

Gender diagnosis of the energy sector in Albania

Presentation of Expertise France Technical Assistance project

Alberto Dotta
 Project manager, Energy Unit
 Expertise France, AFD Group

Expertise France

Tirana, 24 January 2023

Technical assistance project, Albania energy sector reform

Expertise France is assisting the Ministry of Infrastructure and Energy of Albania (MIE), the Albanian Energy Regulator (ERE) and the Albanian Energy Efficiency Agency towards the reform of the electricity sector, under a PBL funding from AFD and KfW.

1 M€

30 months

Funded by:

October 2020 -
April 2023



□ A few examples of activities :

- Two training sessions in Tirana have been organised in cooperation with the French Energy Regulator (CRE), and two study visits will take place in Paris (next week and in April 2023)
- One training session for the Albanian Energy Efficiency Agency has taken place in Tirana in June 2022 and one study visit in France is planned at the end of February 2023
- Several experts from ERO, the Kosovar Energy Regulator, have assisted ERE about the tariffs' related issues
- Three studies related to the electricity sector reform have been realised :
 - An analysis of the impacts of the reform towards the vulnerable users and the potential changes to the vulnerable users support scheme
 - An ESSA: environmental and social system assessment
 - A gender and energy analysis

❖ A second phase of the TA has been validated by AFD and MIE and will start in April 2023 for two years until April 2025

Thank you for your attention!

Alberto Dotta
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TA Program Gender Equality in Access to Economic Opportunities in Albania

Implementation period: 2020-2024

January, 24th 2023

Delina Nano, Team Leader
Technical Assistance

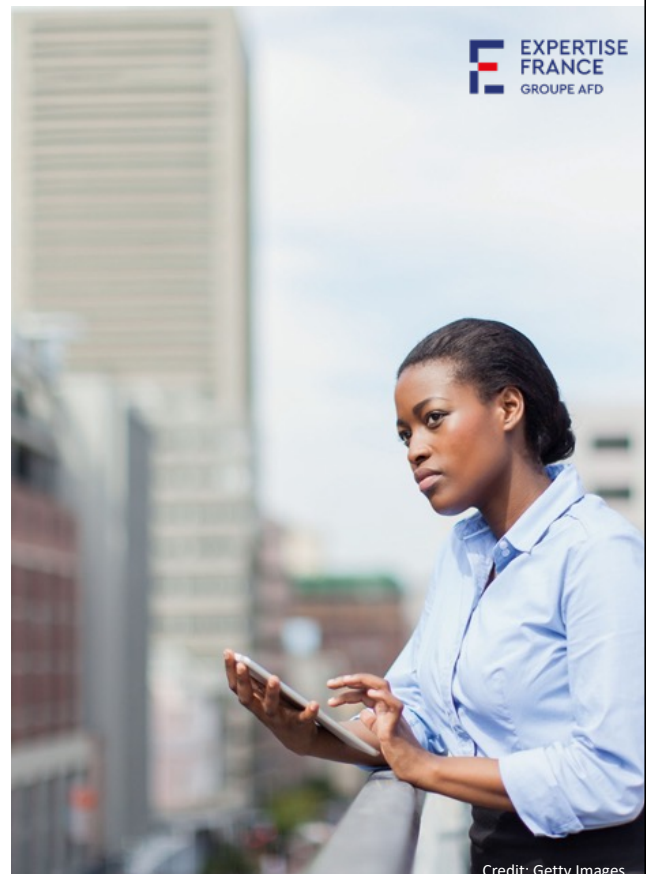
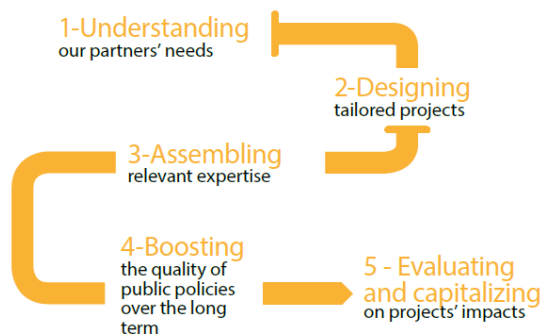
"Gender Equality in Access to Economic Opportunities"

Know-how in common

TA approach:

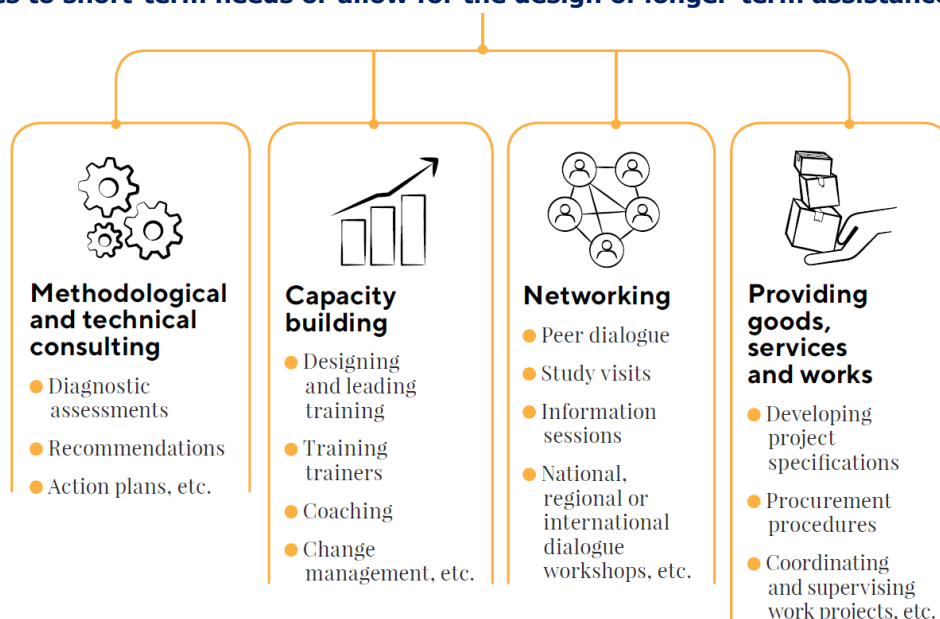
Focusing on skill transfer and peer-to-peer dialogue, our actions aims to build the capacities of partner countries as well as to define and implement high-quality public policies.

We contribute to elicit innovative solutions, tailored to the local context, by gathering the best know-how.

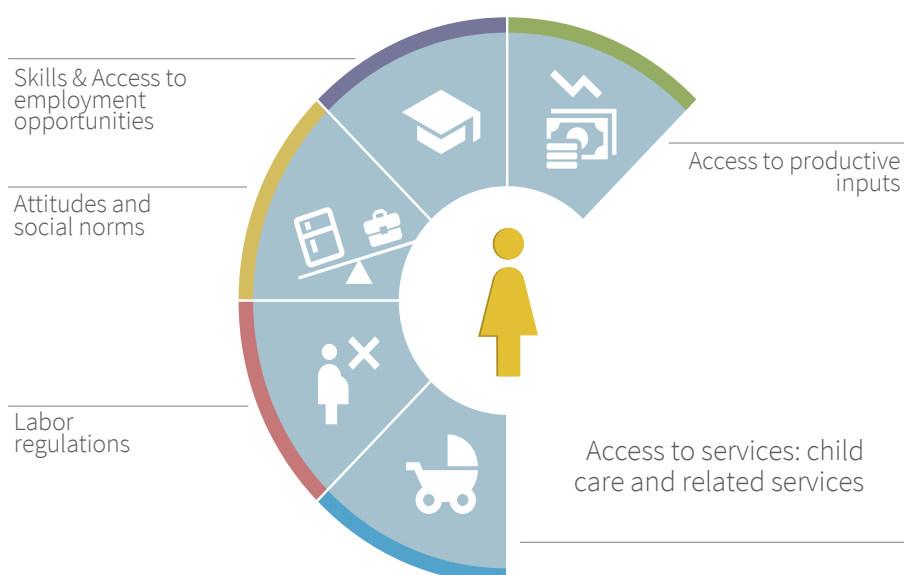


TA methodology:

Diagnostic assessments, dialogue workshops, training... Expertise France's means of providing support are varied. Complementary to one another, they may facilitate responses to short-term needs or allow for the design of longer-term assistance.



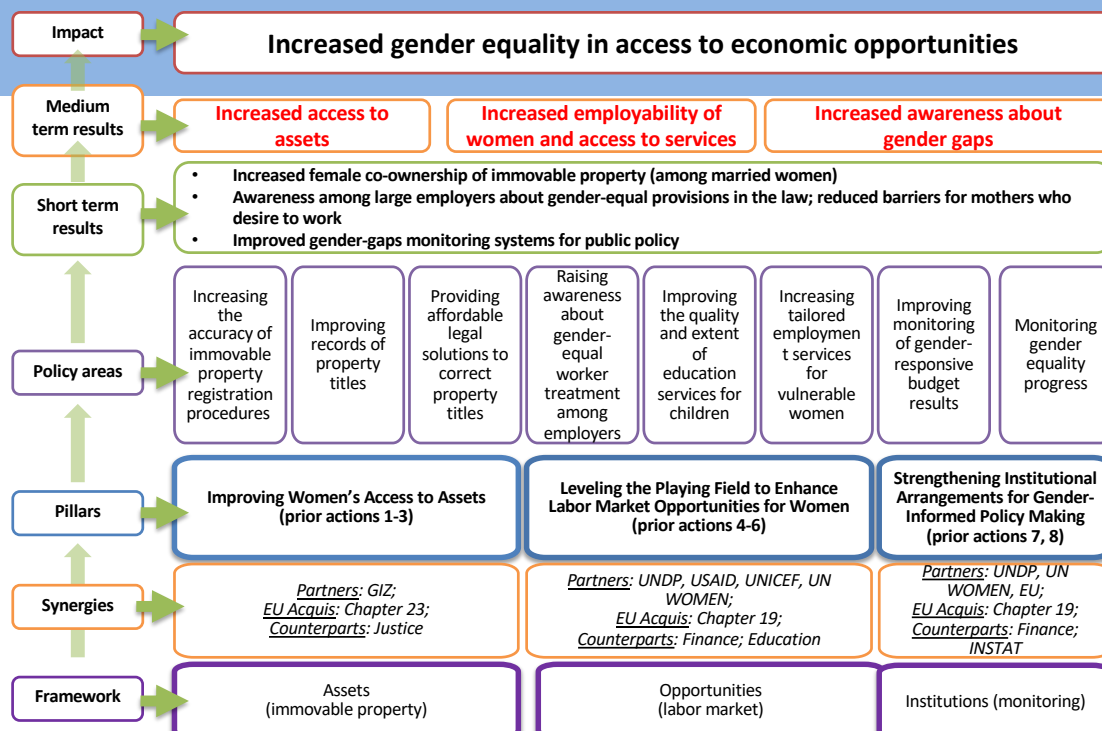
What keeps women out of economic life? Important gaps identified:



Gender Equality Development Policy Operation:

The **Program Objective, financed by AFD and TA implemented by Expertise France**, is to support the Government of Albania's efforts to enhance the policy framework for gender equality in access to economic opportunities, with a focus on:

- (i) improving women's access to assets;
- (ii) leveling the playing field to enhance labor market opportunities for women; and
- (iii) strengthening institutional arrangements for gender-informed policy making.



POLICY Corresponding Actions	MATRIX/ Prior	ACTIVITIES AND SUB-ACTIVITIES	% over total																					
				Q3 2022		Q4 2022		Q1 2023		Q2 2023		Q3 2023		Q4 2023		Q1 2024								
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Program coordination		COMPONENT 0 - Coordinating program implementation, visibility and supporting the program's monitoring (Program management)	31%																					
		Goal 0.1 - Re-design and adapt the TA program to the needs of the Albanian partner institutions																						
		Activity 0.1 - Re Launch the TA program - Phase 3 (inception phase)	9%																					
		TA 0.1.1 - Analyze the context and project documents																						
		TA 0.1.2 - Contacting and engaging back with all project partners																						
		TA 0.1.3 - Analyze partner capacity and develop a strengthening plan																						
		TA 0.1.3 - Establish required project capacity: recruit and training staff, procure equipment																						
		TA 0.1.4 - Establish a project steering committee with key stakeholders and partners																						
		TA 0.1.5 - Kick-off meeting and workshop with key stakeholders																						
		TA 0.1.6 - Revision of the TA program																						
		TA 0.1.7 - Develop the TA M&E plan and identify indicator reference values (baseline)																						
		Goal 0.2 Facilitate the achievement of the policy matrix prior actions and the disbursement of the second tranche of the loan																						
		Activity 0.2 - Manage the TA project implementation and coordination	17%																					
		TA 0.2.1 Manage the TA project implementation and coordination																						
		TA 0.2.2 Establish Institutional relationships																						
		TA 0.2.3 Provide timely support to project needs																						
Goal 0.3 - Increasing the French cooperation visibility and legitimacy in Albania																								
Activity 0.3.1 - Ensure institutional representation and coordination with other technical and financial partners	8%																							
TA 0.3.1 - Institutional representation - Participation to stakeholders' coordination meetings (JPM Group, etc.)																								
TA 0.3.2 - Consolidate institutional communication and project's visibility																								
Pilla 1		COMPONENT 1 - Improving women's access to assets and information about their rights	11%																					
PA I, PA II, PA III		Goal 1.1 - Providing accessible information about women's rights																						
		Activity 1.1 Support an information campaign on gender equality and women access to their rights	11%																					
		TA 1.1.1 - Support the launch of an information campaign on gender equality and women access to their rights																						
		TA 1.1.2 (a) - Study Tour #1 - Strengthen women economic empowerment through peer to peer exchanges & study tour																						
		TA 1.1.2 (b) Organize an international workshop in order to create a discussion/debate on the possibility to design and set up one-stop-shops to provide confidential access to information about Women's Aid, legal support, access to assets, benefits advice, housing support, safety advice, etc.																						
Pillar 2		COMPONENT 2 - Levelling the playing field to enhance labor market opportunities for women	49%																					
PA IV		Goal 2.1 - Enabling gender equality in the workplace																						
		Activity 2.1.1 - Strengthen the tools and capacities of the Labor Inspectorate and the Commissioner on anti-discrimination regarding implementation of measures on gender equality and women labor conditions	11%																					
		TA 2.1.1.1 (a) - Strengthen the tools and capacities of the Labor Inspectorate and the Commissioner on Discrimination regarding gender equality and women labor conditions																						
		TA 2.1.1.1 (b) - Strengthen the Labor Inspectorate capacities on gender equality																						
		TA 2.1.1.1 (c) - Study Tour in France #2 The main stakeholders handling gender equality in the world of work have been exposed to the French good practices																						
		Activity 2.1.2 Strengthen the fight against VAW in the world of work	3%																					
PA V		Goal 2.1.2.1 - Provide support to the country's obligation that come from the ratification of ILO Convention 190																						
PA V		Goal 2.2 - Supporting women's income generating opportunities and work-life balance through childcare services and revised after-school programs																						
		Activity 2.2.1 Support the revision of the afterschool program guidelines and hours, with the inclusion of a gender approach	7%																					
		TA 2.2.1 (a) - Peer to peer exchanges on successful models for the extension of school programs (by mobilizing some Chargés de mission académiques pour l'égalité filles-garçons)																						
		TA 2.2.1 (b) The training of teachers engaging in afterschool program includes gender approach in order to deliver more qualitative afterschool programs																						
		Activity 2.2.2 Support the development of early childcare services at the local level and strengthen the discussion on adoption of national standards for early childcare services at the national level	14%																					
PA VI		TA 2.2.2 (a) - The framework for early childcare delivery is enhanced in and presented to the 3 pilot municipalities																						
		TA 2.2.2 (b) - Foster the adoption of national standards to be implemented for the delivery of early childcare services for children 0-3 and the development of system to monitor compliance																						
		TA 2.2.2 (c) - Organize a study visit on childcare services in France																						
		Goal 2.3 - Strengthening women access to labor-market opportunities																						
		Activity 2.3 Support NAES to design a package of employment services targeting unemployed women in rural and not covered areas, to be piloted in 3 municipalities	15%																					
Pillar 3		TA 2.3.1 - NAES is supported in the implementation of the pilot project to offer a package of services targeting women living in distant areas																						
		TA 2.3.2 - NAES has received clear guidelines on how to ensure better access to employment and skills services to women living in distant uncovered areas																						
PA VII		COMPONENT 3 - Strengthening institutional arrangements for gender-informed policy making	9%																					
		Goal 3.1 - Fostering gender-sensitive finances																						
PA VIII		Activity 3.1 Support the implementation of GRB at national and local level	2%																					
		TA 3.1.1 - Support MoFE to strengthen the M&E procedures to track GRB process at local level, and monitor results; revise guidelines if necessary																						
		Goal 3.2 - Fostering Monitoring of gender equality progress																						
PA VIII		Activity 3.2 Support INSTAT in sex-disaggregated data development and publication	7%																					
		TA 3.2.1 - Provide recommendations to INSTAT on gender data gaps and standardization of the format of reporting																						



Faleminderit!

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Gender diagnosis of the energy sector in Albania

Presentation of the report Main findings and recommendations

Véronique Renard
Independent Consultant, Gender & Energy Expert
Expertise France, AFD Group

Expertise France

Tirana, 24 January 2023

Context, Objectives & Methodology

Context

- EU Acquis Implementation
- In-depth reform of the energy sector
- NSGE
- 2030 Agenda
- Energy transition to reach climate neutrality by 2050

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Objectives

- Gender situation in the energy sector, (electricity):
 - ✓ Snapshot
 - ✓ Gender mainstreaming and gender equality
 - ✓ Women and men, actors of the energy transition

Gender Diagnosis in the Energy Sector of Albania

Methodology

- Literature and desk review
- Gender-disaggregated data analysis
- Interviews / Questionnaires
- Limitations

Tirana, 24 January 2023

Key Findings

Gender, Policies and Energy

- **Comprehensive legal and institutional framework**
- Nexus between **gender equality, sustainable development and economic growth** is unevenly understood
 - ✓ Energy Legislation, ERP 2021-2023, NECP 2021-2030
 - ✓ Gender equality action plan
 - ✓ Gender/women

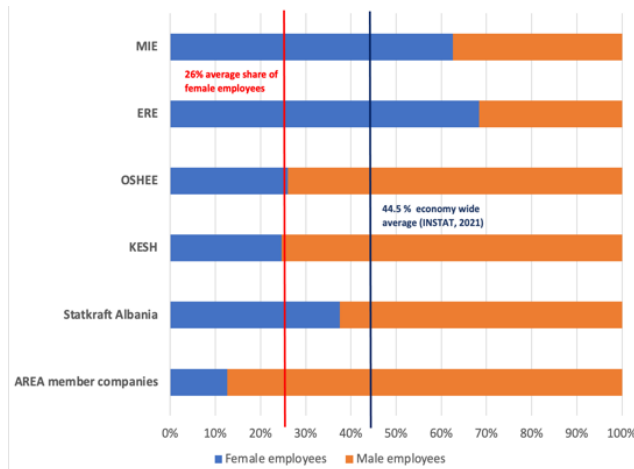
Key Findings

Gender, Policies and Energy

- **Gender-disaggregated data**
- **Anti-harassment and non-discrimination principles**
- **Professional training, gender awareness training**
- **Work-life balance policies**

Key Findings

Women in the energy sector

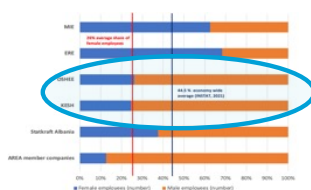


Energy organisations, workforce by gender, 2022 Source: MIE, ERE, OSHEE, KESH, Statkraft Albania, AREA, 2022

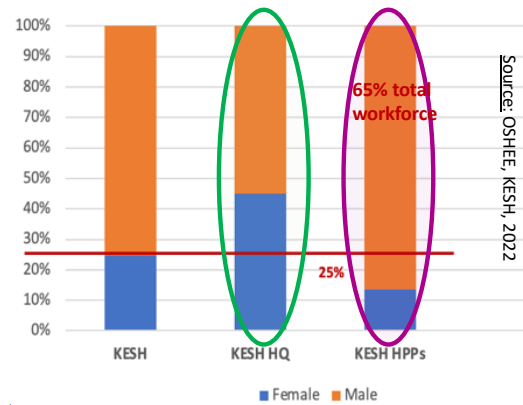
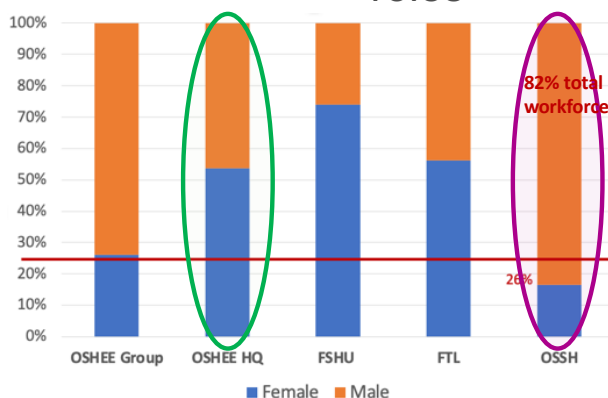
- Gender imbalance
- Perception of gender roles
- Most women belong to the age group 31-50 yrs old and work full time
- Women outnumber men In the national public energy authorities (MIE, ERE)
- Gender pay gap
- Women's mentoring and networking

Key Findings

Gender Gaps, HQ & in the field workforce



- Higher gender gap in the field workforce
- Gender segregation according to occupations
- Female professionals in entry-level technical roles



Source: OSHEE, KESH, 2022

Key Findings

Horizontal segregation, VE & STEM

- Horizontal segregation operating at educational level
- 4% women hold a STEM degree in the total energy/electricity workforce



Source: ACER

53%

Girls
Upper secondary
graduates *

81%

Boys
Secondary VE
graduates*

66%

Female
Graduates Tertiary
education

26 %

Female
Employees
average
share in
energy/elec.
sector

64%

Male
Graduates in
Engineering,
Manufacturing &
Construction*

88%

Male
Graduates in
Electricity & Energy
specialisation**

Gender Diagnosis in the Energy Sector of Albania

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Key Findings

Gender and energy poverty

- The law on the power sector refers to **vulnerable customers**
- The NECP sets an objective of defining **energy poverty**
- Women and women-led households** are at a higher risk of energy poverty
- Absence of public **gender-disaggregated data**



Gender and sustainable energy literacy/awareness

- The **gender gap related to sustainable energy literacy/awareness** needs to be further addressed



Source: UNDP



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Sector of Albania

Tirana, 24 January 2023

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Recommendations (selection)

- **Track 1:** Implementation of existing legislation, policies and strategies

5 RECOMMENDATIONS⁹⁴

Track 1: Implementation of existing legislation, policies and strategies					
	Recommendation		Action	Stakeholder	Key Finding
1.1	Ensure that energy organisations' workforce is fully aware of the existing policy framework on gender equality, including why gender equality is an issue for both women and men	1.1.1	Gender awareness-raising for all energy organisations' workforce (from entry to decision-making level), presenting the existing gender equality framework, its purpose, timeline, and why it must be implemented, monitored, and assessed <i>Comment: NSGE objectives on gender equality and empowerment must be known, understood and implemented. The concerned stakeholders should take ownership of these objectives</i>	GoA, MIE, ERE, Electricity companies, CSOs	1, 5, 7, 11
1.2	Mainstream gender in all policies and actions, including energy and climate ones	1.2.1	Integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures, and spending programmes, with a view to promoting equality between women and men, and combating discrimination	GoA, MIE	5, 11, 14
1.3	Confirm the importance of the GEO role within MIE whose work is supporting the achievement of gender equality in the energy sector	1.3.1	Participation of the GEO in strategic and policy debates to ensure gender mainstreaming from the outset of energy policy discussions	GOA, MIE	11
		1.3.2	Confirmation of the GEO role as a full-time position with an adequate budget and resources	GOA, MIE	11

⁹⁴ Certain of these recommendations are already addressed by some energy organisations (e.g., issuing a code of conduct, adopting gender targets, foreseeing a gender-diverse recruiting panel).

Recommendations (Selection)

- **Track 2:** Attract a pool of young female and male talents while challenging gender stereotypes
- **Track 3:** Recruitment, retention, and training of a skilled, diverse and gender-balanced workforce
- **Track 4:** Human Resource Policies, Procedures & Practices

Recommendations (Selection)

- **Track 5:** Work-life balance and gender-friendly workplace infrastructure
- **Track 6:** Communication and reporting
- **Track 7:** Energy poverty and sustainable energy awareness

Thank you for your attention!

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How to set up a national network of women in sustainable energy

Christine Lins, Executive Director, GWNET



GWNET
Global Women's Network
for the Energy Transition

About GWNET



GWNET
Global Women's Network
for the Energy Transition

GWNET aims to advance the global energy transition by empowering women in energy through interdisciplinary networking, advocacy, training, and mentoring.

GWNET seeks to address the current gender imbalances in the energy sector and to promote gender-sensitive action around the energy transition in all parts of the world.

GWNET currently has over 3,300 member from 140+ countries.



The Energy Transition



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'...is multidimensional, complex, non-linear, non-deterministic, and highly uncertain'
Oxford Institute for Energy Studies

1. Radically reforms the existing energy supply and energy systems
2. Goes beyond replacing fossil to clean sources:
 - Changes consumption, distribution and investment patterns; coalitions and capabilities of actors; and new socio-technical regimes of policy, regulation, mind-sets, beliefs, and social practices

The energy transition requires:

Behaviour change, innovation (supply, delivery, usage) and integration across sectors

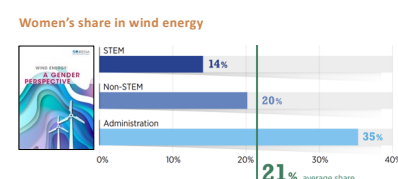
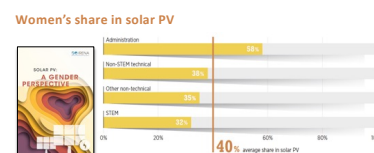
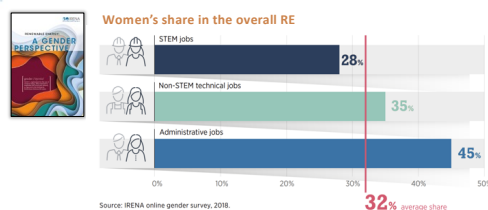
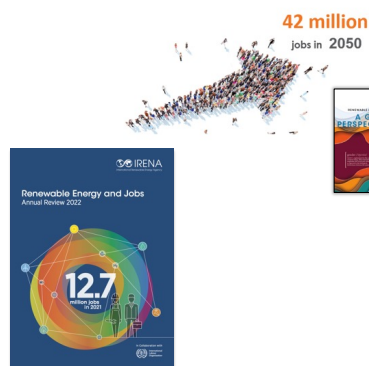
Diverse backgrounds, capabilities, and perspectives

A large diverse talent pool

Diversity, Inclusion, and Jobs



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The Power of Gender Equality



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- Enjoyment of Women's Human Right: Women have the right to have access to employment on equal terms with men.
- Improves Global GDP:
 - Reaching Gender Equality by 2025 = USD 12 to USD 28 trillion per annum
- Companies with diverse Leadership have better results
 - Better prepared to survive financial shock
 - Improved profitability (34% - 69% higher profits)
 - increased innovation, investment in R&D, and use of talent
 - Decreased risk and overconfidence (44% higher returns)
 - Increased action on environmental issues
 - Decreased litigation for environmental breaches
 - More stringent decarbonisation policies...
- Evidence ascribes women outstanding leadership skills.

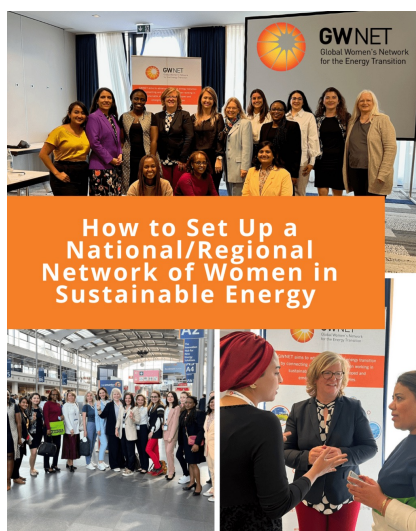


'When more women join the workforce, everyone benefits' - Christine Lagarde, ECB
President and former MD IMF



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We work with national and regional women in energy networks, from around the world and have captured 5+ years of experience of setting-up and running a women in energy network in a guide that can be downloaded from the GWNET website:
[Women's Energy Networks Guide Final](#)
(globalwomennet.org)



**How to Set Up a
National/Regional
Network of Women in
Sustainable Energy**

August 2022

A Mission Statement Captures the Essence



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PowerHer, Rwanda

"Our mission is to leverage the number of women, their opportunities and influence in the Rwandan Energy Sector."

Asociación Española de Mujeres de la Energía, Spain

"Ensure that the presence of women in all areas of the company is balanced and that the teams are diverse, by promoting female vocations in the areas of technology, science, mathematics and engineering. Helping employability by strengthening the presence of women in the energy sector at all levels, especially those with the greatest difficulties; and promoting women in the promotion and development of their professional career in the energy sector."

Legal Form, Funding, Target Audience, Main Activities



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- Legal form, funding and target audience and main activities should be considered jointly
- Different legal possibilities in different countries
- Examples: non-for profit organisation – networking – occasional advocacy event
- Industry association – joint business operations of members

Activities: Example of Women in Energy Pakistan



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- Develop STEM pipeline
- Workshops and Trainings
- Networking
- Mentoring and Role Models
- Recruitment and Retention
- Policy and Regulation

Important Practicalities: Modes of Interaction Website, Physical Office Space



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- Language(s) of interaction
- Channels of interaction : web-site, dedicated electronic platforms; WhatsApp groups; newsletters; members digests
- Frequency of interaction
- Physical office space
- Staff – part-time, full-time; volunteers only

Recap of Section



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When setting up a national/regional network of women in sustainable energy, consider the following steps:

1. Crafting a powerful mission statement
2. Deliberating on the legalities of setting up your network
3. Considering your possible sources of funding
4. Identifying your target audience
5. Defining your working language(s)
6. Launching a dedicated website and social media presence
7. Setting up a physical office (where relevant) and recruiting remunerated staff
8. Founding your network
9. Providing valuable services for your network
10. Evaluating the purpose of your network

**GET IN
TOUCH**



www.globalwomennet.org/



info@globalwomennet.org



**GWNET: Global Women's Network for the
Energy Transition**



GlobalWomensNet



**Global Women's Network for the Energy
Transition**

Energy Sector Reform

Policy Based Loan – KfW & AFD

Rudina Xhelilaj

Ministry of Infrastructure and Energy
Directorate of Development Programs in Energy

Ministry of Infrastructure and Energy

Energy Sector Reform

Tirana, 24 January 2023

Energy Sector Reform- Policy Based Loan

KfW
Bank aus Verantwortung

AFD
AGENCE FRANÇAISE
DE DÉVELOPPEMENT

MoU 2018 between GoA (MoFE & MIE) and KfW, AFD

- Establishment of an electricity market in Albania in conformity with EU best practices.
- Considers and builds on Albania's international commitments, especially in relation to the Energy Community Treaty and EU accession process
- Project Steering Committee (MIE, MoFE, ERE, KfW, AFD)

Policy Based Loan – 250 million EUR

- Phase I - Implementation Completed
 - 100 million EUR KfW disbursed to MoFE
 - 50 million EUR AFD disbursed to MoFE
- Phase II – Under Implementation
 - 50 million EUR KfW
 - 50 million EUR AFD

Ministry of Infrastructure and Energy

Energy Sector Reforms

Tirana, 24 January 2023

Policy Based Loan - Policy Reform Elements

18 Policy Reform Elements

- Agreement on arrears and improving of public entities' payment morale
- Unbundling and Restructuring of OSHEE
- Adoption of a metering and forecast process
- Enforce market- opening and price deregulation
- Establishment of a power exchange
- Implementation of market-based balancing mechanism and rules
- Establish RES operator and transform Feed-in-Tariffs
- Competitive bidding for renewable electricity generation capacity
- Adoption and Implementation of a Support Scheme for Society's Vulnerable Customers
- Finalise secondary acts in compliance with EnC acquis
- Increase powers and independence of ERE
- New tariff scheme(s)
- Market coupling of day-ahead market
- Adopt clear strategic outlook for KESH
- Adopt TYNDP
- Integrated procurement of all losses
- ERE achieving observer status in ACER
- Adopt clear strategic outlook for OSHEE

Ministry of Infrastructure and Energy

Energy Sector Reforms

Tirana, 24 January 2023

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Energy Sector Reform

ALPEX

- 5 October 2020 ALPEX established with TSOs of Albania and Kosovo as shareholders
- 14 December 2020, regulatory block of energy system Kosovo-Albania, and operationalization of 400 kV line
- Rules Adopted by Albanian and Kosovo Regulators
- All preparatory tasks completed
- Currently market participants are being trained

Deregulation

- March 2020 – 35 kV
- January 2022 – 20/10/6 kV

Ministry of Infrastructure and Energy

Energy Sector Reforms

Tirana, 24 January 2023

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Energy Sector Reform

Unbundling

- Legal and Functional Unbundling of the Distribution System Operator (OSSH)
- 1 January 2020 – Creation of three daughter companies
 - Universal Service Supplier (FSHU)
 - Free Market Supplier (FTL)
 - Distribution System Operator (OSSH)
- Full functional unbundling in process
 - As per requirements of Energy Community Treaty

RES Law

- Establishment of Renewable Energy Operator
- Prosumers – Net Billing

Ministry of Infrastructure and Energy

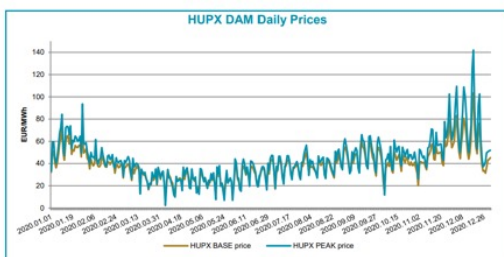
Energy Sector Reforms

Tirana, 24 January 2023

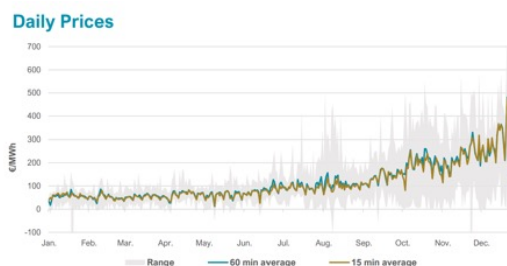
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Energy Price Crisis

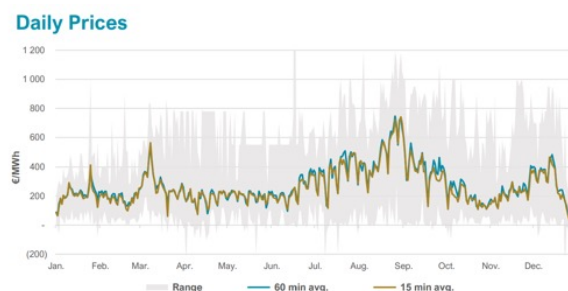
Daily Prices 2020 - HUPX



Daily Prices 2021 - HUPX



Daily Prices 2022 - HUPX



Ministry of Infrastructure and Energy

Energy Sector Reforms

Tirana, 24 January 2023

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Energy Price Crisis

Daily Prices Weekly January 2023 - HUPX

Baseload							
Baseload	Tue 17/01	Wed 18/01	Thu 19/01	Fri 20/01	Sat 21/01	Sun 22/01	Mon 23/01
Prices (EUR/MWh)	141.41	141.48	151.76	173.78	128.23	138.92	205.43
Volumes (MWh)	70,491.7	69,906.0	65,059.0	70,789.7	62,215.0	58,304.2	67,005.8

Peakload							
Peakload	Tue 17/01	Wed 18/01	Thu 19/01	Fri 20/01	Sat 21/01	Sun 22/01	Mon 23/01
Prices (EUR/MWh)	159.49	166.44	181.19	203.44	148.77	157.18	237.20
Volumes (MWh)	37,121.5	36,496.3	34,373.5	37,720.9	32,582.4	29,764.5	34,888.4

Government Measures - Energy Crisis

Households and SME tariff in 0.4kV level

- Currently the tariff for household remains in the level prior to emergency crises (9.5 LEK/KWh or 8.2 € cents/KWh). The GoA has provided direct budgetary support to maintain the current tariffs
- The medium Voltage level has been deregulated by Decision of GoA. However, due to the crises, this group of customers is benefiting by being supplied from KESH with current price of 12 Lek/KWh (10.4 € cents/KWh) or 104 €/MWh.

Energy Efficiency

- Normative Act no. 14, date 5.10.2022 was drafted and approved. Public building targeted by normative act exclude hospitals, correctional facilities, police.
- Program to subsidize 70% of the costs for installation of solar water heaters.

Government Measures - Energy Crisis

Security of supply - Wind

- First Auction procedures underway
- Companies short listed
- Tendering procedures and selection
- Expected 100 – 150 MW of installed turbines

Security of supply - Photovoltaic

- Karavasta Solar power plant winner announced
- Commissioning expected within 2023
- Self consumption – RES Law
- Ongoing small projects being approved

Security of supply - Hydro

- Skavitca Hydro Power Plant

Ministry of Infrastructure and Energy

Energy Sector Reforms

Tirana, 24 January 2023

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Thank you for your
attention!

Rudina Xhelilaj

EMPOWERING WOMEN TO TAKE ACTIONS FIGHTING ENERGY POVERTY

Valbona Mazreku
Executive Director
Milieukontakt Albania

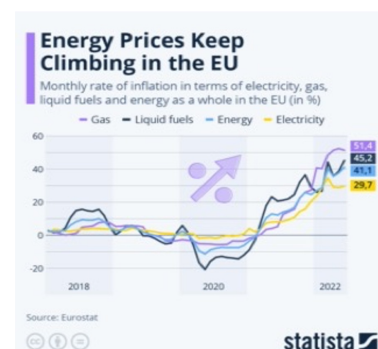
Expertise France

Tirana, 24 January 2023

Energy Poverty


- Energy poverty can be seen as situation in which a household lacks a socially and materially necessitated level of energy services in the home.
- People affected by energy poverty experience inadequate levels of essential energy services, due to a combination of high energy expenditure, low household incomes, inefficient buildings and appliances, and specific household energy needs.

- Households are spending 2022 much more on energy than in 2020
- Governments are spending billions to help consumers: cut taxes, direct transfers, retail price regulation
- Energy poverty is a structural problem, not only energy prices
- Energy prices, energy efficiency, people's income: affecting the most vulnerable people



(Energy) Poverty has a female face
due to structural discriminations

Energy Poverty










HEAT or EAT?

A question people exposed to energy poverty often must deal with.


Approximately 57 million people in Europe cannot keep their homes warm during winter ...
... and still there is a lack of knowledge of and action on energy poverty.

It is time to change policy!

-  Raise awareness about energy poverty!
-  Provide data considering gender and intersectional aspects!
-  Enhance democracy and participation in energy policies!
-  Empower energy-poor households and single-parent families!
-  Promote the integration of renewable energies for vulnerable groups!

For more information, scan the QR code with your phone.



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 847052.

Dimensions of gender and energy poverty

The physiological, health, economic and social situation of women and women-led households put them and their households at **higher risk of energy poverty**.



The **intersectional perspective** analyses different factors that women are facing higher EP:

- **Physiology:** age, life expectancy, cold and heat sensitive, to extreme temperatures winter mortality
- **Health:** mental, physical and social health
- **Economy:** gender pay (13%) and pension gap (30%), single parent households, less time for paid work
- **Social/cultural:** household roles, no equal voices, care work

EmpowerMed Project

Contributing to **energy poverty alleviation and health improvement** of people affected by energy poverty (EP) in Mediterranean countries, with particular focus on women:

implementing practical solutions to empower over **10,000** people EP

assessing the impacts of those measures to formulate policy recommendations

promoting policy solutions for tackling energy poverty at local, national and EU level among **220** decision-makers, **560** social actors, **100** utilities, **180** health experts and **100** energy poverty experts.



Gender – Health – Summer energy poverty

Expertise France

Gender Diagnosis in the Energy Sector of Albania

Tirana, 24 January 2023

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Vlora – pilot site

- Five administrative units with a population of 120,000
- Only 64% of households in Vlora **pay bills regularly** (MiA, 2020)
 - 36.8% of the Albanian population cannot keep their home adequately warm
 - 26.5% cannot pay utility bills on time (Eurostat, 2019)
- Population targeted by Empowermed in Vlora (focus on women):
 - 1) elderly;
 - 2) single-mother families;
 - 3) Roma/Egyptian communities; and
 - 4) unemployed households and employed at risk of poverty
- Non-random sample of **100 hholds engaged by EmpowerMed**
 - Space heating sources: 49% firewood; 36% electric heating; 12% gas.



www.empowermed.eu

sharing simple tips with households during visits

Expertise France

Gender Diagnosis in the Energy Sector of Albania

Tirana, 24 January 2023

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The project donated to households devices:

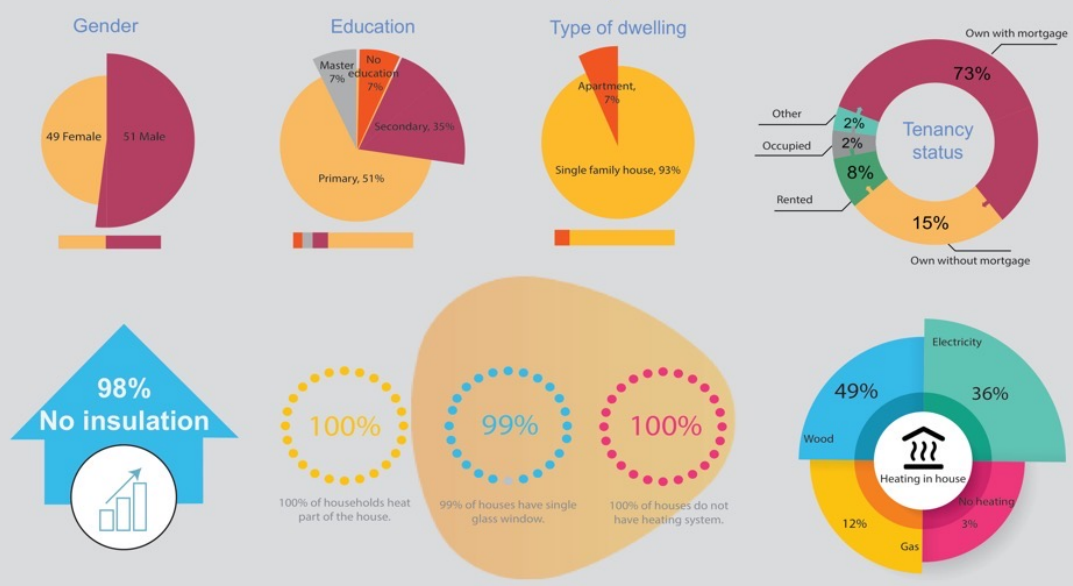
- LED lamps (lighting),
- power strip ,
- draught proofing window,
- draught proofing door
- tap aerator.
- shower head



Investment in the household visited were on:
electricity, heating, and water.

100 Questionnaires - Vlora Municipality - Energy Audit

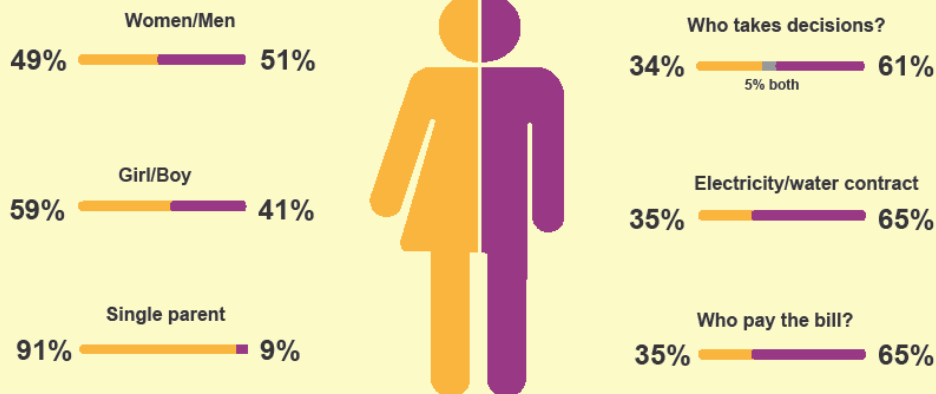
Energy poverty: Why it Matters



100 Questionnaires - Vlora Municipality - Energy Audit

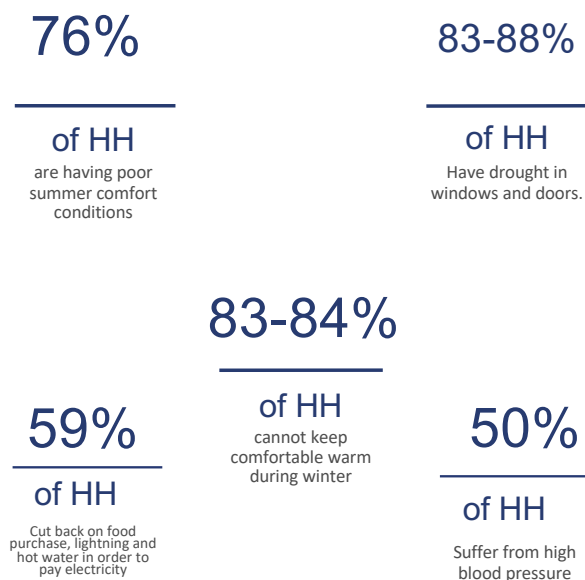


Energy Poverty: Women/Men



Comfort and Health

Non-random sample of 100 households affected by energy poverty that participated in the EmpowerMed individual household visits campaign in Vlora



Estimated impact of individual households visits in Vlora (2020-2021)

	Electricity (kWh)	Heat (kWh)	Water (m3)
Annual consumption (kWh or m3 per hhold and year)	3,650	4,599	18,842
Annual savings (kWh or m3 per hhold and year)	655	471	2.356
Savings (% annual consumption)	18%	10%	13%
Annual financial savings (€/hhold.year)	59	42	13

Total accumulated savings per hhold during lifetime of devices

- 6,948 kWh of electricity / 2,642 kWh of heat / 236 m3 of water
- **€905 per household** saved in **utility bills**: €585 (electricity) + €187 (heat) + €133 (water)

Few Findings



Non-traditional sectors

Gender considerations in energy poverty, still lacking behind!
(Energy poverty is a new policy & measure in the National Energy and Climate Plan, but the plan lacks concrete measures)



Early stage

Addressing energy poverty in health, economic and social policies and legislation and its relation with gender equality is still in early stages!



Collection and Availability

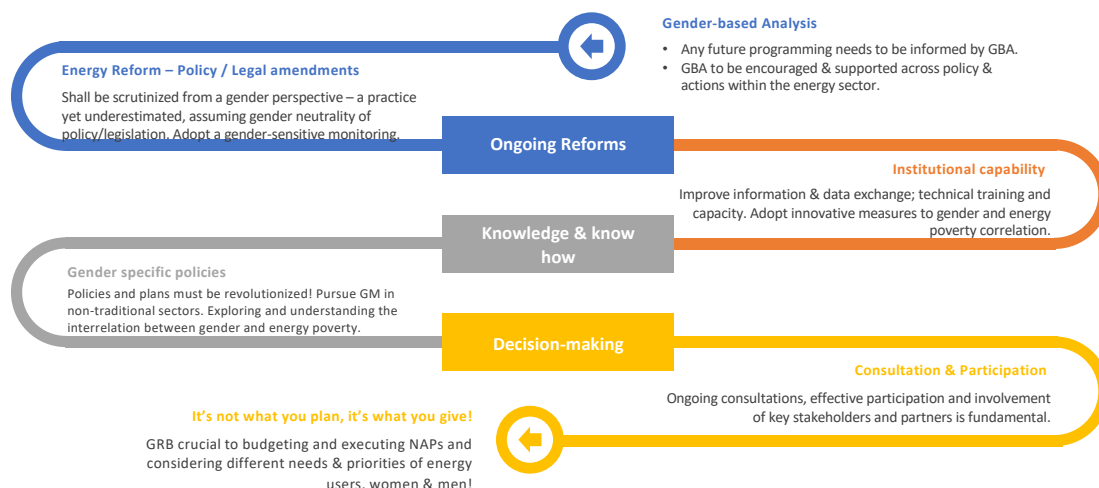
Administrative data and INSTAT surveys lack disaggregation!
(e.g., household survey, balance of electricity power, income and living conditions, household budget survey)



Contents_Here

Lack of knowledge and understanding of gender equality and energy poverty interrelation

Recommendations



Final Remarks

- ‘Empowerment’ as an **alternative framing for supporting people** affected by energy poverty
- Individualised **technical and material support** vs. communitarian **networks of self-help and resistance**
 - Empowerment through energy savings and community/political action
- **Gender** shapes the lived experience of EP but also the ways in which EP can be confronted and mitigated
- Effects **beyond the physical-mental health** binary
 - Emotional burden of living in EP vs. psycho-social benefits of being in control of utility expenses or belonging to a self-support community



Thank you for your attention!

Valbona Mazreku
www.empowermed.eu

Legjislacioni dhe Mekanizmat e Barazisë Gjinore

Etleva Sheshi

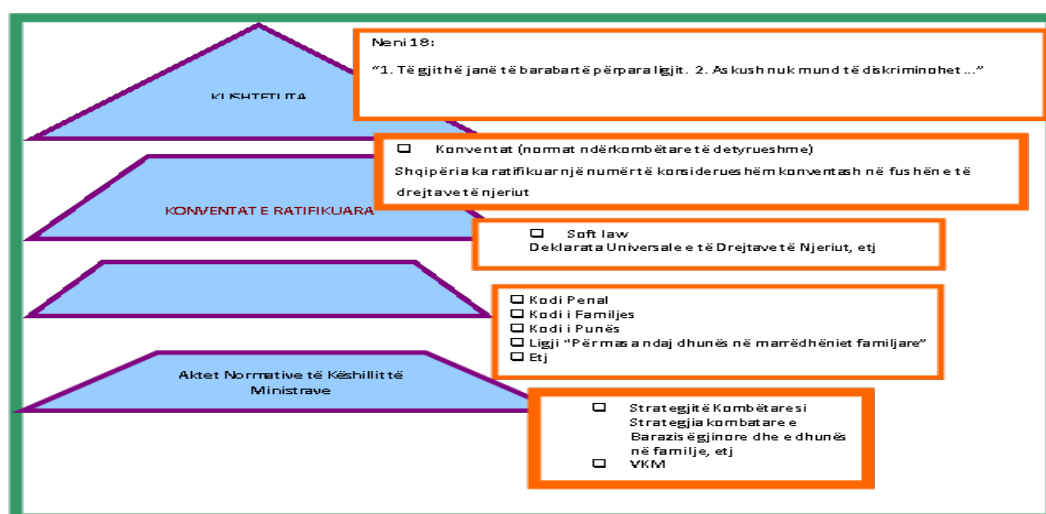
Ministria e Shëndetësisë dhe Mbrojtjes Sociale
Drejtoria e Politikave të Përfshirjes Sociale dhe Barazisë Gjinore

Ministria e Shëndetësisë dhe Mbrojtjes Sociale

Legjislacioni dhe Mekanizmat e Barazisë Gjinore

Tirana, 24 January 2023

Kuadri ligjor për barazinë gjinore në Shqipëri



Legjislacioni Shqiptar për barazinë gjinore

- Parimi i barazisë së grave dhe burrave zë një vend të rëndësishëm në Kushtetutën e Republikës së Shqipërisë dhe në legjislacionin e brendshëm
- Në Kushtetutën e Republikës së Shqipërisë, (në nenin 18, pika 2) parimi i mosdiskriminimit formulohet në këtë mënyrë: ***"Askush nuk mund të diskriminohet padrejtësisht për shkaqe të tilla si gjinia, raca, feja...."***
- Ligji Nr. 9970 datë 24.07.2008 "Për barazinë gjinore në shoqëri"
 - Mbrojtja e qytetarëve nga çdo lloj diskriminimi që kryhet mbi bazë gjinie, garantimi i mundësive dhe shanseve të barabarta si për meshkujt edhe për femrat, për të arritur standarde sa më të larta në fushën e barazisë gjinore.

Legjislacioni Shqiptar për barazinë gjinore

- Ligji nr. 9669, datë, 18.12.2006, "Për masa ndaj dhunës në marrëdhëniet familjare"
 - parandalimi dhe reduktimi i dhunës në familje në të gjitha format e saj, me anë të masave të përshtatshme ligjore, si dhe
 - garantimin e mbrojtjes me masa ligjore të pjesëtarëve të familjes, të cilët janë viktimë të dhunës në familje, duke i kushtuar vëmendje të veçantë fëmijëve, të moshuarve dhe personave me aftësi të kufizuar".
- Ligji "Për Mbrojtjen nga Diskriminimi"
 - Ky ligj rregullon zbatimin dhe respektimin e parimit të barazisë në lidhje me gjininë, racën, ngjyrën, etninë, gjuhën, identitetin gjinor, orientimin seksual, bindjet politike, fetare ose filozofike, gjendjen ekonomike, arsimore ose shoqërore, shtatzëninë, përkatësinë prindërore, përgjegjësinë prindërore, moshën, gjendjen familjare ose martesore, gjendjen civile, vendbanimin, gjendjen shëndetësore, predispozicione gjenetike, aftësinë e kufizuar, përkatësinë në një grup të veçantë, ose me çdo shkak tjetër.

Kuadri Ligjor Ndërkombëtar

- Konventa "Për eliminimin e të gjitha formave të diskriminimit ndaj Grave" CEDAW
- Konventa e Stambollit (Këshilli i Europës)
- Protokoli Shtesë i Konventës CEDAW
- Konventat e ILO-s
 - "Për punonjësit me përgjegjësi familjare" 1981, ratifikuar nga Shqipëria më 2007.
 - "Për mbrojtjen e mëmësisë"- Ratifikuar nga Shqipëria më 2004.
 - "Diskriminimi (Punësimi dhe vendi i punës)",
 - "Shpërblim i barabartë",
 - Konventa No. 190 Për eliminimin e dhunës dhe ngacmimit seksual në vendin e punës

Mekanizmat për barazinë gjinore

- **PARLAMENTI I SHQIPËRISË**
 - Komisioni për Punën, Çështjet Sociale dhe Shëndetësinë
 - Nënkomisionit për Barazinë Gjinore dhe Parandalimin e Dhunës ndaj Gruas
 - Nënkomisioni për të Drejtat e Njeriut, pjesë e Komisionit për Çështje Ligjore, Administratën Publike dhe të Drejtat e Njeriut
 - Aleanca e Grave Deputete
- **Qeveria e Shqipërisë**
 - Zëvendëskryeministri si Koordinator Kombëtar për Barazinë Gjinore
 - ORGANI KËSHILLUES Këshilli Kombëtar i Barazisë Gjinore (i përbërë nga nëntë zëvendës ministra, tre përfaqësuese nga OSHC, i kryesuar nga Ministri i Shëndetësisë dhe Mbrojtjes Sociale)
 - NIVELI MINISTROR Ministri i Shëndetësisë dhe Mbrojtjes Sociale
 - Drejtoria e Politikave për Përfshirjen Sociale dhe Barazinë Gjinore
 - 11 Nëpunës gjinorë (në 10 ministri, një në Drejtorinë e Përgjithshme të Policisë së Shtetit) që mbulojnë me kohë të pjesshme çështje të BGJ, DHBGJ & DHF (Pika Fokale Gjinore)
 - NIVELI BASHKIAK 61 Nëpunës Gjinorë, që janë përgjegjës për çështje të BGJ, DHBGJ & DHF si dhe për çështje të tjera sociale.

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Ministria e Shëndetësisë dhe Mbrojtjes Sociale - Legjislacioni dhe Mekanizmat e Barazisë Gjinore Tirana, 24 January 2023

7

Këshilli i Ministrave (Neni 10 LBGJ)

- Miraton Strategjinë Kombëtare dhe planin e veprimit për arritjen e barazisë gjinore në Shqipëri.
- Kur ushtron iniciativën ligjvënëse, projektligjet e përgatitura nga Këshilli i Ministrave, që i paraqiten Kuvendit për miratim, nëse është rasti, duhet të shoqërohen edhe me një vlerësim të efekteve për secilën gjini.

Ministria e Shëndetësisë dhe Mbrojtjes Sociale - Legjislacioni dhe Mekanizmat e Barazisë Gjinore Tirana, 24 January 2023

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Këshilli Kombëtar i Barazisë Gjinore

- Funkcioni i funksionit këshillimor pranë Këshillit të Ministrave dhe Autoritetit drejtues për çështjet e Barazisë gjinore. Procedura e funksionimit miratohet nga Këshilli i Ministrave në Rregulloren e Këshillit Kombëtar të Barazisë Gjinore.
- Mënyra e formimit krijohet me urdhër të Kryeministrit, mbi bazën e propozimit të bërë nga Ministri që mbulon çështjet e barazisë gjinore.
- Përbërja Organ Kolegjial i përbërë nga 13 anëtarë, 10 prej të cilëve caktohen nga Këshilli i Ministrave dhe tre nga shoqëria civile. Kryesohet nga ministri që mbulon çështjet gjinore.
- Mandati është 4 vjet, me të drejtë riemërimi, me përjashtim të anëtarëve që janë zgjedhur për shkak të detyrës. Në çdo rast, ripërtëritja e të gjithë anëtarëve të këshillit në të njëjtën kohë ndalohej.
- Këshillon Qeverinë për përcaktimin e drejtimit të politikave shtetërore për barazi gjinore, me përjashtim të çështjeve që merren në shqyrtim nga Këshilli Kombëtar i Punës.
- Siguron integritetin gjinor në të gjitha fushat, sidomos në ato politike, shoqërore, ekonomike dhe kulturore.
- I propozon Këshillit të Ministrave programet kryesore për nxitjen dhe arritjen e barazisë gjinore në Shqipëri.
- Vlerëson gjendjen konkrete të barazisë gjinore në vend, duke dalë me udhëzime për strukturën e çështjeve të barazisë gjinore, si dhe propozime e rekomandime për Qeverinë, për përmirësimin e gjendjes.
- Miraton raportin vjetor për çështjet e barazisë gjinore të ministrisë që mbulon çështjet e barazisë gjinore.

Detyrat e Ministrit që mbulon çështjet gjinore

- Zbaton dhe mbikqyr zbatimin e këtij ligji, strategjinë kombëtare dhe planit të veprimit për arritjen e barazisë gjinore, si dhe të detyrimeve ndërkombëtare të Republikës së Shqipërisë në fushën e barazisë gjinore.
- I propozon Këshillit të Ministrave ndryshime ligjore e nënligjore, nënkrimin e akteve ndërkombëtare në fushën e barazisë gjinore dhe të drejtave të grave, si dhe ndërmarrjen e masave të tjera, që synojnë të zhdukin dallimet ndërmjet gjinive në gëzimin e të drejtave dhe ofrimin e mundësive, pasi këshillohet me Këshillin Kombëtar të Barazisë Gjinore.
- Këshillohet me Këshillin Kombëtar të Barazisë Gjinore.
- Brenda tremujorit të parë të çdo viti, i paraqet Këshillit Kombëtar të Barazisë Gjinore raportin e vitit paraardhës për veprimtarinë e realizuar, ecurinë e punës për arritjen e barazisë gjinore, problemet e hasura dhe rrugët për kapërcimin e tyre.
- Organizon mbledhjet e Këshillit Kombëtar të Barazisë Gjinore dhe përgatit materialet, aktet dhe dokumentat e nevojshme që paraprijnë ose pasojnë këto mbledhje.

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Ministria e Shëndetësisë dhe Mbrojtjes Sociale - Legjislacioni dhe Mekanizmat e Barazisë Gjinore Tirana, 24 January 2023

11

Bashkëpunimi i Ministrit me organet e tjera

- Bashkëpunon dhe u ofron mbështetje organizatave jofitimprurëse, aktive në fushën e barazisë gjinore.
- Organizon edukimin dhe përgatitjen profesionale të nënpunësve për çështjet e barazisë gjinore.
- Ndërton mekanizmat e mbledhjes së statistikave, të ndara sipas gjinisë, në bashkëpunim me INSTAT dhe me institucione të tjera shtetërore, si dhe mbikqyr mbledhjen e përpunimn e tyre.
- Organizon grumbullimin , analizën dhe përhapjen e informacionit për problemet e përkatësisë gjinore,
- Vetë ose në bashkëpunim me institucione të tjera, ndërton dhe realizon veprimtari për edukimin , trajnimin, informimin dhe ndërgjegjësimin e qytetarëve, si dhe punonjësve e funksionarëve të administratës publike e sistemit gjyqësor mbi konceptin e barazisë gjinore mosdiskriminimin e gruas, eliminimin e stereotipave gjinore, etj

Ministria e Shëndetësisë dhe Mbrojtjes Sociale - Legjislacioni dhe Mekanizmat e Barazisë Gjinore Tirana, 24 January 2023

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Nëpunësit e barazisë gjinore në ministri

- Janë nëpunës të emëruar pranë çdo ministrie me qëllim që të ndjekin çështjet e barazisë gjinore në dikasterin përkatës, si dhe të bashkëpunojnë me autoritetin përgjegjës për shkëmbimin e informacionit dhe lehtësimin e përbushjes së funksionit të Autoritetit të barazisë gjinore.
- “Institucionet qendrore dhe lokale kanë përgjegjësinë ligjore të bashkëpunojnë me ministrinë përgjegjëse për të shkëmbyer informacion dhe për të mbështetur realizimin e funksioneve të ministrisë. Për këtë arsye, një nëpunës për barazinë gjinore do të emërohet në çdo ministri (Neni 13/3),

Nëpunësit e barazisë gjinore në ministri

- Monitoron zbatimin e angazhimeve kombëtare të ndërmara në strategjitë dhe legjislacionin kombëtar si dhe në konventat/deklaratat ndërkombëtare dhe sipas treguesve të përcaktuar nga MSHMS.
- Siguron ekspertizën teknike për ministrinë përta I takon integritetit të prioriteteve të barazisë gjinore në politika dhe programe kyçe si dhe në ligjet që dalin nga ministria përkatëse ku punon nëpunësi I barazisë gjinore.
- Mbështet ministrinë përkatëse për të siguruar alokimin e burimeve financiare dhe teknike për të realizuar angazhimet e ministrisë për barazinë gjinore.
- Propozon ndërhyrjet në legjislacionin ekzistues dhe hartimin e ligjeve, akteve nënligjore në fushën që mbulon ministria përkatëse nën këndvështrimin gjinor.
- Bashkëpunon me strukturën përkatëse në MSHMS për realizimin e barazisë gjinore duke dhënë informacionin si më poshtë:
 - Të dhëna statistikore të ndara sipas gjinisë sipas treguesve për barazinë gjinore që do të përcaktohen nga MSHMS dhe partnerët;
 - Informacion dhe raporte periodike lidhur me politikën, strategjitë, dokumente të tjera politikash, ligjet dhe aktet e tjera nënligjore, sipas planifikimit vjetor të punës së çdo ministrie;
 - Aktivitete të kryera nga ministria në kuadrin e promovimit të barazisë gjinore dhe statusit të gruas shqiptare.
- Inicion dhe ndërmer kërkime, studime, vetë ose në bashkëpunim me strukturën përkatëse në MSHMS, institucione të tjera si dhe me shoqërinë civile apo organizatat ndërkombëtare për çështjet e përkatësisë gjinore sipas drejtimeve që janë në fokusin e ministrisë.

Nëpunësit e barazisë gjinore në ministri

- Merr pjesë aktive në aktivitetet dhe fushatat ndërgjegjëse për barazinë gjinore të organizuar nga vetë nëpunësi ose në bashkëpunim me MSHMS (takime, workshope, biseda dhe shkrime në media, etj).
- Përgatit informacionet dhe dokumentacinë e nevojshëm për pasqyrimin e çështjeve gjinore për ta pasqyruar në website-n e ministrisë.
- Krijon dhe mban marrëdhënie me shoqërinë civile dhe organizma akademike që punojnë për barazinë gjinore në fushat specifike të punës së ministrisë.
- Jep inpute dhe siguron mbështetje për proceset kombëtare dhe ndërkombëtare të raportimit, të detyruara nga angazhimet kombëtare dhe ndërkombëtare për barazinë gjinore.
- Punon për ndërgjegjësimin e punonjësve të ministrisë përsa i takon çështjeve të barazisë gjinore.
- Punon për promovimin e shanseve të barabarta në politikat e personelit të ministrisë përkatëse dhe në zbatim të ligjit për barazinë gjinore..

Ministria e Shëndetësisë dhe Mbrojtjes Sociale - Legjislacioni dhe Mekanizmat e Barazisë Gjinore Tirana, 24 January 2023

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24/01/2023

GENERAL PRESENTATION OF AFD GROUP

Status of AFD and its trustees



PRIVATE SECTOR



PUBLIC SECTOR



TECHNICAL COOPERATION

The Agence française de développement (AFD) Group is a **public institution** that implements France's policy on development and international solidarity. Its work spans across the **wide spectrum of development** needs: climate, biodiversity, energy, peace, education, urban planning, health, governance...

In 2021, our teams were involved in **1,000 new projects** with a high social and environmental impact in 115 countries and the French overseas territories. We are thus contributing to the commitment of France and the French people to the **Sustainable Development Goals (SDGs)** and to the **2015 Paris Agreement**.

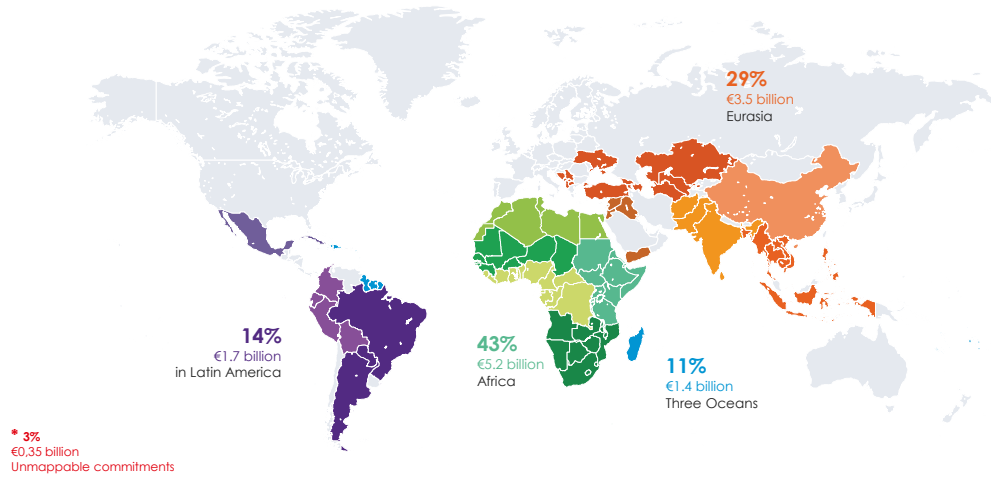
GENERAL PRESENTATION OF AFD Group

AFD Group in numbers

These figures include AFD and Proparco without Expertise France



GEOGRAPHICAL BREAKDOWN OF THE COMMITMENTS:



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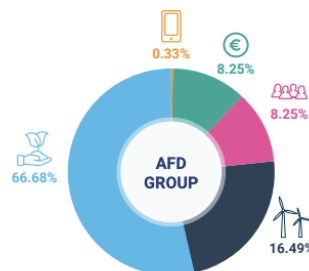
MAIN SECTORS IN THE WESTERN BALKANS

AFD Group in numbers



Working towards transitions

- Territorial and ecological
- Energy
- Economic and financial
- Demographic and social
- Digital and technological



AFD works across a wide spectrum of sectors, tailored to development needs

In Albania, AFD has committed over **EUR 210 million since 2019** in 3 main sectors: Energy, Gender and Water supply

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Solutions for the public sector



*AFD is the public sector arm of the AFD Group. Its action is spread across 115 countries and represents the bulk of AFD Group's financing, **nurturing close links with the sovereign actors** it accompanies.*



Investing

AFD accompanies sovereign actors in their development projects.

AFD's solutions are tailor-made, whether they be:

- **Public policy reform financing**
- **Public investments**

Because every project has its specificities, AFD proposes one of the most comprehensive arrays of financing tools among development banks.



Assisting

Financing is just a part of project implementation. It's also essential to have the right knowledge and tools to do so.

All along every phase of the project, AFD is there to provide its know-how and access to **expertise**.

Loans often includes a grant for **technical assistance** which can be provided by Expertise France.



GENDER

Supporting gender public policies



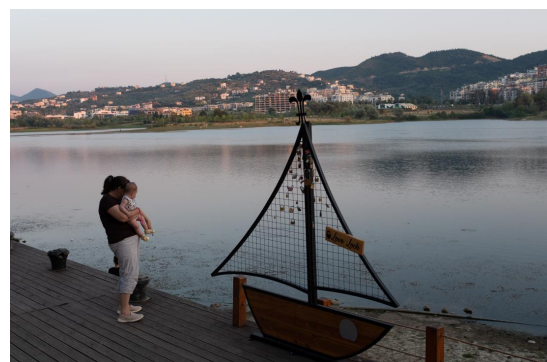
AFD contracted the biggest gender-related loan in the Western Balkans region with the Albanian government.

AFD'S SUPPORT TO GENDER IN ALBANIA

- ▶ 51.5 MEUR (public policy loan + TA grant)
- ▶ The loan includes a grant for TA implemented by Expertise France (AFD Group)

KEY OBJECTIVES OF THE REFORMS SUPPORTED

- ▶ **Promoting greater equity in access to assets**, through the recognition of women's rights in real estate and land ownership
- ▶ Developing policies for **access to employment**, the **enforcement of labor law and childcare arrangements** to promote women's participation in the labor market
- ▶ Strengthening the institutional framework for **gender mainstreaming** at the national and local levels, in particular through **budgetary and statistical levers**



ENERGY

Energy sector : supporting public policies



AFD'S SUPPORT TO ENERGY POLICIES IN ALBANIA

- ▶ 51.4 MEUR (public policy loan + TA grant)
- ▶ In co-financing with KfW
- ▶ The loan includes a grant for TA implemented by Expertise France (AFD Group)

KEY OBJECTIVES OF THE REFORMS SUPPORTED

- ▶ A healthier financial situation and an **improved financial sustainability** of operators in the sector
- ▶ Establishment of an electricity market and a gradual tariff deregulation process, to **improve trade transparency**
- ▶ Electricity mix diversification and **renewable energy development**
- ▶ A **stronger legislative and regulatory** sector framework



ENERGY

Energy sector: future support to investments and reforms



AFD'S FUTURE SUPPORT TO THE ALBANIAN ENERGY SECTOR

- ▶ **Energy Efficiency:** Cross-boundary PEEB COOL program
 - Across 11 countries worldwide, **including Albania** and Macedonia
 - Tackling both the housing and energy crisis through the **promotion of eco-building techniques**
- ▶ Continued support to energy policies reforms
- ▶ Investments in power projects developed by public utilities (OST, OSHEE, KESH) or private entities

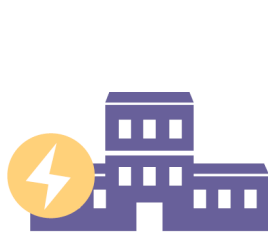


ENERGY

Expected impacts of AFD's supported projects worldwide (2021 figures)



AFD Group commits **over EUR 2 billion in the Energy sector every year**



SUPPORTING ENERGY EFFICIENCY AND DEMAND MANAGEMENT

100 GWh of energy
consumption saved.



PROMOTING A COMMITMENT TO SOCIAL COHESION

• **67%, i.e. €1.47 billion**
of energy commitments have **gender**
as a main or significant objective
(OECD markers 1 and 2).

• **5.7 million people**
will benefit from an improvement in the quality
of the electricity service in our partner countries



HONORING AN ENERGY COMMITMENT 100% PARIS AGREEMENT

• **5.5 million tons of CO2**
avoided to reduce
greenhouse gas emissions

• **3,508 MW of renewable energy**
generation capacity will be installed

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Faleminderit shumë!
Merci beaucoup!

afd.fr/en/page-region-pays/western-balkans

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Gender integration in the energy sector, a matter for both men and women

Ines Leskaj

AWEN - Albanian Women Empowerment Network

Expertise France

Tirana, 24 January 2023

REALITY ON THE GROUND | BARRIERS AND ENTRY POINTS IN ENERGY PROJECTS

Barriers to gender mainstreaming include cultural and social norms that may exclude women from political, social and economic opportunities.

barriers

- The cultural and social context should be included into the assessment of gender issues so that recommended actions are sensitive to the reality within context and cultures.
- Lack of institutional capacity to address gender inequalities is another common barrier.
- Identification of weaknesses and solutions should be considered at an early stage of project design/intervention to support successful implementation.

Addressing these barriers and gaps requires participation and outreach across a range of stakeholders including governments, utilities, financial institutions, technology manufacturers, distributors, consumer marketing programs, consumers and potential beneficiaries.

Frequently, lack of gender-disaggregated data or analysis delays efforts to recognize the need for, and design of specific gender-focused interventions. For example, large-scale expansion of the electrical net without support for domestic connections may bypass the poorest households, often female-headed, who do not have the financial resources to connect or make electricity payments

UNDERSTANDING THE GENDER AND ENERGY CONTEXT

National-level gender assessments, gender policy and gender action plans, where they exist, may provide the context and framework for developing gender-focused activities in the energy sector.

Integrating gender into Energy

- National gender assessments, gender policy and gender action plans are typically the responsibility of a central ministry or an entity with a cross-sectoral mandate within the government.
- A gender action plan developed in the context of a specific energy sector intervention should be consistent with the overall national gender action plan and considered an integral part of achieving the broader national gender goals.

How to: Integrate Gender into Energy

- Step 1: Gender Assessment
- Step 2: Gender Action Plan
- Step 3: Implementation and Monitoring
- Step 4: Completion and Evaluation

Step 1: Gender Assessment

The aim of a gender assessment is to identify key gender issues, risks, constraints and opportunities associated with a proposed energy sector initiative.

A gender assessment is a key input to the development of a gender action plan that will inform the design of activities and M&E framework.

Data-gathering and analysis of the following subtopics may be included in a gender assessment, though the scope of any particular assessment should be tailored to fit the specific situation:

- The environment in which the proposed energy intervention will take place: energy policies and other policies impacting energy sector activities; energy sector responsibilities and mechanisms for decision-making;
- Stakeholders in the energy-in-gender space, generally, and more specifically for the proposed intervention;

Other steps

- Institutional capacity of institutions that would be important for gender-related decision-making and implementation associated with the proposed energy intervention;
- Other programs and initiatives already engaged in this area; and
- Implications of the above analyses with respect to the proposed energy sector intervention.

Step 2: Gender Action Plan

The Gender Action Plan (GAP) sets out a framework to implement the recommendations of the gender assessment

Development of a GAP should include discussion of the allegations of the gender assessment for the overall project design, which may lead to adjustments in the project design.

- The GAP may define specific activities to be included in the project scope.
- The GAP also sets out milestones and performance indicators through a M&E framework.
- In many cases the GAP has elements of both institutional capacity building and actions targeted at potentially project affected people and beneficiaries. The environment in which the proposed energy intervention will take place: energy policies and other policies impacting energy sector activities; energy sector responsibilities and mechanisms for decision-making;
- It is important that the GAP should not be seen as a stand-alone document. The GAP should be consistent with an overall national gender action plan.

Steps in Moving from Assessment to a Gender Action Plan

- **Consultation:** discuss and agree on methodology and scale of gender assessment (project beneficiaries, participants, community consultations, institutional analysis, survey teams).
- Clarify expectations and concerns - Identify a client gender focal point/interlocutor for day-to-day issues.
- Conduct assessment.

Step 2: Gender Action Plan

The Gender Action Plan (GAP) sets out a framework to implement the recommendations of the gender assessment

Development of a GAP should include discussion of the allegations of the gender assessment for the overall project design, which may lead to adjustments in the project design.

- Share findings with stakeholders

Steps in Moving from Assessment to a Gender Action Plan

- Define basic gender terms and principles within national and regional context.
- Present findings of gender assessment.
- Discuss potential actions and modifications to the initial design to mitigate impacts/risks and improve opportunities.
- Identify institutional responsibilities, timeframe and resource allocation for implementation.
- Agree on M&E framework with gender sensitive indicators.

Step 2: Gender Action Plan

The Gender Action Plan (GAP) sets out a framework to implement the recommendations of the gender assessment

Draft Gender Action Plan

- GAP aligned with project activities and workplan and overall national GAP, if it exists.
 - Identify potential experts or partners for implementation support and sustainability.
 - Finalize report.
 - Endorsement and launch of the GAP.
- It is important that the GAP should not be seen as a stand-alone document.
 - The GAP should be consistent with an overall national gender action plan, if this is in place.
 - The steps included in the GAP must be integrated into project design, appraisal and implementation plans.

Step 3: Implementation and Monitoring

Strengthening implementation support can be done by developing partnerships with women's groups, building capacity—including through on-the-job learning/training—for the gender focal points and project staff and, where necessary, identifying additional expertise to support the project implementation team.

It is important that staff in the project team has clear responsibility for supervising and supporting the implementation of the GAP, in line with the agreed M&E framework.

- Adequate funding for supervision, implementation support, and monitoring is also important.
- Progress, lessons learned and intermediate results can be documented through standard project documents, such as back-to-office reports minutes, project implementation progress reports, and knowledge exchange.

During mid-term reviews, documenting gender-based outcomes has led to improving project implementation. For example: a specific fund established for female-headed households to help with initial payments for grid connection after the mid-term review revealed a disparity in the ability to connect

Step 4: COMPLETION AND EVALUATION

Findings from completion and evaluation assessments can continuously feed into the design, M&E and action on the ground for ongoing and future operations.

A good example

Gender equity included in the project development objective, with a focus on women's employment and inclusion in the energy value chain.

The initial gender assessment conducted prior to the gender action plan provides a baseline for the impact evaluation.

The Implementation Completion Report (ICR) should include analysis of the gender-related outcomes and impacts.

The lessons of gender mainstreaming should be integrated into other energy operations within the country and should feed into ongoing dialogue with the government and utilities

Gender Integration in the Energy Sector

SAMPLE CHECKLIST FOR GENDER MAINSTREAMING IN ENERGY

Project Preparation

Consult with social/gender expert on project objective, components and scope to identify potential gender-specific activities and if relevant, include expert on team with specific tasks on gender issues.

Gender/social aspects should be included in the Project Appraisal Document (PAD) and results framework could target female beneficiaries or sex-disaggregate data when possible. Develop clear targets/indicators to track progress.

Safeguard—social safeguards aspects, including resettlement and ethnic minorities, should be considered for female and male specific impacts, differences or benefits.

Poverty and Social Impact Analysis (PSIA)—if a project is conducting a PSIA, TOR should specifically include an assessment of gender needs, roles within the project and PSIA action plan should indicate any activities to address these difference or opportunities for specific benefits to women or men.

- During consultation with various stakeholders groups, consider reaching out to the social/ gender issues ministry, women's organizations, women's groups and other social groups;
- ensure beneficiary and civil society consultations; include a balance of women and men by arranging meetings that consider various needs, such as childcare or domestic tasks that interfere with attendance, or specifically arrange women-only consultation groups.

Consider preparing a template for a gender assessment that is specific to the energy project needs.

Engage with energy clients to identify gender focal point who will act as day-to-day client counterpart. Identify national and regional experts who will be able to support the Bank and government during implementation; may be useful to find expert with skill set based in energy sector with experience in social/gender issues to ensure recommendations are relevant to the often technical and specific nature of energy sector.

- Review key literature and operational documents (e.g., Implementation Completion Report, ICR and Country Assessment Strategy, CAS) and the Country Level Gender Assessment to learn about national gender assessment and plans, better understand country and cultural context

SAMPLE CHECKLIST FOR GENDER MAINSTREAMING IN ENERGY

Implementation

Conduct gender awareness training for the entity/institution and Recipients—bring in experiences from other countries and successful programs.

Pilot interventions and monitor impacts—e.g., target female-headed households or consumers and compare results overtime with a control group; provide training on new technologies to women's groups; and involve women and men in maintenance of rural electricity infrastructure.

Include reporting on gender targets and activities in the regular project implementation reports.

Supervision

Document progress and challenges on gender mainstreaming in aide memoires and BTORs.

Where feasible, integrate gender into TORs, procurement and contracts of works for the project.

Include social/gender expert from institution/entity and Recipient in key supervision and client meetings so that they have the opportunity to understand the full project scope.

Conduct field visits to interview and survey both men and women in communities impacted by the project

Completion: Gender mainstreaming in energy operations is a learning-by-doing process. Teams have piloted/adjusted interventions during the project cycle. workshops can document lessons learned. These experiences and results should be highlighted so that other teams can learn from shortcomings and success.

Thank you for your attention !

Ines Leskaj

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