



**The Ministry of Energy**  
**Republic of Sierra Leone**

**National Action Plan**  
**On**  
**ECOWAS Policy for Mainstreaming Gender in**  
**Energy Access**

**VALIDATED COPY**

## TABLE OF CONTENTS

1.1	<b>ACRONYMS</b>	4
1.2	DEFINITION OF TERMS	6
1.3	RECITALS	11
1.4	INTRODUCTION	13
1.5	VISION	15
1.6	RATIONALE	15
1.5	SUMMARY OF REGIONAL POLICY TARGETS AND REGULATORY REQUIREMENTS	16
1.6	STRATEGY	17
1.7	OVERVIEW OF ACTIONS	18
1.8	METHODOLOGY	21
2.	BASELINE ANALYSIS (AS DEFINED IN SECTION 4 OF THE GUIDANCE	22
2.1	OBJECTIVE 1	22
2.2	OBJECTIVE 2	25
2.3	OBJECTIVE 3	37
2.4	OBJECTIVE 4	39
2.5	OBJECTIVE 5	34
3.	DEFINITION OF STRATEGIC OBJECTIVES ADAPTED TO THE NATIONAL CIRCUMSTANCES	45
4.	IMPLEMENTATION STRATEGY, WITH A DEFINITION OF ACTIVITIES AS PRESENTED IN SECTION	48
5.	LEGAL AND ADMINISTRATIVE IMPLEMENTATION STEPS FOR THE ECOWAS DIRECTIVE ON GENDER ASSESSMENTS IN ENERGY PROJECTS.....	53
5.1	LEGAL IMPLEMENTATION STEPS	
5.2	ADMINISTRATIVE IMPLEMENTATION STEPS.....	
6.	MONITORING AND REPORTING PLAN.....	60
<b>6.1</b>	<b>MONITORING &amp; EVALUATION PLAN FOR THE DIRECTIVE.....</b>	<b>60</b>
<b>7.</b>	<b>LIST OF CONSULTED STAKEHOLDERS.....</b>	<b>61</b>
<b>8.</b>	<b>VALIDATION PROCESS OF THE NAP.....</b>	<b>64</b>
<b>9.</b>	<b>REFERENCES.....</b>	<b>65</b>

## FORWARD

Energy and Gender issues remain as pressing in Sierra Leone as they were twenty five years ago when world leaders met in Beijing to adopt actions to eliminate gender inequalities in all spheres of development. Even though over the years, evidence continue to emerge to support the fact that gender blind energy interventions leads to unequal benefit-sharing amongst men and women, gender mainstreaming in energy projects, programmes, initiatives and investments, the ‘why’ and ‘how’, to a large extent, has not left the discussion tables. A good explanation could be the fact that the discussion has barely shifted over the years.

Energy and Gender issues continue to revolve around women and cooking fuels, which has given rise to the misconception and misunderstanding that energy and gender issues could be eliminated just by improving electrification rates. The effect of this oversimplification is that gender is rarely taken seriously when energy interventions are planned and implemented and thus, interventions which should promote inclusive and sustainable development falls short of the mark. It is therefore necessary that planners of energy interventions recognize that energy is only relevant for the services it provides. Energy services (whether for lighting, motive power or recreation) has a gender dimension as the preferences for energy services differ depending on who is using it, what it is used for, when it is likely to be needed – in which, at the community or household level, gender roles, the differences and preferences feature significantly.

Thus, aiming to improve energy access without a gender lens that takes into consideration these gender roles, differences and preferences driven by the socio-cultural norms or characteristics in place is missing an opportunity for maximizing the impact of interventions, especially in rural communities where accessibility, availability and, affordability of energy services remain a critical challenge.

We cannot sugar-coat the fact that the inequality gap in the energy sector is set to widen if progress continues at this rate. In the last two decades, advancements in information and telecommunication led the technology revolution which is now happening in the clean energy sector. If the existing barriers are not addressed now, and women given the support to be engaged in the sector, it would be a missed opportunity not just for women but for the achievement of an inclusive and sustainable development. In every part of the supply chain, women have shown themselves capable in fields that have been opened up to them (the medical sciences is one example). Thus, addressing barriers that hinder women from venturing into the energy sector or limiting their interest to a particular “mini” segment of the energy sector cannot be overemphasized if the goal of universal energy access is to be realized.

My Ministry is working assiduously to introduce policies and manage an energy portfolio that will ensure the provision of reliable and affordable energy services in Sierra Leone. This National Action plan is an opportunity for comprehensive stakeholder engagement that spanned the Government ministries, departments and agencies of Sierra Leone, development partners, civil society, media and professional institutions to evaluate the actions and commitment required to achieve universal access to energy by 2030 for all Sierra Leoneans.

Building the corporate culture of the entities in the sector and increasing energy efficiency and the electricity infrastructure (including investments in transmission and distribution) are key for increasing access to electricity supply. Our strategy also includes a consistent but urgent increase of rural energy (natural gas & hydropower) in an integrated approach that combines on grid and off-grid opportunities,

to achieve reliable and affordable energy access for sector of the economy. The task is urgent if we are to deliver on the objectives of the ECOWAS Nation Action Plan.

Awareness is growing on the need to turn policy statements as well as our current legal and institutional framework into concrete actions. In particular, modern technologies will support energy goals by providing valuable services in the sector. By identifying and prioritizing the steps needed to accelerate the implementation of a radical gender equity in energy sector recovery and change, this roadmap will enable the Government, industry and financial partners to make the choices that will result in the desired outcomes.

This action plan is produced under my authority as Minister of Energy with the support of the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE) which prescribes that 'Member States shall co-ordinate and harmonize their policies and programmes in the field of energy'.

In this context, the Ministry of Energy herewith renewed its commitment to the provision of access to sustainable energy services in Republic of Sierra Leone by adopting the ECOWAS Directive on Gender Assessment in Energy Projects. Consequently, a National Action Plan on Gender mainstreaming in Energy Access which takes into consideration the differences in gender roles as constructed by the society can effectively meet the needs of both men and women and will, ultimately, lead to sustainably energy in the country.

  
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20/01/2022  
Date:.....

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## 1.1 ACRONYMS

<b>AfDB</b>	African Development Bank
<b>AREF</b>	African Renewable Energy Fund
<b>AU</b>	African Union
<b>AWEP</b>	African Women's Entrepreneurship Programme
<b>BHP</b>	Bumbuna Hydro Power
<b>CEF</b>	Central Energy Fund
<b>CSO</b>	Civil Society Organisation
<b>CFL</b>	Compact Fluorescent Lamp
<b>CLSG</b>	Côte d'Ivoire, Liberia, Sierra Leone, Guinea
<b>CESC</b>	Clean Energy Solutions Center
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CSP</b>	Concentrated Solar Power
<b>DoE</b>	Directorate of Energy
<b>ECREEE</b>	ECOWAS Centre for Renewable Energy and Energy Efficiency
<b>ECOWAS</b>	Economic Community of West African States
<b>EDSA</b>	Electricity Distribution and Supply Authority
<b>EE</b>	Energy Efficiency
<b>ECOW-GEN</b>	ECOWAS Programme on Gender Mainstreaming in Energy Access
<b>EEEP</b>	ECOWAS Energy Efficiency Policy
<b>EFA</b>	Environmental Foundation for Africa
<b>EFO</b>	Energy for Opportunities
<b>EGTC</b>	Electricity Generation and Transmission Company
<b>EIB</b>	European Investment Bank
<b>EPA</b>	Environmental Protection Agency
<b>EREP</b>	ECOWAS Renewable Energy Policy
<b>EWRC</b>	Electricity and Water Regulatory Commission
<b>GAP</b>	Gender Action Plan
<b>GRB</b>	Gender Responsive Budgeting
<b>FAO</b>	Food and Agriculture Organization
<b>GoSL</b>	Government of Sierra Leone
<b>GWh</b>	Giga Watt hour
<b>GEF</b>	Global Environmental Facility
<b>MoF</b>	Ministry of Finance
<b>MoAF</b>	Ministry of Agriculture and Forestry
<b>MoE</b>	Ministry of Energy
<b>MoHS</b>	Ministry of Health and Sanitation
<b>MoIC</b>	Ministry of Information and Communication
<b>MoIF</b>	Ministry of Internal Affairs
<b>MoLSS</b>	Ministry of Labour and Social Security
<b>MoLHE</b>	Ministry of Lands, Housing and Environment
<b>MoLGRD</b>	Ministry of Local Government and Rural Development
<b>MoPED</b>	Ministry of Planning and Economic Development
<b>MoSWGCA</b>	Ministry of Social Welfare, Gender and Children's Affairs
<b>MoTHE</b>	Ministry of Technical and Higher Education
<b>MoTI</b>	Ministry of Trade and Industry

<b>MoWR</b>	Ministry of Water Resources
<b>MoYA</b>	Ministry of Youth Affairs
<b>NGOs</b>	Non-Government Organizations
<b>NREP</b>	National Renewable Energy Policy
<b>NREAP</b>	National Renewable Energy Action Plan
<b>PPPs</b>	Public-Private-Partnerships
<b>PTC</b>	Production Tax Credit
<b>ProSPER</b>	Promoting a Sustainable Market for Solar PV Systems in the ECOWAS Region
<b>PV</b>	Photovoltaic
<b>R&amp;D</b>	Research and Development
<b>RE</b>	Renewable Energy
<b>RES</b>	Renewable Energy Resources
<b>RETs</b>	Renewable Energy Technologies
<b>SEforALL</b>	Sustainable Energy for All
<b>SMMEs</b>	Small, Micro &Medium Enterprises
<b>CSoSL</b>	Central Statistics Office Sierra Leone
<b>STEM</b>	Science, Technology, Engineering, and Mathematics
<b>STTP</b>	Solar Thermal Technology Platform
<b>UNDP</b>	United Nation Development Programs
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>UNIDO</b>	United Nations Industrial Development Organization
<b>USD</b>	United States Dollar
<b>WACCA</b>	West African Clean Cooking Alliance
<b>WAPP</b>	West African Power Pool

## 1.2 DEFINITION OF TERMS

**Affirmative Action:** Is a practical measure taken to increase the diversity of an organization through human resources initiatives such as quotas for hiring women, minority groups, and people with disability. Affirmative (sometimes called positive) action aims to correct existing inequalities.

**Empowerment:** Is the process through which people take control and action in order to overcome obstacles of structural inequality which have previously put them in a disadvantaged position.

**Gender:** Sex refers to the biological differences between male and female bodies. Gender, on the other hand, refers to the socially-constructed attitudes, values, roles and responsibilities of women and men, in a given culture and location. These attitudes, values and roles are influenced by perceptions and expectations arising from cultural, political, economic, social and religious factors, as well as from custom, law, class, ethnicity and individual or institutional bias. Gender attitudes and behaviors are learnt and change over time.

**Gender analysis** Is the close examination of a problem or situation in order to identify to differences in the gender roles, activities, needs, and available opportunities of men and women. Gender analysis of a development programme involves identifying the gender issues within the problem which is being addressed and in the obstacles to progress, so that these issues can be addressed in all aspects of the programme - in project objectives, in the choice of intervention strategy and in the methods of programme implementation.

**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;

**Gender awareness:** Is an understanding that there are socially determined differences between women and men based on learnt behavior which affect their ability to take decisions and action, and to access and control resources. This awareness needs to be applied through gender analysis in projects, programmes and policies.

**Gender-aware policy:** A policy which takes into account the social relationships of women and men as well as the differences in their needs, as opposed to a policy that is gender-neutral and implicitly assumes that women and men have the same needs

**Gender blindness:** Is the failure to recognize that the needs of men and women are different.

A gender-blind approach assumes that gender is not an influencing factor in projects, programmes or policies.

**Gender Development Index (GDI):** The Gender Development Index (GDI) is a gender-sensitive adjustment to the HDI. It uses the same variables as the HDI. The difference is that the GDI adjusts the average achievement of each country in life expectancy, educational attainment and income in accordance with the disparity in achievement between women and men. Like the HDI, the values for GDI range between 0 and 1, with 1 indicating the highest attainable levels of gender-adjusted well-being.

**Gender discrimination:** Refers to giving differential treatment to individuals on the grounds of their gender. In many societies, this involves systemic and structural discrimination against women in the distribution of income, access to resources and participation in decision-making.

**Gender division of Labor:** Is an overall societal pattern where women are allotted one set of gender roles. An unequal gender division of labor refers to a division of labor in which there is an unequal gender division of reward. Discrimination against women in this sense occurs when women get most of the burden of labor, and most of the unpaid labor, but men collect most of the income and rewards resulting from labor. In Sierra Leone, the most obvious pattern in the gender division of labor is that women are mostly confined to unpaid domestic work and unpaid food production, whereas men dominate in cash crop production and waged employment.

**The Gender Empowerment Measure (GEM):** The GEM is meant to measure the relative power of women and men in political and economic life. The three variables which make up the index are:

- women's and men's percentage share of administrative and managerial positions;
- women's and men's percentage share of professional and technical jobs; and
- women's and men's percentage share of parliamentary seats.

As with the other two measures, the value for the GEM varies between 0 and 1. Values nearer 1 indicate higher levels of women's empowerment while values nearer 0 indicate lower levels

**Gender equality:** Means that there is no discrimination on grounds of a person's sex in the allocation of resources or benefits, or in the access to services. Equality exists when both men and women are attributed equal social value, equal rights and equal responsibilities, and have equal access to the means (resources, opportunities) to exercise them. Gender equality may be measured in terms of whether there is equality of opportunity, or equality of results.

**Gender equity:** Means fairness and justice in the distribution of benefits and responsibilities. Gender equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent men and women from otherwise operating on a level playing field. Equity leads to equality.

**Gender gap:** A gender gap is an observable and sometimes measurable gap between men and women in terms of socioeconomic indicators, such as ownership

of land, attendance at school or participation in the labor force, which is understood to be unjust and provides evidence of a gender issue to be addressed.

**Gender indicators:** Are measures of people's situation in society that can show gender differences. Identifying social, labor, educational and economic reality from a gender perspective requires analyzing these indicators, making it possible to compare data for both sexes and identify differences that can lead to stereotypes.

**Gender issues:** Arise where an instance of gender inequality is recognized as undesirable or unjust.

**Gender mainstreaming:** Is the systematic process of ensuring that women and men have equal access and control over energy resources, development benefits and decision-making at all stages of the development process through ensuring that the respective needs, interests and priorities of women and men are integrated into in all policies, programmes and projects. It requires:

- a) Continuous assessment of the implications and effects of energy-related projects and policies on women and men.
- b) Designing and implementing strategies and actions that aim to better address the needs of women and men, improve their well-being, and facilitate their participation in the development process.
- c) A mechanism for ensuring this is done and for reporting to managers.

**Gender neutral and gender blind:** Gender-neutral policies are not specifically aimed at either men or women and are assumed to affect both sexes equally. However, they may actually be gender-blind. Gender-blindness means ignoring the different roles, responsibilities, capabilities, needs and priorities of women and men. Gender-blind policies are based on information derived from men's activities and/or assume those affected by the policy have the same (male) needs and interests.

**Gender Assessment Report** means a report prepared in accordance with Article 5 of the ECOWAS Directive;

**Gender relations:** The social relationships and power distribution between men and women in both the private (personal) and public spheres.

**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;

**“Gender Management Plan** means a plan prepared in accordance with Article 6 of the ECOWAS Directive

**Gender Performance Monitoring Report** Means a report prepared in accordance with Article 7 of the ECOWAS Directive;

**“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;

**Gender roles:** Gender roles are sets of behavior assigned to men and women respectively, according to their cultural norms and traditions that determine which activities, tasks and responsibilities are perceived as male and which female. Gender roles are affected by age, class, race, ethnicity and religion, and by the geographical, economic and political environment. These roles shape identity, determining how we are perceived by others, how we are expected to think and act as women and men. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts.

**Gender role stereotyping:** Is the constant portrayal, such as in the media or in books, of women and men occupying social roles according to the traditional gender division of labor in a particular society. Such gender role stereotyping works to support and reinforce the traditional gender division of labor by portraying it as “normal” and “natural”.

**Gender sensitivity:** Gender sensitivity is the ability to recognize gender issues and the different perceptions and interests of women and men arising from their different social locations and different gender roles. Gender sensitivity is often used to mean the same as gender awareness, although gender awareness can also mean the extra ability to recognize gender issues which remain “hidden” from those with a more conventional point of view.

**Patriarchy:** Patriarchy is the male domination of ownership and control, at all levels in society, which maintains and operates the prevailing system of property rights and the gender division of labor. This system of control is justified in terms of patriarchal ideology - a system of ideas based on a belief in male superiority, and sometimes the claim that the gender division of labor is based on biology or on religious texts.

**Practical needs:** Practical needs refer to what women (or men) perceive as immediate necessities, such as water, shelter and food. Interventions addressing practical needs aim at improving women’s lives, but do not challenge the accustomed tasks and role of women in the household or in society, or their gender relations. That is to say, they do not upset the traditional balance of power and authority between men and women. Women’s practical needs are primarily related to their reproductive functions, activities that keep the household running and ensuring their family’s daily survival. Examples of energy services to meet practical needs are household lights, improved cooking stoves for household use, improved supply of fuel wood for household use etc.

**Productive needs:** Productive needs are those that if resolved, allow women to produce more and better products usually for income gain while improvements in efficiency, cleaner energy forms and new technologies can also lead to a reduction in drudgery and free time for relaxation and recuperation. Some researchers claim that a woman’s status within the household improves when she contributes to the household income, although others dispute this claim since the outcome depends on the context. Examples of energy

services to meet productive needs are power supplies which facilitate the use of food drying installations, sewing machines etc. knowledge concerning manufacturing and selling of cooking stoves etc.

**Quota system:** Reserving a given number of participation spaces so that various groups can share social, political and economic activities. Positive or affirmative action implies establishing percentages for female membership, for example, so as to foster their presence in particular activities.

**Sex:** Refers to the biological differences between women and men. These are generally permanent and universal.

**Sex-disaggregated data:** For a gender analysis, all data should be separated by sex in order to allow differences between women and men in needs, priorities, action and results to be identified.

**Sex roles:** Refer to an occupation or biological function for which a necessary qualification is to belong to one particular sex category. For example, pregnancy is a female sex role because only members of the female sex can bear children.

**Strategic interests:** Women's strategic interests are those related to women changing their position in society, gaining more equality with men and empowerment in all its senses. Interventions addressing strategic gender interests focus on fundamental issues related to women's (or, less often, men's) subordination and gender inequities. Strategic gender interests are long-term, usually not material, and are often related to structural changes in society regarding women's status and equity. They include legislation for equal rights, reproductive choice, and increased participation in decision-making. Examples of energy services which meet women's strategic interests are street lights which enable women to participate in the village council, radio and T.V. increasing women's knowledge. However, energy services alone may not be sufficient to change gender interests and so may require other inputs for these interests to be realized, for example, societal attitudes may need to change before some women will go out after dark; women can only go to evening classes if they are available.

**Structural Gender inequality:** Is a system of gender discrimination practiced in public or social institutions. Structural gender inequality is more entrenched if it is maintained by administrative rules and laws, rather than by only custom and tradition.

**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.

### 1.3 RECITALS

**MINDFUL** of Articles 10, 11 and 12 of the Revised ECOWAS Treaty, establishing the Council of Ministers and defining its composition and its functions;

**MINDFUL** of the provisions of Protocol A/P.1/7/91 on the Community Court of Justice, as amended by Supplementary Protocol A/SP.1/01/05, relating to the jurisdiction of the Community Court of Justice and access to the Community Court of Justice;

**MINDFUL** of Regulation C/REG.23/11/08 establishing the ECOWAS Centre for Renewable Energy and Energy Efficiency (ECREEE);

**MINDFUL** of Decision A/DEC.5/12/99 relating to the establishment of the West African Power Pool (WAPP);

**MINDFUL** of Supplementary Act A/SA.2/1/08 establishing the ECOWAS Regional Electricity Regulation Authority (ERERA);

**MINDFUL** of Regulation C/REG.5/08/11 establishing the ECOWAS Infrastructure Projects Preparation and Development Unit (PPDU);

**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.

## 1.4 INTRODUCTION

Energy brings opportunities for economic, social and political development, but energy generation and consumption can also bring environmental, social and economic costs. These costs and benefits do not accrue evenly to men and women, and often, opportunities to increase benefits of energy supply are missed through taking a gender ‘neutral’ approach. The gendered differences in costs and benefits follow largely from differences in roles that men and women tend to play in daily life. A typical example of gender roles is women’s responsibility for daily cooking, but there are also key differences in how men and women use energy for income generation.

Faced with the above, and compounded by socioeconomic and cultural challenges faced by women in the energy sector, the ECOWAS Conference for Peace and Security on 12 November 2007 in Burkina Faso, articulated the need to establish a Regional Centre to promote Renewable Energy and Energy Efficiency (ECREEE). At the conference, the Austrian Minister for European and International Affairs and UNIDO pledged support for the creation of such an agency and, the 61st Session of ECOWAS Council of Ministers adopted the regulation C/REG.23/11/08 and gave the ECOWAS Regional Centre for Renewable Energy and Energy Efficiency (ECREEE) a legal mandate.

Over the last seven years, ECREEE has been working to steer countries in West Africa towards the direction of mainstreaming gender in policy and practice. To date, two key achievements at the regional level have been the adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access, and the validation of the ECOWAS Directive on Gender Assessments in Energy projects. However, these two milestones will not achieve their intended purpose if they are not implemented at the national level.

While recognizing the necessity of meeting all the objectives of the regional policy, at a validation meeting of the ECOWAS Policy for Gender Mainstreaming in Energy Access, the ECOWAS Energy Experts directed ECREEE to go even further to develop instruments that mandated actors in the energy sector to incorporate gender assessments in energy infrastructure and projects, hence making possible the achievement of strategic objective 2 of the Policy. This was seen as a key pillar to realizing the region’s overall ambition of creating a gender-responsive energy sector.

A Background Study was subsequently conducted to demonstrate the feasibility of achieving objective 2 of the regional policy, through a legal framework. The Background study examined comprehensively gender related issues associated with infrastructure development and the regulatory framework in the energy sector in ECOWAS member countries. The study highlighted a variety of current practices, development priorities, and implementation capabilities in the Member States. Consequently, it recommended a Directive as the most appropriate legal instrument to mainstream gender in energy infrastructure projects, due to its flexibility in adapting provisions to each national context.

The ECOWAS Directive on Gender Assessments in Energy Projects (the “Directive”) ensures that the interests of both women and men are taken into account in the development of energy projects, by recognizing and mitigating to the extent feasible any potential adverse and discriminatory impacts on women or men deriving from such projects, improving transparency in the planning and implementation processes to promote and increase the participation and capacity of women and men, and encouraging the development of harmonized policy and legal regulatory frameworks in each Member State. Further, the Directive recognizes that men and women are impacted differently by energy infrastructure planning and projects. Implying that while an environmental impact assessment (and typically also a social impact assessment) must be prepared before any significant energy infrastructure project is authorized, this approach too

often falls short, failing to recognize that men and women are impacted differently by energy infrastructure planning and projects.

The Directive strives to go beyond such gender-blind approaches by building consensus around a legally binding approach to gender and energy that will involve stakeholders from communities, the private sector, and governments at the local, national, regional, and international levels. ECOWAS Directives are binding on Member States, but leave the Member States free to choose the means of achieving that result (e.g., how to implement the directive and how to enforce it domestically). Directives are thus a flexible type of legal instrument which set clear regional standards but give Member States flexibility to determine how to achieve those standards domestically. The Directive require Member States to adopt appropriate domestic legislation to ensure that a gender assessment and gender management plan are prepared before consent to develop an energy project is granted. Member States have flexibility on how the domestic legislation is adopted and how approvals of the assessments and management plans are granted. Energy experts of ECOWAS validated and adopted the Directive, during a workshop held in June 2017 in Accra<sup>3</sup>. The workshop produced recommendations, including an Action Plan, to facilitate the Directive's adoption by the statutory bodies of ECOWAS and, its implementation at the national level. A model Act/Regulation was produced jointly with the Directive to facilitate Member State's transposition into their national legislation. The Model Act/Regulation provides Member States with example law/regulation text that could be used to implement the Directive under their domestic legislation.

With this aim, the Ministry of Energy is steering the preparation of this National Action Plan (NAP) to implement the Policy and Directive in Sierra Leone. The activities of the NAP will take a large step to tackling gender differences in energy consumption and production, towards the realization of the following objectives as stated in the ECOWAS Policy on Gender Mainstreaming in Energy Access.

1. Achieve widespread understanding of energy and gender considerations at all levels of society
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
3. Increase women's public sector participation in energy-related technical fields and decision-making positions
4. Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector
5. Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4.

The aim is not only to prevent negative, discriminatory effects but also to harness the positive socioeconomic impacts of gender-informed design and decision making in energy development. Thus, changing energy interventions to promote equity of access to and use of energy services is a necessary condition and an urgent opportunity to enhance the economic, social and cultural conditions of women in Sierra Leone and, West Africa.

## 1.5 VISION

A country 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,
- (b) safe, healthy, and economically beneficial livelihood and employment opportunities in all energy sub-sectors, and
- (c) local development benefits and protective mechanisms associated with energy infrastructure development, both public and private sector.

## 1.6 RATIONALE

Sierra Leone as a developing member country of ECOWAS, has formulated ambitious short- to mid-term targets for achieving 100% household electrification. This will significantly improve livelihood opportunities of poor women and men, contributing to improved productivity and income generation. However, women's capacity to capture these are limited. Where energy services are available, however, lack of affordability prevents access to these services by poor households. Households headed by women could be particularly disadvantaged when they are disproportionately represented, as this group tend to have a lower income status. Added to this, poor and unreliable quality of supply resulting in prolonged outages or shortages, can make it difficult for women to maximize potential opportunities. The functioning of home-based microenterprises, where women dominate are further constrained due to poor quality of power supplies. Household energy efficiency and user education programs in the safe and efficient use of electricity should complement energy efficiency projects, but are invariably overlooked or ignored in the country.

Further, women's decision-making roles in the household are usually restricted, reducing their say in issues of spending level and choices with respect to clean and renewable energy. The types of fuel used, the amount of energy purchased, the devices and technology chosen, as well as domestic infrastructure related to ventilation, lighting priorities, energy-based equipment purchased, are usually made by the male head of the household, but affect women's daily lives in very immediate and practical ways. In many parts of Sierra Leone, even in areas where household electrification is present, cooking energy still remains predominantly based on traditional biomass, such as fuel-wood and charcoal.

In addition to the above, women's microenterprises, which can contribute significantly to household income, tend to be home-based and are therefore inseparable from household energy use and consumption and, their productive labor in the home. Improving household energy access and affordability is key to women's enterprise development. This is especially so when cultural factors entrench women's gender roles and constrain their mobility to reproductive tasks and labor. The application of end-use energy technologies—such as electrical appliances for grinding, food preservation and processing, sewing, ironing, and craft production—can improve productivity and quality of products and contribute significantly to women's enterprise development.

In addition to the issue of women's lack access to clean and modern forms of energy services at the household level, there is also the issue of women not having adequate access to the energy sector as employees. This is mainly due to lack of the requisite educational

qualifications. A key factor in addressing women unemployment problem in the energy sector as well as for meeting the shortage of manpower for the labor market is the prioritization of technical, vocational education and training. The analysis of TVET enterprise education in the country points to a disturbing poor quality of learning conditions and learning outcomes as well as an outdated curriculum with little relevance to the labor market. While the energy sector can provide employment opportunities for women and men, the sector is dominated by men. Persistent gender inequality in secondary and higher education, as well as gender stereotypes in the labor market, contribute to restricting women's access to opportunities for technical skills training. These, coupled with gender discrimination in hiring practices, severely restrict women's participation in the energy sector and, are constraints to the development of a skilled and empowered female workforce.

At the tertiary level, it was envisioned that the programs would have fostered technical, vocational education and, scientific training through the various faculties of science, technology, engineering, management and agriculture. Unfortunately, the programs and curricula of the tertiary education institutions are yet to make any significant dent on the high level of skills manpower shortages and employment needs of women in the country.

On 2000, the Ministry of Social Welfare, Gender and Children's Affairs developed the twin policies namely: *National Policy on the Advancement of Women* and, the *National Gender Mainstreaming Policy*. The government developed national action plans including the National Gender Strategic Plan (2010-2013) as a means to ensure the popularization of and, access to life skills in the private sector. Again, significant success has not been recorded in that direction. Currently, a great majority of women and girls in the country have no formal skills or competences to enter the labor market and are therefore unemployed or unemployable.

## **1.7 SUMMARY OF REGIONAL POLICY TARGETS AND REGULATORY REQUIREMENTS**

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

### ***Targets in Regional 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.*

**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.***

### **Targets in Regional 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.*

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

Targets in Regional Policy:

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

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

Targets in Regional 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

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

Targets in Regional Policy:

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

## **ECOWAS Directive on Gender Assessments in Energy Projects**

### Article 2 Objectives

- The objectives of this 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.

## **1.8 STRATEGY**

Sierra Leone is a constitutional parliamentary Republic with three spheres of government. (i) **National Government** comprising of ministries, departments and agencies (ii) **Local Councils** and (iii) **Chiefdom Councils**. The Head of the National Machinery, (*His Excellency the President*) leads' the institutional process for all ECOWAS policies in Sierra Leone and the country's Medium-term National Development Plan (MTNAP).

The MTNAP is presided over by a Presidential Board (PB). The PB is chaired by the President of Sierra Leone, with members from the Ministry of Finance (MoF), Ministry of Planning and Economic Development (MoPED), the Ministry of Foreign Affairs and International Cooperation (MFAIC), the Ministry of Information and Communication, and the Office of the UN Resident Coordinator.

Under the PB is a Ministerial Committee (MSC) which provides operational guidelines to line ministries and agencies at both central and local levels. The MCS includes representatives from MoF, MoPED, MFAIC, Statistics Sierra Leone, the Open Government Initiative/Partnership and Strategy and Policy Unit from the Office of the President, as well as other relevant offices and stakeholders. The Minister of Energy is engaged with the Ministerial Committee on the MTNDP for Policy Cluster 3.1 which include actions to promote energy infrastructure and economic competitiveness in the country. By this arrangement, the principles that guided the drafting of this NAP, and which will underpin its implementation are derived from the MTNAP. This include national inclusiveness and ownership of the process, involving participation of all political parties; sustained political commitment; women and youth mainstreaming; international development cooperation; strong sector

coordination; domestic resource mobilization, combined with the prudent use of resources; and management for development.

The Minister of Energy will lead the implementation of this NAP at the highest level, providing overall strategic guidance and collaboration with the Ministries of Gender, Finance, Education, Economic Development, Labor & Employment and the National Statistics Office. By this arrangement, the Technical Working Groups (TAGs) will coordinate and, report on activities and progress of the NAP to the Gender Mainstreaming Programme Advisory Group (*established by the Ministry of Energy*) whose Chair will report to the Minister. The Minister of Energy will then report to the Ministerial Committee and, the Presidential Board on the MTNDP to provide overall oversight and strategic guidance to the implementation of the NAP in Sierra Leone.

## 1.9 OVERVIEW OF ACTIONS

As a way of achieving the Strategic Objectives of the ECOWAS policy and compliance with the regional directive on Gender Assessment in Energy Projects, the Ministry of Energy has identified six components. Each of these components is composed of an immediate objective, specific outputs and a number of activities.

**Cost:** Implementation of the NAP is estimated at \$ 1,147,500 (USD)

**Timeline:** Activities proposed are to be carried out over a period of FOUR years, (2021-2025) in three phases.

<b>Phase 1</b>	2021-2022
<b>Phase 2</b>	2023-2024
<b>Phase 3</b>	2025-2030

### Activities

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

- Build awareness among policy makers of gender-energy linkages.
- Build gender awareness among policy makers, government energy agencies, and energy utilities through targeted capacity development and training programs
- Educate and raise awareness among women and men in the new livelihood opportunities provided by the introduction of renewable energy systems
- Collect and use sex-disaggregated and gender-specific data to raise awareness about women's energy needs to inform policy decisions.
- Educate women and men about the new opportunities available for energy-based enterprises and livelihoods

#### **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**

- Build gender awareness of energy sector policy makers through (i) context-specific and targeted training programs to promote gender awareness; (ii) policy-dialogue; (iii) gender budgeting; (iv) gender aware policy evaluation; (v) dialogue between government agencies, energy utilities, and women's organizations; and (vi) lateral learning based on knowledge sharing of gender issues
- Train government and utility staff (both women and men) in new energy technologies and international standards and practice
- Adopt a gender-equal human resources management strategy based on the implementation and application of gender equity laws and regulations in the energy sector,

- Include women in project construction activities and set targets for women's employment, where possible. Community-based maintenance contracts possibly offer women's wage labor opportunities much more than mechanized civil works contracts.
- Promote engineering and energy studies as a first choice for tertiary education for women and institute attractive incentives.
- Promote and provide technical and vocational training for women to promote women's employment, e.g., as technicians, in routine operation and maintenance, meter readers, electricians.
- Develop a gender assessment checklist that agencies can use when elaborating and evaluating programmes
- Implement core labor standards and/or appropriate labor laws in relation to equal employment opportunities, equal pay for work of equal value, and women's on-the-job health and safety
- Develop and conduct community development programs for the families of employees and/or nearby communities, such as community development service center, vocational training for women, micro- and small enterprise development for services, reproductive health and family planning awareness programs, and cultural and recreational activities for women and children
- Provide incentives to improve the profitability of women entrepreneurs, such as tax benefits, public funding, energy equipment rebates, microcredit, and small and medium-sized enterprise financing
- Include women's cooperatives, self-help groups, and NGOs as civil society partners with government and the private sector
- Promote women's role in local franchisee partnerships as entrepreneurs, managers, shareholders and members, and staff.
- Identify instruments and mechanisms to minimize power shortages and outages and improve service delivery to poor, rural households, and communities, such as health clinics and schools, pumped water, and street lighting.
- Implement clear fiscal incentives and charges (energy and pollution taxes) to discourage excessive, inefficient, and environmentally harmful energy and to create supplemental funds for expanding infrastructure to widen the energy access and choices of poor and low-income women and men
- Invite feedback from external gender experts and women groups during validation

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

*Activities*

- Increase women's access to energy-related information such as laws, regulations, and incentives
- Collect and use sex-disaggregated and gender-specific data to raise awareness about women's energy needs to inform policy decisions.
- Adopt a gender-equal human resources management strategy based on the implementation and application of gender equity laws and regulations in the energy sector,
- Partner with education service providers, such as vocational and/or technical training institutes and colleges, to implement gender-inclusive technical training programs
- Train women to be employed as system operators, technicians, managers, account staff, and other duties pertaining to these entities. Include the following subjects: business management, energy efficiency, technical standards, design and maintenance of distribution networks, operation and maintenance, and safety.
- Implement core labor standards and/or appropriate labor laws in relation to equal employment opportunities, equal pay for work of equal value, and women's on-the-job
- Institute quotas for female membership in energy-related technical boards.

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

*Activities*

- Develop and conduct community development programs for the families of employees and/or nearby communities, such as community development service center, vocational training for women, micro- and small enterprise development for services, reproductive health and family planning awareness programs, and cultural and recreational activities for women and children
- Ensure mother-friendly working environments by providing crèche facilities.
- Train women to be employed as system operators, technicians, managers, account staff, and other duties pertaining to these entities. Include the following subjects: business management, energy efficiency, technical standards, design and maintenance of distribution networks, operation and maintenance, and safety
- Educate women and men about the new opportunities to increase productivity and the value of their outputs, reduce postharvest losses in sustainable agricultural production and processing and non-agricultural cottage and village-level industries, e.g., traditional crafts, services and eco-tourism, through clean and renewable energy-based mechanization.
- Introduce new clean technologies that can have a major impact on women's workload, e.g., agro-processing, food preparation, and household chores, and promote women's enterprises in new markets that emerge with energy access, such as low-energy-consuming information and communication technology
- Promote women's entrepreneurship to serve newly emerging renewable energy markets, and gaps in energy markets left unserved by the private sector.
- Provide incentives to improve the profitability of women entrepreneurs, such as tax benefits, public funding, energy equipment rebates, microcredit, and small and medium-sized enterprise financing
- Partner with local and national NGOs to pilot interventions, including training for women in energy-efficient and sustainable agricultural production methods and techniques, including eco-farming
- Provide incentives to improve the profitability of women entrepreneurs, such as tax benefits, public funding, energy equipment rebates, microcredit, and small and medium-sized enterprise financing
- Enable women to access the necessary capital through microcredit services, grants, and concessional loans

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

**Activities**

- Identify indicators and a process that will improve project performance during implementation, allow for mid-term correction, and make it possible to derive lessons for future projects.
- Developing gender-sensitive indicators to measure project impacts
- Monitoring progress in implementation of goals, objectives, outcomes and activities in ways that address the different needs of women and men in relation to the gender goals of the energy project
- Measure outcomes and impacts on the lives and overall social and economic well-being of women and men in relation to their access to modern energy
- Monitoring the institutionalization of gender-sensitive approaches throughout the project cycle.
- Monitor and address the enrolment and success rate of women offering energy-related academic and technical courses at higher education institutions.

## 1.10 METHODOLOGY

ECREEE, with the support of the energy ministries in the respective ECOWAS Member States, held an inception workshop on July 2<sup>nd</sup> & 3<sup>rd</sup>, 2019 to support member countries in the preparation of the National Action Plans. The workshop took place in Dakar and there were close to 40 participants from the Gender Focal Unit (GFU) of each ECOWAS Member State. During the meeting, discussions were on the latest evidence on the links between gender and energy, as well as the latest policy developments in the ECOWAS region. GFU and consultants started working on the preparation of their NAP using participatory exercises.

After the workshop, a data-collection process was organized in two phases. The first, desk reviews of existing documents (legislations and Regulations) the primary data-collection stage, entailed in-depth interviews with key government officials and gender programme actors in multilateral, bilateral and UN agencies, local and international NGOs. This was supplemented with secondary data based on extensive desk reviews of both existing national policies, strategy and programme documents and of published and unpublished academic writings. During the second phase of the field study, a data-validation process was undertaken to review preliminary findings and solicit input from a number of stakeholders mentioned hereunder. Thus, a half-day stakeholder workshop was organized in conjunction with the Ministry of Social Welfare, Gender & Children's Affairs on 27 August 2019, which brought together a cross section of stakeholders working on gender and energy issues to discuss the preliminary findings of the study.

A Coordination Team established by the Minister of Energy recommended the setting of (i) a Country Advisory Committee and (ii) seven Technical Working Groups. The Country Advisory Committee comprised some 20 experts designated by government ministries departments & agencies (MDAs), the academia, gender research institutions, the University Association of Women Engineers, 50-50 Group and the ECOWAS 50 Million Women Voices country team in Sierra Leone, Civil Society Organizations, local NGOs, think-tanks, private sector financial institutions, the donor community, and independent experts.

At debriefing meetings, several presentations, (both formal and informal) were conducted with stakeholders on September 17 and 27 of 2019 at the MoE conference room. Participants discussed the elements of the ECOWAS policy & directive, cross-checked information, provided inputs, provided objectives criticisms, made suggestions and discussed the valuation workshop timeline. The methodology was reviewed by four (4) members of the MoE's Country Advisory Committee; (i) *The Policy Analyst* of the Ministry of Social Welfare, Gender & Children's Affairs (ii) the Sr. Economist, Ministry of Finance (iii) the Director of the Institute of GRADOC, University of Sierra Leone and, (iv) the President of the Sierra Leone Institution of Engineers.

## 2. BASELINE ANALYSIS

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

(a) **Targets in Regional 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**

#	List of Activities in the Regional Policy	Implementation Status-Objective 1
1.1	<i>Collect gender-disaggregated data on energy usage, energy production and provision of energy services</i>	Statistics Sierra Leone is the national institution responsible for the collection, compilation, coordination, analysis and dissemination of high quality statistical data which informs decision making and discussion within the Government as well as the wider national and international community. Up till 2014, Gender equality indicators were designed by various surveys undertaken including the Demographic Survey 2008 and 2013, the Family Support Units (FSU) etc. As at now, progress towards the compilation of gender-disaggregated data on energy usage, energy production and provision of energy services attaining the regional targets are being made by the MoE in collaboration with <i>Statistics Sierra Leone</i> and, the recently established <i>Ministry of Gender</i> .
1.2	<i>Conduct a gender assessment of the energy sector (i.e., gender audit) in the country</i>	A self-assessment toolkit was developed for assessing Government's performance in addressing gender inequality in Sierra Leone. The toolkit is intended to generate scores that will assist the Government implement appropriate policies. A technical Committee comprising of Government and development partners, has been set up with clear terms of reference to develop the indicators. The web portal is purposed to create a platform to share information and progress about the Gender and Development and mainstreaming agenda to share ideas, expertise and connect key experts and identify key experts on gender mainstreaming at the various levels on Gender.
1.3	<i>Sensitize Energy Ministry staff on gender</i>	The Government of Sierra Leone through the Ministries of Gender, Social Welfare and Children's Affairs, Finance and Economic Development in coordination with development partners have set up a gender portal website with established national indicators. The web portal is hosted within the Ministry of Energy. The main users will be all MDAs and local councils, technical experts, policy makers, bilateral Organizations, research centres,

		universities and NGOs.
<b>1.4</b>	<b><i>Conduct public awareness campaigns</i></b>	<p>Over the years, the government of Sierra Leone has been actively involved in the implementation of UN Resolution 1325. The government has been working with International partners and civil society organizations that are fully engaged in advocacy for public awareness campaigns and actions aimed at the effective and meaningful implementation of UNSCR 1325 and 1820, and the supporting resolutions on women, peace and security. The country developed the Sierra Leone National Action Plan (SiLNAP) in 2010 for the proper implementation of the UN Resolution. The plan was aligned with national priorities including Gender Policies, Laws and the PRSP III. However the effective implementation of the plan was affected by the advent of Ebola and other national catastrophes. Thus it expired in 2014 without achieving many of the strategic objectives.</p> <p>On November 2015, the UN Women hired a consultant to undertake the final evaluation of the Sierra Leone National Action Plan on UNSCR 1325 and 1820 (2010-2014). Series of Consultations were done throughout the country by the consultant in collaboration with the National Steering Committee members, a structure formed for the implementation of the plan. The draft report of the exercise was shared with partners to make comments and recommendation. The evaluation highlighted key discriminations women faced since the plan was developed and made recommendations including the need to review the National Action Plan.. Thus the government prioritized the development of the second national action plan (SiLNAP II). The National Steering Committee met to initiate the process. Several meetings and activities were proposed and undertaken to enhance the crafting process including Costing of SiLNAP II, Resources Mobilization, Commissioning of the process of writing SiLNAP II, Regional Consultations, Writers’ Retreat, Development of Monitoring and Evaluation Plan, Regional Validation and printing and launching of SiLNAP II. The final draft document is now available and will soon be finalized for launching.</p>
<b>1.5</b>	<b><i>Enable scientific research on gender and energy in West Africa and publication of articles in peer-reviewed journals</i></b>	<p>The Government of Sierra Leone committed and already engaged in substantially increased funding to scientific research on gender and energy in West Africa and publication of articles in peer-reviewed journals in the energy sector aiming to achieve the ECOWAS regional objectives by 2025 and developing new financing mechanisms including a Clean Energy Insurance Scheme (CEIS).</p> <p>The government has constituted a technical Committee of representatives from government institutions and partners to design the Scheme. A blue print is being developed, pilot research institution/organizations selected, institutional arrangement approved whilst the benefit package is being designed. Additionally, preparatory work is at an advanced stage for a survey that will not only assess willingness and ability to pay for the scheme, but will also provide the baseline that will be used to assess the impact of the scheme after pilot in the institutions namely, <i>Institute of Gender Research Centre</i> of the University of Sierra Leone and, the <i>Institute of Social Studies, Administration and Management</i> of Njala University. A facility assessment is being planned in order to provide an overview on the situation of the facilities.</p> <p>The assessment will include public, private and faith-based facilities and also hospitals, laboratories and community-led referral systems. The general infrastructure of the district (renewable energy, transport, communication, human resources) shall be analyzed too. Already, government has allocated the sum of</p>

		Le3.5 billion (equivalent to \$ 850,000 to enable the project kick start.
<b>Priorities for the next 5 years</b>		
	<b>Action 1</b>	<ul style="list-style-type: none"> <li>▪ process existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender in access to energy statistics</li> <li>▪ Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)</li> </ul>
	<b>Action 2</b>	<ul style="list-style-type: none"> <li>▪ Design questionnaire for data collection and entry</li> <li>▪ Provide support and technical expertise, coordination in the area of research and data collection activities.</li> <li>▪ Provide official statistics for NAP intervention in the Ministry</li> <li>▪ Serve as Liaison person between Stats S L and the MoE</li> <li>▪ Oversee/supervise data collection exercises</li> <li>▪ Analyze data, write report and subsequently validate survey report</li> </ul>
	<b>Action 3</b>	<ul style="list-style-type: none"> <li>▪ Strengthening coordination and Gender Mainstreaming to Sensitize the Energy Ministry staff on gender across sectors of EDSA, EGTC &amp; EWRC</li> </ul>
	<b>Action 4</b>	<ul style="list-style-type: none"> <li>▪ Identify the type of information that is needed by the general public (facts as well as tone needed).</li> <li>▪ Develop a recognizable layout/format of all information material.</li> <li>▪ Prepare all information in the developed format.</li> <li>▪ Disseminate the developed information materials.</li> <li>▪ Develop materials to be used during demonstrations</li> <li>▪ Train presenters for the demonstrations (know-how and media training)</li> <li>▪ Engage specialized media company to develop TV and radio advertisements.</li> </ul>
	<b>Action 5</b>	<ul style="list-style-type: none"> <li>▪ Conduct survey to assess willingness and ability to facilitate scientific research on gender and energy in West Africa and publication of articles in peer-reviewed journals</li> <li>▪ Partner with International higher education institutions and NGOs on gender and energy to guide the in-country universities and local organization to develop publications and peer-review journals in gender in energy mainstreaming.</li> </ul>

### **Key stakeholders**

- The Ministry of Energy
- The Ministry of Gender
- The Director, Institute for Gender Research and Documentation (INGRADO) Fourah Bay College, University of Sierra Leone.
- Head of Independent Media Commission
- School of Natural Resources Management Njala University
- Sierra Leone Statistics Office collecting data on energy use/access, or census
- President 50-50 Group Sierra Leone
- President, Renewable Energy Association, Sierra Leone
- ECOWAS, 50 Million Women Voices, Sierra Leone Team
- ECREEE
- UNDP
- GIZ
- European Union
- USA (MCCU)

**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.*

**Targets in Regional 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.

**(a) Objectives in the ECOWAS Directive on Gender Assessments in Energy Projects**

- (iii) Ensure that the specific interests of women and men, as stakeholders, are taken into account in the development of Projects,
- (iv) 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,
- (v) 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,
- (vi) 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 this Directive.

**(b) Baseline analysis**

2	List of Activities in the Regional Policy	Implementation Status- Objective 2
2.1	<i>Include “gender assessment ” describes policy and programme development process</i>	A self-assessment toolkit is being developed by the M&E unit of the MoE for assessing performance in addressing gender in energy access in Sierra Leone. The toolkit is intended to generate scores that will assist the Government implement appropriate policies and regulations. A technical Committee comprising of Government and development partners, has been set up with clear terms of reference to develop the indicators. The web portal is purposed to create a platform to share information and progress about the Gender and Development and mainstreaming agenda to share ideas, expertise and connect key experts and identify key experts on gender mainstreaming at the various levels of energy subsectors.
2.2	<i>Create a Gender Focal Unit, (GFU) in the Ministry of Energy</i>	On 25th September 2015, the UN adopted a set of goals to end poverty, protect the planet and ensure prosperity for all as part of a new sustainable development agenda. Accordingly, countries are required to draw national

	<i>with a clearly defined role and resource allocation that is in line with its function</i>	<p>frameworks that constitute an implementation plan for achieving the Sustainable Development Goals (SDGs). Goal 5 of the SDGs is “to achieve gender equality” and goal 7 is “to ensure access to affordable, reliable, sustainable and modern energy for all”.</p> <p>In order to support the fifteen country members of ECOWAS with the realization of their ambitions regarding universal energy access through the integration of gender-inclusive characteristics in energy policies and climate change resilience, Gender focal units within the Ministry of Energy and, the Ministry of Gender were identified to increase stakeholders capacity to implement the ECOWAS policy and directive. This include: (i) encouraging, supporting and training the public sector (ii) monitoring the progress of the policy implementation (iii) training the private sector and directive; and (iv) training civil society and grass root organizations to understand the ECOWAS policy and its implications.</p>
2.3	<i>Develop a gender assessment checklist that agencies can use when elaborating and evaluating programmes</i>	Gender focal units (GFU) within the relevant ministries are in place within the relevant MDAs in Sierra Leone represented by the <i>Business Ent. Dev. Manager, Financial Specialist and Lead Data Analyst at Sierra Leone Business Women’s Hub</i> ) and trained on 28 Feb – 2 Mar 2018 at A.H. Hotel – Accra, Ghana to increase the country’s capacity and, readiness to implement the ECOWAS Policy in mainstreaming Gender in Energy Access.
2.4	<i>Include gender dimension in procurement announcements and terms of references with implementing partners</i>	Although <i>Sierra Leone has a Public Procurement Policy (2016) in place, that makes provision to procuring entities to promote economic development, the participation in public procurement by qualified suppliers, contractors, consultants and other qualified providers of goods, works and services</i> , it is silent on the connection between government contracts, gender and women’s access. The fact, however, remains that we do not have a comprehensive instrument that addresses gender equality in public procurement from the perspectives of women’s entrepreneurship and women’s utilization of public works, goods and services in the energy sector. Put differently, research is not yet adequately and simultaneously addressing the gendered dynamics within the supply and demand sides of public procurement in the sector.
2.5	<i>Adopt a gender assessment toolkit for implementing partners</i>	The MoE is in the process of developing an assessment toolkit on gender access that stakeholders can use when elaborating programmes while using the knowledge and experience from their own institution/organizations to develop their replication strategy.
2.6	<i>Implement one pilot-project on gender and energy</i>	<p>A group of 12 women from villages in Sierra Leone is in the frontline of a battle to bring solar-powered electricity to rural communities. No small feat, given that rural Sierra Leone is not connected to power. The women were all trained at Barefoot College in Tilonia, Rajasthan, in western India. They are now back in Sierra Leone assembling 1,500 household solar units at a new Barefoot College in Konta Line village, Port Loko district. It enrolls up to 50 students on four-month residential courses in solar engineering. The Sierra Leone government has invested about \$820,000 in the project. Though the college is funded by the government, the women hope they can run it independently, in what they describe as the “Barefoot way”. The solar equipment the college runs on, and the equipment for 10 villages, were provided by the Barefoot College in India, and the initial training was sponsored by the Indian government as part of its south-south co-operation programme.</p> <p>Further to the above, the Ministry of Energy with support from the United</p>

		<p>Nations Office for Project Services and funding from DFID (UK Government is currently implementing a Rural Renewable Energy Project (RREP): a first of its kind in scale and scope in Sierra Leone and regionally in Sub-Saharan Africa. The project aims to establish an enabling environment in Sierra Leone for a private sector driven rural mini-grid market and to provide up to 5MW of sustainable renewable power in rural communities. Implementation of the project is developed around three Work Packages (WP):</p> <ul style="list-style-type: none"> <li>▪ WP 1 and 1+: mini grids are being implemented in 3 phases. 6kWp solar photovoltaic (PV) generation plants at 54 Community Health Centres (CHCs) were installed between April and July 2017. These generation plants were then extended into small mini-grids with a capacity between 16kW and 36kW which will eventually connect all other public institutions and households in 50 of these communities.</li> <li>▪ WP 2: aims to bring the country's photovoltaic (PV) power generation capacity up to 5MW by attracting the private sector to invest in the mini-grid market while drawing on the lessons of Work package 1 and 1+. WP2 will install mini-grids in additional 40 communities with &gt;36kW systems using sustainable business and delivery models developed by the private sector.</li> <li>▪ WP1 and 2 will be complimented by the construction of a distribution network to provide connection to consumers. Construction of the network for WP1 sites was completed in July 2018. The operators will be responsible for the last mile connection to identified customers and the in-house wiring of customer homes.</li> </ul>
2.7	<i>Encourage equal participation of men and women in public consultations during project planning</i>	Work package 3 in 2.6 above provides Technical Assistance (TA) and institutional capacity building to the Ministry of Energy, the Electricity and Water Regulatory Commission, other relevant government agencies as necessary, as well as to private sector companies selected to operate WP1 sites and co-invest in and operate WP2 sites.
2.8	<i>Include gender consideration in the next revision of energy policies</i>	Sierra Leone ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in 1988 but did not pass any legislation to domesticate the rights contained in the convention. Sierra Leone is at the bottom of the Gender-related Development Index and donor pressure had also been building for some time. In the short term there was pressure to fast track the process from the coalition on the gender bills, which comprised representatives from Action Aid, the International Rescue Committee, Oxfam, the United Nations Integrated Office in Sierra Leone, and local NGOs such as GEMS and the Sierra Leone Court Monitoring Programme. Government officials received additional pressure from the international community and local Sierra Leonean NGOs when they traveled to New York in May 2007 to defend the country's CEDAW report at the United Nations.
2.9	<i>Invite feedback from external gender experts and women groups during policy validation</i>	A variety of external stakeholders are committed and some already engaged in the implementation of the Gender inclusiveness to support the implementation of Action Plans to the ECOWAS Policy & Directive referred in Sierra Leone. Along with this, the Ministry of Planning and Economic Development (MoPED) is currently leading stakeholders in the formulation of the Voluntary National Review (VNR) in the implementation of SDGs for the 2019 UN High-Level Political Forum (HLPF) in New York. The preparation of the VNR in the energy sector utilities is the governance structure of the Medium Term National Development Plan. This governance structure is inclusive of development partners, NGOs, the private sector, among many others. In summary the under-mentioned are the structures put in place:

		<ul style="list-style-type: none"> <li>▪ Presidential Board on the SDGs to provide overall policy and strategic guidance to the implementation of the SDGs</li> <li>▪ Ministerial Committee on the SDGs to provide operational guidance to the SDGs process to line ministries, departments and agencies of the government, as well as civil society organizations, the private sector, and other national stakeholders</li> <li>▪ A Parliamentary Action Group on the SDGs was set up to provide oversight.</li> </ul>
2.10	<p><i>Raise funds and Implement activities in line with the ECOWAS regional initiatives on mainstreaming gender in energy and projects.</i></p>	<ol style="list-style-type: none"> <li>1. <u>Promoting Access to Finance for women</u>-- The Government of Sierra Leone is in the process of establishing a Women and Youth Empowerment Fund. The aim is to support projects that empower women and youth, increase their access to resources and enhance their participation in economic activities. The fund operates as a basket fund with contributions from both the central Government and its development partners.</li> <li>2. <u>Small and Medium Enterprises (SME) Fund</u>- There exist a Small and Medium Enterprises Development Agency in Sierra Leone (SMESL), which was established by Parliament in 2015 to provide loans at interest rates below 10% per year without a collateral requirement, in an effort to strengthen small and medium-sized enterprises. The informal sector in Sierra Leone is dominated by women engaged in micro-enterprises and hence the SME Fund will inevitably support women. There is a deliberate policy to skew support for enterprises managed by women.</li> <li>3. <u>Sierra Leone Community Driven Project (SLCDD)</u>—There also exists a Self- Help Affinity Groups (SAGs) programme initiated under a Sierra Leone Community Driven Project and, funded by the GoSL &amp; Islamic Development Bank in 12 districts. Community Empowerment and Facilitation forms one of the components of the SLCDD project, which include Building Institutions of the Poor to improve the socio-condition of women and the poorest in rural communities.</li> <li>4. <u>Bank and credit services</u>--Progress is also on improving access to rural financial services through the establishment of the Apex Bank in 2016 with a network of 51 Financial Services Associations (FSA) and 17 Community Banks (CBs) to help farmers especially women access financing for value added agricultural activities through access to and use of RE technologies.</li> <li>5. <u>Women Empowered for Leadership and Development (WELD)</u> This programme aims to ensure that women hold significant leadership positions in producer, business, and forest management committees, as well as in their communities and learning groups. Through a USAID funded project implemented in eight (8) district, women in Sierra Leone benefit from entrepreneurship and basic arithmetic trainings, improved farming technologies and grants that enable them to manage complex and medium enterprises effectively, to engage in formal transactions, and to expand their agricultural activities. Women now have access to loans and savings through the implementation of WELD Programme; thereby increasing the financial independence of women and networking of women through regular meetings held by the loan groups and support to members from the social funds of the savings and loan group members. These significant investments boost production, processing and marketing and increase incomes and local economies. Such support has enabled some women-owned market associations to manage contracts for the supply of rice, sorghum and</li> </ol>

		Benni (sesame) seed in the country.
<b>2.11</b>	<i>Provide technical support and oversight for achieving this objective</i>	Sierra Leone is a constitutional parliamentary republic with three spheres of government. (i) <b>National Government</b> comprising ministries, departments and agencies, (ii) <b>Local Councils</b> and (iii) <b>Chiefdom Councils</b> . At national level, the Director of Energy under the supervision of the Minister of Energy will <b>Provide technical support and oversight for achieving this objectives</b> through a recently established Programme Advisory Group (PAG) and seven Technical Committees. The Chairs of the seven Technical Working Groups will report to the Programme Advisory Group whose Chair report to the Minister of Energy. The Minister of Energy is a member of an already established Inter-Ministerial Committee (IMC) on decentralization of all (energy, health & sanitation, education, water, agriculture etc.) programmes and reports to the Presidential Board.
<b>PRIORITIES FOR THE NEXT 5 YEARS</b>		
	<b>Action 2.1</b>	<ul style="list-style-type: none"> <li>Establish a gender statistics working group/committee at the national level that will be responsible for the production and use of gender statistic on energy access nationwide.</li> <li>Partner with other local and international development partners to form the committee on gender assessment.</li> <li>Partner with Stats SL together with the Ministry of Gender and Children’s Affairs to conduct a Gender-based energy audit nationwide.</li> </ul>
	<b>Action 2.2</b>	<ul style="list-style-type: none"> <li>Conduct stakeholder analysis through the development of tools (checklists) that agencies can use to improve the capacity of Gender Focal Unit, (GFU) in the Ministry of Energy.</li> </ul>
	<b>Action 2.3</b>	<ul style="list-style-type: none"> <li>Develop statistical capacity building of the technical committee and the M&amp;E unit of MoE to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars) that agencies can use when elaborating programmes.</li> <li>Carry out re-processing of existing data on energy (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics on energy.</li> </ul>
	<b>Action 2.4</b>	<ul style="list-style-type: none"> <li>Review, formulate, if necessary, and implement the provisions of the Local Content Policy, including business, <b>commercial and contract law and government regulations</b>, to include gender dimension in procurement announcements and terms of references with implementing partners and, ensure they do not discriminate against micro, small, and <b>medium-scale enterprises owned by women in the rural and urban areas</b>.</li> </ul>
	<b>Action 2.5</b>	<ul style="list-style-type: none"> <li>Launch and use the MoE assessment toolkit on gender access in energy that stakeholders can use for gender audits when implementing programmes</li> </ul>
	<b>Action 2.6</b>	<ul style="list-style-type: none"> <li>Partner with the Barefoot College for technical and economic feasibilities survey for a private sector driven rural mini-grid market survey to provide up to 1.42MW off-grid sustainable renewable power installed capacity totaling 20MW in 14 rural communities by attracting the private sector to invest in the mini-grid market while drawing on the lessons of previous and ongoing projects.</li> <li>Extend small mini-grids with a capacity between 16kW and 36kW which will eventually connect all other public institutions and 250 households in these communities.</li> <li>Design a delivery model that uses customer credit in collaboration with the PV industry and the financial sector.</li> </ul>

		<ul style="list-style-type: none"> <li>• Establish four business centers in provincial rural communities using PV as their energy source</li> <li>• Provide technical assistance to DRWS to install and operate water pumping systems powered by PV in line with the PV Code of Practice</li> <li>• Design of the technical installation required</li> <li>• Tender for equipment and service</li> </ul>
	<b>Action 2.7</b>	<p>The main focus is the development of information and awareness raising materials that address the merits and technical limitations of solar PV systems and, that of management issues regarding mini-grids.</p> <p><b>Activities:</b></p> <ul style="list-style-type: none"> <li>• Identify the type of information that is needed by the general public (facts as well as tone needed).</li> <li>• Develop a recognizable layout/format of all information material.</li> <li>• Prepare all information in the developed format.</li> <li>• Disseminate the developed information materials.</li> <li>• Develop materials to be used during demonstrations</li> <li>• Train presenters for the demonstrations (know-how and media training)</li> <li>• Engage a specialized media company to develop TV and radio advertisements.</li> </ul>
	<b>Action 2.8</b>	<ul style="list-style-type: none"> <li>• Support formulation/review and implementation of policies, plans, strategies and laws relating to the promotion of gender equality and women's empowerment considerations in the next revision of energy policies</li> <li>• Promote Women's Economic Empowerment on technical and business skills in the next revision of energy policies</li> <li>• Promote the inclusion of a Code of Conduct to service performance for Independent Power Producers on Gender mainstreaming in the next revision of energy policies.</li> </ul>
	<b>Action 2.9</b>	<ul style="list-style-type: none"> <li>• Provide advice and guidance on critical gender issues in-country and internationally, and related research, policy developments and advocacy that may be relevant to the NAP and, the MoE intervention</li> <li>• Provide a forum for dialogue between MoE and different sectors of civil society on stakeholder's approach and program of activities to address gender mainstreaming in the energy sector;</li> <li>• Share information about the ECOWAS Policy on Gender Mainstreaming in Energy Access and progress in its implementation with key stakeholders in ECOWAS member countries.</li> </ul>
	<b>Action 2.10</b>	<p>Establish and maintain a Gender in Energy Access Development Fund (GEADF) as a facility to promote gender equality and women's empowerment and to:</p> <ul style="list-style-type: none"> <li>▪ pilot innovations</li> <li>▪ provide small grants to leverage and facilitate gender in energy-inclusive design of rural community-financed loan projects</li> <li>▪ conduct country gender assessments and strategies to guide the formulation of country partnership strategies</li> <li>▪ design and implementation of project gender action plans</li> <li>▪ provide gender capacity development of government partners</li> <li>▪ establish partnerships with women's organizations and other development agencies.</li> </ul>
	<b>Action 2.11</b>	<p>In line with attaining ECOWAS strategic objectives, the Programme Advisory Group and the Technical Committees will Provide technical support and</p>

		<p>oversight for achieving this objective as well as in incorporating monitoring and reporting into programme for tracking against NAP &amp; regional targets, and reporting of results to internal and external audiences.</p> <p>1. <i>Provide substantive support to MoE office planning and programming</i></p> <ul style="list-style-type: none"> <li>▪ Preparation of the annual work plan (AWP) in collaboration with the various committee units, as well as monitoring, reviews and reporting on the AWP;</li> <li>▪ Contribute substantively to the development of programming tools, identification of best practices to enhance activity programming, with emphasis on application of Results-Based Management (RBM),</li> <li>▪ Provide technical support to strengthened programme planning, monitoring &amp; reporting processes and mechanisms;</li> <li>▪ Develop corporate knowledge management and capacity development tools for MoE Office's staff in relation to the management of results and excellence in programming.</li> </ul> <p>2. <i>Provide technical inputs to programme formulation to ensure monitoring and reporting is incorporated.</i></p> <ul style="list-style-type: none"> <li>▪ Provide inputs to the development of monitoring indicators, monitoring calendars, and field monitoring plans and quality assurance processes;</li> <li>▪ Include relevant inputs from evaluation findings, conclusions and recommendations into programme formulation;</li> <li>▪ Provide technical support to partners in developing Performance Monitoring Frameworks (PMFs), systems and plans, and Baseline Surveys;</li> <li>▪ Facilitate the clearance of donor agreements and Programme Cooperation Agreements;</li> <li>▪ Coordinate with Programme Team to ensure data collection and analysis from field visits are coordinated and standardized across programmes;</li> <li>▪ Monitor data from partners/countries on a quarterly basis and provide inputs to regular management briefs to inform decision making;</li> <li>▪ Visit partners, along with the Programme Team, to support monitoring of results and planning processes, as required;</li> <li>▪ Draft and monitor the CO Monitoring, Evaluation, and Research Plan.</li> <li>▪ Act as the CO focal point for Results Based Management (RBM), Result Management System (RMS) and Donor Agreement Management System (DAMS).</li> </ul>
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**Key stakeholders**

- Minister of Energy
- Permanent Secretary, Ministry of Energy
- Technical Advisor, Minister of Energy
- Director of Energy, Minister of Energy
- Permanent Secretary Ministry of Social Welfare, Gender & Children's Affairs
- Director General of EWRC
- Director General of Electricity Distribution and Supply Authority (EDSA)
- Chairman Board of Directors (EDSA)
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- President, Renewable Energy Association, Sierra Leone
- President, Barefoot Women Association, Sierra Leone
- Statistician General- Sierra Leone Statistics Office
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- Chief Social Service Officer, Ministry of Social Welfare, Gender & Children’s Affairs
- Officer-in-Charge- UNIDO
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- *Chairman of the Public Service Commission*
- Private sector Legal Expert-Mahiteh Chambers, Freetown
- Honorable Chief Justice of Sierra Leone and Chairman of the Council of Legal Education
- *President of Sierra Leone Bar Association*

### Baseline analysis for the Directive

<b>List of objectives of this Directive are to:</b>	<b>Implementation Status of the Directive</b>
<p>a) <i>Ensure that the specific interests of women and men, as stakeholders, are taken into account in the development of Projects.</i></p>	<p>The National Energy Policy and Action Plan of the Ministry of Energy (MoE) provides for an increase in energy access and in the country’s generation capacity. Part of the overall strategy has been to tap into Sierra Leone’s great renewable energy resources to provide more reliable, environmentally friendly and secure electricity to rural communities. This objective was further echoed in the signing of a joint Energy Compact Agreement with the UK in 2016 focusing on the expansion of solar power to provide universal energy access by 2030. The President’s Recovery Priorities PRP) of 2016-2017 therefore established a new ceiling of 125,000 households to be electrified within the 15 months of the PRP term.</p> <p>Against this background, the Sierra Leone Rural Renewable Energy Project (RREP) was developed to support the Government’s energy access objectives and its renewed drive for clean energy access towards low emissions and a climate resilient, gender sensitive and sustainable growth trajectory. These objectives are also anchored in the Sustainable Energy for All (SE4ALL) initiative.</p>
<p>b) <i>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</i></p>	<p>The key legislation governing the EIA/ESHIA process are <u><i>The Environment Protection Agency Act, 2008 (EPAA 2008) (as amended in 2010).</i></u> This Act establishes the role of the EPA-SL and sets out its functions and management. The EPAA 2008 is the overarching legislation that deals with the protection of the environment. They are responsible for monitoring the implementation of national environmental policies relating to Sierra Leone and deal with all activities and requirements of an EIA.</p> <p><u><i>The Employers and Employed Act</i></u> that regulates relations between employers and employed, and safeguards health of the employed. It sets forth provisions relating to the formation and interpretation of contracts of service, the recruitment of native labor for foreign services, restrictions on the engagement of industrial workers, employment of women, adolescents and children apprenticeship contracts. Also regulates the death, insolvency and change of residence of employer; breaches of contract and disputes between employer and employed, provisions as to</p>

	<p>agents; advances by employers, and <i>The Local Government Act, 2004</i> that deals with the establishment and operation of local councils around the country to enable meaningful decentralization and devolution of Government functions. It stipulates that a local council shall be the highest political authority in the locality and shall have legislative and executive powers to be exercised in accordance with this Act or any other enactment to 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.</p>
<p>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.</p>	<p>Sierra Leone is a country with remarkable media freedom, a multitude of private, community and public print and electronic media, but also a country in which all media are financially strained. The country has 64 registered print media with a circulation between 500 and 4000 copies, around 70 registered community radios, commercial and religious broadcasters, and a public broadcaster with one national radio channel, one TV-channel and 6 regional radios, which occasionally broadcasts regional TV-programmers. The meagre market and strong competition make the media test the limits or even break them with sensational stories, ‘<i>brown envelope journalism</i>’, blackmail and allegiance to certain political and economic interests that finance some of the media. This combined with low professionalism; low ethics and a politicized content constitute a challenging media environment.</p> <p>There exist a <i>Transparency International Sierra Leone</i>, formerly the National Accountability Group---a local non-profit, non-governmental anti-corruption advocacy civil society organization established as a taskforce in 2001 under Campaign for Good Governance. The organization seeks to empower women and men, including but not limited to customers, employees, managers, investors, officials and other stakeholders through education, participation and opportunities to demand accountability and transparency in governance and promote the culture of personal integrity, ethics and anti-corruption in national and human development.</p>
<p>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, this Directive, whilst imposing the</p>	<p>The significance of an integrated gender in energy access has been highlighted by the ECOWAS institutions to encourage the development of harmonized policy, legal regulatory frameworks and operational strategies in each Member State which indicated that the traditional approach of limiting energy planning and service provision to the national level, has contributed negatively to enhancing energy accessibility in West Africa.</p> <p>The development of the NAP for integrated energy markets particularly, for Renewable Energies (<i>mini-grid solar PV electricity and domestic Biogas Schemes</i>) to add-value to agricultural produce, will improve the quality and security of supply at both the national and regional levels, while helping to mobilize private investments which in turn will create export opportunities for countries which possess comparative advantage with respect to energy resource or energy supply. This is expected to lead to sharing of operational reserves and installed capacity, thus reducing the level of domestic investment in capacity needed. This NAP proposes the following pillars, around which the regulatory harmonization process in the region can revolve, at the national, and regional and levels: (i) Creating a robust Economic Regulatory Framework (ii) Establishing a</p>

<p>least financial and administrative barriers possible on Developers, Competent Authorities and other stakeholders</p>	<p>solid Technical Regulatory Framework; (iii) Creating an Enabling Electricity Market (iv) Enhancing a Renewable Energy Framework; (v) Establishing the norms, standards and frameworks for energy efficiency.</p> <p>In order to realize the continental regulatory harmonization agenda, this detailed Action Plan has been developed to identify the actions, as well as the key actors required at the national and, regional and levels, to achieve policy &amp; directive regulatory harmonization.</p>
<p><b>PRIORITIES FOR THE NEXT 5 YEARS</b></p>	
<p><i>Action 1</i></p>	<p>Establish a gender statistics working group/committee at the national level on Gender parity on energy that will be responsible for the production and use of gender statistic nationwide. Stats S L will be working together with other local and international development partners to form the committee.</p> <ul style="list-style-type: none"> <li>▪ Serve as Liaison person between Stats S L and the MDAs</li> <li>▪ Provide support and technical expertise, coordination in the area of research and data collection activities.</li> <li>▪ Design questionnaire for data collection and entry</li> <li>▪ Oversee/supervise data collection exercises</li> </ul> <p>Analyze data, write report and subsequently validate survey report</p>
<p><i>Action 2</i></p>	<ul style="list-style-type: none"> <li>▪ Provide support and technical expertise and, coordination in implementing the ECOWAS Directive on Gender Assessments in Energy projects to ensure that potential adverse and discriminatory impacts on women or men deriving from Projects are recognized and avoided or mitigated to the extent feasible;</li> <li>▪ Provide technical assistance and support the MoE and Independent Power Producers in the private sector with institutional arrangements needed for the widespread adoption of the ECOWAS Directive on Gender Assessments in Energy Projects</li> <li>▪ Provide input to the MoE in implementing the ECOWAS Directive on Gender Assessments in Energy projects to assure that gender parity are integrated in its activities</li> <li>▪ Work in very close co-operation with the stakeholders involved to identify and formalize their respective roles to 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</li> </ul>
<p><i>Action 3</i></p>	<ul style="list-style-type: none"> <li>▪ Partner with various women’s NGO and INGOs in various communities and districts to increase the quantity and quality of women in decision making positions and to improve transparency in planning and implementation processes of energy projects and increase the participation of customers, employees, managers, investors, MoE officials.</li> <li>▪ Develop a variety of courses (short/long) for various target groups on financing for small-scale renewable energy systems; the correct sizing, installation, operation, repair and maintenance. The courses will cover all technologies promoted through this project including PV systems, Bioenergy Hydro-Diesel Mini-grids and other relevant topics</li> </ul>

	<p>tailored to the needs of the following groups: NGOs, micro-finance institutions (MFI's); banking staff, and others; Technicians and sales people; Engineers; and Vendors.</p> <ul style="list-style-type: none"> <li>▪ Work with (local) training institutes to develop an appropriate curriculum for the training of PV technicians, including training in standards, international best practice, and codes of practice/conduct.</li> </ul>
<b>Action 4</b>	<p>Align the ECOWAS Directive to the MTNAP and that of 2030 Agenda for Sustainable Development targets.</p> <p>Identify the gaps and barriers to be addressed by the proposed Actions for each of the ECOWAS policy harmonization pillars, at the national and regional levels. The results of the gap analysis will serve as part of the monitoring and evaluation framework, the NAP has also recommended a Governance and Monitoring structure which takes cognizance of the mandates of each of the key implementing actors identified in the implementation of the short, medium and long term programmes.</p> <p>Implement the Monitoring and Evaluation activities of Strategic Objectives 5 with a two tier structure. Tier 1 involves a close collaboration and regular consultative meeting between ECREEE coordinating unit, Programme Advisory Group, the key national energy sector institutions and the donor partners. The second tier (i.e. Tier 2) which is the “Technical Level”, the Technical Working Committees will monitor the progress of the various actions plans. The tier 2 level comprises sub-committees to deal with issues relating to the main pillars of the regional harmonization process. The Monitoring and Evaluation (M&amp;E) framework is thus expected to bring about transparent communication of progress, ensure accountability, and serve as a platform for providing an adaptive feedback process to enhance regional acceptance.</p>

### **Stakeholders for the ECOWAS Directive on Gender Assessments in Energy Projects**

The purpose of stakeholder engagement is to facilitate participation in the Project decision making process and to provide a platform for views to be expressed which inform the identification of impacts and associated mitigation measures. The process involves sharing information and knowledge, understanding the concerns of others and relationship building, thereby allowing stakeholders to understand the risks, impacts and opportunities of the Project to achieve positive outcomes.

#### **Key stakeholders**

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A summary of key principles regarding stakeholder engagement for the ECOWAS directive are summarized below.

- Provide the affected communities with opportunities to express their views on project risks, impacts and mitigation measures;
- Begin early in the process of identification of environmental and social risks and impacts and continue on an ongoing basis as risks and impacts arise;
- Stakeholder engagement shall be based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information which is in a culturally appropriate local language(s) and format and is understandable to affected communities;
- It shall be inclusive of all the relevant groups within the community (including the vulnerable and marginalized);
- It shall focus on those directly affected as opposed to those not directly affected and, shall be free of external manipulation, interference, coercion, or intimidation; and
- Engagement shall be documented and include opinions and concerns as well as the measures taken to respond to them, i.e. the actions taken by the project to avoid or minimize risks to, and adverse impacts on, the affected communities.

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

**a) Targets in Regional Policy:**

- ***Increase women in public sector participation in related technical fields and decision making positions to a level of at least 25 percent in the medium term, and 50 percent in the long term***

**b) Baseline analysis- Degree of achievement in country**

3	List of Activities in the Regional Policy	Implementation Status- Objective 3
3.1	<i>Education and training for women in STEM fields</i>	The government of Sierra Leone has demonstrated its commitment to the promotion of gender equality and women’s empowerment by not only developing and enacting policies and laws, but the appointment of women in governance and leadership positions. As a proof of this commitment, the government of His Excellency the President, Rtd. Brigadier Julius Maada Bio has developed the Medium Term National Development Plan (2019-2023), which is

		<p>fully aligned with <i>Objective 3</i> of the ECOWAS Policy for Gender Mainstreaming in energy access that aims to increase women’s public sector participation in energy-related technical fields and decision-making positions by 2020 and equal gender parity by 2030.</p> <p>There is an improvement on STEM programmes and courses in technical, vocational and training institutions designed to equip teachers with technical and managerial/supervisory knowledge and skills to increase their performance in the classroom and enhance student learning in the renewable energy sector. These activities have been generally one-off and of short duration, disjointed and uncoordinated and without a clear vision of their long-term impact on change in teacher behavior in meeting the national and regional (ECOWAS) needs. Reforming teacher development requires an evidence-based, holistic, transformational approach that takes into account policies and procedures, roles and responsibilities of the stakeholders in the teacher career continuum, from the stages of their initial preparation and induction to in-service training and ongoing professional development in the subsectors of the Ministry of Energy (EDSA, EGTC &amp; EWRC). A credible and sustainable systemic approach will underpin the vision of teacher development, one in which a composite set of mutually-enhancing, rather than stand-alone, disparate interventions, will form the basis of reform in this component of the ECOWAS objectives.</p>
3.2	<p><i>Specific pre-career pathways created at educational institutions, energy ministries and other public sector agencies.</i></p>	<p>One of the central goals of the Government of Sierra Leone’s development strategy is to establish an efficient energy sector. The top priorities in modernizing the energy sector include significantly increasing the share of renewable energy in electricity generation, especially solar PV mini grids and domestic biogas energy, reducing electricity prices and expanding rural electrification. Qualified professionals are needed for the successful modernization of the energy sector and other sectors. The government therefore wants to improve the quality of the content of degree programmes and training courses with a view to equipping educational institutions, energy ministries and other public sector agencies with the relevant job skills. Plans for the higher education sector include pre-career curricula with greater relevance to practice and to the needs of the labor market, course modules on entrepreneurship, and the establishment of new Centers of Excellence or vocational academies. In terms of provision of career opportunities for accessing energy courses in TVET institutions, there is a seeming regional bias with the Western Area having far more institutions than each of the other parts of the country in specific pre-career pathways created at educational institutions, energy ministries and other public sector agencies and to increase the number of women pursuing energy-related careers.</p>
3.3	<p><i>Creating incentives (monetary and programmatic) to increase the number of women pursuing energy-related careers</i></p>	<p>While there are many scholarship opportunities for Sierra Leoneans to study STEM programmes in many countries, these are often not reserved exclusively for women. The MoE’s scholarship secretariat does not advertise any specific scholarship programme targeted at women access in energy, though some of the scholarships encourage women to apply. Scholarships from the many international and, bilateral organizations GIZ, USAID, DIFD among others give preference to STEM courses and physically challenged people, but none exclusively for women. There are several other vocational training programmes in the country, though not many are energy sector specific. One notable energy related vocational training programme targeting females facilitated by ECREEE is hosted by Government Technical Institute, Barefoot Women College &amp; Njala University programmes where women are trained in the design and fabrication of improved cook-stoves and installation of PV systems.</p>

<b>PRIORITIES FOR THE NEXT 5 YEARS</b>	
<b>Action 1</b>	Develop a variety of courses (short/long) for various target groups on financing for small-scale renewable energy systems; the correct sizing, installation, operation, repair and maintenance. The courses will cover all technologies promoted through this project including PV Mini-grids systems, biofuel/gas and other relevant topics tailored to the needs of NGOs, micro-finance institutions (MFI's); banking staff, and others; Technicians and sales people; Engineers; and Vendors.
<b>Action 2</b>	<p>Work with (local) training institutes to develop an appropriate STEM curriculum for the training of PV, hydropower and biogas technicians, including training in standards, international best practice, and codes of practice/conduct.</p> <p>Develop and improve the business start-up skills of graduates and establishment of contacts with potential customers, business start-ups, development of innovations, formulation of business plans to promote and small start-ups.</p> <p>Create links with the private sector to business incubators at the participating universities which provide students and other interested parties with advice to prepare them for a successful business start-up.</p>
<b>Action 3</b>	Work in very close co-operation with the NCTVA, Tertiary Education Institutions (universities & polytechnics) TVET stakeholders involved to identify and implement training curricula for pre-career options in PV, hydropower and biogas schemes and formalize their respective roles.
<b>Action 4</b>	Implement an appropriate financing scheme for financing institutions focusing on established micro-finance schemes for careers pathways to create incentives to increase the number of women pursuing energy-related careers

#### **Key stakeholders**

- Ministry of Energy
- Ministry of Technical & Higher Education (MTHE)
- Ministry of Basic & Secondary Education
- The National Council for Technical, Vocational & Other Academic Awards (NCTVA)
- The Tertiary Education Commission (TEC)
- The Electricity Generation & Transmission Company (EGTC)
- The Electricity Distribution & Supply Authority (EDSA)
- The Electricity & Water Regulation Commission (EWRC)
- Ministry of Finance
- The Academia (Public & Private Education and Training Delivery Institutions)
- Advocacy Groups (50/50, ECOWAS 50 Million Women Voices Country Team)
- Association of Women Engineers
- Sierra Leone Institute of Engineers
- Ministry of Development & Economic Planning
- The Attorney General & Ministry of Justice
- Sierra Leone Association of Non-Governmental Organizations (SLANGO)

**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 Regional Policy:**

- (i) *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 main barriers identified that hamper the large-scale access to and utilization of renewable energy-based technologies in Sierra Leone can be classified into four broad headings, namely:

1. Institutional barriers
2. economic, commercial and market barriers
3. technical and information barriers
4. education and training barriers

4.1	<i>Institutional barriers</i>	<ul style="list-style-type: none"> <li>▪ Lack of an effective infrastructure for delivering renewable energy-based energy services on a sustainable basis</li> <li>▪ Fragmented institutional responsibilities and lack of integrated planning and implementation by various stakeholders including government, the research institutions, the academic institutions, the NGOs, community based organizations (CBOs) and the private sector with regard to the applications of renewable energy technologies. The involvement of community participation in the promotion of RETs is essential. Lack of community participation has led to PV components theft. Removal of institutional barriers remains one of the greatest challenges in the country.</li> </ul>
4.2	<i>Economic, commercial and market barriers</i>	<ul style="list-style-type: none"> <li>▪ Limited private sector capacity supply, distribution, installation and maintenance of renewable energy systems. The situation is severe with maintenance since all the PV suppliers and installers are all in Freetown (the official capital city) and not in rural areas where maintenance is required. In addition, ordinary retail shops do not sell PV components. Consequently, the consumers need to travel long distances to get the required maintenance services or even to replace a light bulb. In some cases, the consumers prefer not to pursue the maintenance but rather stop using the PV technology. This is one of the greatest barriers in the utilization of PV electricity.</li> <li>▪ Limited business skills. While there are some people with energy expertise the appropriate business skills to start energy enterprises are lacking</li> <li>▪ Lack of or very limited in-country experience with many of the relevant renewable energy systems options.</li> <li>▪ Lack of suitable financing arrangements for renewable energy companies and end users, and the need for training of in-country financial institutions to lend for renewable energy enterprises and projects. This is one of the greatest barriers to the development of the market of PV industry in the country. Appropriate financing mechanisms are needed in place to remove the barrier.</li> </ul>

4.3	<i>Technical barriers</i>	<ul style="list-style-type: none"> <li>▪ Poor workmanship in the installation, operation and maintenance of renewable energy technologies (RETs), and poor or limited after-sale support including PV systems.</li> </ul>
4.4	<i>Information, education and training barriers</i>	<ul style="list-style-type: none"> <li>▪ Lack of access to necessary information,</li> <li>▪ Lack of public awareness of the technologies</li> <li>▪ Lack of trained manpower at all levels and in particular Insufficient qualified personnel for maintenance for renewable energy systems including PV.</li> </ul>
<b>PRIORITIES FOR THE NEXT 5 YEARS</b>		
1	<i>Gender Skills Gap Analysis</i>	<ol style="list-style-type: none"> <li>a. Undertake a gender-informed skills gap analysis of the energy sector, identifying men and women’s different skillsets (or lack thereof) to challenges to overcome existing gender barriers preventing women from accessing employment and seeking entrepreneurship opportunities in the sector. Given the new jobs created in the renewable energy sector segment, an analysis of the misalignment between the composition of labor demand and labor supply from a gender perspective is crucial in supporting the government and private sector renewable energy actors in ensuring that the right skills are available in the market.</li> <li>b. Support civil society organizations initiatives that raise awareness about gender and energy rights.</li> <li>c. Develop civil society capacity to engage in energy policy dialogue at national level to advocate for the realization of women’s energy rights.</li> <li>d. Involve civil society organizations in efforts to set up or expand national accountability mechanisms to hold the state as the primary duty bearer accountable to women’s energy rights.</li> <li>e. Support energy rights claims to promote gender equality and women’s rights.</li> </ol>
2	<i>Develop Information and awareness packages for the general public</i>	<ol style="list-style-type: none"> <li>a. Identify the type of information that is needed by the general public (facts as well as tone needed).</li> <li>b. Develop a recognizable layout/format of all information material.</li> <li>c. Prepare all information in the developed format.</li> <li>d. Disseminate the developed information materials.</li> <li>e. Develop materials to be used during demonstrations</li> <li>f. Train presenters for the demonstrations (know-how and media training)</li> <li>g. Engage a specialized media company to develop TV and radio advertisements.</li> </ol>

3	<i>Introduce Supportive programmes</i>	<ul style="list-style-type: none"> <li>▪ Introduce high quality replicable work-based learning programmes in partnership with local institutions to attract and train young women in high school and, universities.</li> <li>▪ Formulate partnerships with local Technical, Vocational and Education Training (TVET) schools and universities to improve the perception and awareness of employment and entrepreneurship opportunities for young women and men in the energy sector.</li> <li>▪ Establish a national capacity enhancement programme (Renewable Energy Internship/Apprenticeship Programmes) to guarantee the efficiency and sustainability of the programme. The ultimate aim is to introduce: high quality technical skills training directly reflecting the needs of clients; high quality career advice and guidance targeting specific types of jobs; work-based learning programmes to ensure the practical application of classroom training. The training programme may target technical skills enhancement for Geographical Information System technicians, mechanical and electrical engineers, electrical and grid connection designers, cabling, grid connection etc.</li> </ul>
4	<i>Develop &amp; Implement Training Programmes</i>	<ul style="list-style-type: none"> <li>• Support women’s career development in the energy sector by (a) creating a tool, notably through the development of a database on women’s participation in the renewable energy sector, and the creation of a platform connecting women seeking employment in the energy sector with companies advertising job openings; (b) designing, implementing and managing a structured mentoring programme for women across the country, connecting them with senior leaders to create productive and supportive mentor partnerships aimed at developing female talent. (c) promote gender-balanced boards in the energy sector by developing gender-sensitive succession plans that are accompanied by the relevant training provision with a focus on female nominee directors; (d) identify opportunities to promote gender equality in renewable energy sector associations/trade unions.</li> </ul>

**Key stakeholders**

- The Communications Directorate, Ministry of Information and Communication (MIC)
- The Information Directorate, MIC
- The National Telecommunications Commission, MIC
- Sierra Leone Postal Service (SALPOST)
- Sierra Leone News Agency (SLENA), SIERRATEL Company
- Government Printing Department
- The Sierra Leone Broadcasting Corporation (SLBC)
- Ministry of Gender
- Ministry of Technical & Higher Education
- INTERNATIONAL NGOS, (Action Aid International, CARE International, DFID-UK, UN-OPS United Nations Mission in Sierra Leone, GIZ, EU County Team, World Bank Country Team, AfDB, Country Team, Cause Canada Programme (Sierra Leone) Community Research and Development Organization, Educational Research Network for West and Central Africa, International Islamic Relief Organization; World Health Organization, UNICEF, UNESCO Country Team, World Vision International, UN Women, UNIDO
- Sierra Leone Statistics Office
- Barefoot Women Association, Sierra Leone
- Renewable Energy Association, Sierra Leone

- The National Council for Technical, Vocational & Other Academic Awards (NCTVA)
- The Tertiary Education Commission (TEC)

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

**(a) Targets in Regional Policy:**

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

**(b) Baseline analysis**

	<b>List of Activities in the Regional Policy</b>	<b>Implementation Status- Objective 5</b>
1	<i>Formulate Monitoring plans and reporting procedures set forth in the accompanying implementation plan and any successor documents.</i>	<p>Statistics Sierra Leone was created by the Statistics Act 2002 as a semi-autonomous corporate institution with the statutory mandate to coordinate, collect, process, and disseminate official statistics in the country. According to the Act, Statistics Sierra Leone is to serve as the hub (and clearing house) of official statistics, which are collected, compiled, and disseminated by MDAs and other institutions. It is an important element in the information system of the country, serving the government, researchers, and the general public with data on the economic, demographic, social, and environmental situation. Sierra Leone’s National Statistical System (NSS) is the body responsible for the generation of micro and macro data, as well as survey and administrative data.</p> <p>In order to enhance the effective coordination of statistical activities, Statistics Sierra Leone, together with MDAs and with support from the World Bank, developed the first National Strategy for the Development of Statistics, covering the period 2008–2012. The second strategy was developed and launched in 2016 to cover the period 2016–2021; a mid-term review of this strategy has just been completed.</p> <p>The National Strategy for the Development of Statistics provides the road map for the effective functioning of the NSS in the production, analysis, and dissemination of official statistics in the country.</p> <p>Official statistics therefore provide the information, the evidence, and the</p>

		<p>basis for the formulation and implementation of government policy and programmes; and the evidence of the impact of such policies and programmes on communities, organizations, and the general population. In addition, in a globalized world where national economies are becoming increasingly inter-dependent, official statistics provide a basis for understanding how a country interacts with the rest of the world and how local conditions compare with those elsewhere (including over time).</p>
2	<p><i>Identification of designated Parties responsible for oversight, distribution of incentives, and administration of sanctions.</i></p>	<p>Some efforts were made over the last five years to address the need for a stronger and well-coordinated statistical system in the country. For example, the second National Strategy for the Development of Statistics was launched in 2016. This five-year road map aims at providing an official platform for the coordination of all statistical activities carried out in Sierra Leone. In this regard, Statistics Sierra Leone, which is at the centre of the NSS, was able to sign memoranda of understanding with some MDAs, and thereafter deployed staff in nine MDAs to strengthen their data collection systems and procedures.</p> <p>Notwithstanding, key challenges do exist, such as weak governance structures and institutional coordination among MDAs in the NSS. The legal and policy framework is weak, which affects the coordination of statistical activities. The Statistics Act of 2002 is inadequate; there is no accreditation policy for official statistics in the country. As a result, different MDAs are producing and disseminating different statistics on the same indicator, which undermines the credibility of national statistics. There is inadequate physical building infrastructure for Statistics Sierra Leone; many MDAs have no viable statistical units, equipment is inadequate; and paper-based instruments for data collection are still used. This affects the production and dissemination of credible statistics.</p>
3	<p><i>Establishment of clear gender goals and indicators as part of the monitoring and accountability framework</i></p>	<p>There is a skills gap within the NSS, as there are few trained staff to support statistical activities. Funds allocated to Statistics Sierra Leone and indeed to the statistical activities in the NSS are grossly inadequate, and the disbursement is very irregular and untimely. This thus affects the calendar of statistics production. Conditions for staff at Statistics Sierra Leone still remain a challenge.</p> <p>Advocacy and publicity have been done over the years by Statistics Sierra Leone and NSS to raise awareness among policymakers regarding statistical activities undertaken and the role of statistics in development. Many policymakers still have limited knowledge regarding the importance of statistics in policymaking and implementation, which in turn affects the demand for statistics. Low donor confidence in Statistics Sierra Leone and NSS has impacted negatively on donor funding for statistical activities in the country.</p> <p>However, opportunities do exist for the development of the statistical sector to enhance the evaluation and monitoring of development results. Given the need to monitor the progress of the implementation of national and international development agendas such as implementation of the ECOWAS Policy on Gender Mainstreaming in Energy Access and, the Directive on Gender in energy assessment, there is now high demand for data among all categories of users, which opens the door to more statistics for various indicators.</p>

**Priorities for the next 5 Years (2020-2025)**

<p><b>Action 2</b></p>	<ul style="list-style-type: none"> <li>a) Conduct an initial stocktaking: (Who are the stakeholders? What are their activities? What is their capacity? What are their roles and needs in the demand and supply subsectors of energy?)</li> <li>b) Build on the capacity of the M&amp;E system within the MoE and Stats_SL to adopt and “engender” the ECOWAS results framework as included in the project appraisal document design for gender-sensitive indicators, and develop or select the “best” data collection methods.</li> <li>c) Develop M&amp;E guides and procedural (Code of Practice) manuals that incorporate gender-equity considerations into the methods to be followed by staff, with priority given to promote gender analysis in energy projects and programmes</li> <li>d) Assess the institutional capacity of MoE and allied stakeholders for integrating gender into development activities</li> </ul>
<p><b>Action 2</b></p>	<ul style="list-style-type: none"> <li>a) Undertake an initial gender study or analysis to identify the potential negative impacts of the NAP project intervention on women as well as men in the energy sector.</li> <li>b) Identify who will collect and analyze information, who will receive it, and how it will be used to guide implementation of the NAP.</li> <li>c) Establish Focal Units with EDSA, EGTC &amp; EWRC to integrate, monitor, and evaluate gender-related issues in the generation, distribution, supply, consumption, operations and management in their functions.</li> <li>d) Ensure that the gender-equity objective is reflected in the development of procedures for results-based management of EDSA, EGTC &amp; EWRC, including the specification of results sought, indicators for monitoring achievements, and evaluation criteria.</li> <li>e) Assess progress and make corrections if needed to obtain expected gender-related outcomes.</li> <li>f) Establish partnerships and alliance with private sector organizations and local councils to establish viable statistical units and develop statistical plans to guide the compilation of administrative statistics on gender access in energy.</li> </ul>
<p><b>Action 3</b></p>	<ul style="list-style-type: none"> <li>a) Identify gender-related goals and priorities based on available information and consultation with stakeholders. Conduct a gender-sensitive social analysis or assessment.</li> <li>b) Strengthen the staffing, skills capacity of MDAs, and local councils to collect, analyze, and disseminate high-quality data required for the monitoring of the NAP.</li> <li>c) Ensure that gender equity and women’s empowerment measures and indicators in the energy sector are part of the mainstream reporting structure and evaluation processes rather than a separate system.</li> <li>d) Develop and maintain a statistical system and project monitoring systems that provide gender-disaggregated data indicators as part of the monitoring and accountability framework</li> <li>e) Monitor progress of activities against outcome targets set for the period of the NAP under evaluation, and feed results back into the system to allow for midterm corrections.</li> </ul>

**Key stakeholders**

- The Minister of Economic Development
- The Minister of Labor & Employment
- The Ministry of Local Government and Rural Development
- Minister of Gender

- Members of Statistics Council Sierra Leone
- Country Representative UNICEF
- Country Director UNESCO
- Country Manager, UN Women
- USAID Mission Director West Africa Regional
- Resident Representative, United Nations Development Programme;
- President, Sierra Leone Association of Journalists; and
- Head of ECOWAS National Unit, Deputy Development Secretary, Regional Integration and South-South Cooperation (Sierra Leone)
- Country Representative UNFPA (Sierra Leone)
- Country Manager, African Development Bank
- Country Representative, UNDP Sierra Leone
- USAID Mission Director West Africa Regional
- Country Representative DFID-UK Sierra Leone
- Country Representative GIZ Sierra Leone
- Country Manager, Irish AID, Sierra Leone
- The National Social Security and Insurance Trust
- The National Elections Commission, Sierra Leone

### 3. DEFINITION OF NATIONAL STRATEGIC OBJECTIVES

#### *Feasibility of achieving the targets as set in the ECOWAS policy*

1. **Socio-Economic Need.** Since the end of the internal conflict in 2002, Sierra Leone has made significant progress in consolidating peace and security country-wide and in rebuilding its economy, which was nearly destroyed by the decade-long conflict. The country has successfully implemented two medium-term development strategies that invested in peace and state-building, mainly through infrastructure enhancement and strengthening macroeconomic foundations by qualifying for debt relief under the Highly Indebted Poor Countries Initiative. Despite this notable progress, the underlying drivers of fragility continue to pose significant downside risks for the country's development. High rates of youth unemployment, which stands at 70% in the Human Development Index, gender inequality, high levels of perceived and real corruption, weak human and institutional capacities and poor economic governance systems, especially public financial management and revenue management systems, constrain the Government's capacity to implement its development agenda. Limited physical infrastructure, especially in energy, water supply and roads, inhibit inclusive and sustainable growth and limits the country's ability to implement its transformation agenda.
2. **National Economic Need.** The Government of Sierra Leone's new Medium-term National Development Plan (MTNDP) 2019–2023 was founded on a strong political commitment to deliver development results that would improve the welfare of Sierra Leone's citizens. The plan charts a clear path towards 2023 enroute to the goal of achieving middle-income status by 2039 through inclusive growth that is sustainable and leaves no one behind. By this arrangement, Free Quality School Education is the government's flagship programme to provide a solid base to enhance human capital development and to facilitate the transformation of the economy. Four key national goals are identified – emerging from the consultative process and grounded in the developmental state model – for this plan period. (i) a diversified, resilient green (renewable energy) economy; (ii): a nation with educated, empowered, and healthy citizens capable of realizing their fullest potential, (iii) : a society that is peaceful, cohesive, secure, and just and, (iv) a competitive economy with a well-developed infrastructure.
3. **Socio-economic indicators and the situation of the macro economy.** Sierra Leone's formal business sector is relatively small and gradually evolving, but the country was rated as one of the world's top ten business reformers, improving its ranking from 176 (out of 185 countries)

to 140 within 2013-2017. Notwithstanding these and other laudable efforts to promote development, some overwhelming challenges remain. For instance, a six-month sample data from the 2018 Sierra Leone Integrated Household Survey reveals that income poverty is still high, especially in rural areas. The overall poverty headcount ratio of the country is 57 percent, while the population in extreme poverty is 10.8 percent. Freetown accounts for the lowest poverty rate (18.5 percent), while other urban areas are estimated at 41.2 percent. In the rural areas, poverty levels are 72.4 percent (Stats SL).

On 2017, the incidence of multidimensional poverty (the proportion of people identified as multi dimensionally poor) was 64.8 percent (Stats\_ SL). This means that almost two-thirds of the population in Sierra Leone is identified as multi dimensionally poor. To compound the problem, the country's annual average population growth rate between 1985 and 2004 was 1.8 percent and increased sharply between 2004 and 2015 to 3.2 percent. This resulted to a 40 percent increase in total population, (i.e. from about 5 million in 2004 to more than 7 million in 2018). At this rate, by 2026 the total population will be at least 10 million people. This calls for policies that take advantage of the growing population and address the challenges of the youth bulge. A recent (2019) growth diagnostic confirms that the economy has remained broadly undiversified and susceptible to fluctuations. It has remained especially vulnerable to external shocks, as in the case of the twin crises of the Ebola disease outbreak and the iron ore price decline of 2014–2015 (during which gross domestic product growth contracted to negative 20.5 percent in 2015 from a growth rate of 4.6 percent in 2014).

**Human capital development.** A nation-wide country diagnostic studies (2018-19) suggest that Sierra Leone could only sustainably transform its economy and achieve middle-income status with optimal poverty reduction if the government adequately invests in the country's human capital. Beyond its natural resources, the nation's most substantial asset is its young and dynamic population with 50% of them women, which, like natural resources, must be properly developed to deliver shared economic growth and meaningful poverty reduction and prosperity for all. In order to achieve this, the Government's focus is on the following areas: (i) ensuring free quality basic and senior secondary education; (ii) strengthening tertiary and higher education; (iii) accelerating health-care delivery; (iv) enhancing environmental sanitation and hygiene; (v) increasing social protection; and (vi) advancing housing and land management.

**Infrastructure and economic competitiveness.** Promoting infrastructure and economic competitiveness is another critical enabler of socio-economic development and transformation. Here the role of the private sector is crucial, hence the emphasis on private sector promotion. Under this, the Government's focus is on the following broad result areas: (i) accelerating the provision of energy supplies to meet the SDGs; (ii) transforming the transportation systems; (iii) improving the water infrastructure systems; (iv) improving information and communication technologies; and (v) fostering private sector growth.

**Empowering women, children, adolescents, and persons with disability.** Pursuing special policies under this cluster recognizes the issue of gender and the role of vulnerable groups in guaranteeing inclusiveness and empowerment. This cannot be overemphasized, as women constitute more than 50 percent of the national population, while the need for adequate investment in children from pre-primary onward has become more crucial than ever, given the weak state of human capital development and fluctuating economic growth in the country. Low investment in the talents and capabilities of persons with disability can also lead to an inability to unleash the potential of the economy for inclusive development. In recognition of this, the Government's focus is on the following broad result areas the government will focus on the following broad result areas: (i) empowering women; (ii) increasing investment in children and adolescents; and (iii) increasing investment in persons with disabilities.

**Youth employment, sports, and migration.** Sierra Leone boasts of a youthful population (the population below 15 years of age is estimated at 42 percent), and providing adequate employment and other socio-economic opportunities has become ever more crucial. Livelihood difficulties and high rates of unemployment have resulted in increased migration from rural to urban areas, as well as from urban areas to other countries. Sporting activities, which have been neglected for years, present opportunities for creating jobs, sustaining peace, and building social and national cohesion, hence curtailing migration. The national objective of Government is on the following result areas: (i) Increasing youth employment and empowerment; (ii) Revitalizing sporting activities across the country; and (iii) Addressing migration challenges.

**Addressing vulnerabilities and building resilience.** Sierra Leone experienced recurring environmental disasters and viral tragedies during the last five years, with telling macroeconomic and general development consequences. This suggests the need to rethink public policy regarding management of the environment and natural resources and strengthening disaster early warning and response systems for minimized vulnerabilities and increased national resilience. Under this cluster, the government aims at (i) Building national environmental resilience; (ii) strengthening forest management and wetland conservation; and (iii) improving disaster management governance.

### *Needs of adjusting targets to the national reality*

As an improvement on the implementation arrangement for previous plans, and drawing lessons from earlier plans, the implementation plan benchmarks the arrangements for delivering results in a comprehensive indicator-based results framework and policy matrix. Three sets of issues are being pursued: financing the plan; the governance arrangements for supervising and monitoring plan implementation; and the projects and policy measures to be carried out. The specific actions and mechanisms are as follows:

- a) delivering robust governance structures for supervising plan implementation (including aligning the ECOWAS Policy & Directive as part of the activities and functions of the already established Ministerial Oversight Committee; sustaining government–donor dialogue; and revitalizing Sector Working Groups and District Working Groups)
- b) pursue a sound resource mobilization strategy (including enhancing domestic resource mobilization; strengthening relationships with existing development partners and expanding the partner base; exploring public–private partnerships and dialogue; and pursuing assistance from bilateral and multilateral organizations)
- c) mitigating risks; instituting a robust monitoring and evaluation and performance management system that is underpinned by a comprehensive indicator framework and policy/programme matrix aligned to the indicators and targets of the ECOWAS regional Policy on Gender Mainstreaming in energy access and, ECOWAS Directive on Gender Assessment in Energy projects, and strengthening data, information, and statistical systems.

#### 4. IMPLEMENTATION STRATEGY

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
<b>Objective 1: Achieve widespread understanding of energy and gender considerations at all levels of society (\$ USD 320,000)</b>								
Build awareness among policy makers of gender-energy linkages.	MoE with support from Central Statistics Office	50-50 Group in collaboration with Civil Society Org	10-01, 2022	30,000	MoE + NGOs & Dev. Partners	# of women awareness created	Degree of in country achievement	50% by Dec. 2022
Build gender awareness among policy makers, government energy agencies, and energy utilities through targeted capacity development and training programs.	MoE	50 Women Voices (SL) in collaboration with Women Engineers SL	10-01, 2022	45,000	MoE + NGOs & Dev. Partners	Comprehensive study report that identifies women's roles and contributions produced	[0]	To be completed by Dec, 2022
Educate and raise awareness among women and men in the new livelihood opportunities provided by the introduction of renewable energy systems, such as <b>Biogas</b> <ul style="list-style-type: none"> <li>✓ biogas plant construction</li> <li>✓ masons and maintenance</li> <li>✓ crop planting and animal breeding for biomass</li> <li>✓ waste management and treatment</li> <li>✓ collection and sale of bio-slurry for crop production and vegetable farming</li> <li>✓ service providers in biogas equipment construction and sales, such as</li> </ul>	MoE in collaboration with MSWGCA and Media Houses	UN Women_SL in Collaboration with the '50 Million women speak_SL	01-02, 2022	160,000	MoE + NGOs & Dev. Partners	# of women technicians trained in Biogas O&M  # of female students in the programs	[5]	50% by Dec. 2022 & 30% thereafter

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
<b>Solar</b> improved cook-stoves ✓ assembly and installation of stand-alone solar photovoltaic systems and solar panels ✓ O&M of solar energy systems ✓ solar power enterprises: solar panels, controllers, and inverters for home systems; solar water heaters; solar lanterns ✓ CFL and LED lamp assembly and sales.								
Collect and use sex-disaggregated and gender-specific data to raise awareness about women's energy needs to inform policy decisions.	MoE		01-11, 2021	60,000	MoE + NGOs & Dev. Partners	# of activities carried out & No. of discussion forums organized  # of female students participating in these activities and forums	[20%]	50% by Dec. 2022
Educate women and men about the new opportunities available for energy-based enterprises and livelihoods.	MoE in collaboration the MTHE	NCTVA in collaboration with TEC	02, 2022	25,000	GoSL Source	Programmes developed Increased % of female students with disabilities	[20%]	20% by 2022 and 15% each year after
<b>Objective 2: Ensure that all energy policies, programmes and initiatives, including large energy infrastructures and investments, are non-</b>								

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
<b>discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region (\$ USD 643, 000)</b>								
Build gender awareness of energy sector policy makers through (i) context-specific and targeted training programs to promote gender awareness; (ii) policydialogue; (iii) gender budgeting; (iv) gender aware policy evaluation; (v) dialogue between government agencies, energy utilities, and women’s organizations; and (vi) lateral learning based on knowledge sharing of gender issues.	MoE	Project TAC Team in collaboration with local consultant	12-2021 -12, 2023	45,000	GoSL Source	At least 50% of all GoSL institutions active and MoE subsector utilities in Sierra Leone participated in at least one capacity building activity offered by the project	[80%]	80% by Dec. 2022 end of the pilot phase
Train government and utility staff (both women and men) in new energy technologies and international standards and practice	MoE	Gender Focal Unit, MSWGCA. & Local District Councils	01-2022-12, 2023	15,000	GoSL Source	% of citizens with adequate level of awareness of National/International laws, and National Policies on gender assessment on energy projects	[100%]	By Dec. 2022 end of the pilot phase

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
<p>Adopt a gender-equal human resources management strategy based on the implementation and application of gender equity laws and regulations in the energy sector, such as</p> <ul style="list-style-type: none"> <li>✓ increasing the percentage of female employees and managers (set a % target);</li> <li>✓ applying gender equity criteria in performance reviews of managers;</li> <li>✓ establishing a gender-sensitive and secure working environment for women, such as (i) having adequate numbers of separate toilet and shower room facilities for women employees, and (ii) raising awareness of all managers and employees on sexual harassment and other forms of violence against women; and</li> <li>✓ establish mechanisms to institutionalize the ongoing monitoring of gender equality principles in the workplace and to represent the interests of female and male employees in the organizations' consultative processes.</li> </ul>	MoE	50 Group Sierra Leone in collaboration with the MLGRD	03-2022-12, 2022	70,000	GoSL Source	<p>Quality and level of information</p> <p>% of people whose awareness rose</p> <p>No. workshops, seminars, plays used to disseminate information</p>	20%	50% per district community annually.
<p>Include women in project construction activities and set targets for women's employment, where possible. Community-based maintenance contracts possibly offer women's wage</p>	MoE	The Inter-Ministerial Task Force of the Government of Sierra Leone	02-2022-12, 2023	30,000	GoSL Source	(%) for the participation of women in construction activities	50%	50% by 2022 & 20 yearly after

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
labor opportunities much more than mechanized civil works contracts.								
Promote and provide technical and vocational training for women to promote women's employment, e.g., as technicians, in routine operation and maintenance, meter readers, electricians.	MoE	EGTC, EDSA	03-2022	35,000	GoSL Source	#. of women employed as system operators, technicians, managers and participants by sex	50%	2022 and 50% per district community annually.
Develop a gender assessment checklist that agencies can use when elaborating programmes	MoE	Central Statistics Office with Private Sector Consultant	01-2022	3,000	GoSL Source	#. of gender assessment checklist developed	75%	50% by March, 2022 and 75% by Oct. 2023
Implement core labor standards and/or appropriate labor laws in relation to equal employment opportunities, equal pay for work of equal value, and women's on-the-job health and safety.	MoE in Collaboration with HRMO and PSC	The National Public Procurement Authority_SL	01-2022	45,000	GoSL Source	#. of gender dimension included	100%	100% by Dec. 2022
Develop and conduct community development programs for the families of employees and/or nearby communities, such as community development service center, vocational <ul style="list-style-type: none"> <li>✓ training for women, micro- and small enterprise development for services, reproductive health and family planning awareness programs, and cultural and recreational activities for women and children. Promote women's entrepreneurship to serve newly emerging renewable energy markets, and</li> <li>✓ gaps in energy markets left</li> </ul>	MoE	The EDSA, EGTC and EWRC Boards & Administration	02-2022	45,000	GoSL Source	#. of gender assessment checklist implemented	100%	100% by Dec. 2022

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
unserved by the private sector.								
Provide incentives to improve the profitability of women entrepreneurs, such as tax benefits, public funding, energy equipment rebates, microcredit, and small and medium-sized enterprise financing.	MoE	The EDSA, EGTC and EWRC Board & Administration	12-2021	45,000	MoE + NGOs & Dev. Partners	% of women in all community rights, and responsibilities,  Proportion of women and disabled women attendants in meetings  # of programmes in local languages	[50%]	2022
Include women's cooperatives, self-help groups, and NGOs as civil society partners with government and the private sector.	MoE	The EDSA, EGTC and EWRC Board & Administration	02-2022	40,000	MoE + NGOs & Dev. Partners	Number of poor and disabled women provided with savings and credit mechanisms and institutions	30%	30% completed by Dec. 2021, 50% by 2023 and 100% by 2025
Promote women's role in local franchisee partnerships as entrepreneurs, managers, shareholders and members, and staff.	MoE	50 Million Women Speak in Collaboration with Project TAC	03-2022	100,000	MoE + NGOs & Dev. Partners	Extent to which anti-poverty programs are expanded and strengthened benefiting poor women and disabled women	50%	25% completed by 2023, 50% by 2024 and 100% by 2025
Identify instruments and mechanisms to minimize power shortages and outages and improve service delivery to poor, rural households, and communities, such as health clinics and schools, pumped water, and street	MoE	The EDSA, EGTC and EWRC Board & Administration	01, 2022	60,000	GoSL	Number of (extent to which) technologies are identified, developed and disseminated	[100%]	100% completed by 2022

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
lighting.								
Implement clear fiscal incentives and charges (energy and pollution taxes) to discourage excessive, inefficient, and environmentally harmful energy and to create supplemental funds for expanding infrastructure to widen the energy access and choices of poor and low-income women and men.	MoE	The EDSA, EGTC and EWRC Board & Administration	02-2022-12-2024	75,000	MoE with support from Dev. Partners	Number of focal points provided with required personnel, budget, and equipment	[100%]	30% by Dec. 2023, 30% by 2024 and 40% by 2025
Invite feedback from external gender experts and women groups during validation	MoE	The EDSA, EGTC and EWRC Board & Administration	12, 2021	35,000	MoE with support from Dev. Partners	The extent to which gender is mainstreamed in MoE energy subsectors, government departments, agencies and private sector organizations	[100%]	Dec. 2021,
<b>Objective 3: Increase women's public sector participation in energy-related technical fields and decision-making positions (\$267,500)</b>								
Increase women's access to energy-related information such as laws, regulations, and incentives	MoE	50 Million Women Speak in Collaboration with Project TAC	06-2022-12-2023	47,500	MoE with support from Dev. Partners	# of awareness sessions and participants by sex  #of communities and district covered	[100%]	30% by Dec. 2023, 30% by 2024 and 40% by 2025.
Collect and use sex-disaggregated and gender-specific data to raise awareness about women's energy needs to inform policy decisions.	MoE	Central Statistics Office in collaboration with private sector organizations	01-03, 2022	30.,000	MoE with support from Dev. Partners	# of women aware of their rights # of women aware of the guidelines # of women with	[100%]	30% by Dec. 2022, 30% by 2023 and 40% by 2025

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
						special needs who benefited (energy sector regulations, lease agreements, decision-making, legal, counselling)		
<p>Adopt a gender-equal human resources management strategy based on the implementation and application of gender equity laws and regulations in the energy sector, such as</p> <ul style="list-style-type: none"> <li>✓ increasing the percentage of female employees and managers (set a % target);</li> <li>✓ applying gender equity criteria in performance reviews of managers;</li> <li>✓ establishing mechanisms to institutionalize the ongoing monitoring of gender equality principles in the workplace and to represent the interests of female and male employees in the organizations' consultative processes.</li> </ul>	MoE	GFU, MSWGCA	12, 2021 – May. 2021	60,000	GoSL	# of preferences identified	[100%]	Jan, 2022
Partner with education service providers, such as vocational and/or technical training institutes and colleges, to implement gender-inclusive technical training programs.	MoE	TVET Institutions and Polytechnics to be identified	09, 2021-12, 2022	75,000	MoE with support from Dev. Partners	# of partnerships & synergies established with TVET institutions in the country	[100%]	30% by Dec. 2022, 30% by 2024 and 40% by 2025

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
Train women to be employed as system operators, technicians, managers, account staff, and other duties pertaining to these entities. Include the following subjects: business management, energy efficiency, technical standards, design and maintenance of distribution networks, operation and maintenance, and safety.	MoE	Universities & Polytechnic to be identified	09, 2021—07, 2022	40,000	MoE with support from Dev. Partners	# of women trained to be employed as system operators, technicians, managers, account staff, and other duties pertaining to these entities.	[100%]	30% by Dec. 2021, 30% by 2022 and 40% by 2025
Implement core labor standards and/or appropriate labor laws in relation to equal employment opportunities, equal pay for work of equal value, and women's on-the-job health and safety	MoE	Universities & Polytechnic to be identified	02, 2022- 07, 2023	45,000	MoE with support from Dev. Partners	# of MoE Staff, MDAs and energy utility staff (EDSA, EGTC & EWRC) trained	[100%]	30% by Dec. 2022, 30% by 2023 and 40% by 2025
<b>Objective 4: Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector (\$ USD 370,000)</b>								
Develop and conduct community development programs for the families of employees and/or nearby communities, such as community development service center, vocational training for women, micro- and small enterprise development for services, reproductive health and family planning awareness programs, and cultural and recreational activities for women and children	MoE	SL Standards Bureaux in collaboration with TAC	03-2021	60,000	MoE with support from Dev. Partners	% of people satisfied with the law and its application % increase in the No. of people willing to trust in the law and its application	[100%]	30% by Dec. 2020, 30% by 2022 and 40% by 2025
Train women to be employed as system operators, technicians, managers, account staff, and other duties pertaining to these entities. Include the following subjects: business management, energy efficiency,	MoE	NCTVA in Collaboration with Polytechnic Institutions	09-2021-05-2022	55,000	MoE with support from Dev. Partners	# of women who received training for to promote employment	[100%]	50% by 2022 and 15% annually after the first year

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
technical standards, design and maintenance of distribution networks, operation and maintenance, and safety								
Educate women and men about the new opportunities to increase productivity and the value of their outputs, reduce postharvest losses in sustainable agricultural production and processing and non-agricultural cottage and village-level industries, e.g., traditional crafts, services and eco-tourism, through clean and renewable energy-based mechanization.	MoE	SL Labor Congress and Local District Councils	03-2020-12, 2024	30,000	MoE with support from IPP & Dev. Partners	% of women in project construction activities and set targets for women's employment, per community	[100%]	30% by Dec. 2020, 30% by 2022 and 40% by 2025
Introduce new clean technologies that can have a major impact on women's workload, e.g., agro-processing, food preparation, and household chores, and promote women's enterprises in new markets that emerge with energy access, such as low-energy-consuming information and communication technology.	MoE	TAC in Collaboration with the MoF	06-2020-12, 2023	40,000	MoE with support from IPP & Dev. Partners	# of women entrepreneurs provided incentives to improve the profitability with different sectors, financial institutions, NGOs & CBOs	[100%]	50% by 2022 and 25% annually after
Promote women's entrepreneurship to serve <ul style="list-style-type: none"> <li>a) newly emerging renewable energy markets, and</li> <li>b) gaps in energy markets left unserved by the private sector.</li> </ul>	MoE	50-50 Group _SL	06, 2022-12, 2022	30,000	MoE + MoF	% of women participation in training provided % of women-owned local franchisee partners	[100%]	30% by Dec. 2022, 30% by 2023 and 40% by 2025
Provide incentives to improve the profitability of women entrepreneurs, such as tax benefits, public funding, energy equipment rebates, microcredit, and small and medium-sized enterprise	MoE	Bank of Sierra Leone & Micro Credit Financial Institutions	06, 2022-12, 2022	55,000	MoE + MLGRD	% of poor households and those headed by women % of women	[100%]	50% by Dec. 2022 and 25% annually after

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
financing						participation in training provide		
Partner with local and national NGOs to pilot interventions, including <ul style="list-style-type: none"> <li>✓ training for women in energy-efficient and sustainable agricultural production methods and techniques, including eco-farming;</li> <li>✓ enabling women to access the necessary capital through microcredit services, grants, and concessional loans.</li> </ul>	MoE	Bank of Sierra Leone & Micro Credit & Financial Institutions	06, 2022-12, 2022	100,000	MoE with support from IPP & Dev. Partners	# of women in new livelihood opportunities # of energy enterprises (with % owned by women)	[100%]	50% by Dec. 2022 and 25% annually after
<b>Objective 5: Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4 (\$ USD 190,000)</b>								
Identify indicators and a process that will improve project performance during implementation, allow for mid-term correction, and make it possible to derive lessons for future projects.	MoE	Sierra Leone Statistics	02, 202 to 2025	45,000	MoE with Statistics SL	# and % of project staff and staff of the MoE agencies and utilities receiving gender awareness training	[100%]	2022 to 2025
Developing gender-sensitive indicators to measure project impacts	MoE	Sierra Leone Statistics	02, 2022 to 2025	35,000	MoE with Statistics SL	# and % of women and men have equal access to information about the energy service?	[100%]	Dec. 2022
Monitoring progress in implementation of goals, objectives, outcomes and activities in ways that address the different needs of women and men in relation to the gender goals of the energy project	MoE	Sierra Leone Statistics in collaboration with MSWGCA	Dec. 2021 to 2030	30,000	MoE with Statistics SL	number and amount of microfinance or small and medium-sized enterprise finance accessed by women for energy-based enterprises (and percentage)	[100%]	2022 to 2025

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (USD) \$	Source of Funds	Indicators	Baseline value	Target value by DATE
						of total)		
Measure outcomes and impacts on the lives and overall social and economic well-being of women and men in relation to their access to modern energy	MoE	Sierra Leone Statistics in collaboration with MSWGCA	Dec. 2023 to 2030	30,000	MoE with Statistics SL	# and % poor households subsidized (or credit provided) for connection	[100%]	50% by end of 2023, and 50% by 2025
Monitoring the institutionalization of gender-sensitive approaches throughout the project cycle.	collaboration with MoE and MSWGCA		Dec. 2021 to 2030	50,000	MoE with Statistics SL	# and % of women represented in electricity users groups, committees, cooperatives, utility management level,	[100%]	50% by end of 2022, and 50% by 2025

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

### 5.1 Legal Implementation Steps

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

The Government of Sierra Leone is a signatory of the Revised Treaty of the Economic Community of West African States (ECOWAS). The aims are to promote co-operation and integration, leading to the establishment of an economic union in West Africa in order to raise the living standards of its peoples, and to maintain and enhance economic stability, foster relations among Member States and contribute to the progress and development of the African Continent. In order to achieve the aims set out in the provisions of the Treaty, the Government shall, by stages, ensure “the harmonization and co-ordination of national policies and the promotion of integration programmes, projects and activities, particularly in food, agriculture and natural resources, industry, transport and communications, energy, trade, money and finance, taxation, economic reform policies, human resources, education, information, culture, science, technology, services, health, tourism, legal matters”.

By this arrangement, the ECOWAS Directive on gender assessment on energy projects will be implemented within the above legal framework. These include: the Environmental Protection Agency (EPA) and relevant international environmental conventions to which the Government of Sierra Leone is a signatory. The EPA is the environmental regulatory authority in charge of issuing environmental guidelines and reviewing the Environmental Impact Assessment Studies and Enforcement of compliance during implementation. Legislation governing environmental issues are found as Acts and regulations of the various government line ministries or institutions. Such legislation includes:

- Constitution of Sierra Leone, 1991
- Local Government Act, 2004
- National Energy Policy, 2009 as revised in 2015
- The National Renewable and Energy Efficiency Policy
- Environmental Protection Agency Act, 2008 and
- Environmental Protection Agency (Amendment) Act, 2010.
- National Environmental Action Plan, NEAP
- The National Electricity Act of 2011 as amended (2018)
- Environmental Protection Act, 2000
- National Environmental Policy, NEP, (1994)
- Sierra Leone Electricity and Water regulation Commission Act 2011
- Factories Act, 1974 (Act No.3)

In compliance with the procedures of the above statutory instruments, MoE is required to undertake an Environmental Social Impact Assessment (ESIA) of any energy projects to meet the environmental requirements of the rules and regulations governing the protection of the environment in Sierra Leone. Key legislations and policy instruments are as follows:

*The Constitution of Sierra Leone, 1991* -The Constitution includes provisions to protect the rights of individuals to private property, and also sets principles under which citizens may be deprived of their property in the public interest as described in Section 21. It also makes provision for the prompt payment of adequate compensation and access to the court or other impartial and independent authority for the determination of the land owner’s interest or right, and the amount of any compensation to which he/she is entitled and for the purpose of obtaining prompt payment of that compensation.

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Environmental Protection Agency Act, 2008 and Environmental Protection Agency (Amendment) Act, 2010---The Environmental Protection Agency Act, 2008 established the Sierra Leone Environmental Protection Agency (SLEPA), to provide for the effective protection of the environment and for other related matters. This Act mandates the EPA among others to:

- Advise the minister on the formulation of policies on all aspects of the environment and in particular make recommendations for the protection of the environment.
- Issue environmental permits and pollution abatement notices for controlling the volume, types, constituents and effects of waste discharges, emissions, deposits or other sources of pollutants of substances which are hazardous or potentially dangerous to the quality of the environment or any segment of the environment.
- Prescribe standards and guidelines relating to ambient air, water and soil quality, the pollution of air, water and land and other forms of environmental pollution including the discharge of waste and the control of toxic substances.
- Ensure compliance with any environmental impact assessment procedures laid down in the planning and execution of development projects, including compliance in respect of existing projects.
- Impose and collect environmental protection levies in accordance with this Act or regulations made under this Act.
- Sections 24 of the Act lists project activities requiring an Environmental Impact Assessment license which include infrastructural projects such as roads and bridges. Sections 25 and 26 describe factors for determining whether a project requires an environmental impact assessment and the contents of the environmental impact assessment respectively. The Act describes the procedures to be followed to obtain permits for both existing and proposed undertakings through the conduct of environmental impact assessments.
- The Environmental Protection Agency (Amendment) Act, 2010 sought to give executive powers to the Board.

Local Government Act, 2004

- The Act establishes the Local Council (LC) as the highest political authority in the locality and confers legislative and executive powers to be exercised in accordance with this Act. This Act in its First Schedule under Section 2 establishes the localities, namely: districts, towns and cities. Part II of this schedule also establishes the number of Paramount Chiefs in each LC. The Third Schedule establishes the functions devolved to the LCs. The Fourth and Fifth Schedules establish departments under each LC, and a Valuation List and Rate Books respectively.

National Lands Policy, 2005

- As provided in the Constitution, the 2005 National Land Policy also provides for the compulsory acquisition of land in the public interest. The principles of the land policy include among others: The principle of land as a common national or communal property resource held in trust for the people and which must be used in the long term interest of the people of Sierra Leone. Such a principle only holds where it does not violate existing rights of private ownership. Compensation to be paid for lands acquired through compulsory government acquisition will be fair and adequate and will be determined, among other things, through negotiations that take into consideration government investment in the area. Local Authorities (City and District Councils) may negotiate for land for project development purposes, but all such grants should be properly documented and processed. No interest in or right over any land belonging to an individual or family can be disposed of without consultation with the owner or occupier of the land. No interest in or right over any land belonging to an individual or family can be compulsorily acquired without payment, in reasonable time, of fair and adequate compensation.

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An outlined Environmental Management Plan by the Government is in place to enable MoE set up guidelines and systems for managing the ECOWAS Directive on Gender Assessment on energy project implementation. In addition, the MoE has a Monitoring and Evaluation department to determine the constant monitoring and evaluation of the gender biological, physical socio-economic and cultural environments on energy projects.

The Project Implementation Unit of the MoE shall ensure that monitoring programmes are instituted and carried out to cover the projects areas in compliance with the provisions of the Directive. Relevant records shall be kept to ensure compliance with sound environmental practices. The MoE shall appoint an Environmental Officer who shall oversee and report all monitoring activities and reports to the Energy Directorate of the Ministry through the Environmental Advisory Committee which is also proposed. The statutory arrangement above, thus provides the legal basis for the Ministry of Energy to implement the ECOWAS Directive on Gender Assessment on Energy Projects in Sierra Leone.

### **Scope**

Implementation of the ECOWAS Directive will be aligned to the 2019-2023 Mid-Term National Development Plan (MTNDP) mechanisms set to deliver the results. The specific actions and mechanisms are as follows: delivering robust governance structures for supervising plan implementation (including the establishment of a Country Oversight Committee; sustaining government–donor dialogue; and revitalizing Sector Working Groups and District Working Groups); pursuing a sound resource mobilization strategy (including enhancing domestic resource mobilization; strengthening relationships with existing development partners and expanding the partner base; exploring public–private partnerships and dialogue; and pursuing assistance under the Millennium Challenge Corporation); mitigating risks; instituting a robust M&E and performance management system that is underpinned by a comprehensive indicator framework and policy/programme matrix aligned to the indicators and targets of the ECOWAS Policy on Gender Mainstreaming in Energy Access.

The Sierra Leone energy policy and, the 2019 MTNDP highlighted the need for a renewable energy policy which would deal with issues like the electricity sector in the context of the on-going electricity reforms, access to renewable energy resources and utilization of renewable energy sources. Based on the resource situation and the technological base of the country, the proposed ECOWAS model regulation will be tailored to focus on gender parity on hydropower, bioenergy (biomass), solar and wind power plants and co-generation plants for energy production in the country. The regulation will harmonize with the renewable energy policy of ECOWAS/ECREEE.

### **Competent Authority**

The Ministry of Energy is the GoSL’s Competent Authority responsible for the energy sector in Sierra Leone. Under the 1991 Constitution of Sierra Leone, the primary responsibility of the Ministry of Energy is to formulate and implement policies, projects and programmes on energy and provide oversight functions across the entire energy supply chain for all sector agencies. This include an Electricity Generation & Transmission Authority (EGTC), Electricity Distribution & Supply Agency (EDSA), Electricity & Water Regulatory Commission (EWRC) and other forms of energy supply and utilisation. The supply of electricity is the responsibility of the Electricity Distribution and Supply Authority (EDSA) whilst that of generation of electricity is the responsibility of the Electricity Generation and Transmission Company (EGTC).

The Ministry of Energy collaborates with the Ministry of the Environment (established on Nov. 2019) on matters to ensure compliance with any environmental impact assessment procedures laid down in the planning and execution of development projects, including compliance in respect of existing projects. The Environmental Protection Agency Act, lists energy project activities requiring an Environmental Impact Assessment license which include infrastructural projects such as energy (hydropower construction, transmission and distribution, roads and bridges. Sections 25 and 26 of the

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Act describe factors for determining whether a project requires an environmental impact assessment and the contents of the environmental impact assessment respectively. The Act describes the procedures to be followed to obtain permits for both existing and proposed undertakings through the conduct of environmental impact assessments.

### **Schedule 1 Project Criteria**

The materiality threshold for **Project Criteria** process include the following steps:

- **Scoping**--this phase presented a description of the proposed project process, relevant legislation and project standards, the physical, biological and socio-economic characteristics of the Project Study Area (following a Gap Analysis of all previous studies of the Project area), perceived issues and an outline of the Terms of Reference (ToR) for the specialist studies to be included in the Environmental, Social and Health Impact Assessment plan.

Key stakeholders, including interested and affected parties, would be identified during this phase and provided with an opportunity to raise any interim comments, concerns, and/or queries that they might have had on the proposed Project.

- **Environmental, Social and Health Impact Assessment:** this study functions as the main document for the project study and provided a detailed analysis of the potential environmental and social impacts, supported by in depth objective specialist scientific studies.
- **Environmental, Social and Health Management Plan (ESHMP):** this provides a concise tabular framework of all the high level mitigation measures, key performance indicators, responsibilities and related project plans and/or Procedures aligned with the assessment of environmental and social impacts.
- The Project will develop a *Labor Management Plan* which is in line with the Labor and Working Conditions and the Sierra Leone Local Content Policy (as permitted by the lenders to the project) to ensure that the Project will maximize local recruitment, the anticipated ratios.

#### **(a) Process for determining whether a Gender Assessment is necessary**

Sierra Leone is a party to many international agreements, conventions, and protocols that seek to protect the environment and ensure sustainable development. Of potential relevance to the ECOWAS regional Directive on Gender Assessment on Energy Project are as follows.

- The UN Framework Convention on Climate Change (New York, 1992) – signed in 1993, with Sierra Leone submitting a new Intended Nationally Determined Contribution (INDC) in 2015
- The Kyoto Protocol (Kyoto, December 1997)- ratified by Sierra Leone in 2006, with signatory states committed to reducing greenhouse gas emissions.

### **International Finance Corporation**

- The IFC's Sustainability Framework and its supporting documents consist of the Performance Standards on Environmental and Social Sustainability (2012).
- *Performance Standard 1: Assessment and Management of Environmental and Social Risks and Impacts:* Performance Standard 1 addresses the social and environmental risks and impacts associated with the project, requiring a process of environmental and social assessment followed by an Environmental and Social Management System (ESMS) in accordance with the legislation.

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- *Performance Standard 2: Labour and Working Conditions:* Performance Standard 2 is triggered by the engagement of workers in a direct, contracted or supply chain capacity and requires the adherence to policy and guidelines protecting the work force.
  - *Performance Standard 3: Resource Efficiency and Pollution Prevention:* Performance Standard 3 requires the project to adhere to resource efficiency and pollution prevention by following international guidelines; minimizing impacts on the environment from pollution, promoting sustainable use of resources and reducing project-related Greenhouse Gas (GHG) Emissions.
  - *Performance Standard 4: Community Health, Safety and Security:* Performance Standard 4 requires the Project to address potential risks and impacts to the affected communities from project activities, which may be at greater risk in conflict or post-conflict areas such as Sierra Leone
  - *Performance Standard 5: Cultural Heritage:* Performance Standard 5 requires the client to protect cultural heritage in project design and execution, and to promote the equitable sharing of benefits from the use of cultural heritage. It is not expected that the Project will trigger Performance (indigenous people) since none of the ethnic groups living in the Project area (Fula, Koranko, Mandingo and Limba, Temne, Mandingo and Krio) are recognised as indigenous by the Government of Sierra Leone.

*Performance Standard 6* recognizes that Indigenous Peoples “as social groups with identities that are distinct from mainstream groups in national societies, are often among the most marginalized and vulnerable segments of the population. In many cases, their economic, social, and legal status limits their capacity to defend their rights to, and interests in, lands and natural and cultural resources, and may restrict their ability to participate in and benefit from development” and

*The Equator Principles (EP), 2013:* A financial industry benchmark for determining, assessing and managing environmental and social risk in project financing. A project in a non Organisation for Economic Co-operation and Development (OECD) country such as Sierra Leone will trigger the EP principles as follows:

- Principle 1: Review and Categorization;
- Principle 2: Environmental and Social Assessment;
- Principle 3: Applicable Social and Environmental Standards;
- Principle 4: Environmental and Social Management System and Equator Principles Action Plan;
- Principle 5: Stakeholder Engagement;
- Principle 6: Grievance Mechanism;
- Principle 7: Independent Review;
- Principle 8: Covenants;
- Principle 9: Independent Monitoring and Reporting; and
- Principle 10: Reporting and Transparency.

**(b) Implementation of the legislation**

The Government of Sierra Leone has a Ministry of Justice that include the courts system, the prosecuting office, the offices of the executing authority, the attorney general, legal advice to all government departments. The office of the Attorney General and Minister of Justice constitutes two main divisions namely: a *law officers’ department* as the professional wing and, *an administrative* wing that provides operational support to all divisions of the Justice sector. Constitutionally, the Attorney General and Minister of Justice (AGMJ) is the Principal Legal Adviser to the Government. The Law Officers’ department is divided into the following divisions: (i) a Criminal Prosecutions

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Division with the Director of Public Prosecutions as its head; (ii) a Parliamentary Division with First Parliamentary Counsel as its head and (iii) a Civil and Commercial Division including the Constitutional and International Law unit.

By this constitutional arrangement, Ministry of Energy has explored with the Constitutional and International Law division of the Ministry of Justice and us engaged in customizing the ECOWAS model Act/Regulation.

## 5.2 Administrative Implementation Steps

The Government of Sierra Leone through its Ministry of Energy has developed National Renewable Energy & Energy Efficiency policy (in validated form) to address challenges and provide direction for future developments in the energy sector. **Section 5.16** of that Policy is aimed to implement the validated policy from a gender perspective.

The policy formulation process went through a number of mini workshops covering stakeholders from the demand and supply sectors. Topics for the mini workshops were electricity, new and renewable sources of energy, and biomass and energy efficiency. 72% of the stakeholders participating in all the mini workshops were male. Many of these stakeholders were engineers and 20% were planners, with little involvement of gender experts. It was noted that the process used to formulate the current policy lacked direct consultation with households' residents, in particular, women who are the major users and suppliers of domestic energy fuels. Gender aspects were added to the draft policy on the request of the Cabinet indicating that Government is conscious and committed to addressing gender issues in its policies and programmes.

The primary responsibility of the Ministry of Energy is to formulate and implement policies, projects and programmes on energy and provide oversight functions across the entire energy supply chain for the sector. The Civil Service is the arm of the Ministry that deals with all administrative duties is a Permanent Secretary being the Finance and Vote Controller. The Ministry of Energy also has the Directorate of Energy which is the technical wing of the Ministry of Energy that comprises Engineers and other professionals in Energy. This directorate is headed by a Director of Energy. *Through this institutional structure*, the Gender Focal Unit of the MoE has sought and obtained approval of MoE to implement this draft NAP in compliance with the ECOWAS regional Directive.

### Advocacy plan for implementation

- i. Resource Mobilization for implementation of the Directive and the key stakeholders

The purpose of resource mobilization for gender and energy related policies and programmes through budgets and expenditure is to cultivate, promote and support such policies and programmes at three levels: policy formulation; and strategic and operational levels. At the policy level resources are needed for creating awareness within government, and formulating relevant national policies to guide its development; at the strategic level resources are needed to enhance capacity and capability; and at the operational level resources are needed to implement and sustain the policies and programmes.

  - a) establish a sustainable funding strategy to support gender responsive programmes, which can be implemented and monitored.
  - b) develop a strategy to implement the energy policy goal through allocation of public budgets for mainstreaming gender in energy.
- i. **Advocacy organizations** - Advocacy strategy: Formulate innovative advocacy strategy to identify and influence policy actions to ensure gender mainstreaming in policy objectives, actions and strategies
- ii. **Data custodians, Data users and other concerned organizations** - Gender disaggregated data:
  - a) Use of gender tools in planning and data collection,

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- b) Establish data needs,
  - c) Establish linkages with relevant institutions on data requirement, timelines and accessibility,
  - d) Regular monitoring and validation of gender disaggregated data.
- iii. Public, Private and NGO organizations – Gender awareness and sensitization:**
- a) Organization of awareness campaigns to make gender more visible targeting institution top management to ensure mainstreaming in projects and programmes,
  - b) create partnerships to facilitate awareness and information sharing,
  - c) raise the profile of gender through the ministry of energy newsletter and website in order to create awareness,
  - d) develop cross issue/sectoral linkages on role of gender and energy on addressing issues like HIV/AIDS, Home economics,
  - e) Improve advocacy skills on gender and energy
- iv. Public, Private and NGO organizations - *Gender structures and mainstreaming in institutions should develop guidelines and briefs for gender roles /mandates and lobby for gender desks in institutions.***
- v.** All stakeholders should formulate strategies and undertake capacity building for gender mainstreaming at individual and institutional levels.
- vi.** Project Developers and implementers, Development Partners should assess and plan for impact assessment in order to:
- a) need to understudy the gender related impacts of the projects and programmes,
  - b) develop a criteria for impact assessment for all gender groups,
  - c) need to correlate energy end uses and practices to identify existing gaps, and
  - d) relevant institutions to undertake regular reviews on progress on impacts.

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## 6. MONITORING AND REPORTING PLAN

It is proposed that this NAP for the implementation of the ECOWAS Policy on Gender Mainstreaming in Energy Access will be monitored and evaluated in accordance with the ECREEE's monitoring and reporting standard rules for nationally executed projects and the MTNDP. For each of the ECOWAS Strategic Objectives, a monitoring plan will be prepared during project inception phase. A project planning matrix is being prepared and, will be revised after validation of the plan is adopted. As part of the project inception, the monitoring plan matrix will be revised, specifically the detailed indicators will be revisited and adapted, including measures to track the major external project risks.

The indicators will draw upon all sources of information, including those of other donors active in the energy field in Sierra Leone. Appropriate and specific performance benchmarks will be established prior to project implementation to effectively monitor project progress and to make crucial management decisions. An annual reporting cycle will be established for this project that will provide progress reports to be shared by all participants in the project.

### 6.1 Monitoring and reporting plan for the Directive

Following GoSL's change to results based management; the MoE in collaboration with the Ministry of Finance (MoF) has developed a new format for work plans. The format emphasises achievements (benchmarks and milestones) as well as cost per output/result. This format will allow for critical assessment of the program performance as it shows, at a glance, what activities are to take place, when, the cost for each activity, the responsible agent for implementation, progress at the end of every quarter, and to facilitate the implementation of the work plans in subsequent quarters. In addition to this, the MSWGCA will have the monitoring and reporting obligation for the program. In this connection, additional monitoring and evaluation missions will be undertaken by the M&E directorate of MSWGCA when this is judged to be required, as for example when there is a need for an intermediate assessment of progress or impact before a decision is taken as to the continuation of any given activity.

#### Quarterly reviews

Quarterly review meetings involving key stakeholders will be held to review the status of implementation of the programme. The purpose of the review meetings will be to assess the progress made and, to take decisions on recommendations to improve the design and implementation of the programme in order to achieve the expected outputs. The Quarterly review will be based on a Quarterly Programme Report.

#### GoSL Evaluation

Two independent external evaluations will be necessary. One short-term evaluation after the 2020 pilot phase and, one mid-term evaluation will be carried out towards the end each year of the programme (2021-2025) of implementation. The mid-term evaluation will assist the executing and implementing agencies in receiving detailed feedback on the project operations that can be used to steer and/or re-direct the project activities in case necessary.

The final evaluation would be done in order to assist programme stakeholders to draw lessons learned for use in improving the quality of 2025-2039 development interventions with similar activities. MoE regulations have no formal requirements for a final evaluation, so it should be needs-based. The evaluation would be done in collaboration with other development partners.

## 7. LIST OF CONSULTED STAKEHOLDERS

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Impact <i>How much does the project impact them?</i> (Low, Medium, High)	Influence <i>How much influence do they have over the project?</i> (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder
Ministry of Social Welfare, Gender and Children's Affairs	GoSL	Objectives 1-5	High	High	Gender Equity	Capacity Building	+ 10 Years
Ministry of Finance	GoSL	Objective 2	High	High	Financial Mechanism	Partnership & Collaboration	+ 5 Years
Ministry of Technical and Higher Education	GoSL	Objectives 3&4	High	High	Education & Training	Capacity Building	+ 1 Year
Ministry of Local Government and Rural Development (MLGRD)	GoSL	Objectives 1	High	High	Awareness & Advocacy	Capacity Building	+ 3 Years
Law Officers' Department of the Ministry of Justice	GoSL	Objective 1-5	High	High	Compliance	Partnership & Collaboration	+ 5 Years
Ministry of Planning and Economic Development	GoSL	Objective 1-5	High	High	National Development	Partnership & Collaboration	+ 5 Years
Ministry of Youth Affairs	GoSL	Objective 3-4	High	High	Youth Employment	Partnership & Collaboration	+ 5 Years
Ministry of Trade and Industry	GoSL	Objective 2	High	Medium	Entrepreneurism	Partnership & Collaboration	+ 5 Years
Human Resource Management Office	GoSL	Objective 1-5	High	High	HR Development	Partnership & Collaboration	+ 5 Years

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Impact <i>How much does the project impact them?</i> (Low, Medium, High)	Influence <i>How much influence do they have over the project?</i> (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder
Sierra Leone Central Statistics	GoSL	Objective 5	High	High	M&E	Partnership & Collaboration	+ 1 Year
Sierra Leone Association of Non-Governmental Organizations	NGO	Objective 2	High	Medium	RE&EE development	Partnership & Collaboration	+ 3 Years
Sierra Leone Labor Congress	NGO	Objective 1-5	High	High	HR Development	Partnership & Collaboration	+ 2 Years
The Apex Bank-Sierra Leone limited	NGO	Objective 2-3	High	Medium	Business Investment	Partnership & Collaboration	-1 Year
Sierra Leone Chamber of Commerce, Industry and Agriculture	GoSL	Objective 2-3	High	High	Business Investment	Partnership & Collaboration	-1 Year
Central Bank of Sierra Leone	GoSL	Objective 2-3	High	High	Business Investment	Partnership & Collaboration	-1 Year
The Sierra Leone Commercial Bank	GoSL	Objective 2-3	High	Medium	Business Investment	Partnership & Collaboration	-1 Year
The UK Department for International Development	NGO/Dev. Partner	Objective 1-5	High	Medium	National Development	Partnership & Collaboration	+ 2 Years
The U.S. Agency for International Development (USAID)	NGO/Dev. Partner	Objective 1-5	High	Medium	National Development	Partnership & Collaboration	+ 2 Years
Barefoot Women Association Sierra Leone	GoSL	Objective 1-4	High	High	Awareness & Training	Partnership & Collaboration	+ 2 Years
50-50 Group, Sierra Leone	NGO	Objective 1-4	High	High	Business Investment	Partnership & Collaboration	Less than 1 Year

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Impact <i>How much does the project impact them?</i> (Low, Medium, High)	Influence <i>How much influence do they have over the project?</i> (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder
Sierra Leone Institution of Engineers	NGO	Objective 1-4	High	High	Gender career development	Partnership & Collaboration	Less than 1 Year
50 Million Women Voices (SL)	NGO	Objective 1-4	High	High	Business Investment	Partnership & Collaboration	Less than 1 Year
GRADOC University of Sierra Leone	GoSL	Objective 3-4	High	High	Research & Documentation	Partnership & Collaboration	Less than 1 Year
The Renewable Energy Association of Sierra Leone	NGO	Objective 2	High	High	Development and Implementation of RE & EE projects and programmes	Partnership & Collaboration	Less than 1 Year

## **ANNEX-1**

### **8. VALIDATION OF THE NATIONAL ACTION PLAN**

#### **Legal context**

This programme document shall be the instrument referred to as such in Regulation C/REG.5/08/11 establishing the ECOWAS Infrastructure Projects Preparation and Development Unit (PPDU); 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.

#### **Workshop for adopting of the draft NAP**

The draft NAP would be subject to validation by all stakeholders at all levels to ensure the authenticity and to include perspectives that may have been missed during the drafting in order to ensure collective ownership.

#### **Validation Workshop: Scope and Purpose**

6. Create a platform to deliberate on the gender and energy issues and barriers that hinder the equal participation of men and women in the expansion of energy access in the region.
7. Review and provide input on the draft Policy for Gender Mainstreaming in Energy Access, with a critical assessment of the adequacy of the measures proposed to address the issues and barriers identified by the Member States.
8. Examine the practicality of the draft Implementation Strategy for the ECOWAS Policy for Gender Mainstreaming in Energy Access, with a focus on the activities, budget and timeline proposed at the regional and national levels.
9. Facilitate exchange of experience and knowledge on operationalizing the Gender and Energy Policy, at the regional and national level.

#### **Purpose**

- To promote collaboration and cooperation among the Member States through the establishment of enabling frameworks to support the region in harnessing and utilizing both its male and female human capital in addressing energy poverty

#### **Objectives**

- Technical session to present and review the draft NAP for Gender Mainstreaming in Energy Access;
- A local district council session to present the status of gender mainstreaming in energy access in their respective communities; and
- A learning and experience exchange session, on the operationalization of the National Action Plan for ECOWAS Gender and Energy Policy in Sierra Leone.

#### **Outcomes**

- The expected outcome of the Workshop is the validation of the Plan and the Implementation Strategy, at the Ministry of Energy technical/operational level.
- It is also envisaged that the workshop will result in the endorsement of the planned baseline analysis report as an appropriate reflection of the local realities pertaining to gender and energy in Sierra Leone
- Lastly, the workshop will lead to a clear understanding of the methods and instruments to put the NAP Policy into operation.

## GENDER ASSESSMENT REPORT TEMPLATE

### For the ECOWAS Directive on Gender Assessments in Energy Projects

Project Identifying Number:  
Submission date:

Prepared by:  
Contact information:

#### **I. Non-technical summary**

- a. Project type, size, location, cost and purpose
- b. Project participants (owners/sponsors, lenders, contractors, special purpose companies, etc.)

#### **II. Definition of Project Affected Area**

- a. Physical footprint of Project (*attached detailed surveys as appendix if needed*) and description of local area
- b. Environmental footprint – impacts transmitted by air, water, soil, geology, biodiversity causal chain, etc. (*reference environmental impact assessment if available and summarize*)
- c. Economic footprint – determined by secondary infrastructure, changes in market size or linkages, employment patterns, etc. (*reference social impact assessment if available and summarize*)

#### **III. Stakeholder analysis**

- a. Basic demographic information for Project Affected Area
- b. Classification criteria used in this report to analyze stakeholder groups (*gender and possibly others, i.e. age, economic status, livelihood source, geography, ethnicity, disability, religion, kinship, etc.*)
- c. Description of stakeholder groups (*including residents, local government, employees, casual laborers, rights holders, etc.*) disaggregated by above criteria

#### **IV. Anticipated local Project Gender Impacts**

- a. Division of labour between groups (*baseline, project effect, risk level, impacts*)
- b. Access to and control over resources (*baseline, project effect, risk level, impacts*)
- c. Gender dynamics in social representation, governance, self-determination, and empowerment (*baseline, project effect, risk level, impacts*)
- d. Gendered participation differences in Project activities (*i.e. design, finance, construction, supply chain, operations, etc.*)

- e. Potential gender differences in imminent domain, compensation, displacement, resettlement, and benefit sharing (*project effect, risk level, impacts*)

**V. Alternatives analysis**

- a. Alternative technical designs that could improve gender outcomes (*proposition, feasibility, and rationale to adopt/reject*)
- b. Alternative management or financial strategies that could improve gender outcomes (*proposition, feasibility, and rationale to adopt/reject*)

**VI. Certification**

- a. Report preparers' certification (*performance of work; authorized representation; report accuracy; report comprehensiveness; freedom from undue influence*)
- b. Developers' certification (*authorized representation; report accuracy; report comprehensiveness; freedom from undue influence*)

**2.2 Appendix 1: Gender-sensitive and inclusive Stakeholder consultation**

- Design of consultation process (*place/time selection, format, publication/outreach efforts, attendance record disaggregated by gender*)
- Consultation details (*attendance records and contact info, project presentation, any questions/prompts used, individual responses*)
- Record of issues raised during consultation by stakeholders, including alternative design, issues of equity, and negative gendered impacts

**2.3 Appendix 2: Project site map and annotated map of Project Affected Area.**

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