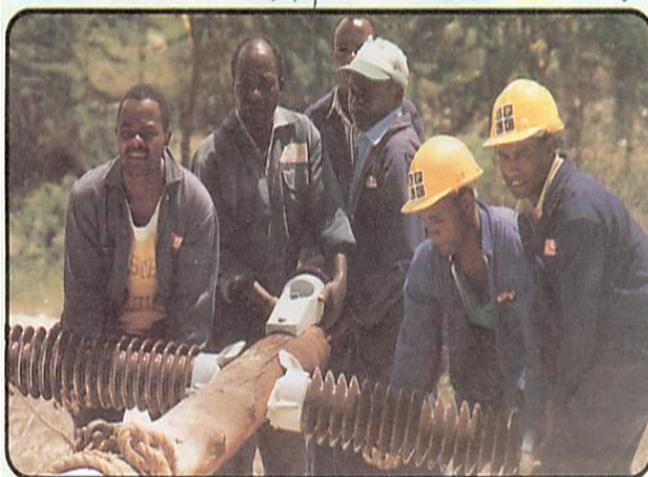




Capacity Building and Exchange Workshop Dakar, Senegal | April 7-9th 2014

Africa Renewable Energy & Access Gender and Energy Program

KENYA PRESENTATION



KENYA | GENDER & ENERGY



Kenya Dashboard

Kenya Power, Electricity Transmission & Distribution

Issue	Fact
Population	Population approx. 42 Million; 69% rural, 24% urban and 8 % peri-urban.
Geography	East Africa with expansive coastline. Generally tropical climate with the equator crossing the Country; Northern part is dry and well endowed with Oil Deposits
Key Development Challenges	Infrastructure to match the growing population; Health access; Maternal deaths, Governance issues – accountability & transparency being encouraged & institutionalized
Energy Scenario	Generation: Hydro – 47%; Thermal – 37%; Geothermal- 14%; Cogeneration – 2% & Wind 0.34%; Access rate is 29%; Challenges in access include scattered homesteads in rural areas, affordability. Rural has about 6% access while urban is 78% Urban has challenges of informal densely populated settlements where lots of electricity theft takes place.
Social and Gender Issues	Poverty and Inequality , Gender Based Violence; Ethnic Minorities; Oppressive cultures- FGM, Women despised and not supported to take up leadership positions; Affirmative action taking root in many appointments

Kenya Program Update

Action	Status
Gender Assessment	2009: Baseline survey conducted under a Consultancy with Energia; 2013: Gender Assessment of Kenya Power's Internal & External Gender Mainstreaming efforts by <u>Satima Consultancy</u> funded by the World Bank under the AFREA program. Results presented to Management Team of Kenya Power; Highlighted need to enhance political will to lead & inspire GMS; increase of awareness to guide policy on access of electricity/energy;
Gender Action Plan	Gender Mainstreaming Strategic Plan (2010-2015) under implementation Implementation delayed due to funding challenges 2013 assessment revealed a need to increase connection especially in rural areas to empower the women and girls – addressing the inequality
Implementation Arrangements	Gender Officer – Focal point, supported by an 8-member Gender Committee reporting directly to the MD & CEO. The Gender Officer makes Quarterly submission to the top management Team. Management buy in due to various demands from Financing Partners; Presence of Partners like the AFREA Program, World Bank, ENERGIA
Monitoring and Evaluation	GMS target incorporated in Government & Parastatal CEO Targets; Evaluation under the Ministry of Planning & Devolution; All Government & State Corporations appointments mandated to have the two-third rule implemented; Quarterly reporting to the Ministry and Gender Commission (Key gender-relevant indicators include staff appointments and employment, staffing population, Gender & related policies)
Completion and Reporting	Achievement of gender parity in staffing and increased Gender issues awareness in Kenya Power ; Access to electricity for all; gender targeted loans to enhance electricity access

What worked well/ Not so well

Worked (or is working) well

- Appreciation of what gender inclusivity in projects can do to reduce inequalities
- Annual performance of all Corporate chiefs include GMS hence cannot be wished away
- Requirement of Gender assessments when sourcing funds for projects

Not working so well

- Gender & technical team continual interactions for ease of gender inclusive access policies
- Low Budgetary allocation
- Awareness still low in the organization
- More political buy in required

3 Lessons Learned

- Leads to great **economic benefits** to the women- improves their standards of living as they can be more productive and self reliant. Are able to engage in cottage industries like keeping poultry as an income generating activity, running small shops like hair salons, selling airtime, improvement on keeping dairy animals, and reduce time-poverty
- **Health:** Lowers the maternal/child deaths – health centers are open 24hours, can be able to handle small emergencies as they are now equipped with modern machines making child delivery processes easier. Increased health care – medicines refrigeration, effective laboratory test, x-rays can be handled
- **Education** – children can study longer hours and therefore perform better and the quality of education is improved as they can now have computers, access to the radio education programs, laboratories enabling them to perform and reach higher levels of education as they have a chance to secure high and tertiary institutions

Guidance Required

- Institutional capacity building towards gender aspects awareness & political buy in
- Operational screening tools to identify gender issues for policy
- Specific programs to assist electricity accessibility and sustainability to all
- Stakeholder engagement & inclusion

M&E | Kenya Power

Development Goal

- Kenya Power delivering improved energy services in a gender equitable way

Outcome

- Improved Gender mainstreaming; Increased sensitivity to gender issues/ institutional commitment to gender; Increased Donor engagement;

Intermediate Outcome

- Better Data; Validated research; Increased Gender Focus in projects; Improved monitoring; Gender Focal Point enhanced

Outputs

- Gender Assessment; Gender Action Plan; Awareness Workshop; Top Management Forum

Inputs

- World Bank Funding; AFREA expert support; Kenya Power Staff; Previous research by Energia-Practical Action

COUNTRY NOTE | KENYA POWER

Kenya Power	
Country Context (Energy and Gender)	29% access to electricity, the lowest being in rural areas comprising of 69% of population
Project Background	Institutionalizing gender in the organization resulting in equitable energy access
Innovative Approach “Storyline”	Gender awareness training; Appointment of gender champions
Progress and Results	Management buy in; Increased awareness;
Way Forward/ Conclusion	Concerted efforts towards gender mainstreamed projects and implementation of Gender Action Plan

COUNTRY ROADMAP | KENYA POWER

Kenya Power Roadmap – Moving Forward on Gender Mainstreaming (1)

Baseline and Current Status of Activities	• Low Awareness on Gender mainstreaming in the organization • Gender Policy, Sexual harassment & Equal Opportunity Policies developed and disseminated to staff; Baseline Report & 5-Year Strategic plan (2010-2015) • Trained 300 staff members in year 2012/13
Immediate Next Steps (0-3 months)	• Awareness creation-targeting 400 staff members by 30th June 2014 • Documentation of Kenya Power's Journey to Gender Mainstreaming so far (from Yr 2008) • Community level engagement ('baraza's) to create awareness on need for connection to electricity and local solutions to access limitations
Stretch Goals and Enhanced Activity	• Review and update the Gender Strategic Plan (2010-2015) • Sensitization forums for 1,500 staff members per year; • Engender internal policies including Human resources policy, way leaves(right of way), resettlement policies • Capacity building for Gender assessment reports in Project monitoring & evaluation for Project managers/co-ordinators • Develop guidelines for Gender assessment reports for transmission & distribution projects • Development of program for co-operation with Secondary schools & Universities for development of Women engineers • Develop a fund to assist female headed households/enterprises get access to electricity connection • Develop capacity/templates for gender disaggregated operational data

COUNTRY ROADMAP | KENYA POWER

Kenya Power Roadmap – Moving Forward on Gender Mainstreaming (2)

Capacity and Skills Needs	• A competent Gender Focal point to serve as trained trainers/facilitators • Workshop facilitation for Top Management & Kenya Power Staff • Operational screening tools to identify gender issues for policy and projects
Resource Needs	• Increased management buy-in • Dedicated Budget for Gender Mainstreaming • Capital Outlay for awareness, policy reviews and engagement, gender disaggregated data and gender assessments
AFREA 2 Request	• Consultancy on engendering internal policies, energy access policies and programs; Resettlement and way leaves (right of way) policies; and transmission & distribution projects • Training of Top Management Staff & Key operational staff • Household surveys to obtain gender disaggregated data • Periodic gender assessments to identify progress, gaps and guide intervention policies.