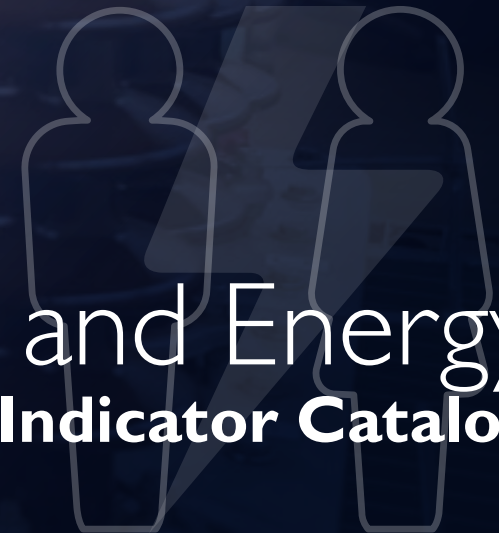




POWER
AFRICA

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Gender and Energy
Indicator Catalog



Introduction

A variety of stakeholders in the energy sector are increasingly looking at gender considerations to improve their performance, better meet the needs of their beneficiaries, or enhance their development impacts. While the impetus behind efforts to improve gender equality in and through energy sector investments may vary, the need to measure the impact of these efforts is shared by all.

This catalog is meant to serve as a resource for energy sector actors interested in measuring the impact of their gender interventions. It is meant to be illustrative rather than exhaustive. It is meant to offer a starting off point for users to consider and tailor proposed indicators to meet their specific needs. In some cases this indicator catalog proposes counting the number of outputs, in other cases it suggests counting the percentage increase in a given output. It is up to the user to determine whether counting the number of successes or outputs, or the percentage increase best suits their needs.

Indicators are organized around seven opportunities for interventions:

- [Increase Women's Participation in the Workforce](#)
- [Increase Women's Participation in Leadership Roles](#)
- [Increase Women's Access to Finance](#)
- [Develop Gender Informed Policies](#)
- [Mitigate Gender Based Violence](#)
- [Increase Women's Access to Energy](#)
- [Mobilize Capital with a Gender Lens](#)

These broad categories are illustrative and not meant to be prescriptive. We invite users to adopt and adapt as much or as little of these indicators as are relevant to them.

To learn more about Power Africa please visit:
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Opportunity I: Increase Women's Participation in the Workforce

Intervention	Proposed Indicator
<p>Build the capacity of energy entities to adopt best practices for promoting gender equity in the workforce</p>	<p>Number of energy entities adopting best practices to promote gender equity in the workforce</p> <p>Number of gender equality best practices adopted by energy entities</p> <p>Percentage increase of women in workforce since the adoption of new or improved gender equity practice</p> <p>Percentage decrease in attrition due to adoption of gender equality best practices</p> <p>This could measure decrease in women and men's attrition, to demonstrate that the adoption of gender equality best practices improves working conditions for men and women.</p>
<p>Develop communications materials that encourage women's participation in the workforce</p>	<p>Number of all communications in the past one year that feature women in technical, engineering, line worker, or leadership roles (disaggregate by type of communications: e.g. publication/blog post, social media post with photo, social media post without photo)</p> <p>Percentage increase in women applying for positions since the development of communications materials encouraging greater female participation in the workforce</p>
<p>Develop mentoring programs to support women's professional development</p>	<p>Number of mentors (supervisors of mentees) (disaggregate: sex, age)</p> <p>Number of employees formally assigned a mentor (disaggregate: sex, age, position type)</p> <p>Percentage of women hired or promoted after participating in a mentoring program</p> <p>Data collection related to this would be needed to ascertain whether the promotions/hiring occurred due to receiving mentorship.</p>
<p>Develop On-the-Job internship programs for women</p>	<p>Number of hours spent mentoring women</p> <p>Number of new interns working at the company (disaggregate: sex, age)</p> <p>Number or percentage of interns hired for full time positions</p> <p>Number of hours spent by interns on internship programs</p>
<p>Support women-led or women-owned transactions</p>	<p>Number of transactions (disaggregate: woman-led/owned, man-led/owned)</p> <p>Amount of women-led transactions (in \$USD)</p> <p>Users will need to determine how they define a women-led transaction. Some criteria the user might consider include the 2X Challenge criteria which include: 51% female ownership of a company, or a company is founded by a woman, or 30% of women in senior leadership.</p>

Opportunity 2: Increase Women's Participation in Leadership Roles

Intervention	Proposed Indicator
Technical assistance to energy sector entities to appoint women to boards	Percentage of women leaders on boards OR percentage increase of women represented on boards
Leadership training to support women's professional advancement	Percentage of women employees trained in professional skills or leadership development (disaggregate: sex, age)
	Percentage of women promoted to executive leaders/senior managers (disaggregate: sex, age)
	Number of organizations who have a resourced professional development benefit or policy
Develop women in leadership showcase opportunities	Number of (or percentage increase in) webinars, panels, and reports featuring women in leadership positions.
	Number of publications/research papers in energy by women authors

Opportunity 3: Increase Women's Access to Finance

Intervention	Proposed Indicator
Technical assistance to banks and investors to respond to needs of women owned/operated businesses	Percentage increase in MFI support to women entrepreneurs
Support to women owned and led companies to access financing	Number of women owned/led companies receiving technical assistance
	\$USD (or % increased in \$) mobilized for women owned/led companies

Opportunity 4: Develop Gender Informed Policies

Intervention	Proposed Indicator
Support to national and regional entities to develop gender informed energy policies	Number of national or regional entities receiving technical assistance to develop gender policies (disaggregate: national, regional)
	Number of gender policies

Opportunity 5: Mitigate Gender Based Violence (GBV)

Intervention	Proposed Indicator
Electrification of GBV resource centers	Number of facilities electrified
	Percentage increase in service provision following electrification
Support to energy sector institutions to adopt sexual harassment policies for workplace	Number of energy sector institutions that drafted/adopted/implemented sexual harassment and GBV policies
	Number or percentage of employees who participated in GBV training (disaggregate by sex, age)
	Number of employees who have completed sexual harassment/ GBV training to familiarize with the utility's policies and grievance mechanisms
	Number of sexual harassment and GBV strategies, plans, policies adopted
	Number of individuals with increased awareness on GBV and sexual harassment

Users might consider additional indicators that would provide evidence of implementation e.g. number of sexual harassment cases reported, number of reported sexual harassment cases resolved via mechanisms outlined in policy.

Opportunity 6: Increase Women's Access to Energy

Intervention	Proposed Indicator
Technical assistance to help companies collect sex disaggregated data	Number of companies collecting sex disaggregated data
Technical assistance to help companies incorporate gender data in marketing and sales strategies	Number of companies developing gender informed marketing strategies
	Percentage increase in sales following adoption of gender informed marketing strategy
Technical assistance to regulator to consider gender issues in tariff setting	Number of regulators that integrate gender considerations into tariff setting

Sex disaggregated data could be collected for customers as well as employees.

Opportunity 7: Mobilize Capital with a Gender Lens

Intervention	Proposed Indicator
	<p>Number of investors that applied principles of gender lens investing to their portfolio</p> <div data-bbox="1299 343 2139 526" style="border: 1px solid #ccc; border-radius: 15px; padding: 10px; background-color: #f9f9f9;"> <p>Users might break down the current intervention with respect to the type of technical assistance offered. Example: technical assistance to energy-sector investors to develop gender lens investing strategies; capacity strengthening for energy-sector fund managers to apply a gender lens to investments.</p> </div>
<p>Technical assistance to Investors to apply principles of gender lens investing to their portfolio</p>	<p>Number or percentage increase of funds that qualify for the 2X Challenge</p> <div data-bbox="1299 550 2139 654" style="border: 1px solid #ccc; border-radius: 15px; padding: 10px; background-color: #f9f9f9;"> <p><u>2X Challenge</u> is a multi DFI commitment to increase funding to benefit women.</p> </div>
	<p>Funds invested using principles of gender lens investing</p>
	<p>Percentage increase growth in funds invested using principles of gender lens investing</p>