



**Friends of
the Earth
Palestine**



PENGON

Resources Manual

“Mainstreaming Gender in Energy Strategies and Programs”

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About PENGON FOE PALESTINE

The Palestinian Environmental NGOs Network- Friends of Earth Palestine PENGON- FoE Palestine, which is a coordinating body between the various Palestinian NGOs that are active in the field of the environment, pursued the design of this manual as a foundation document to assist organizations and employees working in the clean energy and environment sectors, in addition to the interested parties in the gender issues. This manual is a combination of new resources that considers gender as an analysis tool in environment and clean energy issues, and uses this combination to enhance these organizations' contribution to enhance equality between men and women by utilizing the organization's resources and the active involvement in the decision making process in the clean energy sector at the national level.

The Palestinian Environmental NGOs Network- Friends of Earth Palestine (PENGON-FoE Palestine) is a coordinating body among different Palestinian NGOs working in the field of environment. PENGON-FoE Palestine, currently there are 14 member organizations working in the environment field.

The idea of establishing a network of Palestinian environmental organizations began in 1996, when a number of NGOs felt the urgent need to coordinate its efforts to serve the Palestinian environment issues through continuous coordination between different Palestinian NGOs working in the environment field, strengthening the role of partner organizations, and building the efficiency within each organization, and enhancing relations with other environmental local and international organizations.

Based on the importance of protecting the environment and because there are several environment NGOs, a group of environment NGOs has formed the network for its belief in the importance of uniting efforts to address environmental violations and stand up to Israeli threats. The Palestinian Environmental NGOs Network obtained a membership in the World Friends of the Earth Society in 2008

Manual Introduction

Gender integration during the planning is a continuous process under which the policies and programs are analyzed from a gender perspective with the aim of reaching equality between men and women in the planning process as well as in benefiting from the outcomes of these policies.

Gender integration is considered as a working strategy in the development field and not a goal in itself as the goal is achieving development and benefit the community.

Gender integration guarantees the equal participation of both men and women in the planning process which would lead to revising the priorities of various community groups (men and women) and shed the light on the gender related variances and work on bridging these gapes. Moreover, gender integration plays a role in revealing the inequality cases related to access to resources. Gender integration will pave the way to eliminate different obstacles that prevent both women and men to have equal chances and resources and it will work towards suggesting tools and methodologies and monitor their implementation to achieve these goals.

Gender integration aims at ensuring that both women and men have equal chances in access to resources, employment and decision making positions, also to ensure that organizations are providing better services for the different targeted groups. It also aims to achieve justice in distributing resources, increase the productivity of workers, and enhance the ability to achieve the organization's goals, strategic plans, and enhance the organization effectiveness. In order to facilitate the process of gender integration in the policies and programs in the public administration, attention should be given to organization's policies, institutional roles, structure, culture, programs and their procedures.

The gender integration process in policies, programs and activities is a continuous process that ensure the participation of all financial and human resources in the organization. This process triggers the need to

conduct a review to analyze and evaluate the policies and regulations that govern the organization, which might require changes in the employees' opinion on how to choose and implement programs and the procedures to implement them.

Why this Manual?

This manual was developed to respond to an urgent need of NGOs working on Energy and environmental issues to have information related the gender integration.

The development of this manual does not deny the existing gender integration efforts in the existing programs and policies of these institutions. The available information revealed that there are several existing initiatives and practices in varying degrees between these institutions and institutional diligence that sometimes draws on the expertise and observation of the components of targeted society aiming at creating a social impact through the dissemination of a culture of gender participation, equity in resource allocation and project and program revenues.

This manual is considered as an additional support for the environment NGOs, the NGOs that works on gender issues and for all those who aim to develop their skills on gender and clean energy issues. This manual assists the environment NGOs to develop specific gender oriented strategy, develop work plans for projects that take gender issues into consideration, and the agreement between partners on the goals and outputs of the project to reach gender equality, conduct planned activities and institutionalize the gender quality in the organization and its projects. Also it helps the NGOs to develop a plan to evaluate the gender aspect in the project outcomes and implementation steps.

What are the Goals of the Resources Manual?

- Facilitate the benefit from the available literature and resources related to gender and energy.

- Enhance the gender integration awareness via a simplified cornerstone documents.
- Guarantee the continuation of gender integration in the policies, plans and programs.

Manual Preparation Methodology

This manual was prepared through literature review of NGOs working in energy sector that is part of The Palestinian Environmental NGOs Network, followed by a review of the strategic plans, the action plans, the implemented projects and then conducted number of detailed interviews with representatives of these NGOs who have experience and knowledge of the process of developing policies, plans and activities. In addition to that, a workshop was conducted to analyze the internal and external environment for these NGOs on the gender integration aspects. On the other hand, the specific literature regarding the tools used in the gender as an analyses tool for the plans and to reflect the special indicators in the planning and evaluation.

How to Use the Manual?

This manual is considered as a guide to be used during the policy development and planning stages. It is used in addition to the issues developed for different sectors create more sensitivity to gender needs and empower the sectors actors as partners in development. This contributes to equity in the use of resources and the enhancement of a culture of equality in the local community, and strengthening the steadfastness of the Palestinians.

What is in this Manual:

- Gender intervention that should be carried out as a part of the planning process;
- How to build the institutional capacity and institutionalize the gender integration and mainstreaming in the practices within the organization;
- How to implement the clean/ renewable energy project by the NGO and its partners;

- How to evaluate the NGO plans from a gender perspective;
- How to evaluate the gender circumstance in the energy projects;
- How to measure and monitor the progress made in gender issues;

Manual Targeted Groups:

This manual targets people who work in planning and decision makers in the governmental and non-governmental organizations that specialized in renewable energy, as well as project managers, employees and gender experts and those who work in capacity development and awareness and the donors.

Themes and Concepts

Gender Definition:

Gender means the different rules, rights and responsibilities for both women and men and the relationships between them. The concept is not limited to women and men but it includes the way in which their characteristics, behaviors and identities are determined through the course of social coexistence. Gender is generally associated with inequality in power and the chances of accessing the resources. The different positions of women and men are influenced by historical, religious, economic and cultural realities. These relationships and responsibilities could be adjusted and it will certainly change over time.

Gender Roles:

It is the roles carried out by both men and women which is formed by the social circumstances rather than the biological differences. For instance, if the child nursing and the house work are traditionally associated with women, this is not related to the women's biological formation as these roles could be carried out by men as well. Therefore, the gender roles are different from the sex biological roles as the former could be gender-neutral, while the latter is unchanged. Gender roles are those roles that determined by society and culture for both men and women on the basis of society's perceptions and constrains for the nature of men and women and their abilities and willingness and what suits them in accordance with the society expectations.

Types of Gender Roles

These roles are divided into four basic roles; reproductive, societal, productive and political roles.

Reproductive Role and Reproduction

This role represents the responsibilities of reproduction and maintaining

the labor force. This role does not end with the birth of children, but it extends to include the responsibilities of childbirth, childcare and education, and the house work.

Societal Role:

This role is also called the gender role, and it is considered as an extension of the reproduction role as its essential focus is on the preservation of the human society, but it also extends from the family concern to a society concern. This role is carried out as a voluntary role and its concern is to provide the rare resourced and regulate its use form society in addition to provide the services that help the human society to survive and evolve.

Productive Role:

It is the role associated with commerce and production of consumable products and services, which means there is a trading value for this role which gives it a special significance in society. Despite the fact that this role is carried out by both women and men, however it is defined usually within society as a role for men. There is still a clear division in this role between men and women, as there are some roles that defined as feminine roles while others are defined as masculine roles, taking into consideration that these divisions are changeable and affected by several variables.

Political Role:

This role could be summarized by the power of taking decisions. The process of making decisions starts at the family level and it extends to reach unions, municipalities, and legislative councils. Normally this role is perceived as one that is associated with men despite the fact that women have entered the political arena. This role is normally a paid one, directly or indirectly (rewards) because it is strongly linked with the center and authority.

Gender Needs

They are the needs emerged from the comparative differences in the roles of women and men in society and in accordance to the prevailing division of labour. These needs are divided to practical needs and strategic needs.

- A. **Practical needs:** these are the needs associated with specific group of women and it is a response to the gender needs related to the daily life such as food, housing, income, etc... which would be satisfied in the short term and it emerges from the prevailing labour division that is based on gender. These needs don't lead to changes in the traditional dominant gender roles and thus would not require adjustments in the governing policies and strategies.
- B. **Strategic needs:** These are general needs for most women that are satisfied in the long run as they indicate changes in the traditional prevailing relations in society and it lead to increase in the awareness, trust, justice and equality in work, rights, power and authority between women and men. Accordingly, practical needs meet women's daily life needs in relation to food, housing, income, health, etc...as the practical needs are short term needs detailed for a specific group of women under which the status of women are beneficial rather than participation. On the other hand, gender strategic needs lead to increase in the awareness and self-esteem, and enhance the gender social, political and economic status through education and vocational training leading to women empowerment and independence and meeting the long terms needs. Based on the above, these needs (strategic) are considered to be common for all women.

Gender Integration “Gender Pathway - Gender Mainstreaming”

The concept of gender integration/mainstreaming in the renewable energy policies and plans, pays close attention to the consequences on men and women that occur as a result of any procedure or work including the legislations, policies and programs in all areas and aspects. It is a strategy to make both women and men experience and work the central aspect in developing, implementing and monitoring the policies and programs in the political, economic and social arenas, in order to enable both women and men to benefit equally from the renewable energy.

Gender integration also includes the study and analyses of the situation of the NGOs working in the renewable energy sector in order to develop a strategy for capacity building and evaluation, and conduct a working process to create consent between the stakeholders regarding the gender working plan.

Renewable / Clean Energy Concept:

Clean energy is the energy that does not create pollution when it is produced. It is based on natural resources and it does not vanish. The renewable energy is produced from wind, sun, water and the geothermal energy. Renewable energy is considered ecofriendly unlike the traditional energy that depends on oil which harms the environment and cause global warming and pollution which affect the lives of several species on earth including human beings and it caused several health problems and created new diseases that did not exist before.

Is Gender Integration Only About Women and Exclude Men?

Gender analysis studies the discrepancies in experience and chances between women and men and it attempts to eliminate the inequality between them through revealing the differences between both sexes in priorities, needs, chances and outcomes in the Palestinian context.

Planning from a gender perspective is considered as one of the most effective methodologies as it activates the role of the targeted groups as beneficiaries from the development efforts from one side, and as active partners. In light of the fact that the targeted groups come from different sex, age, religion, and social and economic groups, a sincere effort must be applied to guarantee that all the targeted groups benefited and have an active role in this process, mainly the marginalized groups such as women. As a natural result of the gender relations in society, women's roles and rights are often neglected when it comes to the real participation in the public life and the participations in the decision making level starting from the needs and priorities assessments until the formation of the final plans. Though these plans target the whole society, it often fails to take into consideration the society different groups' needs in a fair manner for the same reason explained above. This usually called the political role which is normally exclude women, and thus the policy makers often consider the needs expressed by men as representation of society in general, ignoring the gaps resulted from the labour division in society between men and women. Gender roles and what resulted from this variance in different needs specially that these roles are linked with certain behaviors and values which are rooted in society through the existing culture in each society. We should take into consideration that any policies, programs, projects and development interventions that does not take into consideration all the people's interest, women and men, rich and poor, young and adult members of society will not succeed as it couldn't be sustainable projects and programs.

This manual will focus on the procedural steps to guarantee the active and equal participation of both men and women in order to reach the gender integration and institutionalize this integration in the energy sector policies, plans and projects, in order to guarantee dynamic development planning based on equality and not to neglect any sector in the society.

Steps of Gender Integration in the Plans / Projects

First step: Institutional Preparation Phase for Plans / Projects

The main focus of this phase is institutional preparation to guarantee the existence of qualified staff who have the ability to prepare and execute plans and projects, and also to guarantee that the implementation of the gender institutional outcomes inside the organization in the long term, which are followed by the below:

- 1- Involve the employees at the beginning of the planning process from a gender perspective or as soon as the implementation process began in order to be fully informed about the project and to understand the planning process.
- 2- Provide the employees with answers of why and how the planning process is conducted and how the policies are developed from a gender perspective.
- 3- It is possible to conduct workshops or assessment meeting between those who are involved in the planning process and the team responsible of implementation, and a small number of monitoring and evaluation experts in order to expand the ownership of the plan for everyone in the organization, to develop the proposed plan, and as part of the learning process to build the capacity of the employees in this field.
- 4- Build the capacity of the staff and increase their skills in the planning aspect from a gender perspective.
- 5- Conduct consultation workshops with the stakeholders and the related institutions including representatives of the government in addition to the staff working on the plan or the project, which will be beneficial to share the experiences and enhance the cooperation between the institutions.
- 6- Present the proposed plan or project to a gender expert to ensure that the plan or project is taking the gender aspect into propose consideration.

Second step: Define the Context of the Plan / Project:

First: define the contexts of the national plans and projects which are related to renewable energy and gender.

- 1- Define and identify the national policies related to renewable energy.
- 2- Identify the main partners in implementing the plan/ policy and the possible main and secondary partners on both the gender and energy level.
- 3- Identify the available expertise in the county regarding gender integration in the renewable energy sector.
- 4- Identify the obstacles and challenges facing the organizations working in the energy sector.

Second: define the realities and needs of women and men in the Palestinian society.

- 1- This is done through reviewing statistics and data available in the specialized institutions and the census centers, and the previous studies related to the participation and representation matters.
- 2- Identify the realities of both women and men through themselves and not through their representation, agents or workshop discussion under which the targeted groups are absence from the plan or the project. Women and men are the most party capable to identify their reality and the problems they are facing regarding their status, their ability to reach information and the obstacles they face in doing so.
- 3- Identify the challenges and obstacles that facing the gender integration in the policies, plans and projects in the national level and at the institution level.

Third step: Present the Essence of the Plan/ Project Document

It is not sufficient enough to conduct diagnosis of the relationship and the gender roles in the plan or project and identify one or more activities related to women and then ignore the gender aspect in the remaining

activities while consider this as a gender integration in the plan/project. It is vital to have the activities and goals in harmony with the gender practical and strategic needs, and this could be done by answering the following questions:

- 1- What is the goal that the plan/ project pursuit from a gender perspective?
- 2- How the gender integration will be carried out during the preparation of the plan/ project?
- 3- What are the gender roles' assumptions in the plan/ project "the expected participation, percentage of women and men interest in the plan/ project activities?"
- 4- How the plan/ project documents reflect the reports about women and men issues?
- 5- What are the activities that take gender into consideration and what ones should be included in the plan/ project to achieve the plan/ project goals?

Also, the followings should be done:

- 1- Review the proposed strategic plan/ operational plan, log frame, and the proposed budget to examine the extent to which they are committed to the gender practical and strategic needs and taking into account gender roles.
- 2- Include information in the progress reports that are related to gender or women and the progress made in all the work aspects; in the training, awareness, as participants and beneficiaries, as partners in the implementation of the program, and as workers.
- 3- All the plan documents "training manuals, publications" should reflect the gender consideration.
- 4- The evaluation should reflect the gender related implementation indicators such as "number of beneficiaries form the projects, number of interventions for both women and men"

Example on Gender Integration in Renewable Energy Activities

- Empower women through their participation in the projects' activities, and through the additional learning about the renewable energy technology and options.
- The supportive policies that reflect and challenge the clean energy sector needs and the circumstances facing men and women.
- Reliable needs assessment of the renewable energy that was conducted before planning the project in order to guarantee that this methodology takes into consideration the realities of the targeted group and the differences between women and men.
- Full participation of the targeted beneficiaries, including women, in all aspects of the identification, planning, funding and implementation of the energy projects and the effect on the local community.
- Energy projects that tackle women needs from energy and take into consideration type of productive activities that have added value which is usually conducted by women.
- Marketing strategies that evaluate the visibility of marketing the products from its quality, the ability to afford the expenses and the competitive alternatives.
- Credit and guarantee mechanisms and means of obtaining loans "as needed", to the distribution of the financial costs of energy services over a long term.
- Capacity building and training to enhance women's abilities in all the aspects of renewable energy, starting from forming policies and planning to the implementation and the monitoring and evaluation methods.

Fourth Step: Monitoring and Evaluation.

1- Study and preparation step:

- Verify that the primary and available data are responsive to gender.
- Identify the positive and negative impact and the plan/ project influence on the targeted group “women and men”.
- Conduct a study or needs assessment that in accordance with gender of the plan/ project environment from the economic, cultural, and social aspects in order to identify the priorities and the appropriate interventions.
- Identify the goals in light of the priorities in a manner that takes into consideration the gender.

Example

Renewable Energy Effect On Women’s Life

- Renewable energy supports some of the small household industries such as handicrafts as weaving and sewing.
- Reduce the women domestic workload.
- Women can save time as a result of the availability of electricity alternatives.
- Students will benefit from the availability of electricity and thus light which will enhance their academic and cultural achievement and therefore increase the enrollment in schools.
- Increase the chances of employing women in the family.
- Increase women’s welfare
- Reduce the financial burden on the disadvantage families.

2- The initial assessment and planning step:

- Make sure that gender principle is integrated in the goals of the plan/ project.
- Develop monitoring and evaluation norms through gender integration in the organizational structure of those who implement the plan/ project.
- Identify evaluation indicators that take into consideration the gender aspect “inputs, implementation, outputs, results, impact.”

3- Implementation step:

- Collect all information that include gender and how it is used in the evaluation indicators.
- Make sure that the project/ plan is implemented towards achieving the goals (impact and outcomes)
- Identify the variances related to the implementation and identify the main methods of correcting these variances on the gender level.

4- Identify the extent to which the outcomes and impacts were achieved.

- Identify the extend of improving the working environment in the plan/ project in general, which is a result of the gender integration.
- Identify the extent to which an improvement occurred as a result of taking gender integration into consideration in the plan/ project on both men and women.
- Draw the lessons learned that could improve future programs.

Fifth Step: Enhance the Institutional Commitment Regarding Gender

The institution’s role in gender integration in the plans, policies and projects has an obligation on the institution to include gender in its work, in terms of its vision, objectives, functional structure, employment policies, capacity building programs for its employees, and the culture

within the institution. And in the field of building a network of relations with women's governmental and non-governmental organizations and exchange of experiences. In this regard, we provide the following:

- 1- The institution vision should include the principle of equality between women and men, justice in distribution resource and commitment to gender issues.
- 2- Women should participate from a decision making position and according to the international human rights standards, and to be represented in a ratio equal that with men.
- 3- To adopt policies that encourage women to work as field workers as a way to make change in the society and the organization's culture.
- 4- To have a constant capacity building programs on gender issues inside the organization.
- 5- Develop clear methodology for the gender capacity building programs in different levels, varies from the level of sense the gender issues, training, analyzing gender and gender integration in planning to the development of gender indicators that would be the bases of evaluating the projects, which also includes developing training manuals for the work with the community and increase the local community sensitivity to gender issues.
- 6- The institution should have experience in planning based on gender and linkage between the different departments and evaluate the implementation of the policies, plans and projects.
- 7- Encourage and respect the freedom of expression inside the institution.

Gender Mainstreaming Checklist in Plans / Projects	
1. Justification and background	Have the gender aspects been highlighted in the interventions primarily information? Did the plan include convincing justifications for the intervention from a gender perspective? Have the data included analyses of the men and women realities and their different needs?
2. Purpose	Does the purpose reflect the needs of both men and women? Does the goal attribute to the adjustment of the differences between men and women regarding the benefit from the energy, through a review of the practical needs for men and women? does the goal aim at changing the institutions that enhance the inequality between women and men?
3. Target groups	How could the plan/ project be beneficial in a way that reflects the balance between men and women?
4. Indicators	Are there indicators in place to measure the progress made? Do these indicators measure the gender aspect for each activity? Are the indicators divided according to sex?
5. Partners	Who is responsible for implementing the planned activities? Are these partners qualified from a gender aspect? Will the employees from both sexes participate in the implementation?
6. Monitoring and Evaluation	Does the monitoring and evaluation strategy take gender into consideration? Is the baseline categorized according to the gender data?

<p>7. Budget</p>	<p>Is there a need for a training on gender responsive budgeting? Is there a need to include experts in the gender responsive budgeting? Did the project utilized specific budget for activities targeting to women and men</p>
<p>8. Challenges</p>	<p>Have the gender roles and relations within the society been considered as a power relation, and considered the structural and cultural formations as a challenge that could prevent both sexes from fully participating or benefiting from the project? Have the negative effect of the project or plan interventions been considered (such as increase the burden on women and social isolation for men?)</p>