



FINAL REPORT - GENDER MAINSTREAMING STRATEGY AND ACTION PLAN

Consultancy services to implement harmonised regulatory/technical frameworks and synthesised renewable and energy efficiency strategies in the EA-SA-IO region

Prepared for:



Enhancement of a Sustainable Regional Energy Market –
Eastern Africa, Southern Africa, and Indian Ocean (ESREM: EA-SA-IO)



Funded by the European Union

Prepared by:



In association with:

Multiconsult



CPCS Ref: 19497
May 23, 2022

www.cpcs.ca

Consultancy services to implement harmonised regulatory/technical frameworks and synthesised renewable and energy efficiency strategies in the EA-SA-IO region

This assignment will support the Common Market for Eastern and Southern Africa (COMESA), East African Community (EAC), Intergovernmental Authority on Development (IGAD), Indian Ocean Commission (IOC), and Southern African Development Community (SADC), in their collective efforts to promote the development of a sustainable regional energy market in the Eastern Africa, Southern Africa, and Indian Ocean (EA-SA-IO) region.

Final Report

This report presents a Gender Mainstreaming Strategy and Action Plan 2022-2031 for increasing women's participation in planning and implementing energy access, renewable energy and energy efficiency projects, programs, and policies for the EA-SA-IO Region.

Acknowledgements

The CPCS Team acknowledges and is thankful for the many stakeholders consulted, particularly the ESREM Project Team.

Opinions and Limitations

Unless otherwise indicated, the opinions herein are those of the authors and do not necessarily reflect the views of COMESA, EAC, ESREM, IGAD, IOC, or SADC.

CPCS makes **deliberate efforts to validate data obtained from third parties, but CPCS cannot warrant the accuracy of all data.**

Confidentiality Statement

This report contains material which is deemed commercially sensitive and/or confidential. This document may not be shared with third parties without **the prior written approval of ESREM.**

Contact

Questions and comments on this report can be directed to:

Anirudh (Rudy) Gautama
Project Manager
E: agautama@cpcs.ca

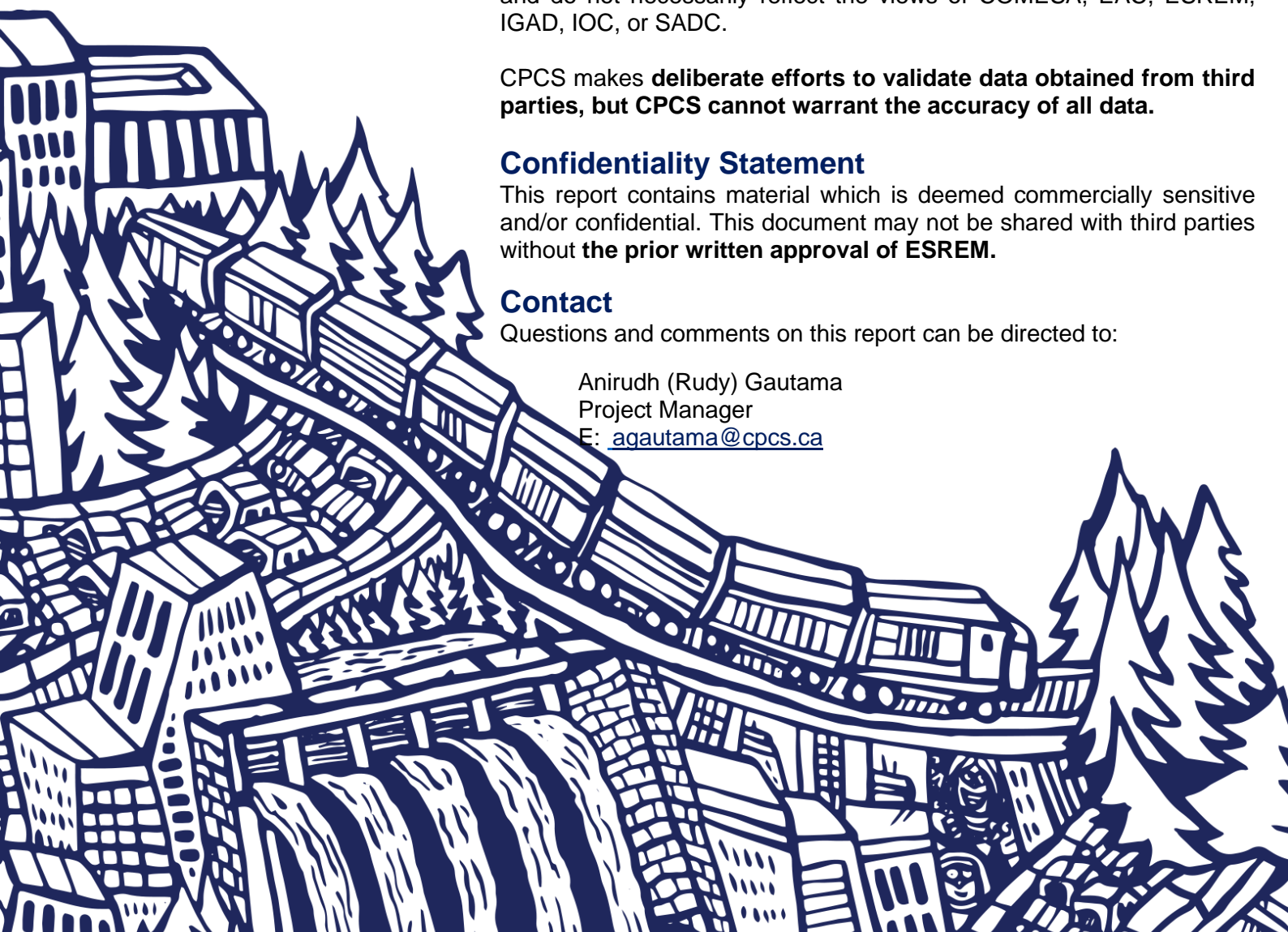


Table of contents

| | |
|---|------------|
| Acronyms / Abbreviations | iii |
| 1 Introduction | 1-1 |
| 1.1 Context and situational analysis | 1-2 |
| 1.2 Objectives..... | 1-3 |
| 2 Main implementing agency and interaction with stakeholders..... | 2-1 |
| 2.1 Regional Level..... | 2-1 |
| 2.1.1 Regional Steering Committees | 2-1 |
| 2.1.2 Implementation teams | 2-1 |
| 2.2 National Level..... | 2-2 |
| 3 Strategic framework for action..... | 3-1 |
| 3.1 Objective 1: Institutional – Strengthening gender-responsive regional and national energy policies | 3-1 |
| 3.1.1 Sub-Objective 1.1: Ensuring a strong institutional and organisational framework for the implementation of the strategy and action plan at regional and national level..... | 3-1 |
| 3.1.2 Sub-Objective 1.2 Ensure the national implementing agencies have the necessary capacity and knowledge for implementation of the Gender Mainstreaming Strategy and Action Plan | 3-2 |
| 3.1.3 Sub-Objective 1.3 Developing a gender-responsive energy policy framework.. | 3-4 |
| 3.2 Objective 2: Service Providers – Enhance employment opportunities for women in the energy workforce..... | 3-6 |
| 3.2.1 Sub-Objective 2.1: Collect data on women’s engagement in the energy workforce | 3-6 |
| 3.2.2 Sub-Objective 2.2: Collaborate with service providers to promote employment opportunities for women | 3-7 |
| 3.3 Objective 3: Society – Challenge cultural norms and gender stereotypes and promote women’s enrolment in science, technology, engineering and mathematic (STEM) programs | 3-8 |
| 3.3.1 Sub-Objective 3.1 Challenge cultural norms and gender stereotypes preventing women from engaging in the energy sector | 3-8 |
| 3.3.2 Sub-Objective 3.2 Promote the engagement of women and girls in energy-related education subjects | 3-9 |
| 4 Implementation schedule | 4-1 |
| Appendix A Capacity assessment of RECS | A-1 |

*

Table of tables

| | |
|---|-----|
| Table 1-1 Barriers to gender mainstreaming in the energy sector of EA-SA-IO countries | 1-2 |
| Table 1-2 Areas of intervention | 1-3 |
| Table 3-1 Structure of the Tool for Developing Gender-Responsive Energy Policies | 3-4 |

Acronyms / Abbreviations

| Acronym | Definition |
|----------|---|
| COMESA | Common Market for Eastern and Southern Africa |
| COI | Commission de l'Océan Indien |
| CSO | Civil society organisation |
| EA-SA-IO | Eastern Africa, Southern Africa and Indian Ocean |
| ENERGIA | International Network on Gender & Sustainable Energy |
| GFP | Gender focal point |
| GREP | Gender-responsive energy policy |
| IGAP | Institutional gender action plans |
| M&E | Monitoring and evaluation |
| MOE | Ministry of Energy |
| MOW | Ministry of Women |
| NBS | National Bureau of Statistics |
| NIE | National implementing entity |
| NSC | National steering committee |
| RAERESA | Regional Association of Energy Regulators for Eastern and Southern Africa |
| REC | Regional Economic Commission |
| RSC | Regional steering committee |
| SADC | Southern African Development Community |
| SE4ALL | Sustainable Energy for All |
| STEM | Science, technology, engineering and mathematic |
| TNA | Training needs assessment |

1 Introduction

This report is prepared under the authority of the contract signed between the Regional Association of Energy Regulators for Eastern and Southern Africa (RAERESA), an agency of the Common Market for Eastern and Southern Africa (COMESA), and CPCS Transcom International Limited (CPCS), on 11 May 2020, to provide consultancy services “to implement harmonised regulatory/technical frameworks and synthesised renewable and energy efficiency strategies in the EA-SA-IO region.”

The overall objective of the project is to enhance a sustainable regional energy market in the EA-SA-IO region, which is conducive to investment and promoting sustainable development. The project is relevant for the African Union’s Agenda 2063 and the United Nations agenda 2030 and contributes primarily to the progressive achievement of Sustainable Development Goals (SDG) target 7 of ensuring access to affordable, reliable, sustainable and modern energy for all. It also promotes progress towards Goal 5 of achieving gender equality and empowering all women and girls, Goal 9 of building resilient infrastructure, promoting inclusive and sustainable industrialisation and fostering innovation, and Goal 12 of ensuring sustainable consumption and production patterns.

This project is intended to support COMESA, EAC, IGAD, IOC, and SADC in working towards achieving the following long-term specific objectives related to gender equality:

- Develop measures for promoting regional and intra-regional power trade in the EA-SA-IO region which would enhance energy security and competitiveness of industries in the region and address environmental sustainability and promote gender issues in energy. (Work Stream A)
- Develop a regional strategy for promoting and ensuring increased women participation and gender equality in sustainable energy that will support the targets of the Sustainable Development Goal # 7. (Work Stream C)

The project output is a **Gender Mainstreaming Strategy and Action Plan 2022-2031** for increasing women’s participation in planning and implementing energy access, renewable energy and energy efficiency projects, programs, and policies for the EA-SA-IO Region. In May 2021, a gender assessment of the energy policy framework of five countries of the EA-SA-IO region (Kenya, Madagascar, South Africa, Tanzania and Zambia) (hereafter the “2021 Energy Policy Gender Assessment”) was performed. It analysed both the process to designing energy policy framework (gender mainstreaming capacities at the national level) and the content of the existing policy framework (the level of gender responsiveness of energy policies). This assessment stands as a baseline and needs assessment for the Gender Mainstreaming Strategy and Action Plan.

This document uses the terms Ministry of Energy (MOE) and Ministry of Women (MOW) to designate the national entities in charge of energy and women. It also uses the term Gender Focal Point (GFP) to refer to the gender unit/ contact person stationed in the ministry across the targeted countries. This terminology choice was made for reasons of homogeneity and clarity.

1.1 Context and situational analysis

The Energy Policy Gender Assessment of five countries of the EA-SA-IO region (Kenya, Madagascar, South Africa, Tanzania and Zambia) has shown wide discrepancies regarding the level of gender responsiveness of the energy policy framework of EA-SA-IO countries – with some countries having developed gender policy documents specific to the energy sector and other presenting gender blind energy policy framework. The study highlighted a few barriers to gender mainstreaming in the EA-SA-IO energy sector, as outlined in the table below.

Table 1-1 Barriers to gender mainstreaming in the energy sector of EA-SA-IO countries

| Themes | Findings and Barriers |
|--|---|
| Institutional Structure and Capacity | Although the ministries of energy present relatively high rates of women in the total workforce (35% to 47%) the proportion of female staff tend to decline at decision-making level and in technical positions. Promoting gender diversity at every level of the main institutions involved in the energy sector should be a priority, to ensure that different opinions are represented in policy making. |
| | Many countries have gender embedded in the MOE through the existence of gender focal points (GFP). While this is a good start, it is critical to ensure that the GFP's job description specifies duties related to gender and a mandate to intervene in policy/ programme formulation or planning so that it benefits from persuasion and decision-making power in the ministry, has sufficient financial and human resources, has sufficient gender capacity and directly collaborates with the MOE. |
| | Awareness and capacity on gender equality is low among staff of the main stakeholders involved in the energy sector. Recurrent capacity building initiatives on gender mainstreaming to ensure policies and programmes are gender responsive should be implemented in all countries. |
| | Absence of a satisfying system to track budget allocations for gender mainstreaming activities in the energy sector at national level, making it impossible to track and report expenditures. |
| Recognition of Women's Roles and Needs within the policy framework | Energy access needs to follow the three-pronged approach according to which energy is needed for household needs, work needs and community needs. A truncated definition of energy limits the socio-economic development benefits associated with access to clean and modern energy, especially for women and other vulnerable groups. |
| | Few countries have a policy specifically dedicated to clean cooking. Gender-sensitive approaches need to be adequately applied in programmes, projects and plans as mechanisms for empowering women in productive uses of energy. Men tend to engage in heavy electricity-based productive uses of energy (welding, car repairing, sawmills, etc.), whereas women often engage in activities where they need cooking or thermal fuels. With a low prioritisation given to clean cooking/ thermal energy, and an emphasis on electricity-related interventions, men are more likely to benefit than women. |
| Gender-disaggregated Data | In all countries, there is lack of up-to-date data on sector employment and on the differential impacts of energy access and utilisation on women and men, which hinder the development of gender responsive energy policies and programmes. There is a need for new data that estimates the differentiated energy needs of both rural and urban males and females at individual and household level, including for income generation and community services. |

| Themes | Findings and Barriers |
|---------------------------|--|
| | Gender-disaggregated data needs to be referenced within the policy framework to clearly document the gender gaps, challenges and opportunities. |
| Monitoring and Evaluation | None of the country assessed had planned a comprehensive monitoring and evaluation (M&E) system with gender responsive indicators. The lack of gender-specific targets reduces the opportunity and need to include gender issues in monitoring and evaluation. Consequently, mainstreaming gender across the various stakeholders and reporting on gender goals remains challenging. |

1.2 Objectives

The EA-SA-IO Gender Mainstreaming Strategy and Action Plan responds directly to the findings of the gender analysis outlined in the previous section and to other common gender-related barriers specific to the energy sector in Sub-Saharan Africa. The approach clusters the identified issues into three key areas of intervention (institutional, service providers – such as the MOE and electric utility, and society), with overarching objectives for each:

Table 1-2 Areas of intervention

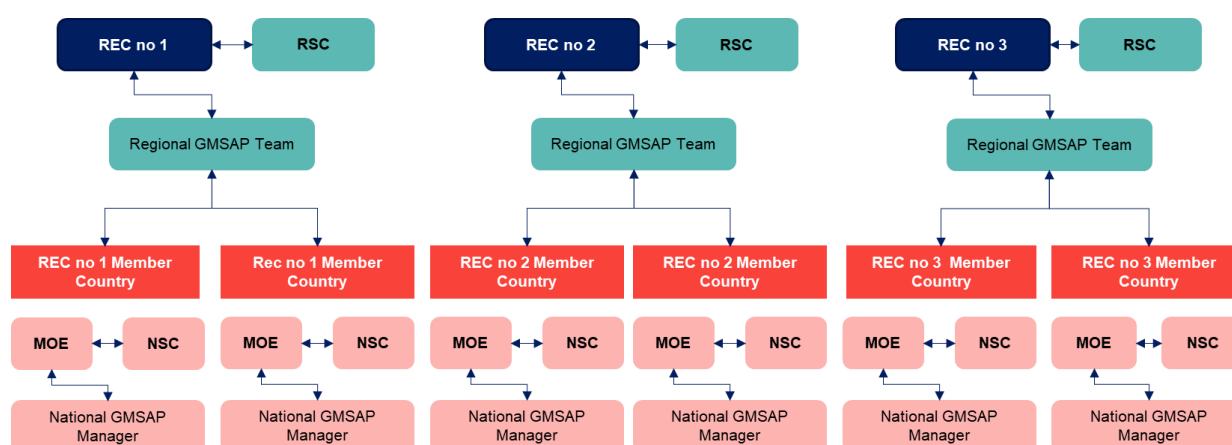
| Areas of intervention | Regional issue and overarching objective | |
|-----------------------|--|---|
| Institutional | Issue | Not all EA-SA-IO countries have a policy framework that address women's practical, and productive energy needs; and that promote women's involvement in the energy value chain. Lack of sex disaggregated data prevents the development of gender responsive energy policies and programmes |
| | Strategic objective | Strengthening gender-responsive regional and national energy policies that address women's practical and productive energy needs and promote women's involvement in the energy value chain. Implementing a robust data collection system. |
| Service Providers | Issue | The proportion of female staff is low at decision-making level and in technical positions. |
| | Strategic objective | Promoting gender diversity at every level of the main energy service providers, to ensure that different opinions are represented in decision and policy making. |
| Society | Issue | Women and girls are not encouraged to pursue employment in the traditionally male-dominated careers within the energy sector. |
| | Strategic Objective | Promote women's enrolment in science, technology, engineering and mathematic (STEM) programs |

Linked to this set of objectives, the long-term outcomes ultimately sought by the strategy outlined herein are to contribute to **mainstream gender equality in the EA-SA-IO region's energy sector to empower women with increased career and income generating opportunities and an enhanced access to energy.**

2 Main implementing agency and interaction with stakeholders

This section presents the recommended structures to implement the Gender Mainstreaming Strategy and Action Plan 2022-2031 at regional and national levels. The implementation structure is presented in the figure below.

Figure 2-1 Proposed Implementation Structure at regional and national levels



2.1 Regional Level

RECs will be responsible of the strategy implementation in the region their member countries. A capacity assessment of three RECs (provided in Annexe I) shows that the RECs' gender teams have limited resources and capacities to implement the GMSA. Thus, the division in charge of energy should oversee the GMSA implementation in close collaboration with the gender unit.

2.1.1 Regional Steering Committees

Regional steering committees (RSCs) should be established and chaired by the RECs. The purpose of the RSC is to provide oversight for program implementation, coordination across the regional and national participants and ensure relevant linkages and complementarity with external initiatives and stakeholders. The composition of each RSC will be adapted to the regional situation. Representatives to sit on the RSCs could include regional associations of electric utilities (EAPP, AMEU), networks specialised on gender and energy (e.g. ENERGIA), development partners (USAID, World Bank, UN agencies, etc.), main universities, SACREE, EACREEE, etc.

2.1.2 Implementation teams

Within each of the REC will be established a team of permanent staff in charge of implementing the Gender Mainstreaming Strategy and Action Plan (GMSAP) (hereafter the "Regional GMSAP Implementation Teams"). Experts should include 1 manager, 1 gender expert and 1 M&E expert.

2.2 National Level

In each country, the Ministry of Energy (MOE) will act as national implementing entity in charge of overseeing the implementation of national level activities. The MOE should establish a national steering committee. Below is a non-exhaustive list of recommended institutions to sit at the NSC:

- Ministry of Women (MOW)
- National bureau of statistics (NBS)
- Electricity utility
- Ministry of Education/ main university
- Civil society organisations (CSOs)

A close collaboration between the MOE and the MOW is especially important to ensure an effective implementation of the Gender Mainstreaming Strategy and Action Plan.

The MOE will designate a full-time human resource to manage and monitor the implementation of the Gender Mainstreaming Strategy and Action Plan (hereafter called the “National GMSAP Manger”) and coordinate the input from the NSC. This resource can be the gender focal point (GFP) in countries where this position already exists. The GFP’s job description must specify its leadership role in the implementation of the Gender Mainstreaming Strategy and Action Plan and stipulate duties related to gender and a mandate to intervene in policy/ programme formulation or planning so that it benefits from persuasion and decision-making power in the ministry. The GFP also needs to have sufficient gender capacity and adequate financial and human resources to accomplish all its tasks.

3 Strategic framework for action

The following section outlines a high-level framework for action for each of the three strategic objectives. The strategy and action plan is meant to be used as a high-level framework proposing various activities that will contribute to achieving gender mainstreaming in the energy sector using a multi-level approach (institutional, service providers/businesses and society/community). Each EA-SA-IO country will be free to adapt the Gender Mainstreaming Strategy and Action Plan to its national context and progress on gender equality by selecting the priority activities and deciding on their own national action plan.

3.1 Objective 1: Institutional – Strengthening gender-responsive regional and national energy policies

3.1.1 Sub-Objective 1.1: Ensuring a strong institutional and organisational framework for the implementation of the strategy and action plan at regional and national level

Activity 1.1.1 Establish implementing structure at regional level and ensure ongoing capacity development

As a starting point, it is important for the institutional and organisational structures to be in place to facilitate and guide effective implementation of this strategy. The initial action area will include the establishment of an implementing team within each REC (COMESA, COI, EAC, and IGAD SADC) (hereafter the “Regional GMSAP Implementation Teams”) with clearly defined accountability and reporting mechanisms. Experts needed include manager, gender experts and M&E experts. The first tasks to be conducted by the implementation team include:

1. Developing a resource mobilisation plan (RMP) to identify and source national level funding streams to ensure there is a sustainable, country-led approach to implementation.
2. Designing a gender mainstreaming and capacity development plan to ensure the ongoing, relevant gender and energy expertise within the regional organisations in charge of implementing the Gender Mainstreaming Strategy and Action Plan.

In each region, a regional steering committee (RSC) should be formed to oversee ongoing strategy implementation. The role of the RSC is to ensure linkages and complementarity with other initiatives relevant to gender and/ or energy.

Activity 1.1.2 Designate implementing structure at national level and adapt the strategy and action plan to each country

Ministry of Energy (MOE) will act as national implementing entities in charge of overseeing the implementation of national level activities. The MOE should establish a national steering committee. Below is a non-exhaustive list of recommended institutions to sit at the NSC:

- Ministry of Women (MOW)
- National bureau of statistics (NBS)
- Electricity utility
- Ministry of Education/ main university
- Civil society organisations (CSOs)

A close collaboration between the MOE and the MOW is especially important to ensure an effective implementation of the Gender Mainstreaming Strategy and Action Plan.

The MOE will designate a full-time human resource to manage and monitor the implementation of the Gender Mainstreaming Strategy and Action Plan (hereafter called the “National GMSAP Manager”) and coordinate the input from the NSC. This resource can be the gender focal point (GFP) in countries where this position already exists. The GFP’s job description must specify its leadership role in the implementation of the Gender Mainstreaming Strategy and Action Plan and stipulate duties related to gender and a mandate to intervene in policy/ programme formulation or planning so that it benefits from persuasion and decision-making power in the ministry. The GFP also needs to have sufficient gender capacity and adequate financial and human resources to accomplish all its tasks.

The NSCs should then review the regional Gender Mainstreaming Strategy and Action Plan, identify the activities they need to implement and design their national Gender Mainstreaming Strategy and Action Plan, aligned with existing or planned national structures and initiatives.

3.1.2 Sub-Objective 1.2 Ensure the national implementing agencies have the necessary capacity and knowledge for implementation of the Gender Mainstreaming Strategy and Action Plan

Activity 1.2.1 Conduct a training needs assessment of the national implementing agencies

The Energy Policy Gender Assessment has shown that awareness and capacity on gender equality is low among staff of the main stakeholders involved in the energy sector. Recurrent capacity building initiatives on gender mainstreaming to ensure policies and programmes are gender responsive should be implemented in all countries. A training needs assessment (TNA) of the main stakeholders that will be involved in implementing the national gender mainstreaming strategy and action plan should be performed by the regional implementation team sitting at five RECs. The objective would be to provide in-depth analysis of capacities for energy planning, energy technologies and needs, gender budgeting, and gender mainstreaming. The following aspects must be covered by the TNA:

- Gender mainstreaming awareness and capacities at the MOE and electric utility;
- Awareness and understanding of energy (technologies, energy needs, planning, etc.) at the MOW;
- Understanding from the MOE and MOW of the national gender mainstreaming strategy and action plan and planned activities at the national level;
- Awareness and capacity of the NBS to collect gender disaggregated data on energy, employment, economic development, etc.

Activity 1.2.2 Develop and conduct a regional gender and energy training and awareness-raising program in each participating country

Based on the outcomes of the TNA in Activity 1.2.1 above, the implementing teams within the RECs will develop a tailored gender and energy training and awareness program. The program will be developed in a way that it can be tailored to suit different country contexts, with two streams targeting different stakeholder groups and training needs:

1. Gender mainstreaming training tailored to energy stakeholders (MOE and electricity utilities), aimed at building capacity on gender equality concepts linked to energy.
2. Energy training tailored to gender stakeholders (MOW, key groups from civil society), aimed at introducing key energy concepts and how technologies and services may affect women's access to resources and opportunities.

Ideally, representatives from MOWs would support SPC in providing the training to energy stakeholders and vice versa. A unique feature of this training will be the development of linkages between MOEs and the MOWs, hence fostering collaboration that will prove essential for an effective implementation of national gender mainstreaming strategies and action plans.

Building on existing toolkits and manuals on gender, energy and climate change in Sub-Saharan Africa and in developing countries (see the box below for recommendations), the implementation team will develop a full suite of training materials and knowledge products. For the training, existing toolkits will necessarily be supplemented by new materials such as guidelines, policy briefs, checklists, factsheets and case studies of the region on gender and energy. Training tools and strategies should include train-the-trainers, training manuals, recorded video presentations, etc.

Box 1: Examples of Capacity Building Resources on Gender and Energy

- ESMAP, Gender and Energy Equality, E-Learning Course. Available online: <https://esmap.org/node/56954>
- ENERGIA, Training Manual on Gender Mainstreaming, Promotion of Renewable Energy and Energy Efficiency Programme. Available online: <https://www.energia.org/publications/training-manual-on-gender-mainstreaming-promotion-of-renewable-energy-and-energy-efficiency-programme/>
- Ministry of Energy Mozambique/ ENERGIA, Mainstreaming gender in the energy sector. Training manual. Available online: <https://www.energia.org/publications/mainstreaming-gender-in-the-energy-sector-training-manual/>
- ENERGIA/ OLADE, Guide on Gender and Energy for Trainers and Managers of Public Policies and Projects. Available online: <http://biblioteca.olade.org/opac-tmpl/Documentos/old0370.pdf>
- UNDP/ Global Gender and Climate Alliance (GGCA), Gender and Energy, Capacity development series – Training module. Available online: <https://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/Training-Module-Gender-and-Energy.pdf>

The capacity building program will be designed to ensure sustainable impacts and regular delivery of training sessions, reinforced by regular dissemination of topical knowledge products that are updated regularly. The knowledge that should be covered in each training stream is briefly detailed below and will need to be confirmed by the TNA.

Session 1 - Capacity Building for MOE and Energy Utilities

The first stream of training will target those working directly in the energy field and will be aimed at strengthening the gender-mainstreaming capacities, gender-budgeting and M&E of the MOEs and electricity utilities. Specifically, the program will aim to cover the inclusion of gender in policy and programmes as well as in all relevant aspects of work (human resources management, creating an inclusive work environment, etc). Coordination with MOE/ electric utility management

would ensure that it is mandatory for the training to be delivered annually and a requirement for every new employee.

Session 2 - Capacity Building of Gender Stakeholders (MOW and civil society)

A specific capacity building program covering energy concepts will be developed for MOWs and civil society organisations. The aim of the program is to enhance the linkages between gender and energy, as well as build broader awareness about the energy policy framework, energy technologies, value chain and economic opportunities for women.

Session 3 – Collaborative session with MOE and MOW

Once participants from MOEs have conducted base level training in gender mainstreaming and participants from MOWs have followed their sessions on energy, participants from both ministries will be brought together for a combined training on gender in the energy sector and on the content and implementation of the national gender mainstreaming strategy and action plan, creating a space for mutual support and understanding and fostering opportunities for future collaboration.

3.1.3 Sub-Objective 1.3 Developing a gender-responsive energy policy framework

Activity 1.3.1 Assist the EA-SA-IO countries in developing, adopting and implementing a national gender-responsive energy policy (GREP)

The Energy Policy Gender Assessment illustrated that some energy policy frameworks in the region fail to address the roles and energy needs specific to women and use a very narrow definition of energy access that does not meet international standards. Drawing on both the findings from the Energy Policy Gender Assessment as a starting point and the TNA performed under Activity 1.2.1, this activity will promote that all new energy policies developed during the Gender Mainstreaming Strategy and Action Plan implementation are gender responsive. The Energy Policy Gender Assessment proposes a comprehensive yet pragmatic and user-friendly tool so that governments can perform their own policy analysis and development. The tool is broken down into two main components to assess both causes for gender blindness in energy policy, notably (1) gender mainstreaming capacities at the national level, and (2) process for developing a GREP. Each component is then broken down into several enabling conditions (see Table below).

Table 3-1 Structure of the Tool for Developing Gender-Responsive Energy Policies

| Component | Enabling Conditions |
|--|---|
| 1. Gender mainstreaming capacities at the national level | a. Decision-making |
| | b. Gender-disaggregated data |
| | c. Legislation on gender equality and political commitment |
| | d. Institutional support, accountability and financial commitment |
| 2. Process for developing a GREP and policy content | e. Recognition of women's roles, knowledge and energy needs |
| | f. Participation |
| | g. Sex-disaggregated data |
| | h. Integrated energy planning |
| | i. Monitoring and evaluation |

Although it is not necessary to achieve all the enabling conditions to develop a GREP, the more conditions are fulfilled, the higher the chances of success. Designing and adopting a GREP will be ongoing during the 10-year implementation of the Gender mainstreaming Strategy and Action Plan. This activity must be undertaken whenever a country needs to update an energy-related or climate-related policy. Best practices from EA-SA-IO countries should be showcased to other countries (See Box 2).

Box 2: Good Practices Related to Gender-Responsive Energy Policies in EA-SA-IO Countries

Kenya's Gender Policy in Energy, adopted in 2019 made the country's energy policy framework become gender transformative. Developed by Practical Action and ENERGIA, the policy aims at considering the needs of both men and women through gender analysis and integration of these needs in energy planning and at strengthening institutional capacities for gender mainstreaming as a basis for gender sensitive project formulation, implementation, and impact evaluation of all energy projects in Kenya. The policy is intersectional as it also targets youth and people with disabilities.

In 2018, a **SEforALL Gender Action Plan (GAP)** was developed in 2018 under the Tanzania SEforALL Action Agenda. The GAP was developed by the Technical Working Group consisting of the Ministry of Energy, REA, TANESCO, PO-RALG and MoHCDGEC, with assistance from the National Gender and Sustainable Energy Network (NGSEN), supported by ENERGIA. The GAP's objective is that the SEforALL initiatives in Tanzania provides equal opportunities for women and men in access to and control over sustainable energy services. Its implementation by the MOE is ongoing and will be extended in the forthcoming Energy Sector Reform Programme through EU financing. This programme's implementation will commence in the 2021/22 financial year with a duration of five years.

Zambia's Ministry of Energy requested, in 2020, a **Gender and Energy Strategy and Action Plan (GESAP)**, which was prepared by an independent consultant. The GESAP will support the operationalisation of the gender mainstreaming measures outlined in the NEP by identifying specific objectives and actions. The overall objective of the GESAP is to enhance gender equality, social inclusion and non-discrimination in all spheres of the energy sector.

Activity 1.3.2 Collect sex-disaggregated data on energy needs and uses, on women's economic activities as part of national statistics

The Energy Policy Gender Assessment found that there is very little sex-disaggregated primary data available on women's use of energy and economic activities in targeted countries. This is problematic because if a situation is not documented, it cannot be identified as a problem and

therefore cannot be solved. It is essential that MOEs and MOWs collaborate with NSB to establish regular sex-disaggregated data collection on energy, climate and economic empowerment.

A first step of this activity is for the five RECs to hire an external consultant to develop guidelines on collecting and assessing gender-disaggregated energy and economic data within the context of energy policy development. The guidelines will be a valuable resource to disseminate to EA-SA-IO countries to support harmonised gender-responsive data collection activities. A training module tailored to NSB will be developed and training sessions implemented by the RECs implementation teams in each country.

This activity will be ongoing throughout the 10-year implementation period. Relevant censuses and surveys to be used to collect gender-disaggregated data on the energy sector include:

- Business surveys
- Labour force surveys (LFSs)
- Agricultural censuses
- Household income and expenditure surveys (HIESs)
- Demographic and health surveys (DHSs)
- Multiple indicator cluster surveys (MICS)
- National Censuses

Before implementing these censuses and surveys, the National GMSAP Manager should undertake a series of national consultations in the capital city and in off-grid communities to explore how best to integrate the themes of gender and energy in the national statistics. The National GMSAP Manager should then closely coordinate with the NSB throughout the data-collection and analysis process before gender and energy censuses or surveys are conducted.

3.2 Objective 2: Service Providers – Enhance employment opportunities for women in the energy workforce

3.2.1 Sub-Objective 2.1: Collect data on women's engagement in the energy workforce

Activity 2.1.1 Perform a regional study of women in the energy workforce

This activity involves conducting national or sub-regional studies on the engagement of women in the energy workforce. The study will provide quantitative data on women's engagement within the public and private sector as well as working conditions. The assessment should be based on field data collection (online survey, interviews and focus group discussions) and be informed by existing initiatives and best practices in the region (see Box 3). The findings will lead to making recommendations for policies and measures and a guideline for developing and implementing institutional gender action plans (IGAP) within organisations from both the public and private sectors. Existing literature should be used to inform the design and content of the study¹.

¹ Such as MATTE, Joëlle (2021) "Energy2Equal: Renewable Energy Gender Workforce Study", International Finance Corporation. [Expected publication release: October 2021].

Box 3: Good Practices Related to Implementing IGAP in Electric Utilities in EA-SA-IO Countries

Kenya Electricity Generating Company (Kengen) has a Gender Mainstreaming Policy that underlines the utility's commitment combatting gender inequality within the company. The utility furthermore developed a strategic plan with KenGen to facilitate the company's gender equality goals. This led the utility to accelerate gender equality initiatives such as the Blue Power Network, an initiative that engages men across the company to be champions for change and equality leaders and Pink Energy, a professional women's development network that connects women with opportunities across the organisation.

Lesotho Electricity Company (LEC) has committed to gender equality as a strategic objective and enacted action plans and policies to mainstream gender equality across the utility's procedures and activities. Their gender initiatives include developing gender responsive human resources policies and outreach to vocational schools to increase the identification and recruitment of women candidates.

Electricity Generation Company Malawi (EGENCO) is committed to improving gender equity and developed and adopted a Gender and Social Inclusion and Anti-Harassment Policy. They now partner with USAID Engendering Utilities Program to implement a gender action plan to incorporate gender equality into their business practices.

Rwanda Energy Group (REG) aims to ensure that women can capitalise on increased investment in Rwanda's energy sector as the industry and labor force expands. The utility has adopted a Gender Action Plan, to increase gender equality, improve corporate culture and provide leadership opportunities for women. It has also developed a sexual harassment policy and gender responsive human resource policies.

2

3.2.2 Sub-Objective 2.2: Collaborate with service providers to promote employment opportunities for women

Activity 2.2.1 Work with providers of energy services from the public and private sector to develop and implement institutional gender action plans

This activity builds on the findings and recommendations of the regional assessment of the energy workforce (Activity 2.1.1).

This action will serve to promote an inclusive work environment in government agencies, electricity utilities and private sector companies by adopting gender-aware internal policies, procedures and work culture. The Regional GMSAP Implementation Teams will work with key agencies in the energy sector to develop first an agreement for collaborative cooperation to strengthen gender mainstreaming. Building on the TNAs conducted under Activity 1.2.1, the Regional GMSAP Implementation Teams will provide technical support to each agency to develop their institutional gender action plan (IGAP). An IGAP aims at establishing lines of action to internally promote gender equality and develop a gender-sensitive working environment in the agency, but this plan will also include activities and affirmative actions to enhance the capacities of the agency to mainstream gender in service delivery and programs. The IGAP will also include indicators and a monitoring and evaluation system that helps the agency to measure progress in the institutionalisation of gender.

² USAID, Engendering Utilities Program. Available online:

Activity 2.2.2 Establish mentoring and networking programs for women employed in the energy sector and graduates of STEM programs

A range of mentoring and networking programs will be delivered to support women's access, as well as maintain and progress their employment in the sector. These interventions will be designed in consultation with employers in the energy sector including MOEs, utilities and private sector service providers. Mentoring programs for women employed in both the public and private sectors will be set up for different streams including (but not limited to):

- Recent graduates to support them in seeking employment in the sector;
- Technical staff to support them when facing discrimination in the workforce and with career progression;
- Existing and emerging managerial staff to support them when facing discrimination in the workforce and with career progression.

All participants in the mentoring program will be linked by a virtual network and will have access to regular events to exchange experiences, learn from each other and provide mutual support.

3.3 Objective 3: Society – Challenge cultural norms and gender stereotypes and promote women's enrolment in science, technology, engineering and mathematic (STEM) programs

In Sub-Saharan Africa tertiary education is characterised by low post-secondary rates and wide gender gap for university enrolment (8% women versus 11% for men). Patriarchal norms and socio-cultural discriminatory practices pre-determine that men are those who receive higher education. According to UNESCO estimates, only 30% of researchers in SSA are women, with the gender gap especially apparent in disciplines such as mathematics, engineering, and computer science. This is a barrier to developing knowledge-based economies that generate high-paying jobs. With low post-secondary rates in general and low STEM enrolment, African women are poorly positioned to enter the energy workforce.

3.3.1 Sub-Objective 3.1 Challenge cultural norms and gender stereotypes preventing women from engaging in the energy sector

Activity 3.1.1 Involve women and girls in STEM activities at school and community levels

Patriarchal norms and socio-cultural discriminatory practices have a strong influence on women's career choices. African women are still more drawn to studying and working in sectors such as the garment, food, and service sectors, which are linked to their societal role as caregivers, since women enrolled in technical or engineering programs are still frowned upon and female STEM graduates are confronted with generalised social misperceptions that women are unfit for technical roles. Without women's participation in STEM tertiary programs, gender diversity in the energy workforce will only continue to be unbalanced. Activities to promote women's and girls' involvement in energy-related topics, will assist in overcoming ingrained stereotypes and changing women and girls' perception of female engagement in these topics. By getting women and girls, from a young age, actively participating in science camps, school visits and community activities, these stereotypes can be slowly broken down as women and girls get more interested in energy-related subject matters and are seen to be meaningfully

engaging in these topics. These activities will also serve to encourage more women to pursue employment and entrepreneurial opportunities in the energy sector. Such activities may include:

- Implementing science camp programs for young girls that features energy issues and technologies;
- Conducting a series of periodic school, training institute and community visits featuring energy issues and technologies. These might feature guest speakers, demonstrations of technology, competitions to engage the audience;
- Organising industry visits for school children (to learn about and observe energy technologies/industries/production facilities);
- Sponsored community events to promote energy technologies, featuring activities to specifically engage women. These events might feature demonstrations, participative activities to learn how to use new technologies, women speakers sharing experiences, competitions for children (e.g. art, song writing, etc.).

3.3.2 Sub-Objective 3.2 Promote the engagement of women and girls in energy-related education subjects

Activity 3.2.1 Collaborate with relevant education and training providers to ensure that career pathways for women are maximised

This action involves undertaking a detailed regional assessment of energy and climate education and training curriculum (post-secondary). The assessment will lead to recommendations to facilitate liaison with employers or entrepreneurship opportunities to maximise career pathways for women. This activity will involve joint efforts (from national chamber of commerce and education/ training providers) to ensure that education and training curriculum are contextually appropriate. The action requires liaison with key employers in the energy sector to ensure that training programs are well aligned with needed skills.

Activity 3.2.2 Provide scholarships for females studying in male-dominated topics, in synergy with existing national programs

The provision of scholarships for women to take up tertiary education in energy-related subject matters will serve to improve the current gender imbalance observed in STEM graduations and ultimately increase the number of women that are in a position to take up professional and entrepreneurial opportunities in the energy sector. Target graduate programs for scholarships will be based around those courses that typically attract few women, but also aligned to those program areas that render the most potential for career pathways in the energy sector upon graduation. This will require liaison with the relevant training institutes and potential employers to identify the target courses for scholarships, as well as liaison with existing scholarship providers to ensure complementarity. Participants in the scholarship program will necessarily also participate in the mentoring and networking activities outlined under Activity 2.2.2.

4 Implementation schedule

| No | Objectives/ Sub-Objectives and Activities | Year 1 | | | | Year 2 | | | | Year 3 | | | | Year 4 | | | | Year 5 | | | | Year 6 | | | | Year 7 | | | | Year 8 | | | | Year 9 | | | | Year 10 | | | | |
|-------|--|--------|---|---|---|--------|---|---|---|--------|----|----|----|--------|----|----|----|--------|----|----|----|--------|----|----|----|--------|----|----|----|--------|----|----|----|--------|----|----|----|---------|----|----|----|--|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | |
| 1 | Institutional – Strengthened gender responsive regional and national energy policies | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.1 | Ensure a strong institutional and organizational framework for implementing the GMSAP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.1.1 | Establish implementing structure at regional level and ensure ongoing capacity development | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.1.2 | Designate implementing structure at national level and adapt the strategy and action plan to each country | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.2 | Ensure the national agencies have capacity and knowledge for implementing the GMSAP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.2.1 | Conduct a training needs assessment of the national implementing agencies | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.2.2 | Regional gender and energy training and awareness-raising program in each participating country | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.3 | Developing a gender-responsive energy policy (GREP) framework | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.3.1 | Assist the EA-SA-IO countries in developing, adopting and implementing a national GREP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1.3.2 | Collect sex-disaggregated data on energy needs and uses of women as part of national statistics | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Service Providers – Enhance employment opportunities for women in the energy workforce | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2.1 | Collect data on women's engagement in the energy workforce | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2.1.1 | Perform a regional study of women in the energy workforce | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2.2 | Collaborate with service providers to promote employment opportunities for women | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2.2.1 | Work with providers of energy services from the public and private sector to develop and implement IGAP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2.2.2 | Establish mentoring/ networking programs for women employed in the energy sector and STEM graduates | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Society - Challenge norms and stereotypes and promote women's enrollment in STEM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.1 | Challenge norms and stereotypes preventing women from engaging in the energy sector | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.1.1 | Involve women and girls in STEM activities at school and community levels | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.2 | Promote the engagement of women and girls in energy-related education subjects | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.2.1 | Collaborate with relevant education and training providers to ensure career pathways for women | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3.2.2 | Provide scholarships for females studying in male-dominated topics, in synergy with existing national programs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Appendix A Capacity assessment of RECS

A high-level capacity assessment of some of the participating RECs was performed during an online workshop conducted in October 2021, in which gender representatives from COMESA, SADC and IGAD participated. The main findings of the capacity assessment are hereby presented.

COMESA – Gender and Social Affairs Division

Mandate: The mandate of COMESA's Gender and Social Affairs Division (GSAD) is to promote and provide leadership, direction and oversight towards the achievement of Gender Equality and Women Empowerment (GEWE), Youth Empowerment, and Social and Cultural Development in the Member States, at the Secretariat and in COMESA Institutions.

Human capacities: The GSAD is composed of three staff: one Director, one Senior Gender Mainstreaming Officer and one Social and Cultural Affairs Officer.

Technical capacity and tools: The work of the GSAD is based on the COMESA Gender Policy (2002, revised in 2016), which captures the gender and social issues across all sectors (including energy and infrastructure development). They have identified gender gaps within the energy sector and have developed a number of mainstreaming tools (gender planning guidelines, indicators, checklists) that can be used by each department to monitor gender and social actions. They are experienced with conducting training for ministries, including the MOEs.

Capacity Assessment: The GSAD has limited human resources which are already full-time occupied with their current mandate. The tools they developed enable each department to be partially independent to mainstream and monitor gender and social inclusion initiatives in their portfolio. The GSAD does not have the human, financial neither technical capacity to implement the GMSA. The Energy department should be in charge of implementing the GMSA, with support from the GSAD.

SADC – Gender Unit

Mandate: Strengthening gender mainstreaming at both national and regional levels through the domestication of the SADC Protocol on Gender and Development and SADC Regional Indicative Strategic Development Plan (RISDP 2020-2030) as a measure to ensure promotion of women's empowerment.

Human capacities: The Gender Unit is currently composed of two permanent staff: one Head of Unit and one Senior Officer. They plan to recruit three more experts in the unit.

Technical capacity and tools: The work of the Gender Unit is based on the SADC Protocol on Gender and Development and the Institutional policy for gender mainstreaming. The gender experts are overseeing gender mainstreaming across all departments and programs of the organization (that include various themes including industrial development, infrastructure, disaster risk management, tourism, agriculture and food security, etc.). SADC has issued a study on gender and energy as part of the USAID Southern Africa Project.

Capacity Assessment: The Gender Unit has limited human resources which are already full-time occupied with their current mandate. It does not have the human, financial neither technical capacity to implement the GMSA. The Energy Team should be in charge of implementing the GMSA, with support from the Gender Unit.

IGAD – Office of the Executive Secretary

Mandate: The Gender Unit is located where there is appropriate leadership, within the Office of the Executive Secretary, where play its cross-cutting role by ensuring mainstreaming of gender equality and equity into priority projects and programs. It also supports member states to have harmonized gender policies and thereby realize gender equality and women's empowerment.

Human capacities: The Gender Unit is small and has a broad mandate. Gender officers are hired, particularly through projects and initiatives. Different units have gender focal points. The gender advisors are specialised on different themes. All departments are accountable for mainstreaming gender.

Technical capacity and tools: The work of the Gender Unit is based on the IGAD Gender Mainstreaming Strategy (2016-2020) that is currently being revised and updated. Their work related to energy is guided by different documents such as the Infrastructure Master Plan. They have developed resources to guide the different departments on gender mainstreaming including gender mainstreaming guidelines on various themes (agriculture and natural resources management, economic cooperation and social development as well as peace and security and humanitarian affairs) and gender management system handbook.

Capacity Assessment: The Gender Unit is not well-resourced enough to implement the GMSA. It does not have the human, financial neither technical capacity to implement the GMSA. The substantive sectors have the resources and should be in charge of implementing the GMSA, with support from the Gender Unit.



CONTACT INFORMATION

Suite 201

First Floor Warrens Court

48 Warrens Industrial Park

Warrens

St. Michael, Barbados

T - +1-246-622-1783

hello@cpcs.ca

www.cpcs.ca

