



RURAL ELECTRIFICATION AGENCY

ENERGY = EMPOWERMENT = EFFICIENCY

Building Gender Equity into National Rural Electrification Programs

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Presentation Agenda



REA Overview

REA Gender
Inclusion Initiatives

Gender Workshop

Ongoing
Conversations

REA Overview

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REA Overview



our mission

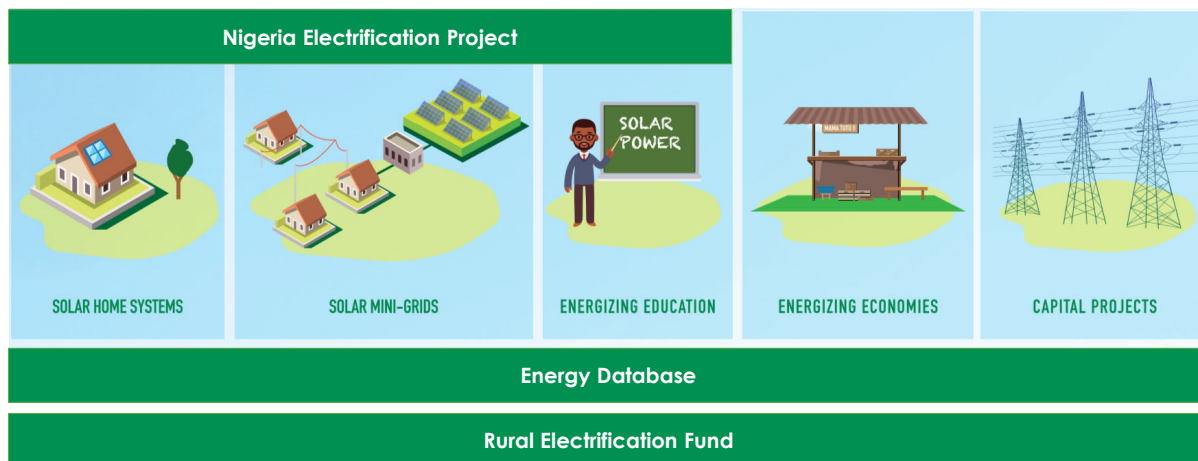
To provide access to reliable power supply for rural dwellers irrespective of their location



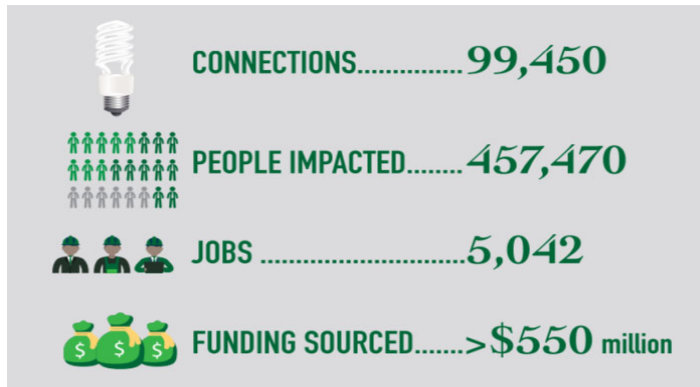
our mandate

Promote Rural Electrification in the Country
Co-ordinate Electrification Programs for unserved and underserved communities in the country

Overview of the Rural Electrification Agency Current Programmes



REA Achievements So Far...



The Rural Electrification Agency (REA) is committed to driving gender inclusion in the Nigerian energy sector. Gender inclusion is a core objective of the Agency.



Increased the number of women in senior management at the REA from 1 to 6 over the last 20 months



Under NEP, tender companies must have 30% female employment for eligibility



25 female project managers working across different REA initiatives



20 female engineering students will have internships at each of the universities — more than 700 in total



Quarterly gender focused workshops

Gender inclusion is a core objective of the REA to promote and drive female participation in electrification initiatives. Starting with the team—their has been an increased number of women in the senior management of REA

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REA Gender Inclusion Initiatives

Our strategy is triggered by our MDs passion for gender inclusion and a few national gender policies such as

- The National Gender Policy- which focuses on female empowerment and a commitment to gender mainstreaming
- The Energy Policy- states that Nigeria will “disaggregate energy use, supply, and impacts by gender in energy project design and implementation.”

Women across all beneficiary groups will receive increased opportunities through a range of integrated activities including collecting of sex-disaggregated data, gender-targeted marketing, community outreach, and training programs that will be delivered at various levels to encourage and facilitate women to participate in the project⁶

Gender Inclusion Strategy



Mini Grids

Operators have an incentive to enhance women's participation in order to increase sustainability.



SHS

Solar providers will be offered grants to address gender gaps in job opportunities for both men and women in the areas of marketing, sales and after sales services for solar technologies.

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MG- Women are energy consumers, producers and entrepreneurs within the home and this role is largely under-recognized. Therefore, it's important women are included in the operations of mini-grids. MG operators will have an incentive to enhance women's participation. There will also be social services included such as lighting at markets or transport stops to increase safety.

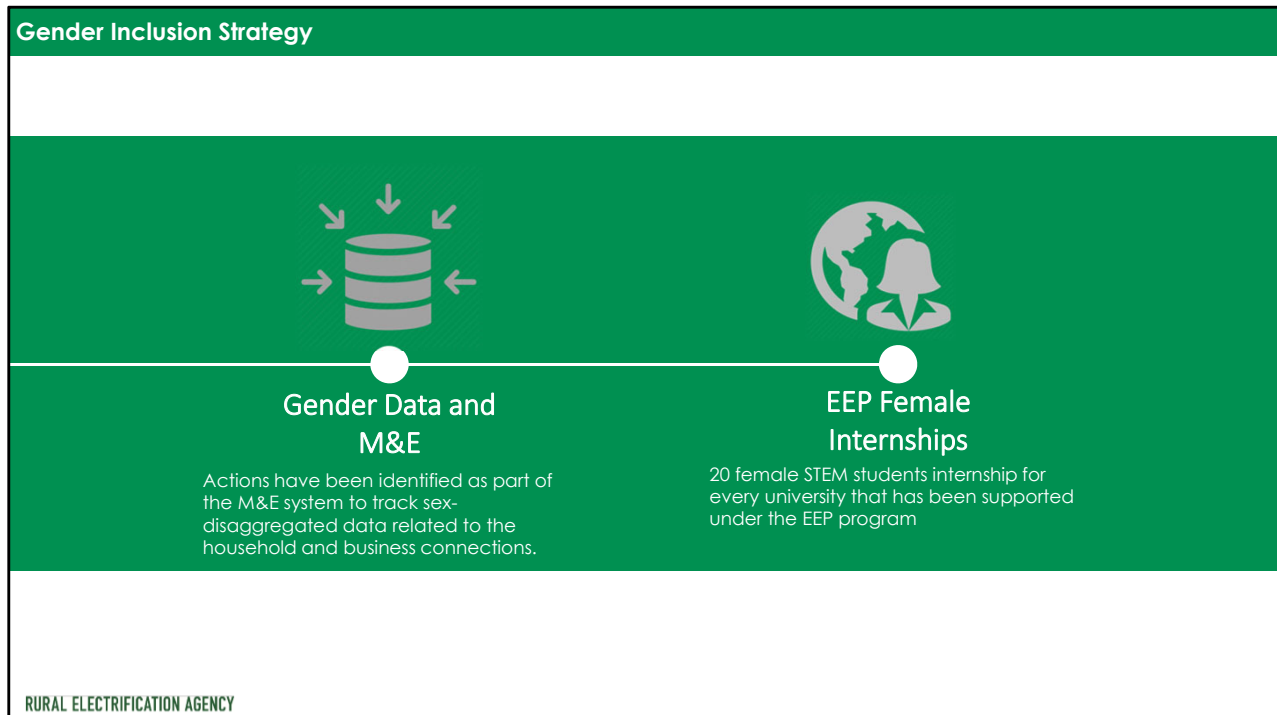
SHS- Women need to be seen and engaged as valuable partners along the entire value chain—in the design, marketing, sales, and after-sale services. Evidence from. Under the technical assistance activities for the component, solar providers that do not currently integrate gender considerations across their operations, will be offered the opportunity to access earmarked grants to address gender gaps in job opportunities to both men and women in the areas of marketing, sales and after sales services for solar technologies.

The technical assistance will also include analysis of consumer finance issues and the overall supply chain to ensure equitable benefit sharing around decision making, skills and attainment of solar systems at the community level through solar provider's

business approaches.

Kenya shows that when women entrepreneurs are engaged in the energy value chain, they outsell men by almost 3:1⁴³. Consultations held with off-grid companies⁴⁴ in Nigeria by the project team revealed a low representation of women as technical staff and managers in the sector, with roughly 16 percent of all staff being female

This fund will provide grants of up to twenty percent of the costs of the system to the grantees, for each eligible system installed and verified by the private sector. This support will allow the firms to finance the required investment in people, training, advertising, processes, and logistics. It will also enable integration of women into the workforce as well as collect sex-disaggregated management information that is relevant to fulfil the government's commitments on gender.

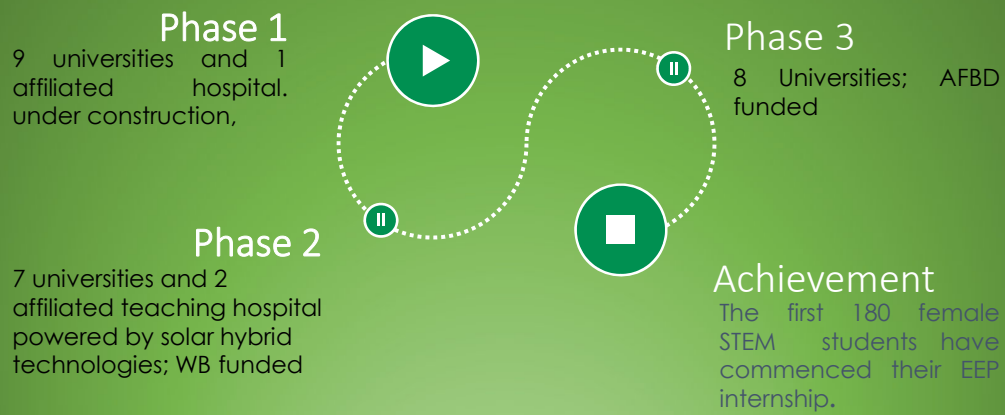


Gender M&E Given the limited sex-disaggregated data available in the sector, actions have been identified as part of the M&E system to track sex-disaggregated data related to the household and business connections.

EEP- Under the EEP, the MD/CEO developed the initiative of the EEP Science, Technology, Engineering and Mathematics (STEM) female student Internship programme, where 20 female students from each of the EEP beneficiary universities will get hands-on practical experience in designing and constructing power systems. The goal of the initiative is not only to help these female students academically, but to expose and encourage more women to pursue an interest in STEM-related careers.

Data that are collected and presented separately on men and women.

EEP Female internships- Milestones and Achievements



The project is being developed in phases

Energizing Education Programme (EEP) - Female STEM Students Internship Programme

ABUBAKAR TAFEWA BALEWA UNIVERSITY BAUCHI (ATBU)– EEP FEMALE STEM INTERNS



Training on casting foundations



Training on equipment foundations

Energizing Education Programme (EEP) - Female STEM Students Internship Programme

NNAMDI AZIKIWE UNIVERSITY AWKA (NAU) – EEP FEMALE STEM INTERNS



Interactive class session on PV panel mounting structures



Training on assessing the PV panel mounting structures

Energizing Education Programme (EEP) - Female STEM Students Internship Programme

USMAN DANFODIYO UNIVERSITY SOKOTO (UDUS)– EEP FEMALE STEM INTERNS



Training on components of solar panel




Interactive class session on project development stages for a solar hybrid plant

Quarterly Gender Workshop


REA in collaboration with the USAID - Nigeria Power Sector Program (NPSP), organized the first power sector gender workshop themed *"Amplifying Gender in the Energy Sector"* on February 9th, 2019.

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03



Participants at the gender workshop



Brainstorming session at the gender workshop

Workshop Highlights

✓

Network

Create an environment where women in the sector can meet each other.

✓

Challenges

Understand the gender challenges, barriers, and capacity development needs.

✓

Encourage

Encourage increased participation by women in the power sector

The aim of the workshop was to discuss barriers and challenges faced by women developers, investors, and leaders in the energy sector; their capacity development needs and the role of gender in the Nigerian energy sector.

- **The conducted surveys revealed the following gender barriers**
 - Skills and knowledge gaps
 - Lack of gender balance in recruitment
 - Cultural stereotypes
 - Lack of communication skills
 - Lack of confidence in women
- **The following solutions were identified by the attendees for mitigating these barriers**
 - Certified technical training
 - Leadership and skills training
 - Enabling environment for women • Gender policies
 - HR gender training

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REA Ongoing Conversations

04



1

Productivity Gaps

Enhancing women's engagement and addressing productivity gaps between women and men in mini-grid sites.



3

Gender Based Training

Building the capacity of Mini grid developers and contractors through a GBV clinics



2

Income Generation

Specific focus on exploring how energy services can enhance and create income generating opportunities for women



4

Productive Uses

Enhancing the productive uses of energy through application of electricity for activities such as cooking, milling, grinding, carpentry, food processing, phone charging

1 Assessing the drivers of productivity gaps and relevant possible interventions to enhance women's livelihoods through energy access.

2. specific focus will be placed on exploring how energy services can reduce the time and labor burden of women and ways to enhance and create income generating opportunities for women e.g. through entrepreneurship or enhanced productivity and agro-processing.

「thank you」

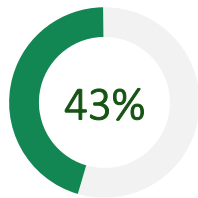
For further information, please contact:

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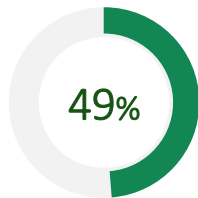
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Website: www.rea.gov.ng

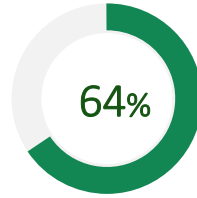
International Labor Organisation 2017



Of Women Makeup
the Nigerian Labor
Force



15+ Women in the
Labor Market



Of Male Labor Force
Participation

Unemployment
Married Men vs
Women

99 % | 71 %

Research
Men vs Women

77 % | 23 %

Employment in
Manual Skilled
Labor

23%  14 %



Employment in Sales
& Services

25%  61%



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KEY TARGETS OF THE NEP



Electrify **500,000** households
(of which **50,000** headed by women)



Electrify **70,000** micro-, small- and medium-sized enterprises (MSMEs) provided with new or improved electricity service
(of which **7,000** are female-headed MSMEs)



7 federal universities and teaching hospitals provided with new or improved electricity services)



2.5 million people provided with new or improved electricity service

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2
2

Project beneficiaries will be households, micro, small and medium enterprises (MSME), students, faculty staff, and patients at Federal Universities and Teaching Hospitals throughout Nigeria. Approximately 2.5 million people (approximately 500,000 households), 70,000 MSMEs, seven universities, and two associated teaching hospitals will receive new or improved access to electricity services as a result of the NEP.

The project will create an enabling environment for private sector involvement through technical assistance. Women across all beneficiary groups will receive increased opportunities through a range of integrated activities