



**MINISTRY OF ENERGY**



**GENDER  
POLICY**



## FOREWORD

The Government of Kenya is focused on the delivery of universal access to clean, sustainable, affordable, and reliable energy services by the year 2022. The Vision 2030 development blueprint puts emphasis on energy as a central factor in poverty reduction and attainment of sustainable development. Development of this Gender Policy comes at a time the energy sector is transitioning to the implementation of the new Energy policy and Energy Act 2019. They aim at transforming the institutional establishments and programs to drive the country into newly industrialized status by 2030. The Government's strategic objective in mainstreaming gender in public institutions, policies and programs demonstrates commitments to advance gender equality and empowerment of women as envisaged in the Constitution of Kenya and the Sustainable Development Goals (SDGs).



As a country, we have made strides in connecting Kenyan households, public and community facilities to electricity through interventions such as the Last Mile Connectivity and rural electrification programs. These efforts have seen the access level rise from 32% in 2013 to the current 75% and we aim to achieve universal access by 2022. The Ministry is investing more in renewable energy and clean cooking technologies which will see universal access to energy services by all Kenyans, ultimately contributing towards climate change mitigation.

The development of this policy is in part fulfilment of the constitutional requirements on gender. It aims to raise the level of gender awareness, change attitudes and inculcate an engendered work culture among staff in the energy sector.

The successful realization of the objectives of this policy will build an efficient and effective energy sector. The participation and support by the implementing agencies, development partners and the people of Kenya towards the implementation of the policy will go a long way in transforming the energy sector for national progress.

A handwritten signature in black ink, appearing to read 'Charles Keter', with a stylized flourish at the end.

**Hon. Charles Keter, EGH**

**CABINET SECRETARY, MINISTRY OF ENERGY**

## PREFACE

Energy is central to sustainable development and poverty reduction efforts. Access to sustainable energy is a key global development goal. The Kenya Vision 2030 identifies energy as one of the infrastructure enablers of its social and economic pillars. It therefore follows that sustainable, affordable and clean energy for all citizens is a key factor in the realization of the Vision 2030. Unfortunately, there are great disparities in energy access between rural and urban areas. Access to clean energy for quality livelihoods in poor rural and urban households has been hampered by factors like inability to afford connectivity fees, geographical inaccessibility and inability to pay monthly bills.



Similarly, accelerated access and uptake of clean cooking solutions is greatly hampered by factors such as limited distribution network and supply of the cooking technologies and cooking fuels especially in the rural areas, inability to pay for cleaner cooking solutions, durability of cooking technologies, safety concerns and cultural resistance.

On the energy supply chain, the participation of women, youth and marginalized groups in extraction, transmission and distribution has been inadequate. The above scenario has led to gender inequalities in the energy sector and my Ministry's initiative to produce a gender policy is intended to address the questions of access, participation and benefits by these groups.

This Gender Policy therefore seeks to provide a framework for state and non-state actors to mainstream gender in policies, programs and projects in the Energy sector. It will guide the integration of gender in all segments of the Ministry through gender analysis and planning. It is further intended to strengthen 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 guided by the principles of non-discrimination and recognition of unique energy needs of women, men and the underserved regions, among others. We believe that the implementation of the policy objectives and recommendations will promote gender sensitive energy institutions and enhance inclusivity and participation of women, men and all the marginalized groups in the realization of sustainable energy for all.

**Dr. (Eng.) Joseph K. Njoroge, CBS**

**PRINCIPAL SECRETARY, MINISTRY OF ENERGY**

## ACKNOWLEDGEMENT

This Policy has been developed in compliance with the Constitutional requirements on Gender mainstreaming. The document was developed through a participatory process involving officers from all sections of the ministry, state corporations and sector stakeholders.

I would like to acknowledge the Cabinet Secretary, Ministry of Energy for his strategic support and goodwill throughout the whole process. Similarly, we take this opportunity to appreciate the Principal Secretary, Ministry of Energy for facilitation and invaluable contribution in the development of the policy.



I also recognize the technical support from the Principal Secretary, State Department for Gender, led by Mr. Protus Onyango, for his commitment and guidance during the development process. We are grateful to the Ministerial Gender Committee led by Mr. Charles Wanyoike who worked tirelessly and diligently in ensuring successful development and finalization of this policy. A special recognition to our state corporations KenGen, KPLC, GDC, KETRACO, REREC, NPEA, EPRA, for their commitment and support throughout the process. We recognize Phoebe Makungu, for providing strategic leadership throughout the development process.

Finally on behalf of the Ministry, I most sincerely appreciate Energia-International, KENGEN and Practical Action for their financial support towards the finalization of the policy document.

A handwritten signature in brown ink, appearing to read 'EMM' with a stylized flourish at the end.

**Evans M. Mutari, MBS**  
**Director of Administration, Ministry of Energy**

## EXECUTIVE SUMMARY

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**E**nergy is a critical component in the economic growth of any country. The Kenya Vision 2030 identifies energy as one of the enablers of national development. Enhanced access to energy sources improves living conditions through provision of water for industrial and agricultural productivity; better health; education; security; and environmental sustainability.

This policy is designed to demonstrate the role energy plays in meeting practical needs and wellbeing of women, men, boys and girls. Availability of clean, sustainable and affordable energy sources facilitates the participation of both men and women in the socio-economic growth of the country while improving the environment.

The policy is arranged in three chapters. Chapter one gives insights into the role of the energy sector in national economic development; challenges facing the mainstreaming of gender in the energy industry; policy and legal frameworks on which gender matters are anchored; institutional structure of the energy sector; the policy objectives; rationale; and gender mainstreaming guiding principles.

Chapter two explores the situational analysis, putting into perspective the strengths, weaknesses, opportunities and threats that exist amidst efforts to mainstream gender in the planning, execution and monitoring and evaluation of the energy activities at institutional, programming and policy levels. Chapter three provides policy recommendations, commitments and implementation strategies to ensure smooth and sustainable mainstreaming of gender in the generation, transmission and distribution of energy resources across the country.

The implementation matrix and M & E Framework have been developed and formed part of the appendix. The matrix maps out the activities that need to be carried out by various actors to actualize the objectives of the policy; targets, the performance indicators and sources of verification.

## ACRONYMNS

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|                |  |
|----------------|--|
| <b>CEDAW</b>   | Convention on the Elimination of All Forms of Discrimination Against Women |
| <b>MoE</b>     | Ministry of Energy   |
| <b>M&amp;E</b> | Monitoring and Evaluation  |
| <b>MTP</b>     | Medium Term Plan   |
| <b>GBV</b>     | Gender Based Violence  |
| <b>KNES</b>    | Kenya National Electrification Strategy                                    |
| <b>KOSAP</b>   | Kenya off- grid Solar Access Program                                       |
| <b>GPOBA</b>   | Global Partnership of Output Based Aid                                     |
| <b>GDP</b>     | Gross Domestic Product   |
| <b>GOK</b>     | Government of Kenya  |
| <b>SDGA</b>    | State Department of Gender Affairs   |
| <b>NGO</b>     | Non Governmental Organisation  |
| <b>NPGD</b>    | National Policy on Gender and Development                                  |
| <b>PWDs</b>    | Persons With Disabilities  |
| <b>SDGs</b>    | Sustainable Development Goals  |
| <b>SGBV</b>    | Sexual and Gender Based Violence   |
| <b>STEM</b>    | Science, Technology, Engineering and Mathematics                           |
| <b>STWG</b>    | Sectoral Technical Working Group   |
| <b>UN</b>      | United Nations   |

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## 1.0 Introduction

Energy is a key driver of economic development due to its significant role in domestic uses, modern communications, transport and technology (European Institute for Gender Equality; 2016). In Kenya, energy is the main catalyst to achieving Vision 2030 and the Big Four Agenda (2018-2022). The Vision identifies energy as one of the infrastructure enablers of its economic pillar. Sustainable, competitive, affordable and reliable energy for all citizens is a key factor in realization of the Vision, where the country projects to achieve a GDP growth rate of 10% in the period covered by Vision 2030. Kenya's real GDP growth has averaged over 5% for the last eight years. It had 5.8% in 2016 and 5% in 2017 with annual average inflation of 6.5% and 8.4% respectively. GDP was projected to rise at a rate of 6.5% in 2018 and 7.1% over the medium term (Kenya Investment Prospectus; 2018).

## 1.1 Gender and Energy

Access to sustainable energy by all is a key global development target under the Sustainable Development Goals (SDGs). Goal 7 on access to affordable, reliable, sustainable and modern energy for all; and goal 13 on climate change and its impacts recognize energy as a key driver to achieving Goal 1, which aims to end poverty and hunger. Sustainable energy resources enhance the quality of life and wellbeing of the population by enabling the production of goods, access to and provision of services related to water through water pumping; agriculture through food processing and irrigation; health, education, industrial productions and environmental conservation. Provision of modern energy services is therefore critical for social- economic development and environmental sustainability.

Mainstreaming gender perspectives in Kenya's national energy policy, budgeting, planning and project management is critical in ensuring the effectiveness of not only the energy programs, but also all development activities that involve energy use. Studies show that energy affects men and women differently. While the degree of gender implications may differ from one energy project to another, projects that deal with people should not be gender-neutral. A gender-neutral project assumes that women and men have the same needs, priorities, opportunities and expectations. Such approaches reinforce existing gender-based discrimination. This effectively makes some marginalized communities to remain underserved by energy policies, appropriate technologies and delivery models. (Poor Peoples Outlook; 2018). Basic services such as electricity for lighting and cleaner cooking technologies are still a luxury for many rural women and men hence the need to improve access to modern energy services.

The Sustainable Development Goal No.5 specifically addresses gender equality in all forms of development. The goal aims at building more environmentally sustainable and climate-resilient societies, whereby both women and men have an equal opportunities to access and control available resources within their environment. Access to modern energy is a key enabler for women's empowerment as it plays a key role in meeting practical gender needs of women such as cooking, food processing and water hauling as well as strategic gender needs like street lighting for safety and power for enterprise development. While access to energy services would not necessarily guarantee gender equality, it helps in relieving women and girls of the drudgery associated with their daily tasks and provides them time for income-generating opportunities and education (UNDP; 2015).

Women and girls especially those in rural areas are predominantly responsible for the bulk of household work. Access to modern energy makes a significant difference to their health and well-being. Women have more sustainable consumption choices and tend to have a bigger say in household energy decisions. They make choices from consumption, design, production, distribution and sales of sustainable energy technologies (for example, clean cooking stoves and lighting devices). It would therefore be of benefit to have women contribute to shaping the clean energy value chain. Their position in society equips them with an understanding of the cultural and community context, which is useful for introducing behavioral change with regard to energy consumption at the household level. (Senay Habtezion et al 2016). A survey conducted by practical action revealed that approximately 3 billion people in the world lack access to clean fuels and technologies, which remains the global energy sector's biggest challenge(Practical Action 2018:13).

Equitable access to reliable, affordable and modern energy services would contribute towards alleviating the daily household burdens of the poor. It is evident that control of black carbon emissions in developing countries is a potentially cost-effective means of curbing GHGs, while at the same time improving the health and quality of life of those living in solid-fuel-dependent communities(UNDP;2015). As the world strives to reduce energy-sector GHG emissions through implementation of the Intended Nationally Determined Contributions (INDCs) - mitigation pledges made by member states to Paris agreement, increased effort is needed to limit the rise in the global mean temperature to 2°C or below. Women's empowerment could be a key strategy in reducing emissions from household energy use and the overall quest to decarbonize the energy sector in general. (Senay Habtezion et al 2016).

It is in this regard that adopting a gender approach in energy by increasing community participation, bottom-up approaches and local ownership of interventions is critical to achieving universal, sustainable energy access. It will take a mix of different types of energy access interventions to achieve the SDGS. In this regard, the Government aims

at achieving 100% universal access to energy by the year 2022 through main electricity connections and promotion of alternative renewable energy technologies (KNES: 2018-2022).

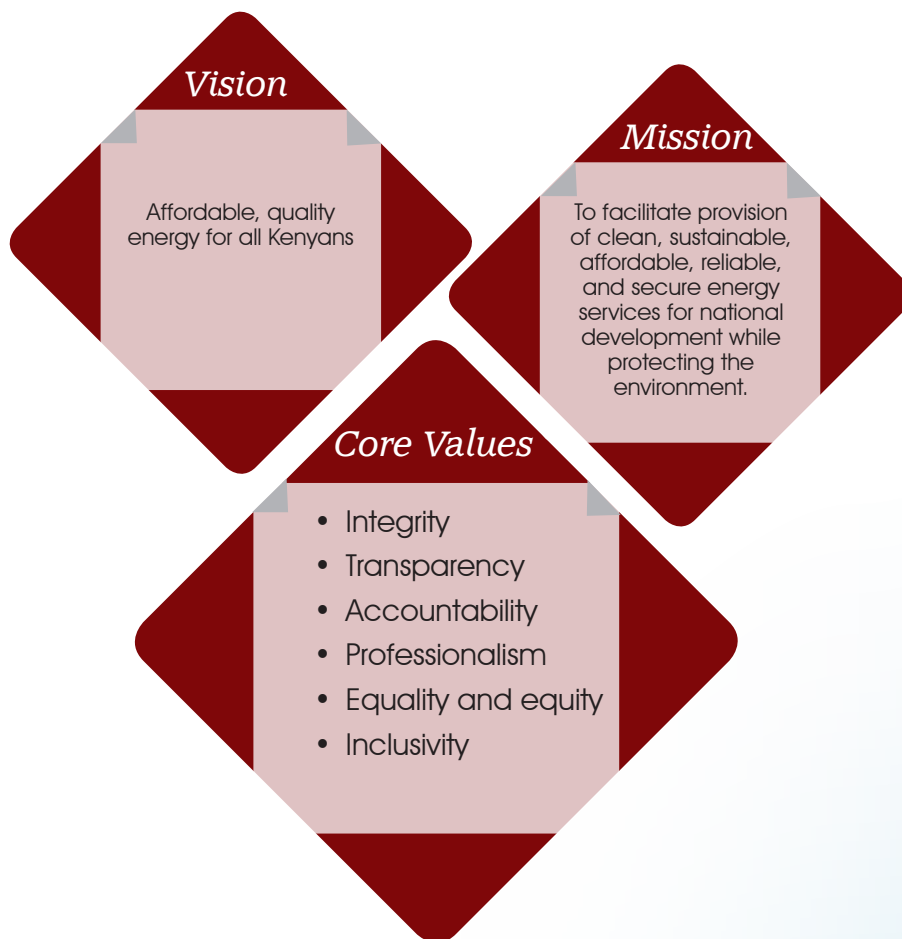
The cost of energy has a significant impact on economic productivity and growth. High energy prices impact negatively on domestic wealth and employment creation. Despite Government investment in the energy sector, access to energy by citizens for both lighting and cooking has largely been hindered by inadequate infrastructure and inability to afford the services. The most affected are the poor in the urban and rural areas and more specifically, female headed households.

This policy demonstrates the Ministry's commitment to enhancing the principles of equal opportunities for all persons such that no deserving persons are discriminated on the basis of gender. It aims at institutionalizing the principles of gender mainstreaming to ensure that opportunities and benefits are equally accessible and shared by both women, men, PWDs, and youth in all its operations.

## 1.2 The Mandate of the Ministry of Energy

The mandate of the Ministry of Energy is derived from the Constitution of Kenya 2010, Article 186 (1); Executive Order No. 1 of 2018 and Energy Act 2019. The mandate includes:

- a. National Energy Policy Development and Management
- b. Thermal Power Development
- c. Rural Energy Programme
- d. Energy Regulation, Security and Conservation
- e. Hydropower Development
- f. Geothermal Exploration and Development
- g. Promotion of Renewable Energy



### 1.3 Policy, Legislative and Regulatory Framework

The energy sector is guided by various constitutional, policy and legal frameworks. The Government has pronounced its commitment to gender equality through various statutory instruments and domesticated international protocols and declarations that include the following:

#### **The Constitution of Kenya 2010**

The Constitution enhances protection and enforcement of fundamental rights. It envisages gender equality and non-discrimination. Article 27 puts emphasis on equality and freedom from discrimination. This principle applies to all sectors including energy. Article 10 on Values and Principles of Governance provides for fairness and justice in execution of public affairs, whereas, Article 19 provides for bills of rights and nondiscrimination.

Article 186 (1) provides for the distribution of functions and powers of National and County Government as set out in the Fourth Schedule. The functions are as follows:

1. National Government shall be responsible for among other functions:-

- i. Protection of the environment and natural resources with a view to establishing a durable and sustainable system of development including but not limited to:- water protection, securing sufficient residual water, hydraulic engineering and the safety of dams and energy policy.
- ii. Energy policy including electricity and gas reticulation and energy regulation and;
- iii. Public investment.

2. Part 2 of the Fourth Schedule provides that County Governments, shall be responsible for among other functions county planning and development including electricity and gas reticulation and energy regulation.

Article 69 states obligations of the state in respect of the environment among others;

- i. Ensure sustainable exploitation, utilization, management and conservation of the environment and natural resources, and ensure equitable sharing of the accruing benefits.
- ii. Work to achieve and maintain a tree cover of at least ten per cent of the land area of Kenya,
- iii. Eliminate processes and activities that are likely to endanger the environment, and
- iv. Utilize the environment and natural resources for the benefit of the people of Kenya.

## **The Energy Act, 2019**

Through the act, the Government is obligated to provide affordable energy services in all areas of Kenya by ensuring all households are connected to electricity by 2030. Government to promote the development and use of renewable energy technologies, including but not limited to biomass, biodiesel, bioethanol, charcoal, fuelwood, solar, wind, tidal waves, hydropower, biogas and municipal waste. Also required to established an inter-ministerial Committee known as the Renewable Energy Resource Advisory Committee.

**Section 8.** (1) of the act requires the National Government, in collaboration with County agencies to develop a conducive environment for the promotion of investments in energy infrastructure development, including formulation of guidelines on the development of energy projects.

The Government is also to implement a prudent national energy efficiency and conservation program for sustainability.

## **The National Energy Policy, 2019**

The policy sheds light on gender imbalances among personnel in energy institutions. It recommends gender inclusivity in all appointments in the sector. It also states that there is inadequate public awareness on the adverse health effects of use of wood-fuel and kerosene on women and children and inability to access and afford modern and clean energy. There is therefore need to undertake measures to make clean and modern energy services affordable and accessible.

## **Kenya National Electrification Strategy**

It is the roadmap to achieving universal access to electricity as a key plank of powering the Country's development agenda. Its principal objective is to achieve electricity access for all households and businesses in Kenya over the shortest timetable and at acceptable quality of service. With the help of a geospatial planning tool, KNES identified the least cost technology options (grid extension, grid intensification, mini-grids, and standalone systems) and the associated investments required for reaching the remaining population with affordable and reliable electricity by 2022. It focuses at identifying off-grid solutions that can meet the energy needs of lower income remote population centers and housing clusters at reasonable costs and within the government's timeframe (KNES, 2018).

## **Kenya's Vision 2030**

The Vision 2030 is the country's development blue-print that aims to transform Kenya into a newly industrializing, middle income country providing a high quality of life to all its citizens by 2030 in a clean and secure environment. Access to competitively priced, reliable, quality, safe and sustainable energy is therefore essential for the achievement of the Kenya Vision 2030.

## **National Gender and Equality Commission Act, 2011**

The Act promotes gender equality and freedom from discrimination in accordance with Article 27 of the Constitution. This applies in both public and private sectors.

## **The National Policy on Gender and Development, 2000**

It addresses issues related to gender, environment and natural resources. The policy points out that the bulk of Kenya's gross domestic product and livelihoods are dependent on the environment and natural resources. This necessitates the need for sustainable development by ensuring that the resources are not polluted, inequitably allocated or diminished. Men and women need to play equal roles in the management of renewable and non-renewable natural resources.

### 1.3.1 International Instruments

#### Sustainable Development Goals (SDGs), 2015

They were established to accelerate sustainable development. The goals relevant for the purpose of this policy include:

**Goal 1:** End poverty and hunger

**Goal 5:** Achieve gender equality.

**Goal 7:** Ensure access to affordable, sustainable and modern energy for all.

**Goal 13:** Climate Action: Take urgent action to combat climate change and its impact by regulating emissions and promoting development in renewable energy.

#### The East African Community Gender Policy, 2018

East African member states have put in place policies on access to energy, energy efficiency and investment in renewable energy sources. While it is appreciated that the states have continued to register increases in energy access, there are concerns that gender statistics in terms of consumers and producers are missing. It is not clear how women compared to men have used opportunities either as energy consumers or businesses. Therefore, the biggest challenge in this sector is largely lack of sex desegregated data.

#### Convention on the Elimination of all forms of Discrimination against Women (CEDAW)

It mandates countries to take all appropriate measures to ensure equality of men and women and Art. 14 (h) requires state parties to ensure rural women enjoy adequate living conditions in relation to housing, sanitation, electricity and water supply, among others. It prohibits all forms of discrimination against women and promotes their rights to credit, education, and access to resources and participation in decision-making.

#### Beijing Platform for Action (1995)

Articles 167 (d), 256 (f) and 258 (c) require state parties to: ensure women's priorities are included in public investment programs for economic infrastructure such as electrification and energy conservation; promote knowledge and sponsor research on particularly rural and indigenous women as regards new and renewable sources of energy; support development of women's equal access to sustainable and affordable energy technologies such as wind, solar, biomass and other renewable sources; and ensure compliance with international obligations as regards atomic energy.



## **Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (Maputo Protocol), 2003**

Article 18, 2(b) on the right to a healthy and sustainable environment, state parties are required to take appropriate measures to promote research and investment in new and renewable energy sources and appropriate technologies, including information technologies and facilitate women's access to, and participation in their control.

## **The Rio De Janeiro Protocol, 1992**

The 1992 UN Conference on Environment and Development (UNCED) in Rio de Janeiro, Brazil, known as the "Earth Summit" set the stage for major policy milestones linking gender and environment. It emphasizes inclusion and participation of women across board, including among others: Agenda 21 (9) which urges constraint and efficiency in energy production and consumption, development of renewable energy sources and promotion of mass transit technology and access for developing countries. Section (12) urges governments to work at reduction of demand for fuelwood through energy efficiency and alternative energy programs.

## **Sustainable Energy for all Initiative, 2011**

It aims at mobilizing all stakeholders to take concrete actions toward ensuring universal access to modern services, as well as striving to double the global rate of improvement in energy efficiency. It purposes to double the share of renewable energy in the global energy mix, within the UN timeframe of 2030. One of the principles adhered to is Gender Equality and inclusiveness.

## **Kyoto Protocol to the United Nations Framework Convention on Climate Change, 1992**

The Protocol commits to develop national programs to reduce emissions of greenhouse gases which affect the energy balance of the global atmosphere in ways expected to lead to global warming. Women, children and the elderly are affected more by global warming.

## **United Nations Security Council Resolution 1325 on Women, Peace and Security.**

The resolution focuses on promoting women's rights to participate in peace and security initiatives. Energy plays a key role in boosting security in both urban and rural areas through household, street and community lighting, among others.

## **Nairobi Commitment Statement on Implementation of the Libreville outcome through African Women Energy Entrepreneurs Framework (AWEEF)**

The meeting on African Women Energy Entrepreneurs Framework (AWEEF) was held at the UN Environment Headquarter, Nairobi in December 2017 under the auspices of the Global Science Policy Business Forum. State Parties made commitments to promote participation of women in energy which included among others:

- Development of programs and projects in clean and sustainable energy and energy services that are inclusive.
- Provide leadership and incentivize women to be actively involved in the whole energy value chain.
- Develop integrated approaches to create social, economic and environmental innovative solutions and facilitate achievement of the global and continental development agenda (SDG 2030, Paris Agreement 2015 and AU Agenda 2063).

### **1.4 State Agencies under the Ministry of Energy**

- i. The Kenya Power & Lighting Company Limited (KPLC)
- ii. Kenya Electricity Generating Company PLC (KenGen)
- iii. Rural Electrification and Renewable Energy Corporation (REREC)
- iv. Geothermal Development Company Limited (GDC)
- v. Kenya Electricity Transmission Company Limited (KETRACO)
- vi. Nuclear Power and Energy Agency (NPEA)
- vii. The Energy and Petroleum Regulatory Authority (EPRA)
- viii. The Energy and Petroleum Tribunal - an independent arbitrator in Energy and Petroleum disputes.

### **1.5. Gender Challenges in Energy**

The SDG 5 seeks to achieve gender equality and equity. Whereas energy is critical to socio-economic development, efforts to mainstream gender in the sector have been affected by the following challenges:

- i. Inadequate gender responsive institutional frameworks
- ii. Gender neutral energy policies, plans and budgets at the National and County Government levels.
- iii. Inadequate gender responsive programs and projects.
- iv. Inadequate gender sensitive monitoring and evaluation.
- v. Inadequate gender disaggregated data management systems at National and County Government levels.

- vi. Inadequate access to sustainable energy resources
- vii. Gender inequality in energy labour markets in exploration, generation, transmission and distribution/retail of various energy types
- viii. Underrepresentation in energy-related technical education at tertiary level and universities, with disproportionately higher male enrolments than females;

## 1.6. Rationale for the Policy

Women, men, youth and PWDs have different levels of access to various energy resources. Policy interventions have impacted them differently. This policy is premised on identified gaps and focuses on enhancing inclusivity in access to energy services, promote participation by both genders, sharing of accrued benefits and creation of gender responsive work environments in the energy sector.

The Ministry is mandated to facilitate provision of clean energy at three levels, namely; industrial, institutional and domestic. This policy therefore seeks to enhance the capacity of staff at the National and county Governments, and other players to formulate/implement gender responsive programs and projects that ensure the participation of women, men, Youth and all special groups, and their benefit from all energy initiatives.

## 1.7 Goal

The overall goal of this policy is to achieve gender equality and equity within the energy sector in Kenya.

## 1.8 Objectives

The broad objective of this policy is to guide the mainstreaming of gender in institutions, policies and programs in the MoE, County Governments and amongst the stakeholders. The specific objectives are:

- i. To strengthen institutional frameworks for gender equality in energy at both National and County levels
- ii. To ensure compliance with the Constitution on Gender
- iii. To increase awareness on gender in the Energy Sector
- iv. To integrate gender in programs, monitoring & evaluation
- v. To promote clean cooking solutions and environmental sustainability

## 1.9 Guiding Principles

The policy implementation will be guided by the following principles:

- i. Non-discrimination
- ii. Recognition of diversities among women and men

- iii. Respect for human rights
- iv. Equity and equality
- v. Consultation and cooperation
- vi. Participation by women, men, Youth, PWDs and other vulnerable groups
- vii. Transparency and accountability

## 1.10 Purpose

The purpose of this Policy is to institutionalize gender mainstreaming within the Energy sector. It aims at achieving equality of opportunities and outcomes with respect to access and control over energy resources, services and products in accordance with the distinct categories of women and men.

## 1.11 Scope

This policy will apply to the Ministry of Energy and its SAGAs, County Governments, and other stakeholders.

## 1.12 Policy Review

This Policy will be reviewed after a period of five (5) years or as may be determined by the Cabinet Secretary responsible for energy, in collaboration with County Governments and stakeholders.

“

**Goal 5:**  
Achieve gender equality.

”

“

**Goal 7:**  
Ensure access to affordable, sustainable  
and modern energy for all.

”

## SITUATIONAL ANALYSIS

This chapter focuses on the situational analysis at four levels; Institutional, Policy, Program and Access to energy. The chapter analyses the strengths, weaknesses, opportunities and threats which impact the progression towards gender equality in the Energy Sector. It identifies gaps and provides recommendations that address the existing gaps.

### 2.1 Institutional Level

This section identifies strengths and gaps in compliance with the 2/3rd gender rule, gender responsive work environment, compliance to access to government procurement opportunities (AGPO) and management of gender disaggregated data.

#### i. Compliance with the two thirds (2/3<sup>rd</sup>) Gender Rule

There exists goodwill at the top management level to mainstream gender in the energy sector. Employment of women and men is skewed in favour of men. At the Ministry of Energy headquarters, the ratio of men to women as at December, 2018 stood at 65% to 35%, respectively, thereby complying with the Constitutional requirement on gender. However, women account for only 15% of personnel in leadership positions (Job Group P & above). 30.8% of the personnel are in middle level management positions (Group J to N). Majority of female employees, 41.7% are in lower cadres (Job Group A to H)(HR report, 2018).

Currently, there exist gender units in the Ministry and its SAGAs. Awareness on gender mainstreaming is relatively low among the technical staff yet they are critical in program and project implementation.

#### ii. Gender Responsive Work Environment

Clean sanitation facilities are available and separated for women and men within buildings occupied by the MoE and the SAGAs. Facilities for breast feeding female officers are not available. The requirement by the Human Resource Management Policies and Procedures Manual to have flexible working hours for expectant and lactating female officers has not been fully implemented. The Ministry headquarters is not disability (PWD) compliant in terms of access and facilities.

#### iii. Compliance with Access to Government Procurement Opportunities (AGPO)

The Constitution of Kenya and Public Procurement and Asset Disposal Act, 2015 require all public entities to reserve at least 30% of their total procurement budget to firms

owned by women, youth and Persons living with disabilities. The objective of this is to create equity among different population groups in doing business with Government and to improve the economic position of the vulnerable members of the society. The Ministry has continued to implement the AGPO Policy, however, available reports show that uptake by rural women, youth and PWDs remains low (MoE annual AGPO reports).

#### **iv. Gender Disaggregated Data and its Management**

A gender audit conducted in the Ministry revealed that data generally was not disaggregated and readily available (GOK, 2014). Limited availability of gender disaggregated data on energy development was reported as a hindrance in engendering of energy plans, budgets and programs. This hampers sound decision making on interventions.

#### **v. Gender Based Violence and Sexual Harassment**

Gender Based Violence (GBV) is defined as any act that results in physical, sexual or psychological harm or suffering, including threats, coercion or arbitrary deprivations of liberty, whether occurring in public or private directed against someone on the basis of his/her gender.

Sexual harassment is defined as an act of sexual nature that causes discomfort to the targeted person. It includes words, persistent request for sexual favors, gestures, touch, suggestions, coerced sexual intercourse or rape.

The Employment Act (2007), the Sexual Offenses Act (2006) and Public Officers Ethics Act (2003) describes SGBV as a harmful act that is perpetrated against one's personal will and is based on socially ascribed gender differences between women and men. Other laws critical in addressing GBV are the Constitution of Kenya 2010; the Children's Act 2001; The National Policy for Prevention and Response to Gender Based Violence (2014), among others.

SGBV in Kenya is caused by unequal power relations between men and women, socio-cultural norms that normalize GBV, discriminatory practices and changing gender roles. Other factors contributing to GBV include poverty, illiteracy, breakdown of the family unit and support systems, insecurity/conflict/political instability, alcohol and substance abuse, uncensored media content, as well as poor enforcement of laws and policies.

*Sessional Paper No. 4 of 2004 envisages equitable access to quality energy services at least cost while protecting the environment.*

The Kenya Demographic Health Survey (KDHS), 2008/2009 revealed that 39% of married, divorced or separated women aged 15-49 reported having suffered violence during their lifetime. Subsequently, the KDHS 2014 puts at 45% women and 44% men aged between 15 and 49 having experienced physical violence. There seems to be a considerable increase in GBV incidents nationally therefore cause for alarm.

According to a study by the National Gender and Equality Commission (NGEC), the estimated productivity loss caused to the country through GBV is KES 46 billion, which translates to about 1.1% of Kenya's GDP. This is necessitated by costs of medical care in the event that there are injuries; legal costs in case of reporting as well as associated costs of travels and other incidentals incurred in dealing with GBV incidents. (Gender Based Violence in Kenya: The Economic Burden on Survivors, 2016).

In the place of work, SGBV may manifest itself in varied ways including directly through physical or verbal gestures or indirectly through policies and procedures that may violate an employee based on one's gender.

Currently, cases of SGBV occur in the Energy Sector but the Ministry lacks institutional mechanisms or instruments to address the problem. The SAGAs excluding REA and KNEB have put in place a sexual harassment and discrimination policy that outlines reporting and redress mechanisms for GBV.

## 2.2. Gender Gaps in Policy and Legislation

Sessional Paper No. 4 of 2004 envisages equitable access to quality energy services at least cost while protecting the environment. It provides for gender mainstreaming in policy formulation, energy planning, production and use. It encourages wider use of renewable technologies in the country with special focus on the poor. The Ministry has not had a policy to mainstream gender concerns in its operations.

The Energy Act of 2019 is gender neutral. Much as it has provisions on access for all and inclusivity, it has not made specific focus on women, men and other vulnerable groups and communities.

## 2.3 Gender Gaps in Programs

### i. Presence of Gender Responsive Programs

The Government has undertaken various programs and initiatives in a bid to increase access to modern energy services, reduce carbon emissions, reduce indoor air pollution, provide clean cooking solutions, and increase industrial output. The ministry has made deliberate efforts to put in place programs that respond to the needs of the poor in the rural and urban areas namely: Last Mile Connectivity Project, Rural Electrification, K-OSAP, GBOPA, Clean Cook Stoves and Biogas promotion. These programs continue to increase access, inclusivity and benefit to the poor in the rural areas, poor urban settlements and to the underserved communities. That

notwithstanding, most programs in the energy sector are gender neutral therefore fail to address the special needs of the poor especially female headed households, widows, widowers and the elderly without a pension.

## ii. Clean Cooking Solutions and Environmental Sustainability

Kenya is largely dominated by traditional use of biomass (wood fuel, dung, charcoal, and agricultural waste) as the primary source of energy for cooking. According to KIHBS 2015/16, more than half (54 %) of households use wood as their main source of cooking fuel. In rural areas, 84 percent of households use wood as the main source of cooking fuel. This, alongside the use of kerosene, negatively impacts on the health of children and women and has been linked to high prevalence of Acute Respiratory Infections (ARI). Additionally, many families suffer from cancer, lung disease and other respiratory diseases caused by chronic exposure to indoor air pollution coupled with poor ventilation (IUCN; 2017). Lack of awareness of indoor pollution and its impact on health within the general population limits the rate of adoption to efficient cooking stoves, especially by the rural population. People tend to prefer traditional cooking solutions because of cultural heritage. In order to increase the use of modern cooking solutions it would be necessary to raise awareness about its benefits so that people start to shift to cleaner or improved cooking.

The data also reveals that women spend on average 77 minutes per week to get energy from source, compared to 13 minutes by men. Energy poverty affects women



*Biogas energy*



and girls by virtue of the toll it takes on their time, resulting in time poverty (a lack of time for rest and leisure after taking into account the time spent working, whether in the labour market or at home) (KIHBS 2015/16). Women spend considerable time gathering biomass for energy. Because they undertake these activities largely on foot, this leads to climate-induced scarcity of natural resources. Decline in forest cover affects energy availability in rural areas negatively impacting on households particularly, women and children who often collect wood-fuel. Studies show that female-headed households and elderly women are at a higher risk of energy poverty (European Institute for Gender Equality, 2016).

At the household level, improved cooking technologies reduce the amount of time women and girls spend collecting fuel, giving them the opportunity to pursue education, training and economic activities. The primary type of cooking appliances in households is traditional stone fire at 46%, kerosene stove 13.9%, and gas cooker at 13% at National level. In the rural areas the traditional stone fire is the primary type of cooking appliance at 71%, improved traditional stone fire at 12.8% and ordinary jiko 5.7%, improved jiko 3.7%, gas cooker 2.4% kerosene stove 2.2% and electric cooker is 0.1% (KIHBS 2015/16). It is therefore evident that access to modern cooking solutions will have a transformative effect on lives, as it can reduce cooking time by 50 percent and increase fuel efficiency by 30 percent. High efficiency cookstoves lead to even larger benefits in time and energy savings, hence also contributing to emissions reductions (Poor people energy outlook; 2018).

Kenya is making a good effort in promoting clean cooking technologies. However, most of the interventions are done by CSOs and NGOs within the sector, in collaboration with the Ministry. There is need for the government to focus more in promoting alternative energy solutions for cooking, while at the same time lead in creation of a cross-sectoral initiative to bring together different on-going efforts and improve coordination across agencies, private sector, CSOs and NGOs, for improved capacity (SE4All:2015).

The Ministry endeavors to promote alternative energy solutions namely; biogas, clean cook stoves, fireless cookers, bio ethanol, briquettes and pellets. However, the uptake

*County Governments, institutions, and households should also be encouraged to work towards 100% renewable energy because it is technically possible, economically advisable, socially imperative and environmentally inevitable.*

of these technologies remains low due to inadequate awareness, high cost of the products, resistance to change and inadequate supply. Biogas technology has the potential to counteract many adverse health and environmental impacts connected with traditional biomass energy. (Promotion of biogas system in Kenya, 2007). However, the spread of the biogas technology is dependent on climatic conditions, due to requirement for adequate fodder and water supply. Hydropower generation depends on availability of water, which in turn depends on prevailing climatic conditions. For instance, the Government through Kenya Biogas Program (2009–18) aims to achieve sustainability by developing a commercial, market oriented biogas sector.

Findings from the program revealed that those who adopted biogas felt they had a more reliable cooking experience while also generating some heat to warm the house and saving two to three trees per household annually. Eye and respiratory problems were reportedly reduced. Women saved time because feeding the biogas system with manure and water took less time than collecting firewood. A follow up survey by Clemens et al (2018) showed that despite the technology being very good, there were a number of challenges, which included affordability. There is therefore the need for price reductions through subsidies, further tax breaks or import duty reductions. It is also noted that women's engagement in biogas is low, with men playing leading roles as both suppliers and buyers, and women farmers less likely to own sufficient cattle or be able to access credit.

### **iii. Environmental Sustainability/ Climate Change**

Kenya is currently facing significant threats from global climate change, characterized by increased variation of weather patterns, reduced rainfall and failed seasons causing habitat destructions, loss of bio-diversity and resource use conflicts (SE4ALL Action Agenda 2015). All these impact negatively on the energy sector and influence the availability and access to sources of energy relied on by both women and men.

Environmental Management in the energy sector is critical to ensuring sustainability in the energy value chain. Energy generation, transmission and use pose various dangers to human life and the environment. The challenge for players in the energy sector is the provision of affordable, competitive, reliable and sustainable energy whilst upholding people's rights to land, environment, health and safety.

The negative effects of climate change have resulted to over-dependence on unsustainable wood-fuel and other forms of biomass as a primary source of energy.

Developing renewable energy should become part of the sustainable development agenda of all countries as they not only mitigate the impact of climate change but also open the way to new models of sustainable development with new investments, new industries, and new jobs (Conference of Parties (COP), 22).



*Farm Irrigation using solar energy*

Though Kenya has made significant progress in adopting renewable energy technologies, efforts to achieve the 100% target should be intensified. The government needs to accelerate the development and implementation of its renewable energy projects by showcasing them to the open market and seeking to attract private sector participation and investment (Africa Renewable Energy Initiative, 2016).

County Governments, institutions, and households should also be encouraged to work towards 100% renewable energy because it is technically possible, economically advisable, socially imperative and environmentally inevitable. Energy plans and projects need to be environmentally sensitive to mitigate on adverse impacts that would affect both women and men. This is because reducing adverse impacts of the renewable energy processes on the environment can increase the resilience of community to climate change. For instance, Ghana: designed clay-lined charcoal stoves sold under the brand name Gyapa, and was sold to low- to middle-income households in urban and peri-urban locations where charcoal was the preferred fuel. The country's Environmental Protection Agency monitored household emissions and found them to be very low.

It was found that the programme not only created jobs but contributed climate change mitigation since clean cooking is part of Ghana's Nationally Determined Contributions. ClimateCare reported that Gyapa alone had sold more than 835,000 stoves, cutting 1.86 million tonnes of carbon dioxide. The programme scored the highest of the three inclusivity categories on its gender efforts due to its work on building female retailers' capacity and the extent to which the stoves were affordable to women as customers (Poor people's outlook).

## 2.4 Access to Energy

Energy interventions are likely to impact women and men differently. Access to affordable modern energy services can reduce both time and effort spent in reproductive and productive labour. While some of the benefits are equally applicable to both women and men, some interventions bring specific benefits to women. Affordable, efficient, improved and renewable energy technology not only increases energy security and reduces greenhouse gas emissions but can also provide new economic and educational opportunities for women, men and children.

The survey by KIHBS (2015/16) revealed that the main source of fuel in households is electricity (41%), paraffin tin lamp 19.3%, paraffin lantern 15.7% and solar energy 14% at the National level. In rural areas the main source of lighting fuel is paraffin tin lamps 27% followed by solar energy 21%. Modern lighting for poor families would allow children to study at night, while street-lighting contributes to a safer environment for traveling after dark. It also provides opportunities for extended working hours and thus improved income generation.

Further, lighting in community centers can open the way for adult education, attendance of community meetings where decisions are made (SE4ALL Action Agenda 2015). The



*Last mile connectivity to rural households*

Government targets to make Kenya kerosene free by 2022 by availing alternative modern energy services and achieving 100% energy efficient lighting systems.

Some of the factors that affect connectivity include high costs of supplying power to rural and peri-urban households, Low population density and very poor households; mostly rural communities, as well as many peri - urban areas. Access to energy by citizens has been low due to inadequate infrastructure and inability to afford the services. Although connection fees were significantly lowered by Government, their cost is still a deterrent for rural households and the poor especially female -headed households. A study carried out in Homa-Bay revealed that 74% of widows do not have access to either grid or off-grid electricity. This was attributed to high connection/subscription fees to the grid which makes electricity access out of reach to the widows due to a high level of poverty. Much as the government has made efforts to accelerate access by all, it is evident that many households are not connected to electricity due to poverty and other emerging factors. Many regions in Kenya are experiencing socio-economic challenges because they lack energy services.

Energy is a critical enabler for vital primary health care services, especially during maternal and childbirth emergencies. Without electricity, mothers in childbirth are particularly at risk. Electricity is needed for basic lighting, vaccine storage, access to clean water, equipment sterilization, and to power other essential equipment.

## POLICY COMMITMENTS AND STRATEGIES

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### 3.0 Introduction

This chapter provides policy commitments and strategies for effective mainstreaming of gender in the Energy Sector. This is a commitment by both National and county Governments as well as state corporations.

### 3.1 Policy Commitments and Strategies

#### 1. To strengthen institutional frameworks for gender equality, we commit to:

- a. Establish gender champions, units and committees
- b. Ensure equitable recruitment, placement, deployment of qualified women and men and promotion to positions of decision making
- c. Promote equitable training and career development of female and male officers
- d. Provide gender responsive office facilities and equipment for staff use
- e. Provide breastfeeding facilities for lactating female officers
- f. Train and sensitize all staff and stakeholders on gender equality
- g. Establish and implement reporting and management structures for gender issues, including SGBV
- h. Promote enrollment of females and males in science, technology, engineering and mathematics in private and public universities

#### 2. To ensure compliance with the Constitution on Gender, we commit to:

- a. Disseminate and implement the Gender Policy in Energy
- b. Mobilize Resources for implementation of Gender policy
- c. Review all existing policies in the energy sector to make them gender responsive.
- d. Engender all energy policies
- e. Engender all energy plans, budgets, strategies and programs
- f. Mobilize women and men to participate in energy projects
- g. Monitor compliance with two thirds gender rule in employment, promotion and placement of women and men in leadership/ boards and committees.
- h. Monitor compliance with 30% AGPO rule for women, youths and PWD in the energy sector.
- i. Collect gender-disaggregated data to inform planning and programming
- j. Mainstream Gender in County Integrated Energy Planning.

### **3. To increase awareness on gender in the Energy Sector, we commit to:**

- a. Conduct gender sensitization campaigns
- b. Carry out gender trainings
- c. Prepare and disseminate Information, Education and Communication (I.E.C) materials
- d. Conduct media campaigns on gender
- e. Disseminate information on gender policy, guidelines, action plans and strategies in Energy

### **4. To integrate gender in programs, monitoring & evaluation, we commit to;**

- a. Carry out gender assessment of existing programs
- b. Conduct regular gender audit of the AGPO program
- c. Assess the involvement of women, men, PWDs and youth in energy exploration, generation, transmission and distribution
- d. Identify projects that facilitate easier access of energy by vulnerable groups and the marginalized
- e. Assess the number of households that can afford to pay for connectivity
- f. Develop gender sensitive monitoring and evaluation tools
- g. Strengthen the capacity of all units and sections to collect gender disaggregated data
- h. Establish a gender disaggregated data management Centre
- i. Carry out monitoring and evaluation of gender mainstreaming in all existing and new energy programs and projects
- j. Assess the development of renewable energy technologies
- k. Assess the consumption of clean & renewable energy technologies
- l. Assess the number of women, men and single headed households accessing electricity
- m. Assess the level of adoption to renewable solutions by households in rural and hard to reach areas
- n. Prioritize funds for engendering programs
- o. Integrate gender in County Energy Planning

### **5. To Promote clean cooking solutions and environmental sustainability, we commit to:**

- a. Assess the development of clean and renewable energy technologies
- b. Assess the consumption of clean and renewable energy technologies
- c. Assess the percentage uptake of clean cooking solutions

- d. Assess the level of adoption to renewable solutions by households in rural and hard to reach areas
- e. Collaborate with CSOs in the sector and counties to promote and monitor uptake of clean cooking technologies
- f. Promote activities for environmental sustainability (awareness creation, tree planting, forest conservation, among others)
- g. Promote energy efficiency and conservation
- h. Encourage SAGAs to promote environmental conservation in ongoing projects





*Water pumping using solar energy*



*Installation of Solar energy*

## APPENDIX 1: IMPLEMENTATION MATRIX

| INSTITUTION                                   | ROLE  |
|---|---|
| Ministry of Energy and its state corporations | <ul style="list-style-type: none"> <li>• Provide Policy guidance in implementation and monitoring</li> <li>• Promote dissemination of the policy</li> <li>• Facilitate gender mainstreaming in all institutions and County Governments</li> <li>• Conduct sensitizations/awareness on among key stakeholders</li> <li>• Monitor compliance with provisions of the gender policy.</li> <li>• Provide/source funding for implementation</li> <li>• Establish a STWG for coordination of gender activities at both levels of Government.</li> <li>• Collaborate with County Governments, CSOs and development partners in policy implementation</li> </ul> |
| County Governments                            | <ul style="list-style-type: none"> <li>• Domesticate/align the policy at county levels</li> <li>• Disseminate the gender policy at the county</li> <li>• Promote gender mainstreaming in the County Integrated Development Plans (CIDP) and county energy plans.</li> <li>• Establish County STWGs to coordinate gender activities then work together with National Government team.</li> <li>• Source funding to support policy implementation process.</li> <li>• Conduct sensitizations among staff and key stakeholders on gender policy in energy.</li> </ul>  |
| State Department of Gender                    | <ul style="list-style-type: none"> <li>• Provide guidance in Policy implementation</li> <li>• Support capacity building in gender</li> <li>• Guide in engendering of other policies</li> <li>• Monitor compliance with policy recommendations</li> </ul>  |
| Development partners, NGOs, CSOs              | <ul style="list-style-type: none"> <li>• Partner in the implementation of gender policy</li> <li>• Support in sensitization and dissemination.</li> <li>• Collaborate by participating in STWG for gender in energy</li> </ul>  |

## APPENDIX 2: MONITORING AND EVALUATION MATRIX

Monitoring and evaluation will be a continuous process involving all stakeholders. Focus will be on specific objectives and activities, targets and indicators. The M & E teams will need to wear gender lenses to ensure that targets are responsive to specific gender needs and that performance indicators are gender sensitive as shown in the matrix below:

Table 1: Monitoring and Evaluation Matrix

| No | Objective   | Activity   | Target   | Indicator   | Data Source  | Responsible Person  | Time Frame  |
|----|---|--|--|---|--|---|---|
| 1. | Strengthen institutional frameworks for gender equality | <ul style="list-style-type: none"> <li>Ensure equitable recruitment, placement, deployment of qualified women and men and promotion to positions of decision making</li> </ul> | <ul style="list-style-type: none"> <li>Two thirds gender rule in recruitment of staff Achieved</li> <li>Two thirds gender rule in promotion of officers to senior positions achieved.</li> </ul> | <ul style="list-style-type: none"> <li>Number of female and male technical staff recruited, trained, and promoted/appointed to senior management positions</li> <li>Appointment letters</li> <li>Gender disaggregated succession management plan</li> </ul> | <ul style="list-style-type: none"> <li>HR Audit Reports</li> <li>Succession management plan</li> </ul> | <ul style="list-style-type: none"> <li>PS, HR,</li> <li>Gender Officer</li> </ul> | <ul style="list-style-type: none"> <li>July 2019 – June 2023</li> </ul> |

| No | Objective | Activity   | Target   | Indicator  | Data Source   | Responsible Person   | Time Frame  |
|----|-----------|--|--|--|---|--|---|
|    |           | <ul style="list-style-type: none"> <li>• <b>Promote equitable training and career development of female and male officers</b></li> </ul> | <ul style="list-style-type: none"> <li>• At least five days training for every officer per financial year</li> <li>• Skilled workforce</li> </ul>                                      | <ul style="list-style-type: none"> <li>• Number of women and men trained</li> <li>• Skills inventory</li> <li>• Training reports, attendance lists</li> </ul>  | <ul style="list-style-type: none"> <li>• HR Records</li> </ul>  | <ul style="list-style-type: none"> <li>• PS, HR,</li> <li>• Gender Officer</li> </ul>  | <ul style="list-style-type: none"> <li>• July 2019 – June 2023</li> </ul> |
|    |           | <ul style="list-style-type: none"> <li>• <b>Provide gender responsive office facilities and equipment for staff use</b></li> </ul>       | <ul style="list-style-type: none"> <li>• All offices equipped with gender responsive office furniture</li> <li>• Conducive Office environment for staff, PWDs and customers</li> </ul> | <ul style="list-style-type: none"> <li>• Number and type of facilities provided to staff (e.g. office space, toilets, furniture, sanitary bins, audio lifts, lockable drawers, mirrors)</li> <li>• Gender audit reports</li> </ul> | <ul style="list-style-type: none"> <li>• Asset register</li> <li>• Safety audit reports</li> <li>• Work environment survey</li> </ul> | <ul style="list-style-type: none"> <li>• Administration</li> <li>• Procurement Unit</li> <li>• Gender Officer</li> <li>• HR</li> </ul> | <ul style="list-style-type: none"> <li>• July 2019 – June 2023</li> </ul> |
|    |           |  | <ul style="list-style-type: none"> <li>• Safe and secure working environment</li> </ul>  | <ul style="list-style-type: none"> <li>• Percentage of properly functioning lighting points, a standby power backup</li> <li>• Ministerial Safety, health policy/committee</li> </ul>  | <ul style="list-style-type: none"> <li>• Administration</li> <li>• Procurement Unit</li> </ul>  | <ul style="list-style-type: none"> <li>• Administration</li> </ul>   |   |

| No | Objective | Activity  | Target   | Indicator   | Data Source  | Responsible Person  | Time Frame            |
|----|-----------|---|--|---|--|---|-----------------------|
|    |           | <ul style="list-style-type: none"> <li>Provide breastfeeding facilities for lactating female officers</li> </ul>                          | One breastfeeding facility for MoE Headquarters and one for each SAGA                                    | Number of breastfeeding facilities  | <ul style="list-style-type: none"> <li>Work environment survey</li> <li>Asset register</li> </ul>        | <ul style="list-style-type: none"> <li>Administration</li> <li>HR</li> <li>Procurement</li> <li>Gender</li> </ul> | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li>Establish gender champions, units and committees</li> </ul>  | One gender Committee for MoE and one for each SAGA   | <ul style="list-style-type: none"> <li>Number of established gender units and committees</li> <li>Number of gender focal persons</li> <li>Number of gender champions</li> </ul> | <ul style="list-style-type: none"> <li>Gender annual reports</li> <li>Gender audit reports</li> </ul>    | Administration Gender Unit  | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li>Train and sensitize all staff and stakeholders on gender equality</li> </ul>                       | All staff in the ministry, SAGAs and partners sensitized and/or trained                                  | <ul style="list-style-type: none"> <li>Number of officers sensitized</li> <li>Number of officers trained</li> <li>Number of stakeholders sensitized</li> </ul>                  | <ul style="list-style-type: none"> <li>Gender training reports</li> <li>Gender annual reports</li> </ul> | <ul style="list-style-type: none"> <li>MoE &amp; its SAGAs gender Units</li> <li>Technical Departments</li> </ul> | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li>Establish and implement reporting and management structure for gender issues, including</li> </ul> | <ul style="list-style-type: none"> <li>SGBV arbitration officer</li> <li>SGBV reporting boxes</li> </ul> | <ul style="list-style-type: none"> <li>An SGBV register</li> <li>Number of referrals for counseling</li> <li>Reporting box for confidentiality</li> </ul>                       | <ul style="list-style-type: none"> <li>Gender annual reports</li> <li>Gender audit reports</li> </ul>    | <ul style="list-style-type: none"> <li>Administration</li> <li>HR</li> <li>Gender Officer</li> </ul>              | July 2019 – June 2023 |

| No | Objective | Activity  | Target   | Indicator  | Data Source  | Responsible Person  | Time Frame            |
|----|-----------|---|--|--|--|---|-----------------------|
|    |           | <b>SGBV</b>   | <ul style="list-style-type: none"> <li>Ministry's SGBV hotline</li> <li>SGBV management committee</li> </ul>   | <ul style="list-style-type: none"> <li>A digital platform for reporting SGBV cases</li> <li>SGBV arbitration officer</li> </ul>  |  |   |                       |
|    |           |   | SGBV Policy developed  | <ul style="list-style-type: none"> <li>SGBV policy</li> <li>Number of SGBV policy recommendations implemented</li> </ul>   | <ul style="list-style-type: none"> <li>Gender annual reports</li> <li>Gender audit reports</li> </ul>                              | <ul style="list-style-type: none"> <li>HR</li> <li>Gender Officer</li> </ul>  | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li><b>Promote enrollment of females and males in science, technology, engineering and mathematics in private &amp; public universities</b></li> </ul> | <ul style="list-style-type: none"> <li>All MoE managers and CEOs sensitized on STEM</li> <li>Six universities, and twelve tertiary institution identified for Collaboration</li> <li>Six development partners identified for support for funds to support</li> </ul> | <ul style="list-style-type: none"> <li>Number of analyzed programs and reports</li> <li>Number of females and males enrolled in STEM</li> <li>Six development partners in place</li> </ul> | <ul style="list-style-type: none"> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>HR training reports</li> </ul> | <ul style="list-style-type: none"> <li>Planning Unit</li> <li>Gender Officer</li> <li>Technical officers</li> <li>HR and line managers</li> </ul> | July 2019 – June 2023 |

| No | Objective  | Activity   | Target   | Indicator   | Data Source  | Responsible Person   | Time Frame   |
|----|--|--|--|---|--|--|--|
|    |  |  | women in STEM courses<br><ul style="list-style-type: none"> <li>• STEM scholarship fund established</li> </ul>   |   |  |  |  |
| 2. | <b>Ensure compliance with the Constitution on Gender</b> | <ul style="list-style-type: none"> <li>• Review all existing policies in the energy sector to make them gender responsive.</li> <li>• Mobilize Resources for implementation of Gender policy</li> <li>• Disseminate and implement the Gender Policy in Energy</li> </ul> | <p>All Energy policies reviewed</p> <ul style="list-style-type: none"> <li>• Budget line on gender</li> </ul> <p>All MoE &amp; SAGAs staff sensitized on policy and implementation framework</p> | <ul style="list-style-type: none"> <li>• Number of energy policies reviewed and disseminated</li> <li>• Number of energy policies disseminated</li> <li>• Amount of money allocated</li> <li>• Number of funding proposals to partners</li> <li>• Number of staff sensitized</li> </ul> | <ul style="list-style-type: none"> <li>• MoE &amp; SAGAs registries</li> <li>• MoE &amp; SAGAs libraries</li> <li>• Gender audit reports</li> <li>• Gender reports</li> <li>• Gender annual reports</li> <li>• Gender audit reports</li> <li>• Gender annual reports</li> <li>• Gender reports</li> <li>• Gender annual reports</li> </ul> | <ul style="list-style-type: none"> <li>• PS</li> <li>• Planning Department</li> <li>• HR</li> <li>• Gender Officer</li> <li>• PS</li> <li>• Finance manager</li> <li>• Gender Officer</li> <li>• Administration</li> <li>• Gender Officer</li> <li>• HR</li> <li>• Administration</li> </ul> | <p>July 2019 – June 2023</p> <p>July 2019 – June 2023</p> <p>July 2019 – June 2023</p> |

| No | Objective | Activity   | Target  | Indicator   | Data Source  | Responsible Person  | Time Frame            |
|----|-----------|--|---|---|--|---|-----------------------|
|    |           | <ul style="list-style-type: none"> <li>Mobilize women and men to participate in energy projects</li> </ul>                               | 1000 women and men mobilized  | <ul style="list-style-type: none"> <li>200 women and men engaged in casual work</li> <li>80 women and men involved in business with energy projects</li> </ul>      | <ul style="list-style-type: none"> <li>Gender audit reports</li> <li>Gender annual reports</li> </ul>                              | <ul style="list-style-type: none"> <li>Gender Officer</li> <li>HR</li> <li>Administration</li> </ul>  | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li>Monitor compliance with 30% AGPO policy for women, youths and PWD in the energy sector</li> </ul> | Compliance with AGPO policy achieved  | <ul style="list-style-type: none"> <li>Value of tenders awarded to women, youth and PWDs</li> <li>Percentages of tender awarded to women, youth and PWDs</li> </ul> | <ul style="list-style-type: none"> <li>Procurement Reports</li> <li>Gender audit reports</li> <li>Gender annual reports</li> </ul> | <ul style="list-style-type: none"> <li>Head Procurement</li> <li>Gender officer</li> <li>Finance manager</li> <li>Youth officer</li> </ul>      | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li>Collect gender-disaggregated data to inform planning and programming</li> </ul>                   | Gender database established   | <ul style="list-style-type: none"> <li>Gender disaggregated data from all ministry units and SAGAS</li> </ul>   | <ul style="list-style-type: none"> <li>Gender audit reports</li> <li>Gender annual reports</li> </ul>                              | <ul style="list-style-type: none"> <li>Planning</li> <li>Gender Officer</li> <li>Administration</li> <li>Technical Heads</li> <li>HR</li> </ul> | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li>Strengthen the capacity of all units and sections to collect gender disaggregated data</li> </ul> | <ul style="list-style-type: none"> <li>All units and sections strengthened</li> </ul> | <ul style="list-style-type: none"> <li>Types of gender disaggregated data (human/staffs, programs and projects) collected</li> </ul>                                | <ul style="list-style-type: none"> <li>Gender audit reports</li> <li>Gender annual reports</li> </ul>                              | <ul style="list-style-type: none"> <li>Planning Head</li> <li>Gender Officer</li> <li>Technical Heads</li> </ul>                                | July 2019 – June 2023 |
|    |           | <ul style="list-style-type: none"> <li><b>Engender all energy plans, strategies and</b></li> </ul>                                       | All Energy plans, strategies and  | <ul style="list-style-type: none"> <li>Number of Energy plans, strategies and</li> </ul>  | <ul style="list-style-type: none"> <li>Gender audit reports</li> </ul>   | <ul style="list-style-type: none"> <li>PS</li> <li>Finance</li> </ul>   | July 2019 –           |



| No | Objective  | Activity   | Target   | Indicator   | Data Source   | Responsible Person   | Time Frame  |
|----|--|--|--|---|---|--|---|
|    |  | <b>programs</b>  | programs engendered  | programs engendered   | <ul style="list-style-type: none"> <li>Gender annual reports</li> </ul>   | <ul style="list-style-type: none"> <li>manager</li> <li>Planning officer</li> <li>Gender officer</li> <li>HR</li> <li>Communication officer</li> </ul> | June 2023   |
| 3  | <b>Increase awareness on gender in the Energy Sector</b> | <ul style="list-style-type: none"> <li>Conduct gender sensitization campaigns</li> </ul>   | <ul style="list-style-type: none"> <li>All MoE, SAGAs officers sensitized</li> <li>All CECs, chief officers and directors of 47 counties sensitized</li> <li>All community members above 18 years in project areas sensitized</li> </ul> | <ul style="list-style-type: none"> <li>Sensitization reports</li> <li>No. of CECs, chief officers and directors of 47 counties sensitized</li> <li>No. of community members above 18 years in project areas sensitized</li> </ul> | <ul style="list-style-type: none"> <li>Gender reports</li> <li>Gender annual reports</li> </ul>                                   | <ul style="list-style-type: none"> <li>Administration</li> <li>Gender Officer</li> <li>Communication officer</li> </ul>                                | July 2019 – June 2023   |
|    |  | <ul style="list-style-type: none"> <li>Prepare and disseminate Information, Education and Communication (I.E.C) materials</li> </ul> | <ul style="list-style-type: none"> <li>Communication strategy developed and implemented</li> </ul>   | <ul style="list-style-type: none"> <li>Bronchures</li> <li>Website updates</li> <li>Radio programs</li> <li>Newspapers supplements</li> <li>Annual bulletins</li> </ul>   | <ul style="list-style-type: none"> <li>Gender reports</li> <li>Gender annual reports</li> <li>MoE&amp; SAGAs Libraries</li> </ul> | <ul style="list-style-type: none"> <li>Administration</li> <li>Gender Officer</li> <li>Communication Officer</li> </ul>                                | <ul style="list-style-type: none"> <li>July 2019 – June 2023</li> </ul> |

| No | Objective   | Activity   | Target  | Indicator   | Data Source   | Responsible Person  | Time Frame   |
|----|---|--|---|---|---|---|--|
| 4  | <b>Integration of gender in programs, monitoring &amp; evaluation</b> | <ul style="list-style-type: none"> <li>Carry out gender assessment of existing programs</li> <li>Identify projects that facilitate easier access of energy by vulnerable groups and the marginalized</li> <li>Assess the number of households that can afford to pay for connectivity</li> <li>Assess the number of women, men and single headed households accessing electricity</li> </ul> | <ul style="list-style-type: none"> <li>All energy programs assessed</li> <li>Solar</li> <li>Biogas</li> <li>Last mile connectivity</li> <li>Clean cooking technologies</li> <li>All households in selected countries assessed</li> <li>All households in selected countries assessed</li> </ul> | <ul style="list-style-type: none"> <li>No. of program assessment reports</li> <li>No. of project assessment reports</li> <li>No. of households assessed</li> <li>No. of households assessed</li> <li>No. of women and men using electricity</li> <li>No. of female headed households using</li> </ul> | <ul style="list-style-type: none"> <li>MoE&amp; SAGAS websites</li> <li>MoE&amp; SAGAS Front office desks</li> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>MoE&amp; SAGAS annual reports</li> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>MoE &amp;</li> </ul> | <ul style="list-style-type: none"> <li>Gender Officer</li> <li>Planning Officer</li> <li>Administration</li> <li>Gender Officer</li> <li>Technical Departments</li> <li>Planning Officer</li> <li>Finance Officer</li> <li>Administration</li> <li>Gender Officer</li> <li>Planning Officer</li> <li>Gender Officer</li> <li>Technical Heads</li> <li>Administration</li> </ul> | <ul style="list-style-type: none"> <li>July 2019 – June 2023</li> <li>July 2019 – June 2023</li> <li>July 2019 – June 2023</li> <li>July 2019 – June 2023</li> </ul> |

| No | Objective   | Activity   | Target  | Indicator   | Data Source   | Responsible Person  | Time Frame                   |
|----|---|--|---|---|---|---|------------------------------|
|    |   | <ul style="list-style-type: none"> <li>Assess level of adoption to renewable solutions by households in rural and hard to reach areas</li> </ul> | <ul style="list-style-type: none"> <li>All households in selected hard to reach areas assessed</li> </ul>   | <p>electricity</p> <ul style="list-style-type: none"> <li>No. of households assessed</li> <li>Proportion of households accessing modern energy services</li> <li>No. of women and men using electricity</li> <li>No. of female headed households using electricity</li> </ul> | <p>SAGAs annual reports</p> <ul style="list-style-type: none"> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>MoE &amp; SAGAs annual reports</li> </ul> | <ul style="list-style-type: none"> <li>Gender Officer</li> <li>Technical Heads</li> <li>Administration</li> </ul>                             | <p>July 2019 – June 2023</p> |
| 5  | <b>Promote clean cooking solutions and environmental sustainability</b> | <ul style="list-style-type: none"> <li>Assess the development and uptake of clean and renewable energy technologies</li> </ul>                   | <ul style="list-style-type: none"> <li>All clean and renewable energy technologies assessed</li> <li>Energy efficiency and conservation promoted</li> <li>Uptake of clean and renewable energy</li> </ul> | <ul style="list-style-type: none"> <li>Assessment report on biogas, ethanol, solar and clean cooking stoves</li> <li>Energy efficiency appliances, high tier improved cook stove</li> <li>Number of households using clean energy</li> <li>Number of</li> </ul>               | <ul style="list-style-type: none"> <li>Gender audit reports</li> <li>Gender annual reports</li> <li>MoE &amp; SAGAs annual reports</li> </ul>                             | <ul style="list-style-type: none"> <li>Gender Officer</li> <li>Technical Officer</li> <li>Procurement Head</li> <li>Administration</li> </ul> | <p>July 2019 – June 2023</p> |

| No | Objective | Activity | Target   | Indicator  | Data Source | Responsible Person | Time Frame |
|----|-----------|----------|--|--|-------------|--------------------|------------|
|    |           |          | <p>technologies assessed</p> <ul style="list-style-type: none"> <li>• A well-Coordinated system of promoting and monitoring uptake of clean cooking technologies in kenya</li> </ul> | <p>households using renewable energy technology</p> <ul style="list-style-type: none"> <li>• No of clean&amp; renewable energy technologies in place</li> <li>• No of households using clean&amp; renewable energy technologies</li> <li>• No of households accessing electricity</li> <li>• No of households using clean cooking solutions.</li> <li>• No of households using renewable solutions in rural and hard to reach areas</li> <li>• No of projects facilitating easier access of energy by vulnerable groups and the marginalized</li> <li>• No of households that</li> </ul> |             |                    |            |

| No | Objective | Activity   | Target   | Indicator  | Data Source   | Responsible Person  | Time Frame   |
|----|-----------|--|--|--|---|---|--|
|    |           | <ul style="list-style-type: none"> <li>Establish inter- sector TWG with CSOs/NGOs, Counties to promote and monitor clean cooking uptake of clean cooking technologies.</li> <li>Encourage MoE to promote environmental conservation in ongoing projects</li> </ul> | <ul style="list-style-type: none"> <li>Sensitize staff on importance of environment conservation and climate change mitigation</li> <li>Create a climate change unit to promote gender and environmental sustainability</li> </ul> | <ul style="list-style-type: none"> <li>can afford to pay for connectivity</li> <li>Existence of a sustainable TWG.</li> </ul>  |   |   |  |
| 6  |           | <ul style="list-style-type: none"> <li>Promote activities for environmental sustainability</li> </ul>  | <ul style="list-style-type: none"> <li>Activities for environmental sustainability promoted</li> </ul>   | <ul style="list-style-type: none"> <li>No. of staff sensitized</li> <li>Gender and climate change mitigation unit</li> <li>No of awareness creation meetings held</li> <li>No. of women and men sensitized</li> <li>No. of tree seedlings planted</li> </ul> | <ul style="list-style-type: none"> <li>Gender reports</li> <li>Gender annual reports</li> <li>MoE &amp; SAGAs annual reports</li> <li>Gender audit</li> </ul> | <ul style="list-style-type: none"> <li>PS</li> <li>Gender Officer</li> <li>Technical Heads</li> <li>Finance Head</li> <li>Development Partners</li> <li>PS</li> <li>Gender Officer</li> <li>HoDs</li> </ul> | <ul style="list-style-type: none"> <li>July 2019 – June 2023</li> <li>July 2019 – June 2023</li> </ul> |

| No | Objective                         | Activity  | Target  | Indicator   | Data Source  | Responsible Person   | Time Frame            |
|----|-----------------------------------|---|---|---|--|--|-----------------------|
| 7  | <b>Cascade policy to counties</b> | <ul style="list-style-type: none"> <li>• Mainstream Gender in County Integrated Energy Planning</li> <li>• Support counties to customize policy</li> <li>• Build capacity of county Governments to promote uptake of clean cooking solutions by including programs in county plans and budgetary allocations</li> </ul> | <ul style="list-style-type: none"> <li>• The 47 counties engaged</li> </ul> | <ul style="list-style-type: none"> <li>• No. of tree nurseries established</li> <li>• CIDPS engendered.</li> <li>• No. of gender trainings in counties</li> <li>• No. of activities to promote uptake of clean cook solutions</li> <li>• No. of county gender policies developed or reviewed</li> </ul> | <ul style="list-style-type: none"> <li>• SAGAs annual reports</li> <li>• Gender audit reports</li> <li>• Gender annual reports</li> <li>• County annual reports</li> </ul> | <ul style="list-style-type: none"> <li>• Head Planning</li> <li>• Gender officer</li> <li>• CECS</li> <li>• responsible for Gender and energy</li> <li>• CoGs</li> </ul> | July 2019 – June 2023 |

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*Transition to clean energy*



## DEFINITION OF TERMS

|                                  |  |
|----------------------------------|--|
| <b>Affirmative Action</b>        | Refers to deliberate but temporary measures intended to bring on board individuals, groups, and communities that were traditionally marginalized.  |
| <b>Gender</b>                    | Refers to socially constructed characteristics (roles, responsibilities and behavior patterns) of women, men, boys and girls in a given society at a given time.   |
| <b>Gender Equality</b>           | Refers to the absence of discrimination based on a person's sex, age, social class, religion, colour, race or political affiliation in access to opportunities and benefits.   |
| <b>Gender Equity</b>             | Refers to fairness and justice in distribution of responsibilities, opportunities and benefits to different population groups with varying advantages.   |
| <b>Gender Based Violence</b>     | Refers to any harmful act that is perpetrated against one's personal will based on socially ascribed gender differences between women and men, boys and girls. These acts inflict physical, mental, sexual harm and other deprivations of liberty in public or private life.   |
| <b>Sexual Harassment</b>         | Refers to unwelcome behavior of a sexual nature, requests for sexual favors, and other suggestive verbal or physical conduct. It creates a hostile or offensive work environment.  |
| <b>Gender Sensitive</b>          | Refers to the ability to recognize a gender gap and recommend a corrective action.   |
| <b>Gender Responsive</b>         | Ability to take corrective action to mitigate the effect of a discriminative scenario.   |
| <b>Gender Disaggregated Data</b> | Data that is disaggregated based on sex, age, and disability; social class, rural and urban.   |
| <b>Sex</b>                       | Refers to the biological and physiological characteristics of males and females.   |
| <b>Energy efficiency</b>         | The ratio of output energy to input energy and gives a measure of the conversion efficiency of a piece of equipment. The ratio varies and can never be 100%.   |
| <b>Energy Poverty</b>            | Absence of sufficient choices in accessing adequate, affordable, reliable, sustainable and clean energy services.  |
| <b>Women's Empowerment</b>       | Process of enhancing women's self-confidence and ability to determine their own future through awareness creation, education and training, employment and income generation. It leads to women's inclusivity, non-discrimination and equitable participation in decision-making in social, economic and political spheres. |



*The Cabinet Secretary launching the last mile connectivity project*





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