National Action Plan for Policy on Gender Mainstreaming in Energy Access

[2020 to 2025]

The Gambia

October 2020

FOREWORD

The ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN) was launched in 2013 as one of the key steps to ensure that Sustainable Energy for All (SE4ALL) goals are successfully achieved at the regional level. Meanwhile, stemming directly from the principles laid in the ECOWAS Gender Policy, ECOW-GEN had led to two key achievements namely: (1) validation of the ECOWAS Directive on Gender Assessments in Energy Projects, and (2) the adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access. The goal of this second achievement, which is the foundation for this document, is to address barriers to the equal participation of men and women in the expansion of energy access through pursuit of five key strategic objectives. The Government of The Gambia embraces the objectives of the ECOWAS Policy for Gender Mainstreaming in Energy Access in seeking to accomplish SE4ALL initiatives.

Furthermore, The Gambia among other ECOWAS Member States recognizes the need to operationalize this regional policy and transform the commitment made at the regional level to implementable national actions that conform to the context of this country. That said, The Gambia is pleased to be among the West African countries that had developed its National Action Plan (NAP) for ECOWAS Policy on Gender Mainstreaming in Energy Access. The Gambia opted to be part of this laudable move because the Government, among many other reasons, is committed to taking the opportunities that can diversify the energy sources, fight against energy poverty, and break down any gender inequalities that may exist at the policy, project planning, and implementation stages.

The preparation of this NAP for Gender Mainstreaming in Energy Access in The Gambia has been collaborative under the leadership of the Gender Focal Unit of the Ministry of Petroleum and Energy, and with tangible supports of ECREEE, the consultant, and other important stakeholders from both the private and public sectors. Opinions of many stakeholders had been carefully taken into consideration at the preparation and validation stages, and I am therefore pleased to present the output of such rigorous work undertaken over the past months.

This validated NAP is meant to facilitate the implementation of the ECOWAS policy on gender mainstreaming in energy access in The Gambia. It is one of the crucial steps to address potential barriers that may hinder the equal participation of women and men in expanding energy access in this country. I am confident that this NAP will enhance equal access to modern energy services in The Gambia regardless of gender, age or socio-economic status of the people. As expressed in the regional policy, the NAP will also increase women and men's equal participation and involvement in the energy value chains by fostering equal opportunity and support to scale up energy contributions to the national economy.

H. E. Fafa J. Sanyang
Honourable Minister of Petroleum and Energy, The Gambia

ACKNOWLEDGMENT

The development of this National Action Plan for Policy on Gender Mainstreaming in Energy Access in The Gambia was possible with due support of certain individuals and organizations. All the stakeholders who were interviewed in the course of drafting this document and those who participated in the national validation of the NAP are duly acknowledged for their time and suggestions.

The Ministry of Petroleum and Energy will also like to cease this opportunity to thank Mr. Olawale F. Olaniyan (the consultant) for his inputs and coordination of the processes leading to the validation and adoption of this NAP. The Ministry will also like to acknowledge the financial support of ECREEE and its partners directed toward the production of this very important document.

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DEFINITIONS

Development: a process by which the members of a society increase their personal and institutional capacities to mobilize 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.in order words, "Energy" includes every form of energy derived from any of the following sources: solar, wind, biomass, fossil, geothermal, ocean, nuclear or hydro;

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. In summary, "Gender" encompasses the social meanings ascribed on the basis of an individual's biological sex within a given society;

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 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 utilizes 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 recognize 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.

For the purposes of the ECOWAS DIRECTIVE ON GENDER ASSESSMENTS IN ENERGY PROJECTS, the following definitions shall apply:

(a) "Additional Criteria" means any Gender-related criteria, additional to the Minimum Criteria, which each Member State may establish as relevant in the performance of a Gender Assessment;

(b) "Competent Authority" means the authority or those authorities which the Member States designate pursuant to Article 14(1) of this Directive;

(c) "Developer" means the applicant for authorization for a Project or the public authority which initiates a Project;

(d) "Development Consent" means the decision of the Competent Authority or Authorities which entitles the Developer to start and implement the Project, which decision may take the form of a separate gender license or another required development license, permit or consent;

(e) "Energy Sector" means the totality of industries involved in the extraction, production, transformation, transportation, storage, generation, transmission and distribution of Energy, energy products and energy services;

(g) "Feasible" means capable of being accomplished in a successful manner within a reasonable period of time, taking into account economic, environmental, social, gender and technological factors;

(h) "Gender Assessment" means:

(i) The description and evaluation, by means of the analysis of any available and relevant data that can be obtained with reasonable diligence, of the expected Gendered Impacts of a Project, considering the Relevant Criteria;

(ii) The carrying out of public consultations in connection with such analysis;

(iii) The examination by the Competent Authority of such analysis, any other relevant supplementary information and the results of the public consultations;

(iv) The reasoned conclusion by the Competent Authority in accordance with Article 8(5) of this Directive;

(j) "Gender Assessment Report" means a report prepared in accordance with Article 5 of this Directive;

(k) "Gendered Impacts" means those impacts, results or outcomes which, though deriving from the same action or set of actions, have consequences, whether negative or positive, which are dissimilar across affected groups of men or women in degree and/or characteristics;

(l) "Gender Management Plan" means a plan prepared in accordance with Article 6 of this Directive;

(m) "Gender Performance Monitoring Report" means a report prepared in accordance with Article 7 of this Directive;

(n) “Member State” means a Member State of the Community as defined in paragraph 2 of Article 2 of the Revised ECOWAS Treaty, and “Member States” shall be construed accordingly;

(o) “Men” and “women” when referenced shall include men and women of all ages, including boys and girls, respectively.

(p) “Minimum Criteria” means the Gender-related criteria listed in Article 4(2) of this Directive;

(q) “Project” means the execution of construction works or of other installations or schemes, or other interventions in the natural surroundings and landscape, including those involving the extraction, production, transformation, transportation, storage, generation, transmission and distribution of Energy, energy products and energy services, and related projects that have a significant Energy component;

(r) “Relevant Criteria” means the Minimum Criteria and the Additional Criteria; and

(s) “Vulnerable groups” are groups of people who may be especially vulnerable to adverse Gendered Impacts and inequality in the distribution of Project benefits, including due to their social or economic status, racial or ethnic origin, religion or belief, disability, age, etc.

LIST OF ACRONYMS

AUC: African Union Commission

ASCEG: Alliance for Sustainable Cooking Energy for The Gambia

ECOWAS: Economic Community of West African States

ECREEE: ECOWAS Centre for Renewable Energy and Energy Efficiency

EIA: Environmental Impact Assessment

GBoS: Gambia Bureau of Statistics

GCCI: Gambia Chamber of Commerce and Industry

GEF: Global Environment Facility

GFP: Gender Focal Point

GFU: Gender Focal Unit

GGTI: Gambia Chamber of Commerce and Industry

GIEPA: Gambia Investment and Export Promotion Agency

GoTG: Government of The Gambia

GTTI: Gambia Technical Training Institute

IRENA: International Renewable Energy Agency

MDI: Management Development Institute

M&E = Monitoring and evaluations

MoBSE: Ministry of Basic and Secondary Education

MoF: Ministry of Finance

MoHERST: Ministry of Higher Education, Research, Science and Technology

MoPE: Ministry of Petroleum and Energy

MoPE-GFU: Gender Focal Unit at the Ministry of Petroleum and Energy

NAP: National Action Plan

NAWEC: Gambia National Water & Electric Company

NEA: National Environment Agency

NEMA: National Environmental Management Act

PURA: Public Utilities Regulatory Authority

REAGAM: Renewable Energy Association of The Gambia

SE4ALL: Sustainable Energy for All

STEM: Science, technology, engineering and mathematics

UNDP: United Nations Development Programme

UNFCCC: United Nations Framework Convention on Climate Change

UNIDO: United Nations Industrial Development Organization

UTG: University of The Gambia

1. *INTRODUCTION*

On 4th June 2017, at the 51st Ordinary Session of the Authority of Heads of State and Government of ECOWAS, held in Monrovia, Liberia, the Heads of State of the Economic Community of West African States (ECOWAS) adopted the ECOWAS Policy for Gender Mainstreaming in Energy Access, through a Supplementary Act amending the ECOWAS Treaty. The Policy aims to address barriers to the equal participation of men and women in the expansion of energy access in West Africa. The ECOWAS Policy for Gender Mainstreaming in Energy Access establishes gender dimensions and their considerations in energy interventions as a means to achieve West Africa's energy access goals.

In line with Article 5 of the ECOWAS Treaty on General Undertakings, specifically that:

- Member States undertake to create favourable conditions for the attainment of the objectives of the Community, and particularly to take all necessary measures to harmonize their strategies and policies, and to refrain from any action that may hinder the attainment of the said objectives.

- Each Member State shall, in accordance with its constitutional procedures, take all necessary measures to ensure the enactment and dissemination of such legislative and statutory texts as may be necessary for the implementation of the provisions of this Treaty,

The Republic of The Gambia, through the Ministry of Petroleum and Energy, is developing this National Action Plan on Policy for Gender Mainstreaming in Energy Access. The National Action Plan aims to set out the 5-Year strategy by which the country will meet its national obligations, as specified in the Supplementary Act adopting the ECOWAS Policy.

The ECOWAS Policy for Gender Mainstreaming in Energy Access was drafted by the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE) and the ECOWAS Department of Gender and Social Affairs. It was presented and adopted by the ECOWAS Energy Experts, the ECOWAS Energy Ministers, the ECOWAS Council of Ministers and, finally, by the ECOWAS Heads of State.

Recitals

The Ministry of Petroleum and Energy of the Republic of The Gambia,

> **CONSIDERING** that energy access for rural, peri-urban and urban communities is necessary to improve their standard of living;
>
> **MINDFUL** of Article 28 of the Revised ECOWAS Treaty, which prescribes that the Member States shall co-ordinate and harmonize their policies and programmes in the field of energy;
>
> **MINDFUL** of Article 63 of the Revised ECOWAS Treaty, which prescribes that the Member States will formulate, harmonize, co-ordinate and establish appropriate policies and mechanisms for the enhancement of the economic, social and cultural conditions of women;

MINDFUL of the prohibition of every form of discrimination against women and men and the obligation to protect the rights of women and men, as set forth in the International Covenant on Civil and Political Rights of 1966, the Convention of 1979 and Optional Protocol of 1999 on the Elimination of All Forms of Discrimination against Women, the African Charter on Human and Peoples' Rights of 1981 and the Protocol to the African Charter on the Rights of Women in Africa of 2003;

MINDFUL of the United Nations Declaration of Human Rights of 1948, the United Nations Nairobi Forward Looking Strategies of 1985, the Vienna Declaration and Programme of Action of 1993 and the Beijing Declaration and Platform for Action of 1995, and the African Union Agenda 2063 Framework of 2015, which all promote gender equality and women's rights, including with respect to sustainable development;

MINDFUL of Article 45 of the Supplementary Act A/SA.3. /05/15 relating to the Equality of Rights between Women and Men for Sustainable Development in the ECOWAS Region, which prescribes that Member States shall undertake to promote access to energy services for all in an equitable manner and without gender discriminations;

MINDFUL of Article 19 of the ECOWAS Energy Protocol, A/P.4/1/03, which prescribes that Member States shall strive to minimize harmful Environmental Impacts, including impacts on cultural heritage and socio-economic conditions, throughout the energy cycle;

CONSCIOUS that the development of the energy sector is essential for the socio-economic development of the Member States and that benefits from these activities should be equitably shared among men and women of the present and future generations;

RECOGNIZING that the development of the energy sector entails the use and alteration of natural endowments within the Member States, endowments which men and women of the present and future generations are equally entitled to enjoy, depend on, and profit from;

AWARE that energy projects have both intended and unintended consequences, including for the human populations in project-affected areas, their livelihoods, their social institutions and practices, and their relationship to the natural and built environments, and that the manner and degree to which energy project affects individuals, communities and societies are mediated through gender, among other variables;

CONSCIOUS of the need to improve gender mainstreaming in energy access and gender equality in the energy sector, as stated in the ECOWAS Policy on Gender Mainstreaming in Energy Access, to not only prevent negative, discriminatory effects but also harness the positive socioeconomic impacts of gender-informed design and decision making in energy development;

ACKNOWLEDGING it is the responsibility of all stakeholders in the energy sector, but in particular project developers and regulatory governmental authorities, including ECOWAS institutions, to be aware of, and take steps to monitor and mitigate,

potentially harmful differential impacts of energy projects on men and women and to realize the positive impacts of gender-informed design and decision making;

RECOGNIZING the ongoing efforts of Member States to ensure environmental and social impact assessments are conducted for energy projects;

CONVINCED of the need to develop widely accepted criteria by which developers, governments, communities, investors and other stakeholders can assess the impact of infrastructure projects in the energy sector on women and men and use such criteria to develop appropriate gender assessment and mitigation plans, procedures and best practices, taking into account other relevant international and regional initiatives;

CONFIDENT that mainstreaming gender in energy projects strengthens Member States' ability to ensure that projects contribute to promoting inclusive and sustainable development and that awareness and attention to the differential impacts of energy projects on men and women will lead to accelerated socio-economic development in the Member States;

DESIRING to take an internationally-leading role in creating a common legal framework for policies and regulations for gender assessment in the energy sector;

ACKNOWLEDGING that women are more affected by the low level of electricity access in the Member states and that the gender is marginalized or absent from the national policies of most Member states;

CONVINCED that there is a need to promote universal 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;

AWARE of the need to mainstream gender in energy access, in order to better address the needs of all citizens as it concerns access to modern and sustainable energy services for an improved standard of living and productivity;

MINDFUL of the proposal by the Meeting of Ministers in charge of Energy held in Conakry, Republic of Guinea, on 8th December 2016, relating to the ECOWAS Policy for Gender Mainstreaming in Energy Access.

MINDFUL of the recommendation of the 78th Ordinary Session of the Council of Ministers, held in Monrovia on 31st May and 1st June 2017, relating to the adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access.

Agrees to this National Action Plan for Policy on Mainstreaming Gender in Energy Access in The Gambia.

1.1 Vision

A world where women and men shall enjoy equal access to:

(a) Modern energy services, which are readily available, affordable and contribute to high standards of living and economic development, and

(b) Safe, healthy, and economically beneficial livelihood and employment opportunities in all energy sub-sectors.

1.2 Rationale and purpose

The Gambia is one of the most densely populated countries in the mainland Africa, with a 3.5% increase in population per annum since 2013[1]. In the country's Second National Communication under the United Nations Framework Convention on Climate Change[2], it was clearly indicated that the country's energy base is very narrow with forest being the source of more than 85% of domestic energy in the form of fuelwood. This trend resulted in an increased pressure on the forest natural resource base, the essential commodities on which the livelihood and access to energy of many women, especially in rural areas, depend upon.

The Gambians are among the lowest consumers of electricity in Africa, and by extension in the world[3]. Many Gambian citizens still lack access to reliable energy sources for cooking, refrigerating, entertainment, and any other domestic or industrial purposes. Furthermore, electricity supply in the country is erratic, somewhat unreliable, and only accessible at high cost – one of the highest in Africa[4]. Under these circumstances, the burden on women as caregivers, household keepers, or entrepreneurs could increase by two or three folds in proportion. Meanwhile, the need for The Gambia to scale up its energy quality and quantity toward meeting the socio-economic development targets of the country had been well emphasized in the Renewables Readiness Assessment of The Gambia (IRENA, 2013)[5].

According to the Action Agenda prepared for The Gambia under the Sustainable Energy for All, the country aims to achieve access to full electricity at household and community levels in urban and rural areas (SE4ALL 2015)[3]. By 2030, the country has a target to increase, for instance, access of households and communities in rural, peri-urban and urban areas to energy services by 100%. Increase in electricity generation are expected to result from renewable sources (solar photovoltaic, wind power), hydropower, biomass, mini-grids and grid extension. To this effect, The Gambia through policy transformation has recently liberalized its energy sector toward private sector investment in renewable and other forms of energy (Manneh and Shams, 2019)[6]. This effort implies that installation or development of large energy infrastructure is expected in the coming years.

Meanwhile, The Gambia is one of the ECOWAS Member States with no specific requirement for gender impact assessments in infrastructure projects (ECREEE, 2017)[3]. Certain energy policies in the country also lack specification or stipulation concerning the need for gender disaggregated data for socioeconomic impacts. While environmental impact assessment is

[1] https://www.gbosdata.org/

[2] The Gambia's Second National Communication under the United Nations Framework Convention on Climate Change (2012). GEF and UNEP. pp. 113.

[3] SE4ALL (2015). Action Agenda of the SE4ALL for The Gambia. pp. 105

[4] ECREEE (2017). Background Study: Developing a legal Instrument for Gender Assessments in Energy Infrastructure Planning and Development within ECOWAS. ECOWAS Centre for Renewable Energy and Energy Efficiency, Praia, Cape Verde, pp. 140.

[5] IRENA (2013). Renewables Readiness Assessment of The Gambia. International Renewable Energy Agency. pp. 84

[6] Musa Manneh and S. M. Riad Shams (2019). Energy Business in Gambia: An Industry Review for Theoretical and Practical Implications. pp. 109-129. In: Alkis Thrassou, Demetris Vrontis, Yaakov Weber, Riad Shams, Evangelos Tsoukatos (Eds) - The Synergy of Business Theory and Practice, Palgrave Studies in Cross-disciplinary Business Research, In Association with EuroMed Academy of Business.

mandatory before energy developers can embark on their investments, the existing regulations remain relatively vague on social impact and gender assessment. To overcome the issues surrounding energy generation, distribution, access, and consumption by men and women, institutional coordination is considered highly important in all facets. Inclusion of gender perspectives in energy data collection, policy formulation and other forms of decision making will increase fairness and efficiency in energy access by men and women. Furthermore, gender inclusion in energy access and infrastructure development will also lead to better outcomes for governance, business, and environmental sustainability.

1.3 Summary of regional policy targets and regulatory requirements

The Table below summarizes the five objectives of the ECOWAS Policy for Gender Mainstreaming in Energy Access and their respective targets.

Table 1: Summary of regional policy objectives and targets

S/n	Strategic Objectives	Targets
1.	Achieve widespread understanding of energy and gender considerations at all levels of society	• 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	• 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	• 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	• 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	• 100 percent compliance by 2017 in the monitoring, accountability and review framework.

	framework for objectives 1 to 4	

1.4 Objectives of the ECOWAS Directive on Gender Assessments in Energy Projects

The objectives of the Directive are to:

(a) Ensure that the specific interests of women and men, as stakeholders, are taken into account in the development of Projects;

(b) Ensure that any potential adverse and discriminatory impacts on women or men deriving from Projects are recognized and avoided or mitigated to the extent feasible;

(c) Improve transparency in planning and implementation processes to promote and increase the participation and capacity of women and men, including but not limited to customers, employees, managers, investors, officials and other stakeholders; and

(d) Encourage the development of harmonized policy, legal regulatory frameworks and operational strategies in each Member State and for ECOWAS institutions that are consistent with the principles of, and achieve the objectives of, the Directive, whilst imposing the least financial and administrative barriers possible on Developers, Competent Authorities and other stakeholders.

1.5 Strategy

As explicitly indicated in section 4 concerning the implementation strategy (Table 2), the Ministry of Petroleum and Energy (MoPE) will be at the forefront with regard to successful implementation of this NAP for Gender Mainstreaming in Energy Access. Within MoPE, the Gender Focal Unit (GFU) has to be established and empowered with adequate resources to spearhead, but in collaboration with national and international stakeholders, implementation of the NAP and the Directive. The NAP had been formulated to start from year 2020 and end in 2025.

To start with, a gender assessment/audit of the energy sector is suggested. Similarly, there is a need to start collecting gender disaggregated data on energy usage, production and provision of energy services at the regional and local levels. Meanwhile, sensitization activities need to be planned and incorporated into the early set of implementation activities as well. It is envisaged that the overall success rate of implementing this NAP depends on the strength of the GFU team in terms of team members' composition and quality of experience that each one brings.

Mainstreaming gender into energy policies and programmes is a cross-cutting issue which requires inter-sectoral efforts. Therefore, innovative partnership and consultation with all stakeholders, especially those with successful records in the aspect of gender assessment, performance monitoring and management is highly recommended. Given other programs and plans that MoPE has successfully implemented in the past, it is highly hopeful that lessons learnt will contribute to anticipated effective implementation of this NAP. Successful implementation of NAP in this regard will however be measured against the targets set in the implementation strategy (Table 2). To complement the roles and responsibilities of GFU, involvement of key stakeholders based on their past records and success should be exploited.

1.6 Overview of actions

The overall estimated cost for implementation of this NAP from 2020 to 2025 is 550,000 Euros. As indicated in Table 2, the key indicators include but not limited to the following:

- Number of surveys that include gender disaggregated data on energy
- Number of peer-reviewed publications in national and international journals
- Percentage of women gaining internship opportunities
- Percentage of qualified women awarded scholarships
- Number of women entrepreneurs capacitated
- Percentage of successful implementation of each component of the NAP.

1.7 Methodology

The preparation of this NAP started with a baseline analysis i.e. taking stock of the degree of achievement of the targets set in the regional policy at the national level, and of the context in which this policy will be implemented. The baseline analysis eventually resulted in identification of national level priorities related to the Policy. Following the baseline analysis, key additional stakeholders were identified, who will be essential for the definition of national targets and activities to achieve them. After that, the process of drafting the NAP started as a collaborative process between GFU and relevant stakeholders being facilitated by the local consultant. The last stage in the process of preparing NAP is validation, and after that, the objectives and activities set in the NAP will need to be frequently monitored and reported to ECREEE.

The Figure 1 below illustrates the methodology for the preparation of the NAP:

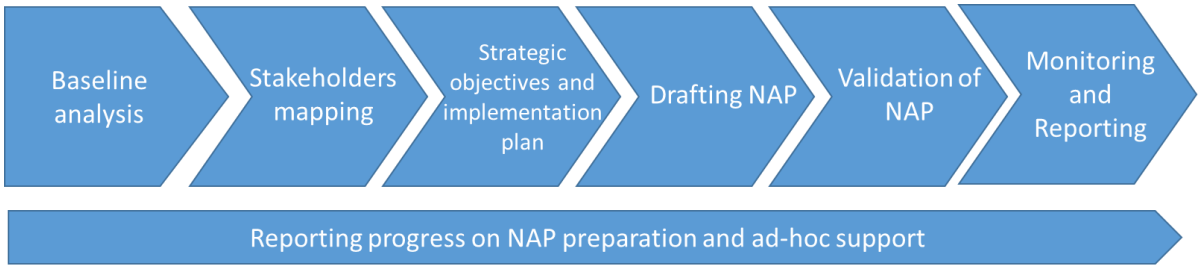

Figure 1- Stages in the preparation of NAP on gender mainstreaming in energy access

Methods used in conducting baseline analysis and soliciting input for the NAP development included:

1. Desktop review of
    a. National policies, laws, planning documents
    b. Peer-reviewed articles on gender and energy in the country
    c. Education, employment, and business ownership statistics

2. Consultation (e.g. in a group setting via a short presentation which involved question and answer)
    a. Government level, to harmonize planning and begin building buy-in for the Action Plan
    b. Civil society and private sector, to understand barriers and development priorities

c. All levels, to assess issue awareness

3. Key informant interviews to gather more details about current practices and opportunities:
    a. National level energy institutions - MoPE
    b. Other related ministries/agencies with mandates on gender and education e.g. MoHERST, Women's Bureau
    c. Statistics bureaus - GBoS
    d. Higher education institution e.g. GTTI
    e. Non-governmental organizations e.g. Mbolo Association, Women Initiative The Gambia

In summary, the baseline analysis started with a general review of the energy-gender nexus context in the country and continued with a review of the current baseline of the five objectives set in the ECOWAS Policy.

2. *SUMMARY OF BASELINE ANALYSIS*

This baseline analysis provides an overview of the state of affairs with regards to gender and energy in The Gambia, considering women in their different roles as domestic and productive users, suppliers, and policymakers. An important element of this baseline analysis involves taking stock of how the country is doing with regards to the objectives set in the Regional Policy. It also details institutional responsibilities, policies and regulations at the national level in relation to each of the strategic objectives in the regional policy. A special emphasis was placed on institutional issues that will influence the way the Directive could be implemented at the national level. Full details of the baseline analysis on the basis of degree of relevance, level of achievement in the country, source of data for verification, identified barriers, and suggestions on how to improve on various activities at the national level are presented in Appendix 2 at the bottom of this document.

The summaries are presented under each policy objective in the following sections.

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

(a) Targets in the ECOWAS Policy:

(i) 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter);

(ii) 50 percent of citizens will be exposed to some form of relevant public service announcement by 2020 growing to 90% by 2030;

(iii) 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.

(b) Baseline analysis

Based on information gathered from the various stakeholders and presented in the table below, the degree of achievement for all the targets in objective 1 of the policy is very low. Furthermore, there is scarcely any relevant document to assess the level of achievement with regard to any of the proposed activities. All the activities indicated in the regional policy are very important for The Gambia and some of them have been partly implemented either by a public institution or a not-for-profit organization.

The degree to which the gender-energy nexus is recognized in official documents (policies, planning, laws, etc.) is medium. Concerning empirical study or research on gender and energy issues in the country, the extent of achievement in this aspect is very low, with only one peer-reviewed publication (Olaniyan et al. 2016)[7] found from 2015 to date. In addition, there has been no effort to collect gender disaggregated data on energy use and use of appliances (i.e. mobile phones, TVs, computers, microwaves, etc.) from government sources till date. The l evel of awareness among policy-makers and planners, civil society

[7] Olaniyan, O. F., Taal, P., Kara, A. A. Adekunle, A., Ceesay, K. (2018). Factors Influencing the Use of Non–Food Agricultural Biomass for Renewable Energy Generation: A Stakeholders' Analysis in The Gambia, West Africa. ECOWAS Sustainable Energy Journal, 1: 93-102.

organizations, and private sectors is medium because gender and energy issues are gaining more ground but there are still much more to be done in this regard.

(c) Key stakeholders

The key stakeholders considered highly important for meeting this objective include:

- Ministry of Petroleum and Energy
- Ministry of Women and Social Affairs/Gender Agency
- Ministry of Finance and Economic Affairs
- Women's Bureau
- University of The Gambia
- Gambia Renewable Energy Agency
- Gambia Bureau of Statistics
- Office of The President
- Civil society organisations looking at energy and gender such as Mbolo Association, Women Initiative The Gambia., etc.

2.2 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

(a) Targets in the ECOWAS Policy:

(i) 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive;

(ii) 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.

(b) Baseline analysis

The degree to which the targets stated for this objective had been achieved in this country is medium. Even though some of the interviewed key informants attributed low or medium degree of implementation to the regionally proposed activities, there are however almost no data sources available to assess their levels of achievement. Meanwhile, the relevance of each activity in this objective 2 (Table 5) was ranked very high by the stakeholders.

There is still a lot to be done with regard to institutional arrangements for mainstreaming gender in energy policies, programmes, planning, and initiatives in this country. Such efforts requires and ought to start with establishment of GFU at the Ministry of Petroleum and Energy. This unit then needs to be given clear mandates, capacitated on gender issues in energy sector and strengthened with adequate resources for effective functioning.

Interinstitutional linkages, uptake and integration of gender and energy work by various departments remains at the medium level. Absence of GFU seems to be the cause of

inadequate collaboration among the stakeholders working on energy and gender-related issues. Current practices in terms of mainstreaming gender in energy policies, programmes, planning and initiatives is difficult to appraise but efforts to engage other relevant stakeholders at various level of preparation seems obvious. However, the outcome of such processes is yet to be sufficiently documented for absorption into evolution of revised or new policies, plans or projects. The barriers identified in this present investigation are stated in Table 5, and these include challenges associated with awareness, coordination, resource mobilization, and collaboration among the stakeholders.

(c) Baseline analysis for the Directive

This section focuses on gender assessments of energy infrastructure projects in The Gambia and the assessment made in this regard is presented in Table 6. With regard to conducting environmental & social impact, the existing Act and Regulation in the country are the National Environmental Management Act (NEMA) 1994 and Environmental Impact Assessment (EIA) Regulations 2014. Both the NEMA 1994 and EIA Regulations 2014 are statutorily enforced by the National Environment Agency which, among other roles, is legally empowered to ensure that developmental activities in The Gambia are carried out in ways that are environmentally sustainable[8]. While procedures for environmental impact assessment are well elaborated in the two indicated documents, there is no explicit requirement for a social impact assessment. Meanwhile, none of these documents mention undertaking gender impact assessment of energy infrastructure projects.

Concerning energy development in the country, the status is relatively large with about 11 energy projects at different phases presently being carried or implemented by the Ministry of Petroleum and Energy in partnership with various local and international organizations. The main project sponsors include UNIDO, UNDP, GEF, World Bank, and ECOWAS. The obligation to track, monitor and enforce existing laws and regulations related to environmental & social impact assessments and gender assessments lies with the National Environment Agency (NEA).

(d) Key stakeholders

The group of stakeholders that will be required to meet this objective 2 include but not limited to:

- Ministry of Petroleum and Energy
- Ministry of Women's Affairs, Children and Social Welfare
- Ministry of Lands
- National Environment Agency
- Public Utilities Regulatory Authority
- Development partners funding energy projects
- Academic and civil society organizations working on energy and gender issues
- Multilateral finance and development institutions active in The Gambia
- Local legal experts such as Government lawyers, local private lawyers and members of Gambia Bar Association interested in the topic and willing to work pro bono.

[8] https://www.accessgambia.com/information/nea.html

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

(a) Targets in ECOWAS Policy:

At least 25 percent women in the public sector energy workforce by 2020 and an equal (50-50) gender balance by 2030.

(b) Baseline analysis

The degree of achievement for the targets in objective 3 is high in this country just as indicated in Table 8. However, evidences in form of documentation are very rare to find at the institutional level but important clues could be taken from the increased number of female student enrolment in tertiary institutions of the country. There is also an increasing trend in the number of female employees entering the public and private energy sectors. It will therefore be useful to conduct an assessment of male to female ratio representation in public sector energy agencies, by seniority and job type (Energy Ministry, National Utility, Regulatory Commissions, other).

With regard to improving women's technical skills, gradual progress is being made on the following activities which are all of high importance to the country:

- Apprenticeship or internship programmes
- Scholarships or student loan forgiveness programmes
- Mid-career technical training opportunities, leadership or mentorship programmes
- Gender-aware search and hiring committees
- University outreach and partnership programmes
- Human resources policies (anti-harassment, non-discrimination, equal pay, parental accommodations, work-life balance, etc.)

Meanwhile, the principal barriers to gender inclusivity and equality, and also women's effective participation in the public energy sector with regard to hiring, retention, promotion, and advancement include:

- Low level of industrialization in the country
- High time-demanding nature of current STEM opportunities
- Inadequate funding for women entrepreneurs to establish new start-ups;
- Family commitment, etc.

(c) Key stakeholders

- Ministry of Petroleum and Energy
- Ministry of Higher Education, Research, Science and Technology
- Ministry of Women's Affairs, Children and Social Welfare
- Ministry of Trade, Industry, Regional Integration and Employment
- Development partners funding energy and development projects

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

(a) Targets in ECOWAS Policy:

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.

(b) Baseline analysis

The target under this objective is likely being achieved in the country to a medium level but again data sources remain scant. Women's participation in private energy sector and energy business ownership as claimed by most of the interviewed key informants to be increasing. The degree of achievement of the objective's activities is medium except for the low level of the private sector's sensitization to reach out to women candidates for employment and contracting opportunities (Table 12). Some of the identified pathways to women's entry to (and growth in) private sector energy ventures are elaborated in Appendix 2.

(c) Key stakeholders

- Ministry of Petroleum and Energy
- Women's Bureau
- Ministry of Higher Education, Research, Science and Technology
- Ministry of Women's Affairs, Children and Social Welfare
- Ministry of Trade, Industry, Regional Integration and Employment
- Development partners funding energy and development projects

2.5 Objective 5: Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1- 4

(a) Targets in ECOWAS Policy:

100 percent compliance by 2017 in the monitoring, accountability and review framework.

(b) Baseline analysis

The GFU is yet to be formally established in The Gambia and therefore, understanding of the monitoring and reporting framework for the regional policy is rather elusive. The unit after its establishment will need to be trained and allocated adequate funding to commence activities.

The key stakeholders for realizing this objective is the Ministry of Petroleum and Energy with active involvement of Gender Focal Unit being led by the designated Focal Person.

3. *DEFINITION OF NATIONAL STRATEGIC OBJECTIVES*

Following a careful documentation and joint analysis of the baseline situations in the country together with the relevant stakeholders, the delineation of national strategic objectives was straightforward. Each of the strategic objectives of the ECOWAS policy are very important for The Gambia, but the feasibility of achieving all the targets as they were set in the policy in terms of ranking varied. This connotation means that there was a need to adjust some of the targets set in the ECOWAS policy to the reality at this country's level, just as reflected in section 4.

The following implementation strategy presented in Section 4 is based on the output of baseline analysis and highlights the most appropriate activities to achieve the policy targets proposed in the ECOWAS policy. Meanwhile, the very few activities in the Regional Policy that were considered not appropriate or feasible in the country were removed.

4. IMPLEMENTATION STRATEGY

Table 2: Action plan and the implementation strategies

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
1.	Conduct gender assessment/audit of the energy sector	MoPE-GFU	Gender Expert from Women's Bureau or Consultant/Consulting Firm	December 2020 to March 2021	10,000	ECREEE	One validated report on gender audit of the energy sector	0	100% completion by March 2021
2.	Collect gender disaggregated data on energy usage, production and provision of energy services	MoPE	GBoS and MoPE-GFU or Consultant/Consulting Firm	January to August 2021	15,000	AUC, EU	Number of surveys that include gender disaggregated data on energy	0	1 report per year with the first survey to be completed by August 2021
3.	Sensitize Energy Ministry staff on gender	MoPE	MoPE-GFU and Women's Bureau	January 2021 to June 2021 and then annually	3,000/year	GoTG, ECREEE	Proportion of Energy Ministry staff that attended gender workshops or other gender-related events	10%	50% by June 2021 and 100% by June 2022
4.	Conduct public awareness campaigns on energy and gender	MoPE	MoPE-GFU in collaboration with key stakeholders	November 2020 to August	5,000/year	GoTG, World Bank	Number of campaigns conducted	0	2 by 2021 and at least 3 by 2025

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
				2025					
5.	Support scientific research on gender and energy	MoPE	UTG, MoHERST and other research institutions in the country	November 2020 to August 2025 The start date for all activities should next year	20,000/year	ECREEE,UNIDO, GEF, UNESCO	Number of peer-reviewed publications in national and international journals	0	2 by 2021 and at least 3 by 2025
6.	Create a Gender Focal Unit in the Ministry of Energy with a clearly defined role and resource allocation	MoPE	MoPE-GFU	November 2020 to August 2025	90,000/year [Training and remuneration of 3 full-time staff]	ECREEE, GEF-UNIDO, GEF, GoTG, World Bank	One GFU fully created, functional, and efficient	0	1 GFU created by December 2020
7.	Develop and adopt a gender assessment checklist that agencies can use when elaborating programmes on energy infrastructure	MoPE	MoPE-GFU and Women's Bureau	January 2021 to March 2021	5,000	ECREEE, IRENA, World Bank, GEF-UNIDO	One validated checklist being used by stakeholders in the energy sector	0	100% completed and validated by March 2021
8.	Include gender in procurement	MoPE	Procurement/Finance Department within	January 2021 to	2,000	GoTG	Validated gender-inclusive	0	100% completed

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
	announcements and terms of references with implementing partners		MoPE	June 2021			procurement standard and terms of reference		and adopted by June 2021
9.	Adopt a gender assessment toolkit for implementing partners	MoPE	MoPE-GFU	March 2021 to June 2021	2,000	GoTG	One validated toolkit being used by stakeholders in the energy sector	0	100% completed and validated by June 2021
10.	Implement one pilot-project on gender and energy	MoPE	MoPE-GFU in partnership with relevant stakeholders (e.g. Mbolo Association, ASCEG, Women Initiative The Gambia, REAGAM)	July 2021 to December 2023	25,000	ECREEE, World Bank, EU, AfDB	Percentage of the project successfully implemented	0	100% completed, monitored and evaluated by December 2024
11.	Include gender considerations in the next revision of energy policies	MoPE	Consulting community supported by the MoPE-GFU	When the policies are being reviewed	0	-	Evolution of gender-sensitive energy policies	-	Based on the respective policies
12.	Create an online platform to strengthen collaboration among stakeholders in the	MoPE	MoPE-GFU or a consulting community	March 2021 to June 2021 and then	2,000/year	GoTG, ECREEE	An operating online collaboration platform	0	100% fully operating online platform

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
	gender and energy sector			reviewed annually					by June 2021
13.	Conduct a study to identify factors that affect choice of educational field and attainment	MoPE	MoPE-GFU and MoHERST, MoWCG or a consulting community	July 2021 to December 2021	5,000	UNDP, UNESCO	Percentage of the study successfully implemented	0	One study fully (100%) completed by 2021
14.	Incorporate gender and energy issues in school curriculum from primary schools to university through science clubs, summer camps and other outreaches.	MoPE	MoPE-GFU in collaboration with MoBSE and MoHERST	March 2021 to August 2025	10,000/year	ECREEE, UNESCO, UNIDO	Number of outreaches conducted across the country	0	At least one outreach organized per region by 2022
15.	Create scholarships and student loan forgiveness programmes for women pursuing studies in STEM	MoPE/GoTG	MoPE-GFU and MoHERST	March 2021 to August 2025	100,000	UNESCO, World Bank	Percentage of qualified women awarded scholarships	20%	50% by 2021 and 100% by 2025
16.	Create an internship program (with transport refund/stipend) in Ministry of Energy and related government	MoPE	MoPE, NAWEC, MoHERST, GTTI, UTG	November 2020 to August 2025	50,000	ECREEE, GoTG	Percentage of women gaining internship opportunities	20%	50% by 2021 and 100% by 2025

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
	agencies for women pursuing STEM studies								
17.	Organize both short and long term mid-career technical training opportunities, and leadership or mentorship programmes	MoPE	MoPE, NAWEC, MoHERST, GTTI, Women's Bureau, and international institutes with training components on energy and gender	November 2020 to August 2025	5,000/year	UNIDO GEF	Number of events organized	0	1 event by 2021 and 2 by 2023 and thereafter
18.	Conduct a study to identify factors that affect choice of educational field and attainment	MoPE	MoPE-GFU in collaboration with MoBSE and MoHERST or consulting community	March 2021 to December 2021	5,000	ECREEE	Number of study completed	0	One study fully completed by December 2021
19.	Conduct, as an input to review existing policies, the assessment of current ratio of male to female representation in the public and private sector energy agencies, by level of education, seniority and job type.	MoPE	MoPE-GFU	July 2021 to December 2021	5,000	ECREEE	One completed study	0	December 2020 to June 2021

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
20.	Profile and showcase energy businesses led by women	MoPE	MoPE-GFU in partnership with GCCI	January 2021 to August 2025	5,000/year	UNIDO, ECREEE, GEF	Number of successful women in energy entrepreneurship showcased	0	10 women by 2021 and 20 by 2023
21.	Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance	MoPE	MoPE-GFU through collaboration with GCCI, MoF and private sectors	January 2021 to August 2025	15,000/year	UNIDO, ECREEE, GEF	Number of women entrepreneurs capacitated	0	50 women by 2021 and 150 by 2025
22.	Enhance and promote gender-sensitive financing mechanisms	MoPE	MoPE-GFU in partnership with GCCI, GIEPA, GWCC MoFEA, UNIDO	January 2021 to August 2025	30,000/year	UNIDO, ECREEE, GEF	Number of women enhanced though the mechanisms created	0	50 women by 2021 and 200 by 2025
23.	Review and understand the monitoring and reporting requirements of the **Energy** policy	MoPE	MoPE-GFU	November 2020	0	-	Full understanding of the policy document	0	The document 100% understood by the members of GFU
24.	Identify resources	MoPE	MoPE-GFU	November	0	-	Extent of the	0	50% by

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
	needed to perform the various tasks, including the GFU budget			2020			resources identified		June 2021 and 100% by December 2021
25.	Assign data collection, monitoring, and reporting roles to members of the GFU	MoPE	MoPE-GFU	December 2020 to August 2025	0	-	Percentage of roles covered and completed	0	70% of roles covered by December 2020 and 100% by June 2021
26.	Data collection, monitoring, and reporting on implementation of NAP	MoPE	MoPE-GFU	December 2021 to August 2025	5,000	ECREEE, GoTG	Percentage of the tasks covered and completed	0	80% of all tasks covered by December 2020 and 100% by December 2021
27.	Provide annual reports to ECOWAS Department of Social Affairs and Gender	MoPE	MoPE-GFU	December 2020 to December 2025	0	ECREEE, GoTG	One annual report submitted	0	Annual report by December
28.	Acquire technical support for achieving	MoPE	ECREEE	December 2020 to	10,000	ECREEE	Number of technical	0	Two by 2021 and

N	Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (Euro)	Source of Funds	Indicators	Baseline value	Target value by DATE
	the objectives of this ECOWAS policy on mainstreaming gender in energy access at the national level			December 2025			support		four by 2025

5. *LEGAL AND ADMINISTRATIVE IMPLEMENTATION STEPS FOR THE ECOWAS DIRECTIVE ON GENDER ASSESSMENTS IN ENERGY PROJECTS*

Here, the legal and administrative implementation steps required to get the country ready to implement the Directive is elaborated.

5.1 Legal Implementation Steps

(a) Domestic legislation required to implement the requirements of the Directive

The current national procedures for seeking approval of an energy infrastructure project involves preparation of feasibility study, environmental impact assessment, then license and permit are thereafter given if all the requirements have been adequately met. In this regard, environmental impact assessment is a crucial step in getting permit to install an energy infrastructure project in The Gambia.

The key pieces of national legislation governing the approval of energy infrastructure projects are those related to objectives and mandates of the following organizations: MoPE, Public Utilities Regulatory Authority (PURA) and National Environment Agency (NEA). The existing national requirements for environmental impact (and implicitly, gender impact) assessments originates from the National Environmental Management Act (NEMA) 1994; and Environmental Impact Assessment (EIA) Regulations 2014.

The existing legal framework at the national level is considered adequate for EIAs but not for gender impact assessments. Rather than creating a new legislative Act, an amendment of EIA Regulations 2014 to encapsulate the ECOWAS Directive on gender assessments in energy projects is hereby recommended. This is because the EIA Regulations 2014 had gone through all the necessary bureaucratic procedures and approvals for a valid legal instrument to guide the practices and activities of stakeholders and may be easier to amend than the NEMA 1994. This Regulation, though not specific for the energy infrastructure projects, nevertheless has certain elements which could be further elaborated to meet the objectives of this Directive. Furthermore, EIA Regulations 2014 is already in use and had gained significant level of awareness among the stakeholders. Amendment of the Regulation to capture gender assessment hopefully will to a very great extent speed up the process of domesticating the ECOWAS Directive but the amendment process may still require approval by the concerned Authority. As alternatives to EIA Regulations 2014, Electricity Act 2005 or Renewable Energy Act 2013 can also be explored for this purpose.

(b) Scope

The Directive requires Gender Assessments, mitigation of Gendered Impacts, and related reporting requirements for energy projects. Therefore, gender assessment report and gender management plan are hereby implied. Given that the existing Regulation covers environment and extends to projects requiring infrastructure, not just in energy but other sectors of the economy, when incorporating gender assessment into this legal instrument, it should logically be applicable to all infrastructure.

If this proposed modification to the existing Regulation is approved and sanctioned by the Competent Authority, extending its scope to cover other marginalized populations such as physically impaired people is hereby recommended accordingly.

(c) Competent Authority

The national agency that currently approves development of infrastructural projects include NEA, PURA, GIEPA, and the Ministry of Lands and Survey.

Depending on the nature and coverage of the project, there are already in the country some regulatory agencies such as PURA, NEA, etc. It was gathered during consultation with the stakeholders that the Competent Authority can be an existing governmental body or agency that handles development and/or environmental/social assessment approvals. In other words, there is presently no need to establish a new stand-alone body that focuses on Gender Assessments. To this effect, the NEA which is already legally empowered and recognized nationwide to conduct environmental and social impact assessments is recommended as the Competent Authority to carry out Gender Assessment of energy infrastructure or projects. Meanwhile, this Agency will need to collaborate with the GFU of the MoPE and the Women's Bureau and incorporate their representatives into the necessary team.

It is envisaged that in The Gambia, a Developer of energy projects may also be a government agency. In such circumstances, it is expected that the Competent Authority be set up in such a way as to avoid conflicts of interest and biased assessments. It is also expedient that the autonomy already accorded to the NEA should not be compromised. If necessary, especially when conflict of interest in eminent, it is suggested that an independent group, in place of the Competent Authority, with representatives from private sectors and NGOs be set up for the purpose of fair assessment.

(d) Enforcement Power of the Competent Authority

The recommended Competent Authority will exercise its enforcement powers through the statutory recognition accorded to it by the national law. Thus and as inferred from the EIA Regulations, 2014, the Competent Authority shall by the powers conferred on the National Environment Management Council by section 63(1) of the National Environment Management Act, enforce its powers.

In accordance with the ECOWAS Directive, the Competent Authority shall also be tasked with monitoring the application of the provisions of the Directive and possess powers to enforce the provisions of the Regulation related to gender assessments.

(e) Schedule 1 Project Criteria

The Directive requires member states to set minimum thresholds for when a gender assessment is required. The following thresholds are recommended for The Gambia:

1. A relevant Project is a 'Schedule 1 Project' if conditions A, B and C are satisfied.

2. Condition A is satisfied if:

a. At least [50] people are or will be affected by the Project by the loss or repossession of land they own, live on or use;

b. The Project does or will alter the livelihood of at least [100] people;

c. At least [50] people will be employed by or in connection with the Project;

d. At least [200] people stand to gain access to energy products or services as a result of the Project; or

e. The Project affects, including by any of the manners identified in paragraphs (a) to (d) above at least [500] people;

3. Condition B is satisfied if:

a) On a fair estimate, the development costs of the Project will be at least the equivalent of [Gambian Dalasi 1,000,000];

b) The size of the Project will be at least [50 ha]; and

c) The output of the project will be at least [30]MW.

These thresholds can be adjusted from time to time by the NEA to ensure that all significant projects fall within the scope of the gender assessment requirement.

(f) Process for determining whether a Gender Assessment is necessary

For The Gambia, a two-step process to determining whether a Gender Assessment is necessary for an energy project or infrastructure is recommended based on existing regulation. To minimize the bureaucratic procedure that the Developers would have to go through before getting the Development Consent or Approval, this two-step approach needs to be clear and simple. Also, since the Developer will have to conduct an environmental impact assessment, this two-step approach should be designed so as to incorporate all elements of environmental, social and gender assessment.

By "two-step" process for determining whether gender assessment is necessary, and in line with the existing legislation, it is meant that a preliminary submission to the Competent Authority is required to determine whether or not the Developer must do a full gender assessment. Thereafter, and subject to the preliminary assessment by the Competent Authority, projects that exceed certain criteria as indicated or implied in Section 5.1(e) above may have to do a Gender Assessment as considered applicable and necessary.

(g) Implementation of the legislation

The existing national procedures for conducting environmental & social impact assessments as indicated in NEMA 1994 is considered appropriate for implementation of this Directive. Therein it was stated that:

> "The application and processing fee, the study and cost of consulting the public and providing documents required during the study, review and any other stage of the Environmental Impact Assessment process, including monitoring and audit, shall be borne by the Developer."

The Competent Authority or the concerned working group in this regard shall;

a) Participate in scoping appointments and preparation of terms of reference for environmental [which by implication include gender assessment] impact studies; and

as part of the scoping process, the working group may, where appropriate visit the site or sites identifies by the Developer and or any other alternative site or sites it deems suitable;

b) Review draft statements and the comments of the public thereon submitted to it by the Executive Director, and make comments thereon; and

c) Make recommendations to the Executive Director, after studying the draft statement and related comments, for action.

The environmental impact assessment procedure highlighted below is also recommended for implementation of this Directive:

> (1) The Agency [Competent Authority] shall, on receipt of an application for environmental impact [which by implication include gender assessment] and any other relevant information commence screening of the proposed infrastructure or project.
>
> (2) The Agency [Competent Authority] shall issue the Developer with a screening form under Schedule A [1] of these regulations to complete and return to the Agency [Competent Authority].
>
> (3) Only one screening form must be used per project by the Developer.
>
> (4) The Developer shall submit the completed forms together with any other required documentation, to the Agency [Competent Authority] for screening.
>
> (5) The Agency [Competent Authority] shall submit the project taking into consideration the requirements of sub-section (1) of section 22 of the Act.
>
> (6) The Agency [Competent Authority] may at the expense of the Developer, carry out studies that are outside of its public service role to complement the study, or generate information and data.

Concerning how Developers and other interested parties would obtain judicial review of decisions of the recommended Competent Authority, the following inference from the EIA Regulations 2014 is considered applicable in this context:

> (a) The Agency [Competent Authority] shall publish in the Gazette and the mass media and in such form as the Executive Director shall determine, notice of every environmental approval issued by him or her within three months of the date of issue of the permit.
>
> A slight modification to this condition so as to include public consultation by the Competent Authority before the permit is issued is recommended.
>
> (b) The Agency [Competent Authority] through the Administrative and Finance Committee when and where necessary would warrant the revision of the charges to reflect the prevailing circumstances.

As also stated in the EIA Regulations 2014, the Developer and other interested parties, including NGOs promoting gender equality, shall be able to obtain judicial review of

decisions of the Competent Authority. The Directive requires that States create such access to judicial review, but it must be aligned with local law.

Meanwhile, as expressed in NEMA, 1994:

> "In executing its duties under sections 22, 23 and this section, the Agency [Competent Authority] shall act within reasonable time and within such time frame as may be prescribed."
>
> "The Agency shall publish in the Gazette and the mass media and in such form as the Executive Director shall determine, notice of every environmental [gender assessment] approval issued by him or her within three months of the date of issue of the permit."

5.2 Administrative Implementation Steps

(a) Advocacy plan for implementation

The key responsibility for implementing this Directive rests on the MoPE-GFU, and together with its key stakeholders such as NEA, Women's Bureau, and NGOs working on energy and gender. The proposed advocacy plan for implementation of the Directive in this country shall include but not necessarily limited to:

1) Situate and align the Directive to the existing policy at the national level. The applicable policies include:
    (a) Gender and Women Empowerment Policy 2010-2020; and
    (b) National Gender Policy 2010-2020.
2) Get the relevant stakeholders' buy-in and commitment through rigorous awareness programs.
3) Define clearly individual stakeholder's roles and terms of engagement.

Possible key obstacles to successful implementation of the Directive are:

- Legalizing the Directive
- Getting the necessary political support
- Presently low capacity of the MoPE-GFU on gender issues
- Inadequate funding to establish and initiate the Directive's procedures

(b) Fees/budget

It is recommended that the Competent Authority be funded by charging fees payable by Developers. It is however required by the Directive that charging of such fees needs to be done in a transparent manner, with such fees made publicly available to interested parties.

The following excerpt from the EIA Regulations 2014 is proposed for review by the Competent Authority:

Fees pertaining to the environmental impact assessment [which by implication must include gender assessment] process:

(1) Shall be paid in respect of each application for consideration of a proposal for an environmental impact assessment, a fee of one thousand Dalasi (D1,000) as cost of the

screening form and the following amounts as processing fees after the screening of the project proposal:

(a) Twenty five thousand Dalasi (D20,000) for Class 'A' projects;

(b) Ten thousand Dalasi (D10,000) for Class 'B' projects;

(c) Five thousand Dalasi (D5,000) for Class 'C' projects; and

(d) One thousand Dalasi (D1,000) where a proposal is non-profit, community-based and classified as 'C'.

(2) For the purpose of granting environmental [which by implication include gender assessment] approval regardless of the class of the project as in (1) above, the fee for the environmental [gender assessment] approval shall be 1% of the development cost of the proposed project.

(3) For projects classified as 'A' and 'B' the environmental [which by implication include gender assessment] approval shall be renewed annually at a fee equivalent to 5,000 and 3,000 Dalasi, respectively of their processing fee in sub-regulation (1) above; and Class 'C' and community development based projects shall pay a flat fee of 2,000 and 500 Dalasi for annual renewal of their environmental [which by implication include gender assessment] approval.

(4) The Competent Authority through the Administrative and Finance Committee, when and where necessary, would warrant the revision of the charges to reflect the prevailing circumstances.

One fee payable for both the environmental and gender impact assessments is proposed. Gender assessment will be an integral part of the environmental impact assessment.

6. *MONITORING AND REPORTING PLAN*

As expressed in the ECOWAS Policy for Mainstreaming Gender in Energy Access, monitoring and evaluation shall be that:

> "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 State's GFU 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 to ECREEE will take place annually, with conferences convened every two years to share results and promote learning exchanges."

For further details, kindly refer to example of monitoring & evaluation plan in the Policy on page 52 to 62.

7. *VALIDATION PROCESS OF THE NAP*

- Who will authorize the final publication of the NAP?

Following the validation of this NAP with stakeholders, MoPE through the Minister or the Permanent Secretary shall authorize its publication and dissemination.

- What other approvals are needed or desirable?

The approval from other key stakeholders and project implementers which were indicated in the implementation plan is also considered necessary. For the Directive, approval by the Executive Director of NEA will be mandatorily required to facilitate its adoption and implementation.

- Will it be voluntary/aspirational or include mandatory/automatic actions? (e.g. triggering budget allocations, establishing quotas)

Budget allocations is no doubt a necessity to implement the change that will come along with approval and adoption of the NAP. Depending on various contexts and importance of each policy objectives, a mix of voluntary approach and mandatory actions will be required.

- With what other national instruments or agencies must it be integrated?

Integration of NAP into the existing strategy and action plans of MoPE is essential for successful implementation. Since other stakeholders from both government and civil society organizations will be actively involved in the implementation of NAP, this plan also needs to be integrated into such organizations' activities. The crosscutting nature of the NAP further requires that it is integrated into relevant national laws and policies.

- What is a realistic timeline for approval and what are the risks associated with that timeline?

Once the NAP is validated by the stakeholders, resources need to be promptly deployed by the leading institution (MoPE) to fast-track its approval. This essential activity need to be realized within the first one month following stakeholders' validation of the NAP. An anticipated risk associated with not being able to get this done is a reduction in stakeholders' interest and motivation to implement the NAP.

8. *APPENDIX 1: THE CONSULTED STAKEHOLDERS*

Table 3: List of consulted stakeholders

Stakeholder Name	**Organization name**	**Type of stakeholder** (Government, private sector, civil society)	**Strategic objectives and targets that it can contribute to**	**Impact** *How much does the project impact them? (Low, Medium, High)*	**Influence** *How much influence do they have over the project? (Low, Medium, High)*	**What is important to the stakeholder?**	**Strategy for engaging the stakeholder**	**Level of engagements with this stakeholder during the consultation**
Mr. Kemo Ceesay	MoPE	Government	All	High	High	Energy policy and strategy	Partnership, advocacy, and collaboration	High
Mrs. Adama Gassama Jallow	MoPE	Government	All	High	High	Energy policy and strategy	Partnership, advocacy, and collaboration	High
Mr. Lamin K. Marong	MoPE	Government	All	High	High	Energy policy and strategy	Partnership, advocacy, and collaboration	High
Mr. Bafoday Sanyang	MoPE	Government	All	High	High	Energy policy and strategy	Partnership, advocacy, and collaboration	High
Mrs. Isatou Joof	MoPE	Government	All	High	High	Energy policy and strategy	Partnership, advocacy, and collaboration	High
Mr. Darbor Muktarr	MoHERST	Government	3 & 4	Medium	High	Education, research, science and technology	Facilitation, sponsorship, program development	Medium

Stakeholder Name	**Organization name**	**Type of stakeholder** (Government, private sector, civil society)	**Strategic objectives and targets that it can contribute to**	**Impact** *How much does the project impact them? (Low, Medium, High)*	**Influence** *How much influence do they have over the project? (Low, Medium, High)*	**What is important to the stakeholder?**	**Strategy for engaging the stakeholder**	**Level of engagements with this stakeholder during the consultation**
Mr. Aliu Saho	GBoS	Government	2 & 5	Low	Medium	Impartial, timely and accurate data	Collaboration, strategy development	Medium
Mr. Momodou Dampha	NAWEC	Government	1 to 4	High	High	Affordable nationwide electricity	Facilitation, sponsorship, program development	Medium
Mrs. Bintou Gassama	Women's Bureau	Government	1 to 4	High	High	Policy guidance, capacity building, and coordination of women's issues	Facilitation, sponsorship, program development	Medium
Mrs. Neneh Touray	Women's Bureau	Government	1 to 4	High	High	Policy guidance, capacity building, and coordination of women's issues	Facilitation, sponsorship, program development	Medium
Mr. Sompo Ceesay	PURA	Government	2 & 5	High	Medium	Regulation of energy sector, and protection of consumers' rights	Collaboration and coordination	Medium
Mr. Amadou	GTTI	Government	1 to 4	High	High	Students'	Delegation,	Medium

Stakeholder Name	**Organization name**	**Type of stakeholder** (Government, private sector, civil society)	**Strategic objectives and targets that it can contribute to**	**Impact** *How much does the project impact them? (Low, Medium, High)*	**Influence** *How much influence do they have over the project? (Low, Medium, High)*	**What is important to the stakeholder?**	**Strategy for engaging the stakeholder**	**Level of engagements with this stakeholder during the consultation**
Baldeh						education and skills acquisition	partnership, and collaboration	
Mr. Malang S. Manneh	Mbolo Association	Private/ Charitable	1 to 4	High	High	Women's education and community development	Facilitation and joint implementation	Medium
Mrs. Silvia L. Gràcia	Mbolo Association	Private/ Charitable	1 to 4	High	High	Women's education and community development	Facilitation, collaboration, and joint implementation	Medium
Mrs. Isatou Ceesay	Women Initiative The Gambia	Civil society	1 to 4	High	High	Women's skills and income improvement	Facilitation, collaboration, implementation	Medium
Mr. Sarjo Manneh	Women Initiative The Gambia	Civil society	1 to 4	High	High	Women's skills and income improvement	Facilitation, collaboration, implementation	Medium
Ms. Pulo Taal	Office of The President	Government	All	High	High	Responsible governance	Coordination and facilitation	Medium
Mr. Lamin Jarju	National Environment Agency	Government	2	High	High	Environmental and social protection	Partnership with the MoPE-GFU	Medium

9. *APPENDIX 2: BASELINE ANALYSIS OF THE REGIONAL POLICY OBJECTIVES AND ACTIVITIES IN THE GAMBIA*

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

Regional targets:

1. 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter);
2. 50 percent of citizens will be exposed to some forms of relevant public service announcement by 2020 growing to 90% by 2030;
3. 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.

Table 4: Baseline analysis of activities under policy objective 1

Activities (Objective 1)	**Degree of achievement in The Gambia**	**Source of data/information to assess this activity**	**Barrier(s) to full achievement**	**Suggestion(s) for improvement**
a. Conduct gender assessment /gender audit of the energy sector	Very low	Clues from Mbolo Association's baseline survey for energy projects;	Limited partnership of Ministry of Petroleum and Energy (MoPE) with other stakeholders; Male-dominated communities not cooperating well; Resistance to change; Website not updated; No precise policy on gender in some energy sectors such as Gambia National Water & Electric Company but this is being reviewed at the moment.	Promotion of positive-culture oriented mindset among male and female stakeholders through workshops or seminars; Joint monitoring and evaluation of impact by stakeholders.
b. Collect gender disaggregated data on energy usage and production and	Low	Not available in MoPE	Non-existence of the Gender Focal Unit (GFU) at the Ministry of Petroleum and Energy (MoPE); Limited partnership among the	Awareness and capacity building for the GFU Rural energy (agricultural biomass, fuel wood) should be

provision of energy services			stakeholders;	prioritized.
c. Sensitize Energy Ministry staff on gender	Very low	Not available in MoPE	Inadequate training and sensitization in this aspect; Limited financial and technical resources; Low coordination among stakeholders; Frequent staff transfer.	Establish the GFU with clear mandates; Increase awareness creation in this aspect.
d. Conduct public awareness campaigns	Very low	Not available in MoPE	No planned program; Low capacity for implementation Recognition of success stories	Build capacity of the GFU's members; Ministerial support for the private sectors/NGO; Use of Drama groups and exhibition; Promote more forums for awareness creation on social media.
e. Support scientific research on gender and energy	Very low	Online sources	Low capacity for collaboration implementation of research projects; No specific funding; Limited political support and will Limited number of scientists	Research funding dedicated to this course; Promote Memorandum of Understanding with research institutions and international organizations –UNDP, UTG, MDI, UNEP, UNIDO.

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.

Regional targets:

1. 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive;
2. 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.

Table 5: Baseline analysis of activities under policy objective 2

Activities (objective 2)	**Level of relevance to The Gambia**	**Degree of achievement in The Gambia**	**Barrier(s) to full achievement (if applicable)**	**Suggestion(s) on how to achieve this activity**
a. Include gender assessment as a step in the document that describes energy policy and programme development process	Very high	Low	Low collaboration of stakeholders; Low awareness on gender issues Inadequate consultation during preparations;	Mainstream gender in all aspects of MoPE work. Establish Inter-sectoral gender platform where all gender issues are put across.
b. Create a Gender Focal Unit in the Ministry of Energy with clearly defined roles and resource allocation in line with its function	Very high	Very low	MoPE's frequent staff movement	Engage all other relevant stakeholders in the activities of the GFU.
c. Develop a gender assessment checklist that agencies can use when elaborating programmes on energy infrastructure	Very high	Very low	Limited capacity and resources	Women's Bureau and other key stakeholders should be involved.
d. Include gender dimension	Very high	Very low	Low awareness and	Regulation to give a certain quota to

in procurement announcements and terms of references with implementing partners			enforcement	women for governments' institution.
e. Adopt a gender assessment toolkit for implementing partners	Very high	Very low	Not in existence	A consultant/ committee set up to make it a national document.
f. Implement one pilot-project on gender and energy	Very high	Low	Inadequate funding	Conduct an assessment and develop a proposal based on it; Such a project to be piloted in one part of the country and then scaled-up.
g. Mainstream gender in all subsequent energy projects	Very high	Low	Challenges with coordination, co-planning, and awareness; Low emphasis in the relevant policy.	Promote collaboration among private and public sectors' institutions in project development and implementation.
h. Encourage equal participation of men and women in public consultations during energy project planning	Very high	Medium	Socio-cultural barriers; Low number of women expertise in energy and gender.	Capacity building; Sensitization; Awareness/campaign.
i. Include gender considerations in the next revision of energy policies	Very high	Medium	Limited awareness on gender issues.	Make it a priority; Include this condition in the Terms of Reference of the consultant;
j. Invite feedback from external gender experts and women groups during validation	Very high	Medium	Inadequate collaboration among the stakeholders.	Strengthen collaboration among the stakeholders through establishment of a platform to be managed by the GFU.

ECOWAS Directive on Gender Assessments in Energy Projects

Table 6: Context on implementation of ECOWAS Directive and other impact assessments of energy projects in The Gambia

Assessments of Energy Projects	Existing relevant law and policies in The Gambia	Degree of implementation in The Gambia	Means of enforcing the relevant law or policy in this country	Barriers to full implementation	Suggestion(s) for improvement
Environmental impact assessments	National Environmental Management Act (NEMA) 1994; Environmental Impact Assessment (EIA) Regulations 2014.	High	NEMA, 1994; EIA Regulations, 2014	Inadequate awareness.	Review of the NEMA 1994 to buttress gender impact assessment.
Social impact assessments	None but the assessment is implied in NEMA 1994; and EIA Regulations, 2014	High	An implicit part of the NEMA, 1994 and EIA Regulations, 2014	Inadequate awareness; Limited priority.	Review of the NEMA, 1994 and EIA Regulations, 2014 to buttress the social impact assessment.
Gender impact assessments (in energy projects and infrastructure)	None but the assessment is implied in NEMA 1994; and EIA Regulations, 2014	Very low	Not yet in existence	Low consideration given to gender issues; Low capacity on gender issues at institutional levels; GFU's performance not yet optimal; Movement of staff across ministries.	Partnership of MoPE with National environmental Agency, Women's Bureau and other stakeholders to develop the required regulation or modify the existing regulation to include gender impact assessment.

Status of energy development projects in The Gambia

Table 7: Basic overview of energy projects in the country

Energy development project	**Presently (up to year 2020)**	**In the future (by year 2030)**	**Source of data/information**
General status/size - Output in MW - Size of land used - Cost of the project - Number of people whose livelihood are affected, - Number of people who will gain access to energy products or services)	Information available in various energy project reports.	To be determined	Sustainable Energy for All (SE4ALL) Investment Prospectus for The Gambia, etc.
Main sponsors of such projects (local and international)	World Bank; UNIDO; European Union, GoTG, etc.	To be determined	SE4ALL Investment Prospectus for The Gambia
Average number of annual energy projects in The Gambia	11	To be determined	Key informants in MoPE
Barriers to mainstreaming gender into such energy projects	No fund allocated for such activity; Inadequate materials for training; Cultural stereotype	-	Key informants in MoPE and documents issued by MoPE
Suggestion on how to improve mainstreaming gender into energy projects	Work with the communities directly; Education without cost Voluntary participation Control mechanism – accounting for your deeds Involvement of social workers MoU to undertake the trainings Giving back to the training institute Mentorship	-	Key informants from various private and public sectors

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

Regional target:

- At least 25 percent of women employed/engaged in the public sector energy workforce by 2020 and an equal (50-50) gender balance by 2030.

Table 8: Baseline analysis of activities under policy objective 3

Activities (objective 3)	**Degree of achievement in The Gambia**	**Source of data to assess this activity**	**Barrier(s) to full achievement**	**Suggestion(s) for improvement**
a. Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant	Medium	MoPE's reports on Summer Camps since 2008.	Limited funding (mainly from government); Inadequate capacity and institutional collaboration even at the regional levels.	Increase awareness programs aimed at students in high schools and university; Awareness should also include community women. Energy camps for male and female students in collaboration with MoPE; Awareness program e.g. GTTI open-day/Skills day
b. Incorporate gender and energy issues in school curriculum from primary schools to university	Medium	Not available	Fitting in new curriculum is difficult; Limited access to resources; Demonstration is lacking; Curriculum already over-loaded with little time to concentrate on these activities.	Training modules on energy to be fully integrated and form parts of the students' assessment; Use of existing science clubs in schools to promote energy and gender issues; Use of partners like NGOs for sensitization if the curriculum is overloaded.
c. Create scholarships for women pursuing studies in science, technology,	High	http://moherstscholarship.gm UNESCO's	Website crash - no consistent data for evaluation; More application from male	Encourage women to do better in schools and compete effectively; use of social media for public awareness

engineering and mathematics (STEM)		indicators on Science Technology and Innovation	candidates; Priority given based on qualification of which many female candidates could not meet; Inadequate funding so that qualifications are improved through extra mural lessons, access program	
d. Create an internship program in Ministry of Energy and related government agencies for women pursuing STEM studies	Low	Not available	Intern not wanting to leave at the end of their periods.	A mandatory internship/industrial attachment for 1 year for undergraduate students; A bill already drafted waiting for it to be passed.
e. Create career-advancement programs for women within the Energy Ministry	Very high	Not in existence	Limited awareness	MoPE to lead by examples; Enhance more opportunities for training, mentoring and role modelling.
f. Encourage female application for open technical positions	Very low	Not available	Recruitment committees are usually male-dominated; Stereotyping; Socio-cultural beliefs; Discrimination Female leadership is low in the energy sector.	Encourage women membership in recruitment, academic, and decision-making committees; Enforce a quota system for women employees in recruitment.

Gender perspective on improving technical skills

Table 9: Contextualizing the activities proposed at the regional level to the national level in The Gambia

Activities (objective 3)	**Degree of relevance to The Gambia**	**Degree of achievement in The Gambia**	**Source of data to assess this activity**	**Barrier(s) to full achievement**	**Suggestion(s) for further improvement**
a. Apprenticeship or internship programmes	Very high - July to September in NAWEC for only continuing students	Medium - Selection based on merit, available space, and not gender	Industrial attachment during summer holidays	Overwhelmed by the number of applicants – nawec; Low level of industrialization in the country	Internship programs to be coordinated by respective schools and to be done before graduation.
b. Scholarships or student loan forgiveness programmes	High - In the pipeline at the moment. none	Low	Report from MoHERST	Low enrollment of female students; Female students not meeting the prerequisite qualifications	Affirmative actions like extra lessons as incentives
c. Mid-career technical training opportunities, leadership or mentorship programmes	High – ACE project to do masters and phd… no leadership and mentorship program. Selection not based on gender but merit	Medium	Reports from MoHERST and MoPE	Low motivation or incentive to study at home country; Family ties and responsibilities.	Integrated as a part of the country needs development. 50% of directors would be female in nawec GTTI - career/guidance and counselling office; female staff as role models for the female students
d. Gender-aware search and hiring committees	High	Low	Not available in MoPE	Committee male dominated	Women to be involved in such committees
e. University outreach and	High	Medium	Reports from MoHERST and	Limited funding and institutional	Strengthen the collaboration /

partnership programmes			MoPE	coordination	
f. Human Resources policies (anti-harassment, non-discrimination, equal pay, parental accommodations, work-life balance, etc.)	Very high	Medium	Not available in MoPE	Report from Women's Bureau	Ensure more transparency; Appropriate implementation and evaluation of relevant policies.

Gender perspective on science, technology, engineering and mathematics (STEM)

Table 10: Contextualizing the STEM fields in The Gambia

Perspectives on gender equality concerning	Degree of relevance to The Gambia	Degree of achievement in The Gambia	Source of data to assess this activity	Barrier(s) to full achievement	Suggestion(s) for improvement
a. Ratio of male to female STEM enrolment rates at various levels	High – leakage pipe: less women with higher degree qualifications	Medium	Reports from MoHERST and MoPE	Social challenge - complacency, family and financial challenges	Conduct a study on the issue
b. Availability of energy-relevant vocational training and ratio of male to female participation	High	Medium	Reports from MoHERST and MoPE	Low Capacity and limited senstization; Limited funding;	Create more vocational training centers
c. Identifying factors that affect choice of educational field and attainment	High	Low - 7% are female STEM teachers	Reports from MoBSE, MoHERST and MoPE	STEM careers are demanding and less fit for women; Low level of industrialization leading to low job prospects in both private and public sectors in the country.	Create more scholarship/opportunities for women in both public and private sectors
d. Current ratio of male to female representation in the public sector energy agencies, by seniority and job type (Energy Ministry, National Utility,	High	Medium	Reports from MoPE	Low level of female participation in STEM	Encourage more women to participate

Regulatory Commissions, others)					
e. Ratio of male to female participation in private energy sector	High	Low	Report from organization such as Mbolo Association	Inadequate funding to establish new start-ups; Low enrolment of female students and their vulnerability to drop out of school Overload of students with responsibilities; Low number of female student enrollment in high schools.	Remove barriers to women entry into the sector; Quota system; Provide incentives to increase female student enrollment e.g. GTTI/World Bank - Double school fees for female students.
f. Ratio of male to female ownership of energy firm by size	High	Low	MoHERST; MoPE Women's Bureau	Capital; Male vs female guarantors in accessing loans	Create a safe space for self-expression Interest-free loans for female entrepreneurs; Coaching; Leadership; and mentorship programs.

Perspective on gender inclusivity and equality in the public energy sector

Table 11: Gender issues in the Gambia's public energy sector

Perspective on female employees in the public sector energy workforce concerning	Degree of relevance to The Gambia	Degree of achievement in The Gambia	Source of data to assess this activity	Barrier(s) to full achievement	Suggestion(s) for further improvement
Hiring	High	Medium	Reports from MoPE	Inadequate funding to establish new start-ups;	Deliberate policy from the national level. Cascade well into sectors. Implementation
Retention	High	Medium	Reports from MoPE	Low level of industrialization in the country	Build capacity and create incentive
Promotion	High	Medium	Reports from MoPE	Low Capacity; Limited funding; Low sensitization	Promotion not based not only on education but experience should count. Women not just promoted because of gender equality. Identify capacity gaps
Career advancement	High	Medium	Reports from MoPE	Family commitment; High demanding nature of STEM careers	Work with UTG to identify potential leaders/ mentorship/delegation of duties

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

Regional target:

At least 25% women participation in energy-related fields of the private sector by 2020 and an equal (50-50) gender balance by 2030, as determined through statistically rigorous random sampling.

Table 12: Baseline analysis of activities under policy objective 4

Activities (objective 4)	Degree of achievement in the country	Source of data to assess this activity	Barrier(s) to full achievement	Suggestion(s) for improvement
a. Advertise business opportunities in the energy sector with a particular target on women	High	Not available	Low capacity of women; Inadequate access to information; Limited funding; Low collaboration among stakeholders; Low recognition of women in the energy.	Advertisement on radio, television and not only on newspapers; Small-multifunctionl platforms in communities and equipping them with the necessary tools .e.g. electric tricycles; WI-Reforest thee Future: training on tree planting and care, business opportunity, Excursion for students; Recruitment of volunteers;
b. Profile and showcase energy businesses led by women	Medium - though not many success in this area	Concerned institutions' reports	Inadequate funding	Through their recognition in business magazine and social media; Award presentation; Enhancement of their participation in Trade Fairs; Gambia Chamber of Commerce

				and Industry recommending them especially in the areas dominated by men.
c. Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance	Medium	Reports from organizations such as Mbolo Association	Inadequate funding and institutional support	Ad-hoc training for girls interested in energy and related technology; Business experts providing help in feasibility study; Mobilization of women group e.g. Young Environmental Change Group; Role modelling.
d. Create gender-sensitive financing mechanisms	High	Institutional reports	Low access to funding; Socio-cultural barriers that limit women ownership of business.	Micro-credit scheme; Loan as seed money.
e. Sensitise the private sector to reach out to women candidates for employment and contracting opportunities	Low	Energy companies' annual reports	Funding; Low capacity; Awareness; Small number of private companies in the energy sector	Facilitation of school outreaches at higher education levels e.g. Gambia Technical Training Institute and UTG; Collaboration of parties in the private sector with MoPE and other stakeholders;
f. Promote gender-balance vocational training in private energy sector	Low	Not available	Small number and low capacity of the private sector; Limited sensitization.	Avoid too stringent criteria; Simplify the entry level qualification and conditions for participation.

Perspective on the barriers to women's entry to (and growth in) private sector energy ventures/businesses

Table 13: Gender issues in The Gambia's private energy sector

Perspective on the following barriers with regard to female entrepreneurs	Degree of relevance in The Gambia	Degree of achievement in The Gambia	Source of data to assess this activity	Barrier(s) to full achievement	Suggestion(s) for improvement
a. Education, awareness, and experience	Very high	Medium	Reports from NGOs working directly with women, and Women's bureau.	Socio-cultural barrier; Low level of activities in these areas.	Awareness creation on social media platforms; Radio and television programs.
b. Assets and access to finance	Very high	Low	Reports from NGOs working directly with women, Women's bureau.	Limited availability of funding; Collateral problem; Problem associated with getting guarantors for loan.	Business grant provision; Start-up capital; Creation of asset base for women and their organizations; Training of women on development of saving culture.
c. Professional networks, mentors and role models	Very high	Medium	Reports from organizations working with women	Competition rather than complementarity among women	Effective monitoring and follow-up system for trainees in the private and public sectors; Collaboration between MoPE and Women's Bureau on coordination;

					Lessons to be learnt from e.g. Women Cooperative in Solar.
d. Regulation on business start-ups	Very high	Medium	Reports from GCCI	Stringent restrictions being for new entrepreneurs	Partnership with business schools – within and outside the country; Availability of start-up capital from e.g. microfinance banks; Guidance.

Objective 5: Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4

Regional target:

- 100 percent compliance by 2021 (*modified date*) in the monitoring, accountability and review framework

Table 14: Baseline analysis of activities under policy objective 5

Activity (objective 5)	Degree of achievement in The Gambia	Source of data/information to assess this activity	Barrier(s) to full achievement	Suggestion(s) for improvement
a. Review and understand the monitoring and reporting requirements of the regional policy *(in annex of the policy)*	Low	ECOWAS Observatory for Renewable Energy and Energy Efficiency	Inadequate knowledge and capacity of the Gender Focal Unit (in MoPE)	Establish the gender focal unit and overcome the bureaucracy; Training of the GFU on Monitoring and evaluation.
b. Identify resources needed to perform the tasks	Medium	Report of the concerned institutions	Limited knowledge	Training of the GFU on resource mobilization and project management.
c. Assign data collection and reporting roles to members of the Gender Focal Unit	Low	Not available	Non-functional status of the GFU	Establish the gender focal unit with clear responsibilities; Training of the GFU's members.
d. Create data collection tools such as short surveys and questionnaires that implementing actors can fill out	Low	Not available	Non-functional status of the GFU	Training; Institutional collaboration.
e. Provide annual reports to ECOWAS Department of Social Affairs and Gender	Low	Not available	Non-functional status of the GFU	Training; Institutional collaboration.
f. Possess technical support and oversight for achieving this objective	Low	Not available	Non-functional status of the GFU	Partnership of MoPE with e.g. Women's bureau;