

► Employment impact assessment of the Green Mini Grid (GMG) Facility, in Kenya

Background

The Green Mini Grid Facility (GMG) programme aimed to improve access to energy for people in Kenya through grants and technical assistance to promote renewable energy-based mini-grid development. The second phase of the programme, funded by the European Union (EU), envisages the construction of 33 mini-grid sites split across two developers.

STRENGTHEN2 is a joint initiative of the EU and the International Labour Organization with the overall objective of leveraging employment impact assessments to promote the creation of more and better jobs in sub-Saharan Africa. This brief outlines the results of the employment impact assessment of the EU-funded second phase of the GMG programme in Kenya.

Methodology

Information on the operations of mini-grid sites were obtained through in-person site visits. Data on direct employment were collected through semi-structured interviews and questionnaires with the developers, including information on the number of jobs, wages, working hours and quality of employment. The indirect employment effects were estimated using the ILO-STRENGTHEN2 estimation, based on the ILO's Structural Model for Sustainable Development (SMSD). The results were disaggregated by sector, gender and skill.

Sector



Energy

Source of finance



5.65 million
euros

EU

Between **2018** and **2023**

Objectives



1. Promote economic development and social impact in rural areas, improving the standard of living for those communities.
2. Provide access to reliable green energy for 75000–100000 Kenyans.
3. Achieve an estimated 19000–25000 new connections.
4. Provide 8–10 GMG entities funded responsibly with grants and / or technical assistance.

Results

4,407 total jobs



58 jobs (annual FTE) per million Euros of investment

Direct employment 3,755 jobs



92 permanent jobs



3,663 temporary jobs

Employment during the construction phase



86% youth



14% adults



11% female



89% male

Indirect and induced employment 652 jobs



20% female



80% male



12% youth



88% adults



12% skilled jobs



88% unskilled jobs

18% agriculture



26% manufacturing



56% services



Recommendations

- ▶ To increase the share of jobs for women, the gender gap should be taken into account in the future design of similar programmes. Placing emphasis on the hiring of women and providing further training will help with attracting more women to working in typically male-dominated sectors, such as construction.
- ▶ To further address the bias towards male and unskilled jobs, it is recommended to invest in work-based learning to re- and upskill employees, particularly targeted at women and young people.
- ▶ Options should be explored to reduce the dependency on imported goods and to source goods locally where possible, to increase the employment generation within Kenya. This aligns with the findings of the assessment of the [Ecler Ivoire project](#).

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