

Promoting gender mainstreaming in government partners

Project: Energy System of the Future III

Country: Brazil

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Gender Equality in the Energy Sector

Men and women have different energy needs and different access to and control over energy sources and technologies. Energy policy that aims to provide men and women with equitable benefits should be aware of these differences. Energy policies, programs and projects that are not explicitly aimed at women lead to unequal access to energy services for men and women. Women's energy needs, both in terms of their (traditionally allocated) household responsibilities and their productive activities, differ from men's due to differences in the type of work they do, the companies they run and the equipment they have access to. As a function of social norms, these differences are often institutionalized. When energy policies are gender neutral, companies assume that the benefits of energy are automatically shared equally between men and women.¹



Figure 1 Women represent only 20% of participants in R&D projects in the energy field in Brazil, most of them in administrative positions (ANEEL, 2023). Photo: Soninha Vill

The reproduction of such inequalities is largely due to the **low participation of women in decision-making bodies for energy sector policies.** The participation of women in energy planning and decision-making is extremely low. This absence of women in energy planning makes it less probable that their interests and needs will be considered. In most industrialized countries, women account for about 20% of all employees in the energy industry, although their share at management level is only about 5%. For the Brazilian energy sector, a study from 2006 is available, in which the proportion of women in 2004 was 16.7%². In October 2023, the Brazilian Energy Regulator Agency (ANEEL)³ published the results of a study conducted with companies that participate in Research and Development (R&D) projects within ANEEL that shows little changes in this numbers. **Women represent 20,81% of the total participants in these projects.** In both studies, most of them work in non-technical areas such as administration and public relations. We have the same scenario in energy planning and decision-making. **This absence of women in energy planning makes it less probable that their interests and needs will be considered.**

However, we have seen a recently increase in women participation in renewable sector. According to an IRENA study women represent on average 35% of the workforce in this sector. In Brazil, a study conducted with companies working in the renewable distributed generation market shows that women represent 24% of the total workforce.

¹ ENERGIA (2019): https://www.energia.org/cm2/wp-content/uploads/2019/04/Gender-in-the-transition-to-sustainable-energy-for-all_-From-evidence-to-inclusive-policies_FINAL.pdf

² DIEESE (2006). Perfil ocupacional dos empregados do setor de energia elétrica no Brasil: 1998/2004.

³ Mulheres no Setor Elétrico - Resultado da Pesquisa - YouTube

Project Objectives and Gender Approach Strategies

The Project Energy Systems of the Future has entered in its third phase in July 2021 with the following goal: **To improve the general conditions for integrating renewable energies and energy efficiency in the Brazilian energy system.** After our appraisal mission and considering the gender analysis, Gender was considered a fundamental aspect to be worked in the project. That is why two indicators considered gender and human rights aspects (Outcome and Output level):

Outcome 4 - Relevant actors from the State, the private sector and civil society jointly developed a vision with a roadmap for a “Transformed Energy System of the Future of Brazil”, which includes the economic, social and environmental dimension of sustainability, **as well as gender aspects**

Output 3.1 – Relevant actors requested funding for the implementation of 5 projects and/or model processes in the field of sustainable energy and green growth, one **with an additional focus on equal opportunities and/or human rights.**

The project has assigned a person to be the main gender and HR focal point and a second focal point, which supports in the planning with the GIZ team and, specially, in the work with ANEEL.

Our first approach was to sensitize the GIZ Project Team to incorporate perspectives on gender, race, and social inclusion in final activities. This has been carry out through two (2) workshops (2021 and 2022), as part of the team building agenda. Annually the focal point organizes meeting with each project component team to discuss how to incorporate gender and human rights in all the planned activities. Besides, there is a dedicated space in the monthly JF to update the team on the progress of actions on the subject.

Based on the premise that policies, regulations and planning only have gender, race, and human rights-sensitive approaches if those who develop this work are aware of existent inequalities and their impacts on the population in general, the project defined as a strategy to support the partners in execute measures of internal gender mainstreaming, aiming to enhance the competencies of these institutions in Diversity and Inclusion approaches.

To do this, the project build up a SWOT matrix on gender and human rights along with each one of the main partners, which are key players in the energy sector in Brazil: Ministry of Mines and Energy (MME), Energy Regulator Agency (ANEEL), Energy Planning Company (EPE) and National System Operator (ONS). On this basis, it was set up an operational plan for gender and HR with short-, medium- and long-term actions. This work was carried out by D&I specialists hired by the project, who were then also responsible for executing priority activities listed by each partner.



Figure 2 Meeting of Women’s Network (solar and biogas)

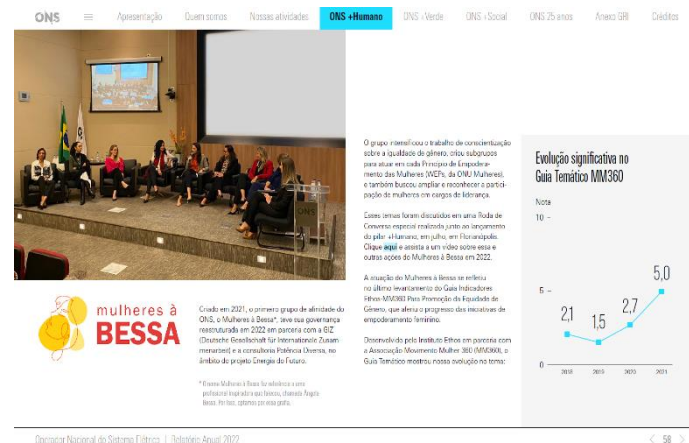


Figure 3 ONS Annual Report quoting the Project support to create the gender affinity group "Mulheres à Bessa"

Results

In total, we accounted for 35 activities carried out in the project with a focus on gender and diversity from October 2021 to October 2023. Some results achieved so far with are:

- Publication of one video about [Women in Energy Transition in MME youtube channel](#)
- Half of the GIZ Project team took part in the Training of Inclusive and Nonsexist Language (LINS) organized by Gender and HR Working Group from GIZ Brazil
- More than 60 people from different public institutions that integrate the Committee of Gender, Race and Diversity from MME and related Institutions (COGEMMEV) participate in LINS Training along 2022 and 2023
- 23 EPE leaders trained in D&I Workshop
- 32 people trained in a D&I management for Human Resources promoted for the 4 partners
- Establishment of 2 Affinity groups on gender and race with ONS
- An annual Communication Campaign about female leadership and sexual and moral harassment conducted by the COGEMMEV in 2023
- Publication of 2 Inclusive and Non-Sexist Language Guides: ANEEL and ONS
- Organization of 2 Webinars with COGEMMEV: Women in Renewable Energy (2021) and Women and Girls in the Energy Transition (2023)
- Production of a Diversity Guide for the Federal Program “More Light for the Amazon” (not published yet)
- Empowerment of women networks (solar – Mesol and Biogas) which gathers more than 700 women, through articulation and support in the governance process
- Strengthening partners learning and innovation through two (2) Meetings for exchange of good practices in gender and HR
- Support the 1st Women in Energy Congress (2022), which gather around 700 women in São Paulo.
- Strengthening the network of women representatives of the main partners during the Women in Energy Congress



Figure 4 Communication Campaign about Women Leadership promoted by COGEMMEV

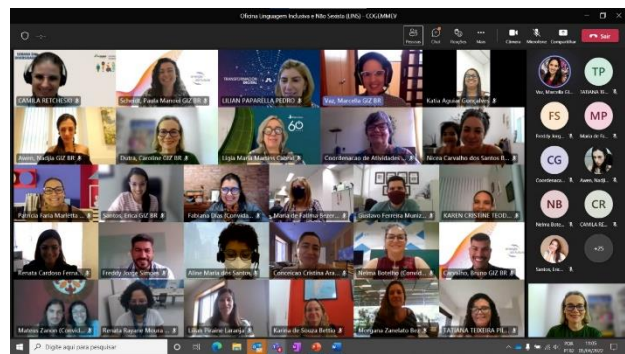


Figure 5 Training of Inclusive and Nonsexist Language



Figure 6 Partners representatives meet in person during Women in Energy Congress, in 2022

A D&I consultant will be supporting our partners until July 2024. Some of the activities underway in this regard are:

- Guide for more inclusive events
- Structuring of the COGEMMEV webpage
- Guide to preparing more inclusive tenders for the procurement of services
- D&I diagnosis in companies in the energy sector

- Diversity, Equity and Inclusion Policy for some partners

Impacts

During the two meetings for exchange of good practices, the partners highlighted the positive impacts that the project has had on the incorporation of the gender perspective and its intersectionalities. One of the institutions mentioned that it was the first time that a project developed with them was invited to incorporating perspectives on gender, race, and social inclusion and, also for the first time, they were able to mobilize the top leadership to discuss D&I.

The support was especially valuable for COGEMMEV, once it has helped to give visibility and strength to the committee. With the change of government, at the beginning of 2023, the coordinator now commits 100% of her time to the theme and the committee is closer to the minister, working with the newly created social participation advisory. In addition, the partners were unanimous about the importance of exchanging knowledge and good practices and how much this movement driven by the project was key to bringing them closer together.

“Cogemmev's partnership with the Project marked a major advance for the ministry's final areas, which now have a reference for possibilities for innovation and promotion of the cross-sectional gender cut in technical actions. Through the Committee, 10 related entities and the ministry itself were mobilized, which made it possible to advance in precious content such as knowledge and reflection on communication with the use of inclusive language and on the need for well-structured campaigns to mobilize senior leadership and the community inserted in these institutions in favor of a continuous change in the organizational culture on the theme of diversity and inclusion from a gender perspective.”

Márcia Alves de Figueiredo
General Coordinator of Cogemmev



"GIZ supported the MESol Network in several actions, such as the research on female participation in the solar energy sector, seeking to overcome the lack of data and information disaggregated by gender, gender identity, race/color, age, regionality, etc. To move forward, it is necessary to recognize the different needs, vulnerabilities and potentialities that exist among social groups, gender diversities, the distinct ethnic-racial characteristics and other specific population groups and, in this way, develop a more efficient, profitable solar energy sector in Brazil that takes advantage of its full potential for innovation growth with diversity and inclusion."

Aline Pan
Professor at Federal University of Rio Grande do Sul and co-founder and coordinator of MESol Network

