SHIFTING THE BALANCE OF POWER

A Review of ENERGIA’s Work on Energy and Gender

- Sharing Information
- Building National Networks
- Increasing Benefits from Projects
- Integrating Gender into Policies
- Promoting Gender Equity in Institutions
- Advocating on Gender and Energy Links
The energy sector has been very slow, compared to other sectors, to mainstream gender into their policies and practices. Many people working in the energy sector do not see the connections between their organisations’ policies and gender issues, and therefore most of their policies have been ‘gender-blind’.

The experience with the energy policy in Botswana is illustrative of this situation. Botswana was the first country within the ENERGIA network to undertake a gender and energy audit. An audit generally analyses a country’s energy planning approaches and budgets, the institutional awareness of ministries with regard to links between their work and gender issues, and the connections between gender equity, energy policies, and national objectives on poverty reduction and meeting the Millennium Development Goals.

A gender and energy audit is designed to focus the attention of policymakers on the different needs and priorities of men and women. For example, at home, men might use electricity to watch television while women are using fuels for cooking and heating water. For income production, men might use electricity for economic activities such as welding while women are using it for sewing, or using cooking fuels to prepare meals to sell.

Reviewing energy policies in terms of differences in gender roles helps ensure that both men and women benefit from government energy policies and initiatives.

The findings from the Botswana audit supported the view that most officials do not see the connections between their organisations’ policies and gender issues, and hence pursue ‘gender-blind’ policies.

Adapted from a paper by Joy Clancy, University of Twente, the Netherlands, and the Gender Audit of Energy Policies and Programmes: The Case for Botswana by the Botswana Technology Centre. JOY CLANCY

Illustration from Botswana Gender Audit flyer.
The audit also led to a pilot study collecting gender-disaggregated data. The purpose of the study was to document the use of energy fuels and technologies by men and women, as a basis for responding to some of the gaps identified by the gender audit.

One key concern was that the government’s financial data did not reflect gender differences. Expenditures and budgets considered how to build energy sources to support socio-economic development, but there was little financial data available on women’s economic status, or the impacts of energy investments on their income generating potential. The audit’s action plan called for public budgets and expenditures that include gender allocations, and a funding strategy to support gender-responsive programmes, as well as a targeted monitoring and evaluation system.

The audit was led by the Botswana Technology Centre (BOTC), in close consultation with Botswana’s Energy Affairs Division, supported by ENERGIA and the East African Energy Technology Development Network in Uganda.

### ENERGIA’s role in national gender and energy training and audits of policies

ENERGIA has sponsored a number of national training workshops over the years that explain gender analysis concepts and techniques designed for use in the energy sector. One training package, which builds on the original work by Joy Clancy and Margaret Skutsch at the University of Twente, includes an explanation of what is meant by gender-sensitive energy policies (see table above.)

In the audit process, national data are analysed using gender tools and indicators, some of which were especially developed by ENERGIA. The audits may consider energy statistics, communication channels, policies and development strategies, plus the objectives and pri-
orities of key institutions. They examine energy links with national Poverty Reduction Strategy Papers and gender policy documents, and identify critical gender gaps in existing national energy policy formulation and implementation. In addition to official data, the analysis also generally covers information gathered from civil society organisations and other actors linked to the energy sector, as well as those working on poverty, gender equality and women’s empowerment. The ENERGIA network is currently developing a manual to serve as a step-by-step guide for conducting gender audits in the energy sector.

Since the first audit in Botswana in 2006, ENERGIA members have led additional audits in the energy sector at the request of government officials in Ghana, India, Kenya, Lesotho, Nigeria, Pakistan, Philippines and Zambia.

Each country chose to focus on specific aspects considered relevant to its own situation. For example, Ghana looked particularly at gender in organisations, while Pakistan undertook a gender review of the draft rural electrification policy. The audit in India included a gender budget analysis, but was limited to the Ministry of New and Renewable Energy, since a complete audit of the energy sector in a country as large and complex as India was not feasible.

Follow-up policy level actions as a result of the gender audits include:

- **Kenya**: Integration of gender in Kenya Rural Electrification Plan and Biofuels Strategy (ethanol for household use); gender desk officers employed in Ministry of Energy; gender policy and strategy developed for the Kenya Power and Lighting Company
- **India**: Integration of gender issues and priorities in the Integrated Energy Policy, India; the Ministry of Power and undp launched a study to assess and increase the gender component in access to energy under the largest rural electrification programme in India; integration of gender in the ‘National Mission for a Green India’ as part of the National Action Plan on Climate Change; closer interaction between the Ministry of Women and Child Development gender budget cells and the Ministry of New and Renewable Energy
- **Ghana**: Gender impact assessment of the Liquefied Petroleum Gas (LPG) market; integration of gender in the Ghana Oil and Gas Policy Framework; analysis of gender gaps in employment within the energy sector and approaches to incorporating women into a sector normally seen as a man’s preserve

An important element of the audit process is to involve the ministries responsible for energy at every stage, so that there is a sense of ownership of the audit findings within those ministries. At the end of the audit process, validation by energy sector officials ensures the participation and involvement of key political actors in the future. Based on the findings from the audits, officials agree on actions with specific targets and timeframes needed to engender their policies.

ENERGIA’s research, advocacy and training efforts have been instrumental in building a critical mass of individuals sufficiently senior in their organisations to be able to influence these changes in energy policies to create gender-sensitive goals.

In Kenya, the national gender and energy audit was a significant factor leading to ENERGIA’s engagement in the development of a gender-mainstreaming policy and plan for the country’s electricity utility - the Kenya Power and Lighting Company (KPLC) in 2010.

KPLC is a public company that transmits, distributes and retails electricity to customers throughout Kenya. However, with the Government of Kenya as majority shareholder, KPLC takes its direction from government policy.

The Gender Mainstreaming Policy adopted by KPLC includes the following elements:

- KPLC will endeavour to seek out and appoint women to senior management and executive positions so that the 30% target is reached for all senior-level management appointments by 2015
- KPLC’s senior leaders will provide proactive leadership and commitment to gender mainstreaming
- Women will be represented on all panels and groups with powers relating to governance and decision-making
- The capacity of all staff engaged in implementing the gender mainstreaming strategy will be strengthened through training
- KPLC will continue to seek ways to include households and small businesses, particularly those headed by women, in its connection plans
- KPLC will communicate its gender mainstreaming policy and progress to key stakeholders
- Contractors who provide services to KPLC will be encouraged to include women employees within their workforce in the execution of their contracts
- KPLC will retain the services of an independent gender expert in order to support and maintain the gender mainstreaming momentum and processes.

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