# Social Impact Visual: Gender Equity in Power Sector

ICRW ADVISORS

| GENDER-SMART STRATEGIES | SHORT-TERM OUTCOMES | MEDIUM-TERM OUTCOMES | LONG-TERM OUTCOMES |
|---|---|---|---|
| **Governance** | Energy project designed and operated with gender-responsive elements<br>Role model effect of women on boards and in senior leadership | | › Equitable energy policies and benefits regarding contracts, employment, community dividends, and consumer access |
| **Workplace** | › Equitable social protections (e.g., maternity leave, healthcare)<br>› Increased technical skills & exposure to new roles<br>› Expanded business & social networks<br>› More professional development opportunities | › Stronger pipeline of women in STEM and non-traditional roles<br>› Enhanced financial stability and well-being<br>› Increased knowledge, skills, social capital, and access to resources<br>› Improved agency & leadership<br>› Greater social and professional mobility | › Reduction in bias related to women's leadership<br>› Reduction in bias related to women in power sector<br>› SDG 5: Gender equality; shifts in norms related to jobs / roles appropriate for women and men<br>› Greater participation in decision-making and control over resources in community & household<br>› Heightened status in the community |
| **Supply Chain** | › Access to finance and contract opportunities for female casual labor & microentrepreneurs (e.g., water, food preparation, hospitality)<br>› Access to finance and tender opportunities for women- and/or minority-owned businesses | › Increased labor income for women and historically marginalized groups | |
| **Consumers** | › Greater awareness of benefits of connecting to the grid<br>› More female employees in customer-facing roles<br>› Payment plans or affordable pre-pay units | › Fewer disconnections, time and cost savings, household efficiencies<br>› Improved ability to study, cook, work, and relax with reliable power after dark<br>› Enhanced household well-being and safety | › SDG 7: Access to energy; higher national electrification rate<br>› Gender-inclusive energy policies at state level<br>› Equitable access to and benefits from energy use |
| Women's productive uses of electricity | › Expanded business opportunities; increased productivity and efficiency | › Increased income for women | › Potential gains in agency and decision-making in community & household |
| **Community** | › Labor and economic development opportunities for women and men nearby, at project site, or in ongoing roles (e.g. plant maintenance, sales)<br>› Education and skill-building opportunities (e.g. girls' exposure to STEM) | › Increased labor force participation, financial stability and well-being<br>› Enhanced educational outcomes and employability for young women<br>› Increased knowledge, skills, social capital, mobility, and access to resources | › SDG 5: Gender equality; shifts in norms related to jobs / roles appropriate for women and men<br>› SDG 9: Resilient, inclusive infrastructure<br>› SDG 11: Community development |
| | › Equitable social protections (e.g. resettlement compensation, joint land titles, violence prevention)<br>› Ancillary development improvements in street and public lighting, community transportation and health infrastructure, etc. | › Enhanced safety, health and well-being<br>› Ongoing consultative relationship with host communities | |