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# OLADE'S PERMANENT SECRETARIAT GENDER EQUITY STRATEGY

OLADE  
2013



Organización Latinoamericana de Energía  
Latin American Energy Organization  
Organisation Latino-américaine d'Énergie  
Organização Latino-Americana de Energia



NETWORKING EXPERTS



Foreign Affairs, Trade and  
Development Canada

Affaires étrangères, Commerce  
et Développement Canada

Canada



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# BACKGROUND

## CHAPTER I

### OLADE'S GENDER EQUITY STRATEGY

OLADE - GOVERNMENT OF CANADA  
*Sissy Larrea Castelo*  
*July 2013*

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In May 2012, the Project on “Access to Sustainable Energy for Latin America and the Caribbean” started with the financial support of the Canadian International Development Agency (CIDA), and the sub-project on “**Development of Gender Equality in Energy Decision-making and Energy Access**” was also started, with the first objective being the development of a Gender Strategy (GS) for OLADE, which take in to account all the previous outcomes and outputs designed by the project.

The Logical Model of the CIDA project related to gender defined this Outcomes and Outputs in the Project Implementation Plan:

#### I. Outcomes

**1100** - Increased capacity of governments to develop suitable, gender-sensitive energy policies, strategies, plans and regulations in the LAC region.

**1300** - Increased ability of OLADE, in collaboration with training institutions, to deliver relevant, effective, and gender-sensitive training and services in the energy sector.

**2200** - Improved capacity of rural communities to develop and manage sustainable, gender-inclusive energy systems.

## II. Outputs

**1130** - Dialogue on gender equality principles in energy policies conducted

**1131** - International forum on gender equality principles in energy policies

**2152** - Baseline study on women's participation in the energy sector and access to energy in the LAC region

**2150** - Gender sensitive institutional analysis of 5 Ministries of Energy carried out and lessons learned disseminated throughout LAC region

**2151** - Conduct institutional studies of Energy Ministries through a gender analysis

**2153** - Workshop on lessons learned in energy planning and provision and gender in LAC

**2210** - Women's Community Energy Committees established

**2213** - Establish and support Women's Community Energy Committees

# METHODOLOGY

## CHAPTER II

### OLADE'S GENDER EQUITY STRATEGY

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Prior to the development of the Gender Strategy, two information gathering studies were carried out: -i) to establish the base-line on the status of women, and the Gender activities being carried out, in the energy sector of OLADE member countries; and -ii) the compilation and analysis of information on Gender related activities (initiatives, projects, actions taken, and best practices) in the LAC region.

The baseline of the focus took place by way of information obtained in a survey sent to the ministries or agencies responsible for regional energy issues in order to identify key elements such as: if they have personnel with experience in gender, programs or projects and if the distribution of gender spans administrative as well as management and decision-making arenas. With regard to secondary information, a review of the initiatives that have taken place in the field of development or public policy in Latin America on gender and energy has been performed<sup>1</sup>. The report, "The State of Gender Focus on Energy Issues in Latin America and the Caribbean," summarizes the experiences, whether technical or theoretical, which are linked to gender and energy issues.

This final strategy-based document gathers the most importing findings of those two documents, the focus based on OLADE countries' energy sectors and the state of gender focus on energy issues (status report), and presents a gender analysis based on this data with an introduction on key concepts and a SWOT analysis that contributed to identifying the key objectives or components of the strategy. Lastly it will present the 2012-2017 Implementation Matrix for the strategy that will be implemented within the framework of this Canadian Cooperation-OLADE project.

In order to measuring the results of the Implementation Plan we will review monthly the follow up matrix of the project, which is part of the OLADE's monitoring system, identifying the progress toward implementing the strategic actions.

Similarly, it is important to highlight that this document includes the remarks of the strategy's preliminary versions made by Canadian Cooperation in June 2013.

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*1 And continues to be reviewed.*

## Objetivos

Diseñar  
un marco  
político  
estratégico  
de energía  
y  
género

## Acciones

Conformar la RED  
de Energía y Género  
a la cabeza MHyE

Integrar enfoque de  
género en mesas de  
Trabajo con Coop Int S  
y actores de Energía. N

Coordinación con  
instituciones especiali-  
zadas en información,  
capacitación para esfuerzos  
conjuntos: S.C - Gob. Riv - Ad.

Elaborar  
una política  
con sensada  
energía-género

\*Plan de trabajo  
institucional con las  
entidades bajo tutela

## Indicadores

→ Mapa actores, objetivos  
e identifi. roles, prioridades  
potenciales

Trabajo Bottom-up  
Diseño de actividades  
para construcción  
de capacidades e instituciones

Campañas  
→ Comunicacionales  
→ Informativas  
→ sensibilización

Línea de base:  
- uso de tiempo  
- uso final de la  
energía

# III. GENDER ISSUES IN THE LATIN AMERICA – CARIBBEAN (LAC) ENERGY SECTOR

## CHAPTER II

### OLADE'S GENDER EQUITY STRATEGY

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#### I. Governmental focus

The baseline study of this focus sought to provide an accurate picture of the focus on gender as it is incorporated into the governmental sectors of countries in the region. Specifically, it sought to learn more about the division of men and women with regard to personnel, and the responsibility of gender, strategies or gender-based initiatives with regard to energy.

The baseline of the focus took place by way of information obtained in a survey sent to the ministries or agencies responsible for regional energy issues in order to identify key elements such as: if they have personnel with experience in gender, programs or projects and if the distribution of gender spans administrative as well as management and decision-making arenas.

Of the 27 OLADE member countries, results from 13 countries were obtained: the Dominican Republic, Barbados, Guyana, Guatemala, Nicaragua, Jamaica, Colombia, Ecuador, El Salvador, Uruguay, Peru, Bolivia, and Mexico.

With regard to the progress of mainstreaming the gender focus in government ministries, of 13 countries, 6 report to have a gender policy or strategy in their agencies: Guyana (Agencia Guyana de Energía; Energy Agency of Guyana), Jamaica (Ministerio de Ciencia, Tecnología, Energía y Minas; Ministry of Science, Technolo-

gy, Energy and Mines), Uruguay (Ministerio de Industria, Energía y Minería; Ministry of Industry, Energy and Mining), Peru (Ministerio de Energía y Minas; Ministry of Energy and Mines), Nicaragua (Ministerio de Energía y Minas; Ministry of Energy and Mines), Mexico (Secretaría de Energía; Secretary of Energy).

Of these six countries, five mention gender-based projects or initiatives. The most evident of these cases are Mexico, Nicaragua and Uruguay, as it is clear in these three countries that the level of integration of this issue is greater.

Another key issue was related to the personnel with some gender-based education or training as it revealed the sensitivity of the authorities to address this issue head-on as well as the progress they make in performing permanent assessments from within the agency. With regard to personnel trained on gender issues, Uruguay, Nicaragua and Mexico confirmed to have **personnel with experience in gender issues** within their agencies.

Gender policies adopted within an institution should bring changes over time with regard to equality in the access to decision-making positions held by women. It therefore became apparent to us that it was fundamental to account for number of personnel and position by sex. The OLADE survey reveals that the gender policies in Uruguay, Mexico and Nicaragua have managed to have an impact on the division of decision-making positions involved in policy and strategies:

In Uruguay, one woman holds a political position as National Director and four women have strategy implementation positions as Coordinators; while, as a comparison, one man holds a policy decision-making position as National Director and only one man holds a strategic decision-making position as a Coordinator.

In Nicaragua, one man is in a policy decision-making position as Minister and one is in a strategy implementation position as General Secretary; while, as a comparison, only one woman is in a policy decision-making position as Deputy Minister.

In Mexico, 289 men are reported to hold policy and strategic decision-making positions, compared to 252 women in the similar positions. Although there are a smaller number of women in policy and strategic decision-making positions, these numbers are acceptable due to the total number of personnel.

The remaining countries reveal very interesting data. For example, in the Dominican Republic, despite not having a gender policy or strategy, the number of men (59) and women (61) in the administrative sector is equitable. In general however, administrative issues are directed towards women. The number of women (7) and men (8) in decision-making positions is similar in the country.

In contrast, in the cases of Ecuador, El Salvador and Peru, the countries demonstrate typical cases with tendencies towards a higher concentration of women in administration and of men in decision-making.

## II. What has been accomplished or written on the issue in LAC

Although OLADE is partnering with the countries governmental sector, an investigation was performed to have more background information in order to implement the gender strategy. Studies, manuals and systemized experiences (initiatives, projects, actions taken, best practices) that are available in the region on the topic of gender and energy were reviewed. Additionally, some international cooperation gender policies were gathered that could serve as a guide for the strategy's action items.

Initial findings on this research shows that the topic of gender and energy has been addressed fundamentally in connection with problems in the rural sector; specifically those directly related with focuses on poverty, rural development and gender. For example, we did not find documents on the issue of gender and energy among the middle class or in the marginal urban sectors, neither at that time nor now. This is

an expansion of the focus that must be taken over time and of the progress of the analysis and concrete experience of projects that link the energy needs of women in popular or urban sectors in general. As with environmental issues, climate change and sustainable development, and now energy are not just issues that affect rural or poor women; they are issues of inequality, of the generation of equality through opportunities and in ensuring the right to access development resources.

Nevertheless, it is interesting to see that this experience dates back to the 90's when some international cooperation agencies and networks began to write about the topic, specifically on the experiences in the environmental and developmental sphere.

Guidebooks, case studies, and the systematization of experiences or projects have been found on Latin America, Asia and Africa in general terms. They describe the relationship between gender and energy principally in the areas of the production of bioenergy, biofuel through biomasses such as wood, animal waste or waste from agricultural products; there is not one documented case on the non-renewable energy of oil or gas, except the ARPEL Guide to include gender in private sector<sup>2</sup>. The guidebooks do mention, however, that gender issues should be considered in this type of production.

According to these findings it appears that the relationship between these two issues is more simple and clear in regard to renewable energy. The most common projects that can be found on the subject are those known as **improved cooking stoves**, efficient cooking stoves, or other similar topics. Some of these experiences have provided as very good examples and continue to be successful after having overcome a series of technical and organizational obstacles. The relation between women and food preparation is clear, which is why these types of projects are the most widespread. Women are directly connected to the use of biomass in food preparation, and therefore their involvement and interest is fundamental for the projects, throughout policy making and in discussion forums.

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2 ARPEL, *Guía para la implementación de políticas y estrategias de género*, Uruguay, 2004.



Similarly, other experiences have been discovered related to the production of solar energy and its benefit in the projects and endeavors made by rural women. Several experiences in the generation of rural electricity are another issue that has attempted to link the two matters.

When discussing gender and energy, an important contribution and advancement to consider is the establishment of a sustainable energy and gender network in 1996, ENERGIA, in 22 countries with more than 8,000 professionals working in its implementation. The connection with ENERGIA, as well as with other institutions that are working with the network, will be important in our strategy in order to make progress in Latin America.

The following is a brief description of some of the most significant studies<sup>3</sup>. This research will certainly not be exhaustive as surely there are other experiences to which we have not had access or that could not be included because of the lack of time available to obtain the information:

In 2004, the UNPD's Sustainable Energy Programme together with the ENERGIA network produced the following resource guide: **GENDER AND ENERGY FOR SUSTAINABLE DEVELOPMENT: A TOOLKIT AND RESOURCE GUIDE**.

The document was designed to support the work of those organizing energy projects, those in the governmental sector of energy, NGOs, donors, and general international cooperation efforts in gender mainstreaming. The document begins by recognizing that in many parts of the world, energy poverty is still very present, that is, the lack of energy services such as electricity, cooking, heating, refrigeration,

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<sup>3</sup> All the things that exposed above, are only a resume, for more details the complete document and its analysis is available.

transportation, communication and water pump systems. It then explores how these issues differently affect women.

The resource guide contains key concepts for focusing on gender, lessons learned from experiences with different projects, strategies to create gender-sensitive energy policies, planning tools, gender indicators and case studies: The Solomon Islands (2001) where women constructed a micro-hydro electric power system; India (2001), a biogas project for cooking, India (2003), an efficient cooking project; Uganda (1995), a solar dryer project that was initially intended for the long term storage of produce and to address food security, the women, however, presented the need to use it as a business endeavor and to increase income; Kenya (2001), a fuel-efficient stove project that was successful due to the women's involvement in training; Malawi (2001), a biomass briquette project produced by waste materials for family use and for sale, the training focused on women as being the main users of energy within the home.

In 2004, the IUCN gathered a collection of experiences for the UNDP on **gender and energy** in Central America: **IUCN-UNDP, Mainstreaming of Experiences on Gender and Energy in Central America, Lessons Learned**. It includes nine experiences from five countries (El Salvador, Guatemala, Honduras, Nicaragua and Costa Rica) and compiles very diverse energy initiatives where the gender focus has been incorporated from the beginning, once already in operation, or not at all. Guatemala (**The Microenterprise Development Project through Renewable Energy in the Region of Quiché**), Costa Rica (**Center for the Research, Production, Training and Promotion of Solar Energy and Environmental Education, a project, that together with training on solar energy, provides women information on women's rights**). Salvador (**In the Alternative Energy Use project**, the access women had to technology was complemented by activities to strengthen their self-esteem, their decision-making and negotiation abilities). Salvador (**Searching for solutions to the lack of firewood from a gender perspective**) with personnel trained in gender.

The FAO has also worked on the issue, specifically regarding the use of biomass due to the work environment. In 2011, the following work was published: **BIOENERGY AND FOOD SECURITY CRITERIA AND INDICATORS PROJECT (BEFS-CI)**, Good Socio-Economic Practices in Modern Bioenergy Production. The report gathers several field experiences, criteria and indicators that should be taken into consideration in order to minimize risks and improve opportunities for bioenergy producers and not threaten food security. The study mentions that a substantial amount of work has been documented on good practices in agriculture and forestry, but that there is very little on their implementation in bioenergy production, especially from a socio-economic standpoint. The project performed a survey of bioenergy producers in order to identify examples of good socio-economic practices and best practices are recommended on the following topics: land access, employment, salaries and labor conditions, generation of income and smallholder inclusion, local food security, community development, energy security and local energy access, development or improvement of energy infrastructure and gender equality. Specifically, in the last area, the study makes recommendations on promoting gender-sensitive corporate conduct and on company policies and programs that focus on gender and women in leadership positions.

In 2012, the Energy Without Borders Foundation from Spain published the following guide: **BIOMASS AND DEVELOPMENT. OPPORTUNITIES FOR BIOMASS TO IMPROVE LOCAL ACCESS TO ENERGY IN RURAL ISOLATED COMMUNITIES IN LATIN AMERICA, ISSUE AWARENESS GUIDE**. A special focus in the guide is made to highlight the role of electricity as a means of accessing important services such as health, education and telecommunications. The study states that the provision of energy to isolated populations is made possible due to modern biomass products such as efficient cooking stoves or the transformation of biomass to biogas or to liquid biofuels. It suggests that the different methods of using biofuels increases energy supply, diversifies the economy and creates employment. It also emphasizes the importance of gender analysis in all studies of energy, as it is clear for example, that women are those in charge of domestic work, of taking care of children and in general, while their work is productive it not compensated for financially.

The study clearly shows that many results are produced when a rural biomass project considers gender and that the strategies should include: skills development, improvements in health and living conditions, environmental awareness and the creation of opportunities, the production and commercialization of biofuel technologies. Biofuel can generate jobs and greater recognition of women as producers and users of innovative technologies.

The document includes experiences on fuel-efficient stove projects such as Turbococinas, which are fuel-efficient stoves that reduce the use of firewood in homes and schools in El Salvador. They have been used with 100,000 families and in 3,000 schools. This program is part of the CDM Project of the UNFCCC. Similarly, UpEnergy initiated another program in El Salvador, Honduras, Nicaragua, México, and Guatemala in order to facilitate access to fuel-efficient stoves through sales by micro-entrepreneur groups, NGOs, local networks and financial institutions. These examples from the study allow the authors to say that although the projects do not include a focus on gender, if women accept the technology, it will be successful; if they do not accept it, it will not be successful, which is why it is important to incorporate this focus from the beginning.

In 2007 the UNDP published the following study: **Will tomorrow be brighter than today? Addressing gender concerns in energy for poverty reduction in the Asia- Pacific Region. Regional Energy Programme for poverty reduction.** The study explains how women have multiple interests in issues regarding energy, which is why it is necessary to include a gender focus in the design of the projects. It reveals how the provision of energy makes their productive and reproductive tasks possible both within and outside their homes. Two of the advantages the study reveals that are valued by the women regarding energy is the amount of time saved and the improvement in health, water, and sanitation, in addition to allowing them to improve their income and education opportunities. The study demonstrates the women's roles in gathering firewood, carbon and dung and the health impact of burning these substances inside homes. On a policy level, however, there is a lack of consideration for these factors and women's interests and needs are therefore not included.

This report on the energy program in Asia verifies the urgency to create options for equal access to energy, especially for women, as it confirms that the energy benefits are not neutral; as women and men perceive the uses and needs for energy differently, decisions are generally made just by men. The study is based on an energy breach and solution identification analysis made in 30 countries in the region between 2005 and 2006.

From their focus on gender, the FAO created a guide in 2006 called **Energy and Gender in Rural Sustainable Development**. The document is a guide to link gender with the issue of rural energy in a specific analysis of rural poverty and energy poverty. The objective is to draw more attention to rural areas, sustainable agriculture and to fulfill the MDGs. In this sense, the development of bioenergy contributes to these commitments. The document focuses on energy under the framework of rural development and reverts to experiences from the 80's connected to issues of forestry and women's roles. It highlights the main consequences of energy poverty in women in rural areas are identified such as a shortage of firewood, fodder and available land. This requires that women dedicate more time to searching for fuel to cook with or for water for daily necessities. Health impacts are also a concern such as smoke from the stoves inside homes.

In the 90's the FAO designed and implemented a training program for its projects titled SAEGA (Socio-economic and Gender Analysis) that includes tools to incorporate a focus on rural project management. They state that the guidebook can be adapted to energy projects. The study reviews cases in Asia and Africa on the difficulties women have, such as large distances in order to gather wood, in accessing sources of energy that meet their needs. The socio-economic indicators of Latin America are more encouraging compared to those of Asia and Africa; nevertheless, the study shows how the data hide inequalities among countries and within the countries with regard to access to education, healthcare, water, electricity and goods. Such inequalities must be overcome in order to make progress in the development and fight against poverty. According to data from the FAO, women dedicate between 8 and 11 hours a day to supply wood or biomass and water while men

spend between 1 and 2 hours. It is therefore clear that it is a task specific just to them and that it takes them too much time to do.

Climate change is a key factor when it comes to energy, especially in burning oil, gas and carbon and its part in the greenhouse effect on the planet, which is why the use of efficient energy technology is important. This is why addressing climate change topics with a focus on gender is important because of the impact it has on women such as with desertification or contamination, which prevents or reduces possibilities for women to partake in productive activities that generate an income (Masika, 2002; FAO, 2006, pg. 26). Given this background information, the importance of focusing on the social aspects of access to electricity and to different solutions is clear, such as with mini-hydrogenerators, wind turbines, community biofuel systems and solar photovoltaic panels.

In 2008, GIZ published the following document: **Poverty and Cooking Energy within Local and Global Contexts**. The text places the framework for the relationship between restricted access to energy resources and poverty, especially with women. It specifically focuses on the relationship and dependency between biomass energy consumption and poverty. It highlights that access to clean and efficient energy for cooking is a key objective of many national projects. Women's dependency on using biomass products is greater in poor rural areas or in poor urban areas. In Africa, for example, the document mentions a study in which 60% of rural women struggle with accessing firewood. The migration of men and the difficulties for accessing loans are other realities that effect women and that contribute to energy insecurity. Additionally, it is difficult for women to access and maintain their studies in higher education institutions in energy sector fields that have traditionally been dominated by men. With regard to the positive impacts of the fuel-efficient stove projects, it can be seen that the sale of efficient stoves could generate an increase in employment for women, improving food preparation technology can mean more time for women to dedicate to their studies, health or to improve their income.

The UNDP has a program titled the “Gender Equality Seal” Practice Community, which consists of certified organization participants in the Gender Equality Certification Programs of public and private companies in Brazil, Costa Rica, Chile, Mexico and Uruguay. Several companies in the region, such as Eletronorte, Petrobrás, and Itaipú Binacional, are certified; above all is Brazil and Chile, with its mining sector. The companies have presented information on their experiences and have maintained the seal for their positive gender practices. This project allows for other approaches to address the topic and above all, allows for innovation. For example, in Nicaragua a project on small hydroelectric plants supported by the UNPD achieved an impact with the internal government of the Ministry of Energy and Mines. The project included an employee-training plan designed for the application of the project. In El Salvador, there was a project known as “fuel-efficient stoves,” which was supported by the United Nations Small Grants Program.

Our review also led us to identify several manuals of international cooperation or multilateral agencies referred to the issues of energy, as a source of knowledge and training for the future of this project, here are the most significant.

In 2000, the Canadian International Development Agency produced the guidebook: “Accelerating change, resources for gender mainstreaming,” which includes several tools to mainstream the gender focus in development, key gender concepts and the components that should be included in mainstreaming. This guidebook was created based on CIDA’s<sup>4</sup> concrete work experiences such as consulting in Asia (Bangladesh, the Philippines and Indonesia) on Women’s Mechanisms for strengthening gender equality and women’s rights in order to mainstream gender.

With the purpose of establishing a common understanding of the terms, the document clearly employs frequently used concepts in development and in gender such as sex and gender, WID (Women in Development), GAD (Gender and Development), and gender equality.

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4 *Actually Canadian Cooperation.*

This guidebook proves to be a very interesting contribution because it contains the concepts necessary to understand the topic and specifically, the necessary parts of the mainstreaming process such as the strengthening of an institution's trainings: both organizational and individual trainings (leadership, research, academics, planning, analysis, negotiation, implementation, trainers, and involving civil society). The guidebook defines "mainstreaming" as the following: "It aims to look more comprehensively at the relationships between men and women in their access to and control over resources, decision making, and benefits and rewards within a particular system. That system may be an organization, a government or an entire society" (CIDA, 2000, pg. 5).

While the guidebook does not specifically touch on the concepts of energy and its connection to gender, it does provide general tools that can be adapted for development and projects.

Some of CIDA's strategies are the existence of a solid mechanism in order to strengthen topics on gender, strategic partnerships on this issue as a new way to help and support gender issues, as well as reinforcing the dialogue on gender. "Policy dialogue is an increasingly important tool in the context of new aid modalities. Policy dialogue<sup>5</sup> requires: an understanding of the policy context; developing partnerships and a shared vision with partners on gender equality; and systematically advocating that gender equality issues be concretely addressed" (CIDA Africa Branch, 2006, pg. 1).

This is one of the suggestions that we have taken from Canadian Cooperation for OLADE's gender strategy.

In 1998 the Swedish International Development Cooperation Agency - SIDA, published the following handbook: **MAINSTREAMING EQUALITY BETWEEN**

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<sup>5</sup> Or "advocacy," as it is referred to in gender terminology.



**WOMEN AND MEN: HANDBOOK ON GENDER PERSPECTIVES IN ENERGY SECTOR DEVELOPMENT.** This is the oldest document that clearly addresses both issues and whose purpose is to further developing the field.

The handbook explains the gender considerations and mechanisms to address with regard to energy projects such as fees, fee policies, rural energy provision, decision-making, and the creation of employment opportunities for women. According to SIDA's research, energy policy is considered to be neutral in energy sectors with regard to the impact on gender. The entire family, men and women, are considered to be benefited equally, which is why the establishment of policies is suggested in order to promote equality such as: promoting gender awareness, performing analysis, identifying specialized projects and assessments, including gender as a topic in a project's annual review, and to evaluate and monitor the issue.

The handbook's most interesting contribution is the distinction of assumptions that are usually made when energy planning and policy is developed, which result in affecting the participation of women and gender equality. Some of these assumptions are as follows:

- The consideration that macro energy policies affect or benefit men and women equally. There is evidence that some energy projects designed for homes, such as with stoves, turn out to not be completely efficient due to previous lack of consultation and user involvement<sup>6</sup>. Another example is the issue of fees. This is of enormous importance for the women as it affects their main sources of income such as food preparation for sale, pottery, or weavings and the manufacture of clothing; activities that generally occur in their own homes.
- The assumption that by including women in decision-making positions of energy projects and by increasing their access to engineering, planning, etc., more equity

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<sup>6</sup> This case is cited in a study by Cecelski, 1992; in SIDA 1998.

will automatically be achieved; which requires the raised awareness of all involved in planning.

While the World Bank has consistently published experiences since the 80's<sup>7</sup> that reveal how the economy should include a gender focus, we would like to focus on a recent publication from 2012 that while it does not specifically address energy, it is incredibly useful in measuring women's economic contributions. In the report, **"The Effect of Women's Economic Power in Latin America and the Caribbean"**, confirms that women's contributions to poverty reduction in Latin America and to extreme poverty between 2000 and 2010 have been paramount. The study shows that without their participation in the Latin American and Caribbean labor market, extreme poverty would have increased by 30%. Currently, the amount of the population in extreme poverty is 14.6%, in 2010 compared to 17.7% in 2012 (World Bank, 2012<sup>8</sup>). Nevertheless, the poor work conditions that women face both in rural and urban areas is a reality that this statistical progress does not compensate for. With regard to wages, the gap is particularly notable in high-ranking professions in countries such as Brazil, Chile, Mexico and Peru. This reality is slowly changing because women are increasingly seen in professional positions and are even younger than their male colleagues. The gaps increase due to factors such as gender violence or adolescent fertility, both of which are high in Latin America.

Another reality is that there is a growing number of households whose only family support are women: 17% total and 19% in urban areas which run a greater risk of poverty due to the conditions of inequality in which they must work. In Latin America, one of every four individuals is poor and more than one of every ten people cannot meet their basic food needs (World Bank, 2011b). The region continues to be the most unequal in the world. The most equitable region, Uruguay, is still more unequal than the most unequal country in Europe, Portugal.

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7 Under the titles of, "Engendering development: through gender equality in rights, resources and voice" or "Enhancing women's participation in economic development."

8 World Bank, *The effect of women's economic power in Latin America and the Caribbean*, World Bank LAC, 2012.





# GENDER ANALYSIS

## CHAPTER IV

### OLADE'S GENDER EQUITY STRATEGY

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#### I. Conceptual framework

In order to understand why we should include the topic of gender when dealing with energy, it is necessary to have an introduction on some basic concepts of gender equity.

#### GENDER

The concept of **gender** was introduced by Anglo-Saxon feminism. In 1955, John Money was already speaking of the “role of gender” in order to refer to the behavior attributed to men and women.

Perhaps the most concrete concept is that of Ester Boserup (1991):

The notion of **gender** includes socio-cultural and historical factors that determine how men and women interact and divide their responsibilities. These characteristics are modified over time and vary from one culture to another.” (Boserup: 1991).

The differences between men and women vary, however, and are subject to social and cultural dynamics. In fact, these relationships have changed over the last 50 years, especially towards a greater presence of women in society. The era, society's values, and what is considered to be normal or natural, will largely depend on the construction of gender **identities** and the gender **system** in which they are immersed.

## Sex-Gender System

One's **sex** is the biological bodily characteristics with which men and women are born. These characteristics are natural and therefore do not change.

**In short, gender is** the qualities (ways of being, thinking feeling and acting), the sociocultural characteristics of behavior, and the roles and responsibilities attributed to women and men due to their biological differences. Masculine and feminine genders are a historical and social construction and may therefore change. We learn how to be the way we are because of culture and social classes.

Even through the approach of the **sex-gender system** was established in the last decade, it is still currently heavily referenced in trainings and discussions in opposition to approaches of nature (biological explanations) and nurture (what is learned). Gender should be understood as a **system**, created by the interaction of women and men (including youth, the elderly and children). It should also be understood with the rest of the elements that form part of the system such as economic, political and cultural factors.

It is important to recognize that the topic of gender should be addressed integrally, and not as an isolated issue, as construction of men and women's **identities** is built upon the base of all of these interrelated factors.

The construction of gender identity is the fundamental basis from which all gender relations are built. This is what is of interest for us to understand in each issue that surrounds it; for example energy, in this case. As Teresa Valdés explains, "The constitution of social, individual and collective entities has had as a precursor, the consolidation of an identity, of self-awareness, and of a sense of oneself with relation to others," (1995, <sup>9</sup>). When we refer to collectivity or to identity construction as a mat-

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9 Valdés Teresa, *Identidad femenina y transformación en América Latina*, in Larrea, Sissy: 2006.

ter regarding gender, we refer to “a social identity” produced by various interrelated factors; one of which is the relationship with the environment and the resources that individuals or the community can use. In other words, we refer to their environmental, social and cultural surroundings.

From this perspective, identifying different gender relationships and the roles that men and women fill in a particular society, will allow us to fully understand these social identities expressed on a daily basis and that establish the collective behavior of how “to be a man” and how “to be a woman” in each society or group.

Given that identity is formed in contrast to the other and is founded on the differences between groups and interacting societies, gender identity functions similarly.

However to better understand identity we must recognize that we establish our **identity** first as an assertion made against the other: “When a group or individual defines themselves, they do it as a way to differentiate from another group or individual that they encounter.” This is an identity that arises because of opposition and that cannot be asserted in isolation.

**Gender-based identity** is constructed by differentiating from “the other,” men and women, who simultaneously maintain conflicting and complementary relationships. In many occasions gaps and inequalities develop that are necessary to correct, one of which is gender-based inequality. An example being women having less access to productive resources, as may be the case with energy, for being isolated from the decision-making processes of energy projects or national energy policy because it is considered that their role is passive and that it is not necessary to identify their needs in the provision of energy, in the construction of hydroelectric plants, or in the benefits of oil investments.

**Gender role** analysis allows us to observe the situation in which generic identities are constructed and why men and women are different according to a determined social rationality and to the particular historical processes that a group has experienced.

The varied use of resources as well as the values assigned to each gender has a direct relationship with the **roles** that each society or group assigns to women and men.

Gender roles are determined by the division of labor and responsibilities, according to gender.

They are socially constructed, learned and are dynamic.

They vary according to the time period, social class, ethnicity, and culture among other factors.

Men and women participate in a diverse way in their **gender roles** and that participation is unequally valued in different spheres.

### **Types of roles:**

**Reproductive:** domestic labor, childcare, education of the children, maintenance of the home and familial relationships.

**Productive:** the production of goods, services and resources for one's own sustenance and that of their family.

**Community and political:** civic, religious, political and organizational responsibilities.



It is important for those who work in the energy sector to learn to efficiently identify women's roles early on in the projects in order to be able to involve them in all of the processes, promote their participation in decision-making and in project benefits, such as with trainings and in technical assistance. It is important to identify, for example, that women may be the group absent from participation in energy issues even though they are some of the main users and therefore allies in development.

Gender relationships that are developed around a history of men and women are reflected in gender roles such as with the most fundamental unit, the family system. Here differences are recognized, power relations are reflected and the identity of a group is recreated. It is therefore erroneous to say that an energy project or energy policy equally benefits all members of a family.

Men's and women's roles within the domestic, productive and community spheres cannot and should not be analyzed or decontextualized from the historical, political, economic and cultural context in which it is found. These lifestyles, however, are not a harmonic unit where each one takes on a role without conflict or tension.

Of interest to us with regard to gender issues is "the possibility for change," specifically because of the thought that often arises from areas that believe that all cultural patterns should be maintained and respected, even if they are unjust or unequal for certain sectors as in the case of women. It is therefore important to identify the participation gaps in access to productive and energy resources and to take action in order for these issues to be solved. Holding a specific training for women, for example, gives credit to women for productive endeavors connected with energy projects, promoting the formation and empowerment of women's leadership in development projects or in the decision-making areas of companies and of the state.

There is not just "one woman" subject. On the contrary, there is an abundance of women with distinct desires, stories and contexts and who therefore have different ways of experiencing gender relationships and subordination.

In other words, **those individuals whose identities are constructed based on conditions of gender, ethnicity, class and age, determine the relationships that are established in environmental surroundings; relationships that are constructed within the spheres of power.**

In the development debate, the concept of gender has been managed in two ways and with two approaches: the WID and the GAD approach.

### **Women in Development (WID) Approach**

The declaration of the Decade for Women promoted by the United Nations (1976-1985) reinforces<sup>10</sup> "...the quick incorporation process of women in the development projects of each country, among which include Ecuador. The "Women in Development Approach" (WID) is established whose main objective was to achieve greater efficiency and development through specific components designated for women, with the aim of increasing women's productivity and their income."

Women in Development (WID) seek to integrate women into development by providing them with resources in an attempt to increase the efficiency of the roles they hold.

Under this perspective the projects were, or in many cases still are, welfare-based and have not executed structural changes in the women and their lifestyles; or they also focused on strengthening the exclusive role of the woman as a mother and just sought project efficiency. For these reasons the WID approach continues to receive criticism.

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<sup>10</sup> Hernández Katya, Larrea Sissy, Gallier Silvie, "El surgimiento de mujeres líderes indígenas, entre el discurso étnico y el discurso de género, el caso de la COMICG, FLACSO, mimeo, 2000, pág. 6.

## **The Gender and Development (GAD) Approach**

This approach, incorporated in the majority of Latin American countries since the 90's, is a more integral vision of women's issues and their subordinate positions. It identifies breaches in inequality and proposes changes in development management in order to change these breaches and construct more equitable and fair societies:

The GAD approach bases its intervention in the analysis of the roles and needs of men and women and seeks to empower women, improving their position in relation to men. It targets equality and human rights.

This new strategy questions the uniformity of a woman's position and the functional vision of incorporating women into development for reasons of efficiency in addition to questioning development models that solely seek economic benefits without considering integral lifestyle aspects and, specifically, power relations that place a condition on the benefits of development.

## **Differences between WID - GAD**

### **Women in Development**

- The problem: women's exclusion in the projects.
- The objective: greater efficiency.
- Establishes projects or project components just for women's productivity and income.
- Integrate women in existing processes.

## Gender and Development

- Questions the unequal power relationships (rich – poor, women – men).
- Seeks equitable and sustainable development. Women and men participate in decision-making.
- Recognizes subordination.
- Identifies men and women's needs in order to improve them.
- Modifies unequal relationships, overcome disadvantages. Introduces power for the women.

We propose the GAD strategy for OLADE and we will base the changes we suggest on it for the energy sector in which we are addressing.

## II. Gender analysis elements related to energy

When we think of women we think of the tasks that have socially been assigned to them such as their reproductive roles in the family and the subsequent daily care of their nourishment and health; in other words, ensuring the food security and well-being of the family in general. This is the reality that is also present when we consider their relationship to energy.

In rural areas women's roles are related to agro-biodiversity, the provision of wood and water, the sorting of seeds, food preparation, agricultural tasks in each productive cycle, storage of produce, cultural efforts (such as controlling pest infestations), raising animals (specifically young animals), selling to local markets, and traditional medicine for the care of the family. Their labor is directly related to the transmission of culture and traditions. All of these activities call for a great amount of quality, willing energy; which is not always possible.

In urban areas, even if they have incorporated into the job market, women are still responsible (in many cases without the help of their partners, spouses, or those living with them) for domestic duties which make for long days of work in order to attend both to their jobs outside the home as well as inside the home. This is not always recognized and valued and is related to women's time poverty.

These circumstances are not considered in energy policies and even less in labor policies. Women from popular urban sectors experience the need to attend to their children, and they begin informal business sales due to a lack of opportunity, a lack of formal education and being unable to receive higher-paying employment. Having efficient sources of energy at affordable costs is fundamental in these endeavors and for the family's daily needs. In several countries in Latin America, these women find themselves in informal or service-based sectors, such as paid domestic workers, and in many cases find themselves in informal labor contracts without protection or basic rights.

In the urban sector, we did not find any study that addressed these topics in the field of energy, or that was mentioned, for example, in the establishment of electricity rates despite electricity being one of the most addressed issues in the sector.

While categorizing women's responsibilities we can see that they are not just overloaded with work, both in rural and urban areas, and suffer from poverty time in order to overcome their situations; we also see that there are several gender inequalities that become worse when social class, ethnicity, sexual preference or disability are accounted for.

The following are statistics that demonstrate the inequality gaps that still exist among men and women:

- Of a total of **1.4 billion** people that live in poverty in the world, **60%** are women (World Bank, 2008, UNFPA, 2008).

- Two thirds of the **960 million** illiterate individuals are women and of the **130 million** that do not attend school, **70%** are girls.

- With regard to work hours and gender, women in rural areas must work 18 hours a day in order to fulfill their socially demanded responsibilities. In contrast, men work 12 hours a day. In urban areas, women work 15 hours a day and men work 10. This also speaks to time poverty and the opportunity to get education, training or to rest.

These women have less access and control over their resources and endure greater energy poverty. Unequal conditions make it necessary to apply political measures or projects sensitive to these differences; contributing to reducing them and not ignoring, or worse, increasing them.

Through the application of the vision of this gender approach, we managed to identify these UNEQUAL conditions in the energy sector that men and women may be experiencing in the access and control to energy, environmental and development resources; that is, in benefiting and making decisions.

Due to their gender roles, men and women have different energy needs and therefore the lack of energy or lack of access to energy, or rather the opportunity to use some type of energy resource, has a different impact on men and women. This analysis allows us to clearly see how women are the main ENERGY USERS, whether that be due to their different productive responsibilities (food production or business endeavors), whether they are in urban or rural areas, or because of their unpaid domestic labor in caring for their families.

Despite being the main energy users, they are absent from arenas where decisions are made on energy resources and on the opportunities and benefits of the energy production and distribution industry, as it is considered an exclusively technical matter and is considered to be neutral with regard to gender.

As many tend to believe, **energy poverty** does not equally affect the entire family. Women are more directly affected when basic family needs are not met, as they are the principle caretakers of the home. When these needs are not met they do not have the energy for the kitchen, for cleaning and all aspects related to home economics.

This whole process has made clear the **challenges of the region**:

Firstly, it is essential that the energy sector understands the need to **form teams that are sensitive to a focus on gender** so they may support the projects and policies that take place in hydrocarbon plants, electricity and in renewable energy. As we saw with the baseline study, very few women are involved in the energy sector and in energy planning; even less women are trained on gender issues, which is why it is not common for them to discuss women's needs. It is therefore important that energy sector authorities, OLADE's natural partner, understand that the energy sector is not neutral with regard to gender needs, and that each action has a distinct affect on men and women.

It is crucial for **this issue to be discussed at regional forums** in the state sector, whether OLADE, whose assistants and decision-makers are incidentally and for the majority men, be the organizer or not.

Another challenge is to **make the energy sector more open to women's participation and work** in technical and decision-making arenas. It will not be possible to breach these gaps unless we include more women professionals that are trained on and sensitive to gender equality in a sector that has been primarily male dominated.

It is also necessary to **elaborate regional statistics** that allow us to be aware of the gaps in access to energy resources. For example, it would be important to have figures classified by sex, even in local studies, on the biomass that is the main source of energy for most women. This data is not available and is not seen as important by decision-makers. Statistics have always been a challenge in the achieving women's rights and the energy sector is not an exception. In general, men are always the ones responsible for these issues and claim that there are technical difficulties in obtaining this data, which in sum, is the lack of political commitment to change and women's rights. This will be an arduous task, but it is crucial to make progress on this issue starting with countries that take this issue seriously in order to achieve regional change in the future.

It has also become important to **have training tools** that include cases from countries in Latin America and in the Caribbean so that we may be able to relate to a cultural and geographical reality familiar to us, as the majority of these tools include cases from Africa and Asia.

At a time when several countries from Latin America are discussing the transformation of their production matrix, it is necessary to have data on the relationship of gender and energy and how a focus on gender and women's rights should be addressed in energy planning. It is not an easy challenge to overcome, as despite being recognized even slightly or irregularly since the 80's, the topic continues to be considered as purely technical.

Similarly, energy policies led by countries tend to target the supply of energy and not the cycle of **integral development** that can and should be tied to energy sources. Behind a light, a solar panel or a power plant, women's productivity projects, loans or technical assistance can be promoted; and with that, an improved way of life for families and a step forward in the fight against poverty.



It is important to **provide women access to technology and modern means of energy**; this makes them economically independent and contributes to the decision-making of their lives. It also provides them productivity alternatives and reduces the time they work on their caretaking responsibilities.

OLADE is committed and contributes to its regional efforts to acknowledge these gender differences in decision-making and in development in general. There is gender disparity in practically every context and it is necessary to be aware of them in every action taken in the energy sector in order to, instead of increasing inequality, contribute to equity.

In sum, this analysis demonstrates that we should promote changes in the energy sector in which OLADE works, improving its abilities to achieve the following:

- The search for equitable and sustainable development where men and women participate in the decision-making of the initiatives led by the sector.
- Focus on the roles, responsibilities, needs and opportunities of women and men on the topic of energy on a differentiated basis.
- Identify gender considerations and gaps and the possible steps to address them.

In the case of energy resources, this type of analysis allows us to visualize the role of women as energy producers and users, while recognizing the time they dedicate to the tasks related to energy supply for everyday domestic tasks and the lack of decision-making arenas with regard to projects or benefits.

In the governmental sector, we found that despite women being the main energy users, the majority of the governmental sector does not have policies to ensure their access to the benefits of energy projects, women do not participate in the consultation process in the elaboration of the projects or policies, and therefore they do not control or decide on energy resources and do not have ENERGY SECURITY. Exceptions include those projects that we have included in this document that are examples of best practices, or countries that do address this issue and are found in governmental foundations.

Direct action is needed at a political level in order to ensure that changes are made effectively visible; on the contrary, changes are left to expressions of mere willingness. This concrete expression of will is what this document expresses. It is part of the basic elements, with its specific components and initiatives, needed in order to drive the incorporation of a gender equality approach in the energy sector with which OLADE works.

### III. Gender Strengths, Weaknesses, Opportunities, and Threats - SWOT

The following is a SWOT analysis that categorizes the findings of this document into Strengths, Weaknesses, Opportunities and Threats and that served as guide to identify the components, results, activities, goals and indicators needed to measure the changes based on the key elements of gender analysis in achieving change in the inequality gaps that have been identified with regard to the participation, access and control of energy resources by women. This SWOT matrix has been carried out with input from two documents from the first year in order to perform the diagnostic analysis: the baseline study of OLADE countries' energy sectors and the state of gender on energy issues. Next the SWOT matrix:

| INTERNAL  |   |  |
|---|---|--|
| STRENGTHS   |   | WEAKNESSES   |
| <p>OLADE Gender Advisor.</p> <p>Some manuals exist on the topic. There is some system implementation of projects that include G and E.</p> <p>There is a governmental policy and gender status report.</p> <p>A high commitment in OLADE on the matter.</p> <p>Some international cooperatives and agencies supporting the issue.</p> <p>OLADE has communication systems to support the issue.</p>                              |   | <p>Little staff trained in the region.</p> <p>Ministries generally do not have a budget for this issue.</p> <p>There are not statistical indicators that link gender and energy in the region.</p> <p>There are few examples in the region of implementation of this topic.</p> <p>It is a new issue of little priority for some sectors.</p> <p>It is traditionally a male dominated sector.</p> <p>There is resistance in some countries because the issues are considered to be merely technical.</p> |
| EXTERNAL  |   |  |
| OPPORTUNITIES   | ALTERNATIVES STRENGTHS/OPPORTUNITIES  | ALTERNATIVES WEAKNESSES/OPPORTUNITIES  |
| <p>Gender equality laws or favorable rulings in some countries that require the incorporation of gender and energy in all areas.</p> <p>Countries such as Uruguay that make progress and have experiences to share. Openness and interest of various countries in the region.</p> <p>Some technical entities or civil society organizations in sub-regions working on the topic connected specifically to renewable energy.</p> | <p>Organize and share successful experiences.</p> <p>Achieve the political commitment of ministries and energy sectors in order to incorporate gender and energy.</p> <p>Technical assessment to countries beginning with those who express the greatest interest.</p> <p>Creation of networks of experts on the issue with individuals and institutions identified in each sub-region.</p> | <p>Train staff in the sector so that they may incorporate it.</p> <p>Share sub-regional experiences in order to learn from each other.</p>   |
| THREATS   | ALTERNATIVES STRENGTHS/THREATS  | ALTERNATIVES WEAKNESSES/THREATS  |
| <p>Economic crisis in countries may affect the internal budget for gender and energy.</p> <p>Frequent changes in governmental personnel.</p>  | <p>Establish regional networks of individuals in order to support mainstreaming processes in countries without having to depend on just one person from each ministry.</p>  | <p>Good management of project funds.</p> <p>Find other external supports for the strategy's activities.</p>  |

## IV. Gender Strategy Objective, Components, Methodology, Products and Implementation Plan Matrix

### 1. Strategy Objective

Contribute to establishing an energy sector that responds to countries' needs with regard to reducing the inequality gap among men and women in the access and control of energy resources needed for its sustainable livelihoods.

### 2. Strategy Components

Our findings have identified four components, or strategic courses of action if you will, needed to make long term changes in the governmental energy sector. The following details how we plan to implement these components. It is important to recognize that in the final point of this strategy, a matrix is provided with the expected results, products, activities, goals, indicators, verification methods and responsible parties.

- High political commitment in the energy sector
- Mainstreaming
- Research and generation of knowledge
- Strategic partnerships





### a) Political Commitment

**Description:** High political commitment and acceptance of the gender equality approach in the LAC energy sector.

**Methodology:** In order to implement this component we will use two main methods: trainings and advocacy.

**Trainings:** Training workshops will primarily occur for employees of the OLADE partner ministries. Regional or sub-regional forums will take place in order to develop Action Plans according to the needs of each of the areas of each country. OLADE will provide support through technical assistance and will support these plans together with other potential allies.

**Advocacy:** Consistent contact with high-level officials in countries and within OLADE will occur in order to keep the notions of gender and the progress of OLADE's gender strategy current.

Create regional and sub-regional participatory plans for gender and energy through awareness events and train high-level decision-makers of the energy sector that works with OLADE, civil society sectors and NGO's when possible.

### **(1) Products:**

- Annual Budgetary allocation gender in OLADE
- 3 Gender specialists have been contracted in public agencies in LAC countries
- 3 Gender Units or similar in LAC
- 4 Gender policies or strategies have been developed within energy sector agencies in the countries participating in the project
- 3 regional forums and 10 country Plans for Gender and Energy in LAC region

## (2) Implementation Matrix:

| WBS (del PIP) 1100   |   |  |   |  |  |
|--|---|--|---|--|--|
| OUTCOMES   | OUTPUTS   | MAIN ACTIVITIES  | GOALS TO 2017   | INDICATORS   | DATA SOURCES                                     |
| High political commitment and acceptance of the gender equality approach in the LAC energy sector. | Annual Budgetary allocation gender in OLADE.  | Maintain the gender project and budget in order to protect the strategy and personnel.   | Annual energy and gender budget.  | Annual designated percentage.  | Project budget.                                  |
|  | 3 Gender specialists have been contracted in public agencies in LAC countries .<br><br>3 Gender Units or similar in LAC.        | Visit countries, train personnel and support those responsible of the matter in the ministries.  | At least 3 countries in each sub-region: Central America, South America and the Caribbean.            | # of workshops;<br># of participants in workshops by sex<br><br># of gender responsible and Units. | E-mails, communications, workshop reports        |
|  | 4 Gender policies or strategies have been developed within energy sector agencies in the countries participating in the project | Perform in-country workshops in order to develop strategic plans or operational plans for gender in energy sector agencies                         | At least 4 strategic or operational plans in the countries participating in the project               | # of agency action plans in project countries  | Energy agencies' plan of action documents        |
| Country and sub-regional plans elaborated and follow up  | 3 regional forums and 10 country<br><br>Plans for gender and energy in LAC region.  | Organize workshops for sub-regional forums in Peru, Costa Rica and Guyana in order to develop the action plans for countries and the 3 sub-regions | At least 3 sub-regional forums, and the development and follow-up of at least 10 country plans in LAC | # of forums;<br># of country action plans,<br># sub-regional plans                                 | Country plan documents, notes from the workshops |



**b) Mainstreaming**

**Description:** A mainstreamed focus on gender in the energy sector and within OLADE.



## **(1) Methodology:**

Develop tools, educational and training materials for OLADE staff and for countries' partners.

Offer technical assistance to member countries and assistance with their energy policies through technical assistance and training visits.

Technical assistance and support to those responsible for the area of gender in ministries and OLADE partner agencies, as well as to the entities or committees that are created for this purpose.

Continue training OLADE staff in order to improve its abilities to analyze and approach gender in their work environment or in their project initiatives, especially with technical personnel and personnel in decision-making positions.

Implement a simple system to report categorical information by sex on OLADE projects or initiatives.

Utilize the budget and the experience from the Canadian Cooperation project in order to make the focus on gender sustainable from within OLADE, instilling an impact that it will manage over time on the issue together with the responsibility shared with other personnel.

Perform follow-up after educational seminars and other internal events in order to promote the incorporation of more women in OLADE staff and in consulting groups.

Incorporate gender criteria in internal OLADE documents, personnel regulations, general regulations, consulting regulations, Code of Ethics, and announcements; and establish specific actions to avoid harassment and discrimination within OLADE with the support of the agency's authorities.

Promote women's participation in the arenas of decision-making, education and debate, on OLADE issues related to the different issues that the institution addresses: hydrocarbons, renewable energy, energy access, electricity, etc.

Participation in OLADE events in order to demonstrate the issue's progress and experiences.

Create and support networks of experts in sub-regions in order to discuss progress being made, training and educational materials, and to generate knowledge on the topic. Publish and share information within the networks on OLADE's and countries' gatherings in order to increase female participation in the labor sector and in academic spheres that study gender.

Include gender criteria in the annual internal evaluations of OLADE personnel, measuring how they have or have not promoted the issue in their job.

Grant technical assistance in order to empower women's committees and organizations that are involved in the corporate social responsibility projects of Guatemala, Bolivia and Guyana that are part of the Canadian Cooperation-OLADE project.

## **(2) Outputs:**

- 1 gender commission in Permanent Secretary in OLADE oriented by the Gender Advisor.
- 3 Gender entities, commissions or committees in operating governmental agencies with technical assistance.
- 1 Training materials with content appropriate for the region.
- OLADE has 1 proposal designed for and in search of funding in order to hold virtual trainings on gender and energy.

- 1 pilot project on gender indicators in the energy sector for 1 country.
- Internal personnel regulations, general OLADE regulations, and regulations on the contracting of consultants included the focus on gender.
- 1 course from the Social Inclusion Certificate that will take place with FLACSO included gender and energy.
- 6 established, developing and empowered committees on gender in Guyana, Guatemala and Bolivia.

**(3) Implementation Matrix:**

| WBS (of PIP) 1100  |  |  |   |   |   |
|--|--|--|---|---|---|
| OUTCOMES   | OUTPUTS  | MAIN ACTIVITIES  | GOALS TO 2017   | INDICATORS  | DATA SOURCES  |
| A gender commission within OLADE that ensures the sustainability of the focus on gender after the end of the project | 1 gender commission in OLADE led by the Gender Advisor   | Form an internal commission within OLADE   | 1 gender equity commission in OLADE   | 1 commission  | Documents to establish, meeting documents   |
| Entities, commissions or committees within operating energy sector agencies from LAC                                 | 3 Gender entities, commissions or committees in operating governmental agencies with technical assistance. | Lobby and provide technical assistance to countries with greater interest on energy and gender in order to progress towards its internal institution in the energy sector.<br><br>Lobby with other ministries from the sector and with state agencies responsible for gender policy in each country. | At least 3 operating entities or committees throughout the duration of the project in LAC countries | # entities or committees<br><br># of missions for technical assistance. | E-mails, communications, progress reports, internal documents from the ministries |

[continúa de la página anterior] WBS (del PIP) 1100

| OUTCOMES   | OUTPUTS  | MAIN ACTIVITIES   | GOALS TO 2017  | INDICATORS                                      | DATA SOURCES                             |
|--|--|---|--|---|--|
| Current training materials on gender and energy adapted for use in each region           | 1 Training materials with content appropriate for the region   | Publication and updating of concepts of gender in the sector. Develop training materials for the region together with other international cooperation's or partners. Design, publication and training for use in participating countries. | At least 1 manual for the region and booklets for training purposes throughout the project | # of materials on gender produced and published | Manuals and materials                    |
| Course on line designed and pending fund in GENDER AND ENERGY in the region within OLADE | OLADE has 1 proposal designed for and in search of funding in order to hold virtual trainings on gender and energy | Organize and hold fundraising events for a virtual training project on gender and energy in the region  | 1 project proposal on gender and energy formulated and implemented pending funding         | 1 course  | Proposal documents, agreements           |
| Propose gender indicators in the energy sector in one of the project's countries         | 1 pilot project on gender indicators in the energy sector  | Implement a proposal on gender indicators for the energy sector as a pilot project in one of the OLADE member countries   | At least 1 pilot project in 1 member country throughout the project                        | # initiatives implemented                       | Countries' meeting minutes<br>GA reports |

*[continúa de la página anterior]* **WBS (del PIP) 1100**

|  |   |  |   |                  |   |
|--|---|--|---|------------------|---|
| Internal OLADE regulations with a focus on gender equality | Internal personnel regulations, general OLADE regulations, and regulations on the contracting of consultants included the focus on gender | Review of regulations in order to include and implement the focus on gender with upper-level authorities | At least 3 reviewed regulations, having received feedback and analyzed: internal personnel regulations, general OLADE regulations and regulations on the contracting of consultants | # of regulations | Regulatory documents and review meeting minutes |
|--|---|--|---|------------------|---|

**WBS (del PIP) 1300 (Capacity Building)**

| OUTCOMES  | OUTPUTS   | MAIN ACTIVITIES   | GOALS TO 2017   | INDICATORS  | DATA SOURCES     |
|---|---|---|---|---|------------------|
| Officials with greater capacity and knowledge on the topic of gender in countries that work with OLADE's CAPEV system | 1 course from the Social Inclusion Certificate that will take place with FLACSO included gender and energy. | Include material on gender in the course from the Social Inclusion Certificate that will take place with FLACSO | At least 18 hours related to the topic of gender in the course. | # of students by sex trained on gender and energy | Course documents |

**WBS (del PIP) 2210 CSR community**

|   |  |  |   |  |   |
|---|--|--|---|--|---|
| The rural electricity project and CSR have gender initiatives | 6 established, developing and empowered committees on gender in Guyana, Guatemala and Bolivia. | Empowerment of the gender and energy committees in the CSR project in Guyana, Guatemala and Bolivia. Technical assistance to the individuals responsible for gender in the CSR projects in participating countries through follow-up | At least 6 established and developing committees on gender in Guyana, Guatemala and Bolivia | # of women's committees in CSR project countries.<br><br>Women that manage project technology.<br><br>% of women that participate in project initiatives.<br><br>Improvement % of women's incomes since the start of the projects. | Documentos del proyecto, reportes, informes de la Asesora de género de OLADE. Iniciativas de los comités. |
|---|--|--|---|--|---|



### c) Research and generation of knowledge

**Description:** Research and studies strengthen the knowledge on gender and energy in the LAC region.

#### (1) Methodology:

Perform and share case studies and on experiences relevant to the region connected to government, specifically in Nicaragua, Uruguay and Jamaica, in

order to establish the initiatives, learning experiences and best practices that have taken place. This selection of countries has been made based on the findings of this document.

Develop a course to offer specifically on gender and energy for officials and other interested individuals that can be taken virtually. Partnerships with other agencies are being established and funds will be sought in order to implement this in the future.

(2)   **Outputs:**

- 1 expert’s network in gender and energy operating and active.
- 3 Published case studies performed on gender and energy in the region.

(3)   **Implementation Matrix:**

| WBS (del PIP) 1100   |   |  |  |  |   |
|--|---|--|--|--|---|
| OUTCOMES   | OUTPUTS   | MAIN ACTIVITIES  | GOALS  | INDICATORS   | DATA SOURCES  |
| Information and communication technologies (ICT's) in order to strengthen the region networks of experts | 1 expert's network in gender and energy operating and active.         | Keep OLADE'S network of experts active, which will be implemented on the web and as a way to exchange experiences and position gender and energy in the region and in OLADE. Hold discussion forums in the network of experts. | 1 network of experts operating on the web with members from Central America, South America and the Caribbean | # of network participants categorized by men and women; # of documents published each year | Activity in the network, forums, courses, talks, and messages                         |
| Greater knowledge on gender and energy in the energy sector of LAC through regional experiences          | 3 Published case studies performed on gender and energy in the region | Perform case studies in Nicaragua, Jamaica and Uruguay and publish them after the third year.  | 3 case studies performed and published   | # of studies performed; # of studies published   | Case study documents and reports in the network of experts on the use of case studies |



#### d) Strategic partnerships

**Description:** A stronger vision of OLADE in the región. The image of OLADE has been strengthened in the region for its commitment to a focus on gender.



(1) Methodology:

As established in the Canadian Cooperation Mainstreaming Strategy, gender strategies are more effective if other parties join our cause. The search for materials and experiences to implement this strategy has already allowed us to identify partnerships with which we can unite our efforts and other initiatives such as the International Union for Conservation of Nature (IUCN), ENERGIA, GIZ, the Latin American Faculty (FLACSO), and ECLAC’s women’s commission. We will continue this search and lobby together with various international agencies in order to make this process sustainable and have a greater long-term impact once the Canadian Cooperation project has finished.

(2) Outputs:

- 3 partnerships have been established with important international and national collaborators in order to support OLADE strategy initiatives.

(3) Implementation Matrix:

| WBS (del PIP) 1100   |  |   |                                |  |   |
|--|--|---|--------------------------------|--|---|
| OUTCOMES   | OUTPUTS  | MAIN ACTIVITIES   | GOALS                          | INDICATORS   | DATA SOURCES                                  |
| Strengthened partnerships with OLADE, and visibility of OLADE within the area of gender equality | 3 partnerships have been established with important international and national collaborators in order to support OLADE strategy initiatives. | Establish sub-regional permanent contacts to form partnerships in the areas of education, training or impact. Use the baseline documents and status report to identify possible partners and contacts | At least 3 committed partners. | # of partners throughout the project;<br><br># of established agreements | Letter of agreement or commitment, agreement. |



## Grupo #1

- |   |  |
|---|--|
| 1) Apagar dinero de la casa.                  | 11) Administrar finanzas del hogar.    |
| 2) Ponerle nombre de niño y de la casa.       | 12) Cocinar.                           |
| 3) Ver películas de fútbol.                   | 13) Ordenar la casa.                   |
| 4) Trabajar.                                  | 14) Ver novelas.                       |
| 5) Hacer la cama.                             | 15) Trabajar.                          |
| 6) Ayudar a los hijos y llevarlos al colegio. | 16) Lavarse y ducharse.                |
| 7) Dejar los libros y la universidad.         | 17) Cuidar al dinero.                  |
| 8) Comprar de Supermercado.                   | 18) Ayudar a los hijos.                |
| 9) Administrar el uso del dinero.             | 19) Comprar de Supermercado.           |
| 10) Compartir a los hijos y los hijos.        | 20) Compartir a los hijos y los hijos. |
| 11) Velar por la salud de los hijos.          | 21) Velar por la salud de los hijos.   |
| 12) Chatar.                                   | 22) Chatar.                            |

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## CHAPTER V

### OLADE'S GENDER EQUITY STRATEGY

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# ANNEX

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## REGISTRATION SHEET OF GENDER INFORMATION FOR SECTOR MINISTRIES

APPLICANT ORGANIZATION: OLADE

MINISTRY:

COUNTRY:

DATE:

Name of the staff member who fills out the information \_\_\_\_\_

1. Does your Ministry or any of its related sectors have a policy or strategy for gender equality?

Yes \_\_\_\_\_

No \_\_\_\_\_

2. If your answer is yes put an X in the items available at your entity.

Does it have personnel regulations that encourage gender equity? \_\_\_\_\_

Does it carry out projects or activities that explicitly incorporate gender equity? \_\_\_\_\_

Does it have staff trained in gender equality? \_\_\_\_\_

3. How many men hold administrative positions in your entity? \_\_\_\_\_

4. How many women hold administrative positions in your entity? \_\_\_\_\_

5. How many men hold positions of political and strategic decision? \_\_\_\_\_

6. How many women hold positions of political and strategic decision? \_\_\_\_\_

If you answered YES to question 1 please mention the name of the person responsible or in charge of this matter in your entity

Name and title:

Mail:

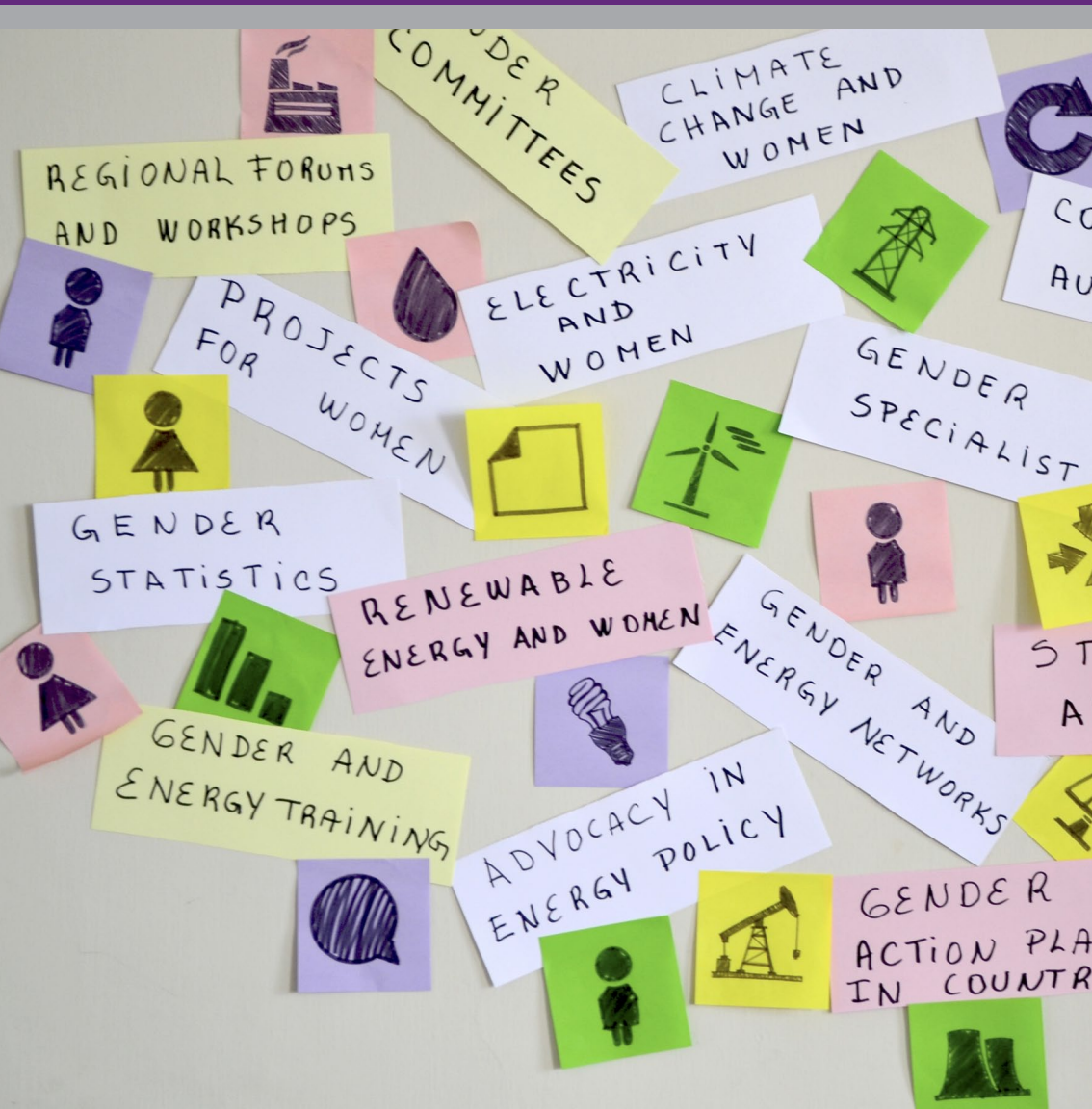
Skype:

Phone:









REGIONAL FORUMS  
AND WORKSHOPS

COMMITTEES

CLIMATE  
CHANGE AND  
WOMEN

PROJECTS  
FOR  
WOMEN

ELECTRICITY  
AND  
WOMEN

GENDER  
SPECIALIST

GENDER  
STATISTICS

RENEWABLE  
ENERGY AND WOMEN

GENDER AND  
ENERGY NETWORKS

GENDER AND  
ENERGY TRAINING

ADVOCACY IN  
ENERGY POLICY

GENDER  
ACTION PLAN  
IN COUNTRY