



GENDER ANALYSIS FOR GIZ SUSTAINABLE ENERGY PROGRAMME IN TANZANIA

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FINAL DRAFT

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LIST OF ABBREVIATIONS

ATM	Automatic Teller Machine
BDS	Business Development services
BEST	Basic Education statistics in Tanzania
CEDAW	Conventions for Elimination of all forms of Discrimination against Women
DPGE	Development Partner Gender Group
EOGS	E.ON off Grid Solutions
FDG	Focus Group Discussion
FINCA	Foundation for International Community Assistance
GFP	Gender Focal Person
GIZ	German Technical Cooperation Agency
GEM	Gender entrepreneur markets
GoT	Government of Tanzania
ICT	Information Communication Technology
ILO	International Labour Organization
IFC	International Finance Corporation
IAGG	Inter agency Gender Coordination Groups
LPG	Liquefied Petroleum Gas
KII	Key Informants Interview
MCDGC	Ministry of Community Development Gender and Children
MDGs	Millennium Development Goals
MEM	Ministry of Energy
MOEVT	Ministry of Education and Vocational Training
MFI	Micro Finance Institutions
MKUKUTA	Mkakati Wa Kukuza Uchumi Na Kupunguza Umaskini
MW	Mega Watt
NBS	National Bureau of Statistics
NEP	National Energy Policy
NGSEN	National Gender and Sustainable Energy Network
NSGRP	National Strategy for Growth and Reduction of Poverty
PFA	Platform for Action
PSMP	Power System Master Plan
PV	Photovoltaics
PRIDE	Promotion of Rural Enterprises Initiative Development
RE	Renewable Energy
REA	Rural Energy Agency
REPOA	Research on Poverty Alleviation

SADC	Southern Africa Development cooperation
SDG's	Sustainable Development Goals
SENERGY	Sustainable Energy Programme
STEM	Science Technology Engineering and Mathematics
SACCOS	Savings and Credit Cooperatives Society
SIDO	Small Industrial Development Organization
SELF	Small Entrepreneurs Loan Facility
THBS	Tanzania Household Budget Survey
TOR	Terms of Reference.
UNESCO	United Nations Education and Scientific Council.
UDSM	University of Dar Es Salaam
UDEC	University of Dar Es Salaam Entrepreneurship Centre
UNIDO	United Nations Industrial Development Organizations
VIKOBAs	Village Community Banks
WED	Women Entrepreneur Development

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The team wishes to state that it takes full responsibilities for the contents and the views expressed in this report.

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EXECUTIVE SUMMARY

The report below is a reflection of the assignment which was commissioned by RE-SENERGY to a team of NGSSEN members. The provided terms of reference specifically aimed at conducting a gender analysis of the GIZ RE SENEGY Programme component in Tanzania so as to provide recommendations on gender assessment and monitoring as well as the way forward to their implementation.

The specific output and objectives of the assignment as per TOR provided were three namely: To provide an updated gender analysis of the SENEGY Programme; recommendation on gender assessment and monitoring procedures for the two gender-related SENEGY indicators and a strategy and guidelines for implementing the recommendations in two pilot projects.

To be able to process the above mentioned outputs, the team embarked on an in-depth literature review of the RE SENEGY programmes in Tanzania, as well as carrying out interviews with key individuals in the GIZ programmes such as water, health and natural resources. This was crucial as it enabled the team to be able to get an understanding of how RE-SENERGY is addressing gender issues. It was also necessary as it gave an insight on how gender is being mainstreamed in the GIZ programmes in Tanzania and what are the gaps. The team identified these gaps and made recommendations on how the gaps can be addressed.

In addressing the gender gaps in the RE-SENERGY programme as the team had to also build a conceptual framework on the gender mainstreaming processes both in Tanzania and within the GIZ programmes. This is done by looking at the various international and national instruments and conventions and see how gender mainstreaming is taken into account and at the same time looking at the existing policy frameworks on gender and energy. The gender analysis of the existing frameworks was then applied to the selected two pilot projects (JUMEME and EOGS) to see how RE-SENERGY can develop activities and program itself to support the women in the sites where these two projects exist.

Generic tools on how to integrate gender in the two projects (JUMEME more likely) have been proposed to RE-SENERGY for their adoption so as to be able to see how the two indicators in their programmes can be addressed and baseline on gender be developed.

The recommendations provided below are based on the findings of the gender analysis, review of documents from RE-SENERGY and REA and the consultations meetings between the consultants, GIZ RE SENEGY staff, REA staff and the two companies (EOGS and JUMEME). In order to ensure that each aspect of the provided TOR there is an output, the recommendations

and monitoring procedures are provided for each RE-SENERGY partners with proposed ways of what to do and how it should be done and why.

It is assumed that the recommendations provided will be used to guide, steer and discuss further actions and potential activities together with the local partner for the RE Component and the Rural Energy Agency (REA) of Tanzania

GLOSSARY: GENDER RELATED CONCEPTS AND DEFINITIONS

1. **Sex** is a “concept that identifies the biological differences between men and women, which are universal, ascribed (given by birth), and do not change (are fixed). Sex identity is either male or female”
2. **Gender** “refers to socially ascribed roles, responsibilities and opportunities associated with women and men, as well as the hidden power structures that govern relationships between them”. Gender determines what is expected, permitted and valued in a woman or a man in a determined context. “In this sense, gender alludes to the cultural, social, economic and political conditions that are the basis of certain standards, values and behavioral patterns related to genders and their relationship”
3. **Gender equality** “is the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that the different behaviors, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female”
4. **Gender equity** means “fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women”
5. **Women’s empowerment** includes: individual empowerment of women; strengthening women in their relations and interactions with others; and changing the rules and institutions of society
6. **Gender mainstreaming** is “the process of assessing the implications for women and men of any planned action, policy or programme, in all areas and at all levels. It is a strategy for making women’s and men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, initiatives and programmes. Thus, gender mainstreaming ensures that women and men benefit equally from the development process that or at least inequality is not perpetuated. A gender-mainstreaming approach

does not look at women in isolation, but instead assesses the situation of women and men – both as actors in the development process, and as its beneficiaries

7. **Gender gaps** “refer to societal differences between men and women that are felt to be undesirable”.
8. **Gender blindness** “refers to failure or inability to perceive that gender roles of men and women are different but are interdependent, and that there are systems and terms of exchange and cooperation between men and women that need to be taken into consideration in program design and planning processes”
9. **Gender analysis** “refers to both the simple comparing of the numbers of males and females in a given situation, and a more complex process of examining the relations between those counted, defining who has the rights to, access to, control of which resources, and taking into account of factors e.g. age, class, sex, etc. Gender analysis is a tool for systematic gathering of data, documenting and understanding the different roles, responsibilities, needs and constraints of men and women”.

CHAPTER ONE: INTRODUCING THE ASSIGNMENT AND SETTING THE REPORT FRAMEWORK.

1.0 Introduction

The report below is responding to the terms of reference (TOR) offered by GIZ to a team of two national consultants to conduct gender analysis of the GIZ SENERGY RE Programme component in Tanzania so as to provide recommendations on gender assessment and monitoring as well as the way forward to their implementation. Such recommendations will be used to guide, steer and discuss further actions and potential activities together with the local partner for the RE Component and the Rural Agency (REA) of Tanzania. See attached TOR and the inception report (Annex 1 and 2 respectively).

The gender analysis was carried out by reviewing different documents and literature including the RE-SENERGY programme (result matrix, matrix of activities), GIZ gender policy frameworks and the GIZ Tanzania gender analysis document. Other documents included national policies and reports related to gender and energy and documents from REA. The analysis was carried out by using gender mainstreaming in energy projects from ENERGIA handbook. In addition, interviews were held with RE-SENERGY partners and Gender Focal Points of other GIZ programmes including Water, Health and Natural Resources.

1.1 Why gender analysis

Gender analysis is a key priority of the GIZ gender strategy and is considered a foundation for equitable participation and benefits for women and men in development process. As reflected in the GIZ strategy a gender mainstreaming approach does not look at women in isolation, but looks at women and men together – both as actors in the energy sector, and as its beneficiaries. From the provided TOR and the available information of the projects being implemented by GIZ, it is clear that GIZ promotes gender equality in all its projects in Tanzania. Gender equality has also been a fundamental principle of German development policy for many years as it is noted in the statement from the GIZ Africa Department that “... We want gender equality to become an absolutely standard part of work in our department...”

Gender mainstreaming’ as defined by the United Nations Economic and Social Council in 1997 is ‘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. Therefore, mainstreaming gender into RE-SENERGY programme focuses to make a gender dimensions explicit at all stages of the project cycle and sought strategies of minimizing the gaps while also maximizing the programme benefits to men and women, girls and boys.

1.2 Objectives

The **overall objective** of the assignment is to review existing gender approaches and to propose a gender mainstreaming and implementation strategy for SENERGY.

The assignment is to provide the following three main outputs:

- Updated gender analysis of the SENERGY Programme;
- Recommendation on gender assessment and monitoring procedures for the two gender-related SENERGY indicators;
- Strategy and guidelines for implementing the recommendations in two pilot projects.

1.3 Overview of GIZ –RE SENERGY Programme

The GIZ- Sustainable Energy Programme in Tanzania” (SENERGY) is one of the development cooperation areas agreed upon between the United Republic of Tanzania and the Federal Republic of Germany. This is a two year programme(2015 -2016) with a possibility of extension. The programme have three main components namely:

- Renewable Energy (RE)
- Regulatory Framework and
- Energy Efficiency (EE)

The following two indicators under the Renewable Energy Programme component as outlined in result and activity matrixes were provided in the TOR to specifically be used for the gender assessment:

- Indicator B2): In 30% of the off-grid RE investments below 10 MW, the interests of the female consumers will be given preference. With the *baseline for 2013 as: 0 %, Target 2016: 30 %, Actual: A gender assessment initiated and Verification: Evaluation of gender assessments in RE projects implemented by project partners.*

- Indicator B2.4: Incentive schemes for mini-grids, that are user-oriented, sensitive to gender equality and the participation of vulnerable groups, are developed together with REA.

These two indicators were also mentioned in the presentation made to REA on June 2015 under the RE-SENERGY programme component. However, during the discussions between consultants GIZ –SENERGY programme manager and gender expert from Bangladesh to improve the first draft of the gender analysis report, the consultants noted that the indicators in result matrix of the RE-SENERGY programme have been formulated differently as:

- B2: In 30% of the off-grid RE investments below 10MW, the interest of the female consumers will be duly considered.
- B3: A methodology for gender-sensitive planning, construction operation of off-grid renewable energy systems is available.

During the meeting it was proposed to consider indicator B2.4(Incentive schemes for mini-grids, that are user-oriented, sensitive to gender equality and the participation of vulnerable groups, are developed together with REA) as a means of achieving indicator B2. The team of consultants sees these three indicators as closely related to the extent that the recommendations which will be provided under the prevailed TORs to be able to lead to the achievement of all indicators.

Through RE – SENERGY Programme component GIZ aim to support Rural Energy Agency (REA) in adapting and implementing its strategic plans and targets with focus on investments in renewable energy-based off-grid electrification. The intended outputs of the RE- component are to ensure sustainable operation of the RE plants and improvement of the attractiveness for investors while considering the interests of women. The RE-SENERGY support to REA will ultimately facilitate private sector participation in renewable energy generation and distribution with focus on off-grid electrification projects.

Parallel to the support provided to REA, RE SENERGY works in partnership with EOGS and JUMEME companies in developing business models for energy services in rural markets. These two companies form pilot projects in Mwanza and Arusha respectively.

EOGS pilot project with a containerized solar/battery power plant electrifying a small village in Northern Tanzania was installed in December 2014. The JUMEME project comprises of solar mini-grids for 16 villages and rural growth centres in North-western Tanzania with a total population of 82,000. JUMEME is a solar company based in the Ukerewe Islands in the lake zone of Tanzania. JUMEME Company aims to install centralized solar centers for electrification of remote villages

through mini-grid and provides/facilitates business development services and linkages to processors and MFIs, to foster productive application of the energy and economic growth.

Therefore it is within this context the gender analysis in RE-SENERGY is being conducted to develop gender based mechanisms that will lead to more economic and productivity growth in newly RE off grid electrified areas to guarantee women effective participation and benefit from the RE-SENERGY interventions.

1.4 Organization of the Report

The report is organized in different chapters which reflect what the team was assigned to do as per TOR provided. The first chapter covers the introduction, objectives and overview of RE-SENERGY programme component while the second chapter provides detailed methodology and approaches used in the assignment. The third chapter presents updates of the GIZ gender analysis, and findings of the reviewed document. The fourth chapter presents the recommendations of the assessment and monitoring procedures while the fifth chapter gives the strategies and guidelines to be employed as way forward for achievement of the intended gender indicators. The last chapter provides conclusion of what the report entails and stipulates all what the team is delivering to RE SEENERGY who provided the TOR.

CHAPTER TWO: METHODOLOGY

2.0 The Methodology

The RE-ENERGY gender analysis involved interactive and consultative approaches to collect necessary information. This included conducting literature review to diagnose the gender context of RE-SENERGY programme, reviewing documents related to implementation of the RE-SENERGY programme, conducting consultative meetings with RE-SENERGY program team, gender focal points of the GIZ programmes on water, health and natural resource officers, and RE-SENERGY partners i.e. REA, JUMEME and EOGS. Specifically the following was undertaken:

2.1 Literature review

This involved reviewing documents related to RE-SENERGY Programme. The documents were provided by the RE-SENERGY programme, REA and a number were obtained from GIZ, and internet search. Among these documents included GIZ Gender Policy, GIZ Gender Strategy for Africa, RE-SENERGY programme documents (a result matrix, and matrix of activities), REA strategic Plan 2010-2015, REA Gender Mainstreaming Strategic document, REA Monitoring Framework, and other national level reports and policies on gender and energy. The aim was to determine the extent in which gender was already taken into account to achieve RE-SENERGY indicators, assess national gender situation that will enable updating of the existing GIZ gender analysis document, and thereby establish any gender existing gaps that should be worked on.

2.2 Interview with RE-SENERGY partners

The consultants held discussions with a total of 11 (eleven) persons who formed part of the key informants and some direct interviewed persons (annex 3). It should be noted here that some individuals were present during two of the discussions held at the RE-SENERGY offices and these were from the leadership of GIZ- Sustainable Energy programme and RE-SENERGY component. The aim was to learn from the experience of other GIZ- programme which has already started to mainstream gender in their programmes and to assess the capacity of the RE-SENERGY programme to implement the gender strategy and guidelines which will be developed in this gender analysis exercise.

The process involved interviews with key individual informants (KII) (annex 4) of the RE-SENERGY programme and the JUMEME and EOGS companies which are implementing solar energy projects in Mwanza and Arusha. Meeting was also conducted with REA Project Appraisal Manager and Gender Focal Points to assess coherence between the gender strategy which will be developed by RE-SENERGY programme and REA Gender mainstreaming Strategy. Interviews were carried out

with the GFP of GIZ water, natural resources and health programmes which were targeted as one of the best practices on gender mainstreaming from such programmes which could be drawn to the RE-SENERGY gender strategy.

CHAPTER THREE: UPDATES OF THE GIZ-GENDER ANALYSIS

3.1 Updated gender analysis of the SENERGY Programme

Updating of the GIZ-Gender Analysis was carried out through reviewing several international and national policies and case study reports on gender and energy. These documents were obtained from National Bureau of Statistics, Ministry of Education and Vocational Training (MoEVT) and through internet search. Importantly the review used the GIZ-Gender analysis document as the basis of the review. The crucial part of updating the GIZ gender analysis was to examine the gender context in which RE SENERGY will be implemented. The assessment involved examining different roles, rights, needs, concerns, and opportunities of women and men, boys and girls, and relations between them in RE SENERGY partner (JUMEME and EOGS) project areas. Furthermore, a gender analysis was used to identify entry points and determining the most effective strategies to ensure and maximize benefits of women with RE-SENERGY implementation.

3.1.1 Gender and Legal Frameworks Context in Tanzania

At the international level it was noted that RE-SENERGY programme is being implemented in the context where most relevant international frameworks are in place. As pointed out in the GIZ gender analysis document, the Government of Tanzania has ratified several agreements and treaties on gender equality, women empowerment and mainstreaming of gender in programmes and projects. Among the signed and ratified agreements and treaties include the Beijing Platform for Action (PFA) Declaration which requires governments and other actors to promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the possible effects on women and men. Other important agreement includes the Conventions for the Elimination of all forms of Discrimination against Women (CEDAW), SADC Gender strategy, Millennium Development Goals (ending this year 2015) and the upcoming Sustainable Development Goals (SDGs) of up to 2030 which has a standalone Goals Seven(7) on “...ensure access to affordable, reliable, sustainable and modern energy for all...” and Goal 5: is on achieving gender equality and empower all women and girls. This goal target to end all discrimination against women and girls, recognize and value unpaid care and domestic work through the provision of infrastructure, ensure women’s effective participation and equal opportunities, and enhance the use of enabling technologies.

At the national level there are strong legal frameworks to promote gender equality and empowerment of women. This starts from the ways in which gender is explained and included in the Constitution, and in all the major governing policies and strategies such as the MKUKUTA and

the sector policies. The gender policy aims to ensure gender perspective is mainstreamed into all policies, programmes and strategies. The Government of Tanzania has also institutionalized gender in all the sectors for effective implementation and created mechanisms for monitoring and evaluating gender activities. The Ministry of Community Development gender and Children (MCDGC) is responsible for providing guidelines on women and gender development and integration of gender equality in policies, plans, development strategies and actions in all sectors and at all levels. MCDGC is charged with advocacy of gender equality and equity, capacity building and gender sensitization for strategic partnership, setting up and supporting gender focal points at national, district and ward level to mainstream gender and women empowerment.

For the energy sector the Ministry of Energy and Minerals (MEM) has 2003 National Energy Policy which is currently under review and draft 2015 Energy policy is in place. MEM is responsible for mainstreaming gender in the sector through a gender focal point appointed for such purpose. It should be noted that, while both policies make reference to gender equality issues, the 2003 version of the NEP makes much more reference to gender related issues than the 2015 version. NGSEN had an opportunity to provide gender comments/inputs to the 2015 reviewed NEP which hopefully will be used to improve gender contents in the forthcoming 2015 NEP version.

In the 2003 Energy Policy the textual formulations in paragraph 4.6 mostly refer to adverse effects of cooking practices and cooking fuel, there are some more overarching statements which relates to gender:

Objective: To promote and support gender related activities in the energy sector.

Policy Statements:

- i) Promote gender equality and equity within energy sub-sectors both on demand and supply sides;
- ii) Ensure equitable gender participation in formulation and implementation of energy interventions;
- iii) Promote awareness on gender issues pertaining to men and women's social roles in the energy sector, including training on appropriate technologies;
- iv) Undertake public education and awareness creation on cultural structures and practices hindering access by both men and women to alternative sources of energy; and
- v) Enhance gender and environmental considerations in energy planning and development.

Based on the fact that the situation of women in the energy sector has almost remained static for many years, the gender analysis which was made on the 2003 policy document still remains

to be valid. Such analysis shows that due to existing socio-cultural and traditional roles, there are burdens and hassles created by over-dependency on inferior energy for women in both rural and urban areas such as search, collection and use of fuel wood, heavy and often low-productive time-consuming work, with the associated health effects from smoke. In the supply side the policy mentions that women are under-represented at all levels of energy generation, transmission and distribution and therefore it calls for a gender balanced energy sector. Hence both policies (National Energy Policy 2003 and draft of 2015) call for energy stakeholders to look at gender issues with a focus on energy needs and ownership of resources from both supply and demand side. In this regard, the RE SENERGY programme will contribute to policy implementation through addressing the gender issues especially those related with under-representation of women in the Renewable Energy sector.

3.1.2 Gender and Economic Situation in Tanzania

According to the 2014 global gender gap report it is obvious that Tanzania is still far away to close many of the gender gaps. Economically, the country is ranked 53 out of 142 countries in terms of women’s economic participation, the ratio of female –to –male earned income is 0.69 and the wage equality ratio among female to male is 0.65 (Schwab, 2014). The implication of these gender gaps is the high poverty among women than men whereby 60% of them are reported to live in poverty (www.mcdgc.go.tz) and also the poverty levels being high in female headed households. Table below illustrates this.

Proportion of Households below Poverty Line Category and Female and Male Headed Households by Year and Area, Mainland

SEX OF HEAD	2007 National household Budget survey		2011/12 National household Budget survey	
	Food Poverty	Basic Needs Poverty	Food Poverty	Basic Needs Poverty
Male	11.4	34.0	9.6	28.4
Female	13.4	35.9	10.4	27.1
Total	11.8	34.4	9.7	28.2

Source, National Household Budget Survey, 2011/12

Poverty remains overwhelming in rural areas and is high in household depending on agriculture as the main income source (REPOA, 2010). The high poverty level in rural areas and especially in female headed households is caused by among others larger percentage of Tanzania population (75%) being engaged in agriculture which is least remunerating sector due to lack of added value

to the agricultural produces and lack of adequate inputs among others including poor electrification services(Irrigation, fruits and vegetable processing, refrigeration). Women being the majority (52% versus 48% of men) in the agricultural sector, need an intervention that supports value addition to agricultural products through use of electricity which may positively reduce their income constrains thus alleviating their poverty.

3.1.3 Gender and Education Situation

In education, as shown in the GIZ-SENERGY programme gender analysis document, Tanzania has made a significant stride towards enrolment of girl students in primary and secondary schools where the ratio in 2012 rose to 95.8 for girls and 94.2% for boys. Generally the total male/female student ratio is higher in secondary schools (form1-6) for instance in 2013 the ratio was 1.09:1 but the ratio of male/female is low in Non-government schools for instance in 2013 the ratio was 0.9: 1 (BEST 2009 – 2013).

Tanzania through its policy of lower cutting point for female students has for the few past years increased the number of women pursuing education and vocational training. Yet this does not translate into these trained women getting better employment opportunities and being able to take leadership and economic positions.

However, though there are reports which shows women enrollment in higher education are more than men, the MDG monitoring report (2010) shows that there are few women students when progressing towards higher schooling. The report shows that in secondary schools; enrolment for girls is 34.3% against 41.4% for boys. The percentage of women enrolment in STEM is relatively low which according to UNESCO report in 2009 about 40% of university enrollments were women and of them 24% students were enrolled in science, engineering and technology fields. These differences are also seen in the literacy levels among women and men where the ratio is 61% for women against 75% for men. Generally, according to the global gender gap report of 2014 education performance of Tanzania has substantially decreased where Tanzania was ranked 97 in 2006 of the 125 countries and in 2014 was ranked 117.

3.1.4 Women in leadership

In leadership and decision making levels, the share of female members of Parliament through the national elections in 2005, achieved the National Strategy for Growth and Reduction of Poverty (NSGRP) goal of 30%, specifically due to parliament seats specially reserved for women. Furthermore 7 women were appointed as ministers. In contrast to this, female representation on the local level of politics remains low. Only 5% of the elected county and district councils are female. The percentage of women in leadership positions in the public service has risen from 20%

in 2004/05 to 22% in 2008/09. However, the proportion of women in decision making position (legislators, administration and managers) is only 0.3% as compared to 0.8% that of men (THBS, 2012). This low level representation of women in leadership and political participation impacts them in every aspects of their development especially in business as it will be discussed below.

3.1.5 Women in Business in Tanzania:

Already women are reported to comprise about 43% of small and medium enterprises in Tanzania which are mainly in textile (40%), food processing (28%) and artwork (24%) (IFC, 2005). A 2006 Global Entrepreneurship Monitor survey of 42 high and middle-income countries found that individuals with a higher household income are more likely to be starting entrepreneurial activities than those of lower income groups. Tanzanian business women are no exception. Women gravitate towards businesses that require limited capital investment, and are mainly involved in services and activities they can engage in around the home. In this case women businesses are mostly informal operating in low growth business zones. Even when they are engaged in paid employment, women receive lower wages than men, and tend to start businesses in addition to their jobs, since this is often the only option that guarantees livelihoods for their families.

3.1.5.1 Constraints for Women in Business

Several studies have been conducted in Tanzania to assess the growth of women enterprises. Some of Such reports e.g. ILO,(2004) on the challenges of growing small business; MDCGC,(2003) on assessment of feasibility on women business incubator and Majenga (2013) on assessment of **social cultural factors** constraining the performance of women SMEs in Tanzania, shows several constraints limiting women business growth. Such constraints include;

a) **Cultural issues:** The cultural environment of Tanzania makes it more difficult for women to start and run enterprises due to the expectations and demands of women traditional reproductive roles” (UDEEC, 2002, page xiv). The most limiting factor mentioned by many women entrepreneurs in the ILO, 2004 report is the general expectation that women have the primary responsibility of managing the household and meeting the social needs of all of those in the household be their spouse, children, in-laws or other family members. It was further found that in Tanzania, over one quarter of the women entrepreneurs felt that the

Box 1: Example of Cultural issues on women business

As in the case of one successful business in Ethiopia, it is noted that, “Because she came from a wealthy family some people were not happy about her going into the hotel business. She said, ‘It was a blessing in disguise that my father died a little earlier before I went into a hotel business.

He could have objected to the idea and may have severed our relations as a result.’ She pointed out that during earlier times, people thought that for a woman, going into a hotel business was tantamount to working as a prostitute. She remembers that when people who are close friends of her family came to her small hotel, she used to hide behind doors so that she would not be humiliated by the comments they would have made, thinking that she disgraced the family by engaging in a hotel business” (ILO, 2003a, p. 52)

problems that they experienced in business were related to gender issues such as inadequate access to and control over important resources, and the major reason for this arose from the severe constraints that family responsibilities placed on their working time.

b) **Women Immobility:** Women faces the challenges of making sure that their businesses do not affect their families and this tend to limit their mobility as sometimes juggling business with family priorities is never going to make business easier. Though starting their own business often helps women by providing more flexibility than formal employment, and allows them to better manage work and family obligations. Research from the United States indicates that women are much more likely to turn to business ownership than man to accommodate family responsibilities. While this bears out for some women in Tanzania, interviews conducted on the World Bank supported study on the Voices of Business Entrepreneurs in Tanzania showed that the responsibilities associated with the women business have left them strapped for time: as noted by one of the voices that “...as an entrepreneur you don't have a work schedule. Your time is for the

business. At home you really have to have strong help, otherwise the family suffers. Balancing work and family becomes difficult for women to do“. On the other hand, data from village transport surveys in the Makete district show that women spend a much greater share of their time on transport tasks and according to estimates, in some parts of Tanzania women have only 2 hours of leisure time, compared to 4.5 hours for men. In addition low women mobility affects women in registering business due to lengthy and complex business registration, incorporation and licensing practices, for instance the owner of ESACS schools (Private school) indicated to have taken long time to register her school “...It was very difficult. It took me one year to register {the} school..” said Mary Mwangi, Therefore, even though the World Bank's report ranks Tanzania among the top ten reformers in reducing bureaucratic barriers, especially for micro and small businesses where most women are, still women would need support for business registration.

- c) **Inadequate level of education:** Lack of formal education is often a factor limiting the development of women as entrepreneurs and contributing to their lack of access to resources. Among the impacts is the failure of women to seize opportunities within renewable energy technologies either as technicians, designers, communicators, midwives, architects and rural social entrepreneurs.

In education preference is given to boys thus the educational of most women entrepreneurs is very low, creating a barrier to them accessing training and other business development services. Lack of sufficient education and training for women is an impediment to micro enterprises. Culturally and especially in the rural setting, the child girl was not given equal opportunities to study like boys, they have limited education and training(if any) which tend to affect effective performance in their later life.

- d) **Access to gender-sensitive business development support (BDS) services:** There is a very limited business training opportunities in Tanzania which takes issues of women and their multiple roles into considerations. Among the many organisations providing BDS services (including training, counselling and consultancy in the areas of business planning, legal, accounting, auditing, etc.) they only serve a very small number of formal Micro Small and Medium Enterprises and none of informal business. In this case few women entrepreneurs access these services and few business development service providers specifically target women. Most service providers indicate that the percentage of women among their client base may range between 20 and 30 per cent and they do not have special services or promotional tools targeting women. Focus group

discussions reported that women entrepreneurs want demand-driven services that target their needs, some of which are developing business plans, financial management issues, packaging and labelling products, customer care and how to use various Information, Communication and technology (ICT) facilities. In addition, they would also like to have more women-only training and also time flexibility, which would give them a better opportunity and the confidence to open up during discussions.

- e) **Business networks:** The fact that women lack networks outside of their family and close community is closely associated with their lack of formal employment and business experience, together with constraints placed on their mobility and ability to interact with other business people (mostly men) arising from their domestic roles and responsibilities. Both personal and business networks are critical for business success. Women's limited networks and networking reinforce women's isolation as entrepreneurs and reduces their scope and opportunities for building personal and business know-how and accessing other physical and financial assets (UDEEC, 2002). Furthermore, evidence from Asia-Pacific region demonstrates that women members of employers' organizations comprise approximately 20 per cent of the membership and in some countries chambers of commerce and employers' organizations are perceived – rightly or wrongly – to be male dominated

- f) **Limited access to capital:** Clearly in some circumstances there are structural constraints and barriers to women in obtaining money to start and grow their own business. . Kessy (2009) points out that women cultural orientation, lack of business training and limited access to capital are factors hindering the performance of women SMEs in Tanzania while Fjeldstad et al. (2006) reports that constraints facing SMEs in Tanzania include competition (79.4%), cost of raw materials (69.4%), license and permit (67.5%), high tax rates (66.9%), insufficient demand (61.9%) and corruption (53.1%).The business sectors in which women predominate, e.g. service and retail, tend to attract less funding from the financial support sector, and women have greater problems in obtaining collateral. However, from the Women Entrepreneur Development (WED) research case studies and the discussion groups at the national conferences, it was clear that there are a number of different finance related barriers facing women. These include the women's inexperience of negotiating with the banks and their lack of financial confidence to argue for what they are entitled to, both as clients and citizens in their own right. Women entrepreneurs' relative lack of understanding of and exposure to banking practice may also add to the difficulties of accessing

mainstream finance, with some women unable to formulate informed strategies for approaching banks. Some women may not even be willing to approach the banks for information in relation to their financial services, particularly if they have heard of other women being refused loans.

- g) **Access to finance:** A recent study by IFC Gender Entrepreneur Markets (GEM) and the Kauffman Foundation finds that access to finance is often the biggest obstacle for women entrepreneurs worldwide. Women in Tanzania are no exception. Women in Tanzania though they own 43 percent of micro and small enterprises, only 8 percent of female-owned firms reported having access to bank finances and only 0.53 percent of female-headed smallholder households access credit. A 2003 ILO survey of female-owned businesses found that two-thirds of women entrepreneurs used their own savings to start their business, followed by assistance from the spouse, credit from family and friends, and bank credit. Only half of the women who applied for a bank loan were successful.

At the same time the National Microfinance Policy recognizes that “access to financial services should be made available to both men and women,” and that in order to ensure gender equity, “it may be necessary to make special efforts to incorporate features that make the services accessible to all.” Tanzanian women have been able to benefit from microfinance, and institutions such as FINCA, PRIDE, SELF, Sero Lease and Finance, FARAJA Trust and the Gatsby Trust and Innovative institutions which offers microfinance for businesses have of recent mushroomed in Tanzania. But microfinance still does not address the needs of those women who want to grow their businesses beyond the micro level, leaving many female-owned businesses smaller and weaker. Unable to access the needed funds, many women have had to pass up on potentially lucrative contracts (Chijoriga, 2000).

The Government established a Women's Development Fund in 1994, and a Women Bank in 2009 and a similar fund and banking that operates in Zanzibar, to help women entrepreneurs at the grassroots level access financing. In addition, the Small Industries Development Organization (SIDO), the government arm for the promotion of small-scale industries that provides financial and nonfinancial services to micro and small enterprises and the United Nations Industrial Development Organization (UNIDO) have been implementing the Women Entrepreneurship Development (WED) Program since 1993. Women make up 56 percent of SIDO clients. Yet both the Women's Development Fund, the Women

Bank and SIDO have been constrained by low capacity and the structure of their guarantee scheme, and they have not been able to meet the demands of female owned businesses that require larger loans.

On the other hand, few women have been able to use land as collateral. Due to the above stated cultural norms and practices, women are less likely to own land or premises, and hence they lack the necessary collateral required by formal financial institutions, particularly banks to obtain loans.

Despite the above stated constraints on women access to loan and their lack of being bankable, women are viewed as more conscientious about repayment of loans and considered less “risky” by micro-credit organizations, many of which focus their services directly at women (UDEC, 2002). Micro-credit organizations targeting women, often do so through group lending or group-based collateral arrangements. Whilst this suits some women it does not suit all, particularly those that are growth-oriented (Hadiya, 1998) as their credit requirement may require bigger loans which cannot be provided by informal group.

3.1.5.2 Why the discussions of the barriers to women business and the linkages with the provided assignment:

The discussion on access to loan above and the fact that a large proportion of rural women do not have access to the formal finances, is crucial for consideration in this assignment. The SENERGY sites which the assignment has discussed are in the remote rural areas of Tanzania. So if there is any consideration to support any businesses which women are engaged with as part after carrying out of the value chain analysis, the most possible mode of accessing finance in these sites will be the existing financial schemes such as Savings and Credits Cooperative Society (SACCOs) and Village Community Bank (VICOBA).

Firstly there a need to note during the RE SENERGY supports that women and men entrepreneurs are not operating as homogeneous group. Secondly is that land being among the properties accepted by many credit schemes as collaterals, women in these sites will not be able to use land as collateral. Hence this presents a challenge on the RE- SENERGY indicators especially the one which require; “... incentive schemes for mini-grids, to be user oriented, sensitive to gender equality and the participation of vulnerable groups are developed together with REA...”

Thus what the team will propose is the use of the existing microfinance or the women co-operatives such as SACCOs or VICOBA models as alternative routes for access to finance for women, without land as collateral in the sites where RE-SENERGY will operate.

The table below was suggested to the team by the GIZ Gender Expert from Bangladesh and it is drawn from the World Council of Credit Unions, which summarizes the various ways of the accessing financial for the various groupings and clientele. The team attaches this table as a generic sample which can be used to by RE-SENERGY. Though the table below is slightly modified and it has no references regarding gender or specific on women or the land issue, the team wishes to recommend it to RE-SENERGY for future analysis of whatever financing modalities exists in the sites it will be working.

Table: The generic financial modalities and how they could respond to the needs of the borrowers.

	Credit Unions (SACCOs)	Commercial Banks	Other Microfinance Institutions (MFIs)
Structure	Not-for-profit, member-owned financial cooperatives funded largely by voluntary member deposits	For-profit institutions owned by stockholders	Institutions typically funded by external loans, grants and/or investors
Clientele	Members mostly share a common bond, such as where they live, work or worship/belief, some are open to everyone who wants to participate. Service to the poor is blended with service to a broader spectrum of the population, which allows credit unions to offer (more) competitive rates and fees.	Typically serve middle-to-high income clients. No restrictions on clientele.	Target low-income members/clients, mostly women, who belong to the same community.
Governance	Credit union members elect a volunteer board of directors from their membership. Members each have one vote in board elections, regardless of their amount of savings or shares in the credit union.	Stockholders vote for a paid board of directors who may not be from the community or use the bank's services. Votes are weighted based on the amount of stock owned.	Institutions are run by an appointed board of directors or salaried staff.

Earnings	<p>Net income is applied to lower interest on loans, higher interest on savings or new product and service development.</p> <p>Interest is charged on loans, to cover the interest cost on savings and the cost of administration. There is no payment or profit to outside interest or internal owners.</p>	<p>Stockholders receive a pro-rata share of profits.</p>	<p>Net income builds reserves or is divided among investors.</p>
Products & Services	<p>Full range of financial services, primarily savings, credit, remittances and insurance.</p>	<p>Full range of financial services, including investment opportunities.</p>	<p>Focus on microcredit. Some MFIs offer savings products and remittance services.</p>
Service Delivery	<p>Main office, shared branching, ATMs, POS devices, PDAs, cell phones, Internet</p>	<p>Main office, shared branching, ATMs, POS devices, PDAs, cell phones, Internet</p>	<p>Regular visits to the community group</p>

3.1.6 Gender Situation in RE in Tanzania

The National Energy Policy of 2003, acknowledge the gender imbalance that exist in the supply and demand side of the energy sector including renewable energy sub-sector. This imbalance disproportionately affects women more than men. Renewable energy in Tanzania is defined to comprise with such energy forms as biomass, solar, wind, geothermal, and micro-hydro below 10MW. Of these energy forms biomass provides the biggest share of total energy consumption in the country accounting to 94% of the total energy mix (NBS, 2014). As shown in the Table below, the use of modern energy especially for cooking which is the activity mostly under the responsibility of women is very low. This means women and girls playing the biggest role in terms of time they spend and drudgery associated with collecting firewood, exposure to indoor air pollution and sexual harassment and violence they face in collecting firewood which is create time constraints for other economic activities.

The burdens of women are also in other development sectors such as in agriculture where women are majority and most of farming, and processing of agricultural products including depends on their metabolic energy

Primary cooking and heating energy in Tanzania – share of the different fuels in household cooking energy consumption (2012)

	Percentage			Households (million)			Population (million)		
	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
Electricity	1.7%	0.3%	4.4%	0.15	0.02	0.13	0.74	0.09	0.56
Kerosene/Pa raffin	2.4%	1.0%	5.4%	0.22	0.06	0.16	1.05	0.31	0.69
LPG	0.9%	0.1%	2.4%	0.08	0.01	0.07	0.39	0.03	0.30
Biogas	0.0%	0.0%	0.1%	0.00	0.00	0.00	0.00	0.00	0.01
Firewood	68.6%	90.2%	24.5%	6.19	5.46	0.73	29.9 3	27.89	3.11
Charcoal	25.6%	7.7%	62.0%	2.31	0.47	1.84	11.1 7	2.38	7.87
Crop Residues	0.2%	0.3%	0.1%	0.02	0.02	0.00	0.09	0.09	0.01
Other	0.2%	0.2%	0.3%	0.02	0.01	0.01	0.09	0.07	0.04
Not Applicable	0.4%	0.1%	0.9%	0.04	0.01	0.03	0.17	0.04	0.11

	Percentage			Households (million)			Population (million)		
	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
Total	100.0 %	100.0%	100.0 %	9.03	6.05	2.97	43.6 3	30.91	12.71

Source: National Bureau of Statistics, Housing Conditions, Household Amenities and Assets Monograph, January 2015.

Other commonly used renewable energies but in small quantity are solar, wind and biogas which accounts for 4.9% of the energy mix (NBS, 2011). These renewable energy forms are increasingly being promoted in Tanzania.

The GoT through Power System Master Plan (PSMP) has the target of increasing contribution of RE to 10% in the energy generation by 2016. To date, 6 MW of solar PV has been installed in schools, hospitals, health centres, police posts for security of the women in custody through the projects carried out by the Tanzania female Police network, an effort which can be very viable in the existing police posts in the two selected sites where JUMEME and EGON operates, small telecommunication enterprises mainly being used by the young people and single mothers to vend on telephone charging, data and communication. This again for the two sites is the appropriate business engagement for the youths. Moreover, solar thermal energy is used in the country to dry crops (solar dryers) and for heating water in households, hotels, hospitals and health centres. However, little has been reported on gender impacts associated with these initiatives.

There are a multitude of studies that demonstrate that improved access to electricity improves baseline living conditions for women. These studies show improvements to women's health through cleaner indoor air; better nutrition and food safety due to improved refrigeration; and improved health knowledge through better access to mass media and more time to read. Interior and exterior lighting in rural settings often means improved security for women, enabling greater mobility to engage in productive activities under safe conditions. Anecdotal evidence also shows improved education for girls as a result of access to electricity; although most empirical studies do not show gender-differentiated impacts improving these baseline conditions facilitates the ease by which women can participate in the local economy: Healthy, safe, and informed individuals are more apt to be productive.

3.2 Findings of the Document Review

This chapter is one of the major components of the assignment presenting the findings of document review and interview with 11 key informants (annex 4) including from 3 people from RE-SENERGY partner institutions (REA, EOGS and JUMEME) and 3 gender focal points from other GIZ programmes (Health, natural resources and water) and 5 staff of GIZ-SENERGY programme. The reviewed documents are as outlined below:

- The Gender Equality in German Development Policy. Cross-sectoral strategy, BMZ Strategy 2/1014.
 - Gender Pays off- GIZ Gender strategy March 2012
 - GIZ Gender Implementation Strategy 2014-2016 of the Africa Department and its Gender Analysis Fact Sheet.
 - Gender Analysis –GIZ Sustainable Programme.(PN 12. 22 76. 9-001 00)
 - Tanzania Gender Group: Activities, Budget and Responsibilities for 2015
 - Project Results Matrix: SENERGY 2015.
 - Matrix of RE-SENERGY Activities
 - Rural Energy Agency Strategic Plan for 2012/13 -2016/17
 - Rural Energy Agency: Revised Result based Monitoring and Evaluation Framework. October 2013.
 - Gender and Energy Strategy for the Rural Energy Agency: 2012.
- (a) The review of the GIZ gender frameworks noted that from international, regional and country levels, GIZ – RE programme component has systematic and comprehensive frameworks which set out strategies and guidelines to integrate gender throughout the programmes, projects and plans. At national level, there is gender coordination mechanism under the GIZ programmes (water, health and natural resources). In each of this national level GIZ programmes there are gender focal points and work plan showing activities, budget and Responsibilities for 2015 which is currently under implementation. This plan focuses to enhance gender knowledge among GIZ staff and ensure gender mainstreaming through regular M&E measures. The Plan translates the global GIZ gender policy in to a national level. The gender group meets regularly to discuss its implementation. The meetings could be considered an effective way of sharing experience between RE-SENERGY programme and other gender focal point. However, the gender focal point within RE SENERGY programme can share and learn more if he/she will be having opportunity to discuss with gender focal points in other organizations/institutions/donor groups with gender and energy as core areas of engagement. Experience of NGSEN working with institutions with gender focal point shows that most Gender Focal Person (GFP) lack terms of reference and motivations to

deliver. Therefore for effective gender outcome of RE SENERGY programme the appointed gender focal points should be motivated and incentivized with e.g. payment package for time which will be spent on in undertaking TOR on gender to undertake her/his TORs, nonetheless the terms of reference should have specific roles and incentives

(b) Review of the result and activity matrixes of the RE-SENERGY documents noted that the programme has commitment on gender. As per provided TOR the assignment was requested to review two of the four indicators indicated in the result matrix (B2 and B2) as follows:

- In 30% of the off-grid RE investments below 10 MW, the interests of the female consumers will be given preference and
- Incentive schemes for mini-grids, that are user-oriented, sensitive to gender equality and the participation of vulnerable groups, are developed together with REA.

The review noted that at activity level the RE-SENERGY programme has only one gender activity under output 2 *“to develop user-oriented, gender-sensitive and participative incentive schemes for mini-grids”*. This shows there is a need to increase more gender related activities in order to answer the two indicators as mentioned above.

3.2.1 Gender in REA documents

Review of REA Strategic Plan: Shows that REA has conducted a study on Gender Mainstreaming in REA at organizational and project levels. REA also is mainstreaming gender issues in projects through its 2017 strategic plan where rural communities are identified as important stakeholders. Objective C of the REA strategic plan shows that there is a commitment to increase *“... Access to Modern Energy Services by Rural Communities Increased...”* this objective has an indicator which is measured by *“... the percentage of women involved in rural energy projects...”*, under this objective there is Output C which targets Programme for gender empowerment in rural energy projects developed and implemented by June 2016. Though this is the only gender indicator in REA strategic plan, the team found that this indicator links well with the RE-SENERGY programme and provides opportunity for RE programme to support REA setting targets and activities to measure this indicator.

The Revised Result Based Monitoring and Evaluation Framework (2013) contains annex A which is a logical framework of the Rural Energy Fund. The Rural Energy Fund consider gender at the

objective level where it is states in page 18 that “...Contribute to sustainable socio-economic development and poverty alleviation in rural areas of mainland Tanzania by increased access to modern energy services in an environmentally sound manner and with due regards to gender issues...” The team found out that the logical framework doesn’t have gender indicators to show how men and women access or benefit from those finances. Therefore this is seen as an entry point for RE SENERGY component to provide support to ensure gender is considered in the projects requiring funding from REF, gender indicators for Rural Energy Funding as shall be explained below.

CHAPTER FOUR: RECOMMENDATION ON GENDER ASSESSMENT AND MONITORING PROCEDURES FOR THE TWO GENDER-RELATED SENERGY INDICATORS

4.1 Recommendations on gender assessment

The recommendation provided below are based on the findings of the gender analysis, review of documents from RE-SENERGY and REA and the consultations meetings between the consultants, GIZ SENERGY staff, REA staff and the two companies (EOGS and JUMEME). The key issue to exemplify on how the indicators of RE-SENERGY as explained in the TORs can be achieved. Therefore the recommendations and monitoring procedures are provided for each RE-SENERGY partners as follows:

4.1.1 EOGS Company

Discussion held with EOGS, indicated that it is a business company, which means the core objectives focus on feasible business undertakings. The company has increased access to modern energy by connecting 110 households to solar min-grid services. This service includes electrification of health centers, churches, mosques and schools. This means that the company contributes directly to improved livelihoods of both women and men in rural areas. EOGS being a business company it is clear that social development goals may not be among the core objectives but as long as EOGS is working with rural communities it is recommended to monitor social impacts within the company project areas. Based on the ongoing EOGS intervention, the company should conduct initial gender baseline situation analysis. To conduct this baseline information, a field survey can be conducted using focus group discussion (FGD) development tool. The proposed tool developed to answer the questions below will enable identification of specific gender issues within the EOGS project area which will form basis for interventions. However, experience from other off-grid electrification shows that it is possible to empower women and make them benefit in the entire project intervention chain, i.e. from installation, maintenance, distribution, billings and collections. An example of how women and men can be involved and benefit is explained in box no 2 above.

BOX 2: WOMEN COLLECTING WATER BILLS

A gender lens study mention that women are generally better credit risks for lending institutions and have better repayment rates than men. This makes them uniquely suited to be part of the collection system. Recent evidence from a pilot program in Ghazni, Afghanistan, shows that the local water utility was able to increase collections by 75 percent in the first month of a program that employed a brother and sister team to read utility meters.

- What is the breakdown of the ration of female and male headed households?
- What are the main men and women needs for electricity in the households / community?
- Who has responsibilities for which household duties and how much time is spent on each?
- What is the level of education for women/ male customers?
- Who has the responsibility of buying appliances which uses electricity in the household?
- Under what conditions can women get credit? For starting business? Which businesses?
- Can women operate businesses? Which are those?
- What are potential barriers for women to enter the job market? /business?/grow the business?/
- What are the cultural and logistical constraints for women mobility?
- Where are the businesses? Does it require traveling?

4.1.2 THE JUMEME Company

Through discussion with JUMEME it was noted that the company is in the preparation to install centralized min-grid through solar panels and diesel generators to electrify remote rural villages in Ukerewe Islands where they have started with two villages. While JUMEME is a company for profit making it also promotes development goals through promotion of local productive use of electricity for economic development. Through JUMEME project local entrepreneurs will be helped to use the newly available electricity for productive and consumptive uses. JUMEME has already engaged a consultant to assess and recommend the potential productive use of electricity to be implemented.

From the discussion it was noted that the company has not considered the social and gender inclusion in the project which provide a clear entry point for RE-SENERGY intervention. The TORs provided to consultant to assess productive uses don't mention the word woman, gender or female which give clear evidence of the need for RE-SENERGY support in addressing the gender and social issues which may limit women participation and benefit. The important point is to answer such questions as what are the factors that make electricity a reliable mechanism for women's economic empowerment at the community level. The recommendation for RE-SENERGY engagement with JUMEME may include:

A. To set up enabling conditions for women to participate and benefit in the productive uses

Based on the gender analysis made above it is clear that identification of productive uses without due attention to social and gender specific issues may provide a potential barrier for women to participate or benefit in the same way as men. Such barriers may among others include socio cultural issues, low literacy level, lack of collaterals and the need to still fulfil household duties such as caring for children. Therefore it is suggested for RE SENERGY to support JUMEME to analyse these specific issues within the productive uses as shall be

BOX 3: FACTORS THAT INFLUENCE WOMEN PRODUCTIVITY

- Financial institutions with women friendly lending practices
- Appropriate child care services
- Soft skills and life skills trainings
- More productive machinery and inputs tailored to use in their houses
- On-ground women’s networks and associations for mentorship and guidance on employment and business-related questions
- Integrated entrepreneurship support
- Equitable access to information on business opportunities within off-grid electricity supply chain.

identified by the JUMEME consultant in order to be able to create a favourable environment for women participation. The tool that can be used in that assessment is presented in table below. Creating favourable conditions for women to participate/benefit from the electricity supply chain or to set up/improve/scale their businesses may also involve considering factors such as those outlined in box 3 above. Some of actions to address the barriers in supporting women entrepreneurs may include:

- Training: Educational facilities or agents to improve entrepreneurial skills / Business development services (BDS) and Assistance in developing marketing strategies and education on evaluation of marketability of products. Provision of “just” training is not enough, as women might believe that this is not an area for them to work in either because they lack required education or perceive it as “men’s work” as explained above. It requires specific encouragement and advertising, as well as potential incentives for providers of training to put extra effort on acquiring or qualifying female participants.
- Market and business linkages: fostering opportunities for linkage on markets for increased scale. Especially in the case that women are restricted to travel or if there are barriers to their ability to travel because of household based tasks or family obligations, facilitation of market linkages and engaging women lead enterprises with other entrepreneurs is essential.
- Financial Services: Access to finance, loans or microcredit (or grants during initial phase) in order to enable investments. This is very often the main issue, as women, through their traditional cultural context are often not bankable by commercial providers of finance. There might be a need to develop/foster growth of gender-sensitive credit mechanisms.

Table: A tool for assessment of gender issues along the productive uses

	General Questions	Specific questions for productive uses
What is the context?	<p>What is the legal status of women in the project intervention?</p> <p>What are the gender norms and values?</p> <p>What are the literacy levels among women and men?</p> <p>What are commonly held beliefs, perceptions and stereo types relating to gender?</p>	<p>Do women and men have equal right to conduct business?</p> <p>Are there any barriers that impede women’s engagement in the business?</p> <p>Are there believes/customs supporting or causing gender inequalities within the business chain?</p>
Who does what?	<p>What is the division of labour among women and men?</p> <p>What is the participation between women and men in the formal/informal economy?</p> <p>Who manages the household?</p> <p>Who participates in the care of children, sick and of the elderly?</p>	<p>Along the off grid electricity supply chain/ productive uses are women and men involved in the design and transfer of technologies/services?</p> <p>Have both women’ s and men’s views about technology options and design features been taken into account?</p> <p>What positions do women and men predominantly have in the project/productive use in terms of hierarchy?</p>
Who has what?	<p>Do women and men have equal access to resources, including finance, technologies, information and services?</p> <p>Who has control over these resources?</p> <p>Do women and men equally benefit from these resources?</p> <p>Do women and men have equal access to education, technical knowledge, and/or skill upgrading?</p>	<p>Do women and men have equal access to and control over energy?</p> <p>Do women and men have (equal) access to credit?</p> <p>How many small and medium enterprises are owned or managed by women and men in the project area?</p> <p>Are there wage gaps between women and men?</p> <p>Do women and men have (equal) access to information and capacity-building?</p>
Who decides?	<p>Who participates in the decision-making in the household?</p> <p>Are the bargaining positions of women and men different?</p> <p>Are women involved in making economic decisions?</p>	<p>What is the share of women and men in leadership positions in sustainable development (e.g. in small and medium enterprises, in institutions)?</p>
Who benefits?	<p>Where are the opportunities or entry points to ensure equal participation and benefits?</p> <p>Does the project address the different needs and priorities of women and men?</p> <p>Will the services and technologies provided by the project be available and accessible to both women and men?</p> <p>Does the project recognize the distinct vulnerabilities of women and men (e.g. health vulnerabilities)and develop specific response strategies for each target group?</p>	<p>Are there opportunities or entry points to ensure equal participation and benefits along the off grid electricity supply chain/productive uses?</p> <p>Will women’ s workloads increase/decrease as a result of provision of off grid electricity?</p> <p>And if their workload is decreased, will this involve a loss of income?</p> <p>Does the project provide space to relieve women’ s and men’ s workloads in their specific Productive/processing roles through new technologies?</p> <p>Are provisions in place that support women in combining their productive and reproductive tasks (e.g. childcare options, safe and affordable transport, flexible working hours)?</p> <p>Is gender a requirement in project-related recruitment processes (gender balance as well as gender competence of staff)?</p> <p>Do the training sand capacity-building initiatives of the project take into account the needs of women and men (e.g. time or mobility restrictions)?</p>

B. To target interventions with high economic and social impacts for women.

Upon analyzing of the gender issues within the productive uses to be identified/ implemented by JUMEME as shall be reported by their consultant, it is recommended for RE SENERGY to priorities, mainstream gender and implements pilot project(s) with high impacts/ benefit to women. To do so productive use projects that will be identified by JUMEME may need to be classified as the target groups as primary, secondary targets groups and potential target sectors where most women are engaged as tabulated below:

Primary targets / target groups will include:

- Existing Large businesses which works towards increasing productivity and employment opportunities.
- Existing Small businesses which works towards increase productivity and improve distribution network
- Increase women's involvement in Rural Renewable Energy sector
- Increase women's opportunities to benefit from Energy Access and economic opportunities.

Secondary targets / target groups:

- Educational, Health related and public infrastructure facilities as far as they can be identified as high impact opportunities to deliver improved service to women or are of direct relevance to economic growth

Potential target sectors:

- Energy (Renewable, rural, medium to large off- and on-grid infrastructure)
- Water (irrigation, drinking water, sanitation)
- Agriculture (small and large farms with diverse produce, processing, sales and distribution network),
- Fishery (small and large, processing, drying, canning, sales and distribution network)
- Tourism (off-grid)

After such classification, the specific interventions may reflect the main socio-economic activities in Ukara Island where JUMEME is working include fishing, subsistence farming, and livestock keeping and small scale businesses. At this initial stage of assessment the following interventions areas may be considered for selection of pilot projects:

Interventions with high women economic growth

- Improving fish processing or adding value in fishing by introducing modern fish drying methods, cold rooms to preserve fish and fish products.
- Irrigation schemes for small scale horticultural farming.

- Provision of street lights, to attract women to engage in the evening business such as selling the dried fish, food and do other entrepreneurial activity.
- Provide refrigeration for food production and sale
- Processing of agricultural produces such juice making, drying and selling vegetables and fruits.
- Power for specialized enterprises such as hairdressing and Internet cafes
- Opening horizons thought, and Internet

Interventions to save women time and reduce drudgery

- Establishing day care centres as women business
- Setting of water pump to decrease water-born diseases while facilitating better and cleaner drinking water (currently residents pay for water that could be used to pay for the pump).
- Grain milling machines

Public social interventions

- Lighting in schools to allow night classes,
- Street lighting to improve the safety of women and girls at night and allowing them to attend night schools and participate in community activities.
- Powering health centres to provide access to better medical facilities, including medicine refrigeration, equipment sterilization, and operating theatres.

4.1.3 The Rural Energy Agency

Based on the discussion with REA staffs together with findings of documents review from REA, it is possible for RE-SENERGY to support REA objective C, "... Access to Modern Energy Services by Rural Communities Increased...."this objective has an indicator which is measured by "... the percentage of women involved in rural energy projects..."and Output C which targets Programme for gender empowerment in rural energy projects developed and implemented by June 2016. One of the effective way of ensuring such objectives and outputs are achieved is to ensure that project funded by REA through REF are gender inclusive. Therefore RE SENERGY can support REA by providing means/tools of ensuring gender is well considered in the projects to be financed by REF. This can be done by developing a gender based project appraisal guideline that can be taken up by REA to assess whether results in the appraised projects have better consideration of women interests in off grid investments in the future. The generic appraisal guideline for such assessment is provided in table below.

In addition it is recommended RE SENERGY to support REA to conduct gender based impact assessment to the already approved/existing project sites and evaluate the sites rigorously to learn and generate documented experience to establish which additional measures show best results for economic growth and women empowerment.

Another way of supporting REA is to set examples and create incentives for project developers and implementers in the RE off grid to create more opportunities for women to participate in project planning and implementation, as well as to undertake extra effort to unlock benefits and positive change for female in the RE off grid chain.

Table: Generic for Gender Assessment in Appraising Project

AREA OF ASSESSMENT	QUESTIONS	Yes	No	Partially
ANALYSIS/ JUSTIFICATION	1. Does the project explicitly address a gender or issues? If so, please describe how and if not, please provide an explanation.			
	Does the background/context analysis of the project examine: (a) the different situations of women and men (b) the impacts the project will have on different groups			
DATA AND STATISTICS	Will the project collect and use sex disaggregated data and qualitative information to analyze and track gender issues?			
RESULTS FRAMEWORK	Are outcomes, outputs and activities designed to meet the different needs and priorities of women and men?			
	Does the results framework include gender responsive indicators, targets and a baseline to monitor gender equality results?			
BUDGET	Have adequate financial resources been allocated for the proposed gender activities (vis-a-vis per cent of total budget)?			
STAKEHOLDERS AND PARTICIPATION	Are women/gender focused groups, associations or gender units in partner organizations consulted/included in the project?			
	Does the project ensure that both women and men can provide inputs, access and participate in project activities (target at least 40 per cent of whichever sex is underrepresented)?			
GENDER CAPACITIES	Has a gender expert been recruited or does the project staff have gender knowledge and have gender related tasks incorporated in their job descriptions?			
	Will all project staff be sensitized to gender (e.g. staff will complete a basic online course; staff will complete a basic online course; I Know Gender Course on UN Women's eLearning Campus https://trainingcentre.unwomen.org/)?			
IMPLEMENTATION ARRANGEMENTS	Is there gender balanced recruitment of project personnel and gender balanced representation in project committees?			
MONITORING AND EVALUATION	Will the monitoring and evaluation of the project cover gender issues and monitor behavioral changes towards greater gender equality?			

Source : Adapted from UNIDO, Gender mainstreaming Guide March, 2015

4.1.4 RE-SENERGY Programme Component

It is recommended that the gender focal point within RE SENERGY programme to learn from the experience of other organizations/institutions/donor groups with gender and energy as a core

area of engagement and to attend both bilateral and multilateral donors meeting working on gender issues in Tanzania commonly known as Development Partner Gender Group (DPGE) and the Inter Agency Gender Coordination Groups (IAGG) which are coordinated and housed at UN Women. In this meeting issues such as gender mainstreaming strategies and how they align with the National Policies are discussed and shared among the participants. It is also recommended that for effective gender outcome of RE SENERGY programme the appointed gender focal points should be motivated and incentivized by e.g. payment package for time which will be spent on in undertaking TOR on gender to undertake her/his TORs, nonetheless the terms of reference should have specific roles and incentives (See attached TOR annex 5).

4.2 Monitor and Evaluate (M& E) to Capture Causality and Impacts for Women

Utilizing a targeted M&E framework of key performance indicators not only allows gender-differentiated linkages to be drawn, but also creates space for modifications to be made over time. Regular and objective measurement should be implemented to ensure accountability for the outcomes and likewise, this accountability provides motivation to review and refine implementation strategies. Therefore in order to monitor the two RE SENERGY

<p>Box 4: WHAT TO MEASURE THE IMPACT ON WOMEN</p> <ul style="list-style-type: none"> • Number of women owned business • Number of dedicated women’s associations or networks • Percentage of female headed households with electricity connection • Number of hours spent on household duties • Increase in income levels for women • Percentage of females in the formal labor force • Percentage of women with bank accounts • Number/volume of loans disbursed to women • Number of women with improved access to market information • Percentage of residences with refrigerators, lighting and or other electricity appliances • Percentage of public spaces with lighting

indicators on how women are benefiting with the intervention, it is important to establish baseline for each partner project. The tools for establishing baseline as explained in item 4.1.1 and for impact monitoring will involve measuring the indicators in box No.4.

CHAPTER FIVE: STRATEGY AND GUIDELINES FOR IMPLEMENTING THE RECOMMENDATIONS IN TWO PILOT PROJECTS

Table for Strategies and guidelines for implementing the recommendations in two pilot projects

Recommendations	Strategies	Guidelines	Timeframes	Responsible
Indicator B2: Indicator B2) In 30% of the off-grid RE investments below 10 MW, the interests of the female consumers will be given preference				
Set up enabling conditions for women to participate and benefit in the off grid supply chain and productive uses	Conduct gender analysis/value chain analysis	Conduct field surveys by using assessment tool in table in item 4.1.2	Immediately after or together with JUMEME while undertaking a study on productive use study	RE-SENERGY and JUMEME
Empower women to participate in the entire electricity supply chain by addressing gender issues (installation, maintenance, distribution, billings and collections)	Provide business/ entrepreneurship skills	Engage BDS expert with gender knowledge to train women entrepreneurs (Note: the training courses should be designed and planned with regard to time, content and setting for women)	To be done after the gender analysis survey	RE-SENERGY
	Foster market/business linkages by engaging women lead enterprises with other successfully entrepreneurs	Organize discussion forum among newly emerged entrepreneurs and successfully ones to share experience and exchange views	As above	As above
	Create favorable financing mechanism	Identify financial institutions with women friendly credit schemes and link with women entrepreneurs	As above	As above
		provide capacity building to local FI/MFI/SACCO that does not yet have such schemes	A above	As above

Provide support to integrate gender in the RE off grid electrification project.	Pilot at least two interventions preferably in one village to allow comparison with other villages where gender is not inclusive	Identify and priorities interventions with high impacts to women	Early 2016	RE-SENERGY, JUMEME
		Use gender approach to implement the projects	Early 2016	RE-SENERGY, JUMEME
		Capture and document lessons for replication in other projects	End of 2016	RE-SENERGY, JUMEME
Support REA to use gender lens in appraising RE off grid project	Develop gender based project appraisal guidelines	Conduct discussions with REA to adopt the tool presented in table in item 4.1.3 (Generic for Gender Assessment In Appraising Project) above	November 2015	RE-SENERGY, REA
Indicator B2.4: Incentive schemes for mini-grids, that are user-oriented, sensitive to gender equality and the participation of vulnerable groups, are developed together with REA				
Support REA to promote gender equality/ strategies under REF	Set incentives for project developers and implementers to create more opportunities for women to participate in project planning and implementation	Initiate special bonus payments for projects with high gender impacts	November 2015	RE-SENERGY, REA
	Set gender based criteria for REF	Develop criteria	November 2015	RE-SENERGY, REA
Ensure adequate capacity to mainstream gender in the RE-SENERGY	Motivate gender focal points	Specific terms of reference	November 2015	RE-SENERGY,
		Payments packages for undertaking the TORs	November 2015	RE-SENERGY,
		Facilitate gender focal points to develop adequate capacity and experience on gender and energy linkages	November 2015	RE-SENERGY,
Monitor and evaluate (M&E) to capture causality and impacts for women				

Establish gender disaggregated data monitor and evaluate project impacts	Establish gender disaggregated baseline	Conduct field baseline survey by using the tool provided as annex	November 2015	RE-SENERGY, EOGS
	Monitor and document lessons and impacts for women	Use indicators provided in box 4 to monitor impacts	November 2015	RE-SENERGY, JUMEME and EOGS

CHAPTER SIX: CONCLUSIONS

There are number of lessons which have been learnt in the processes of carrying out this assignment which the team wish to highlight:

- In carrying out the gender analysis and the conceptual framework the team found out that there is ample literature, systems and structures which can guide any work on gender mainstreaming. At the same time there is ample goodwill and support from the managements to implement gender related activities.
- There are some notable achievements in closing gender gaps especially in education and leadership issues but there remains many cultural and socio-economic barriers to realising the full benefit for women in socio-economic development. For example the energy sector which provides a means to achieve other development goals is considered to be gender sensitive though much has to be done to address gender and energy nexus in development sectors (agriculture, water, health, natural resources and trade).
- It is possible for the narrated gender gaps in the RE-SENERGY programme to be addressed and this needs a systematic approach which the team has recommended and especially starting with the pilot site (JUMEME project). As the existence of gender gaps in the energy sector make interventions of RE-SENERGY programme in addressing gender in Tanzania very crucial.
- The implementation of gender planned activities in most programmes/projects is not well coordinated and in most cases there a number of efforts which duplicate other activities and often there is no allocated person with TOR to carry out the gender related activities and neither is there any budget lines. More or less gender activities are an “added on” issue which does not give any one to be accountable of the results.

The presented discussions above shows that there a number of efforts which have been made to mainstream gender in the RE-SENERGY programmes and commitments have been made from the global levels up to the implementation at the national levels. However a lot still need to be done at the levels of implementation to ensure that there are linkages and coordination between RE-SENERGY with other GIZ programmes (water, health and natural resources) so as to avoid duplication of efforts, to have the optimum results of what is being delivered on gender, and the results being concentrated in one area. By commissioning this assignment RE-SENERGY has shown that it is ready to carry out a systematic approach to mainstream gender into its programmes. Therefore, it is recommended RE-SENERGY programme to collaborate with institutions/individuals with expertise on gender and energy to achieve their gender goals.

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ANNEXES

Annex 1: Terms of Reference for Gender Analysis

Support to the Sustainable Energy Programme Tanzania (SENERGY)

TITLE OF THE ASSIGNMENT	Gender Analysis of the GIZ SENERGY ¹ Programme in Tanzania with Recommendations on Gender Assessment and Monitoring as well as the Way Forward to Their Implementation
REQUESTED EXPERTISE	<ul style="list-style-type: none">❖ Good expertise and at least three years work experience in gender issues, thereof at least two years in gender mainstreaming and integration into energy projects & programmes❖ Good understanding of Tanzania's social environment and major gender-related aspects❖ Very good language knowledge in English and Kiswahili
TIME INPUT REQUIRED	1 Staff Month (21 working days, part-time over up to 3 months)
TIME PERIOD	June - August 2015
LOCATION	Dar es Salaam, Tanzania
CONTRACT ARRANGEMENT	Short-Term Expert (STE)

1. Background of the Assignment

1.1 GIZ Gender Approach

Promoting gender equality has been a fundamental principle of German development policy for many years. Thus GIZ strives to achieve a positive effect on the promotion of gender equality throughout its programmes. *"We want gender equality to become an absolutely standard part of work in our department..."* is for instance the GIZ Africa Department's aim of gender-sensitive processes. In line with international as well as GIZ internal gender mainstreaming standards, the SENERGY Programme in Tanzania intends to identify specific recommendations to be integrated in its Gender Analysis.

¹ Sustainable Energy

1.2 Brief Overview of the SENERGY Programme

“Support to the **Sustainable Energy Programme** in Tanzania” (SENERGY) is one of the development cooperation areas agreed upon between the United Republic of Tanzania and the Federal Republic of Germany. The focus of the bilateral energy sector cooperation covers three components:

- (i) **Renewable Energy (RE)**: To support **REA** on adapting and implementing its strategic plans and targets with focus on investments in RE-based off-grid electrification.
- (ii) **Regulatory Framework**: To support **EWURA** on improving development and investments in sustainable energy.
- (iii) **Energy Efficiency (EE)**: To support **MEM** on strengthening their capacity to develop, implement, monitor and promote EE practices in Tanzania.

The assignment shall especially address gender-related indicators of the RE Component.

1.3 Facilitation of Pilot Off-Grid System Projects

The GIZ Advisor to REA actively facilitates private sector participation in RE generation and distribution with focus on off-grid electrification projects, especially mini-grids. GIZ is assisting interested companies in developing business models for energy services in rural markets. A pilot project with a containerised solar/battery power plant electrifying a small village in Northern Tanzania was installed in December 2014. GIZ also advises private companies on the development of a large pipeline of solar PV off-grid projects. The start-up project comprises of solar mini-grids for 16 villages and rural growth centres in North-western Tanzania with a total population of 82,000.

1.4 Financing Mechanisms

The GIZ supports the Rural Energy Agency (REA) in planning, financing, technical implementation and monitoring of its strategic plans and targets. The focus is on the integration of private business expertise. More financing mechanisms opportunities include:

- Several donors such as Sida, DFID, NORAD, EU and IFC are preparing new programmes on rural electrification and mini-grid projects, most of which are to be launched in 2015.
- GIZ, Sida and World Bank are currently working on the design of financing mechanisms for off-grid systems. Appraisal missions by their consultants gave very positive signals to the participation of private energy companies in this market.

- In parallel EWURA and REA are also preparing for competitive bidding of RE projects. The new financing mechanisms and bidding procedures should integrate gender into the application, evaluation and award processes.

2. Objectives, Targets, Gender-Relevant Indicators and Outputs of the Assignment

2.1 Objectives and Related Targets

The **overall objective** of the assignment is to review existing gender approaches and propose a gender mainstreaming and implementation strategy for SENERGY.

In this context, it shall be ensured that the relevant gender issues related to the project and activity planning of SENERGY are identified and assessed.

The **specific objective** of the assignment is to develop an implementation strategy for gender-related indicators of the SENERGY Programme with focus on off-grid electrification.

This shall be done as a desk study where available baseline data and assessments result in implementation recommendations for SENERGY, so that communities in the programme areas can benefit also in the gender context from SENERGY and ongoing initiatives by GIZ partners aimed at improving their livelihoods.

2.2 Gender-Relevant Indicators

In order to achieve the specific objective of the assignment, the short-term expert (STE) shall pay particular attention to implementation recommendations for the following two most gender-relevant indicators related to the objective and outputs of the RE Component:

- (i) In 30% of the off-grid RE investments up to 10 MW, the interests of the female consumers will be given preference (Indicator RE 2.2).

According to the RE Component Operation Plan, the following activities and their next steps are provisionally agreed with partners:

- Prepare regular checks and/or surveys based on criteria jointly developed with partners (to define baseline and later check newly implemented projects).
 - Agree on criteria with REA and relevant stakeholders such as TAREA and TaTEDO.
 - Check existing ESIA for off-grid RE projects and, as far as available, their implementation in operating projects.
 - As far as required, prepare & supervise surveys and agree on results.

- (ii) Incentive schemes for mini-grids, that are user-oriented, sensitive to gender equality and the participation of vulnerable groups, are developed together with REA (Indicator RE 2.4).

The Operation Plan envisages the following activities and their next steps:

- Develop user-oriented, gender-sensitive and participative incentive schemes for mini-grids.
 - Discuss possible schemes with REA and relevant stakeholders such as TAREA.
 - Check experiences in other countries.
 - Agree on specific requirements for gender equality and vulnerable groups.

2.3 Expected Main Outputs

The assignment shall provide the following three main outputs:

- Updated gender analysis of the SENERGY Programme;
- Recommendation on gender assessment and monitoring procedures for the two gender-related SENERGY indicators;
- Strategy and guidelines for implementing the recommendations in two pilot projects.

3. Work Arrangements, Schedules and Reporting

3.1 Work Arrangements and Schedules

The working language of the assignment shall be English. The STE shall work in close cooperation with the SENERGY Programme Manager and the RE Component Head. Frequent briefings shall be agreed upon with the SENERGY Programme. The findings are to be presented to a small group of SENERGY experts.

The expected time input of the STE is approx. 1.00 staff month, comprising of 21.00 working days. The assignment shall be completed within max. 3 months in the period June to August 2015.

The location of the assignment is in Dar es Salaam, Tanzania.

3.2 Reporting

The STE shall submit the following 3 reports:

- (i) Inception Report, three weeks after commencement of the assignment;
- (ii) Draft Final Report, by mid-August 2015;
- (iii) Final Report, by end of August 2015.

The Final Report shall contain an Executive Summary (max. two pages), followed by outlining the methodological approach before describing and analysing the three main outputs stated in Section 2.3 above. Facts, analyses, conclusions and recommendations shall be clearly distinguished. The complete documentation of the updated gender analysis of the SENERGY Programme as well as the strategy and guidelines for implementing the recommendations in two pilot projects should best be documented in separate annexes.

All reports shall be submitted as soft copies to the SENERGY Programme Manager and the expert team as advised. Comments shall be provided within one week after report receipt, giving the STE another week for their consideration and integration.

4. Qualification of the Short-Term Expert

The STE shall have good expertise and at least three years work experience in gender issues, thereof at least two years in gender mainstreaming and integration into energy projects and programmes, with a good track record on undertaking related assignments in gender and sustainable energy studies. He/she shall be knowledgeable in and show a good understanding about Tanzania's social environment and major gender-related aspects. Very good language knowledge in English and Kiswahili is essential.

Annex 2: The Inception Report For Gender Mainstreaming in The Renewable Energy Project (SENERGY)

1.0: Introduction

The presented detailed inception report below is responding to the terms of reference (TOR) offered by GIZ to a team of two national consultants for carrying out a "... gender analysis – GIZ Sustainable Energy in Tanzania so as to be able to propose a gender mainstreaming and implementation strategy for SENERGY programme...". See attached copy of the TOR provided. The understanding is that the team will be able to deliver the required gender analysis of the SENERGY and its gender strategy and guidelines as stipulated in the TOR and the approved work plan. This inception report forms part of the agreed deliverables which as was provided upon accepting of the assignment by the team. To be able to deliver the required gender analysis the team will use the mainstreaming gender in energy projects tool which has been developed and approved by ENERGIA International Network on Gender and Sustainable Energy. As the ENERGIA handbook on mainstreaming gender in energy projects seeks to provide guidance, practical tools and examples for energy projects that show how to undertake gender mainstreaming systematically.

1.1: Rationale and Background information:

Mainstreaming gender concerns in energy projects makes the gender dimension explicit in all phases of the project cycle. As a gender mainstreaming approach does not look at women in isolation, but looks at women and men together both as actors in the energy sector, and as its beneficiaries. From the provided TOR and the available information of the projects being implemented by GIZ, it is clear that GIZ promotes gender equality in all its projects in Tanzania. Also gender equality has been a fundamental principle of German development policy for many years as it is noted in the statement from the GIZ Africa Department that "... *We want gender equality to become an absolutely standard part of work in our department...*" The understanding is that the GIZ has a gender mainstreaming guidelines which it uses in all its projects and programmes to ensure that there is gender equality in implementation of these programmes.

In Tanzania where the assignment is based, GIZ provides support to the **Sustainable Energy Programme** (SENERGY) which covers three components. The assignment however will cover only one component which is the **Renewable Energy (RE)**: aimed at supporting **REA** on adapting and implementing its strategic plans and targets with focus on investments in RE-based off-grid electrification. In the support provided to the RE Component GIZ has also assisted two

companies in developing business models for energy services in rural markets. These two companies form pilot projects in Mwanza and Arusha respectively. A pilot project with a containerised solar/battery power plant electrifying a small village in Northern Tanzania was installed in December 2014. In addition, GIZ also advises private companies on the development of a large pipeline of solar PV off-grid projects. The start-up project comprises of solar mini-grids for 16 villages and rural growth centres in North-western Tanzania with a total population of 82,000.

1.2: The scope of the assignment:

The assignment will process a gender review and analysis of the RE component in Tanzania and the two companies to ensure that its activities are gender responsive using the ENERGIA tool. The team understands that energy and gender issues differ by country, region, and local context. Systematic gender-sensitive analysis invariably reveals gender-differentiated energy needs and priorities, as well as gender inequalities in terms of opportunities and outcomes. Mainstreaming gender concerns in energy projects seeks to identify and redress these gender issues within the context of project goals. Mainstreaming gender also involves examining the organisational, institutional, and corporate environment in which energy projects are situated, developing a strategy to assess and build organisational capacity for addressing gender concerns, and undertaking a participatory process to create consensus among stakeholders and partners on a Gender Action Plan.

1.3 Objectives

The **overall objective** of the assignment is to review existing gender approaches and to propose a gender mainstreaming and implementation strategy for SENERGY.

1.3.2: The specific objectives of the assignment are to:

- a) Carry out a gender analysis of the RE SENERGY project. This will involve analysing the country gender context. As this is an important starting point for gender mainstreaming in an energy project. Before developing any gender strategy or guideline, an overview of key gender issues in the country and in the specific energy sub-sector in this case the RE project have to be identified, which will seek to answer the following questions: whether the project is addressing any gender issues, or if it could engage with any gender concerns and issues. What is the context (national policy/organisational policy) that the project is operating within? What are the key country-level gender and energy issues that the project must be aware of, and could possibly deal with? Who are the current and potential stakeholders that the project can partner with on gender issues? What resources exist that can be used for gender mainstreaming? What are the existing

experiences and opportunities for gender mainstreaming in the energy sub-sector, What are the baseline monitoring indicators?

Develop a gender implementation strategy for two indicators of the SENERGY Programme with focus on off-grid electrification. After establishing the country context, the gender gaps will be seen and it will be easier to see how the two indicators of the SENERGY fit into the country context. This will form possible ideas and views which will be used to develop the Gender Strategy, guidelines and gender disaggregated monitoring indicators for implementation.

2.0 Methodology:

a) Literature review of the relevant RE documents:

The gender analysis of the RE project is taking place after the project has begun and the two companies to be reviewed also are implementing the planned activities. It is therefore crucial that the project documents are reviewed to see whether gender issues and concerns are included. These documents will be the project document, logical framework and annual plans or any reports available.

There already exists a gender group of the GIZ projects in Tanzania, which includes the water and health sectors, plus GIZ gender guidelines in these sectors and the Gender mainstreaming framework of the REA project. The review of the RE documents will take into account these documents too so as to avoid duplication of efforts and to ensure that the RE is in line with other projects gender documents.

The selection of the documents to be reviewed will be decided in consultation with the RE project coordinator. This is crucial as the Project Coordinator will be in a position to advise which documents are most important to review and to ensure their availability.

To be able to review the RE project documents, a checklist will be developed which will show what the document state and what are the gender indicators if any. See attached checklist which will be used adapted from the Mainstreaming Gender in Energy Projects: A practical Handbook page 22-23.

b) Organizational assessment:

This will include assessing the capacity of the RE project to mainstream gender by Identifying existing gender awareness and capacity of the organisation and the project staffs. Showing what are the existing gaps that can be drawn on, as these gaps will be

needed to be addressed in the development of the gender strategy and the implementation plan. .As the gaps will also provide an empirical baseline that will be used to set disaggregated monitoring indicators for measuring progress on the institutionalisation of gender mainstreaming.

c) Key Individual Interviews (KII).

In order to set out these gaps the process will involve interviews with key individual informants (KII) of the RE project and the two companies which are implementing the activities.

These will include the gender coordinators for the GIZ, REA, water and health projects where applicable, the coordinators of the RE, UMEME and AON companies which are implementing the RE activities.

The consultations will enable the team to understand the gender and energy situation in the field. The KII questionnaire will be used. See the attached copy of the KII questionnaire.

d) Development of the gender strategy, guidelines and implementation plan:

Development of the gender strategy will take into account all the gender activities for the project, based on review of the documents and the interviews of the key individual informants (KII) as indicated above.

It will articulate what the RE project will need so as to be able to achieve from a gender standpoint, what activities it will undertake towards this and how it will monitor its progress.

3.0 Work plan:

The attached below work plan is what the team envisage to finalize the assignment in the given 21 days.

Date/time	Activity	Output	Comments/suggestions
Monday 20 th – Thursday 23 rd Jul 2015.	Literature review	Gender analysis of the documents	This will depend on the availability of the documents
Friday 24 th July, Monday 27 th July 2015	Key Individual Informants interview (KII)	KII interviews conducted for at least one hour	Appointments to be made for the gender coordinators, the two projects coordinators and the RE

			coordinators. See attached details of the schedules of appointment and meetings.
Tuesday 28 th - Friday 31 st July 2015	Analysis of the data collected and producing of the draft report	Draft report produced.	Draft report to ready for submission.
Monday 3 rd August 2015	Submission of the Draft report to GIZ	Draft report submitted	GIZ to comment/ suggest on the draft report for 3 days up until Thursday 6 th August 2015.
Friday 7 th August – Tuesday 11 th August 2015	Finalizing the report taking into account GIZ comments/suggestions	Final draft report ready for submission	Final Draft submitted by Thursday 13 th August 2015.
Monday August 30 th , 2015	All contractual obligations and payments honored	Contractual obligations honored	End of the assignment and remaining payments disbursed.

Annex 3: List of Interviews

No.	NAME	POSITION	ORGANISATION
1	Sebastian Rieger	Finance Director	EOGS
2	Linda Engel	Gender Focal Person	Water Programme
3	Anna	Gender Focal Person	Health Programme
4	Stefanie Preusser	Gender Focal Person	Natural Resources
5	Dr. Safari	Programme Manager	JUMEME
6	Sven Ernedal	Programme Manager	GIZ
7	Jesper Vauvert	Energy Efficiency	GIZ
8	Dr. GERD-Henning Vogel	Team Leader, Renewable Advisor to REA	GIZ
9	Finnias Bryceson Magessa	Renewable Energy Expert	GIZ
10	Leonard Pesambili	National Energy Efficiency Expert	GIZ
11	Justina Uisso	Project Appraisal Manager	REA

Annex 4: Key Informant Interviews (KII)

How to introduce yourself to the respondent

Guide on how to identify and inform the purpose of the interview

- Greet the interviewee.
- My name is _____ and I am a consultant for carrying a gender analysis of the RE projects and developing a gender strategy and implementation plan. As a member of the GIZ team and one of its staffs working in the areas of the provided TOR, I wish to discuss with yourself some few issues pertaining to your work.
- Your involvement is voluntary and information that you will provide is confidential. Such information will be used to prepare the report and your name or those of others shall not be mentioned our report.
- Please also note that your personal information will not be used to review your work performance in your organization/institution.
- I am kindly requesting for about 60 minutes of your time so that we can do the interview.
- Once again, thank you very much for accepting to participate in the interview.

Complete this section once for each respondent

Section A: Personal History			
KII01	Date of Interview		
KII02	Name of Interviewer		
KII03	Time/duration of interview		
KII04	Sex		
KII05	Name of institution/organization/programme		
KII06	Job Title		
KII07	Duration in institution/organization/programme		
KII08	Duration in position		
KII09	Level of Participation/Responsibility		
KII09a	Level of Education	Secondary	
KII09b		Vocational training	
KII09c		Post- Graduate Diploma	
KII09d		Diploma	
KII09e		Bachelors	
KII09f		Masters	
KII09G		PHD	

Knowledge of the gender programme within GIZ and Partner Institutions (REA, the two companies) in Tanzania:

1. Do you work with any gender programme?

2. What do you do and with who and how?

3. What is your understanding of the following Gender Concepts?

- Gender:
 - I. Never heard it...
 - II. Heard it before....
 - III. Have used the concept before.....
 - IV. If yes example of how have used it....
- Sex:
 - I. Never heard it...
 - II. Heard it before...
 - III. Have used the concept before.....
 - IV. If yes example of how have used it.....
- Gender mainstreaming:
 - I. Never heard it...
 - II. Heard it before..
 - III. Have used the concept before.....
 - IV. If yes example of how have used it.....
- Gender desegregated data:
 - I. Never heard it...
 - II. Heard it before.
 - III. Have used the concept before.....
 - IV. If yes example of how have used it.....

Mainstreaming Gender in the GIZ programme in Tanzania

1. Is there a gender desk or GFP in your project?
 - Yes/No
 - If yes in which section/department is it placed?
2. If a GFP /gender is in place is it fulltime?
 - Yes/No
 - Are there TORs for the projects?
 - Yes/NO

3. Tell us three most important activities in your project which should be considered to be gender responsive and has taken gender into their concerns.
4. Have you ever developed a programme document or be part of programme development which included gender?
5. If yes which role did you play/ what gender expertise did you play??
6. In your programme of institution can you tell us the gender composition of the staff and where are they placed in the organization
7. Should the GIZ set a gender coordination mechanism for energy sector in Tanzania?
 - Yes/NO
 - If Not why not?
8. Do you think the GIZ in Tanzania process effectively addresses issues of gender and human rights?
 - Yes/No
 - Explain
9. Do you think gender should be made an issue in your workplace when implementing activities

Mainstreaming Gender in the REA Project Appraisal Guidelines in Tanzania

10. Are there gender guidelines for appraising RE projects?
 - Yes/No
 - Explain
11. Have you used such guideline?
 - Yes/No
 - Explain
12. Are the gender guidelines helping you?
 - Yes/No
 - Explain
13. Are the gender guidelines helping you to collect gender disaggregated data?
 - Yes/No
 - Explain
14. Do you think should be improved?
 - Yes/No

- Explain

Gender Desegregated Data

15. Do you desegregate data by gender?

- In which aspect do you desegregate data by gender

16. Name three types of data that your project is collecting which that is gender desegregated.

17. What modalities do your programme use collect/get/access gender desegregated data?

- Reports....
- Field visits.....
- M and E.....

18. Give examples of three types of data that your organization is collecting which are not gender-desegregated but should be so.

19. When did you start gender desegregation of data in your institution?

20. Do you carry out gender desegregated data analysis?

- Yes/No
- If yes, how?

21. Name three challenges against collecting gender desegregated data

22. Give three recommendations on how management of gender desegregation data of the three diseases could be improved

23. Where or which organization do you think is effectively placed to coordinate gender in the energy sector in Tanzania?

Annex 5: Generic Terms of Reference For Gender Focal Points

In order to implement the recommendation of RE SENERGY gender analysis report the appointed gender focal point will have to undertake the roles as stipulated below. The gender focal point keeps the Senior Management fully informed, including through written reporting.

A. Tasks and duties

The gender focal point should have:

- A strong commitment to the goal of gender equality;
- Supports the RE SENERGY programme component in achieving indicators related to gender and report impact/outcomes accordingly.
- Informs and assists Senior Management in monitoring efforts to achieve gender equality, keeping abreast of opportunities to improve the status of women in the programme and enhance gender equality.
- Encourage and work closely with RE SENERGY partners in implementing the recommendations (strategies) of the gender analysis report.
- Stimulates a further deepening of the knowledge base on gender and energy aspects of the work undertaken by RE SENERGY programme.
- Networks with other organizations/institutions and donor group with gender and energy as their subject content.

B. Qualifications

The gender focal point has the following qualifications:

- Basic knowledge and understanding of gender and energy in general in local context.
- Basic knowledge of gender specific methodologies
- Education or work experience in both social sciences and energy is an advantage
- Willingness to strengthen her/his own capacity in this area
- Ability to work with women and men at grass root level.
- At least 2 years working experience in working with gender and energy issues