

APPENDIX A: DESIGN AND FORMULATION— GENDER EQUITY AND SOCIAL INCLUSION AND ENERGY ACTION PLAN TEMPLATE

Table A.1 is a template for the preparation of a Gender Equity and Social Inclusion (GESI) and energy action plan to assist the integration of GESI features in the design of renewable energy based rural electrification projects. Depending on the technical design features of the energy system, different outputs could be chosen or highlighted. Some outputs, however, are commonly applicable to all rural electrification projects, such as improving accessibility through short-extensions to existing distribution systems (or “last mile” connections); constructing off-grid renewable energy systems and taking appropriate measures to improve affordability of connection costs and tariff levels (or Output (a)); productive energy use-based income raising opportunities for women (or Output (d)); user education programmes for residential energy consumption (or Output (e)); targeted investments in renewable energy technologies that specifically benefit women and girls, such as improved smoke-free cook stoves, solar lanterns for girls education, street lighting to improve community safety (or Output (h)), and institutional capacity building activities (or Output (i)).

Table A.1 Rural electrification GESI and energy action plan

<i>GESI outputs</i>	<i>GESI-inclusive design features, activities, measures</i>
(a) Energy access by women and men in rural poor and disadvantaged groups increased and expanded	<ul style="list-style-type: none"> • Grid extension to include short extensions to existing distribution systems • Provide remote rural communities that cannot be economically connected to national electricity grids with alternative energy supplies, such as off-grid generation capacity and dispersed renewable energy systems • Ensure affordability through: <ul style="list-style-type: none"> – free or affordable credit for upfront household connections costs for rural poor households and disadvantaged groups – automatic eligibility for upfront household connections for safe to electrify rural poor households headed by women/disadvantaged groups – revolving funds to support access for rural poor/disadvantaged groups – tariff levels to improve affordability and reflect rural women's/disadvantaged groups income levels
(b) Renewable energy technology access by rural poor and disadvantaged groups increased and expanded	<ul style="list-style-type: none"> • Offset the high, one-time initial cost of renewable energy technology and systems for low-income consumers/female headed households/disadvantaged groups, through mechanisms such as: capital grants, consumer credit; rental models, and; by developing smaller, low-cost systems

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Table A.1 (continued)

<i>GESI outputs</i>	<i>GESI-inclusive design features, activities, measures</i>
(c) Women's participation in decentralized, community-managed distribution models enhanced; and the technical and organizational capacity of these systems strengthened	<ul style="list-style-type: none"> • Increase women's/disadvantaged groups participation in electricity cooperatives/users groups/committees and set targets to promote women's/disadvantaged groups participation • Train women to be employed as system operators and technicians, managers, account staff and for other duties pertaining to these entities. Include the following subjects: business management, energy efficiency, technical standards, design and maintenance of distribution networks, operation and maintenance, and safety • Conduct gender sensitive activities on community entitlements, rights and responsibilities, e.g. gender equity laws and regulations; energy sector regulations; leasing agreements; decision-making structures and processes; conflict management and resolution mechanisms • Provide gender training for electricity cooperatives/committees and users groups • Educate women and men about the new opportunities to increase productivity and the value of their outputs, reduce post-harvest losses in sustainable agricultural production and processing and in non-agricultural cottage and village-level industries, e.g., traditional crafts, services and eco-tourism, through clean and renewable energy-based mechanization • Target areas for new non-polluting technologies that can have a major impact on women's workload, e.g., agro-processing, food preparation and household chores, and promote women's enterprises in new markets that emerge with energy access, such as low-energy consuming information and communication technology.
(d) Productive energy use to develop local economies: Women's energy-based rural entrepreneurship at the cottage and village level developed	<ul style="list-style-type: none"> • Partner with local and national NGOs to pilot interventions that demonstrate these opportunities, including: <ul style="list-style-type: none"> – training women in the use of non-polluting technologies; – training for women in energy efficient and sustainable agricultural production methods and techniques, including eco-farming; – enabling women to access the necessary capital through micro-credit services, grants and concessional loans; – training for women in finance and business management; – training women about market access information and marketing strategies • Capacity development of local NGOs to participate in the emerging renewable energy sector.

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Table A.1 (continued)

<i>GESI outputs</i>	<i>GESI-inclusive design features, activities, measures</i>
(c) User-education programmes implemented for rural consumers	<ul style="list-style-type: none"> • Demand-side management, energy saving, user awareness programmes for residential consumers • Train women as promoters of user awareness programmes on energy savings and the safe use of electricity and appliances in newly electrified households • Develop an industry-wide user awareness module for demand-side management targeting women residential consumers.
(f) Service delivery capacity transferred to rural poor women	<ul style="list-style-type: none"> • Promote women's entrepreneurship in energy market gaps in rural areas through: <ul style="list-style-type: none"> – capacity building of rural women as modern energy providers to their communities – Public-private partnerships promoting women's role in local distribution franchises, as entrepreneurs, managers, shareholders and members. • Transfer skills to rural poor women through training: as village technicians in the routine operation and maintenance of household/village-level systems, customer service providers/nodal points for energy utilities. • Targeted incentives to support women's entry as energy suppliers in the emerging renewable energy market, such as: micro-credit, SME financing, grants and concessional loans; tax benefits; renewable energy technology rebates; measures and incentives to improve domestic banks and financial institutions risk perception and awareness of lending to women entrepreneurs and renewable energy investments.

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Table A.1 (continued)

<i>GESI outputs</i>	<i>GESI-inclusive design features, activities, measures</i>
(g) Promote GESI issues in climate mitigation financing schemes	<ul style="list-style-type: none"> • Climate funds and emerging carbon market mechanisms, such as CDM projects, to prioritize: <ul style="list-style-type: none"> – improving energy access of poor; women/disadvantaged groups; – to ensure that both women and men contribute to and benefit from mitigation activities. • Promote women's role in reducing CO₂ emissions by adopting energy efficiency and energy saving measures in: <ul style="list-style-type: none"> – areas where women are traditionally a part of the labour force, such as agro-processing, brick making; – in promoting household level energy efficiency. • Increase the participation of women and the poor in the design of climate mitigation financing schemes and projects, such as in designing CDM projects, and consult with women's ministries and departments in government • Support governments establish sex-disaggregated and gender database relevant to climate change • Incorporate/link with gender elements in national action plans and programmes on adaptation and mitigation • Promote the bundling of small-scale, community-based, off-grid renewable energy projects to provide economies of scale to access climate funds, with a focus on funding for household energy, agriculture and food processing, afforestation and reforestation and natural resource management services based on women's traditional knowledge • Improved cook stove programmes targeting rural women consumers • Invest in renewable energy technologies for street lighting, such as solar lamps, to improve women's mobility and reduce women's vulnerability, • Provision of solar lanterns to girl students to improve gender gaps in education, • Identify women's preferences in the design, use and installation of renewable energy technologies, especially at the household and community levels, to ensure that the technologies contribute to reducing women's workloads.
(h) Promote targeted investments in renewable energy to maximize impacts on gender equality and women's empowerment	

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Table A.1 (continued)

<i>GESI outputs</i>	<i>GESI-inclusive design features, activities, measures</i>
(i) Institutional capacity of energy agencies and utilities built to provide GESI-responsive energy services	<ul style="list-style-type: none"> • Build gender awareness of energy sector policy makers through: (1) context specific and targeted training programmes to promote gender awareness (2) policy dialogue (3) gender budgeting (4) gender aware policy evaluation; (5) dialogue between government agencies, energy utilities and women's organizations, and (6) lateral learning based on knowledge sharing of gender issues • Policy dialogue to incorporate GESI issues in relation to achieving national policy objectives and targets and increasing project effectiveness by optimizing project GESI benefits for consumers • Train government and utility staff (both women and men) in key gender issues in risk mitigation strategies and social safeguards • Train government and utility staff (both women and men) in new energy technologies and international standards and practice • Adopt a GESI-equitable human resource management strategy based on the implementation and application of GESI-equity laws and regulations in the energy sector, e.g., <ul style="list-style-type: none"> – Increase the percentage of female employees and managers (set a % target); – Apply gender equity criteria in performance reviews of managers; – Establish a gender-sensitive and secure working environment for women, such as: (1) adequate numbers of separate toilet and shower room facilities for women employees (2) awareness raising of all managers and employees on sexual harassment and other forms of violence against women; – Establish mechanisms to institutionalize the ongoing monitoring of gender equality principles in the work place and to represent the interests of female and male employees in the organizations consultative processes. • Develop and update a sex-disaggregated project management database • Train project staff on effective implementation and monitoring of project gender features

APPENDIX B: LIST OF PERSONS, FROM THE ALTERNATIVE ENERGY PROMOTION CENTRE, NEPAL, INTERVIEWED BY THE AUTHOR AND QUESTIONNAIRES

AEPCC STAFF INTERVIEWED

All interviews and focus group discussions were conducted at the AEPCC Central Office, Kathmandu, Nepal. March 2013.

<i>Name</i>	<i>Position</i>	<i>Other details</i>
<i>Administration, Planning, Climate Change Group Facilitator, Tara Shrestha, GESI Programme Officer</i>		
1. Acharya, Binod	Administrative Officer	9 years in position, 15 years in AEPCC
2. Bhatta, Parbata (woman)	Planning Officer	2 years
3. Kandel, Raj Bibek	Programme Officer, Planning	5 months, Engineer
4. Khanal, Rudra Prasad	Assistant Director, Administration Division; Programme Manager, GESI	XX
5. Madan, K.C.	Administrative Officer	2 years
6. Risal, Shalav	Institutional Development Advisor	4 months, previously in SNV for 12 years
7. Shrestha, Tara	Programme Officer, GESI	7 years, formerly RERL, Civil Engineer, RET Specialist
8. Prem Pokhrel	Climate Change Officer	3 yrs Central office, 5 yrs DEEU under REDDP

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<i>Name</i>	<i>Position</i>	<i>Other details</i>
<i>Technology Working Group Facilitator, Tara Shrestha, GESI Programme Officer</i>		
9	Tilak Limbu	Programme Officer, Community Electrification Component 6 yrs at AEPC
10	Prajwal Raj Shakya	PO, Biomass Energy 3 yrs at AEPC
11	Anup Pradhan	Programme Manager, Productive Energy Use 4 months at AEPC
12	Rajeev Shrestha	Programme Consultant, Biomass Energy 4 yrs at AEPC
13	Prakash Aryal	Wind (AEPC) Appropriate Technology (NRREP)
14	Mukesh Ghimire	Energy Officer, Solar XX
<i>Others</i>		
15	Bharat Raj Poudel	Programme Manager, Monitoring and Quality Assurance XX
16	Manjori Shrestha	Programme Officer, Productive Energy Use XX
17	Samir Thapa	Assistant Director, Biogas Programme XX
18	Raju Laudari	Assistant Director, Climate Change and Productive Energy Use XX

Email exchanges were also conducted with the following staff: Anu Lama, Human Resource Division, AEPC; Aruna Awale, Meteorologist, AEPC; Govind Raj Pokharal, Executive Director, AEPC; Nigma Tamrakar, GESI National Advisor, AEPC; Ramchandra Karki, Meteorologist, Department of Hydrology and Meteorology, Nepal; Sanjay Sharma, Programme Officer, NRREP, AEPC.

Topics and issues for discussion (prepared and circulated beforehand)

RENEWABLE ENERGY AND GESI RESEARCH

Department of Electrical and Electronic Engineering

University of Melbourne, Australia

Semi-structured Group Interviews: Topics for discussion

PLANNING, ADMINISTRATION, CLIMATE AND CARBON, GESI TEAM

(A) Policy

- (a) Background to Gender and Social Inclusion (GESI) in policy development
- (b) Critical stages of GESI integration and factors driving this
- (c) Current policies, Subsidy policies
- (d) Policy development process
- (e) Adapting policy with praxis/practice/feedback/learning mechanisms/processes

(B) Organization

- (a) Structure and how it has evolved
- (b) What type of business management model, if any
- (c) How will NRREP be linked/integrated/complement?
- (d) Organizational culture and GESI
- (e) Working environment and GESI
- (f) Characteristics of an enabling environment: Lessons
- (g) Behavioural change
- (h) Capacity issues across the AEPC: National, Regional, District, Village
- (i) How to improve GESI Capacity
- (j) Homogeneity in institutional acceptance? Commitment? Resistance? How to address? Stick and/or carrot?

(C) Finance:

- (a) Gender Budgeting (a government requirement)? How to apply in AEPC

(D) Service delivery and implementation strategies

- (a) NRREL Output: AEPC is recognized as an effective, efficient and GESI proactive institution for the promotion and development of the renewable energy sector:
- (b) How do you understand this? Why an output?
- (c) How to translate this in practice?
- (d) How to measure this?
- (e) Key strategies and approaches

- (f) Community mobilization strategies
 - (g) Lessons from REDP/RERL, ESAP, BSP
- (E) **Gaps**
- (a) Results based monitoring
 - (b) Research and development
 - (c) Other
- (F) **What more needs to be done for the policy/programme statements to have improved outcomes?**
- (a) **RET promotion:** What are the priorities? How to balance?
 - RE for Electrification, water, communication (network systems)
 - Cooking
 - NRREP priorities: Improved cook stoves, biogas, solar home systems
 - Wind? Hybrids?
 - Cost effectiveness?
 - Poverty reduction and GESI implications of various RETs
 - (b) **Resource assessment**
 - Data issues—point by point, seasonal/daily/monthly
 - Biogas, solar, hydro, wind data?
 - Cost effectiveness?
 - (c) **What kind of systems**
 - Off-grid/mini-grid
 - Grid connected
 - Decentralized verses centralized
 - Cost effectiveness?
 - (d) **D. NRREP Output:** AEPC is recognized as an effective, efficient and GESI proactive institution for the promotion and development of the renewable energy sector:
 - How do you understand this? Why an output?
 - How to translate this in practice?
 - How to measure this?

(e) Access and ownership of RETs:

- What is meant by this?
- How to improve access? Ownership?
- User-friendly RETs
- GESI-friendly RETs?
- RET as a “social product”?

Linkages between RET and GESI?

(f) Affordability issues

- Subsidies and cheap credit
- Subsidies verses credit?
- Tariff structures

(g) Productive use of energy

- Are small systems worth it?
Ex: pico-hydro verses micro-hydro and small-hydro
- Institutional solar and/or household electrification

(h) Skills and training

- How to develop a local pool of skilled labour?
University courses
Technical education
Scholarships
Other
- Technology transfer
- How to integrate GESI?

(i) Capacity Issues

- Existing training modules?
- How to strengthen?

(j) Research and development

- How important is this? What are the gaps?
- Suggest specific research topics
- Outline key elements of an R&D programme
- GESI?

(k) **Private sector development**

- How to define the role of private sector

RET development?

RET markets?

R&D?

Services?

Financing?

Other?

- Key issues/challenges?

(l) **Other points not covered?**

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