Employment impact assessment of the Green Mini-Grid (GMG) facility, Kenya

Additional 20 Mini-Grid sites in Turkana county, Kenya

Co-funded by the European Union

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Project background

The Green Mini Grid (GMG) programme aims to improve access to energy for people in Kenya through grants and technical assistance to promote renewable energy-based mini-grid development. The programme's second phase, funded by the European Union (EU), envisaged the construction of 33 mini-grid sites by two developers. A previous EmpIA conducted by STRENGTHEN2 assessed the direct, indirect and induced employment effects of these 33 sites. This assessment focuses on measuring the employment impacts of the construction of twenty additional mini-grid sites, located in Turkana county, expected to be completed by the end of Q2 2025.

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.

Methodology

This assessment focusses on the development of an additional 20 GMG sites in Turkana county, aiming to provide an estimate of the direct and non-direct temporary employment effects these sites will produce. The sites are constructed by one developer, Renewable energy developer Rural Village Energy Solutions (RVE.SOL) with their KUDURA Power East Africa (KPEA) business in Kenya. RVE.SOL/KPEA has an existing 11 sites in Busia County under the first phase of the programme, GMG1. Quantitative and qualitative data were collected through observations during a field visit to Turkana, semi-structured interviews and a questionnaire to obtain information on the operational side of mini-grids and direct employment generated from the design and construction phase. Temporary non-direct jobs were estimated using the ILO's Structural Model for Sustainable Development (SMSD).

Sector

Energy

Financing

5.65 million euros

EU

Between 2018 and 2024

Objectives

The GMG programme is expected to achieve:

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 75,000–100,000 Kenyans.**
3. **Achieve an estimated 19,000–25,000 new connections.**
4. **Provide grants and technical assistance to 8–10 private operators to construct and operate mini-grids in Kenya.**

Mini-grid site in Turkana County. © ILO/Collins Oyuma

Results

Direct employment

70 permanent direct jobs (FTE)

88 temporary direct jobs (annual FTE)

Direct employment during the construction phase

80% youth — 20% adults

23% female — 77% male

3.5 permanent jobs and **4.4** temporary direct jobs (annual FTE) per mini-grid site

16 permanent jobs and **20** temporary direct jobs (annual FTE) per million euros of investment

Non-direct temporary employment

207 non-direct temporary jobs (headcount)

5% skilled jobs

44% female

20% youth

79% informal jobs

50% agriculture

26% services

22% manufacturing

2% primary (including logging, fishery and mining)

Policy recommendations

- To address the bias towards male and unskilled jobs, vocational training programmes for the skilled occupations during construction could be introduced. These should target youth and women to promote gender equality.
- Increasing the use of locally sourced materials and services where possible, will help strengthen local supply chains and create more non-direct temporary jobs.
- To improve job quality and formal employment opportunities, particularly within the construction phase, it is vital to mandate fair labour practices from the outset of the project. This includes the requirement of formal employment contracts.

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Full report