



Report on Gender Co-Benefits

Prepared for
UNIDO – CTCN

Under the project
**Technical Assistance to Solomon Water for
Energy Efficiency and Self-Generation Plan**



Prepared by





April 2020

To,

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Dear Ma'am,

Subject: Gender Co-benefits report (Deliverable 4.3) for “**Technical Assistance to Solomon Water for Energy Efficiency and Self-Generation Plan**” (Ref - UNIDO Contract No. 3000067788)

We sincerely thank you for giving us an opportunity to undertake the assignment on “Technical Assistance to Solomon Water for Energy Efficiency and Self-Generation Plan”.

As per the scope of the assignment outlined in the Terms of Reference, we are pleased to submit a report on Identification of gender co-benefits of the project. The gender co-benefits report includes introduction, methodology, key findings & results of the assessment and recommendations & way forward.

We eagerly look forward to your inputs on this. Further, we would be happy to provide any clarifications or additional information necessary. We can be reached on the mentioned contact details or on my email id (amit2.kumar@pwc.com).

Yours sincerely,

A handwritten signature in blue ink that reads 'Amit Kumar'.



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List of Abbreviations

CTCN	Climate Technology Centre and Network
EE	Energy Efficiency
PPTA	Project Preparatory Technical Assistance
SDG	Sustainable Development Goals
SI	Solomon Islands
SGO	Self-Generating Options
SW	Solomon Islands Water Authority
UNDP	United Nations Development Programme
UNIDO	United Nations Industrial Development Organization
WASH	Water Sanitation and Hygiene

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Executive Summary

Background

Solomon Islands comprise hundreds of islands; of these, the main islands include Honiara (capital of Solomon Islands) and provincial urban centers of Auki, Noro and Tulagi. Solomon Islands Water Authority (SW), a state-owned enterprise, is mandated to operate as the provider of municipal water and wastewater services in Solomon Islands under the SIWA Act and State-Owned Enterprise Act. About **95 per cent** of total installed capacity of electricity generation in Solomon Islands is based on fossil fuels, and the balance **5 per cent** is through renewable energy sources. The electricity tariff of Solomon Islands is one of the highest in the Pacific (and the World), since a major share of electricity in the Islands is met through fossil fuels (diesel generators). Solomon Water uses diesel-based electricity generators to meet its electricity requirements in its various facilities. In addition, most of the equipment and system installed in various facilities of SW have not incorporated energy efficiency options¹. The total energy consumption of Solomon Water is almost **10 per cent** of total energy consumption of Solomon Islands. The energy consumption is further expected to increase to cater the projected escalation of demand pertaining to the increasing population and to reach out to un-serviced population. Low attention has been given to efficient selection of equipment related to water services. In context of the present high expenditure of country energy provision and the dependency on fossil fuels, it is vital for Solomon Water to explore sustainable energy solutions that would help reducing energy consumption and contribute towards national GHG emission reduction targets.²

The lack of modern energy sources has consequences for women and girls, who are often the primary household energy managers. They may spend hours each day collecting fuel and carrying heavy loads. In households that cook with solid fuels, girls spend 18 hours a week, on an average, gathering fuel. Women are largely sidelined in the industries that produce modern sources of renewable energy, however, comprising only 20 percent of the workforce. Some indications suggest that women are more likely than men to conserve energy—using up to 22 per cent less, including through a greater willingness to alter everyday behaviours³

Greater access to energy services can improve women’s health and well-being, free up their time and enable their economic empowerment, thereby supporting the achievement of SDG 5. While some countries and regions are on track to achieve electricity for all, under current policies and trends, 2.3 billion people will still lack access to clean-cooking facilities in 2030. In recent years, going beyond their traditional role as “users” and “beneficiaries,” women are playing a role in expanding energy access, thereby becoming part of the solution. A number of actors have started working on the intersection of gender, energy and sustainable development, and in advancing gender equality, social inclusion and women’s empowerment in the energy sector⁴. Among the priority actions in accelerating SDG7 achievement is also to,

“Integrate gender and energy actions within all SDGs and establish gender-responsive global and national energy sector policies backed by evidence, such as sex-disaggregated data and analysis. Continue to build expertise and experience on gender issues across the energy value chain, from off-grid distribution and consumption to policy/pricing to generation and energy production. Energy sector institutions including energy ministries and utilities should be supported in developing gender-responsive programmes, monitoring systems and data collection methods.”

Assessment of Gender Co-Benefits

An assessment of gender co-benefits in the project will help outline measures that increase and reinforce a gender inclusive approach to undertake a community led interventions in the adoption to energy efficiency and self-generation options (SGOs) focused solutions. Gender Mainstreaming is a necessary targeted endeavor under the

¹ Terms of Reference, CTCN request ref: 2017000039

² Response Plan, CTCN request ID: 2017000039

³ Sustainable Energy for all: The Gender Dimensions, UNIDO-UN Women, 2013

⁴ ACCELERATING SDG 7 ACHIEVEMENT POLICY BRIEF 12 GLOBAL PROGRESS OF SDG 7— ENERGY AND GENDER, UN High level Political Forum, 2018

National Gender Equality and Women’s Development Policy 2016-2020. The present report aims to highlight the existent situational issues and concerns of men and women and identify the potential scope of further gender programming that will address the present gap areas. The UNIDO CTCN, *Gender Mainstreaming Framework* in energy value chain, as referenced from “Women in Energy”⁵, with focus on gender mainstreaming practices in the energy sector— specifically in off-grid, grid connected, and clean cooking segments has been used to analyze the findings and to draw up the Gender – Co-benefits Report.

Approach

The assessment process was consultative, participatory, and inclusive. Primary sources of data collection were conducted where the findings were validated with data from interactions with various stakeholders, including Solomon Island Water Authority (SIWA) senior management representatives and members from the regional offices, along with other organizations such as participating NGOs and community-based organizations (CBOs). All the information was synthesized as per the identified probe areas.

The Gender Co-Benefit report here briefly looks into environmental, social and economic benefits as a result of the Energy Efficiency (EE) measures and Self-Generation Options (SGO) through renewable energy to reduce the reliance on fossil fuel for energy requirements.

Women and children bear the greatest burden of energy poverty. In contrast, access to and use of clean energy brings interconnected, corollary benefits related to greater gender equality, economic productivity, educational opportunities, and more. Women are significantly impacted by the effects of energy shortages, so it is intended that they will benefit from the efficiency improvement measures in the long term. The direct and equal involvement of women is a key of the technical assistance provided and embark to recognition of the intersection of energy efficiency and gender equality, empowerment of women, and realization of their rights, and thereby mandates gender responsive adaptation actions and capacity-building activities.

⁵ Women in Energy: Breaking Stereotypes and Inspiring Change, CTCN-teri, Mini Govindan, Rashmi Murali, Dhairya Dholakia, the energy Resource Institute 2019

Key Findings

The large findings of the report have been presented for each stakeholder group against the probe areas explored. The following are the key probe areas and findings for the same.

Health and Social concerns from the community

Within communities, issues of gender violence and threat to the safety and security of women, adolescent girls, elderly and the disabled have been reported in the context of large distance present between the sanitation and bathing facility and the household. Open defecation is still prevalent in the country. Water is still carried over long distance for household consumption by women which results in health issues and promotes a discriminatory gender practice of women shouldering most of household chores which are often heavily labor intensive. Household tap water supply is not yet universally available in the country. There are also areas within communities with lack of support to access to clean water. There is at present limited implementation of institutionalization of menstrual hygiene and management across schools, including absence of gender segregated toilets. This has been reported to influence dropouts and promote high absenteeism among girls. There is at present limited availability of energy efficient self-generating options (SGOs) mechanisms that can address the above issues.

Gender in present programming

The key findings in the theme of gender focused programming primarily include gaps in gender mainstreaming within present legal and institutional practices and policies. The present legal and institutional provisions have limited accountability for upholding gender equal standards. There is a high tolerance of traditionally driven social behavior that condones gender discriminatory practices with regard to women's economic empowerment and areas of social justice. High degrees of domestic violence are prevalent. While there is a National Gender Equality and Women's Development Policy (2016-2020) in place, there are numerous gap areas without adequate strong mechanisms to protect and safeguard women's security.

Gender in organizational structure

There has been improvements and upward mobility of women reaching higher positions in management of organizations such as SW. While this is a positive change, the rising number of women representations across organization structures as found in SW has been slow. Within SW, there has been only two female board members from the total of seven seats in the last two years. There are increasing areas where women may be more easily absorbed and inducted with adequate skill training and capacity building in the community. Based on our findings, women from various communities have expressed interest on being trained in soft skills such as repairs and maintenance of small machines and water systems such that they can take the lead responsibility in ensuring efficiency of machines they use the most from the household.

An important portion of women's economic contribution is unpaid, unrecognized and undervalued, resulting in less attention to technology development and to investment in improving women's work than men's work. Women need renewable energy to address their labor-saving and human energy needs, such as drinking water pumping, food processing and grain grinding, and transport.

Energy for the modern sector: fuel substitution, efficiency and transport

Women need efficient energy in the modern sector, because women still play the key role in household energy use in modern and modernizing societies. As modern lifestyles become more rushed, women need more cooking and energy options to aid their work. Renewable energy and energy efficiency programs need to involve women because women influence their households' direct and indirect energy consumption and educate and shape their children's future energy conservation and consumption habits. Accessibility and transport improvements need to take women's urban transport needs more frequent and shorter trips than men, balancing work and family, with children, safety into account.

1. Introduction

1.1. Social and Gender issues of Solomon Islands

Located in the South Pacific Ocean, east of Papua New Guinea and northeast of Australia, Solomon Islands (SI) is composed of an estimated 1,000 islands of which approximately 350 are inhabited. The country has a total area of 28370 sq. km and more than 80 per cent of the total population lives in rural areas⁶.

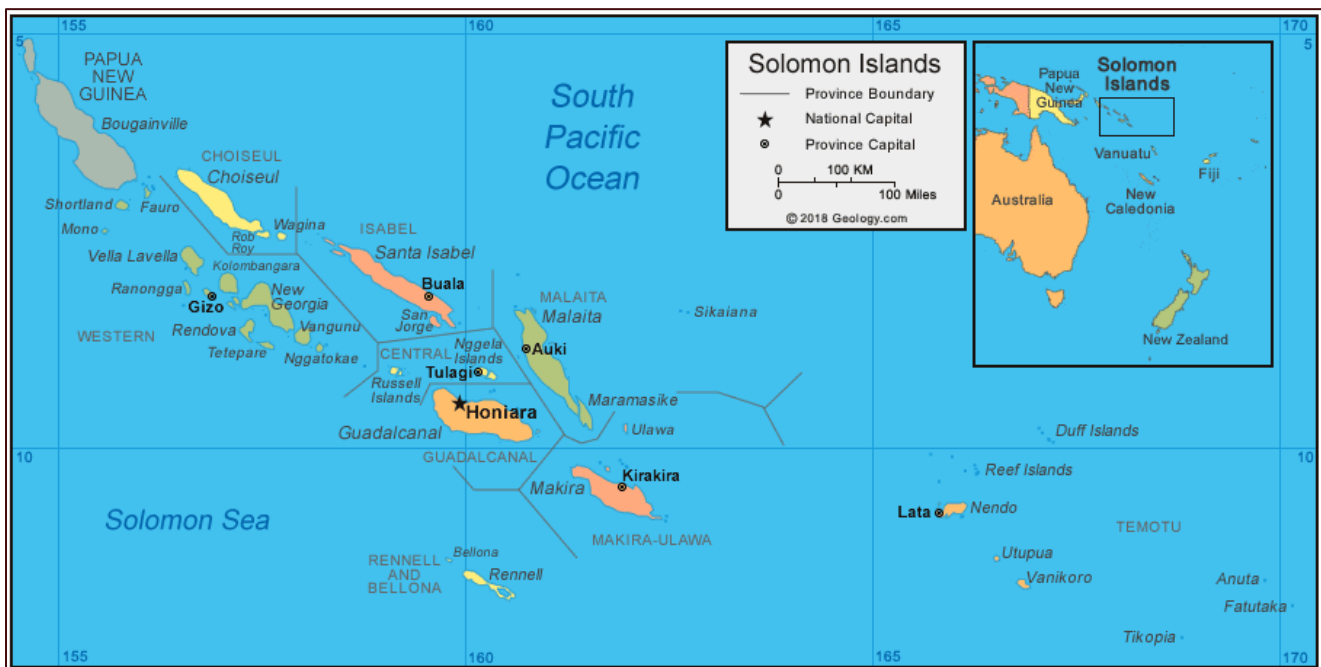


Figure 1 Map - Solomon Islands

Solomon Islands has a natural resource base consisting of agricultural land, fisheries, forests, minerals, and geothermal energy. Over the past decade, economic growth has been relatively high, averaging 4.9% a year during 2007–2013 and largely driven by public sector spending and the resources sector, especially logging. However, sustaining economic growth and public revenues remains a key challenge for the country.



Figure 2 Development challenges - Gender discrimination

Development challenges in Solomon Islands include geographic barriers, complex cultures, fast population growth, land tenure issues, lack of economic development, poor transport infrastructure, inadequate delivery of education and health services, and lingering post- conflict tensions between island groups. Solomon Islands is amongst the least developed countries in the world and is ranked 152 out of 189 in UNDPs human development index⁷. Traditional customs and norms are a major part of life in Solomon Islands, and influence gender relations in Solomon Islands with respect to division of labor, property rights, and decision making. Customary law has constitutional status in Solomon Islands, and customary practices influence formal

⁶ Asian Development Bank (2015). Solomon Islands: *Country Gender Assessment*. Philippines.

⁷ Asian Development Bank (2018). Urban Water Supply and Sanitation Sector Project. Philippines

criminal and civil procedures that most adversely affect, the women⁸.

The government also faces the challenges of high population growth, a large youth population, rural isolation, poor infrastructure and growing uncertainty over sources of growth. A weak education system further undermines the capacity of Solomon Islanders to meet national human resource needs in both the public and private sectors. Traditional customs are a major part of life in Solomon Islands, including customary land tenure by which the majority of land is owned by matrilineal and patrilineal clans.

“The Tensions” is a term used in Solomon Islands to refer the period from late 1998 to 2003 when longstanding ethnic tension linked to interisland migration escalated into armed conflict. People (mainly younger men) on the island of Guadalcanal, where the main township of Honiara is located, resented people from the island of Malaita who moved to Guadalcanal for economic opportunities; this was a key factor that fueled the conflict. Arms were smuggled into the country from Papua New Guinea and there were violent clashes between rival militants. This undermined the government and the delivery of its services⁹

The Tensions also had a serious negative impact on law and order, social stability, and the economy. Men and women from all cultural and ethnic groups suffered during the Tensions, but women faced specific threats both within and outside their homes all around Guadalcanal. As fighting and killings escalated, violence against women also increased including rape, forced marriage, kidnapping, and domestic violence. The “Tension Trials” that were held to address crimes committed during this period did not include prosecutions for violence against women or sexual violence, although a few cases were heard in the regular Honiara-based courts.⁶ Women were excluded from the decision-making processes at the outset of the Tensions, but became important go-betweens in the informal peace negotiations. Despite their widely acknowledged role as peacemakers, women were excluded from formal peace talks.

Regardless of the commitment of the Solomon Island Government (SIG) to promote gender equality, the conditions surrounding women remains difficult.¹⁰ Women generally enjoy a lower social status than men and face inequality and discrimination in most aspects of life, including politics, education or access to economic resources. Gender relation in Solomon Islands is strongly male-dominated perpetuating discrimination against women and girls¹¹. Inequalities in control of decision making, economic resources, access to health care, education, restrict the rights and freedom of girls and women, resulting in unequal benefits for them from the development process.¹²

Solomon Islands’ Human Development Index value for 2018 is 0.557— this indicates that the country is in the **medium human development category**, positioned at **153 out of 189** countries and territories.¹³ The economic growth was estimated at

Solomon Islands Demographics Profile 2019	
Sex ratio	at birth: 1.05 male(s)/female 0-14 years: 1.06 male(s)/female 15-24 years: 1.06 male(s)/female 25-54 years: 1.04 male(s)/female 55-64 years: 1.05 male(s)/female 65 years and over: 0.89 male(s)/female total population: 1.04 male(s)/female (2018 est.)
Mother's mean age at first birth	22.6 years (2015 est.) Note: median age at first birth among women 25-29
Life expectancy at birth	total population: 75.8 years (2018 est.) male: 73.1 years female: 78.6 years
Total fertility rate	3.09 children born/woman (2018 est.)
Literacy	definition: age 15 and over can read and write total population: 84.1% male: 88.9% female: 79.2% (2009 est.)
Drinking water source	improved: urban: 93.2% of population rural: 77.2% of population total: 80.8% of population unimproved: urban: 6.8% of population rural: 22.8% of population total: 19.2% of population (2015 est.)
Sanitation facility access	improved: urban: 81.4% of population (2015 est.) rural: 15% of population (2015 est.) total: 29.8% of population (2015 est.) unimproved: urban: 18.6% of population (2015 est.) rural: 85% of population (2015 est.) total: 70.2% of population (2015 est.)
Source: CIA World Factbook, December 2019	

⁸ Asian Development Bank (2015). Solomon Islands: *Country Gender Assessment*, Philippines.

⁹ Solomon Islands Country Gender Assessment, Asian Development Bank, Ministry of Women, Youth, Children & Family Affairs, published in 2015

¹⁰ Cited from http://open_jicareport.jica.go.jp/pdf/11989274.pdf Accessed on Feb 17th 2020

¹¹ Asian Development Bank (2018). *Urban Water Supply and Sanitation Sector Project*. Philippines

¹³ Cited from http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/SLB.pdf Accessed on Feb 19th 2020

2.9 per cent in 2016. High constraints to growth and private sector investment remain in the islands, including poor infrastructure, under-developed labor skills, high utility costs, land tenure issues, and limited public administration and financial management capacity.¹⁴ Some of the demographic highlights of the Pacific – Solomon Islands in recent times are depicted in the table above.

1.2. Understanding of water and sanitation issues faced by women in rural areas in Solomon Islands

Recent reports suggest that compared with hygiene awareness, communities may prioritize infrastructure such as water tanks or upgrading sanitation facilities¹⁵. Women in the reproductive age group and adolescent girls in urban and rural Solomon Islands face significant challenges in managing menstrual hygiene, which later affects their dignity, and ability to participate in education and employment.¹⁶

Women working in informal employment such as market vendors or those working in farming find it challenging with limited access to toilets as it often results in missing work on those days. Lack of reliable and affordable menstrual hygiene products further exacerbates the situation.¹⁷

The Household Survey (PPTA 2018) revealed sanitation in informal settlements in the capital city of Honiara is poor especially compared with those located in the coastal areas like Lord Howe (3%). 98% of the households surveyed in Honiara agreed that poor sanitation and hygiene may have direct adverse health impacts.¹⁸ Around 13% households reported open defecation. Respondents also stated that they understood the link between poor sanitation and health risk¹⁹. Most mentioned suffering from diarrheal episodes leading to loss of work, absenteeism from school and stomach related problems²⁰. A few recalled the epidemics in 2014 and 2015 when lives were lost.²¹

Women and girls perform most of the unpaid labor associated with WASH in households and communities. This reduces the time they have available for education, economic activities and leisure. The responsibility of WASH management and responsibilities is lopsided with women being the primary worker.²² Figure 3 source: <https://data.unicef.org/country/slb>.

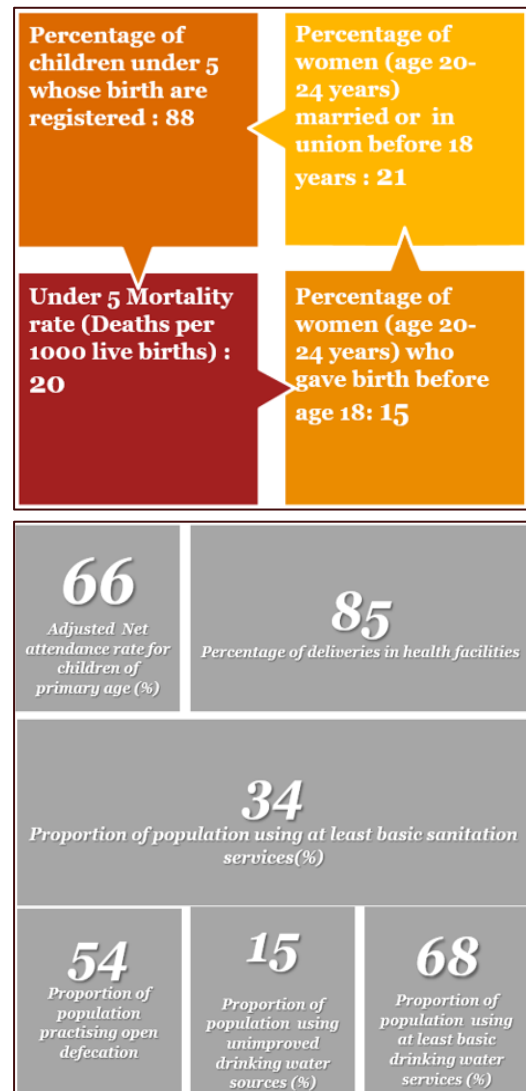


Figure 3 Status of women and children in Solomon Islands

¹⁴ Cited from <https://dfat.gov.au/geo/solomon-islands/Pages/solomon-islands-country-brief.aspx> Accessed on Feb 19th 2020

¹⁵ Asian Development Bank (2018). *Urban Water Supply and Sanitation Sector Project*. Philippines

¹⁶ Natoli L and Huggett C (2016): *The Last Taboo: research on Menstrual Hygiene Management in Solomon Islands*.

¹⁷ Ibid 12

¹⁸ Household Survey Report, PPTA-UWSSSP, Egis, 2018

¹⁹ Ibid 12

²⁰ The health report from WHO/MHMS for 2017 shows 4575 and 595 reported cases of diarrhoea in Honiara and Gizo respectively. And in the week (3rd Sept to 9th Sept 2018) the surveillance report showed 35 and 9 reported diarrhoeal cases for Honiara and Gizo respectively.

²¹ Epidemiological Report on a Large Outbreak of Diarrhoea, Solomon Islands, 2014 and Diarrhoea Outbreak: Surveillance & Epidemiological Report No. 14. March 2016

²² Ibid 5

1.3. Objective and Need for the Project

About the Project

Solomon Islands Water Authority (SW), is a state-owned enterprise and is mandated to operate as the provider of municipal water and wastewater services in Solomon Islands under the SW Act and State-Owned Enterprise Act. SW supplies and manages water only in the four main islands. It provides water services to an estimated population of about 100,000 in Honiara and over 8,000 in the provincial centers.

The expense towards energy consumption were more than **35 per cent** in year 2013-14 for Solomon Water. The total energy consumption of Solomon Water is estimated to be **10 per cent** of total energy consumption of Solomon Islands. This energy consumption is expected to further increase to cater the projected escalation of demand pertaining to the increasing population and to reach out to un-serviced populations. The main source of electricity generation in the island is **fossil fuel** and the increase in fuel cost would directly affect the operation cost and green-house gas footprint of Solomon Water. This would put upward pressure and wrongly influence the expansion plans of services and in addition, low importance is provided to efficiency in selection of equipment related to water services.

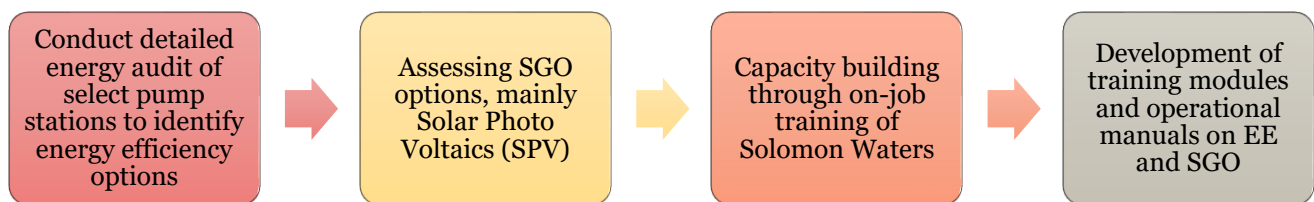


Figure 4 Outline of key objectives of the project

The present project involves technical assistance to be shared with the Solomon Water Island Water Authority. The following report is a part of the overall technical assistance to be given to CTCN to primarily support the planning and implementation of Energy Efficiency (EE) measures and Self-Generation Options (SGO) through exploration of sustainable energy solutions that would help reducing energy consumption and contribute towards national GHG emission reduction targets. The assistance would lead to preparation of detailed feasibility reports covering technical and economic feasibility for EE and SGO options as well as support for selection of equipment and system by preparing tender specifications for procurement of energy efficient equipment/systems and implementation by Solomon Water.

Objectives of the Project

The objective of the technical assistance is to support the planning and implementation of Energy Efficiency (EE) measures and Self-Generation Options (SGO) through renewable energy to reduce the reliance of Solomon Water on fossil fuel for energy requirements.

One of the foremost action points of United Nations Industrial Development Organization (UNIDO) is to facilitate in adoption of clean, renewable energy from the existent trend of dominant usage of fossil fuel-based initiatives. The Climate Technology Center and Network (CTCN) promotes the accelerated transfer of environmentally sound technologies for low carbon and climate resilient development. The key areas of strength of CTCN is provision of technology solutions, capacity building and advise on policy, legal and regulatory frameworks tailored to the need of required countries. About **95 per cent** of total installed capacity of electricity generation in Solomon Islands is based on fossil fuels, and the balance **5 per cent** is through renewable energy sources. The electricity tariff of Solomon Islands is alone one of the highest in the Pacific. The present assessment is intended to highlight the status of gender co-benefits of the overall project on Solomon Water & Energy Efficiency and Self-Generation Plan.

Focus of the Gender Co-Benefit Report and alignment with the Project

The overall key commitment of UNIDO and CTCN is in a clear alignment with the purpose of the project.

The broad focus of the present report is the identification of the status of the gender co-benefits as part of the overall stakeholders involved with the project. The results of the report will support efforts to strengthen and reinforce a strong gender focused approach leading for a push to adoption of clean energy driven sanitation and water supply provision to Solomon Islands. The gender co-benefit report is part of the technical assistance supporting a drive towards energy efficiency measures for increasing adoption to renewable energy-based consumption.

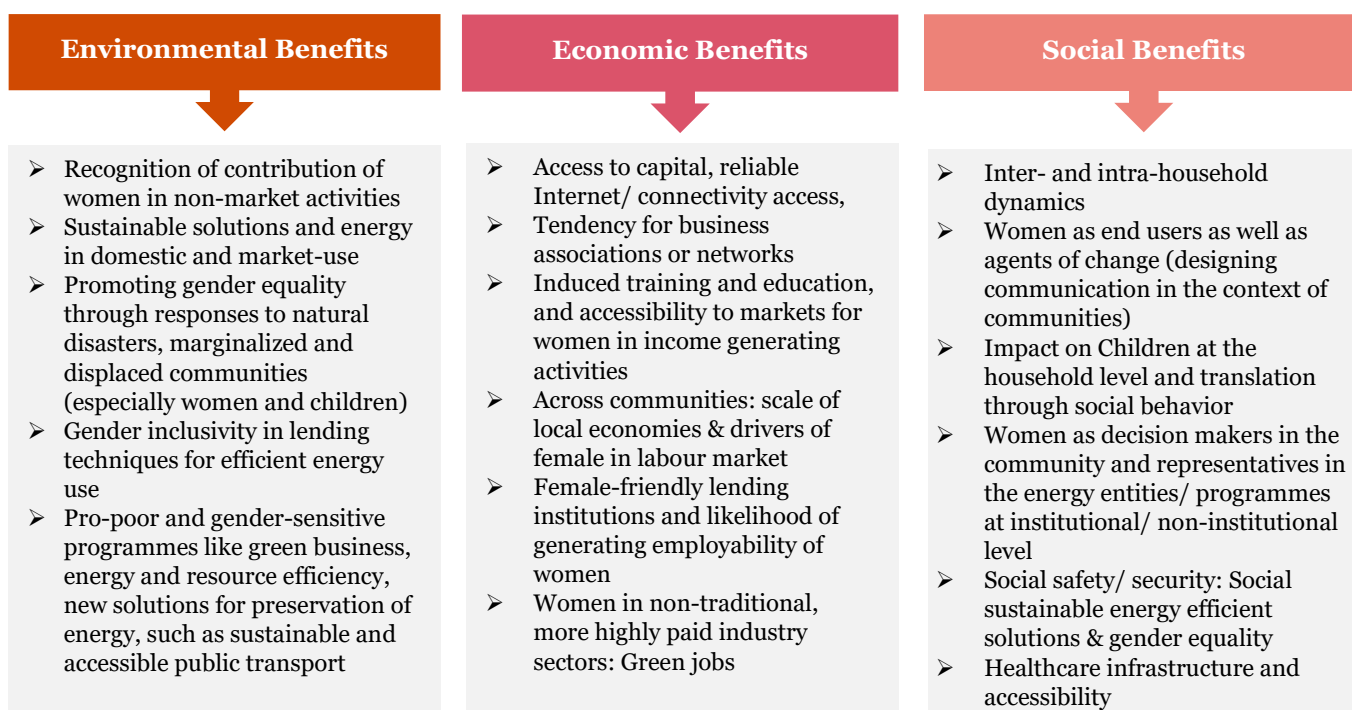


Figure 5 List of Expected Gender Focused Environmental-Economic and Social Benefits

The benefits of energy to economic growth and human development are undeniable and it is a critical enabler for reducing inequities between men and women and boys and girls. Sustainable Development Goals 5 and 7, respectively, aim to achieve gender equality and universal energy access. However, SDG 7 cannot be achieved in isolation as gender equality and the empowerment of women have significant positive impacts on sustained economic growth and there is a vital connection between energy access and gender equality. Hence, the international development community and many governments are focusing greater attention on the gender–energy nexus to fill important knowledge gaps on how the two goals might complement and supplement each other. Introducing the Gender Mainstreaming Framework in energy value chain, as referenced from “Women in Energy”, with focus on gender mainstreaming practices in the energy sector— specifically in off-grid, grid connected, and clean cooking segments. The framework below captures some broad ideas and actions for practical interventions, replicable processes and aspects of gendered implications across the EE and SGO lifecycle, intervened technical assistance under the Solomon Water for Energy Efficiency and Self-Generation Plan.

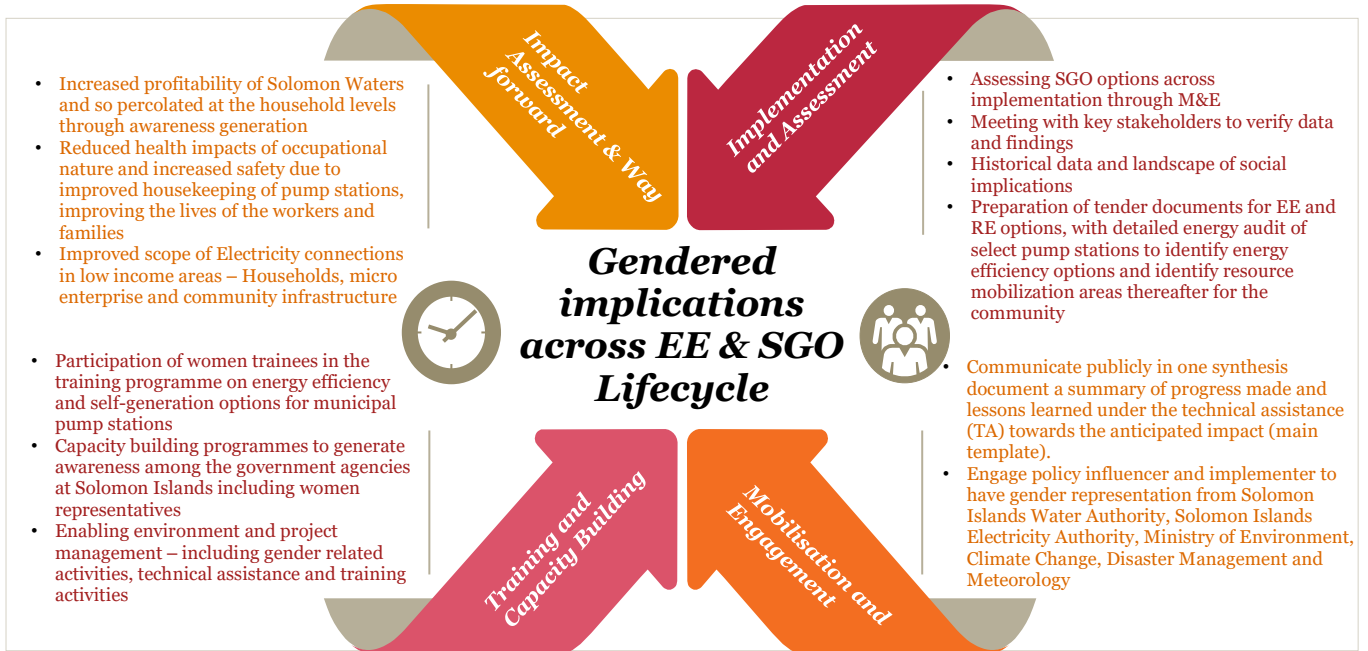


Figure 6 Gender Mainstreaming Framework in Solomon Water for Energy Efficiency and Self-Generation Plan

2. Methodology of the Assessment

2.1. Methodological Overview

The assessment has been conducted using a qualitative research methodology with a questionnaire as the primary tool in investigating response of three specific category of stakeholders. The key probe areas underlined in this report include the following.

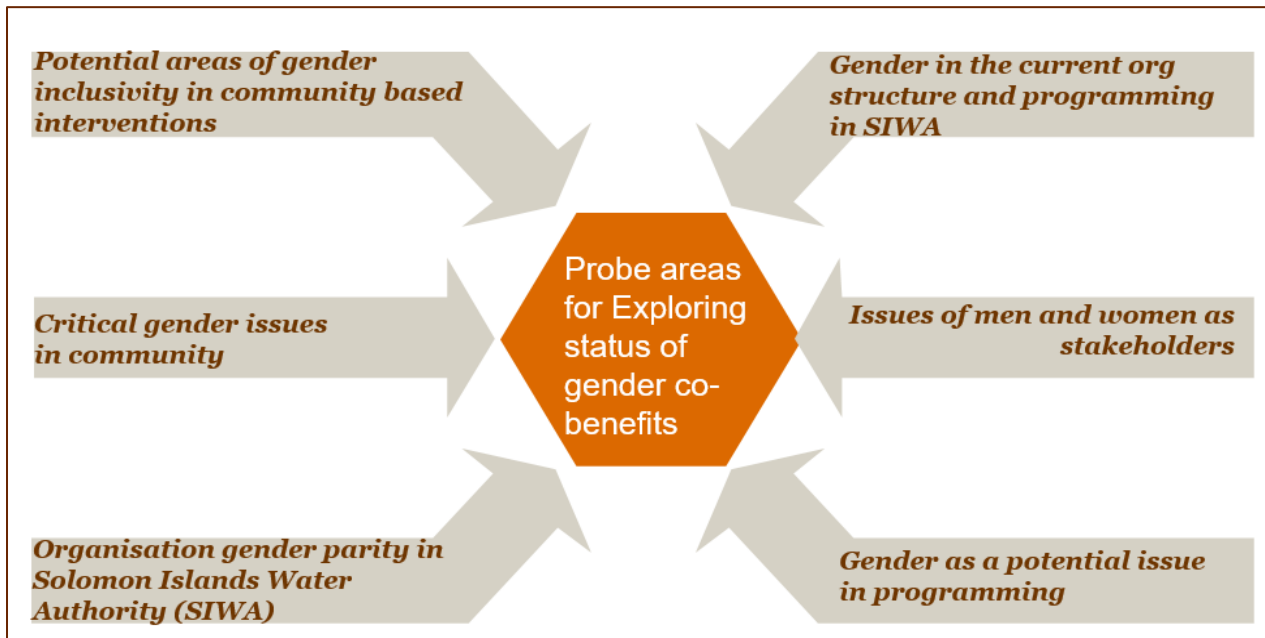


Figure 7 Probe Areas – Status of Gender Co-benefits

The tool included for the study is a blend of both open ended and close ended questions. It helps to receive a better understanding of the subthemes investigated under the above highlighted areas of study, that is, environmental, social and economic benefits of the women section in the geographical reach. The selection of the stakeholders, as a result, was made using a purposive sample.

And among the map of present stakeholders, this report has included and investigated those from the Senior Management Team and teams at regional offices of Solomon Islands Water Authority (SIWA). The study has included select partners form Community representatives /women’s groups and NGOs also in order to make a comprehensive analysis of the status of Gender co-benefits.

Senior Management Team
from Solomon Islands Water
Authority (SIWA)

Team Members from
Regional Offices of SIWA

Community representatives
/women’s groups and NGOs

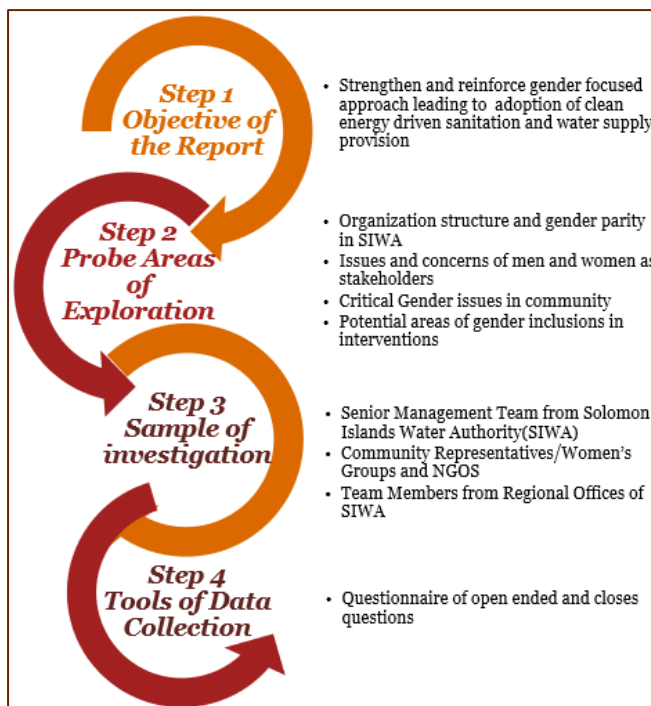
Figure 8 Stakeholders
under the study

2.2. Methodological framework

The idea to present the status of the Gender Co-benefits of this assessment is to help present findings and consolidated list of recommendations that will strengthen a rich gender inclusive approach to further built of the present situational context. A consultation driven approach was undertaken to formulate the discussions with the respondents and a questionnaire was selected as a tool to enable an objective understanding of the local context.

2.3. Data collection methods tools

The questionnaires used for the data collection phase has been included as part of the annexures of the present document. Three variations of questionnaires have been used for three categories of stakeholders used as sample for the present report. The analytical approach used for the responses received via stakeholder consultations included categorizing the overall summary of responses collated against each probe area.



2.4. Limitation of the Assessment

The present assessment underlying the status of Gender Co-benefits in Solomon Islands has been undertaken with certain limitations as shared below.

- The assessment has incorporated convenience and purposive sampling. The sample population used as a result is a limited representation from the potential groups of stakeholders that may be included for the same. The results of this report may be indicative of the present gender focused situational issues and concerns as found from a limited sample population.
- Questionnaires have been used to generate quick responses against the probe areas explored and no further tool has been used in the assessment.
- The findings and analysis are based on the interviews undertaken with the sample stakeholders within a defined time period (January 2020). The stakeholders included both internal members of SW regional offices and senior management teams and external stakeholders such as Community Based Representatives and NGOs such as Live and Learn, SUEZ, National Council of Women, etc.

3. Key Findings and Results of the Assessment

The key findings from the assessment are presented drawing from the core probe areas identified for each category of the sample included. Select areas of exploration are community based critical gender issues, potential areas of gender inclusion in programming and interventions, organization gender parity and issues of men and women as stakeholders. The findings from each probe areas have been presented separately below as per each stakeholder group. The status of gender-co-benefits is assessed to integrate a gender-focused approach in the implementation of a technical intervention for adoption of energy efficiency interventions and renewable energy options. The need to assess the present issues and gender concerns both from the community and other stakeholders is critical to formulate an adequate representation of gender inclusive design.

3.1. Responses from Community Representatives/Women's Groups and NGOs

3.1.1. Findings on critical gender issues in the community

The **social profile** of communities at large in Solomon Islands are primarily patriarchal with less participation of women in household decision making as well as contribution in family earnings. Women contribute heavily as primary caregivers in the family and yet they have been reported to have the least participation in discussions, consultations on decision making concerning the local community. Across urban regions, there is a rise in overall participation of women across community-based decision-making processes with a consequent increase in women pursuing paid work. While across rural counterparts, women are still left excluded of most community led participation for active decision making.

Recent World Bank studies indicate that governance systems in Solomon Islands are weak at all levels and exhibit bias against women.²³ Efforts to improve women's representation in decision making are progressing much more slowly as they are dependent on significant social change and improvement of the organizational culture of political parties and government. While An evidence to support this observation may be the incomplete status of government implementation of equity measures to redress persistent historical patterns of discrimination²⁴.

A. Education and adoption of gender inclusive infrastructure

- i. The present status of women reveals a limited achievement towards advancement of women's empowerment in the Solomon Islands. Education is not compulsory in Solomon Islands, but primary enrollment has improved greatly with the introduction of the Fee-Free Education Policy in 2009²⁵. Starting with education, there is a lesser number of girls as compared to boys pursuing higher education after 10th standard. The primary reason is low willingness to financially support the girl child for a higher education.
- ii. Another reason why lesser number of girls pursue high school education is the limited availability of separate toilets for girls, lack of provision of safe menstruation hygiene facilities. When schools do not have separate male and female toilets, menstruating girls tend to stay home for several days each month. This directly impacts their ability to learn, successfully pass exams, and progress. Shortage and

²³ M. Allen, S. Dinnen, D. Evans, and R. Monson. 2013. *Justice Delivered Locally: Systems, Challenges, and Innovations in Solomon Islands*. Justice for the Poor research report. Washington, DC: World Bank Group.

²⁴ Asian Development Bank (2015). Solomon Islands: Country Gender Assessment. Philippines.

²⁵ Asian Development Bank (2015). Solomon Islands: Country Gender Assessment. Philippines.

overcrowding of dormitory facilities limit the number of students for junior and senior secondary boarding schools, which tends to impact girls more than boys²⁶.

B. Health care

- i. In terms of health care, there is a high incidence of maternal mortality ratio, prevalence of low maternal health indicators. Limited encouragement is shared to promote women leaders and motivate representation of women at community platforms and public forums. Dominant patriarchal led social systems and cultural barriers enforce limited mobility of women to pursue leadership roles. This may be observed in the general absence of women across community ward meetings and at local levels of governance.
- ii. Maternal health data indicate that **95 per cent** of women received at least one antenatal care visit, while two-thirds of women (**65 per cent**) made four or more visits, the minimum recommended during pregnancy. Most women received care from nurses and midwives (**72 per cent**) and about **21 per cent** received care from nurse aides; only **2 per cent** received care from a doctor. The gap areas requiring increased attention include improvement in quality of care, including education about signs of complications for first-time mothers and older mothers.

C. Women and livelihood

- i. Across rural areas, limited economic empowerment has been observed with a smaller number of women engaged in paid work activities in addition to the care work at home. Women are engaged in livelihood activities which are predominantly unpaid work opportunities. This is especially true family for family-based livelihoods. In comparison, across urban areas, there is relatively a higher fraction of women pursuing paid work.

D. Right to own and control productive assets

- i. Women in Solomon Islands have access to rights to own and control productive assets, as per the National Gender Equality and Development Policy 2016-2020²⁷ yet it is mostly men within a patriarchal family system who have the ownership to land and inheritance drawn estates. In matrilineal societies, women are the first preferred heirs and own property. Yet even amongst matrilineal societies, men today tend to have the last say and women remain as signatory heads of control.
- ii. Access to land, including land title ownership, is an issue for Solomon Islands women with about **73 per cent** of Solomon Islands land title is held by men, with only **2 per cent** of land in the hands of women²⁸. Additionally, tenancies can be insecure and difficult for women to obtain. Although five of the nine Solomon Islands provinces traditionally engaged in matrilineal property inheritance, women's traditional property rights are increasingly ignored or marginalized as they come into conflict with the demands of large-scale logging and extractive industries.

E. Threat to women's safety and security

There is a high rate of risk for women's safety across both communities and other public areas. There are limited provisions implemented to ensure women's safety for women across public areas across communities. Long distances between home and health care clinics, schools and between home and toilets and bathing spaces are potential risks for incidence of violence. Domestic Violence as a result of inequal gender discriminatory practices are another area of threat to women's safety.

77 per cent of men (aged 15-49 years), and **57 per cent women** (aged 15-49 years) consider a husband to be justified in hitting or beating his wife for any specified reason.²⁹

²⁶ Ibid 21

²⁷ Cited from https://www.pacificclimatechange.net/sites/default/files/documents/national_gender_equality_and_womens_development_policy_2016-2020.pdf Accessed on Feb 19th 2020

²⁸ Cited from <https://asiapacific.unwomen.org/en/countries/fiji/co/solomon-islands> Accessed on Feb 19th 2020

²⁹ Cited from <https://data.unicef.org/country/slb/> Accessed on Feb 19th, 2020

F. Prevalence of gender balance in collecting, and managing the household water supply

Women conduct the primary responsibility of collecting and management of household water supply, sanitation. Men play limited role in the daily physical labor roles as care givers and perform the task of repair and maintenance of tools and machines present in the household.

G. Barriers to women's access to drinking water and waste facilities

The key barrier to access to clean drinking water and availability to wastewater facilities is the missing affordability to use clean water supply and safe sanitation technology. Women are the most informed about the household need and utility of water supply. Men are the primary earning members of the family and control the decision making regarding financial spending and household expenditures. The resulting conflict arising from the split between availability of updated knowledge on requirement and financial autonomy influenced control of decision making.

H. Risk of environment hazard or health hazard among households

There are numerous potentials of environment related hazards existing with respect to the nature of water supply built in the household. These may include, water supply being close to river, long distance between tap stand to water users especially community members who have 1or 2 tap stand used by all. The following are **popular risks of health hazards**: increasing presence of germs from human and animal Sitti; oil spill from logging activities around the catchment area. **Hazards causing reduced water availability**: Deforestation of logging activities and gardening; Dry season or hot sun for more than 1 month; Land slides

3.1.2. Potential areas of gender inclusivity

Solomon Islands has an ongoing agenda of gender mainstreaming owing to the National Gender Equality and Women's Development Policy 2016-2020. The following are a few potential areas where gender mainstreaming could be further integrated.

A. Potential to strengthen inclusive approach in SW

Low involvement and representation of both women and young girls, especially individuals with impairment in the SW facilities has been reported.

The results of the Solomon Islands Family Health and Safety Study highlighted that women and children are frequently '**punished**' with violence if they challenge men's power or do not meet men's expectations about how they should behave³⁰. Civil society advocates for gender equality have identified that violence and fear of violence undermine women's confidence to challenge power relationships and prevent them from participating in decision making—from the household level to party politics.³¹ Women's low participation across both public platforms and decision making is influenced from the existing patriarchal socio-cultural behavior followed.

B. Potential roles women can take up

Increase involvement of women in managerial positions within the organization to ensure strategic representation of gender parity. At the community level, women should be promoted in leadership positions for the management of household water requirement.

C. Barriers for women taking up economical/commercial activity with SW

³⁰ Secretariat of the Pacific Community. 2009. *Solomon Islands Health and Safety Study*. Noumea.

³¹ Asian Development Bank (2015). *Solomon Islands: Country Gender Assessment*. Philippines.

There is an expected cultural barrier impeding women performing paid employment positions outside the household. This may be expected even when the earning is intended to support family costs and expenditures.

D. Potential benefits in women's and children's lives with the introduction to environment friendly technology

The key benefit is the increased accessibility of using clean water in households among the economically challenged households. With availability of affordable household water supply and aligned changes such as provision of toilets and menstrual hygiene management in schools, girls may also be motivated to pursue higher education leading to a lower drop-out rates among female students.

E. Suggestions to facilitate women's participation in economic and non-economic activities of SW

The popular suggestions shared in this regard include higher involvement of women groups, children and young adolescents in the community level development and activities undertaken for improved water supply and sanitation. Representation of these stakeholders would lead to a more diverse understanding of community requirements and enable a more inclusive planning. Under economic activities, women and young girls should be further motivated and given capacity building trainings to take up skill-based jobs and achieve strategic level ranks in the organization.

As a soft skill, women and mothers in the community should be given adequate training to perform the daily requirements of small-scale repair and maintenance work involved in the household tap based water supply.

3.2. Barriers towards Gender Inclusion

3.2.1. Access to income generating activities amongst men and women

A. Women were reported to be most available fulfilling support functions and performing administrative duties across the finance team, and positions catering to the general administration of SW like roles of cashiers, plumbers and in human resources.

B. Women specific roles offered at SW include, communications and co-ordination support, water quality team leader, meter reading team leader, to name a few.

C. Discussions on issues related to women and their work and contribution to SW has led to the culmination of implementation of the Waka Mere Commitment to Action, gender-based trainings conducted on maintaining respectful workplace, and on domestic violence.

D. Gender based issues are discussed and considered in both planning and review processes to ensure adequate representation in recruitment and decision making. Overall, team representatives interviewed from SW shared that gender equality is regarded as a relevant issue to ensure sustainable impact of services provided.

Key Stakeholders

- ✓ National Administration Depts and Ministries- (Role: Funding, Compliance and Regulations)
- Ministry of Mines and Energy
- Ministry of Finances and Treasury
- Ministry of Environment
- Ministry of Lands
- ✓ Aid Donors (Role: Funding Assistance) (E.g., World Bank)
- ✓ NGOs and community-based implementation organisations (E.g. Live and Learn Org.)

3.2.2. Differences in access to services and facilities between men and women

- A. An average characterization of the social profiles of the communities largely engaged with include low literacy level, present lack of support in terms of access to clean water when water availability is limited, prevalence of women facing threats to domestic violence and limited awareness regarding health, safety and well-being of women.
- B. Specific issues related to access and use in existent sanitation provisions include large number of target group do not have access to proper sanitation facilities. There are a high number of squatter settlements. The presence of owning a functional toilet and sanitation technology remains limited with high earning families while most of the households with low economic resources remain dependent on other means for sanitation.
- C. Women safety and issues of accessibility has emerged as one of the highest concerns reported with respect to single/widowed/abandoned/disabled women. As a result of traditional water supply generation, many women and children have been exposed to unhygienic environment and health related sickness. There are limited number of proper toilets constructed.

Gender Segregated data on suppliers and user records is not collected in SW.

3.3. Programme Recipients

3.3.1. Findings on Gender in the current system

- A. While at present there are no women representation at senior management positions, yet previously there were two CFO positions who were women along with numerous HRM women personnel. No particular emphasis with an affirmative action-based approach has been placed to adequately represent women and in placing resources at high management positions.
- B. While there are no departments where there is a high majority of women, yet the **finance department** may be cited here as an illustration where women employees are relatively more dominant across all functional areas.
- C. Implementation of the Waka Mere Program, initiatives on domestic violence awareness building, urban WASH programming are a few examples of undertaken efforts where gender focused inclusive planning and awareness on promoting gender equal values have been undertaken.

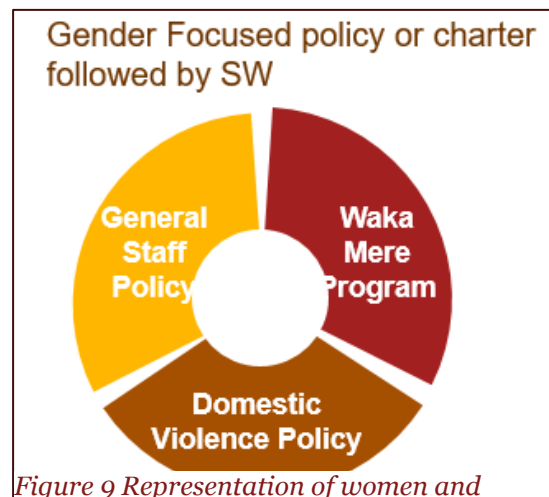
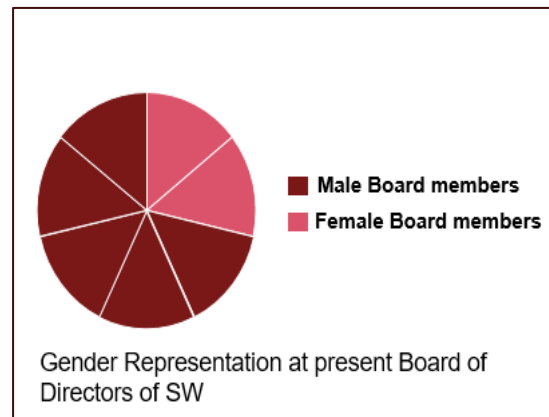


Figure 9 Representation of women and current policies

3.3.2. Men and Women as key beneficiaries

- A. The service provided by SW benefit women and men in the community with improved water and health, resulting in better health outcomes and lowering of prevalent sicknesses. As women are primarily the dominant caregivers in the family and complete the

most tasks in completing all domestic support in the household, increased availability of running water and safe sanitation is a major boon helping women receive more time to pursue paid work ventures, if required.

- B. While SW provide household water supply at a low tariff rate, yet there are still numerous community-based households who remain excluded as beneficiaries as a result of inability to meet the present costs. The cost of water supply provided by SW is still beyond the affordable means of many families. The present missing government subsidy may be attributed as a cause fueling the gap in ensuring accessibility of the most impoverished households.
- C. Specific incentivization or schemes has been enforced to promote more women users. In partnership with World Vision, across some areas, women are supported to form savings clubs to assist their water billing
- D. There is a whistle blower policy in place at SW to facilitate grievance redressal procedures for users. There are no specific initiatives for women to foster discussion, reflection and feedback.

3.4. Gender: a potential programming issue

- The introduction of energy efficient technology and models is expected to influence greater availability of 24 hours clean water supply to all communities, closing the gap of clean water supply to many households. As a result of this impact, women will be better enabled to enter in income generating activities. Livelihood and health of women and children are also expected to improve as a result of increased supply of clean water supply from new technology led innovations.
- Special efforts and schemes encouraging more women users has been less used in the design and implementation of the scheme. Independent consultations with women led to women better expressing their concerns which in turn if utilized may result into better planning for women inclusive designs and practice.
- All interviewees agreed on gender equality being a relevant issue for SW for future sustainability and growth for the organization. Gender inclusive planning is useful for a balanced perspective to support both growth and sustainability of dedicated efforts for innovative and clean energy driven water supply for communities.
- SW is an active participant across both national and international programmes, training and governance initiatives. There are women focused efforts included such as training and capacity building for women to promote increased women users.
- The present target for SW is to include at least 3-4 women board members in a board of total 7 members. There is an effort to undertake the board effectiveness programme which may benefit women to help represent their concerns and issues through a survey.
- Gender Equality was regarded as an important policy for the interviewees for future efforts in building sustainability of work to be done.
- The energy efficient technology and models is expected to reduce costs of SW enabled household water supply which will result to increased affordability of water over time.

4. Recommendations and Way Forward

The recommendations have been formulated based on the following two categories, highlighted recommendations for an efficient way forward,

- I. Enable an overall strengthening of gender integration and drive gender mainstreaming within SW and deliver the same externally, considering the country perspective and add value to the nature of ongoing and future initiatives.
- II. Support the achievements of the strategic recommendations and will directly control the present institutional and programmatic bottlenecks observed and faced by the SW.

The recommendations shared has been in alignment with the key thematic findings presented in the sections of report and the findings with measures identified in feasibility report of the study earlier. They are aligned with and seek to leverage areas of strengths of the SW to holistically integrate gender in the next country programme cycle. The present report on Gender Co-benefits emphasized on the need of to review the present integration of gender and moving forward strengthening the organization approach towards a more gender inclusive lens adopted across SW.

- **Key finding:** *Poor access to sanitation aligned with low performing Health and Education indicators among women and girls.*

Recommendation: Link sanitation with health and education to support improved gender inclusive infrastructure and support. SW as a provider of access to a safe sanitation facility for communities should work in alignment with organizations (govt and non govt organizations) working on public health and school education to form a nexus for action on sanitation led improved health and education performance in schools. Access to affordable and safe sanitation facility will aide in improving health of household members and provision of the same along with availability of menstrual hygiene management practice will motivate more girls in coming to schools leading to lower drop -out rate of female students in higher standards.

- **Key finding:** *Low representation of women and individuals with impairment across organization positions and community implementation drives in SW*

Recommendation: Promote women leaders in community-based implementation efforts and include individuals with physical impairments in the planning and design of community led efforts for sanitation and water supply. Consequently, increase representation of women across strategic positions in SW to increase visibility and enforce more opportunity to promote gender inclusive approach. Promote greater inclusion and representation of diverse groups of individuals, it is necessary to undertake and promote involvement of mothers as water maidens and impart training and capacity building to enable women performing small operations and maintenance work on SW facilities.

- **Key finding:** *There is at present limited provision for a gender specific grievance addressal mechanism adopted in SW*

Recommendation: Adoption of an innovative and efficient gender focused grievance addressal mechanism to cater to all kinds of concerns both organizational and well as programmatic implementation focused activities. This mechanism has to be innovative such that it is available for use to maximum reach of respondents irrespective of technology and economical gaps. The follow up mechanism has to be efficient to ensure greater goodwill and acceptance.

- **Key finding:** *Threats to violence and specifically domestic violence has been high in communities despite a policy against this violence in place.*

Recommendation: Prioritize role as a facilitator and stakeholder in pushing forth stringent policy focus to advocate for gender equal rights against violence against women.

The key recommendations for the overall next cycle of programmes and future initiatives are as follows. Alternatively, Solomon Water can combine the above recommendations of on gender inclusivity and co-benefits and thereby develop a suggestive programming which could be submitted to either ADB or World Bank to seek funds for implementation besides the international development agencies to run an all-inclusive growth across gender.

Given the global emphasis on energy access, many of these programs are likely to be rolled out soon, with millions of dollars in funding being committed. This represents a rare opportunity to intentionally shape programming so that it is not only electrifying communities, but empowering women within those communities to be more efficient in their household duties, make further gains in education, enter the workforce, and start businesses. Not only will this provide opportunities for those often disenfranchised, but it will also help accelerate economic growth in initiatives through Solomon Waters and lay the foundation for an emerging community hailing from the islands. If done thoughtfully, spurring access to energy could spur a wide fragment of labor force to be more productive and more engaged. A gender lens approach to energy programs can be beneficial all the way around—for women, for local communities, and for emerging conditions of Solomon Islands.

Recommendation 1: Increase representation of women employees among high management positions

- It is recommended that visibility of women employees is increased among high rank strategic positions in the SW. This improved visibility is critical to enable better gender representation and further motivation for young girls to pursue education to achieve economic empowerment.

Recommendation 2: Enable holistic and safe sanitation and household water supply designs that minimize risk to threats to violence faced by women and more vulnerable populations

- Findings suggest that often due to large distance between the household and the source of water supply- location of the toilet facility- bathing space, women, young adolescent girls, elderly, individuals with physical impairment are often at a high risk of facing sexual violence. Better designs need to be incorporated that are aligned with the local social and cultural context of communities.

Recommendation 3: Develop intervention mechanisms that are affordable to the large bulk of the proposed user base.

- Innovative technology led clean water supply and sanitation facility to be provided need to be strongly catered to the economic base of the intended users. Affordability of designs and willingness to adopt implementation of the same need to be addressed across planning phases.

Recommendation 4: Strengthen the role of women in the community as key manager of water issues in the household.

- For all community driven interventions undertaken by SW, the role of women as primary caregiver of the household and the key member collecting and ensuring water availability in the house need to be further strengthened. Training workshops need to be imparted to lend soft skill training on essential repair and maintenance work that may foster a more independent role of the woman as the primary care giver and provide some added value to the responsibilities performed.

Recommendation 5: Set up enabling conditions for women's economic participation

- Women's challenges, such as fewer assets and the need to still fulfill household duties such as caring for children, must be considered. In order to capture the entrepreneurial gains, donors and host governments should incorporate one or two carefully selected factors into program design so that beneficiaries are presented with a multifaceted package. They may want to consider pilot programs in communities that already demonstrate some of these factors—for example, communities that offer strong women's networks and female-friendly lending institutions to increase the likelihood of early pilot successes.

Recommendation 6: Utilize quantitatively rigorous monitoring and evaluation exercise to capture causality and impact on women

- The support to the planning and implementation of Energy Efficiency (EE) measures and Self-Generation Options (SGO) through renewable energy to reduce the reliance of Solomon Water on fossil fuel for energy requirements. The programme would thus require use of gender-differentiated indicators to measure the impact. Although there has been a significant investment in rural electrification, gender-disaggregated results are rarely captured, which impedes the ability to understand effective design factors and degree of impact by gender. Utilizing a targeted M&E framework of key performance indicators not only allows gender-differentiated linkages to be drawn, but also creates space for modifications to be made over time. Rigorous, regular, and objective measurement holds donors, governments, and implementing organizations alike accountable for their outcomes. Likewise, this accountability provides motivation to review and refine implementation strategies that are not working.

Women are more and more adopting nontraditional work roles in the energy sector, due to the rising number of female-headed households globally, and to the increasing access by women to science and technology education. A lesson for renewable energy projects is that male roles are not fixed but are increasingly being undertaken by women household heads, as well as by other women. Hence, nontraditional roles for women could also be considered in renewable energy projects. The increasing numbers of professional women in the energy sector can be a source of support and role models in efforts to increase the role of women in renewable energy.

In context to the way forward to the EE & SGO lifecycle, the TA proposed the recommends the areas where linkages can be drawn to observe the impacts generated in the gendered space. The below result areas are drawn from the indicating factors of the Solomon Waters broad interventions

Recommended Actions	Indicators	Result Areas
Link sanitation with health and education to support improved gender inclusive infrastructure and support	<ul style="list-style-type: none"> • Reduced health impacts of occupational nature • Increased safety due to improved housekeeping of pump stations, improving the lives of the workers and families 	<ul style="list-style-type: none"> • Social safety/ security: Social sustainable energy efficient solutions & gender equality • Healthcare infrastructure and accessibility
Promote women leaders in community-based implementation efforts and include individuals with physical impairments in the planning and design of community led efforts for sanitation and water supply	<ul style="list-style-type: none"> • Capacity building programmes generating awareness among the government agencies at Solomon Islands including grassroots to high level representation of women and wider sections • Representation of women and other under-represented groups with actions identified under the EE & SGO implementation cycle • Preparation of tender documents for EE and RE options, with detailed energy audit of select pump stations to identify energy efficiency options and identify resource mobilization areas thereafter for the community 	<ul style="list-style-type: none"> • Women as decision makers in the community and representatives in the energy entities/ programmes at institutional/ non-institutional level • Improved and unified Inter- and intra-household dynamics • Pro-poor and gender-sensitive programmes like green business, energy and resource efficiency, new solutions for preservation of energy, such as sustainable and accessible public transport
Prioritize role as a facilitator and stakeholder in pushing forth stringent policy focus to advocate for gender equal rights against violence against women.	<ul style="list-style-type: none"> • Engage policy influencer and implementer to have gender representation from Solomon Islands Water Authority, Solomon Islands Electricity Authority, Ministry of Environment, Climate Change, Disaster Management and Meteorology • Assessing SGO options across implementation through M&E 	<ul style="list-style-type: none"> • Access to capital, reliable Internet/ connectivity access • Tendency for business associations or networks
Increase representation of women employees among high management positions	<ul style="list-style-type: none"> • Enabling environment and project management – including gender related activities, technical assistance and training activities • Participation of women trainees in the training programme on energy efficiency and self-generation options for municipal pump stations 	<ul style="list-style-type: none"> • Tendency for business associations or networks • Across communities: scale of local economies & drivers of female in labour market • Female-friendly lending institutions and likelihood of generating employability of women
Enable holistic and safe sanitation and household water supply designs that minimize risk to	<ul style="list-style-type: none"> • Meeting with key stakeholders to verify data and findings 	<ul style="list-style-type: none"> • Recognition of contribution of women in non-market activities

threats to violence faced by women and more vulnerable populations	<ul style="list-style-type: none"> • Historical data and landscape of social implications 	<ul style="list-style-type: none"> • Impact on Children at the household level and translation through social behavior
Develop intervention mechanisms that are affordable to the large bulk of the proposed user base	<ul style="list-style-type: none"> • Participation of women trainees in the training programme on energy efficiency and self-generation options for municipal pump stations • Captured historical data and landscape of social implications 	<ul style="list-style-type: none"> • Induced training and education, and accessibility to markets for women in income generating activities
Strengthen the role of women in the community as key manager of water issues in the household	<ul style="list-style-type: none"> • Improved scope of Electricity connections in low income areas – Households, micro enterprise and community infrastructure 	<ul style="list-style-type: none"> • Sustainable solutions and energy in domestic and market-use • Women as end users as well as agents of change (designing communication in the context of communities)
Set up enabling conditions for women’s economic participation	<ul style="list-style-type: none"> • Communicate publicly in one synthesis document a summary of progress made and lessons learned under the technical assistance (TA) towards the anticipated impact (main template). 	<ul style="list-style-type: none"> • Women in non-traditional, more highly paid industry sectors: Green jobs
Utilize quantitatively rigorous monitoring and evaluation exercise to capture causality and impact on women	<ul style="list-style-type: none"> • Introduction of innovative and efficient gender focused grievance addressal mechanism to cater to all kinds of concerns both organizational and well as programmatic implementation focused activities • Assessing SGO options across implementation through M&E • Captured historical data and landscape of social implications in Solomon Islands 	<ul style="list-style-type: none"> • Gender inclusivity in lending techniques for efficient energy use • Promoting gender equality through responses to natural disasters, marginalized and displaced communities (especially women and children)

Evidence show that supporting women’s own innovation abilities could be a rich source of improving renewable energy technologies, while at the same time increasing women’s own capacities and confidence

Given the opportunity, women have in several cases demonstrated their interest by taking active roles in renewable energy projects that produce real benefits for them: that improve their quality of life, reduce their workload, or provide them with opportunities to increase their income. Women are already playing diverse roles in some renewable energy activities:

- As **energy consumers and beneficiaries**, women have contributed to design of household energy technologies and projects. Improved stoves programs have been more effective and produced more benefits when they have obtained women's input to product design and have targeted marketing and credit to women and men as appropriate. Some solar cooker projects are already making use of similar approaches.

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- As **microentrepreneurs**, women have used renewable energy to increase profits and efficiency in their informal sector enterprises and have proven themselves capable of operating and constructing renewable energy technologies on their own, when provided with the appropriate training and support. Women may be effective renewable energy entrepreneurs, due to their experience as users of energy in households and their own enterprises; in some countries women are already marketing solar home systems successfully
 - As **extension workers and caretakers**, women have been effective in operation and maintenance roles of biogas, hydroelectric and solar installations. Though some costs may be higher, due to women's need for training and their restricted mobility, others are lower, due to less staff turnover and greater reliability.
 - As **leaders, networkers and lobbyists**, women have successfully influenced energy policy decisions at the local, national and international levels. Women do not necessarily have to build, operate or maintain renewable energy installations alone. More important is that women have a role in determining the use and benefits of the project and in managing these arrangements, and that they receive and control benefits.

5. Annexures

Solomon Water (SW)- Energy Efficiency and Self-Generation Plan

5.1. Questionnaire for the Senior Management Team

The tool is prepared to support the process of data collection from a senior management team member/s at the national office to understand the issues related to gender inclusion in policy and strategy level of SWs operations. The list of queries stated below will be collected through an interview/discussion with the stated official/s face to face. Some aspects discussed should be supplemented by data or supporting evidence as indicated below.

The purpose of the interview:

- The have an overview of the as-is perspective of the organization on gender sensitive programming and gender inclusivity
- To understand the ways the organization has reached out to men and women across the value chain of its service delivery
- To assess the potential for the organization to be inclusive in its structure and outreach

S.N	Areas of Enquiry	Response
	Introduction	
1	Name/ (s) & Designation & year in the company	
2	The breakup of your staff by gender from the lowest to the highest management level (data can be collected from the HR department)	
3	Is there any policy or charter that addresses issues of gender/ diversity/ inclusion within the organization or its stakeholders? If yes, please collect a copy of the relevant policies highlighting the specific sections	
	Gender in the current org. structure & programming	
4	Any reason that there is no representation of women in the senior management team	
5	Where in the structure there is maximum women and why?	
6	Is there any particular service that is provided by women for SW at the national or district office? Please note the function and the volume of women. Also find out if there are any formal contracts with such service providers	
7	Has there been any discussion on issues related to men and women and how their lives are impacted through your organization? Give example	
8	During your planning and review processes have you ever discussed	
9	Do you think that gender is an important issue for ensuring a sustainable impact of the services that SW provides? Reasons	
	Men & Women as key stakeholders	

S.N	Areas of Enquiry	Response
10	Who are your key stakeholders ? Are there any women at the governance, coordination, supply and service delivery level? Do you work with NGOs or any other Civil Society Organisations Please mention the nature of their association and role	
11	How does the service provide by SW benefit men and women in the community? Discuss issues related to men and women separately	
12	Do you think in the current service provision men, women, children or young girls face any difficulty/ barriers (social, economic-tariff structure, dummy users as women, political-registration and access to water) in accessing the services provided by SW? How?	
13	Do you think they (men and women separately) are able to make the best use of the facilities that SW provides in the region? Discuss reasons separately for men and women	
14	Do you think due to the traditional supply and generation mechanism there has been any adverse effect on the population especially women and children	
15	Is there and M&E framework or customer profile or any data base (usage, payment and disconnection) that compiles data on stakeholders? If yes is it gender disaggregated	
16	Is there any specific incentivization or scheme that especially has been enforced to encourage women uses	
17	Is there any grievance redressal mechanism in place? Is there anything separately for women	
<i>Gender as a potential issue in its programming</i>		
18	With the introduction of the energy efficient technology and models do you think this will have any benefits for the lives of men and women? How?	
19	Is there any potential economic benefits that the change can bring to women?	
20	What kind of measures can be undertaken by SW at the national and at the regional level to reach out to more women more effectively?	
21	Do you think some policy measures need to be taken up by SW to encourage more women users?	
22	How can SW be more inclusive in its governance?	
23	Would you consider Gender Equality as an important policy issue for SW for future? How?	

5.2. Questionnaire for teams at Regional Offices

The tool is prepared to support the process of data collection from some senior member/s at the regional office (located in Noro, Auki and Tulagi provinces) of SW. This is to understand about the gender inclusivity in SW operations at the provincial level. The list of queries stated below will be collected through an interview/discussion with the stated official/s face to face. Some aspects discussed should be supplemented by data or supporting evidence as indicated below.

The purpose of the interview:

- To understand the current access issues to SW services for men and women
- To assess the barriers for the community with special focus on women
- To assess the potential for the organization to be inclusive in its structure and outreach

S.N	Areas of enquiry	Response
	Introduction	
1	Name and designation in the company	
2	Do you have any permanent or temporary women employees in this office and your outreach activities? (Collect data from the admin or HR office)	
3	Do you have data of your suppliers and users by gender? If yes please collect the same from the HR/ Admin office	
	Gender in current programming	
4	Where in the structure and function there are maximum women and why?	
5	Is there any particular service that is provided by women for SW at the regional office? Please note the function and the volume of women. Also find out if there are any formal contracts with such service providers	
6	Has there been any discussion on issues related to men and women and how they are related to the work and services of the organization? Give example	
7	If you have women workers is there any provision and benefits provided to them?	
8	During your planning and review processes have you ever discussed issues related to gender/	
9	Do you think that gender (considering aspects of service delivery for men and women separately) is an important issue for ensuring a sustainable impact of the services that SW provides? Reasons	
	Men & Women as key stakeholders	
10	Who are your key stakeholders? Do you work with local organizations NGOs or Village level structures? Please mention the nature of their association and role	
11	Are you aware about the social profile of the community that you serve? Can you help us understand some of the key issues (education, health, participation in governance, safety security, exposure to violence and other social issues) that women face in the community	

S.N	Areas of enquiry	Response
12	Do you think any of the issues that you mentioned above have linkages with energy efficient water and wastewater supply and access to the homes? (men, women, children or young girls face any difficulty/barriers w.r.t. social, economic-tariff structure, political-registration and access to water)	
13	Are there any specific issues with respect usage of toilet facilities and what are the basic access to sanitation facilities in the community? Are there any challenges/barriers with respect to that	
14	Do you think there are specific issues with respect to single women, widowed, abandoned/ divorced and disabled women in the community wrt. to access to the basic facilities provided by SW?	
15	Do you see any variation in access to the facilities and reaping the required benefits have some impact due to the community's' economic level and ethnicity? Discuss separately and consider issues related to men and women in these communities separately	
16	Do you think due to the traditional supply and generation mechanism there has been any adverse effect on the population especially women and children? Environmentally and socially, discuss issues related to health and drudgery	
13	Is there a data collection mechanism in place or customer profile or any data base that compiles data on stakeholders? If yes is it gender de-segregated, who and how is the data collected	
15	Do you at your regional office level do anything to encourage women users	
16	If there is any grievance redress mechanism is it used by men and women from advantaged and disadvantaged sections equally	
	<i>Gender as a potential issue in its programming</i>	
17	With the introduction of the energy efficient technology and models do you think this will have any benefits for the lives of men and women, children and young people? How?	
18.	Is there any potential economic benefits that the change can bring to women?	
19	What kind of measures can be undertaken by SW at the local level to reach out to more women more effectively?	
20	Do you think special schemes encourage more women users and prevent any disconnections or dropouts from the system?	
21	Would you consider Gender Equality as an important issue for SW for future sustainability and growth of the organization? Why?	

5.3. Questionnaire for the Community Representatives/ Women's Groups and NGOs

The tool is prepared to support the process of data collection from representatives of the civil society or community to understand the gender issues prevalent in the community and how it is impacted by the operations and programming of SW at the end user level. By way of understanding representation focus group discussions may be conducted with women's groups, NGOs and any other community-based groups (ideally separate group discussions with men and women from the community should be done separately. However, members from community groups and NGOs can be a mixed group of men and women larger representation of women (if possible) in proximity of the SW plants. This discussion should be conducted in each of the provinces covered by SW. It is proposed that at least 3 to 4 such consultations (with 8 to 12 members in each of the discussions) are to be done in the community. The list of probe areas is to be presented by a facilitator and the group should be allowed to respond and the recorder notes down the variations in the responses received from the group. In the group discussions in order to help members share their views without fear or threat please assure them of the anonymity, that their identities would not be disclosed but their collective views will be of importance.

The purpose of the interview:

- To understand the key development issues faced by men and women in the community
- To understand ways in which it is impacted by SWs services or operations
- To assess the potential for positive or negative impact in the lives of the community, particularly the disadvantaged through the energy efficient reforms

S.N	Probe Areas	Response/s
Introduction		
1	The facilitator/s introduces himself or herself and asks members to share their name, occupation, place of stay, representation of NGO/ Group (if applicable). In a separate sheet names and other details with signatures can be taken by the facilitator.	
2	It is also important for the facilitator to share the purpose of the discussion and share the importance of the part	
Critical gender issues in the community		
3	You think men and women play similar roles in your community. Please share your views. The probe areas should be around: <ul style="list-style-type: none"> - Primary roles played by men - Primary roles played by women - Variations for urban, rural, advantaged and disadvantaged communities needs to be captured - Roles played at home and outside can also be highlighted 	
4	The key decision maker within a family. The nature of decisions taken by men and women in a family set up	

S.N	Probe Areas	Response/s
5	<p>Please share if the status of women as compared to men with respect to:</p> <ul style="list-style-type: none"> - Education - Health (common diseases, access to facilities, maternal care and support) - Livelihood/earning money / income generation activities (who takes the primary responsibility, common jobs taken up) - Representation in local governance (local/ward level committee, etc.) <p>Discuss the reasons for the responses</p>	
6	DO women commonly own land and other productive assets at the household level (describe the inheritance rights, situation in urban/rural/ disadvantaged communities, any particular tribe)	
7	Are there any safety security issues that women and children face in the locality? Is there any prevalence of violence against women in the community	
8	In a household who has the primary responsibility to collect, manage and use water resources. Please discuss in the context of advantaged and disadvantaged communities. What role do men and women play in each of the phases	
9	Do you see any barrier for women to accessing drinking water and wastewater facilities	
10	Do men and women have access to sanitation facilities? Are there any barriers with respect to this access	
11	Do you think there is any environment hazard or health hazard in the way that water supply is facilitated to the households? Share how it can impact men, women and children. Share some examples	
12	Are you aware about SW's services? Is there any view on how women are engaged in the current service delivery	
Potential areas of inclusivity		
13	Do you think there is any potential to work with the SW facilities	
14	There would be some changes in the service provisions or technology use of SW to make it more environment friendly. Do you see more women in the process of SW operations? What potential roles can women take up (facilitators can indicate the functions from generation to supply and collections)	
15	Do you think there will be any barriers to women taking up any commercial/ economic activity with the SW (access to assets, social norms, distance, access to finance and so on)	
16	With the introduction of environment friendly technology, you think there will be any potential benefit	

S.N	Probe Areas	Response/s
	to the lives of women and children (health, effort, income, education)	
17	Any suggestions that you have for increasing the access to the facilities (water and wastewater) for women and specifically women headed households	
18	Any suggestions that you have to facilitate women's participation in the activities of SW (economic and non-economic)	

Creating relationships Building value