OPENING DOORS

MAPPING THE LANDSCAPE FOR SUSTAINABLE ENERGY, GENDER DIVERSITY & SOCIAL INCLUSION

SUSTAINABLE ENERGY FOR ALL

WALLACE GLOBAL FUND
For a sustainable future

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FOREWORD

People all over the world are still living without reliable, affordable energy services, such as basic electricity and clean fuels and technologies for cooking. Efforts to close these gaps are not moving fast enough.

Women, children, and the most marginalized, living in urban slums and rural parts of Africa and Asia, are being left behind as a result. They are especially prone to illnesses and premature deaths from cooking with kerosene, animal dung, wood, or charcoal. They are also the most vulnerable to the impacts of climate change, including extreme weather, failing crops, and spikes in food prices and disease.

This needs to change. Now.

Without new strategies to give vulnerable groups a stronger voice on energy issues, we risk continuing to leave them behind in the move to reach the Sustainable Development Goals and the ambition of the Paris Agreement on climate change.

By demanding that women have an equal role in decision-making in the global modern energy transition, we can accelerate progress in providing sustainable energy services—services that will improve their lives and livelihoods. By adopting "leave no one behind" approaches, we can better understand the unique challenges that marginalized populations face in securing—and taking advantage of—sustainable energy.

Research and studies across Africa, Asia, and other emerging economies show that empowering women changes energy decisions. Women hold significant sway in household decisions related to the purchase of energy technologies—and even more in cooking technologies and fuel provision. They make or influence 80 percent of buying decisions and control $20 trillion in global spending.

As more women are connected to modern energy services, entire communities benefit. Women reinvest 90 percent of their income in their families and communities. They are also more likely than men to invest a large proportion of their household income in the education of their children, including girls. A recent study from Brazil, for example, showed that in rural areas with access to electricity, girls are 59 percent more likely to complete their primary education.

We are strong believers in Aristotle's thought that, "the whole is more than the sum of its parts." By identifying and leveraging promising efforts already underway on gender equality, social inclusion, and women's empowerment, we can make a far bigger difference—collectively—in ensuring energy services for all and ensuring that no one is left behind in securing sustainable modern energy.

Before traveling down this path together, however, we need to understand the landscape we are entering. This report is a first-of-its-kind mapping of this landscape, with a focus on 45 countries where there are significant challenges in providing sustainable energy services to all, including access to electricity, clean cooking, renewable energy, and energy efficiency.

Our research captures data from 174 organizations, programs, and policy instruments that are already engaged in gender equality, social inclusion, and women's empowerment at the intersection with sustainable energy and climate change. Their activities are wide ranging, including renewable energy production and distribution, energy financing, energy policy, and on-the-ground capacity building. There is also a big spread geographically, with most of the programs being in Sub-Saharan Africa (35 percent), followed by South Asia (18 percent), Latin America and the Caribbean (15 percent), and East Asia and the Pacific (11 percent).

The data are by no means yet comprehensive, but they already reveal important, immediate challenges for those stakeholders working to get energy services to those without them, both quickly and cleanly. These challenges include: a lack of funding, especially multi-year funding; low awareness of the importance of integrating gender and social inclusion—as well as climate change considerations—in the design and delivery of energy services; and a very low number of policy instruments addressing these overall issues.

This report highlights 10 promising projects that are underway—from Mexico and Indonesia to Burkina Faso and Bangladesh. These projects are examples of success; but to go beyond incremental improvement to wide-scale success, far bigger shifts are needed towards approaches that integrate gender equality, social inclusion, and women's empowerment.

We hope that this mapping report will help identify opportunities to build on successes and form new partnerships for action—providing a push in the right direction.

At Sustainable Energy for All, we are launching a new platform with our partners—the People-Centered Accelerator—to advance and strengthen gender equality, social inclusion, and women's empowerment across the vast global energy value chain. By engaging with grassroots groups, corporations, and international platforms, we hope to turn these ideas into reality.

RACHEL KYTE
Chief Executive Officer of Sustainable Energy for All (SEforALL), and Special Representative of the UN Secretary-General for Sustainable Energy for All.

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EXECUTIVE SUMMARY

Women, girls, ethnic minorities, indigenous people, people with disabilities, and migrants are being left behind in human development gains that have been achieved over the past 25 years. They are being short-changed when it comes to sustainable energy.

Whether on basic energy access in emerging economies or C-suite representation at modern energy companies, these groups tend to lack autonomy, authority, and decision-making power. In 2016, women still represented just 40 percent of the global labor force and 23 percent of national decision-makers.

Further, the poorest and most marginalized people—a heterogeneous group facing an array of multidimensional challenges—typically live beyond the reach of conventional markets and urban economies. They require channels and energy services that can provide sustained social gains—such as education, healthcare, or public infrastructure—that might not be market-based or financially sustainable in the short term.

These are trends that the international community cannot accept as it pushes for universal access to clean energy by 2030 and decarbonization of the global economy in the second half of the century. Access to energy is a basic human right, with modern energy services—such as lighting, cleaner cooking fuels, refrigeration, medical services, pumped water, and communication technologies—being a necessary condition of economic well-being. Without new innovative approaches, unacceptable trends will continue—such as women in developing countries suffering more than men from widespread energy poverty, including lack of access to basic electricity and clean cooking.

But the tide is turning. The proliferation of actors working at the intersection of gender, social inclusion, sustainable energy, and climate change is a promising development. The legitimacy of gender inclusion and energy access as an interrelated issue area is now well established; numerous studies show positive benefits when these issues are tackled together. A global movement is taking shape to create a more inclusive approach to expand energy access, with women and marginalized people taking center stage—no longer as victims, but as agents and accelerators of change. The Sustainable Development Goals (SDGs)—specifically, SDG 7 on energy and SDG 5 on gender—support this movement by creating a platform for collaboration, investment, and action.

Momentum is also building for a rights-based approach to energy access for women and marginalized people—who need to be involved in the planning, design, and execution of energy services—to ensure that creative approaches with the common themes of empowerment and equality reflect their context and maximize the benefits to all. This can help create a world where men and women enjoy equal access to modern energy services; women participate more fully across the entire energy access paradigm; finance is unlocked for greater gender equality, social inclusion, and women's empowerment in the energy sector; and partnerships form or strengthen that bring new perspectives and a wider range of stakeholders to achieve a more gender-responsive and socially inclusive energy sector.

UNDERSTANDING THE LANDSCAPE OF SUPPORT FOR WOMEN AND MARGINALIZED GROUPS IN SUSTAINABLE ENERGY

There is great diversity and significant activity in initiatives, organizations, policy instruments, and businesses that are taking a proactive approach to gender and social inclusion. But where they are working, with what focus, and how they are connected to each other is not well understood or catalogued in a systematic way.

This gender- and energy-mapping report, *Opening Doors*, is a first-of-its-kind effort to systematically catalog the wide-ranging universe of stakeholders and initiatives that are addressing energy poverty and accelerating the global clean energy transition by empowering women and promoting gender equality and social inclusion.

This research maps the landscape of what is happening around the world on gender and social inclusion, on who is doing it, and how funds are flowing. Its data support learning on the experience base and the actors working on gender, energy, and sustainable development at the local, regional, and national levels. It makes the case for strengthened engagement on these issues by providing evidence for the transformative effect of gender equality, social inclusion, and women's empowerment, as it influences the sustainable energy and climate change agendas. And, finally, it informs the implementation of international frameworks.

TRENDS IN GENDER-RESPONSIVE AND SOCIALLY INCLUSIVE APPROACHES TO SUSTAINABLE ENERGY

The trends described here reflect data collected through desk research and structured interviews on 174 programs, on the organizations and policy instruments focused on energy poverty, and on the clean energy transition in seven geographic regions.[1]

The analysis centers on the geographical distribution of these entities, their primary focus, the types of activities they are engaged in, the characteristics of those funding and implementing programs, and the drivers for their adoption and success, as well as innovations and barriers to progress. This research is a starting point for creating a more comprehensive mapping that will hopefully pave the way for expanding the community of players working on gender and social inclusion and sustainable energy issues, and for driving significantly more capital into sustainable energy solutions.

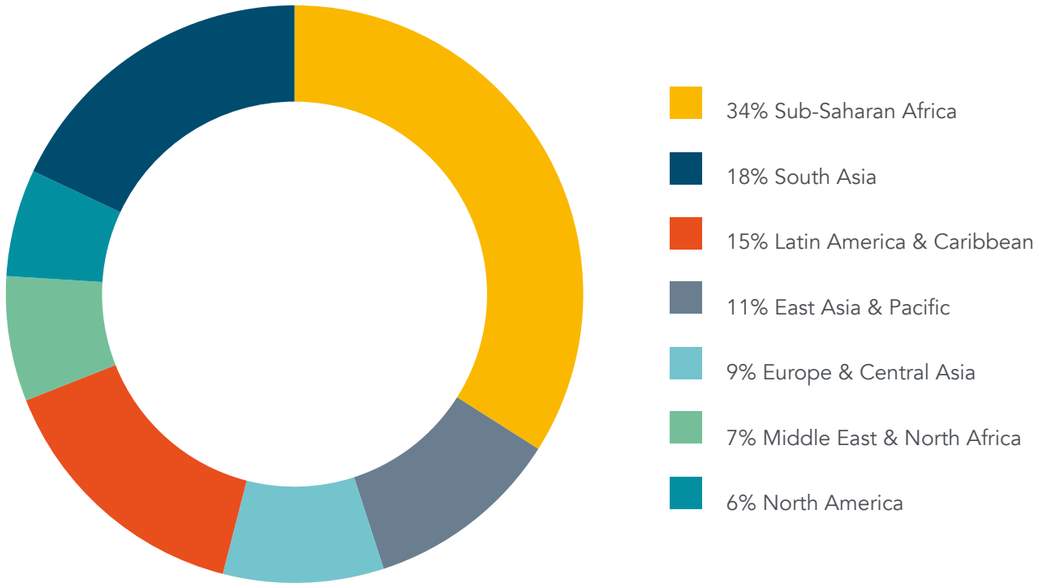
The region reporting the largest number of activities was Sub-Saharan Africa, where 34 percent of programs, businesses, and organizations reported working (Figure ES.1). South Asia, the second highest, was the focus of 18 percent of activities. These two regions have significant energy access and poverty challenges and account for most of the 1.06 billion people living without access to electricity globally. Moreover, Sub-Saharan Africa has the lowest human development index worldwide (0.523 compared to 0.887 in OECD) as well as the highest rate of gender inequality (0.572 compared to 0.194 in OECD).[2]

Just over half of the entities included in the research identified their primary focus as energy poverty (28 percent) or accelerating the clean energy transition (24 percent) (Figure ES.2). Common trends exist between regions with similar socio-economic profiles. In Sub-Saharan Africa, South Asia, and East Asia and the Pacific, energy poverty initiatives are more prevalent. They focus on electrifying remote areas, making renewable energy technologies accessible to last-mile customers, supporting improved cookstoves and modern cooking fuels, and moving capital in the sector. This reflects the low incomes and low levels of energy access in these regions. In Latin

[1] *East Asia and the Pacific (EAP), Europe and Central Asia (ECA), Latin America and the Caribbean (LAC), Middle East and North Africa (MENA), North America (NA), South Asia (SA) and Sub-Saharan Africa (SSA)*

[2] *UNDP (2016), Human Development Report: http://bit.ly/2nJ2t6c*

FIGURE ES.1 REGIONAL DISTRIBUTION OF INITIATIVES INCLUDED IN THE RESEARCH



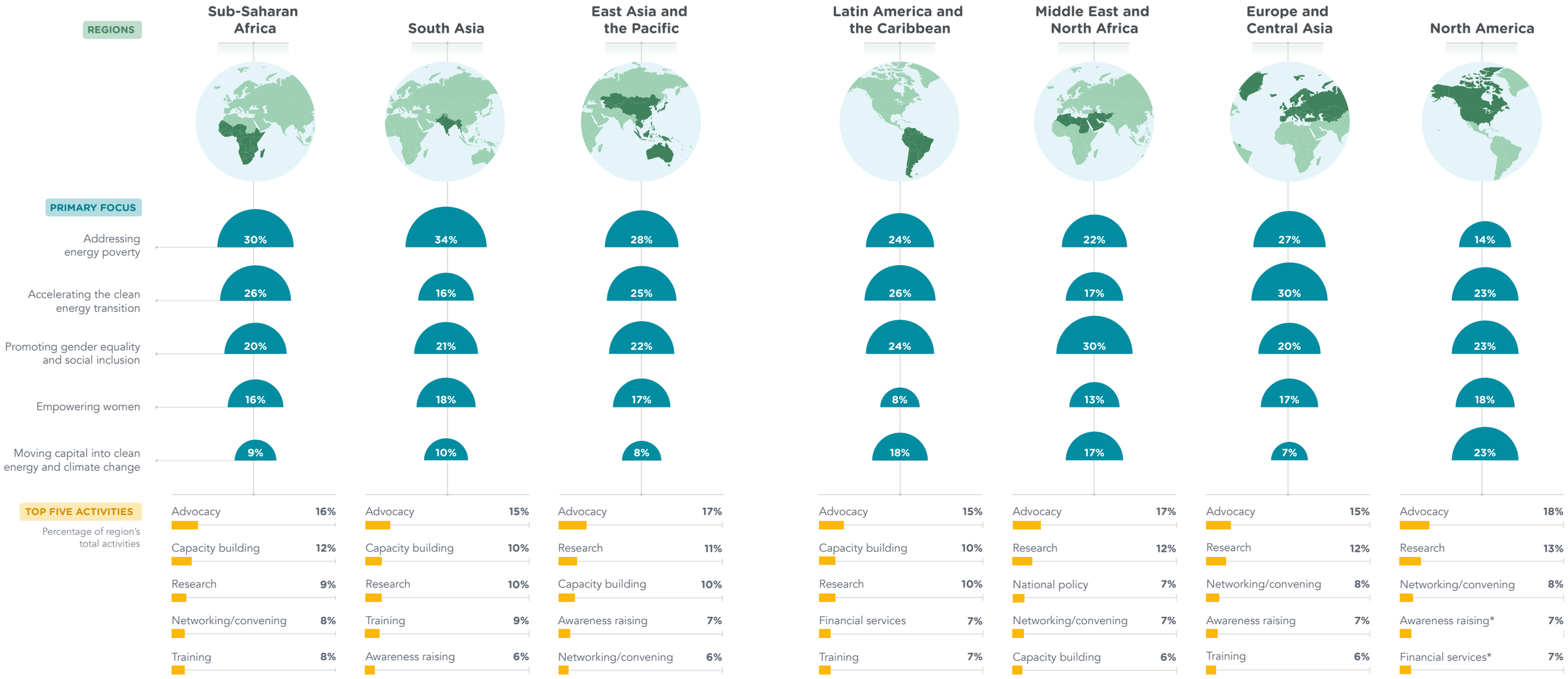
America and the Caribbean, and Europe and Central Asia, programs focus primarily on accelerating the clean energy transition through energy efficiency, research, technology transfer, and funding. This is indicative of higher incomes and levels of access to electricity.

Women's empowerment (WE) and gender and social inclusion (GSI) were reported as less of a primary focus, at 22 percent and 15 percent, respectively. Women's empowerment, primarily in Europe and North America, is delivered by associations and networks that focus on increasing women's leadership and coaching a new generation of leaders. In Sub-Saharan Africa and Asia, however, the emphasis is on the economic development of women.

Just 12 percent of organizations are focused on moving capital into sustainable energy solutions that address gender and social inclusion. There are three key funders in this space: development institutions, government institutions, and foundations/charities. Most are based in the US and Europe and move capital to Sub-Saharan Africa, Latin America and the Caribbean, and the Asia-Pacific regions.

Development institutions and governments fund 45 percent of the programs. They have traditionally led the way in funding innovative development approaches in low-income countries and are the key pioneers in funding gender and social inclusion initiatives. Government funders are predominantly foreign governments supporting developing countries through cooperative agreements, but some national governments are also providing finan-

FIGURE ES.2 REGIONAL PRIORITIES AND APPROACHES



Source: Sustainable Energy for All database (as of November 1, 2017).

Notes: 1. Percentage total may not add up to 100 due to rounding errors. 2. The dotted line represents approximately the Line of Control in Jammu and Kashmir by India and Pakistan. The final status of Jammu and Kashmir has not yet been agreed upon by the parties. 3. This map was produced by SEforALL. It is based on the UN Map of the World, which can be found here: http://www.un.org/Depts/Cartographic/map/profile/world.pdf. The boundaries, colors, denominations and any other information shown on this map do not imply, on the part of SEforALL, any judgment on the legal status of any territory or any endorsement or acceptance of such boundaries.

**Awareness raising and Financial services are tied with Grant-making at 7%.*

cial support to initiatives in their countries. The most commonly cited government funders are those in the European Union.

Foundations and charities contributed funds in 20 percent of the cases, but it should be noted that the sample size in the database is very small.

Funders typically work in partnership, each contributing to the overall funding or stepping in at different stages of an organization's growth. 36 percent of the initiatives in the database have received funding from development institutions, government institutions, and foundations. The funding provided is overwhelmingly grant-based (66 percent).

Corporate funders are active in Europe and Central Asia, and in North America, where they provide more than 20 percent of overall funding. Latin America and the Caribbean, and South Asia, also benefit from 12 percent and 16 percent of corporate funding, respectively, while Sub-Saharan Africa receives only 5 percent.

The most common activities are advocacy, research, capacity building, training, networking/convening, and awareness raising. This is consistent with the nascent nature of the gender and energy field, which initially struggled to gain acceptance and legitimacy. Thus, the focus is on early-stage activities to build a strong foundation for action.

Advocacy is the most widely reported activity across all regions, whereas networking and convening are more pronounced in Europe and Central Asia, the Middle East and North Africa, and North America. Networking and advocacy bring like-minded people together to increase their power for influencing policymakers and changing behavior. In the last 10-15 years, there has been a noticeable shift in the international discourse on the connection between the energy and climate change agendas and gender and social inclusion. This is in part because of the tireless efforts of early advocates. These efforts are reflected in the recent uptick in visibility and available funding, although the latter is still relatively small. International norms around gender equality are very gradually making themselves felt in the private sector and among public utilities, with benefits for business in meaningful financial and non-financial terms.[3]

Training and capacity-building activities are more prevalent in Sub-Saharan Africa, South Asia, Latin American and the Caribbean, and East Asia and the Pacific. Capacity building helps create the know-how to implement programs and build an enabling environment for additional investment and overall growth. Whether gender related or not, the trend among large financial vehicles is to add a capacity-building component to any project they fund in developing countries.

The encouraging signs revealed in the database are that other actors, offering a range of perspectives, are joining the movement and focusing on issues such as manufacturing, distribution, service and installation, financial services, monitoring, and auditing (Box ES.1).

International non-governmental organizations (NGOs) and grassroots organizations are taking the lead in implementing programs, usually by working in partnership. Training and research institutions are involved in 16 percent of the programs and the private sector is involved in 15 percent of them. This make-up is typical of development projects that don't expect financial returns.

The diversity of activities operating at the national and local levels suggests that adapting ideas to site-specific gender contexts and energy situations remains important, together with the growing view of framing energy access for women as a human rights issue. Across all pro-

[3] *EY, 2016. Diversity and disruption in utilities: How four disconnects prevent greater gender diversity and innovation in power and utilities companies: https://go.ey.com/2haw7zN*

BOX ES.1 HIGHLIGHTING INNOVATIONS FROM ALL CORNERS OF THE WORLD

Learning about different approaches for promoting gender equality and social inclusion that can help address energy poverty and accelerate the clean energy transition is a core objective of this mapping. The report highlights ten innovative examples in detail. A sample of these innovations is summarized here:

Energy Entrepreneurship: ENERGIA's novel approach to Women's Economic Empowerment

ENERGIA's Women's Economic Empowerment program works closely with women energy entrepreneurs in hard-to-reach areas across Nepal, Indonesia, Kenya, Nigeria, Tanzania, Uganda, and Senegal. The "last-mile" distribution model, centered around women-led micro- and small-scale businesses, has led to a robust program with 4,000 women entrepreneurs involved in selling and distributing clean energy products or adopting clean energy to boost the productivity of existing businesses.

Fuel Switching Using Biomass Gasification: Burkina Faso

Cashew nut facilities in Burkina Faso are usually 90 percent staffed by women who are tasked with shelling, cleaning, and sorting the nuts, but local production is limited. Biomass gasification of the waste cashew shells has led to the elimination of fuelwood and LPG in the processing and created a way to dramatically expand local production. This is expected to lead to increased income and more widespread fuel switching.

Gender Mainstreaming for Energy Policies and Regulations: ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE) at the Forefront

Heads of State in the Economic Community of West African States (ECOWAS) adopted the first-ever regional policy on gender-responsive energy development in June 2017. The ECOWAS Policy for Gender Mainstreaming in Energy Access commits the 15-member state governments to: increase general awareness of gender and energy within government, academia, and at large; mainstream gender into all public-sector energy activities; achieve gender balance in public sector energy-linked jobs and decision-making roles; and ensure women have equal opportunity to participate in the private energy sector. There is now an accompanying ECOWAS regulation mandating gender-impact assessments for energy projects under consideration. ECOWAS is also influencing change across Africa, with similar efforts now being taken up in East Africa (East Africa Centre for Renewable Energy and Energy Efficiency) and Southern Africa (Southern Africa Centre for Renewable Energy and Energy Efficiency).

***Shine* Campaign: Bringing together resources and commitments to universal energy access**

A new global campaign called *Shine*: Investing in Energy Access for All calls on international partners to: pledge ambitious, sustained, and collaborative action on energy access through programs, grants, and investments; and to actively participate in a community of practice committed to ending energy poverty. Partners include the Wallace Global Fund, Sustainable Energy for All, GreenFaith, IKEA Foundation, Mott Foundation, and others. Particular attention is paid to gender equality and social inclusion in catalyzing distributed clean energy development at scale to meet the 2030 goal of universal energy access.

grams, the presence of well-informed local champions invested in inclusive outcomes—and willing to raise the visibility of these issues—has been a key success factor.

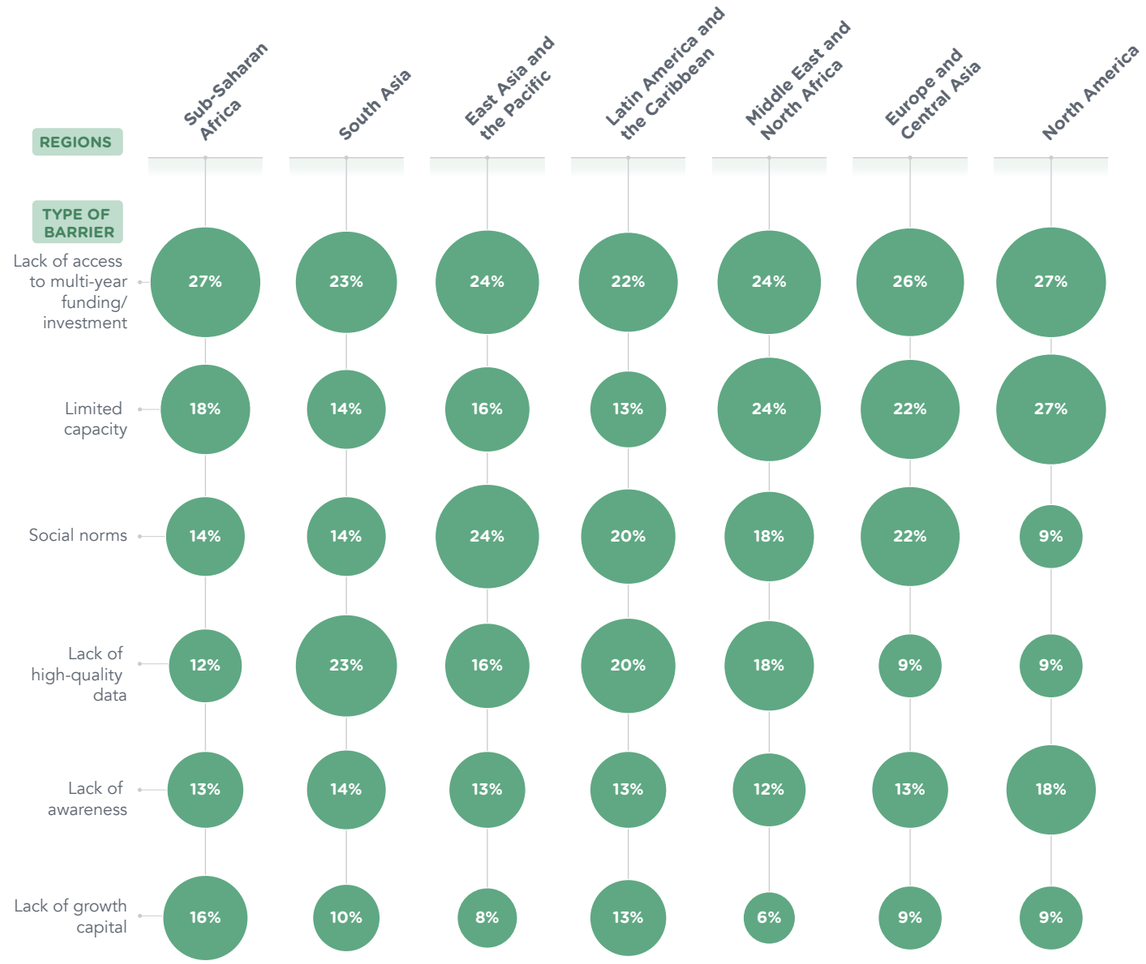
The three most prominent barriers identified in this research are: 1) lack of access to multi-year funding, 2) limited capacity, and 3) inhibitive social and cultural norms (Figure ES.3).

Across all regions, and independent of the type of organization, access to multi-year funding is reported as the top barrier—even in North America where funding is seemingly more accessible. Access to multi-year funding may be particularly challenging, given that philanthropic and development models are evolving towards shorter-term grants and increasing competition for funds.

Limited capacity is the second most reported barrier. The gender and energy sector is specifically challenged by the lack of women in technical fields, limiting their participation in energy companies and their involvement as entrepreneurs, beyond the retail segment of the value chain. Limited capacity also reflects difficulties faced by local implementing partners and limited understanding of how to incorporate gender and social inclusion in energy programs.

Barriers related to cultural and social norms are inherent to gender and social inclusion initiatives. At the root of this constraint is the subordination of women to men in many cultures, whether in energy projects, education, or decision-making.

FIGURE ES.3 MOST COMMON BARRIERS IN EACH REGION



Source: Sustainable Energy for All database (as of November 1, 2017).

Notes: 1. Percentage total may not add up to 100 due to rounding errors. 2. Multiple barriers could be selected. Percentages based on total number of barriers reported within each region.

Notably, "limited awareness" was one of the lowest-ranked barriers, perhaps indicating that issues of energy, climate, and gender and social inclusion are beginning to be recognized more widely.

Also worth noting, and spanning all aspects of this agenda, is the lack of gender-disaggregated statistical data, without which the extent of unequal access and opportunity cannot be grasped. Data collection is particularly difficult in isolated, rural areas of developing countries or with small, grassroots organizations that do not have the capacity to focus on data collection.

MOVING FORWARD

Moving capital into gender-responsive and socially inclusive sustainable energy solutions: The research shows a wide range of activities, including advocacy, research, capacity building, training, networking, and convening, which have laid an important foundation for growing, maturing, and delivering greater gender and social inclusion impact as the energy sector attracts more investment and private-sector engagement. Grants need to be increased in amount and tenor to respond to the most frequently cited barrier of a lack of "access to multi-year funding" and used to leverage more and varied types of sustained funding, including commercial investments. More methodical inclusion of women-centered funds into existing sustainable energy financing vehicles is a key need, recognizing that there are both rights-based and efficiency-based arguments for doing so. Evidence continues to emerge for the efficiency case.

Partnerships, learning, and collaboration: The research shows great variety and creativity of entities working on gender and social inclusion as it relates to sustainable energy. There is significant opportunity to connect the dots between groups entering through various "doors" of gender, environment, human rights, climate, energy, development, business, and finance. Champions must be connected to one another across geographies, both South-South and South-North, across disciplines, and across levels of action to leverage and scale innovations for greater and more sustained impact.

Further, where natural sectoral connections exist, they can be important in building wider coalitions of interests. It would be useful to make connections between sustainable energy and sectors that disproportionally affect women and disadvantaged groups, like cooking or end-user finance, but also less obvious areas like maternal health, food security, clean water, entrepreneurship, agriculture, education, and others. This can promote interdisciplinary learning and tap into new, joint opportunities and funding.

Advocacy, community mobilization, and political change: Against a backdrop of declining production costs for renewable energy technologies and international targets on energy and climate change, the time is ripe to build a more cohesive and impactful movement on gender, social inclusion, women's empowerment, and sustainable energy. Platforms that bring together diverse actors and elevate the profiles of locally grounded individuals and groups should be generously supported. Resources are needed to support aggregation of lobbying demands, message coordination among groups, and a high-level strategic mobilization plan to build gender and social inclusion more firmly into sustainable energy opportunities, financing, and services. When sustainable energy becomes widely viewed in political spheres not just as an issue area, but a human—and women's—right, the door will be opened for follow-on actions, budgeting, and policy reform.

NEXT STEPS

It is hoped that, armed with this information, stakeholders can engage in new opportunities, such as the creation of partnerships for implementation and funding, and learn from approaches that may not be well known but offer great potential.

The following **four immediate next actions** are proposed for philanthropic donors and development finance institutions over the next three-to-six months to enhance the integration of gender and social inclusion in sustainable energy.

1. Publicize and continue to expand this database as an online tool to provide global audiences with information on who is doing what, to help identify gaps in programming or funding, and to foster linkages across and within the energy and other development sectors.

2. Link the findings from this mapping to ongoing efforts to design or implement programs that advance gender and social inclusion in sustainable energy. The aim would be to support those efforts to build a larger constituency for action; gain a deeper understanding of ongoing activities that they have synergies with—or could connect to—for accelerated action or greater scale and impact; and both raise the visibility of important or innovative efforts that are underway and provide lessons for other initiatives.

3. For energy access, lead a participatory, grassroots effort to create a unified strategy to unlock barriers for greater gender-responsive and socially inclusive approaches in sustainable energy. The strategy should articulate the resources needed to implement this strategy, including the overall funding types and amounts to meet key global goals by sub-sector and the sources of funding. It could thus provide a rallying point for raising capital. Collaterally, this document could help funders better coordinate and plan their activities in a sustained way.

4. Support a movement that brings together the diverse set of actors around common issues and needs highlighted in the mapping to cross boundaries (geographic and sectoral) and coalesce in ways that build momentum around sustainable energy access as a women's right.

ABBREVIATIONS

DFIs	Development Finance Institutions
EAP	East Asia and the Pacific
ECA	Europe and Central Asia
ECOWAS	The Economic Community of West African States
GSI	Gender and Social Inclusion
LAC	Latin America and the Caribbean
MENA	Middle East and North Africa
NA	North America
NGO	Non-governmental organization
SA	South Asia
SSA	Sub-Saharan Africa
SDG	Sustainable Development Goal
WE	Women's Empowerment
WEE	Women's Economic Empowerment

GLOSSARY

Advocacy: Public support for, or recommendation of, a cause or policy.

Business: A business is an organization or enterprising entity engaged in commercial, industrial, or professional activities. A company transacts business activities through the production of a good, offering of a service, or retailing of already manufactured products. A business can be a for-profit entity or a nonprofit organization that operates to fulfill a charitable mission.

Capacity Building: Planned development of (or increase in) knowledge, output rate, management, skills, and other capabilities of an organization or individuals through acquisition, incentives, technology, and/or training.

Clean Energy Transition: A long-term structural change in energy systems, from fossil fuel to clean energy.

Cultural Norms: Cultural norms are behavioral standards that a society adopts and follows when interacting with one another. They are different according to each culture.

Distribution: Part of a distribution channel, a chain of businesses or intermediaries through which a good or service passes until it reaches the end consumer.

Energy Poverty: Energy poverty is lack of access to modern energy services. It refers to the situation of large numbers of people in developing countries and some people in developed countries whose well-being is negatively affected by very low consumption of energy, use of dirty or polluting fuels, and excessive time spent collecting fuel to meet basic needs. It is inversely related to access to modern energy services, although improving access is only one factor in efforts to reduce energy poverty. Energy poverty is distinct from fuel poverty, which focuses solely on the issue of affordability.

Foundation/Charity: A foundation is a non-governmental entity that is established as a nonprofit corporation or a charitable trust, with a principal purpose of making grants to unrelated organizations, institutions, or individuals for scientific, educational, cultural, religious, or other charitable purposes. A private foundation derives its money from a family, an individual, or a corporation. Public charities generally derive their funding or support primarily from the public, receiving grants from individuals, government, and private foundations.

Gender Equality: Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations, and needs of women and men are equally valued and favored.

Grant: Non-repayable funds or products disbursed or gifted by one party (grant makers), often a government department, corporation, foundation or trust, to a recipient, often (but not always) a non-profit entity, educational institution, business, or an individual.

Grassroots Organization: A self-organized group of individuals pursuing common interests through a volunteer-based, non-profit organization. These groups focus on localized issues.

Implementer: The entity that puts an activity, plan, or procedure into effect.

Improved Cookstoves: Technology that aims to increase clean cooking practices. This usually consists of electric cookstoves, clean fuel cookstoves, and efficient biomass stoves.

International NGO: Any organization that is not established by inter-governmental agreement, including organizations which accept members designated by government authorities, if such membership does not interfere with the free expression of views of the organization. These operate on an international scale.

Investment: A monetary asset purchased with the idea that the asset will provide income in the future or will be sold at a higher price for a profit.

Networking/Convening: To interact with others to exchange information and develop professional or social contacts.

Policy Instrument: Policy instruments are interventions made by government/public authorities in local, national, or international economies, which are intended to achieve outcomes, which conform to the objectives of public policy. They include strategies, white papers, action plans, and regulations.

Private Sector: Encompasses all for-profit businesses that are not owned or operated by the government.

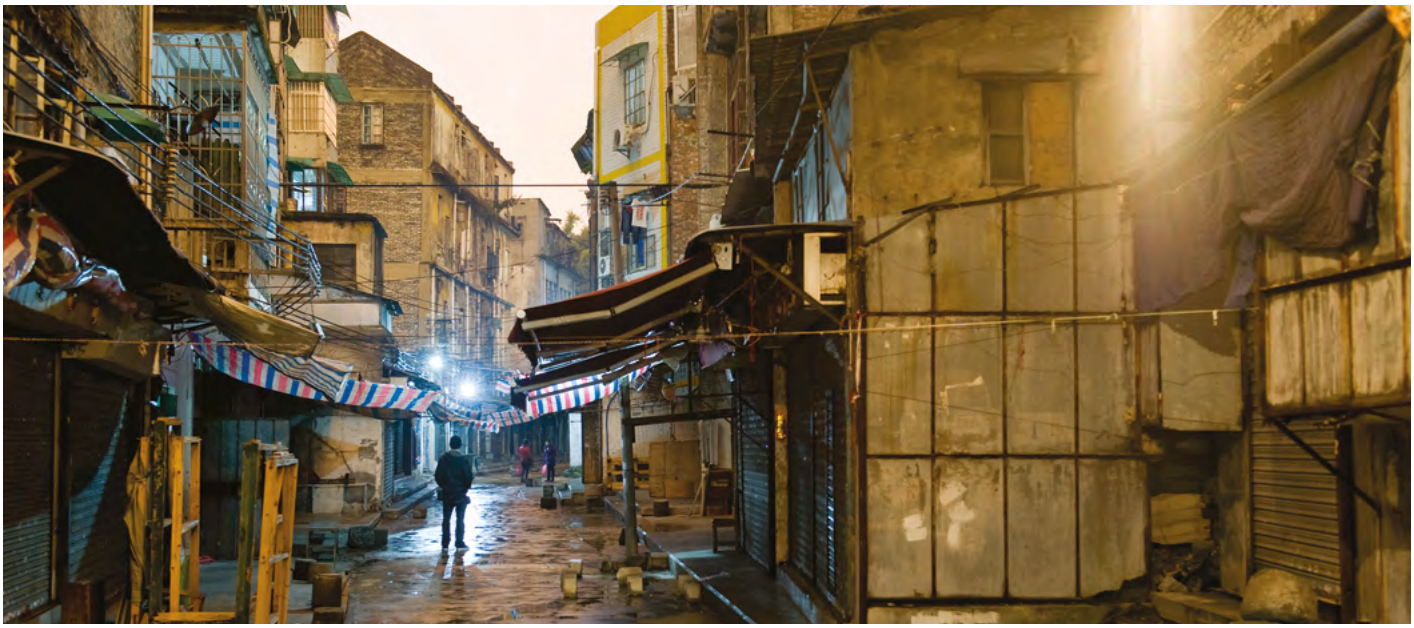
Research: The systematic investigation into and study of materials and sources to establish facts and reach new conclusions.

Social Inclusion: Social inclusion is the process of improving the terms on which individuals and groups take part in society—improving the ability, opportunity, and dignity of those disadvantaged based on their identity.

Social Norms: The rules of behavior that are considered acceptable in a group or society.

Training: Organized activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her attain a required level of knowledge or skill.

Women's Empowerment: The ability for women to enjoy their rights to control and benefit from resources, assets, income, and their own time, as well as the ability to manage risk and improve their economic status and well-being.



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