

GENDER MAINSTREAMING IN THE PROGRAMME 'UPSCALING ACCESS TO INTEGRATED MODERN ENERGY SERVICES FOR POVERTY REDUCTION'



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LIST OF ACRONYMS

BDO	:	Business Development Officer
BDS	:	Business Development Services
CBOs	:	Community Based Organisations
ESP	:	Energy Service Platforms
EU	:	European Union
EWURA	:	Electricity and Water Utility Regulatory Agency
FELISA	:	Farming for Energy for better Livelihoods in Southern Africa
GAP	:	Gender Action Plan
HIVOS	:	Humanist Institute for Development Cooperation
ILO	:	International Labour Organisation
LFA	:	Logical Framework Analysis
MCDGC	:	Ministry of Community Development, Gender and Children
MDG	:	Millennium Development Goal
MFIs	:	Micro Financing Institutions
MFPs	:	Multifunctional Platforms
NSGRP	:	National Strategy for Growth and Reduction of Poverty
NGO	:	Non-Governmental Organisation
PRA	:	Participatory Rural Appraisal
PV	:	Photovoltaic
REA	:	Establishment of Rural Energy Agency
REF	:	Rural Energy Fund
SACCOS	:	Savings and Credit Cooperatives Society
SEECE	:	Sustainable Energy and Entrepreneurship Centres
SMEs	:	Small and Medium Enterprises
TaTEDO	:	Tanzania Traditional Energy Development and Environment Organisation
UAIMES-PR	:	Upscaling Access to Integrated Modern Energy Services for Poverty Reduction

EXECUTIVE SUMMARY

In August 2009, TaTEDO signed a one-year contract with ETC Foundation to mainstream gender into the Upscaling Access to Integrated Modern Energy Services for Poverty Reduction (UAIMES-PR) programme. This contract was to implement the ENERGIA Phase 4 programme intervention strategy on Mainstreaming Gender in Energy Projects. Through this strategy, ENERGIA aimed to address the general lack of experience on to “how” gender could be incorporated into energy projects by providing technical and financial assistance to mainstream gender approaches into energy access projects. The gender mainstreaming component of the UAIMES-PR programme intended to ensure that the implementation of the programme was gender-sensitive and that outcomes were equity-oriented, for the benefit of both men and women. It was also intended to address gender issues in the organisational, institutional, and corporate environment in which energy projects and programmes are developed and implemented.

The gender mainstreaming process involved the preparation of a Gender Action Plan (GAP), employing the steps outlined in the ENERGIA gender mainstreaming handbook. These steps included appointing a gender mainstreaming team, conducting gender diagnostic studies (literature review, project document review, institutional assessment and baseline survey), conducting meetings and workshops for preparation of the GAP, and sharing GAP experiences with other stakeholders. The participatory and interactive approaches that were employed enabled the gender team and the Tanzania Traditional Energy Development and Environment Organisation (TaTEDO) as a whole to actively participate in each stage and generate knowledge and lessons. The GAP thus formulated was instrumental in introducing the initial steps of mainstreaming gender in UAIMES-PR, and also in TaTEDO as an institution.

Implementation of the GAP has already commenced at the institutional level of TaTEDO. The field implementation is yet to be undertaken, however, due to delays encountered in the procurement of equipment for the Energy Service Platforms (ESPs)¹ and Sustainable Energy and Entrepreneurship Centres (SEECs)², which are key components of the programme. The delays in project implementation occurred due to the long European Union (EU) procurement protocol, which took almost three years to finalise (from 2009 to 2011). After the equipment is procured, the process of mainstreaming gender will continue with implementation of the GAP in the UAIMES-PR programme, and documentation of the results for sharing with other stakeholders.

Despite the fact that the implementation of the GAP in field activities has been delayed, important knowledge, lessons, challenges and experiences have been gained during the initial processes of gender mainstreaming, including development of the knowledge and skills of TaTEDO staff, which are being applied in other programmes and projects.

¹ Energy Service Platforms (ESPs) are comprised of different machines mounted on one chassis, all powered by an engine that can use diesel, biodiesel from *Jatropha* oil, or both. ESPs may include equipment such as a maize mill, oil seed press, water pump and alternator, which generates electricity. In some cases, they are connected to mini grids and supply electricity for up to 150 customers.

² Sustainable Energy and Entrepreneurship Centres (SEECs) bring together a collection of micro-enterprises housed in a container (or other suitable manner) and powered by electricity from solar photovoltaic systems and/or electricity generated from ESPs. Each SEEC will house 4 to 8 businesses such as telecommunication bureaus, secretarial services, video shows and libraries, electronics workshops, tailor shops, general merchandise retail shops, food shops, car battery charging services, lantern renting, and libraries.

1. INTRODUCTION AND BACKGROUND

1.1 The ENERGIA gender mainstreaming activity

ENERGIA is an international network of organisations and individuals committed to addressing gender disparities in the access and use of energy services. The International Secretariat is located in the Netherlands and is responsible for the overall management and coordination of the activities of the network. ENERGIA's goal is to contribute to the empowerment of women, both rural and urban, through a specific focus on energy. Currently there are 22 national ENERGIA networks in Africa and Asia, coordinated by their respective National Focal Points. The network operates through well reputed organisations working on energy and sustainable development issues.

During its Phase 4 activities (2007-2011), ENERGIA assisted a number of energy projects to mainstream gender issues. The initiative, supported by the Swedish International Development Agency (Sida), aimed to assist and document a set of successful energy projects to showcase how gender-specific impacts can be generated through rural energy access projects and markets. The outcomes of these projects will exemplify how, given both commitments by stakeholders and the availability of gender-specific resources, such impacts can be multiplied.

Gender mainstreaming was defined by the United Nations Economic and Social Council in 1997 as "a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated" (ECOSOC Agreed Conclusions 1997/2).

Mainstreaming gender into the UAIMES-PR programme focusses on making gender dimensions explicit at all stages of the project cycle. Gender mainstreaming is not only a matter of social justice but can also ensure that energy projects are more effective, and have greater development impacts. In this case, it is a means for achievement of the Millennium Development Goals, for which urgent efforts are needed to increase energy access and supplies, improve energy efficiency, and enhance energy management and institutions. Gender mainstreaming in energy projects supports the 1976 Convention for the Elimination of Discrimination Against Women (CEDAW) and the Beijing Platform of Action approved at the Fourth World Conference on Women in 1996, which advocated for enhancement of women's roles in poverty reduction, in the economy, in power and decision-making, and in institutions.

TaTEDO realised additional support on gender mainstreaming would be crucial to increase the efficiency of the UAIMES-PR programme and ensure that both men and women would benefit adequately from the programme. The TaTEDO gender mainstreaming project was designed with the following four specific objectives:

- a. To enhance TaTEDO's capacity to mainstream gender within the UAIMES-PR energy access programme.
- b. To develop a methodology for mainstreaming gender in the planning, implementation and monitoring of the UAIMES-PR programme in three out of the eleven programme districts.
- c. To ensure the effective participation of men and women in programme implementation, and guarantee both parties benefit equally.
- d. To implement focussed strategies for replication and scaling up of rural energy projects that address women's needs.

Important elements of the TaTEDO gender mainstreaming project were: preparing the Gender Action Plan (GAP); implementing the GAP at the institutional level; implementing it in five UAIMES-PR programme villages; capturing and documenting best practices and lessons for replication in other UAIMES-PR programme villages; and sharing lessons with other stakeholders inside and outside the country.

This case study report was prepared to share the knowledge and experience gained from the process, and the outcomes of mainstreaming gender in the UAIMES-PR programme between 2009 and 2011. This report was developed by TaTEDO, and facilitated and supported by ENERGIA.

1.2 Overview of the UAIMES-PR programme

The Upscaling Access to Integrated Modern Energy Services for Poverty Reduction (UAIMES-PR) programme is a five-year (2008-2012) programme financed by the EU and implemented by TaTEDO in partnership with Humanist Institute for Development Cooperation (HIVOS) of the Netherlands. The programme aims to contribute to improved livelihoods, poverty reduction and sustainable rural development through improved access to modern energy in rural communities of Tanzania. The ultimate goal is to improve living conditions, boost economic activities and provide better social services in rural areas.

The programme has three main components. The first component promotes the use of Energy Service Platforms (ESPs) for electricity generation for different productive and consumptive applications in unelectrified villages. The second component deals with promoting the cultivation of *Jatropha Curcas* as a source of biodiesel to power the ESPs. A third component involves promoting Sustainable Energy and Entrepreneurship Centres (SEECs) for rural energy enterprises.

The programme expects to work with:

- Rural energy entrepreneurs, in particular women: entrepreneurs may be those owning micro-enterprises connected to the ESPs and SEECs, or owners of an ESP or SEEC. This group will be given enterprise development support (EDS) and will be linked with Micro Finance Institutions (MFIs) where necessary.
- Technicians and artisans: people who will be contracted to install, fabricate and maintain ESPs and SEECs. This group possesses skills to maintain and operate ESPs and SEECs.
- Operators: This group consist of individuals who will be responsible for operating the ESPs and SEECs, and they will be provided with necessary training and empowered to undertake their assignments confidently.
- Existing government agricultural extension staff: will be trained to provide extension services to farmers for *Jatropha Curcas* farming for oil production.
- *Jatropha* farmers: These are the farmers who will be contracted to produce and sell *Jatropha* seeds to the ESPs.
- Village energy committees/teams: will be elected to supervise the operation and management of the ESPs and SEECs in each programme village on behalf of the village authority. They will have the responsibility of ensuring that ESPs and SEECs are properly managed and the interests of the villagers as final beneficiaries are safeguarded in a sustainable manner.

The original expectation of the programme was to provide services to 55,000 rural households and 100 rural social service centres, such as schools or health centres; create 500 micro-enterprises; and train 22 village technicians and 200 operators of ESPs and SEECs. However, subject to the approval of the EU, these targets will be reviewed to take into account the implications of the delays encountered in the implementation of this programme. The programme covers 75 villages located in eleven districts of six regions of Tanzania. The districts include Karatu, Meru and Monduli in Arusha region; Mwanza and Hai in Kilimanjaro region; Kahama in Shinyangga region; Geita and Misungwi in Mwanza region; and Handeni and Lushoto in Tanga region.



Figure 1: UAIMES-PR programme districts

The main programme activities include:

- Design and installation of ESPs/SEECs to serve the needs of the people in each village. This will involve conducting Participatory Rural Appraisals (PRAs), holding planning meetings with key stakeholders to discuss and agree on ownership and management of the ESPs/SEECs, and

providing technical support to the owners, operators and farmers through training and installation of ESPs/SEECEs units.

- Promote local micro-enterprises that are linked to ESPs/SEECEs.
- Promote increased production of the bioenergy crop *Jatropha Curcas* for production of biofuels by creating awareness among farmers about the economic benefits of *Jatropha* cultivation for local use, providing technical support to extension staff, and encouraging farmers to grow and sell *Jatropha* seeds.
- Strengthen the capacity of TaTEDO and its associates in order to increase access to clean, local energy systems in the country.

1.3 Summary of status of implementation of the UAIMES-PR programme

As indicated in the background details of this report, the implementation of the UAIMES-PR commenced in 2008 and is expected to end in 2012. The programme faced delays in the procurement of the required equipment for installing the ESPs and SEECEs. This explains why most of the activities were not been implemented and the targets were not achieved by the end of 2011. The anticipation that the programme would procure the equipment during the first two years could not be met because the process of international tendering took longer than expected owing to strict EU regulations, failure of the equipment suppliers to meet their contractual obligations, and some other challenges that were not considered during the design of the programme. If the supply continues smoothly, the installation of the equipment should commence in 2012.

This delay had clear implications, including the failure to implement the Gender Action Plan within the agreed timeline, and unfulfilled expectations of villagers, as some of the villages were already been identified and implementation plans were prepared. It also resulted in high overhead costs for TaTEDO. The implementing partners (Hivos and TaTEDO) have requested a two-year extension to ensure sufficient time for implementation and commissioning of the programme to local actors. A request has also been presented to lower the targets to 50 ESPs, 75 SEECEs and 75 villages in comparison to the 120 ESPs, 100 SEECEs and 120 villages in the original design, but approval is yet to be granted by the EU.

However, with expectations that equipment would be delivered within the planned period, TaTEDO went ahead implementing some of the programmes. The activities undertaken so far include identifying programme villages, conducting PRAs in 14 villages out of the 75 expected programme villages, providing support to 2,310 *Jatropha* farmers, and linking them with small-scale soap³ manufacturing local industries. Once all the equipment is received, investment negotiations will be initiated in villages where a PRA has already been undertaken and arrangements made to install the equipment. TaTEDO will work with entrepreneurs selected from each district to develop business plans. Subsequently, TaTEDO will sign agreements with the entrepreneurs with regard to financing business plans and partnering in the implementation. The expected support will include training, business promotion, installation of equipment, and business performance monitoring.



¹ The soap making utilises oil from *Jatropha* seeds to make soap for income generation.

1.4 Importance of the Mainstreaming Gender in the UAIMES-PR programme

Tanzania is committed to honouring several international agreements on women and human rights, such as the Beijing Plan of Action, the Convention for the Elimination for all Forms of Discrimination against Women (CEDAW), the Universal Declaration of Human Rights, and the Convention on the Rights of the Child. Efforts to incorporate these international agreements into national policies and strategies have offered opportunities for gender mainstreaming in the country. For instance, the Revised National Energy Policy (2003) provides five strategic statements on gender that require adequate consideration and action to remedy the gender gap in the energy sector (see Box 1). The policy further states that 'all stakeholders within the energy sector need to participate and take deliberate sensitisation actions, including to encourage women's participation in energy-related education, training, programmes and projects, planning, decision-making and, not least, energy policy implementation'. In addition, the 2003 Tanzania National Women in Development Implementation Strategy requires gender desks to be established in all development sectors in order to provide guidance for gender mainstreaming in programmes and projects.

The translation of these policy requirements within the UAIMES-PR programme becomes an important component of the programme's implementation. The programme has the implicit gender objectives of contributing to men's and women's improved livelihoods, poverty reduction and sustainable rural development through improved access to modern energy in rural communities. To achieve this objective, an implementation approach is required which would involve both men and women as important stakeholders in the implementation process and avoid any gender bias. The UAIMES-PR programme document mentioned the words 'gender' and 'women' several times and also indicates that where necessary women will be given higher priority in the ownership and management of ESP or SEECE units. However, concrete actions to implement such statements were lacking. Therefore, the need for gender mainstreaming was important to remedy these gaps and to ensure that men and women both benefit from the UAIMES-PR programme.

Gender mainstreaming in the UAIMES-PR would ensure that the market approach, which is the main implementation approach, does not lead to gender bias, but takes into consideration the energy needs of both women and men. Men and women may be involved as users of energy or technologies, owners, operators, supervisors or entrepreneurs. All these categories require gender knowledge that would help the programme implementation team to conduct gender analysis, identify gaps, and adapt the implementation approaches and methodologies in order to prepare gender-sensitive tools, develop gender indicators, use a gender-sensitive approach, and measure the achievements of the programme. These gender mainstreaming activities are important elements of the UAIMES-PR programme, with contributions promoting efficiency, equality and development goals.

The main objective of the Gender Mainstreaming Project (GMP) is to ensure that the implementation of the UAIMES-PR programme is gender-sensitive and the outcomes are equity-oriented, with benefits for men and women. To achieve this objective, empowering women to participate in the implementation process and use the programme's business opportunities for income generation will be of paramount importance. Gender mainstreaming in the UAIMES-PR programme is expected to contribute to the achievement of the National Strategy for Growth and Reduction of Poverty (NSGRP)

Box 1: National Energy Policy statements on gender and women

- Promote gender equality within the energy sub-sector on both the demand and supply side.
- Facilitate education and training for women in all energy aspects.
- Promote awareness on gender issues concerning men and women's social roles in the energy sector, including training on appropriate technologies.
- Promote awareness and advocacy on gender issues in the energy sector.

Source: National Energy Policy 2003

and MDGs 1 and 3. In addition to the mainstreaming of gender in the UAIMES-PR, the GMP focused on developing the knowledge and skills of TaTEDO staff, which would continue to be used in other programmes and projects.

The gender-specific issues addressed in the gender mainstreaming project were:

- Gender goals for each programme – with results identified that are explicit and measurable.
- Women empowered both technically (on technology use and business management) and financially, and suitably equipped to participate in this particular programme either as entrepreneurs or as energy users.
- Indicators developed to measure the impacts of ESP and SEECE services in relation to gender goals.
- Participatory tools used with a clear understanding of gender needs and roles in the process.

A market-based and gender-oriented approach needed to be formulated and tools prepared accordingly.



2. METHODOLOGY

The methods for mainstreaming gender in the UAIMES-PR programme involved the preparation of a Gender Action Plan through an interactive and consultative approach that included gender experts, the UAIMES-PR programme staff and TaTEDO management. It involved conducting gender analysis in the context of UAIMES-PR programme, fieldwork, brainstorming meetings, and interactions with ENERGIA technical advisors.

2.1 Data collection methods

Information and data included in the preparation of the GAP were compiled through the following methods:

- **Literature review:** This involved reviewing various documents related to gender, energy and the poverty situation within the country. Such documents included: policies and strategies linked to gender and energy, the final report of the Multifunctional Platform pilot project in Tanzania, the Agriculture and Land Use Rights Policies, articles in newsletters and journals such as ENERGIA News and Boiling Point, UNEP and UNDP reports, Tanzania energy statistics and surveys, the national MDG report, and the National Strategy for Growth and Reduction of Poverty. Other information was reviewed on gender and management of decentralised energy systems, gender and small and medium-scale enterprises (SMEs) in rural areas in Tanzania, gender and small-scale *Jatropha* production for biofuels, and gender and credit for SME development in Tanzania. These documents were obtained from the internet, the TaTEDO library and other sources. This process enabled the gender team to develop a common understanding about the gender and energy context of the UAIMES-PR programme, the challenges, potential stakeholders, partners, and missed opportunities for gender mainstreaming.
- **UAIMES-PR programme documents review:** The aim was to study the gender goals of the UAIMES-PR programme and to assess whether strategies and indicators were in place for achieving those goals. In addition, this review helped the team to identify the gender strategy outlined and used by TaTEDO, any changes required in the project documents to reflect gender goals adequately, and possible entry points or missed opportunities to be explored through fieldwork. The documents reviewed included the TaTEDO strategic document (2008-2012), the UAIMES-PR proposal, PRA field approaches, progress reports, implementation plans, and training manuals.
- **Institutional and stakeholder assessment:** A gender consultant was hired to undertake this assessment. The consultant conducted meetings and interviews with the UAIMES-PR programme implementation team, field staff and TaTEDO partners in two districts (Mwanga and Hai). A semi-structured questionnaire was used to gather information about the profile of staff members and stakeholders. The questionnaire included questions such as:
 - (a) When the respondents commenced working or collaborating with the project; (b) what gender capacity building workshops they had attended, and their duration and content;
 - (c) What gender mainstreaming activities they undertook in their daily work;
 - (d) What gender knowledge or skills they needed to improve their performance;
 - (e) In what way their capacity needs could be improved; and
 - (f) in their view what areas should be addressed to improve gender aspects within the programme.

The respondents were also asked to give comments on the challenges they foresaw in mainstreaming gender in the programme, and how to address suggestions they had mentioned.

Due to the incompleteness of the report from the consultant, however, the assessment was repeated by organising the same group of respondents to fill out a questionnaire adapted from the one used by the gender mainstreaming project in Pakistan⁴. This questionnaire assessed issues related to gender relations within the organisation, gender publicity, availability of information related to gender, and many other issues not assessed by the consultant.

⁴ The Pakistan questionnaire was adapted from a questionnaire developed by Voluntary Services Overseas (VSO), which was used for a stakeholder assessment of the Pakistan Domestic Biogas Programme.

- **Fieldwork:** Fieldwork was conducted to analyse the missing information from the above-mentioned gaps. It was also used to pilot engendering of TaTEDO's PRA Manual and to test some gender-sensitive PRA tools. Two villages were selected: Ngulu village in Mwanga district, representing a typical village in Tanzania and unconnected to grid electricity; and Engarenairobi, a village in Siha district, which represented certain characteristics of a semi-town with a mixed population engaged in agriculture and business.

The data collection tools were adapted from TaTEDO's PRA guide, and a questionnaire from the Laos biogas programme was also adopted as a guide⁵.

The main methods included:

- a) Different PRA tools (e.g. village resource map, calendar of events, daily activities calendar, priority ranking, and transect walk).
- b) Structured interviews with 201 women in households, 26 enterprise owners (8 men and 11 women in Engarenairobi, and 2 women and 5 men in Ngulu), and four male and one female village leaders.
- c) Separate focus group discussions with men and women were conducted by two TaTEDO staff members. Each focus group had a total of twenty members. The focus group members were engaged in different economic activities, as farmers, technicians, and small entrepreneurs (saloon, shop owners etc.). The aim of having separate groups for men and women was to ensure openness and to encourage freedom for participants to express their views and perceptions in the discussions.
- d) Village meetings were conducted, with representation from both men and women of the village, including a total number of 45 participants, and representation from various groups in the village. In each village, PRA meetings were organised by village leaders and facilitated by TaTEDO staff. The aim was to gather information about the village history, important past events, the annual calendar of the villagers, day-to-day household activities of both men and women, and social services available in each village.
- e) During transect walks along main roads in the village, a number of features were observed and sketched. These features included household areas, rivers, main buildings and centres, and nearby forests. TaTEDO staff members were accompanied by villagers, with equal representation of men and women.



Figure 2: Female project team member interviewing female entrepreneur

⁵ The Laos biogas questionnaire was used to complement the TaTEDO PRA tool because gender was inadequately considered in the TaTEDO PRA tool, and it was too general to fulfill the requirements of the gender mainstreaming exercise.

2.2 Gender team

The gender mainstreaming team was comprised of ten people, as indicated in Table 1. The TaTEDO staff members were selected based on their engagement in the implementation of the UAIMES-PR programme. Involvement of the consultant did not prove to be very fruitful, as she could not complete her contractual obligations. Instead, the ENERGIA technical advisors worked closely with the team to prepare the GAP.

Table 1: List of gender mainstreaming team members

	Name	Expertise/position	Role
1	Mr. Leonard Pesambili	ESP/SEECE Programme Manager	Involvement in each step of the ESP/SEECE and Jatropha farming programme
2	Mr. Shukuru Meena	ESP/SEECE Project Staff	Work with the programme manager to mainstream gender in the programme
3	Ms. Gisela Ngoo	Lead Gender Expert	Lead the gender mainstreaming process & gender team
4	Ms. Rhoda Mwamunyange	Gender and Business Development Consultant	Train and coach district level partners and train the gender team; provide backstopping on general issues during implementation of the project
5	Ms. Jane Mambo	M&E Programme Manager/Expert	Develop monitoring plan, tools and indicators
6	Ms. Editruda Daulinge	Project staff for business and entrepreneurship development	Integrate gender in the enterprise skills training, prepare criteria, provide business coaching, link to the field activities
7	Mr. Frederick Tunutu	Information Officer	Information collection, processing and packaging
8	Ms. Anja Panjwani	ENERGIA Country Contact	Coordination and advisory support, monitoring
9	Ms. Elizabeth Cecelski	ENERGIA Advisor	International technical advisor

2.3 Scope and limitations

The main objective of the gender mainstreaming project was to mainstream gender in the TaTEDO UAIMES-PR programme implementation process, for equal access to energy technologies and services by women and men.

The project specific objectives were:

- To enhance TaTEDO's capacity to mainstream gender concerns into the UAIMES-PR programme.
- To develop a methodology for mainstreaming a gender approach in the planning, implementation and monitoring of the programme in three out of eleven programme districts.
- To ensure effective participation by offering equal benefits to men and women in the programme implementation.
- To set focussed strategies for replication and scaling up of rural energy projects that addressed women's needs.

The Gender Action Plan was to be developed as a guide for gender mainstreaming activities in the UAIMES-PR programme. The prepared GAP was originally planned to be piloted in five out of the 120 villages targeted. The plan was to use two villages for fieldwork during the preparation of the GAP and then pilot it in three villages in order to enable preparation of the case study report. This would allow the staff to capture lessons and good practices, which could be replicated in the rest of UAIMES-PR programme villages. However, this stage could not be reached due to the delays in the implementation of the UAIMES-PR programme, as explained in section 1.3 above.

2.4 Challenges encountered during preparation of the GAP

During the preparation of the GAP, there were a number of challenges. Such challenges were considered by the team as learning opportunities on how to overcome difficulties and move forward. The inclusion of ENERGIA technical advisors within the team increased the opportunities for dealing with such challenges constructively. Following are some of the noteworthy challenges:

1. Difficulties in matching timelines for the two projects (gender mainstreaming project and UAIMES-PR programme): Delays in procurement of the ESP and SEECE equipment created interruptions in the implementation of gender mainstreaming project activities for approximately a year. It was expected that delaying the preparation of the GAP would give adequate time for procurement of equipment so that immediately after its preparation, the GAP would be piloted to allow adequate time to capture lessons. However, this did not materialise as the delivery of equipment is still in progress. To address this, it was agreed with ENERGIA to move forward with the finalisation of the GAP and to prepare a case study based on the experience gained during the preparation of the GAP.
2. Unfamiliarity with the gender mainstreaming processes: Apart from those who had read the draft gender mainstreaming handbook, the steps related to preparation of the GAP were unfamiliar to most gender team members, including the consultant. This required frequent clarifications and consultations between the team leader and ENERGIA's advisors. The consultant had experience in using International Labour Organisation gender tools, but adapting to the ENERGIA gender mainstreaming steps was not an easy task, especially in the case of the institutional assessment. The challenge was how to narrow all institutional factors to focus specifically on those relating to UAIMES-PR.
3. Availability of the consultant: It was unfortunate that the first stages of GAP preparation processes coincided with the national parliamentary elections and that the consultant hired was campaigning to be a Member of Parliament. This affected her availability and the quality of her deliverables, as she failed to submit the required reports. This led to the termination of her contract with TaTEDO, and the team continued to work with guidance and support from ENERGIA to complete the preparation of the GAP.
4. Male staff encountered difficulties in interviewing women during the fieldwork and they were also not trusted to interview wives in some villages in the absence of their husbands. To overcome this, the team had to assign female staff to interview women.
5. Engendering of the logical framework of the UAIMES-PR: This could not be completed, as the targets of the UAIMES-PR programme were subject to review by the EU. Therefore, the original LFA was tentatively engendered and then it was agreed to review it again, when new targets would be set by the UAIMES-PR.
6. Inadequate funds for implementation of the GAP: Funding sources for implementing the GAP are yet to be identified. The UAIMES-PR programme is facing financial limitations due to overhead costs and high inflation caused by delays in implementation. TaTEDO has commenced fundraising initiatives.
7. Lack of experts on gender and energy in the country: One of the requirements of the programme was to work with a consultant who could strengthen the capacity of the gender mainstreaming team. It was difficult to find a consultant with gender and energy expertise, as most experts have a specialty on gender but not energy. The gender consultant who was hired specialised in gender and entrepreneurship.

3. RESULTS OF THE DIAGNOSTIC PROCESSES OF GAP PREPARATION

3.1 Gender and energy challenges in the country

3.1.1 The situation of women and men in the country

The gender profile of 2006 indicates that Tanzania was successful in several parameters in comparison to many other sub-saharan Africa countries (see Figure 3). In the 2006 World Economic Forum Global Gender Gap Report, Tanzania was ranked number 1 globally, out of 115 countries, in terms of women's economic participation.

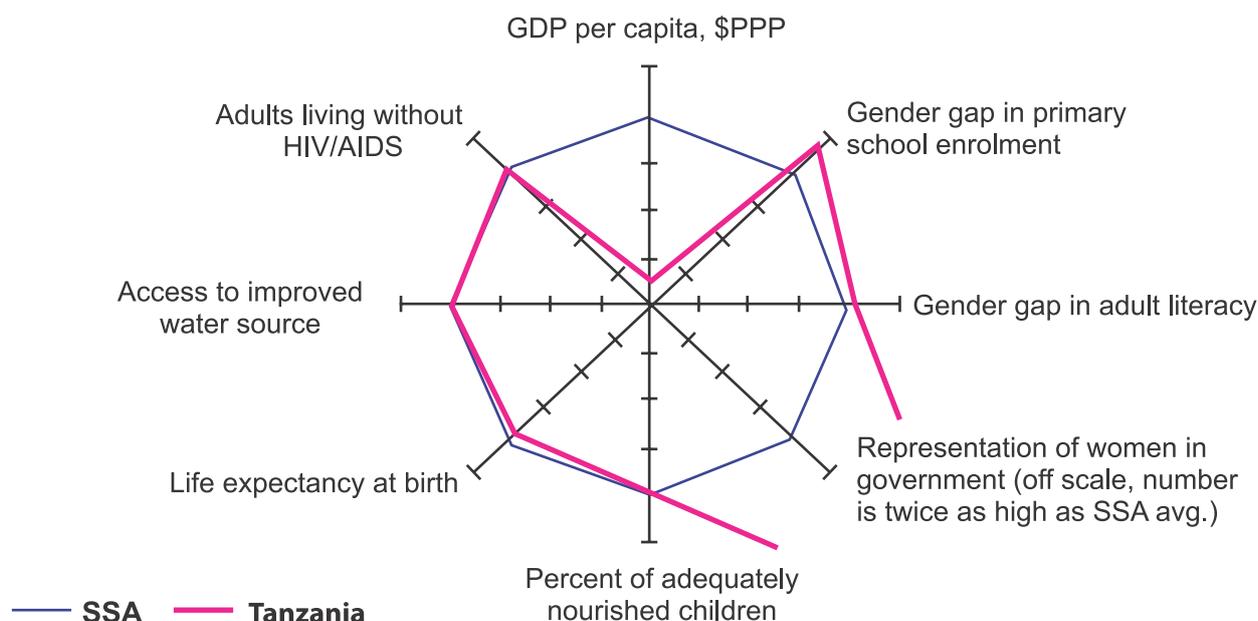


Figure 3: Tanzania Summary of Gender Profile

Women in Tanzania constitute about 51% of the total population, estimated to be about 39.3 million people (Banks et al., 2008). The National Census showed that in 2002 the number of households in rural areas was 5,271,782, compared to 1,539,306 households in urban areas. Approximately 90% of women who live in rural areas engage in agricultural and livestock farming for their livelihoods (URT, 2005). Economically, women in Tanzania play a substantial role. They are most active in agriculture, where they account for 82% of the labour force. The overall labour force participation rate (including the informal sector) for women is 80.7%, which is slightly higher than that of men (79.6%). The proportion of women in paid jobs is 30%. Furthermore, women are more engaged in unpaid labour (15%) than men (5%) (URT, 2008/2009).

The education disparity between men and women continues to be large: 30% of adult women have no education, in comparison to 17% of men, though enrolment of girls in primary, secondary and tertiary schools has increased (URT, 2008/2009). In general, women's literacy rate in 2005 was 62.2% (aged 15 and older)⁶.

Legally, women in Tanzania can own land. Traditionally, however, this is not the case, as in the matter of inheritance, the government and judicial systems recognise customary and Islamic laws, both of which contain provisions that discriminate against women, especially on issues related to rights of ownership of land⁷. Of the total land in Tanzania (945, 087 square kilometres) women are estimated to own about 19% of registered land, and their plots are less than half the size of those owned by men (0.21 – 0.30ha compared to 0.61 – 0.70ha in Makete) (Ellis et al., 2007). This has also been

⁶ Information available at: www.niew.gov.my/niew/index.php?option=com_docman

⁷ See: <http://genderindex.org/country/Tanzania>

noted in other countries, for instance in Cameroon, where women undertake more than 75% of the agricultural work but own less than 10% of the land. In Brazil, the percentage of land owned by women is 11%, and in Peru it is slightly higher (13%) (FAO, 2008).

By law, mothers and fathers in Tanzania have equal rights as regards parental authority, however, many traditional practices discriminate against women. (In addition, almost one-quarter of Tanzanian women live in polygamous marriages.) Decision-making at the household level is based on patriarchal structures that limit women's influence in family decisions on resources and other socio-economic matters. This tends to make women's energy needs invisible in decision-making processes, including also at the higher levels of the energy sector.

The first policy on Women in Development in Tanzania was formulated in 1992 with the aim of defining the roles of women in development and issuing guidelines on planning with a gender focus. In 2000, the policy was revised to address Women and Gender in Development, in order to strengthen the focus on gender balance and gender equality. The aim of this policy was to ensure that a gender perspective was mainstreamed into all policies, programmes and strategies. In order to consolidate and speed up implementation of the policy, the national gender strategy was prepared in 2005. The strategy recognised the importance of improved energy technologies for alleviating women's difficulties and encouraged increased use of appropriate technologies by communities. To assist the government in promoting gender equality and women in development, the Ministry of Community Development Gender and Children (MCDGC) was established in 2000. Gender is nationally accepted as a crosscutting issue, and the MCDGC has a coordination and facilitation role. The Ministry is further responsible for monitoring the Beijing Plan of Action activities and implementing the National Strategy for Growth and Reduction of Poverty.

3.1.2 The energy situation in the country

Twelve percent (12%) of Tanzanians have access to electricity nationwide; the rate of electrification in urban areas is 39% (Banks et al., 2008). The 2007 National Household budget survey⁸ noted that the number of people using electricity for cooking was nominal, at about 0.3% in 2006. In rural areas, where 80% of the population is living, there was only about 2% access to grid electricity. The use of electricity for productive purposes in electrified areas was uncommon, partly due to high electricity tariffs, low awareness and inadequate knowledge about the opportunities that exist for the productive use of electricity.

About 83% of households in Tanzania depend entirely on kerosene for lighting. Other options for lighting are dry cell batteries and candles. Coal, solar and wind account for less than 1% of the energy used. The use of biofuels for rural electrification is a relatively new concept, although several initiatives have been undertaken by the government and non-government organisations to promote biofuels for rural electrification. The government has facilitated the establishment of biofuel guidelines and the private sector actor FELISA (Farming for Energy for Better Livelihoods in Southern Africa) has piloted Multifunctional Platforms (MFPs)⁹ for rural electrification. TaTEDO has also piloted two MFPs using biofuels in two villages, Leguruki in Meru District, and Engaruka in Monduli District in the Arusha Region. Lessons drawn from these MFPs were incorporated to prepare a superior programme where more than 100 villages will be electrified by using MFPs that operate on Jatropa oil.

More than 90% of the people in the country depend on biomass fuels for cooking, mainly charcoal and firewood. The 2007 Tanzania Household Budget Survey indicates a slight decrease on the dependency on firewood for cooking (79% in 2000/2001 to 73% in 2007), however, solid biomass continues to remain the most affordable form of energy. Charcoal is the main cooking energy source for 14% of the households, especially in urban areas. Women are the main suppliers and users of firewood for household cooking, but men are the major suppliers of fuelwood for commercial purposes, especially charcoal. TaTEDO found that the use of solid biomass fuels is dominated by low-cost and inefficient

⁸ This information is available at: <http://www.measuredhs.com>

⁹ The MFP is the same technology as the ESP.

traditional technologies. Three stone open fireplaces with low thermal efficiency of less than 10% are used by more than 85% of the rural households and most of the institutions. In urban areas, approximately 70% of the households use inefficient traditional metal charcoal stoves with low efficiency levels ranging from 10 to 15%.

Human energy is essential for survival in rural production systems, especially for agricultural activities, which employ more women than men (Blackden and Rwebangira, 2004). Of the total agricultural area, 70% is cultivated by hand hoe, 20% by ox plough and 10% by tractor. Besides the time and energy spent in agriculture, rural women in Tanzania spend most of their time and energy on making trips e.g. for fetching water and fuelwood, and for grinding maize. It is encouraging that the recognition of women's contributions to the country's economy had recently increased significantly (Mascarenhas, 2007), though most of their work is unpaid and outside the market system, so women are not credited for their true contributions (Cecelski, 2000).

3.1.3 Major energy policies and institutions frameworks

The revised 2003 National Energy Policy provides a good basis for addressing energy concerns in a gender-sensitive manner. In this policy, the word 'gender' was mentioned 15 times, and the word 'women' 17 times.

The main objective of the policy is to establish efficient energy production, procurement, transportation, distribution, and end-user systems in an environmentally sound manner and with due regard to gender issues (URT, 2003). The policy recognises the importance of considering gender issues in the energy sector with a focus on energy needs and ownership of resources, on both the supply and demand side.

With regard to demand, the energy policy recognises that men and women have different needs and uses for energy, due to existing socio-cultural and traditional roles. The burdens on women created by dependency on inferior energy, in both rural and urban areas, are recognised in this policy, including the effort involved in searching for, collecting and using firewood, which is heavy, time-consuming and often low-productive work. On the supply side, the policy recognises that women are inadequately represented at all levels of energy generation, transmission and distribution activities, and therefore calls for a gender-balanced energy sector. In addition, it outlines four general strong strategic statements for promoting gender in the energy sector (see Box 1).

The most important initiatives on policy implementation include the establishment of the following entities

- The Electricity and Water Utility Regulatory Agency (EWURA) is the independent national agency in charge of licensing, tariff review, and monitoring of performance and standards with regard to quality, safety, health and environment in the electricity, natural gas, petroleum and water sectors. EWURA also promotes effective competition and economic efficiency, protects the interest of consumers, and promotes the availability of regulated services to all consumers, including low income, rural and disadvantaged consumers in the regulated sector. Although the 2001 Act that established EWURA did not specifically mention either gender or women, EWURA's 2008 report indicated that 16 out of 54 employees were women (EWURA, 2008).
- The Rural Energy Agency (REA) and the Rural Energy Fund are responsible for: providing policy advice to the Ministry of Energy and Minerals with regard to rural energy, facilitating the coordination of rural energy programme activities with other development initiatives, providing training and capacity building, supporting rural energy research and development, and designing procedures, guidelines and funding for rural energy projects and programmes. Although the Act that established the REA did not mention either gender or women, the World Bank has recently launched a programme to support the preparation of a gender mainstreaming framework within the agency.

3.1.4 Major gender and energy issues

The main gender and energy challenges in Tanzania are as follows:

- Little attention is extended to non-commercial energy (e.g. solid biomass, human energy). For instance, none of the 10 energy projects financed by the Rural Energy Agency addresses the use of solid biomass. There is one biomass programme operating under the Ministry of Energy, known as the Programme for Bio-energy Conservation (PROBEC), which promotes the use of energy efficient household stoves.
- Despite having an energy policy that recognises gender disparities in the energy sector and women's burdens due to dependency on biomass energy, there are no implementation strategies, laws or regulations to integrate or mainstream gender concerns in the energy interventions of the country. This lack of policy implementation guidelines has created a gap between what the energy policy intends to attain and the actual situation on the ground.
- Women are inadequately represented in policy and decision-making processes at all levels of the energy sector. For instance, the number of women in the Ministry of Energy and Minerals was reported by Masanzu in 2009 to be only two (legal advisor and chief internal auditor) compared to 17 male employees. However, it should be noted that women's representation in terms of numbers alone does not always guarantee a gender-sensitive approach.
- Limited access to appropriate energy technologies to alleviate women's heavy workloads is further aggravated by the lack of information on available alternative energy technologies, improper training facilities to enhance operational skills, and the high costs of technologies.
- At the household level, attitudes still exist that men are automatically the heads of households and the breadwinners. These attitudes are based on patriarchal structures, and limit women's possibilities to influence family decisions on resources and other matters.
- According to the 2005 National Strategy for Gender Development, there is inadequate capacity for gender mainstreaming into policies, strategies and plans and as a result, gender is not factored into most energy programmes and projects.
- Civil society organisations involved with gender and energy initiatives are few, and they experience financial and technical limitations, capacity constraints and limited effectiveness in advocating on energy and gender issues.



4. GENDER IN THE UAIMES-PR PROGRAMME

The gender review process confirmed that a policy framework for mainstreaming gender does exist in the UAIMES-PR programme. The programme donors, the European Union (EU) and Hivos, have policies for mainstreaming gender and promoting equality. The EU Strategy for equality between women and men promotes gender equality in project implementation, female entrepreneurship, self-employment, and targeted initiatives to improve the gender balance in decision-making. The Hivos policy on Gender, Women & Development of 2006 promotes the participation of women and mainstreaming of the rights, interests and involvement of women in all Hivos programme components. However, despite the existence of these policies, it was noted that TaTEDO has no contractual obligation to implement such policies in the UAIMES-PR programme.

The UAIMES-PR programme proposal considered gender and/or women in different sections of the document, such as the background, justification, goals, target beneficiaries, objectives and activities. In the UAIMES-PR proposal, the terms 'women/woman' were mentioned 28 times, and 'gender' was also mentioned 28 times. However, gender issues were not adequately represented in the key areas of budget, indicators, M&E frameworks and programme implementation tools such as PRA tools, training manuals and progress reports. Barriers that could hinder the participation of women in the programme were also not explicitly stated and addressed.

The use of illustrations and photos was also not gender-sensitive as some of the documents, for instance the Energy Service Platform training manuals, had photos of men, despite women being targeted to own such platforms.

5. GENDER CAPACITY IN THE UAIMES-PR PROGRAMME

- As TaTEDO has a longstanding commitment to addressing gender and energy issues, it has begun integrating gender concerns into its policies, e.g. in the strategic plan 2008-2012. However, there is a lack of specific activities to operationalise these objectives (i.e. budget, indicators, activities and methodologies for mainstreaming gender) in the organisation/projects/programmes.
- Certain of the UAIMES-PS staff had some level of gender awareness, but it was not uniform. Approximately 16% of TaTEDO staff had participated in gender training workshops and had shared this knowledge with other staff. Meanwhile, the local partners of the UAIMES-PR programme also possessed a certain level of experience working with women. A Gender Focal Point is responsible for the coordination of gender activities at TaTEDO, but not held responsible for gender mainstreaming within TaTEDO.
- The staff members implementing the UAIMES-PR were mostly male, including at the field level.
- There has been consideration of gender when assessing the programme's impact on women and also when planning how to involve women in the implementation of the programme, but planning and monitoring systems do not routinely disaggregate data by gender.

The capacity of TaTEDO's gender mainstreaming team significantly improved during the process of preparing the GAP, due to the opportunity of working with the ENERGIA technical advisors. This was beneficial during the review of the M&E monitoring framework to disaggregate the indicators by gender.

5.1 Gender and energy best practices and challenges in the programme villages

The best practices and challenges that emerged during the fieldwork and the national GAP sharing workshop will be useful in other UAIMES-PR programme villages, as most rural areas in the country experience similar energy situations and requirements.

5.1.1 Gender and energy best practices and challenges encountered in fieldwork

In both villages, most women use firewood as the primary fuel for household cooking. Both men and women participate in paying for lighting expenses, and have equal opportunities to use energy for productive purposes. Approximately 87% of women interviewed said that if electricity was available in their households, they could benefit from utilising electric cookers. Approximately 43.6% of women indicated that children would benefit as well from being able to study in the evenings. Among the men, 58% mentioned they would benefit by listening to the radio for news. About 41% of all interviewed women said they would prefer a light bulb to be connected in the living room, 33% said in the kitchen, and about 26% preferred to have a light in the bedroom.

Only a handful of women interviewed (7.4%) were members of a Savings and Credit Cooperative Society (SACCOS). Moreover, the majority of women of the village did not belong to any development organisation or women's group. It was also revealed that the majority of women were hesitant to join a SACCOS and benefit from its loan facilities due to fears about their ability to fulfil loan conditions and/or provide collateral (preferred options are land, houses, and other valuable assets, which women do not generally control).

Only 14.5% of women interviewed said they owned the crops grown on the farm and had the ability to determine the prices of the crops. Of the others, 30% of the women said that men determined the crop prices, and 55.5% said that it was a joint decision by the family. About 91% of the women interviewed said they did not have a problem with the manner in which decisions were made. This could be attributed to the fact that they possess a limited understanding of their rights, owing to beliefs and cultures embedded in their societies.

Contrary to many other villages, more of the enterprises in Engarenairobi village were owned by women (11), than by men (8); one was family-owned. The employees were mostly women, since the proprietors felt that women were willing to work hard, trustworthy, easy to instruct, flexible (i.e.

ready to perform some additional duties without claiming additional payment), and skilled in serving the customers (e.g. in cafeterias and hair salons).

5.1.2 Gender and energy best practices and challenges from GAP sharing workshop

Experiences and information on gender and energy best practices and challenges were exchanged by the participants at the national GAP sharing workshop during the poster presentations. One of the participants observed that women fail to participate in some of the activities because men obtain information earlier than women do, as most leaders are men who tend to inform their fellow men about activities. This leads to low attendance by women at village meetings and village committees. It was also noted that men's views are considered more than women's during the collection of baseline information for project planning, demand assessments, and participatory rural appraisal meetings, as women do not express themselves as freely in meetings. Therefore, the introduction of gender-sensitive approaches and skills is crucial in order to obtain the views from women, which are not communicated to most project implementers.

During household interviews, women were reluctant to speak much in the presence of their husbands. This shows that during planning for a project, different methodologies have to be applied in order to obtain information from both men and women and ensure that their desires or demands are met.

At the project implementation stage, it was noted that only a few women were interested and engaged in technical activities such as construction of improved firewood stoves and installation of solar PV systems. For instance, in Hai and Rombo districts there are only 3 female stove technicians and 32 male technicians. For solar PV there is only one female technician. In contrast, for the baking ovens, more than 90% of the entrepreneurs (bakers) are women, as men are not interested in this area of activity.

The presenter concluded that the low level of participation of women in technical activities is due to the following challenges:

- Constraints faced by women on availability to attend technical trainings.
- The culture may not favour women being involved in building stoves, or welding.

Another participant revealed that cow dung utilised as cooking energy is harmful to women's health as it causes considerable indoor air pollution and hence poses health risks to the users. Heavy smoke from the use of dung causes irritation to the eyes, which often makes women's eyes red. Many women have been killed under the suspicion of being witches because of their eyes being red. Meanwhile, women also face physical difficulties due to carrying heavy loads and walking long distances to collect firewood and water, charge cell phones, and get grain milled.

To ensure better access to energy, one participant's institution, the Natural Forest Resources and Agroforestry Centre, undertook several activities to promote environmental conservation, including sensitising communities about the establishment of household woodlots for firewood production, tree nursery establishments and use of portable and improved cookstoves. He emphasised the conservation benefits of established woodlots, and the benefits to women of improved cookstoves, which reduce the firewood collecting burdens on women, and minimise indoor air pollution and resulting eye redness, thereby protecting women from being killed due to myths about witches.



6. THE GENDER ACTION PLAN

The Gender Action Plan provides systematic objectives, results, activities and responsibilities for the gender mainstreaming process in UAIMES-PR. It is geared towards promoting gender equality and women's empowerment by strengthening women's participation in scaling up access to integrated modern energy services in rural communities of Tanzania. Three main steps were involved in the preparation of the GAP.

The first step in preparing the GAP involved reviewing documents related to gender, energy, poverty and the context of the UAIMES-PR programme, and assessing the capacity of TaTEDO and its partners in mainstreaming gender. This resulted in the consideration of key information on: (a) income disparities (men earn around 1.7 times what women earn), which may impact women's willingness to pay for energy services; (b) education levels (women literacy level was 62.5% in 2005), which may affect women's participation in training programmes; (c) access to credit (only 0.53% of female-headed, smallholder households have credit); and (d) ownership of resources, including land (only 19% of women own registered land). The above indicators affect women's ability to own an ESP or SEECE. Other information related to barriers hindering women from owning and benefiting from enterprises to be established by the UAIMES-PR programme include lengthy and complex requirements for business registration, incorporation and licensing. In addition, since women are not named on land titles, it is difficult to access formal sources of credit tied to the provision of land titles as collateral. Other factors considered in preparing the GAP were the lack of a gender policy, inadequate skills to mainstream gender in energy projects, inadequate relationships with other gender-related institutions, and the need to improve the M&E framework for UAIMES-PR.

The second step was to organise a workshop and prepare a draft GAP, with objectives, results, indicators and activities. The workshop was preceded by a brainstorming meeting between the gender team and management of TaTEDO. The aim of this meeting was to familiarise management with the gender mainstreaming process, to obtain management views on issues that emerged during the gender diagnostic step mentioned above, and to identify areas requiring further attention. Having compiled important information for the preparation of GAP, the workshop was organised to prepare a draft GAP, which was then presented to the TaTEDO Executive Director, Administrative Officer, Human Resource Officer, Information & Communication Officer, UAIMES-PR Programme Manager and other technical staff. This was undertaken with participants of the gender team, field officers, UAIMES-PR programme staff and experts from ENERGIA.

The objectives of the GAP were to achieve four main results:

- To increase income and access to modern energy solutions for both women and men through the installation, management and use of ESPs and SEECES in the UAIMES-PR programme areas.
- To strengthen the participation of men and women as micro-entrepreneurs linked to ESPs and SEECES of UAIMES-PR.
- To enhance income-generating opportunities for both women and men from the Jatropha value chain in UAIMES-PR programme.
- To strengthen and institutionalise TaTEDO's capacity to mainstream gender at the organisational level, to implement gender-sensitive programme activities, and to act as a national promoter of gender mainstreaming in decentralised modern energy services.
- Progress on these objectives could be measured by using the following indicators:
- Employment, income and businesses of women and men in activities supported by the UAIMES-PR programme.
- Level of social and economic indicators of men and women project participants.
- Percentage of women and men effectively involved in decision-making bodies in programme activities (family/village/district).
- Percentage of men and women benefiting from TaTEDO's and its partners' activities as energy producers and users.
- Number of male and female TaTEDO staff trained and equipped to undertake gender-responsive activities in the UAIMES-PR programme.

The third step included the adoption of a communication strategy to ensure that all UAIMES-PR programme stakeholders can understand and accept ownership of the gender mainstreaming process, and to communicate with external stakeholders about the approach and possibilities for replicating it. Additionally, plans were implemented to conduct a national GAP sharing workshop for national and local decision-makers, organise regional meetings with UAIMES-PR stakeholders, and prepare a baseline documentary that could be shared with stakeholders inside and outside the country.

6.1 Reflections on lessons learned from the process of developing the GAP

The preparation of the GAP was an eye opening exercise. It provided a clear picture of how other programmes and projects could have considered the issue of gender. The Executive Director acknowledged that there is a need to perform the same process in other programmes within TaTEDO, and also in the review of the national energy policy (as he is a member of the national energy policy review team).

The broad review and assessment of the context in which gender mainstreaming will be implemented gave a clear understanding of the issues surrounding the energy project (in this case the UAIMES-PR programme) that were either overlooked or not properly understood. The process helped the programme team to focus on what they intend to achieve and how. The UAIMES-PR team therefore decided to review and reconsider some aspects of the programme activities.

- Review of PRA tools: It was observed that TaTEDO's standard tools for fieldwork, needed to be reviewed to collect information relevant to gender mainstreaming and check their relevance with respect to specific projects that will be undertaken.
- Reconsideration of the composition of the field staff: The assessment of field staff showed that there were a larger number of males than females. The Business Development Officers employed under ETC's Energy Access (EASE) programme were all male. It seemed that if the UAIMES-PR wanted to reach women entrepreneurs, they would need to consider introducing female Business Development Officers in order to avoid the challenge of male staff not being able to interview married women. Therefore, management took a decision to consider the possibilities for hiring qualified female staff. (The institutional assessment revealed that certain departments consisted only of male staff; others contained both men and women.)
- In providing services to households: The UAIMES-PR programme has to bear in mind that there are female-headed and male-headed households with different socio-economic parameters. Therefore, to reach these two sub-groups, criteria need to be developed to avoid gender bias.
- The M&E framework needs to be better disaggregated by gender.



7. IMPLEMENTATION OF THE GAP

The endorsement of the GAP by TaTEDO management marked the first step towards commitment to its implementation. However, the operation and institutionalisation of the GAP is the most important aspect of the gender mainstreaming process. To fulfill this requirement, TaTEDO introduced a mechanism to ensure mainstreaming of gender is covered at both the organisational and programme levels.

Objective 4 of the GAP focusses on strengthening and institutionalising TaTEDO's capacity to mainstream gender at the organisational level, to implement gender-sensitive programme activities, and to act as a national promoter of gender mainstreaming in decentralised modern energy services. TaTEDO has dedicated a staff member with a Masters Degree in rural development and gender to engage in gender mainstreaming activities within the organisation on a fulltime basis. This employee is working together with the gender mainstreaming team to ensure that the GAP is adequately implemented. Meanwhile, a review of field approaches, tools and manuals for gender-sensitivity is in progress. Once the review is completed, the gender requirements assessment will be implemented. Then suitable training will be organised for the staff of TaTEDO and its partners who were not part of the gender mainstreaming team, to strengthen their gender knowledge and skills.

In addition, TaTEDO is currently in the process of preparing a strategic resource mobilisation document and business plan. This is being conducted by a team of consultants, including a gender expert. The gender expert is responsible for mainstreaming gender in this exercise. The gender consultant has been familiarised with the GAP initiatives, to determine whether these aspects are mainstreamed in the resource mobilisation document and business plan. It is expected that through these efforts, the GAP will be institutionalised and resources for its implementation will be identified.

The second level of implementation of the GAP initiatives is at the UAIMES-PR programme level, and this is expected to commence after the equipment has been procured. In the meantime, the logical framework will be reviewed to take into account the new LFA targets and activities from the GAP. Most of the GAP activities, especially those that relate Objectives 1, 2 and 3 of the GAP, will be included in the UAIMES-PR plans. These objectives focus on increasing the incomes and modern energy access of women and men, strengthening the participation of men and women as micro-entrepreneurs, and increasing women's access to financing mechanisms.

Lessons and experiences from the preparation of the GAP have been considered in the review of the TaTEDO M&E framework database for gender disaggregation. Meanwhile, the gender team and gender experts are in the process of preparing a M&E framework to be included in a programme on 'Scaling up and Commercialisation of Modern Energy Technologies and Services'. Furthermore, gender mainstreaming capacity was enhanced for seven members of the gender team, who participated throughout the process of the preparation of the GAP.

The GAP has been shared with national and local stakeholders through different methods:

- A national stakeholder workshop, which drew 30 participants from different UAIMES-PR partner institutions, was convened at TaTEDO's Sustainable Energy Development Centre to discuss and share experiences from the GAP preparation processes. One of the workshop participants observed that the institution she represented seriously needed to introduce a similar framework to mainstream gender within the institution. This workshop was aired through two television stations with broad coverage within the country. Additionally, interviews were conducted with the TaTEDO Executive Director, the Programme Manager, Gender Focal Point and District Representatives to highlight the importance of mainstreaming gender in the energy sector. The interviews were aired through the same television stations.
- Newspaper and newsletter articles were distributed for the purpose of sharing the experiences gained with other stakeholders.
- In addition, the preparation of a documentary consisting of baseline studies in gender and energy issues is in progress. This documentary will be shared with stakeholders inside and outside the country.

8. CONCLUSIONS

The importance of gender mainstreaming cannot be overemphasised in the development sector. Increased attention to gender and energy can be accomplished by the incorporation of gender considerations in the various stages of programme implementation. This requires a gender mainstreaming approach designed to improve gender equality and the productivity of men and women, and increase empowerment and efficiency within programmes and projects. The efforts of ENERGIA and TaTEDO to mainstream gender in the UAIMES-PR and document the experiences for sharing with other stakeholders demonstrate their appreciation of the importance of gender considerations in energy projects. Mechanisms that have been initiated by TaTEDO can only be sustained if there is a long-term commitment in terms of time, and human and financial resources.

The participatory and interactive step-by-step approach of the GAP preparation provided a systematic and logical mechanism for TaTEDO to own the processes and to develop the capacity and confidence of the staff involved, for long-term impact. For instance, inclusion of the UAIMES-PR Programme Manager, as well as technical, field, monitoring and evaluation staff, in the gender mainstreaming team created the capacity which is now being utilised by TaTEDO in other programmes and projects.

Energy helps to enhance development, but it is not the sole condition for development. The poverty of women's living conditions is not entirely related to energy problems. They may be experiencing some issues merely because they are women. There may be traditional cultural factors that restrict women to undertaking certain tasks and hence curtailing their employment, mobility and flexibility. Improvements in income levels are particularly important in the relationship between energy and women. The GAP initiatives have taken into account all these factors and therefore are focussing on supporting women in generating income using electricity provided by ESPs and SEECs, creating opportunities for employment, and also increasing women's knowledge and skills. Collecting relevant gender-disaggregated data at different stages of the implementation cycle is important for replication of the experience in the country and region in general.

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ANNEX 1: GENDER ACTION PLAN

Result 1 of UAIMES-PR programme

Specific gender objective	To increase income and modern energy access of both women and men through installation, management and use of ESPs and SEECEs in the action areas
Result	R1. Increase capacity of men & women in design, installation & operation of ESPs and SEECEs R2. Both men & women owning, managing and/or operating ESPs and SEECEs R3. Increase access to clean modern energy by male-headed and female-headed households through ESPs and SEECE services
Indicators	<ul style="list-style-type: none"> No. of men and women trained in operation, design and installation of ESP and SEECE % of women and men owning, managing and/or operating ESP and SEECE % of female-headed and male-headed households using ESP and SEECE services
Activities	<ul style="list-style-type: none"> Train both men and women to design, operate and install ESP and SEECE Develop gender-sensitive selection criteria of ESP and SEECE entrepreneurs Identify both men and women ESP and SEECE trainees (operator & technicians) Connect ESP and SEECE services in female-headed and male-headed households Appoint men and women local leaders in promoting the benefits of ESP and SEECE services (including sensitisation of men in the promotion) Assist owners/operators to develop service provider contracts with end-users Link both men and women ESP and SEECE operators and/or owners with trained male and female technicians

Result 2 of UAIMES-PR programme

Specific gender objective	Strengthen participation of men and women as micro-entrepreneurs linked to MPESCs
Results	<p>R1. Link energy micro-enterprises owned & managed by men and women to ESPs and SEECs</p> <p>R2. Establish and support profitable operation of female-owned enterprises linked to ESPs and SEECs</p>
Indicators	<ol style="list-style-type: none"> 1. Increased income for men and women owning & managing micro-enterprises linked to ESPs 2. No. of micro-enterprises owned and managed by women and men 3. No. of women accessing loans from MFIs
Activities	<ul style="list-style-type: none"> • Identify women and men entrepreneurs for energy enterprises • Assess type & feasibility of micro-enterprises by men and women to be promoted • Organise gender-sensitive sensitisation meeting in targeted communities • Train female and male entrepreneurs in enterprise development and business development skills • Facilitate financing for female entrepreneurs, addressing barriers women may face in accessing necessary collateral (e.g. land, property) • Provide support to address specific barriers faced by female entrepreneurs

Result 3 of UAIMES-PR programme

Specific gender objective	To enhance income generation for both women and men from the Jatropha value chain in UAIMES-PR programme
Results	<p>R1. Both men & women increase income & employment from Jatropha value chain</p> <p>R2. Women and men gain access to land, credit and other inputs for Jatropha cultivation</p> <p>R3. Implement marketing, networking & distribution systems to increase incomes of men & women</p> <p>R4. Both men and women establish Jatropha farmer groups</p>
Indicators	<ol style="list-style-type: none"> 1. No. of men and women growing Jatropha 2. No. of men and women trained in Jatropha value chain 3. No. of men and women owning and managing Jatropha businesses 4. No. of men and women Jatropha farmer groups established 5. Income raised by men and women from growing & trading Jatropha 6. Introducing marketing, networking & distribution systems for increasing income of women and men established
Activities	<ul style="list-style-type: none"> • Create awareness with men & women on economic benefits of Jatropha cultivation • Ensure that both men and women participate in Jatropha value chain training • Encourage involvement of men and women in Jatropha farming business • Establish men & women Jatropha farmer groups • Increase women's access to credit from MFIs for Jatropha farming & trading • Sensitise men to allow women to participate in the Jatropha component activities • Develop market, network & fair pricing mechanisms for Jatropha products that benefit both women and men

Result 4 of UAIMES-PR programme

Specific gender objective	To strengthen and institutionalise TaTEDO's capacity to mainstream gender at the organisational level, to implement gender-sensitive programme activities, and to act as national promoter of gender mainstreaming in decentralised modern energy services.
Results	<p>R1. Establish effective organisational gender policy & vision for TaTEDO</p> <p>R2. Improve gender balance at field, technical and management levels in TaTEDO</p> <p>R3. Increase capacity of TaTEDO and partners on gender mainstreaming in programme activities</p> <p>R4. Incorporate gender in libraries & publications</p> <p>R5. Establish gender-sensitive M&E system at organisational level</p>
Indicators	<ul style="list-style-type: none"> • Gender policy and vision established • Gender-sensitive operational plan for TaTEDO established • Number of male and female staff in TaTEDO office and in partners providing business development expertise, by function • Number of male and female staff of TaTEDO and partners knowledgeable and skilled on gender mainstreaming • % increase of gender materials in TaTEDO HQ and zonal libraries & of gender-sensitive publications • Gender-disaggregated M&E system used in planning & operation
R1. Establish effective organisational gender-sensitive policy	<ul style="list-style-type: none"> • Develop gender policy & vision • Review operational plan for gender sensitivity • Review TaTEDO Human Resources policy for gender sensitivity • Establish external gender advisory committee • Develop clear roles and responsibilities of gender focal point • Establish gender working group at TaTEDO • Solicit funding for gender mainstreaming activities • Mainstream gender in all project proposals • Revise PRA manual and project cycle documents for gender sensitivity
R2. Improve gender balance at field, technical and management levels in TATEDO	<ul style="list-style-type: none"> • Extend preference to women in new recruitment at all levels, and especially in the field offices and SERE department (ACP-technical implementers) • Provide business development expertise by partnering with organisations with women staff and experience working with women entrepreneurs
R3. Increase capacity of TaTEDO and partners on gender mainstreaming	<ul style="list-style-type: none"> • Develop & conduct gender mainstreaming training programmes for partners and TaTEDO staff • Build capacity on publication and documentation of gender and energy case studies • Foster partnerships with national and international gender champion institutions
R4. Incorporate gender in libraries & publications	<ul style="list-style-type: none"> • Ensure publications use gender-sensitive language and images • Ensure publications state the organisation's focus, priorities and activities on gender mainstreaming • Incorporate gender publications in zonal office libraries • Enrich library with gender materials • Improve gender content in lobbying and advocacy
R5. Establish gender-disaggregated M&E system at organisational level	<ul style="list-style-type: none"> • Collect gender-disaggregated information on gender and energy • Incorporate gender concepts in activities and outcome in project proposal logical frameworks with disaggregated gender indicators • Ensure organisational M&E framework is gender-disaggregated • Ensure gender-disaggregated collected data are used for planning to reflect needs of women and men in programme areas.

ENERGIA International Network on
Gender & Sustainable Energy



Practical Action
(Sri Lanka, India, Pakistan Programme)

