

U4E Gender Mainstreaming Implementation Plan

Introduction

United for Efficiency (U4E) is a global initiative supporting developing and emerging economies to switch to energy-efficient lighting, appliances and equipment. It is a public-private partnership convened by the United Nations Environment Programme (UNEP) bringing together a range of stakeholders who are united in a common cause to improve energy efficiency. By partnering with governments, civil society, industry, financial institutions, and technical experts, U4E accelerates market transformation and helps ensure that it endures.

U4E’s global activities are funded by the GEF under Project 9337, *Global Project to Leapfrog Markets to Energy Efficient Lighting, Appliances and Equipment*, and involve the development and dissemination of tools, guidance, and tailored technical and policy support to help countries to sustainably transition to energy-efficient products, enabling them to reap large-scale economic and environmental benefits. Project 9337 is under a Global Program (GEF 9083) with eight additional national “child” projects. Each of the national projects has its own gender activities and reporting, however U4E (through Project 9337) can assist in providing best practices and sharing experiences on gender mainstreaming (as with technical energy efficiency topics).

U4E consciously applies gender mainstreaming to its global market transformation programme activities, seeking to provide equivalent opportunities for women and men in all project outreach activities and stakeholder groups, and actively encouraging that women be considered for leadership positions in national strategic projects across more than 40 countries.

Gender Action Plan

The Gender Action Plan included in the original project proposal document outlined the key gender design features and activities relating to gender mainstreaming as they apply to the main tasks of the project.

Task	Gender design features/activities
Cross-cutting strategies	<ul style="list-style-type: none"> • Equal training opportunities and transfer of skills will be available for men and women. • Efforts will be made so all relevant training materials, technology and methodology are gender sensitive (e.g., avoiding gender stereotypes and using appropriate illustrations). • Where appropriate, all project recording and reporting will be disaggregated by gender. • Impacts measurement to include an aspect to measure gender equality (in ownership, needs, access to resources). • Gender equality will be promoted during all project’s recruitment of personnel/consultants. All advertised positions will be equally opened to both genders and the text on Terms of Reference will be carefully checked to avoid any gender stereotypes.
1.1: Countries and regions have the guidance and training to successfully implement market transformation projects.	<ul style="list-style-type: none"> • Where appropriate, guidance material and training packages must be gender sensitive • Data collected for the U4E Country Savings Assessments should be disaggregated by gender when appropriate and when available
1.2: Increased capacity of 25 countries’ officials to develop and implement projects and policies to advance energy efficiency of lighting, appliances and equipment.	<ul style="list-style-type: none"> • Equal training opportunities and transfer of skills will be available for men and women
2.1: Countries commit to advancing energy efficiency of lighting, appliances, and equipment.	<ul style="list-style-type: none"> • Representation of both men and women will be promoted in all capacity building workshops and trainings, as speakers on panels and among invitees/participants.
2.2: Regional harmonization of standards	<ul style="list-style-type: none"> • Representation of both men and women will be promoted at regional harmonization events

Gender Implementation Plan

The more detailed U4E Gender Implementation Plan seeks to outline a framework for closer monitoring and reporting of progress on the Gender Action Plan. To present the gender mainstreaming activities in an intuitive and transparent manner, it addresses them under five categories:

- Project management
- National projects
- Capacity building
- Publications
- Gender communications

These are described in more detail in the following sections.

Project management

During project preparation, consultation was carried out with all stakeholders and special consideration was given to gender, allowing for equal inputs from both men and women. Furthermore, the views, experiences, and interests of both women and men are sought and considered during the programme implementation. The core U4E team and the broader regional network includes both men and a significant number of women, thereby providing positive reinforcement of the underpinning gender mainstreaming ethos. On an ongoing basis, efforts are made to have acceptable gender representation in project management structures (steering committees, institutional frameworks etc.). However, this must be balanced against ensuring that participants have the appropriate level of responsibility within their organisation to adequately contribute to the discussions and accept and carry actions back to their organisations.

National projects

The U4E national child projects offer a direct opportunity for U4E activities to explicitly affect the situation of women through their development and implementation of national policies and associated supporting activities, such as training, financial mechanisms and awareness campaigns. During the development and implementation of these national projects the views, experiences, and interests of both women and men are sought and taken into account.

A gender sensitive approach is taken to actions and the hiring of women and gender specialists in national projects. The national projects undertake consultations with organizations working on climate change and gender equality to analyse expected roles and responsibilities of men and women in the development of the project outputs. Through these consultations, the countries include a section on gender consideration in their implementation plans. Institutions that are consulted on gender issues at national level include but are not limited to: Ministries in charge of gender, the gender focal point for the Ministry of Energy, civil society organizations working in the fields of gender and climate change as well as research institutions and development partners working on gender issues.

In addition, the U4E team is compiling a growing number of gender mainstreaming examples and templates from national projects. This includes terms of reference for gender experts, gender analysis in a lighting project and national action plan under a GEF project.

Capacity building

The training activities and workshops undertaken by U4E to build capacity in the areas such as policy development, monitoring and enforcement and technical expertise offer great potential for U4E to positively influence the gender balance in these areas. Every effort is made to have acceptable gender representation in these capacity building actions. However, this must be balanced against ensuring that participants have the appropriate level of technical expertise and authority to benefit from the training and implement appropriate roll out of the training outcomes on return to their organisation. This may create a particular challenge in countries which are still facing strong gender inequalities, resulting in a lack of women in the roles being targeted. Where possible in those countries facing a gender imbalance, the inclusion of more junior, female members of staff will be considered as a mechanism to facilitate their continuing professional development and create a 'pull' to drive the aspirations of females in these roles. All training materials are developed with a gender sensitive approach, avoiding gender stereotypes, and efforts are made to be inclusive of women as trainers, speakers and facilitators.

Publications

U4E's core suite of publications focus on product technical guidance which can be used to underpin the development of regulations for market transition to more energy-efficient products (such as the model regulation guidelines) and guidance on the development of policies to support this transition. As such, they are intrinsically gender neutral. As a matter of course, they are developed and written from a gender sensitive perspective and avoid gender stereotypes. Where appropriate, they encourage users to investigate and consider, during development, the gender related aspects of the policies and supporting activities they propose to adopt and to ensure that these are addressed during implementation. Historically, the covers of these publications have tended to focus on illustrating the products to which the content relates. However, it is recognised that these covers offer an opportunity to subliminally reinforce gender mainstreaming by including relevant and aspirational images that include a diversity of stakeholders. Examples of publications where this approach has been applied include the suite of [green public procurement technical guidelines and specifications](#) for energy-efficient lighting and appliances.

The U4E Country Savings Assessments for 156 countries show the economic and social benefits from energy efficient products through lower electricity bills, increased number of households connected to the grid and reduced blackouts. Disaggregated gender data was requested in past county questionnaires and from partners but was unsuccessful in obtaining relevant data to apply for the 156 countries. Nonetheless, U4E will update the Country Savings Assessments in 2022 and will consider opportunities for the inclusion of gender analysis.

Gender communications

U4E also undertakes occasional communications activities in support of gender mainstreaming. This includes activities such as social media posts to mark events such as International Women's Day. Although not core to U4E's activities, these serve to provide positive reinforcement of U4E's gender mainstreaming culture. The UNEP U4E team also leads by example by seeking high-level UNEP speakers that are women, such as the UNEP Executive Director, Deputy Executive Director, Director of Economy Division and Head of the Global Climate Action Unit.

U4E also actively consults with the UNEP Economy Division Gender Coordinator for assistance and takes part in virtual events on gender mainstreaming for insights into how to improve U4E's performance in this area.

In addition, U4E includes gender questioning in surveys and takes part in the development of tools for the support and promotion of gender mainstreaming.