
# National Action Plan

# on

# Policy for Gender Mainstreaming in Energy Access

# For

# The Federal Republic of Nigeria

**FOREWORD**

*(To be completed by the Minister for Power of the Federal Republic of Nigeria)*

**ACKNOWLEDGEMENTS**

*(To be completed by the Minister for Power of the Federal Republic of Nigeria)*

CONTENTS

# ACRONYMS

| | |
|---|---|
| AFD | Agence Francaise de Development |
| AfDB | African Development Bank |
| APWEN | Association of Professional Women Engineers Nigeria |
| AWEDI | Africa Women in Energy Development Initiative |
| CAMA | Company and Allied Matters |
| CEDAW | Convention on Elimination of all Forms of Discrimination against Women |
| CSO | Civil Society Organisation |
| CTH | Clean Technology Hub |
| DFID | Department for International Development |
| ECN | Energy Commission of Nigeria |
| ECOWAS | Economic Community of West African States |
| ECREEE | ECOWAS Centre for Renewable Energy and Energy Efficiency |
| EEP | Energizing Education Program |
| EGAS | Environmental Guidelines and Standards |
| EIA | Environmental Impact Assessment |
| EIS | Environmental Impact Study |
| EPSR | Electric Power Sector Reform |
| ESMAP | Energy Sector Management Assistance Program |
| EU | European Union |
| EU-TAF | European Union Technical Assistance Facility |
| FEC | Federal Executive Council |
| FME | Federal Ministry of Environment |
| FME-EAD | Federal Ministry of Environment- Environmental Assessment Department |
| GDP | Gross Domestic Product |
| GFP | Gender Focal Point |
| GFU | Gender Focal Unit |
| GIZ | Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH |
| GPI | Gender Parity Index |
| ICEED | International Centre for Environment and Energy Development |
| IEE | Initial Environmental Evaluation |
| LPG | Liquefied Petroleum Gas |
| MDA | Mnistry, Department and Agencies |
| MW | Mega Watt |
| NACC | National Alliance for Clean Cookstove |
| NAP | National Action Plan |
| NBET | Nigeria Bulk Electricity Traders |
| NEEAP | National Energy Efficiency Action Plan |
| NEEDS | National Economic Empowerment and Development Strategy |
| NEMP | National Energy Master Plan |
| NEP | National Energy Policy |
| NEPP | National Electric Power Policy |
| NERC | National Electricity Regulatory Commission |
| NESP | Nigeria Energy Support Program |
| NGO | Non-Governmental Organisation |
| NOA | National Orientation Agency |
| NREAP | National Renewable Energy Action Plan |
| NREEEP | National Renewable Energy and Energy Efficiency Policy |
| NUPRC | Nigerian Upstream Petroleum Regulatory Commission |
| PPA | Power Purchase Agreement |
| PRS | Planning Research and Statistics |
| REA | Rural Electrification Agency |
| REAN | Renewable Energy Association of Nigeria |

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|---|---|
| REMP | Renewable Energy Master Plan |
| REPG | Renewable Energy Policy Guidelines |
| RUWES | Rural Women Energy Security |
| SDG | Sustainable Development Goals |
| SEforALL | Sustainable Energy for All |
| SME | Small-Medium Enterprise |
| SSA | Sub-Saharan Africa |
| STEM | Science Technical Engineering and Mathematics |
| TOR | Terms of Reference |
| TVET | Technical and Vocational Education and Training |
| UNDP | United Nations Development Program |
| UNFCCC | United Nations Framework Convention for Climate Change |
| USAID | United States |
| VAPP | Violence Against Persons Prohibition |
| WACCA | West Africa Clean Cooking Alliance |
| WiAP | Women in African Power |

## LIST OF TABLES



## LIST OF FIGURES

## DEFINITIONS

For the purposes of this NAP, the following definitions shall apply:

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

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

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

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

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

(7) "Energy" includes every form of energy derived from any of the following sources: solar, wind, biomass, fossil, geothermal, ocean, nuclear or hydro;

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

(8) "Energy poverty" is considered as not having access to electricity from the grid or off-grid for recreational and productive uses as well as access to modern fuels for cooking, transportation. Etc. More specifically we assess energy poverty based on issues concerning availability, affordability, adequacy (in volume and quality), and reliability (can be used when needed) of energy supply;

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

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

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

(12) "Feasible" means capable of being accomplished in a successful manner within a reasonable period, considering economic, environmental, social, Gender and technological factors;

(13) "Gender" encompasses the social meanings ascribed on an individual's biological sex within a given society;

(14) "Gender Mainstreaming" A process of identifying, taking full account of and integrating the needs and interests of women and men into all policies, strategies, programmes, and administrative and financial activities. It involves the recognition of and examining of the co-operative and conflicting relations which exists between women and men. It utilises gender analysis as a tool to enhance and enable development practitioners to identify the opportunities and constraints that each gender faces and to determine whether the policies and programmes

that they implement provide the same opportunities for women and men. Gender mainstreaming also seeks to involve women, to the greatest possible extent, in the development decision-making process;

(15) "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;

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

(17) "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;

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

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

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

(21) "men" and "women" when referenced shall include men and women of all ages, including boys and girls, respectively.

(22) "Minimum Criteria" means the Gender-related criteria listed in Article 4(2) of this Directive;

(23) "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;

(24) "Relevant Criteria" means the Minimum Criteria and the Additional Criteria;

(25) "Productive work" Work carried out by men and women to produce goods and services, paid in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use value and potential exchange value.

**(**26) "Reproductive work" Daily responsibilities involving child rearing and tasks involving the care and maintenance of the household and its family members, in most societies primarily done by women and unremunerated. Strategic gender interests: Interests which, should one group achieve them, would alter the balance of power between women and men in society;

(27) "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.;

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

# 1. INTRODUCTION

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

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

- Member States undertake to create favourable conditions for the attainment of the objectives of the Community, and particularly to take all necessary measures to harmonize their strategies and policies, and to refrain from any action that may hinder the attainment of the said objectives.
- Each Member State shall, in accordance with its constitutional procedures, take all necessary measures to ensure the enactment and dissemination of such legislative and statutory texts as may be necessary for the implementation of the provisions of this Treaty,

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

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

## 1.1 Recitals

The Ministry of Power, of the Federal Republic of Nigeria,

CONSIDERING that energy access for rural, peri-urban and urban communities is necessary to improve their standard of living;

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

CONVINCED that there is a need to promote universal access to clean and affordable energy services by directly addressing the differential energy needs and concerns of women and men in the effort to advance gender equality and sustainable development;

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

MINDFUL of the proposal by the Meeting of Ministers in charge of Energy held in Conakry, Republic of Guinea, on 08 December 2016, relating to the ECOWAS Policy for Gender Mainstreaming in Energy Access.

MINDFUL of the recommendation of the 78th Ordinary Session of the Council of Ministers, held in Monrovia on 31 May and 01 June 2017, relating to the adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access.

RECALLING the adoption of the Supplementary Act A/AS.2/06/17 relating to the ECOWAS Policy for Gender Mainstreaming in Energy Access at the 51st Ordinary Session of the Authority of Heads of State and Government of ECOWAS, held in Monrovia, Liberia, on 4 June 2017;

Agrees to the following National Action Plan:

### 1.2 Vision

**A world where men and women 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.

### 1.3 Rationale and/or Purpose

Access to energy is increasingly recognised nationally as a key enabler of economic growth and poverty reduction. Energy can drive economic and social development by increasing productivity, enabling new types of job-creating enterprises and reducing household workloads, hence freeing up time for paid work. The quantity and quality of available energy determines the efficiency and effectiveness of activities, as well as the quality of life of the users. Both male and female members of society are equal stakeholders in benefiting from energy use as such, gender issues are inseparable from energy. Women in particular are disproportionately affected by energy poverty, they bear the brunt of lack of access to energy in healthcare, education, agriculture, public spaces, ICT as well as the primary responsibility for collection of firewood, cooking and other domestic work[1]- the implication of firewood consumption is the cutting and burning of trees, leading to the release of greenhouse gasses. These tasks expose them to negative health impacts and increases their domestic and reproductive burdens. Modern energy services (MES), which include energy carriers such as electricity, LPG and petroleum, are important for stimulating sustainable development and reducing poverty, through providing energy for cooking, heating and cooling, lighting, mechanical power, and mobility. However, at present petroleum products and natural gas represent the main sources of greenhouse gas (GHG) emissions. Mainstreaming gender in energy access is therefore necessary to accommodate for the differences in the energy needs of men and women at the community and household level.

[1] de Groot *et al;* (2017) 'Fuelling women's empowerment? An exploration of the linkages between gender, entrepreneurship and access to energy in the informal food sector', Energy Research and Social Science, Volume 28, page 86-97

As the case is in most Sub-Saharan Africa countries, the traditional approach to energy in development policy and planning in Nigeria has assumed gender neutrality. It has assumed that a good energy policy, programme or project will benefit both male and female equally in meeting practical needs. It has assumed that any differences in the needs and capacities of men and women do not affect the extent to which they benefit from and contribute to energy development and use. Thus, energy policy and planning are gender-blind and not only fail to recognise that needs of men and women are different but also tend to exclude women and do not change gender relations. Consequently, energy access efforts need to evolve from the traditional focus on domestic energy in the family residence to include energy for small-scale production and subsequently large-scale production. Attention needs to increasingly be paid to women in national energy policies and should not be confined to household energy use only but extended to productive activities which women engage energy use. This calls for national institutional coordination that allows not just the participation and engagement in policy making and decision making in the energy sector but also supports women to take leadership and strategic positions in equity and fairness.

### 1.4 Summary of Regional Policy Targets and Regulatory Requirements

The ECOWAS region and Member States have a long history of commitments to gender rights and equality. The region and member states have signed up to numerous conventions e.g. the United Nations Framework Convention on Climate Change (UNFCCC) 1992, the Vienna Declaration 1993, the Beijing Declaration and Platform for Action (1995), the Millennium Declaration (2000) leading to Millennium Development Goals (MDG), the Sustainable Energy for All (2011) and finally the UN Sustainable Development Goals (SDG).

Further to advance the region and member states commitments to gender equality, an ECOWAS White Paper on energy access for sustainable development (2006) was adopted. Amongst other things, the aim of the White Paper was to increase the participation of women in the energy sector in the ECOWAS region, ensure equal access to energy resources, and key strategies for women to contribute towards the decision-making process in the energy sector. The process has evolved as the years have gone by, with strong affirmation from the ECOWAS at various fora and programmes (e.g. the launching of the ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN) as a stand-alone ECOWAS programme with a specialized focus on complementing the regional effort to improve access to sustainable energy for all and ensuring the success of the ECOWAS renewable energy and energy efficiency policies by making women, as much as men, part of the solution; and the West Africa Clean Cooking Alliance (WACCA) Initiative) the need for a dedicated policy for gender mainstreaming in energy access in order to better satisfy the needs of all its citizenry for modern, sustainable energy services that improves living standards and enhances productivity. This led to the preparation and adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access by ECOWAS Energy Experts in 2015 and Energy Ministers in 2016. The purpose of the Policy is to provide policy- makers with instrumental and human rights-based indicators and rigorous arguments to align energy interventions with principles of gender equality. The policy aims to use a gender mainstreaming framework as a means for Energy Ministries to achieve energy access goals in a way that leverages the role of women as energy users, community members, business owners, and policymakers.

Following the adoption of the Policy, the ECOWAS Directive on Gender Assessments in Energy Projects was developed to ensure that vulnerable and marginalized persons participate in and benefit from energy programs[2]. The Directive was validated and adopted by energy

[2] Power Africa Gender Report 2020

experts of ECOWAS in June 2017 in Accra and recommended that each Member States develop an Action Plan to facilitate and harmonize the implementation of the ECOWAS Policy and Directive on Gender and Energy at the national level hence, this National Action Plan (NAP) for Nigeria is an outcome of this decision.

The ECOWAS Policy for mainstreaming gender into energy access has the following objectives and targets, as adopted by the Heads of State in 2017:

**Objective 1**: Achieve widespread understanding of energy [*including the impact of climate change*] and gender considerations at all levels of society

**Targets**:

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

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

c) 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 [*including climate change impact*], differentially affecting men and women in the region

**Targets**:

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

b) 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**:

a) 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**:

a) 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:**

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

The ECOWAS Directive on gender assessments in energy projects (ECOWAS, 2017) has the following objectives set out in Article 2 of the Directive:

(a) ensure that the specific interests of women and men, as stakeholders, are considered in the development of Projects;
(b) ensure that any potential adverse and discriminatory impacts on women or men deriving from Projects are recognized and avoided or mitigated to the extent feasible;
(c) improve transparency in planning and implementation processes to promote and increase the participation and capacity of women and men, including but not limited to customers, employees, managers, investors, officials and other stakeholders; and
(d) encourage the development of harmonized policy, legal regulatory frameworks and operational strategies in each Member State and for ECOWAS institutions that are consistent with the principles of, and achieve the objectives of, the Directive, whilst imposing the least financial and administrative barriers possible on Developers, Competent Authorities and other stakeholders.

### 1.5 Strategy

Nigeria's energy sector policies and plans, for example, the National Energy Policy 2003 as revised in 2013, the National Renewable Energy and Energy Efficiency Policy 2015, the National Renewable Energy Action Plan (NREAP) 2016, the National Energy Efficiency Action Plan (NEEAP) 2016, the Sustainable Energy for All Action Agenda (SEforALL AA) 2016, and the Rural Electrification Strategy and Implementation Plan 2016, have gender sections that briefly provide information on issues of gender in energy access and energy infrastructural development. Nevertheless, it is not expressly clear from these national documents how the nation can address the challenges of mainstreaming gender in energy access and the strategies of going about this. This is a significant process which the development of the National Action Plan in Gender Mainstreaming in Energy Access seeks to address by setting out core national actions, targets and strategies to support the implementation of these policies and plans in a manner that is gender sensitive.

The National Action Plan (NAP) is the transposition to Nigeria of the Regional Policy for Gender Mainstreaming in Energy Access and aims to enable Nigeria to achieve the targets and objectives established. The Ministry of Power sponsored this NAP in collaboration with the Ministry of Petroleum Resources, Ministry of Women Affairs, Energy Commission of Nigeria and other energy sector related Ministries, Agencies, the private sector and the civil society. Furthermore, the NAP relies on building upon recent national efforts to increase gender participation in the energy sector. The Ministry of Power will play an oversight role with the support of other ministries, departments and agencies, i.e. Energy Commission of Nigeria, Rural Electrification Agency, Ministry of Women Affairs, and Ministry of Environment, to ensure the validation of the NAP and subsequently its implementation. Following approval of the NAP, Nigeria's strategy will begin with a sensitisation of staff at the Ministry of Power, Ministry of Petroleum Resources and other sector agencies. The sensitisation process will prompt the creation of a Gender Focal Unit (GFU) at the Ministry of Power, which will work with gender representatives at the energy agencies and public utilities to create awareness among the entire citizenry of the energy and gender nexus, which would lead to addressing cultural and traditional barriers, and lead the way towards ensuring a higher female participation in the energy sector. The Ministry of Power will ensure a validation of the NAP, working in conjunction with other relevant approving authorities. The Ministry of Power will take responsibilities for oversight functions to ensure implementation of the NAP and meetings

will be held quarterly. The GFU will also host regular National workshops to introduce the NAP to the wider public and to create awareness towards increasing females in energy sector leadership role, enterprise development and enrolment in education, generally encouraging more females to take up Science, Technology, Engineering and Mathematics (STEM) programmes. It is anticipated that after the validation, the Honourable Minister of Power will formerly seek the approval of the Federal Executive Council for the NAP to be adopted for implementation to commence in January 2022.

### 1.6 Overview of Actions

The key actions proposed in this action plan are as follows:

- Unbundling the objective of 'consciously empowering women to partake in production asset' in the National Gender Policy 2006 to encourage women participation in the energy sector and ensure that energy interventions are crosscutting allowing equal participation and rewards;
- Developing a diversity and inclusion checklist document to promote inclusive planning in the energy sector, with women visible at all stages[3];
- Encourage early female participation in STEM related fields and activities through proper guidance and educative programs such as school outreaches (e.g. through a career day approach where successful young students are invited to speak to and mentor younger girls, teachers' sensitisation and interschool debates.
- Create a national education initiative (e.g. fellowship/scholarship from local governments, state and federal government) that supports girls and young women who pursue higher education in STEM fields;
- Involving community Leaders, Media and Educators in changing the narrative of female gender been inferior to male. (Cultural perspective of the female gender needs to be addressed).
- Presentation and validation of the NAP by the Government;
- Supporting all Ministries, Departments and Agencies (MDA) with mandate in energy to go beyond creating Gender Focal Unit to appointing Gender Energy Specialists;
- Sensitisation of staff of Ministry of Power and sector agencies on gender dimensions in the energy sector;
- Awareness creation initiatives aimed at addressing Social norms and practices hindering gender equality in energy technical fields; Work closely with the National Orientation Agency (NOA) to raise awareness of gender issues in the energy sector
- Mainstreaming gender in climate change and all energy projects;

[3] Power Africa Nigeria Power Sector Program has a Gender and Social Inclusion checklist which can be considered for Gender and Social Inclusion Consideration Checklist in Energy Access.

- Encouraging women entrepreneurs in the energy sector through provision of soft credit facilities and access to right women in energy networking platform for mentorship, capacity building and knowledge transfer opportunities;
- Increasing female access to STEM education and skills training;
- Scale-up internship program for women in energy sector;

Several indicators will be used to assess the success of the implementation of these actions, including but not limited to:

- Number of staff in the Ministry of Power and sector MDAs sensitised on gender issues;
- The creation of Energy Gender Specialists with defined mandates in all Energy sector related Ministries and Agencies;
- Percentage of energy projects with gender dimensions assessed and adverse gendered impacts mitigated;
- Percentage of women on public sector boards;
- Percentage of females enrolled in STEM courses in tertiary institutions;
- Percentage of scholarships reserved for females; and
- Number of interns hosted annually at Ministry of Energy and sector agencies in the country.

The key actors in the implementation of these actions include the Ministry of Power, Ministry of Petroleum Resources, Ministry of Environment, Ministry of Women Affairs, Ministry of Education, Rural Electrification Agency, Energy Commission of Nigeria and Office of the Senior Special Assistant to the President on SDGs. These also include Ministry of Finance (for lines of credit) and Ministry of Education (to promote enrolment of more women in STEM). To this end, it is recommended that a qualitative and quantitative feasibility study should be carried out to determine the impact of existing work on gender mainstreaming in energy access. This way will help develop outlined strategies for implementation and specific work which maps out additions to developmental achievements.

### 1.7 Methodology

The Preparation of the NAP began with an inception meeting organized by ECREEE, during which the process and scope was agreed. Thereafter, a baseline analysis was conducted using desk reviews, consultations and key informant interviews. The baseline analysis started with a general context review of the energy-gender nexus context in the country and a review of the current baseline with regards to the objectives set in the ECOWAS Policy. It provided an overview of the state of affairs with regards to gender and energy in the country, considering women in their different roles as domestic and productive users, suppliers, and policymakers. Some of the documents that were reviewed during the baseline analysis include:

- ECOWAS Policy for Gender Mainstreaming in Energy Access;
- ECOWAS Directive on Gender Assessments in Energy Projects;
- ECOWAS Background Study - Developing a Legal Instrument for Gender Assessments in Energy Infrastructure Planning and Development within ECOWAS;

- ECOWAS Situation Analysis of Energy and Gender Issues in ECOWAS Member States;
- Nigeria National Gender Policy 2006;
- Gender Report in Nigeria 2012 – British Council;
- Gender in the transition to sustainable energy for all: From evidence to inclusive policies – ENERGIA.
- National Energy Policy 2013
- National Gas Policy 2017;
- National Renewable Energy Action Plan 2016
- Sustainable for All Action Agenda 2016
- National Youth Policy 2019
- National Renewable Energy and Energy Efficiency Policy 2015
- Power Africa Nigeria Power Sector Program: Gender Mainstreaming in the Solar Home System Value Chain 2020
- Power Africa Gender Analysis Report (Draft) 2017
- National Action Plan on Gender and Climate Change 2020
- Nigerian Economic Sustainability Plan 2020

As part of the baseline analysis, several stakeholders who play a role in defining priorities and achieving the different objectives set in the ECOWAS Policy were identified. These stakeholders were consulted and interviewed to validate the baseline, as well as seek their perception and opinion on the NAP and some of the key actions that are relevant for the Nigerian context – a list of these can be found in section 7. The Ministry of Power Gender Focal Point (GFP) assisted in contacting the stakeholders and participated in the interviews. Interview questions were prepared to serve as a guide, due to the COVID-19 pandemic and protocols some interviews and focus group discussions were conducted via online (Zoom) while most the stakeholders responded to questions by email.

Drawing from the menu of activities proposed in the ECOWAS Policy, the Gender Focal Person (GFP), and in consultation with the relevant stakeholders, a specific set of activities have been defined to meet targets at the national level. The Federal Ministry of Power will lead the validation of the NAP, working in conjunction with all energy sector stakeholders both national and international. A final approval by the Cabinet is then anticipated by the end of 2021, for implementation to begin in 2022.

## 2.0 BASELINE ANALYSIS

Nigeria is a multi-ethnic and culturally diverse society, and women's social role differs according to religious and customary factors. As a patriarchal society, women tend to take less prominent role at the community and household levels. The gender assessment found that while there have been improvements in recent years to certain social indicators such as access to primary education as well as healthcare, gender disparities still exist across the economy, particularly in access to resources, higher education, land ownership, inheritance systems, political power and decision-making. Albeit, Nigeria's 1999 Constitution guarantees gender equality and prohibits any form of discrimination based on social or economic status. Similarly, the introduction of global actions e.g. Millennium Development Goals (MDGs) Goal Number 3 and more recently the Sustainable Development Goals (SDGs- number 5) has alerted the Government of Nigeria to pursuing gender policies geared towards promoting gender equality.

To this end, the Nigerian Government replaced the National Policy on Women (2000) with the National Gender Policy 2006 as the centrepiece of the Nigerian gender equality framework. The Policy[4] is guided by the Convention on Elimination of all Forms of Discrimination against Women (CEDAW) and its accompanied by a Strategic Framework (Implementation Plan) 2008-2013. Other national policies, development plans and poverty reduction strategies that promote gender equality and women empowerment include the National Economic Empowerment and Development Strategy (NEEDS) 2004 which highlighted that national economic empowerment opportunities affect men and women differently and therefore called for increased participation of women in national development space[5], the Violence Against Persons Prohibition (VAPP) Act 2015 which prohibits violence (e.g. physical, sexual, psychological, domestic, harmful etc.) against persons including women[6], the National Policy on Gender in Agriculture 2016 which aims to promote and ensure the adoption of gender sensitive and gender responsive approaches to the agriculture sector planning and programming, such that men and women have equal access to and control of productive resources and opportunities to achieve their potentials and sustain suitable livelihoods. In addition, the Federal Government has also adopted gender mainstreaming as a policy measure (e.g. the National Action Plan on Gender Mainstreaming in Climate Change 2020) to improve gender equality and address poverty reduction, economic growth, and sustainable development.

Furthermore, in 2015, Nigeria and other member states signed up to the ECOWAS Policy on gender mainstreaming in energy access with a set of objectives and targets that member states are expected to achieve. This section outlines each objective, and the targets in the policy document, followed by a baseline analysis of Nigeria's situation, and conclude with key stakeholders identified for implementation.

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

[4] Coordinated by the FGN, through the Department of Women's Affairs of Federal Ministry of Women Affairs and Social Development (FMWA). The policy is accompanied by a Strategic Framework (Implementation Plan) 2008-2013 and addresses systematic inequalities between women and men; recognizes that empowerment of women is an entry point for achieving gender equality; focus on empowerment of women through reforms to education policy at the federal and provincial level; and views balance of power as beneficial to both men and women (USAID 2017).

[5] Gender Analysis (2017) Power Africa

[6] ibid

### (a) Targets in Regional Policy:

(i) 100 percent of energy sector government employees will have received some relevant training [on gender mainstreaming in energy access] by 2022 (and routinely thereafter);

(ii) 50 percent of citizens will be exposed to some form of relevant public service announcement by year 2022, 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 2022, and 20 per year after that.

### (b) Baseline Analysis

Gender concerns are already recognised in the Nigerian energy sector however, the sector lacks aggregated data to showcase these efforts. At the Ministry of Power level, and since the publication of the ECOWAS policy for mainstreaming gender into energy access in 2015, representatives of the ministry attended regional trainings on gender mainstreaming and access to energy. At national level, the human resources department of the Ministry of Power and other relevant MDAs do not have records of the number of employees that have received training on programmes to promote gender mainstreaming in energy access. However, there are notable efforts from Power Africa, REA and energy sector NGOs (e.g. Clean Technology Hub[7], AWEDI etc.) to promote community and professional awareness programmes on gender mainstreaming in energy access. For instance, *AWEDI is "currently developing a diversity and inclusion checklist to explore the status of women's representation at board, executive level and middle management in companies across Nigeria energy sector"*[8].

Considering awareness promotion of the energy and gender nexus at different levels of society, there are limited documented regular public awareness campaigns on energy and gender related issues from the public agencies. The Rural Electrification Agency Energizing Education Programme (EEP) Female STEM Internship Programme is targeted at promoting a positive image of women in scientific and technical careers to sensitize policy makers, parents, employers and the public about the ways in which women's full participation in science and technology can make a positive difference for current and future generations. The Ministry of Women Affairs[9] has also promoted awareness programs on gender related themes and has in the past conducted gender training in different sectors of the economy. However, none of these specifically targeted the energy sector or related issues, which emphasizes the need to strengthen collaboration between the Ministry of Power, other relevant public institutions that supports the development of campaigns for diverse audience, and the Ministry of Women Affairs.

[7] Clean Technology Hub is developing a gender mainstreaming tool kit for companies in the energy sector seeking to advance the goals to increase gender representation or gender based work in their companies and organisations

[8] Extracted from interview 15th January 2021.

[9] The broad mandate of this Ministry is to advise government on gender and Children issues, issues affecting Persons with Disabilities and the Aged, initiate policy guidelines and lead the process of gender equality and mainstreaming at both the national and international levels. The Ministry has gender as one of the cross-cutting issues on its activities and programs.

On the other hand, when considering non-government led campaigns[10], there are isolated cases of public awareness campaigns tied to specific projects implemented by the private sector, international partners and Civil Society Organizations (CSOs) in specific communities. Some non-exhaustive examples of these include:

- The Nigeria Alliance for Clean Cookstoves (NACC) and its partners have conducted awareness creation activities, as part of its stove dissemination programs, using peer educators;
- The Clean Technology Hub (CTH) and its partners have conducted a research on the nexus between energy access and gender[11]. To create the necessary awareness, the research engaged relevant stakeholders, government development agencies, CSOs and women rights groups[12].
- REAN partnered with USAID's Nigeria Power Sector Programme to organise a 2-day Professional Development Networking and Opportunities in the Energy Sector Event in June 2019 with females given priority of enrolment (60:40).
- Nigerian civil society and private sector stakeholders have been active in addressing gender gaps in education and skills in STEM fields therefore helping to promote and increase women's participation in the energy sector (detailed in section 2.4);
- The annual Future Energy Nigeria Conference[13], promotes women in the sector through featuring female leaders in the industry as speakers, presenting the regional Outstanding Woman in Power Award[14] and by including a Women in Power networking luncheon as a Conference activity, providing an opportunity for participants to connect and share experiences;
- Similarly, Power Africa-Nigeria Power Sector Program (PA-NPSP) is running a gender focused training on jobs and career improved readiness for women in Nigerian power sector. On a larger scale (SSA), Power Africa has been supporting the Women in African Power (WiAP) Network which aims to increase the participation and elevate the presence of women in the power sector, through "*regional platform for networking, information exchange, professional mentorship, and exposure to new business opportunities*".
- The Africa Clean Energy Technical Assistance Facility (ACE-TAF) is supporting the REA in implementing its Gender Strategy with focus on rural women and vulnerable groups. This includes;
    - Development of a Rural Gender and Social Inclusion (GESI) Guide for REA to improve GESI integration in the agency's programmes and activities, and supporting rural women. It will guide REA on empowering women and vulnerable groups in rural communities through off-grid solar, and increasing energy access to GESI groups;

[10] While local universities have not reported any direct involvement in the gender-energy awareness raising campaigns, many universities indirectly contribute to this objective by promoting the study of STEM programs amongst women. Media has also played a role in the past addressing and discussing specific issues on energy related themes which included gender, while following up specific news, though this has arisen from circumstance and do not respond to a strategy to create awareness raising at a society level.

[11] Clean Technology Hub (CTH), Enabling Small Scale Solutions Growth: Local Solutions Lab. 2019 https://cleantechnologyhub.com/wp-content/uploads/2020/07/Local-Solutions-Lab.pdf; CTH (2018)

[12] Gender Mainstreaming in Driving Energy Access and Economic Empowerment Training. August 2018 https://cleantechnologyhub.com/wp-content/uploads/2020/07/Abuja-Gender-Mainstreaming.pdf.

[13] Formerly the West African Power Industry Convention (WAPIC).

[14] This year, the award categories have changed, and this award does not exist anymore.

- Capacity building and training for REA and rural women groups on socio-economic empowerment opportunities and improved livelihood through off-grid solar;
- Recommendations on policy and regulatory improvements for OGS to incorporate more GESI considerations;
- Development of a Guidance Framework for the Implementation of Demand-Side Subsidy in Nigeria, to bridge the affordability gap for women and vulnerable groups in rural communities in accessing clean energy off-grid solar products.

Notwithstanding these isolated efforts, there is no national data available on what percentage of the population has been exposed to some form of public service announcement on energy and gender related issues. However, energy related issues are discussed by various media as and when specific issues arise, including on gender. Since 2017, the Ministry of Power and the Nigerian Electricity Regulatory Commission (NERC), have been involved with the Energy Sector Management Assistance Program (ESMAP) in the Global Energy Access Household Survey. This includes collection of disaggregated data on access to energy from a gender perspective and capacity building of the energy ministry's staff together with the national bureau of statistics staff on the use of the framework to gather such data in the future, through the development of a module to be included in periodic national household surveys. It is unclear to what extent the capacity building and module development was completed[15], however the strategy to have a specific module in the national household survey is considered the best strategy to achieve this target. Thus, an activity to reinforce the Ministry and the National Bureau of Statistics' capacity on data collection and implementation of the specific module is considered in the present national action plan. Furthermore, that data from government surveys will be made readily available to research institutions for further analyses and publications in peer-reviewed journals.

There are other documents that mention or discuss energy and gender issues in Nigeria (e.g. ENERGIA, 2019), as well as online articles and Peer-reviewed scientific article (e.g. Efobi and Akinyemi 2018[16]; Egbulonu and Eleonu 2018; Abdullahi 2017; Ogwunuke and Ozughalu 2014; and Chukuezi 2009). These peer-reviewed articles considered the impacts of specific choice of energy sources on women, or implications of public policy (e.g. energy subsidies) on women. Several of the papers follow rigorous analysis that mention, discuss or develop case studies of energy and gender issues in Nigeria. It is expected that the operationalization of the GFU will contribute to a better understanding of the scientific production about gender and energy.

Widespread understanding of gender and energy considerations – which is, as demonstrated, largely absent and unquantified – is a prerequisite for achieving all subsequent policy objectives and thus forms a strategic axis of intervention. Given the presented baseline, activities to be included in the national action plan to fulfil the targets established in the Regional Policy for Gender Mainstreaming in Energy Access are:

[15] As reported by the Ministry of Power.

[16] http://www.ecreee.org/sites/default/files/ecowas-journal-2018-en-2018-web.pdf

- Conduct a gender assessment including a salary gap analysis of all value chain aspects complemented by role analysis by gender along the various levels of the value chain of energy sector (i.e. gender audit)[17];
- Support and reinforce the collection of sex-disaggregated data on energy usage, energy production and provision of energy services;
- Sensitize Ministry of Power staff and Journalists who reports on gender and energy;
- Conduct public awareness campaigns and ensure that all Ministry of Power and Ministry of Petroleum Resources communications are gender-sensitive;
- Enable a registry system for scientific research on gender and energy in Nigeria and publication of articles in peer-reviewed journals.

### (c) Key Stakeholders

- Ministry of Power;
- Ministry of Petroleum Resources;
- Ministry of Environment;
- Ministry of Women Affairs;
- Rural Electrification Agency;
- Nigeria Electricity Regulatory Commission;
- Energy Commission of Nigeria;
- National Bureau of Statistics;
- Bank of Industry
- National Population Commission;
- National Orientation Agency;
- Sustainable Development, Climate Change, Gender and Human Rights Unit, GFU;
- Other public institutions e.g. Research Institutes and Universities;
- Development Partners;
- Private sector and Civil Societies;
- Platforms and networks e.g. Women in Renewable Energy in Nigeria, Renewable Energy Association of Nigeria; Clean Technology Hub; Rural Women Energy Security, Women in Energy Network (WIEN), AWEDI, ICEED etc.

[17] In coordination and collaboration with the Ministry of Power, Ministry of Environment, Ministry of Petroleum Resources and other MDAs which will also inform about the capacity building needs of the Government to design, plan and budget gender-oriented energy program and policies. The audit will also consider gender disaggregated data about energy contractors/suppliers, customers, and programme beneficiaries to inform policy development and support the GFU in executing its roles/mandate

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

(a) Targets in 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.

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

(iii) Ensure that the specific interests of women and men, as stakeholders, are considered in the development of Projects,

(iv) Ensure that any potential adverse and discriminatory impacts on women or men deriving from Projects are recognised 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 harmonised policy, legal, regulatory frameworks and operational strategies in each Member State and for ECOWAS institutions that are consistent with the principles of this Directive.

(c) Baseline analysis

A review of Nigerian energy sector policies and legislation indicate that older policies (e.g. NEPP 2001, EPSR ACT 2005, REMP 2005, REPG 2006) are gender blind, with exception of NEP 2003 which proposes the establishment of micro-credit facilities for entrepreneurs, especially for women groups, for the establishment and operation of commercial fuelwood lots and the production of renewable energy devices and systems. However, recent energy sector policies have been more gender sensitive and inclusive. A Power Africa Gender Analysis Report (2017) found that the revised NEP (2013) provides strategies to create awareness on gender issues in the energy sector and provides a better basis for incorporating gender in energy project design and implementation at the micro- and macro-policy levels. According to the report, the National Energy Master Plan (NEMP) (2014) includes a gender action plan, which assigns strategies and activities identified in the Revised NEP 2013 to corresponding implementing agency and collaborating agencies, along with funding sources and a timeline.

Additionally, the 2015 National Renewable Energy and Energy Efficiency Policy (NREEEP) calls for the active participation of NGOs, civil society, and women's groups in the implementation of the policy. The solar power development strategy in the policy proposes to establish micro-credit facilities for entrepreneurs—and women's groups in particular—for

commercial solar energy facilities in remote and off-grid areas. The policy also proposes gender mainstreaming in the planning, design and construction of micro, mini, and large hydropower stations.

The National Renewable Energy Action Plan (NREAP) and National Energy Efficiency Action Plan (NEEAP) aims to realize these strategies by engaging women in policy development and the implementation of energy production activities. The accompany Sustainable Energy for All (SE4ALL) Action Agenda enumerated some gender inclusiveness activities touching on all aspects of energy production and use including clean cooking. The Rural Electrification Strategy and Implementation Plan (RESIP) (2016) also made provision to promote the use of domestic electrical appliances to reduce the drudgery of household tasks typically allocated to women.

As presented above, gender considerations are present in more recent documents/policies (or revisions), which demonstrates the increased awareness and acknowledgment by the government of the importance to integrate gender in the development of an inclusive and diversified energy sector. This notwithstanding, while several national policy documents made references to gender, this does not always translate into effective and/or an encompassing strategy of gender mainstreaming in the sector. Power Africa Gender Analysis Report (2017) observed that despite a recognition of the relationship between energy access and economic opportunity for women in the National Gender Policy 2006, the monitoring and evaluation framework for the policy implementation plan lacks energy related indicators, outputs or outcomes. The data collection process and interviews conducted to formulate this NAP evidence the need to sensitize the different public structures to the impacts of gender-neutral policies and supply these with the knowledge and expertise to inform public policy development that integrates the nexus energy-gender. The NAP, thus, integrates an additional activity to reinforce the capacities of the energy sector stakeholder, regulatory authorities and the Rural Electrification Agency in gender mainstreaming in policy development.

Nigeria has established specific procedures for approval of energy infrastructure projects, depending on the link of the energy value chain that is focused by the project. However, these procedures do not integrate gender mainstreaming. To date, there is no operational Gender Focal Unit (GFU) at the Ministry of Power and the Ministry of Petroleum Resources. The Ministry of Power have its gender focal person embedded in the Planning, Research and Statistics (PRS) Department working under the direct supervision of the Director. The Ministry of Women Affairs made efforts in the past to create gender desk in all Ministries and Agencies but this has not been successful. There is no gender unit that exist in the Ministry of Petroleum Resources as well as Office of the Senior Special Adviser to the President on Sustainable Energy Goals etc.

Given the presented baseline, activities to be included in the national action plan to fulfil the targets established in the Regional Policy for Gender Mainstreaming in Energy Access are:

- Create a Gender Focal Unit in the Ministry of Power and the Ministry of Petroleum with a clearly defined role and resource allocation in line with its function and identification of Focal Points in other Energy Public Sector Institutions[18];
- Include gender inclusiveness in the next revision of energy policies;

[18] It is important to notice that besides clarification of its role/mandate and allocation of a specific budget, this also implies specific gender training to the unit and development of procedures and templates standardize its practices.

- (Additional Activity) Sensitize the different public structures to the impacts of gender-neutral policies;
- Develop a gender assessment checklist that agencies can use when elaborating programs including a set of gender criteria that proposals will be rated on and gender indicators that projects will be measured against;
- Include gender dimension in procurement announcements and terms of references with implementing partners;
- Adopt a gender assessment toolkit for implementing partners;
- (Additional Activity) Train stakeholders on the new developed tools[19];
- Encourage equal participation of men and women in public consultations during project planning;
- Carryout public sector wide campaign for all men on the need for social inclusiveness of women in the energy sector;
- Mainstream gender in all new energy projects.

### (d) **Baseline Analysis for the Directive**

The continuous increase in demand for energy, partially led by population growth, coupled with deficiencies in infrastructure due to inefficiencies and obsolesce, indicates that the sector will continue to grow in the coming years, both to respond to current unmet demand and expected increase in demand[20]. The oil and gas sector continues to be a significant source of contribution to the country's GDP and still attracts huge domestic and international investment. The construction of new electricity generation plants (especially mini-grids) will also continue to grow, due to the current shortage in electricity supply. As at the end of 2020, the electricity generation capacity stands at 13,000 MW, with available capacity of less than 6000 MW.

Two key public energy agencies are responsible for granting licences or permits for various energy projects in the country. These are the Nigerian Electricity Regulatory Commission (NERC) and the Department of Petroleum Resources Petroleum. NERC is responsible for licensing operators in the electricity generation, transmission and distribution sectors, as well as natural gas operators. These include conventional and renewable energy power plants, construction and operation of transmission and distribution systems and mini-grid solar installation permit or licences. Nigeria Upstream Petroleum Regulatory Commission (NUPRC) is responsible for licensing operators in the upstream (exploration and production) and downstream petroleum sector (such as petrol, diesel and Liquefied Petroleum Gas (LPG) retailers). By their nature, the licencing procedures for all these activities are gender neutral.

As part of the requirements for issuing licenses or permits to energy infrastructural projects, environmental permits are issued by the Federal Ministry of Environment –Environmental Assessment Department (FME-EAD) and guided by the provisions of the Environmental Impact Assessment (EIA) Act No. 86 1992. The Act made EIA mandatory for both public and private sectors for all development projects falling within certain categories. It has three goals and thirteen principles for how these are to be mandatorily achieved. The goals are:

- Before any person or authority takes a decision to undertake or authorize the undertaking of any activity that may likely or significantly affect the environment, prior consideration of its environmental effects should first be taken;

[19] Includes training in implementation of gender assessments.

[20] The country privatized the energy sector (generation and distribution) with the objective of increasing energy access. However as at the end of 2018, electricity installed capacity stands at 12,067 MW with operational capacity of 5500 MW. Transmission capacity stands at 7000 MW and with peak generation ever standing at 5222.10 MW. This compares to peak demand standing at 19100 MW.

- To promote the implementation of appropriate procedures to realize the above goal; and
- To seek the encouragement of the development of reciprocal procedures for notification, information exchange and consultation in activities likely to have significant trans-state (boundary) environmental effects.

The EIA requirements depend on which category the project falls into. Category 3 activities have beneficial impacts on the environment and do not require EIA. For Category 2 activities (unless within the Environmentally Sensitive Area) full EIA is not mandatory, while Category 1 activities require full and mandatory EIA. An initial environmental evaluation (IEE) system is used to determine projects requiring full EIA. However, none of these processes consider gender, which calls for action so that gender inclusively can be part of the EIA process.

The EIA is to state clearly the expected environmental effects associated with the projects and its alternatives during the construction, operational and abandonment phases, as well as include the mitigation measures and monitoring strategy for the entire life cycle of the project. Post-closure care/reclamation of the environment should also be explicitly stated in the reports. The EIA report is also subject to scientific and independent review. This peer review is independent of the regulatory body, and project sponsors must ensure the information in the EIA report is complete, correct and unbiased. The Nigerian EIA Act recognizes the 'Mediator' and the 'Review Panel' for the independent review and sets out their duties in the EIA process. After this, the final decision or authorization is given and either the project is approved, cancelled or further study is requested for future consideration.

Though the process to implement an EIA is quite clear, there is no specific requirement for gender considerations for energy infrastructure projects, either in the license application process or in the EIA. Finally, it is important to highlight that the desk review and interviews revealed that there are no gender analyses implemented in the past in project appraisals. The FME-EAD, as a designated department of the Federal Ministry of Environment, has the authority to monitor and enforce existing laws and regulations related to environmental impact assessments, but the staff at the Department have limited expertise in gender assessment and will need to be equipped with the skills and knowledge to implement gender analysis in the license application process and in the EIA.

(e) **Key Stakeholders**

- Ministry of Power, Ministry of Environment, Ministry of Petroleum Resources Nigeria National Petroleum Corporation, Nigeria Gas Company, Nigeria Liquefied Natural Gas, Department of Petroleum Resources, Transmission Company of Nigeria, Nigeria Bulk Electricity Trading Company, Rural Electrification Agency, Nigeria Electricity Regulatory Commission (NERC), Ministry of Women Affairs;
- Private Sector, including Energy utilities, the Renewable Energy Association of Nigeria members, oil & gas companies and private energy project developers
- Development Partners: World Bank, IFC, AfDB, AFD, USAID, FCDO, GIZ, EU, Other development partners and financial institutions funding energy projects
- Detail Solicitors, Local legal experts which could include: Government lawyers, Private sector firms, Law professors.
- Environmental and Social Impact Assessment Consultants and Reviewers

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

(a) Targets in Regional Policy:

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

(b) Baseline analysis- Degree of achievement in country

According to the USAID Power Africa Gender Analysis Report Nigeria (2017), women are underrepresented as employees in public energy sector institutions, electric distribution companies and in the off grid renewable energy sector. They make up less than a third of employees, often in lower levels and non-decision making positions. Soyinka-Onijala (2016) observed this is primarily due to the cultural interpretation of gender roles[21], lower enrolment and participation in STEM studies and access to resources. In the Ministry of Power, Soyinka-Onijala, (2016) described the ratio of men to women as 75% to 25%, respectively (which is in accordance with the target to be achieved in 2020 in the Regional policy). Clarity on this will be confirmed in the Gender Audit recommended in this action plan.

Similarly, the boards, directors and commissioners of Energy Sector Agencies in Nigeria are dominated by men, there is no provision in the law establishing for these institutions a minimum ratio of women to men in decision making positions. The existing ratio is 90 percent male to 10 percent female in the boards/commissioners of the energy sector agencies, and majority of the women on such boards have backgrounds in the humanities, including banking and finance, management, and law. This ratio is due to recent changes in some of the energy agencies e.g. The Rural Electrification Agency (REA) and Nigerian Bulk Electricity Trader (NBET) was headed by women pre-2020. Ifunanya Nwandu-Dozie, (2019) revealed that 21,2% (76) of its total staff are women in REA affirming that the organization though now headed by a male Managing Director and Executive Directors, is self-committed to driving gender inclusion in the Nigerian energy sector by increasing the number of women in Senior Management position from 1 to 6 within 20 months, with 25 female project managers working across different initiatives in the REA. Similarly, USAID Power Africa Gender Analysis Report (2017) affirmed that of the REA's 174 employees only 56 are female out of which only four are at management level. Furthermore, due to the recent change in commissioners, men now hold 6 positions out the seven commissioners. At TCN, women are largely underrepresented, except in a few departments, notably the Legal Department. The ratio of male to female employees in technical positions in the Ministry of Power and Ministry of Petroleum Resources is approximately 4:1.

Although the participation rate of women in the public energy sector is to be clarified, the desk review and data collected during the NAP design evidences the fact that women in Nigeria are less involved in STEM studies, which conditions their participation in the energy labour market. Across the globe there is a pervasive disparity between male and female participation in STEM careers, including research, which suggests that complex cultural and socio-economic influences which deter female participation are not necessarily nationally determined. Nevertheless, the disparity certainly exists in Nigeria, therefore, measures to encourage girls to study STEM subjects and women to take up STEM careers are likely to increase female economic empowerment at the same time as boosting the labour pool for energy companies.

[21]Due to social constructed norms, females are normally groomed for marriage and motherhood and thus less likely to attend school, face mobility restrictions and are considered less apt for technical roles.

Low enrolment rates must be framed by access and enrolment to education in general. Both the Power Africa study (2016) and Adefunke Ekine (2016) highlight that:

- While more than half of Nigerians are literate (57 percent), there are large regional variations and variations between genders;
- The literacy rate for men is 69 percent, and literacy rate among women is estimated to be 49 percent – the literacy rate is lower in the North which is linked to religious convictions on formal education;
- Nigeria has one of the largest out-of-school populations in the world. Of the children who are enrolled in primary school, 47 percent are girls. Girls' enrolment further declines to 44 percent at the junior secondary school level;
- Only 9 percent of women are enrolled in tertiary or post-secondary education and, of those, only a very small number of women enrol in engineering at universities in Nigeria;
- The Gender Parity Index (GPI) for Biology is 0.83, reflecting the GPI for secondary school overall as it is a required subject. In contrast, the GPI for Physics is 0.73 and the GPI for Chemistry is 0.73.

Both the Government and the private sector[22] are engaged in increasing participation of women in STEM studies. The Government approach has been sustained by 2 axes[23] (Soyinka-Onijala, 2016):

- At the level of junior and senior secondary schools[24]: The Federal and State Governments are improving the quality of technical education beginning with the increased admission of student teachers at the tertiary level that would study technical and science subjects;
- At higher education level: The Federal Government established a total of 46 Federal Universities apart from 40 state and 61 private universities in the country, from which 15 for the teaching of STEM.

It is however evident that these axes do not have, at this point, a specific gender approach embedded in their implementation.

Furthermore, the Government has implemented activities in the past that simultaneously promote study in STEM field and foster participation of women in technical roles in the energy public sector. Examples of these are presented below:

- The Rural Electrification Agency (REA) under the Energizing Education Program (EEP) developed the initiative of the STEM for female internship program where 180 female students from 9 beneficiary universities will get hands-on practical experience in designing and constructing power systems. The goal of the initiative is not only to help these female

[22] This will be discussed in the section 2.4.

[23] A third axe is considered but not yet implemented that specifically target women: "*Government has also undertaken to recruit more trained teachers in the field of Guidance & Counseling at the junior and secondary school levels so as to guide young female students aright in their career decisions and to encourage those technically inclined towards professions in the energy sector*."

[24] Further to this, it is important to highlight government-related initiatives that have been piloted in a less integrated and strategic approach.

students academically, but to expose and encourage more women to pursue an interest in STEM-related careers[25];

- The Nigeria Energy Support Program (NESP 1) of GIZ under its component 4: Capacity Building conducted a needs assessment with a resultant intervention program which was complimented by introduction of selected training courses and strengthen of training partners[26];
- The United Nations Human Settlements Programme (UN-Habitat), in partnership with the Federal Government of Nigeria, conducted hands-on training in energy efficiency and renewable energy technologies, green entrepreneurship and enterprise development. From the 125 selected youths, 38 women were trained (30%)[27].
- The Power Africa Nigeria Power Sector Program(PA-NPSP) under its gender and social inclusion activities is conducting strategic leadership skill development trainings for junior, mid, and senior level women in the sector through its Energy Sector Women's Leadership Initiative (ESWLI) to maximize opportunities to include women in decision-making and leadership roles; facilitate the adoption of sound policies and leading practices to promote gender equity in the workplace in public and private energy institutions; and develop a significant pipeline of women with relevant technical and professional skills to meet sector labor demands.

However, some notable barriers for gender mainstreaming include- the low level of education in the field, lack of exposure to role models[28] and cultural inhibition[29]. Data collection also evidences that there is some skewness towards men in hiring[30].

According to Akinsowon and Osisanwo (2014), there is a link between female participation in STEM, the societal beliefs and the learning environment. They identify the stereotypic belief that boys are better than girls in STEM, cultural factors which affect the interest of girls in STEM, self-assessment, spatial skills to the bias of associating STEM to the male folk to low levels of female engagement and enrolment in this field. Furthermore, research shows a common misconception that women in STEM field are not as good as their male counterparts, except if they are extremely and outstandingly good at what they do. This, on the other hand, puts women at a crossroads, as studies have shown that likability tends to diminish with greater perceived competence. Notwithstanding, there are also personal/individual interests affecting the educational choice, triggered by, for example, the environment either at home or the teachers' attitude, and curriculum development.

The NAP recognizes the importance of fostering the participation of women in the public energy sector workforce, as well as tackling the undermining constraints existent at the education and training level, and cultural perceptions of women roles. Though there is a lack

[25] https://rea.gov.ng/energizing-education-female-stem-students-internship-programme/

[26] Nigerian Energy Support Programme (NESP I)- Promoting Clean Energy Investment in Nigeria https://www.giz.de/en/downloads/giz2016-en-promoting-clean-energy-investments-in-nigeria.pdf

[27] https://www.un.org/africarenewal/news/youths-nigeria-trained-renewable-energy-technologies-and-green-entrepreneurship

[28] Data collected evidence that more girls are venturing into the field of STEM and sciences than before with role models such as the popular Lady Mechanic in Lagos and the likes of SOSAI Renewable Energies Company, Creeds Energy Limited, Smarter Grid Company Ltd and many more that are run by women in the renewable energy space

[29] It is important to highlight that this is not restricted to the energy sector.

[30] Aside the believe that some jobs are for men and require physical strength like installing solar panel on the roof.

of data to better sustain the identification of activities to be implemented, the NAP indicates that collection and quantification of this should be carried out with the gender audit, as a mitigation strategy. The experiences and examples described above are considered an indication of the commitment demonstrated by the Government, thus far, in promoting a more diverse and inclusive public sector that will be reinforced. Thus, the following activities are proposed to fulfil the objectives and targets of the regional policy:

- Conduct awareness campaigns on energy-related studies for women by making them more socially relevant;
- Create exclusive scholarships for women pursuing studies in STEM fields[31];
- Encourage female application for open technical positions by making recruitment practices gender sensitive and flexible (e.g. having employment benefits for working mums, day care services etc.);
- Institutionalise internship and mentorship programmes in the Energy Ministry and related government agencies for women pursuing STEM studies.
- Create job-ready energy certifications for easy transition into the energy field (e.g. consultancy).

(c) **Key Stakeholders**

- Ministry of Power;
- Ministry of Environment;
- Ministry of Women Affairs
- Ministry of Humanitarian Affairs;
- Ministry of Education;
- Ministry of Petroleum Resources
- Energy Commission of Nigeria;
- Rural Electrification Agency;
- Transmission Company of Nigeria;
- Universities and Vocational training institutes;
- Development Partners e.g. GIZ; USAID, Power Africa etc.
- Civil Society Organisations
- Federal Ministry of Power Gender Focal Point

**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:**

[31] Different approaches for implementation will be discussed after conclusion of the gender audit but can range from affirmative action to financial incentives to reducing qualification grade points for women.

(viii) 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**

Nigeria has a thriving private energy sector, and there is a consensus amongst stakeholders of an increasing involvement of women in the sector. The country also has Local Content Regulations for both the petroleum industry and the electricity supply industry. These regulations spell out quotas for local industries to participate in the country's energy sector. Principally, they seek to, among other things, give first consideration to Nigerian independent operators in the award of oil blocks, oil field license and electricity projects in the award of contract; and improve the promotion and maximization of value addition and job creation through use of local expertise, goods and services in the petroleum and electricity supply industries. Both local content regulations are gender neutral hence, the sector is still largely dominated by male owned businesses. Although, some Government agencies are at the forefront of changing this narrative. For instance, the Mini-grid for rural communities and Solar Home System component of the Nigeria Electrification Project of the REA, gender takes a minimum of 30% with the World Bank and AfDB funds creating an enabling environment for private sector involvement through technical assistance. The Project Implementation Manual for the program made provision for women across all beneficiary groups to receive increased opportunities through a range of integrated activities including, the collection of gender-disaggregated data, gender targeted marketing, community outreach, and training programs that will be delivered at various levels to encourage and facilitate women owned business to participate in the project. The Renewable Energy Association of Nigeria (REAN) organises professional development networking and opportunities for its members giving priority to women led businesses. The Association of Professional Women Engineers of Nigeria, Solar Sisters Nigeria, Ashdam Solar, and Clean Technology Hub[32] also provides Mentorship of female engineers, networking opportunities, internship programmes where companies will be requested to take women engineers on internships etc

The proposed activities in the ECOWAS Policy on Gender Mainstreaming seeking to ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector have been actively implemented by various energy related institutions, especially energy sector related civil society organisations (Clean Technology Hub, AWEDI Network, Women in Energy Network, Heinrich Ball Foundation, International Centre for Environment and Energy Development, APWEN, REAN etc.). This includes the profiling and showcasing of women led businesses through advertisement of business opportunities in the energy sector with focus on women and the creation of limited gender-sensitive inclusion framework. The Bank of Industry for instance also launched a gender-sensitive financing mechanism to demonstrate real opportunities and access to funding for female-led energy sector enterprises.

Activities in the informal energy sector have not been left out. Rural Women Energy Security (RUWES) and Nigeria Clean Cookstoves Alliance have been engaged in activities such as the promotion of improved cookstoves for household and productive purposes e.g. the promotion

[32] CTH organizes trainings for women enterprises in rural and peri-urban areas to adoption of cleaner technologies in cooking and lightning-aimed at increasing both the demand and supply side gaps of women participation in the clean energy sector.

of Sustainable Energy access for vulnerable households in the North-East Nigeria for cooking and lighting. Albeit, lack of centralized disaggregated data limits the quantification of women participation in the sector and make efforts at profiling and showcasing energy businesses led by women; capacity building for existing women entrepreneurs on energy businesses/technologies and energy finance; and the promotion of vocational training in the formal energy sector challenging. However, several women lead private enterprises and CSOs e.g. Clean Technology Hub, Creeds Energy, Women in Energy Network, and Sosai Renewable Energy Company have started their own vocational training programmes, normally in areas where an increase in skills benefit them directly when recruiting new teams, and frequently directly target women[33].They also often support women businesses in the energy sector through advocacy campaigns, trainings etc. The Renewable Energy Association of Nigeria in 2019 also started an award scheme for women business in year 2019 but due to the global pandemic could not hold the year 2020 edition. Therefore, the proposed activities in the ECOWAS policy are relevant to Nigeria, but there is the need to increase advertisement opportunities in the energy sector to target women. Thus, the following activities are proposed to further enable Nigeria to fulfil the objectives and targets of the regional policy:

- Improving opportunities for women-led businesses in policies and programmes;
- Promoting capacity building for women-led businesses, including technical/vocational training, entrepreneurship/management training, and gender-aware finance;
- Showcasing energy businesses led by women during energy fairs;
- Create gender-sensitive financing mechanisms.

Several stakeholders interviewed indicate that although the barriers to the entry and growth in private sector energy ventures is shared by both men and women led enterprises, the later are more vulnerable to limited access to finance, professional networks, bureaucracy and regulation-related concerns.

**(c) Key Stakeholders**

- Ministry of Power;
- Office of the Senior Special Assistant to the President on Sustainable Development Goals (OSSAP-SDGS);
- Ministry of Women Affairs
- Ministry of Humanitarian Affairs
- Rural Electrification Agency;
- Ministry of Labour and Productivity;
- Ministry of Education;
- Financial Institutions;
- Private sector and Development Partners
- Federal Ministry of Power Gender Focal Point
- Energy Commission of Nigeria and Research Institutes

[33] Examples of this include: i) Solar Sisters provides schools with "STEM in a Box", a compendium of tools and methods that teachers use to develop science lessons (solar kits, biology beakers, and charts) through a hands-on learning approach to stimulates girls' interest in STEM; ii) Roshan Global Services which trains women on manufacturing of charcoal stoves in Niger State; iii) Toyola Energy in the sector of improved.

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

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

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

**(b) Baseline Analysis**

Due to the challenges (e.g.) faced with regards having a functional Gender Focal Unit at the Ministry of Power and the Ministry of Petroleum Resources, both ministries have no capacity, institutional legitimacy and budget to implement the mandate of monitoring and reporting of energy infrastructure projects as required by the policy. Hence, with the support and collaboration with the Federal Ministry of Women Affairs there is a need to strengthen the structure that existed in the past. Ministry of Power in the past e.g. during the process of the developing the regional policy and directive had a gender focal person attending trainings and workshops organised by ECREEE for all Member States. A functional Gender Focal Unit in the Ministry of Power will be helpful to the extent that it will allow the Ministry of Power mainstream gender in energy access. Specific activities, following the constitution of the GFUs, will be developed to contribute to create and strengthen regional policy communication capacities, facilitate coordination with other entities in the sector, validation of reporting mechanisms, at national and regional level, including development of information collection tools and monitoring activities carried out as part of the implementation of the National Action Plan.

**(c) Key Stakeholders**

- Ministry of Power
- Ministry of Petroleum Resources
- Ministry of Women Affairs
- Federal Ministry of Education
- Energy Commission of Nigeria
- Head of Civil Service of the Federation
- Development partners: e.g. ECREEE, World Bank, UNDP

## 3. DEFINITION OF STRATEGY OBJECTIVES

### 3.1 Proposed Targets

After a wide stakeholder consultation, it was observed that some of the targets set in the ECOWAS Policy on Gender Mainstreaming into Energy Access and the ECOWAS Directive on Gender Assessment in Energy Projects are achievable within the stipulated dates, while others are in some sense too ambitious to achieve. Therefore, stakeholders have recommended that targets that are too ambitious be revised downward and be subjected to annual monitoring and reviews. Hence, the following targets are proposed for Nigeria, in line with the ECOWAS policy objectives and stakeholder consultation, with details outlined in the implementation strategy in Section 4.

Proposed targets for strategic objective 1

- At least 80 percent of energy sector government employees will have received some relevant training by 2022;
- At least 45 percent of citizens will be exposed to some form of relevant public service announcement by 2025, growing to 90% by 2030; and
- At least 6 new scientific articles about gender and energy in Nigeria published in peer-reviewed scientific journals by 2025.

Proposed targets for strategic objective 2

- At least 50 percent of energy policies by 2022 and 100 percent by 2030 will be gender sensitive;
- At least 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation from 2022, rising to 100 percent in 2030.

Proposed targets for strategic objective 3

- At least 40 percent women in the public-sector energy workforce by 2025, rising to at least 45 percent by 2030.

Proposed targets for strategic objective 4

- At least 40 percent women participation in energy-related fields in the private sector by 2025.

Proposed targets for strategic objective 5

- At least 40% percent compliance by 2023, growing to 100% by 2025 in the monitoring, accountability and review framework.

### 3.2 Proposed Activities

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

Nigeria will endeavour to elevate and consolidate the issue of gender and energy, starting with:

- Official recognition of gender and energy considerations;

- Promotion of increased scientific understanding;
- Promotion of climate change impact and awareness;
- Widespread awareness of issues among non-state actors including the private sector, international financial institutions, civil society and the public; and
- Undertake a gender assessment (including pay gap analysis)/ gender audit of the energy sector and update of the 2006 National Gender Policy to include mainstreaming gender in energy access.

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

First, there must be official recognition of the importance of gender and energy concerns. As a country, there must be an official recognition of gender gap in energy access especially in rural areas where most of there is high energy poverty issues including the use of traditional cooking methods as opposed to the modern and efficient cooking. There is need for a nation-wide public enlightenment programs like public awareness campaigns, gender assessment studies, and gender and energy consumption- by the government at federal, state, and local levels. The dissemination of these reports should involve all levels of society, including private sector and civil society players as well as community champions. This not only legitimizes gender dimension in energy access in the public and policymaking spaces, but also at the grass roots levels. An energy audit of existing policies, programmes and initiatives will also go a long way to inform policy makers on current gaps and ensure that all new policies and initiatives are gender balanced. For example, at the point of investing in energy infrastructures and projects, the Government of Nigeria can insist that at least 50% of the total beneficiaries of an energy project be women. Just as some components under the Nigeria Electrification Project sets the beneficiary figure for female beneficiaries at 30%.

Secondly, more scientific inquiry must be directed to gender and energy issues. Some gender-linked energy issues that could be of higher national priority on the research include the public health implications of cooking with solid biomass and the gender differentiated impacts of electrification. There need for more studies and scientific data on gender and energy issues that point out the societal costs, and the benefits in mainstreaming gender in energy. For example, the gender impact of lack of electricity in certain local or rural communities, or health implications of cooking with fossil fuel and traditional methods. When these studies are done, they should be innovative such that they capture energy data by gender and published as such. The National Bureau of Statistics and the Energy Commission of Nigeria should have these disaggregated data readily available to research institutions for further analysis and publications in both national and international peer reviewed journals and in some cases, ensure they are properly disseminated even in local languages.

Thirdly, to effect behavioural change and awareness, new perceptions must take root among the general population. Women and men, the private sector, international financial institutions, communities, traditional and religious leaders and civil society must be aware of the true costs, benefits, and implications of their energy decisions and options. There must be targeted widespread understanding of energy and gender issues involving all stakeholders that can influence knowledge, attitudes and behaviours in communities. All hands must be on deck on

spreading awareness through community, traditional, and religious, women's rights leaders; international development agencies; CSOs, on gender and energy access in both urban and local communities across Nigeria. They must at some level question prevailing practices, taboos and assumptions and be equipped with a new paradigm around energy options and choices. Gender and energy as singular concepts remain largely vague amongst most Nigerians hence the prevalence of gender-based discriminations, violence, energy theft and poor efficiency in utilization. However, through proper creation and sharing of knowledge material easily interpretable at the most remote areas of society especially on issues entrenched in cultural beliefs and practices that limits men and women to certain activities, will peak – towards achieving the goal of widespread energy and gender considerations to educate the public and to begin to challenge the cultural norms that lead to gender exclusion. This can be achieved through the use of radio jingles, advertorials in print and social media and also IEC materials and peer exchange such as posters, fliers (in local languages), billboards etc.

Lastly, it is necessary as a matter of urgency to carry out a holistic gender assessment/audit of the Nigerian energy sector. Also, the ongoing update of the National Gender Policy 2006 is important to the extent that the monitoring and evaluation framework for gender policy implementation should include energy related indicators, outputs or outcomes. The Federal Ministry of Power, responsible for formulating electricity policies and the Ministry of Petroleum Resources responsible for formulating fossil fuel policies and other MDAs (e.g. Ministry of Environment) should be included as implementing stakeholders alongside clear roles and responsibilities as stated in the National Energy Policy 2018. Hence, top-bottom institutional capacity building and knowledge exchange will take priority across public institutions of government particularly those with the core mandate of gender and energy advancement. For instance, the Ministry of Power employees gets trained on gender mainstreaming in power project design and execution, while the Ministry of Women Affairs gets trained on the need for more female involvement in the technical and administrative facets of the energy sector as well as on energy efficiency and diligence.

***Strategic Objective 2: Ensure that all energy policies, programmes and initiatives, including large energy infrastructure projects 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***

Within all relevant energy Ministries in Nigeria, gender considerations will be mainstreamed in policies, programmes, and initiatives. This will require:

- More precise, regular, timely and results-oriented data collection and evaluation methods that promote disaggregation by sex, age and socio-economic background; and the Inclusion of gender dimension in procurement announcement and terms of reference for energy projects in the country.
- Enhanced profiles and capabilities for Gender Focal Units in the National all energy related Ministries;
- Agency-wide sensitization, training and adoption of new and gender responsive practices including reducing the impact of climate change in the energy sector.

Firstly, Gender mainstreaming within relevant National Ministries with mandates on energy will involve everything from incorporating gender concerns into everyday procurement decisions all the way to making sure high level budget allocations adequately reflect the priorities of both women and men. From the point of policy agenda setting to execution and

monitoring, policy makers and the government should aggregate gender sensitive concerns to ensure that in programmes and interventions, there must be gender balance with mechanisms for measurement. In addition, the enforcement of these policies must be strong-willed to ensure compliance across board. Adopting best practice across all energy related MDAs will help support robust knowledge sharing practices for data collection purposes. For instance, part of the requirements for qualification under the Output Based Fund sub-component of the Nigerian Education Programme (NEP) of the REA involves the team seeking 'Consent to conduct background checks on the applicant company, associated companies, and key individuals including gender related background checks'. This, at the very least, promote sex disaggregated data about energy contractors/suppliers, customers, and programme beneficiaries.

Secondly, the Government of Nigeria must ensure that policymaking and policymakers include gender and energy access in formulation stages, and planning of projects. One way to get around this, is by mandating the creation of Gender Focal Units in all energy related MDAs. This will ensure that from the point of initiation of Programmes targeted at energy access, gender balance and considerations are visible. A core function of the GFUs will be to ensure that specific frameworks that will assure gender inclusivity in all energy projects are set in place. GFUs should also be tasked with the responsibility of engaging CSOs, women's rights group, leaders in energy, international development partners (energy and gender) women and energy access to review drafts of policies and engage the National Assembly and lawmakers to include gender dimension when performing oversight functions of energy MDAs and energy laws. A GFU in all energy related MDAs calls for adequate training, financial resources, and institutional stature to direct gender and energy data collection, analysis, and monitoring of each institution hence, staff of GFUs must receive adequate training to enable them to educate their colleagues and implementing partners and encouraging the adoption of gender sensitive practices.

Lastly, new avenues need to be employed for allowing and encouraging the concerns and priorities of the citizenry, women and men, to be recognized across the energy value chain. Prior to implementing policies and programs, there is need to collate necessary sex-disaggregated data on energy usage that would inform and guide gender-neutral policies and programmes. Frameworks that ensure there's fair representation of women and men across the energy sector and their equal participation in decision-making processes must be adopted including a robust feedback process.

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

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

- Education and training for women in STEM fields;
- Specific pre-career pathways created at educational institutions, energy related ministries and other public sector agencies; and
- Creating incentives (monetary and programmatic) to increase the number of women pursuing energy-related careers.

International consensus exists that women's and men's concerns are best articulated and incorporated into the political process once a threshold of roughly one third representation is reached. This implies, for gender balanced representation, both women and men should hold between one and two thirds of positions. As a first step, the government should assess the energy sector and conduct female specific competitive employments to the public sector. This should be followed by reflecting a public-sector range of policies helping women and men to

achieve work-life balance, including paid maternity and paternity leave, flexible working hours, paid and unpaid childcare leave, increased tax relief, tax rebates, and childcare subsidies for both women and men. At the level of decision making, elected government officials should be mandated to make gender-balanced appointments to public office including a 40% of women representation on board of public institutions, while political parties are expected to design and adopt gender-balanced political party structures that will see to the emergence of female elected public office holders who will advocate for increased gender mainstreaming for women in both energy access and other sub sectors.

Furthermore, gender balance in the energy related ministries and agencies is the limited labour supply, linked to the gender outcomes in the educational sector, specifically the sub fields of science, technology, engineering and math (STEM). Therefore, government should use its machineries to achieve gender balance in enrolment, academic achievement, and graduation from STEM fields at the secondary and tertiary levels by encouraging and sensitizing more females to go into STEM related fields - this could serve as the bedrock for more female engagement in the technical aspects of the energy sector. While sensitizing these females, government should place incentives for attainment and reward diligence via scholarships, research grants and automatic merit-based employment to the energy public sector and even support on developing community-based projects. In addition to this, positioning and empowering of the Federal Ministry of Women Affairs as a strong leader in government to increase women's public sector participation in energy-related technical fields and decision-making positions is important as well as making affirmative action plan that prioritises 30% recruitment of females in the Ministries, Departments and Agencies in the energy sector.

To bridge the divide between education and public sector employment, it is important to create programmes that assist students and graduates with job skills and networking opportunities. These include: education, internship and training programme for women in STEM field to encourage or boost their confidence to pursue STEM-related careers in the energy sector; continuous Professional development trainings for women working in the sector; and providing mentor structure for newly qualified, junior or mid-level professionals who may require guidance to boost their confidence to advance in their careers. For instance, STEM programmes such as those implemented by REA and REAN members.

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

Nigeria will aim to increase energy sector led workforce participation of women, and promote women led businesses by:

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

There are substantial structural and cultural barriers to equal employment and entrepreneurship opportunities in the Nigerian energy sector. Policies and regulations (the CAMA Act 2020; Nigerian Local Content Law, the Nigerian Electricity Sector Local Content Regulation 2004 etc.) can provide a supportive framework to help increase the participation and employment of women in the energy sector.

The energy sector needs to become more interesting and accessible to both women and men. Energy sector opportunities must be awarded a higher profile through gender aware information campaigns. As government make the rules by which private sector operate, the government should make legislations stipulating the percentage of women expected to work in a company or constitute the members of the Board. Women and men also require equal access to specific employment and contracting offers. Activities should be streamlined to adopt women and men in the energy sector to redress specific and persistent gender gaps and disadvantage within existing structures i.e., improving women's small business skills and providing a gender friendly procurement regime. Priority should be placed on improving the quantity and quality of employment for both women and men through gender mainstreamed models for development of small and medium business, cooperatives and vocational training. Private organizations should strengthen provincial and district institutional capacity for gender mainstreamed planning and programming for poverty alleviation and improve employment opportunities and working conditions for women and men.

Furthermore, supportive programmes will level the playing field for knowledge, skills and capital, overcoming historic gender disadvantages in the field of business. Such programmes include, expanded technical/vocational training, gender-aware finance and entrepreneurship/business management training in the energy sector targeted at women. This can be done through advertising and promoting business, employment and contract opportunities for women in the energy sector. Similarly, there is need to overhaul the Technical and Vocational Education and Training (TVET), and encourage more girls to study Science, Technology, Engineering and Mathematics (STEM).

Also through Public–Private Partnerships (PPPs), government can heavily subsidize the position of women in private sector companies, set benchmarks for percentage of women to hold key positions in the company etc. before the said company may qualify for certain fiscal advantages from government. In addition, government can through PPP inform programmatic changes to interventions to ensure that gender mainstreaming is prioritized for more female entrance to the energy private sector thereby removing all forms of gender discriminations and biases against women in policies, plans and programmes in the energy field, including the private sector operators.

Finally, gender inclusive finance programmes, that are both concessionary and risk averse should be encouraged to avail women businesses the opportunity to overcome systemic gender discrepancies in the ease with which to start a business and ensure funding support scheme are accessible and transparent, backed up by expert financial advice throughout the life of energy project.

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

Nigeria recognize the importance of documenting progress in implementing the NAP, and therefore will be subject to:

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

Firstly, it is important to have a comprehensive monitoring and accountability structure to ensure compliance and make adjustment as the NAP is implemented. It is necessary that the Ministry of Power in collaboration with the Ministry of Women Affairs and other energy sector MDAs institutionalise a functional GFU and constitute a stakeholders' collaborative working group on gender mainstreaming in energy access to comprise of both public and private sector. The working group will collectively formulate outcomes and goals of gender mainstreaming in the energy sector. This should be followed by the presentation of a joint selection of outcome indicators included in the Annex (3) such that the indicators are used to embark on far-reaching gathering of baseline information on the current condition/situation of women in energy sector and other related data. Based on the initial result from the baseline data, the working group should set up a mechanism to regularly collect data to assess, analyse impacts using both qualitative and quantitative methods disaggregated by sex to determine whether targets are being met before reporting the results and disseminating to the wider stakeholder group and general public.

Secondly, time bound targets with indicators will be established along with protocols for collecting and reporting results. There is a need to revive all the gender desks across all energy related MDAs coordinated by the Federal Ministry of Women Affairs in collaboration with the Ministry of Power and Ministry of Petroleum Resources. A Performance and Portfolio Monitoring operational manual that sets out the policies and procedures for development, implementation and monitoring of gender mainstreaming activities should be developed. Each GFUs of all energy sector MDAs will be responsible and accountable for overseeing the monitoring and reporting of the NAP.

Finally, the outcome of the monitoring exercise will be reported via a Gender Mainstreaming in Energy Access Dashboard, Quarterly Bulletin and Annual Reporting disseminated by the Secretariat of the Gender Mainstreaming in Energy Access (the Federal Ministry of Power). A national system of incentives should be developed to reward bodies and organizations implementing the reforms and achieving key milestones in gender mainstreaming.

## 4. IMPLEMENTATION STRATEGY

In line with the ECOWAS Policy for Mainstreaming Gender in Energy Access, the following implementation strategy for Nigeria has been developed to provide guidance with regards to activities, responsible institutions, timelines and budget for a four-year period, from 2022 to 2025. Progress will be evaluated in 2025, and new actions and activities proposed for the second half of the decade, from 2026 to 2030. As conditions in the country evolve and progress is achieved, it is envisioned that additional five-year implementation plans will be developed and agreed to on a continual basis for as long as the ECOWAS Policy on Gender Mainstreaming in Energy Access is in effect.

This implementation plan refers to the strategic objectives and institutional actors described in the policy. The Ministry of Power is the main responsible institution supported at the regional level by ECREEE Gender focal point as such, it is recommended that a GFU be established within the Ministry to facilitate the implementation of the NAP. Other key institutions and implementing organizations include the Ministry of Women Affairs, Ministry of Petroleum Resources, Ministry of Environment, Ministry of Education, Ministry of Labour and Employment, Ministry of Agriculture and Rural Development, Ministry of Water Resources, Energy Commission of Nigeria, National Bureau of Statistics, Rural Electrification Agency, National Youth Service Corps, and Office of the Senior Special Assistant to the President on the SDGs. Other stakeholders include- Bank of Industry and several NGOs and CSOs.

The success in the implementation of the NAP hinges on the mobilization, active commitment and leadership from all these and other supporting institutions across the country and beyond. ECREEE will be the primary institution responsible for providing technical support and oversight for this implementation plan at the regional level while the Ministry of Power will provide effective coordination among all energy sector stakeholders.

Table 1 outlines the implementation strategy for the NAP. It is expected that the document will be taken through a one-year approval process (e.g. national validation by all stakeholders and finally approval by the Federal Executive Council) and implementation started in March 2022.

The estimated budget for the period up to 2025 is approximately EUR 2,000,000.00 including cost for the implementation of the Directive.

**Table 1: Implementation Strategy**

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

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Conduct a gender assessment in Energy Sector (Gender audit) | Ministry of Power and Ministry of Petroleum Resources, | Ministry of Power, Ministry of Petroleum Resources, Ministry of Women Affairs and Energy Commission of Nigeria, National Bureau of Statistics | March 2022 – July September 2022 | 100,000 | Donor Community | Number of gender audits conducted | 1 | 100% by December 2022 |
| Support and reinforce the collection of gender-disaggregated data on energy usage, energy production and provision of energy services | Ministry of Power | National Bureau of Statistics, Energy Commission of Nigeria. | *March 2022 to June 2023* | 100,000 | Annual Budget or Donor Community | Number of surveys that include gender disaggregated data on energy | 0 | 100% by 2023 |
| Sensitization of all energy related Ministry staff including Ministry of Women Affairs on gender mainstreaming in Energy Access and impact of climate change | Ministry of Power State Governments | Ministry of Power in collaboration with the Ministry of Women Affairs, Ministry of Environment, National Orientation Agency (NOA), and energy sector stakeholders | March 2022 – February 2023 | 150,000 | Annual Budget or Donor Community | GFU Staff from all energy related Ministries and national energy associations including women organised civil societies. A train the trainer workshop will follow to enable GFUs to train colleagues and | 0 | 40% by 2022 and 80% by 2025 |

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| | | | | | | engage in national awareness campaigns in both urban and rural areas of the country | | |
| Conduct public awareness campaigns | Ministry of Power, Ministry of Petroleum Resource, Ministry of Women Affairs and State Governments | National Orientation Agency, National Television Authority and energy sector based civil societies | March 2022 to December 2025 | 30,000/ year | Annual Budget or Donor Community | Percentage of population exposed to some form of public awareness service | N/a | 80% by 2025 |
| Enable a registry system for scientific research on gender and energy in Nigeria and publication of articles in peer-reviewed journals | Ministry of Power, Energy Commission of Nigeria | Local or International universities, with support from all energy related Ministries, Energy Commission of Nigeria and donor organizations | March 2022 to December 2025 | 20,000/year | ECREEE | Number of registry systems developed | 0 | 6 by December 2025 |

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

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Support the Federal Ministry of Power National Gender Focal Point to | Ministry of Power | Ministry of Power | March 2022 | 20,000 for training 3 Full-Time | Annual Budget or Donor Community | Number of FTEs trained | 0 | 3 FTEs trained by December 2022 |

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| create a functional GFU | | | | Equivalents (FTE)<br><br>Annual budget for 3 FTEs in GFU (80,000) | | | | |
| Include gender and climate change considerations in the next revision of energy policies | Ministry of Power, Ministry of Petroleum, Ministry of Environment, Energy Commission of Nigeria | Energy Commission of Nigeria in coordination with GFUs of energy sector stakeholders | March 2022 – December 2025 | 0 | N/A | % of revised energy policies | 0 | 100 % by 2030 |
| Sensitize the different public structures to the impacts of gender-neutral policies | Ministry of Power, Ministry of Women Affairs, Ministry of Environment and State Governments | Ministry of Women Affairs | March 2022 – December 2024 | 15,000/year | Annual Budget or Donor Community | Proportion of staff that attended gender training | N/a | 45% by December 2025 |
| Develop a gender assessment checklist that agencies can use when elaborating programmes and policies | Ministry of Power and Ministry of Petroleum Resources, Energy Commission of Nigeria | GFUs of Ministry of Power and Ministry of Petroleum Resources in collaboration with the Energy Commission of Nigeria and the National Bureau of Statistics | March 2022 to February 2023 | 30,000 | Annual Budget or Donor Community | N/A | 0 | 100% by December 2023 |
| Include gender in procurement announcements and terms of references with implementing partners | Ministry of Power, Ministry of Petroleum, and All States of the Federation including FCT | Procurement/ Finance Department within Ministry of Power and Ministry of Petroleum Resources | March 2022 to December 2025 | 4,000/year | Annual Budget or implementing partners | Number of procurement announcements with gender component | 0 | 100% by December 2025 |

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Include 'gender assessment' as a step in the document that describes policy development process | Ministry of Power, Ministry of Petroleum Resources, Energy Commission of Nigeria, and All States of the Federation including FCT | Planning department within Ministry of Power, Ministry of Petroleum and Energy Commission of Nigeria | June 2022 to March 2023 | 0 | N/A | Number of times that Gender Focal Unit (GFU) was solicited to provide input on policy or programme document | 0 | 100% by 2025 |
| Develop and adopt a gender assessment toolkit for implementing partners | Ministry of Power and all energy sector MDAs | GFUs | March 2022 to February 2023 | 50,000 | Annual Budget or implementing partners | Number of implementing partners that adopts the toolkit (first and final drafts) | 0 | 100% by December 2025 |
| Train stakeholder on the new developed tools | Ministry of Power | GFUs | January 2023 to June 2023 | 50.000 | Annual Budget or implementing partners | Number of people trained | 0 | 100% by December 2023 |
| Encourage equal participation of men and women in public consultations during project planning | All Energy Sector MDAs Coordinated by Ministry of Power, and All States of the Federation including FCT | GFU | May 2022 to December 2025 | 4.000/year | Annual Budget or implementing partners | % of public consultation meetings during project planning with equal participation of men and women in public | TBD | 100% by 2025 |
| Mainstream Gender in all subsequent energy projects | All Energy Sector MDAs and All States of the Federation including FCT | Relevant agency within the energy sector and their implementing agencies in coordination with GFU | June 2022-December 2025 | 2% of project cost | Project developers or promoters | Number of energy projects that mainstreamed gender in energy | 0 | 100% by 2025 |

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

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Conduct awareness campaigns on energy and climate change-related studies for women by making them more socially relevant | Ministry of Women Affairs, Ministry of Environment, and All States of the Federation including FCT | Ministry of Power, Ministry of Petroleum Resources, Ministry of Environment and Energy Commission of Nigeria GFUs | March 2022-December 2025 | 50.000 | Annual Budget or implementing partners | Number of campaigns | 0 | 5 by 2025 |
| Create exclusive scholarships for women pursuing studies thus increasing female access to STEM fields and trainings | Ministry of Education, NAPTIN, Petroleum Technology Development Fund, and All States of the Federation including FCT | Ministry of Education, donor organizations through tertiary institutions and NAPTIN, PTDF, Federal and States Scholarship Boards | March 2022-2025 | 200,000/year (including a stipend) | Ministry of Education, NAPTIN, PTDF and development partners | Percentage of females enrolled in STEM courses in tertiary institutions with awarded scholarships | 0 | 40% by the end of December 2025 |
| Institutionalise a gender focused internship programmes in Ministries and agencies with Energy sector related mandates for female students in STEM and non-technical fields | Ministry of Power, Ministry of Petroleum Resources, Industrial Training Fund (ITF), and All States of the Federation including FCT | All energy sector MDAs in collaboration with the private sector, APWEN, REAN and Alliance | March 2022-December 2025 | 5,000/per student | All energy sector MDAs and donor organisations | Number of internships | - | 70% by December 2025 |

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Encourage and recruit female application for open technical positions reducing qualification grade points for female in STEM field. | Ministry of Women Affairs, Civil Service Commission and All States of the Federation including FCT | Civil Service Commission | March 2022-December 2025 | - | - | Number of female recruitments in technical and non-technical positions in public institutions | N/a | 35% of technical positions by December 2025 and 50% by December 2030 |
| Implement Nigeria's affirmative action policy in the energy sector MDA Boards | Office of the Head of Service of the Federation and All States of the Federation including FCT | Federal Government of Nigeria | March 2022 to December 2025 | - | - | Percentage of women on public sector boards | 5% | 40% by December 2025 |

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

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Improving opportunities for women-led businesses in policies and programmes | Small and Medium Enterprise Development Agency of Nigeria (SMEDAN), Association of Professional Women Engineers in Nigeria, Renewable Energy Association of Nigeria (REAN) | Ministry of Energy Commerce and Entrepreneurship Ministries, Women Affairs Ministry Civil society organizations | March 2022-December 2025 | 10,000/year | ECREEE | Number of advertisements placed | 0 | December 2025 |
| Promoting capacity building for women-led | Ministry of Power through NAPTIN and ITF | NAPTIN, SMEDAN, Federal Ministries of Power, Petroleum | March 2022- to December 2025 | Capacity building costs estimated at | Donor agencies and implementing | Number of women entrepreneurs trained | 0 | 35% of women entrepreneurs by |

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| businesses, including technical/vocational training, entrepreneurship/management training, and gender-aware finance | | Resources, Women Affairs, Donor organizations, Women professional organizations Universities and training centres | | ~50% of initial investment requirement for micro and small business, ~30% for small/medium, falling to ~10% for medium/large | partners. ECREEE | | | December 2025 and 40% by 2030 |
| Showcasing energy businesses led by women during energy fairs, initiate gender categories awards | Ministry of Power, Ministry of Petroleum, Nigeria investment Promotion Commission and All States of the Federation including FCT | Federal Ministry of Labour and Productivity, SMEDAN and the organised energy associations/Civil society organizations | March 2022-2025 | 4000/year | Donor agencies and Energy fair organisers | Number of women profiled and showcased | 0 | 40% of energy sector businesses led by women |
| Create gender-sensitive financing mechanisms | Ministry of Power GFU and All States of the Federation including FCT | GFUs working with donor organisations, Financial Institutions Civil society organizations Training centres | March 2022-December 2025 | 50,000.00 | ECREEE/ Donor organisations | Number of women benefiting from gender-sensitive financing mechanisms | 0 | 35% of women entrepreneurs in energy sector by December 2025 and 40% by 2030 |

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

| Activity | Responsible Institution | Implementing Organization | Start Date and End Date | Budget EURO | Source of Funds | Indicators | Baseline value | Target value by DATE |
|---|---|---|---|---|---|---|---|---|
| Review and understand the monitoring and reporting requirements of the policy | GFUs | GFUs | June 2022 to December 2022 | 50,000 | Donor organisations | 100% review and understanding of requirements | 0 | 100% by December 2022 |
| Identify resources needed to perform the tasks | GFUs | GFUs | March 2022 to June 2022 | 5,000 | Donor Organisations | List of requirements to perform the tasks | 0 | June 2022 |
| Assign data collection and reporting role to members of the GFUs | GFUs | GFUs | March 2022 | N/A | N/A | Document with the procedure | 0 | March 2022 |
| Create data collection tools such as short surveys and questionnaires that implementing actors can fill out | GFUs | GFUs | March 2022 to June 2022 | 5,000 | Donor Organisations | N/A | 0 | June 2022 |
| Provide annual reports to ECOWAS Department of Social Affairs and Gender | GFUs | GFUs | March 2022-December 2025 | N/A | N/A | Annual reports provided by end of March in the new year | 0 | March 2025 |

## 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**

**Background**

Nigeria has established specific procedures for approval of energy infrastructure projects, depending on the link of the energy value chain that is focused by the project. For power generation, the national procedures include company registration, land acquisition, request for licenses and permits, and, if suitable, off-taker agreements. However, activities to be considered under each of these differ according to the technology used and size (EUEI-PDF, 2016). The figures below illustrate two different generation solutions, the activities a project developer/proposer should implement. Furthermore, although prior engagement of local advisors and engagement in public consultations are advised, these are not mandatory. For non-generation projects, the procedures normally fall under one of two tracks: submission of unsolicited bids and competitive procurement. For a transmission project, the procedures consider the commonly accepted best practices, and include the procurement process (expression of interest followed by a request for proposals), criteria of bidders and their qualification, requirements for requests for proposals, the bidding process and the implementation of the contract including PPA.


**Figure 1: Procedure for new grid-connected power projects**

**Source: EUEI-PDF, (2016)**

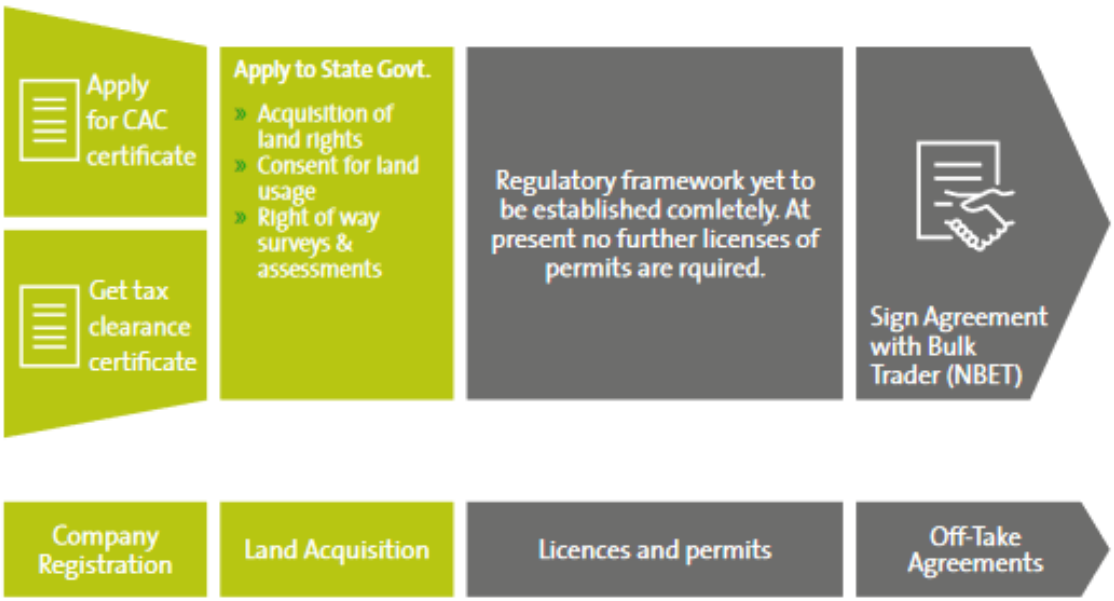


**Figure 2: Procedure for Mini-grids projects**

**Source: EUEI-PDF, (2016)**

Nigeria Electricity Regulatory Commission (NERC) established and backed up by the Electric Power Sector Reform (EPSR) Act 2005 (32 sub-section 1d) has the mandate to issue licenses and regulate persons engaged in generation, transmission, system operation, distribution, and trading of electricity. The Nigerian Upstream Petroleum Regulatory Commission (NUPRC) has the statutory responsibility of ensuring compliance to petroleum laws, regulations and guidelines in the Oil and Gas Industry. NUPRC has the mandate of issuing licenses and permits for downstream and upstream activities of the oil and gas industry. According to the National Gas Policy 2017, There are two main regulatory bodies responsible for the LPG sector, the Standards Organization of Nigeria (SON) and the NUPRC. SON sets product standards while the NUPRC is mandated to inspect and ensure compliance as a regulatory authority. However, all these regulations, applications, licenses and permits are silent on gender assessment. The Federal Ministry of Environment- Environmental Assessment Department (FMoE-EAD) is mandated and responsible for environmental and social impact assessment of all sectors including energy. Hence, it is mandatory for all energy and non-energy sector infrastructure to undertake an environmental impact assessment as enumerated in Figure 3[34] and guided by the EIA Decree No. 86 of 1992. It has three goals and thirteen principles for how these are to be achieved.

[34] ead.gov.ng/eia-process-flowchart/

The goals are:

- Before any person or authority takes a decision to undertake or authorize the undertaking of any activity that may likely or significantly affect the environment, prior consideration of its environmental effects should first be taken;
- To promote the implementation of appropriate procedures to realize the above goal;
- To seek the encouragement of the development of reciprocal procedures for notification, information exchange and consultation in activities likely to have significant trans-state (boundary) environmental effects.

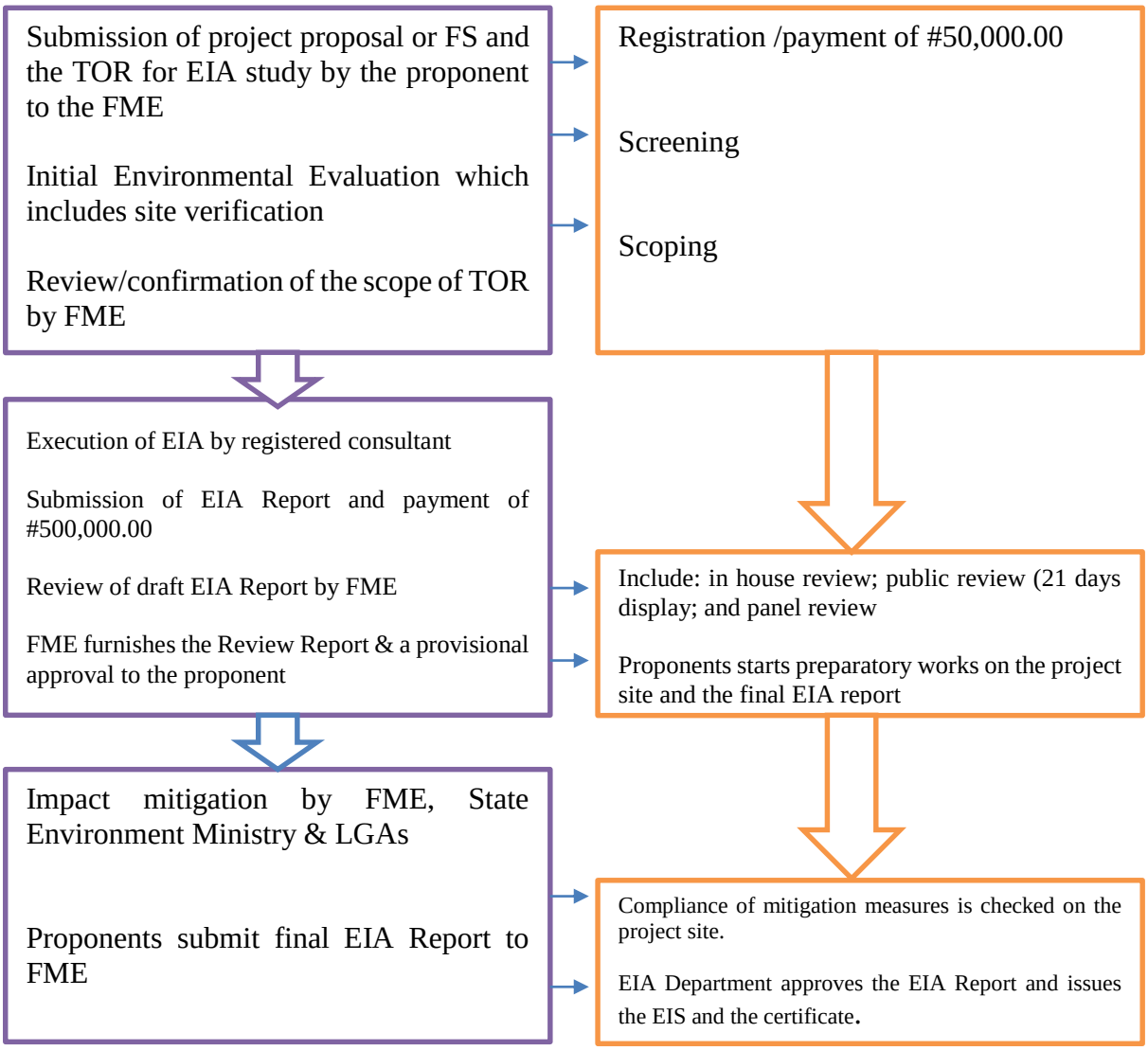


**Figure 3: The procedure for environmental impact assessment in Nigeria**

**Source:** https://www.ead.gov.ng/eia-process-flowchat/

***Implementing the ECOWAS Directive on gender assessment***

There is no need for the creation of a new legislative act, as the EIA Decree No. 86 of 1992 is long overdue for amendment and gender-related amendments could be included in such an amendment. In view of this and as a process to enhance the implementation of the NAP, it is important that energy sector stakeholders led by the Federal Ministry of Environment in collaboration with the Ministry of Power and the Ministry of Petroleum Resources identify and describe key gender issues necessary for consideration in any energy sector infrastructure and call for the amendment of the existing EIA legislation.

(b) **Scope**

Though the Ministry of Environment apply EIAs to all projects, including mining, transport, pharmaceutical, food processing and chemical industries, etc., that might have negative impacts on the environment, it is proposed that the scope of gender assessments is initially limited or only applicable to the energy sector (in alignment with the ECOWAS Directive). This should serve as a National pilot before expanding it to other sectors. It is recommended by the energy sector MDAs and other stakeholders that the same approach should be considered to the inclusion of other vulnerable groups and sectors – i.e., that could be integrated in the future but not in the initial phase. This could serve as National strategy to mitigate potential coordination problems between stakeholders and include mitigation' monitoring and evaluation measures in national action plan.

(c) **Competent Authority**

The approval process for EIAs on any energy infrastructural projects is the Federal Ministry of Environment, which has the mandate of the Federal Government of Nigeria to protect and improve Nigeria's environment and make it cleaner and healthier for future generations. Therefore, the implementation of the Gender assessments would fall under the responsibility of the Federal Ministry of Environment. Therefore, energy sector MDAs and other stakeholders agree that the Ministry of Environment should be the national body to implement the EIA requirements of the ECOWAS Directive on Gender mainstreaming in the energy access. This is because the mandates of the Ministry of Environment, and indeed the modus operandi guiding the ESIA process in Nigeria, already include socio-economic dimensions that are closely aligned with gender issues. Notwithstanding, it is important to reinforce the coordination mechanisms with the Department of Petroleum Resources of Ministry of Petroleum Resources to align and include gender inclusiveness in oil and gas activities.

(d) **Schedule 1 Project Criteria**

The Federal Ministry of Environment, as contained in the EIA Decree No. 82 of 1992, has developed thresholds for energy infrastructure projects that require schedule mandatory study activities, registration and permits. Example of thresholds developed by the decree for projects requiring EIA are shown below[35]. It is recommended that gender assessment is conducted by projects requiring a license or permit for projects of this capacity and beyond, including the thresholds set out in the Mini-grid regulation of 2016. It is recommended that projects with scope starting from those described in these national legislations should be considered for gender assessments. It should also be made mandatory for smaller projects that do not need the usual process of license and permits carry out gender assessments before they are implemented.

[35] Environmental Impact Assessment Decree 1992 section 64 (12&13).

As experience conducting, evaluating and monitoring gender assessments increases, these criteria can be revisited and adjusted as needed to ensure projects with significant potential gendered impacts are being captured.

**Petroleum**

(a) Oil and gas fields development;
(b) Construction of on/off-shore pipelines in exceed of 50 kilometers in length;
(c) Construction of oil and gas separation, processing, handling, and storage facilities;
(d) Construction of oil refineries;
(e) Construction of product depots for the storage of petrol, gas or diesel (excluding service stations) which are located within 3 kilometres of any commercial, industrial or residential areas and which have a combined storage capacity of 60,000 barrels or more.

**Power Generation and Transmission**

(a) Construction of steam generated power stations burning fossil fuels and having a capacity of more than 10 megawatts;
(b) Dams and hydroelectric power schemes with either or both of: (i) dams over 15 metres high and ancillary structures covering a total area more than 40 hectares; (ii) reservoirs with a surface area more than 400 hectares;
(c) Construction of combined cycle power stations. (d) Construction of nuclear-fueled power stations

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

The process for determining whether an energy project or infrastructure requires an EIA is necessary should be the same process for determining if a gender assessment is necessary. Projects that are smaller in scope as recommended under the Mini-grid regulation for power plants and the NUPRC regulation for oil and gas activities and require only registration, should be exempted from gender assessment. Projects that require EIA should conduct gender assessment, with the level of detail commensurate with the stage of the project.

**(f) Implementation of the legislation**

The Federal Ministry of Environment- Environmental Assessment Department would be responsible for developing the gender assessment inclusion into the EIA regulation with the support of the Ministry's GFU and in consultation with the Federal Ministry of Power and the Ministry of Petroleum Resources. The costs of implementing the assessment regulations would be offset by project registration fees.

## 5.2 Administrative Implementation Steps

(a) Advocacy plan for implementation

First, it is recommended that the role of the Ministry of Power Gender focal person should be institutionalized by establishing a functional Gender Focal Unit equipped with trained staff, funding, and resources that will enable the Unit to perform its functions. Core to the GFU

functions would be to work with energy sector stakeholders (public and private) to generate and analyze evidence on the links between gender and energy and translate same inform of policy brief for energy policy and national practice. The GFU will also lead national campaigns, sensitization meetings and workshops to raise awareness to raise awareness on gender and energy, its impact on economic, climate change, social impact and national development. The outcome of these meetings should culminate in the constitution of a Committee/Taskforce, who would be tasked to see to the implementation of the Directive, as proposed in the NAP. The Taskforce should be made of a mix of expertise from the energy sector Ministry of Power, Ministry of Petroleum Resources, Ministry of Environment, Energy Commission of Nigeria, Rural Electrification Agency, Nigerian Electricity Regulatory Commission and energy sector players from both private and civil society etc.

Furthermore, the GFU will also lead in building strategic partnerships with international development partners and civil society organizations to seek technical assistance supported by institutions that are already tackling energy and gender issues, such as AWEDI, APWEN, REAN, USAID-POWER AFRICA, ECREEE, EU-TAF, UNDP, World Bank, Energia etc. and to facilitate a national capacity building exercise programme to sensitize public institutions on gender assessments methodologies, reporting and evaluation.

Finally, the GFU will convene series of meetings with energy sector stakeholders to come up strategic policy recommendations, communications including radio and television jingles, case studies, policy briefs, publications, flyers etc. to influence policy and decision makers on gender mainstreaming in all sectors, projects and programs.

## 6. MONITORING AND REPORTING PLAN

### 6.1 Monitoring and Evaluation Plan for the Policy

The monitoring and evaluation plan for the policy is presented in Table 2. The report framework in Table 3

**Table 2: Monitoring and Evaluation Plan for the Policy**

| Activities | Indicators | Baseline | Expected Results | Monitoring Frequency | Responsible party |
|---|---|---|---|---|---|
| **Strategic Objective 1: Achieve widespread understanding of energy and gender considerations at all levels of society** | | | | | |
| Conduct a gender assessment in Energy Sector (Gender audit) | Number of gender audits conducted | 1 | 100% by December 2023 | Once | GFU |
| Support and reinforce the collection of gender-disaggregated data on energy usage, energy production and provision of energy services | Number of surveys that include gender disaggregated data on energy | 0 | 100% by 2023 | Annually | GFU |
| Sensitization of all energy related Ministry staff including Ministry of Women Affairs on gender mainstreaming in Energy Access | GFU Staff from all energy related Ministries and national energy associations including women organized civil societies. A train the trainer workshop will follow to enable GFUs to train colleagues and engage in national awareness campaigns in both urban and rural areas of the country | 0 | 100% by 2023 | Annually | GFU |
| Conduct public awareness campaigns | Percentage of population exposed to some form of public awareness service | N/A | 80% by 2025 | Annually | GFU |
| Enable a registry system for scientific research on gender and energy in Nigeria and publication of articles in peer-reviewed journals | Number of registry systems developed | 0 | 6 by June 2025 | Annually | GFU |
| **Strategic Objective 2: Ensure that all energy policies, programs and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty affecting all people in the region** | | | | | |
| Support the ECREEE National Gender Focal Point at the Ministry of Power to create a functional GFU<br>Include gender considerations in the next revision of energy policies | Number of FTEs trained | 0 | 3/year | Annually | GFU |
| | % of revised energy policies | 0 | 1 | Once | GFU |

| Activities | Indicators | Baseline | Expected Results | Monitoring Frequency | Responsible party |
|---|---|---|---|---|---|
| Sensitize the different public structures to the impacts of gender-neutral policies | Proportion of staff that attended gender training | N/A | TBD | Annually | GFU |
| Develop a gender assessment checklist that agencies can use when elaborating programmes and policies | N/A | 0 | 100% | Annually | GFU |
| Include gender in procurement announcements and terms of references with implementing partners | Number of procurement announcements with gender component | 0 | 100%` | Annually | GFU |
| Include 'gender assessment' as a step in the document that describes policy development process | Number of times that Gender Focal Unit (GFU) was solicited to provide input on policy or programme document | 0 | 100% | Annually | GFU |
| Develop and adopt a gender assessment toolkit for implementing partners | Number of implementing partners that adopts the toolkit (first and final drafts) | 0 | 50 | Once | GFU |
| Train stakeholder on the new developed tools | Number of people trained | 0 | 100% | Annually | GFU |
| Encourage equal participation of men and women in public consultations during project planning | % of public consultation meetings during project planning with equal participation of men and women | TBD | 100% | Annually | GFU |
| Mainstream Gender in all subsequent energy projects | Number of energy projects that mainstreamed gender in energy | 0 | 100% | Annually | GFU |
| **Strategic Objective 3: Increase women's public sector participation in energy-related technical fields and decision-making positions.** | | | | | |
| Conduct awareness campaigns on energy-related studies for women by making them more socially relevant. | Number of campaigns | 0 | 5 by December 2025 | Annually | GFU |
| Create exclusive scholarships for women pursuing studies thus increasing female access to STEM fields and trainings. | Percentage of females enrolled in STEM courses in tertiary institutions with awarded scholarships | 0 | 40% by the end of December 2025 | Annually | GFU |
| Institutionalise a gender focused internship programmes in Ministries and agencies with Energy sector related mandates for female students in STEM and non-technical fields. | Number of internships | 0 | 40% by December 2025 | Annually | GFU |

| Activities | Indicators | Baseline | Expected Results | Monitoring Frequency | Responsible party |
|---|---|---|---|---|---|
| Encourage and recruit female application for open technical positions reducing qualification grade points for female in STEM field. | Number of female recruitments in technical and non-technical positions in public institutions | 0 | 40% of technical positions by December 2025 and 45% by December 2030 | Annually | GFU |
| Implement Nigeria's affirmative action policy in the energy sector MDA Boards. | Percentage of women on public sector boards | 0 | 40% by December 2025 | Annually | GFU |
| **Strategic Objective 4: Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector** | | | | | |
| Improving opportunities for women-led businesses in policies and programmes | Number of advertisements placed | 0 | December 2025 | Annually | GFU |
| Promoting capacity building for women-led businesses, including technical/vocational training, entrepreneurship/management training, and gender-aware finance | Number of women entrepreneurs trained | 0 | 35% of women entrepreneurs by 2025 and 80% by 2030 | Annually | GFU |
| Showcasing energy businesses led by women during energy fairs, initiate gender categories awards | Number of women entrepreneurs participating in energy fairs, profiled and showcased | 0 | 35% of energy sector businesses led by women | Annually | GFU |
| Create gender-sensitive financing mechanisms | Number of women benefiting from gender-sensitive financing mechanisms including funds raised to finance women-led energy businesses | 0 | 40% of women entrepreneurs in energy by December 2025 and 90% by 2030 | Annually | GFU |

| Activities | Indicators | Baseline | Expected Results | Monitoring Frequency | Responsible party |
|---|---|---|---|---|---|
| **Strategic Objective 5: Establish and maintain a gender responsive monitoring and accountability framework.** | | | | | |
| Review and understand the monitoring and reporting requirements of | Internal meetings held to review implementation and monitoring plan. | 0 | 100% by December 2022 | Annually | GFU |
| Identify resources needed to perform the tasks | List of requirements to perform tasks as a result of the outcome of implementation and monitoring plan review | 0 | June 2022 | Annually | GFU |
| Assign data collection and reporting role to members of the GFU | Number of people responsible for collecting data | 0 | March 2022 | Annually | GFU |
| | Number of people responsible for drafting report | | | Annually | GFU |
| Create data collection tools such as short surveys and questionnaires that implementing actors can fill out | Tools created to collect data from implementing actors | 0 | June 2022 | Annually | GFU |
| Provide annual reports to ECOWAS Department of Social Affairs and Gender | Number of reports submitted by the end of March annually | 0 | March 2025 | Annually | GFU |

## Table 3: Reporting Framework for the Policy

| Activities | Indicators | Baseline | Expected Results | Achieve this year | Comments |
|---|---|---|---|---|---|
| **Strategic Objective 1: Achieve widespread understanding of energy and gender considerations at all levels of society** | | | | | |
| Conduct a gender assessment in Energy Sector (Gender audit) | Number of gender audits conducted | 1 | 100% by December 2023 | | |
| Support and reinforce the collection of gender-disaggregated data on energy usage, energy production and provision of energy services | Number of surveys that include gender disaggregated data on energy | 0 | 100% by 2023 | | |
| Sensitization of all energy related Ministry staff including Ministry of Women Affairs on gender mainstreaming in Energy Access | GFU Staff from all energy related Ministries and national energy associations including women organized civil societies. A train the trainer workshop will follow to enable GFUs to train colleagues and engage in national awareness campaigns in both urban and rural areas of the country | 0 | 100% by 2023 | | |
| Conduct public awareness campaigns | Percentage of population exposed to some form of public awareness service | N/A | 80% by 2025 | | |
| Enable a registry system for scientific research on gender and energy in Nigeria and publication of articles in peer-reviewed journals | Number of registry systems developed | 0 | 6 by June 2024 | | |
| **Strategic Objective 2: Ensure that all energy policies, programs and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty affecting all people in the region** | | | | | |
| Support the ECREEE National Gender Focal Point at the Ministry of Power to create a functional GFU<br>Include gender considerations in the next revision of energy policies<br>Sensitize the different public structures to the impacts of gender-neutral policies | Number of FTEs trained | 0 | 3/year | | |
| | % of revised energy policies | 0 | 1 | | |
| | Proportion of staff that attended gender training | N/A | TBD | | |
| Develop a gender assessment checklist that agencies can use when elaborating programmes and policies | N/A | 0 | 100% | | |
| Include gender in procurement announcements and terms of references with implementing partners | Number of procurement announcements with gender component | 0 | 100%` | | |

| Activities | Indicators | Baseline | Expected Results | Achieve this year | Comments |
|---|---|---|---|---|---|
| Include 'gender assessment' as a step in the document that describes policy development process | Number of times that Gender Focal Unit (GFU) was solicited to provide input on policy or programme document | 0 | 100% | | |
| Develop and adopt a gender assessment toolkit for implementing partners | Number of implementing partners that adopts the toolkit (first and final drafts) | 0 | 50 | | |
| Train stakeholder on the new developed tools | Number of people trained | 0 | 100% | | |
| Encourage equal participation of men and women in public consultations during project planning | % of public consultation meetings during project planning with equal participation of men and women in public | TBD | 100% | | |
| Mainstream Gender in all subsequent energy projects | Number of energy projects that mainstreamed gender in energy | 0 | 100% | | |
| **Strategic Objective 3: Increase women's public sector participation in energy-related technical fields and decision-making positions.** | | | | | |
| Conduct awareness campaigns on energy-related studies for women by making them more socially relevant. | Number of campaigns | 0 | 5 by December 2025 | | |
| Create exclusive scholarships for women pursuing studies thus increasing female access to STEM fields and trainings. | Percentage of females enrolled in STEM courses in tertiary institutions with awarded scholarships | 0 | 40% by the end of December 2025 | | |
| Institutionalise a gender focused internship programmes in Ministries and agencies with Energy sector related mandates for female students in STEM and non-technical fields. | Number of internships | 0 | 70% by December 2025 | | |
| Encourage and recruit female application for open technical positions reducing qualification grade points for female in STEM field. | Number of female recruitments in technical and non-technical positions in public institutions | 0 | 40% of technical positions by December 2025 and 45% by December 2030 | | |

| Activities | Indicators | Baseline | Expected Results | Achieve this year | Comments |
|---|---|---|---|---|---|
| Implement Nigeria's affirmative action policy in the energy sector MDA Boards. | Percentage of women on public sector boards | 0 | 40% by December 2025 | | |
| **Strategic Objective 4: Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector** | | | | | |
| Improving opportunities for women-led businesses in policies and programmes | Number of advertisements placed | 0 | December 2025 | | |
| Promoting capacity building for women-led businesses, including technical/vocational training, entrepreneurship/management training, and gender-aware finance | Number of women entrepreneurs trained | 0 | 40% of women entrepreneurs by 2025 and 80% by 2030 | | |
| Showcasing energy businesses led by women during energy fairs, initiate gender categories awards | Number of women entrepreneurs participating in energy fairs, profiled and showcased | 0 | 70% of energy sector businesses led by women | | |
| Create gender-sensitive financing mechanisms | Number of women benefiting from gender-sensitive financing mechanisms including funds raised to finance women-led energy businesses | 0 | 40% of women entrepreneurs in energy by December 2025 and 90% by 2030 | | |
| **Strategic Objective 5: Establish and maintain a gender responsive monitoring and accountability framework.** | | | | | |
| Review and understand the monitoring and reporting requirements of | Internal meetings held to review implementation and monitoring plan. | 0 | 100% by December 2022 | | |
| Identify resources needed to perform the tasks | List of requirements to perform tasks as a result of the outcome of implementation and monitoring plan review | 0 | June 2022 | | |

| Activities | Indicators | Baseline | Expected Results | Achieve this year | Comments |
|---|---|---|---|---|---|
| Assign data collection and reporting role to members of the GFU | Number of people responsible for collecting data | 0 | March 2022 | | |
| | Number of people responsible for drafting report | | | | |
| Create data collection tools such as short surveys and questionnaires that implementing actors can fill out | Tools created to collect data from implementing actors | 0 | June 2022 | | |
| Provide annual reports to ECOWAS Department of Social Affairs and Gender | Number of reports submitted by the end of March annually | 0 | March 2025 | | |

## 6.2 Monitoring and Evaluation Plan for the Directive

The monitoring and evaluation plan for implementation of the Directive in Nigeria is outlined in Table 4

### Table 4: Monitoring and Evaluation Plan for the Directive

| Activities | Indicators | Expected Results and Timeline | Responsible party for collecting and reporting data |
|---|---|---|---|
| FMP GFU and FMWA engage the Federal Ministry of Environment- Environmental Assessment Department (FME-EAD) on the ECOWAS gender in energy mainstreaming policy and the directive | Meeting with FME-EAD | Report the outcome of meeting by January 2023 | FMP GFU and FME-EAD |
| In collaboration with the department and support of ECREEE appoint a gender expert to analyse gender gap in EIA decree 86 of 1992 | Appointment of a Gender Expert | Develop a full Terms of Reference (TOR) for Expert by February 2023 | FMP GFU, FME-EAD, and ECREEE |
| Constitute a working group of energy sector stakeholders from FMP, FMPR-NUPRC, FMWA, ECN, REA, NERC, REAN, CTH, APWEN etc. to review gender issues raised in the expert's gap analysis | Joint working group formulation | Defined TOR and report of the gap analysis review by May 2023 | FMP GFU and FME-EAD |
| Draft a memo detailing key gender issues necessary for consideration to the Honourable Minister of Environment | Memo submitted to the Minister and Permanent Secretary for consideration | Memo submitted by June 2023 | FME-EAD |
| Review by the Honourable Minister and Permanent Secretary | Review comments received | Comments Integrated into draft gap analysis | FMP GFU and FME-EAD |
| Further engagement with the gender expert to develop a regulation for gender assessment in energy sector infrastructure projects. | Draft regulation by gender expert | August 2023 | FME-EAD |
| Working group consultation and review | National validation and submission for approval by the Ministry of Environment | November 2023 | FMP GFU and FME-EAD |
| Start of implementation of gender assessment in energy infrastructure project regulation | | December 2023 | |
| Annual data collection and reporting on number of projects with gender assessment | Number of energy sector projects that submits EIA with and without gender assessment | January 2024 onwards | FME-EAD |

## 7. LIST OF CONSULTED STAKEHOLDERS

Table 5 shows a list of stakeholders that were consulted during the NAP preparation process.

**Table 5: List of Stakeholders Consulted**

| Stakeholder Name | Type of stakeholder | Role in the Organisation | Related Strategic objective | Date of engagement |
|---|---|---|---|---|
| Engr. Faruk Y. Yabo | Government | Ag. Director, Renewable Energy and Rural Power Access, Ministry of Power | Objectives 1-5 | October 22, 2020 |
| Engr Abubakar Dapshima | Government | Deputy Director, Renewable Energy and Rural Power Access, Ministry of Power | Objectives 1-5 | October 22, 2020 |
| Mrs Catherine Okpoko | Government | Gender Focal Point, Ministry of Power | Objectives 1-5 | October 22, 2020 |
| Mr Ahmed Bolaji Nagode | Government | Director General, National Power Training Institute of Nigeria | Objective 1 | October 22, 2020 |
| Mr Chinyere Igbokwe | Government | Instructor Electrical Engineer, National Power Training Institute of Nigeria | Objective 1 | November 16, 2020 |
| Mrs Freyer Bulus | Government | Director Gender Unit, Ministry of Women Affairs and Social Development | Objective 1 | January 14, 2021 |
| Mr Femi Alaka | Government | Deputy Director, Federal Ministry of Women Affairs | Objective 1 | November 3, 2020 |
| Mrs Halima Bawa | Government | Deputy Director Department of Climate Change, Ministry of Environment | Objective 2 | August 15, 2019 |
| Mrs Ifeoma Anyanwu | Government | Assistant Director, Head of Gender, Federal Ministry of Agriculture and Rural Development | Objective 2 | November 24, 2020 |
| Mrs Anita Otubu | Government | Coordinator, Nigeria Energizing Programme, | Objective 3 | December 15, 2020 |

| Stakeholder Name | Type of stakeholder | Role in the Organisation | Related Strategic objective | Date of engagement |
|---|---|---|---|---|
| | | Rural Electrification Agency | | |
| Mrs Chinwe Onwuka | Government | Technical Adviser to the MD, Rural Electrification Agency | Objective 3 | November 15, 2020 |
| Engr Abdulkarim Aliyu | Government | Director, Energy Commission of Nigeria | Objective 3 | October 27, 2020 |
| Mrs Adeola Eleri | Government | Senior Scientific Officer, Energy Commission of Nigeria | Objective 3 | December 15, 2020 |
| Dr Marina Nwordu | Government | Director Special Duties, Federal Ministry of Labour and Productivity | Objective 3 | January 15, 2021 |
| Mrs Oloyede | Government | Head Gender Unit, Nigeria Bureau of Statistics Statistic Office | Objective 5 | November 15, 2020 |
| Ms Karosidina. O. Mosugu | Government | Statistician, Nigeria Bureau of Statistics Statistic Office | Objective 5 | November 15, 2020 |
| Mrs Lande Abudu | Private Sector | Executive Director, Renewable Energy Association of Nigeria | Objectives 3,4 | October 22, 2020 |
| Dr Yahaya Umar | Government | Program Specialist, Office of the Senior Special Assistant to the President on SDGs (OSSAP-SDGs) | Objective 1 | November 15, 2020 |
| Mrs. Priscillia Achapa | Civil Society | Executive Director, Women Empowerment Program | Objective 3,4 | September 26, 2019 |
| Mrs Olasimbo Sojirin | Civil Society | Country Director, Solar Sister Nigeria | Objective 3,4 | January 12, 2021 |
| Engr Bahijjattu Abubakar | Civil Society | Founder, Rural Women Energy Security | Objective 1 | December 7, 2020 |
| Mrs Adebisi Ajayi | Government, DFI | Head of Gender Unit, Bank of Industry | Objective 4 | November 24, 2020 |

| Stakeholder Name | Type of stakeholder | Role in the Organisation | Related Strategic objective | Date of engagement |
|---|---|---|---|---|
| Ikenna Ofoegbu | Civil Society | Hienrich Boll Stiflung | Objectives 2 | January 12, 2021 |
| Ify Malo | Civil Society | CEO, Clean Tech Hub | Objectives 3,4 | 22 October, 2020 |
| Hannah Kabir | Private Sector | Founder and CEO, Creeds Energy Limited | Objective 3 | October 22, 2020 |
| Habiba Alli | Private Sector | Founder and CEO, SOSAI Renewable Energies Company Ltd | Objective 3 | March 23, 2021 |
| Mr Prince Ene | Civil Society | National Chairman, Nigeria Alliance for Clean Cookstoves | Objective 1 | November 24, 2020 |
| Folake Salawu | Civil Society | Gender Officer, International Centre for Energy and Environment | Objective 1 | October 22, 2020 |
| Mrs Asmau Benzies-Leo | Civil Society | CEO, Centre for Non-violence and Gender Advocacy in Nigeria | Objective 1 | October 22, 2020 |
| Mrs Maidariya | Government | National Youth Service Corps | Objective 1 | October 22, 2020 |
| Mrs Brenda Ataga | Government | Ministry of Petroleum Resources | Objective 1-5 | December 7, 2020 |
| Engr Mathias Adamu | Government | Ministry of Petroleum Resources | Objective 1-5 | March 26, 2021 |
| Mr Koli Salihu | Government | Assistant Director, Federal Ministry of Education | Objective 1 | February 10, 2021 |
| Mrs Nnenne Obi | Civil Society | | Objectives 3,4 | January18, 2021 |
| Mr Udoh Emmanuel | Government | Deputy Director, Federal Ministry of Humanitarian Affairs | Objective 3,4 | November 24, 2020 |
| Engr Funmi Kadri | Civil Society | Association of Professional Women Engineers Nigeria | Objectives 3.4 | December 7, 2020 |
| Ms Thelma Ekiyor | Private Sector | Managing Partner, SME Nigeria | Objective 3,4 | December 14, 2020 |

| Stakeholder Name | Type of stakeholder | Role in the Organisation | Related Strategic objective | Date of engagement |
|---|---|---|---|---|
| Mrs Dolapo Kukoyi | Private | Partner, Details Commercial Nigeria | Objective 5 | January 28, 2021 |
| Mrs Ivie Ehanmo | Private | Partner, George Etomi and Partners | Objective 5 | January 22, 2021 |
| Mr Mej Obadah | Private | Independent Consultant | Objective 5 | October 22 |
| USAID-Power Africa Gender Team Nigeria | Development Partner | | Objective 1-5 | January 2021 |
| Africa Clean Energy-Technical Assistance Facility | Development Partner | | Objective 1-5 | June 2021 |

## 8. VALIDATION PROCESS OF THE NAP

Following the validation workshop, the document will be formally presented to the Honourable Minister of Power. The Minister of Power in collaboration with the Ministry of Petroleum Resource and the Ministry of Women Affairs will submit the NAP to the Federal Executive Council (FEC). Thereafter, FEC will deliberate on the NAP and authorize its implementation, or suggest changes as necessary, before authorizing it. FEC has the mandate to suggest which of the actions should be mandatory, since funding will largely come from the Government of Nigeria with support from International partners.

It is anticipated that the NAP will be formally presented to the Minister of Power September 2021 for it to go through the chain for approval within 3 months. Realistically, the Minister of Power should be able to present the NAP to Cabinet by the fourth quarter of 2021, so that FEC uses the last quarters of 2021 to deliberate on it and suggest any changes before the end of 2021. Collaboration between the Minister of Power and the Ministry of Women Affairs will facilitate the process.

Notwithstanding, during the period of approval, implementation of activities will begin. These include for example, those who do not require any budgetary allocation. Several of the activities require budgetary allocation by the respective agencies, including Ministry of Power, Ministry of Petroleum, Ministry of Women Affairs, Ministry of Environment, Energy Commission of Nigeria, Rural Electrification Agency and Office of the Senior Special Assistant to the President on the SDGs. It is anticipated that the 2022 work plans and budgets of these institutions will include budgetary lines for the fulfilment of the implementation of the activities in the NAP.

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## 10. ANNEXES

### ANNEX 1

### 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 labor 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)*

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

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

## ANNEX 2

## GENDER MANAGEMENT PLAN TEMPLATE[36]

For the ECOWAS Directive on Gender Assessments in Energy Projects

Project Identifying Number:
Submission date:
Prepared by:
Contact Information:

**I. Background**
- a. Non-technical Project description
- b. Summary of findings in Gender Assessment

**II. Data identification**
- a. Data types used for measuring and managing gendered impacts
- b. Validity of data types for assessing gendered outcomes and impacts
- c. Methodology for collection, analysis

**III. Data baseline**

**IV. Mitigation actions**
- *a.* Actions related to the division of labor between groups *(incl. rationale, expected results)*
- *b.* Actions related to access to and control over resources *(incl. rationale, expected results)*
- c. Actions related to gender dynamics in social representation, governance, self-determination, empowerment *(incl. rationale, expected results)*
- *d.* Actions related to gendered participation in project activities *(incl. rationale, expected results)*
- e. Actions related to gender differences in imminent domain, compensation, displacement, resettlement, benefit sharing *(incl. rationale, expected results)*

**V. Gendered Impacts impossible to mitigate**
- a. Description and rationale
- b. Request for a waiver

**VI. Targets**
- a. Quantitative indicators and time-bound Project targets
- b. Qualitative indicators and time-bound Project targets

**VII. Management and monitoring**
- a. Budget implications of Gender Management Plan
- b. Internal controls and accountability
- c. Monitoring and reporting intervals and procedures

[36] Note: This should be submitted in conjunction with the Gender Assessment

VIII. **Developer certification** *(good faith; authorized representation; intent to complete Annex C "Gender Monitoring Report")*

## ANNEX 3
## GENDER PERFORMANCE MONITORING REPORT TEMPLATE[37]

For the ECOWAS Directive on Gender Assessments in Energy Projects

Project Identifying Number:
Covering Period:
Submission date:
Prepared by:
Contact Information:

**I. Background**
- a. Project description and updated status
- b. Summary of findings in Gender Assessment
- c. Summary of Gender Management Plan including actions and targets

**II. Changes to Documents Establishing Basis for a Development Consent**
- a. Summary of all material changes to Gender Assessment
- b. Summary of cumulative revisions to Gender Management Plan

III. **Narrative Report on Mitigation Actions** *(reference Management Plan)*
- a. Actions related to the division of labor between groups *(incl. rationale, expected results, observed results)*
- b. Actions related to access to and control over resources *(incl. rationale, expected results, observed results)*
- c. Actions related to gender dynamics in social representation, governance, self-determination, empowerment *(incl. rationale, expected results, observed results)*
- d. Actions related to gendered participation in project activities *(incl. rationale, expected results, observed results)*
- e. Actions related to gender differences in imminent domain, compensation, displacement, resettlement, benefit sharing *(incl. rationale, expected results, observed results)*

**IV. Gendered Impacts impossible to mitigate**
- a. Description and update in status
- b. Request for a continued waiver

**V. Changes against baseline data and Project targets**

**VI. Requests for adjustments in forward strategies**

VII. **Developer certification** *(report accuracy; authorized representation)*

Appendix 1: **Data baseline from Gender Management Plan**
Appendix 2: **Project Targets from Gender Management Plan**

[37] Note: This will be periodically required for renewal of Development Consent

**Application for Gender Development Consent (Energy Projects)**

1 **Date:** _____

2 **Name of project:** _____

3 **Project status:** ☐ Pre-feasibility ☐ Feasibility ☐ Financing ☐ Construction ☐ Operation

4 **Primary Developer Name:** _____

5 **Address:** _____

_____

6 **Website:** _____

7 **Point of Contact Name:** _____

8 **Phone:** _____

9 **Email:** _____

10 **Other Project sponsors and lenders:** _____

11 **Project Countries:**

| | | | | | |
|---|---|---|---|---|---|
| ☐ Benin | ☐ Burkina Faso | ☐ Cabo Verde | ☐ Cote d'Ivoire | ☐ Gambia |
| ☐ Ghana | ☐ Guinea | ☐ Guinea-Bissau | ☐ Liberia | ☐ Mali |
| ☐ Nigeria | ☐ Niger | ☐ Senegal | ☐ Sierra Leone | ☐ Togo |

Others (please list): _____

12 **Specific project site(s):** _____

| | | | |
|---|---|---|---|
| 13 **Project Sector** | | | |
| 14 **Project Subsector (if applicable, check all that apply):** | ☐ Hydrocarbons (Liquid/Gas) | ☐ Power Sector | ☐ Other |
| | ☐ Crude | ☐ Fossil thermal | ☐ Coal mining |
| | ☐ Fuel oil | ☐ Solar | ☐ Uranium mining |
| | ☐ Petrol | ☐ Wind | ☐ Biogas |
| | ☐ Gaseous fuels | ☐ Biomass | ☐ Biofuel |

15 **Project Type**

- ☐ Natural gas/LNG
- ☐ Other
- ☐ Exploration
- ☐ Extraction
- ☐ Refining
- ☐ Transportation
- ☐ Storage
- ☐ Marketing
- ☐ Hydro
- ☐ Biogas
- ☐ Other
- ☐ Generation
- ☐ Transmission
- ☐ Storage/Management
- ☐ Distribution
- ☐ Biomass
- ☐ Other
- ☐ Exploration
- ☐ Production
- ☐ Extraction
- ☐ Refining
- ☐ Transportation
- ☐ Storage
- ☐ Marketing

16 **Project description:** _____

17 **Project direct geographical footprint (land owned, leased, or w/ easement):**

☐ m2 ☐ hectare ☐ acre ☐ sq mile ☐ other

18 **Number of people affected by Project direct geographical footprint:**

19 **Project indirect affected area (anywhere impacts may be felt):**

| | | | | | |
|---|---|---|---|---|---|
| ☐ m2 | ☐ hectare | ☐ acre | ☐ sq mile | ☐ other | |

20 **Population in indirect affected area:** _____

21 **Project max energy handling:**

| | | | |
|---|---|---|---|
| **Units** | ☐ bbl | ☐ Wh | ☐ BTU |
| | ☐ m3 | ☐ V | ☐ Ton |
| | ☐ TOE | ☐ Other | ☐ kg |
| | ☐ Other | | ☐ L |
| | | | ☐ Other |

**Per time period:** ☐ Hour ☐ Day ☐ Year ☐ Other

22 **Total project budget *(optional)*:** _____

| | | | | | |
|---|---|---|---|---|---|
| ☐ XOF | ☐ CVE | ☐ GMD | ☐ GHS | ☐ GNF |
| ☐ LRD | ☐ NGN | ☐ SLL | ☐ EUR | ☐ USD |
| ☐ CNY | ☐ Other (List) | | | |

23 **Will this project have significant negative gendered impacts? (disproportionately affecting one gender group):** ☐ Yes ☐ No

24 **Certification:** ☐ I certify that the information contained in this application is true to the best of my knowledge

25 **Material change:** ☐ I pledge to inform this office if any material changes take place in this Project before the renewal period

**For office use only:**

**Date received:** _____

**Determination:**

☐ Assessment requirement is waived due to small size, limited anticipated impact; development consent granted

☐ More information is needed to make a determination; please contact XXXXXXXXX to schedule an appointment

☐ More information required; please complete and submit Annex A (Assessment) and Annex B (Management Plan)

**Reviewed by:** _____ *Sign*

_____ *Print*

_____ *Title*

**Date of Determination:** _____

**Project identifying number:** _____