

Turning Information into Empowerment

Strengthening Gender and Energy Networking in Africa



Cover photo:
Sitan Boumbia and Alima Coulibaly preparing clay for their pottery business, an energy intensive cottage industry for women, which provides them with an alternative income to selling wood. Sinsibere project, near Bamako, Mali.
(Photo: Tuuli Kaskinen, Dodo, Finland)

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FOREWORD

This report is the result of two and a half years work within the TIE-ENERGIA project “Turning Information into Empowerment: Strengthening Gender and Energy Networking in Africa”. It pulled together the efforts of organisations working in 12 countries in sub-Saharan Africa that are part of the ENERGIA Africa Gender and Energy Network, an informal network of governmental, non-governmental and research organisations working on energy and sustainable development issues in the region, who share agreed principles on gender, women’s empowerment and sustainable development. The challenge was to strengthen the human and institutional capacities in the region to mainstream gender in projects, programmes and policies.

Energy services play a critical role across the whole spectrum of development activities and are a powerful engine for social and economic growth and for poverty reduction. Indeed, increased access to reliable, affordable energy services can totally change the way the rural poor, and in particular women, organise their time and lives, and can be a powerful means for them to combat the social and economic threats that hamper achieving human security at the individual level. There is a growing consensus that energy has to be factored into development processes if the living conditions of poor women and men are to be properly understood and improved. In sub-Saharan Africa, inadequate access to modern energy is both a determinant and a manifestation of rural poverty and inequitable gender relations. Mainstream energy policies have inadequately addressed the role of energy as a driver of development and largely ignored the critical roles that rural women play in energy systems. Most energy projects and programmes do not apply a gender-sensitive approach in design, implementation or monitoring; resulting in interventions that do not address poor rural women’s needs at all, or at best only address them marginally.

To address such a failure requires a substantial increase in human and institutional capacities, and commitment to mainstreaming gender in the energy and development sectors in sub-Saharan Africa, in ways that foster change in how interests are articulated, resources are managed and power exercised. TIE-ENERGIA has made an important contribution to this objective: by making available generic gender and energy training packages specifically designed for the energy sector; by training over 260 energy and development practitioners in twelve countries in the region on how to integrate gender into projects, programmes and policies; by validating forward-looking action plans developed as a results of gender audits of national energy policies in Kenya, Senegal and Botswana and through the global dissemination of outputs and results.

Key outcomes of the action have been:

- Enhanced resources/capabilities to mainstream gender in energy policies and programmes across sub-Saharan Africa.
- Distinct changes in perceptions and commitments as to why it is important to integrate gender and energy, especially among the institutions and Ministries involved in the audits.
- Behavioural changes in institutions regarding the need to raise awareness and also incorporate best practice so that gender is mainstreamed.

TIE-ENERGIA has been pioneering in laying the groundwork for mainstreaming energy and gender with a comprehensive capacity-building initiative across Africa in terms of the scope and the practitioners targeted. Gender-sensitive energy policies and programmes fostered by this action are expected to target disadvantaged groups among target populations, and improve the design and efficiency of implementation and thereby the outcomes of energy programme and projects.

ACKNOWLEDGEMENTS

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Special thanks go to the TIE-ENERGIA partners: May Sengendo of East African Energy Technology Development Network, Uganda (EAETDN) who led the gender audits of national energy policies; Lydia Muchiri and Daniel Theuri from Practical Action East Africa (Kenya) who coordinated the national training workshops, Grant Ballard-Tremeer and Rona Wilkinson from Eco (UK) who led the dissemination of the project's results; Joy Clancy and Margret Skutsch from the Centre for Knowledge on Sustainable Governance and Natural Resource Management, the Netherlands (KuSiNi), and Eric Kamphuis from ETC Foundation, the Netherlands, who led the development of the Gender and Energy training packages; and Sheila Oparaocha of ETC Foundation for the overall coordination of the project.

Most importantly, appreciation is due to the dedicated efforts of the ENERGIA National Focal Points: Yacine Diagne Gueye of ENDA-Tiers Monde in Senegal, Joanna Olu Maduka and Chike Chikwendu of Friends of the Environment (FOTE) in Nigeria, Nozipho Wright of The Botswana Technology Centre, Sabina Mensah of Ghana Regional Appropriate Technology Industrial Service (GRATIS), Lucy Redeby of the Khalema Redeby & Associates Lesotho, Aida M'Bo Dembélé and Joanna Maduka of Mali-Folkecenter, Sithembiso Hlatshwako and Amy Francis of Renewable Energy Association of Swaziland (REASWA), Gisela Ngoo and Francis Songela of the Tanzania Traditional Energy Development and Environment Organisation (TaTEDO), Oscar Kalumiana of the Zambia Ministry of Energy and Water Development (MoE), and Lasten Mika and Chandirekera Mutubuki of Practical Action Southern Africa in Zimbabwe.

The TIE-ENERGIA partners and the Africa Gender and Energy Network are especially grateful for the partnerships with government officials in the implementation of the action. The close collaboration with the Ministries responsible for energy in Kenya, Botswana and Senegal and the excellent efforts of the national gender audits teams were essential for the success of the project. Special credit is given to the support rendered by Smail Khennas of Practical Action Consulting to the training activities and gender audits in Senegal; the Eastern And Southern African Management Institute, Fatou SARR SOW, Sékou

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PROJECT FACT SHEET

Turning Information into Empowerment: Strengthening Gender and Energy Networking in Africa (TIE-ENERGIA)

Programme area: COOPENER, Strengthening local energy expertise in developing countries

Target countries: Botswana, Ghana, Kenya, Lesotho, Mali, Nigeria, Senegal, Swaziland, Tanzania, Uganda, Zambia, Zimbabwe

Status: Finalised

Coordinator: Sheila Oparaocha
ETC Foundation, The Netherlands

Programme partners: Eco (UK)
Practical Action East Africa (Kenya)
KuSiNi (Centre for Knowledge on Sustainable Governance and Natural Resources Management), the Netherlands
EAETDN (East African Energy Technology Development Network), Regional office, Uganda

Network partners: Zambia Ministry of Energy and Water Development
EAETDN, Uganda
ENDA-Tiers Monde, Senegal
Friends of the Environment (FOTE), Nigeria
Ghana Regional Appropriate Technology Industrial Service (GRATIS), Ghana
Khalema Redeby & Associates, Lesotho
Mali-Folkecenter, Mali
Practical Action East Africa, Kenya
Renewable Energy Association of Swaziland (REASWA), Swaziland
Tanzania Traditional Energy Development & Environment Organisation (TaTEDO), Tanzania
Botswana Technology Centre (BOTEC), Botswana
Practical Action Southern Africa, Zimbabwe

Website: www.energia-africa.org

Objective: Mainstream gender into energy policy, project planning and programmes as a means of integrating gender and energy into poverty reduction.

Benefits: Training, Human and institutional capacity building, Equality, Improved livelihoods, Poverty reduction

Keywords: Gender, Policy, Capacity building, Poverty reduction

Duration: 01/2005 – 06/2007

Budget: € 609,800 (EU contribution: 50%)

Contract number: EIE/04/198/S07.39677

EXECUTIVE SUMMARY

This publication presents the results of the ENERGIA programme 'Turning Information into Empowerment: Strengthening Gender and Energy Networking in Africa', TIE-ENERGIA for short, that was launched in January 2005. The programme was implemented in 12 countries in sub-Saharan Africa with support from the 'Intelligent Energy-Europe' Programme of the European Community, with co-funding from the Directorate General of International Co-operation of the Dutch Ministry of Foreign Affairs and the Swedish International Development Cooperation Agency.

The focus on gender and energy is important because women in many developing countries are particularly affected by a lack of accessible and affordable energy services resulting from their traditional roles and household responsibilities, and their low social and political status. A better understanding of the differences in the ways men and women use energy in various places and cultural settings can promote greater gender equity and the empowerment of women, as well as enhance the effectiveness of energy projects, poverty programmes and sustainable development activities in general. It is reasonable to conclude that most energy projects and policies in developing countries remain gender blind and thus fail to recognise that there is a gender bias in energy services. Women's energy needs tend to be marginalised in planning and in implementation.

Over ten years of experience in this gender and energy arena has taught ENERGIA that this lack of attention to gender issues in the energy sector can be attributed to both a lack of knowledge about the significance of the gender dimension in the sector, and to uncertainties about how to integrate gender into energy projects and policies. This is related to the fact that, until recently, the energy sector has been primarily technology-driven.

TIE-ENERGIA was designed specifically to counteract this gender blindness in energy projects and policies. The project wanted to produce strategies that would make the importance of mainstreaming gender better known and to deliver the appropriate tools and methodologies for doing so to policymakers and project implementers. The approach had two components:

- Training of policymakers and practitioners in gender and energy.
- Gender audits of national energy policies.

Specific project objectives were to:

- Create a critical mass of gender-sensitive practitioners and policymakers that could engage in changing policies, programmes and practices.

- Increase the awareness, knowledge and skills of a selected group of development practitioners who could go on to integrate gender and energy concerns into sustainable development and poverty reduction programmes.
- Identify gender gaps in energy-poverty policies and make gender and energy issues visible to a wide audience through national and international networking and advocacy initiatives aimed at influencing energy policies and programmes.

TIE-ENERGIA thus set itself the ambitious goal of integrating gender into energy access in Africa through strengthening human and institutional capacities and, as such, it became the most comprehensive training programme on gender and energy so far attempted in sub-Saharan Africa. To achieve its goals, the programme developed a generic training programme on gender and energy in which participants from 18 African countries were involved, and undertook gender audits of energy policies in three African countries.

Training programme

TIE-ENERGIA started by developing and updating training material on gender and energy. This resulted in five generic training packages in English and French, all of which contain new gender-aware tools and techniques, specifically designed for use in the energy sector by planners, policymakers and project implementers. The packages are modular and include guides for trainers, case studies and interactive examples, and as such provide comprehensive short courses for policymakers or background materials for longer courses for energy practitioners. The five packages are:

- Concepts in Gender and Energy
- Gender Tools for Energy Projects
- Engendering Energy Policy
- Gender and Energy Advocacy
- Engendering Energy Project Proposal Development: Capacity Building of Organisations

Once developed and tested, the training packages were first used in three sub-regional training of trainers (ToT) workshops in West, East and Southern Africa, attended by a total of 40 professional trainers from 18 African countries. These 40 trainers now form a resource base that can respond to the demand for gender and energy training on the continent. Trainers from 12 countries in the ENERGIA Africa Network, in close collaboration with the ENERGIA National Focal Points, then took the lead in facilitating national training workshops.

A priority activity, before the national training workshops were started, was to adapt the training packages to national requirements and priorities, rather than simply using the generic versions. The training content, methodology and programmes were matched to the assessed needs of the target groups. To increase the relevance of the training workshops, making them more useful for implementation activities and more interesting for participants, local sources of information, contacts and case studies were added.

Over 260 practitioners (144 women and 118 men) were trained within the project. These practitioners were selected from various types of organisation and from different sectors to encourage smoother cooperation between these stakeholders in implementing post-training actions. Key outputs of the national training workshops have included group and individual action plans that were developed by the participants to translate the concepts and skills learnt during the training into practice. In most countries, these action plans have led to considerable efforts to integrate gender into the work environment and to change organisational policy and practice which, in turn, could translate into practical actions to provide energy services to poor women.

Gender audits

TIE-ENERGIA was the first to develop and undertake gender audits of energy policies in three African countries: Botswana, Kenya and Senegal. The audits were used as a tool to identify and analyse the factors that hinder efforts to mainstream gender in energy policy. The audits considered energy statistics, communication channels, energy policy, development strategies, plus the objectives and priorities of key institutions.

The approach used in the gender audits was primarily participatory, led by a national team of experts. The gender audits all provided in-depth analysis of energy planning, budgets, the institutional capacity of ministries to implement gender-mainstreaming strategies, the links between gender, energy and national objectives related to poverty reduction strategies and meeting the Millennium Development Goals. They identified the specific ways in which gender issues were, or were not, addressed and also the critical gender gaps in existing national energy policy formulation and implementation. Validation workshops in the three countries helped to reach consensus and ownership of the audit findings within the energy ministries, discussed future recommendations and agreed on actions with specific targets and timeframes that were needed to engage the policies. The final reports produced from the gender audits are seen as semi-official documents in the sense that the Ministries responsible for energy in Kenya, Senegal and Botswana were partners in the audits and endorse/associate themselves with the outputs of the audits and the reports. The outputs

are considered to be official reference materials for the Ministries and their partners.

Dissemination

In order to encourage uptake of the outputs of the TIE-ENERGIA programme, dissemination was an integral part of the project's activities. This included the establishment and regular updating of the TIE-ENERGIA project website, presentations at the 14th and 15th sessions of the Commission on Sustainable Development (CSD 14 and 15), in-country multi-stakeholder workshops and press releases. The dissemination activities have strengthened the Network's identity both in Africa and globally, and helped ensure that the project deliverables are valued and used in energy planning and policy activities in the participating countries.

Notable impacts of the project

- Enhanced resources and capabilities for the integration of gender into the design and delivery of energy projects and policies and for advocacy among a large pool of gender and energy professionals in Africa.
- Distinct changes in perceptions and commitments as to why it is important to integrate gender concerns into energy policy and practice, especially among decision-makers in the Ministries involved in the gender audits in Kenya, Senegal and Botswana.
- Instances of changes within institutional policies and actions. These have been achieved through the translation of what was learnt during the national training sessions into practice by participants.
- A better understanding of the gender-energy nexus and viable entry points for mainstreaming gender in energy access activities by various stakeholders.
- Strengthening of the Network's leadership in gender and energy access in sub-Saharan Africa.

The TIE-ENERGIA programme can be seen as pioneering in laying the groundwork for mainstreaming energy and gender through a comprehensive, in terms of scope and practitioners targeted, capacity-building initiative across Africa.

Key lessons

Four key lessons that have been drawn from the TIE-ENERGIA project are:

- *Ensure sustainability:* the majority of energy policies, programmes and projects in the countries involved are gender-blind and so there is need for longer-term capacity development and support. In order to maintain momentum and translate the development of individual capabilities into institutional capacity for change there needs to be mentoring, tailored technical support, explicit step-by-step guides and contextual advice.
- *Involve Government:* specifically involving government officials in the implementation of the project's activities was paramount in achieving both the initial results and long-term sustainability. Their endorsement of the audits and training will help secure the participation and involvement of key political actors in the future.
- *Communication is important:* communication problems were found to be a critical administrative constraint with long delays in legal and financial transactions. More time needs to be built into such projects to allow effective liaison and understanding among stakeholders when dealing with 12 different countries across three regions.
- *Draw on gender audits elsewhere:* gender audits had been undertaken in non-energy sectors and these were crucial in raising awareness and providing a critical understanding of why gender matters in energy policy.

Plans for the future

Building on the lessons learnt and the momentum established from the TIE-ENERGIA project, ENERGIA is receiving core funding from DGIS and Sida as continued support for its capacity building, policy influencing and project implementation actions at national level. These will include:

- The implementation of training workshops in 13 countries to broaden the number of practitioners trained in the use of gender tools for energy project and policy design and delivery. An additional aspect of the training programme will be e-learning modules for pre-training that will introduce the concepts of gender and energy and the general content of the training workshops. Furthermore, coaching support will be provided for participants to implement post-training action plans aimed at putting into practice their newly acquired knowledge and skills.

- Continuing activities aimed at influencing policy. This will include follow-up activities to the gender audits in Kenya, Senegal and Botswana, as well as gender audits of national energy policies in other member countries of the ENERGIA network.
- A new action within the ENERGIA network will provide technical assistance for mainstreaming gender approaches in a sample of energy projects and businesses in countries that are part of the ENERGIA network. Concrete linkages will be sought with the national training workshops as these provide an opportunity for rural energy project managers and rural energy access providers to upgrade their knowledge and skills on integrating gender approaches into their own energy projects and businesses.
- Integral to the Network's future actions will be the dissemination of results from the Network's actions to assist in advocating for change and for the use of best practices in mainstreaming gender approaches in energy access projects and in policy planning and implementation to a wide audience.

The TIE-ENERGIA experiences will also be used to guide the implementation of similar activities within the ENERGIA Asia Gender and Energy Network as part of a South-South knowledge exchange programme.

ACRONYMS

BOTEC	Botswana Technology Centre
CSD	Commission on Sustainable Development
DGIS	Directorate General of International Co-operation of the Dutch Ministry of Foreign Affairs
EAETDN	East African Energy Technology Development Network
ESAMI	East and Southern Africa Management Institute
FOTE	Friends of the Environment
GENBO	Gender and Energy Network of Botswana
GRATIS	Ghana Regional Appropriate Technology Industrial Service
GTZ	German Technical Cooperation, officially known as Deutsche Gesellschaft für Technische Zusammenarbeit
KuSiNi	Centre for Knowledge on Sustainable Governance and Natural Resources Management
MDGs	Millennium Development Goals
NGOs	non-governmental organisations
REASWA	Renewable Energy Association of Swaziland
Sida	Swedish International Development Cooperation Agency
TaTEDO	Tanzania Traditional Energy Development & Environment Organisation
TIE	Turning Information into Empowerment
ToT	Training of trainers
UNDP	United Nations Development Programme



Woman in Mali preparing dinner in her kitchen, using a three-stone stove.
(Photo: Karin Kauw, ETC Energy, the Netherlands)

Introduction

ENERGIA 'International Network on Gender and Sustainable Energy' is an international network involved with gender and sustainable energy which links individuals and groups concerned with energy, sustainable development and gender. ENERGIA's goal is to contribute to the empowerment of rural and urban poor women through a specific focus on energy issues. Founded in 1995, and with the support of the Netherlands and Sweden, ENERGIA has built a strong Southern ownership of the network through supporting the creation of regional, Southern networks, including the Africa Gender and Energy Network.

The Africa Gender and Energy Network was established through a regional consultative process in 2000. It is an informal network of organisations, working on energy and sustainable development issues in Africa, who share agreed principles on gender, women's empowerment and sustainable development. The COOPENER project TIE-ENERGIA built on the existing network to implement the project activities. The ENERGIA network is structured around:

- *National Focal Points:* organisations that have been democratically nominated during a national multi-stakeholder workshop to coordinate the national gender and energy networks.
- *Sub-regional Focal Points:* organisations that were democratically nominated at the regional network workshop in March 2000 to coordinate the network at the sub-regional level.
- *Regional Network Coordinator:* chosen from the National Focal Points and subcontracted to coordinate the network activities at the regional level. At the time of TIE-ENERGIA, the Regional Network Coordinator for Africa was EAETDN -East Africa Energy Technology and Development Network- based in Uganda.
- *International Focal Point:* the organisation that hosts the ENERGIA International Secretariat. The International Focal Point is ETC Foundation in the Netherlands.

ETC Foundation was the coordinator of the TIE-ENERGIA project. As the ENERGIA Network is an informal network, ETC provides the necessary legal and fiduciary entity within which the network's activities are funded and managed.

Project rationale

Overcoming gender and development concerns has been recognised at the international level as a prerequisite for achieving sustainable development. The UN Conference on Environment and Development in 1992, the 1995 Beijing

Platform for Action, the Millennium Development Goals (MDGs) of 2000, the SADC Declaration on Gender and Development of 1998, the 9th, 14th and 15th sessions of the Commission on Sustainable Development (CSD), and many other international and regional instruments, clearly identify gender mainstreaming as an important development and planning variable and concept. Gender is seen as a crosscutting issue and one that requires recognition in the context of achieving balanced development.

ENERGIA's focus on gender issues is important within the context of energy poverty since the majority of the world's poorest people are women living in developing countries. These women are particularly affected by the lack of modern fuels and power sources for household maintenance and productive enterprises (UN 2006)¹. A gender dimension to energy and poverty exists because of the social divisions in poor communities that allocate the primary responsibility for household energy provision and use to women, and limit their decision-making within the household and community. This in turn limits their ability to influence processes and resource allocation on many issues including energy. Unfortunately, most energy projects and policies in developing countries fail to recognise this gender dimension as an integral part of planning and implementation and are thus gender-blind (Mensah-Kutin 2006)². As a result, projects and policies generally fail to recognise that there is a gender bias in energy services and women's energy needs therefore tend to be marginalised in planning and implementation.

The activities undertaken by ENERGIA in the gender and energy domain are mainly oriented towards information exchange and knowledge sharing, capacity building, advocacy and research. The Network's more than ten years of experience in this domain has led to the insight that the above-mentioned lack of attention to gender issues is partly due to a lack of knowledge on the significance of the gender dimension in the energy sector, and partly because of the uncertainties as to how to incorporate gender in the energy sector. This is related to the fact that, traditionally, the energy sector has been primarily technology-driven and socioeconomic aspects were, until recently, not sufficiently taken into account.

Project ambitions

Using this insight as the starting point for the TIE-ENERGIA project in Africa, an approach was sought that would develop individual and institutional knowledge

¹ Mensah-Kutin R. 2006. Gender and Energy in Africa: Regional Initiatives and Challenges in Promoting Gender and Energy. Report developed for the ENERGIA International Network on Gender and Sustainable Energy for the UN Commission on Sustainable Development (CSD 14 and 15)

² UN Millennium Project, 2006, Energy Services for the Millennium Development Goals

of procedures and ways of working through which gender issues could be incorporated into regular design and implementation practices. A two-prong approach was proposed that would hopefully create energy projects and policies that were more gender-responsive in terms of content and process:

- Training of policymakers and practitioners in gender and energy.
- Gender audits of national energy policies.

TIE-ENERGIA thus set itself the ambitious goal of integrating gender in energy access in Africa through human and institutional capacity strengthening, both within and beyond the Africa Gender and Energy Network. This is ENERGIA's regional network in Africa which consists of thirteen national gender and energy networks, each with its own focal point.

Specific objectives of the project were to:

- Create a critical mass of gender-sensitive practitioners and policymakers to engage in changing policies, programmes and practices.
- Increase the awareness, knowledge and skills of a selected group of development practitioners so that they could integrate gender and energy concerns into sustainable development and poverty reduction programmes.
- Identify gender gaps in energy-poverty policies and make gender and energy issues visible to a wide audience through national and international networking and advocacy initiatives to influence energy policies and programmes.



Energy and development practitioners who participated in the Botswana Gender and Energy Training Workshop
(Photo: Nozipho Wright, BOTEC, Botswana)

Gender and Energy Training Programme

Developing generic training packages

The initial focus of TIE-ENERGIA was on developing and updating training material, divided into five generic and one complementary training packages, on gender and energy. Two of these packages were already available to the ENERGIA network but needed updating to include field experiences with testing to demonstrate their usefulness in practice. All the packages contain new gender tools specifically designed for use in the energy sector by planners, policymakers and project implementers. These tools can be used during various stages of project and policy cycles to ensure that gender differences are not inadvertently overlooked, and that project and policy choices are made with full recognition of what their differential effects are likely to be on women and on men. In addition, gender-aware tools and techniques for policy advocacy and for developing project proposals have been prepared to support the processes of policymaking and project implementation in the energy sector.

Training Packages on Gender and Energy

- **Concepts in Gender and Energy**
A training package that explains gender concepts and the key aspects of the gender-energy-poverty nexus.
- **Gender Tools for Energy Projects**
This training package provides the rationale and tools for developing and implementing gender-sensitive energy projects.
- **Engendering Energy Policy**
This training package provides the rationale and tools for developing and implementing a gender-sensitive energy policy.
- **Gender and Energy Advocacy**
A training package to provide the rationale, tools and techniques for policy advocacy in the field of gender and energy.
- **Engendering Energy Project Proposal Development: Capacity Building of Organisations**
This training package provides the rationale, tools and techniques for project proposal development and tendering processes in the field of gender and energy.
- **Communication of Project Results**
A complementary training package that aims to provide the rationale for, as well as tools and techniques on how to use, communication channels and produce appropriate material in order to communicate project results on gender and energy.

The training packages have been designed to be both multifunctional and modular, that is they have been developed as individual learning units that can be used independently or combined. They are accompanied by trainers' guides, and include case studies which describe the realities and provide examples of implementing the main elements and steps in mainstreaming gender in energy processes. Thus, they can be used in preparing short programmes for high-ranking government officials in order to introduce the benefits of gender mainstreaming in energy and its role in sustainable development, or in preparing longer courses for energy practitioners who require a detailed understanding of gender and energy tools and methodologies, or for training trainers on how to adapt the training packages to specific country contexts and needs. All five packages are available in English and French³.

The training packages are a "State of the Art" resource for capacity building across two thematic areas, gender and energy, and are the only of their kind. The training packages are therefore seen as a major success of the TIE-ENERGIA project.

Sub-regional training of trainers

Once developed and tested, the training packages were first used in sub-regional training of trainers (ToT) workshops. A key priority for TIE-ENERGIA was to use the packages in a manner that would be self-sustaining and contextualised to the individual countries in which the outputs would be applied. Three sub-regional ToT workshops were thus implemented, for East Africa, Southern Africa and Francophone West Africa, to train 40 professional trainers (26 women and 14 men) in 18 countries in Africa². This total exceeds the target planned for the project and amounts to an impressive resource base that can be used to respond to the demand for gender and energy training on the continent.

Workshop facilitation

All three workshops were facilitated by a team of two trainers, one man and one woman, one with expertise in delivering gender training, and the other in delivering energy training. The suggestions for the design and flow of the training courses indicated in the trainers' guides were used and sometimes revised based on the trainers' own experiences.

³ The training packages are available through the TIE-ENERGIA website at: www.energia-africa.org

⁴ Trainers came from Benin, Botswana, Burkina Faso, Côte d'Ivoire, Ghana, Guinea, Guinea Bissau, Kenya, Mali, Niger, Nigeria, Senegal, South Africa, Swaziland, Tanzania, Togo, Uganda and Zambia.

The methodology adopted by the trainers was a participatory learner-centred approach in which interactive discussions to capture different country experiences were encouraged in the following ways:

- Micro-facilitation: each participant was assigned a unit to prepare, facilitate and deliver to other participants during the workshop.
- PowerPoint presentations were used by the trainers to share concepts from the training packages. The trainers also brought in their own practical experiences on the different topics.
- Discussion points where participants responded through subgroup discussions or in plenary sessions.
- Case studies to demonstrate the concepts and tools.
- Exercises completed by the participants as homework in the evenings along with other assignments at the end of each unit.
- Role-playing to assimilate real-life situations.
- Exposure visit for participants to practice using the tools.
- Recaps at the beginning of each day to recollect the previous day's topics, discussions and present assignments.
- Reference material and handouts were also provided during the workshop.



Participants to the National Gender and Energy Training Workshop held in Ghana, July 2006. (Photo: Sabina Mensah, GRATIS, Ghana)

Gender and energy sub-regional workshops in detail

East Africa

20-27 November 2005, Kenya

This eight-day workshop was implemented for trainers from the East Africa and Anglophone ECOWAS sub-regions. A total of ten participants (six women and four men) from five countries (Ghana, Kenya, Nigeria, Tanzania and Uganda) were trained, with the material based on two training packages: Concepts in Gender and Energy and Gender Tools for Energy Projects. The workshop was facilitated by the East and Southern Africa Management Institute (ESAMI), an African training institution with over 26 years of training experience in the region, and hosted by Practical Action-EA.

Southern Africa

24 April – 3 May 2006, South Africa

A nine-day workshop for the Southern Africa sub-region, with eight participants (five women and three men) from Botswana, South Africa, Swaziland and Zambia. The workshop was based on two training packages: Engendering Energy Policy and Gender and Energy Advocacy. It was hosted by NovAfrica, and again facilitated by ESAMI.

Francophone West Africa

21-26 August 2006, Senegal

A six-day workshop for the Francophone West Africa sub-region with 22 participants (15 women and 7 men) from nine countries (Benin, Burkina Faso, Côte d'Ivoire, Guinea, Guinea Bissau, Mali, Niger, Senegal and Togo). The workshop was based on two training packages: Concepts in Gender and Energy and Engendering Energy Project Proposal Development: Capacity Building of Organisations and Concepts. This workshop was facilitated by experienced trainers from the Ifan- University Cheikh Anta Diop in Senegal and the United Nations Development Programme in Mali, and was hosted by ENDA-Tiers Monde.

This training workshop also included participants from countries which are not represented in the African Gender and Energy Network, which was a unique experience for TIE-ENERGIA. Their inclusion was in response to a strong demand from ENDA and based on the fact that these countries had notably been involved in the elaboration of the ECOWAS white paper on increasing the access to energy services of rural and suburban populations with a view to achieving the Millennium Development Goals.

Quality control and evaluation

To ensure the quality of the training, all the trainers of the ToT workshops received technical backstopping from project partners. This technical backstopping took the form of feedback to the trainers during daily debriefing meetings on the progress of the training as well as suggestions for subsequent sessions. Evaluations were also used to closely protect the quality of the workshops. An evaluation instrument was developed which analysed the trainees' expectations at the beginning and at the end of the workshops. The workshop was also evaluated by participants and trainers through questionnaires during and at the end of the workshops. The results from these evaluations were used as feedback to improve the training packages and in the preparation and implementation of subsequent training workshops.

The evaluations showed that there was widespread appreciation of, and satisfaction with, the workshops. Almost all participants agreed the workshops were very useful and effective, and that the training packages are a valuable addition to the knowledge resource base on gender and energy and are complemented by useful discussion points, relevant case studies and group exercises. Participants were of the opinion that the ToT workshops should continue to receive a high profile, priority and level of support from any follow-up activities to TIE-ENERGIA. A recommendation from the evaluations was that the duration of the training courses should be extended to two weeks to cover all the content in sufficient depth and that future workshops should be attended by a minimum of 15 participants and a maximum of 25 per trainer. On a practical level, the "very good" evaluations of the national training workshops facilitated by the trainers trained at the sub-regional level, provides a clear indication that the ToT workshops improved the understanding, skills and performance of trainers.

National training workshops

Following the ToT workshops, trainers from 12 countries in the Africa Gender and Energy Network have taken the lead in facilitating national training workshops. This was carried out in close collaboration with ENERGIA's National Focal Points in these countries. The national training workshops increased the skills and knowledge of a total of 262 trainees (118 men and 144 women) in gender and energy issues (Table 1 provides more details of the national workshops).

A priority activity, before the national training workshops were implemented, was to adapt the training packages to the different country requirements and priorities. The capacity building needs of the selected participants to each national workshop were assessed. The results of this needs assessment were matched to the appropriate units from the generic training packages, and thus

Table 1: National training workshops in more detail

Where	When	Workshop Organisers	No. of Trainees	Training Packages used
Nigeria	4-7 April 2006	FOTE	26 (15 women / 11 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Gender Tools for Energy Projects
Uganda	15-19 May 2006	EAETDN and Ministry of Energy and Mineral Development	34 (18 women / 16 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Gender Tools for Energy Projects
Tanzania	29-31 May 2006	TaTEDO	19 (8 women / 11 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Gender Tools for Energy Projects
Ghana	3-7 July 2006	GRATIS Foundation	32 (24 women / 8 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Gender Tools for Energy Projects
Swaziland	4-8 Sept 2006	REASWA	21 (11 women / 10 men)	<ul style="list-style-type: none"> ▪ Gender and Energy Advocacy ▪ Engendering Energy Policy
Kenya	21-26 Nov 2006	Practical Action-EA and Ministry of Energy	18 (9 women / 9 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Gender Tools for Energy Projects
Mali	19-22 Dec 2006	Mali Folkecenter	27 (17 women / 10 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Engendering Energy Project Proposal Development
Zambia	26-30 Dec 2006	Ministry of Energy and Water Development	14 (6 women / 8 men)	<ul style="list-style-type: none"> ▪ Gender and Energy Advocacy ▪ Engendering Energy Policy
Zimbabwe ¹	22-26 Jan 2007	Practical Action	18 (9 women / 9 men)	<ul style="list-style-type: none"> ▪ Gender and Energy Advocacy ▪ Engendering Energy Policy
Botswana	5-9 Feb 2007	BOTEC	11 (7 women / 4 men)	<ul style="list-style-type: none"> ▪ Gender and Energy Advocacy ▪ Engendering Energy Policy
Senegal	16-20 April 2007	ENDA-Tiers Monde	26 (12 women / 14 men)	<ul style="list-style-type: none"> ▪ Concepts in Gender and Energy ▪ Engendering Energy Project Proposal Development
Lesotho ²	16-19 April 2007	Khalema Redebey & Associates	16 (8 women / 8 men)	<ul style="list-style-type: none"> ▪ Gender and Energy Advocacy ▪ Engendering Energy Policy

¹ Trainers from Zimbabwe were unable to attend the sub-regional ToT workshop for Southern Africa. Fortunately, Practical Action had trainers that had already used the TIE-ENERGIA training packages in a training workshop given to the Africa Development Bank. They were thus able to successfully implement the National Training Workshop in Zimbabwe.

² Lesotho was also unable to send trainers to the Southern Africa sub-regional ToT workshop. To be able to successfully implement the National Training Workshop in Lesotho, it was therefore decided that EAETDN would take the lead in facilitation in close collaboration with a local trainer.

used as a baseline in preparing the training content, methodology and programme. This analysis also provided the basis for incorporating local sources of information, contacts and case studies, which were used to make the training workshops more relevant, useful for implementation and interesting to participants. This process of tailoring the training packages to the national context was conducted by the national trainers in consultation with ENERGIA's National Focal Points.

ENERGIA particularly sought the participation of stakeholders from various types of institutions to encourage smoother cooperation between these stakeholders in implementing the post-training actions. Figure 1 gives an overview of the different types of institution that were represented at the national training workshops. Participants also came from a range of sectors:

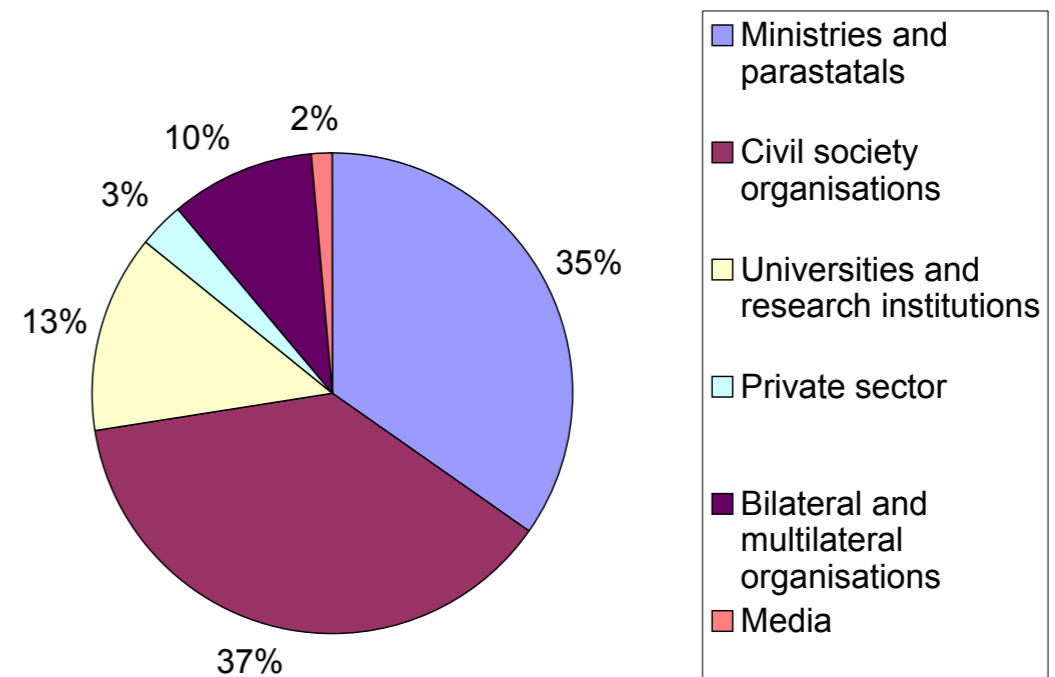
- There were participants from the energy sector, who recognised that there was a need to address gender issues in their work.
- There were participants from the gender and education sectors, who recognised energy as a basic component of development and were interested in finding the link between gender and energy.
- Finally, there were participants from the information sector who were interested in understanding how the links between gender and energy could be used for policy advocacy.

Particular attention was paid to selecting participants at sufficiently senior levels in their organisation that they would be in a position to influence change and to transfer the knowledge and skills learnt at the workshop within their own organisation. Another objective was to balance genders as far as possible in selecting training participants. The trainers and the National Focal Points played a leading role in selecting the workshop participants based on these criteria.

The national training workshops made use of the participatory adult learning approach. This approach is centred on group work sessions, allowing participants to draw from each other's experiences and from the approaches adopted within the different organisations. Field visits to relevant project sites proved to be an important element in the training programmes. They allowed participants to practice the tools learnt during the workshop. The use of case studies was also very useful and helped the participants to more easily grasp the content of the training.

TIE-ENERGIA provided the most comprehensive gender and energy training programme ever conducted in sub-Saharan Africa.

Figure 1: Representation by institution type



Action plans and post-training follow-up

Key outputs from the national training workshops have been the action plans that were completed by the participants in order to translate the concepts and skills learnt during the workshop into practice. Group and individual action plans were developed along interest and occupational lines. These action plans were monitored by the National Focal Points in each of the 12 countries where national workshops were organised. The post training monitoring reports show that, in 10 countries, several participants from different institutions (government ministries, civil society organisations, academia, the private sector and the media) have made a considerable effort to integrate gender and energy into their work, including using resources outside the TIE-ENERGIA project, and so mainstream gender. They have used the knowledge and skills gained at the national workshops to change organisational policies and practices. This in turn translates into practical impacts for poor women and men in the countries where a network is present. Below, examples are given of the implementation of some of the action plans.

- In Kenya, skills gained are being applied in the participants' own work at both planning and implementation stages. The Ministry of Agriculture has already trained their staff nationally and built gender mainstreaming in energy into their work plans. The Ministry of Energy in Kenya now has two gender

Excerpt from the closing speech of the Assistant Commissioner, Mr. Ndaula, Ministry of Energy and Mineral Development at the closing of the Uganda Gender and Energy National Training Workshop, 19 May 2006.

"The Ministry of Energy and Mineral Development is pleased to have collaborated with the Energy Network called East African Energy Technology Development Network (EAETDN-Uganda) in carrying out the gender and energy training for energy planners and project implementers. I am glad that this training managed to involve both policymakers and those at project planning and implementation level. This strengthens the partnership in energy planning that my Ministry encourages in ways that involve government ministries, NGOs, CBOs and the private sector in energy planning and implementation.

I thank those who provide financial assistance to the entire programme on 'Turning Information into Empowerment: Strengthening Gender and Energy Networking in Africa' ('TIE-ENERGIA programme') within which this training is part. Thanks to the "Intelligent Energy – Europe" Programme of the European Commission and co-funding from the Directorate General of International Co-operation of the Dutch Ministry of Foreign Affairs (DGIS) and the Swedish International Development Cooperation Agency (Sida). The gender and energy training will benefit my Ministry staff not only in building their capacity to mainstream gender in energy planning but also to improve the effectiveness of the planning, management and resource aspects, especially how to apply this to energy policy formulation, implementation and monitoring. We have been facing challenges on how to plan for energy service delivery and budgets that include gender components within the implementation of the energy policy.

As you are aware, we are in the process of formulating the renewable energy policy. This feeds into the wider national energy policy. Your input will be highly appreciated in terms of providing information [...] indicating the different needs of women and men of various categories, outlining the gender implication of various strategies that are proposed in the draft policy, as well as the need to consider the poor. Through such assessment of gender and poverty implications we will be able to plan for a renewable energy policy that is gender responsive and takes into consideration the different categories of the poor."

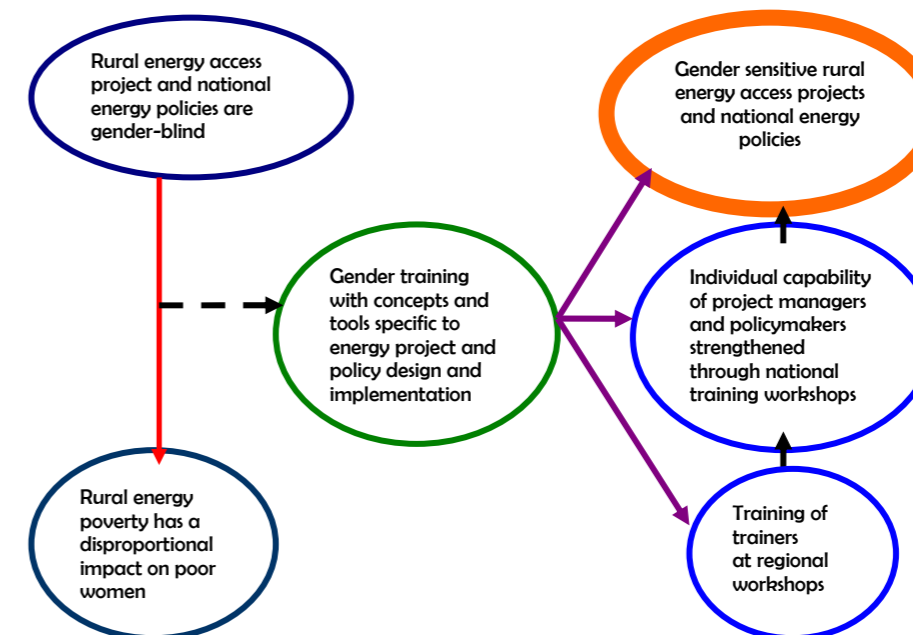
experts/trainers, Ms Faith Odongo and Paul Mbuti. These trainers, who had no skills in gender prior to the training received from the TIE-ENERGIA programme, gained sufficient knowledge and confidence to very effectively participate in the gender audit of the energy policy in Kenya; with one of them, Paul Mbuti, as the team leader of the audit team. The two trainers, together with the Kenya National Focal Point, Practical Action-EA, are currently providing gender inputs into the updating of the Kenyan Rural Electrification Master Plan.

- Given a situation in which there was no prior awareness of gender issues in energy in Zimbabwe, there developed a great appreciation of the need to mainstream gender in energy as a strategy for ensuring sustainable development. This new awareness led Ms Chandirekera Mutubuki of Practical Action Southern Africa to pursue further studies in gender to enable her to take charge of gender mainstreaming within the organisation and offer support to network members. Members of the gender and energy network in Zimbabwe are involved in the ongoing preparation of their country's energy policy, with the National Focal Point playing a key role in providing gender inputs into the process. Practical Action Southern Africa has also concluded a contractual agreement with ESAMI to carry out further energy training that will be based on the national gender and energy training package as part of the COOPENER project: Energising the Millennium Development Goals – Setting the Enabling Environment (E-MINDSET) in Southern Africa. The project, which is being implemented in Zambia, Zimbabwe, Malawi and Mozambique, aims to strengthen the cross-sectoral linkages between energy and prominent local services such as health, agriculture and environment, with the overall objective of giving energy a greater emphasis in achieving the national MDG targets. Chandirekera Mutubuki and Lasten Mika, the two trainers at the national training workshop, will be facilitating the training, and members of the network will be among the participants.
- The Gender and Energy Network of Botswana (GENBO) has been contacted by the Renewable Energy Rural Electrification Programme, which is being implemented by the Botswana Power Corporation utility, to discuss possible collaboration with a view to the network contributing to the development of delivery packages for the programme. The programme will deliver photovoltaic (PV) systems and cooking technologies to rural households that are not covered by the grid. The letter reads "At the recent Gender and Energy Workshop my colleague the UNDP chief Technical Advisor to the RE Botswana Solar PV Project addressed the group with an invitation to engage with the RE Botswana project staff to identify ways forward in this collaboration...". This initiative will draw on skills and knowledge not only from the GENBO network but also from the larger ENERGIA international network through networking. It will also impact on the lives of the poor through the

programme addressing renewable energy access issues. Further, other relevant ministries, such as the Ministries of Energy and Agriculture in Botswana, are utilising the skills gained to mainstream gender in their work. For example, the Ministry of Agriculture's participants have contributed to sensitisation in all the six agricultural regions in Botswana including sensitising the Minister and other senior staff in the ministry and other departments.

- In Ghana, the Executive Secretary of the Christian Mothers Association who participated in the national training workshop organised a three-day training programme for 20 Diocesan Presidents of the Association from all over the country as a follow-up to the workshop. Action plans for implementation activities in the various dioceses were made. GRATIS supported the representative of a leading energy NGO, KITE, in organising a similar workshop for 10 of its staff, while the Ghana Ministry of Local Government, Rural Development and Environment created a gender desk with an officer responsible for gender and environment issues. A small budget was set aside to conduct similar training workshops throughout their offices in the country. The Ghana National Focal Point, GRATIS Foundation, received support to reproduce the national training package so that its centres throughout the country could use the books to enhance gender mainstreaming in the organisation. GRATIS also used the national training package to conduct a Ghana Gender and Energy workshop at the Learning Centre of the 15th Session of the Commission on Sustainable Development in New York in May 2006. The course was attended by 42 participants. The director of the Learning Centre has written a letter of appreciation.
- In Nigeria, the Federal Ministry of Women Affairs organised a two-day Gender and Energy Workshop which brought together directors from the 36 state offices for Women Affairs of the federation in order to build the knowledge and capacity of these officials and make the connections between gender issues and energy policy. The workshop was the first in a series of programmes planned in gender and energy for the Ministry. One of the trainees, Ms Afinowi Adebimpe, from the Lagos State Ministry of Environment held informal departmental training sessions for her colleagues on the importance of Gender and Energy issues in solving environmental problems. She hopes to organise a follow-up seminar with funding and approval from her Ministry. Two trainees, Mr Adewunmi and Mr Ajai from the Federal Ministry of Environment, held a departmental training session for their colleagues on mainstreaming gender concerns in project implementation which was backstopped by a member of staff from the National Focal Point. Another trainee, Ms Stella Nwogoh from Community Conservation and Development CCDI, is involved in mainstreaming gender in all the activities of the organisation.

Figure 2: The TIE-ENERGIA framework for gender and energy training



Evaluations of national training workshops

During the national training workshops, participants were requested to evaluate the adequacy of the content and methods of delivery relative to their expectations and their work situation. This was accomplished through plenary assessments at the start of each day and a more-detailed questionnaire at the conclusion of the workshop, which had to be completed by both the participants and the trainers. Where necessary, the generic training packages were revised based on the feedback from these assessments. The results of the evaluation of the 12 national training workshops can be summarised as follows:

- All participants indicated that the course content was very good and relevant to their organisations' activities; however, some participants found the strategies for gender mainstreaming difficult to understand.
- All participants felt that the time allocated for training was insufficient, and that an additional three days would achieve a better understanding of some of the issues that were presented.
- All participants felt that the methods used for delivering the training were appropriate and relevant, but that the greater use of visual aids would allow variations in the sessions.

- Participants appreciated the inclusion of post-training action plans as part of the training workshop and saw this as a useful tool to ensure transfer of what had been learnt into practice. However, they also expressed the need for funding to support the implementation of the action plans (which was not budgeted for in the TIE-ENERGIA project) to increase the impact of the follow up.
- It was recommended that all future workshops should be conducted away from the workplace to avoid the distraction of being summoned to the office to attend to work issues.
- Participants appreciated the diversity within the group that allowed for the sharing of experiences between sectors and institutions and further recommended greater participation from the private sector.



Female solar entrepreneur running the "Solar Energy East Africa" business in Lyantonde, Uganda. She was able to expand her business to selling clothes and household linen. (Photo: Frank van der Vleuten, ETC Energy, the Netherlands)

Mainstreaming Gender in Energy Policies

Gender audits of energy policies

Gender audits of national energy policies were implemented in three member countries of the African Gender and Energy Network: Botswana, Kenya and Senegal. The activities planned for these gender audits were:

- To identify and analyse the factors which hinder efforts to mainstream gender in energy policies and programmes.
- Identify and assess gender gaps in energy policies.
- Work with stakeholders to formulate strategies that could address these gaps at the national level.
- Make gender and energy issues visible to a wide audience in order to influence energy policies and programmes.

Institutional Representation in National Gender Audit Teams

Botswana: Botswana Technology Centre; Ministry of Minerals, Energy and Water Affairs; University of Botswana; United Nations Development Programme; EECG Consultants Pty, Ltd.

Kenya: University of Nairobi; Kenya Ministry of Energy

Senegal: ENDA-Tiers Monde; Senegal Rural Electrification Agency; Poverty Reduction Strategy Paper Unit; Ministry of Economy and Finances; Ministry of Energy and Mines; Ifan-University Cheikh Anta Diop Dakar

Approach of the gender audits

The approach used for the gender audits was primarily participatory, led by a national team of experts from government, NGOs and academia. This approach was chosen to encourage ownership and commitment from the national policy making and influencing apparatus. Integral parts of the gender audits were the training, the close technical support and the peer review of the national teams by the project partners. This capacity building of national teams was essential as there was no previous experience with, or knowledge of, conducting gender audits within the teams.

The national gender audit teams consisted of five high-level experts and were coordinated by the respective ENERGIA National Focal Points together with a representative from the Ministry responsible for energy. The expertise within the teams included a gender specialist, energy planner, budget analyst, statistician, economist and policy analyst.

Rationale for the gender analysis

The gender audits were premised on the strong belief that there are consequential benefits from undertaking a gender analysis of the energy policy and related projects. For example, an analysis of gender relations can tell who has access, who has control, and who is likely to benefit or lose from a given initiative. Also, gender analysis asks questions that can lead to a search for information to enhance the understanding of why a situation has developed the way it has. The questions further enable one to explore assumptions about issues such as the distribution of energy resources and the impact of culture and traditions on the gendered roles and responsibilities. Furthermore, it can provide information on the inherent potential direct or indirect benefits of a development initiative on women and men, and thus help determine suitable entry points while formulating measures to promote equality or maintain an existing gendered division of labour. These were fundamental questions addressed by the gender audit.

Methodology and process

The methodology of the gender audits consisted of a number of steps:

- The first step involved formal communications with the ministries responsible for energy, civil society organisations and other stakeholders to inform them about the gender audits. The communications also rationalised the participation of these stakeholders in the gender audits and explained the roles the partners would play.
- The second step involved the training of the national teams by EAETDN. The training focused on reviewing the key gender and energy concepts, tools and indicators to be used in the audit. During the training, the teams would also finalise the work plan for the gender audits and the tasks and responsibilities of individual team members.
- In Step 3, data and information were collected in a number of pre-selected areas:
 - situational analysis of the gender-energy-poverty nexus in the country
 - the availability of sex-disaggregated energy statistics to inform policy priorities
 - energy policy and national development plans and their contributions to gender goals
 - institutional structures at the ministerial and programme levels to support a gender mainstreaming strategy
 - resource mobilisation for gender-sensitive energy policies and poverty

reduction programmes at the level of the national energy budget

- the role of gender and energy in achieving the MDGs
- the alignment of the energy policy with relevant international and national goals and benchmarks on gender equality and the empowerment on women such as the Beijing Platform for Action.

Several tools were used in collecting relevant data. Government documents were reviewed, including energy policy documents, Poverty Reduction Strategy Papers, national gender policy documents, national energy sector budgets and national development plans. The teams also had face-to-face interviews with key informants from line ministries, NGOs and the private sector in which they used structured questionnaires. The interviews helped to elicit institutional perspectives on the gender dimensions embodied in the organisations, in sectoral policies and in activities. Focus group discussions and mini-workshops provided stakeholder views on specific energy and gender issues.

- Step 4 involved the analysis of the data using gender and policy assessment tools and indicators, some of which had been developed for the training package on "Engendering Energy Policy". To address the gaps and constraints that were found, recommendations for engendering policy and practice were made in the draft country reports produced by the teams.

Validation and action planning

This phase represented a critical stage in the process of gaining acceptance of the results of the gender audits by the ministries responsible for energy and other stakeholders. Pre-validation workshops were held to present the draft reports to the ministries in the respective countries, to agree on appropriate actions to address the gaps and recommendations identified by the gender audits, and to receive feedback for revising the reports. These were followed by multi-stakeholder workshops hosted jointly by the National Focal Points and the ministries responsible for energy in the respective countries. Here, the results of the gender audits and the planned actions were validated by a wide range of stakeholders including relevant government ministries, NGOs, private sector organisations and multilateral and regional agencies. The gender audit reports were finalised by the national teams after incorporation of the comments from the validation workshop and the final comments from the project partners. As a result of these processes, the final technical reports of the gender audits from Botswana, Kenya and Senegal are recognised as semi-official documents and as an initial step towards ensuring the commitment of governments and NGOs in the three countries to mainstreaming gender in national energy policies and energy access programmes.

Opening remarks by the Acting Director of Energy at the Gender and Energy Audits Workshop, at the Botswana Technology Centre, 21 February 2006.

"I wish to express my sincere gratitude for having been invited to officially open this important workshop on gender and energy audits. I have been informed that this workshop is one of the outputs of the ongoing collaborative efforts between BOTEK, the Women's Affairs Department, ENERGIA from the Netherlands and the East African Energy Technology Development Network. Although the Department of Energy is a key stakeholder in this exercise we have not been able to participate as we would have liked due to resource constraints. However I would like to assure you that the department is interested and willing to consider recommendations emanating from the exercise. I also understand that the purpose of this workshop is to validate the outcome of the gender and energy audit which has just been conducted in Botswana.

This initiative is co-funded by the directorate general of international co-operation of the Dutch Ministry of Foreign Affairs (DGIS) and Swedish international development co-operation agency (Sida) with the aim of increasing awareness, knowledge and skills of a selected group of development practitioners such as planners and policymakers to integrate gender and energy concerns into sustainable development and poverty reduction programmes. I would like to take this opportunity to thank the two sponsors for the generous offer of assistance. Botswana is fortunate in that the initiative starts here and thereafter it will be rolled out to other countries namely Kenya and Senegal."



TIE-ENERGIA Partner Meeting, July 2006, the Netherlands
(Photo: ENERGIA)

Summary results of the gender audits⁵

Gender issues and gaps at the institutional and political levels:

- At the macro-level there is a political will to mainstream gender, as can be seen from the establishment of ministries of women or of gender affairs, in having a national gender policy, and in the inclusion of gender in development plans and bills of rights. However, macro-level intentions are not being translated into gender actions at the sectoral level, and policymakers are yet to fully embrace the call to mainstream gender perspectives in their organisational programmes and activities. The reason is that these policymakers simply lack the knowledge on how to do it.
- The goals, objectives and activities of many of the organisations analysed do not explicitly provide for gender equality, gender equity or the empowerment of women. There were some exceptions such as the Ministries of Agriculture in Kenya and Botswana whose policies explicitly stipulate an undertaking to promote gender-sensitive practices and culture with their staff and within the wider stakeholder groups involved in the sector.
- Institutional support for engendering energy policy is increasing, but awareness of gender issues is still low. For the organisations analysed, and public institutions in particular, the gender audits revealed that there is limited individual and organisational knowledge and application of the national gender policy. There is also limited recognition of gender analysis as a planning tool and of gender mainstreaming strategies and action plans.
- Most of the organisations had little contact with the Gender/Women's Affairs Ministry or civil society organisations to discuss gender as a concept, or the importance of gender mainstreaming. Very few staff interviewed had undergone any gender awareness or gender mainstreaming training organised by the Gender/Women's Affairs Ministry or in-country civil society organisations.
- The managements of energy sector organisations, particularly the decision-making top positions, are dominated by men, and there is a lack of women working in energy studies at the high-level learning institutions. As an example, in Botswana, there are fewer than five female professionals in the four main energy organisations.
- Although there were Gender Officers in the Ministries of Energy, the position requires more focused activities and deliverables.

⁵ A concise summary of the results of the gender audits covering the three countries is available on the TIE-ENERGIA website at: <http://energia-africa.org/GenderAudits>

Gender issues and gaps at the policy level:

- There has been only limited success in mainstreaming gender in the energy policies and limited articulation of what is to be done to eliminate gender disparities with respect to policy measures. Overall, gender perspectives are not articulated in the policy documents and are unlikely to be considered relevant when planning energy programmes or projects.
- The limited availability of gender-disaggregated data on energy development and use results in gender issues and disparities being invisible, and is a major constraint when developing priority policy areas. For example, while noting the high initial costs of energy supply systems relative to consumer incomes, the Kenyan energy sector policy does not articulate how the individual gender groups are affected. The study further revealed that the policy does not explicitly articulate how the lack of appropriate credit and financing mechanisms affects the different gender groups.
- There have been no appropriate consultations on the needs of men and women during the formulation of energy policies. As the majority of those who took part in the formulation process were male, there was no proper assessment of women's energy needs.
- A major constraint faced by ministries responsible for energy when formulating policy is that the staff involved in the process lack the capacity to deal with gender issues. The lack of participation by gender experts in this process also contributes to the poor gender analysis.

Gender issues and gaps linked to resource mobilisation:

- There is an absence of gender-disaggregated data that would inform national energy budgets, and the financial resource data used at the higher levels of decision and policy making are not disaggregated by gender.
- There is lack of financial resources in terms of loans and grants to support gender programmes and policies. Investment funding largely goes to conventional energy supply projects rather than the non-conventional energy services used by the majority of rural women. This is mainly due to their lack of visibility and the definitions of women's energy needs used in planning.
- The limited success of rural energy and related development projects could partly be explained by the lack of or poor targeting of differentiated gender needs.

Gender and energy issues and gaps for achieving the MDGs:

- Botswana, Senegal and Kenya signed the Millennium Declaration in 2000. In order to report on the progress made in reaching the targets set for the MDGs, the countries have produced status reports that illustrate linkages between the provision of energy services and attaining the MDGs. In reviewing these status reports, the gender audits revealed that energy access as a means to achieve the MDGs is becoming a priority for governments. In Senegal, very good progress has been made in aligning the national energy sector goals with the MDGs, and this process is under way in East Africa. However, at the institutional level, public-sector energy organisations such as electricity utilities have very limited knowledge of any of the international plans of action: the Rio Declaration, Johannesburg Declaration, Beijing Platform for Action, or the MDGs - and the link between implementing these plans and international gender, poverty and energy commitments.

Key recommendations

The main lesson from the gender audits in Kenya, Senegal and Botswana is that the energy sectors in these countries do not effectively include gender issues in policy formulation and implementation processes. However real opportunities do exist for re-orienting the approach followed by the Ministries. These key recommended actions have been validated by the Ministries responsible for energy:

- *Data*
creating relationships with National Bureaus of Statistics to establish databases and indicators of necessary gender-disaggregated data on energy and economic statistics.
- *Policy*
ensuring that the action and implementation plans for the established policy include activities to start mainstreaming gender. Opportunities exist in the ongoing elaborations of energy policy in Senegal and Botswana, and in the Kenya Rural Electrification Strategy.
- *Gender representation*
making 'women more visible' in top management in the energy sector through quota systems.
- *Impact assessment*
establishing criteria for assessing the impacts of programmes and projects and monitoring their effect on gender groups.

- *Budget/resources*
using gender budgeting tools in the energy sector and establishing monitoring and evaluation systems to show progress in terms of how gender groups are specifically catered for in budgets.
- *Structuring/mainstreaming*
establishing a clear mandate and Terms of Reference for Gender Desk Officers.
- *Energy and gender linkages*
co-ordinating information gathering and analysis to establish links between energy and gender policies, institutions and individuals; setting up a forum of stakeholders to encourage engendering the energy agenda.
- *Raising awareness*
developing institutional and public awareness of the links between poverty, energy and the MDGs. International organisations such as UNDP could assist.
- *Enterprise development*
engaging business women in energy sector programmes.
- *Use best practice to inform policy*
promoting poverty reduction options and successful experiences such as the multi-functional platform and the PROGEDE approach in Mali.
- *Capacity building*
developing and implementing a capacity-building programme for all actors involved in energy policy formulation and project and programme planning.

SUCCESS STORY

The role of energy policy gender audits in addressing the gender and energy access agenda in Africa: Case of Botswana

The diverse gender roles and inequalities in energy access by men and women in Botswana have consequences for energy use, needs and priorities. This conclusion was drawn from a gender audit of energy policies conducted in 2006 in Botswana, which looked at possible strategies to implement and incorporate gender considerations in policy- and decision- making processes in the energy sector. Decision-makers may view energy-related choices as gender-neutral but men and women in Botswana are affected differently by energy policies that facilitate the delivery of energy services to homes, businesses and community services such as schools and hospitals.

Issues audited included the availability of gender-related energy statistics, gender organisational-management and awareness, and the mainstreaming of gender in energy-related programmes and in Botswana's draft energy policy. Also included were resource mobilisation for gender and energy related policies and programmes and the role of gender and energy in achieving the MDGs. The audit identified gaps that relate to the failure to properly consult with gender advocates and women in general during policy formulation and the lack of a gender-specific strategy and budget to implement gender policy objectives and goals in the draft energy policy. Recommendations for engendering policy and practice were made that would address the gaps and constraints that are limiting gender mainstreaming in the energy sectors. Stakeholders from the Energy Affairs Division (EAD), Botswana Power Corporation, BOTECH, the Women's Affairs Department (WAD) and other government departments, international organisations, civil society organisations, and Community Based Organisations planned actions to implement these recommendations. Such action is seen as an initial step towards ensuring commitment by the Energy Affairs Division (EAD) of the Ministry of Energy and by NGOs to mainstream gender in energy policies and programmes.

The Botswana government's commitment to implementing these actions

was articulated in its position paper presented to the United Nations General Assembly at the 15th Session of the Commission of Sustainable Development in May 2007 which noted that:

- Immediate action is required to mainstream gender in the Energy Affairs Division and other energy policy implementing organisations such as the utility, Botswana Power Corporation, which is responsible for the Rural Electrification Programme, Botswana Technology Centre and the Rural Industries and Innovation Centre which both develop and implement energy technology programmes.
- The government should address women's access to energy in the Poverty Reduction Strategy and National Development Plan 9. Increased women's access to energy should be coupled with employment and enterprise development opportunities since most poor women cannot afford to pay for new equipment unless it can be used to generate income or reduce fuel costs.
- Gender-disaggregated data should be collected to assist in programme development and gender mainstreaming in the energy sector. Disaggregated data will assist policymakers to identify and quantify the different energy needs of women and men, design and implement policies and programmes, and evaluate results.
- Gender budgeting should be applied to public energy expenditures and investment programmes in order to make targeting of policies and resources more equitable.
- The Women's Affairs Department should be strengthened to develop gender and energy training courses and guidance on mainstreaming.
- Women, as a major stakeholder group in rural energy consumption, should be represented and enabled to participate fully during the formulation of national programmes and policies. Participatory processes should be used to actively involve women in the design, selection, promotion and use of energy resources and technologies.
- More women professionals should be involved in energy policy planning.



Daniel Theuri and Lydia Muchiri of Practical Action-EA in a TIE-ENERGIA Partner Meeting.
(Photo: ENERGIA)

Information and Knowledge Sharing

Information and knowledge sharing

Dissemination of the TIE-ENERGIA project's results and products were an integral part of the project and helped support other activities. The immediate target group were the identified stakeholders within the African Network countries but, through the project website⁶ and the publication of articles and updates in various newsletters, a much wider audience was reached. The training packages that were developed for the project are available in English and French through the project website and prove to be one of the site's most popular aspects.

It has even resulted in the training packages being used outside the TIE-ENERGIA project. They were, for example, used in a renewable energy training workshop for the African Development Bank in Tunisia, in three regional training workshops in the Pacific as part of the gender and energy activities of the South Pacific Islands Applied Geoscience Commission (SOPAC), in a refresher course for university graduates from the University of Makerere in Uganda and in one for the Nepal Netherlands Alumni Association in Nepal. The packages are mentioned on the ESMAP online portal and, as such, available to World Bank staff, and can also be found in the Eldis Gender Resource Guide. ENERGIYA will continue to use the training packages in its capacity-building activities with, for example, UNDP country programme officers in Asia and trainers from the gender and energy network in Asia receiving training based on the packages in October 2007.

To guide all partners in the project on how to effectively communicate the project's results, a sub-module on 'Communication of Project Results' was prepared. This module presents practical exercises and explanations on how to use communication channels and how to produce the right material to communicate the desired message to the target audience. While the sub-module was produced for the TIE-ENERGIA work, it is a stand-alone document that can help other projects in dissemination, communication and advocacy.

In addition, a guide on how to write effective press releases⁷ was developed and shared with the National Focal Points, who have used it in developing their own strategies for raising public awareness of the objectives and results of the national training workshops. The most common strategies used by the Focal Points were press releases in national newspapers and through radio broadcasts, articles in local journals and magazines, and through inviting high-ranking members of the energy ministries to open the national training workshops with a keynote address.

⁶ The TIE-ENERGIA project website can be found at: www.energia-africa.org

⁷ This document is available here: <http://energia-africa.org/docs/HowToWriteAPressRelease-v1.pdf>

The results of the gender audits, apart from being shared with the stakeholders involved in the process, have been published in the form of final reports, concise summaries and flyers on the TIE-ENERGIA website. The results of the gender audits have also been disseminated within the region to other members of the Network at the ENERGIYA Africa Regional Focal Meeting in November 2006. At the international level, the gender audits have been disseminated as a best practice during the UNDP and ENERGIYA side event held at CSDs 14 and 15: the recommended policy actions from the gender audits in Botswana were presented in the country's formal position paper at the meeting of the General Assembly at CSD 15; and, as the formal coordinator of Women as a Major Group, ETC and other members of the Network were able to include the policy actions recommended from the gender audits in the final outcome documents of CSDs 14 and 15, namely the "Chairman's Summary Reports". The gender audits of national energy policy currently being conducted in India and the Philippines have based their approaches on the TIE-ENERGIA experience.

Press release in the Zambia Daily Mail, Thursday January 4, 2007



Speech by the Hon. Guston Sichilima, M.P., Deputy Minister, Ministry of Energy and Water Development at the Official Opening of the Zambia Gender and Energy Network Training Workshop, Zambia 27th December 2006

Chairperson, distinguished participants, ladies and gentlemen, on behalf of the Ministry of Energy and Water Development, may I begin by thanking the Zambia Gender and Energy Network for this training that aims to equip us all with the required knowledge to handle energy matters with a gender perspective. I would like to also thank you all for finding time in your busy schedules to come and attend this workshop. As you may all be aware, energy is an important ingredient in any country's development process. All sectors of the economy as well as the social sectors require energy in one form or another to function. While the role of energy in the economy is clear, there is also the need to understand the relationship between gender and energy. In rural areas, for example, women spend many productive hours looking for firewood for use in the household. The production of charcoal, for example, is a male-dominated activity. Many other examples can be cited with other energy sources.

The understanding of energy and gender issues will assist society, especially governments and other development partners, put in place strategies that will take account of the gender perspective in the production and use of energy. It is for this reason that my ministry facilitated the formation of the Zambia Gender and Energy Network in October, 2004. As you are aware, my ministry currently hosts the network secretariat through the Department of Energy. I also wish to state that my government has prioritised issues related to gender. It is for this reason that the government has created a ministry specifically dedicated to gender issues. In view of the above, my ministry welcomes the Zambia Gender and Energy Network initiative to arrange this training workshop. I am informed that financial support for this workshop has been made possible through ENERGIA, an organisation based on women and sustainable energy, founded in 1995 by a group of women involved in gender and energy work in developing countries. My ministry is therefore thankful to ENERGIA for this support.

I also take cognizance of the contribution of UTLINK, a member of the Zambia Gender and Energy Network, to making this workshop a success. I am informed that UTLINK is hosting this workshop on behalf of the Zambia Gender and Energy Network. Chairperson, distinguished participants I urge you to work hard so that this training workshop can be a success. I am positive that your diverse backgrounds will bring, to this workshop, experiences that will work to enrich the process and help meet its objectives.

With these few remarks, it is now my honour and privilege to officially open this workshop and it is my sincere hope that you will enjoy doing the work you have come here for. I thank you for your attention.

Major lessons

- The knowledge-sharing strategy was very effective, as the skills and capacities transferred remain in implementing countries and organisations as resources that can be drawn on beyond the project period. The strategy has strengthened networking and partnerships not only between organisations but also among countries and across continents.
- Although the training programme has imparted knowledge and skills to stakeholders enabling them to plan and implement gender-sensitive energy projects, there is a need to contextualise best practices to the various countries to demonstrate their relevance and to start up-scaling activities. This is because project implementers may not be adept at seeing the relevance of energy services in delivering their mandates, and hence need a demonstration of how energy will enable the delivery of various development targets.
- The approach used of specifically targeting the involvement of government agencies, in particular the ministry responsible for energy, in the organisation and implementation of the national training workshops and the gender audits has had the added value of ensuring the endorsement of the activities by key political leaders at the level of commissioner/director, deputy minister or minister; and the recognition and creditability of the activities as milestones in the national energy agenda. This was essential if one was to secure the long-term participation of key actors in the activities and workshops. The ministerial involvement has also proved to be an important tool for lobbying and facilitated stronger collaboration between the NFPs and governments.
- Participants appreciated the inclusion of action plans for post-training follow-ups in the training workshop as a way of ensuring the transfer of what had been learnt into practice. However, they also expressed the need for funding to support follow-up activities and allow them to implement them systematically, which was not provided by the TIE-ENERGIA project. A strategy to support post-training activities in existing energy access projects will be included in the follow-up action to TIE-ENERGIA.
- A follow-up action that would go beyond the TIE-ENERGIA project would involve individual mentoring of the trained participants in implementing what they have learnt in their own work. This would require an assessment of the kind of technical support required and the funding necessary to ensure it. This should also be extended to include the following up of the gender audits; this would require an additional budget and the identification of someone at the national level who could provide the necessary technical support.

- The training workshops within TIE-ENERGIA have targeted energy, gender and development practitioners at the national level. However, feedback from the participants has indicated the need to extend training to energy planners and policymakers working at the regional level in organisations such as SADC, ECOWAS and the Africa Union.
- The national training workshops have sensitised a critical mass of professionals involved with energy, gender and development sector well beyond the network's membership. A follow-up to TIE-ENERGIA could consider actions to involve these professionals in future network activities.
- There is limited capacity for mainstreaming gender in energy policy and programmes at the national level at a time when there is an increased demand for gender and poverty reduction strategies. This requires an increase in resources in terms of funds and trained staff, as well as (do-it-yourself) reference materials on how to mainstream gender in energy policy and programmes.
- Ensuring harmonised quality management across a range of countries that have varying levels of competencies proved to be quite a challenge and required substantial guidance and regular communication by the consortium partners to ensure that the National Focal Points implemented activities of the required standard.
- Allowing the Ministry responsible for energy to take the lead in disseminating the results of the gender audits and in the design of flyers was key to the Ministry validating the results and committing itself to follow-up actions to engender energy policy.



Women running a weaving business in Burkina Faso. Hand weaving cloth is a very energy intensive activity, which could be undertaken more efficiently and easily with electricity.
(Photo: Miranda Verburg, ETC Ecoculture, the Netherlands)

Conclusions & Future Actions

Conclusions

Most of the participating countries' energy projects and programmes were revealed as gender-blind in discussions during the country-level workshops. It was also evident during the implementation of the TIE-ENERGIA project that this is due to a lack of awareness of gender and energy issues as well as a lack of in-country capacity to engender energy projects. The large number of applications received in response to "calls for participants" to both the ToT and national training workshops indicates the demand for the skills and knowledge imparted during the project. There was also a lot of enthusiasm and effort made by those trained to implement the skills and knowledge acquired in their own work.

There is a need for longer-term capacity development in all countries to maintain the momentum created by the TIE-ENERGIA project and to translate the development of individual capabilities into institutional capacities for action. To achieve this, capacity-building activities would need to be conceptualised differently, with resources for follow-up activities built into the activities and modular training programmes interspersed with opportunities for individual mentoring of the trained participants to put into practice the lessons learnt. This would require an assessment of the technical support needed and the funding necessary to ensure it. In addition, increasing the network's impact on institutional capacities will continue to require 'strategic selectivity' in the choice of individuals invited to take part in the capacity-building activities. Institutional change has to come from within and it depends on 'who' within a particular institution the network interacts with, and not only during its capacity-building activities. By targeting key individuals, mostly defined by background, institutional responsibility and being sufficiently high up the institutional hierarchy to induce changes, the potential impact can be enhanced.

The gender audits carried out as part of the TIE-ENERGIA project symbolise a new thrust in the network's undertakings towards the arena of national decision-making. While they have contributed to knowledge development and added to the body of experience that the network has built up in strengthening individual and institutional capacity at the national level, their greater significance lies in the network's extended reach and close involvement with government decision-making situations, policymakers and planners. The action plans, based on the recommendations proposed, for operationalising a more gender-responsive national energy policy and addressing the gaps and constraints that limit gender mainstreaming in the energy sector of the three countries, Botswana, Kenya and Senegal, reflect the knowledge and skills that the network has been able to apply to specific national situations. In many ways, this activity is both an indication of the network's growing maturity and a forerunner of its future evolution into a body capable of offering concrete assistance to national governments and stakeholders. In terms of next steps, there is a need for simplified (do-it-your-

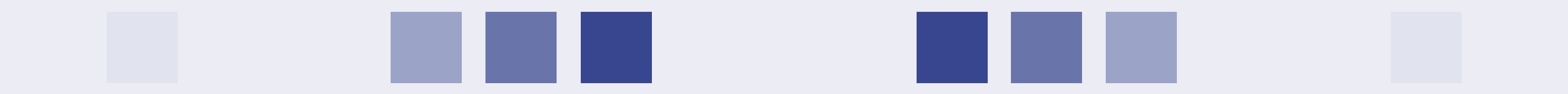
self) reference materials/practical guides on how to mainstream gender in energy policy and projects.

The TIE-ENERGIA project has increased the sense of belonging to the network of its members, strengthened the network in Africa, increased the network's conceptual thinking in relation to gender and energy, and drawn recognition of the network's activities by other stakeholders in the energy and development sector to the extent that it has been able to position itself within development cooperation as a leading authority in building capabilities to engender energy projects and policy and as a developer of gender tools for the energy sector. The network's inputs into the discussions and outputs of CSDs 14 and 15 as the coordinator for "Women as Major Group" are evidence of this. As a means of influencing institutional change at all levels, an important next step is to demonstrate how gender-specific impacts can be generated through action projects aimed at increasing women's access to energy, and to use the outcomes of these projects to exemplify how, given sufficient commitment on the part of governments and concerned stakeholders, such impacts could be duplicated.

Future activities

Based on the lessons learnt and momentum built during the TIE-ENERGIA project, ETC has received core funds from the Netherlands Directorate General of International Cooperation (DGIS) and the Swedish International Development Cooperation Agency (Sida) as continued support for the Network's national-level actions from 2007 – 2011 including capacity building, policy influencing and project implementation. These will include:

- The implementation of training workshops in 13 countries in Africa to broaden the number of practitioners trained in the use of gender tools for energy project and policy design and delivery. An additional aspect of the training programme will be pre-training e-learning modules that will introduce the basic concepts of gender and energy and the general content of the individual training packages. Participants will be required to complete the appropriate e-learning module using the internet at least one month before attending a training workshop. It is anticipated that this will save the time currently spent during the workshops in assessing the basic conceptual level at which to start the training and thus allow more time to be dedicated to the learning and use of the gender tools. Furthermore, coaching support will be provided to participants to implement post-training action plans aimed at putting into practice their newly acquired knowledge and skills.
- The continuation of policy-influencing activities including both follow-up activities to implement some of the actions recommended in the gender audits



in Kenya, Senegal and Botswana; as well as gender audits of national energy polices in other member countries of the Network.

- A new action within the Network will provide technical assistance to support efforts to mainstream gender approaches in existing energy projects and businesses. Concrete linkages will be sought with national training workshops as these provide an opportunity for energy project managers and energy access providers to upgrade their knowledge and skills on integrating gender approaches into their own energy projects and businesses.
- Integral to the Network's future actions will be the dissemination of the results of the Network's actions as a way of advocating for change and for use as best practices in mainstreaming gender approaches in energy access projects and policy planning and implementation to a wider audience.

The TIE-ENERGIA experiences will also be used to guide the implementation of regional ToT and national training workshops and gender audits within the ENERGIA Asia Gender and Energy Network as part of a South-South knowledge exchange programme. Appropriate aspects of the training packages developed within TIE-ENERGIA have been used in the COOPENER project 'Energising the Millennium Development Goals – Setting the Enabling Environment (E-MIND-SET) in Southern Africa' which is being implemented in Zambia, Zimbabwe, Malawi and Mozambique, and aims to strengthen the cross-sectoral linkages between energy and other widespread local services such as health, agriculture and environment, with the overall objective of giving energy a greater emphasis in achieving national MDG targets. Furthermore, the ENERGIA International Network is collaborating with UNDP and is in discussions with GTZ who would like to integrate the methods and approaches used in TIE-ENERGIA for capacity-building and gender auditing in their own work programmes.

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