FOREWORD

The Sustainable Energy for All Initiative (SEforALL) is a global initiative launched in 2011 by United Nations (UN) to mobilize all stakeholders to take concrete actions towards ensuring universal access to modern energy services; double the global rate of improvement in energy efficiency; and double the share of renewable energy in the global energy mix by 2030. Adhering to this UN global SEforALL initiative, Tanzania became one of the 14 African countries to commit to the SEforALL in 2012, when the Global Action Agenda was endorsed.

Key sustainable energy for all guiding instruments such as Action Agenda (AA) and Investment Prospectus (IP) are in place since June 2016. These documents set out four national targets, namely: increase the percentage of the population with electricity access to more than 75%; increase the percentage of the population with access to modern cooking solutions to more than 75%; reduce electricity losses and achieve a rate of improvement in energy intensity to -2.6%; and increase the renewable energy share in total final energy consumption to 50% for power and 10% for heat by 2030.

However, for effective realization of the sustainable energy for all goals, gender consideration was sought to be crucial aspect. Hence, the preparation of The Sustainable Energy for All Gender Action Plan (SEforALL-GAP) as a strategic tool for gender responsive SEforALL initiative in Tanzania. The Action Plan aims to guide all stakeholders in designing and implementing SEforALL initiative while promoting gender equality and women’s empowerment.

The SEforALL-GAP also aims to enhance institutional capacity to integrate gender perspectives in the implementation of the SEforALL initiative; Mainstream gender in SEforALL related policies, strategies, plans, programmes, projects and budgets and promote women’s employment and economic empowerment in the SEforALL initiative through mapping, assessment and scale-up of best practices for innovative women’s economic empowerment approaches in the energy sector.

It is my sincere hope that effective implementation of Sustainable Energy for All Gender Action Plan will be useful in providing more insights towards achievement of the SEforALL objectives. Bearing in mind that gender is an integral part of SEforALL initiative, the GAP will act as guiding tool on how to mainstream gender in the implementation of the SEforALL initiative and ensure that the SEforALL Initiative in Tanzania provides equal opportunities to both women and men in access and control over sustainable energy services as an essential right for development.

Dr. Medard M. C. Kalemani
MINISTER FOR ENERGY
ACKNOWLEDGEMENT

Preparation of the Sustainable Energy for All Gender Action Plan involved various stakeholders from Public Sector and Non Government Organizations. I would like to acknowledge their financial and technical efforts and support towards the preparation of Gender Action Plan.

This Action Plan would not have been possible without the gender technical support from the National Gender and Sustainable Energy Network who collaborated with the Ministry of Energy to conduct gender gap assessment prior the preparation of the Gender Action Plan.

Also, I would like to take this opportunity to thank Technical Working Group comprising of representatives from Rural Energy Agency; Tanzania Petroleum Development Corporation; Energy and Water Utilities Regulatory Authority; TANESCO; President’s Office Regional Administrative and Local Government; and Ministry of Health, Community Development, Gender and Children. Their tireless efforts and commitment helped to ensure we get this Action Plan. We look forward to working together to promote gender equality and women’s empowerment during implementation of SEforALL initiative.

Finally, I wish to thank the ENERGIA and HIVOS for sharing their international experience in gender and energy and financing the development of this Action Plan.

Dr. Hamisi H. Mwinyimvua
PERMANENT SECRETARY
EXECUTIVE SUMMARY

This Sustainable Energy for All Gender Action Plan (SEforALL-GAP) is a strategic tool for gender responsive SEforALL initiative in Tanzania. It aims to guide all stakeholders in designing and implementing SEforALL initiative while promoting gender equality and women’s empowerment.

SEforALL-GAP has been jointly prepared by the Technical Working Group consisting of the Ministry of Energy, REA, TANESCO, PO-RALG and MoHCDGEC, with assistance from the National Gender and Sustainable Energy Network (NGSEN), supported by ENERGIA (the International Network on Gender & Sustainable Energy). The Tanzania SEforALL GAP aligns with the National Five-Year Development Plan (FYDP 2016/17-2021/22), the National Energy Policy (2015), and National Legal and Regulatory Frameworks on Gender and Women’s Development. It is also in line with the recommendations of the draft Policy Brief on Global Progress of SDG7/Energy and Gender by the United Nations High-Level Political Forum for Sustainable Development. This document was prepared through an extensive consultative process involving key stakeholders from the MoE, SEforALL and Implementing Entities (REA, PO-RALG, EWURA and TANESCO), Nexus development ministries, CSOs and the Private Sector.

The gender assessment conducted in the preparation of this SEforALL-GAP noted that it is in the interest of the Government, especially the Ministry of Energy, to ensure that the outcomes of SEforALL initiative benefit both women and men, by addressing their specific energy needs which are necessary for socio-economic development and transformation. The assessment noted further that:

(i) The National Five-Year Development Plan 2016/17-2021/22 prioritises industrialization as a focus for economic development, including emphasis on unleashing women’s potential to contribute to the envisaged social and economic transformation;

(ii) The legal and regulatory frameworks to support mainstreaming of gender in the SEforALL are in place and give high priority to the promotion of gender equality and women’s empowerment;

(iii) There is increased awareness and consciousness on gender inclusion and women’s empowerment among energy stakeholders in Tanzania. This is evident in the way gender has evolved in different key SEforALL implementation documents (Action Agenda, Investment Prospectus, the recent SEforALL implementation in Tanzania Programme (SITAP) document, and in the draft of implementation strategies i.e. on Communication, Monitoring & Evaluation and Regionalization Strategies;
(iv) The Ministry of Energy and SEforALL Implementing Entities (REA, PO-RALG, EWURA and TANESCO) have all established Gender Desks and assigned a Gender Focal Person with responsibility for oversee gender related issues; and

(v) A number of stakeholders have interest in mainstreaming gender innovative approaches in energy programs and projects, and to promote gender equality and women empowerment to increase access and benefit from modern energy.

However, the assessment identified potential risks for gender inequalities, including:

(i) Lack of necessary guidelines and tools which have not yet been adequately developed and subsequently adopted by energy stakeholders at the national level;

(ii) The Gender Desk in the Ministry of Energy lacking TORs specifically for gender mainstreaming, which has resulted in ineffective coordination with technical departments/units during policy/program formulation and the budgeting process;

(iii) Lack of comprehensive gender analysis at the national level in relation to energy and hence the absence of sex-disaggregated and gender-responsive information/data as a baseline for a Gender Action Plan that impedes informed decision-making in the energy sector;

(iv) Inadequate capacity to mainstream gender in energy policies, plans, strategies, programme and projects among energy stakeholders;

(v) Limited resources (financial and human resources) for gender mainstreaming;

(vi) Integration of gender and energy nexus issues in development sectors by LGAs;

(vii) Inadequate prioritizing of energy options that address women energy needs e.g. clean cooking fuels and technologies in LGAs;

(viii) Insufficient assessment and documentation for up-scaling of projects/programs that are addressing issues of gender equality and women’s empowerment, and

(ix) Under-representation of women in energy sector planning, decision-making, implementation, monitoring and evaluation.

In addressing to these identified gaps, the proposed Gender Action Plan is focused to:

(i) Enhance institutional capacity to integrate gender perspectives in the implementation of the SEforALL initiative, by strengthening and supporting the SEforALL secretariat (PIU)
in the Ministry of Energy, and by building technical capacity to mainstream gender among the SEforALL implementers.

(ii) Mainstream gender in SEforALL related policies, strategies, plans, programmes, projects and budgets. To achieve this, a National Gender and Energy Survey will be conducted, with the aim of developing gender-aware baseline information for the SEforALL initiative that will enable gender-informed decision making for policy actions and impact evaluation. Also, to ensure that gender mainstreaming is a requirement for all SEforALL strategies, plans, programs and projects, and to promote gender and energy integration in district-level planning in SEforALL in selected districts.

(iii) Promote women’s employment and economic empowerment in the SEforALL initiative through mapping, assessment and scale-up of best practices for innovative women’s economic empowerment approaches in the energy sector. Engagement with stakeholders who have demonstrated interest in developing innovative approaches for women empowerment will be initiated to find ways to set special incentives for energy developers to create more opportunities for women to become entrepreneurs, contractors, auditors and experts in the energy sector; this will be complemented with the creation of a career development program for women in the energy sector and an internship program for female students pursuing energy-related subjects, within the Ministry of Energy and other implementing entities, to pave a way for more involvement of women in the energy sector through SEforALL.
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# ACRONYMS AND ABBREVIATIONS

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<th>Acronym</th>
<th>Full Form</th>
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<tbody>
<tr>
<td>AA</td>
<td>Action Agenda</td>
</tr>
<tr>
<td>CEDAW</td>
<td>Conventions for the Elimination of all forms of Discrimination against</td>
</tr>
<tr>
<td></td>
<td>Women</td>
</tr>
<tr>
<td>CSOs</td>
<td>Civil Societies Organizations</td>
</tr>
<tr>
<td>COSTECH</td>
<td>Commission for Science and Technology-Tanzania</td>
</tr>
<tr>
<td>DDPs</td>
<td>District Development Plans</td>
</tr>
<tr>
<td>ECOWAS</td>
<td>Economic Cooperation of West African States</td>
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<tr>
<td>EE</td>
<td>Energy Efficiency</td>
</tr>
<tr>
<td>ENERGIA</td>
<td>International Network of Gender and Sustainable Energy</td>
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<tr>
<td>ESMAP</td>
<td>Energy Sector Management Assistance Program</td>
</tr>
<tr>
<td>ESRF</td>
<td>Economic and Social Research Foundation</td>
</tr>
<tr>
<td>EWURA</td>
<td>Energy and Water Utilities Regulatory Authority</td>
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<tr>
<td>GAP</td>
<td>Gender Action Plan</td>
</tr>
<tr>
<td>GFP</td>
<td>Gender Focal Point</td>
</tr>
<tr>
<td>GIZ</td>
<td>Deutsche Gesellschaft für Internationale Zusammenarbeit</td>
</tr>
<tr>
<td>HIV/AIDS</td>
<td>Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome</td>
</tr>
<tr>
<td>IDS</td>
<td>Institute of Development Studies</td>
</tr>
<tr>
<td>IE</td>
<td>Implementing Entities</td>
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<tr>
<td>IP</td>
<td>Investment Prospectus</td>
</tr>
<tr>
<td>KI</td>
<td>Key Institutions</td>
</tr>
<tr>
<td>LGAs</td>
<td>Local Government Authorities</td>
</tr>
<tr>
<td>LPAC</td>
<td>Local Project Appraisal Committee</td>
</tr>
<tr>
<td>LPG</td>
<td>Liquefied Petroleum Gas</td>
</tr>
<tr>
<td>MEM</td>
<td>Ministry of Energy and Minerals</td>
</tr>
<tr>
<td>MKUKURA-NSGRP</td>
<td>National Strategy for Economic Growth and Reduction of Poverty</td>
</tr>
<tr>
<td>MoE</td>
<td>Ministry of Energy</td>
</tr>
<tr>
<td>MoHCDGEC</td>
<td>Ministry of Health Community Development Gender Elderly and Children</td>
</tr>
<tr>
<td>MMR</td>
<td>Maternal Mortality Rate</td>
</tr>
<tr>
<td>NBS</td>
<td>National Bureau of Statistics</td>
</tr>
<tr>
<td>MTP</td>
<td>Mid-term Planning</td>
</tr>
<tr>
<td>NGSEN</td>
<td>National Gender and Sustainable Energy Network</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organization</td>
</tr>
<tr>
<td>NORAD</td>
<td>Norwegian Agency for Development Cooperation</td>
</tr>
<tr>
<td>PFA</td>
<td>Beijing Platform of Action</td>
</tr>
<tr>
<td>PIU</td>
<td>Program Implementation Unit</td>
</tr>
<tr>
<td>PoRALG</td>
<td>President’s office-Regional Administration and Local Governments</td>
</tr>
<tr>
<td>RAGA</td>
<td>Rapid Assessment Gap Analysis</td>
</tr>
<tr>
<td>REA</td>
<td>Rural Energy Agency</td>
</tr>
<tr>
<td>RE</td>
<td>Renewable Energy</td>
</tr>
<tr>
<td>SACCOS</td>
<td>Savings and Credit Cooperatives</td>
</tr>
</tbody>
</table>
SADC  Southern Africa Development Cooperation
SDGs  Sustainable Development Goals
SEforALL  Sustainable Energy for All
SEforALL-GAP  Sustainable Energy for All-Gender Action Plan
SENERGY  Sustainable Energy
SEZ  Special Economic Zones
SITAP  SEforALL Implementation in Tanzania Programme
STEM  Science, Technical, Engineering and Mathematics
TANESCO  Tanzania Electric Supply Company
TANGSEN  Tanzania Gender and Sustainable Energy Network
TaTEDO  Tanzania Traditional Energy Development organization
TNA  Training Needs Assessment
TBS  Tanzania Bureau of Standards
TORs  Terms of References
TREEP  Rural Electrification Expansion Program
TREIMS  Tanzania Renewable Energy Information Management System
UBEW  Unlocking Benefits of Electricity to Women
UN  United Nations
UNDP  United Nations Development Programme
UNIDO  United Nations Industrial Development Organization
U-5 MR  Under 5 years Mortality Rate
ECOWAS  Economic Community of West African States
NEP  National Energy Policy
VETA  Vocational Education and Training Authority
GLOSSARY

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.

7. **Gender gaps**: An observable and sometimes measurable gap between men and women in terms of a specific societal outcome.
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**: The critical examination of a problem or situation in order to identify the differences in the gender roles, activities, needs, rights/entitlements and available opportunities of women, men, girls and boys.

10. **Gender audit**: A tool to identify and analyze the factors that hinder efforts to mainstream gender in policy which is used as part of a process in developing a more gender aware policy.

11. **Gender discrimination**: Giving differential treatment to individuals on the grounds of their gender in the distribution of income, access to resources and participation in decision-making.

12. **The Gender Empowerment Measure (GEM)**: The GEM is a measure of the relative power of women and men in political and economic life using the three variables:
   - women’s and men’s percentage share of administrative and managerial positions;
   - women’s and men’s percentage share of professional and technical jobs; and
   - women’s and men’s percentage share of parliamentary seats.

13. **Gender relations**: The social relationships and power distribution between men and women in both the private (personal) and public spheres.

14. **Gender roles**: Sets of behavior, activities, tasks and responsibilities assigned to men and women, differentiated according to the cultural norms and traditions of the society where they live which define perception of what it is to be male and female and hence shape identity.

15. **Gender role stereotyping**: The portrayal, such as in the media or in books, of men and women in society occupying social roles according to the traditional gender division of labour which work to support and reinforce notions of what can be considered as “normal” and “natural”.

**Sources**: GIZ Gender Action Plan 2017; ENERGIA Glossary on Gender Concept and Approaches; Energy; and Business Model 2018.
1 INTRODUCTION

This Sustainable Energy for All Gender Action Plan (SEforALL-GAP) is a strategic tool for gender mainstreaming in the energy sector in Tanzania. This tool aims to guide all stakeholders in designing and implementing SEforALL initiative while promoting gender equality and women empowerment.

The SEforALL- GAP is based on the fact that both women and men are key stakeholders in SEforALL initiatives. They require energy as an important enabler for social and economic transformation, though their energy needs differ significantly according to their traditional roles and responsibilities. Women in particular play significant roles as managers of their household energy, supplying energy needed for cooking, lighting, family care and for raising income. Hence, adequate access to and use of sustainable energy is needed for transformation of their practical, productive and strategic needs. Yet women’s energy needs are under-represented in the energy sector; and women are minorities in energy policy planning, generation, distribution and productive uses. Therefore, this GAP underscores actions to address these imbalances and ensure that women and men participate and benefit equally from the opportunities of SEforALL initiatives in Tanzania.

1.1 SEfor ALL in Tanzania

The Sustainable Energy for All Initiative (SEforALL) is a global initiative launched in 2011 by United Nations (UN) to mobilize all stakeholders to take concrete actions towards ensuring universal access to modern energy services; double the global rate of improvement in energy efficiency and; double the share of renewable energy in the global energy mix by 2030.

Adhering to this UN global SEforALL initiative, Tanzania became one of the 14 African countries to commit on the SEforALL in 2012, when the Global Action Agenda was endorsed. The Tanzania Rapid Gap Assessment (RAGA) report was completed in 2013. The RAGA report recommended the Action Agenda (AA) be integrated with other macro and micro national policy frameworks such as Tanzania National Development Vision 2025, the National Five Year Development Plan (2016/17-2021/22), the National Climate Change Strategy (2012) and the Ministry of Energy and Minerals Strategic Plan (2011/12-2015/16). The aim was to synchronize SEforALL with the national industrialization vision and other development frameworks, including the Sustainable Development Goals (SDGs).

Preparation of the Tanzania SEforALL Action Agenda (AA) and Investment Prospectus (IP) was completed in 2015 and officially launched in June 2016. These documents set out four national targets, namely: increase the percentage of the population with electricity access to more than 75%; increase the percentage of the population with access to modern cooking solutions to more than 75%; reduce electricity losses and achieve a rate of improvement in energy intensity
to -2.6%; and increase the renewable energy share in total final energy consumption to 50% for power and 10% for heat by 2030.

Implementation of the Tanzania SEforALL AA is designed to be in series of 5 stages (See Table 1), in order to allow continuous review to address emerging issues.

**Table 1: SEforALL AA implementation stages**

<table>
<thead>
<tr>
<th>Stage</th>
<th>Key Focus</th>
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<tbody>
<tr>
<td>Transition (2015 – 2016)</td>
<td>During this period, the country will integrate the AA and IP into the government mid-term planning (MTP) process by incorporating them into the MEM Five-year Strategic Plan 2016 – 2020. As part of this process, the government will start a national dialogue with all stakeholders at national and sub-national level towards the adaptation, update and alignment of the existing initiatives with the country’s SE4forALL AA. During this period, all new strategies and initiatives will have to be consistent with Tanzania’s SEforALL AA. As a result of this process, and to properly mirror the MTP, the AA and IP will be updated.</td>
</tr>
<tr>
<td>Transformation (2016 – 2020).</td>
<td>Starting July 2016, the AA and IP will operate fully integrated with MEM Five-year Strategic Plan. This means that from this moment forward the AA and the IP will be subject to same revision cycles than the MTP. This interaction will create synergies and contributions between the different new government plans, programs and policies with the AA and the MTP, resulting in a dynamic IPs portfolio. In this context, the AA will be reassessed on its progress and additional initiatives and IP(s) should be incorporated as needed.</td>
</tr>
<tr>
<td>Consolidation (2020 - 2025)</td>
<td>SEforALL becomes the cornerstone of the national mid-term planning process. In this context, the AA will be reassessed on its progress and additional initiatives and IP(s) should be incorporated as needed.</td>
</tr>
<tr>
<td>Acceleration (2025 – 2030).</td>
<td>The sustainability and update of the actions and strategies will accelerate the process of achieving Tanzania’s SEforALL goals. In this context, the AA will be reassessed on its progress and additional initiatives and IP(s) should be incorporated as needed.</td>
</tr>
</tbody>
</table>

*Source: SEforALL Action Agenda-Tanzania (2015)*

The Government, through the Ministry of Energy is now in the operationalization phase of SEforALL AA and IP and the SEforALL 5-year Implementation in Tanzania Programme (SITAP) is in place. The aim of the programme is to facilitate and initiate implementation of some of the activities that will contribute towards achieving the SEforALL objectives in the country. The programme has three strategic objectives focusing on enhanced institutional capacity on sustainable energy development; creation of an enabling environment for renewable energy /energy efficient technologies; and scaling up and rolling out of sustainable energy initiatives. Figure 1 summarizes the cause - inputs - outcome- impact analysis of the programme.
This Programme is funded by the Government and 10% from UNDP, with the remainder to be mobilized in the course of the programme implementation.

The Ministry of Energy (MoE) is the overseer of the implementation of the SEforALL initiative in the country and plays the primary role in ensuring that SEforALL initiatives are well-coordinated. The Secretariat comprises the Programme Implementation Unit (PIU) in the Ministry of Energy, reporting directly to the Permanent Secretary, and focal points in the key implementing institutions, these have the main role to oversee day-to-day programme implementation and overall initiative coordination. Implementing Entities (IE) include TANESCO, REA, PO-RALG and TBS, who will nominate focal points as part of the Secretariat team. As needed, other relevant institutions will appoint technical officials to serve in the Technical Advisory Committee. The implementation structure is summarized in Figure 2.
1.2 Rationale of the SEforALL – GAP

‘Gender mainstreaming’ as defined by the United Nations Economic and Social Council in 1997 is “the process of assessing the implications for women and men of any planned actions, including legislation, policies or programmes, in all areas and at all levels. It 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.”

Tanzania has signed and ratified a number of international agreements on gender equality and women's empowerment: The Beijing Platform for Action (PFA) of 1995; the Convention for the Elimination of all forms of Discrimination against Women (CEDAW) of 1979; the Southern Africa Development Cooperation (SADC) Declaration of 1997; and currently the Sustainable Development Goals (SDGs) of 2016.

At national level, the Constitution of the United Republic of Tanzania (1977) and all its amendments up to 2008 guarantee gender equality by not allowing discrimination in any form. In addition, a Women and Gender Development Policy was established in 2000 to ensure that a gender perspective is mainstreamed into all policies, strategies, programmes and projects. To implement the policy, the National Strategy for Gender Development (2005) was developed to provide guidance to all sectors. These clear policy mandates apply in the operationalization of the SEforALL initiative in Tanzania.

The National Energy Policy of 2015 has a dedicated subchapter on gender Issues mandating mainstreaming gender in the sector, and emphasizing the importance of managing and developing energy resources with the effective participation of both women and men in the decision-making process. Despite these promising statements, nonetheless, gender has yet to be adequately mainstreamed in the energy sector, as there are still gender imbalances at all levels of planning, decision-making and implementation of policies, strategies, programs and projects within the sector. On the demand side, women’s energy needs remain unfulfilled due to lack of strategies, tools and adequate capacity among project developers to comprehensively integrate gender in their interventions. If this situation is allowed to persist in the implementation of SEforALL, it will create real risks of increasing existing gender inequalities rather than reducing them.

Recognizing these issues, in 2017 the Ministry of Energy participated in a gender review undertaken by gender stakeholders, led by the National Gender and Sustainable Energy Network (NGSEN), to assess the extent to which gender had been integrated in the SEforALL Action Agenda, Investment Prospectus and SITAP documents. The review revealed that gender had not been systematically incorporated into the objectives, analysis, implementation or
results frameworks (NGSEN and MoE, 2017). More findings from the gender review study report are explained in detail in subchapter 3.3 of this document¹.

Incorporating gender perspectives in different areas of development ensures the effective achievement of other social and economic goals (UN, 2012). Evidence shows that a gender mainstreaming approach in energy projects leads to multiple benefits, as it safeguards increasing access to modern energy services to all (men as well as women and children). This can make a significant difference in their daily lives by providing:

- Clean water, sanitation and health care, which save women’s and girl’s time in fetching water and ease their household cleaning and care responsibilities;
- Reliable and efficient lighting, which has both safety and education benefits, by allowing children to do schoolwork after domestic chores and increasing safety in public spaces and at home;
- Energy for income-generating activities and reliable supply to households eases women’s household burdens and increases their incomes

Similarly, a gender mainstreaming approach can promote and empower women and girls to seize new jobs and opportunities along the value chain of energy supply and use. This opens up new opportunities to participate in decision making that women have traditionally been excluded from. Experience from ENERGIA (HEDON, 2015) shows “last-mile” distribution models, centered on women-led micro-and small-scale businesses, have been successful in selling and distributing clean energy products in many countries. A number of partnerships and networks are emerging, such as ENERGIA’s Women’s Economic Empowerment program, WPow er, the Global Alliance for Clean Cook Stoves, and the Shine Campaign, that bring together resources and pay attention to gender equality and social inclusion to catalyze distributed clean energy development at scale to meet the 2030 goal of universal energy access. Women, just as men do, have potential to be producers and suppliers of energy products as well as energy service providers and consumers.

In addition, greater gender diversity – particularly in leadership positions – has been shown to benefit businesses, including in energy, through improved profitability and innovation capacity (Ernst & Young 2016, World Bank ESMAP 2018). A number of networks are spreading ideas, mobilizing support, and providing encouragement, to build a cadre of women leaders in the energy sector². Gender integration in energy policy and regulation is advancing at regional and

¹The full Gender Status in SEforALL Implementation Frameworks in Tanzania Report is available at www.ngsen.org.

²For example, Clean Energy, Education and Empowerment Initiative (C3E), Women of Renewable Industries and Sustainable Energy (WRISE), Women in Solar Energy (WISE), Entrepreneurial Women in Renewable Energy (EWIRE), and the Global Women’s Network for the Energy Transition (GWNET).
national level in Africa. In Kenya and Senegal, a gender lens has been used to include gender activities in the SEforALL Investment Prospectuses. ECOWAS has adopted a Policy for Gender Mainstreaming in Energy Access and an accompanying regulation mandating gender impact assessments for energy projects is under considerations. Similar efforts are being taken up in East and Southern Africa (SEforALL 2017).

Currently, there are a few energy developers in Tanzania who take gender mainstreaming as an important element in implementing energy projects. For example, the Rural Energy Agency, with ESMAP support, has developed and implemented a Gender Action Plan supporting electrification of female-headed households, health centers, and capacity building to women technicians. Despite such efforts, however gender is not mainstreamed systematically in the energy sector. Most policies, programmes, and projects lack proper gender analysis, strategies, actions and budget to promote gender mainstreaming approaches.

In the context of Tanzania and SEforALL, a GAP is urgently required because there is still no energy sector guidance on how to address gender issues. This brings the need for this SEforALL-Gender Action Plan, where Tanzania will lead the way as the first SEforALL initiative to adopt a Gender Action Plan.

1.3 Linkage of SEforALL - GAP with National Development Plans and Strategies

This SEforALL – GAP aligns well with national macro and micro development strategies and plans. At macro-level, the GAP contributes to the achievement of the Tanzania National Development Vision 2025 and Five-Year Development Plan (2016/17 – 2020/21) with the theme “Nurturing Industrialization for Economic Transformation and Human Development”. This FYDP integrates the National Strategy for Growth and Reduction of Poverty (NSGRP/MKUKUTA II, 2010/2011-2014/2015) aiming towards achievement of the Development Vision 2025. The FYDP puts a major emphasis on three main pillars namely industrialization, human development, and implementation effectiveness. Expansion and modernization of infrastructure, including energy, is highly prioritized for accelerating growth and increasing incomes. The plan also includes several measures to unleash women’s potential to contribute to the envisaged social and economic transformation. These measures include a women’s and girls’ empowerment programme through agriculture, setting up a special credit scheme to enable women and youth investment, and the reduction of drudgery from searching for firewood (URT-MFP, 2016). Therefore, this GAP complements these government efforts, by instituting solutions to address barriers which could limit women and men in accessing the energy they need for their economic and social transformation.
At micro/sector level, this SEforALL-GAP is in line with the National Energy Policy (2015) and is also a strategic tool to implement this policy. From the gender point of view, the National Energy Policy (2015) aims at mainstreaming gender in the energy sector with a particular focus on increasing women’s representation in employment and training opportunities, and the facilitation of women to participate in the energy value chain through group formation. Therefore, implementing a gender perspective in the SEforALL initiative (also an energy sector Mid-Term Strategic Plan) will increase the efficiency of achieving the policy objectives.

Furthermore, the GAP draws lessons from other national and international experiences on how to successfully design and mainstream gender in energy projects. The Tanzania SEforALL GAP aligns with the draft Policy Brief on Global Progress of SDG7/Energy and Gender, of the UN High-Level Political Forum for Sustainable Development, which calls for a number of actions that are included in this GAP as shown in the text box 1 below.

**Text Box 1: Actions included in the Global Progress of SDG 7 on Energy and Gender**

- High-level political commitments from Governments to set clear targets and indicators for clean cooking, backed by investment from all stakeholders, and with the active participation of women in these processes
- For governments to raise their efforts to promote women-centric business models for expanding women’s access to finance and supporting governments to create a conducive enabling environment for women entrepreneurs
- For energy sector institutions including energy ministries to be supported in developing gender-responsive monitoring systems and data collection methods.
- To integrate gender and energy actions within all SDGs, linking gender and energy actions with developmental goals on poverty reduction, health, environment, and women’s empowerment; and
- To increase the number and level of women in energy sector institutions at all levels.

Source: https://sustainabledevelopment.un.org/content/documents/17489PB_12_Draft.pdf
2 METHODOLOGY

2.1 Building Common Understanding

This Gender Action Plan was prepared through an extensive consultative process involving key stakeholders from the Ministry of Energy, SEforALL implementing entities, nexus development ministries, CSOs and the private sector. Prior to commencement of this process, NGSEN and the SEforALL Secretariat from the Ministry of Energy discussed the modalities for undertaking the assignment. To ensure ownership, it was agreed to form a Technical Working Group which would be involved in preparation of the Gender Action Plan. The composition of the working group included staff from the Ministry of Energy, the President’s Office Regional Administration and Local Government (PO-RALG), TANESCO, the Rural Energy Agency (REA), the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) and NGSEN.

It was further agreed that NGSEN would facilitate and lead the preparation of the Gender Action Plan, with backstopping from an international gender and energy expert provided by ENERGIA, the International Network on Gender & Sustainable Energy. Once finalized, the GAP went through a stakeholders’ validation process, followed by endorsement and adoption by the Ministry of Energy as one of the tools to guide the implementation of the SEforALL initiative in the Country. In summary, Figure3 below presents the approaches used in the preparation of this GAP. Annex2 visualizes the process flow.

The Technical Working Group met in Bagamoyo from 12th to 14th February 2018 to prepare the Gender Action Plan Results Framework. The prepared Result Framework was presented and discussed at a Stakeholders’ Consultation Workshop held in Dar es Salaam on 16th February 2018 and further refined. Stakeholders in attendance included ministries, civil societies, private sector, development partners and other government institutions.

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3The NGSEN team comprised NGSEN staff, and a local consultant who undertook institutional assessment.
2.2 Gender Assessment

As illustrated in Figure 3 above, the gender diagnosis included assessment of issues in the SEforALL country context:

(i) Literature review of different policies, reports, and other relevant documents to diagnose gender issues in the energy sector;

(ii) SEforALL document review, to develop an overview on how gender is articulated in the implementation of SEforALL. Documents reviewed included the SEforALL AA and IP, the 2015 Energy Policy, SEforALL Implementation in Tanzania Programme (2017-2022), the Regionalization Strategy and the Monitoring, Evaluation and Reporting Plan;

(iii) An institutional assessment of current gender mainstreaming in implementing entities REA, TANESCO, PO-RALG and EWURA; and

(iv) Field work experience in the LGAs through the study conducted by NGSEN in Mkuranga District to assess the gender and energy situation and their integration in the District Development Plans.
2.3 Scope and Limitations of this Gender Action Plan

The scope of this GAP is based on the analysis conducted to respond to the initial needs of the SEforALL initiative to develop an institutional and gender mainstreaming framework, with a particular focus on women’s economic empowerment in the energy sector, in response to the current national development strategy. Within the short span of timeframe for preparing this assignment, it was not possible to consider every energy sub-sector in detail, nor the broad spectrum of the energy sector as a whole. This GAP is limited to SEforALL implementation within MoE and related interventions in Implementing Entities (REA and TANESCO). Thus, the scope does not cover institutionalization of this GAP in all Implementing Entities and other MoE directorates. Therefore, it is recommended in the long term to conduct additional work to ensure gender is mainstreamed in all energy sub-sectors. For this reason, a national gender survey of the energy sector is included as one of the GAP activities. More detailed gender assessments are needed for all energy sub-sectors and all IEs.

Recognizing the need to engage with Regional and Local Government authority (PO-RALG) in the energy sector, the scope of this GAP includes provision for capacity building training for gender and energy mainstreaming at local levels and assessment of the linkages that exist among gender, energy and other development sectors. While these represent a small-scale intervention relative to the national scope of needs, it is envisaged that the lessons from these interventions will articulate gender approaches in energy projects at the local levels to be mapped for later scaling up through PO-RALG guidance. PO-RALG will need to conduct a thorough gender assessment to identify energy and gender issues at the grassroots level and prepare actions to be implemented.

Some GAP activities are linked with outputs and activities in the SE4ALL Five-Year Implementation Programme, which is only partially funded at present. Prioritization of GAP activities will need to go hand-in-hand with actual implementation of the five-year programme.
3 GENDER ANALYSIS

3.1 Gender Context in Tanzania

As it is explained under subchapter 1.2 of this document, the Government of Tanzania is among the countries well-committed to gender equality and with favorable legal and regulatory frameworks for gender mainstreaming in all sectors. The country embraces all SDG goals and also the Africa guiding principles for preparing the SEforALL initiative, which requires governments to ensure gender equality and women’s and girls’ empowerment.

In the last decade, there has been major progress towards closing gender gaps in Tanzania. Progress is noted in the improvement in access to primary, secondary and tertiary level education and in the under-5 mortality rate (U-5 MR); the maternal mortality rate (MMR) has been on the decline; and the proportion of women in leadership, particularly in representation in the National Parliament, has increased. For example, gender parity was achieved in transition to secondary education with 257,465 male students and 257,127 female students joining secondary school education in 2012/13. The proportions of women in senior positions in different levels of decision-making (both public and private) also increased, from 33 percent during 2010/11, to 41 percent during 2014/15 (URT-MFP, 2016).

Furthermore, women have benefited from a decade of economic transformation in Tanzania through increased access to new employment opportunities in both formal and informal higher productivity sectors such as agriculture, Macro, Small and Medium Enterprises (MSME’s), hotels and food services (NBS 2015\(^4\), ILO 2014).

Despite this progress, Tanzania is ranked in 69th place (out of 144 countries) in the 2017 Global Gender Gap Equality Report by the World Economic Forum. Gender disparities have persisted in different social and economic aspects. For example, the female literacy level has continued to be lower than that of males; and the percentage of women who have not attended school is twice that of men (Table 2 below). In agriculture, yields are still lower on land worked primarily by women compared with those on land worked by men (URT-MFP, 2016).

The patriarchal system, customs and traditions that discriminate women continue to perpetuate gender inequalities (GIZ-Gender Analysis Report, 2015). Women spend more time on household chores as compared to men, which consume most of their productive time; and they participate more than men in informal employment, while less represented in the more remunerative formal sector, in both public and private sectors (Table 2 below). As a result of these gender disparities, women continue to be relatively poorer compared to men in Tanzania (URT-MFP, 2016).

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### Table 2: Some Gender Equality Indicators in Tanzania

<table>
<thead>
<tr>
<th>Item</th>
<th>Percentage of Men</th>
<th>Percentage of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private sector employment (profit and nonprofit)</td>
<td>43.6%</td>
<td>23.8%</td>
</tr>
<tr>
<td>Informal employment</td>
<td>10.6%</td>
<td>11%</td>
</tr>
<tr>
<td>Income (wage above TZS 1,500,000)</td>
<td>4.3%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Income (wage below TZS 100,000)</td>
<td>5.7%</td>
<td>8.0%</td>
</tr>
<tr>
<td>Holding bank accounts</td>
<td>21.1%</td>
<td>17.1%</td>
</tr>
<tr>
<td>Literacy level</td>
<td>81%</td>
<td>73%</td>
</tr>
<tr>
<td>Have not attended school</td>
<td>11.3%</td>
<td>22.3%</td>
</tr>
<tr>
<td>Attended university</td>
<td>1.9%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Land ownership</td>
<td>62%</td>
<td>38%</td>
</tr>
</tbody>
</table>


These gender disparities require attention in the implementation of SEforALL in Tanzania, both for equity and efficiency reasons, as may pose potential risks for achieving the SEforALL outcomes as well as gender equality goals. For example, a World Bank study in 2009 noted that the level of education is an important determinant factor in energy choice. The study found that even controlling for income, energy forms such as charcoal, firewood were more likely to be used by less-educated households, while electricity and LPG were more likely to be the choice for medium and high educated households.

Similarly, low incomes and lack of decision-making power among women inversely affect their ability to invest in energy-related businesses or transition to better energy carriers. The 2012 National Household Budget Survey reported that more poverty-stricken households cheaply purchase or collect poor quality fuels without any cash expense on their part. Provision of modern energy along with economic empowerment targeting women and poor households will facilitate affordability and adoption of sustainable energy solutions.

### 3.2 Gender in the Tanzania Energy Sector

According to the NBS and REA report (2016) on Energy Access Situation in Tanzania Mainland, the percentage of population with access\(^5\) to electricity has almost doubled since 2012, a considerable achievement by the Tanzanian government. The proportion of the population with access to electricity has risen from 36% in 2012 (MEM 2015), to 67.5% in 2016 (NBS 2016). There has been a significant increase in the percentage of households connected to electricity,\(^5\)

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\(^5\)The National Energy Policy (2015) defines access as the proportion or percentage of the population living within 600 meters from a transformer.
to 32% of households in 2016 (NBS and REA 2016), from 20.7% in 2012 (SEforALL Action Agenda 2015). The same report by NBS and REA (2016) shows that the proportions of household connected to electricity were only slightly higher among male-headed households (32.9%) than female-headed households (32.3%).

In contrast, the percentage of households using modern energy for cooking has remained below 1% (NBS 2016). Dependence on biomass energy for cooking (firewood and charcoal) was found to have increased rather than decreased, from 68.5% in 2012 to 71.3% in 2016 (Table 3). Even more concerning, it is projected that in the absence of any supply and demand interventions, demand for charcoal will double by 2030, from approximately 2.3 million tons of charcoal in 2012 (National Energy Policy, 2015). If nothing is done, the lack of modern energy for cooking is likely to disproportionately increase the burden to women and girls who are traditionally responsible for searching and using biomass energy for cooking.

Table 3: Percentage Distribution of Household Energy Use for Lighting and Cooking by Source in Urban and Rural Areas of Tanzania Mainland

<table>
<thead>
<tr>
<th></th>
<th>Percentage in 2012 (NBS 2012)</th>
<th>Percentage in 2016 (NBS and REA, 2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Rural</td>
</tr>
<tr>
<td><strong>Lighting Energy Sources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>21.3</td>
<td>5.7</td>
</tr>
<tr>
<td>Kerosene/Paraffin</td>
<td>58.2</td>
<td>66.3</td>
</tr>
<tr>
<td>Solar Energy</td>
<td>1.4</td>
<td>1.7</td>
</tr>
<tr>
<td>Torch/Rechargeable amps</td>
<td>14.5</td>
<td>19.5</td>
</tr>
<tr>
<td><strong>Cooking Energy Sources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity</td>
<td>1.7</td>
<td>0.3</td>
</tr>
<tr>
<td>Kerosene/Paraffin</td>
<td>2.4</td>
<td>1.0</td>
</tr>
<tr>
<td>LPG</td>
<td>0.9</td>
<td>0.1</td>
</tr>
<tr>
<td>Biogas</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Firewood</td>
<td>68.6</td>
<td>90.2</td>
</tr>
<tr>
<td>Charcoal</td>
<td>25.6</td>
<td>7.7</td>
</tr>
<tr>
<td>Crop Residues</td>
<td>0.2</td>
<td>0.3</td>
</tr>
<tr>
<td>Other</td>
<td>0.2</td>
<td>0.2</td>
</tr>
<tr>
<td>Not Applicable</td>
<td>0.4</td>
<td>0.1</td>
</tr>
</tbody>
</table>


The effects of overdependence on biomass energy profoundly constrain women more than men, through the time spent by women and girls (3-5 hours per week) and the drudgery of collecting (back and neck pains) and using fuel wood for cooking (NBS and REA 2016).

Reasons for women not using modern energy for cooking, particularly electricity, are associated to unaffordability, but also to less awareness and low exposure to benefits of modern energy.
services and technologies, and lack of decision-making power among women, especially in rural areas where poverty is more widespread (Kigodi and Poncian 2015, NBS 2012). Economic empowerment and awareness-raising targeting women and poor households may facilitate adoption of modern energy during the SEforALL implementation.

Some experience with gender integration in the energy sector in Tanzania exists, summarized in Table 4. Some rural electrification initiatives, such as off-grid solutions financed by the Rural Energy Agency (REA) and implemented by NGOs and small companies have taken a gender approaches a means to build-up the affordability and sustainability of the energy services, such projects focused more attention on end-use beneficiaries and productive uses of modern energy services by women and men. Several initiatives are summarized as potential good practices for scaling up through the SEforALL implementation.

**Table 4: Gender Mainstreaming Project Portfolio**

<table>
<thead>
<tr>
<th>Implementing organization</th>
<th>Period</th>
<th>Program Title</th>
<th>About the project (focus areas)</th>
</tr>
</thead>
</table>
| **Rural Energy Agency (REA)** | From 2010    | • Integrate gender in Lighting Rural Tanzania  
                                    • Mainstreaming gender into Tanzania Rural Energy Agency. | • Building a Gender Desk at REA  
                                    • Conducting gender awareness training  
                                    • Conducting a gender assessment  
                                    • Local Interventions to identify energy needs for women and men and implement interventions to address them.  
                                    • Capacity building to rural women in technical skills in solar and wind home systems and biogas and business planning and operations.  
                                    • The project led to prioritizing of electrification projects to **health centre and schools**. |
| **Rural Energy Agency (REA). with support of World Bank** | **2016 to date.** | **Rural Electrification Expansion Program (TREETP)** | • Project identifies that closing gaps between male and female headed households is part of the development agenda and plays a critical role in energy access operations.  
• As part of the program preparation, gender analysis was conducted using the 2012 National Household Budget Survey. The rates of access to electricity of both male- and female-headed households in Tanzania were established as the sex-disaggregated indicators of the program.  
• Analysis revealed that female-headed households are poorer than male-headed households with the percentage of female headed households rising from 25 percent overall to 33 percent for the bottom income quantiles.  
• Project includes indicators in the results framework to monitor outcomes from actions identified, these indicators targeted to measure: Households connected to the grid that are female headed, Households provided with electricity via SPPs or renewable energy under the program that are female-headed, number of female owned businesses connected under the program. |
| **NGSEN in partnership with Hivos and ENERGIA** | **From 2016 – five year programme** | • Strategic Partnership - Energy programme  
• Advocacy for Gender Inclusion in Tanzania Energy Sector | The projects use theory of change to:  
• Advocate for energy needs of women and men for their daily activities, livelihoods, education and health through green and inclusive energy systems that create economic opportunities and growth while mitigating climate change.  
• Advocate for gender mainstreaming in SEforALL in Tanzania.  
• Train district planners in LGAs (Kisarawe, Mkuranga and Kibaha) to mainstream gender and energy in the District Development Plans (DDPs). |
| **GIZ support through SENERGY programme with technical support of National Gender and Sustainable Energy Network (NGSEN)** | **2016-2017** | • Gender Analysis study (2016)  
• Unlocking Benefits of Electricity for Women (UBEW) project. | The project aimed to promote equal employment benefit to women and men for village electrification project in Bwisya village in Ukara. Piloted gender mainstreaming approach and monitoring systems for off-grid rural electrification private sector model. For a period of one year, number of women beneficiaries’ income and getting new jobs increased from 1 woman to 16. Although these women face more business disadvantages than men due to cultural beliefs, less mobility, few financial support services and low education, one such business has grown into a small enterprise with more than five employees and investment above 5,000,000 TZS (2,000 US$). |
<table>
<thead>
<tr>
<th>Implementing organization</th>
<th>Period</th>
<th>Program Title</th>
<th>About the project (focus areas)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institute of Research and Development (IDS) in close collaboration with ESRF-Tanzania</td>
<td>2018 - 2019</td>
<td>Research on gender mainstreaming methodologies in the UBEW project.</td>
<td>ENERGIA Gender and Energy Research Programme - Building the evidence base for improving energy interventions’ effectiveness by taking a gender approach”. The research is conducted by IDS and ESRF in 6 villages of Ukerewe District in collaboration with JUMEME Company, GIZ and NGSEN.</td>
</tr>
<tr>
<td>Solar Sisters – Supported by ENERGIA</td>
<td>2016 to date</td>
<td>Women’s Economic Empowerment program</td>
<td>Works closely with women energy entrepreneurs in hard-to-reach areas across in Tanzania, the &quot;last-mile&quot; distribution model, centered on women-led micro- and small-scale businesses, has led to a robust program where women entrepreneurs involved in selling and distributing clean energy products or adopting clean energy to boost the productivity of existing businesses.</td>
</tr>
<tr>
<td>ENERGIA for Norwegian Embassy</td>
<td>2011 - 2014</td>
<td>Rural Energy Fund Appraisal Mission with Technical Support from ENERGIA</td>
<td>Aimed to provide NORAD with high quality technical support for gender mainstreaming in Norwegian support for the energy sector, which includes both Clean Energy for Development and Oil for Development. Specific Interventions: • Conducted a study on poverty, gender and energy study to assess current situation and key issues (2012) • Conducted Appraisal for REA projects (NORAD Evaluation Report (2015)).</td>
</tr>
</tbody>
</table>

3.3 Gender in Tanzania SEforALL Implementation

The SEforALL Action Agenda (AA) and Investment Prospectus (IP) are the basis for implementation of the SEforALL initiatives in Tanzania. The AA sets the foundation for implementation of SEforALL initiatives by providing strategic priorities for actions. The Investment Prospectus presents the short-term priorities of the Tanzanian Government for the operationalization of the country’s SEforALL Action Agenda (AA), which are summarized in Figure 4 below.
These documents were developed following the guiding principles contained in the Guidelines for Developing National Sustainable Energy for All Action Agendas in Africa, agreed by African stakeholders, and include attention to gender equality and inclusiveness. However, the Ministry of Energy (MoE) noted low representation of women in many of the consultative processes. The gender review conducted by NGSEN with participation of MoE in 2017 of key SEforALL implementation documents including the National Energy policy of 2015, AA and IP, noted integration of some elements of gender but at varying levels. For example, while gender is regarded as a cross-cutting issue in the Tanzanian National Energy Policy (2015), gender was integrated only in the background but not in the sections related to strategies, resource allocation, and monitoring in the SEforALL Action Agenda. The Investment Prospectus was found to neither mention gender-related words nor to contain strategies to address specific gender energy needs. While attention to cooking energy needs is the most pressing energy need for women, and is envisaged as part of development of a Biomass Energy Strategy, the majority of the IP projects are devoted to electricity access.

However, review of the project document for the 5-year SEforALL Implementation in Tanzania Programme (SITAP) noted that gender is evolving more comprehensively. The programme prioritizes clean cooking and is found to consistently include gender mainstreaming approaches under each output. It was reviewed in draft by NGSEN, at the request of the SEForALL Programme Implementation Unit (PIU) and many suggestions were added. The programme has several strong statements to promote gender inclusiveness, women’s empowerment, and consideration of the development nexus of energy, especially in the sectors of health, energy (cooking) and water. Despite these inclusions however, further examination found no analysis
of sector-specific gender issues, no activities to implement the proposed gender approaches, and no targets or indicators. Furthermore, the results framework contains no specific budget items for implementation of the proposed gender approaches. Institutionalization of gender mainstreaming in the SEforALL initiative and processes for gender mainstreaming are not included. And there is no indication of how gender activities may be prioritized within the limited funding committed to date. This raises a concern as to how the proposed gender interventions will actually be implemented or whether a Business-as-Usual scenario may perpetuate gender disparities in the energy sector. The present SEforALL-GAP therefore is an essential tool and mechanism to ensure that gender mainstreaming is operationalized in the SITAP, to advance the equal participation, sharing of benefits, and learning for both women and men in the SEforALL initiative in Tanzania.

Other documents reviewed during this SEforALL-GAP preparation process included the draft Monitoring and Evaluation Framework, the Communication Strategy, and Regionalization and Resource Mobilization Strategies, which are also key tools for implementation of SEforALL. Similarly, gender was found to evolve in these documents, and since they are still in draft form there is room for strengthening. Key recommendations in the Gender Action Plan include the need in these documents for inclusion of sex-disaggregated monitoring indicators, tools for gender analysis, guidelines for assessment and mainstreaming, and establishment of gender and energy baseline information and data.

It is worth noting that Tanzania’s regionalization strategy provides a critical step towards localization of energy planning and a means for identifying and addressing the nexus of gender and energy through Local Government Authorities (LGAs). Since LGAs are responsible for preparation and implementation of District Development Plans, regionalization provides a unique opportunity to link gender, energy and other development sectors operationally.

3.4 Institutional Assessment of Existing Capacity on Gender
A cabinet circular in 2010 directed and issued terms of reference for each government ministry to appoint a gender focal point. In follow up, the responsible ministry, now the Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) was directed to establish and support gender focal points at national and local levels to mainstream gender and women empowerment. This led to establishment of a gender desk and appointment of the Gender Focal Point (GFP) at the Ministry of Energy and all other key Implementing Entities of the SEforALL initiative.

An institutional assessment of some of the key Implementing Entities for SEforALL noted varying levels of awareness and capacity in gender mainstreaming. The assessment covered the Ministry of Energy (MoE), the Rural Energy Agency (REA), the Energy and Water Utilities Regulatory Authority (EWURA), the Tanzania Electricity Supply Company (TANESCO), and the Regional Administration and Local Government (PO-RALG). The Tanzania Bureau of Standards
(TBS), another key institution, was not covered in this assessment because the need to include TBS as one of the Implementing Entities came to light after the preparation of this GAP had already commenced.

The assessment found varying levels of gender capacity and integration in these Implementing Entities. The first energy agency to prepare a GAP was REA in 2012, with assistance from the World Bank, with the main objective of building capacity and filling the knowledge gap on technical capacities, and improving gender representation. TANESCO and EWURA have prepared drafts of internal gender policies that focus mainly on Human Resources issues; TANESCO policy is awaiting management approval. The Ministry of Energy and PO-RALG both have gender desks and gender focal points at the ministerial level and gender issues are covered in local government through the community development office.

3.4.1 Ministry of Energy
The main instruments/tools for promoting gender mainstreaming are the National Energy Policy, Internal Human Resources Policy (mostly workplace perspectives) and other directives including the one on the establishment of the Gender Desk and Gender Focal Point. The Energy Policy has a dedicated subchapter (4.4) on Gender Mainstreaming focusing on improving gender balance by:

(i) Ensuring employment and training opportunities in the energy sector are based on gender equality and equity; and

(ii) Facilitating formation of women’s groups to participate in the provision of goods and services required in the energy sector.

A Gender Desk and a dedicated Gender Focal Point do exist in MoE; however, the Gender Focal Point is assigned to other duties and has no Terms of References related to gender mainstreaming. Although the Gender Focal Point has basic gender knowledge, she has no specific gender mainstreaming capacity in energy. Likewise, there are no specific gender targets and budget to finance gender mainstreaming activities.

3.4.2 The Rural Energy Agency (REA)
REA has a mandate to promote and facilitate improved access to modern energy services in rural areas of Mainland Tanzania by providing grants, subsidies and technical support/capacity building. REA has made a commitment to mainstreaming gender in their policies and in program implementation, and has made significant progress towards this objective. REA has a good example of gender mainstreaming in the electricity sector, with a Gender Focal Point who has extensive experience in mainstreaming gender in projects. The implementation of the REA gender action plan has increased awareness and knowledge on gender and energy within REA staff, and gender was integrated in a number of its documents such as the LRCT 2012 call for proposal, REA strategic plan for 2012/13-2016/17 and the REA annual report for 2010/2011. In
addition, REA is currently piloting a project on productive use of energy in 3 regions (Coast, Tanga and Morogoro) for the benefit of both women and men.

Among other activities, REA plans to revise its Strategic Plan for 2012/13-2016/17, to support the National Energy Policy to mainstream gender, to support productive uses of electricity and the electrification of public facilities, and to incorporate gender issues in procurement bids. The REA Monitoring and Evaluation Plan has an indicator of electrifying 30% of rural women owned businesses.

3.4.3 Tanzania Electric Supply Company Limited (TANESCO)

TANESCO is the sole Government Company which generates, transmits and distributes electricity. TANESCO owns most of the electricity infrastructures in Tanzania. Currently TANESCO has drafted Internal and External Gender Policies. The internal Gender Policy is aiming at promoting gender awareness and implementation at all levels within the company, while the External Gender Policy aims to ensure that TANESCO’s projects and daily operations create unbiased access to opportunities and that there is full involvement and participation of both women and men. These policies are yet to be adopted however, awareness on gender issues in the company is relatively low, so as the capacity to mainstream gender.

3.4.4 President’s Office-Regional Administration and Local Government (PO-RALG)

PO-RALG has the mandate for Regional Administration, Management of Local Government Authorities and Administration of Social, Economic and Productive Sectors within the local Authorities. The assessment revealed that there is low awareness within PO-RALG and corresponding LGAs on the importance and rationale for gender and energy inclusion in development plans. Also, there is inadequate capacity to mainstream energy in district development plans, budgets, performance monitoring and evaluation indicators and tools for assessing gender and energy needs. Apart from having a gender desk and gender focal point in PO-RALG, the person does not have clear terms of reference related to energy. The present interest is in increasing capacity in establishing gender and energy linkages with other development sectors. NGSEN has conducted a pilot training for district planners of Kisarawe, Kibaha and Mkuranga LGAs on integration of energy and gender issues in district development plans, and the positive experience from this training can be up-scaled to other LGAs.

3.4.5 The Energy and Water Utilities Regulatory Authority

EWURA is an autonomous multi-sectoral regulatory authority responsible for technical and economic regulation of the electricity, petroleum, natural gas and water sectors in Tanzania. EWURA has an internal gender policy since June, 2017 which guides gender mainstreaming within the institution. The Gender Desk and Gender Focal Point have been established with specific Terms of References, tools\(^6\) for promoting gender, and financial resources. However,

\(^6\)At the time of finalization of this GAP, these tools were not available for review.
specific programmatic gender analysis and actions on gender mainstreaming in regulation have not yet been developed.
4 GENDER ACTION PLAN

4.1 Goal and Objectives

The goal of the action plan is to ensure the SEforALL initiative in Tanzania provides equal opportunities to women and men in access and control over sustainable energy services as an essential right for development.

In order to achieve the goal, the following three objectives have been set:

1. Enhance institutional capacity to integrate gender issues in the implementation of the SEforALL initiative;
2. More effectively mainstream gender in SEforALL-related policies, strategies, plans, programmes, budgets and projects and
3. Promote women’s employment and economic empowerment in the SEforALL initiative.

4.2 Outcomes, issues and proposed activities.

4.2.1 Enhanced institutional capacity to integrate gender perspectives in the implementation of the SEforALL initiative

One of the critical prerequisite for effective mainstreaming of gender is adequate capacity in terms of human and financial resources. Enhanced institutional capacity is expected to bring about actions that improve the effectiveness of the relevant institutions in the implementation of the SEforALL initiatives. Therefore, this outcome is geared to strengthen and support the SEforALL Secretariat, Gender Desks in the Ministry of Energy and other implementing Entities, by building technical capacity to mainstream gender in the SEforALL initiative, and mobilizing the required resources. To achieve this outcome, issues identified as risks for the successful implementation of the SEforALL-GAP as identified in the gender analysis will be addressed. The issues are summarized below:

Summary of Issues/gaps

(i) Gender Desk in the Ministry of Energy has ToRs for gender mainstreaming, however it lacks specific responsibilities for mainstreaming gender in SEforALL thus, results in ineffective coordination with technical departments/units during policy/program formulation, budgeting process etc. This could also affect the coordination with other SEforALL Implementing Entities.
There is inadequate capacity on how to mainstream gender in energy policies, plans, strategies, programmes and projects.

Tools and guidelines are yet to be developed and adopted for gender mainstreaming in the energy sector.

There are limited resources (financial and human resources) for gender mainstreaming.

**Existing opportunities to address the identified issues**

(i) The ongoing implementation of the National Five-Year Development Plan 2016/17 - 2021/22 prioritizes industrialization as a theme for economic development, and emphasizes unleashing women’s potential to contribute to the envisaged social and economic transformation;

(ii) The legal and regulatory frameworks to support mainstreaming of gender in the SEforALL initiative are in place, as already identified in chapter 3.1 above;

(iii) Awareness and recognition on gender inclusion and women’s empowerment among different energy stakeholders are increasing. This was evident in the way gender has evolved in different key SEforALL implementation documents (Action Agenda, Investment Prospectus, the recent SEforALL implementation in Tanzania document (SITAP) and in the draft of implementation strategies i.e. Communication, Monitoring & Evaluation and Regionalization Strategies;

(iv) Gender Desks at Ministry of Energy and other SEforALL Implementing Entities have been established and activities launched by some entities, for example experience from REA on implementation of a Gender Action Plan in rural electrification projects.

**Activities**

4.2.1.1 *Strengthen and support the Ministry of Energy for effective mainstreaming of gender in SEforALL.*

Effective mainstreaming of gender requires building effective coordination mechanisms between the Secretariat/Programme Implementing Unit (PIU); Gender Desks at Ministry of Energy (MoE) and among SEforALL stakeholders (Government Entities, Civil Societies and Private Sector). Therefore, the PIU and the Gender Desk at MoE need to develop a working arrangement with all of these entities. In order to create such close working relationships, it is important to assign one senior member of the SEforALL Secretariat as a Gender Contact Person (GCP). The GCP will liaise with Gender Desks at MoE and IEs and other stakeholders in implementation of the SEforALL-GAP. The specific sub-activities are:
(i) Review Terms of Reference (TORs) for the Gender Desk at the Ministry of Energy to include clear roles and responsibilities for gender mainstreaming;

(ii) Assign one senior staff in the Secretariat (PIU) with clear roles and responsibilities as a Gender Contact Person to work closely with the Gender Desks at the Ministry of Energy in the SEforALL Implementing Entities and other stakeholders;

(iii) Establish a gender working group under the SEforALL secretariat (PIU) consisting of among others Gender Desks at the Ministry of Energy and from other Implementing Entities. This working group will be a meeting point to discuss and strategize gender issues to strengthen capacity; and

(iv) Foster linkages between SEforALL Secretariat and existing national and international gender and energy entities and networks.

**4.2.1.2 Build technical capacity to mainstream gender in SEforALL initiative.**

This activity targets support of the SEforALL secretariat (PIU) and Gender Desk at MoE to raise awareness among policy and decision makers in the energy sector and other nexus development sector and to organize tailored technical capacity building on gender mainstreaming to members of the SEforALL secretariat (PIU), the Gender Desks at MoE and Implementing Entities, and relevant stakeholders. The capacity will be created through trainings, conferences both national and international, and study tours. Development of tools and working guidelines for effective mainstreaming of gender in the SEforALL related policies, strategies, programs and budgets also will be undertaken.

These activities will partly be undertaken by a gender and energy consultant, in order to provide hands-on experience to conduct a Training Needs Assessment (TNA) which will identify existing level of awareness, knowledge gaps, and needs for capacity development; develop and conduct training programs; and work with the secretariat in developing tools and working guidelines.

**Specific activities are:**

(i) Prepare ToRs to hire consultant(s) for gender in energy;

(ii) Conduct awareness raising program for the SEforALL Steering Committee (SC), Management at MoE, Implementing Entities and other relevant stakeholders on the gender mainstreaming in Energy Sector;

(iii) Organize periodic training programs for Gender Desks and other relevant SEforALL stakeholders;
(iv) Support the Gender Desk and Gender Focal Point in the Program Implementing Unit to develop guidelines, working methods and procedures as well as generic template tools including ToRs for gender analysis and mainstreaming; and

(v) Mobilize financial resources for implementation of the SEforALL-GAP by preparing focused analysis and concept papers and exploring various strategic options, opportunities and interventions for mobilizing resources including influencing sector budgets and engagement with development partners.

4.2.2 More effectively mainstream gender in SEforALL related policies, strategies, plans, programmes, budgets and projects.

Gender mainstreaming is both a core development objective and a means to increase economic growth and development, which in turn produces other positive outcomes in areas like education and health. Therefore, the emphasis is on ensuring the benefits of SEforALL initiative in Tanzania accrue equally to both women and men. This outcome focuses on activities targeted at addressing issues identified as potential risks for effective mainstreaming of gender in the SEforALL initiative. Those issues are summarized below:

Summary of issues/gaps
(i) Lack of sex-disaggregated information/data for gender informed policy formulation, program and project planning; monitoring and evaluation in energy sector.

(ii) Inadequate gender analysis at national level in relation to energy or any other sector which could serve as a baseline for Gender Action Plan.

(iii) Irregular consultations with Gender Desks during policy/program formulation in the energy sector.

(iv) The SEforALL guidelines to ensure gender equality and women empowerment are yet to be adopted by the national level energy stakeholders.

(v) Inadequate integration of gender and energy nexus issues in development sectors by LGAs and.

(vi) Inadequate prioritization of energy options that address women energy needs e.g. clean cooking fuels and technologies in LGAs.

Existing opportunities to address the identified issues
(i) Existence of the initiative to develop a Tanzania Renewable Energy Information Management System (TREIMS) by the Ministry of Energy. This database is expected
to bring together information relevant to all renewable energy subsector development in the country. Through this initiative, it will be possible to collect sex-disaggregated information by collaborating with National Bureau of Statistics (NBS) and other research institutions such as COSTECH;

(ii) The ongoing efforts to prepare different strategies (Energy Efficiency and Biomass) as tools for implementing the SEforALL initiatives. Through these efforts, it is possible to include the requirement for gender analysis and gender-responsive indicators in the strategies.

(iii) Established energy unit at PO-RALG. Through this unit, it is possible to facilitate linkages between energy and other nexus development sectors while strengthening the capacity for gender and energy mainstreaming in LGAs planning.

(iv) Preparation of the SEforALL programme implementation Annual Work Plans under SITAP, which may provide more specific activities, targets and indicators for gender mainstreaming.

Activities

4.2.2.1 Conduct National Gender and Energy Survey
This activity focuses on developing gender-aware data and information in the SEforALL as a baseline and to enable gender-informed decision making for policy actions and impact evaluation. Two types of gender data will be sought:
1) Sex-disaggregated data for existing energy indicators and activities; and
2) Energy data specific to women’s biology (for example, maternal mortality in electrified vs non-electrified clinics) or to social roles where women predominate (for example, energy in cooking and other unpaid household labour, small-scale food enterprises). The activity will coordinate with ongoing efforts of the Global Multi-Tier Framework (MTF) Energy Access Tracking, by ESMAP/World Bank, under the SEforALL initiative.

The activity also aims to provide gender data for the Tanzania Renewable Energy Management Information System (TREIMS) under the Ministry of Energy, as well as to provide inputs for more specific monitoring indicators of SEforALL initiative. The National Bureau of Statistics (NBS) will be the key implementer to undertake the survey. The results of the survey will be widely disseminated in order to increase knowledge/awareness of gender issues among energy stakeholders and inform the preparation of specific policy actions/measures for gender mainstreaming in energy programs. The Secretariat will also have to review the TREIMS database to include the sex-disaggregated data based on the findings of the survey.

(i) Develop TORs and consult NBS and collaborate in undertaking the National Gender and Energy survey to establish sex-disaggregated gender and energy baseline data.
(ii) Update the TREIMS database to include sex-disaggregated data from the Gender and
Energy survey report.

(iii) Review the SEforALL Monitoring & Evaluation framework for gender responsive
indicators.

4.2.2.2 Ensure gender mainstreaming is a requirement for all SEforALL
strategies, plans, programs and projects

Given the multi-stakeholder nature of the SEforALL initiative, it is critically important to ensure
that gender mainstreaming is not limited to the coordination bodies only, but is also adopted
by all stakeholders in the energy sector. The responsibility and accountability of all actors in
supporting equality objectives through their strategies, plans and programmes is needed in
order to ensure gender considerations are applied consistently at all levels and spheres of
implementation of all initiatives. To achieve this, this activity plans to ensure the guidelines and
tools developed under objective one are communicated and used by other stakeholders
(project developers, developing partners and other key implementing entities). This will involve
conducting stakeholder’s workshops to clarify the guidelines and gender tools which will be
used by the SEforALL in promoting gender equality. The Gender Desk at MoE and GCP in the
SEforALL Program Implementing Unit (PIU) will also be responsible to assess whether gender is
adequately considered by other stakeholders. A sample checklist for such an assessment was
adapted from ENERGIA and UNIDO Gender Mainstreaming Manual. The envisaged specific
activities are:

(i) Prepare and endorse guidelines for gender mainstreaming to all SEforALL actors.
These guidelines will include a requirement for gender assessment with sex-
disaggregated and gender-aware data collection, development of gender actions and
gender indicators in Monitoring & Evaluation and in all ToRs for proposal
development and Requests for Proposals (RFPs) under SEforALL initiative.

(ii) Conduct SEforALL annual stakeholders’ workshop to raise awareness on the need for
gender mainstreaming and existence of guiding principles and tools.

(iii) Integrate specific gender activities, indicators, targets and budgets in SEforALL
implementation Annual Work Plan.

(iv) Ensure the revised SEforALL Action Agenda and Investment Prospectus incorporate
gender-responsive actions, and prioritize clean cooking as a critical energy need for
women.
4.2.2.3 Promote gender and energy integration in district-level planning in SEforALL selected districts.

District-level planning in Tanzania offers the opportunity to consider development-energy nexus issues more effectively, including gender considerations as well as more adequate reflection of the pressing energy needs for both men and women. The experience of NGSEN in the Strategic Partnership Energy Programme in training district planners in 3 districts (Mkuranga, Kisarawe and Kibaha) in Coast Region, in which PO-RALG participated, piloted this approach and proved its feasibility. This experience can be used as well in other LGAs to support energy and gender integration in District Development Plans (DDPs).

Through this activity, the SEforALL Secretariat will collaborate with PO-RALG and MoHCDGEC to pilot integration of gender and energy in SEforALL-selected District DDPs. This will involve assigning staff as gender and energy contact personnel who will coordinate the SEforALL initiative in targeted LGAs. For effective mainstreaming of gender and energy in the District Development Plans, capacity enhancement programmes on establishment of gender and energy nexus issues and integration in the development plans will be undertaken. Overseen activities include:

(i) Establish gender and energy desk in selected districts;

(ii) Train and support the trained district planners in the selected districts to establish and integrate gender and energy nexus/linkages in the District Development Plans;

(iii) Support the trained planners in the selected districts to learn from successful clean cooking energy initiatives, then prioritize and design scaling up activities in the District Development Plan; and

(iv) Establish a reporting mechanism in PO-RALG/LGAs to provide feedback and document lessons and best practices to the SEforALL secretariat.

4.2.3 Women’s employment and economic empowerment promoted in the SEforALL initiative

Often, women have difficulties in participating in development activities in the energy sector due to their level of education and lack of direct representation in decision-making. Efforts to increase representation as both direct participants and beneficiaries can help women gain status within the SEforALL initiative and more broadly in the energy sector. During the gender assessment, it was revealed that Tanzania’s energy sector includes both public and private stakeholders who have piloted several small/piecemeal programmes/projects that support women’s employment and economic empowerment, but are yet to be consistently be monitored and evaluated for potentiality of replication and scale up.
Therefore, this outcome focuses on identifying projects which have demonstrated some innovative approaches as best practices for women’s empowerment, that could be scaled up through the SEforALL Initiative, starting with the projects outlined in Table 4. In addition, the outcome also targets awareness creation in technical, higher learning and vocational education institutions, to promote career development opportunities for women and girls to enter the energy sector.

Summary of issues/gaps

(i) Inadequate assessment and documentation for up-scaling of projects/programs that are addressing issues of gender equality and women empowerment; and

(ii) Under-representation of women in the energy sector planning, decision-making, implementation, Monitoring and Evaluation.

Existing opportunities to address the identified issues

(i) Piloted projects and programs which promote gender equality and women empowerment to increase access and benefit from modern energy;

(ii) Interest and commitments from stakeholders to directly contribute to the SEforALL GAP implementation; and

(iii) Increased numbers of female graduates in STEM who can be supported to develop careers in energy sector.

Activities

4.2.3.1 Scale up best practices and support women’s empowerment through the SEforALL Initiative

This activity involves mapping, assessment and scale-up of best practices for innovative women’s economic empowerment approaches in the energy sector through the SEforALL initiative in Tanzania. The assessment will document best practices that demonstrate the linkage between energy and gender nexus opportunities, and innovative approaches for women entrepreneurs both to engage at higher levels in energy value chains, and to use energy more productively to raise incomes in their businesses and income-earning activities.

Furthermore, this activity will engage COSTECH, VETA and other higher learning institutions in the preparation of a gender-responsive program for career development in the energy sector for energy auditors, experts and entrepreneurs. Awareness-raising will be conducted in
technical institutions, higher learning institutions and Implementing Entities within SEforALL (TANESCO, REA and EWURA) through the Ministry of Science and Technology in collaboration with SEforALL secretariat and Gender Desk, in order to sensitize female students or staff to venture into science/engineering subjects and enable them to pursue Renewable Energy and Energy Efficiency Courses. Female students who participate in the programme will be offered internships to work on those areas of specialization in the energy sector to obtain first-hand experience in the sector. This will motivate other female students to register in the programme.

The specific activities are:

(i) Map, assess and prepare catalogue of nexus models that can be best practices for scaling up innovative approaches for gender mainstreaming in the energy sector.

(ii) Develop the identified best practices for scaling up in selected districts and

(iii) Advocate for a rural energy fund to set special incentives for rural energy developers, to create more opportunities for women’s as entrepreneur, contractors, auditors, managers and planners in project planning, implementation and evaluation.

Create a career development program for women already in the energy sector and internship program for female students pursuing energy-related subjects within the Ministry of Energy and other implementing entities.
### 4.3 Work Plan and Budget

Table 5 presents the proposed work plan for the GAP and summary of the budget per the main activities. The detailed budget of this programme is attached as annex.

**Table 5: Work Plan.**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Actions</th>
<th>Timeframe</th>
<th>Budget(USD)</th>
<th>Responsible Partners</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Enhance institutional capacity to integrate gender issues in the implementation of the SEforALL initiative.</td>
<td>i. Strengthen and support the Ministry of Energy for effective mainstreaming of gender in SEforALL.</td>
<td>2019 - 2022</td>
<td>106770</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ii. Build technical capacity to mainstream gender in SEforALL initiative.</td>
<td>2019 - 2019</td>
<td>85700</td>
</tr>
<tr>
<td>2</td>
<td>More effectively mainstream gender in energy sector policies, strategies, plans, programmes, budgets and projects.</td>
<td>i. Conduct National Gender and Energy Survey</td>
<td>2018 - 2019</td>
<td>80000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ii. Ensure Gender Mainstreaming is a Requirement for all SEforALL Strategies, Programs and Projects</td>
<td>2018 - 2022</td>
<td>7200</td>
</tr>
<tr>
<td></td>
<td></td>
<td>iii. Promote gender and energy integration in district level planning in the LGAs.</td>
<td>2018 - 2022</td>
<td>92100</td>
</tr>
<tr>
<td>3</td>
<td>Scale up best practices for women and men empowerment through the SE4ALL Initiative.</td>
<td>Support the development of the identified best practices for scaling up in selected districts.</td>
<td>2019 - 2022</td>
<td>56000</td>
</tr>
</tbody>
</table>

**TOTAL amount estimated:** 510270
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Tanzania’s SE4ALL Action Agenda


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UNDP, (2017); Draft SE4ALL Implementation in Tanzania.


Annex 1: Process flow for preparation of the GAP

**Diagnosis Phase**
- Gender situation in the country
- Gender Action Plan (GAP) for SEforALL
- Field work
- Stakeholders and capacity Assessment
- Best Practices at international and national levels

**SEforALL-Gender Action Plan (GAP)**
- GENDER GOALS
- SPECIFIC GENDER OBJECTIVES
- OUTCOMES
- SPECIFIC GENDER INDICATORS
- STRATEGIC GENDER ACTION AREAS

**Proposal for implementation of the GAP**
- Activities (Prioritized)
- Budget
- Ideas on where budget would come from
Annex 2: Results Matrix

Gender Goal
Ensure SEforALL initiative in Tanzania provides equal opportunities to women and men in access and control over sustainable energy services as an essential right to development.

**Objective 1:** Enhance institutional capacity to integrate gender perspectives in the implementation of the SEforALL initiative

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Strengthen and support the Ministry of Energy for effective mainstreaming of Gender in SEforALL.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1.1 Prepare/review Terms of References (TORs) for Gender Desk at Ministry of Energy to include clear roles and responsibilities for Gender mainstreaming.</td>
<td>Gender Desk at MoE availed with TORs on Gender mainstreaming. Revised ToR incorporated SEforALL gender Roles.</td>
<td>Institutional mechanisms for effective mainstreaming and coordination of gender in SEforALL enhanced.</td>
<td>ToRs for the Gender Desk at MoE with roles and responsibilities incorporated SEforALL gender roles mainstreaming.</td>
</tr>
<tr>
<td>1.1.2 Assign one senior staff in the secretariat (PIU) with clear roles and responsibilities as gender contact person (GCP) who will work closely with the Gender Desk at the Ministry of Energy and other SEforALL Implementing Entities.</td>
<td>1 staff from the PIU assigned as GCP with clear roles and responsibilities.</td>
<td></td>
<td>Appointment letter for GCP in PIU.</td>
</tr>
<tr>
<td>1.1.3 Establish SEforALL gender working group under SEforALL secretariat (PIU) consisting of among others Gender Desks from MoE and from other Implementing Entities.</td>
<td>Operational SEforALL gender working group established.</td>
<td></td>
<td>Appointment letter for the appointed members of the working group, meetings minutes and report.</td>
</tr>
</tbody>
</table>
### 1.1.4 Foster linkages between SEforALL Secretariat and existing national and international gender and energy entities and networks.

<table>
<thead>
<tr>
<th>Established working relationship (MoUs) and collaboration agreements</th>
<th>Number of signed MoUs and operational relationships established.</th>
</tr>
</thead>
</table>

### 1.2 Build capacity to mainstream gender in SEforALL initiative.

#### 1.2.1 Hire gender and energy consultants to provide hands-on experience to conduct Training Needs Assessment (TNA) which will identify existing level of awareness, knowledge gaps, and needs for capacity development on gender; developing and conduct training programs while also working with the secretariat in developing tools and working guidelines.

<table>
<thead>
<tr>
<th>Training Needs Assessment Report. Training Program Report, Working tools and guideline developed</th>
<th>Number of SEforALL related documents (reports, plans, and budgets) adequately responsive to gender. Number of training programs conducted. Number of Working tools and guideline developed.</th>
</tr>
</thead>
</table>

#### 1.2.2 Conduct awareness raising program for the SEforALL Steering Committee (SC), Management at MoE, Gender Desk Implementing Entities and other relevant stakeholders on importance of gender mainstreaming in SEforALL.

<table>
<thead>
<tr>
<th>Awareness on gender mainstreaming raised among SEforALL decision makers.</th>
<th>Gender responsive decisions, actions and budget allocations in the implementation of SEforALL initiative. Number of staff in MoE and Implementing Entities trained. Number of gender mainstreaming tools in place and being applied.</th>
</tr>
</thead>
</table>

#### 1.2.3 Organize periodic training programs for Gender Committee and other relevant SEforALL stakeholders.

<table>
<thead>
<tr>
<th>Gender Desk and GFPs in MoE and IE, SEforALL-PIU capacitated in gender mainstreaming.</th>
<th>Number of gender mainstreaming tools in place and being applied.</th>
</tr>
</thead>
</table>

#### 1.2.4 Support the Gender Committee at MoE to develop guidelines, working methods and procedures as well as generic template tools including ToRs for gender analysis and mainstreaming.

<table>
<thead>
<tr>
<th>Guidelines, working methods tools, TORs, working methods developed.</th>
<th>Number of gender mainstreaming tools in place and being applied.</th>
</tr>
</thead>
</table>

#### 1.2.5 Mobilize financial resources to implement the SEforALL-GAP by exploring various strategic options, opportunities and interventions for

<table>
<thead>
<tr>
<th>Adequate financial resources available for implementation of GAP.</th>
<th>Financial disbursements for GAP implementation.</th>
</tr>
</thead>
</table>
mobilizing resources including influencing sector budgets by engagement with Development Partners.

<table>
<thead>
<tr>
<th>Objective 2: More Effectively mainstream gender in SEforALL related policies, strategies, plans, programmes, budgets and projects.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activities</strong></td>
</tr>
<tr>
<td><strong>2.1 Conduct a National Gender and Energy Survey.</strong></td>
</tr>
<tr>
<td>2.1.1 Develop TORs, and collaborate with National Bureau of Statistics in undertaking the National Gender and Energy Survey to establish sex-disaggregated gender and energy baseline data.</td>
</tr>
<tr>
<td>2.1.2 Update the TREIMS and Develop web based database to include sex-disaggregated data from the Gender and Energy survey report.</td>
</tr>
<tr>
<td>2.1.3 Review the SEforALL Monitoring &amp; Evaluation framework for gender responsive indicators.</td>
</tr>
</tbody>
</table>

<p>| <strong>2.2 Ensure gender mainstreaming is a necessary requirement for all SEforALL strategies, programs and projects.</strong> | | | |
| <strong>2.2.1 Prepare and endorse guidelines for gender mainstreaming to all SEforALL actors.</strong> | Guidelines for gender mainstreaming are prepared and endorsed to all SEforALL actors. | Men and women energy needs are more addressed in the implementation of | Number of actors using the guidelines to mainstreaming gender in their programmes and projects. |</p>
<table>
<thead>
<tr>
<th>2.2.2 Conduct annual SEforALL stakeholders’ workshop to raise awareness on the need for gender mainstreaming and existence of guiding principles and tools.</th>
<th>Annual stakeholders’ workshop conducted to share lessons and impacts.</th>
<th>SEforALL initiatives.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.2.3 Ensure SITAP Annual Work Plan includes specific gender activities, indicators, targets and budgets.</td>
<td>Specific gender activities, indicators, targets and budgets incorporated in SITAP annual work plan.</td>
<td>Number of specific gender activities implemented in the Annual Work Plan.</td>
</tr>
<tr>
<td>2.2.4 Ensure the revised SEforALL Action Agenda and Investment Prospectus incorporate gender responsiveness actions and to prioritize modern energy for cooking as a critical energy need for women.</td>
<td>The revised IP and AA included gender responsiveness actions and budget.</td>
<td>Level of gender integration in the revised AA and IP as compared to the existing ones (AA and IP of 2016).</td>
</tr>
</tbody>
</table>

### 2.3 Promote gender and energy integration in district level planning in SEforALL for selected districts.

<table>
<thead>
<tr>
<th>2.3.1 Establish gender and energy desks in selected districts.</th>
<th>Gender and Energy Desks established in selected districts.</th>
<th>ToRs for gender and energy desks in at least 3 LGAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3.2 Train and support the trained district planners and District Executive Director in the selected districts to establish and integrate gender and energy nexus/linkages in the District Development Plans.</td>
<td>At least 4 District planners and District Executive Director trained for energy and gender integration in each selected district.</td>
<td>At least 3 District Development Plans with allocated budgets for gender and energy nexus interventions.</td>
</tr>
<tr>
<td>2.3.3 Support the trained planners in the selected districts to learn from the successful modern energy for cooking initiatives, prioritize and design scaling up activities in the District Development Plan.</td>
<td>Selected SEforALL district prioritize and implement modern energy for cooking solutions</td>
<td>Percentage increase of households with sustainable energy solutions including using modern energy for cooking in at least 3 LGAs.</td>
</tr>
<tr>
<td>2.3.4 Establish a reporting mechanism in PO-RALG/LGAs to provide feedback and documented lessons and best practices to the SEforALL secretariat and gender desk.</td>
<td>Reporting mechanism for feedback and documentation established in PO-RALG and LGAs.</td>
<td></td>
</tr>
</tbody>
</table>

**47**
### Objective 3: Scale up best practices and support women empowerment through the SEforALL Initiative

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Scale up best practices and support women and men empowerment through the SEforALL Initiative.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3.1.1</strong> Map, assess and prepare catalogue of nexus models with best practices for scaling up innovative approaches for gender mainstreaming in the energy Sector.</td>
<td>Catalogue with nexus models for gender mainstreaming in the Energy Sector developed.</td>
<td>Women empowered to engage in the energy sector as decision makers, managers, auditors, contractors, experts and entrepreneurs.</td>
<td>Catalogue with innovative approaches for scaling up of best practices is in place.</td>
</tr>
<tr>
<td><strong>3.1.2</strong> Develop the identified best practices for scaling up in selected districts.</td>
<td>Best innovative practices scaled up in selected districts.</td>
<td></td>
<td>Number of scaled up best practices in at least 3 districts reported.</td>
</tr>
<tr>
<td><strong>3.1.3</strong> Advocate for rural energy fund to set special incentives for rural energy developers to create more opportunities for women as entrepreneurs, contractors, auditors, managers and planners in project planning, implementation &amp; monitoring and evaluation.</td>
<td>Rural energy fund created incentive mechanism for women empowerment opportunities.</td>
<td></td>
<td>Percentage increase of number of women engaging in energy value chain as entrepreneurs, contractors, auditors, managers and planners.</td>
</tr>
<tr>
<td><strong>3.1.4</strong> Create career development program for women already in the energy sector and internship program for female students pursuing energy-related subjects within the Ministry of Energy and other implementing entities.</td>
<td>Internships and career development program targeting female students and women workers developed.</td>
<td></td>
<td>% increase of women professionals in the energy sector.</td>
</tr>
<tr>
<td><strong>3.1.5</strong> Promote girls studying in Secondary school to pursue science subjects in order to become entrepreneurs, contractors, auditors, managers and planners in energy sector.</td>
<td>Trainings conducted and number of girls engaged in the energy sector</td>
<td>Number of girls pursue Science subject in secondary school.</td>
<td></td>
</tr>
</tbody>
</table>