Governance
- Energy project designed and operated with gender-responsive elements
- Role model effect of women on boards and in senior leadership
  - Reduction in bias related to women's leadership
  - Reduction in bias related to women in power sector
- SDG 5: Gender equality; shifts in norms related to jobs / roles appropriate for women and men
- Greater participation in decision-making and control over resources in community & household
- Heightened status in the community
  - SDG 7: Access to energy; higher national electrification rate
  - Gender-inclusive energy policies at state level
  - Equitable access to and benefits from energy use
  - Potential gains in agency and decision-making in community & household
  - SDG 5: Gender equality; shifts in norms related to jobs / roles appropriate for women and men
  - SDG 9: Resilient, inclusive infrastructure
  - SDG 11: Community development

Workplace
- Equitable social protections (e.g., maternity leave, healthcare)
- Increased technical skills & exposure to new roles
- Expanded business & social networks
- More professional development opportunities
- Access to finance and contract opportunities for female casual labor & microentrepreneurs (e.g., water, food preparation, hospitality)
- Access to finance and tender opportunities for women- and/or minority-owned businesses
- Greater awareness of benefits of connecting to the grid
- More female employees in customer-facing roles
- Payment plans or affordable pre-pay units
- Expanded business opportunities; increased productivity and efficiency
- Labor and economic development opportunities for women and men nearby, at project site, or in ongoing roles (e.g. plant maintenance, sales)
- Education and skill-building opportunities (e.g. girls' exposure to STEM)
- Equitable social protections (e.g. resettlement compensation, joint land titles, violence prevention)
- Ancillary development improvements in street and public lighting, community transportation and health infrastructure, etc.

Supply Chain
- Access to finance and contract opportunities for female casual labor & microentrepreneurs (e.g., water, food preparation, hospitality)
- Access to finance and tender opportunities for women- and/or minority-owned businesses
- Greater awareness of benefits of connecting to the grid
- More female employees in customer-facing roles
- Payment plans or affordable pre-pay units
- Expanded business opportunities; increased productivity and efficiency
- Labor and economic development opportunities for women and men nearby, at project site, or in ongoing roles (e.g. plant maintenance, sales)
- Education and skill-building opportunities (e.g. girls' exposure to STEM)
- Equitable social protections (e.g. resettlement compensation, joint land titles, violence prevention)
- Ancillary development improvements in street and public lighting, community transportation and health infrastructure, etc.
- Increased labor income for women and historically marginalized groups
- Fewer disconnections, time and cost savings, household efficiencies
- Improved ability to study, cook, work, and relax with reliable power after dark
- Enhanced household well-being and safety
- Increased income for women
- Increased labor force participation, financial stability and well-being
- Enhanced educational outcomes and employability for young women
- Increased knowledge, skills, social capital, mobility, and access to resources
- Enhanced safety, health and well-being
- Ongoing consultative relationship with host communities

Consumers
- Women's productive uses of electricity
  - Labor and economic development opportunities for women and men nearby, at project site, or in ongoing roles (e.g. plant maintenance, sales)
  - Education and skill-building opportunities (e.g. girls' exposure to STEM)
  - Equitable social protections (e.g. resettlement compensation, joint land titles, violence prevention)
  - Ancillary development improvements in street and public lighting, community transportation and health infrastructure, etc.
  - Women's productive uses of electricity
    - Labor and economic development opportunities for women and men nearby, at project site, or in ongoing roles (e.g. plant maintenance, sales)
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    - Enhanced educational outcomes and employability for young women
    - Increased knowledge, skills, social capital, mobility, and access to resources
    - Enhanced safety, health and well-being
    - Ongoing consultative relationship with host communities

Community
- Enhanced safety, health and well-being
- Ongoing consultative relationship with host communities
- Enhanced safety, health and well-being
- Ongoing consultative relationship with host communities