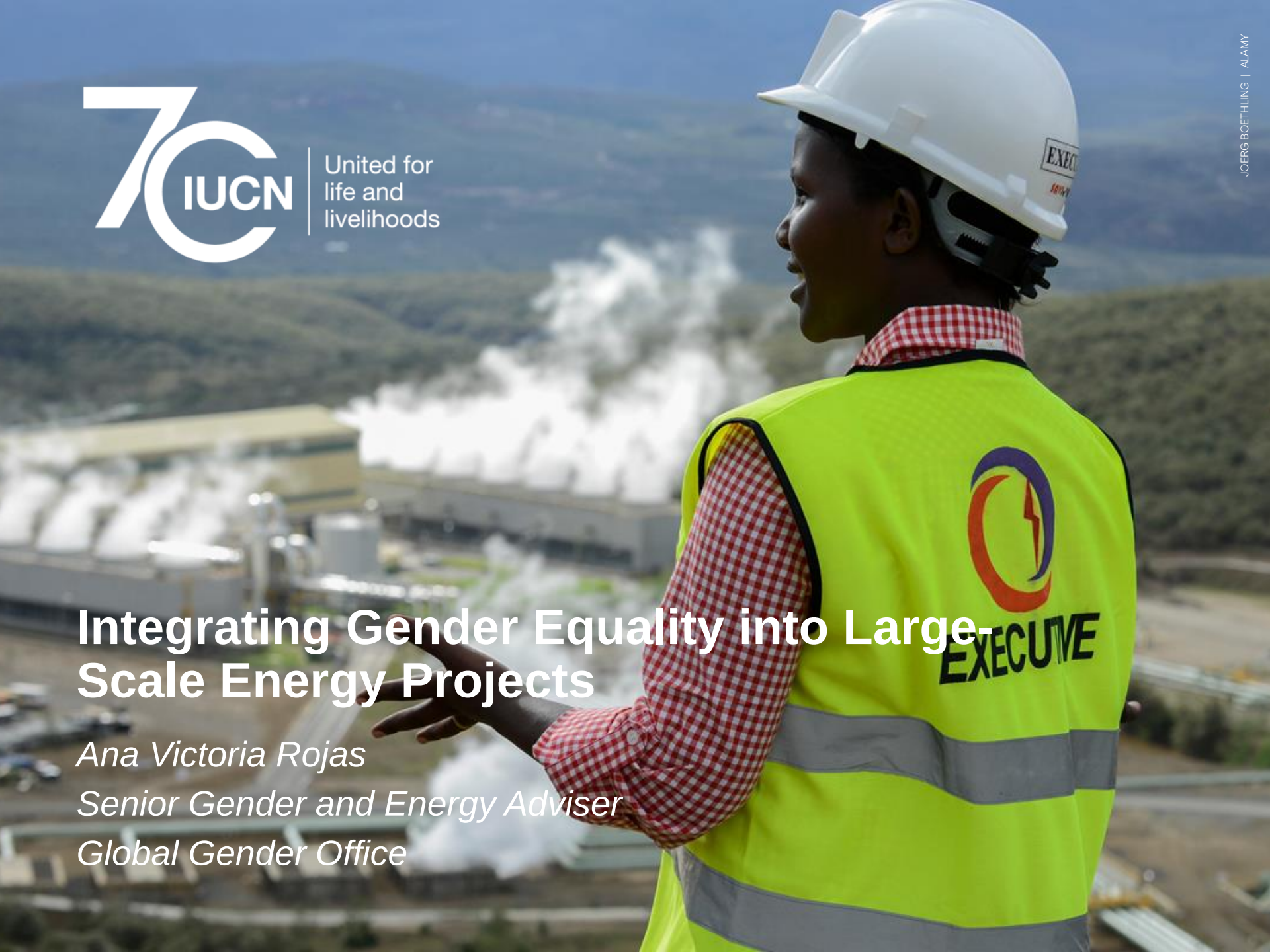

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Integrating Gender Equality into Large-Scale Energy Projects

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Focus of the conversation

- Common understanding on gender in infrastructure projects
- Examples of good practices around the world
- Recommendations for policy makers and public sector actors
- Resources and upcoming collaboration with AfDB CIF

Women and men experience impact differently

- **Upstream** (generation and transmission), impacts can range from:
  - Access to *land and natural resource* use;
  - Access to *job opportunities* (formal/informal; temporary/permanent);
  - *Benefits from relocation and compensation plans*; to
  - *Interaction with construction brigades*

- **Downstream** (distribution/usage): depending on who benefits from the services and who makes decisions to have access to these services.

Photo: Ing. J.R. Zeledon, PELNICA/ENATREL

Gender responsive assessment for more effective project development

- Meaningful gender consultations regarding assets, livelihoods, ecosystem services and social networks guides the development of efficient compensation and relocation plans.
- Women prioritize community infrastructure and services over cash compensations
- Compensation schemes based only on land property rights may discriminate against women
- Compensation plans including skill development may focus only on remunerated work, making it less likely to identify and compensate women's sustenance activities

Nam Theun 2 Hydroplant
Lao PDR

Capacity: 1070 MW

Activities

- Gender analysis was undertaken
- Women and girls from ethnic and vulnerable households were identified and provided special support during relocation
- Work was undertaken by the Laos Women Union (LWU) and with gender specialists to implement gender responsive Social development plan and a Relocation Action Plan, including adequate compensation

Results

- Gender actions had legal backing – i.e. land titles were extended to married couples as co-owners and compensation payments were done jointly to couples
- Alternative means of sustenance were created, including traditional activities implemented by women – i.e. chicken rearing and handicrafts

Foto: AURORA PHOTOS | ALAMY

Menengai Geothermal Plant *Kenya*

Capacity: 35 MW

Activities:

- Gender analysis conducted as part of the design process
- Sex and age disaggregated data collected
- Key stakeholders dialogue included women and civil society organizations
- Gender sensitive baseline and gender indicators identified
- Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan include gender considerations

Photo: African Development Bank

Instruments used:

- Corporate social responsibility policies set into place to increase job generation for youth and women
- Investment in education for the communities
- 30% women participation quota established for the plant's labor force

Reventazon Hydroplant *Costa Rica*

Capacity: 305.5 MW

Activities

- 90 women were hired as part of the construction crew
- The utility implemented sensitization programs to combat gender stereotyping
- Jobs were assigned based on women's capabilities –i.e. gross and fine motor skills, understanding of processes, attention to detail and leadership skills.

Results

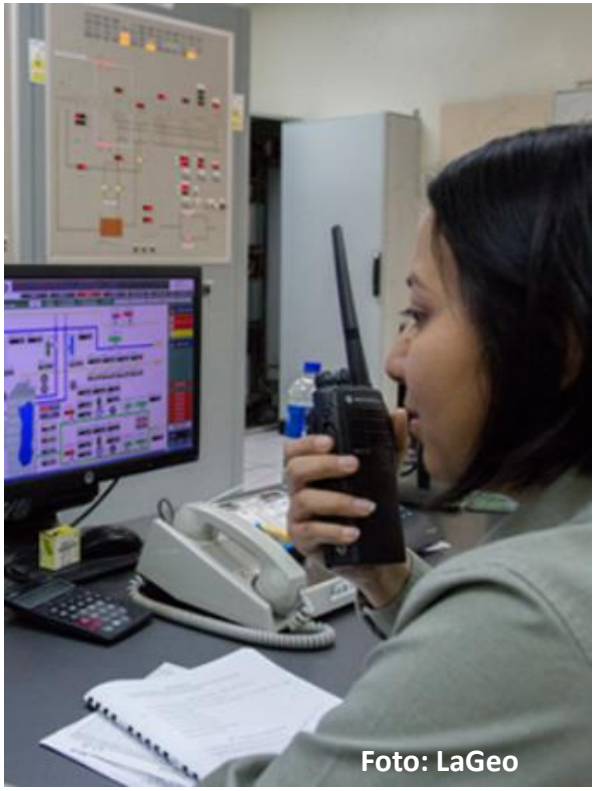
- Women were highly valued as crewmembers, specially due to their increasing learning curve and reliability as workers
- Women reported an increase in self-esteem and skills development
- As a result of job stability, women became creditworthy and used this opportunity to invest in their families and households

LaGeo Ltd.'s Geothermal Plants *El Salvador*

Capacity: 30 MW

Activities

- Design human resource policies to ensure women's recruitment and support women's career growth
- Establish child care facilities (incl. for children with special needs)
- Invest in community development projects, including income generation activities utilizing thermal bi-products and emphasizing women's participation



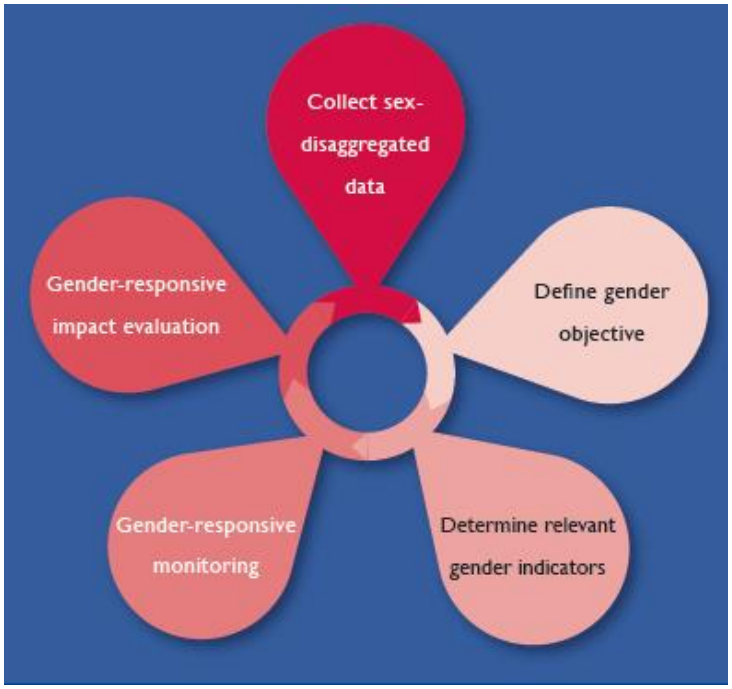
Results:

- 35% of permanent staff are women (29% of those are in technical positions)
- 32% of seasonally hired personnel (maintenance crew) are women

Recommendations – data collection and use

Collection and analysis of sex-disaggregated data through out the process

- Ensuring decision-making, planning, budgeting and action reflects the needs and priorities of all people impacted (positively or negatively) by large-scale energy infrastructure projects



Recommendations – policy makers

- Undertake *comprehensive gender-responsive consultations with civil society and host communities* before deciding on energy policies, especially on the type and scale of sources of energy to be promoted;
- *Require and enforce gender-responsive approaches* for baseline and impact assessments of large-scale renewable projects and their resettlement plans;
- *Ensure public consultations*, as well as social and environmental impact assessments, *are transparent and inclusive* of academia and civil society organizations, including environmental and women's groups;
- *Have a gender expert review the impact assessments* of large-scale renewable projects; and
- *Track enforcement of mitigation measures* designed to minimize impacts on women and men using gender-responsive indicators and sex-disaggregated data collection methods.

Recommendations – public sector

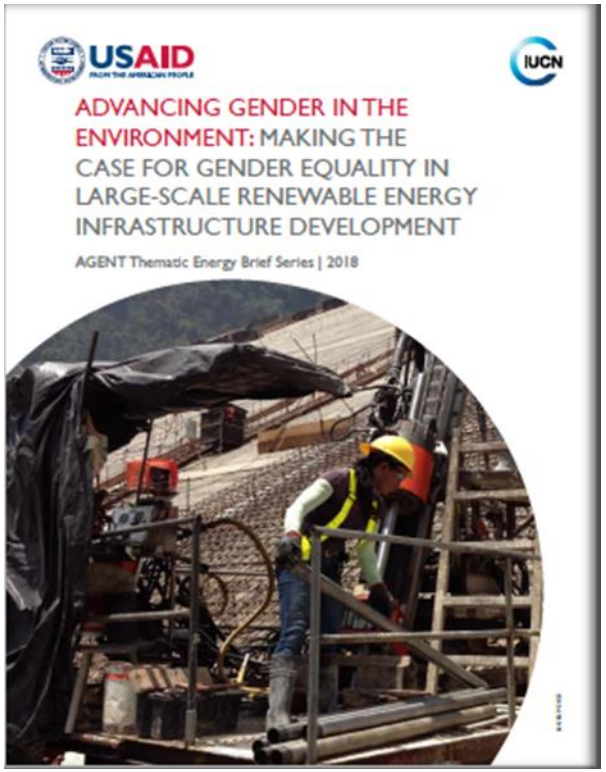
- *Include gender and social clauses as part of assessments* for large-scale energy infrastructure projects financed by the public sector;

- *Ensure* that *private companies* who implement the energy projects *comply with the gender and social elements identified during assessment* studies; and

- Ensure that project investors and developers *include GBV considerations in the project cycle* to prevent these types of violence from occurring.

Photo: ASHLEY COOPER | ALAMY

Resources



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Or visit the Gender and Renewable Energy (G-REEN) Platform :
http://genderandenvironment.org/energy/

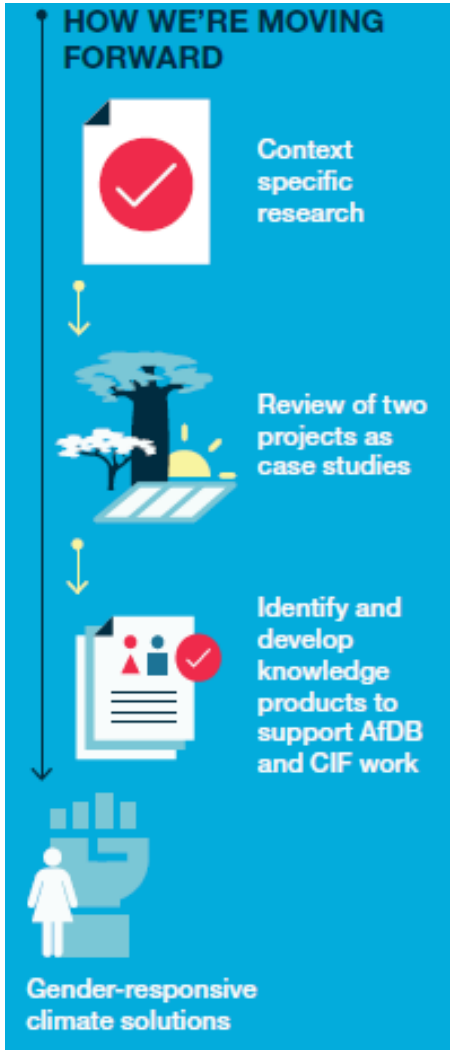
Implementation of the AfDB/CIF Inclusive Climate Action Initiative

- The objective is to support CIF focal points across the African continent to integrate gender considerations into future CIF initiatives through the provision of knowledge products

- Timeframe: Nov. 2018 – Jun. 2019

Projects to be looked into:

- Noor Ouarzazate Concentrated Solar Power Project, Morocco
- Restoration of Degraded Forest Reserves Through Certified Plantations, Ghana



Outcomes

- Increased gender capacities of AfDB CIF staff and country focal points of CTF and FIP

- Easy-to-use training package that can guide CIF focal points in their gender assessment of climate action projects

- Opportunity to socialize and replicate the sensitization training of focal points with project developers and implementers at national level

LAGEO

Thank you

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