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Closing Gender Gaps - Ethiopia Energy Sector

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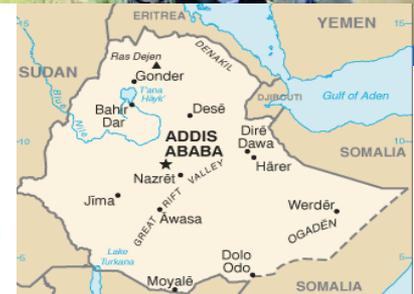
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Background- Ethiopia Electricity Sector



- Located in the horn of Africa
- Fastest growing economy & aims to reach lower- middle income status by 2025
- The economy experienced strong, broad based averaging 9.9% a year from 2007/08 to 2017/18, compared to regional average of 5.4%
- The share of the population living below the national poverty line decreased from 30% in 2011 to 24% in 2016.
- The government is implementing the second phase of its Growth and Transformation Plan (GTP II) which will run to 2019/20.

- **65% of Ethiopia's population lives within 1.5 miles (2.5 kilometers) of medium-voltage transmission lines, but only about one-third of households, one-quarter of primary schools, and one-third of health clinics have access to grid electricity.**
- Ethiopia has set a 2025 target of universal electricity access, as well as 100% access for primary and secondary schools, hospitals, and primary health centers.
- Ethiopian Electric Utility (EEU) is a public enterprise established to distribute electricity across Ethiopia.
- EEU's vision is to provide satisfactory and competitive electric services to the country.
- EEU has 11 regional offices and its headquarters is based in Addis Ababa.



Gender Work Being Done

- EEU has 17,004 permanent employees (3,270 women and 13,734 men)
- Women make up 19.2% of the workforce, only 9% managerial and leadership positions
- EEU has had Women's Affairs Policy and Procedures in place since 2016
- With World Bank Group/ESMAP funding and technical assistance over past 3 years, the country is **pioneering a new model to promote equality between men and women while working on universal electricity access.**
- Ethiopia's "National Electrification Program" launched by the Prime Minister in 2017 and NEP 2.0 in April 2019 has core focus on gender.
- **In \$375 million Ethiopia Electrification Program (ELEAP) \$ 4.5 million is set aside for gender and CE issues.**
- Results based triggers for funds e.g. roughly \$1 million per year. **Target set- 30% female employment by 2023.**



EU adopted a five-year gender work program (2018 – 2023) (DLI requirement)

EEU has a Gender Steering Committee (composed of senior managers) and a Gender Technical Committee (Department/Unit heads including labor union reps) that is closely working with the Women, Children and Youth Affairs Directorate.



Initiatives to Close Gaps in Employment

- Sex-disaggregated data collection tools in place in EEU core departments.
- Conducted **GBV institutional assessment** and rolled-out prevention and response training and ToT for management and selected employees (over 200 employees). Funding from State and Peacebuilding Grant (WB).
- Adopted and implemented Sexual Harassment (SH) Policy, SH Code of Conduct and Grievance Redress Mechanism. Created awareness for all EEU staff- distributed brochures, fliers and posters.
- EEU **Women's Employment Program launched** to increase both the number and seniority of female staff, and developed a roadmap to accomplish its goals for the next 4 years:
 - MoU signed with universities/Ministry of Science for internship and scholarship program
 - EEU will receive 40 female students in STEM as interns (aim to hire after to enhance recruitment of female talent)
 - Provide full scholarships for 44 current female staff (Masters etc.)
 - To enhance the capacity of female employees, 55 women/year (50% STEM areas) get short term professional development training
- Conducted needs assessment to establish **childcare service centers** in 11 regions and the headquarters; renovations have begun with child care expert hired and budget allocated for daily operations (0-4 years).





Next Steps

- Developed female employee mentorship program for women in STEM and emerging female leaders. Plan is for 52 women (25 in STEM fields) to get mentorship support. Seeking external experts across academia and industry.
- **Onboard 11 new regional gender experts** who will lead EEU's five-year gender work program and expand staff footprint beyond HQ (in next 2-3 months).
- Through implementing the women's employment program by 2023 EEU aims to:
 - Increase percentage of women employees to 30%
 - Increase the number of women with second degrees by 30%
 - Increase the number of women in leadership and decision-making positions by 30%
 - Increase the number of women employees in STEM-related positions by 25%
- Open 20 childcare centers (1 at head office, 11 in regional offices and 8 at district level office) by December 2020
- Effectively implement the GBV prevention and response measures at all levels (ongoing). Sharing experience through exchanges with other sectors and institutions e.g. EEP.



“It is an historic moment for Ethiopia, for the Ethiopia Electric Utility...,” says EEU Chief Executive Officer Ato Shiferaw Telila. “The gaps in management roles and decision-making cannot remain.”