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A PRACTICAL GUIDE TO WOMEN IN ENERGY REGULATION

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PRACTICAL GUIDE TO WOMEN IN ENERGY REGULATION



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AGENDA

- Overview of the Practical Guide to Women in Energy Regulation
- Women's Roles in Energy Regulation
- Overview of Regulatory Policy Excerpt of the Guide



OVERVIEW OF THE GUIDE

- Introduction
- Overview of Women in Energy Regulation
- Topic Chapters
 - Employment
 - Energy Regulatory Policy
 - Energy Infrastructure
- Framework of Strategies
- Resources




PRACTICAL GUIDE TO WOMEN IN ENERGY REGULATION



GENDER & ENERGY REGULATION

WHY WOMEN MATTER IN ENERGY REGULATION



Gender diverse workforces are good business practice.

Gender equity improves economic prosperity for all citizens.

Integrating women into the energy sector provides agency to women affected by energy decisions.

Gender sensitive energy regulatory policies can improve policy outcomes for women.

Improving gender equity in energy regulation helps to advance the UN Human Rights Principle of Gender Equality.

ROLES OF WOMEN IN THE ENERGY SECTOR



Energy Users

Women use energy for both domestic and commercial purposes. In some countries, women-owned businesses are run out of the home, meaning that differential tariffs for residential and commercial uses can impact women.



Employees

Women work within the formalized energy sector on regulatory commissions and in utilities, both as employees on commissions, and in leadership roles.



Energy Value Chain

Women are involved in the energy value chain as entrepreneurs, generators, developers, installers, vendors, and in the informal economy.



Decisionmakers and Stakeholders

Women have decision-making agency in policy development and implementation as part of regulatory commissions and government agencies. They can also be stakeholders who interact with and provide input into regulatory, infrastructure, and other energy decisions.

PRINCIPLES OF EFFECTIVE ENERGY REGULATION



Autonomy

- Appointment of commissioners
- Competitive salaries with private sector and regulated companies
- Stable financing of the commission



Authority

- Full tariff/rate authority
- Clear ability to issue licenses
- Oversight over electricity market
- Information collection, monitoring and evaluation enforcement abilities



Accountability

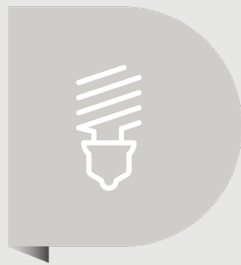
- Transparency
- Annual report and audit
- Appeal of decisions to courts
- Budget review
- Code of ethics
- Removal from office (for cause)



Ability

- Capable, trained staff
- Procedures and management
- Sound tariff methodologies and prices
- Monitoring and enforcement procedures

INTERSECTION OF GENDER AND REGULATION



ENERGY USERS

Women use energy for both domestic and commercial purposes. In some countries, women-owned businesses are run out of the home, meaning that differential tariffs for residential and commercial uses can impact women.



EMPLOYEES

Women work within the formalized energy sector on regulatory commissions and in utilities, both as employees on commissions and in leadership roles.



ENERGY VALUE CHAIN PARTICIPANTS

Women are involved in the energy value chain as entrepreneurs, generators, developers, installers, vendors, and via the informal economy.



DECISION-MAKERS & STAKEHOLDERS

Women have decision-making agency in policy development and implementation on commissions and in other government agencies, as well as stakeholders who interact with and provide input into regulatory, infrastructure, and other energy decisions.

INTERSECTION WITH ENERGY REGULATORY AUTHORITY

- Tariff-setting
- Licensing
- Stakeholder engagement
- Mediation
- Rural electrification
- Reliability

- Internal human resource policies and practices
- External partnership and training programs

- Licensing
- Interconnection
- Renewable energy tariffs
- Rural electrification
- Procurement

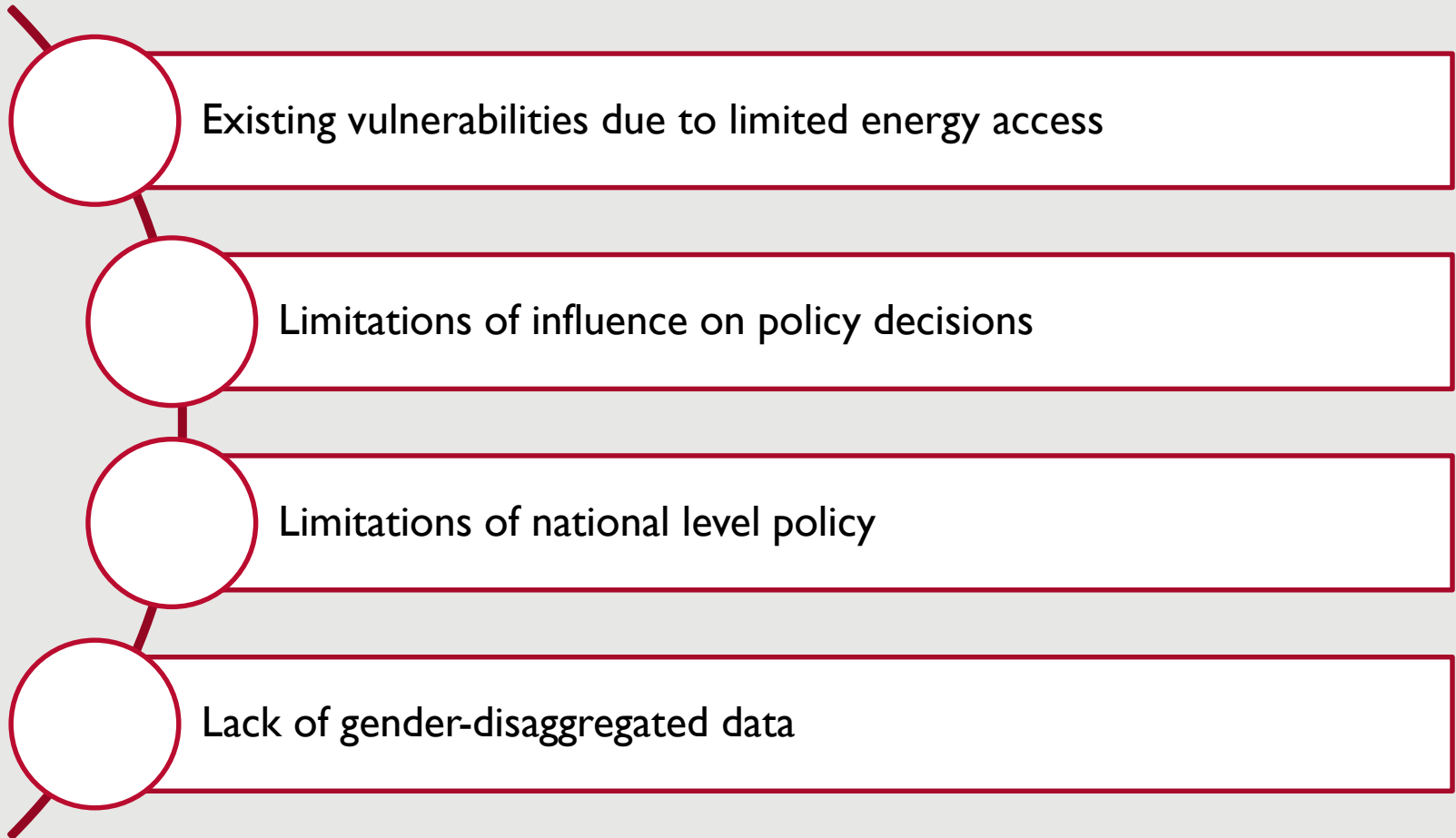
- Capacity building
- Internal human resource policies and practices
- Licensing
- Stakeholder engagement

LEVERS FOR ENERGY REGULATORS

Lever	Employment	Regulatory Policy	Infrastructure
Human Resources Policies	●		●
Partnerships	●		
Procurement Policies	●		●
Tariff Setting		●	
Data Collection and Reliability		●	●
Stakeholder Engagement and Mediation		●	●
Licensing Requirements		●	●
Monitoring and Evaluation		●	●

GENDER EQUITY IN ENERGY REGULATORY POLICY

BARRIERS: ENERGY REGULATORY POLICY



ENERGY REGULATORY POLICY: STRATEGIES

Levers for Regulators:

- Tariff setting
- Data collection and reliability
- Stakeholder engagement mediation
- Licensing requirements
- Monitoring & Evaluation

- **Collect gender-disaggregated data**, to understand policy and regulatory impacts
- Provide **tariff options and incentives** that are informed by gender-disaggregated data
- **Link the energy sector to national policies and regulations** by implementing national directives on gender equality within the energy value chain.

AFRICA SPOTLIGHTS: ENERGY REGULATORY POLICY



TANZANIA: GENDER POLICY IN STRATEGIC PLANNING



Intern in Tanzania Gains Skills in Natural Gas Monitoring: EWURA is a host of NARUC's Women in Energy Regulation Pilot Program

Overview

- The Energy and Water Utilities Regulatory Authority (EWURA)'s *Strategic Plan of 2017-2022* aims to **create a framework for gender integration** within the Authority

Strategies for Implementation:

- **Monitoring effects of electric tariffs** on women
- Establishing a **gender focal unit** within the Authority
- **Gender reporting on stakeholder participation** and working group attendance

GHANA: GENDER AND POWER SECTOR REFORM

Overview

- The Millennium Challenge Corporation and the Government of Ghana established the Ghana Power Compact which will incorporate gender into its planning for Ghana's Energy Commission, and the Public Utilities Regulatory Commission (PURC).

Activities within the PURC and Energy Commission:

- Conducting a **human resources comprehensive assessment** and action plan development
- Development of a **new tariff review process** to include more women
- Updating **data collection methods and indicators** to include gender data and sensitivity

ADDITIONAL TOPICS AND CASE STUDIES



Women's Literacy Classes, Lao PDR

Lao PDR: Strategies for Gender Equity in Energy Infrastructure



Costa Rica: Women's Employment in the Energy Sector

NEXT STEPS

- To decide which strategies are best for their commission, energy regulators can create a process of identifying their priorities, planning, and implementation. Several steps include:
 - Secure an **executive commitment** to achieving gender equality
 - Form a **working group** to collect data and consult with stakeholders to understand barriers and opportunities
 - Review findings and **determine action steps** to prioritize that fall within the commission's authority
 - **Monitor and evaluate progress**, adjusting as needed where challenges are encountered



To access the full guide, please visit:

www.naruc.org/international/where-we-work/global-initiatives/gender/

THANK YOU!

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APPENDIX

DEFINITIONS

Gender Equality	Refers to the absence of discrimination, on the basis of a person's sex, in the allocation of benefits or in access to services. Gender equality entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations, and needs of women and men are considered, valued, and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female. Inequality, discrimination, and differential treatment on the basis of sex can be structural.
Gender Equity	Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women. Specific measurements and monitoring are employed to ensure that, at a minimum, programs, policies, and projects implemented do not leave women worse off than men in their peer groups and families and that measures are taken to compensate for historical and social disadvantages.