

Gender Integration Action Plan

Compact Activity and Entry Point	Key SGA Activities (Including Responsible Party)	Outputs	Impact
Solar systems/other alternative sources of energy (I2I)	<ul style="list-style-type: none"> • SGA team as part of the community selection process • Facilitate local involvement in the planning and implementation process • Identification of potential local personnel for training in solar maintenance 	<ul style="list-style-type: none"> • Selected communities will reflect poor rural areas (including communities with high female-headed households and migrant communities) • Adequate local participation including men, women and other vulnerable groups. • Potential females targeted as part of the training process. 	<ul style="list-style-type: none"> • Isolated communities have power for economic activities • Increase long evening working hours for food vending, educational and social activities. • Improve safety and security by public lighting.
Electrification and wiring hospitals, markets, schools and voltage upgrade of economic enclaves	<ul style="list-style-type: none"> • SGA team as part of the selection process 	<ul style="list-style-type: none"> • Deprived schools in poor rural communities targeted. • Rural markets that serve as aggregated point for rural people targeted. • Deprived community health clinics/ posts targeted. • Women owned small and micro enterprises targeted. 	<ul style="list-style-type: none"> • Women’s economic empowerment strengthened. • Reliable electricity at market places • Properties/assets of entrepreneurs in the market place safeguarded and protected. • Enhanced service delivery especially maternal care at health community clinics e.g. 24 hours service in community hospitals. • Creation of conducive atmosphere for teaching and learning.
Intensification of peri-urban networks.	<ul style="list-style-type: none"> • SGA team as part of the selection of the communities • SGA team as part of process to engage stakeholders to discuss service connection fee. 	<ul style="list-style-type: none"> • Deprived of peri-urban communities selected. • Service connection fee for the socially poor will be re-visited. 	<ul style="list-style-type: none"> • More poor communities have access to electricity

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Power factor improvement and energy efficiency campaign	<ul style="list-style-type: none"> • Gender sensitive public education campaigns • SGA team to assist identify qualified young female scientists as part of the campaign program. 	<ul style="list-style-type: none"> • Both women and men sensitized on efficient use of electricity. • More female scientists involved in the energy efficiency campaign 	<ul style="list-style-type: none"> • Efficient use of electricity at both industrial and household levels • More female scientists brought into the electricity sector to bridge the gender gap
Gas to power park	<ul style="list-style-type: none"> • SGA team as part of the community consultation process • 	<ul style="list-style-type: none"> • Community level consultations will involve women, men and other vulnerable groups 	<ul style="list-style-type: none"> • To ensure that community members are duly compensated (women, men, migrants and indigents) • Safeguarding of particularly land and property right of women
Regulatory (PURC & EC) strengthening to set and monitor tariffs	<ul style="list-style-type: none"> • A national gender study on lifeline tariff 	<ul style="list-style-type: none"> • Real challenges of lifeline policy identified from a gender perspective. • 	<ul style="list-style-type: none"> • Gender disaggregated data on the electricity sector generated
Appellate body created	<ul style="list-style-type: none"> • Advocate for qualified female representation on appellate body. 	<ul style="list-style-type: none"> • Gender balance of qualified persons in the composition of the appellate body 	<ul style="list-style-type: none"> • More qualified females brought into management positions in the electricity sector.
Gas allocation policy and pricing framework	<ul style="list-style-type: none"> • Advocate for qualified females representation on gas allocation policy and pricing committee 	<ul style="list-style-type: none"> • Government affirmative action ensured 	<ul style="list-style-type: none"> • More qualified females brought into management level to bridge the gender gap in the electricity sector
Alternative to government guarantee developed	<ul style="list-style-type: none"> • Advocate for qualified females representation on alternative to government guarantee committee 	<ul style="list-style-type: none"> • Government affirmative action ensured 	<ul style="list-style-type: none"> • More qualified females brought into management level to bridge the gender gap in the electricity sector
Strengthening IPP framework	<ul style="list-style-type: none"> • Organize national debate on ‘cost reflective tariff vis a vis inadequate supply of electricity’ 	<ul style="list-style-type: none"> • National debate organized 	<ul style="list-style-type: none"> • Consensus built on cost reflective tariff
Tamale power system reinforcement	<ul style="list-style-type: none"> • Advocate for qualified females in management and other 	<ul style="list-style-type: none"> • Government affirmative action ensured 	<ul style="list-style-type: none"> • More qualified females brought into management level to

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	positions		bridge the gender gap in electricity sector
Tema power system reinforcement	<ul style="list-style-type: none"> • Advocate for qualified females in management and other positions 	<ul style="list-style-type: none"> • Government affirmative action ensured 	<ul style="list-style-type: none"> • More qualified females brought into management level to bridge the gender gap in electricity sector
ECG Revenue: <ul style="list-style-type: none"> - Metering system - Billing system - SCADA - Customer care - Corporate - Governance 	<ul style="list-style-type: none"> • Gender Audit (Organisational Gender Assessment) of ECG • Training and capacity building of ECG staff (including gender training) • Females trained as meter readers • Advocate for qualified females in management and other levels 	<ul style="list-style-type: none"> • ECG staff trained to be more gender sensitive • Gender Assessment of ECG undertaken • Gender policy for ECG developed • Qualified females selected and trained as meter readers • More qualified women in management level of ECG 	<ul style="list-style-type: none"> • ECG services more gender sensitive. • Organizational culture of ECG more engendered • More qualified females brought into the electricity sector to bridge the gender gap
NEDCo's revenue: <ul style="list-style-type: none"> - Metering system - Billing system - SCADA - Customer care measures 	<ul style="list-style-type: none"> • Gender Audit (Organizational Gender Assessment) of NEDCo • Training and capacity building of NEDCo staff (including gender training) • Females trained as meter readers • Advocate for qualified females in management and other levels 	<ul style="list-style-type: none"> • NEDCo staff trained to be more gender sensitive • Gender Assessment of NEDCo undertaken • Gender policy for NEDCo developed • Qualified females selected and trained as meter readers • More qualified women in management level of NEDCo 	<ul style="list-style-type: none"> • NEDCo services more gender sensitive. • Organizational culture of NEDCo more engendered • More qualified females brought into the electricity sector to bridge the gender gap

Note:

Status of all SGA activities – At Program Preparatory Stage