

**Practical
ACTION**

Consultancy Services:

**Gender, Equality,
Disability and Social
Inclusion (GEDSI)
Analysis**

ABOUT US

Practical Action is an international development organization putting ingenious ideas to work so people in poverty can change their world.

We help people find solutions to some of the world's toughest problems — challenges made worse by catastrophic climate change and persistent gender inequality. We work with communities to develop lasting and locally owned solutions for agriculture, water and waste management, climate resilience and clean energy. And we share what works with others, so answers that start small can grow big.

We consist of a UK registered charity with community projects in Africa, Asia and Latin America, alongside an independent development publishing company and a technical consulting service. We combine these specialisms to multiply our impact and help shape a world that works better for everyone.

In Kenya, we've been active for three decades, driving meaningful change in the systems that shape people's lives. We are a trusted partner to the government, funders, private sector, and communities. For more information, visit www.practicalaction.org

ABOUT THE PROJECT

Kenya is undergoing an energy transition to achieve its climate commitments and development goals, such as universal access to sustainable energy by 2030 and Net Zero emissions by 2050. Despite significant strides in renewable energy deployment and policy reforms, gaps in energy planning remain. These include fragmented coordination between national and county governments, inadequate data management systems, and limited county-level institutional capacity. These challenges hinder the development of the Integrated National Energy Plan (INEP) which addresses Kenya's energy needs while promoting social equity and environmental sustainability.

A consortium led by **Practical Action**, **Strathmore University**, and **KTH Royal Institute of Technology**, is undertaking a project to develop County Energy Plans (CEPs), Energy Policies, and Investment Prospectuses for 5 counties: Homabay, Murang'a, Siaya, Tharaka Nithi and Kajiado County. Over 12 months, the project will enhance institutional capacity for gender-responsive, inclusive energy planning, equipping counties with data-driven policies and investment strategies to attract financing and improve energy access.

Counties were selected based on their lack of energy plans, active energy departments, geographical representation, marginalized populations, and political willingness for implementation. The structured, adaptive methodology ensures alignment with the Integrated National Energy Planning (INEP) framework, the Public Policy Guideline Handbook (2024), and best practices in investment planning. It incorporates evidence-based decision-making,

stakeholder engagement, and Gender Equality, Disability, and Social Inclusion (GEDSI) principles to ensure that energy needs of vulnerable communities are addressed.

The consultant will lead a team of staff from Practical Action, MoEP, selected counties and community members to undertake the gender analysis. The project will run for 12 months with a key focus on enhancing institutional capacity for gender-responsive, inclusive energy planning, equipping counties with data-driven policies, investment strategies to attract financing and improve energy access.

The project will unfold 4 outcomes.

- Enhanced institutional capacity, evidence-based gender responsive and socially inclusive energy planning at national and county levels and the ability to maintain and update their own energy county plans.
- Kenya county policies that are co-created via inclusive stakeholders' engagement and are derived from data-driven analysis
- Increases investments in sustainable energy projects through better planning and resource mobilization.
- By integrating climate resilience, economic development, and investment planning, the project ensures sustainable, inclusive, and data-driven energy transitions that can be scaled beyond the programming period.

The project will deliver impactful climate action by enhancing technical capacity improving governance frameworks and creating investment ready plans, The initiative directly supports Kenya's clean energy transition. It contributes to reduced greenhouse gas emissions, improved energy security and creation of green economic opportunities.

In this regard, Practical action is seeking the services of a consultant/s to provide support in undertaking a Gender Equality Disability Social Inclusion (GEDSI) analysis in Homabay and Siaya Counties

PURPOSE OF THE ASSIGNMENT

The aim of this consultancy is to undertake a GEDSI analysis in **Homabay and Siaya counties** to explore gender specific barriers, needs and opportunities within targeted county governments and community systems level in the energy space in specific counties. The result of the assessment will be used to develop an evidence-driven gender action plan and ensure that gender transformative approaches are mainstreamed across the program's design, implementation, monitoring, evaluation, as well as in the development of the project's learning agenda. The process will enhance the integration of Gender Equity Disability and Social Inclusion principles in the

County Energy Plans, Energy plans and investment prospectuses to make them accessible, affordable and sustainable for all community members in the identified counties.

Counties	Energy Planning Support
Homabay & Siaya Counties	GEDSI Analys

SPECIFIC OBJECTIVES OF THE ASSIGNMENT

The specific objectives of the analysis include:

- To better understand the root causes of gender inequalities i.e. the barriers and other underlying issues that are preventing gender transformation within the County Energy Plans (CEPs), Energy Policies, and Investment Prospectuses policy environment.
- To support the mainstreaming of gender transformation across the Theory of Change based on analysis findings and draw a project-specific gender Action plan.
- To draw an effective gender inclusion approach into the project's Monitoring, Evaluation, Accountability and Learning (MEAL) frameworks, project work plan, budget and key program interventions, including the development of project influencing plan.
- To support the design and development of effective gender capacity building initiatives and tools for the PACE project participants, stakeholders and staff.

The GEDSI Analysis will be framed around these questions

- **Key Issues:** What is the principal GEDSI-related issues in this sector (e.g. access to energy, finance, transport)? Who benefits and who is excluded?
- **Decision-Making:** Who participates in and leads decision-making at household, institutional, and policy levels?
- **Employment Patterns:** Who holds jobs across the clean-energy value chain? Are there differences in roles, pay, or seniority across gender, age, or disability lines?
- **Barriers:** What barriers do women, youth, PWDs, and other excluded groups face when engaging in this sector (social, economic, legal, institutional, physical)?
- **Good Practices:** What examples exist of inclusive or gender-transformative practices, leadership, or policy implementation?
- **Opportunities and Entry Points:** What concrete opportunities exist to strengthen GEDSI in ongoing or planned programmes and county policies?
- **Existing Initiatives:** Which GEDSI-related activities are currently being implemented by civil-society organisations, women's rights groups, youth networks, and organisations of persons with disabilities (OPDs)?
- **Challenges and Barriers:** What systemic or attitudinal challenges limit progress (e.g. laws, social norms, access to information, resources, or training)?
- **Intersectionality:** How do gender, disability, age, livelihood, ethnicity, and geography intersect to create differing experiences of exclusion or privilege?

Data and Monitoring: What data systems exist to track GEDSI (use of Washington Group Questions, sex/age/disability disaggregation)? What are the gaps?

SCOPE OF WORK

Using verifiable gender frameworks, the assignment includes a comprehensive GEDSI analysis with communities and stakeholders to identify areas for improvement and ensure continued relevance to current realities. To inform the review, the consultant will seek input from a diverse range of stakeholders from **Homabay and Siaya counties**. Stakeholder engagement is expected to take place at multiple levels, with data gathered through semi-structured interviews, FGDs and Key informant interviews.

The consultant will work closely with, and receive support from, Practical Action staff and the Gender Directorate within the State Department of Energy.

The consultant will then prepare a comprehensive report and disseminate it for validation and approval by MoEP. The final gender analysis Action plan will be approved and owned by Practical Action .

The consultant's role will be:

- **Output 1: -Development of GEDSI Action Plan:**
 - Conduct Gender Analysis, other relevant literature, existing data, and reports to understand the current context, including policy and legal scan.
 - Design qualitative and quantitative data tools to be used in interviews with selected respondents, and key informants. Use both quantitative (disaggregated) and qualitative thematic analysis.
 - Stakeholder mapping-identify and consult with key stakeholders, including MoEP and Semi-Autonomous Government Authorities, County Government staff, energy entrepreneurs, local private sector actors, energy suppliers, and other relevant actors, to gather insights for the report.
 - Conduct a field visit to select counties for data collection.
 - Analyze field data, and other relevant data, and develop a comprehensive gender analysis report and gender action plan.
 - Disseminate the report for validation and have the final report approval by Practical Action.
- **Output 2: - Energy planning support for inclusion of the Gender Action Plan in the County Energy Plan, Energy plans & Investment Prospectuses**
 - Develop a comprehensive assignment workplan, including activities and timeline, in the delivery of the Gender action plan findings in the counties.
 - Monthly progress updates on GEDSI reintegration in the Energy planning process, gaps filling and ensuring mainstreaming of the CEP, EP and IP.
 - Support in developing tools for harvesting GEDSI outcome in the Monitoring, Evaluation & Learning (MEL) framework and reporting.

The consultant must ensure ethical compliance, informed consent, confidentiality, and accessibility for PWD participants (budgeting for sign-language interpretation, accessible venues, and transport reimbursement).

NOTE: The outcome of each delivery shall be presented to the technical working group and approved. It is expected that there will be adequate stakeholder engagement at each stage of the process to ensure that all forms of feedback are incorporated.

EXPECTED DELIVERABLES.

The consultant's role will be:

- A work plan including methodology, timelines, and deliverables.
- Finalized data tools for the data collection exercise.
- A brief county specific GEDSI Report following the data collection exercise.
- Draft gender Analysis and validation Report.
- Stakeholder Map (with contacts and roles).
- Datasets and transcripts (cleaned and anonymized).
- PowerPoint summary for dissemination.
- Final gender Analysis report with Gender Action Plan
- Follow up Reports on Gender Action Plans implementation.

NOTE: The outcome of each deliverable shall be submitted to the technical working group for approval. It is expected that there will be adequate stakeholder engagement at each stage of the process to ensure that all forms of feedback are incorporated.

REQUIRED QUALIFICATIONS AND EXPERIENCE

The ideal consultant will have:

- Advanced degree in Gender Studies, Energy Policy, Development Studies, or a related field.
- Proven experience in Policy analysis, stakeholder engagement and gender mainstreaming
- Demonstrate knowledge of Kenya's energy sector, policy environment and gender frameworks,
- Strong analytical, facilitation, and stakeholder engagement skills.
- Excellent research, analytical, writing, and communication skills.
- Excellent communication skills, both spoken and written.
- Proven capacity to develop Gender Action Plans and mainstream GEDSI in programmes
- Experience with ethical data collection, inclusive facilitation, and disability-inclusive research methods.

ADMINISTRATIVE AND LOGISTICAL SUPPORT

- The consultant will work closely with, and receive support from, Practical Action staff team and Gender Directorate in State Department for Energy.

- The PACE project team will provide day-to-day support during the assignment to support the actualization of this assignment and within stipulated timelines.
- Practical Action will also provide all necessary program documents required.

TIMEFRAME

The consultancy is expected to commence in November 2025 for the Gender Analysis to be completed within 45 calendar days. The selected consultant will also support the implementation of specific GEDSI activities in the Gender Action Plan on need basis.

REPORTING

The consultant will report to the Project Manager, PACE project.

GUIDELINES FOR SUBMISSION OF APPLICATION

Interested candidates should submit:

- 1) A technical proposal outlining interpretation of the workplan, proposed workplan: methodology, timelines, and deliverables.
- 2) Detailed financial proposal in Kenyan Shillings: If the team consists of several members, the professional fees should be based on clear time allocation by each member to the various activities and all other costs directly related to them assignment such as logistics, travel, accommodation, administrative etc.
- 3) Copies of all relevant Curriculum Vitae (CVs). Only CVs for the specific individuals that will form the proposed survey team should be included; two references (including one from your last client).
- 4) Samples of previous work related to policy review and gender mainstreaming.
- 5) Tax compliance certificates.

Note that the payments will be done subject to the consulting entity meeting quality and timely delivery of stated tasks.