

2nd PARTNERSHIP FORUM



Women in Power Sector
Professional Network in South Asia
(WePOWER)



ADB headquarters, Manila | 20–21 November 2019

Towards a Gender Inclusive KPLC

By

Agnes Obara

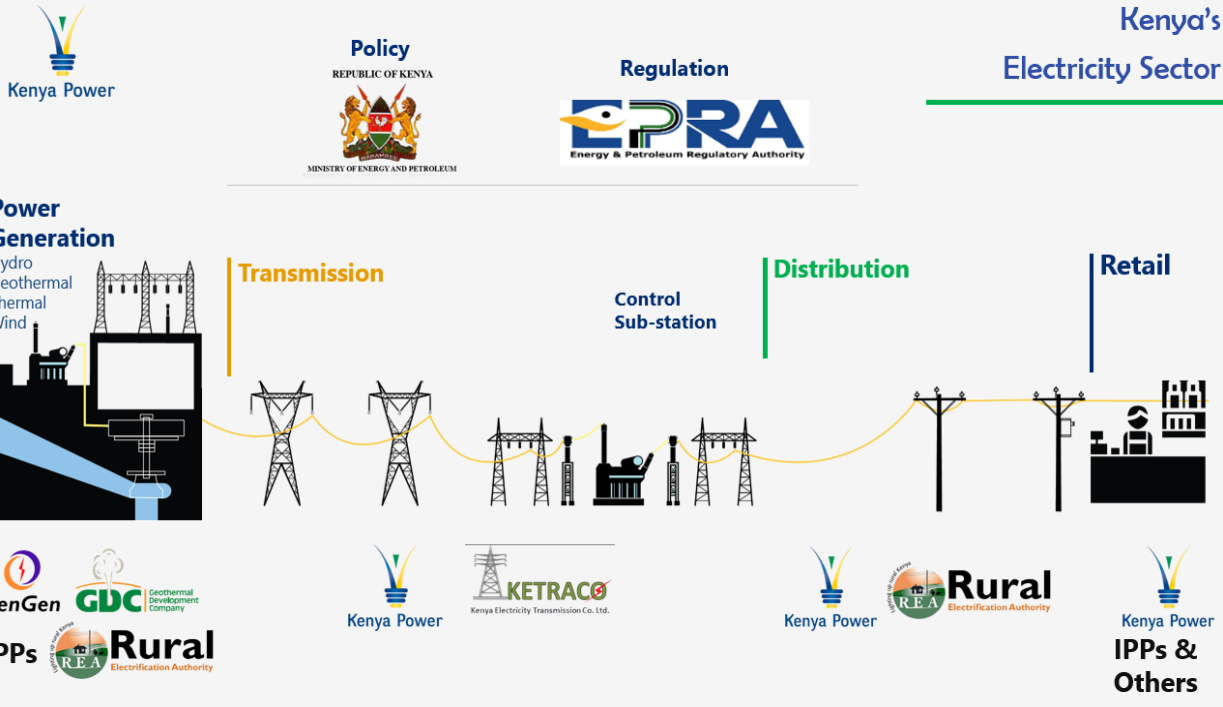
Chief Planning Officer & Gender Co-Ordinator

21st November 2019

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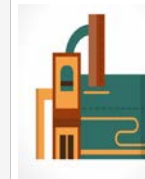
Background- Kenya's Electricity Sector Overview



GENERATION CAPACITY (June 2019)



Installed capacity **2,712 MW**
Effective capacity **2,628 MW**
Interconnected effective capacity **2,606 MW**



ELECTRICITY DEMAND

Electricity peak demand **1,912 MW**



CUSTOMER BASE

Total number of customers **7.1 Million**



ELECTRICITY GENERATION & SALES (June 2019)

Electricity generation **11,493 GWh**
Electricity sales **8,769 GWh**



Employment Work Being Done

- Constitution of Kenya, 2010 Requirement – 1/3 rule
- Kenya Power Gender Policy (Under Review)
- Energy Sector Gender Policy – November 2019

Institutional Statistics

Gender	2014/15	2015/16	2016/17	2017/18	2018/19
Male	8,691	8,913	8,996	8,712	8,563
Female	2,154	2,220	2,299	2,281	2,351
Total	10,845	11,133	11,295	10,993	10,914
Female %	20%	20%	20%	21%	22%

Recruitment: Affirmative Action

Retention: Equal Opportunities- training, promotion

- Gender responsive facilities
- **Mentorship and coaching programs**
- Advocacy and publicity – Articles in external and internal publications and media
- **Gender disaggregated data**





Initiatives to Ensure Steady Supply of Technical Skilled Women

- WB Project in Approval Phase – **Kenya Electricity System Improvement Project** includes a scholarship program for **60 new female applicants -KPLC training school**
 - **Craft Certificate in Electrical Engineering (2 years)**
 - **Diploma in Electrical Engineering, Mechanical Engineering, and ICT (3 years).**
- The scholarship to cover accommodation, meals, and transport costs
- Support during training - the learning environment, mentorship and coaching.



Sponsorship to Female Engineering Students - CSR

Increased Female Students at the Kenya Power Institute

Schools Outreach – to Increase Uptake of STEM Courses

Internship and Attachment Opportunities



Next Steps

Policy & Institutional

- Partnership with WB Africa Gender and Energy Program and USAID
- Gender parity at all levels of the organization
- Review Gender Policy (include gender-based violence)
- Sensitization against conscious and unconscious bias
- Gender responsive policies and facilities
- Encourage students to increase intake of STEM courses
- Men and Women engaged in the engendering process



Projects & Programs

- Gender indicators at project formulation, monitoring and evaluation
- Gender disaggregated data
- Affirmative action towards increased interventions addressing women including productive uses of energy