



Africa Clean Energy
Catalysing Africa's Solar Markets



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GENDER AND SOCIAL INCLUSION IN THE OFF-GRID SECTOR

What measures should we take to support vulnerable population segments that are affected by lack of electricity access in the wake of the Covid-19 pandemic?





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Gender Focal Point
Ministry of Energy
Zambia



Country Context – Zambia



- Population: 15.5 million (2015), with 58.2% rural & 41.8% urban
 - Male-headed household: 77.5%
 - Female headed households: 22.5%
 - Average HH size is 6
- (CSO 2015)



- ❑ The Zambian Government is signatory to several international laws and conventions concerning gender equality.
- ❑ Gender equality is also expressed in various national plans and policies:
 - ✓ **Vision 2030**
 - ✓ **Seventh National Development Plan**
 - ✓ **National Gender Policy 2014 (currently under going review)**
 - ✓ **Gender Equity and Equality Act 2015**
 - ✓ **National Energy Policy 2019**
 - ✓ **Ministry of Energy is developing Gender Strategy and Action Plan with support from EU - IAEREP Project**



How do we create the right Policy Environment for GESI in Energy Sector ?

Situation Analysis - Key Findings from Gender Assessment (2019) – Energy Sector



1. Energy for cooking has been over-looked



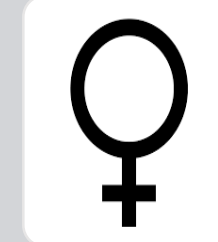
2. Lack of sex-disaggregated data and gender-sensitive indicators



3. Women benefitting marginally from employment and works contracts



4. Gender blind legislation and policy



5. Improved gender balance on boards but low no. of women in the workforce



6. Low institutional capacity to mainstream gender



GESI interventions in Energy Projects: Lessons – Role of Policy

1. REA projects

- a. **Targeting important:** Have targets for reaching women headed HH in electricity access projects; and
- b. **Involve women in decision making:** Include women in community mobilization structures at community level.
- c. Encourage contractors to consider gender thresholds when employing unskilled labor force; (Has been difficult to enforce, hence plans to include a clause in contracts for contractors)

2. Beyond the Grid Project (REEEP)

- a. GESI targets embedded in contracts of companies contracted by the project;
- b. More needs to be done to encourage women to take up technical roles e.g. installations and repairs

Way Forward

- i. Gender responsive procurement
- ii. Gender responsive budgeting (how are men benefitting, how are women benefitting? Gender specific needs)
- iii. Checklists and tools for gender mainstreaming in projects
- iv. Internal gender mainstreaming (sexual harassment policy, well-being, salary mappings, etc.)
- v. Incorporation of gender consideration when revising policy documents.





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Thank You!