited*]: Oh! That sounds like a good idea. People will like this!

WB TTL [*continuing*]: We can also provide training to the energy providers on the benefits of having women as well as men employees. You know, Mr. Minister, women communicate better with other women, they understand each other—have you noticed? [*Wink*] Companies that have hired women as bill collection officers—in Parador, for example— noticed that collection revenues increased! It has been argued that women are less likely to engage in corrupt practices and are more transparent. And of course, when the client is a woman as well, it makes things easier.

Minister of Finance [*looking interested, smiling*]: I see. . . . Yes, that makes sense. My wife is usually the one taking care of the bills of the house. . . .

WB TTL [*tentatively*]: There you go! You know, Mr. Minister, we can also put in place incentives for the electricity companies to hire more women. What about giving minigrid concessions only to companies with a gender policy!?

Minister of Finance [*looking dismissive*]: Oh no no no! I don’t think we can do that! That we can definitely not do!

WB TTL [*calming down*]: OK, OK, we won’t do it then. . . .

[*silent break*]

Minister of Finance [*looking almost convinced*]: Hmmm. . . . All this is interesting. . . . I have not thought about these things. . . . But now that you explained. . . . Hmmm. . . . What does Ms. Riboul have to say? [*looking at Ms. Riboul*] What do you think Ms. Minister?

TO BE CONTINUED!

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