

PACIFIC ENERGY AND GENDER NETWORK

CANADIAN TRADE AND INVESTMENT FACILITY
FOR DEVELOPMENT (CTIF)

PACIFIC COMMUNITY (SPC)

PEG Strategic Action Plan

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ABBREVIATIONS

CBA	Cost-benefit analysis
CGA	Country gender assessment
CROP	Council of Regional Organizations of the Pacific
CTIF	Canadian Trade and Investment Facility for Development
EE	Energy efficiency
GAC	Global Affairs Canada
GBA	Gender-based assessment
GBV	Gender-based violence
GEP	Georesources and Energy Program
GGGI	Global Green Growth Institute
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GREP	Gender-responsive energy policy
IGAP	Institutional Gender Action Plan
IUCN	International Union for Conservation of Nature
M&E	Monitoring and evaluation
MEL	Monitoring, evaluation and learning
MSME	Medium, small and micro-enterprise
NEGAP	National Energy and Gender Action Plans
NEO	Department of energy
NSC	National steering committee
NWO	Department of women
ORO	Oceania Regional Office
PEG	Pacific Energy and Gender Network
PEGSAP	Pacific Energy and Gender Strategic Action Plan
PICs	Pacific Island Countries
PICTs	Pacific Island Countries and Territories
PIFS	Pacific Island Forum Secretariat
PPA	Pacific Power Association
PUEs	Productive uses of energy
RE	Renewable energy
RMI	Republic of Marshall Islands
RMP	Resource mobilization plan
SDP	Social Development Program
SPC	Pacific Community
SPREP	Secretariat of the Pacific Regional Environment Program
TNA	Training needs assessment
TOR	Terms of Reference
USP	University of the South Pacific



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EXECUTIVE SUMMARY

The high level PEGSAP is provided in Table 1 and presents the four objectives related to the (1) institutions, (2) energy service providers, (3) society/community and (4) individuals. It is necessary to intervene at these four levels to obtain sustainable results on gender equality in the clean energy sector and an enhanced engagement of women in the clean energy workforce. The workflow is then presented in Figure 1. The PEGSAP was validated by the Pacific Island Countries (PICs) during a final workshop conducted on November 17th, 2020 (see the list of participants in Appendix II).

Table 1: PEGSAP Structure

Sub-Objectives	Activities	Suggested Timeline	Implementing Partners
Objective 1: <u>Institutional</u> – Strengthened gender responsive regional and national energy policies			
1.1 Ensuring a strong institutional and organizational framework for PEGSAP implementation	1.1.1 Establish implementing structure and ensure ongoing capacity development (See Appendix I)	2021-2030	SPC, PEGSAP Team
	1.1.2 Establish and support a Regional Steering Committee to oversee ongoing strategy implementation	2021-2030	PEGSAP Team, RSC
	1.1.3 Working with regional and national stakeholders to implement the resource mobilization plan for strategy deployment	2021-2030	PEGSAP Team, NEGAP Manager
	1.1.4 Establish and support national steering committee structures to lead PEGSAP implementation at the national and regional levels	2021-2030	PEGSAP Team, NEGAP Managers, NSCs
1.2 Ensure the national implementing agencies have the necessary capacity and knowledge for PEGSAP implementation	1.2.1 Conduct a regional training needs assessment (TNA) of the clean energy sector	2021	PEGSAP Team, NEGAP Managers
	1.2.2 Develop and conduct a regional gender and energy training and awareness-raising program in each participating country	2022-2030	PEGSAP Team, NEGAP Managers
1.3 Developing a gender-responsive energy policy framework	1.3.1 Assist the PICTs in developing, adopting and implementing a national gender-responsive energy policy (GREP)	2021-2030	PEGSAP Team, NEGAP Managers
	1.3.2 Collect sex-disaggregated data on energy needs and uses and on women's economic activities as part of national statistics.	2021-2030	PEGSAP Team, NEGAP Managers

Sub-Objectives	Activities	Suggested Timeline	Implementing Partners
Objective 2: <u>Service Providers - Business/Utility</u> – Enhance employment opportunities for women in the clean energy workforce			
2.1 Facilitate the engagement of women in all stages of the clean energy value chain	2.1.1 Perform sub-regional market assessments to identify employment and income-generating opportunities for women in the clean energy sector, including assessment of potential for EE-RE business	2021-2022	PEGSAP Team, NEGAP Managers
	2.1.2 Collaborate with education/training providers to ensure that career pathways for women are maximized	2022-2025	PEGSAP Team, NEGAP Managers
2.2 Increasing women's engagement in public and private services relating to the clean energy sector	2.2.1 Perform a regional study of women in the RE workforce and work with providers of energy services from the public and private sector to develop and implement institutional gender action plans	2022-2030	PEGSAP Team, NEGAP Managers, RSC
	2.2.2 Establish mentoring and networking programs for women and girls employed in the clean energy sector and graduates	2021-2030	PEGSAP Team, NEGAP Managers, RSC
	2.2.3 Increase opportunities for women-owned businesses in the sales of RE off-grid systems and decentralize their distribution and maintenance	2022-2030	NEGAP Managers, RSC
Objective 3: <u>Society/Community</u> - Promote women's access to, and representation in energy-related decision-making at the society, community and household levels			
3.1 Provide women with access to decision-making mechanisms to voice their energy needs	3.1.1 Conducting gender-responsive energy demand assessment at community level	2022-2030	PEGSAP Team, NEGAP Managers
	3.1.2 Awareness raising of the new gender-responsive energy policy	2021-2030	NEGAP Managers
3.2 Promoting the engagement of women and girls in energy-related education subjects and activities	3.2.1 Promote the active engagement of women and girls in energy-related activities	2021-2026	PEGSAP Team, NEGAP Managers
	3.2.2 Provide scholarships for females studying in male-dominated topics, in synergy with existing national programs	2022-2027	PEGSAP Team
	3.2.3 Women in energy entrepreneurship awards	2026-2030	PEGSAP Team, NEGAP Managers

Sub-Objectives	Activities	Suggested Timeline	Implementing Partners
Objective 4: <u>Individual</u> – Women have enhanced agency, knowledge, skills and access to resources to voice their energy needs and engage in the clean energy value chain			
4.1 Enhance women’s knowledge on energy technologies and capacity to voice their energy needs at the household, work and community levels	4.1.1 Disseminate targeted information to enhance women’s knowledge about energy technologies and how energy needs and uses can vary according to gender	2021-2030	PEGSAP Team, NEGAP Managers
4.2 Increase women’s and youth’s economic opportunities and entrepreneurship through energy-related activities	4.2.1 Develop and pilot programs for young and/or female entrepreneurs to generate income through the provision of clean energy technologies	2023-2030	PEGSAP Team, NEGAP Managers, RSC
	4.2.2 Implement projects to enhance communities’ and women’s and youth’s access to the productive use of energy	2026-2030	PEGSAP Team, NEGAP Managers, RSC

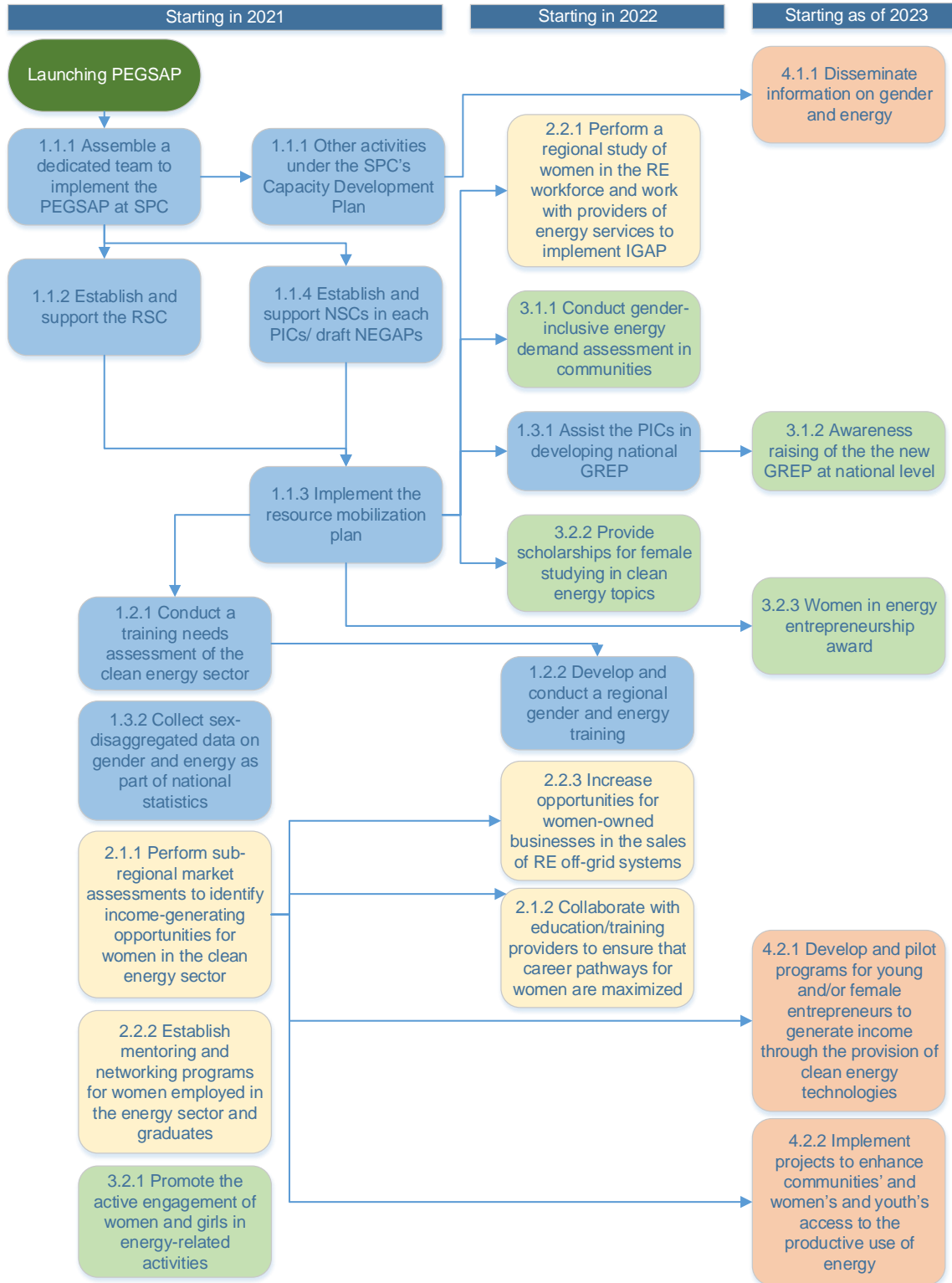


Figure 1: PEGSAP Workflow

INTRODUCTION

The Canadian Trade and Investment Facility for Development (CTIF) is a seven-year (2018-2025) Global Affairs Canada (GAC)-funded project to support sustainable trade and investment-related policy reforms that have high potential for reducing poverty in developing countries of the Asia-Pacific region. The Pacific Community (SPC) requested technical assistance from the CTIF to increase women's engagement in the sustainable energy sector by developing the Second Regional Pacific Energy and Gender Strategic Action Plan (PEGSAP) for 2020-2030. The main objective of the PEGSAP is to increase women's participation in the clean energy employment market as entrepreneurs, tradespeople and professionals. Econoler, in collaboration with the International Union for Conservation of Nature (IUCN) Oceania Regional Office (ORO) was mandated to provide consulting services to SPC. Given the lack of sex-disaggregated data on gender and energy in the region, a gender-based assessment (GBA) was conducted in a sample of six Pacific Island Countries (PICs) representing all sub-regions, namely Melanesia (Fiji, Solomon Islands), Polynesia (Samoa, Tuvalu) and Micronesia (Kiribati and the Republic of the Marshall Islands), to inform the development of the PEGSAP (February 2020). The findings and recommendations from the field mission were then compiled in a GBA report¹ that was shared with PICs for consultation during the month of July 2020. The PEGSAP 2020-2030 uses the findings from the GBA report to propose a detailed strategy and action plan to establish and implement the second phase of the PEG Network. All Pacific Island Countries and Territories (PICTs) are targeted by the PEGSAP.² The PEGSAP is structured in a way that addresses the contextual and structural factors relating to the overarching objective of increasing women's participation in the clean energy sector; it comprises four inter-related objectives:

- 1 **Institutional:** Strengthen the enabling factors to promote gender mainstreaming in the clean energy sector;
- 2 **Service Providers – Business and Utilities:** Enhance employment opportunities for women in the clean energy sector;
- 3 **Society/Community:** Promote women's involvement in energy-related decision-making at the community and household levels;
- 4 **Individual:** Enhance women's agency, knowledge, skills and access to resources to voice their energy needs and engage in the clean energy value chain.

The PEGSAP also proposes a governance structure, a strategic approach for ownership and engagement and a list of references that includes tools and methodologies to support PEGSAP implementation. The PEGSAP was validated by the Pacific Island Countries (PICs) during a final workshop conducted on November 17th, 2020 (see the list of participants in Appendix II). As part of this

¹ Econoler-IUCN, Pacific Energy and Gender Network – Gender-Based Assessment Part 1: Clean Energy Sector Analysis. (Fiji, Solomon Islands, Samoa, Tuvalu, Kiribati and RMI), May 2020 and Econoler-IUCN, Pacific Energy and Gender Network – Gender-Based Assessment Part 2: Institutional Assessment of SPC, May 2020.

² American Samoa, Cook Islands, Fiji, French Polynesia, Guam, Kiribati, Marshall Islands, Federated States of Micronesia, Nauru, New Caledonia, Niue, Northern Mariana Islands, Palau, Papua New Guinea, Pitcairn Islands, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu, Wallis and Futuna.



consultancy, supporting documents to the PEGSAP were developed, including a detailed budget and resource mobilization plan (RMP) and a monitoring, evaluation and learning plan (MEL).

1 BACKGROUND AND RATIONALE

There is increased interest worldwide in expanding women's economic opportunities through employment and entrepreneurship in the clean energy sector. The clean energy sector is perceived as having a higher potential for women's engagement compared to the traditional fossil-fuel energy sector. Indeed globally, women represent about 32% of the renewable energy sector workforce, compared to 22% in the energy sector overall.³ Against the backdrop of the

The **clean energy sector** encompasses both renewable energy (energy from sources that are naturally replenishing but flow-limited such as solar, wind, geothermal, hydropower and biomass) and energy efficiency (demand-side management measures to reduce energy consumption).

Pacific region's clean energy transition, women have a good opportunity to reap the socio-economic benefits of newly created jobs. Engaging women at every segment of the clean energy value chain would not only economically empower them, but also potentially create a more inclusive business model to contribute to achieving the Sustainable Development Goal 7 (SDG 7).⁴ The Pacific region has deployed efforts on **gender mainstreaming in the clean energy sector** since 2003 with the establishment of the Pacific Energy and Gender (PEG) Network. Given the ambitious clean energy targets of Pacific Islands Countries and Territories (PICTs), the region is undergoing a clean energy transition that will result in abundant economic benefits. It is critical that regional and national authorities ensure that both women and men have equal access to these new opportunities.

1.1 First Phase of the Pacific Energy and Gender Network (2003-2014)

The Pacific Energy and Gender (PEG) Network, conceived in 2003, aims to increase women's engagement as entrepreneurs and professionals in the clean energy employment market. During the first phase of implementation (2003-2014), awareness-raising material was developed, workshops and training conducted, and efforts deployed for mainstreaming gender into clean energy projects. Figure 2 below outlines some of the challenges identified during the revision of the PEGSAP 2006-2008 at a PEG strategic and planning workshop that took place in Tonga in 2009.⁵ The challenges outlined included: weak monitoring and evaluation (M&E) processes; limited capacity and awareness on gender and energy; lack of coordination; limited financial opportunities and funding; as well as the Pacific culture and values that prevent women's engagement. Limited national level ownership has also been identified as a challenge. Due to financial constraints, the PEG Network has been inactive since 2015, and there is concern that gender equality remains largely rhetorical and that the economic inclusion of women in the energy sector is a significant challenge.

³ IRENA (2019), 'Renewable Energy: A Gender Perspective'. Retrieved from: <https://www.irena.org/publications/2019/Jan/Renewable-Energy-A-Gender-Perspective>

⁴ SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all.

⁵ SOPAC, Pacific Energy and Gender Network Regional Planning Workshop. 16-17 April 2009. Available online: <http://prdrse4all.spc.int/system/files/MR0681.pdf>

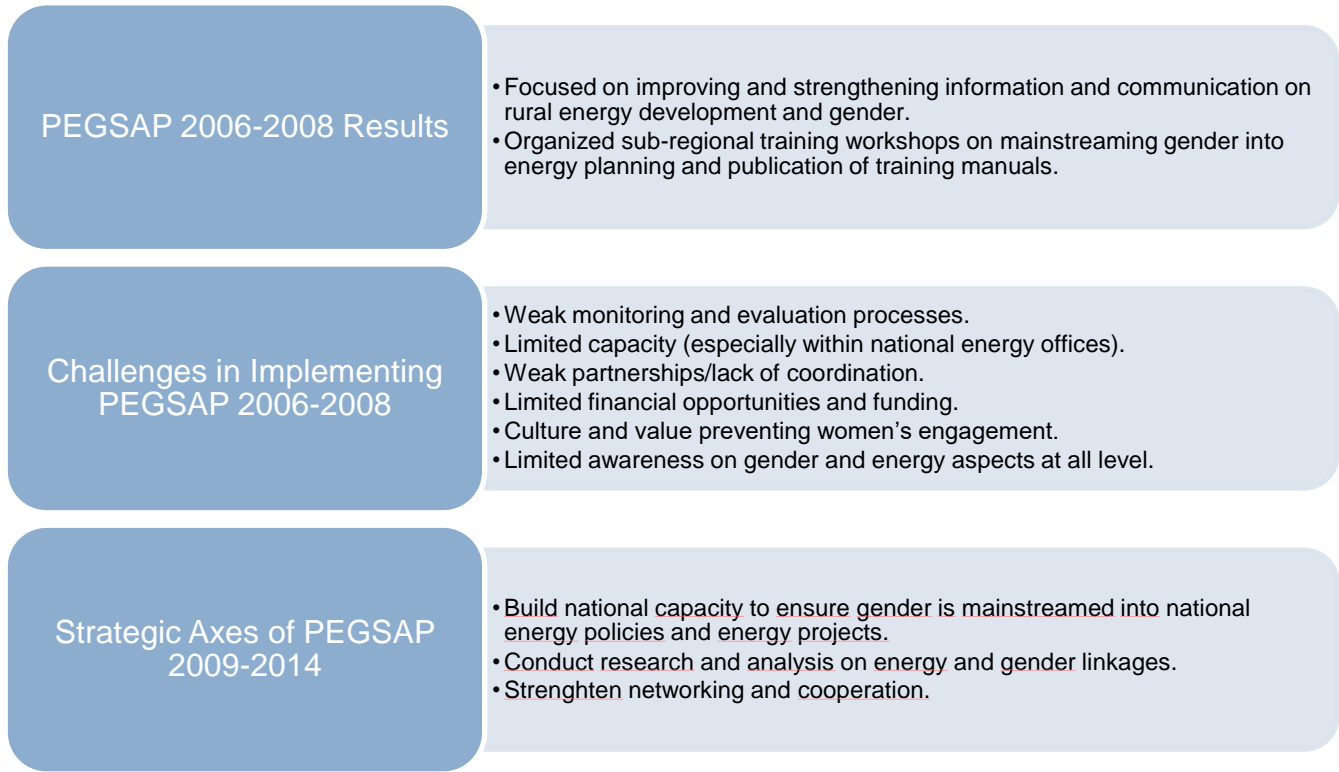


Figure 2: First Phase of the PEG Network (2003-2014): Results, Challenges and Strategic Axes⁶

1.2 Scope and Objectives of the Second PEG Network 2021-2030

At the 2019 regional meeting of energy ministers in Apia,⁷ PICTs endorsed the development of the new Framework on Energy Security in the Pacific 2020-2030 and directed that it further addresses the gender imbalance in the energy sector. The ministers' resolution also notes the progress of energy projects implemented by SPC, including the PEG Network. The Second PEG Network⁸ further characterizes the context and rationale for a strategy to reinvigorate PEG Network activities:

- › Limited research and gender-based analysis is being conducted on the links between energy and gender in the region;
- › Gender-responsive energy policymaking is not a priority for governments, which may be driven in part by a general lack of awareness and/or public interest in the linkages between energy and gender equality;
- › While it has been recognized that women are significant energy users, they are poorly represented in energy policy, planning and development initiatives; and

⁶ Ibid.

⁷ Fourth Pacific Regional Energy and Transport Ministers' Meeting, "Resolution of Energy Ministers", Apia, Samoa, 19 September 2019. Available online: <http://prdrse4all.spc.int/>.

⁸ Canadian Trade and Investment Facility for Development. Invitation to Tender: Pacific Energy and Gender (PEG) Network Phase 2. July 2019.

- › Governments across the Pacific have not been quick to take up and fund rights-based approaches to energy to better fulfill citizens’ basic needs for water, clean air and access to power through clean-burning stoves, affordable lighting solutions, solar-powered water pumps and desalination technologies. Given the traditional gender roles that continue to be played by most women in the Pacific, expanding access to these tools would have a positive impact on the lives of women.

1.3 Existing Regional Policy and Programmatic Framework

Certain existing regional policy and programmatic frameworks that are relevant and contextual to increasing the engagement of women through the development of the clean energy sector are outlined in Table 2.

Table 2: Existing Regional Policy and Programmatic Frameworks on Gender and Clean Energy

Focus on Gender	Focus on Sustainable Development
<ul style="list-style-type: none"> › Pacific Leaders’ Gender Equality Declaration 2012 › Pacific Platform for Project on Gender Equality and Women’s Human Rights 2018–2030 	<ul style="list-style-type: none"> › Framework for Action on Energy Security in the Pacific 2010-2020, Implementation Plan for Energy Security in the Pacific › Framework for Resilient Development in the Pacific 2017-2030 › Pacific Roadmap for Sustainable Development the SIDS “SAMOA Pathway” › Framework for Energy Security and Resilience in the Pacific (FESRIP): 2021-2030

The PEG Network, reactivated through the Pacific Energy and Gender Strategic Action Plan (PEGSAP), provides an opportune platform from which to leverage this policy context in a way that harnesses the potential for economic and gender equality benefits that the current clean energy sector presents. The present timing for the reinvigoration of the PEG Network presents a unique opportunity to build on the first implementation phase, incorporating and leveraging these regional policies/frameworks to ensure the active and beneficial participation of women in the development of the clean energy sector. The PECSAP outlines an action plan for the reinvigoration of the PEG that takes into account the enabling environment and policy context and seeks opportunities to further enhance and complement the above frameworks to facilitate the increased participation of women in all aspects/stages of the clean energy sector/value chain.

2 CONTEXT AND PROBLEM ANALYSIS

Based on the findings of the gender-based assessment (GBA) of the clean energy sector in a representative sample of six countries in the Pacific,⁹ the context for this strategy deployment presents a number of structural challenges to the economic inclusion of women; these are outlined in the box below.

Box 1: Structural Challenges to Economic Inclusion of Women

- › **Discriminatory legal framework.** According to the Women, Business and the Law (WBL)¹⁰ index, women in all six countries face some type of legal discrimination when trying to join the labor force as employees or entrepreneurs.
- › **Family and community values and customs.** All six studied PICs are patriarchal societies except the RMI, which is traditionally a matriarchal society.¹¹ As a result, in all six PICs **women's participation in decision-making is low at all levels of society** (parliament, state-owned enterprises, village councils, churches, private sector and households). Community and family values, stereotyping, social norms, streaming in schools, indigenous culture and religious beliefs also play important roles in what types of careers girls choose.
- › **Balance of productive and reproductive roles.**¹² Reproductive and unpaid care work not only leaves little time for housewives to engage in paid work, but also makes it difficult for them to find jobs with a schedule that accommodates their household chores. Women are hence overrepresented in the informal economy. In the formal workforce, women continue to shoulder multiple roles and responsibilities of unpaid work as well as community spaces and burdens.
- › **Difficulties linked to female entrepreneurship.** The unfavorable business climate in the Pacific is challenging regardless of gender. However, some extra challenges are specific to women entrepreneurs, such as particular difficulties accessing credit due to lack of collateral and financial advisory services as well as pre-defined gender roles.
- › **Lack of access to resources.** Gender inequalities regarding access to land, access to financing, market services and access to energy are impediments to women's financial inclusion.
- › **Gender-based violence (GBV).** The Pacific region has one of the world's highest rates of violence against women, with over 60% of adult women suffering physical or sexual abuse during their lifetime (compared to an estimated world average of 35.6%).¹³ In addition to all the physical and mental and psychosocial health suffering, domestic violence and GBV, gender inequalities, discrimination, risks of harassment and assault systematically translate into lower productivity or economic participation. Women living with disabilities are particularly more vulnerable to situations of violence.

⁹ Econoler-IUCN, Pacific Energy and Gender Network – Gender-Based Assessment Part 1: Clean Energy Sector Analysis. (Fiji, Solomon Islands, Samoa, Tuvalu, Kiribati and RMI), May 2020.

¹⁰ The World Bank Group (2018), 'Women, Business and the Law'. Retrieved from: <https://wbl.worldbank.org/>.

¹¹ According to UN Women, the matrilineal tradition in the RMI is, however, being steadily eroded as this country urbanizes and its population grows, making the tracing of lineage and land rights more difficult.

¹² Reproductive work involves performing caregiving and domestic chores including cleaning, cooking, childcare and other unpaid domestic housework.

¹³ CROOK, Tony et al. 2016. loc. cit., WHO (2013), Global and regional estimates of violence against women. Retrieved from: <https://www.who.int/reproductivehealth/publications/violence/9789241564625/en/>.

Beyond the broader context of gender equality in the region, the GBA looked more specifically at the context for women within the existing clean energy sector. It unveiled the prevalence of gender inequalities in the access to not only economic opportunities available in the clean energy value chain, but also in access to clean energy technologies. Box 2 on next page presents a summary of the findings. But first Figure 3 presents the economic and employment opportunities available in the clean energy value chain and distinguish the “upstream” from the “downstream” clean energy value chains.

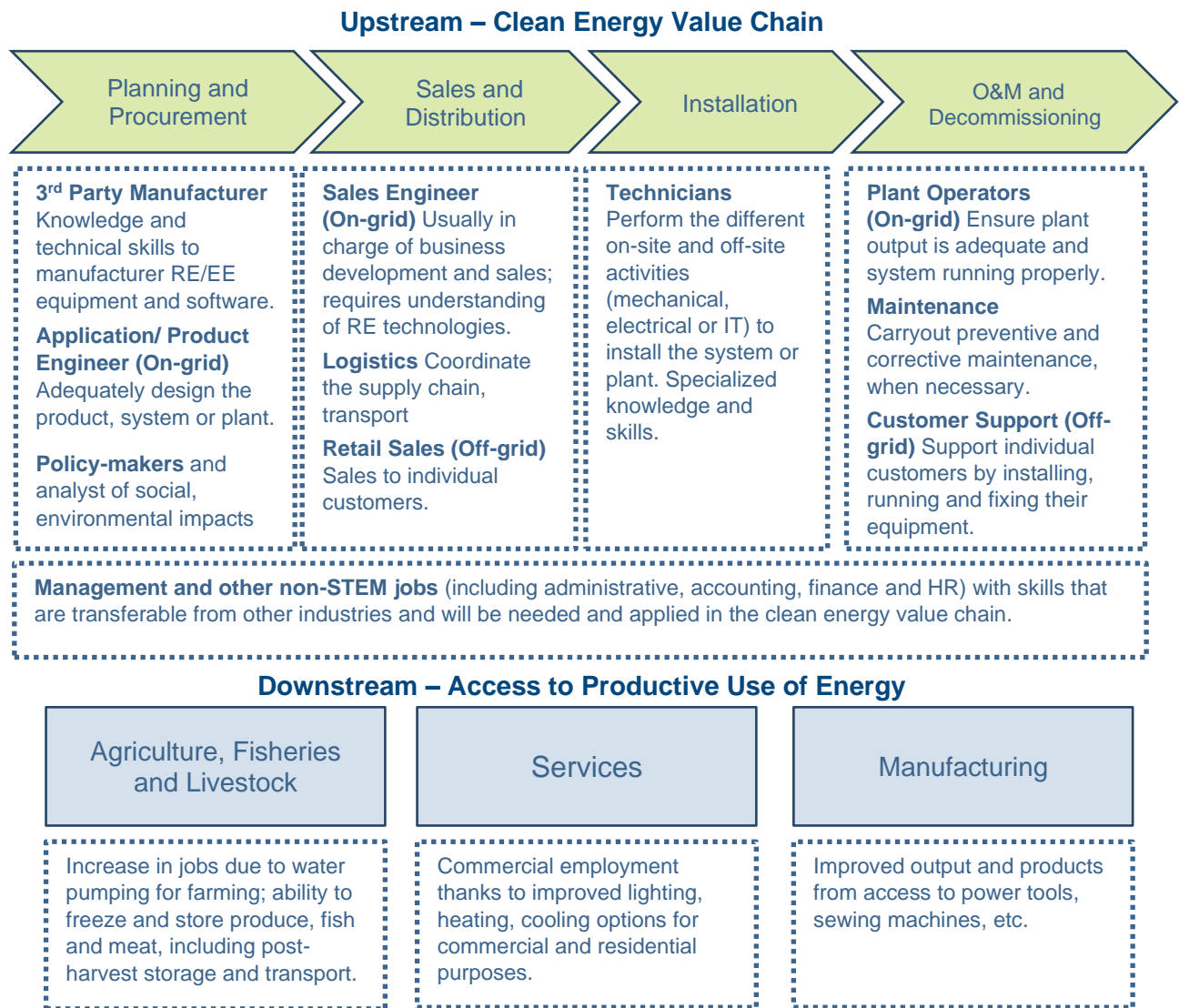


Figure 3: Economic and Employment Opportunities Available in the Clean Energy Value Chain

Box 2: Summary of Findings from the GBA Report

- › Although energy access is a universal need, gender and unpaid care work roles result in different uses of energy and creates different energy needs. **Women lack access and their needs are often not represented in decision-making spaces to voice their energy needs** and financial resources to access energy technologies.
- › **National energy policy frameworks tend to be gender blind**, typically due to a lack of gender equality in decision making and the absence of sex-disaggregated data on energy consumption and economic activities. Policy frameworks are also quite technology and household-centric, which result in the omission of important considerations relating to productive uses of energy (PUEs) and energy for community services. This results in poor consideration of both the different energy needs of women and the opportunities presented by broader definitions of energy access.
- › Women do not typically participate in education fields that traditionally serve the energy sector (science, technology, engineering and mathematics). As a result, the **clean energy workforce lacks diversity and is male-dominated**. Women make up most of the administrative, finance, customer service and support staff. They are particularly underrepresented among technical staff. Women are also a minority in the clean energy private sector.
- › Initiatives to date have had **limited impacts in including women** in the clean energy value chain.
- › **Value chain weaknesses** are impeding the green energy transition, including lack of a qualified technical workforce; lack of a strong and qualified private sector; and missing value chain segments such as maintenance and decommissioning.
- › **Opportunities to increase women's employment and income** through productive uses of renewable energy are not being fully realized.

The GBA identified the following main entry points for women in the clean energy value chain:

- 1 As micro-entrepreneurs and community self-help groups in sales, distribution and maintenance of RE off-grid systems;
- 2 As micro-entrepreneurs and community self-help groups across the efficient cookstove value chain;
- 3 As public servants in planning and implementing energy policies, projects and programs;
- 4 As entrepreneurs in the fisheries and agricultural sector (and related value-add industries such as food processing and handicrafts), whereby increased access to clean energy could result in substantial business growth.

The assessment also revealed that Pacific youth, on the one hand, are disenfranchised and overrepresented in the unemployed population and, on the other hand, are aware of gendered energy poverty. Young entrepreneurs should be considered as allies for PEGSAP implementation to help ensure the sustainability of the results achieved.



3 OBJECTIVES

The strategy for the next phase of the PEG Network responds directly to the issue analysis undertaken through the GBA outlined above. The approach clusters the identified issues into **four key areas for intervention (institutional, service providers, society/ community/ households and individual)**, with overarching objectives for each:

1. **Institutional:** The current institutional and policy frameworks are gender blind; they do not address women’s practical, and productive energy needs; and they do not promote women’s involvement in the clean energy value chain.

Strengthened gender-responsive regional and national energy policies that address women’s practical and productive energy needs and promote women’s involvement in the clean energy value chain.

2. **Service Providers - Business/Utilities:** The clean energy workforce is male-dominated and leaves few opportunities for the employment of women, especially in management and technical positions. Energy market development needs to be better aligned with community needs and entrepreneurs’ assets. The private sector is not yet structured for the development of a vibrant clean energy sector.

Enhanced employment opportunities for women in the clean energy workforce, including as entrepreneurs. Market development is aligned with the energy needs of entrepreneurs and communities.

3. **Society/ Community/ Households:** Traditional gender roles lead to differentiated energy needs. The clean energy technologies and services deployed often do not fulfill the specific energy needs of women. Women lack decision-making power to access energy solutions and resources. Women and girls are not encouraged to pursue employment in the traditionally male-dominated careers within the clean energy sector.

Promote women’s access to, and representation in energy-related decision-making in communities and households.

4. **Individual:** Women need agency, skills, knowledge and access to resources to voice their energy needs and seek greater economic engagement in the clean energy value chain.

Women have enhanced agency, knowledge, skills and access to resources to voice their energy needs and engage in the clean energy value chain.

Linked to this set of objectives, the long-term outcomes ultimately sought by the strategy outlined herein are to contribute to ***mainstream gender equality in the Pacific clean energy sector to empower women with increased career and income generating opportunities and an enhanced access to clean energy.***



4 MAIN IMPLEMENTING AGENCY AND INTERACTION WITH STAKEHOLDERS

This section presents the recommended structures to implement the PEGSAP at regional and national level. The selection of stakeholders and structure of the steering committees were determined through interviews and consultations during the gender-based assessment.¹⁴

4.1 Regional Level

As the agency in charge of leading regional energy sector coordination, the Pacific Community (SPC) was designated to oversee and support the establishment of the PEG Network and implementation of the PEGSAP. The gender-based analysis hence involved performing an internal gender analysis of SPC and particularly of its Georesources and Energy Program (GEP), which is a sub-section of its Geoscience, Energy and Maritime (GEM) Division where the PEGSAP implementation team will be located. The findings and recommendations for supporting SPC in becoming more effective in mainstreaming gender within its organization and programs are part of this PEGSAP.

A Regional Steering Committee (RSC) will be established and chaired by SPC. At SPC, a PEGSAP Team composed of four permanent staff (a PEGSAP Manager, two Gender Experts and a Monitoring and Evaluation Expert) will be established. This is explained at Activity 1.1.1 of the PEGSAP and the jobs descriptions are available at Section 8. The purpose of the RSC is to provide oversight for program implementation, coordination across the regional and national participants and ensure relevant linkages and complementarity with external initiatives and stakeholders. It will comprise members from different backgrounds to offer a wide array of expertise that will be useful for the articulation of the PEG Network. The structure of the RSC was determined through interviews and consultations during the field gender-based assessment. It includes two types of members: (1) the key members involved in decision-making; and (2) the stakeholders with communication and information relations with the RSC. Only the key members involved in decision-making will attend RSC meetings. The other actors will be kept continuously informed so that they may advise on PEGSAP implementation and align their activities with its objectives. A short description of the RSC members is provided in the tables below and the organizational chart is illustrated in Figure 4 further below. A term of reference for the RSC will be developed with committee members upon PEGSAP inception.

¹⁴ Econoler-IUCN, Field mission in targeted PICs (Fiji, Solomon Islands, Samoa, Tuvalu, Kiribati and RMI), February 2020.

Table 3: Recommended Key Members for RSC

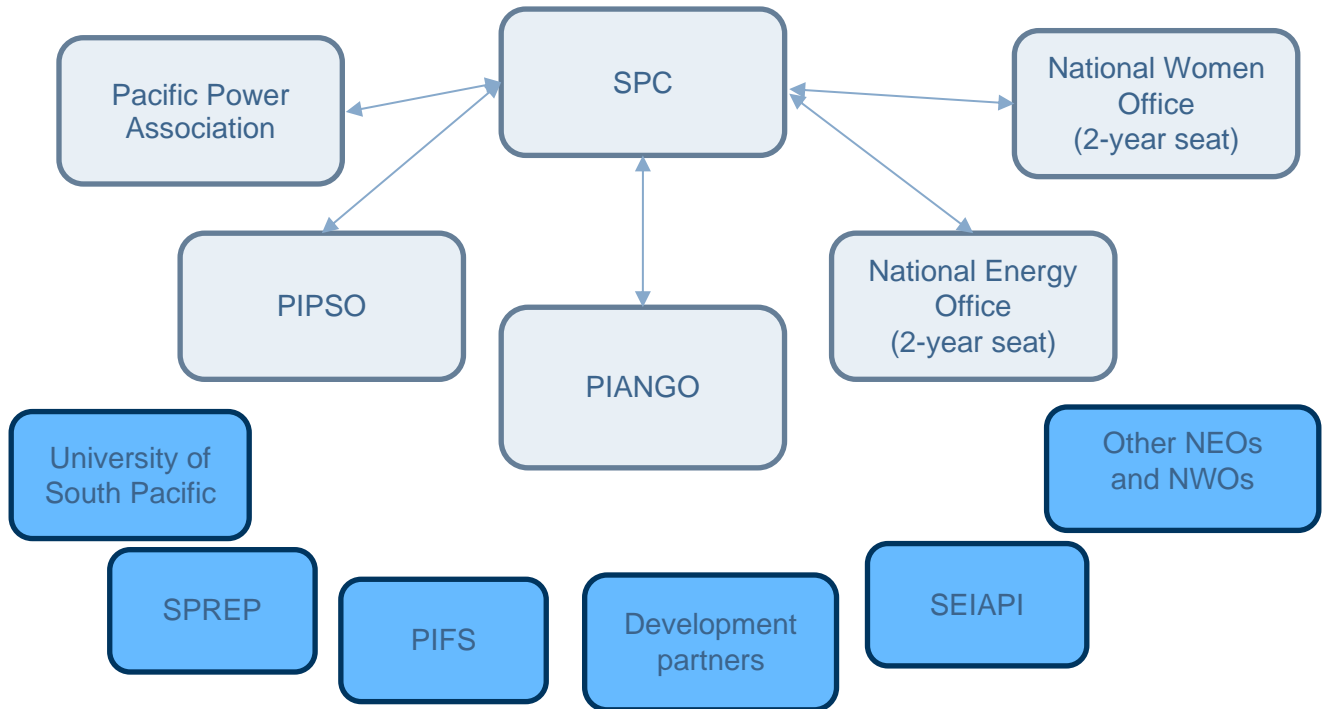
Organization	Short Description and Relevance to the PEG Network	Headquarters Location, HR Capacity, Type of Organization and Coverage
Pacific Community, Geoscience, Energy and Maritime Division (SPC-GEM)	SPC's mission is to contribute to the achievement of the SDGs of PICTs by providing scientific and technical expertise. It is the agency charged with leading the coordination of the regional energy sector, in collaboration with other regional agencies. The GEM Division supports PICTs by developing data, applied science and technical solutions to energy challenges. The agency's energy expertise is found within its Georesources and Energy Program (GEP), which is a sub-division of its GEM Division.	Suva, Fiji CROP Agency All PICTs
Pacific Power Association (PPA)	The PPA is an inter-governmental agency and member of the Council of Regional Organizations in the Pacific (CROP) to promote direct cooperation between Pacific island power utilities in technical training, exchange of information, sharing of senior management and engineering expertise and other activities of benefit to the members. Since 2018, they have a gender portal and have started collecting sex-disaggregated data on utilities' workforce as part of the annual benchmarking survey.	Suva, Fiji, CROP agency All PICTs
Pacific Island Private Sector Organization (PIPSO)	Established in 2007, PIPSO promotes the private sector's role in policy making to encourage business development through effective partnerships with governments, regional organizations, development partners and NGOs. Its members are the national chambers of commerce. They work mainly with the formal sector, but are in a transition to be more inclusive of the informal sector. They are mainly involved in institutionally strengthening businesses and are a major advocate for reforming the education system to align it with market needs.	Suva Fiji, Umbrella organization Fourteen Pacific Islands Forum countries, together with American Samoa
Pacific Islands Association of Non-Governmental Organizations (PIANGO)	PIANGO's mission is to strengthen and build the capacity of NGOs and the civil society sector through giving the sector a voice in policy formulation and strengthening its member umbrella organizations from PICTs.	Suva, Fiji Regional NGO All PICTs
Department of Energy (2-year seat)	Rotating seats for PICTs to be represented on the RSC and to coordinate the national and regional efforts. One representative from each Department. * <i>All NEO and NWO in participating countries to be kept informed and consulted of RSC discussions and outcomes.</i>	
Department of Women (2-year seat)		

Table 4: Recommended Stakeholders for Communication and Information Relations with RSC

Organization	Short Description and Relevance to the PEG Network	Headquarters Location, HR Capacity, Type of Organization and Coverage
University of South Pacific	USP is the premier provider of tertiary education in the Pacific region and an international center of excellence for teaching, research consulting and training. It plays a major role in promoting women's involvement in STEM programs. Since 2017, USP has a Diversity, Equity and Inclusion Policy. ¹⁵	Suva, Fiji CROP Agency All PICTs
Secretariat of the Pacific Regional Environment Program (SPREP)	SPREP is held accountable by the governments and administrations of the Pacific region to ensure the protection and sustainable development of the region's natural resources. SPREP's work related to energy focuses on the link between integrating RE and climate change resilience. SPREP has a commitment to mainstream gender across all its programs and has a gender policy that reinforces SPREP's commitment to gender equality and the empowerment of women.	Apia, Samoa CROP agency All PICTs
Pacific Island Forum Secretariat (PIFS)	The Pacific Islands Forum is the region's premier political and economic policy organization. Gender equality is a focus of their work since they oversee the implementation of the Pacific Leaders Gender Equality Declaration endorsed in 2012 and promote inclusion of gender equality in policy making at the regional level.	Suva, Fiji CROP Agency 18 PICTs
Development partners	Development partners involved in energy, climate and gender equality are potential allies and funding partners and should be kept closely informed of RSC decision-making and PEGSAP implementation. These include: GGGI, GIZ, IRENA, UN agencies, ADB, World Bank/IFC and bilateral development agencies (USAID, AusAid, KOICA, Global Affairs Canada, etc.).	Various locations International organizations All PICTs
Sustainable Energy Industry Association of the Pacific Islands (SEIAPI)	SEIAPI was formed in 2010 with the mission to create an enabling environment for the growth of sustainable energy business entities and sustainable energy equipment and/or energy services in the Pacific Islands. SEIAPI has been active in developing industry guidelines and standards that should be adapted and promoted within PEGSAP implementation. It also has a certification and accreditation program for individuals and organizations.	Suva, Fiji, Association All PICTs

¹⁵ USP, Diversity, Equity and Inclusion Policy. Available Online: <http://policylib.usp.ac.fj/form.readdoc.php?id=744>.

Regional Steering Committee



Legend:
 Key members involved in decision-making
 Communication and information relations with RSC

Figure 4: Proposed Structure of the Regional Steering Committee

4.2 National Level

All Pacific Island Countries and Territories (PICTs) are targeted by the PEGSAP. The national steering committees (NSCs) will take charge of developing national level plans for PEGSAP implementation (called the National Energy and Gender Action Plan or NEGAP) and provide ongoing oversight and coordination activities through regular meetings. Recommended stakeholders to sit on the NSC are presented below and were defined based on consultations with national stakeholders. Its structure will vary according to local contexts. The NSC has a core committee of decision-making stakeholders chaired by the National Energy Office (NEO) and a group of stakeholders that should be informed of NSC decisions. A full-time staff (the NEGAP Manager) and a part-time administrative staff will be hired by each NEO to overview and implement the NEGAP, coordinate with the other NSC members and liaise with the PEGSAP Team at SPC. This is explained at Activity 1.1.1 of the PEGSAP and the jobs descriptions are available at Section 8.

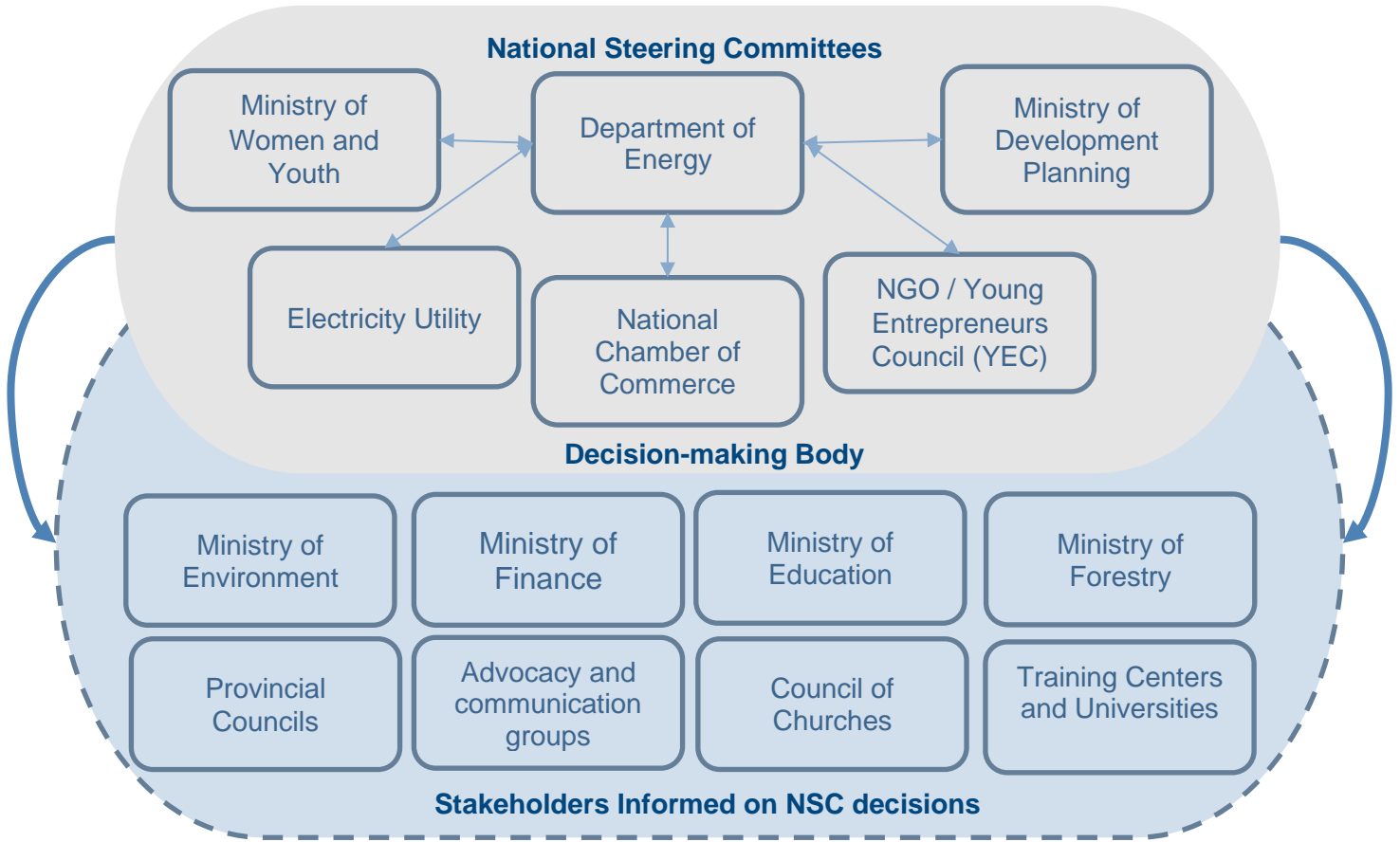


Figure 5: Recommended Structure of the NSC to be Adapted by each PICT

5 STRATEGIC FRAMEWORK FOR ACTION

The following section outlines a high-level framework for action for each of the four strategic objectives. The PEGSAP is meant to be used as a high-level framework proposing various activities that will contribute to achieving gender mainstreaming in the energy sector using a multi-level approach (institutional, service providers/businesses, society/community and individuals). Each PICT will be free to adapt the PEGSAP to its national context by selecting the priority activities and deciding on their own national-level action plan called the National Energy and Gender Action Plan (NEGAP). The PEGSAP also plans for developing institutional gender action plans (IGAPs) for main energy stakeholders (such as NEO and electricity utilities) to support their efforts in mainstreaming gender in their internal policies and procedures. A short overview of the different types of action plans planned under the PEGSAP is provided in the box on the right.

Action Plans Development and Adoption Planned by the PEGSAP:

- **NEGAP**, the National Energy and Gender Action Plan, is the road map that each country will develop based on the PEGSAP recommended activities
- **IGAP**, Institutional Gender Action Plan, is a road map for implementing gender activities, policies and procedures adopted by one institution.

Objective 1: Institutional – Strengthened gender-responsive regional and national energy policies

Sub-Objective 1.1: Ensuring a strong institutional and organizational framework for PEGSAP implementation

Activity 1.1.1 Establish implementing structure and ensure ongoing capacity development

As a starting point, it is important for the institutional and organizational structures to be in place to facilitate and guide effective implementation of this strategy. The initial action area will include the establishment of an implementing team (the PEGSAP Team) within the SPC GEP program under the GEM Division with clearly defined accountability and reporting mechanisms. This implementation structure will be established in close consultation with the Regional Energy Framework Working Group to ensure ongoing coordination and complementarity with the overarching regional strategy. The PEGSAP team will be composed of the following experts:

- › PEGSAP Manager
- › 2 Gender Experts
- › M&E Expert

A specific gender mainstreaming and capacity development plan will be developed to ensure the ongoing, relevant gender and energy expertise within SPC and implementing agencies will be developed throughout the course of implementation of the PEGSAP. The gender mainstreaming and capacity development plan is presented in Appendix I.

Activity 1.1.2 Establish and support a Regional Steering Committee to oversee ongoing strategy implementation

A Regional Steering Committee (RSC) to provide program oversight will comprise members from SPC, PPA, PIPSO, PIANGO and rotating members from national ministries of women and energy (see Section 4). As a starting point, the Terms of Reference (TOR) for the Steering Committee will be developed by SPC in agreement with the PICTs. Through regular virtual meetings, the RSC will ensure linkages and complementarity with relevant initiatives of Pacific Resilience Partnership, PEAG or its replacement, FAESP and the SDG Working Groups through ongoing liaison with relevant stakeholder groups within USP, SPREP, PIFS, SEIAPI and development partners. The RSC will be chaired by SPC and will report the strategy outcomes to PICTs through to the same channel as defined in the Framework for Energy Security and Resilience in the Pacific (FESRIP): 2021-2030.

Activity 1.1.3 Working with regional and national stakeholders to implement the resource mobilization plan for strategy deployment

A resource mobilization plan (RMP) was developed under this consultancy. The plan will necessarily serve to identify and source national level funding streams to ensure there is a sustainable, country-led approach to implementation. The implementing team will oversee the overarching RMP, working closely with relevant stakeholders at all levels (government, civil society, business community and universities) to coordinate and ensure resources are aligned with national priorities.

Activity 1.1.4 Establish and support national steering committee structures to lead PEGSAP implementation at the national and regional levels

National steering committees (NSCs) will be established in each participating PICT to oversee the implementation of national level activities (see Section 4). The NSCs will vary in composition, but likely comprise members from the National Energy Offices (NEO), National Women Office (NWO), departments of youth, departments of development planning, utilities, chambers of commerce and civil society. The NSCs will ensure consultation and liaison with relevant stakeholders at the country level, including but not limited to: ministries of environment, forestry, fisheries, agriculture and finance; civil society groups and councils of churches; tertiary education providers; and local councils.

The NSCs should then review the PEGSAP, identify the activities they need to implement and compile them in their National Energy and Gender Action Plan (NEGAP), aligned with existing or planned national structures and initiatives. Developing their NEGAP should imply limited efforts from PICs since they will benefit from all the tools developed for the PEGSAP: a monitoring and evaluation (M&E), a detailed cost estimation and a resource management plan. The NEO will need to designate a permanent full-time employee to ensure the NEGAP implementation (the NEGAP Manager), coordination with other NSC member agencies and liaise with the regional PEGSAP Team. A job description is provided at Section 8.

Sub-objective 1.1: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Timeline
1.1.1 Establish implementing structure and ensure ongoing capacity development	1,705	PEGSAP Team	2021-2030
1.1.2 Establish and support a Regional Steering Committee to oversee ongoing strategy implementation	55	PEGSAP Team	2021-2030
	40	RSC Members (each member)	
1.1.3 Working with regional and national stakeholders to implement the resource mobilization plan for strategy deployment	600	PEGSAP Team	2021-2030
	344	NEGAP Manager	
1.1.4 Establish and support national steering committee structures to lead PEGSAP implementation at the national level	1,486	PEGSAP Team	2021-2030
	200	NEGAP Manager	
	60	NSC Members (each member)	
Total Sub-Objective 1.1	4,490		

Sub-Objective 1.2 Ensure the national implementing agencies have the necessary capacity and knowledge for PEGSAP implementation

Activity 1.2.1 Conduct a training needs assessment (TNA) of the Pacific clean energy sector

The GBA Report identified some of the main issues women face regarding access to clean energy technologies and employment opportunities in the clean energy sector. It also provides a preliminary overview of the main entry points for women to engage in the clean energy value chain. This study’s objective was to provide a sector assessment based on a sample of six PICs. It, however, needs to be complemented by a training needs assessment (TNA) of the main stakeholders that will be involved in implementing the NEGAPs. The TNA should primarily target the stakeholders to be involved in the NSCs and should also cover other government agencies whose work is related to energy policy making, such as national statistic offices. The objective would be to provide in-depth analysis of capacities for energy planning, budgets, and gender mainstreaming. The TNAs are a critical step for implementing the PEGSAP and for kick-starting collaboration between the NEOs and NWOs. The detailed methodology proposed for the TNA is available in Appendix III.

The GBA Report should be used as a starting point for conducting the TNAs. For some countries, this could be implemented in complementarity with existing gender assessment efforts at the national and regional levels. For example, in Fiji, the Ministry of Women, Children, and Poverty Alleviation (MWCPA) is currently working on both market research on women-owned medium, small and micro-enterprise (MSME) segment and a country gender assessment. Also from 2013 to 2015, the Social Development Program (SDP) of SPC conducted a series of stock takes of the capacity of Pacific governments to mainstream gender across policies, programs and services in 15 PICTs.¹⁶ Efforts to identify and harness previous work from past PEGSAP activities must be deployed and include sourcing relevant documents and leveraging networks of previous training participants who have developed expertise in the fields of gender and energy.¹⁷

Activity 1.2.2 Develop and conduct a regional gender and energy training and awareness-raising program in each participating country

Based on the outcomes of the TNA in Activity 1.2.1 above, the PEGSAP implementing team within the SPC GEM Division will develop a tailored gender and energy training and awareness program. The program will be developed in a way that it can be tailored to suit different country contexts, with two streams targeting different stakeholder groups and training needs:

- 1 Gender mainstreaming training tailored to energy stakeholders (NEO and electricity utilities), aimed at introducing gender equality concepts linked to clean energy.
- 2 Energy training tailored to gender stakeholders (NWO, key groups from civil society), aimed at introducing key clean energy concepts and how technologies and services may affect women's access to resources and opportunities.

Ideally, representatives from NWOs would support SPC in providing the training to energy stakeholders and vice versa. A unique feature of this training will be the development of linkages between NEOs and the NWOs, hence fostering collaboration that will prove essential for coordinating NSC activities (Activity 1.1.4).

¹⁶ SPC-SDP, "Stocktake of the Capacity of the Governments to Mainstream Gender Across Policies, Programmes and Services". Conducted in 15 PICTs from 2009-2010 (Cook Islands, Tonga, Solomon Islands, Papua New Guinea, Republic of the Marshall Islands and the Federated States of Micronesia) and from 2013-2014 (Fiji, Kiribati, Nauru, New Caledonia, Niue, Palau, Samoa, Tuvalu and Wallis and Futuna). Available online: <https://www.spc.int/resource-centre>.

¹⁷ SOPAC, Pacific Energy and Gender Network Regional Strategic Planning Workshop, 16-17 April 2009. Tonga. Available at: <https://pcreee.org/>.

Building on existing toolkits and manuals on gender, energy and climate change in SPC, the implementation team will develop a full suite of training materials and knowledge products.¹⁸ For the training, existing toolkits will necessarily be supplemented by new materials such as guidelines, policy briefs, checklists, factsheets and case studies of the region on gender and energy. Guidelines and toolkits already developed under previous phases of the PEGSAP and listed in the References of this report should be used. Material used for delivering the final training of this consultancy are also relevant.¹⁹ Training tools and strategies should include train-the-trainers, training manuals, recorded video presentations, etc. The capacity building program will be designed to ensure sustainable impacts and regular delivery of training sessions, reinforced by regular dissemination of topical knowledge products that are updated regularly. The knowledge that should be covered in each training stream is briefly detailed below and will need to be confirmed by the TNA. Once participants from NEOs have conducted base level training in gender mainstreaming, participants from both departments would be brought together for a combined training on gender in the energy sector, creating a space for mutual support and understanding and fostering opportunities for future collaboration.

Capacity Building for NEOs and Energy Utilities

The first stream of training will target those working directly in the energy field and will be aimed at strengthening the gender-mainstreaming capacities, gender-budgeting and M&E of the NEOs and electricity utilities. Specifically, the program will aim to go beyond simply including gender in policy documents and build capacity for the integration of gender into all relevant aspects of work. Coordination with NEO management would ensure that it is mandatory for the training to be delivered annually and a requirement for every new employee.

Capacity Building of Gender Stakeholders (NWOs and civil society)

A specific capacity building program covering energy concepts will be developed for NWOs and civil society organizations. The aim of the program is to enhance the linkages between gender and energy, as well as build broader awareness about the energy policy framework, clean energy technologies, value chain and economic opportunities for women. Materials for the training will draw on tools developed for the training at NEOs outlined above but will be modified to suit the interests and realms of influence of target stakeholder groups.

¹⁸ (1) SPC, SPREP, GIZ, UN Women, AusAid, UNDP (2013), The Pacific Gender and Climate Change Toolkit: Tools for practitioners. Available at https://www.pacificclimatechange.net/sites/default/files/documents/Pacific_gender_toolkit_full_version.pdf/ (2) SPC and Gender CC, "Training Manual: Gender Mainstreaming in Energy Projects in the Pacific". Available online: https://gendercc.net/fileadmin/inhalte/dokumente/4_Our_Work/past_projects/Pacific_Islands/Training_Manual_Gender_Mainstreaming_in_Energy_Projects_in_the_Pacific.pdf/ (3) SPC, Gender CC (2013), Toolkit to Mainstream Gender into Energy & Climate Change Community Based Adaptation Projects in the Pacific. Available at https://gendercc.net/fileadmin/inhalte/dokumente/4_Our_Work/past_projects/Pacific_Islands/Toolkit_to_Mainstream_Gender_into_Energy_Climate_Change_Community_Based_Adaptation_Projects_in_the_Pacific.pdf.

¹⁹ Econoler-IUCN, CTIF Pacific Energy Network Project, Final Training, November 18th, 2020.

Sub-objective 1.2: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
1.2.1 Conduct a training needs assessment (TNA) of the clean energy sector at the regional level	54	PEGSAP Team	150,000	2021
	9	NEGAP Manager (1 country)		
1.2.2 Develop and conduct a regional gender and energy training and awareness-raising program in each participating country including regional program where appropriate	324	PEGSAP Team	85,200	2022-2030
	387	NEGAP Manager		
Total Sub-objective 1.2	774		235,200	

Sub-Objective 1.3 Developing a gender-responsive energy policy framework

Activity 1.3.1 Assist the PICTs in developing, adopting and implementing a national gender-responsive energy policy (GREP)

The GBA²⁰ illustrates that current energy policy frameworks in the region are predominantly gender blind and use a very narrow definition of energy access that does not meet international standards. Drawing on both the comprehensive analysis already undertaken in the GBA as a starting point and the gender audit performed under Activity 1.2.1, this activity will ensure that all new energy policies developed during PEGSAP implementation are gender responsive. The GBA proposes a comprehensive yet pragmatic and user-friendly tool so that governments can perform their own policy analysis and development. The tool is broken down into two main components to assess both causes for gender blindness in energy policy, notably (1) gender mainstreaming capacities at the national level, and (2) process for developing a GREP. Each component is then broken downs into several enabling conditions (see Table 5).

²⁰ Subsection 4.2: Gender-blind Policy Framework and Incomplete definition of Energy Access, p. 44 to 62.

Table 5: Structure of the Tool for Developing Gender-Responsive Energy Policies

Component	Enabling Conditions
1. Gender mainstreaming capacities at the national level	a. Decision-making
	b. Gender-disaggregated data
	c. Legislation on gender equality and political commitment
	d. Institutional support, accountability and financial commitment
2. Process for developing a GREP and policy content	e. Recognition of women's roles, knowledge and energy needs
	f. Participation
	g. Sex-disaggregated data
	h. Integrated energy planning
	i. Monitoring and evaluation

Although it is not necessary to achieve all the enabling conditions to develop a GREP, the more conditions are fulfilled, the higher the chances of success. Designing and adopting a GREP will be ongoing during the 10-year implementation of the PEGSAP. This activity must be undertaken whenever a country needs to update an energy-related or climate-related policy. For example, the Government of Tuvalu highlighted that it would be a good opportunity for them to design a GREP when developing their new Energy Act under the UNDP Facilitation of the Achievement of Sustainable National Energy Targets of Tuvalu (FASNETT) program.²¹ Good practices were identified in the Pacific countries targeted by the GBA, which are opportunities for regional peer-learning (see Box 3).²² Member states will also be supported to develop gender-responsive procurement²³ policies and practices related to the provision of energy services.

²¹ UNDP, Project Document: Facilitation of the Achievement of Sustainable National Energy Targets of Tuvalu (FASNETT), 2017-2021. Available online: <https://info.undp.org/docs/pdc/Documents/TUV/PIMS%205613%20TUV%20FASNETT%20Project%20Document%20Final.pdf>.

²² Econoler-IUCN *loc cit*.

²³ UN Women (2017) "The power of procurement: how to source from women-owned businesses", <https://www.unwomen.org/en/digital-library/publications/2017/3/the-power-of-procurement>.

Box 3: Good Practices Related to Gender-Responsive Energy Policies in Pacific Countries

The **Kiribati Cooking for Life (CFL) Strategy**, formulated as a five-year strategic plan, guides the Energy Planning Unit of the Ministry of Works and Public Utilities in the promotion of cleaner and efficient cooking fuel and technology in Kiribati. The CFL strategy is aimed at demonstrating that energy efficiency and conservation in cooking can contribute to saving cooking fuels, directly contributing to the outcome of the Kiribati National Development Strategy and the implementation of the Kiribati National Energy Policy (KNEP). The strategy clearly articulates how women are to be included as stakeholders or agents of change in clean cooking initiatives (not only as beneficiaries).

The **Marshall Islands Electricity Roadmap** is a strategic framework that presents costed, technically sound, renewable energy pathways for the RMI electricity sector to work toward climate change targets up to 2050. The document specifically promotes strategies to promote the involvement and engagement of women in the sector, including through a human resource development program and by using renewable energy as a driver for education in technical areas relevant to the sector.

One of the main shortcomings identified in the existing energy policy frameworks of Pacific countries is that their definition of energy access is household-centric and technology-centric. A new definition of energy access, based on international standards and tailored to the Pacific region, is proposed in the GBA²⁴ and overviewed in Figure 6 and should be used in future energy policy development.

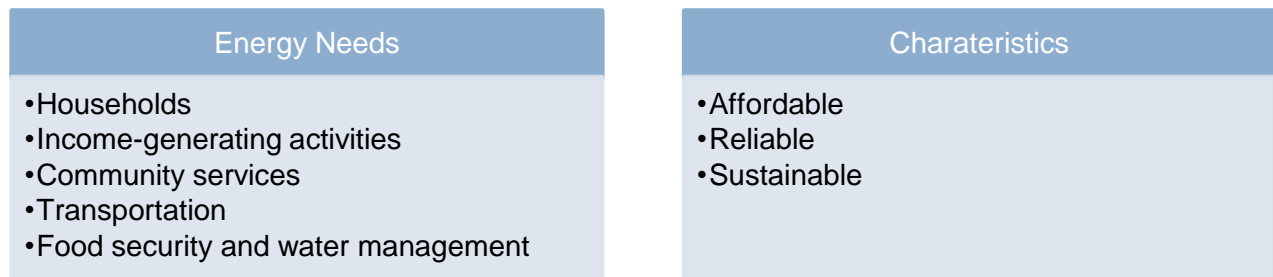


Figure 6: Energy Needs and Charateristics to be covered in the Definition of Energy Access

Activity 1.3.2 Collect sex-disaggregated data on energy needs and uses, on women’s economic activities as part of national statistics

The GBA found that there is very little sex-disaggregated primary data available on women’s use of energy and economic activities in targeted countries. Local stakeholders highlighted this absence of reliable data as a challenge. This is problematic because if a situation is not documented, it cannot be identified as a problem and therefore cannot be solved. It is essential that NSCs collaborate with national statistics bureaus to establish regular sex-disaggregated data collection on energy, climate and

²⁴ See Conclusion and Recommendations, “Proposing a Gender-responsive Definition of Energy Access for the Pacific Region”, p. 79.

economic empowerment. For this activity, the scope should not be limited to clean energy but encompass all type of energy sources.

A first step of this activity is for SPC to hire an external consultant to develop guidelines on collecting and assessing gender-disaggregated energy and economic data within the context of energy policy development. This step could be performed by SPC under their new initiative on gender mainstreaming, statistics and monitoring, evaluation and learning (MEL) across sectors for PICTs²⁵ or under the world Bank Statistical Innovation and Capacity Building in Pacific Islands.²⁶ The guidelines will be a valuable resource to disseminate to PICTs to ensure gender-responsive data collection activities are harmonized. A training module tailored to national statistics bureaus will be developed and training sessions implemented by the PEGSAP Team in each country.

This activity will be ongoing throughout the 10-year PEGSAP implementation period. Using the regional census and survey calendar,²⁷ relevant censuses and surveys were targeted and their link with gender-responsive energy policy making are explained in Table 6. Before implementing these censuses and surveys, the NSC secretariat should undertake a series of national consultations in the capital city and in outer island off-grid communities to explore how best to integrate the themes of gender and energy in the national statistics. The national statistics bureaus will undergo gender-responsive data-collection training, conducted by the PEGSAP Team with the training module developed by external consultants. The NEGAP Manager should then closely coordinate with national statistics bureaus throughout the data-collection and analysis process before gender and energy censuses or surveys are conducted. The type of censuses or surveys relevant to creating an enabling environment for gender mainstreaming in energy policy making are outlined in Table 6.

Table 6: Target Censuses and Surveys for Collecting Sex-Disaggregated Data

Relevant Surveys or Censuses	Link with Gender-Responsive Energy Policy Making
Business surveys Labor force surveys (LFSs) Agricultural censuses	<ul style="list-style-type: none"> › Understand gender-differentiated income-generating activities (professions, sectors, prevalence in the non-formal sector, etc.). › Document women’s unpaid domestic labor. › In the agriculture sector, understand gender-differentiated land use and ownership, occupations, production practices, incomes and expenditures. › Document what type of energy technologies and services could enhance income-generating activities. › Compile sex-disaggregated data on energy end-use demand, document the use of traditional fuels in the work environment.

²⁵ Initiative led by SPC’s Social Development Program, for which a call for consultant was launched in November 2019.

²⁶ Regional statistics project (2020-2025) that aims to help close data gaps on poverty and gender in the Pacific. The project will support the Statistics for Development Division (SDD) of the SPC to strengthen its role as a ‘statistical system leader’

²⁷ SPC, Census and Survey Calendar, <http://sdd.spc.int/census-and-survey-calendar>.



Relevant Surveys or Censuses	Link with Gender-Responsive Energy Policy Making
Household income and expenditure surveys (HIESs)	<ul style="list-style-type: none"> › Compile sex-disaggregated data on energy end-use demand, document the use of traditional fuels at the household level. › Document the efforts for collection and use of traditional fuels and for accessing water. Highlight women’s involvement. › Document women’s unpaid domestic labor.
Demographic and health surveys (DHSs) Multiple indicator cluster surveys (MICS) National Censuses	<ul style="list-style-type: none"> › Document health and environmental impacts of using energy technologies and services (including traditional fuels). Highlight the impacts on women and children. › Document what type of energy technologies and services could enhance community services (health centers, schools, etc.) and the impacts on women and children.

Sub-objective 1.3: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
1.3.1 Assist the PICTs in developing, adopting and implementing a national gender-responsive energy policy (GREP)	545	PEGSAP Team	165,000	2021-2030
	44	NEGAP Manager (1 country)		
1.3.2 Collect sex-disaggregated data on energy needs and uses, on women’s economic activities, and on women’s national and regional professional staff within the energy sector	431	PEGSAP Team	66,350	2021-2030
	40	NEGAP Manager (1 country)		
Total Sub-objective 1.3	1,060		231,350	

Objective 2: Service Providers - Business/Utility – Enhance employment opportunities for women in the clean energy workforce

Sub-Objective 2.1: Facilitate the engagement of women in all stages of the clean energy value chain

Activity 2.1.1 Perform sub-regional market assessments to identify employment and income-generating opportunities for women in the clean energy sector, including assessment of potential for EE-RE business

This action area is focused on identifying/ confirming the entry points for women into the clean energy value chain and interventions to facilitate the increased uptake of employment/income-generating

opportunities by women. Building on the GBA²⁸, this action will involve deeper research at the national and sub-regional level to confirm entry points for women, including detailed market research to identify income-generating opportunities at the entrepreneurial level. The main entry points for women entrepreneurs as identified in the GBA are: (1) as micro-entrepreneurs and community self-help groups in sales, distribution and maintenance of RE off-grid systems; (2) as micro-entrepreneurs and community self-help groups in the efficient cookstove value chain; and (3) as entrepreneurs in the fisheries and agricultural sector (and related value-added industries) whereby increased access to clean energy could result in substantial business growth. The three entry points indicate those clean energy value chain segments where it should be easier to engage women-led businesses. The opportunities provided to women should however not be limited to the entry points. Comprehensive analysis of existing efficient cookstove programs will render a set of regional data, best practices and recommendations for program development and implementation. This will be followed by a demand assessment on the most suitable cookstove technology in each community by considering cost-effectiveness, household needs, available cooking fuel (commercial and non-commercial), cooking options and cooking needs for traditional meals. For each technology, the opportunities to create income-generating activities for women throughout the value chain will be considered. The resulting information will be used to develop targeted interventions to facilitate women's economic empowerment through their participation in the various stages of the efficient cookstove value chain (sales, distribution, maintenance, recycling).

Productive uses of energy (PUEs) are the agricultural, commercial and industrial activities involving energy services as a direct input to the production of goods or provision of services. PUEs have major potential to increase employment and income-generating opportunities in specific sectors wherein women are economically active (agriculture, fisheries and livestock, food processing, handicrafts, services and manufacturing).

Aside from the potential for development of business opportunities for women through the provision of RE-EE technologies, access to productive uses of energy (PUEs) has a lot of potential to economically empower women. The GBA²⁹ performs a preliminary assessment of PUEs that are best suited to women's economic empowerment within the community context. These options need to be further investigated and confirmed under this activity. Where relevant, this assessment might include options for improved and clean cooking solutions, food processing and

drying, packing and marketing. This activity is a prerequisite for a series of other activities under the PEGSAP. The findings of the market assessments will feed into:

- › Activity 2.1.2: Collaborate with education/training providers to ensure that career pathways for women are maximized.
- › Activity 2.2.3: Increase opportunities for women-owned businesses in the sales of RE off-grid systems and decentralize their distribution and maintenance.
- › The entrepreneurship programs that are established under Activities 4.2.1 and 4.2.2.

²⁸ See Conclusion and Recommendations, "Focusing on the Entry Points to Increase Women's Participation in the Clean Energy Value Chain", p. 80.

²⁹ Section 3.4: Access to Energy and Downstream Energy Value Chain in the Pacific, p. 33 to 40.

**Activity 2.1.2 Collaborate with relevant education and training providers to ensure that career pathways for women are maximized**

This action involves undertaking a detailed regional assessment of energy and climate education and training curriculum (post-secondary) based on the GBA findings. The assessment, to be undertaken by an external consultant, will lead to recommendations to facilitate liaison with employers or entrepreneurship opportunities to maximize career pathways for women. This activity will involve joint efforts (from national chamber of commerce, PIPSO, SEIAPI and education/ training providers) to ensure that education and training curriculum are contextually appropriate. The action requires liaison with key employers in the clean energy sector to ensure that training programs are well aligned with needed skills. Facilitated dialogue would ensure that employers and training institutes jointly identify and articulate career pathways for women in the clean energy sector.

The upcoming Pacific Barefoot College to be established in Fiji offers an opportunity to ensure programming is well designed to render impacts, drawing from existing observations noted in the GBA³⁰. Some guiding principles that should be followed during the assessment are contained in Box 4 below. Following any recommendations coming out of these assessments, the PEGSAP Team and NEGAP Managers would support training providers to strengthen their programs.

³⁰ Subsection 4.4.1: The Barefoot College Initiative, p. 68 to 72.

Box 4: Guiding Principles for Monitoring Impacts of Clean Energy Training Programs

- › Is the training well aligned with the target community context, energy needs and existing/planned infrastructure?
- › How accessible is the program for women? Is it available to women and girls of all ages?
- › Are relevant energy authorities (NEOs, utilities, SEI-API) involved and do they recognize the training?
- › Has there been a collaborative effort with government and the business sector to ensure career pathways for women are aligned to existing/upcoming opportunities?
- › Is a certification or license provided? Is the program recognized by potential employers? If not, NEOs the program enables women to legally and safely conduct remunerated technical work in their community?
- › NEOs the curriculum take into account the full array and potential of RE technologies available (from solar lamps, to larger SHS compatible with AC appliances, to solar desalination systems)?
- › Are the training offerings being complemented by entrepreneurship skills for women and girls to have the tools to start and grow their businesses?

Sub-objective 2.1: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
2.1.1 Perform sub-regional market assessments to identify employment and income-generating opportunities for women in the clean energy sector, including assessment of potential for EE-RE business	42	PEGSAP Team	242,500	2021-2022
	10	NEGAP Manager (1 country)		
2.1.2 Collaborate with relevant education and training providers to maximize potential for women to benefit from programs	53	PEGSAP Team	62,000	2022-2025
	15	NEGAP Manager (1 country)		
Total Sub-objective 2.1	120		304,500	

Sub-Objective 2.2: Increasing women’s engagement in public and private services relating to the clean energy sector

Activity 2.2.1 Perform a regional study of women in the RE workforce and work with providers of energy services from the public and private sector to develop and implement institutional gender action plans

This activity will start with a regional study of women in the RE workforce. The study will provide quantitative data on women’s engagement as national and regional professional staff within the RE public and private sector as well as working conditions. The assessment should be based on field data

collection through online survey, interviews and focus group discussions. The findings will lead to making recommendations for policies and measures and a guideline for developing and implementing institutional gender action plans (IGAP) within organizations from both the public and private sectors.

Public Sector

Building on the findings and recommendations of the regional assessment of the RE workforce (Activity 2.1.1), this action will serve to promote an inclusive work environment in government agencies and electricity utilities by adopting gender-aware internal policies, procedures and work culture. This activity is especially relevant given that jobs as public servants in planning and implementing energy policies, projects and programs was highlighted in the GBA³¹ as an entry point for women into the clean energy value chain. The implementing team will work with key agencies in the energy sector to develop first an agreement for collaborative cooperation to strengthen gender mainstreaming. It is expected that most of these agencies will be participating in the PEG national network. Building on the technical needs assessments conducted under Activity 1.2.1, the implementing team will provide technical support to each agency to develop their institutional gender action plan (IGAP). An IGAP aims at establishing lines of action to internally promote gender equality and develop a gender-sensitive working environment in the agency, but this plan will also include activities and affirmative actions to enhance the capacities of the agency to mainstream gender in service delivery. The action plans will also include indicators and a monitoring and evaluation system that helps the agency to measure progress in the institutionalization of gender.

Private Sector

SPC will also conduct a regional study to gather data on working conditions and women's engagement in those private sector service providers that were not captured in the analysis under activity 1.2.1. This assessment will then be used to provide technical support to RE and EE companies for adopting internal gender action plans.

Activity 2.2.2 Establish mentoring and networking programs for women and girls employed in the clean energy sector and graduates

As disclosed in the GBA³², the level of women's participation in the clean energy value chain is low in both the private and public sectors. This is because women experience a lot of structural obstacles to access employment in what is a traditionally male-dominated environment; moreover, women who do work in the sector often experience discriminatory behaviors that prevent them from conducting their work and progressing in their careers. A range of mentoring and networking programs will be delivered to support women's access, as well as maintain and progress their employment in the sector. These interventions will be designed in consultation with employers in the clean energy sector including NEOs,

³¹ Section "Conclusion and Recommendations", "Focusing on the Entry Points to Increase Women's Participation in the Clean Energy Value Chain", p. 80 to 84.

³² Section 3.3: Participation of Women in the Upstream Clean Energy Value Chain, p. 28 to 32.

utilities and private sector service providers. Mentoring programs for women employed in both the public and private sectors will be set up for different streams including (but not limited to):

- › Recent graduates to support them in seeking employment in the sector;
- › Technical staff to support them when facing discrimination in the workforce and with career progression;
- › Existing and emerging managerial staff to support them when facing discrimination in the workforce and with career progression.

All participants in the mentoring program will be linked by a virtual network and will have access to regular events to exchange experiences, learn from each other and provide mutual support.

Activity 2.2.3 Increase opportunities for women-owned businesses in the sales of RE off-grid systems and decentralize their distribution and maintenance

Linking with Sub-objective 1.3, the implementing team will ensure that frameworks for more inclusive procurement practices are in place, particularly where there are opportunities for RE off-grid systems and EE equipment. The GBA³³ identifies several weaknesses with respect to private-sector capacities within the context of the clean energy sector. The implementing team will work with PIPSO and national chambers of commerce to conduct activities designed to address these weaknesses and to promote further employment of women in the sector. In particular, opportunities for existing enterprises to participate in missing value chain segments (maintenance and decommissioning) as well as underdeveloped segments such as the distribution and sales of RE systems will be highlighted and strategies deployed to heighten private-sector involvement in this economic activity through the employment of more women. Leveraging the skills developed through the Barefoot training program and other relevant programs, the implementation team will work with service providers to develop a contracting scheme for women graduates with the skills for technical service provision, such as the maintenance of solar off-grid systems.

³³ Section 3.2.2: Lack of a Strong and Qualified Private Sector, p. 22.



Sub-objective 2.2: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
2.2.1 Work with providers of energy services from the public and private sector to develop and implement institutional gender action plans	679	PEGSAP Team	167,500	2022-2030
	52	NEGAP Manager (1 country)		
	6	RSC Members (each member)		
2.2.2 Establish mentoring and networking programs for women and girls employed in the clean energy sector and graduates	180	PEGSAP Team	-	2021-2030
	90	NEGAP Manager (1 country)		
	22	RSC Members (each member)		
2.2.3 Increase opportunities for women-owned businesses in the sales of RE off-grid systems and decentralize their distribution and maintenance	55	NEGAP Manager (1 country)	-	2022-2030
	16	RSC Members (each member)		
Total Sub-objective 2.2	1,100		167,500	



Objective 3: Society/Community – Promote women’s access to, and representation in energy-related decision-making at the society, community and household level

Sub-Objective 3.1 Provide women with access to decision-making mechanisms to voice their energy needs

Activity 3.1.1 Conducting gender-inclusive energy demand assessment

The aim of this activity is to produce a simple and easy-to-use gender-responsive self-assessment tool that empowers off-grid and on-grid community members to identify their own energy needs (at the household, work and community³⁴ levels) and link them with potential technologies and/or services. The tool will be developed by the PEGSAP Team with the help of external consultants if necessary. Then, the NEGAP Manager will coordinate the energy needs assessment for community energy end users. The tool should clearly identify the interrelation of energy with other basic needs (lights, drinkable water, food, cooking, etc.) and highlight the pros and cons of available energy sources. It should be developed in partnership with local energy service providers so that they can effectively make use of the resulting information to better address the energy needs of women. Having this tool will enable community members to reassess their energy needs whenever needed. Being able to concretely voice their energy needs will empower women in participating in community councils, government consultations on energy projects, plans, etc.

Activity 3.1.2 Awareness raising of the new gender-responsive energy policy (GREP)

Community outreach will be an important component to ensure the successful implementation of the PEGSAP. The NEGAP Manager will periodically visit target communities to raise awareness on the new GREP (as developed in Activity 1.3.1) as well as to facilitate community discussions, focus groups and Q&A sessions on clean energy technologies and their potential applications for women. These discussions will necessarily involve men but be designed in a way that encourages the participation of women and highlights the importance of considering their specific energy needs. The discussions will facilitate dialogue at the community level about how energy access and needs might vary between different household members, leading to discussions around how the different needs of each household member might be met. Activities will be designed in a contextually appropriate manner that encourages full participation of all segments of the community. The activities might comprise:

- › Awareness raising about new gender-responsive energy policies;
- › Focus group discussions around gender roles and how they affect energy consumption;
- › Films and/or games highlighting the importance of identifying and voicing specific energy needs;
- › Community outreach activities including short videos, games, interactions, etc.

³⁴ In this context, community encompasses all of public life activities that are outside the household and work sphere. It can be in urban, semi-urban or rural environment. Energy needs at the community level includes, for example, schools, health centers, public lighting, water treatment, etc.

Sub-objective 3.1: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
3.1.1 Conducting gender-responsive energy demand assessment at community level	337	PEGSAP Team	30,400	2022-2030
	120	NEGAP Manager (1 country)		
3.1.2 Awareness raising of the new gender-responsive energy policy	100	NEGAP Manager	-	2021-2030
Total Sub-objective 3.1	557		30,400	

Sub-Objective 3.2 Promoting the engagement of women and girls in energy-related education subjects and activities

Activity 3.2.1 Promote the active engagement of women and girls in energy-related activities

The GBA³⁵ found that women do not typically enroll in tertiary education programs related to the energy sector. Only 20% of all university students enrolled in science, technology, engineering and mathematics (STEM) are women, and women are almost completely absent in the technical and vocational education and training (TVET) programs related to energy. This is predominantly due to cultural norms and structural barriers relating to gender stereotypes whereby women are unlikely to be encouraged or supported in becoming professionals or entrepreneurs in male-dominated fields. Without women's participation in STEM tertiary programs, gender diversity in the energy workforce will only continue to be unbalanced. The likely consequence is that the quality and relevance of policy, programming and service delivery related to the energy sector will continue to be compromised by the low participation of women in decision-making and representative roles.

Activities to promote women's and girls' involvement in energy-related topics that are traditionally male-dominated, such as science, technology and engineering, will assist in overcoming ingrained stereotypes that reinforce gender inequalities in the energy sector. By getting women and girls actively participating in science camps, school visits and community activities, these stereotypes can be slowly broken down as women and girls get more interested in energy-related subject matters and are seen to be meaningfully engaging in these topics. These activities will also serve to encourage more women to pursue employment and entrepreneurial opportunities in the clean energy sector. Such activities might include:

- › Working with Graduate Women Fiji on upscaling their science camp program that features clean energy issues and technologies. Replication of the model in other countries;

³⁵ Section 4.3.1: Women's Low Proportion among Students Studying STEM, p. 63 to 66.

- › Conducting a series of periodic school, training institute and community visits featuring clean energy issues and technologies. These might feature guest speakers, demonstrations of technology, competitions to engage the audience;
- › Organizing industry visits for school children (to learn about and observe clean energy technologies/industries/production facilities);
- › Sponsored community events to promote clean energy technologies, featuring activities to specifically engage women. These events might feature demonstrations, participative activities to learn how to use new technologies, women speakers sharing experiences, competitions for children (e.g. art, songwriting, etc.).

Activity 3.2.2 Provide scholarships for females studying in male-dominated topics, in synergy with existing national programs

The provision of scholarships for women to take up tertiary education in energy-related subject matters will serve to improve the current gender imbalance observed in STEM graduations and ultimately increase the number of women that are in a position to take up professional and entrepreneurial opportunities in the clean energy sector. Target graduate programs for scholarships will be based around those courses that typically attract few women as presented in the GBA³⁶, but also aligned to those program areas that render the most potential for career pathways in the clean energy sector upon graduation. This will require liaison with the relevant training institutes and potential employers to identify the target courses for scholarships, as well as liaison with existing scholarship providers to ensure complementarity. Participants in the scholarship program will necessarily also participate in the mentoring and networking activities outlined under Activity 2.2.2.

Activity 3.2.3 Women in energy entrepreneurship awards

To support and promote women's entrepreneurship in the clean energy sector, annual awards will be issued regionally. Such events will also serve to raise awareness about the potential for women to actively participate in the clean energy sector through large-scale regional media exposure to promote the awards, invite nominations, and ultimately feature success stories of women entrepreneurs in the sector. The implementation team will collaborate with youth entrepreneurial groups to organize the event.

³⁶ Section 4.3.1: Women's Low Proportion among Students Studying STEM, p. 63 to 66.

Sub-objective 3.2: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
3.2.1 Promote the active engagement of women and girls in energy-related activities	306	PEGSAP Team	-	2021-2026
	108	NEGAP Manager (1 country)		
3.2.2 Provide scholarships for females studying in male-dominated topics, in synergy with existing national programs	90	PEGSAP Team	-	2022-2027
3.2.3 Women in energy entrepreneurship awards	340	PEGSAP Team	-	2026-2030
	65	NEGAP Manager (1 country)		
Total Sub-objective 3.2	909		-	

Objective 4: Individual – Women have enhanced agency, knowledge, skills and access to resources to voice their energy needs and engage in the clean energy value chain

Sub-Objective 4.1 Enhance women’s knowledge on energy technologies and capacity to voice their energy needs at the household, work and community levels

Activity 4.1.1 Disseminate targeted information to enhance women’s knowledge about energy technologies and how energy needs and uses can vary according to gender

The GBA³⁷ revealed that women typically do not completely understand clean energy technologies or the potential for these technologies to better fulfill their needs. This is due in part to a lack of information reaching households and communities, compounded by the fact that this type of information is typically not targeted to women as end users. The GBA also found that women are not likely to consider how their specific energy needs might vary within the household and are therefore not equipped to voice these needs. Based on the findings of the GBA Report and those of the gender-inclusive energy demand assessment (Activity 3.1.1), awareness campaigns will be carried out in target communities through information sessions, print media, and/or radio to increase women’s knowledge about energy technologies. The materials will be developed in a contextually appropriate way specifically targeting a female audience. The campaigns will also be designed in a way that promotes the consideration of how energy needs might vary amongst household members and encourage voicing and discussion of these needs in a constructive way. This activity will also involve developing and maintaining an online platform to publish all documentation relevant to the PEGSAP.

³⁷ Section 4.1.2: Women Lack Knowledge, Decision-making Power and Resources to Access Energy Solutions, p. 43 to 44.

Sub-objective 4.1: Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
4.1.1 Disseminate targeted information to enhance women’s knowledge about energy technologies and how energy needs and uses can vary according to gender	140	PEGSAP Team	-	2021-2030
	240	NEGAP Manager (1 country)		
Total Sub-objective 4.1	380		-	

Sub-Objective 4.2 Increase women’s and youth’s economic opportunities and entrepreneurship through energy-related activities

Activity 4.2.1 Develop and pilot programs for young and/or female entrepreneurs to generate income through the provision of clean energy technologies

Based on the outcomes of assessments conducted under Activity 2.1.1, a selection of pilot programs will be developed to realize potential for new business to increase energy access through RE-EE technologies in target areas. The resulting projects will support women entrepreneurs to fully participate in every step of the process through capacity development, access to credit, market access and ongoing business development assistance.

More specifically, this activity will target the following opportunities for women to enter the upstream clean energy value chain (See the box on the right for a reminder on the differences between the upstream and downstream clean energy value chains). The GBA identifies two entry points for women entrepreneurs in this value chain:

- 1 Micro-entrepreneurs and community self-help groups in sales, distribution and maintenance of RE off-grid systems;
- 2 Micro-entrepreneurs and community self-help groups in the efficient cookstove value chain;

Building on the market assessment findings (Activity 2.1.1), the program will seek to develop targeted interventions to facilitate women’s and youth’s economic empowerment through their participation in the various stages of the RE off-grid systems and efficient cookstoves value chain (sales, distribution, maintenance, recycling).

Difference between the employment and economic opportunities linked with the upstream and the downstream clean energy value chains.

- The **upstream clean energy value chain** refers to jobs that are generated in direct relation to the development of the clean energy market (e.g. jobs in planning and procurement, sales and distributions, installation as well as O&M and decommissioning of RE technologies).
- The **downstream clean energy value chain** refers to jobs or livelihood opportunities that arise thanks to improved access to energy (in both quantity and quality). Enhanced access to clean energy in the Pacific has a high potential for job development in the following sectors: agriculture, fisheries and livestock, services and manufacturing.

Women and youth from rural communities will be involved at every step of program design and implementation (selection of technology, design, manufacturing, sales, installation and after-sales services). Ongoing training will be provided to support women and young entrepreneurs through ongoing training (business management, financial literacy and marketing skills), networking and market access, mobility, access to credit, gender-responsive procurement, etc.

The program will first be implemented as a pilot in targeted communities in two countries, monitored and redesigned and then upscaled at regional level.

Activity 4.2.2 Implement projects to enhance communities’ and women’s and youth’s access to the productive use of energy

Following the assessments conducted under Activity 2.1.1, a selection of projects will be implemented in target communities that effectively utilize new EE-RE technologies for income-generating activities. A first assessment of relevant clean energy technologies relevant to the agriculture, fisheries, services and manufacturing sectors is provided in the GBA.³⁸ This will necessarily include an initial consultation and assessment in each target community to jointly identify potential business opportunities for women. This might include a specific focus on business growth for women to increase their experience and knowledge in the agricultural and fisheries sectors and move from subsistence to economic-growth mechanisms. Women entrepreneurs will receive ongoing, tailored support including training (business management, financial literacy and marketing skills), networking and market access, mobility, access to credit, gender-responsive procurement, etc. As for Activity 4.2.1, the program will first be implemented as a pilot in targeted communities in two countries, monitored and redesigned and then upscaled at regional level.

Sub-objective 4.2 - Implementation of Activities

Activities	Level of Effort (days)	Implementing Partners	Budget for External Consultant (USD)	Timeline
4.2.1 Develop and pilot programs for young and/or female entrepreneurs to generate income through the provision of clean energy technologies	519	PEGSAP Team	90,500	2023-2030
	10	RSC (each member)		
	76	NEGAP Manager (1 country)		
4.2.2 Implement projects to enhance communities’ and women’s and youth’s access to the productive use of energy	430	PEGSAP Team	90,500	2026-2030
	10	RSC (each member)		
	100	NEGAP Manager (1 country)		
Total Sub-objective 4.2	1,145		181,000	

³⁸ Section 3.4 Access to Energy and Downstream Energy Value Chain in the Pacific, p. 33 to 40.



7 BUDGET REQUIREMENTS

The detailed budget requirements, including human resources, expenses and external consultancy are presented in Table 7 below and broken down at the regional and national levels. Salaries were indicated by SPC and adjusted considering the projected level of inflation in Fiji³⁹ (for the PEGSAP team) and in the Pacific Region⁴⁰ (for national resources). Salary requirements at the national level are presented both for one country and for all countries⁴¹.

³⁹ Trading Economics, Fiji Inflation Rate. Available online: <https://tradingeconomics.com/fiji/inflation-cpi>.

⁴⁰ World Bank Group, Inflation, GDP Deflator (annual %). Available online: <https://data.worldbank.org/indicator/NY.GDP.DEFL.KD.ZG>.

⁴¹ American Samoa, Cook Islands, Fiji, French Polynesia, Guam, Kiribati, Marshall islands, Federated States of Micronesia, Nauru, New Caledonia, Niue, Northern Mariana islands, Palau, Papua New Guinea, Pitcairn Islands, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu, Wallis and Futuna.

Table 7: Annual Budget Requirements (USD)

Budget Items	Annual Amounts Budgeted (USD)										
	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	Total
Human Resources											
PEGSAP Manager	133,380	135,381	137,411	139,473	141,565	143,688	145,843	148,031	150,252	152,505	1,427,529
Gender Experts (2)	190,000	192,850	195,743	198,679	201,659	204,684	207,754	210,871	214,034	217,244	2,033,517
M&E Expert	95,000	96,425	97,871	99,339	100,830	102,342	103,877	105,435	107,017	108,622	1,016,759
Total Salaries - Regional Level	418,380	424,656	431,026	437,491	444,053	450,714	457,475	464,337	471,302	478,371	4,477,805
NEGAP Manager	55,000	56,320	57,672	59,056	60,473	61,924	63,411	64,933	66,491	68,087	613,366
Administrative Support (50% LOE)	20,000	20,480	20,972	21,475	21,990	22,518	23,058	23,612	24,179	24,759	223,042
Total Salaries - National Level (1 country)	75,000	76,800	78,643	80,531	82,463	84,442	86,469	88,544	90,669	92,846	836,408
Total Salaries – National Level (all countries)	1,650,000	1,689,600	1,730,146	1,771,682	1,814,186	1,857,724	1,902,318	1,947,968	1,994,718	2,042,612	18,400,976
Expenses⁴²											
Regional Level	105,123	185,402	215,200	172,605	151,165	167,348	213,357	211,818	208,793	209,782	1,840,593
National Level (1 country)	42,757	38,175	42,479	37,077	39,847	48,041	39,887	44,178	40,475	40,780	413,697
National Level (all countries)	940,647	839,857	934,543	815,689	876,642	1,056,905	877,522	971,913	890,459	897,161	9,101,337
External Consultancy (Regional level)	351,250	537,200	213,000		10,000	90,500	10,000		10,000		1,221,950
Grand Total											
Annual Grand Total (Regional)	874,753	1,147,257	859,225	610,096	605,219	708,562	680,832	676,154	690,095	688,154	7,540,347
Annual Grand Total (1 country)	117,757	114,975	121,122	117,607	122,311	132,484	126,356	132,722	131,145	133,626	1,250,105
PEGSAP Grand Total (Regional + all countries)	3,465,400	3,676,715	3,523,918	3,197,459	3,296,055	3,623,201	3,460,674	3,596,044	3,575,281	3,627,916	35,042,663

⁴² Including overheads of 14% for implementing organizations (SPC and NEOs)

The expected level of effort (LOE) from each organization involved as key members on the RSC and NSC are presented in Table 8. For the NSC this involvement is for each key member organisation in each country.

Table 8: Annual Level of Effort Requirements from RSC and NSC

Items	Annual Level of Effort (Working Days)										
	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	Total
RSC Members	8	6	13	13	9	14	14	9	9	9	104
NSC Members	6	6	6	9	9	9	9	9	9	9	81



8 HUMAN RESOURCE REQUIREMENTS

Key resources that need to be hired for the PEGSAP implementation include the PEGSAP team that will be based at SPC. It includes a PEGSAP Manager, two Gender Experts and an M&E Expert. At the country level, the NEOs will need to hire a NEGAP Gender Focal Point. All positions are full-time for a duration of 10 years. The required qualifications and experience for each position are presented below.

8.1 Regional Resources: PEGSAP TEAM

8.1.1 PEGSAP Manager

- › Diploma in international development, sustainable development clean energy, gender studies, sociology, or related education topics;
- › 5 to 10 years of experience managing multi-country large-scale programs and coordinating international financing efforts;
- › Good networking skills: ability to liaise with a wide range of stakeholders (decision-makers, civil society, regional agencies, academic institutions, etc.) Good knowledge of energy and gender stakeholders in the Pacific;
- › Proficient in drafting TORs, conducting tender processes, and supervising work from external consultants;
- › Demonstrated strong management, coordination, teamwork, and planning skills with proven ability to function effectively with multiple country counterparts in the public, private, and NGO sectors;
- › Good communication skills, ability to draft communication material, and disseminate information through traditional and online media;
- › Demonstrated outstanding leadership, strategic thinking, organizational, team-building, and representational skills;
- › Knowledge of the clean energy, fisheries, and/or agriculture sectors and related business opportunities is an asset;
- › Ability to travel regionally 15% of the time.

8.1.2 Gender Experts

- › Diploma in gender studies, sociology, international development, sustainable development, or related education topics;
- › 5 to 10 years of experience in mainstreaming gender in programs, projects, and policies;
- › Substantial experience in accompanying institutions in promoting gender equality in their operations and human resource procedures;
- › Demonstrated strong management, coordination, teamwork, and planning skills with proven ability to function effectively with multiple country counterparts in the public, private, and NGO sectors;



- › Vast experience in developing training content and delivering participatory training programs to a wide range of stakeholders (ministries, civil society, communities, CROP agencies, etc.);
- › Familiarity with other gender-related initiatives and stakeholders in the Pacific region;
- › Knowledge of the clean energy, fisheries, and/or agriculture sectors, as well as related business opportunities is an asset;
- › Experience working on youth empowerment and entrepreneurship is an asset;
- › Ability to travel regionally 20% of the time.

8.1.3 M&E Expert

- › Diploma in international development, sustainable development, clean energy, gender studies, sociology, or related education topics;
- › 5 to 10 years of experience in monitoring and evaluating complex, large, multi-year regional development programs;
- › Proven expertise in quantitative and qualitative methodologies, reporting, data quality assessments, data analysis, and presenting, setting up, and managing M&E systems that track performance as per established objectives;
- › Demonstrated strong management, coordination, teamwork, and planning skills with proven ability to function effectively with multiple country counterparts in the public, private, and NGO sectors;
- › Familiar with designing gender responsive project indicators;
- › Experience in the Pacific region or in small island developing states.

8.2 National Resources

8.2.1 NEGAP Gender Focal Point

- › Diploma in gender studies, sociology, international development, sustainable development, or related education topics;
- › 5 to 10 years of experience working on social development themes such as women empowerment, youth development, etc.;
- › Good knowledge of the local private sector and economic opportunities for micro, small, and medium enterprises (MSMEs);
- › Vast experience in conducting training and awareness-raising activities tailored to a wide range of stakeholders;
- › Good communication skills, ability to draft communication material, and disseminate information through traditional and online media;
- › Substantial experience working with outer island communities and strong community engagement skills.

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APPENDIX I

SPC'S GENDER MAINSTREAMING AND CAPACITY DEVELOPMENT PLAN

Recommendations	Activities	Responsible
PEGSAP Implementation Sphere		
1.1 Assemble a team dedicated to coordinating and implementing the PEGSAP, which includes the following roles: regional coordinator, gender specialist and M&E specialist.	1.1.1 Develop ToR for the different team members 1.1.2 Recruitment process 1.1.3 Develop and implement annual working plans for each team member	GEP manager, PEGSAP Manager
1.2 Establish relevant strategies and systems for the implementation of PEGSAP and gender mainstreaming within SPC-GEP	1.2.1 Develop a gender strategy and working plan to advice and support GEP team. 1.2.2 develop a communication strategy with the objective to raise awareness on gender and energy and develop evidenced-based policies to PEG Members 1.2.3 Develop and implement a M&E system for the implementation of the PEGSAP 1.2.4 Report on PEGSAP implementation progress and meeting the indicators	Gender Experts, M&E Expert
1.3 Develop guidelines, factsheets, checklists, and case studies on gender and energy as capacity-building materials for PEG network members.	1.3.1 Gather inputs (e.g., existing available gender training toolkits, factsheets) to identify the gaps in existing documentation on gender and energy in the PICs context 1.3.2 Develop a set of knowledge products (KP) on gender and energy (e.g. guidelines, factsheets, checklist, and case studies) 1.3.3 To develop training session based on the KP for PEG network members (1 webinar/year)	Gender experts
1.4 Design a training program for enhancing gender mainstreaming at SPC's institutional level and increase knowledge on the tools developed.	1.4.1 To coordinate with other GEM division like Regional Rights Resource Team (RRRT), the Social Development Program's (SDP) or Climate Change and Environmental Sustainability Program to assess the specific training needs of SPC's staff on gender and energy. 1.4.2 Develop tools and guidelines for the elaboration of gender analysis and gender impact assessment. 1.4.3 Develop tools and guidelines to integrate gender into project implementations activities, budgets 1.4.4 Develop tools and guidelines to mainstreaming gender into policy development and implementation 1.4.5 Design creditable training modules to raise awareness and develop staff understanding of the link on gender and energy and gender mainstreaming in the project cycle in collaboration with other SPC division and programs. 1.4.6 Provide training based on the modules and in the use of tools and guidelines to SPC's staff	Gender experts



Recommendations	Activities	Responsible
SPC-GEP Organizational Sphere		
2.1 Address the lack of institutional guidance and accountability mechanisms including monitoring and evaluation for implementing and tracking gender-responsive activities.	2.1.1 Develop tools and guidelines on gender sensitive M&E and reporting 2.1.2 Develop an accreditable training module on gender-sensitive M&E indicators 2.1.3 Provide training on gender indicators, M&E tools and use of sex-disaggregated data to SPC staff	M&E expert, Gender Experts
2.2 Maintain the existing collaborative relations within SPC (CCESP and SDP) and enhance its collaboration with other relevant divisions (SDD, RRRT and OMP).	2.2.1 Strengthen internal coordination with initiatives like PCREE and others to assess and determine synergies and to develop internal agreement with SPC division for collaboration 2.2.2 Conduct coordination meeting with different SPC division to find working synergies or possibilities to develop project proposal to strengthen internal collaborations	PEGSAP manager

APPENDIX II

VALIDATION WORKSHOP AND TRAINING PARTICIPANTS

The validation workshop and final training were held on November 17th and 18th. The list of participants from PICs is provided below.

Country	Representants
AMERICAN SAMOA	Mr. Sione Lotolua Lousiale Kava Petroleum Officer Office of Petroleum Management Territorial Officer Fiscal Reform AMERICAN SAMOA GOVERNMENT
FIJI	Mr. Mikaele Belena Director Department of Energy Suva
FIJI	Ravulo S. Naulumatua, Ministry of Women Rajjeli B. Mawa, Ministry of Women
MARSHALL ISLANDS	Ms. Angeline Heine National Energy Planner Ministry of Resources & Development Majuro
Palau	Mr. Gregorio Decherong (Confirmed) CEO Palau Public Utilities Corporation
SAMOA	Ms Heremoni Suapaia Assistant Chief Executive Officer (ACEO) - Energy Ministry Finance Apia
SOLOMON IS	Mr. John Korinihona Director of Energy Ministry of Mines, Energy and Rural Electrification Honiara
TONGA	Dr. Tevita Tukunga Director of Energy Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change, & Communications Nuku'alofa

Country	Representants
TUVALU	Mr. Tele Siamua Director of Energy Ministry of Works & Energy Funafuti
VANUATU	Mr. Antony Garae Director of Energy Department of Energy Port Vila

Development Partners

Penelope Verebasaga, Pacific Power Association
Arieta Gonelevu Rakai, IRENA
Jane Romero, PRIF

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APPENDIX III TRAINING NEEDS ASSESSMENT METHODOLOGY

Performing the TNA

Training programs need to serve three main purposes: (1) providing knowledge; (2) enhancing capacity; and (3) promoting attitudinal or behavioral changes. The TNA should target NEO and NWO staff as well as some key civil society groups. The staff of targeted organizations will have training needs that fall within three main categories, notably knowledge gaps, attitude or behavior orientation, and capacity needs (financial, technical or institutional), that should all be addressed by the capacity building activities. The TNA will be broken down in four steps as expressed in Figure 7 below.

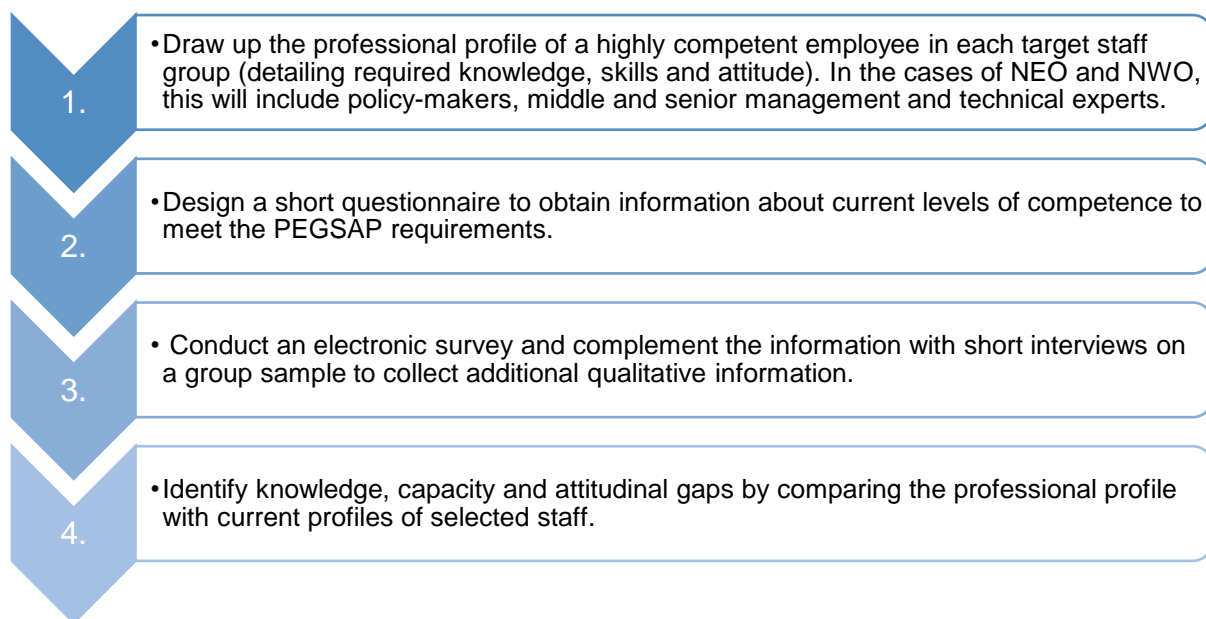


Figure 7: TNA Methodology

To gather the information and assess the level of knowledge on gender and energy for the TNA, an electronic survey will be developed and applied to all PEG networks members. In relation to project cycle, the survey will have questions relate to the project design, implementation, monitoring, evaluation and learning. Questions about the need for gender mainstreaming in the formulation, adoption, implementation and evaluation of policies will also be included. The survey will also include questions for gender institutionalizations linked to aspect like gender budgeting, organization culture, use of tools and methodologies and gender mainstreaming in communications. Finally, the survey will include questions about the experience on gender mainstreaming, what are the main constraints faced by the representatives in the application of the gender approach and which are the best way to receive training in this topic. The training needs of civil society should also be assessed as they testified lacking adequate knowledge on the linkages between clean energy and women empowerment, which hinder their capacity to represent women's interest in government consultations and to develop gender-responsive energy projects.



Validation Workshop

The validation workshop is considered an essential step in the process. An aim of the validation workshop is to bring stakeholders together to reach consensus, to discuss future recommendations, to agree on actions with specific targets and time frames that are needed to engender the policies and most importantly for implementation that the energy ministry assumes ownership of the audit findings. The outputs of an audit include a gender assessment of the energy policies and programs.



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