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GENDER AND ENERGY — ACCESS FOR — WOMEN TOOLKIT



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DISCLAIMER

The devised method of data representation and the mode of populating the information in this Toolkit document is not premised on and does not in any way imply the opinion of International Organizations, Ministries, Governmental Bodies and Regulatory Entities of all referenced countries and regions.

1.0 ALL ABOUT ENERGY: A SUB-SAHARAN AFRICA PERSPECTIVE

It is no gain saying that the lowest energy access rates in the world are recorded to be in parts of Sub-Saharan Africa (SSA) as electricity only reaches about half of the total population. The World Bank in 2018 reported that thirteen (13) countries in SSA relatively have less than 25% electricity access compared to only one (1) country in developing Asia. This lack of energy access cripples the economic growth and sustainable development expected to be achieved and realized in SSA. The International Energy Agency's (IEA) Africa Energy Outlook, in a Special Report in the 2014 World Energy Outlook series, offers a most comprehensive analytical study of energy in Africa, specifically in SSA, and it finds that increasing access to reliable, modern energy can change economic growth in SSA for the better.

It is expected however, that solutions to the problem of energy insecurity in SSA, exist in the form of decentralized solar (among other forms of renewable energy) for electricity, but these solutions can only reach the level of implementation needed for universal energy access in SSA when policies and financing tools take major roles in the energy industry. Countries in SSA are generally endowed with abundant renewable energy sources and potential which could be harnessed. It is expected that by 2040, renewables would provide more than 40% of all power generation accounted for in the region, varying in scale from large hydro power dams to mini-grids and off-grid solution in more remote areas.

The International Energy Agency's (IEA) Africa Energy Outlook, in a Special Report in the 2014 World Energy Outlook series, offers a most comprehensive analytical study of energy in Africa, specifically in SSA, and it finds that increasing access to reliable, modern energy can change economic growth in SSA for the better.

A Brief Introduction on women and the Energy Industry of SSA (Abstract)

The International Energy Agency (IEA) views the energy sector as one of the least gender diverse sectors in the world and closing this gender gap will be vital as women are key drivers of innovative and inclusive solutions. There are so many ways in which gender has been examined and assessed in the international community and it has been observed that energy access has a considerable impact on women and girls.

"Energy is very important in women's daily lives, especially for serving food for families, lighting for teaching their children at night, and energy for their small food industries...cooking and small business are the major challenges facing women around access to energy...for the women in my country, a change that would allow them to be financially independent would have the most impact in their lives."

The purpose of the Electricity Lawyer (EL) "Gender and Energy Access for Women" Toolkit is to showcase and analyze based on credible data and representations, the nexus between gender and energy access especially for women in the Sub-Saharan African setting. Also, this Toolkit will serve as a useful tool in proposing business models for women in the energy sector to pursue opportunities in the energy industry particularly in terms of business, employment, and research purposes. To investigate this gender-energy nexus, we have analyzed a combination of quantitative and qualitative data parameters.

1.0 THE ROLE OF WOMEN IN THE ENERGY INDUSTRY



It is important to note that women face similar challenges in the energy sector that they face elsewhere in the economy, however, the challenges present in the energy sector are considered more pressing considering the transient nature of the sector, particularly with the ongoing energy transition. This transition to clean energy solutions will require innovative solutions and business models to be adopted and greater participation from a diverse talent pool.

This section would highlight the roles women can play in the energy industry, both in terms of management and empowerment, also enlightenment would be gained on the many areas that are considered critically important for the development of women, bearing in mind that energy access programs are an under explored lever for women's economic empowerment.

Employment of women in the electricity value chain

Employment of women in Installations and maintenance of energy technologies



Women can be employed to carry out billings and collections

The collection rates on electricity bills in most countries in SSA are extremely low. It is suggested in the field of microfinance that women are generally better credit risks for lending institutions and have better repayment rates than men. It becomes imperative that women are uniquely suited to be a part of the collection system in their respective countries.

Involvement of women into the design process

Women can be involved in the planning and designing stages of energy access programs



Women can provide insights into elements such as preferred methods for delivering electricity systems



Donors and host governments are encouraged to be inclusive and creative when consulting with local women on a conscious, continuous and concerted basis



3.0 LEVEL OF EMPLOYMENT OF WOMEN IN THE ENERGY SECTOR OF SSA

The overall employment data reports that the participation of women in the labour force is 16-20%

3% of women hold executive positions in SSA energy utilities

Women hold 6% of top quality energy leadership positions in SSA

Women hold 21% in energy management and board positions in SSA

Women hold 7% of the positions in energy ministries across SSA



4.0 POLICIES AND LEGISLATION THAT PROMOTE GENDER INCLUSIVITY FOR WOMEN ACROSS SUB-SAHARAN AFRICA

S/N	Country	Policies/Legislation/Projects/Programs
1.	Angola	<ul style="list-style-type: none"> • The Constitution of Angola, 2010: The Angolan Constitution provides for fundamental rights and duties of everyone in the country of Angola, regardless of sex, ancestry, race, ethnicity, color, disability, or other status. The constitution also provides for fundamental rights, freedoms and guarantees of everyone in the state in Chapter II. • The Labour Code, 1981: The Labour Code was designed to end disparities in employment, land ownership, health, and basic human rights between genders. • National Development Plan for 2013-2017: This was implemented in Angola to ensure equal opportunities were extended to men and women economically, socially, culturally, and politically. • Power Africa 2015: Through this Project, female participation in the power and energy sectors has increased in Angola. Power Africa is providing women with networking opportunities and a chance to rise to higher positions.
2.	Benin	<ul style="list-style-type: none"> • The Constitution of Benin, 2019: The Constitution of Benin prohibits discrimination based on race, sex and religion, and grants men and women equal economic and social rights as citizens.
3.	Botswana	<ul style="list-style-type: none"> • National Energy Policy 2021: This calls for the inclusion and consideration of gender differences in energy strategies and programmes during planning, formulation, and implementation. Also, it establishes as one of the objectives of the Botswana Government to focus on mainstreaming gender into its operations to realize gender equality and empowerment of women. • Gender Action Plan (GAP) 2011: This brought about greater level of appreciation of gender and its links to energy by the staff of Botswana Power Corporation (BPC). The Plan also created awareness within the staff about gender in the context of energy and reinforced the understanding that energy issues are not 'gender neutral'.

S/N	Country	Policies/Legislation/Projects/Programs
4.	Burkina Faso	<ul style="list-style-type: none"> • Constitution of Burkina Faso, 1991: The constitution of Burkina Faso guarantees gender equality. It recognizes gender promotion as a factor for achieving equal rights between men and women. • Labour Act, 2008: This prohibits and penalizes discrimination in employment and occupation, including gender-based discrimination. The Law enshrines equal pay for jobs of equal level and provides for working conditions adapted to the motherhood status of women. In addition, it prohibits sexual harassment in the workplace. • National Economic and Social Development Plan (2016-2020): This places the enhancement of the role of women and strengthening of their place in decision-making bodies at the centre of its intervention strategy to ensure equitable development.
5.	Burundi	<ul style="list-style-type: none"> • Burundian Constitution 2018: The Burundian Constitution puts forth a framework for gender equality through several measures. It guarantees the right to women's participation in national and commune-level public office, by establishing a quota requiring that at least 30% of the positions in the National Assembly and the Senate be reserved for women. • National Gender Policy (2012-2025): This Action Plan sets out to facilitate the creation of a sociocultural, legal, economic, political, and institutional environment conducive to the achievement of gender equality.
6.	Cameroon	<ul style="list-style-type: none"> • Decent Work Country Promotion Program: This program includes, as priority areas, the promotion of income-generating activities for women, young people and vulnerable groups; improving the normative framework and working conditions for all; capacity building of tripartite constituents to social dialogue; and social protection.
7.	Cape Verde	<ul style="list-style-type: none"> • Constitution of Cape Verde, 1992: The Constitution of Cape Verde ensures equal rights to men and women. It recognizes the participation in society of all citizens as a fundamental right. • Labour Code Decree No. 5/2007: This strengthens the principle of equality between men and women, stipulating that equal work in identical situations should be remunerated equally.

S/N	Country	Policies/Legislation/Projects/Programs
8.	Central African Republic	<ul style="list-style-type: none"> No laws limit participation of women or members of minorities in the political and economic sectors.
9.	Chad	<ul style="list-style-type: none"> Constitution of the Republic of Chad, 2018: The State recognizes that all citizens have the right to work. It guarantees that workers have just compensation for their services or for their production.
10.	Comoros	<ul style="list-style-type: none"> Growth and Poverty Reduction Strategy Paper, 2009: This is where the gender policy framework in the Union of the Comoros is mainly defined.
11.	Djibouti	<ul style="list-style-type: none"> Labour Code, 1952: This upholds the principle of non-discrimination between male and female sexes as well as the same work, same pay principle.
12.	DRC	<ul style="list-style-type: none"> Constitution, 2006: The Constitution establishes that all human beings are equal under the law. Article 14 guarantees gender equality in public institutions; ensures measures to be taken to promote women's participation in civic, economic, social, and cultural domains; and describes measures against women in the public and private spheres. Parity Law (No 15/013): This aims to promote gender equity and equal rights, opportunities throughout national life. It includes the equitable participation of women and men in the management of State affairs.
13	Equatorial Guinea	<ul style="list-style-type: none"> Country Strategy Paper 2018-2022: This is hinged on a gradual change in behaviors in the recognition and full respect for women's rights, the organization of sensitization campaigns and the promotion of appropriate policies.
14	Eritrea	<ul style="list-style-type: none"> National Policy on Gender, 2004: This provides a framework for the integration of gender equality in national development planning. Priority areas of the policy are legal reforms and access to justice, political, economic, and social empowerment, education, training, and health. National Gender Action Plan 2003-2008: This specifies objectives and targets for the advancement of women to be applied by ministries and departments, local administration, and the private sector.

S/N	Country	Policies/Legislation/Projects/Programs
15.	Ethiopia	<ul style="list-style-type: none"> Ethiopian Women in Energy Network, 2019: This was founded with the goal of empowering women in the energy sector through networking and training opportunities.
16.	Gabon	<ul style="list-style-type: none"> Labour Code, 1978: The Code affirms women's equal access to work, removes obstacles to access to the labor market and recognizes harassment as a condemnable practice.
17.	Gambia	<ul style="list-style-type: none"> Gambia National Gender Policy 2010-2020: This was designed to act as a reference material and direct all levels of planning, resource allocation and implementation of development projects with a gender perspective.
18.	Ghana	<ul style="list-style-type: none"> Constitution of Ghana, 1992: This constitution prohibits gender discrimination and unequal access to training of Ghanaian women. Labour Act, 2003: The Labour Act proscribes the discrimination of women on the grounds of gender. National Energy Policy, 2010: The policy highlights the disproportionate impacts of biomass on women and girls and notes the importance of mainstreaming gender concerns in energy access policies. Energy Sector Strategy and Development Plan, 2010: The Plan addresses issues of energy efficiency and conservation; energy and environment; energy and gender; financing the energy sector development and communication strategy.
19.	Guinea	<ul style="list-style-type: none"> Parity Law, 2013: This law signals the strong intention of the Government of Guinea to expand women's political leadership throughout the country.
20.	Guinea-Bissau	<ul style="list-style-type: none"> Constitution, 1984: The Constitution guarantees that all citizens are equal before the law, and they enjoy the same rights and are subject to the same duties.
21.	Ivory Coast	<ul style="list-style-type: none"> Energy Policy 2009: This policy sets the focus of the sector on sustainable energy for all, energy efficiency, and expanding the use of renewable energy. There is also the recognition that gender inequality is an important factor affecting energy access and the development of the country's prospects.

S/N	Country	Policies/Legislation/Projects/Programs
22.	Kenya	<ul style="list-style-type: none"> National Policy on Gender and Development, 2019: This provides a framework for mainstreaming gender in policies, programmes and energy projects. The policy identifies key thematic areas, namely: labor and employment, education, health, land, housing, agriculture, environment, and natural resources etc.
23.	Lesotho	<ul style="list-style-type: none"> Lesotho Energy Policy 2015-2025: This promotes gender equality and refers to it as an integral part when energy programmes and activities are formulated and implemented.
24.	Liberia	<ul style="list-style-type: none"> National Gender Policy, 2009: The National Gender Policy is an instrument for change illustrating the Government's bold step to breaking with the past and moving on with sustainable development for both women and men in Liberia. The Policy demonstrates high political will and commitment by the Government to eliminate all forms of gender-based discrimination to achieve gender equality.
25.	Madagascar	<ul style="list-style-type: none"> Constitution, 2010: This guarantees equal rights and fundamental freedoms regardless of gender, creed or belief, financial status, origin, or religion, as well as equal access to employment and freedoms in the political, economic, and social spheres.
26.	Malawi	<ul style="list-style-type: none"> National Gender Policy, 2006: The National Gender Policy, under the priority area of 'environment, climate change and management,' expects the energy sector to ensure integration of gender in environmental impact assessments (EIAs). Further, like all sectors, the energy sector is expected to contribute to achievement of the priority area on 'gender and economic development' under which there is a call to mainstream gender in national budgets, plans, strategies, and programmes.
27	Mali	<ul style="list-style-type: none"> National Policy for Gender Equality, 2010: This is based on seven guiding principles and six strategic directions which are: equal rights for women and men; development of human capital; integration of women into productive channels; equal participation of women and men in the spheres of decision; establishing the values and egalitarian behavior in Malian society and the inclusion of man-woman equality as a guiding principle of good governance.
28	Mauritania	<ul style="list-style-type: none"> National Strategy to Institutionalize Gender Mainstreaming, 2015-2025: This aims to eradicate gender-based violence and address all forms of discrimination against women and girls by mainstreaming gender in all sectors and implementing gender-transformative actions.

S/N	Country	Policies/Legislation/Projects/Programs
29.	Mauritius	<ul style="list-style-type: none"> Long-Term Energy Strategy 2009-2025: This document is a blueprint for the development of the energy sector up to year 2025. It lays emphasis on the development of renewable energy, reduction of our dependence on imported fossil fuel and the promotion of energy efficiency in line with Government's objective to promote sustainable development in the context of the Maurice Ile Durable vision. Equal Opportunity Act 2008: This Act prohibits discrimination on various grounds, including race, and others. It is applicable to various fields of activity, including education, employment and provision of goods and services; it prohibits direct and indirect discrimination in various fields and extends to the private sector.
30.	Mozambique	<ul style="list-style-type: none"> Gender Strategy for the Education sector and Human Development for the period 2016 – 2020: This integrates equality and gender equity in all its initiatives with the strategic objective of eliminating gender disparities in education in all levels, of access, retention, completion, and professional training and more.
31.	Namibia	<ul style="list-style-type: none"> Constitution of Namibia: The Constitution recognises that women in Namibia have traditionally suffered special discrimination and that they need to be encouraged and enabled to play full, equal and effective role in the political, social, economic and cultural life of the nation. Traditional Authorities Act 25 of 2000: This Act provides that Traditional authorities must promote affirmative action amongst the members of that community, particularly promoting gender equality regarding positions of leadership. Labour Act 6 of 1992: This law prohibits discrimination in any aspect of employment based on sex, marital status, family responsibilities and sexual orientation amongst other things.
32.	Niger	<ul style="list-style-type: none"> Constitution of the Republic of Niger, 2010 (as amended to 2017): The Constitution assures equality before the law without distinction of sex, social, racial, ethnic, or religious origin. All Nigeriens are born and remain free and equal in rights and duties.
33.	Nigeria	<ul style="list-style-type: none"> 1999 Constitution of the Federal Republic of Nigeria, as amended: The Constitution prohibit discrimination of persons based on sex and ensure that men and women have equal access to the courts in matters of contracts, torts and civil matters. National Energy Policy, 2003: One of the objectives of the Policy is to establish micro-credit facilities for entrepreneurs, especially for women groups, for the establishment and operation of commercial fuel wood lots and the production of renewable energy devices and systems. National Economic Empowerment and Development Strategy, 2004: This focuses on Nigeria's commitment to sustainable growth, and poverty reduction for both men and women. Renewable Energy Master Plan, 2005: This Plan seeks to increase the supply of renewable electricity from 13% of total electricity generation in 2015 to 23% in 2025 and 36% by 2030. It also sees to the role of women in the renewable electricity space in Nigeria. National Gender Policy, 2006: This Policy seeks to make gender analysis an integral part of all policy articulation, implementation, and evaluation. In addition to this, the policy considers women empowerment as an integral aspect of gender equality. National Gender Policy 5-year Strategic Framework (Implementation Plan), 2008-2013: This was developed to enable the successful implementation of the core principles of the National Gender Policy.

S/N	Country	Policies/Legislation/Projects/Programs
34	Republic of Congo	<ul style="list-style-type: none"> Labour Code 2015: This provides that women in Congo have equal rights to paid employment and equal pay. Women also have a right to paid maternity leave of 15 weeks, to be paid at 100% of wages.
35	Rwanda	<ul style="list-style-type: none"> Constitution of Rwanda, 2003 (Revised in 2015): The Constitution is committed to promoting equality and equity amongst all Rwandans. It prohibits discrimination based on sex and stipulates that women must occupy at least 30% of positions in decision-making bodies to affirm equality between men and women.
36	Sao Tome and Principe	<ul style="list-style-type: none"> Constitution of Sao Tome and Principe, 2003: Under the Constitution, a citizen is granted the equal right and duty to work, observing the principle of equal salary for equal work. Labour Code, 2010: This establishes that women and men are afforded equal opportunities in work, prohibiting any form of discrimination that is based on sex. In addition, the law establishes that employers should ensure women and men equal opportunities and equal treatment as regards training and the development of career, specific protections regarding work that endangers health.
37	Senegal	<ul style="list-style-type: none"> National Action Plan to Integrate Gender Issues in Energy Access (PANGE): This was established to eliminate all forms of gender inequality in Senegal.
38	Seychelles	<ul style="list-style-type: none"> Seychelles Constitution of the Third Republic, 1993: The Constitution guarantees that every person has a right to equal protection of the law including the enjoyment of the rights to freedoms without discrimination on any ground. National Gender Policy, 2012: The goal of this Policy is to provide national guidelines for institutionalizing and operationalizing gender as an integral component of social, economic, and political development.
39	Sierra Leone	<ul style="list-style-type: none"> National Gender Mainstreaming Policy, 2000: This policy was adopted to guide the Government in its implementation of gender equality projects. National Policy on the Advancement of Women, 2000: This was developed to fully promote gender equality and women advancement in Sierra Leone.
40	Somalia	<ul style="list-style-type: none"> Provisional Constitution of Somalia, 2012: Article 11 of the Provisional Constitution provides that all citizens have equal rights regardless of sex, and that the State must not discriminate against any person based on gender. Also, the Provisional Constitution states that every labor law shall comply with gender equality. Private Sector Employees Laws of Somaliland and Puntland 2004: This requires that male and female workers who do the same work should receive equal remuneration. National Gender Policy 2016: This includes strategies to eradicate harmful traditional practices such as gender-based violence in all areas of Somalia.

S/N	Country	Policies/Legislation/Projects/Programs
41	South Africa	<ul style="list-style-type: none"> Constitution of South Africa, 1996: The Constitution champions the achievement of equality, including gender equality, throughout its provisions. Section 9 of the Constitution creates a basis for the obligation of the public sector, the private sector, and the civil society to eliminate and remedy gender, race, and social inequalities.
42	South Sudan	<ul style="list-style-type: none"> National Gender Policy Framework on Women's Empowerment and Gender, 2000: This Policy implements and supports gender mainstreaming, and provides recommendations to enhance the socio-economic empowerment of women.
43	Sudan	<ul style="list-style-type: none"> Interim National Constitution, 2005 (amended in 2017): This explicitly ensures women and men equal rights in all sectors of the country. It provides that all persons are equal before the law and are entitled to equal protection of law without discrimination as to sex (and other listed categories). Labour Act, 1997: The Act recognizes the principle of equal pay for equal work. Also, it prohibits women from working in occupations that are hazardous, arduous, or harmful to their health. National Policy on the Empowerment of Women, 2007: This policy focuses on safeguarding women's rights and empowering women to carry out their roles as mothers, producers and effective partners in development, the establishment of peace and resolution of conflicts.
44	Swaziland	<ul style="list-style-type: none"> Constitution of Swaziland, 2005: The Constitution guarantees gender equality to address discrimination against women. It also provides that no persons should be discriminated against on certain grounds such as gender, race, color, etc. National Gender Policy, 2010: This ensures a conducive family environment for gender equity and ensures that women fully enjoy their human rights and develop their full potential/capabilities.
45	Tanzania	<ul style="list-style-type: none"> Constitution of 1977 (amended in 2019): The Constitution of Tanzania provides specific targets for women to have a representation of above 30% in the parliament and to fill 50% of presidential appointees. The Women and Gender Development Policy, 2000: This Policy has the aim of ensuring that a gender perspective is mainstreamed in all policies, programmes and strategies. National Strategy for Gender Development, 2008: This Strategy serves as a tool to guide stakeholders in achieving gender equality in Tanzania. Tanzania Development vision 2025: This has a goal of gender equality and the empowerment of women in all socio-economic and political relations. Five-Year National Development Plan 2016/2017-2020/2021: This Plan sets a target of enhancing a gender equity through affirmative action including a credit line for women and youth empowerment.
46	Togo	<ul style="list-style-type: none"> National Policy for Gender Equality, 2011: This promotes gender equality in all sectors of the Togolese economy.

S/N	Country	Policies/Legislation/Projects/Programs
47	Uganda	<ul style="list-style-type: none"> • Constitution of Uganda, 1995 (amended in 2005): This provides that men and women are equal before the law, and that women have the right to affirmative action to redress imbalances created by history, tradition or custom. • The Equal Opportunities Commission Act, 2017: This established the Equal Opportunities Commission that assesses cases of discrimination and inequalities in all sectors. • Public Finance Management Act, 2015: This Act requires compliance of the national budget with gender and equity requirements.
48	Zambia	<ul style="list-style-type: none"> • Constitution of Zambia, 2016: This sets out a new affirmative framework for a largely 30% equality rule for elective and appointive positions while recognizing equal rights and the establishment of a Gender Equality Commission. • Gender Equity and Equality Act, 2015: This Act seeks to domesticate some of the women's rights and gender provisions in regional, continental, and international instruments to which Zambia is a party to. • National Policy on Gender, 2014: This policy is the key framework for the implementation of gender equality commitments. It lists the strategy and actions to be implemented by government ministries and agencies in 15 different fields to achieve gender equality, which includes the area of energy access.
49	Zimbabwe	<ul style="list-style-type: none"> • Constitution of Zimbabwe 2013: This upholds the principles of gender equality and the active protection of women's rights. • 2013-2017 National Gender Policy: This Policy promotes women's economic empowerment and notes that this is key to Zimbabwe's economic growth. It places strong emphasis on gender equality and equity and its vision is a gender-just society in which men and women enjoy equity, and benefit as equal partners in the development of the country. • National Climate Change Response Strategy (2013): This strategy is gender responsive. It analyses the unequal access, control, and ownership of natural resources by women and men and acknowledges that this impacts on women's migratory and adaptive capacity to climate change.

5.0 ENERGY USAGE BY WOMEN IN SUB-SAHARAN AFRICA



75% of the population of SSA is without access to energy and this rate is expected to increase exponentially

While lack of energy access affects everyone, women continue to be more disadvantaged than their male counterparts



Women in SSA use energy for labour-saving and human energy needs

Women in rural areas of developing countries spend long hours working in survival activities such as firewood collection, water hauling, food processing, and cooking.

Both urban and rural women need adequate energy supplies for their small and medium scale enterprises and home industries

Women use energy for lighting heating and air conditioning, hot water and electrical appliances, including the choice of time of use and peak use

Women use energy for public and private transportation

6.0 GENDER AND RENEWABLE ENERGY

Introduction

Renewable energy plays an important role in accelerating energy access across Sub-Saharan Africa, especially with the region's heavy dependence and reliance on fossil fuels which has not significantly accelerated an increase in the energy access rate in the region till date. A gradual and intentional shift of the energy mix of SSA can lead to new economic opportunities and strengthened livelihoods for women and men, in addition to improved health, safety, and quality of life.

When gender equality is taken into consideration, renewable energy projects are found to be more effective. Considering gender equality would require an assessment of the impact of renewable energy projects on men and women involved and ensuring there is an equitable share of benefits. This section will provide insights regarding women's livelihoods and employment in the renewable energy sector by noting certain opportunities for women particularly tied to the renewable energy sector in their respective countries.

Opportunities for women in the Renewable Energy Sector

Large-scale and Grid-connected renewable energy

Challenges	<ul style="list-style-type: none">• High cost of connection to the grid may limit poor users• New employment opportunities may not be evenly distributed
Opportunities	<ul style="list-style-type: none">• Labour Code 2015: This provides that women in Congo have equal rights to paid employment and equal pay.• Women also have a right to paid maternity leave of 15 weeks, to be paid at 100% of wages.

Small-Scale and Off-grid renewable energy

Challenges	<ul style="list-style-type: none">• High cost of connection to the grid may limit poor users• New employment opportunities may not be evenly distributed
Opportunities	<ul style="list-style-type: none">• Employment opportunities as women can find work in different levels of the value chain such as sales, installation, maintenance and repairs.• Development of enterprises that require reliable sources of energy

Energy Efficiency

Challenges	<ul style="list-style-type: none">• Discriminatory social norms and practices limit women's opportunities with regard to education, mobility, access to and control over land, and decision-making• Weak access to market and credit facilities with women facing greater challenges
Opportunities	<ul style="list-style-type: none">• Gaining access to more efficient, renewable energy provides women with opportunity to grow their enterprises and increase productivity• Reduction of environmental degradation

Recommendations

Countries should develop and adopt a policy framework that is gender-responsive to ensure alignment with complementary sectors to improve the energy impact for both men and women

Organizational strategies in workplaces should be reformed to carry out and contribute to gender-responsive projects

Orientations should be conducted in institutions to train gender-sensitive and gender-competent staff, whose awareness of the importance of gender equality are enhanced through capacity development

Incorporating into the industry gender-sensitive indicators within the monitoring and implementation stages



7.0 PRODUCTIVE METHODS/USE OF ENERGY BY WOMEN ACROSS SUB-SAHARAN AFRICA

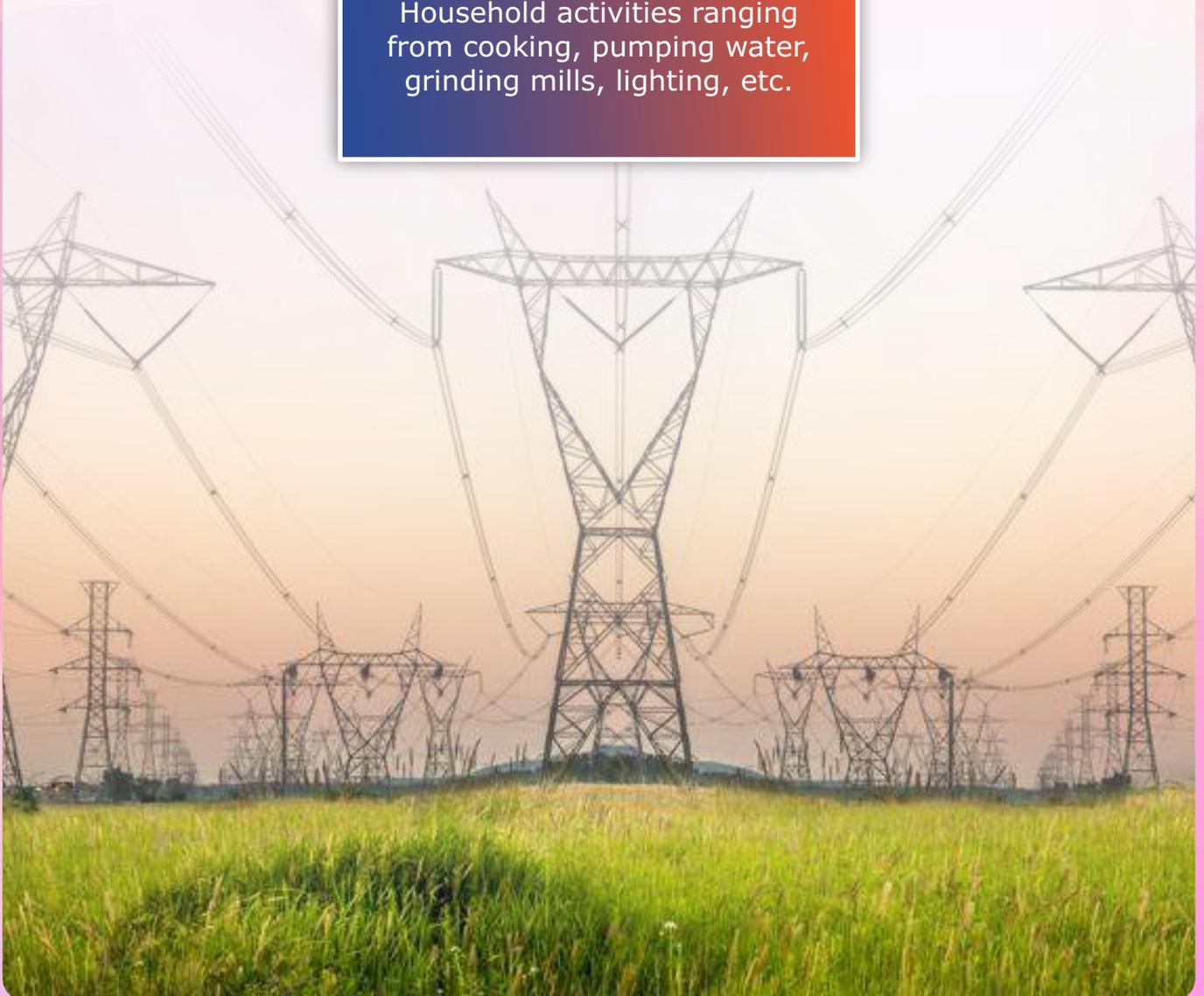
Energy entrepreneurship as a secondary activity for community service and income generation

Start-up or expansion of small-scale service enterprises such as tailoring, photocopying and Internet cafes

Powering machinery for large scale production and manufacturing

Distribution of energy equipment on a commercial basis

Household activities ranging from cooking, pumping water, grinding mills, lighting, etc.



8.0 BUSINESS MODELS FOR WOMEN ACROSS SUB-SAHARAN AFRICA

Below are a few opportunities and business models that women in SSA can explore and adopt in the energy sector:

1. GAIA Impact Fund

Role	<ul style="list-style-type: none"> Engage in energy entrepreneurship and have access to funding in that regard
Requirements	<ul style="list-style-type: none"> No specific requirement.
Opportunities	<ul style="list-style-type: none"> Access to investment and long-term partnerships with start-ups and SMES operating in SSA with a strong environmental and social focus Access to financing for capital purchases
Impact	<ul style="list-style-type: none"> Improve the livelihood of your community Commit to social responsibility
Association/Agency for partnership	GAIA Available at: https://gaia-impactfund.com/en/

2. BENO0

Role	<ul style="list-style-type: none"> Entrepreneurs manage within a single interface, several actions related to the management of their point of sales such as sales, supply management and mobile payments.
Requirements	<ul style="list-style-type: none"> No specific requirement.
Opportunities	<ul style="list-style-type: none"> Access to a leased stand-alone solar generation and storage system and a set of efficient equipment to incentivize productive and commercial uses of energy Access to a digital platform to support the entrepreneurs' sales, logistics and financing needs.
Impact	<ul style="list-style-type: none"> Improve the livelihood of your community Commit to social responsibility
Association/Agency for partnership	BENO0 Available at: www.benoo.africa

3. Clean Energy Education and Empowerment (C3E)

Role	<ul style="list-style-type: none"> Participants gain access to career development and mentorship programs for women.
Requirements	<ul style="list-style-type: none"> No specific requirement.
Opportunities	<ul style="list-style-type: none"> Access to energy sector trainings Access to internship roles in energy-related fields Access to a community of like-minded individuals Earn from internship roles
Impact	<ul style="list-style-type: none"> Improve the livelihood of your community Commit to social responsibility
Association/Agency for partnership	<p>C3E</p> <p>Available at https://cleanenergyministerial.org/initiative-clean-energy-ministerial/clean-energy-education-and-empowerment-c3e</p>

4. Women in African Power (WiAP) network

Role	<ul style="list-style-type: none"> Participants gain access to real time information about opportunities for professional growth through webinars, networking opportunities, monthly newsletters, success and feature stories
Requirements	<ul style="list-style-type: none"> For African women
Opportunities	<ul style="list-style-type: none"> Access to energy sector trainings Access to internship roles in energy-related fields Access to a community of like-minded individuals Earn from internship roles
Impact	<ul style="list-style-type: none"> Improve the livelihood of your community Commit to social responsibility
Association/Agency for partnership	<p>Power Africa</p> <p>Available at https://www.usaid.gov/powerafrica/women-african-power-network</p>

5. STEM Education

Role	<ul style="list-style-type: none"> Secure internships for female engineering or environmental management students; gain access to internship opportunities for female university students during holidays
Requirements	<ul style="list-style-type: none"> Must be an engineering or environmental management university student.
Opportunities	<ul style="list-style-type: none"> Access to energy sector trainings Access to internship roles in engineering and energy-related fields Earn from internship roles
Impact	<ul style="list-style-type: none"> Improve the livelihood of your community Commit to social responsibility
Association/Agency for partnership	<p>GIZ</p> <p>Available at https://www.giz.de/en/html/index.html</p>

6. USAID Engendering Industries Program

Role	<ul style="list-style-type: none"> Seek support and education on topics such as technology, engineering, health, safety environment, and introduce them to energy sector careers
Requirements	<ul style="list-style-type: none"> No specific requirements.
Opportunities	<ul style="list-style-type: none"> Access to energy sector trainings
Impact	<ul style="list-style-type: none"> Improve the livelihood of your community
Association/Agency for partnership	<p>USAID</p> <p>Available at https://www.usaid.gov/engendering-industries</p>

7. Production and sale of Biogas

Role	Users produce biogas from animal manure or food waste and sell what they do not use to their neighbours for a profit.
Requirements	To become a user, you only need a space in your garden and a source of substrate.
Opportunities	<ul style="list-style-type: none"> • Earn from the sale of biogas • Save on cooking fuel and fertilizer • Manage waste • Increase agricultural yield
Impact	<ul style="list-style-type: none"> • Tackle air pollution • Tackle deforestation • Improve the livelihood of your community
Association/Agency for partnership	(B) Energy Available at https://be-nrg.com/rollen/digester-user/

8. Installation of Biogas Systems

Role	Installation of biogas products on-site, providing maintenance and selling of spare parts.
Requirements	Technical expertise is required. Also, the individual must be able to work as a service provider and consultant.
Opportunities	<ul style="list-style-type: none"> • Earn when you install a new system • Earn when you provide maintenance • Earn when you sell spare parts and accessories • Earn when you train new installers
Impact	<ul style="list-style-type: none"> • Contribute to making biogas available • Professionalizing the sector • Positively impact the environment, society, and economy
Association/Agency for partnership	(B) Energy Available at https://be-nrg.com/rollen/installer/

9. Solar Engineers

Role	Become trained as a solar engineer and go ahead to contribute to community mobilization and development.
Requirements	No specific requirements
Opportunities	<ul style="list-style-type: none"> • Access trainings on renewable energies • Earn while impacting your community • Go ahead to occupy leadership positions in energy institutions I your community
Impact	<ul style="list-style-type: none"> • Boost local economies through social entrepreneurship • Contribute to tackling climate change, deforestation, and air pollution • Positively impact the environment, society, and economy
Association/Agency for partnership	<p>Barefoot College Available at https://www.barefootcollege.org/solutions/</p> <p>Renewable Energy Technology Training Institute Available at https://retti.com.ng</p> <p>Ashdam Solar Academy Available at https://ashdamsolar.com</p> <p>ESI-Africa Available at https://www.esi-africa.com/industry-sectors/business-and-markets/funding-opportunity-for-renewable-energy-companies-in-sub-saharan-africa/</p> <p>EnergytoEqual (E2E) Available at https://www.ifc.org/wps/wcm/connect/news_ext_content/ifc_external_corporate_site/news+and+events/news/energy2equal-africa</p> <p>Women in Renewable Energy in Africa Network (W-REA) Available at https://www.ifc.org/wps/wcm/connect/9676bedd-6f1b-4c55-a581-975c70af7783/IFC+WREA_InfoSheet.pdf?MOD=AJPERES&CVID=nxACEjp</p>

10. Sale of device inventory for promoting off-grid lighting

Role	Become an entrepreneur by selling off-grid lighting equipment
Requirements	No specific requirements
Opportunities	<ul style="list-style-type: none"> • Earn from the sale of off-grid technology • Earn income and sell products to people without power • Access to loans providing women with the device inventory to sell to others including mobile technology • Access to trainings on clean technologies
Impact	<ul style="list-style-type: none"> • Benefit from the financial, education, and health benefits of clean energy
Association / Agency for partnership	<p>Solar sisters Available at https://solarsister.org/get-involved/</p> <p>Sosai Renewable Energies Company Available at https://sosairen.org</p> <p>SS&A Power Group Available at http://www.ssa-power.com/</p> <p>Africa Enterprise Challenge Fund (AECF) Available at https://www.aecfafrica.org/index.php/about-us/who-we-are</p> <p>General Electric Available at https://www.ge.com/africa/</p>

11. Sale of energy technologies

Role	Become an energy distributor and start importing or manufacturing technology
Requirements	No specific requirements.
Opportunities	<ul style="list-style-type: none"> • Earn from the sale of technology • Access one of the most competitive prices on the market • Benefit from marketing and brand awareness
Impact	<ul style="list-style-type: none"> • Boost local economies through social entrepreneurship • Contribute to tackling climate change, deforestation, and air pollution • Positively impact the environment, society, and economy
Association/Agency for partnership	There are various energy institutions available for collaborations and partnerships in this regard.

DISCLAIMER

The devised method of data representation and the mode of populating the information in this Toolkit document is not premised on and does not in any way imply the opinion of International Organizations, Ministries, Governmental Bodies and Regulatory Entities of all referenced countries and regions.

All image sources have been referenced accordingly.

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