

**COMMUNAUTE ECONOMIQUE DES
ETATS DE L'AFRIQUE DE L'OUEST**



**ECONOMIC COMMUNITY OF
WEST AFRICAN STATES**

ECOWAS POLICY FOR GENDER MAINSTREAMING IN ENERGY ACCESS

LIST OF ABBREVIATIONS	3
DEFINITIONS	4
EXECUTIVE SUMMARY	7
1 CONTEXT	9
1.1 ECOWAS policies and programmes to build upon	11
1.2 Recognition of key decisions taken and programmes	13
1.3 Recognition of the need for a gender mainstreaming policy	13
2 SITUATION ANALYSIS	13
3 CHALLENGES AND CONSTRAINTS	19
4 POLICY VISION AND GOALS	21
4.1 Vision	21
4.2 Rationale	21
4.3 Purpose	22
4.4 Goal	22
5 STRATEGIC OBJECTIVES AND AXES OF IMPLEMENTATION	22
5.1 Objectives	22
5.2 Policy Targets	28
6 IMPLEMENTATION STRATEGY	29
6.1 Guiding Principles	29
6.2 Institutional Arrangements	31
6.2.1 Regional actors	31
6.2.2 National actors	32
6.2.3 Non-state actors	33
6.3 Resource Mobilisation	34
6.4 Monitoring and Reporting	34
6.5 Periodic Review of the Policy	34
6.6 Implementation Plan	35
7 Annex: Monitoring Plan	52
8 Annex: Reporting Template	63

LIST OF ABBREVIATIONS

AfDB	African Development Bank
CILSS	Comité permanent Inter-Etats de Lutte contre la Sécheresse dans le Sahel
CSO	Civil Society Organization
ECOWAS	Economic Community of West African States
ECOW-GEN	ECOWAS Programme on Gender Mainstreaming in Energy Access
ECREEE	ECOWAS Centre for Renewable Energy and Energy Efficiency
EEEP	ECOWAS Energy Efficiency Policy
EREP	ECOWAS Renewable Energy Policy
ERERA	ECOWAS Regional Electricity Regulatory Authority
GEF	Global Environment Facility
GFP	Gender Focal Point
GFU	Gender Focal Unit
MDGs	Millennium Development Goals
MFP	Multifunctional Platform
MRU	Mano River Union
NEPAD	New Partnership for Africa's Development
NGOs	Non- governmental Organizations
PREDAS	Regional Programme for the Promotion of Household and Alternative Energies in the Sahel
RE	Renewable Energy
SE4ALL	Sustainable Energy for All
STEM	Science, Technology, Engineering, and Mathematics
UEMOA	Union économique et monétaire ouest-africaine
UNDP	United Nations Development Programme
WAGPA	West African Gas Pipeline Authority
WAPP	West African Power Pool
WB	World Bank

DEFINITIONS

Development: a process by which the members of a society increase their personal and institutional capacities to mobilise and manage resources to produce sustainable and equitably distributed improvements in their quality of life.

Empowerment: achieving control over one's life through expanded choices. Empowerment encompasses self-sufficiency and self-confidence and is inherently linked to knowledge and voice. Empowerment is a function of individual initiative, which is facilitated by institutional change.

Energy: includes fuels such as petroleum products (kerosene, petrol, diesel) and biomass (firewood, charcoal, agricultural wastes, dung), power (electricity) which can be from a number of sources (fossil fuel based or renewable) and animate forms of energy, particularly human metabolic energy.

Energy services: The desired and useful products, processes or services that result from the use of energy; for example, illumination, comfortable indoor climate, refrigerated storage, transportation, appropriate heat for cooking.

Energy technologies: The hardware that converts an energy carrier into a form of energy useful for the end-user.

Gender energy audit: Assessment tools used to identify and understand the gender dimensions of energy planning, budgeting, and institutional capacities as well as the relationship of between energy and gender with other national policy goals.

Gender: the social meanings given to being either female or male in a given society. It may also be defined as the economic, social, political and cultural attributes and opportunities associated with being male or female. These meanings and definitions vary from one society to another, are time bound and changeable.

Gender awareness: refers to recognition of the differences in the interests, needs and roles of women and men in society and how this results in differences in power, status and privilege. Gender awareness also signifies the ability to identify problems arising from gender inequity and discrimination.

Gender budgeting: refers to the process of proposing, approving, executing, monitoring and auditing budgets in a way that take gender into account. It

may involve the comparative analysis of expenditure and revenues by different gender-based groups to see if allocations are reflective of policy directives. The aim of gender budgeting is to ensure gender equality in the decision making, benefits, and burdens associated with resource allocation.

Gender disaggregated data: the collection of information and the analysis of results on the basis of gender, e.g., data on the status and socio-economic roles of different groups of men and women or data based on the biological attributes of women and men.

Gender equality: signifies equal access to the “opportunities that allow people to pursue a life of their own choosing and to avoid extreme deprivations in outcomes,” including gender equality in rights, resources, and voice. Gender equality does not necessarily mean equal numbers of men and women or boys and girls in all activities, nor does it necessarily mean treating men and women or boys and girls exactly the same. It signifies an aspiration to work towards a society in which neither women nor men suffer from poverty in its many forms, and in which women and men are able to live equally fulfilling lives.

Gender equity: implies fairness in the way different genders are treated, in some cases compensating for historical or social disadvantages. Gender equity can help ensure that different genders not only have equal access to resources and opportunities, but also the full means to take advantage of those resources and opportunities. As such, it is often essential to achieving true equality.

Gender mainstreaming: a process of identifying, taking full account of and integrating the needs and interests of women and men into all policies, strategies, programmes, and administrative and financial activities. It involves the recognition of and examining of the co-operative and conflictual relations which exists between women and men. It utilises gender analysis as a tool to enhance and enable development practitioners to identify the opportunities and constraints that each gender faces and to determine whether the policies and programmes that they implement provide the same opportunities for women and men. Gender mainstreaming also seeks to involve women, to the greatest possible extent, in the development decision-making process.

Gender planning: the formulation of specific strategies, which aim to provide equal opportunities and benefits for both women and men.

Gender roles and gender norms: Gender roles are roles assigned to men and women by society and shape individuals identity. The ways in which

women and men behave within their gender roles are shaped by gender norms, the accepted standards of behaviour shared by a particular society.

Gender relations: Socially determined according to gender roles and norms, gender relations deal with the interpersonal and inter-group relationships between men and women inclusive of any power or bargaining dynamics, dependencies and/or other connections.

Gender training: the provision of formal learning experiences and skills in order to increase gender analysis and awareness skills which serve to recognise and address gender issues in the programming process.

Productive work: Work carried out by men and women for the production of goods and services, paid in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use value and also potential exchange value.

Reproductive work: Daily responsibilities involving child rearing and tasks involving the care and maintenance of the household and its family members, in most societies primarily done by women and unremunerated.

Strategic gender interests: Interests which, should one group achieve them, would alter the balance of power between women and men in society.

Women's Empowerment: Process of awareness- and capacity-building of women leading to a more equitable participation in decision-making and enabling them to exercise control over their own lives.

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. With the aim to institutionalize the interventions being implemented through ECOW-GEN, the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE) and the ECOWAS Department of Social Affairs and Gender formulated this Policy for Gender Mainstreaming in Energy Access that commits the Member States to concrete actions that eliminate every form of inequality in energy production and consumption in the ECOWAS region.

The purpose of the ECOWAS Policy for Gender Mainstreaming in Energy Access is to provide policy-makers with instrumental and human rights based indicators and rigorous arguments to align energy interventions with principles of gender equality. Moreover, the policy aims to use a gender mainstreaming framework as a means for Energy Ministries to achieve energy access goals in a way that leverages the role of women as energy users, community members, business owners, and policymakers. The policy aims at ensuring universal energy access in the ECOWAS Region by meeting specific targets by 2030 that are set forth in the Policy Implementation Plan.

The overall vision of the ECOWAS Policy for Gender Mainstreaming in Energy Access is a world where men and women shall enjoy equal access to modern energy services that is easily available, affordable and contributes to high levels of standards of living and economic development. This is the first-ever regional policy instrument that aims to close gender gaps in the energy sector; to create awareness and understanding of policymakers about gender-sensitive policies; to expand business opportunities; and to encourage information, education and communication among the Member States about gender and energy. The policy brings in the interests of all of the Member States, including their long-term development goals, and presents concrete targets and timelines for implementation. With the adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access, Member States will be committed to time bound actions for addressing gender inequalities in the region, as it concerns energy development.

The gender aspects of energy poverty in the ECOWAS region limit opportunities for strengthening capacities of women and men to implement actions towards regional integration and socio-economic development. The rationale for the ECOWAS Policy for Gender Mainstreaming in Energy Access is to accelerate responses to the gendered experience of energy poverty by: 1) enhancing equal access to modern energy services in all Member States as a right regardless of gender, age or socio-economic status; 2) Accelerating and harnessing different energy forms through inclusive and sustainable socio-economic development practices that promote equal access to energy, including domestic, community and productive use applications; 3) Harmonizing legislation and practices across Member States with regards to gender equality and energy; and 4) Increasing women and men's equal participation and involvement in energy value chains, including markets, by fostering equal opportunity and support to scale up contributions to the local, national and regional economy.

The added value of the ECOWAS Policy for Gender Mainstreaming in Energy Access is that a dedicated policy for gender mainstreaming in energy access is needed in order to better satisfy the needs of all its citizenry for modern, sustainable energy services that improves living standards and enhances productivity. A policy is needed to address gender based discrimination and lack of inclusion that simultaneously limits the choices and capabilities of women and men and therefore their economic potential. All ECOWAS citizens are entitled to enjoy and profit from sustainable energy access.

This policy sets forth five primary strategic objectives that, if achieved together, will represent the successful mainstreaming of gender into energy access. Implementation of the Policy will be effective from 2016 to 2030. There are a number of milestones embedded in the Policy that will be tracked as implementation proceeds in each Member State.

Strategic Objective	Targets
1. Achieve widespread understanding of energy and gender considerations at all levels of society	<ul style="list-style-type: none"> • 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter); • 50 percent of citizens will be exposed to some form of relevant public service announcement by 2020 growing to 90% by 2030; • At least 50 new scientific articles

	about gender and energy in West Africa published in peer-reviewed scientific journals by 2020, and 20 per year after that.
2. Ensure that all energy policies, programmes and initiatives, including large energy infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region	<ul style="list-style-type: none"> • 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive; • 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to 100 percent in 2030.
3. Increase women's public sector participation in energy-related technical fields and decision-making positions	<ul style="list-style-type: none"> • At least 25 percent women in the public sector energy workforce by 2020 and an equal (50-50) gender balance by 2030.
4. Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	<ul style="list-style-type: none"> • At least 25 percent women participation in energy-related fields in the private sector by 2020 and an equal (50-50) gender balance by 2030, as determined through statistically rigorous random sampling.
5. Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4	<ul style="list-style-type: none"> • 100 percent compliance by 2017 in the monitoring, accountability and review framework.

1 CONTEXT

Within the context of the ECOWAS region, issues of availability, accessibility and affordability of modern energy services are a major concern for citizens of different socio-economic backgrounds as they aspire for higher standards of living. Access to modern energy services continues to elude women and men in the region as the energy infrastructure needed to meet demand is lacking. Moreover, the heavy dependence on traditional biomass, predominately wood

fuel, and the unsustainable practices associated with the use of forest resources, is threatening the sustainable development of Member States in the ECOWAS region and threatening livelihoods.

The lack of access to clean and modern forms of energy is affecting the ECOWAS 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 overall has an electricity access rate of 34% (as of 2010) and access to modern fuels is even lower, with more than 200 million people without modern cooking facilities. In the rural areas, generally more than 90% of the people do not have access to electricity (as of 2010), and the grid is unlikely to reach them in the next 10-15 years. Access to modern energy services is a necessary component, among other things, of economic growth and development. Although women are affected differentially by low energy access rates in the Member States, gender is a marginalized or absent topic in the national energy policies of most countries in the region.

There is mounting evidence that African women, especially those who are poor or who live in rural areas, are disadvantaged with respect to energy as compared to their male counterparts. Overall, women tend to exercise less influence than men at the household level during energy purchase and use decisions, even though they have different preferences. They generally have less access to intermediate and motorized transportation and/or a greater socially dictated responsibility for the movement of goods and children. Agricultural yields of female farmers often suffer disproportionately because of an inability to marshal sufficient labour and energy efficient equipment at the time it's needed. Female-headed businesses, on average, have a reduced ability to invest in productivity enhancing energy assets. And, women energy entrepreneurs have been shown to have more limited information about distant markets and opportunities, constrained business networks, and resulting smaller businesses. Conditions of energy poverty foster a distinctly gendered experience with regards to energy needs, access and use not present at higher income levels. Addressing the differences, as well as the overall lagging levels of clean energy access amongst women, is critical to advancing development objectives.

With the gendered experience of energy poverty, there is a need to promote access to clean and affordable energy services by directly addressing the differential energy needs and concerns of women and men in the effort to advance gender equality and sustainable development. The low energy

access rates combined with energy insecurity, health risks of collecting and using traditional biomass and the threat of climate change create a timely opportunity for policymakers from the Member States to deliver on a forward-looking policy that prioritizes gender in all facets of the energy access challenge. Empowering women and men on an equitable and appropriate basis to make significant contributions is necessary to solve the energy poverty crisis in the region. There is an opportunity to pursue a development path that promotes social equality and inclusion, improved economic wellbeing, and ecological sustainability in a way that promotes gender equality.

The ECOWAS community is committed to ushering in a period of accelerated development that is socially just, equitable, economically rewarding, and environmentally sustainable. Achieving gender equality and transitioning to clean and modern energy services– efforts that are interconnected and mutually reinforcing in surprising and complex ways – will underpin substantial portions of this development. ECOWAS is committed to helping create a favourable policy environment, in turn supporting the institutional framework and resource mobilization, which will more fully engage women in all areas of the energy access equation; including as energy suppliers, planners, financiers, educators and customers.

ECOWAS expects all these should translate into a concerted effort needed across all government departments at the energy sectors, in addressing women’s empowerment and leadership development. The policy proposes a process that moves away from treating gender issues as “business as usual”, towards locating it at the very centre of the transformation process in the Ministries of Energy, and indeed the entire Energy Sector. Achieving the goal of gender equality is therefore premised on the fundamental integration of women and gender issues within all structures, institutions, policies, procedures, practice, programmes and projects of government and the entire stakeholders in the energy sector.

1.1 ECOWAS policies and programmes to build upon

It is important to reinforce and build upon existing ECOWAS policies and programmes to create a new path for energy and development that has gender equality at its core. The ECOWAS region and its Member States, have longstanding international commitments through the United Nations (UN) to gender equality dating back at least to the 1948 UN Declaration of

Human Rights, which in Article 2 asserts that rights shall be recognized “without distinction of any kind, such as race, colour or sex...” In the ensuing decades, Member States have adopted numerous subsequent commitments to gender rights, namely The Convention on the Elimination of Discrimination Against Women (1979), also known as the International Bill Of Rights For Women, The Nairobi Forward Looking Strategies (1985), The Vienna Declaration (1993), The Beijing Declaration and Platform for Action (1995), the Millennium Declaration (2000) with its accompanying Millennium Development Goals (MDG), where the MDG3 is gender equality and women’s empowerment, and finally the UN Sustainable Development Goals (SDG).

ECOWAS has also incorporated gender equality in Article 63, Women and Development, of its revised treaty, targeting the “enhancement of the economic, social, and cultural conditions of women.” This was followed by the establishment of the ECOWAS Gender Development Centre (EGDC) in 2003, adoption of the ECOWAS Gender Policy in 2004, and the adoption in 2015 of the Supplementary Act on Equality of Rights between Women and Men for Sustainable Development in the ECOWAS Region. Member States also have gender equality commitments expressed or supported through wider regional institutions, such as the African Union (AU) (its charter and the Maputo Protocol in 2003), the New Economic Partnership for African Development (NEPAD) (its fifth objective of gender equality), le Comité Permanent Inter-Etats de Lutte Contre la Sécheresse dans le Sahel (CILSS) (2008 gender policy), and the African Development Bank (AfDB) (its 2001 gender policy and subsequent strategies and action plans).

Parallel with the development of gender awareness, but until recently unconnected to it, ECOWAS and its Member States possess numerous commitments to sustainable energy and energy access. All ECOWAS Member States are party to the UN Framework Convention on Climate Change (1992), have signed on to the UN Sustainable Energy for All (SE4ALL) initiative (2011), and have shown commitment towards the Sustainable Development Goals. ECOWAS adopted a White Paper regarding energy access for sustainable development (2006), which paved the way to the creation of the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE) in 2010. Since the White Paper, a number of other energy policies have been passed: in 2008 the Initiative Régionale pour l’Energie Durable (IREDD) adopted by l’Union Economique et Monétaire Ouest Africaine (UEMOA), the 2012 twin ECOWAS Renewable Energy and Energy Efficiency Policies (EREP and EEEP, respectively), and the ECOWAS

Bioenergy Policy of 2015. All the aforementioned policies are complementary in nature to the ECOWAS Energy Protocol (2003) and the West African Power Pool agreement (2005) and associated planning documents.

1.2 Recognition of key decisions taken and programmes

This policy shall be consistent with and supportive of existing ECOWAS gender and energy programmes that are already underway. In particular, ECREEE launched the ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN) 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. Other key initiatives include: 1) the Mano River Union (MRU) Framework Action Plan concerning energy and women's economic empowerment, 2) the West African Clean Cooking Alliance (WACCA), 3) the ECOWAS Federation on Business Women and Entrepreneurs (FEBWE), 4) the Gender and Energy Program of the Africa Renewable Energy Access Program (AFREA), and 5) The UNDP Multifunctional Platform Programme.

1.3 Recognition of the need for a gender mainstreaming policy

ECOWAS affirms that a dedicated policy for gender mainstreaming in energy access is needed in order to better satisfy the needs of all its citizenry for modern, sustainable energy services that improves living standards and enhances productivity. A policy is needed to address gender based discrimination and lack of inclusion that simultaneously limits the choices and capabilities of women and men and therefore their economic potential. All ECOWAS citizens are entitled to enjoy and profit from sustainable energy access.

2 SITUATION ANALYSIS

While rich in energy resources, the ECOWAS region lags in access to modern energy such as electricity, liquid and gaseous fuels, modern cooking options, and mechanical power. This despite the fact that access to modern energy services is demonstrated to be a necessary, if not sufficient, condition

for economic growth and development, consumption of modern energy is generally low in the region (e.g. annual per capita electricity consumption of 88 kWh) because of limited energy sector investment, inadequate infrastructure, and high costs, which are in turn met with low ability to pay on the part of consumers.

Within the ECOWAS region, however, a large number of women and men – particularly those with low incomes or those living in rural areas – are even more disadvantaged in terms of their ability to access modern energy, which depresses the overall economy and, more importantly, deprives them of their right to enjoy a better standard of living. Energy poverty, defined as the lack of adequate modern energy for the basic needs of cooking, heating and lighting as well as the provision of basic energy services for schools, health centres and income generation, is limiting human development of many types.

Members of the more vulnerable groups are exposed to elevated hazards associated with the acquisition and use of low grade forms of energy, especially traditionally combusted biomass, which is relatively more utilized in rural areas, among poor households, and for domestic cooking, itself a predominantly feminine sector. National time use survey data from three member countries showed women spending between two and 35 times more minutes per day on household cooking.

The energy availability crisis forcing millions to rely on traditional biomass has resulted in a public health crisis of truly staggering proportions with unacceptable levels of death resulting from pneumonia, chronic obstructive pulmonary disorder and lung cancer (see Table 1). It is also an environmental crisis, with deforestation, habitat and biodiversity loss, desertification, and climate change all very real threats to the security and prosperity of the region. As vitally important consumers and managers of wood and biomass resources, women will play an integral part in the shift to a cleaner development pathway. The Burkinabe Ministry of Environment and Sustainable Development once estimated that 50% of firewood consumption in Ouagadougou was used in traditional beer (*dolo*) production, an almost universally female sector.

Table 1. Annual Deaths Attributable to Solid Fuel Use

Country	Child Deaths from Pneumonia (age <5)	Adult Deaths from Chronic Obstructive Pulmonary Disease (age >30)	Adult Deaths from Lung Cancer (age >30)
Benin	5,100	600	--
Burkina Faso	15,300	1,200	--
Cabo Verde	--	--	<100
Cote d'Ivoire	10,900	1,500	<100
The Gambia	500	100	--
Ghana	7,800	1,800	--
Guinea	4,900	700	--
Guinea-Bissau	1,600	100	--
Liberia	3,700	200	--
Mali	14,000	1,200	--
Niger	26,100	1,400	--
Nigeria	85,600	9,600	--
Senegal	5,400	900	--
Sierra Leone	10,200	600	--
Togo	2,700	400	--

Source: UNDP/WHO in Legros, 2009

Socially determined gender roles and norms drive patterns of energy usage in the region. Women and men seek energy solutions to accomplish the tasks they are responsible for, whether domestic, agricultural, community-based, or commercial. Evidence shows that gender is one of many considerations (including geography, income, culture, etc.) influencing preferences for energy products, fuels, and services. Gender has also been shown to affect the ability of individuals to access energy because gender mediates other important attributes for “moving up the energy ladder” like wealth, education, employment, and autonomy. In a similar fashion, existing gender norms and

constraints affect the probability that an individual will choose the energy sector as a vocation and succeed. This is because gender influences the availability of assets, credit, education, and networking opportunities. Lastly, energy sector development involving the transfer of land, forest-use, water, or mineral rights results in highly gender differentiated impacts where men and women possess unequal legal titles, rights, and recourse.

This issue of energy access and that of gender equality are tightly linked to many aspects of society – agriculture, education, health, water, economy, governance, demographics, to name just a few – making them vital, if analytically challenging, public policy domains to master. In addition, energy access has been demonstrated to improve gender equality, notably through releasing female domestic labor for market work and carrying gender empowerment messages via media. Conversely, gender equality has been demonstrated to improve energy access, in particular through inclusive policy making, planning, and programme design. Thus, tackling energy access through the lens of gender equality promises not only far reaching impacts, but also the possibility of national and regional development in a way that breaks the cycle of energy poverty.

Social norms continue to accord men and women varying degrees of status, responsibilities, access to resources and opportunities. These norms, over time, have developed into the institutionalized, structural barriers to advancement still present today and manifest at multiple points during a woman's life cycle, from primary education to ultimate career attainment. Women in West Africa, on the whole, face inequalities in their daily energy access and are also severely underrepresented in upper management and decision-making positions in both the public and private energy sectors despite official calls and commitments to more balanced participation and evidence that doing so would lead to better performance.

The policy, regulatory and institutional framework around gender mainstreaming in the energy sector is gaining momentum in the ECOWAS region. A growing number of Member States have incorporated references to gender equality in their energy policy provisions (and/or energy is reflected in gender policies) (see Table 2), established gender focal units within public sector energy agencies, and conducted gender audits of energy agencies (see Table 3). Gender analysis of programmes and initiatives in the ECOWAS region, especially those with international funding, is now becoming the norm. But even as consensus builds around the rationale for and execution of gender mainstreaming in the energy sector, practical progress at the national

levels is too often constrained by the limited human and financial resources available.

Table 2: Energy and Gender Linkages in ECOWAS Country Policies

	National Energy Policy	Renewable Energy Policy	Energy Efficiency Policy	Gender Dimension in Energy Policies	National Gender Policy	Energy Linkage in Gender Policy
Benin	✓	✗	✗	✗	✓	✗
Burkina Faso	✓	✗	✗	✓	✓	✓
Cabo Verde	✓	✓	✓	✗	✓	✗
Cote d'Ivoire	✓	✗	✗	□	✓	✗
Gambia	✓	✓	✗	✓	✓	✗
Ghana	✓	✓	✗	✗	✓	□
Guinée	✓	✗	✗	✗	✓	✗
Guinée Bissau	□	✗	✗	□	✓	□
Liberia	✓	✓	✓	✓	✓	✗
Mali	✓	✗	✗	✗	✓	✗
Niger	✓	✗	✗	✗	✓	✗
Nigeria	✓	✓	✓	✗	✓	✓
Senegal	✓	✓	✗	✗	✓	✗
Sierra Leone	✓	✗	✗	✓	✓	□
Togo	✗	✗	✗	✗	✓	✓
✓=yes; ✗=no; □=information not available						

Table 3: Countries with gender units and gender audits in energy sector

	Gender Focal Point or Unit in Ministry of Energy	Gender Focal Point or Unit at Agency Level	Gender audit of Energy Sector
Benin	✓	✗	✓
Burkina Faso	✓	✗	✗
Cabo Verde	✗	✗	✗
Cote d'Ivoire	✓	✗	✗
Gambia	✓	✗	✗
Ghana	✓	✗	✓
Guinea	✓	✓	✗
Guinea Bissau	□	□	□
Liberia	✓	✓	✗
Mali	✗	✓	✗
Niger	✓	✗	✗
Nigeria	✗	✗	✓
Senegal	✗	✓	✓
Sierra Leone	✓	✓	□
Togo	✗	✗	✓
✓=yes; ✗=no; □=information not available			

A comprehensive analysis of the current situation of energy and gender issues in ECOWAS Member States was completed in order to inform the development of the ECOWAS Policy for Gender Mainstreaming in Energy.¹ Primary research on the national policy aspects was conducted, mostly through interviews with staff at the ministerial level in each of the Member States. This was combined with a thorough review of the scientific literature on gender and energy issues and supplemented with case studies, programme evaluation documents and select first-hand accounts from within the West African region in order to provide more local context for this policy.

¹ Document available at <http://ecowgen.ecreee.org>

3 CHALLENGES AND CONSTRAINTS

Challenges of gender inequality in the energy sector originate almost entirely from the lack of gender considerations in the planning process. The social construction of gender roles, responsibilities, and rights suffer as a result of this. By extension, this has resulted in legal frameworks reflecting these norms that have historically granted (and in some cases continue to grant) differential rights as a result of an individual's gender. It has also resulted in an economic legacy whereby classes of people, based on their gender, have not had the same opportunity to acquire, grow, and transfer wealth due to their unequal access to land, labour, financial capital and human capital. These inequalities have come to be reflected over time in the various energy policy and planning machineries, which have typically possessed a male-leaning culture and approached work in the sector in a manner that disregarded gender differences. Fortunately, the greatest opportunity for breaking down gender inequalities exists at the policy and planning stage, where strong leadership has the potential to dismantle structural barriers and shift the very cultural norms, some ancient, at the root of the problem.

ECOWAS seeks to recognize the main challenges and constraints for gender equality in energy access at three levels:

- 1) the political level,
- 2) the level of the energy supplier, be it a public-purpose or private market actor, and
- 3) the level of the energy consumer.

At the political level, the primary obstacle to overcome is the lack of gender-aware discourse and planning. This is a product of several factors including the historical absence of gender balance in national and international politics and the emergence of the energy sector – reflecting similar disequilibria in the fields of science, technology, engineering and mathematics – as a stereotypically male endeavour. In the past, male-centric assumptions have gone unchallenged in the absence of either a critical level of female representation or a rigorous system for gender assessment and mainstreaming. To overcome these challenges at the political level and achieve gender mainstreaming in energy access, energy policies that are currently gender neutral have to be revised to include gender dimensions and the ranks of the policy makers and planners will have to evolve 1) to become more diverse and reflective of/responsive to the whole citizenry, and 2) to acquire additional skills and know-how.

➔ Specific constraints:

- Perception that not enough women have the right paper qualifications in order to achieve a balanced workforce
- Limited capacity and competence of national energy ministry staff to mainstream gender and policies and programmes
- Meagre financial resources available for program implementation, staff training, research and initiatives to encourage higher participation of women in the energy sector

At the supplier level, the greatest challenge to achieving gender balance lies in weak educational preparation. Males and females are not encouraged in equitable measure to pursue studies, and eventually careers, in the energy sector. This education gap persists in the private sector where very few women are engaged as entrepreneurs and employees in energy-related businesses. Women are not well informed on business opportunities in the energy sector and often face substantially more challenges than men in accessing credit. Considering that energy sector jobs are often viewed as socially unacceptable for women, disproportionately more public effort must be made to steer women onto energy tracks until the skills and interest gaps are closed. Additional to the challenge of educational preparation, there is also wealth gap meaning women on average require more financial support to complete their training and additional financial flows at business start-up. Empowering women to work in clean energy will require 1) encouragement and information services, 2) educational support, and 2) financing mechanisms capable of compensating for lower starting assets.

➔ Specific constraints:

- Insufficiently resourced initiatives to promote female education in STEM fields
- Little targeted marketing of energy sector jobs and business opportunities to women
- Too few resources dedicated to gender sensitive adaptation of vocational, management, and entrepreneurial training and outreach
- Gender equitable capital flows to female entrepreneurs in the energy sector too small and too concentrated in just a few sub sectors
- Few incentives for the private sector to create a gender-balanced workforce

At the consumer level, the challenges for gender equality are numerous and varied, depending on the specific application. One challenge is awareness about product availability, costs and benefits, and maintenance. Another is ability to pay. Female agency and intra-household bargaining power continue to pose difficulties for the adoption of improved energy in some settings. Gender equality at the consumer level requires that women be fully recognized as consumers, be economically empowered, and have equal agency.

→ Specific constraints:

- Many supply-side agents still lack market intelligence about demand composition and gender-aware sales techniques
- Remaining inefficiencies in the application of end-user finance and targeted subsidies, along with continued market impediments affecting affordability
- Incomplete progress on achieving gender equality in household budgets, including earning power and agency in decision-making

Maintaining an energy sector that is inclusive, vibrant, and ecologically sustainable requires a nuanced understanding of gender dynamics, serious commitment to data collection, evidence-based and verifiable decision making, and socially just practices that give both women and men commensurate opportunities to benefit from modern energy services, seek their livelihoods in the energy sector, and make meaningful contributions to the prevailing policy discourse.

4 POLICY VISION AND GOALS

4.1 Vision

A world where men and women shall enjoy equal access to modern energy services that is easily available, affordable and contributes to high levels of standards of living and economic development.

4.2 Rationale

The gender aspects of energy poverty in the ECOWAS region limit opportunities for strengthening capacities of women and men to implement actions towards regional integration and socio-economic development.

This Policy is therefore required to accelerate responses to the gendered experience of energy poverty as a priority issue by 1) enhancing equal access to modern energy services in all Member States as a right regardless of gender, age or socio-economic status; 2) Accelerating and harnessing different energy forms through inclusive and sustainable socio-economic development practices that promote equal gender mainstreaming in energy access, including domestic, community and productive use applications; 3) Harmonizing legislation and practices across Member States with regards to gender equality and energy; and 4) Increasing women and men's equal participation and involvement in energy value chains, including markets, by fostering equal opportunity and support to scale up contributions to the local, national and regional economy.

4.3 Purpose

The purpose of the ECOWAS Policy for Gender Mainstreaming in Energy Access is to provide policy-makers with instrumental and human rights based indicators and rigorous arguments to align energy policies, programmes and initiatives with principles of gender equality. Moreover, the policy aims to use a gender mainstreaming framework as a means for Energy Ministries to achieve energy access goals in a way that leverages the role of women as energy users, community members, business owners, and policymakers. The policy aims at ensuring universal energy access in the ECOWAS Region by meeting specific targets by 2030 that are set forth in the Policy Implementation Plan.

4.4 Goal

The goal of the ECOWAS Policy for Gender Mainstreaming in Energy Access is to address existing barriers that may hinder the equal participation of women and men in expanding energy access in West Africa.

5 STRATEGIC OBJECTIVES

5.1 Objectives

This policy sets forth five primary strategic objectives that, if achieved together, will represent the successful gender mainstreaming in energy access.

Strategic Objective 1: Achieve widespread understanding of energy and gender considerations at all levels of society

The ECOWAS community endeavors to elevate and consolidate the issue of gender and energy, starting with:

- Official recognition of gender and energy considerations;
- Promotion of increased scientific understanding; and
- Widespread awareness of issues among non-state actors including the private sector, international financial institutions, civil society and the general public.

Widespread understanding of gender and energy considerations – which is largely absent – is a prerequisite for achieving all subsequent policy objectives and thus forms the first strategic axis of intervention. The three-pronged approach involves the legitimization of gender and energy as a public policy domain, the pursuit of knowledge, and the dissemination of that knowledge.

First, there must be official recognition of the importance of gender and energy concerns. Even with large gaps in scientific understanding, the overwhelming evidence points to gender patterns in how citizens acquire and use energy services, with important implications for human rights, quality of life, the environment and development. Integrating language to this effect in policies, regulations, legislation and official communiques provides rallying points and political endorsement for internal proponents of an energy future that embodies gender equality.

Second, more scientific inquiry must be directed to gender and energy issues. Some gender-linked energy issues are already demonstrated to be of grave regional importance, for example, the public health implications of cooking with solid biomass and the gender differentiated impacts of electrification, and as such they demand a higher priority on the research agenda. The lack of solid data and scientific consensus limits the ways in which gender can be considered in formulating public policy. And, in the worst cases, unsupported conclusions widely promulgated from anecdotal information risk damaging the credibility of the issue area as a whole.

Lastly, to effect behavioral change and awareness, new perceptions must take root among the general population. Women and men, the private

sector, international financial institutions, communities, traditional and religious leaders and civil society must be aware of the true costs, benefits, and implications of their energy decisions and options. They must at some level question prevailing practices, taboos and assumptions and be equipped with a new paradigm around energy options and choices. Just as with campaigns related to health, public safety, or others, governments in the Member States must take the lead in educating and increasing awareness among the population, laying the foundation for eventual behavior change.

Strategic Objective 2: Ensure that all energy policies, programmes and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty differentially affecting women and men in the region

Within the Ministries of Energy, gender considerations will be mainstreamed in policies, programmes, and initiatives. This will require:

- More precise, regular, timely and results-oriented data collection and evaluation methods that promote disaggregation by sex, age and socio-economic background;
- Enhanced profiles and capabilities for Gender Focal Units in the National Energy Ministries;
- Agency-wide sensitization and adoption of new and gender responsive practices; and
- Strengthening of the feedback mechanisms from a gender-inclusive electorate.

Gender mainstreaming within the National Ministries of Energy will involve everything from incorporating gender concerns into everyday procurement decisions all the way to making sure high level budget allocations adequately reflect the priorities of both men and women.

To further this strategic objective, more data and more detailed gender analyses are required; the central premise being what cannot be measured cannot be controlled. This involves, at the very least, gender disaggregated data about energy contractors/suppliers, customers, and programme beneficiaries. It should also include information about the root causes of observed discrepancies and analysis of the observed impacts,

whether there are gender specific welfare and efficiency effects, and to what extent if any actions alter the relational dynamics between men and women.

These data and analyses require specialized technical competencies generally provided by a Gender Focal Unit (GFU) within the National Energy Ministry. The GFUs are an important means for ensuring gender mainstreaming, however, the GFU must receive adequate training, financial resources, and institutional stature to direct the gender and energy data collection, analysis, and monitoring.

When sufficiently staffed and resourced, GFUs can contribute to educating their colleagues and implementing partners and encouraging the adoption of gender sensitive practices. The function of the GFU can range from agenda setting, to budgeting, to project design, and evaluation. The institutional spillover from the GFU to other units in the National Energy Ministry and implementing partners, whether encouraged through formal trainings or collaborative learning-by-doing, is required for gender mainstreaming to occur.

Lastly, new avenues need to be employed for allowing and encouraging the concerns and priorities of the citizenry, women and men, to be recognized and considered by National Energy Ministries. Mechanisms for gender inclusive public consultation and feedback are part of the solution for ensuring women's and men's concerns are equally accounted for in the implementation of the Policy.

Strategic Objective 3: Increase women's public sector participation in energy-related technical fields and decision-making positions to a level of at least 25 per cent in the medium term and 50 per cent in the long term

To achieve adequate female representation in the energy sector, investments by the Member States must be made in:

- Education and training for women in STEM fields;
- Specific pre-career pathways created at educational institutions, energy ministries and other public sector agencies; and

- Creating incentives (monetary and programmatic) to increase the number of women pursuing energy-related careers.

International consensus exists that women's and men's concerns are best articulated and incorporated into the political process once a threshold of roughly one third representation is reached. This implies, for gender-balanced representation, both women and men should hold between one and two thirds of positions. Mandating such representation immediately poses a number of practical and ethical problems, thus a more gradual approach is advised.

The first barrier to gender balance in the National energy ministries and agencies is the limited labor supply, itself linked to the gender outcomes in the educational sector, specifically the sub fields of science, technology, engineering and math (STEM). It is commonly required that employees have a STEM education for employment in the National energy ministries and agencies. Thus, the foremost priority is to achieve gender balance in enrollment, academic achievement, and graduation from STEM fields at the secondary and tertiary levels.

Second, it is necessary to bridge the divide between education and public sector employment by creating programmes that assist students and graduates with job skills and networking opportunities. Gender targeted recruitment, internship and mentorship programmes could help achieve a representative balance of men and women over time and widen the candidate selection pool.

Finally, with sufficient attention paid to expanding the workforce, it will be possible to mandate gradual, phased increases in female employment. An incremental approach provides ample time to ensure a sufficient number of qualified applicants enter under a quota system, and it creates a smooth connection to individuals currently holding positions. The challenge, obviously, is the building of a foundation for education and workforce readiness and creating and maintaining political will and accountability throughout a multiyear process.

Strategic Objective 4: Ensure women and men have equal access to and opportunities to enter and succeed in energy-related fields in the private sector

Member States and community institutions, along with relevant development partners, will aim to increase energy sector workforce participation of women, including:

- Advertising and promoting business, employment, and contract opportunities for women in the energy sector; and
- Establishing and supporting programmes that offer relevant technical/vocational training, entrepreneurship/management training, and gender-aware finance.

There are substantial structural and cultural barriers to equal employment and entrepreneurship opportunities in the energy sector. The Policy can provide a supportive framework to help increase the participation and employment of women in the energy sector.

First, the energy sector needs to become more interesting and accessible to both women and men. Energy sector opportunities must be awarded a higher profile through gender aware information campaigns. This includes access to market intelligence, viable business models, and role models. Women and men also require equal access to specific employment and contracting offers, and those offered by public sector agencies will provide the easiest starting point for gender-balanced solicitations and programme offerings. Complementary media campaigns will offer gender specific messages of encouragement and inspiration.

Second, supportive programmes will level the playing field for knowledge, skills and capital, overcoming historic gender disadvantages in the field of business. This includes expanded technical/vocational training and entrepreneurship/business management training in the energy sector targeted at women. In addition, gender topics incorporated into traditional training programmes so that women and men both gain a fuller appreciation of the spectrum of their responsibilities to customers and employees. Gender inclusive finance programmes, that are both concessionary and downward risk adjusted, will aim to overcome systemic gender discrepancies in the ease with which to start a business.

Strategic Objective 5: Establish and maintain a comprehensive monitoring and accountability framework

The ECOWAS Member States recognize the importance of documenting their progress in implementing the policy, and therefore will be subject to:

- Monitoring plans and reporting procedures set forth in the accompanying implementation plan and any successor documents; and
- Identification of designated Parties responsible for oversight, distribution of incentives, and administration of sanctions.
- Establishment of clear gender goals and indicators as part of the monitoring and accountability framework

Comprehensive monitoring and accountability regimes are required to ensure compliance and make adjustments as the policy is implemented. Time bound targets with indicators will be established along with protocols for collecting and reporting results. Responsible parties will be identified and accountable for overseeing the monitoring and reporting of the Policy. A system of regional incentives from ECREEE to reward Member States in implementing reforms and achieving key milestones in gender mainstreaming will be implemented.

5.2 Policy Targets

Each strategic objective is accompanied by a number of measureable and time-bound targets, which provide an abbreviated set of indicators by which to periodically assess progress and a convenient set of focal points around which to organize collective action.

Strategic Objective	Targets
1. Achieve widespread understanding of energy and gender considerations at all levels of society	<ul style="list-style-type: none"> • 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter); • 50 percent of citizens will be exposed to some form of relevant public service announcement by 2020 growing to 90% by 2030; • At least 50 new scientific articles about gender and energy in West Africa published in peer-reviewed scientific journals by 2020, and 20 per year after that.

2. Ensure that all energy policies, programmes and initiatives, including large energy infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region	<ul style="list-style-type: none"> • 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive; • 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to 100 percent in 2030.
3. Increase women's public sector participation in energy-related technical fields and decision-making positions	<ul style="list-style-type: none"> • At least 25 percent women in the public sector energy workforce by 2020 and an equal (50-50) gender balance by 2030.
4. Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	<ul style="list-style-type: none"> • At least 25 percent women participation in energy-related fields in the private sector by 2020 and an equal (50-50) gender balance by 2030, as determined through statistically rigorous random sampling.
5. Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4	<ul style="list-style-type: none"> • 100 percent compliance by 2017 in the monitoring, accountability and review framework.

6 IMPLEMENTATION STRATEGY

6.1 Guiding Principles

The following are general principles to be respected and incorporated at all phases throughout the implementation plan. The adoption of these principles signals the overall ethos of the policy work.

Guiding Principle 1: Gender responsiveness

Gender responsiveness requires that all Member States, high, middle and low income and other development actors are held accountable to their commitments in the energy sector and that they are cognizant at all times

about the variation in individuals' and groups' concerns, needs and experiences as they are linked to gender. It also involves understanding relational dynamics between genders. Finally, awareness alone is not enough; gender responsiveness implies that procedural actions fully reflect gender awareness and that outcomes are gender equitable as a result.

Guiding Principle 2: Open, democratic, and inclusive participation

Genuine participation of all stakeholders will ensure policy buy-in and guarantee that the interest of all parties is represented. Those experiencing energy poverty the most, in particular women and girls of all ages and others from marginalized groups and their representative organizations should have a voice in holding Member States accountable to the policy. Participation should be fostered through the involvement of a Gender Focal Unit (GFU) in policy and programme elaboration and planning; participation of relevant stakeholders including civil society in policy and programme validation and consultation with beneficiaries (men, women and youth) of different socio-economic backgrounds and circumstances (persons with disability, rural and urban poor communities) before programme implementation. Collaboration (Guiding Principle 5) will be essential in ensuring that relevant actors at the regional and national level are included in the implementation of the Policy.

Guiding Principle 3: Clear responsibility

Many stakeholders will be involved in the implementation of the Policy. Defining roles and assigning clear responsibilities will streamline the implementation process, increase efficiency and create a sense of ownership in stakeholders. Member states should assign responsibilities to stakeholders according to their strength and do so in a collaborative way.

Guiding Principle 4: Transparency

Maintaining transparency in policy implementation and the reporting of results will create trust and encourage greater participation from potential donor organizations, investors, beneficiaries and other stakeholders. Transparency is partly achieved through collaboration (Guiding Principle 5) and open, democratic, inclusive participation (Guiding Principle 2) but to be complete, members states should make all policy-related information readily available to all interested stakeholders.

Guiding Principle 5: Collaboration

While energy ministries will take the lead on the Policy, many of the objectives fall outside their domain of intervention and even their expertise. For this reason, collaboration with gender ministries, forest and environment ministries, education ministries, census and statistics bureaus and other institutions is crucial to the success of Policy implementation. This will be done by reaching out to these institutions and establishing channels of communication and cooperation with them. At the regional level, collaboration with ECREEE, the ECOWAS Department of Social Affairs and Gender and with National Energy Ministries will create a support system for Member States as they implement the Policy.

Guiding Principle 6: Appropriate, Adapted, and Achievable

The Implementation Plan for the Policy shall be aligned with regional and national development priorities and accurately reflect the local constraints and opportunities that exist. Change will be practical, incremental, and feasible, though always seeking to build on past success and newly mobilized capabilities and resources in order to consolidate and accelerate progress.

Guiding Principle 7: Data driven, evidence based, verifiable and results oriented

The implementation of this policy will be guided in a scientific fashion that emphasizes measurement and reasoned decision making founded on facts. This implies that over time, course corrections and adjustments will have to be made as implementing conditions evolve, new data emerges and operating assumptions shift. The achievement of meaningful and verifiable outcomes, and not ideological consistency nor the pressures of political expediency, shall remain the principal force behind implementation.

6.2 Institutional Arrangements

6.2.1 Regional actors

ECOWAS Regional Centre for Renewable Energy and Energy Efficiency (ECREEE)

ECREEE, with a mandate to lead the development agenda for ECOWAS to improve access to modern, reliable and affordable energy services and the implementation of the ECOW-GEN Programme, will guide the implementation of the Policy. This will include technical input and overall coordination on the

implementation of the Policy in consultation with the ECOWAS Department of Social Affairs and Gender.

ECOWAS Department of Social Affairs and Gender

ECOWAS Department of Social Affairs and Gender will be the overall monitoring and evaluating body on gender issues at the regional level, and at the national level will be responsible for supporting the tracking, measuring and reporting on progress.

ECOWAS Department for Energy and Mines

ECOWAS Department of Energy and Mines will provide advisory support in the implementation of the Policy in the Member States.

ECOWAS energy related agencies

There are a number of agencies in the ECOWAS organisation that may influence or be impacted by the Policy. These include West African Power Pool (WAPP), ECOWAS Regional Electricity Regulatory Authority (ERERA), and West African Gas Pipeline Authority (WAGPA). These institutions will ensure that their regional and national operations are aligned with the objectives of the Policy.

6.2.2 National actors

National Ministries in charge of energy

The National Ministry in charge of energy in each of the Member States will be the lead agency in validating, incorporating and implementing policy derived action items into local legislation and practice. The Energy Ministry will work in collaboration with the Ministry in charge of gender, and Gender Focal Units in each of the Member States will be formed to support the implementation and monitoring of the Policy.

National Ministries in charge of gender

National Ministries in charge of gender in each of the Member States will play a coordinating role in ensuring compliance, tracking, measuring and reporting on progress at the national level, and

sharing lessons at the regional and international level with Energy Ministries and in other sectors with a gender dimension.

National Ministries in charge of finance

National Ministries in charge of finance in each of the Member States will assure compliance with gender-mainstreaming budget directives.

National Ministries in charge of planning

National Ministries in charge of planning in each of the Member States will ensure coordination of national development efforts in formulating, implementing and monitoring the Policy.

National Bureaus in charge of statistics and Census Bureaus

National Bureaus in charge of census and statistics in each of the Member States will increase the availability of gender-pertinent data to the Community.

National Ministries with supporting roles

Ministries with the ability to assist in a supporting capacity the implementation of the Policy include those related to the environment and forestry, information and communications, labour and employment, education, and others. They will coordinate with the energy ministries on a project-by-project basis. For example, education ministries could provide scholarships for energy related studies.

6.2.3 Non-state actors

Donor organizations

Donor organizations can assist with budgetary and programme support, and shall conform to the new gender and energy guidelines within the Community.

Civil society groups, community-based organizations, youth organizations, academic institutions, religious leaders, professional organizations and other beneficiaries of the policy

People impacted by the policy will be important in providing critique, advocacy, and accountability in the implementation of the policy at the National and Regional levels. Participatory consultations with the beneficiaries of the Policy in each of the Member States are essential in accurately capturing the gender dimensions in the implementation phase.

6.3 Resource Mobilisation

Integrating gender into policy formulation and legislation is insufficient unless accompanied by formal budget allocations. Dedicated resources for implementing the Policy in each of the Member States will be a combination of national budgets, private financing, and donor support. This will be done by seeking complementarities between regional and national funding sources and by prioritising the activities identified in the Implementation Plan to achieve the 5 Strategic Objectives. It is highly important that public actors (state, public institutions, local authorities, etc.) and private actors (national and local entrepreneurs, financial institutions, associations and co-operatives, NGOs, etc.) are mobilised and incentivised to work together.

6.4 Monitoring and Reporting

ECREEE will develop a monitoring and reporting system in close collaboration with the National Ministries in charge of energy and the National Ministries in charge of gender. Each Member States' Gender Focal Unit will lead the implementation of the monitoring and reporting framework. Under the umbrella of ECREEE, ECOW-GEN will coordinate with Member States to follow and guide the implementation of the Policy. Reporting out to ECREEE will take place annually, with conferences convened every two years to share results and promote learning exchanges.

6.5 Periodic Review of the Policy

Reviewing and revising the Policy according to major developments that have been achieved in the Member States is absolutely critical for its longer-term relevance. The Member States will review and assess major developments that have been made in gender mainstreaming in energy access every 15 years according to the Monitoring and Reporting framework for the Policy.

The review will be used to inform changes and adjustments that should be made in the Implementation Plan for each Member State.

6.6 Implementation Plan

In support of the ECOWAS Policy for Mainstreaming Gender in Energy Access, the following implementation has been developed to offer guidance with regards to activities, responsible parties, time lines and budget for a five-year period (2015/16 – 2020/21). As conditions in the region evolve and progress is achieved, it is envisioned that additional five-year implementation plans will be developed and agreed to on a continual basis for as long as the policy is in effect.

This implementation plan makes reference to the strategic objectives and institutional actors described in the Policy. Though the main listed responsible listed below are national and regional governments and affiliated agencies, the success of this initiative hinges on the mobilization, active commitment and leadership from a diverse array of civil society organizations, non-governmental organizations, and women's and professional associations working in partnership with the government institutions spearheading this effort. ECREEE will be the primary institution responsible for providing technical support and oversight for this implementation plan.

Furthermore, wherever possible, countries and agencies are encouraged to move forward with this implementation plan in a spirit of cooperation and collaboration, exploiting opportunities to share information, jointly mobilize resources, seeking common benefit and work together to solve cross border challenges. ECREEE and the ECOWAS Department of Social Affairs and Gender will serve as central knowledge repositories and coordinating entities, but there is also significant room for peer-to-peer cooperation at all levels in this implementation plan.

Strategic Objective 1: Achieve widespread understanding of energy and gender considerations at all levels of society;

Activities:

- Conduct a gender assessment of the energy sector (i.e., gender audit) in each Member State
- Collect gender-disaggregated data on energy usage, energy production and provision of energy services
- Sensitize Energy Ministry staff on gender
- Conduct public awareness campaigns
- Enable scientific research on gender and energy in West Africa and publication of articles in peer-reviewed journals
- ECOWAS regional conference to exchange results and promote learning across Member States

- Provide technical support and oversight for achieving this objective

These activities will be led by National Energy Ministries and implemented by their staff or by partner organizations.

A gender assessment of the energy sector can be conducted by experts from the Gender Ministry or by consultants.

National statistics agencies, census bureaus, research centres or other agencies specialized in surveys should be engaged for collecting gender-disaggregated data on energy. For efficiency and cost reduction, this data collection should be added to current surveys efforts such as those linked to Poverty Reduction Strategy Papers.

Sensitizing Energy Ministry staff on gender can most easily be handled by Gender Focal Units (GFU) for Member States that have a well-established GFU or by experts from the Ministry of Gender.

Public awareness campaigns can include public service announcements (PSA), billboards, television and radio ads, newspaper articles, documentaries and events. These campaigns can be handled by public relations firms or by the GFU.

ECREEE, donor organizations and national governments should sponsor scientific research on gender and energy in West Africa and the publication of articles on the research in peer-reviewed journals. Local or international universities can undertake this research. This could also include sponsoring a conference to promote learning and knowledge exchange across the ECOWAS region

Activities	Responsible Actors	Implementing Actors	Deadline	Estimated budget per Member State (EUR)
Conduct Gender assessment in Energy Sector (Gender audit) in each Member State	Ministry of Energy	Gender Expert from Gender Ministry or Consulting Community	December 2016	25,000
Collect	Ministry of	National	December	30,000

gender-disaggregated data on energy use, energy supply and provision of energy services	Energy	Statistics Bureau, Census Bureau, Research Centres or Consulting Community	2016	
Sensitize Energy Ministry staff on gender	Ministry of Energy	Gender Ministry or Gender Focal Unit within Ministry of Energy	December 2016	15,000/year
Conduct public awareness campaigns	Ministry of Energy	Journalists, members of the media, Public Relations firms, or civil society	March 2016	30,000
Enable the publication of scientific articles about gender and energy in West Africa in peer-reviewed journals	ECREEE	Local or International universities, with support from ECREEE and donor organizations	2020	20,000/year
ECOWAS regional conference to exchange results and promote learning across Member States	ECREEE	ECREEE in collaboration with donor organizations	2016, 2018 2020	120,000 in total (40,000/meeting)

Strategic Objective 2: Ensure that all energy policies, programmes and initiatives, including large energy infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region;

Activities:

- Include “gender assessment” as a step in the document that describes policy and programme development process
- Create a Gender Focal Unit, (GFU) in the Ministry of Energy with a clearly defined role and resource allocation that is in line with its function
- Develop a gender assessment checklist that agencies can use when elaborating programmes
- Include gender dimension in procurement announcements and terms of references with implementing partners
- Adopt a gender assessment toolkit for implementing partners
- Implement one pilot-project on gender and energy
- Mainstream gender in all subsequent energy projects
- Encourage equal participation of men and women in public consultations during project planning
- Include gender consideration in the next revision of energy policies
- Invite feedback from external gender experts and women groups during policy validation
- Raise funds and Implement activities in line with the ECOWAS regional initiative on “Mainstreaming Gender in Energy and Projects”
- Provide technical support and oversight for achieving this objective

As with activities in strategic objective 1, national Energy Ministries will have primary responsibility over activities in this objective. Gender Focal Units (GFUs) or other departments within the Energy Ministry will handle implementation internally.

Documents that describe the development process of a policy or a programme should be revised to include a step called “gender assessment”. This will serve as a reminder to call on the GFU during policy and programme planning.

Consequently, Energy Ministries that do not currently have a Gender Focal Unit should create one immediately, and provide its members with adequate training and resources to undertake their task. Energy ministries that already have a GFU

should reinforce their capacity. It is proposed that there be a minimum of 3 Full-time Equivalent staff in the GFU in each Member State to adequately support the implementation of the Policy.

The success of objective 2 hinges on the competence of the GFU. Once in place the GFU can develop a Gender Assessment checklist to be used by agencies throughout the Ministry. The application of the checklist should be the first step towards gender inclusion in policy and programme documents prior to the GFU's full review. The checklist is also useful for maintaining gender-awareness throughout the Ministry.

All future procurement announcements and terms of references should highlight the importance of gender in projects and programmes so that services providers are aware of expectations with regards to gender. Selected service providers that do not have experience in gender should be trained and provided with a toolkit that can help them mainstream gender. Furthermore, they should work very closely with the GFU during the initial planning and implementation phase.

The Situation Analysis conducted prior to the development of this Policy showed that Member States that have gone through the implementation of a gender and energy project are better equipped to institutionalize gender in their current programs. It is important that other Member States go through the same process to fully grasp the benefits of learning-by-doing and to build from that experience. Countries should select one project among those in their pipeline that may have the most impact on gender equality.

The Situation Analysis also revealed that most current energy policies do not have a gender dimension. This should be remedied during their next evolution of the energy policies and programmes and their validation should be more gender-inclusive.

Activities	Responsible Actors	Implementing Actors	Deadline	Estimated budget per Member State (EUR)
Include "gender assessment" as a step in the document that describes policy development process	Ministry of Energy	Planning department within Ministry of Energy	December 2015	0

Create a Gender Focal Unit, clearly define its role and allocate resources that are in line with its role	Ministry of Energy	Ministry of Energy	December 2015	20,000 for training 3 Full-Time Equivalents (FTE) Annual budget for 3 FTEs in GFU (80,000)
Develop a gender assessment checklist that agencies can use when elaborating programmes and policies	Ministry of Energy	GFU	June 2016	6,000
Include gender in procurement announcements and terms of references with implementing partners	Ministry of Energy	Procurement/ Finance Department within Ministry of Energy	December 2015	4,000
Adopt a gender assessment toolkit for implementing partners	Ministry of Energy	GFU	June 2016	4,000
Implement one pilot-project on gender and energy	Ministry of Energy	Relevant agency within Energy Ministry and their	December 2016	10,000

		implementing agency in coordination with GFU		
Mainstream Gender in all subsequent energy projects	Ministry of Energy	Relevant agency within Energy Ministry and their implementing agency in coordination with GFU	December 2017	~5% of project cost
Include gender considerations in the next revision of energy policies	Ministry of Energy	GFU	2020	0
Consult external gender experts and women groups during policy formulation or validation	Ministry of Energy	Ministry of Energy	When policy is revised	0
Raise funds and Implement activities in line with the ECOWAS regional initiative on "Mainstreaming Gender in Energy and Projects"	ECREEE	The responsible government Ministries, Departments and Agencies, and the ECOWAS Department of Social Affairs and Gender	2019	15,000

Strategic Objective 3: Increase women's public sector participation in energy-related technical fields and decision-making positions

Activities:

- Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant
- Incorporate gender and energy issues in school curriculum from primary through the university level
- Create scholarships for young women pursuing studies in Sciences, Technology, Engineering and Mathematics (STEM) field
- Create an internship program in Energy Ministry and related government agencies for young women pursuing studies in STEM
- Create career-advancement programs for women within the Energy Ministry
- Encourage female application for open technical positions
- Raise funds and Implement activities in line with the ECOWAS regional initiative on "Women's Technical Exchange Program"
- Raise funds and Implement activities in line with the ECOWAS regional initiative on "Youth Leadership Development in Energy"
- Provide technical support and oversight for achieving this objective

Energy Ministries will still take the lead in implementing the activities in this Strategic Objective. They will work closely with Education Ministries to promote studies in STEM, integrate energy courses in the current curriculum and create scholarships for young women in STEM. In many Member States, they will be able to leverage programs already established by Education Ministries.

Working with the private sector, Energy Ministries should carefully craft an internship program that provides hands-on experience to young women in the STEM field during their school breaks or as soon as they graduate. Such program will accelerate their inclusion in the workforce.

While it is important to prepare the youth for future job opportunities, immediate gains can be made by encouraging female recruitment and by creating a pathway for career advancement through training and through the provision of scholarships and sabbaticals for employees who want to pursue advanced degrees.

Activities	Responsible Actors	Implementing Actors	Deadline	Estimated budget per Member State (EUR)
Incorporate gender and energy issues in school curriculum right from elementary schools	Ministry of Energy	Ministry of Education, ECREEE	December 2017	100,000 for design (ECREEE) + 50,000 for adaptation and roll out (each Member State)
Create scholarship program for young women pursuing studies in Sciences, Technology, Engineering and Mathematics (STEM) field	Ministry of Energy	Ministry of Education, donor organizations	December 2017	5,000/year (including a stipend)
Create an internship program in Energy Ministry and related government agencies for young women pursuing studies in STEM	Ministry of Energy	Ministry of Energy and private companies in the energy sector	June 2016	3,000/year (including overhead)

Create career-advancement programs for women within the Energy Ministry	Ministry of Energy	Ministry of Energy	June 2016	10,000 for mentoring, networking, and lectures
Encourage and recruit female application for open technical positions	Ministry of Energy	Ministry of Energy	December 2015	4,000
Raise funds and Implement activities in line with the ECOWAS regional initiative on "Women's Technical Exchange Program"	ECREEE	The responsible government Ministries, Department and Agencies, and the ECOWAS Department of Social Affairs and Gender	2019	15,000
Raise funds and Implement activities in line with the ECOWAS regional initiative on "Youth Leadership Development	ECREEE	The responsible government Ministries, Department and Agencies, and the ECOWAS Department of Social Affairs and Gender	2019	4000

in Energy”				
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Strategic Objective 4: Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector; and

Activities:

- Advertise business opportunities in the energy sector with a particular target on women
- Profile and showcase energy businesses led by women
- Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy-finance
- Create gender-sensitive financing mechanisms
- Sensitize the private sector to reach out to women candidates for employment and contracting opportunities
- Promote vocational training in energy
- Raise funds and Implement activities in line with the ECOWAS regional initiative on “ECOWAS Women’s Business Fund”
- Raise funds and Implement activities in line with the ECOWAS regional initiative on “Women’s Economic Empowerment through Energy for Productive Uses”
- Provide technical support and oversight for achieving this objective

Women entrepreneurs are usually not aware of business opportunities in the energy sector. The Ministry of Energy should put together a compilation of existing businesses in energy sector to be channelled through the ministries of commerce and entrepreneurship, the Women’s Affairs and Gender Ministries as well as the Federation of Business Women Entrepreneurs (FEBWE). Advertisement can take the form of presentations during seminars and posting on websites. ECREEE and National Energy Ministries should also use the platform of large businesswomen gathering such as the African Women’s Economic Summit to educate women on opportunities in the energy sector.

Showcasing existing women-led energy businesses whether in region or elsewhere in Africa, will lend credibility to the presentation of business opportunities and inspire other women.

Once educated and inspired, business women will need support to formulate business plans that take into account the specificities of energy businesses (as opposed to other businesses that they were engaged in). This capacity building can be provided by ECREEE under its ECOW-GEN Programme and by national commerce and entrepreneurship ministries.

Launch and support financing mechanisms specifically designed to overcome the obstacles associated with female-led energy firms that are disadvantaged because of direct or indirect discrimination. Financial products can include grants, credit guarantees, concessional or conventional equity investments and loans, but they must be paired with appropriate risk management tools to strengthen portfolio performance at the same time as helping build the businesses' capabilities, credit worthiness and track record. In the short-term, ECREEE and donor organizations will play an important role in mobilizing these funds. In the long-term traditional financial institutions will step in to accompany the growth phase of the businesses. Gender ministries and the GFU will be in charge of appealing to the private sector to be more gender-sensitive in their recruitment process.

Finally, the Ministry in charge of higher education and professional training should be engaged for creating vocational training related to the energy field.

Activities	Responsible Actors	Implementing Actors	Deadline	Estimated budget per Member State (EUR)
Advertise business opportunities in the energy sector with a particular target on women and women-owned businesses	ECREEE	Ministry of Energy Commerce and Entrepreneurship Ministries Women Affairs and Gender Ministries Federation of Business Women Entrepreneurs (FEBWE) Civil society organizations	December 2015	10,000/year for research, synthesis and notification of regional actors (ECREEE)
Profile and showcase energy	ECREEE	Ministry of	June 2016	1,000 per profile for

businesses led by women		Energy Commerce and Entrepreneurship Ministries Women Affairs and Gender Ministries Federation of Business Women Entrepreneurs (FEBWE)		development and distribution
Build the capacity of existing women entrepreneurs on energy businesses/technology and energy-finance	Ministry of Energy	ECREEE Commerce and Entrepreneurship Ministries Donor organizations Women's professional organizations Universities and training centers	December 2016	Capacity building costs estimated at ~50% of initial investment requirement for micro and small business, ~30% for small/medium, falling to ~10% for medium/large
Create gender-sensitive financing mechanisms	Ministry of Energy	ECREEE Donor organizations Financial Institutions	December 2016	Expand ECREEE Women's Business Fund with 5M in core funding for

				investments
Promote vocational training in energy for women students	Ministry of Energy	Education Ministry or Ministry in charge of higher education and professional training Civil society organizations Training centers	December 2016	Advertising component can be partly paid for if combined with activities 1 & 2 above; 2,000/year total Programs estimated at 1000 per student, to be covered through a mix of fees, scholarships and other support Coordination of this activity, 3000/year
Raise funds and Implement activities in line with the ECOWAS regional initiative on “ECOWAS Women’s Business Fund”	ECREEE	The responsible government Ministries, Department and Agencies, and the ECOWAS Department of Social Affairs and Gender	2019	14,000
Raise funds and Implement activities	ECREEE	The	2019	25,000

in line with the ECOWAS regional initiative on “Women’s Economic Empowerment through Energy for Productive Uses”		responsible government Ministries, Department and Agencies, and the ECOWAS Department of Social Affairs and Gender		
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Strategic Objective 5: Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4.

Activities:

- Review and understand the monitoring and reporting requirements of the policy
- Identify resources needed to perform the tasks
- Assign data collection and reporting role to members of the GFU
- Create data collection tools such as short surveys and questionnaires that implementing actors can fill out
- Provide annual reports to ECOWAS Department of Social Affairs and Gender
- Provide technical support and oversight for achieving this objective

Monitoring and reporting on progress made towards the policy will be the responsibility of the GFU. It is fundamental that they understand the requirements, identify the resources they need and more importantly establish rapport with the various implementing actors and seek their cooperation in the data collection process. It is recommended data collection tasks be assigned to each member of the GFU in a collaborative way while taking into account the member’s strengths.

Activities	Responsible Actors	Implementing Actors	Deadline	Estimated budget per Member State (EUR)
Review and	GFU	GFU	December	\$0

understand the monitoring and reporting requirements of the policy			2015	
Identify resources needed to perform the tasks	GFU	GFU	December 2015	Financial Resources included GFU budget
Assign data collection and reporting role to members of the GFU	GFU	GFU	December 2015	\$0
Create data collection tools such as short surveys and questionnaires that implementing actors can fill out	GFU	GFU	December 2015	\$0
Provide annual reports to ECOWAS Department of Social Affairs and Gender	GFU	GFU	December 2016	\$0

7 Annex: Monitoring Plan

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Monitoring Frequency	Responsible party for collecting and reporting data
<u>Objective 1:</u> Achieve widespread understanding of energy and gender considerations at all levels of society Target: 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter); 50	Conduct Gender assessment in Energy Sector (Gender audit) in each Member State	Number of gender audits conducted	0	1	once	GFU
	Collect gender-disaggregated data on energy use, energy supply and provision of energy services	Number of surveys that include gender disaggregated data on energy	0	1	Annually	GFU
	Sensitize Energy Ministry staff on gender	Proportion of Energy Ministry staff that attended gender workshops or other gender-related events	1%	100%	Annually	GFU

percent of citizens will be exposed to some form of relevant public service announcement by 2020 growing to 90% by 2030; at least 50 new scientific articles about gender and energy in West Africa published in peer-reviewed scientific journals by 2020, and 20 per year after that.	Conduct public awareness campaigns	Number of press articles published	0	5/year	Annually	GFU
		Number of TV ads	0	1/year	Annually	
		Number of Radio ads	0	1/year	Annually	
		Number of Billboards	0	1/year	Annually	
		Number of events held	0	2/year	Annually	
	Enable scientific research on gender and energy in West Africa and publication of articles in peer-reviewed journals	Number of scientific research conducted	0	5 by 2020	Annually	ECREEE
		Number of articles published in peer-reviewed journals	0	50 by 2020	Annually	
	ECOWAS regional conference to exchange results and promote learning across Member States	Number of conferences	3	2016, 2018, 2020	Bi-annualy	ECREEE
<u>Objective 2:</u> Ensure that all energy policies,	Include "gender assessment" as a step in the document that describes policy	Number of times that Gender Focal Unit (GFU) was solicited to provide input on	0	All the time	Annually	GFU

<p>programmes and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty affecting all people in the region</p> <p>Target: 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive; 50 percent of energy projects, programmes, and initiatives with government participation will include gender planning, analysis and evaluation by</p>	development process	policy or programme document				
	Create a Gender Focal Unit (GFU), clearly define its role and allocate resources that are in line with its role	Document stating the formation of a GFU and describing its role	0	1	Once	GFU
		Number of training workshops provided to GFU or attended by GFU	0	3/year	Annually	GFU
		Budget allocated to GFU	0	TBD	Annually	
	Develop a gender assessment checklist that agencies can use when elaborating programmes and policies	Proportion of policies and programme documents that have gender consideration in their first draft	0	100%	Annually	GFU
		Proportion of policies and programme documents that have gender consideration in their final version	0	100%	Annually	
	Include gender in procurement	Proportion procurement-related	0	100%	Annually	GFU

2020, rising to 100 percent in 2030.	announcements and terms of references with implementing partners	documents that highlight gender				
	Adopt a gender assessment toolkit for implementing partners (e.g ENERGIA or UNDP Toolkits)	Number of workshops organized for, or attended by, implementing partners	0	1/year	Annually	GFU
		Proportion of implementing partners that use the Toolkit	0	100%	Annually	GFU
	Implement one pilot-project on gender and energy	Number of pilot-projects where gender is fully mainstreamed	0	1	Annually	GFU
	Mainstream Gender in all subsequent energy projects	Proportion of energy projects where gender is fully mainstreamed	0	100%	Annually	GFU
	Encourage equal participation of men and women in public consultation during project planning	Proportion of men and women participating in public consultation during project planning	10/90	50/50	Annually	GFU
	Include gender considerations in the next	Proportion of energy policies revision that	0	100%	Annually	GFU

	revision of energy policies	include gender				
	Invite feedback from external gender experts and women groups during policy validation	Proportion of policy validations when external gender experts and women groups were invited to provide feedback	0	100%	Annually	GFU
<u>Objective 3:</u> Increase women's public sector participation in energy-related technical fields and decision-making positions. Target: at least 25 percent women in the public sector energy workforce by 2020 and an equal gender balance by 2030.	Conduct awareness raising campaigns on Sciences, Technology, Engineering and Mathematics (STEM) studies for women	Number of press articles published	0	5/year	Annually	GFU
		Number of TV ads	0	1/year	Annually	
		Number of radio ads	0	1/year	Annually	
		Number of billboards	0	1/year	Annually	
		Number of events held	0	2/year	Annually	
	Incorporate gender and energy issues in school curriculum from primary to university levels	Proportion of schools teaching gender and energy courses	0	100%	Annually	

	Create scholarship program for young women pursuing studies in Sciences, Technology, Engineering and Mathematics (STEM) field	Amount of money available for the scholarship	0	TBD	Annually	GFU
		Number of applications received	0	NA	Annually	
		Number of scholarship granted	0	5/year	Annually	
	Create an internship program in Energy Ministry and related government agencies for young women pursuing studies in STEM	Number of companies/agencies participating in the program	0	10/year	Annually	GFU
		Number of internship positions available	0	10/year	Annually	
		Number of applications received	0	NA	Annually	
		Number of applications granted	0	10/year	Annually	
	Create career-advancement programs for women within the Ministry of Energy	Number of women in the Energy Ministry that pursue higher education/training for advancing their	0	10/year	Annually	GFU

		career				
		Proportion of women promoted to decision-making positions (out of decision-making positions open in a year)	0	50%	Annually	
	Encourage female application and recruiting for open technical positions	Number of technical position announcements	0	NA	Annually	GFU
		Number of female applications received	0	NA	Annually	
		Proportion of technical positions filled by female applicants	0	50%	Annually	
<u>Objective 4:</u> Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the	Advertise business opportunities in the energy sector with a particular target on women	Number of events where a presentation on business opportunities in energy sector is made	0	5/year	Annually	GFU
		Number of websites where information is	0	3	Annually	GFU

private sector Target: at least 25 percent women participation in energy-related fields in the private sector by 2020 and an equal gender balance by 2030, as determined through statistically rigorous random sampling.		published				
	Profile and showcase energy businesses led by women	Number of events where women-led energy businesses are showcased	0	5/year	Annually	GFU
		Number of websites where information is published	0	3	Annually	GFU
	Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy-finance	Number of capacity building workshops held	0	1/year	Annually	GFU
		Number of training materials developed	0	2	Annually	GFU
		Number of women attending workshop	0	NA	Annually	GFU
	Create gender-sensitive financing mechanisms	Funds raised to finance women-led energy businesses	0	TBD	Annually	GFU
		Number of applications received	0	NA	Annually	GFU
		Number of businesses financed by the Fund	0	5/year	Annually	GFU

		or by other sources				
	Sensitize the private sector to reach out to women candidates for employment and contracting opportunities	Number of private sector companies reached	0	10/year	Annually	GFU
		Percentage of female new-hires in technical or managerial positions in these companies	0	50%	Annually	GFU
		Percentage of new service contracts given women by these companies	0	50%	Annually	GFU
	Promote vocational training in energy field	Number of programs/schools offering training in energy-related field	0	NA	Annually	GFU
		Proportion of women and men attending those programs	0	50/50	Annually	GFU
	Review and understand the monitoring and reporting requirements of	Internal meeting held to review implementation plan		1/year	Annually	GFU

<u>Objective 5:</u> Establish and maintain a gender responsive monitoring and accountability framework. Target: 100 percent compliance by 2017 in the monitoring and accountability framework.	the policy	and monitoring plan				
	Identify resources needed to perform the tasks	NA		NA	Annually	GFU
	Assign data collection and reporting role to members of the GFU	Number of people responsible for collecting data		4	Annually	GFU
		Number of people responsible for drafting report		1	Annually	GFU
	Create data collection tools such as short surveys and questionnaires that implementing actors can fill out	Tools created to collect data from implementing actors		1	Annually	GFU
	Provide annual reports to ECOWAS Department of	Number of report submitted		1/year	Annually	GFU

	Social Affairs and Gender					
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8 Annex: Reporting Template²

Country Name:

Ministry Name:

Name of person filling out the report:

Date:

Strategic Objective	Activities	Indicators	Baseline	Expected results	Achieved this year	Comments
Achieve widespread understanding of energy and gender considerations at all levels of	Conduct Gender assessment in Energy Sector (Gender audit) in each Member State	Number of gender audit conducted		1		

² To be revised after final monitoring plan is adopted

society	Collect gender-disaggregated data on energy use, energy supply and provision of energy services	Number of surveys that include gender disaggregated data on energy		1		
	Sensitize Energy Ministry staff on gender	Proportion of Energy Ministry staff that attended gender workshops or other gender-related events		100%		
	Conduct public awareness campaigns	Number of press articles published		5/year		
		Number of TV ads		1/year		
		Number of Radio ads		1/year		
		Number of Billboards		1/year		
		Number of events held		2/year		
	Ensure that all	Include "gender	Number of times that	All the		

energy policies, programmes and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty affecting all people in the region	assessment" as a step in the document that describes policy development process	GFU was solicited to provide input on policy or programme document		time		
	Create a Gender focal unit, clearly define its role and allocate resources that are in line with its role	Document stating the formation of a GFU and describing its role		1		
		Number of training workshops provided to GFU or attended by GFU		3/year		
		Budget allocated to GFU		TBD		
	Develop a gender assessment checklist that agencies can use when elaborating programmes and policies	Number of policies and programme documents that have gender consideration in their first draft		All of them		

	Include gender in procurement announcements and terms of references with implementing partners	Number of procurement-related documents that highlight gender		All of them		
	Create a gender assessment toolkit for implementing partners or adopt an existing toolkit	Number of workshops organized for, or attended by, implementing partners		1/year		
		Number of implementing partners that use the Toolkit		All of them		
	Implement one pilot-project on gender and energy	Number of pilot-projects where gender is fully mainstreamed		1		
	Mainstream Gender in all subsequent energy projects	Number of energy projects where gender is fully mainstreamed		All of them		

	Encourage equal participation of men and women in public consultation during project planning	Proportion of men and women participating in public consultation during project planning		50/50		
	Include gender considerations in the next revision of energy policies	Number of energy policies revision that include gender		All of them		
	Invite feedback from external gender experts and women groups during policy validation	Number of times that external gender experts and women groups have been invited to provide feedback on policy validation		All the time		
Increase women's public sector participation in energy-related	Conduct awareness raising campaigns on Sciences, Technology, Engineering and	Number of press articles published		5/year		
		Number of TV ads		1/year		
		Number of radio ads		1/year		

technical fields and decision-making positions to a level of at least 30 percent in the short to medium term and 50 percent in the long term (using 2015 figures as the baseline);	Mathematics (STEM) studies for women	Number of billboards		1/year		
		Number of events held		2/year		
	Incorporate gender and energy courses in school curriculum right from elementary schools	Number of schools teaching gender and energy courses		All of them		
	Create scholarship program for young women pursuing studies in Sciences, Technology, Engineering and Mathematics (STEM) field	Amount of money available for the scholarship		TBD		
		Number of applications received		NA		
		Number of scholarship granted		30/year		
	Create an internship program in Energy Ministry and private sector	Number of companies/agencies participating in the program		10/year		

	for young women pursuing studies in STEM	Number of internship positions available		30/year		
	Create career-advancement programs for women within the Energy Ministry	Number of applications received		NA		
		Number of applications granted		30/year		
	Create career-advancement programs for women within the Energy Ministry	Number of women in the Energy Ministry that pursue higher education/training for advancing their career		10/year		
		Proportion of women promoted to decision-making positions (out of decision-making positions open in a year)		50%		
	Encourage female application for	Number of technical position		NA		

	open technical positions	announcements				
		Number of female applications received		NA		
		Proportion of technical positions filled by female applicants		50%		
Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	Advertise business opportunities in the energy sector with a particular target on women	Number of events where a presentation on business opportunities in energy sector is made		5/year		
		Number of websites where information is published		3		
	Showcase energy businesses led by women	Number of events where women-led energy businesses are showcased		5/year		
		Number of websites where information is		3		

		published				
	Build the capacity of existing women entrepreneurs on energy and energy-finance	Number of capacity building workshops held		1/year		
		Number of training materials developed		2		
		Number of women attending workshop		NA		
	Create gender-sensitive financing mechanisms	Funds raised to finance women-led energy businesses		TBD		
		Number of applications received		NA		
		number of businesses financed by the Fund or other sources		5/year		
	Sensitize the private sector to reach out to women candidates for employment and	Number of private sector companies reached		10/year		
		Percentage of female		50%		

	contracting opportunities	new-hire in technical or managerial positions in these companies				
		Percentage of new service contracts given women by these companies		50%		
	Promote vocational training in energy field	Number of programs/schools offering training in energy-related field		NA		
		Proportion of women and men attending those programs		50/50		
Establish and maintain a gender responsive monitoring and accountability framework.	Review and understand the monitoring and reporting requirements of the policy	Internal meeting held to review implementation plan and monitoring plan		1/year		

	Identify resources needed to perform the tasks	NA		NA		
	Assign data collection and reporting role to members of the GFU	Number of people responsible for collecting data		4		
		Number of people responsible for drafting report		1		
	Create data collection tools such as short surveys and questionnaires that implementing actors can fill out	Tools created to collect data from implementing actors		1		
	Provide annual reports to ECOWAS Department of Social Affairs and	Number of report submitted		1/year		

	Gender					
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Additional Comments on the report

