

INFORMATION BRIEF TOOLKIT

January 2015



INCORPORATING GENDER-SENSITIVE CONSIDERATIONS INTO LOW-EMISSION DEVELOPMENT PLANNING & IMPLEMENTATION

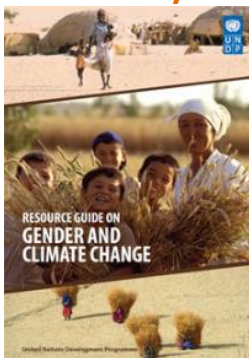
Numerous resources are available to guide developing countries on incorporating gender-sensitive considerations into low-emission development planning and implementation. This document, which accompanies the UNDP Low Emission Capacity Building (LECB) Programme's Information Brief on this topic, provides a collated reading list of key resources and tools.

USEFUL WEBSITES

- **UNDP:** <http://www.undp.org/content/undp/en/home/ourwork/womenempowerment/overview.html>
- **Global Gender and Climate Alliance:** <http://www.gender-climate.org/>
- **Women's Environment & Development Organisation:** <http://www.wedo.org/>
- **UN Women:** <http://www.unwomen.org/en/what-we-do/economic-empowerment/sustainable-development-and-climate-change>

RECOMMENDED READING

Introductory



A resource guide on gender and climate change (UNDP, 2009)

Poor women's limited access to resources, restricted rights, limited mobility and muted voices in shaping decisions make them highly vulnerable to climate change. This resource guide aims to inform practitioners and policy makers of the linkages between gender equality, women's empowerment, and climate change.

<http://www.undp.org/content/dam/aplaws/publication/en/publications/womens-empowerment/resource-guide-on-gender-and-climate-change/Resource.pdf>

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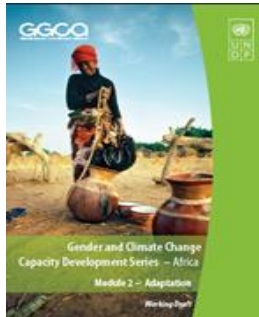
- Assessing Practical Needs And Strategic Interests
- Baseline Gender Assessment – Energy Policy Analysis Quick Scan Example
- Gender Action Plan Template
- Check-List Of Generic Questions For Evaluating A Gender Action Plan

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Regional perspectives



In 2012, UNDP developed a series of policy briefs and training modules on gender and climate change for practitioners and policy makers in **Africa**. The themes are of specific relevance to Africa, and include a general overview of climate change issues, adaptation, agriculture and food security, equitable energy access, and climate finance. The materials draw on the capacity development work being undertaken in partnership with other members of the Global Gender and Climate Alliance (GGCA) and complement existing GGCA training modules, resource guides, and related knowledge products. The materials are designed to facilitate the work of the regional and national cadres of experts and other partners in Africa in mainstreaming gender into climate change policy and programming. In 2013, a similar set of policy briefs was crafted for the **Asia Pacific** region.

- **Africa Policy Brief 1:** [Overview of linkages between Gender and Climate Change](#)
- **Africa Policy Brief 2:** [Gender and Adaptation](#)
- **Africa Policy Brief 3:** [Gender and Energy](#)
- **Africa Policy Brief 4:** [Gender, Climate Change and Food Security](#)
- **Africa Policy Brief 5:** [Gender and Climate Finance](#)
- **Asia-Pacific Policy Brief 1:** [Overview of linkages between Gender and Climate Change](#)
- **Asia-Pacific Policy Brief 2:** [Gender and Adaptation](#)
- **Asia-Pacific Policy Brief 3:** [Gender and Disaster Risk Reduction](#)
- **Asia-Pacific Policy Brief 4:** [Gender and Energy](#)
- **Asia-Pacific Policy Brief 5:** [Gender and Climate Finance](#)

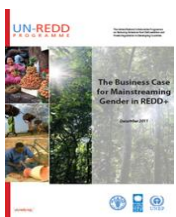
Business case for gender



Women's Green Business Initiative (UNDP, 2010)

Summarises key elements the Women's Green Business Initiative, an innovative global programme that addresses existing structural barriers to women's economic advancement and facilitates equal opportunities for women to participate in the green economy. It aims to ensure that emerging climate funds address the needs of poor women and men equitably.

http://www.undp.org/content/undp/en/home/librarypage/environment-energy/climate_change/gender/womens-green-business-initiative/



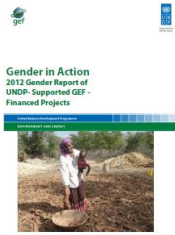
The Business Case for Mainstreaming Gender in REDD+ (UN-REDD, 2011)

Illustrates how integrating gender equality principles into REDD+ can result in more effective and sustainable climate and development policies and programmes.

http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/Low_Res_Bus_Case_Mainstreaming%20Gender_REDD+.pdf

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Gender in Action: 2012 Gender Report of UNDP-Supported GEF-Financed Projects (UNDP, 2013)

Gender in Action: 2010-2011 Gender Report of UNDP Supported GEF Financed Projects (UNDP, 2012)

The reports provide examples of how mainstreaming gender is strengthening the outcomes of a range of GEF-funded projects.

<http://web.undp.org/gef/document/UNDP-GEF%20Gender%20Report%202012.pdf>

<http://web.undp.org/gef/document/UNDP-GEF%20Gender%20Report%202010-2011.pdf>



Making Climate Finance Work for Women in South Africa (Oxfam, 2013)

Women living in poverty across South Africa need support to adapt to climate change and to take an active part in the transition to a low carbon economy. This briefing provides recommendations to policy makers in South Africa for helping women to access and to benefit from climate finance.

<http://policy-practice.oxfam.org.uk/publications/making-climate-finance-work-for-women-in-south-africa-266532>



Climate Change and Gender: economic empowerment of women through climate change mitigation and adaptation? (GTZ, 2010).

This paper argues that the economic empowerment of women through climate mitigation and adaptation fosters economic growth and socioeconomic development, reduces poverty, keeps environmental problems in check and increases the potential for adaptation.

<http://www.oecd.org/social/gender-development/46975138.pdf>



Investing in Women and Girls (OECD, 2010)

Explains how gender equality and empowered women are catalysts for multiplying development efforts and that investments in gender equality yield the highest returns of all development investments.

<http://www.oecd.org/dac/gender-development/45704694.pdf>

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Indicators

IUCN Gender Indicators Fact Sheet

IUCN, in collaboration with USAID and Chemonics, prepared a short fact sheet on gender indicators that includes examples for climate change and key mitigation sectors.

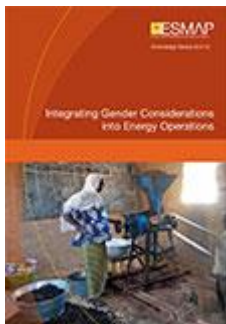
<http://www.mtnforum.org/sites/default/files/publication/files/5354.pdf>

Gender Issues within the Energy Sector and Potential Assessments, Actions and Monitoring and Evaluation (WB, 2010)

Provides examples of energy projects, the types of gender issues to be encountered, and the sort of data that needs to be collected for monitoring and evaluation.

https://www.esmap.org/sites/esmap.org/files/DocumentLibrary/ESMAP_Integrating%20Gender%20Considerations%20into%20Energy%20Operations_Annex1.pdf

Sectoral: Energy



ESMAP: Integrating Gender Considerations into Energy Operations (WB, 2013)

This briefing note discusses the key elements of the gender-energy topic and provides specific examples of how to integrate gender considerations in energy policy dialogue and the project cycle. It draws on recent experience within the World Bank and elsewhere in mainstreaming gender in energy projects, and looks at three key areas: assessment, action, and monitoring and evaluation. The primary objective is to provide World Bank task teams a brief overview of the key issues, resources and tools to help integrate gender considerations into energy sector operations.

The briefing note is complemented by an **online compendium of gender resources**, including sample questionnaires, Terms of Reference, and screening guidance.

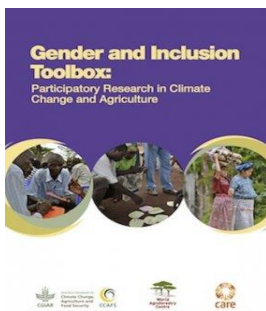
English: <https://openknowledge.worldbank.org/handle/10986/17479>

French:

http://www.esmap.org/sites/esmap.org/files/FR_Gender%20into%20Energy%20Operations_Optimized.pdf

Compendium: <http://www.esmap.org/node/2757>

Sectoral: Agroforestry



Gender and Inclusion Toolbox: Participatory Research on Climate Change and Agriculture (ICRAF/CAAFS/CARE, 2014)

An online resource for incorporating gender perspectives into agroforestry research and climate change projects. The Toolbox includes tested and refined learning activities, exercises, calendars and questionnaires intended to explore such topics as gender roles and women's empowerment.

<http://intranet.worldagroforestry.org/ccafs/index.php>

<http://intranet.worldagroforestry.org/ccafs/toolbox.php>

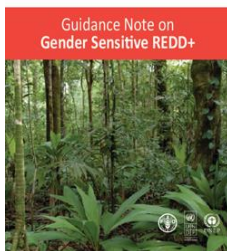
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Sectoral: Forestry/REDD

UN-REDD
PROGRAMME

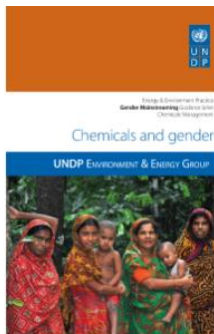


Guidance Note on Gender Sensitive REDD+ (UN-REDD, 2014)

The Guidance Note demonstrates how integrating gender sensitive activities in REDD+ efforts can help improve their efficiency, efficacy and long-term sustainability. Through five components, the Guidance Note provides the rationale for investing the time and resources, offers concrete examples of good practices and guidance, and proposes specific actions that can be taken in order to ensure that gender sensitive REDD+ outcomes are achieved. By taking such steps, REDD+ can be more efficient, effective and sustainable. Available in English; French and Spanish versions forthcoming.

<http://www.un-redd.org/Newsletter44/GenderSensitiveREDD/tabid/133278/Default.aspx>

Sectoral: Chemicals



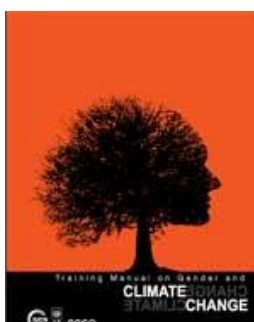
Chemicals and Gender (UNDP, 2011)

Discusses a number of toxic chemicals which have been identified as being of particular concern and that impact men and women differently. Both men and women are continuously coming into contact with various chemicals through air, water, food, cosmetics, clothes, personal care products, and everyday household items. However, the chemical exposure routes and health impacts on women – especially girls, women of color and women of reproductive age – are different and have historically been largely overlooked.

English: <http://www.undp.org/content/dam/aplaws/publication/en/publications/environment-energy/www-ee-library/chemicals-management/chemicals-and-gender/2011%20Chemical&Gender.pdf>

Spanish: http://www.undp.org/content/dam/undp/library/Environment%20and%20Energy/chemicals_management/ChemicalGender_Spanish_WEB.pdf

TRAINING MODULES



Gender and Climate Change Training Manual (GCCA, 2009)

The primary goal of the GGCA is to ensure that climate change policies, decision making, and initiatives at the global, regional and national levels are gender-responsive. The GGCA developed this training manual to increase the capacity of policy and decision makers so that efforts to mitigate and adapt to climate change are gender-sensitive.

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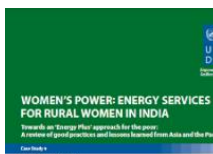
English: http://gender-climate.org/Content/Docs/Publications/A11_ggca_TrainingManualonGenderandClimateChange.pdf
French: http://gender-climate.org/Content/Docs/Publications/A11b_ggca_fr_ManueldeFormationsurleGenreetleChangementClimatique.pdf
Spanish: http://gender-climate.org/Content/Docs/Publications/A11c_ggca_sp_ManualdeCapacitacionGeneroyCambioClimatico.pdf
Arabic: http://gender-climate.org/Content/Docs/Publications/A11a_iucn_manual_arabic.pdf

Africa & Asia-Pacific Training Modules (UNDP, 2012 and 2013)

In 2012 and 2013, UNDP developed a series of policy briefs and training modules on gender and climate change for practitioners and policy makers in **Africa and Asia Pacific**. The materials are designed to facilitate the work of the regional and national cadres of experts and other partners in mainstreaming gender into climate change policy and programming.

- Africa Training Module 1 [Overview of linkages between Gender and Climate Change](#)
- Africa Training Module 2 [Gender and Adaptation](#)
- Africa Training Module 3 [Gender and Energy](#)
- Africa Training Module 4 [Gender, Agriculture and Food Security](#)
- Africa Training Module 5 [Gender and Climate Finance](#)
- Asia-Pacific Training Module 1: [Overview of linkages between Gender and Climate Change](#)
- Asia-Pacific Training Module 2: [Gender and Adaptation](#)
- Asia-Pacific Training Module 3: [Gender and Disaster Risk Reduction](#)
- Asia-Pacific Training Module 4: [Gender and Energy](#)
- Asia-Pacific Training Module 5: [Gender and Climate Finance](#)

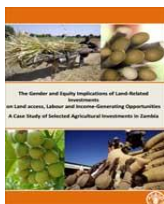
CASE STUDIES



Energy Access Case Study – Women’s Power: Energy Services for Rural Women in India (UNDP, 2012)

This case study documents the experiences of Jagriti, a community-based organization operating in the hilly areas of India that implements its programme through women’s savings and credit groups. Jagriti has been disseminating a number of energy-saving devices that have improved the lives of poor women while empowering them in a variety of ways.

http://www.asia-pacific.undp.org/content/dam/rbap/docs/Research%20&%20Publications/environment_energy/energy-plus/EE-2012-Case9-Jagriti.pdf



The Gender and Equity Implications of Land-Related Investments on Land Access, Labour, and Income-Generating Opportunities – A Case Study of Selected Agricultural Investments in Zambia (FAO, 2013)

This study assesses the ways agricultural investments affect women and men in Zambia through two case studies, the Kaleya Smallholder Company Ltd and ETC Bio-Energy Ltd, to then provide recommendations for investors and policy makers.

<http://www.fao.org/docrep/018/aq536e/aq536e.pdf>

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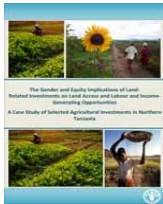


The Gender and Equity Implications of Land-Related Investments on Land Access, Labour, and Income-Generating Opportunities in Lao PDR (FAO, 2013)

This report examines how agricultural investments in Lao People's Democratic Republic affect rural employment opportunities for women and men as well as their access to land. It also provides policy recommendations on key issues.

<http://www.fao.org/docrep/017/aq293e/aq293e.pdf>

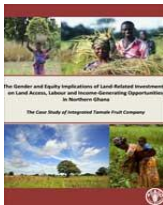
Executive Summary: <http://www.fao.org/docrep/017/aq294e/aq294e.pdf>



The Gender and Equity Implications of Land-Related Investments on Land Access, Labour, and Income-Generating Opportunities – A Case Study of Selected Agricultural Investments in Northern Tanzania (FAO, 2012)

This study assesses the ways agricultural investments affect women and men in Tanzania through two case studies, Diligent Tanzania Ltd and Multiflower Ltd, to then provide recommendations for investors and policy makers.

<http://www.fao.org/docrep/016/ap433e/ap433e.pdf>



The Gender and Equity Implications of Land-Related Investments on Land Access, Labour, and Income-Generating Opportunities in Northern Ghana (FAO, 2013)

This report examines how agricultural investments in Ghana affect economic opportunities for women, as compared to men. It draws on a case study of the Integrated Tamale Food Company and provides recommendations for investors and policy makers.

<http://www.fao.org/docrep/018/aq535e/aq535e.pdf>

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TOOL: ASSESSING PRACTICAL NEEDS AND STRATEGIC INTERESTS

Source: Workshop Report: Gender Mainstreaming in the Pacific Islands' Greenhouse Gas Abatement through Renewable Energy Project (PIGGAREP) (UNDP, 2013)

Can be used to classify and identify opportunities for women's empowerment.

- When women and men demand more resources to perform their existing roles better, they express a **practical gender need**. Their demand does not aim to change relations between men and women, or the balance of power between them.
- When people want to address the factors that create unequal opportunities for men and women, they are expressing **strategic interests**. They want activities that will change or improve equality between women and men.

Practical Needs	Strategic Interests
<ul style="list-style-type: none"> • Usually immediate, short-term • Relate to daily needs: food, housing, income, healthy children, etc. • Specific to particular women and their needs • Easily identifiable by women • Can be addressed by providing concrete inputs: food, hand pumps, clinics, etc. 	<ul style="list-style-type: none"> • Tend to be long-term • Common to almost all women • Relate to women's disadvantaged position society: lack of resources, education, and rights; vulnerability to poverty and violence, etc • The basis of this disadvantage and potential for change are not always recognized by women • Requires social and political change, which can be happen through awareness raising, education, political mobilization, strengthening women's organizations
Addressing Practical Needs	Addressing Strategic Interests
<ul style="list-style-type: none"> • Tends to involve women as beneficiaries and sometimes as participants • Can improve the condition of women's lives • Generally does not alter roles and relationships 	<ul style="list-style-type: none"> • Involves women as actors in making the changes, or enables women to become actors • Can improve the position of women in the community or society • Can empower women and change relationships

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TOOL: BASELINE GENDER ASSESSMENT – ENERGY POLICY ANALYSIS QUICK SCAN EXAMPLE

Source: [ENERGIA \(2007\)](#). Adapted from *Gender Face of Energy, (Module 3) Engendering Energy Policy, Quick Scan, Unit 1: Background Information*

Accessed from ESMAP: https://www.esmap.org/sites/esmap.org/files/ESMAP_Gender_Energy_Policy_Analysis_Quick_Scan.pdf

This energy policy analysis provides a comprehensive overview of the gender and energy situation in a country by quickly reviewing the key policies. It helps to identify entry points and actions needed for integrating gender and other social dimensions of energy into country policy dialogue in order to reduce gender inequities and increase development effectiveness and sustainability.

Approach: Desk study

Sources of information: Energy Policy; Gender Policy; Household Energy survey, Country Assistance Strategy (CAS); Country Gender Assessments (CGA); Poverty Reduction Strategy Papers (PRSPs). Reports by regional agencies, including African Development Bank, Nepad, UNIFEM, SADC, and ECOWAS. National gender and energy analysis reports by NGOs and other organisations eg ENERGIA.

Method

This tool encompasses four main areas:

- A. National policy context
- B. Policy measures
- C. Policy in the local context
- D. Policy in the international context

A. The national policy context

1. What are the key policy issues in the energy sector?
 - 1.1. What gender issues are identified in the review documents?
 - 1.2. What are the gender dimensions?

(Table below gives some examples)

Issues	Gender dimension
<i>Investment decisions</i>	Policy determines which energy sectors receive attention and support. For example, large-scale expansion of the electrical grid without support for household connections may bypass poor women. On the other hand, support for village-level initiatives focused on renewable energy sources may provide women with both new energy services and employment.
<i>Access and availability of energy supply</i>	Availability can affect women and men differently (for example, black outs when preparing meals can mean more work for women). Elements of energy access (cost, physical distribution, new technologies, etc.) can also offer more benefits to men than women. Access is also affected by the choice of technology supported by policies, hence impacting on men and women differently (For example, use of non-standard valves and regulator for LPG cylinders).

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<i>Tariffs and pricing</i>	Lifeline tariffs and specific tariffs for different areas may influence access for different groups in the population, particularly since women are over-represented amongst the chronically poor. Gender differences in both access to and control over household income mean pricing decisions about tariffs and connection fees can affect women and men differently.
<i>Infrastructure construction</i>	Large-scale energy projects raise gender equality issues relating to both social impact (how are women and men differently affected by large-scale dislocations?) and to employment possibilities (do women benefit from the increased economic activity?).
<i>Community participation strategies</i>	Specific attention to addressing gender inequalities, based around cultural tradition and education, is required if women are to participate along with men.
<i>Human resources planning</i>	Personnel strategies (including hiring, promotion, and access to training) should include measures to increase women's contribution to policy making and to ensure women's access to opportunities in non-traditional fields.
<i>Environmental issues</i>	Given women's work in the home, they are more vulnerable to certain energy related environmental problems such as cooking smoke. Men tend to be more exposed to environmental hazards while working in energy-related sectors (work in nuclear plants, exposure to dangerous chemicals or live electrical wires).
<i>Finance</i>	Lack of collateral for women limits their access to financial resources thereby limiting their opportunity to move up the energy ladder, or opportunity to use energy resources for productive end use

2. Who are the policy makers and stakeholders in the energy sector?
 - 2.1. What are the sources and strengths of support to engendering energy policy?
 - 2.2. What are the sources of resistance to engendering energy policy?

3. Which national and international mandates on gender have been adopted by the government?
 - 3.1. Which institutions or agencies are involved in gender in the country? (national, regional international?)
 - 3.2. What is their level of involvement?
 - 3.3. What is their primary focus?

4. To what extent does the ministry of women/gender engage in the energy sector?

5. What is the Gender Profile of the country?

6. What are the poverty levels
 - 6.1. Number of female-headed households;
 - 6.2. Situation in relation to MDG indicators (such as literacy, water & sanitation, land access, workload, political participation);
 - 6.3. Roles of women and men in household, agriculture and income
 - 6.4. Generation/employment (including the informal sector and if possible the energy sector).
 - 6.5. Transport (including women's mobility)

(This requires collection of some basic data on the differential situation of women and men which can provide ideas for possible actions for addressing gender issues in the energy sector. Suggestions: Data should be energy policy specific, perhaps can use household energy survey).

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B. Policy measures

1. What measures have been put in place to implement policy?

2. How does the energy policy define gender in its application (for example is it men/women issues, or does it recognise the other special needs groups e.g. disabled, elderly, minority, children and other vulnerable groups etc)?
 - 2.1. Are they considered by policy makers to be gender neutral?
 - 2.2. Are gender issues explicit? Are they articulated as “women’s issues”? Is taking gender (or women) only considered relevant when small-scale energy initiatives are planned?
 - 2.3. Are policies translated only into technical solutions?
 - 2.4. How are resources allocated to address these measures?

3. Through what institutions and organisations are these measures channelled?
 - 3.1. What is their attitude to engendering energy policy?
 - 3.2. Do the institutions have the capacity to engender policy (See tools for institutional assessment)

C. Policy in the local context

1. In what form do policy making institutions and organisations on gender and/or energy exist locally?
 - 1.1. Who are the key actors?
 - 1.2. What links and networks exist between them?
 - 1.3. Do they favour gender mainstreaming?
 - 1.4. What is the gender capacity of these institutions (skills/tools/ resources, etc)?

2. What other institutions and organisations affect local responses to gender and/or energy policy?

3. What other local institutions and organisations might gender and/or energy policy affect?

4. What processes might affect gender and/or energy policy?

D. Policy in the international context

1. To what extent does energy policy explicitly contribute to meeting the MDGs?

2. To what extent does energy policy meet obligations under Beijing Platform for Action?

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TOOL: GENDER ACTION PLAN TEMPLATE

Source: Social Development Department, World Bank, 2010. Making Energy Work for Women and Men Tools for Task Teams.

Accessed from ESMAP:

http://www.esmap.org/sites/esmap.org/files/ESMAP_Gender_Action_Plan_Template_Example.pdf

The Gender Action Plan (GAP) document should be around 10 to 15 pages. It should be presented for approval to the client. Once this has been done it can be circulated to other stakeholders.

1. Introduction

This section sets out the rationale for gender mainstreaming. It sets out the background to the process (eg request from client for assistance with gender mainstreaming) and the methodology employed to develop the GAP (e.g., desk reviews, screening, validation workshop).

2. Gender Assessment

This section presents the results of the gender assessment which identifies gender gaps and issues which need to be addressed within the programme.

3. Gender Goals

This section gives the gender goals, objectives and outcomes for the programme which relate to the addressing the gender gaps and issues identified in Section 2.

4. Actions

This section details the actions necessary for reaching the goals, objectives and outcomes identified in Section 3. It specifies responsibilities for delivering these actions.

5. Monitoring and Evaluation Framework

This section describes the monitoring and evaluation framework to track progress with achieving the goals, objectives and outcomes specified in Section 3. The responsibilities, the form and the frequency of monitoring and evaluation reporting should be specified, along with indicators and targets.

6. Timeline & budget

A timeline sets milestones for the implementation of the GAP. The budget relates to the actions in section 4 and the monitoring and evaluation described in Section 5. There should also be a contingency to cover any unexpected events.

Annexes

This sections should include all supporting documents.

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Example: ADB-financed Nepal Rural Electrification and Renewable Energy

In rural Nepal, where 88 percent of the country's population resides, absolute poverty is close to 44 percent. ADB's Rural Electrification and Renewable Energy Project, aims to accelerate rural electrification and renewable energy schemes across 18 districts in western and mid-western regions where only 25 percent of the people have access to electricity which severely limits economic activities.

Gender analyses conducted in the Project areas show that (i) the majority of women are illiterate and have a higher level of food insecurity; (ii) women's daily wage rate is 70% of men's; (iii) incomes for female-headed households are, on an average, 30 percent of those of male-headed households; and (iv) increased mobility in search of employment has increased women's vulnerability to trafficking and HIV/AIDS. A Gender Action Plan for the project was developed to ensure women's participation and benefits, and to avoid negative impacts.

The Gender Action Plan included the following:

- Targets: 10 percent of construction labor contracts is reserved for women with equal pay for equal work;
- Target: 10 percent of the Project team and 33 percent of trainees for new project positions are reserved for women;
- Gender responsive land acquisition process and Resettlement Action Plans was ensured by having at least one woman member on resettlement committees and providing direct support to women through the Social Development Fund;
- Actions to facilitate electricity connection for the poor female-headed households and other disadvantaged groups in the subproject areas.;
- A gender-disaggregated monitoring and evaluation system with periodic monitoring of project's gender practices and outcomes is in place;
- Plans for gender training to project staff; and
- A gender specialist is included to implement the gender plan.

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TOOL: CHECK-LIST OF GENERIC QUESTIONS FOR EVALUATING A GENDER ACTION PLAN

Source: World Bank (2010). Social Development Department: Making Energy Work for Women and Men Tools for Task Teams. Accessed from: ESMAP:

http://www.esmap.org/sites/esmap.org/files/ESMAP_Gender_Checklist_of_Generic_Questions_for_Evaluation_Protocol_0.pdf

The initial gender baseline analysis conducted prior to the preparation of a gender-sensitive strategy or action plan provides a baseline for an impact evaluation assessment, which will analyze gender-specific interventions and impacts. This tool may be used in designing a self-evaluation or an external evaluation, and also in developing a Monitoring and Evaluation Gender Action Plan. Note that the example below has been adapted to an energy perspective by ESMAP.

CHECK-LIST OF GENERIC QUESTIONS FOR EVALUATION PROTOCOL

This tool may be used in designing a self-evaluation or an external evaluation, and in developing a Monitoring and Evaluation Gender Action Plan.

The following should be taken into account when designing the evaluation methodology:

- The evaluation team should be multi-disciplinary and have good gender balance. All members should receive gender-sensitive training.
- A gender expert should be included in the team.
- Transparent evaluation procedures should be used. Developing partnerships with different groups, women's groups, NGOs, research institutes can be useful for data collection, particularly related to evaluation. Such an approach also helps to build local capacity.
- Qualitative data should be used to complement quantitative data. A combination of data gathering methods, such as participant observation, key informant interviews, and focus group discussions, should be used.

When selecting an evaluation consultant, ensure that:

- The ToR clearly explains the gender and energy issues and interventions and the requirements for evaluating them;
- The consultant's methodology uses explicit gender approaches and tools for data gathering and analysis;
- There is sufficient budget for an effective evaluation, taking into account whether or not there is a need to collect gender disaggregated data;
- The evaluation report is required to take a gender approach: (i) gender is not synonymous with women; (ii) gender (women) is not confined to its own chapter/section.

Key Questions	Yes/No	Comments
1. Is gender disaggregated data available and routinely collected?		
2. Have gender issues been addressed in the program/project?		
3. Do partners work in gender sensitive way?		

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4. Have gender goals been reached? To what extent did partners share these goals?		
5. In what way did the particularly energy technology contribute to reaching these goals?		
6. Have gender goals and gender mainstreaming approaches been central or peripheral in the program?		
7. Were roles and responsibilities for gender mainstreaming clear? Were they carried out in the expected way?		