A PRACTICAL GUIDE TO WOMEN IN ENERGY REGULATION

December 13, 2018
Julie Curti, Cadmus
Kalee Whitehouse, Cadmus

PRACTICAL GUIDE TO WOMEN IN ENERGY REGULATION

National Association of Regulatory Utility Commissioners
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
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

Source: Archer (2007)
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
<table>
<thead>
<tr>
<th>Lever</th>
<th>Employment</th>
<th>Regulatory Policy</th>
<th>Infrastructure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources Policies</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Partnerships</td>
<td>●</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Procurement Policies</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Tariff Setting</td>
<td></td>
<td>●</td>
<td></td>
</tr>
<tr>
<td>Data Collection and Reliability</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Stakeholder Engagement and Mediation</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Licensing Requirements</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Monitoring and Evaluation</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
</tbody>
</table>
GENDER EQUITY IN ENERGY REGULATORY POLICY
BARRIERS: ENERGY REGULATORY POLICY

- Existing vulnerabilities due to limited energy access
- Limitations of influence on policy decisions
- Limitations of national level policy
- Lack of gender-disaggregated data
ENERGY REGULATORY POLICY: STRATEGIES

• **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.

**Levers for Regulators:**
- Tariff setting
- Data collection and reliability
- Stakeholder engagement mediation
- Licensing requirements
- Monitoring & Evaluation
AFRICA SPOTLIGHTS: ENERGY REGULATORY POLICY
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
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

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!

Contacts:

Bevan Flansburg (BFlansburg@naruc.org)
### DEFINITIONS

<table>
<thead>
<tr>
<th>Gender Equality</th>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Equity</td>
<td>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.</td>
</tr>
</tbody>
</table>