



## ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN)

---



Programme Document  
2015 -2019

---



WITH FUNDING FROM  
AUSTRIAN  
DEVELOPMENT  
COOPERATION



**CTCN**  
CLIMATE TECHNOLOGY  
CENTRE & NETWORK

**CLEAN ENERGY  
SOLUTIONS CENTER**



**ENERGIA**  
INTERNATIONAL NETWORK ON  
GENDER AND SUSTAINABLE ENERGY

Programme Document

ECOWAS Programme on Gender Mainstreaming in Energy Access (2015 – 2019)

Published by:

ECOWAS Centre for Renewable Energy and Energy Efficiency

Achada Santo Antonio, C.P 288, Praia, Cape Verde

Tel: +238 2604630

Email: [info@ecreee.org](mailto:info@ecreee.org)

ECREEE web: [www.ecreee.org](http://www.ecreee.org)

ECOW-GEN web: [www.ecowgen.ecreee.org](http://www.ecowgen.ecreee.org)

Developed by:  
Monica Maduekwe  
Programme Coordinator  
ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN)

Under the supervision of:  
Mahama Kappiah  
Executive Director  
ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE)

With contributions from the Energy Ministries' representatives on the ECOW-GEN Technical Advisory Group (ECOW-GEN TAG):  
Angèle Alapini, Head of Statistics, Planning and Energy Efficiency Department, Bénin Ministry of Energy, and member of ECOW-GEN Technical Advisory Group  
Desirée Yamba, Control and Regulation Agent, Directorate of Electrical Energy and Rural Electrification, Burkina Faso Ministry of Energy, and member of the ECOW-GEN Technical Advisory Group  
Eduarda Radwan, Director General of Energy, Cabo Verde Ministry of Tourism, Industry and Energy, and member of the ECOW-GEN Technical Advisory Group  
Norbert Konan N'Goran, Director of New Energies and Renewable Energy, Côte d'Ivoire Ministry of Energy and Petroleum, and member of the ECOW-GEN Technical Advisory Group  
Ruby Folly, Gender Officer, Liberia Rural and Renewable Energy Agency, Liberia Ministry of Mines, Lands and Energy, and member of the ECOW-GEN Technical Advisory Group  
Adama Gassama, Senior Energy Officer, The Gambia Ministry of Energy, and member of the ECOW-GEN Technical Advisory Group  
Kofi Agyarko, Head Energy Efficiency and Climate Change Division, Ghana Energy Commission, and member of the ECOW-GEN Technical Advisory Group  
Hawa Dioubate, Energy Engineer, Head of the Solar Energy Section, Directorate of Energy, Guinée Ministry of Energy, and member of the ECOW-GEN Technical Advisory Group  
Biabe Siga, Energy State Secretary, Guinee-Bissau Directorate General of Energy, and member of the ECOW-GEN Technical Advisory Group  
Edward Konneh, Assistant Director Bureau of Alternative Energy, Liberia Ministry of Mines, Lands and Energy, and member of the ECOW-GEN Technical Advisory Group  
Kaltoumi Traore, Gender Focal Point, Malian Agency for Household Energy and Rural Electrification (AMADER), and member of ECOW-GEN Technical Advisory Group

Mariama Hamidou Kouloukoye, Electrical Engineer, Niger Ministry of Energy and Petroleum and member of the ECOW-GEN Technical Advisory Group  
Racheal Obiniran, CEO, Department of Planning, Research and Statistics, Nigeria Ministry of Power, and member of the ECOW-GEN Technical Advisory Group  
Fatou Thiam Sow, Coordinator of Studies and Planning Unit, Senegal Ministry of Energy, and member of ECOW-GEN Technical Advisory Group  
Usman Conteh, Deputy Secretary, Sierra Leone Ministry of Energy, and member of the ECOW-GEN Technical Advisory Group  
Peace Adiho, Commercial Director, Togo Company of Electrical Energy (CEET), Togo Ministry of Mines and Energy, and member of the ECOW-GEN Technical Advisory Group

The Programme document also benefited from the comments and contributions of Rebecca Gunning, Independent Consultant; Rachel Aron, Principal Social Development Specialist, African Development Bank (AfDB) Group; Sunyoung Suh, and Katharina Proestler (UNIDO).

## Table of Contents

Executive Summary.....	7
1. Introduction .....	10
2. Rationale .....	10
2.1 The problem the programme seeks to solve .....	12
3. ECOW-GEN's INITIATIVES: Mission, Beneficiaries, Impact, Outcomes and activities.....	13
3.1 Mission .....	14
3.2 Beneficiaries.....	14
3.3 Impact .....	14
3.4 Outcome .....	15
3.5 Outputs .....	15
3.6 Strategic interventions of ECOW-GEN: Programme activities and mechanisms.....	16
3.6.1 Pilot phase: 2013 – 2014.....	17
3.6.2 First Operational Phase: 2015 - 2019.....	19
3.6.2.1 ECOWAS Women's Business Fund .....	21
3.6.2.1.1 Activities on Capacity Building .....	22
3.6.2.1.2 Activities on Awareness raising and Advocacy .....	24
3.6.2.1.3 Activities business development and investment promotion .....	25
3.6.2.2 Women's Technical Exchange Program.....	26
3.6.2.2.1 Activities on Capacity Building .....	28
3.6.2.2.2 Activities on Awareness raising and advocacy.....	30
3.6.2.2.3 Activities on Business development and investment promotion .....	31
3.6.2.4 Women's Economic Empowerment through Energy for Productive Uses .....	32
3.6.2.4.1Activities on Capacity building.....	33
3.6.2.4.2 Activities on Awareness raising and advocacy.....	34
3.6.2.4.3 Activities on Business development and investment promotion .....	35
3.6.2.5 Mainstreaming Gender in Energy Programs and Projects.....	36
3.6.2.5.1 Activities on Policy Development .....	37
3.6.2.5.2 Activities on Capacity building .....	40
3.6.2.5.3 Activities on Awareness raising and advocacy.....	41

3.6.2.6 Youth Leadership Development in Energy.....	43
3.6.2.6.1. Activities on Capacity building .....	44
3.6.2.6.2 Activities on Awareness raising and advocacy.....	45
3.6.2.6.3 Activities on Business development and investment promotion .....	46
3.6.2.7 ECOWAS Network on Gender Mainstreaming in Energy Access .....	47
3.6.3 ECOW-GEN and the Sustainable Development Goals (SDGs).....	48
3.6. 4 ECOW-GEN and Climate Change: Mainstreaming Gender for a climate resilient energy system in ECOWAS .....	52
4. Organization and Management .....	54
4.1 Governance structure and process .....	54
5. Monitoring and Reporting Process .....	59
6. Financing .....	60
6.1 Budget for mid-2015 – 2019 .....	61
7. Annexes.....	63
Annex A: Logical Framework.....	64
Annex B: Work Plan .....	69
Annex C: Terms of Reference for the Development of a Regional Policy for Gender Mainstreaming in Energy Access.....	75
Annex D: Questionnaire for ECOWAS Energy Ministries .....	79
Annex E: Requirements for projects funded by ECOW-GEN .....	80
Annex F: Framework Action Plan on Women’s Economic Empowerment through Energy Access in the MRU Sub-region.....	82
Annex G: ECOW-GEN Advisory Group Members List.....	87

## Executive Summary

The ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN) since its establishment in 2013 has worked to steer ECOWAS Member States towards the direction of mainstreaming gender in policy formulation, legislative drafting, energy project and programme design and implementation, with the intention to promote equality in energy development through equal access to resources and equal contribution to the decision-making processes that shape and influence energy expansion in West Africa.

ECOW-GEN is paving the way to social inclusion and equality in energy development in West Africa by:

- leading the development of gender-sensitive and gender-specific energy policies in the region;
- building and strengthening capacities and creating a critical mass of gender-aware policy makers and empowered women entrepreneurs and technicians;
- bridging knowledge gaps among stakeholders and addressing sociocultural barriers for women in energy through knowledge management, awareness creation and advocacy on gender and energy issues;
- promoting gender-responsive investments and business development by transforming women-led business ideas in energy into real, commercially viable enterprises.

Through the programme, a Framework Action Plan on 'Women's Economic Empowerment through Energy Access in the MRU Sub-region' was developed and adopted by the Energy and Gender Ministers of the Mano River Union Member States and a Working Group on 'Women and Sustainable Energy' was established; 250 people, comprising of policy makers and women entrepreneurs, were trained on developing Gender Action Plans (GAP); awareness raising activities were implemented and information materials were developed and disseminated; partnerships were established with key players in the gender and energy field to promote synergy and optimize the effectiveness of efforts made by international, regional and national organizations to address the gender and energy issues in the region.

With completion of the pilot phase, the lessons learned over the 1-year period have aided in the design of a comprehensive programme with five high impact initiatives tailored to level the playing field for women and men in the development and

expansion of sustainable energy infrastructure in West Africa. These high-impact initiatives are as follows:

- *ECOWAS Women's Business Fund*: through grant funding and training activities, the fund supports the establishment and expansion of women-led energy businesses.
- *Women's Technical Exchange Program*: a program aimed at facilitating knowledge and technology transfer among women groups with expertise in various energy technologies.
- *Women's Economic Empowerment through Energy for Productive Uses*: through business development and capacity building activities, support rural women, increase productivity in agricultural activities through the use of renewable energy and energy efficient technologies.
- *Mainstreaming Gender in Energy Programs and Projects*: through a regional Gender and Energy policy and national strategies; capacity building and advocacy, address gender inequality in energy access and development in West Africa.
- *Youth Leadership Development in Energy*: empower the West African Youth to shape and influence energy developments in the region through research grants that support the development of high-quality, relevant studies that propose solutions to topical issues.

This five-year programme proposal sets out the activities that will be implemented through these initiatives and the results that can be expected over the first operational phase (2015 – 2019) of ECOW-GEN.

These proposed activities are framed in a context where the lack of access to clean and modern forms of energy is affecting the region's economic growth and development as energy, an important input in production, is not sufficiently available to create high-value goods and services. Moreover, the heavy dependence on traditional biomass, predominately woodfuel, and the unsustainable practices associated with the use of forest resources, is threatening the sustainable development of countries in the region as its contribution to climate change further exposes the economies of these already vulnerable and low income countries to the harsh effects of climate variations.

In all these, women face more of the adverse effects of the region's energy challenges. The traditional roles of women in the household mean that they are responsible for supplying the energy used for cooking. In the rural and peri-urban areas where wood is the main cooking energy women spend as much as 10 hours fetching wood. This time-intensive activity limits the opportunity women have for self-improvement; a not-too-surprising fact is that in the primary and secondary schools and higher education there are more males enrolled in these institutions. In addition, in formal labour markets the



gender skill gaps that exist mean that women do not have as much access to high-value energy jobs as men.

This means that women are not adequately incorporated as part of the solution as the technical front and decision making roles in the energy sector continues to remain largely male dominated.

ECOW-GEN will work to place women at the centre stage of energy development by addressing the barriers that hinder women from participating actively in energy development.

The work of the Programme will be coordinated by the ECREEE Programme management team, with the strategic guidance and support of a Steering Committee and Technical Advisory Group.

The proposed budget is €10 million for the five year period 2015-2019. A detailed monitoring and reporting system will ensure that progress is appropriately tracked and that the programme's objectives are met on-time.

## 1. Introduction

The programme document (2015 -2019) for the ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN) covers the planned activities for the programme over a 5-year period with the estimated budget. It was developed with the Energy Ministries of the ECOWAS Member State, through the Gender and Energy experts on the Technical Advisory Group (TAG) of ECOW-GEN, and development partners. Thus, the document reflects the development needs of West African countries in relation to universal energy access and the transformation agenda of ECOW-GEN's development partners as it concerns gender equality in energy expansion.

The objective of this is to ensure that the programme is effectively implemented and that its strategic goals are met within the planned timeframe; which is to ensure that women, as well as men, have access to modern energy services and contribute to, as well as benefit from, the business of expanding energy access in the region.

## 2. Rationale

There is documented evidence that the energy needs of men and women differ, in certain aspects. Thus, it can be expected that the effects of the region's energy challenges are experienced and felt differently by men and women.

The energy challenges in the ECOWAS region is one of low energy access rates, energy insecurity and climate change. Traditional biomass accounts for over 70% of energy used in the region, with some countries relying on this low quality fuel for 90% of their energy needs. The lack of access to clean and modern forms of energy is affecting the region's economic growth and development as high-quality energy, i.e. electricity and modern fuels, is not sufficiently available for productive activities: the region has an electricity access rate of 42% and access to modern fuels is even lower<sup>1</sup>.

---

<sup>1</sup> Technical Discussion Paper on General Energy Access in the ECOWAS region  
[http://www.uncsd2012.org/content/documents/164Consolidated\\_Document\\_General\\_\\_Energy\\_Access\\_Final%20\(2\).pdf](http://www.uncsd2012.org/content/documents/164Consolidated_Document_General__Energy_Access_Final%20(2).pdf)

With cooking being the main activity for which energy is used in households, women, given the vital role they play in household energy supply, bear more of the brunt of energy poverty.

In procuring woodfuel, women in the rural areas spend valuable hours per day fulfilling this time-intensive activity. For example, in The Gambia the average time spent on gathering woodfuel ranges from 2 – 5 hours and in Niger, some women spend as much as 10 hours fetching wood. Moreover, the effects of climate change is further lengthening the distance travelled to fetch wood as this resource continues to grow scarce in areas affected by desert encroachment due to anthropogenic induced changes in climatic conditions. The time spent by women in this tedious activity incurs both high personal and social cost as women are deprived of opportunities for self-advancement and to contribute to the development of their community.



Moreover, a huge gender skill gap is evident in the energy sector. Coupled with the fact that there are fewer women technicians in the energy sector, women are seen not to be at par with men when it comes to the possession of in-demand technical skills.

Thus, despite the fact that the region's energy challenges affects disproportionately the lives of men and women, women are not adequately incorporated as part of the solution as the energy sector continues to remain largely male dominated, at the technical and decision making levels.

It is worth noting that for energy interventions to be effective it must be tailored to the needs of the beneficiaries. Thus, when women, a large part of the society, are not actively engaged throughout the process the interventions can rarely produce effective results<sup>2</sup>.

The programme was, therefore, established on the premise that women's potential, in the ECOWAS region, as producers and suppliers of energy services is under-utilized and that empowering women and men to make significant

---

<sup>2</sup> For instance, some reports from rural electrification projects show that men and women do not necessarily benefit equally from these projects as the electricity provided goes into powering equipment (e.g. household appliances) which is used mainly by men, whereas women continue to fetch firewood to meet the household cooking energy needs.

contributions in the implementation of the adopted regional policies on renewable energy and energy efficiency is necessary for the achievement of the Sustainable Energy for All (SE4ALL) goals in West Africa.

#### **Box 1: Gender realities in West Africa**

- *Compared to men, women have fewer opportunities to be competitive in the job market since fewer numbers are enrolled in primary, secondary and tertiary schools. At the primary level, for every 100 male students there are 92 females, and at the tertiary level there are only about 52 female students enrolled in higher institutions of learning for every 100 male students.*
- *In addition to this, in the sciences and engineering fields, where the energy sector's labour force is predominantly drawn from, the number of female graduates from this field is very low. In 2012, in The Gambia, Ghana and Liberia only 24%, 15% and 23% of the graduate population, respectively, were females.*
- *The energy situation in the region and the traditional roles of women in the household contributes to the unlevel playing field, as women are usually responsible for fetching woodfuel for cooking. With woodfuel becoming increasingly scarce the distance travelled to procure woodfuel is lengthening.*
- *Although women are more affected as a result of the low energy access rates in ECOWAS Member States, Gender is silent or completely absent in national energy policies of most countries in the region.*

### **2.1 The problem the programme seeks to solve**

ECOW-GEN works to close the gap that exist in energy production and consumption patterns in West Africa by addressing gender disparities at the supply side and at the end-users, so that the benefits of the ECOWAS region's energy interventions are equally shared among men and women (a detailed description of the challenges ECOW-GEN works to address, as provided by the Member States, is captured in Figure 1).

Specifically the Programme will provide support towards addressing the above mentioned challenges by:

- **Addressing gender inequality in energy access through innovative policy instruments;**

The programme aims to enable Member States close the gender gaps existing in the energy sector by supporting them in developing gender responsive policies and strategies.

***- Creating a critical mass of gender-aware policy makers and empowered women entrepreneurs and technicians;***

ECOW-GEN strives to address capacity related barriers by conducting tailored training activities aimed at enabling energy ministries and other relevant institutions within the ECOWAS mainstream gender into their organization's operations, and equipping women entrepreneurs with the skill-set to start-up and manage sustainable energy businesses.

***- Bridging knowledge gaps among Gender and Energy Practitioners;***

Through information, education and communication (IEC) materials and a regional network on Gender and Energy (ECOW-GEN Network), ECOW-GEN will implement actions to educate relevant stakeholders on gender and energy issues in order to systematically address sociocultural related barriers.

***- Transforming business ideas in energy into real, commercially viable enterprises.***

ECOW-GEN's activities under this strategic approach are aimed at supporting the deployment and up- scaling of women-led energy businesses, primarily through the ECOWAS Women's Business Fund, as well as the other initiatives.

### **3. ECOW-GEN's INITIATIVES: Mission, Beneficiaries, Impact, Outcomes and activities**

The ECOWAS community recognizes the need to pursue a development path that promotes social equality and inclusion, improved economic wellbeing, and ecological sustainability. This is well captured in the ECOWAS Gender Policy which emphasizes the "need to develop policies and programmes to provide alternative energy sources, from traditional biomass, which will contribute to women's health and also alleviate their time burden".

The establishment of ECOW-GEN is based on the principles laid out in the ECOWAS Gender Policy, and strives to contribute towards the SE4All goals in

West Africa and the ECOWAS Regional Policy on Renewable Energy and Energy Efficiency, by “placing women at the centre stage of energy development”.

### 3.1 Mission

ECOW-GEN's mission is to level the playing field for women and men in the development and expansion of sustainable energy infrastructures in West Africa.

### 3.2 Beneficiaries

Direct beneficiaries of the Programme will include:

- Women entrepreneurs and technicians, rural women, university students, women groups and associations, including their networks, who will receive direct support through improvements in awareness levels, access to information, capacity development, and financing and investments for scaling up sustainable energy infrastructures.
- Governments of ECOWAS Member States who will benefit from direct support to establish enabling environments for gender-responsive sustainable energy development and energy access.

Indirect beneficiaries will include:

- ECOWAS people, businesses and organizations that will benefit from improved levels of accessible and affordable energy services for economic growth and development.
- Countries globally, who will benefit from the reduction of greenhouse gas (GHG) emissions and improvements in climate conditions as a result of the increased deployment of environmentally-friendly energy technologies.

### 3.3 Impact

Improved income, welfare and productivity levels of people in the ECOWAS population, particularly women, through a socially inclusive transition to a low-carbon development pathway.

### 3.4 Outcome

- Gender is mainstreamed in energy-related policies, action plans, strategies, programs and projects at the national level and Member States tailor their development agendas to reflect gender differences and the needs of the different gender groups.
- Awareness is raised, and rural and urban populations educated, on the benefits of women's empowerment for sustainable social and economic development, at the community and institutional level.
- By coordinating strategic activities with the other regional renewable energy and energy efficiency centres in the continent, gender inequalities in energy production and consumption are addressed through a cohesive and coordinated effort involving West African and other African governments.
- Women entrepreneurs and technicians gain valuable skills to compete with men in the energy sector.
- Clean energy technologies are used by rural women for agricultural productions and post-harvest activities.
- The technical capacities and skills of university-level young women and men are strengthened to engage actively in the regional and global energy discourse as well as in the development of clean energy technologies.
- Women (groups, associations and networks) gain valuable skills to engage actively in decision making processes by negotiating effectively with governments and organizations to have their voice heard, and their needs incorporated, in energy development agendas.
- Through south-south cooperation involving knowledge and technology transfer women will be impacted with skills to innovate and champion new developments in the energy sector.

### 3.5 Outputs

- A regional policy for Gender Mainstreaming in Energy Access is developed and adopted at the highest levels of authority in West Africa, as well as the national strategies/incentives to facilitate the operationalization of strategic actions contained in the policy.
- Regional and national policies/strategies validation and adoption workshops as well as stakeholder consultations are organized.

- Governments establish inter-ministerial, multi-stakeholder committees, involving women groups, civil society organizations, youth organizations, academia and research institutions, and the private sector, to dialogue on social inclusive sustainable energy development.
- Support networks are established for the different target groups.
- Awareness (and communication) strategies are developed; awareness campaigns are created and conducted through mass media channels and awareness raising events are organized.
- Information/education/communication materials are developed, published and disseminated.
- Public outreach/ educational activities targeting the rural areas are conducted, and information materials developed, in the local languages.
- Capacity needs assessments are conducted and capacity building workshops for policy makers, technical experts, entrepreneurs and the youth are organized and training kits developed and distributed.
- E-learning modules are developed and e-learning courses delivered.
- Research papers/policy papers/case-studies/fact-sheets/manuals, etc. are developed and published.
- Centres of excellence are established.
- Commercially viable sustainable energy businesses are initiated, established and ran by women.
- Research on appropriate technologies are conducted, and technologies developed by young men and women.
- Clean energy curriculums for primary, secondary and university schools are developed.
- National peer review committees on the Youth Leadership Development in Energy initiative are established.

### 3.6 Strategic interventions of ECOW-GEN: Programme activities and mechanisms

ECOW-GEN operates through four main strategic approaches/interventions namely policy development; capacity building; awareness raising and advocacy; business development and investment promotion.



### 3.6.1 Pilot phase: 2013 – 2014

ECOW-GEN is a product of the training organized, in partnership with the ENERGIA International network on 'Gender and Sustainable Energy' on 28 June 2012, in Dakar, Senegal. The expert-level training workshop, which was held back-to-back to the regional Renewable Energy (RE) and Energy Efficiency (EE) Validation Workshop, served to promote awareness of gender issues and build capacity on mainstreaming gender into the existing and planned national renewable energy and energy efficiency policies. In addition to this, the training workshop exposed the need to adopt a programmatic approach to mainstreaming gender in clean energy development within the region.

In 2013, ECOW-GEN was officially established as a stand-alone ECOWAS programme with a specialized focus on complementing the regional effort to improve access to sustainable energy for all and ensuring the success of the ECOWAS Renewable Energy and Energy Efficiency Policies by making women, as much as men, part of the solution to the region's energy crises.

The pilot phase focussed on the four countries in the Mano River Union. Côte d'Ivoire, Guinea, Liberia and Sierra Leone were chosen to implement the first phase of the programme's components. During this period, among other activities implemented, a workshop on 'Women's Economic Empowerment through Energy Access in the MRU Sub-region' was organized in Freetown, Sierra Leone, in May 2013, with the active participation of the Department of Social Affairs and Gender, of the ECOWAS Commission. The workshop led to the development and, adoption of a Framework Action Plan on Women's Economic Empowerment through Energy Access in the MRU sub-region and the establishment of a working group on Women and Sustainable Energy by the Gender and Energy Ministers. Moreover, the conference provided an opportunity to present case-studies of best practices on women's empowerment through sustainable energy, from the sub-region and the wider ECOWAS region. The Conference also featured a training session on "Energy Access and Women's Entrepreneurship Development" where policy makers and women groups were trained on developing result-oriented Gender Action Plans (GAPs).

Building on the success of the conference, a regional policy for Gender Mainstreaming in Energy Access will be developed in 2015, in close partnership with the ECOWAS Department of Social Affairs and Gender. With the adoption of the envisaged policy, Member States will be committed to concrete actions for addressing gender inequalities in the region, as it concerns energy development.

Sensitization and awareness raising activities were also implemented during the pilot phase. Brochures and flyers were prepared and disseminated to raise awareness of the programme's activities and the issues to be addressed by the programme. In addition, a background study paper on "Women's Economic Empowerment through Energy Access in the MRU sub-region" was developed and published online. A regional network on Gender Mainstreaming in Energy Access was established and an online interactive platform to enable members exchange ideas and information was launched. Moreover, through ECREEE's participation, and presentations of the programme, at international, regional and national level meetings and workshops, awareness has been raised on ECOW-GEN's activities.

Furthermore, in addition to our core partners, ECOW-GEN established new partnerships with the ECOWAS Federation of Business Women and Entrepreneurs (FEBWE) and the Clean Energy Solutions Centre (CESC)/National Renewable Energy Laboratory (NREL) of the United States, and is working collaboratively with the Gender and Energy Program of the African Renewable Energy and Access (AREA) Program of the World Bank and the African Development Bank (AfDB) to incorporate gender in energy development.

**Box 2: Gender and Energy Conference on Women's Economic Empowerment through Energy Access**

*ECREEE, the Government of Sierra Leone, the Mano River Union (MRU), UNIDO and the African Development Bank (AfDB) jointly organized a three-day conference on Women's Economic Empowerment through Energy Access in the MRU sub-region, in Freetown, Sierra Leone, from 7–9 May 2013.*

*The conference was attended by over 250 people from the MRU and ECOWAS region, including the President of the Republic of Sierra Leone, Ministers for Energy and Gender from the MRU sub-region, women's organizations and civil societies. Also in attendance were development partners including the ECOWAS arm of Human Development and Gender, the International Fund for Agricultural Development (IFAD), USAID and the UN Foundation.*

*The high-level Ministerial conference led to the development and adoption of the Framework Action Plan on Women's Economic Empowerment through Energy Access in the MRU sub-region, and the establishment of a MRU working group on Women and Sustainable Energy comprised of Ministers for Energy, Gender, Environment, Finance, Parliament, Civil Societies, Academia and the private sector of the MRU sub-region.*

### 3.6.2 First Operational Phase: 2015 - 2019

Based on the lessons learnt during the pilot phase of the programme, five high-impact initiatives, namely: ECOWAS Women's Business Fund; Women's Technical Exchange Program; Women's Economic Empowerment through Energy for Productive Uses; Mainstreaming Gender in Energy Programs and Projects; Youth Leadership Development in Energy, were created and will serve as the main channels through which the objectives of the programme will be met.

Considering the low level of female representation in the energy workforce as technicians, entrepreneurs, and policy makers, and inadequate capacity in the clean energy sector in general, capacity building and awareness raising and advocacy will play dominate roles in each of the initiatives.

Below is an illustration of how ECOW-GEN's initiatives are uniquely tailored to address the gender and energy challenges in the ECOWAS region. The diagram shows the strategic interventions that address the barriers and challenges to women's participation in the energy sector and the ECOW-GEN initiatives through which these interventions are executed.

## Barriers and Challenges

### Awareness and Capacity

- Women lack information on available funding sources for renewable energy and energy efficient projects or business development.
- Lack of training and education, and social norms that view modern energy technology businesses as “men’s work”, limit women’s opportunities to engage in sustainable energy entrepreneurship

### Financial

- Lack of adequate financial literacy limit the possibilities for women to develop and use energy-based technologies
- Lack of women’s access to credit facilities.

### Technical

- Limited skilled women technicians in the renewable energy and energy efficiency sector.
- Limited knowledge of the proper operation and maintenance of modern energy technologies.
- Low female enrolment in the sciences and engineering fields

### Policy and regulation

- Lack of comprehensive gender-sensitive policies that address equal participation and access to energy resources and technologies
- Unfavourable legislations that hinder women from having equal access to labour, technology and

## Strategic Interventions

### Policy development

- Develop comprehensive gender-responsive policies (regional and national), strategies and programs that address unequal participation and access to energy resources and technologies, etc.

### Capacity building

- Build capacity of women to be engaged in the clean energy sector as policy makers, project developers, technician, managers and suppliers of sustainable energy solutions.
- Develop capacity of civil society, governments, financial institutions, businesses, and other relevant stakeholders to appreciate the issues of gender in energy.
- Engage young women and men by promoting research and development on renewable energy and energy efficient technologies with academic and research institutions; etc.

### Awareness raising and advocacy

- Promote awareness of gender-energy issues.
- Support information exchange and knowledge transfer on best practices on gender mainstreaming in energy access.
- Raise awareness of, and conduct advocacy for, mainstreaming gender in energy development in the region, etc.

### Business development and investment promotion

- Through grant facilities, improve women’s access to finance to engage in renewable energy and energy efficient businesses.
- Implement demonstration projects of renewable energy and promote energy-efficient technologies, and create enabling frameworks for replications of other projects etc.

## ECOW-GEN Initiatives

- Mainstreaming Gender in Energy Programs and Projects

- ECOWAS Women’s Business Fund
- Women’s Technical Exchange Program
- Women’s Economic Empowerment through Energy for Productive Uses
- Mainstreaming Gender in Energy Programs and Projects
- Youth Leadership Development in Energy

- ECOWAS Women’s Business Fund
- Women’s Technical Exchange Program
- Women’s Economic Empowerment through Energy for Productive Uses
- Youth Leadership Development in Energy

### 3.6.2.1 ECOWAS Women's Business Fund

Managed by ECREEE, the Fund will be implemented with the support of the ECOWAS Energy Ministries, and ECREEE's financial and technical partners. Women entrepreneurs, groups or associations having innovative business ideas will be identified, through calls for proposals, and supported through grant funding to establish or upscale energy businesses.

Moreover, the Fund will include a capacity building component through which women project developers will receive training on designing energy projects and developing bankable project proposals. Capacity building activities may take the form of regional/national workshops, e-learning forums on the ECOW-GEN online interactive platform, development of guidelines and manuals, and mentorship programs.



The goal is that through this initiative:

- commercially viable energy projects will be initiated and ran by women, with several others replicated throughout the Member States as a result; and
- women entrepreneurs will gain the necessary skills to be competitive as producers and suppliers in the energy sector.

Further to this, the Fund will include a component on 'Gender in power generation, transmission and distribution' whereby Member States engaging in large scale energy infrastructure development projects will be supported to incorporate gender dimensions into the projects. This may take the form of financing gender assessment studies or a specific gender-related action in the project.

<b>Activities: ECOWAS Women's Business Fund</b>	
<i>3.6.2.1.1 Activities on Capacity Building</i>	
	<ul style="list-style-type: none"> <li>a. Conduct capacity needs assessment for women entrepreneurs in the energy sector.</li> <li>b. Develop training materials and manuals for developing clean energy projects tailored to the needs of women entrepreneurs in the energy sectors.</li> <li>c. Organize training workshops (training of trainers workshops –5 regional and 15 national workshops) for women entrepreneurs</li> <li>d. Develop e-learning modules and courses for women entrepreneurs</li> <li>e. Run e-learning courses on the ECOW-GEN website</li> </ul>
<i>3.6.2.1.2 Activities on Awareness raising and advocacy</i>	
	<ul style="list-style-type: none"> <li>f. Develop awareness strategy for entrepreneurs</li> <li>g. Develop and publish case-studies of women-led energy initiatives</li> <li>h. Develop and implement awareness campaigns (using mass media, online platforms, etc.)</li> <li>i. Organize awareness raising events</li> </ul>
<i>3.6.2.1.3 Activities on Business development and investment promotion</i>	
	<ul style="list-style-type: none"> <li>j. Develop criteria for demonstration projects</li> <li>k. Launch call for proposals and award grants to 5 projects annually</li> <li>l. Identify and finance gender sensitive actions in large-scale energy infrastructure projects</li> </ul>

#### 3.6.2.1.1 Activities on Capacity Building

##### **a. Conduct capacity needs assessment for women entrepreneurs in the energy sector.**

The capacity building activities will commence with a needs assessment aimed at identifying the capacity related barriers that prevent women entrepreneurs from entering and being competitive in the sustainable energy market. This will be a region-wide assessment that will include interviewing selected stakeholders and soliciting information from the target group via online questionnaire that will be made available on the ECOW-GEN website and websites of implementing partners, e.g. ENERGIA.

##### **b. Develop training materials, guidelines for developing clean energy projects tailored to the needs of women entrepreneurs in the energy sectors.**

Based on the capacity needs assessment, the information collected and collated will be used in developing training materials and manuals to meet the specific needs of the target group. Through this activity, the expectation is that not only will women entrepreneurs, active in the energy sector, be empowered to become more effective but also that other prospective women entrepreneurs will be supported to enter the clean energy market. The training materials will be developed in close consultation with the established network of energy women entrepreneurs and the ECOWAS Federation of Business Women and Entrepreneurs (ECOWAS-FEBWE).

**c. Organize training workshops (training of trainers workshops –5 regional) for women entrepreneurs**

Under this capacity building component, ECREEE with its partners will organize annual regional training workshops to equip women entrepreneurs with the knowledge and skills to remain relevant in this dynamic clean energy market and to contribute effectively to expanding energy access to the ECOWAS populations. To maximise the impact from this intervention, while remaining cost-effective, the training will take the form of a training of trainers (ToT) whereby the women entrepreneurs selected for the training workshops will be supported to organize similar workshops in their respective countries.

**d. Organize training workshops (training of trainers workshops – 75 national workshops) for women entrepreneurs**

National ToT workshops will be organized annually. It is expected that a total of 75 national ToT, led by women that have benefitted from the regional trainings, will be replicated in the Member States over the 5 year period of this first operational phase. In addition, besides those trainings that will be implemented under the framework of ECOW-GEN, ECREEE could provide technical assistance in the organization of national ToT workshops.

**e. Develop e-learning modules and courses for women entrepreneurs**

In the second year of the programme's first operational phase, ECREEE will commence its e-learning platform. Thus, working with our technical partners,

academic institutions, relevant government Ministries in the Member States, ECREEE will develop e-learning modules and courses for women entrepreneurs. Based on current market trends, new courses will be developed and made available annually.

**f. Run e-learning courses on the ECOW-GEN website**

Starting from year 2, e-learning courses will be offered on the ECOW-GEN website ([www.ecowgen.ecreee.org](http://www.ecowgen.ecreee.org)). This certificate awarding courses will include both facilitated and self-guided courses that will run throughout the year. The courses will not only be opened to women entrepreneurs but to men and women who wish to gain cutting-edge knowledge on starting-up and running successful energy businesses.

**3.6.2.1.2 Activities on Awareness raising and Advocacy**

**g. Develop awareness strategy for entrepreneurs**

To ensure that women, and the society at large, are made aware of the economic and social importance of women's contribution to expanding energy access, an awareness strategy will be developed with the goal to increase significantly the number of women interested in being entrepreneurs in the energy sector. Thus, the awareness strategy will be tailored to address limiting sociocultural barriers by thoroughly educating the public, particularly women.

**h. Develop and publish case-studies of women-led energy initiatives**

Lessons from the pilot phase of the Women's Business Fund revealed the importance of supporting women, through targeted information strategies, to branch into other sub-sectors of energy and, thus, complement their dominance in the cooking energy sub-sector.

Hence, in the first quarter of 2015, information materials showcasing women entrepreneurs' achievements in other sub-sectors (e.g. electrification) of energy will be developed and disseminated. This activity will be repeated throughout the 5-years of the programme's first operational phase, where success stories from the West African region are expected to be featured more over the years.



**i. Develop and implement awareness campaigns (using mass media)**

In line with the awareness strategy, awareness campaigns will be develop and ran regularly. This may be executed via the ECOW-GEN website or, by working with national authorities, ECREEE will, through mass media channels, raise awareness and sensitize women and men on topical gender and energy issues.

**j. Organize awareness raising events**

In addition to campaigns through mass media channels, ECREEE will organize awareness raising events. This will be implemented mainly through side-events at international, regional and national conferences organized by ECREEE as well as ECREEE's partners.

**3. 6.1.2.3 Activities business development and investment promotion**

**k. Develop criteria for demonstration projects**

Eligibility criteria, the minimum requirements that must be satisfied, for renewable energy and energy efficiency, ECOW-GEN funded projects will be developed, and refined when necessary. Among others, demonstration projects will be judged on their contribution to energy access; poverty alleviation; economic empowerment of women; social inclusiveness; and environmental sustainability. A full list of the draft criteria is attached as Annex E.

**l. Launch call for proposals and award investment grants to at least 5 clean energy project annually**

ECREEE will announce calls for proposals annually, around the first quarter of the year, for small-to-medium scale innovative energy projects led by women entrepreneurs, associations or groups in the ECOWAS region. Calls will focus on projects that lead to energy efficiency improvements; lighting; electricity or heat for productive activities. A minimum of five projects will be selected annually.

### **m. Identify and finance gender sensitive actions in large infrastructure projects**

Under the component “Gender in power generation, transmission and distribution”, liaising with Member States, ECREEE will identify large-scale energy infrastructure projects for gender-responsive investments. The objective of this is to ensure that the large-scale projects, which are outside ECREEE’s investment purview, have gender mainstreamed and, thus, fulfils the region’s goal of expanding energy access while maintaining inclusiveness and equality.

#### **3.6.2.2 Women’s Technical Exchange Program**

The ECOWAS Women’s Technical Exchange Program will facilitate learning and knowledge sharing between women groups and associations involved in energy within and outside the region. This will be achieved by matching-up women groups with expertise in various energy technologies and providing financial support to facilitate knowledge and technology transfer among the various groups. Thus, Expressions of Interest (EOI) will be launched annually to select participating women groups.

Furthermore, the exchange program will be linked to the ECOWAS Women’s Business Fund; women associations will have the opportunity to learn from other women associations in different countries the technical and management aspects of projects implemented through the Fund. This will be done through a combination of face-to-face workshops and e-learning resources, which will be made available on the ECOW-GEN website.



#### **Box 3: Barefoot Solar Women Engineers**

*Through south-south cooperation, involving the Barefoot college in India and the Government of Sierra Leone, twelve women, mostly illiterates and semi-illiterates, received training to become solar engineers.*

*These women attended the training and then returned to villages in Sierra Leone to*

assemble 1,500 household solar units at a new branch of Barefoot College in Kanta Line, where the training will continue.

The Government of Sierra Leone invested \$820,000 in the project, and India provided equipment.

Culled from The Guardian: "[The women bringing solar power to Sierra Leone](#)".

### **Activities: Women's Technical Exchange Program**

#### *3.6.2.2.1 Activities on Capacity Building*

- a. Conduct capacity needs assessment for women technicians in the energy sector.
- b. Develop a network of women technicians in the region
- c. Develop training materials, guidelines for developing clean energy projects tailored to the needs of women technicians in the energy sectors.
- d. Organize training of trainers workshops –regional and national workshops for women technicians (5 regional workshops and 15 national workshops)
- e. Identify/select training centres in the region and outside the region (establish MoU)
- f. Develop e-learning modules and courses for women technicians
- g. Run e-learning courses on the ECOW-GEN website

#### *3.6.2.2.2. Activities on Awareness raising and advocacy*

- h. Develop awareness strategy for women technicians
- i. Develop region-wide awareness campaigns (using mass media and other channels)
- j. Organize awareness raising events (side events, etc.- 10 over the 5 –year period)

#### *3.6.2.2.3 Activities on Business development and investment promotion*

- k. Launch expression of interest for training centres
- l. launch call for applications for female trainees ( 5 groups in total, 1 group per annum)

### 3.6.2.2.1 Activities on Capacity Building

#### **a. Conduct capacity needs assessment for women technicians in the energy sector**

It is well documented that the number of women technicians in the energy sector in West Africa is significantly lower compared to men. However, examples from the barefoot solar women engineers (see box 3) and others show that when women are equipped with the technical skills to engage in the renewable energy sector they are often keen to participate and in most cases do well in this area. Thus, to accelerate the effects of such examples as that from the barefoot women, a capacity needs assessment will be conducted to identify the capacity needs that prevent women from participating in the technical aspects of energy development and expansion. Given that such skills are to some extent transferable, the study will not only concentrate on renewable energy but energy in general. The results will be made available to the relevant ministries in the Member States to support them in their strategic planning to improve the male-female labour-force ratio in Science, Technology, Mathematics and Engineering (STEM) fields.

#### **b. Develop a network of women technicians in the region**

A network of women technicians will be created within the ECOW-GEN network. The network members will comprise of those that have benefitted from the Women's Technical Exchange Program, women technician that can serve as mentors and future women technicians – young women at the secondary school or university levels. The objective through this activity is to create a support network for women technicians to share knowledge and experience, mentor, and foster professional growth among themselves.

#### **c. Develop training materials and manuals for developing clean energy projects tailored to the needs of women technicians in the region**

Training materials and manuals will be developed in line with the capacity needs of women technicians that have been identified through the capacity needs assessment. The training materials will be developed closely with relevant

government ministries, departments and agencies (MDAs), renowned technical institutions within the region, and outside the region, as well as relevant development partners. The training materials will be tailored to provide women technicians with hands-on training that will equip them with the knowledge and skills to work in job areas that they initially could not have had access to.

**d. Organize training workshops - training of trainers regional workshops for women technicians (5 regional workshops)**

ECREEE will organize annual regional training workshops for women technicians in the ECOWAS region. Through these training it is envisaged that women technicians will always have their skills upgraded and, hence, enable them remain competitive, as technicians, in the energy sector. Furthermore, these trainings will take the form of ToT, whereby those who have benefitted from the training workshops train and impart other women with the new knowledge and skills they have obtained. It is expected that a minimum of five regional training workshops will be organised during the first operational phase of the programme.

**e. Organize training workshops - training of trainers national workshops for women technicians (75 national workshops)**

At least 75 national ToT workshops will be organized over the 5- year period of the programme's first operational phase. Facilitated by local women technicians, these trainings will create the much needed critical mass of women technician in the West African energy sector. ECREEE will work with the national governing institutions to ensure that this initiative is incorporated into the national development agenda and reflected in the national budget, with the objective of guaranteeing that the benefits from this activity continues to be reaped even after ECOW-GEN's first operational phase.

**f. Identify/select centres of excellence in the region and training partners outside the region (establish MoU)**

ECREEE will establish partnerships and work with a number of centres of excellence in the region. These centres will act as the national focal institutions through which ECREEE's capacity building activities under this initiative will be coordinated and monitored at the national level.

Secondly, ECREEE will establish partnerships with training institutions outside the West African region to optimize knowledge and skills acquisition through south-south cooperation.

**g. Develop e-learning modules and courses for women technicians and run e-learning courses on the ECOW-GEN website**

In addition to the training material that will focus on hands-on training, e-learning modules and courses for women technicians will be developed as well. This “knowledge at your finger-tips” initiative will ensure that useful knowledge is made constantly available and easily accessible to women technicians. The e-learning courses will be hosted on the ECOW-GEN website and will include both facilitated and self-study e-learning options.

**3.6.2.2.2 Activities on Awareness raising and advocacy**

**h. Develop awareness strategy for women technicians**

To ensure that women in the region progressively occupy technical roles in the energy sector the importance of an effective awareness strategy cannot be over emphasized. Thus, in the first quarter of 2015 an awareness strategy will be developed. The strategy will be informed by a study on the perceptions or norms that hinder women from working in technical fields. The strategy will, therefore, aim to address these barriers by targeting both women and men stakeholders.

**i. Develop region-wide awareness campaigns (e.g. mass media)**

Throughout the course of the year, and over the 5- year period, awareness campaigns will be implemented through mass media channels, particularly the ECOW-GEN website, to sensitize women and men on gender and energy issues, particularly as it concerns women technicians in the energy sector.

**j. Organize awareness raising events (side events, etc. - 10 over the 5 –year period)**

To complement the awareness campaigns that will be executed via mass media channels, ECREEE will organize events to raise awareness of ECOW-GEN's work on improving women's access to technical jobs in the energy sector. Thus, during conferences organized internationally, regionally, or by the Member States, awareness raising side-events will be organized back-to-back to these conferences. It is expected that such events will be organized at least twice a year.

**3.6.2.2.3 Activities on Business development and investment promotion**

**k. Launch expression of interest for trainers and call for applications for female trainees (5 groups in total, 1 group per annum)**

In the first quarter of every year, EOIs will be launched for prospective trainers in the region. These trainers could comprise of established training centres, (women) groups or associations, businesses or institutions that have distinguished themselves in a particularly energy technology or may have new innovations in energy sector worth learning. Proposals will be evaluated and an institution will be selected to serve as the training station for a particular year.

Following this process, calls for applications for groups of trainees (at least 2 persons in a group) will be launched for female technicians. Successful applicants will be sent to the training stations to acquire the knowledge and skills to replicate the new technology. It is expected that at least 5 women groups will receive training and will not only have replicated similar innovations but trained other women groups to do the same by 2019.

### 3.6.2.4 Women's Economic Empowerment through Energy for Productive Uses

The initiative on “Women's Economic Empowerment through Energy for Productive Uses” was created with the objective to expand energy access to support rural women in agricultural businesses and, thus, contribute towards poverty alleviation, increased employment, and improved health and educational levels of rural women for the sustainable development of the ECOWAS region.



The specific objectives are to:

- increase the productivity levels of women in agricultural practices through the increased use of renewable energy technologies;
- build the capacities of women farmers to use and maintain clean energy technologies;
- raise awareness and educate the public on the use of renewable energy for poverty eradication at the household level and, more broadly, for rural development.

This initiative will be implemented through calls for proposals for indigenous NGOs, who will be responsible for identifying, and if selected, implementing, monitoring and reporting on projects.

In addition to installing clean energy technologies, projects selected will be expected to have a strong outreach/sensitization component targeted at the local population, to be delivered in the local language, to raise awareness on gender/energy issues and how to address them. Furthermore, project proposals will be expected to include a component on functional literacy, thus, providing a well-rounded approach to improving their standard of living.



<b>Activities: Women's Economic Empowerment through Energy for Productive Uses</b>
<p><i>3.6.2.4.1 Activities on Capacity building</i></p> <ul style="list-style-type: none"> <li>a. Develop a network of rural women farmer organizations in the region</li> <li>b. Develop training materials for training rural women on renewable energy and energy efficient technologies</li> <li>c. Organize training workshops for rural women farmers on installing and maintaining clean energy technologies</li> <li>d. Organize training workshops on improving functional literacy (agricultural, entrepreneurship and financial training)</li> </ul>
<p><i>3.6.2.4.2 Activities on Awareness raising and advocacy</i></p> <ul style="list-style-type: none"> <li>e. Develop sensitization/outreach strategy for rural women farmers and conduct region-wide awareness campaigns (using mass media and other channels)</li> <li>f. Organize awareness raising events (local, regional and international events, etc.)</li> </ul>
<p><i>3.6.2.4.3 Activities on Business development and investment promotion</i></p> <ul style="list-style-type: none"> <li>g. Launch call for proposals for NGOs</li> <li>h. Award contracts (3 NGOs annually) and finance installations of RE and EE technologies in the rural areas</li> </ul>

#### **3.6.2.4.1 Activities on Capacity building**

##### **a. Develop a network of rural women farmer organizations in the region**

Working with NGOs and relevant government MDAs a network of rural women farmers' organizations will be established. Like the other networks under the ECOW-GEN network, this network will aid in the dissemination of relevant information to the target group as well as foster cooperation and synergies among members of the group.

##### **b. Develop training materials and manuals for training rural women on renewable energy and energy efficient technologies**

Training materials will be developed tailored to the specific conditions of the rural women farmers in the region. Innovative teaching/learning techniques like the

use of colour schemes will be used in teaching rural women farmers on how to install and maintain renewable energy and energy efficient technologies. Furthermore, manuals will be developed and made available to rural women farmers. To circumvent language related barriers, the manuals will be developed in languages understandable to the target group (local language or lingua franca)

**c. Organize training workshops for rural women farmers on installing and maintaining clean energy technologies**

The training materials will be administered by the indigenous NGOs that will be working with the women farmers. Thus, training workshops will be organized periodically (based on the proposed work plan of the NGO contracted to implement the project). Workshops, although will have rural women farmers as the main focus, will be open to the community, including the youth.

**d. Organize training workshops on improving functional literacy (agricultural, entrepreneurship and financial training)**

In addition to organizing training workshops on installing and maintaining clean energy technologies, workshops on improving rural women's overall literacy level will be organized as well. Working with agricultural extension officers, as well as other relevant institutions, rural women farmers will be trained on improved agricultural practices (climate resilient agriculture, applications of Information technology for sustainable agriculture, etc.), entrepreneurship and business management, and financial management. As with trainings on clean energy technologies, other members of the community will be encouraged to participate.

**3.6.2.4.2 Activities on Awareness raising and advocacy**

**e. Develop sensitization/outreach strategy for rural women farmers and conduct region-wide awareness campaigns (using mass media and other channels)**

To kick-off the awareness raising and advocacy component, awareness strategy targeting rural women farmers, as well as the rural communities, will be developed. The awareness strategy will consider among other goals, raising rural

people's interest in clean energy technologies for agricultural purposes; improving rural people's acceptance of women taking part in technical related activities; building support for interventions that lead to women's economic and social empowerment.

**f. Organize awareness raising events (local, regional and international events, etc.)**

To raise awareness of the issues being addressed through this initiative, exchange information and experience, as well as to show-case ECREEE's activities and accomplishments through this initiative, awareness raising events will be organized back-to-back to ECREEE's regional workshops and in other workshops/conferences organized by the implementing partners. These awareness raising events will take the form of side-events.

**3.6.2.4.3 Activities on Business development and investment promotion**

**g. Launch call for proposals for NGOs**

Given the unique features of this initiative and the target group, the interventions will be implemented through NGOs with track record experience in rural development, renewable energy and agriculture. Thus, calls for proposals will be launched annually to select indigenous NGOs (may work with international partners) that will implement the "Women's Economic Empowerment through Energy for Productive Uses" in the rural areas.

**h. Award contracts (3 NGOs per annum) and finance installations of RE and EE technologies in the rural areas**

In a year, 3 proposals with the most effective implementation strategies for installing clean energy technologies to improve agricultural productivity and the income levels of rural women farmers; improve their knowledge on and impart them with the skills for installing and maintaining renewable energy and energy efficient technologies; improve their capacity to get more value out of their agricultural businesses, will be selected and awarded with grants to implement their projects.

### 3.6.2.5 Mainstreaming Gender in Energy Programs and Projects

Central to ECOW-GEN's activities in the Member States, this initiative works to mainstream gender in policy formulation, legislative drafting, project and programme design, development and monitoring, as it concerns energy development in the region.

By working with international and local consultants, through this initiative ECREEE will:

- Develop a regional policy for gender mainstreaming in energy access and an implementation strategy, as well as gender responsive national energy policies and strategies. It is envisaged that through these policy instruments Member States will address existing barriers that may hinder the equal participation of women and men in improving energy access in West Africa and, by the extension, the success of the SE4ALL initiative and the ECOWAS Regional Policies on Renewable Energy and Energy Efficiency;
- Develop the ECREEE gender policy and gender analytical tools to be used in programme design and implementation as well as in monitoring and evaluation of programmes for gender impacts;
- Organize trainings and awareness raising activities to build capacity for gender mainstreaming, at the decision making and technical level; and
- Develop gender resources (tools, case studies, and information and training materials) that will support ECOWAS energy ministries to carryout gender-sensitive and gender-specific interventions.
- Support other regional renewable energy and energy efficiency centres in Africa to replicate ECOW-GEN's interventions in their respective Member States.
- Support the establishments of inter-ministerial committees in the Member States.



## **Activities: Mainstreaming Gender in Energy Programs and Projects**

### *3.6.2.5.1 Activities on Policy Development*

- a. Develop regional policy for gender mainstreaming in energy access and implementations strategy
- b. Organize regional policy validation and adoption meetings
- c. Organize national stakeholder consultations
- d. Develop national strategies and organize national validation workshops
- e. Support review/development of gender relevant national policies and legislations
- f. Support the establishments of inter-ministerial multi-stakeholder committees in the Member States
- g. Support other clean energy regional centres in Africa to replicate ECOW-GEN's interventions
- h. Develop a gender policy for ECREEE and support other ECOWAS energy institutions in the development of their own gender policies

### *3.6.2.5.2 Activities on Capacity building*

- i. Develop training materials for policy makers, financial institutions, businesses and other relevant stakeholders.
- j. Organize training workshops for policy makers on mainstreaming gender in energy programs and projects.
- k. Develop e-learning modules and courses for policy makers, financial institutions, businesses and other relevant stakeholders and run e-learning courses on the ECOW-GEN website.

### *3.6.2.5.3 Activities on Awareness raising and advocacy*

- l. Develop awareness strategy targeting policy makers
- m. Conduct region-wide awareness campaigns (using mass media and other channels) and organize awareness raising events (liaising with the other RE and EE centres in the continent).
- n. Develop and publish IEC materials and annual reports

### **3.6.2.5.1 Activities on Policy Development**

#### **a. Develop regional policy for gender mainstreaming in energy access and implementations strategy**

With the aim to institutionalize the interventions being implemented through ECOW-GEN, ECREEE with the ECOWAS Department of Social Affairs and Gender will develop a regional policy which will commit the Member States authorities to concrete actions that eliminate every form of inequality in energy production and consumption in the ECOWAS region. This regional policy will complement

and augment the adopted regional renewable energy and energy efficiency policies, as well as the SE4ALL goals and SDGs, by ensuring that men and women have access to energy and benefit from clean energy interventions in the region. Accompanying this policy is the implementation strategy which will be adopted together with the policy. The terms of reference (ToR) for the development of the policy is attached as Annex C of this document.

#### **b. Organize regional policy validation and adoption meetings**

The regional policy and its implementation strategy will be developed in close consultation with the relevant stakeholders. Thus, at different stages of the development of the policy, workshops will be organized, with the participation of the technical experts in the relevant MDAs, to ensure that the policy, and implementation strategy, is in line with the developmental goals of the Member States and the region. Following the validation of the policy and the implementation strategy, a ministerial level workshop will be organized to deliberate on the policy (and its targets). It is envisaged that the documents will be adopted by the Ministers for Energy at this meeting.

In line with the ECOWAS policy adoption procedure, succeeding the envisaged adoption by the Energy Ministers, the documents will be presented at the ECOWAS council of ministers meetings and, afterwards, to the Heads of State at the Heads of State summit for adoption.

#### **c. Develop national strategies and organize national validation workshops**

Following the adoption of the policy and implementation strategy, ECREEE will work with Member States to develop national strategies with country-specific targets. The activities for the development of the national strategies will start off with stakeholder consultation meetings where the national project teams and steering committees will be established. Moreover, these consultation meetings will provide ECREEE and the international consultants a good opportunity to obtain the support and buy-in of the local authorities for the project.

#### **d. Support review/development of gender relevant national policies and legislations**

In addition to the support ECREEE will be providing towards developing national strategies for the implementation of the aforementioned regional policy, support will also be provided to Member States in reviewing policies of relevance to gender and proposing solutions for making these documents gender-sensitive and responsive. Furthermore, ECREEE will work with the relevant authorities in the Member States to develop gender-responsive legislations (particularly as it concerns energy).

**e. Support the establishments of inter-ministerial multi-stakeholder committees in the Member States**

Inter-ministerial, multi-stakeholder committees will be established in the Member States, with ECREEE providing technical assistance. These committees will comprise of, but not limited to, MDAs of energy, finance, education, agriculture, youth, women affairs, etc. and businesses and companies, farmers' and community organizations, women groups and associations, and others. Through regular dialogue, it is envisaged that these committees will ensure that development efforts, particularly as it pertains to energy, are socially inclusive and promote equality.

**f. Support other clean energy regional centres in Africa to replicate ECOW-GEN's interventions**

Further to ECREEE's work in the ECOWAS region, ECREEE will provide advisory support to the upcoming renewable energy and energy efficiency centres being established in other regions in the continent towards the replications of ECOW-GEN's initiatives in their Member States. Thus, besides sharing lessons and experiences, support will be provided in the development of strategic documents and design of programmes and projects.

**g. Develop a gender policy for ECREEE and support other ECOWAS energy institutions in the development of their own gender policies**

Under this initiative ECREEE will develop a gender policy which will serve as the basis for the integration of gender dimensions into the organizations operations – administrative activities and technical programmes and projects.

Also, working with the ECOWAS Department of Social Affairs and Gender, and ECOWAS Gender Development Centre (EGDC), ECREEE will provide advisory support to other ECOWAS energy agencies and institutions for the development of gender policies so as to ensure that gender is mainstreamed as well in the energy interventions implemented by these agencies and institutions.

#### **h. Establish Steering Committee and Technical Advisory Group for ECOW-GEN**

A programme steering committee and advisory group will be established to oversee and ensure the successful implementation of the programme and its activities. The ToR for the steering committee and advisory group are described in section 4 and the list of the Advisory Group is attached as Annex G.

#### **3.6.2.5.2 Activities on Capacity building**

##### **h. Develop training materials and manuals for policy makers, financial institutions, businesses and other relevant stakeholders**

In line with the programme's strategic approach of creating a critical mass of gender-aware policy makers, training materials and manuals will be developed with the objective to equip the decision makers in the Member States with the capacity to, among others, recognize actions with gender relevance and identify gender entry points, as well as to appreciate the expected gender impacts from their interventions.

In addition to this, manuals and materials that fulfil these objectives will be developed for other target groups, namely financial institutions, businesses and organizations.

##### **i. Organize training workshops for policy makers on mainstreaming gender in energy programs and projects**

Training workshops, where the developed training materials will be taught to policy makers, will be organized once a year, starting from the second year of the programme's first operational phase. The trainings will include practical



sessions where the participants will gain valuable knowledge and skills on the subject matter.

**j. Develop e-learning modules and courses for policy makers, financial institutions, businesses and other relevant stakeholders and run e-learning courses on the ECOW-GEN website**

As with the other initiatives, e-learning modules and courses will be developed and hosted on the ECOW-GEN website. These modules and courses will be tailored to the specific needs of policy makers. ECREEE will work with partners that have distinguished records in developing materials for policy makers, particularly ENERGIA and the AFREA Gender and Energy Program. The courses will be included facilitated and self-study options.

Also, e-courses for financial institutions, businesses and other stakeholders will also be made available on the site.

**3.6.2.5.3 Activities on Awareness raising and advocacy**

**k. Develop awareness strategy targeting policy makers**

Under the awareness raising and advocacy component, an awareness strategy will be developed in the first year of this operational phase. The awareness strategy will aim to obtain the support of the men and women policy makers in the region, and outside the region, regarding mainstreaming gender in energy development and expansion, as well as empowering women through energy interventions.

In addition, the awareness strategy will include suggested avenues for engaging the upcoming clean energy centres in the continent to reach the same target group in their respective Member States.

**l. Conduct awareness campaigns (using mass media and other channels) and organize awareness raising events (liaising with the other RE and EE centres in the continent).**

Based on the strategy, awareness campaigns will be developed and conducted throughout the 5-year period. The campaigns will be conducted through online platforms – the ECOW-GEN website and other social media platforms – as well as through other mass media channels.

Complementing these efforts, ECREEE will organize, periodically, awareness raising events, in conjunction with the other upcoming renewable energy and energy efficiency regional centres.

**m. Develop and publish IEC materials and annual reports**

Information, education and communication materials (IEC) materials, such as brochures, flyers, factsheets, policy briefs, video documentary, etc. will be developed, published and disseminated through the ECOW-GEN website and at conferences/meetings organized by ECREEE or attended by staff of ECREEE. The IEC materials will aim to raise awareness of ECOW-GEN's initiatives and activities in the region, the issues being tackled by ECOW-GEN as well as the successes achieved.

The annual implementation status of ECOW-GEN's activities will be reported in the annual report which will be published in the last quarter of every year.

**ECOWAS Facility for Gender Mainstreaming in Energy Access  
(ECOW-GEN Facility )**

*The ECOWAS Women's Business Fund; the Women's Technical Exchange Program; and Women Economic Empowerment through Energy for Productive Uses are components of the ECOW-GEN Facility.*

*The ECOW-GEN Facility is a small grant Facility under ECOW-GEN, whose primary objective centers on promoting gender-responsive investments and business development by transforming women-led business ideas in energy into real, commercially viable enterprises. Thus the Facility will aid in and contribute towards technology development and transfer; knowledge and skills acquisition; and establishment of sustainable energy businesses.*

### 3.6.2.6 Youth Leadership Development in Energy

Through research and development of papers on topical issues in the energy sector, young people will contribute to informing decisions on energy development in their respective countries, and the region as a whole.

ECREEE, through a call for proposal process, that will be launched annually, will select proposals from research teams comprising of young women and men from academic institutions or youth organizations for grant support. Research areas will include, but not limited to, topics on investment, policy and regulatory frameworks and capacity building.



To ensure that the policy papers produced are relevant and that the proposed solutions are applied, the research topics will be based on recommendations from energy ministries in the Member States. The policy papers will be published and disseminated by ECREEE and research teams will have the opportunity to present their work at regional forums organized by ECREEE.

In addition to developing papers, a grant funding component on developing renewable energy technologies will provide support to young innovators to contribute to upscaling the deployments of appropriate technologies for community development.

#### **Activities: Youth Leadership Development in Energy**

##### *3.6.2.6.1. Activities on Capacity building*

- a. Establish peer review committee
- b. Develop a network of young researchers and mentors
- c. Organize regional training workshops for youth in energy (5 workshops over the 5 year period)
- d. Support Members States to develop and integrate clean energy curriculums in primary and secondary schools and Universities.
- e. Develop e-learning modules and courses for youth in energy and run e-learning courses on the ECOW-GEN website

##### *3.6.2.6.2 Activities on Awareness raising and advocacy*

<ul style="list-style-type: none"> <li>f. Develop sensitization/awareness strategy targeting girls and young women</li> <li>g. Conduct region-wide awareness campaigns (using mass media and other channels)</li> <li>h. Organize awareness raising events (local, regional and international events, etc.)</li> </ul>
<p><i>3.6.2.6.3 Activities on Business development and investment promotion</i></p> <ul style="list-style-type: none"> <li>a. Launch call for proposals for research grant (policy research studies) and award grants for policy research (to 10 research teams annually)</li> <li>b. Launch call for proposals for research grant (appropriate technology development) and award grants for R &amp; D of appropriate technologies (to 3 research teams annually)</li> </ul>

#### 3.6.2.6.1. Activities on Capacity building

##### **a. Establish peer review committees in the Member States**

A regional peer review committee, comprised of university lecturers and energy professionals in the Member States will be established in the first year of this operational phase. The peer review committee will provide advisory support in the development of research topics and in the selection of research proposals for grant.

Members will be required to serve in the committee for a period of two years, renewable.

##### **b. Develop a network of young researchers and mentors**

ECREEE will establish a network of young women and men researchers; this will be a network of university level students and graduates in the region with interest in addressing the energy challenges in the region through evident-based solutions.

In addition to this, a network of mentors will be established. Mentors, who will comprise of energy experts from within and outside the region, will coach the young researchers on improving their research skills and exceling in their chosen career fields.

##### **c. Organize regional training workshops for youth in energy (5 workshops over the 5-year period)**

Annually, young women and men that have distinguished themselves in energy research (or relevant fields) or have shown a keen interest in the subject matter will be selected from the region to participate in a regional capacity building and networking workshop. Through calls for applications, ECREEE will identify these young women and men energy leaders and equip them essential knowledge and skills to propel them to the next stage of their career.

**d. Support Member States to develop and integrate clean energy curriculums in primary, secondary and University schools**

Moreover, ECREEE will support Member States to develop and integrate clean energy curriculum in the primary, secondary and University schools. Working with the Ministries of Energy, Education, academic institutions as well as relevant boards and agencies, a strategy for developing curriculums, courses and training materials will be created.

**e. Develop e-learning modules and courses for youth in energy and run e-learning courses on the ECOW-GEN website**

E-learning modules and courses will be developed and ran on the ECOW-GEN website for the different target groups (secondary school students and university students). The course will start with the self-study option and may include, depending on the demand, a facilitated option in the second operational phase of the programme.

**3.6.2.6.2 Activities on Awareness raising and advocacy**

**f. Develop sensitization/awareness strategy targeting girls and young women**

From a regional survey conducted on “the status of gender mainstreaming in energy access in ECOWAS Member States” the known fact that there are less women in STEM courses at the university level and, afterwards, jobs, was validated. This status quo prevents women from benefiting from the lucrative job

market STEM provides and contributing to solving the energy challenges in the region.

Thus, at the start of this phase, ECREEE will develop a sensitization/awareness strategy targeting girls and young women specifically. The strategy will aim to change the perception that 'STEM' are men jobs or courses.

**g. Conduct region-wide awareness campaigns (using mass media and other channels) and organize awareness raising events (local, regional and international events, etc.)**

Awareness campaigns will be conducted and awareness raising events will be organized frequently throughout the region. ECREEE will liaise with the Ministries of Energy and Education, and other relevant stakeholders, to develop and run campaigns as well as to organize events.

Moreover, regional conferences and international conferences will provide a good opportunity to raise awareness on the challenges and successes ECREEE has had in meeting the objectives of this initiative. Thus, as with the other initiatives, side-events will be organized for this purpose.

**3.6.2.6.3 Activities on Business development and investment promotion**

**h. Launch calls for proposals for research grant (policy research studies) and award grants for policy research (to 10 research teams annually)**

Every year, calls for research proposals, from research teams comprised of young women and men, will be launched. Calls will be launched with a selected number of possible topics based on urgent issues identified with the Member States. Selection of proposals will be based on the capacity of the research teams to elucidate upon the policy issue, identify possible ways (policy alternatives) by which the issue could be addressed, evaluate the likely outcomes from each of the alternatives identified, and to recommend, and provide justifications for, a solution.

Annually the best 10 proposals selected by the peer review committee will be awarded with grant to develop their policy paper. The papers will be published electronically and made available on the ECOW-GEN e-library. Furthermore, researchers will be given the opportunity to share their findings and recommendations at conferences and workshops organized by ECREEE.

The calls will be opened to individuals not more than 32 years of age.

**i. Launch call for proposals for research grant (appropriate technology development) and award grants for R & D of appropriate technologies (to 3 research teams annually)**

Similarly, starting from the second year of this operational phase, calls for proposals for research and development of appropriate technologies by teams of young women and men will be launched. The aim of this “catch them young” initiative is to equip young women with technical skills in renewable energy and energy efficient technologies at a young age and, by doing so, impart them with the sought-after skills that will enable them to be competitive in the clean energy sector.

It is expected that at least 3 of such proposals will be selected and awarded research grants annually.

### 3.6.2.7 ECOWAS Network on Gender Mainstreaming in Energy Access

To enhance the impact of ECOW-GEN activities, the ECOW-GEN Network connects gender and energy practitioners in the ECOWAS region, other regions in the continent and the international community, with the objective to promote, through knowledge sharing, a cohesive, coordinated, and a more effective approach to gender-responsive sustainable energy development in West Africa.

The ECOW-GEN Network will:

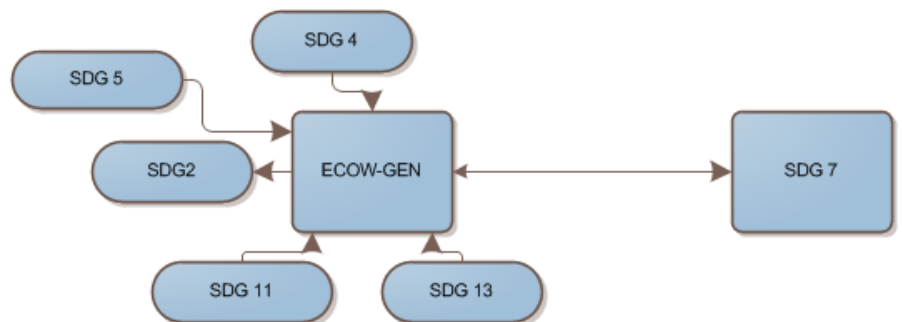


- support information exchange and knowledge transfer on best practices on gender mainstreaming in energy access;
- facilitate collaborations between ECOWAS countries and countries outside the region;
- raise awareness on, and conduct advocacy for, mainstreaming gender in energy development in the region;
- contribute towards capacity building efforts targeting policy makers, project promoters and civil society groups.

The network, at [www.ecowgen.eceeee.org](http://www.ecowgen.eceeee.org), is open to individuals and institutions (government institutions, development organizations, non-governmental organizations (NGOs), civil society organizations (CSO), academia, etc.) working on, or interested in, gender and/or energy within the West African region.

### 3.6.3 ECOW-GEN and the Sustainable Development Goals (SDGs)

ECOW-GEN aligns well with some key goals and targets of the Sustainable Development Goals (SDGs), the obvious one being SDG7 – **Ensure access to affordable, reliable, sustainable and modern energy for all**, through the programme's effort towards improving energy access and meeting the SE4ALL goals. The links between ECOW-GEN and the SDG 7 is a two-way feedback – meaning that ECOW-GEN contributes towards achieving the goal and the SDG 7 contributes towards achieving ECOW-GEN priorities.



In addition to this, the Programme also contributes strongly to other SDGs, the notable ones being SDG 2, 4, 5, 11 and 13, as described in the table below.



Relevant sustainable development goals (SDGs) and Targets	ECOW-GEN initiatives
<b>SDG4: Ensure Inclusive and equitable quality education and promote lifelong learning opportunities</b>	<p style="text-align: center;"><b>Youth Leadership Development in Energy</b></p> <ul style="list-style-type: none"> <li>- Young women and men will be imparted with valuable skills that will enhance their employability in the energy labour market.</li> <li>- Through an effective mentorship platform, as well as networking opportunities, youth will gain first-hand knowledge of what is demanded in the energy labour market.</li> <li>- With research grants and targeted capacity building, young men and women will be supported to start-up their own commercially viable energy establishments and, thus, be self-employed.</li> </ul>
<b>SDG5: Achieve Gender Equality and empower all women and girls</b>	<p style="text-align: center;"><b>Mainstreaming Gender in Energy programs and projects</b></p> <ul style="list-style-type: none"> <li>- Through the regional gender and energy responsive policy and national strategies, as well as by supporting Member States to develop gender specific legislations, inequality and all forms of discrimination against women will be tackled, particularly as it concerns equal participation of women and men in energy development, and access to energy resources and technologies.</li> </ul> <p style="text-align: center;"><b>Women's Technical Exchange Program</b></p> <ul style="list-style-type: none"> <li>- By developing the capacities of women to be competitive in the energy sector, as well as supporting energy ministries in the Member States to develop programs and projects that incorporate the needs of both men and women, inequalities in the supply and demand sides of the energy sector will be addressed.</li> </ul>

	<p style="text-align: center;"><b>ECOWAS Women's Business Fund</b></p> <ul style="list-style-type: none"> <li>- Through grants, commercially viable energy projects will be initiated and ran by women, and by tailored capacity building efforts women entrepreneurs will gain the necessary skills to be competitive as producers and suppliers in the energy sector. This will, thus, lead to an improvement in their income levels which will directly lead to an improvement in the standards of living of their households. This initiative will, therefore, work to alleviate poverty at the household level by economically empowering women.</li> </ul>
<p><b>SDG2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture</b></p>	<p style="text-align: center;"><b>Women's Economic Empowerment through Energy for Productive Uses</b></p> <ul style="list-style-type: none"> <li>- By accelerating the deployment of renewable energy technologies for agricultural production, processing and preservation purposes the productivity levels of rural women farmers in the region will be enhanced.</li> <li>- By building the capacities of rural women farmers to use and maintain clean energy technologies women will take charge of sustaining the intervention - and, thus, the constant availability of modern energy services for productive uses.</li> <li>- The initiative will lead to awareness being raised and the public being educated on the use of renewable energy for poverty eradication at the household level and, more broadly, for rural development to empower them to make their voices heard in multisectoral stakeholder community dialogues on rural development.</li> <li>- In addition, the initiative will support rehabilitation and strengthening of agricultural extension services; create enabling environments to support the use of Information and communication technologies for pest control; work with relevant institutions to facilitate access to credit, access to land, water and seeds for rural women farmers.</li> </ul>

	<p><b>Women's Economic Empowerment through Energy for Productive Uses</b></p> <ul style="list-style-type: none"> <li>- Rural women farmers will gain knowledge and skills on improved (modern) agricultural techniques and Climate resilient agriculture through the trainings that will be covered under this initiative.</li> </ul>
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	<p><b>ECOWAS Women's Business Fund; Women's Technical Exchange Program; Women's Economic Empowerment through Energy for Productive Uses; Mainstreaming Gender in Energy Programs and Projects; Youth Leadership Development in Energy</b></p> <ul style="list-style-type: none"> <li>- Each of the five initiatives all contribute towards creating an enabling investment environment for accelerating the deployment of renewable energy and energy efficient technologies to populations without access to energy.</li> </ul>
SDG 13: Take urgent action to combat climate change and its impacts	<p><b>ECOWAS Women's Business Fund; Women's Technical Exchange Program; Women's Economic Empowerment through Energy for Productive Uses; Mainstreaming Gender in Energy Programs and Projects; Youth Leadership Development in Energy</b></p> <ul style="list-style-type: none"> <li>- Through investments, capacity building, advocacy and awareness raising, ECOW-GEN's initiatives addresses climate change and energy poverty issues by closing the energy demand and supply gap through the increased use of renewable energy and energy efficient technologies.</li> </ul>

### 3.6. 4 ECOW-GEN and Climate Change: Mainstreaming Gender for a climate resilient energy system in ECOWAS

The Climate Technology Centre & Network (CTCN) will be providing technical support directed at mainstreaming climate change adaptation + mitigation measures and strategies into the four strategic areas of ECOW-GEN's intervention: policy support and development; capacity building; knowledge management, awareness & advocacy; and investment promotion and business development. The support from CTCN will be merged and jointly implemented with the ongoing interventions of ECOW- GEN.

Thus, CTCN and ECOW-GEN will collaboratively provide to the ECOWAS Member States the following technical assistance:

#### **Policy support and development**

- Support review of energy relevant policies – for countries with energy policies due for review, the assistance here will focus on supporting countries to review energy policies/strategies/action plans to ensure that they are gender-responsive and incorporate strategies for increasing the energy sector's resilience to climate change.

#### **Capacity building**

- Support countries in undertaking gender audits in the energy sector – to ensure that energy institutions in the Member States have the capacity to mainstream gender and climate resilience in energy programmes and projects development, a gender/climate change audit or gap assessments will be conducted. The results from the assessment should feed into developing a (capacity building) strategy, specific to the country, and that achieves the goal of 'Mainstreaming Gender for a climate resilient energy system in ECOWAS'.
- Support capacity building: through training workshops and development of information toolkits and materials, energy sector policy makers, regulators, operators and others will be trained on adopting gender-responsive, climate risk management approaches in expanding energy access. Further to this, capacity building activities should be implemented to support public and private organizations in accessing climate finance for gender-responsive, energy infrastructure development. Also, through capacity building efforts and development of information, education and communication (IEC) materials, engage the local investment, financial and insurance institutions, building their capacity towards providing financial instruments for climate risk reduction through the use of financial instruments.

## **Knowledge management, awareness & advocacy**

- Support awareness and knowledge exchange: support the dissemination of lessons and exchange of experiences among ECOWAS countries to promote synergy and to create an effective and efficient regional approach to mainstreaming gender and climate resilience towards improving energy access, and to accelerate transfer of climate-friendly technologies and strategies for mitigation and adaptation. Relevant actors may include energy industry, governments, NGOs, academia and research institution. The objective of which is to achieve, among these actors, a deep appreciation of the vulnerabilities and risks as a result of climate change, and opportunities for improving climate resilience through gender mainstreaming.
- Enable data collection as well as the publication of scientific articles about gender and climate change in West Africa in peer-reviewed journals – provide technical assistance in the collection of climate data relevant for gender and energy which should be made widely available to ECOWAS Member States. Also, through the framework of the ECOWAS Energy research grant program (see attached concept note) and other national related research platforms, provide back-stopping support for the development of high quality, scientific articles.

## **Investment promotion and business development**

- Develop gender-responsive project screening tools: Support countries in the development of screening tools that ensure that gender considerations and climate concerns are included in the planning and design of energy projects. The Development of screening tools for energy projects should be tied to the regional project on developing the ECOWAS Regulation on Gender Assessments for Energy Infrastructure Development.
- Project Selection: provide back-stopping support in the selection of gender-responsive, environmentally sound energy projects for funding support through the ECOW-GEN Facility.
- Develop gender-responsive, mitigation and adaptation demonstration projects which could access climate finance: support relevant institutions in the respective ECOWAS countries in identifying and designing projects that demonstrates the effectiveness of gender mainstreaming in promoting climate resilience in the energy sector.

## 4. Organization and Management

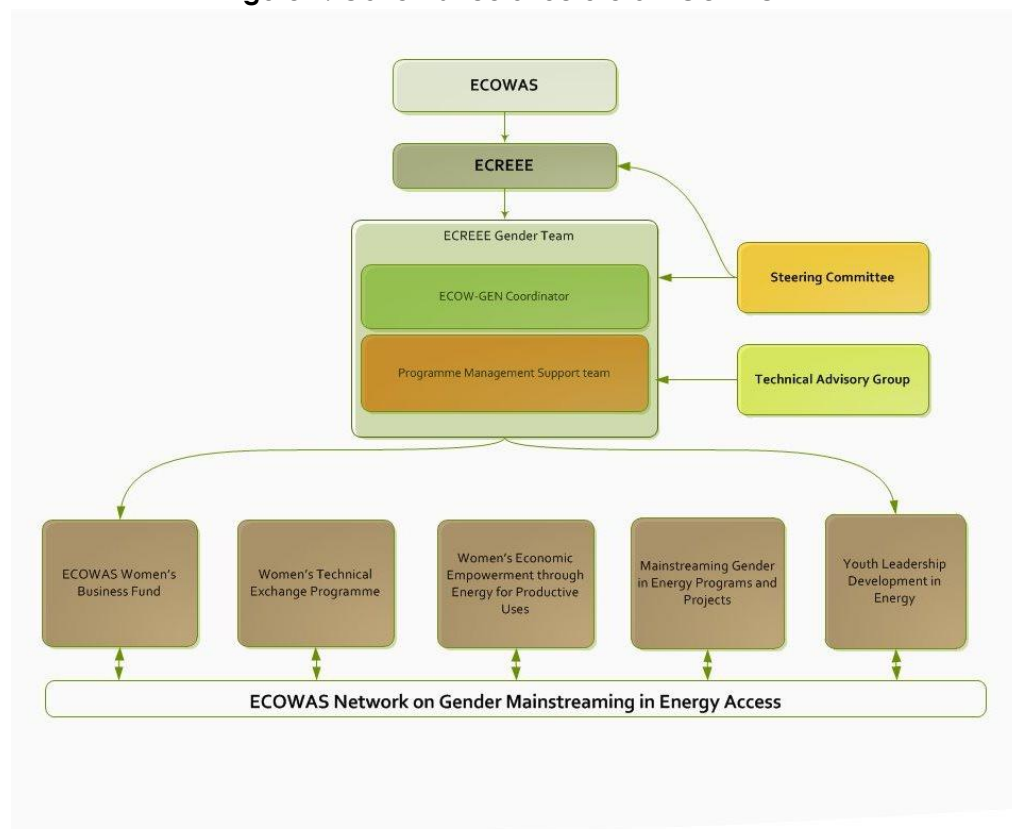
### 4.1 Governance structure and process

In order to effectively implement the programme's initiatives, ECOW-GEN will require a governance structure comprised of a Steering Committee and a Technical Advisory Group whose main functions will be to provide strategic guidance for the development and implementation of activities in line with the goals and objectives of the programme.

The ECREEE Gender Programme Management Team, is comprised of the Programme Coordinator and a Project Management Support team, will be responsible for implementing the activities recommended and endorsed by the Steering Committee and Technical Advisory Group.

The sections below describe the objectives, tasks and potential composition of the Steering Committee and Technical Advisory Group.

**Figure 1: Governance Structure of ECOW-GEN**



### **Steering Committee – Duties and responsibilities**

The primary function of the Steering Committee is to provide oversight to the implementation of ECOW-GEN's and to provide suggestions on improving the programme's interventions and impacts.

#### a) the Steering Committee shall:

- Provide guidance and support towards the achievement of the programme's objectives, as required;
- Evaluate and refresh the mission, objectives and strategies of the programme;
- Identify and initiate activities to promote ECOW-GEN and to build support for the programme at a high level;
- Provide guidance and support in the development of strategies for ensuring the progress and sustainability of the programme's initiatives;
- Monitor progress of the programme's activities, and review and approve the work programmes and budget for activities planned in the Member States and provide comments on the adequacy of the activities planned.
- Provide advice, as a group and as individuals, to the ECREEE Gender team.

#### b) Steering Committee Structure

The ECOW-GEN Steering Committee shall be comprised of high level representatives from ECOWAS Governments (i.e. MDAs), the ECOWAS Commission, and ECOW-GEN's technical and financial partners.

Designated officials may serve for a period of 3 years, renewable.

The Steering Committee may elect individuals or representatives from other countries or organizations to serve on the committee.

#### c) Operational Methods

- The Steering Committee shall consist of a chair, deputy chair and secretary;
- The chair sets the agenda, convenes meetings and ensures that they are properly conducted;
- The deputy chair takes the role of the chair when the chair is not present;
- The secretary plans, co-ordinates and monitors all Steering Committee-related activities including distributing the agenda, attending the meetings, preparing minutes and reporting on recommendations.

d) Rules of procedure

- The Steering Committee shall elect its chair, deputy chair and secretary. If neither the chair nor deputy chair are present at a Steering Committee meeting the members present shall elect one of their number to act as chair at that meeting.

e) Operational Means

- The Steering Committee holds meetings once a year, or as required.
- The member hosting meetings bears the costs connected with the meeting, unless otherwise decided. Participants in the meetings cover their respective travel and accommodation expenses.

f) Methods of work

- The chair is responsible for convening meetings.
- Meetings will normally take place immediately after the ECREEE Board Meeting.
- The chair may convene meetings at other times when he finds support of at least two third of the members of the Steering Committee that it is necessary to do so.
- The secretary is responsible for ensuring that the agenda of the meeting is made available to the members in good time before the meeting.
- The Technical Advisory Group will provide support by making available information to facilitate in decision making.

**Technical Advisory Group – Duties and Responsibilities**

a) Collectively, the Advisory Group shall:

- Act together, through the combined strengths of their individual professional contributions, to ensure the technical and practical soundness of activities implemented under the 5 ECOW-GEN initiatives.
- Help ensure the consistency and appropriateness of the design, development and implementation of ECOW-GEN activities across the 15 Member States.
- Advise on appropriate procedures and timelines for outputs or products from ECOW-GEN.

b) In their individual capabilities, the members shall, in response to specified deadlines:

- Avail themselves of technical consultation on specific or general issues, concerning ECOW-GEN activities, as required by ECREEE.
- Provide comments on the Regional Policy for Gender Mainstreaming in Energy Access and the Implementation Strategy to be developed.
- Provide comments on shortlisted projects for grant support through the aforementioned initiatives.



- Review training modules and materials to ensure consistency and appropriateness.
- Review documents for technical correctness, broad applicability and practicality of design and analysis.
- Share relevant information that may support the implementation of ECOW-GEN's activities.

#### c) Advisory Group Structure

- Membership will comprise of at least 6 experts on Gender and Energy and shall reflect a representation of development partners and energy ministries in the ECOWAS Member States
- Additional experts may be involved on a needs basis.
- The ECOW-GEN Coordinator at ECREEE will act as the Chair and convenor of the Advisory Group

#### d) Operational Methods

- The Advisory Group will be convened and consulted primarily through electronic and telephonic means. If there is a need to conduct face-to-face meetings, it will be discussed with the members well in advance.

#### e) Operational Means

- Members will contribute on a *pro bono* basis.
- All costs for active participation in meetings and required teleconferences will be borne by ECREEE.

#### f) Qualifications of Advisory Group members:

- Actively involved in the Gender and Energy field.
- Be readily and easily accessible by e-mail or telephone.
- Be willing to provide written comments and avail themselves for consultation on the timelines required by ECREEE.

#### g) Members shall:

- Be drawn from nominations received from development partners and ECOWAS energy ministries.
- Be appointed to serve for an initial term of two years, renewable.

### **ECREEE Gender Programme Management Team- Duties and Responsibilities**

The ECREEE Gender Programme Management Team will be comprised of a Gender Expert/Programme Coordinator and the Project Management Support team comprised of a Web Content and Social media expert and other temporary staff.

### **ECOW-GEN Coordinator**

The ECOW-GEN Coordinator is a Gender Expert whose duties include to:

- Develop and coordinate relevant programme activities towards achieving expected results in accordance with the Programme Document.
- Assume primary responsibility for daily management of relevant parts of the programme - both organizational and substantive matters – budgeting, planning and general monitoring of the programme in close collaboration with the ECREEE Renewable Energy and Energy Efficiency Programme Coordinators.
- Develop information, communication and education (IEC) materials and ensure dissemination of information and knowledge management for effective programme implementation.
- Provide oversight to the management of the ECOW-GEN online interactive platform and ensure that the objectives of the site are effectively met.
- Prepare terms of reference for national and international consultants and subcontractors.
- Prepare and launch calls for proposals and expression of interest for projects to be supported through the ECOW-GEN grant facilities; evaluate and select technically and commercially sound projects for grant support; monitor projects for their effective implementation.
- Monitor and guide the work of consultants and subcontractors for compliance with the agreed work plan.
- Ensure adherence to the programme work plan; prepare revisions of the work plan, if required.
- Support development and implementation of self-monitoring, quality assurance and independent evaluation systems, including facilitated feedback from Member States and international partners, as a basis to sharpen and improve the objectives, strategy and operations of ECOW-GEN.
- Monitor the expenditures, commitments and balance of funds in line with the annual work plan and reporting requirements;
- Draft quarterly program progress reports, as well as any other reports requested by the Executive Director.
- Ensure the effective operation of the ECOW-GEN Technical Advisory Group and the Steering Committee.

- Build new partnerships with relevant institutions and identify funding opportunities for running the programme's activities.
- Undertake any other actions related to the programme as requested by the Executive Director of ECREEE.

### **Web content and Social Media Expert – Duties and Responsibilities**

The Web Content and Social Media Specialist shall fulfil the following tasks:

- Work with the ECOW-GEN coordinator to achieve the objectives of the network.
- Manage the day-to-day operations of the website, including uploading contents, writing website materials and editing posts made by network members – as appropriate.
- Document current activities of ECOW-GEN and present on the website.
- Source for relevant and up-to-date information on new developments on gender and energy, and publish online with relevant photographic materials or videos to accompany text information.
- Create campaign themes on relevant issues for advocacy on the home page.
- Develop and implement ideas for growing the membership base and actively engaging the members on a regular basis.
- Create and manage discussion forums on the website.
- Create internal and external links that will add value to the website.
- Engage actively in ECREEE's Facebook, Instagram and Twitter accounts as well as other possible networking platforms.
- Develop electronic newsletters and disseminate to network members periodically.
- Working with the Event Coordinator, Website Developer, brainstorm and develop ideas for outreach and promotional activities for ECOW-GEN and on any additional communication-related needs as they arise.

## **5. Monitoring and Reporting Process**

The overall objective of the monitoring and evaluation process is to ensure successful and quality implementation of the programme's activities by:

- i) Tracking and reviewing execution rate of activities execution and actual accomplishments;
- ii) identifying on-time corrective actions that need to be taken to ensure that the programme's performance does not deviate from original plans;

- iii) Adjust and update the programme's strategy and work plan to reflect possible changes on the ground, results achieved and corrective actions taken; and
- iv) Ensure linkages and harmonisation of the programmes activities with that of other related projects at national, regional and global levels.

Through collection of baseline and regular data, and in line with the logical framework, an outcome and impact monitoring system will be developed to track and report on the impacts and long-terms results of ECOW-GEN's interventions on women's economic empowerment in the West African region. The monitoring system will work through on a participatory process in which the country-level monitoring and evaluation will involve the national stakeholders, and will, thus, contribute towards building the capacity of the national stakeholders. Moreover, through this process, the beneficiaries will be able to provide feedback to the Programme team, Steering Committee and Technical Advisory Group, not only of the content of the activities implemented, but also of suggested changes to the strategic focus of the programme.

In addition to this, independent external evaluations will be carried out on the programme's activities in the Member States periodically and, whenever required by the Steering Committee or the Technical Advisory Group, an independent evaluation of the full programme will be commissioned.

The Programme Coordinator will be responsible for day-to-day management of the activities and track progress towards milestones, coordination of monitoring and evaluation of the programme's activities with respect to improvement in energy access situations and GHG emissions reductions from establishing enabling environments for women's involvement in sustainable energy development.

## 6. Financing

The total budget for the programme is estimated at €10 million. It is expected that this will be covered mainly through donor contributions and the ECOWAS commission covering about 10% of the total cost of the programme over the 5 – year period.

Through the programme's grant facilities, and consultancies, direct support will be provided to the target beneficiaries, with the focus of achieving the envisaged outputs, outcomes and impacts.

## 6.1 Budget for mid-2015 – 2019

Presented in Table 1 below is a summary of the proposed 5-year budget for July 2015 – 2019.

The proposed budget covers the costs for the following activities:

- Grant funding will be provided to eligible applicants under the 'Women's Business Fund', the 'Women's Technical Exchange Programme', the 'Women's Economic Empowerment through Energy for Productive Uses' and the 'Youth Leadership Development in Energy'. The estimated budget of € 3.9 million, which will be implemented over the 5- year period, represents 39% of the programme's proposed budget.
- Subcontracts will be awarded for consultancy services at the national and regional levels. For the initiative on 'Women's Economic Empowerment through Energy for Productive Uses' and the Outreach Program under the 'ECOWAS Network on Gender Mainstreaming in Energy Access', indigenous NGOs will be contracted to support in the development and implementation of the initiatives in the Member States. And for the initiative on 'Mainstreaming Gender in Energy Programs and Projects, in which policy instruments, strategic documents, and IEC materials will be developed, calls for proposals will be launched to contract consultancy services for the development of these outputs.
- Conference and Events will be organized to, among others, validate and adopt the regional policy and the national strategies that will follow, raise awareness on the problems the programme aims to address, as well as to train policy makers and women entrepreneurs.
- Communication and Educational Services has an estimated cost of €350,000 for the 5-year period. This budget will be used in consolidating the sensitization and communications components of the relevant activities as well as for the production of information and training material, presentations at international events.
- The budget for the Programme Management Team will cover salaries, travel and M&E related costs, including the cost for organizing Steering Committee and Technical Advisor Group meetings (face-to-face meetings will take place back-to-back with ECREEE events) amounting to approximately €1.7 million for the years under consideration and representing 16% of the total budget.

**Table 2: Proposed 5 – year Budget (mid 2015 – 2019)**

<b>Expenditures (5 Years)</b>	<b>Total (EUR)</b>	<b>Share in the total budget</b>
<b>Grants</b>		
Women's Business Fund/ grant	1,750,000	
ECOWAS Women's Technical Exchange Programme/Grants	1,000,000	
Women's Economic Empowerment through Energy for Productive Uses/Grant	1,000,000	
Youth Leadership Development in Energy/Grant	150,000	
S/T	3,900,000	39%
<b>Sub-contracts(Consultancies at regional and national level)</b>		
Women's Economic Empowerment through Energy for Productive Uses/subcontacts	1,000,000	
Mainstreaming Gender in Energy Programs and Projects/subcontract	1,000,000	
ECOWAS Network on Gender Mainstreaming in Energy Access/Outreach programe/Subcontract	900,000	
S/T	2,900,000	29%
<b>Conferences and Events</b>		
Regional events	728,875	
national events	354,875	
S/T	1,083,750	11%
<b>Communication and Educational Services</b>		
Information materials	350,000	
S/T	350,000	4%
<b>Programme Management Team</b>		
Personnel	1,140,000	
Travel	376,250	
Monitoring and Evaluation	100,000	
Steering Committee and Technical Advisory Group	75,000	
S/T	1,691,250	17%
<b>Total direct cost</b>	<b>9,925,000</b>	
<b>Contingencies</b>	<b>75,000</b>	<b>1%</b>
<b>Total</b>	<b>10,000,000</b>	<b>100</b>

## **7. Annexes**

**Annex A: Logical Framework**

**Annex B: Work Plan**

**Annex C: Terms of Reference for the Development of a Regional Policy for Gender Mainstreaming in Energy Access**

**Annex D: Questionnaire for ECOWAS Energy Ministries**

**Annex E: Requirements for projects funded by ECOW-GEN**

**Annex F: Framework Action Plan on Women's Economic Empowerment through Energy Access in the MRU Sub-region**

**Annex G: ECOW-GEN Advisory Group Members List**

## Annex A: Logical Framework

<b>Mission</b>			
To level the playing field for women and men in the development of sustainable energy infrastructures in West Africa.			
Overarching Impact	Outcomes	Indicators for Achievements	Means of Verification
Improved income, welfare and productivity levels of people in the ECOWAS population, particularly women, through a socially inclusive transition to a low- carbon development pathway	<p>Gender is mainstreamed in energy-related policies, action plans and strategies at the national level and Member States tailor their development agendas to reflect gender differences and the needs of the different gender groups.</p> <p>Women (groups, associations and networks) gain valuable skills to engage actively in decision making processes by negotiating effectively with governments and organizations to have their voices heard, and their needs incorporated, in</p>	<p>A regional policy for Gender Mainstreaming in Energy Access is developed and adopted at the highest levels of authority in West Africa. And national strategies/incentives to facilitate the operationalization the strategic actions contained in the policy.</p> <p>Support networks are established for the different target groups.</p>	<p>Adopted regional policy document and established national strategies and incentives schemes.</p> <p>Number of members registered in the networks</p>



	<p>energy development agendas.</p> <p>Gender inequalities in energy production and consumption are addressed through a cohesive and coordinated effort involving West African and other African governments.</p>	<p>Governments establish inter-ministerial multi-stakeholder committees, involving women groups, civil society organizations, youth organizations, academia and research institutions, and the private sector, to dialogue on social inclusive sustainable</p> <p>Regional and national policies/strategies validation and adoption workshops as well as stakeholder consultations are organized.</p>	<p>Number of meetings called for by Governments and invitees/participation from other ministries, private sector, and organizations representing women' interest.</p> <p>Number of meetings organized at the regional and national levels.</p> <p>Numbers of policy/strategies validated and adopted.</p>
	<p>Awareness is raised, and rural and urban populations educated, on the benefits of women's empowerment for sustainable social and economic development, at the community and institutional level.</p>	<p>Awareness (and communication) strategies are developed; awareness campaigns are created and conducted through mass media channels and awareness raising events are</p>	<p>Number of awareness campaigns conducted and number of awareness raising events organized.</p>

		<p>organized.</p> <p>Information/education/communication materials are developed, published and disseminated.</p> <p>Public outreach/education activities targeting the rural areas are conducted, and information materials developed, in the local languages</p>	<p>Number of communication and educational materials developed and disseminated.</p> <p>Number of outreach/sensitization activities conducted.</p> <p>Number of people reached.</p>
	<p>Women entrepreneurs and technicians gain valuable skills to compete with men in the energy sector.</p>	<p>Capacity needs assessments are conducted and capacity building workshops for policy makers, technical experts, entrepreneurs and youth are organized and training kits developed and distributed.</p> <p>E-learning modules are developed and e-learning courses delivered</p>	<p>Number of training workshops organized at the regional and national level.</p> <p>Number of E-courses developed and ran.</p>

			Number of women and youth trained.
	<p>Through south-south cooperation involving knowledge and technology transfer women will be impacted with skills to innovate and champion new developments in the energy sector.</p> <p>Clean energy technologies are used by rural women for agricultural productions and post-harvest activities.</p>	<p>Centres of excellence are established.</p> <p>Commercially viable sustainable energy businesses are initiated established and ran by women.</p>	<p>Number of national trainings conducted through the centres of excellences.</p> <p>Number of sustainable energy businesses/projects established with women actively involved in the operation of these businesses.</p>
	<p>The technical capacities of young women and men are strengthened to engage actively in the regional and global energy discourse.</p>	<p>National peer review committees on the Youth Leadership Development in Energy initiative are established.</p> <p>Research papers/policy papers/case-studies/fact-sheers/manuals, etc. are</p>	<p>Number of study papers published online on the ECOW-GEN interactive site.</p>

		<p>developed and published.</p> <p>Clean energy curriculums for primary, secondary and university schools are developed</p> <p>Research on appropriate technologies are conducted, and technologies developed by young men and women</p>	<p>Number of schools that teach clean energy topics.</p> <p>Number of students trained on clean energy development.</p> <p>Number of Youth-led renewable energy enterprises established.</p>
--	--	--	--

## Annex B: Work Plan

[illegible]

[illegible]

		Year 1												Year 2												Year 3												Year 4												Year 5											
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12												
	<b>Total Business Dev. and Inv. Promotion</b>																																																												
	<b>Total Women's Technical Ex. Prog.</b>																																																												
	<b>Capacity Building</b>																																																												
<b>Women's Economic Empowerment through Productive Uses</b>	Develop a network of rural women farmer organizations in the region																																																												
	Develop training materials for training rural women on renewable energy and energy efficient technologies																																																												
	Organize training workshops for rural women farmers on installing and maintaining clean energy technologies																																																												
	Organize training workshops on improving functional literacy																																																												
	<b>Total Capacity Building</b>																																																												
	<b>Awareness raising and Advocacy</b>																																																												
	Develop sensitization/outreach strategy for rural women farmers																																																												
	Organize stakeholder consultations																																																												
	Conduct region-wide awareness campaigns (using mass media)																																																												
	Organize awareness raising events (local, regional and international events, etc.)																																																												
	Develop and publish communication																																																												
	Develop and publish annual reports																																																												
	<b>Total Awareness and Advocacy</b>																																																												
	<b>Business development and investment promotion</b>																																																												
	Launch call for proposals for NGOs																																																												
	Award contracts (3 NGOs annually)																																																												
	Finance installations of RE and EE technologies in the rural areas																																																												
	<b>Total Business Dev. and Inv.</b>																																																												
	<b>Total Women's Eco.Emp. Through Energy for Prod. Uses</b>																																																												

[illegible]



[illegible]

		Year 1										Year 2										Year 3										Year 4										Year 5											
		1	3	4	5	6	7	8	#	11	12	1	2	4	5	6	7	8	#	11	#	1	2	4	5	7	8	10	11	12	1	3	4	5	6	7	9	10	11	12	1	2	3	5	6	7	8	10	11	12			
Youth Leadership Development in Energy	Capacity Building																																																				
	Establish peer review committees (university professors and energy professionals) in the Member States																																																				
	Develop a network of young researchers and research institutions																																																				
	Support Members States to develop and integrate clean energy curriculums in primary, secondary and University schools																																																				
	Develop training materials for University and Secondary level students																																																				
	Organize regional training workshops for youth in energy																																																				
	Establish mentorship program																																																				
	Develop e-learning modules and courses for policy makers																																																				
	Run e-learning courses on the ECOW-GEN website																																																				
	Total Capacity Building																																																				
	Awareness raising and advocacy																																																				
	Develop sensitization/awareness strategy targeting young women																																																				
	Organize awareness raising events (local, regional and international events, etc.)																																																				
	Develop and publish communication materials																																																				
	Develop and publish annual reports																																																				
	Total Awareness and Advocacy																																																				
	Business development and investment promotion																																																				
	Launch call for proposals for research grant (policy research studies)																																																				
	Launch call for proposals for research grant (appropriate technology development)																																																				
	Award grants for policy research (to 10 research teams annually)																																																				
	Award grants for R & D of appropriate technologies (to 3 research teams annually)																																																				
	Total Business Development and																																																				

## **Annex C: Terms of Reference for the Development of a Regional Policy for Gender Mainstreaming in Energy Access**

### **OBJECTIVES OF THE ASSIGNMENT**

To develop a regional ECOWAS Policy for Gender Mainstreaming in Energy Access and an implementation strategy that will support the regional energy efficiency and renewable energy policies, as well as the SE4ALL initiative in achieving their goals of universal access to modern energy services.

### **SPECIFIC OBJECTIVES**

1. To review and analyse the current state of affairs vis-à-vis gender mainstreaming in energy access in the ECOWAS Region. This should result in a good overview of the main barriers and gaps to gender mainstreaming in energy access, of the gaps in gender and energy expertise within the implementing institutions, and of the opportunities available.
2. To develop a policy on gender mainstreaming and energy access for the ECOWAS region, which will include measures to overcome the barriers and gaps that have been identified in the Situation Analysis phase of this assignment. The policy will be concise, have clear objectives and strategic areas of intervention, which will be used as an overall framework and will be implemented by the ECOWAS Department of Social Affairs and Gender, with support from ECREEE.
3. To develop an implementation plan that will put the policy on gender mainstreaming and energy access into practice. The implementation plan will include the main activities under the policy's strategic areas of intervention, the implementing actors, the time schedule, key indicators against which progress can be measured, and a budget.
4. Validation of the Policy and Implementation Strategy by the ECOWAS energy experts and their adoption by the Energy Ministers

### **SCOPE OF SERVICE**

#### **Activity 1: Inception report**

The consultant(s) will have a debriefing meeting with the ECOWAS Department of Social Affairs and Gender and ECREEE to discuss the assignment in detail and achieve a common understanding of the work ahead and the deliverables required.

The consultant(s) shall then proceed to develop an inception report within 2 weeks, which will describe the clear and detailed concept, analytical framework, methodology, tools, and execution plan for undertaking this assignment. The report will also include a list of documents, data and information needed to analyse the status of gender mainstreaming in energy access in ECOWAS, as well as a list of key stakeholders to be consulted and/or interviewed, which countries will be selected for a scoping mission. ECREEE and the ECOWAS Department of Social Affairs and Gender and the Advisory Group<sup>3</sup> shall provide comments on the report. The final inception report will be the guide book for the assignment onwards after approval by ECREEE and the ECOWAS Department of Social Affairs and Gender.

### **Activity 2: Situation Analysis**

Following the methodological framework laid down in the inception report, the situation analysis is to give an overview of the current state of affairs within the ECOWAS region on gender mainstreaming in energy access. It will look at the gaps and barriers that exist to achieving equal access to energy services and technologies by men and women, assess the current expertise levels within the implementing institutions and ministries to implement a gender and energy access policy and action plan, and look at past and existing interventions of mainstreaming gender into energy access policies and actions.

More specifically the situation analysis should include:

1. Assessment of existing gender expertise, competence and identify required capacity building/development with the implementing institutions and national ministries
2. Assessment of currently ongoing gender mainstreaming efforts and their results within ECOWAS and its member countries, as well as key lessons learnt from past efforts
3. Identify barriers that female energy entrepreneurs face and needs that they have to become fully competitive in their work
4. Identify barriers for equal participation of men and women in the energy sector as employees
5. Identify gaps in national policies, budgets, and practice in achieving equal access to modern energy services and technologies by men and women
6. Identify existing gaps within countries in the region of equal access by men and women to key resources, including finances, land, and technology
7. Present recommendations for the way forward.

### **Activity 3: Policy Development**

---

<sup>3</sup> The Advisory group shall comprise of ECOWAS Ministries of Energy, donors and technical partners

Based on the Situation Analysis, develop a practical and concise ECOWAS Policy for Gender Mainstreaming in Energy Access. The policy will serve as the overall framework for implementation at the regional level by the ECOWAS Department of Social Affairs and Gender and at the national level by the energy ministries. ECREEE will have a supportive role, providing assistance to the implementing parties and making sure that the ECOWAS Policy for Gender Mainstreaming in Energy Access is aligned to the overall objectives of the regional energy efficiency and renewable energy policies and the SE4ALL initiative. The final policy document will be validated at the ECOWAS energy experts meeting.

Thus, under this activity, the consultant(s) shall:

1. Develop a concise policy that is in line with the outcomes of the Situation Analysis and hence proposes objectives and measures to address the main gaps and barriers to gender mainstreaming in energy access that were identified in clearly identified strategic areas of intervention.
2. Develop the institutional framework under which the policy will be placed, with a clear definition of roles and responsibilities between the various parties involved.
3. Manage the policy validation process in close consultation with the ECOWAS Department of Social Affairs and Gender and ECREEE. The validation process will consist of several rounds of comments: a) presentation of the first draft policy to the project stakeholders<sup>4</sup> for comments; b) developing a second draft policy based on the comments received from the project stakeholders, which will be presented for review by a selected group of experts; and c) development and presentation of the final draft policy for final comments and questions at the ECOWAS Ministerial Meeting; and d) making sure the comments are well reflected in the final policy document.

#### **Activity 4: Develop the Implementation Strategy**

Also based on the Situation Analysis and in line with the ECOWAS Policy for Gender Mainstreaming in Energy Access, develop a practical Implementation Plan that puts the policy into practice. The Implementation Strategy will serve as the guidebook for actions to be taken to achieve the policy goals and objectives. The ECOWAS Department of Social Affairs and Gender will lead the management and monitoring of the implementation Strategy, with support from ECREEE.

1. Develop a concise, clear and practical implementation plan, which is in line with the policy document and the strategic areas of intervention identified. The Implementation Strategy will for each of the areas of intervention list their objectives, the actions to be taken, the responsible actors, and the timeframe and deadline.
2. Set a baseline and develop key indicators for each of the strategic areas of intervention to be able to monitor progress.

---

<sup>4</sup> ECREEE, the ECOWAS Department of Social Affairs and Gender, and the Advisory Group

3. Provide an estimated break-down budget for the actions to be taken under the Implementation Strategy.
4. The Implementation Strategy will be developed alongside the policy document and will be part of the same validation process as the policy document. Both documents are to be validated by ECOWAS technical expert and adopted at the ECOWAS Energy Ministers.

## **Annex D: Questionnaire for ECOWAS Energy Ministries**

- What are some of the gender and energy related issues that exist in your country, i.e. what are some of the issues pertaining to energy that women face? Be as elaborate as necessary.
- Kindly identify the barriers to the equal participation of women and men in energy development in your country. For example, capacity gaps and lack of technical know-how; lack of appropriate information; unequal access to resources such as land, technology and credits; and unfavourable cultures and traditions may be some of the barriers that exist. Please state the barriers unique to your case with examples. You may attach relevant reference materials.
- What are the issues that ECOW-GEN must address as priorities in order to allow more women to participate in the energy sector as entrepreneurs or as technical experts?
- Considering each of the ECOW-GEN initiatives and the online interactive network, do you think that the objectives of the initiatives may have to change over time (i.e. 2015-2019) to address other Gender and Energy problems? If so, in what ways can the programme change in line with the changing needs of the society?
- Please provide a list of relevant organizations, networks, associations, groups and individuals (especially university lecturers that may serve in the peer review committee for the initiative on Youth Leadership Development in Energy) in your country, with their contacts, that ECREEE and the Ministry of Energy must work with to enhance the effect of the programme's intervention.
- Please attach documents that you consider to be of relevance.

## **Annex E: Requirements for projects funded by ECOW-GEN**

1. Projects must demonstrate that the grant will be additional in contributing to women's economic empowerment by enhancing employment and self-employment opportunities for women, especially those living below the poverty line.
2. Projects should be market oriented, producing services for rural and urban markets.
3. Projects must include a component with a strategy on public education/awareness raising, targeting men, about the social value of women's economic empowerment.
4. Project proposals should describe a sustainability strategy which will ensure that the project continues to deliver benefits of poverty eradication and women's empowerment even after the grant.
5. Project proposals should include components on promoting lasting results to women's entrepreneurship development through the inclusion of actions for improving functional literacy and vocational training programmes.
6. Project proposals should demonstrate how the community will be involved from the inception to the final implementation of the project, particularly the role men will play in the project's activities. Emphasis should be placed on demonstrating how the project benefits the community.
7. Proposal should demonstrate practical, immediate results that the project will offer in the short term, e.g. increase in income or greater availability of resources.
8. Proposals should show how the approaches and activities developed in the project are adapted to the needs of women.
9. A significant proportion of the heat or electricity generated from the renewable energy technology must be dedicated to income generating activities.



10. Projects for 'women's economic empowerment through energy for productive uses' are projects that lead to an increase in women's income levels and decision making capacity.
11. The project should have a clear management structure, including structures for the operation and maintenance of the renewable energy installation.
12. The project should be able to be viewed and visited by others so that it acts as a true demonstration project.
13. Projects must satisfy environmental requirements and should not infringe on nature reserves.

## **Annex F: Framework Action Plan on Women's Economic Empowerment through Energy Access in the MRU Sub-region**

### **DRAFT FRAMEWORK ACTION PLAN ON WOMEN'S ECONOMIC EMPOWERMENT THROUGH ENERGY ACCESS IN THE MANO RIVER UNION**



#### **Background**

The Mano River Union (MRU) is comprised of four member countries in the West African region, namely: Cote d'Ivoire, Guinea, Liberia and Sierra Leone. In 2010, the region had a population of close to 40 million people and a gross domestic product (GDP) of approximately \$ 30 billion. As characteristic of most countries in the sub-Saharan African region, countries in the MRU are rich in natural resources but have high incidence of energy and income poverty. Established in 1973, the MRU has served as a platform for active collaboration and mutual assistance to accelerate economic, social, technical and scientific development of the countries bounded by this Union. One prominent area in which the MRU has worked extensively to foster development is in gender mainstreaming and equality in Africa; particularly for the empowerment of women who are seen to be lagging behind their male counterparts in most socio-economic indicators.

Lack of access to modern energy services disproportionately affects. Globally, approximately 2.6 billion women rely on traditional biomass for cooking. Women and girls in developing countries sometimes experience sexual exploitation, including rape, while fetching firewood. Furthermore, time spent in gathering firewood means less time spent in value-adding activities. This dependency on inferior fuels, especially at the household level, widens the gender gap that exist between men and women as the roles associated with using these fuels fall heavily on women. Thus, denying women equal opportunities to improve

themselves, socially and economically. Gender audits, conducted in many African societies reveal that at the institutional and policy levels, women and their energy needs are rarely well represented.

In order to address the issue of women's economic empowerment in the MRU it is necessary to address the issue of energy access, particularly for productive activities in agriculture and trade. This is because most women in the sub-region rely on agricultural production and trade for their livelihood. According to the United Nations Economic Commission for Africa (UNECA), trade provides women with 60 percent of non-agricultural self-employment in sub-Saharan Africa and is estimated at between 70 and 80 per cent in West Africa. Addressing the energy component of agricultural and non-agricultural activities will reduce drudgery involved in carrying out these activities through physical labour, increase yield and the potential for income generation. Renewable energy and energy efficiency, the twin pillars of sustainable energy, can play a key role in this if, among others, the policy and institutional barriers are addressed.

## **Introduction**

**The MRU recognizes that women's access to sustainable energy is critical to the development to the region's economy as well as to the success and sustainability of the SE4ALL initiative and the MDGs.** The MRU is therefore committed to promoting the full participation of women as key stakeholders at all levels of decision-making for proper integration of gender perspectives in the planning, implementation and monitoring of all energy-related dialogues, initiatives and policies to promote sustainable energy for all. Therefore the Mano River Union has convened a regional Conference on **"Women's Economic Empowerment through Energy Access in the MRU Sub-region"**, from 7-9 May 2013, in Freetown, Sierra Leone. The event was hosted by the Government of Sierra Leone with the support of, the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE), the United Nations Industrial Development Organization (UNIDO) and the African Development Bank (AfDB).

His Excellency, the President of the Republic of Sierra Leone officially opened the conference. Over 250 representatives from MRU, ECOWAS countries and development partners, including IFAD and the ECOWAS Department of Human Development and Gender, attended the event. Participants were drawn from several ministries, in particular, the ministries responsible for Energy and Gender as well as civil society representatives and women organizations.

The conference reviewed the status of women's economic empowerment in sustainable energy and showcased best practices from the MRU and other countries in the ECOWAS region. In order to overcome the existing barriers and

explore possible solutions to build on opportunities for women's entrepreneurship, a draft framework action plan for the period 2013 to 2023 has been developed and agreed.

### **Key elements of the Draft Framework Action Plan**

The following elements constitute the framework and basis of the regional action plan:

#### **1. Policies and institutional frameworks**

- Establish an MRU working group on women and sustainable energy to monitor the implementation of the *"Action plan on women's economic empowerment through energy access"*
- Establish affirmative policies and actions with targets on employment of women in all institutions involved in economic and energy sectors
- Promote and consolidate peace and security in the MRU sub-region through women's economic empowerment
- Remove bureaucratic bottlenecks by streamlining procedures and establishing clear institutional responsibilities to accelerate the delivery of resources to promote women's economic empowerment
- Establish gender advisors within every country in key institutions/ministries with reporting mechanisms to the Ministry of Gender that coordinate, monitor and leverage actions on women economic empowerment in national energy sectors.
- Integrate gender audits and budgeting within the energy sector as a tool to direct financial resources to women's entrepreneurship development.
- Establish a link between this Action Plan and the ECOWAS White Paper on Energy Access for Rural and Peri-urban populations
- Promote policy and legislation that prohibits sexual harassment and exploitation of women at all levels of the renewable energy sector.

#### **2. Networking and knowledge sharing**

- Establish gender and energy network, coordinated by MRU
- Document best practices and strategies for knowledge sharing
- Promote a focus on women's entrepreneurship development within the planned centres of excellence in the MRU sub-region
- Establish energy clubs in schools and communities
- Strengthen women's cooperatives as platforms for advocating the business case for women's entrepreneurship development (WED), and engaging with policy makers and the private sector
- Promote south-south cooperation framework to facilitate exchange of knowledge, best practices and transfer of technology between women's associations

- Conduct sensitization and awareness raising campaigns through media and other information channels accessible to women.

### **3. Capacity Building**

- Conduct capacity building activities that provide business development, financial management and leadership training to female entrepreneurs
- Adapt training materials and programmes to be sensitive and functional to rural women's literacy levels
- Promote vocational training and apprenticeship for women and girls to scale-up employment opportunities in sustainable energy
- Promote scholarships and other incentives in higher level education programmes to increase the number of female students in science and technology/engineering fields
- Revise school curriculum to integrate applied science courses in primary schools
- Conduct on annual bases a regional competition on "Innovation on Energy Access in West Africa" for women across the ECOWAS region
- Through Research and Development (R&D) promote the use of appropriate locally based clean energy technologies
- Build partnerships with universities across the sub-region to upscale capacity development in renewable energy technologies and research.
- Establish a regional certification process for renewable energy technicians that recognizes women trained in this field and facilitates their gainful employment as practitioners in the clean energy sector

### **4. Economic and financial instruments**

- Establish a regional fund to provide targeted capital investments that promote the transition of women enterprises from the informal sector to formal and cooperate levels.
- Increase access to existing financial mechanisms for female entrepreneurs in sustainable energy
- Develop innovative financial models targeted towards the specific needs of rural women to secure the affordability of energy services for productive use
- Strengthen the capacity of women entrepreneurs to identify and link to market opportunities at local and regional level that facilitate the growth of their businesses
- Scale up and replicate good practice examples of centres which provide trainings and employment for female technicians in sustainable energy and support them to offer their services on a commercial basis
- Explore gender and renewable energy linkages to climate change mitigation and adaption as a way of attracting carbon credits, through CDM projects, for financing clean energy projects

### **The way forward**

- After the agreement on the framework of this action plan, the detailed document will be elaborated by the MRU working group on empowering women and sustainable energy. The detailed action plan will be aligned with the national action plans on Sustainable Energy for All. It will contain concrete actions and measurable targets at the regional and national level, as well as the required resources for the implementation and monitoring of each action. The draft framework action plan will be circulated for validation towards the Mano River Union Member States before presenting it to the Ministers for adoption. The framework action will have a 10-year completion time frame with intermittent evaluation within every 3 years

## Annex G: ECOW-GEN Advisory Group Members List

No.	COUNTRY	Title	First Name	Last Name	Organization
1	<b>Benin</b>	Ms	Angèle Y.	ALAPINI	Ministry of Energy, Petroleum and Renewable Energy
2	<b>Burkina Faso</b>	Ms	Désirée	BERE / YAMBA	Ministry of Energy
3	<b>Cabo Verde</b>	Ms	Eduarda	Radwan	Ministry of Tourism, Industry and Energy
4	<b>Cote D'Ivoire</b>	Mr	Norbert	N'GORAN Konan	Ministry of Energy
5	<b>Gambia</b>	Ms	Adama	Gassama	Ministry of Energy
6	<b>Ghana</b>	Mr	Kofi	Agyarko	Energy Commission
7	<b>Guinea</b>	Ms	Hawa	Dioubate	Ministry of Energy
8	<b>Guinea- Bissau</b>	M	Feliciano	Mendes	Department of Energy
9	<b>Liberia</b>	Mr	Edward M.	Konneh	Bureau of Alternative Energy Department of Energy, Ministry of Lands, Mines & Energy
10	<b>Liberia</b>	Ms	Ruby	Folly	Rural and Renewable Energy Agency
11	<b>Mali</b>	Ms	Kaltoumi Aly Beidary	TRAORE	AMADER
12	<b>Niger</b>	Ms	Mariama Hamidou	KOULOUKOYE	Ministry of Energy
13	<b>Nigeria</b>	Ms	Racheal	Obiniran	Ministry of Power
14	<b>Senegal</b>	Ms	Thiam Sow	Fatou	Ministry of Energy
15	<b>Sierra Leone</b>	Mr	Mustapha	Sannoh	Ministry of Energy
16	<b>Togo</b>	Ms	Peace Akpene	Adiho	Ministry Energy
17	<b>Austria</b>	MS	Christina	Stummer	ADA
18	<b>Austria</b>	MS	Katharina	Proestler	UNIDO
19	<b>South Africa</b>	MS	Rachel	Aron	AfDB

20	<b>The Netherlands</b>	Ms	Sheila	Oparaocha	ENERGIA
21	<b>Togo</b>	Ms	Candide	Leguede	ECOWAS-FEBWE



