

Online Resources for Integrating Gender into Energy Operations

Step 2: Gender Action Plan Resources | Results and M&E Tools

Available on www.ESMAP.org

IDENTIFICATION OF GENDER GOALS¹

This tool identifies the gender goals of key stakeholders. Note that gender goals may not be stated explicitly using the terms below, so part of the analysis is to translate statements into one of these four categories.

Approach

Desk analysis; Discussions amongst task teams; Focus group interviews with stakeholder groups.

Sources of information

Project Concept Note (PCN) and stakeholder policy documents.

Method

Identification of project beneficiaries' gender goals can be carried out through focus group meetings. In order to complete the analysis, it will be necessary to extrapolate the goals from more general statements made, and particularly from their concrete wishes, by different participating groups.

There are three categories of goals which focus on intended beneficiaries

- **Welfare** (reducing drudgery and time poverty; improving health);
- **Productivity** (income generation; improving working conditions;);
- **Empowerment/equity/equality** (participation, decision making, self-confidence)

A fourth goal, Organizational Efficiency can be used to target one group to help overcome gender specific barriers that would influence participation and accruing of benefits. Organizational Efficiency ensures that there is gender equity in project participation and outcomes).

	Categories of Gender Goals			
Stakeholders	Welfare	Productivity	Empowerment	Organizational efficiency

¹ Adapted from: Skutsch, Margaret and Clancy, Joy and Leeuw, Hanke (2006) The Gender Face of Energy : A Training Manual *Adapted to the Pacific Context from the ENERGIA Commissioned Training Manual*. Pacific Islands Applied Geoscience Commission ENERGIA Gender Face of Energy.