

# ENERGY COMPACT

 EC8 ENABLING THE SDGS THROUGH JUST AND INCLUSIVE  
ENERGY TRANSITIONS: Empowering Women in the Energy Sector



**United  
Nations**



HIGH-LEVEL DIALOGUE ON  
**ENERGY**  
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**UN** ENERGY



## SECTION 1: AMBITION

### 1.1. Ambitions to achieve SDG 7 by 2030. [Select all appropriate options]

(Member States' targets could be based on their NDCs, energy policies, five-year national plans, etc. Goals for companies/organizations could be based on their corporate strategy)

<input type="checkbox"/> <b>7.1.</b> By 2030, ensure universal access to affordable, reliable, and modern energy services.	<p>Target (s):</p> <p><b>1. Promoting the participation of women in the value chain of energy projects</b></p> <p>Timeframe: 2030</p>
<input type="checkbox"/> <b>7.2</b> By 2030, substantially increase the share of renewables in the global energy mix.	<p>Context of the ambition(s):</p> <p>The evidence regarding the benefits of empowering diverse and inclusive teams is eloquent. At the global level, it is estimated that achieving full gender equality would contribute to the world economy by 28 trillion dollars by 2025, and it should be present that by that date 75% of the workforce will be millennial. At the corporate level, it is estimated that companies with greater gender diversity have greater profitability, increase their market share, enhance innovation, attract talent, and improve their reputation. Along with the above, and beyond the good practices that have been developed in the business and institutional fabrics with this perspective, at the international level there is a growing legislation that has stimulated normative and regulatory changes. The energy industry throughout history has been regarded as an industry for men only. Today, the difference between the number of men and women in this industry is very high, being one of the least women working, however, little by little, women have proven to be able to do the same work as men.</p> <p>There are several reasons why women do not have a high presence in the energy industry, among them: the lack of opportunities, the difficulty in reconciling family and work life, mainly because the responsibility of children falls on her, stereotypes that the responsibility of taking care of the house is exclusive to women, long hours, the lack of a work environment free of gender violence and sexual harassment, lack of female models in management positions, the barrier of education, among others. Gender inequality in the teaching of STEM careers (acronym for science, technology, engineering and mathematics) due to an issue of gender perceptions in which social and cultural norms limit the educational options of women by marking stereotypes that certain careers are only for men, has had great weight in the little interest of women in the sector. As a society, we need to encourage more women from an early age to encourage them to study and stay in STEM careers, as well as create the necessary conditions for employment opportunities for women, having to eliminate obstacles to access the labor market not only in administrative positions, but also in technical positions. (Ref. 2020, Editorial, Samantha Barnica Gonzalez, Women and the Energy Sector).</p> <p><b>2. Create and implement a roadmap for women's participation in the energy sector that contributes to national policies, plans and strategies for women.</b></p> <p>Timeframe: 2030</p> <p>Context of the ambition(s):</p> <p>Energy helps us communicate better with other people, mechanize production processes, and have access to better services (health, transport, education) and economic opportunities. Therefore, women's reliable access and efficient use of energy contribute to economic development and poverty reduction. There is more and more discussion about the sources of energy generation and their responsible use. For example, renewable energy and energy efficiency are most often seen as a global solution to problems such as climate change mitigation, because they help reduce greenhouse gas emissions; the desire to ensure energy security at the national level and efforts to achieve locally sustainable and appropriate development among the communities or neighborhoods of a region. These discussions have an important social component, as they can support a more equitable development model, through which social gaps are reduced and greater opportunities for social and economic growth are generated. Since women and men interact differently with existing energy technologies and have differentiated levels of access, knowledge and affordability to modern energy sources, it is necessary to include a gender approach in energy policies, institutions and projects in order to better respond to the realities, needs and interests of women. (Ref. 2014, Olade, Guide to Gender and Energy) .</p>
<input type="checkbox"/> <b>7.3.</b> By 2030, double the global rate of improvement in energy efficiency.	
<input type="checkbox"/> <b>7.a.</b> By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil fuel technology, and promote investment in energy infrastructure and clean energy technology.	
<input type="checkbox"/> <b>7.b.</b> By 2030, expand infrastructure and improve technology for the provision of modern and sustainable energy services for all in developing countries, in particular the least developed countries, small island developing States and landlocked developing countries, in accordance with their respective support programs.	

### 3. Raise awareness of the role of women in the energy sector

Timeframe: 2030

Context of the ambition(s):

Women and men use energy in different ways during the execution of their daily activities. Most women in the countries of the Latin American region spend much of their day performing basic tasks without realizing the benefits offered by modern energy technologies, still relying on traditional biomass to meet their essential needs. In this context, the future prosperity of women and girls is quite limited. They devote most of their time to collecting and using less efficient forms of energy. This in turn limits girls' access to school and consequently to better literacy; it restricts their opportunities to engage in politics or other social activities and prevents them from developing new skills or successfully participating in income-generating activities. Likewise, the negative impact on the health of women and girls of the smoke generated using biomass and inefficient technologies in households is recognized.

Renewables offer an unprecedented range of opportunities. Due to its multidisciplinary dimension, the field of renewable energy has an appeal for women that the fossil fuel industry lacks. The study reveals that women represent 32% of the full-time employees of the companies surveyed; a considerably higher percentage than the 22% average in the global oil and gas industry. Still, women's participation in renewables is much lower in science, technology, engineering and math (STEM) positions than in management positions. Despite the attractiveness of the sector, women face constant obstacles to accessing, staying in and progressing to the labour market. It is essential to remove these obstacles to meet the growing demand for skills in an expanding industry.

Energy is necessary for both productive and remunerated activities, as well as for the functioning and reproductive work in households; these two spaces of consumption of electrical energy or other sources when analyzed from the sexual division of labor, which has led to women historically assuming mostly unpaid domestic and care work and men paid work, consequently allows us to intuit that the benefits perceived in terms of access and use of energy are not equal between women and men.

As noted, women are assigned domestic work, and access to energy is a key factor in managing it. The lack of fuel or energy resources in general means that, in many developing countries, particularly in rural areas, women have the responsibility of obtaining fuel (firewood), especially for food preparation activities. <https://www.caf.com/es/conocimiento/visiones/2020/08/por-que-es-importante-la-perspectiva-de-genero-en-el-sector-energetico/>.

## SECTION 2: ACTIONS TO ACHIEVE AMBITION

2.1. Please Add at least one key action for each of the elaborate ambitions in Section 1. [Add rows as needed].

<p><b>1. Promoting the participation of women in the value chain of energy projects</b></p> <ul style="list-style-type: none"> <li>▪ Identification of key players and Honduran organizations working on the issue of gender equality in the energy sector and inclusion of the 14 tables identified in the process of preparing the II Gender Equality Plan of Honduras 2010-2022 – II PIEGH.</li> <li>▪ Elaboration of didactic material for the imparting of workshops.</li> <li>▪ Raise a baseline of the needs of the role of women in the value chain of energy projects.</li> <li>▪ Organization of workshops with women leaders at the national level on the topics of clean technologies, renewable energies and energy efficiency through an energy module within Ciudad Mujer in its various localities.</li> <li>▪ Delivery of technical workshops related to energy and clean technologies to women community leaders.</li> <li>▪ Development of an education process on issues related to women's participation in energy.</li> <li>▪ Creation of financial incentives for the development of specific programs for women.</li> <li>▪ Training in women's participation and energy/mentoring.</li> <li>▪ Create awareness-raising strategies at the national level on issues of women's participation and energy.</li> <li>▪ Informative programs on energy issues, both for young people and women</li> <li>▪ Articulate key players for the promotion of cooperatives, ESCOs and women's Small and Medium Enterprises (SMEs), which contribute to the sustainability of energy projects.</li> <li>▪ Develop a guide for private enterprise to increase women's participation in energy projects.</li> </ul>	<p><i>October 2021-December 2030</i></p>
<p><b>2. Create and implement a roadmap for women's participation in the energy sector that contributes to national policies, plans and strategies for women.</b></p> <ul style="list-style-type: none"> <li>▪ Organization among the key entities on issues of women's equality and in the energy sector to create the work plan for the creation of the policy.</li> <li>▪ Development of a diagnosis of women's needs for the formulation of gender policy and its strategy.</li> <li>▪ Preparation of the roadmap with the key entities on the issue of equality of women and in the energy sector.</li> <li>▪ Socialization of the roadmap with key entities and the public.</li> <li>▪ Launch of the roadmap before coordination of government and key players involved.</li> <li>▪ Socialization of the roadmap with the changes that are made.</li> <li>▪ Implementation of the roadmap at the national level.</li> </ul>	<p><i>October 2021-December 2030</i></p>
<p><b>3. Raise awareness of the role of women in the energy sector</b></p> <ul style="list-style-type: none"> <li>▪ Increase women's participation in government institutions related to the energy sector at all levels.</li> <li>▪ Strengthen technical capacities in the public sector, through the provision of methodological guidelines that facilitate the incorporation of the gender perspective in the design of public policies, institutional strategic plans and annual operational plans.</li> <li>▪ Knowledge management on women's equality perspectives in institutional and territorial planning</li> <li>▪ Encourage participation in the agreements to which the country is subscribed on issues related to women's rights, clean energy, among others.</li> </ul>	<p><i>October 2021-December 2026</i></p>

## SECTION 3: OUTCOME

3.1. *Please add at least one measurable, time-based result for each of the actions in section 2. [Add rows as needed].*

<b>Outcome 1.</b> Honduran women with technical skills in energy issues
<b>Outcome 1.a</b> Increased participation of women in the energy sector in the value chain.
<b>Outcome 2.</b> Roadmap on women’s participation in the energy sector approved and implemented.
<b>Outcome 3.</b> Increasing the participation of women in various positions in the energy sector.

## SECTION 4: SUPPORT AND RESOURCES REQUIRED

4.1 Specify the financing and investments required for each of the actions in section 2.

Activity	Input	Value
<ul style="list-style-type: none"> <li>• Identification of key players and Honduran organizations working on the issue of gender equality in the energy sector and inclusion of the 14 tables identified in the process of preparing the II Gender Equality Plan of Honduras 2010-2022 – II PIEGH.</li> <li>• Elaboration of didactic material for the imparting of workshops.</li> <li>• Organization of workshops with women leaders at the national level on the topics of clean technologies, renewable energies, and energy efficiency through an energy module within Ciudad Mujer in its various localities.</li> <li>• Delivery of technical workshops related to energy and clean technologies to women community leaders.</li> <li>• Development of an education process on issues related to women's participation and energy.</li> <li>• Creation of financial incentives for the development of specific programs for women</li> <li>• Training in women's participation and energy/mentoring.</li> <li>• Create awareness-raising strategies at the national level on issues of women's participation and energy.</li> <li>• Informative programs on energy issues, both for young people and women</li> <li>• Articulate key players for the promotion of cooperatives, ESCOs and women's Small and Medium Enterprises (SME), which contribute to the sustainability of energy projects.</li> <li>• Develop a guide for private enterprise to increase women's participation in energy projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitators' Fees</li> <li>• Food and Beverages</li> <li>• Meeting organization</li> <li>• Workshop Materials</li> </ul>	US\$1,000,000.00
<ul style="list-style-type: none"> <li>• Organization among the key entities on issues of women's equality and in the energy sector to create the work plan for the creation of the policy.</li> <li>• Development of a diagnosis of women's needs for the formulation of gender policy and its strategy.</li> <li>• Preparation of the roadmap with the key entities on the issue of equality of women and in the energy sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitators' Fees</li> <li>• Food and Beverages</li> <li>• Meeting organization</li> <li>• Workshop Materials</li> </ul>	US\$800,000.00

<ul style="list-style-type: none"> <li>• Socialization of the roadmap with key entities and the general public.</li> <li>• Launch of the roadmap before coordination of government and key players involved.</li> <li>• Socialization of the roadmap with the changes that are made.</li> <li>• Implementation of the roadmap at the national level.</li> </ul>		
<ul style="list-style-type: none"> <li>• Increase women's participation in government institutions related to the energy sector at all levels.</li> <li>• Strengthen technical capacities in the public sector, through the provision of methodological guidelines that facilitate the incorporation of the gender perspective in the design of public policies, institutional strategic plans and annual operational plans.</li> <li>• Knowledge management on women's equality perspectives in institutional and territorial planning</li> <li>• Encourage participation in the agreements to which the country is subscribed on issues related to women's rights, clean energy, among others.</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitators' Fees</li> <li>• Food and Beverages</li> <li>• Meeting organization</li> <li>• Workshop Materials</li> </ul>	US\$500,000.00
<b>Total</b>		<b>US\$2,300,000.00</b>

**4.2 [Country only] If assistance is required for section 2 actions, select below, describe the assistance required, and specify for which action.**

*[Examples of support to Member States could include access to affordable low-cost debt through strategic risk-elimination instruments, capacity-building in data collection; development of integrated energy plans and energy transition pathways, technical assistance, etc.]*

<input type="checkbox"/> Financing	
<input type="checkbox"/> Payment-in-Kind (PIK)	<i>Technical capacities of the Secretariat of State in the Office of Energy (SEN), Secretariat of State in the Office of Natural Resources and Environment (MI AMBIENTE), Academy, Honduran Council of Private Enterprise (COHEP), Secretariat of State in the Office of Finance (SEFIN), Honduran Association of Institutions (AHIBA), Chambers of Commerce, Non-Governmental Organizations (NGOs), Revenue Administration Service (SAR), Secretariat of General Coordination of Government (SCGG), Honduran Customs Administration (AAH), Honduran Standardization Agency (OHN), Honduran Association for Development (AHDESA), Ministry of Health (SESAL), Secretariat of Development and Social Inclusion (SEDIS), National Institute of Women (INAM), UN Women, INFOP, CREE, ENEE, CIUDAD MUJER, SENPRENDE, Office of the First Lady, AMHON, Women's Observatory, UNAH, among others.</i>
<input type="checkbox"/> Technical Assistance	<i>Consultants, facilitators, exchange of experiences</i>
<input type="checkbox"/> Other/please specify	<i>Non-reimbursable cooperation for the execution of activities establishes a budget of US\$2,300,000.00 (two million three hundred thousand dollars).</i>

## SECTION 5: IMPACT

5.1 Countries planned for implementation, including the number of people potentially affected.

In developing the actions to meet the objectives described, it is estimated that approximately 300,000 women will benefit. There will be more opportunities for women in the country's workplace and social sphere.

**5.2 Alignment with the 2030 Agenda for Sustainable Development - Describe how each of the actions in section 2 impacts the advancement of the SDGs by 2030.**

*[up to 500 words, upload strategy supporting documents if necessary].*

*The Woman's participation roadmap in the energy sector reduces the inequality gap by ensuring the full and effective participation of women and equal opportunities for leadership at all decision-making levels in political, economic, and public life. By raising awareness about the role of women, the granting of the rights of economic resources and other types of goods in accordance with national laws is encouraged, in addition to generating new jobs, the empowerment of women is promoted, managing to reduce the rates of discriminatory social norms in line with SDGs 5, 5.a. 5.b. and SDGs 11.*

**5.3 Alignment with the Paris Agreement and net zero emissions by 2050 – Describe how each of the actions in section 2 aligns with the Paris Agreement and national NDCs (if applicable) and supports net-zero emissions by 2050. [up to 500 words, upload the necessary strategy supporting documents**

Aligned with the Paris agreement, the actions described guarantee the development of alliances and cooperation and collaboration programs that ensure the participation and inclusion of Honduran women in the renewable energy sector linked to the mitigation and adaptation of climate change through the reduction of greenhouse gases and change in energy use.

## SECTION 6: MONITORING AND REPORTING

6.1. Describe how you plan to track the progress of the results proposed in section 3. Also describe whether you plan to use other existing reporting frameworks to track progress on proposed outcomes

**Monitoring 1.** Development of quarterly meetings between key stakeholders to follow up on the results of workshops aimed at women on energy, efficiency and other issues.

**Monitoring 2.** Annual Program for the Implementation and Implementation of the Roadmap for Women's Participation in the Energy Sector

**Monitoring 3.** Report of findings of the baseline of women's participation in the energy sector.

**Monitoring 4.** Annual reports on progress in the agreements to which the country is subscribed on the issues related to women's rights, clean energy, among others.

## SECTION 7: GUIDING PRINCIPLES CHECK LIST

Please use the checklist below to validate that the proposed Energy Compact is aligned with the guiding principles.

Stepping up ambition and **accelerating action** - Increase contribution of and accelerate the implementation of the SDG7 targets in support of the 2030 Agenda for Sustainable Development for Paris Agreement

*I.1 Does the Energy Compact strengthen and/or add a target, commitment, policy, action related to SDG7 and its linkages to the other SDGs that results in a higher cumulative impact compared to existing frameworks? X Yes No*

*I.2 Does the Energy Compact increase the geographical and/or sectoral coverage of SDG7 related efforts? X Yes No*

*I.3 Does the Energy Compact consider inclusion of key priority issues towards achieving SDG7 by 2030 and the net-zero emission goal of the Paris Agreement by 2050 - as defied by latest global analysis and data including the outcome of the Technical Working Groups? X Yes No*

**II. Alignment with the 2030 agenda on Sustainable Development Goals** – Ensure coherence and alignment with SDG implementation plans and strategies by 2030 as well as national development plans and priorities.

*II.1 Has the Energy Compact considered enabling actions of SDG7 to reach the other sustainable development goals by 2030? X Yes No*

*II.2 Does the Energy Compact align with national, sectoral, and/or sub-national sustainable development strategies/plans, including SDG implementation plans/roadmaps? X Yes No*

*II.3 Has the Energy Compact considered a timeframe in line with the Decade of Action? X Yes No*

**III. Alignment with Paris Agreement and net-zero by 2050** - Ensure coherence and alignment with the Nationally Determined Contributions, long term net zero emission strategies.

*III.1 Has the Energy Compact considered a timeframe in line with the net-zero goal of the Paris Agreement by 2050? X Yes No*

*III.2 Has the Energy Compact considered energy-related targets and information in the updated/enhanced NDCs? X Yes No*

*III.3 Has the Energy Compact considered alignment with reaching the net-zero emissions goal set by many countries by 2050? X Yes No*

**IV. Leaving no one behind, strengthening inclusion, interlinkages, and synergies** - Enabling the achievement of SDGs and just transition by reflecting interlinkages with other SDGs.

*IV.1 Does the Energy Compact include socio-economic impacts of measures being considered? X Yes No*

*IV.2 Does the Energy Compact identify steps towards an inclusive, just energy transition? X Yes No*

*IV.3 Does the Energy Compact consider measures that address the needs of the most vulnerable groups (e.g. those impacted the most by energy transitions, lack of energy access)? X Yes No*

**V. Feasibility and Robustness** - Commitments and measures are technically sound, feasible, and verifiable based a set of objectives with specific performance indicators, baselines, targets and data sources as needed.

*V.1 Is the information included in the Energy Compact based on updated quality data and sectoral assessments, with clear and transparent methodologies related to the proposed measures? X Yes No*

*V.2 Has the Energy Compact considered inclusion of a set of SMART (specific, measurable, achievable, resource-based and time based) objectives? X Yes No*

*V.3 Has the Energy Compact considered issues related to means of implementation to ensure feasibility of measures proposed (e.g. cost and financing strategy, technical assistant needs and partnerships, policy and regulatory gaps, data, and technology)? X Yes No*



## SECTION 8: ENERGY COMPACT INFORMATION

8.1. Title/name of the Energy Compact:

### Empowering Women in the Energy Sector

8.2. Name of the principal entity (for joint energy pacts, list all parties and include, in parentheses, their entity type, using the entity type below)

*As a leading entity is the Secretariat of State in the Office of Energy (SEN), the organizations and entities for the accompaniment in the process of compliance with the pact are the following:*

- *Government: Secretariat of State in the Office of Natural Resources and Environment (MI AMBIENTE), Secretariat of State in the Office of Finance (SEFIN), Revenue Administration Service (SAR), Secretariat of General Coordination of Government (SCGG), Customs Administration of Honduras (AAH), Honduran Standardization Agency (OHN), Ministry of Health (SESAL), Secretariat of Development and Social Inclusion (SEDIS), National Institute of Women (INAM), INFOP- National Institute of Vocational Training, CREE- Regulatory Commission of Electric Energy, ENEE - National Electric Energy Company, CIUDAD MUJER, SENPRENDE, Office of the Primera Dama, Secretariat of Labor and Social Security (STSS), Secretariat of Education, Honduran Bank for Production and Housing (BANHPROVI).*
- *Local government: Municipalities*
- *Private Sector: Honduran Council of Private Enterprise (COHEP), Honduran Association of Institutions (AHIBA), Honduran Association for Development (AHDESA), CDM Women's Human Rights Observatory.*
- *Academic Institution: Women's Observatory, National Autonomous University of Honduras (UNAH), among others.*
- *Civil Society: Association of Municipalities of Honduras (AMHON), Chambers of Commerce, CDE-MIPYME, La Via Campesina – Articulation of Women, National Association of Peasants of Honduras (ANACH), Peasant and Indigenous Union of Honduras (UCIH), Lenca Indigenous Council of Opatoro (CI-LENCA), National Council of Cooperative Women of Honduras (CONAMUCOOP), Council for the Integral Development of Peasant Women (CODIMCA), National Association of Women Entrepreneurs for Honduras, National Association of Medium and Small Industries of Honduras (ANMPIH), Women's Network of Ojojona, Women's Network of Santa Ana, Choluteca Women's Network, Marcala Women's Network, Network of Women Traces Feminine Potrerillos, Micro-enterprises Las Marías, Independent Indigenous Lenca Movement of La Paz, Mesa Sectorial del Pueblo Lenca, CDM Women's Rights Center, among others.*
- *Multilateral Agency / Cooperation: UN Women.*

8.3 Leading entity type

- |  |   |   |
|--|---|---|
| <input checked="" type="checkbox"/> Government                 | <input type="checkbox"/> Local/Regional Government        | <input type="checkbox"/> Multilateral Agency/Intergovernmental Organization |
| <input type="checkbox"/> Non-Governmental Organizations (NGOs) | <input type="checkbox"/> Civil Society Organization/Youth | <input type="checkbox"/> Academic Institution/Scientific Community          |
| <input type="checkbox"/> Private Sector                        | <input type="checkbox"/> Philanthropic Organization       | <input type="checkbox"/> Other relevant actor                               |

8.4. Contact Information: Secretariat of Energy, Directorate of External Cooperation, email address: [dce@sen.hn](mailto:dce@sen.hn)

8.5. Select the geographical coverage of the Energy Pact

- Africa  Asia and the Pacific  Europe  Latin America and the Caribbean  North America  West Asia  Global

8.6. Please select the Energy Compact thematic focus area(s)

- Energy Access  Energy Transition  Enabling SDGs through inclusive Energy Transitions  Innovation, technology and data  Finance and investments.