



National Action Plan for Policy on Gender Mainstreaming in Energy Access

Republic of Liberia

VALIDATED 10-28-2021

November 26, 2021

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For the Ministry of Mines and Energy, Republic of Liberia



FOREWORD BY THE MINISTER OF MINES AND ENERGY

The Ministry of Mines and Energy (MME) of Liberia is charged with the statutory mandate as government of Liberia (GOL) Sector Leader to oversee the Mineral, Water and Energy sectors of the Republic of Liberia. As the policy arm of the GOL for these sectors, the MME is responsible for the efficient and sustainable exploration, development and exploitation of the natural resources of these sectors and for promulgating policies, laws and regulations, standards, and targets for high quality and positive development impacts on the Liberian economy. The Ministry is engaged in several activities principally aimed at strengthening energy services and mineral and water sectors to promote economic growth and sustainable social development for the people of Liberia. The Ministry collaborates with other relevant government ministries, agencies, corporations, authorities, commissions, and international donor partners and implementing NGOs in regulating, coordinating, monitoring and undertaking various programs and activities toward achieving its mandates.

Thus, in October 2019, the Ministry of Mines and Energy, in fulfillment of Liberia's obligation as Member State of ECOWAS and in compliance with the Directive on Gender Assessments in Energy Access which require for Liberia to adopt appropriate legislation to ensure that, before Development Consent is given, Developers conduct a Gender Assessment and prepare a Gender Mainstreaming Plan for Projects likely to have significant Gendered Impacts, prepared its Gender and Social Inclusion Policy for Liberia. The policy promotes inclusiveness and gender balance within its programs and services for all stakeholders. The policy will insure that gender and social inclusion in the country's energy access expansion programs are mainstreamed in the context in which women as community members and business owners are made visible players, producers and policymakers in the energy sector.


We recall the support to the GOL of the Millennium Challenge Corporation (MCC) via the Millennium Challenge Account Liberia (MCA-L) through which the MME in 2018 established the Gender & Social Inclusion Unit (GSIU) under the Department of Energy (DOE) of the Ministry, with the mandate to conduct and oversee *Gender Assessment and prepare a Gender Mainstreaming Plan* and to develop gender policies that address the gaps in the Ministry's gender and social inclusion programs. The GSIU is also mandated to provide policy-makers with instrumental and human rights based framework indicators and make rigorous efforts to insure through spearheading the proposition for adoption of appropriate legislation, monitoring, training and coordination that all the energy sector players and stakeholders of Liberia align energy access interventions with principles of gender equality.

The GSIU was also charged with the responsibilities to promote widespread understanding of gender and social inclusion issues at all levels of the Ministry. The GSIU will also insure that all policies, programs and initiatives of the Ministry and other collaborating government agencies and stakeholder institutions are nondiscriminatory; and are gender mainstreamed and address the inequality in access to sustainable, affordable and reliable energy services for all. The GSIU in collaboration with the training Unit of the Ministry, shall carry out training and capacity building for all employees of the Ministry.

This policy will cover all employees and senior staff of the Ministry of Mines and Energy, employees and senior staff of other ministries and agencies of government, and their subsidiaries involved in the energy, mining and water resources sectors, as well as external stakeholders of the energy sector. The goal of this Policy is to identify and mitigate issues of gender disparity, conflict of interest and other gender issues affecting the internal work force and external stakeholders of the sector and to promote Gender Mainstreaming in energy access focusing on addressing the existing and future barriers that may hinder equal participation of women and men in obtaining energy access. The Ministry shall also encourage the critically needy female students in Science, Technology, Engineering and Mathematics (STEM) institutions and professions to help bridge the gender gap and contribute to Liberia's Pro-Poor Agenda for Development and Prosperity.

The GOL is therefore committed to: complying with all international and national laws and working with all stakeholders in the energy access sector to ensure acceptance and implementation of the ECOWAS policy in their programs and projects; ensuring that all employees of the Ministry, especially females, are protected from all discrimination and abuse of authority; promoting equal opportunities and decent employment environment for both men and women in the work place, void of intimidations, and discrimination; supporting all employees in the realization of their full potentials without conflict of interest, abuse of power, or sexual harassment; and making a conscious effort for capacitating and motivating female employees to function at senior technical levels without compromising competence, efficiency, quality and safety; and clearly defining procedures for handling violations as contained in the MME Employees' Hand Book and the Decent Work Act of 2012.

The GOL is committed to supporting and providing the enabling environment for the initiatives for mainstreaming gender in energy access in Liberia and hereby expresses thanks to ECREEE for the technical assistance provided for the development of an Act on Gender Assessments in Energy Projects 2020 and the National Action Plan (NAP) on Gender Mainstreaming in Energy Access and hereby call upon all our other international partners to assist the GOL in this support.


Hon. Gesler E. Murray
MINISTER
MINISTRY OF MINES & Energy



24 Dec 2021
Date

ACKNOWLEDGEMENT

The Ministry of Mines and Energy (MME) acknowledges with much thanks the support from the ECOWAS Programme on Gender Mainstreaming in Energy Access (ECOW-GEN), who provided support for the local Consultant Expert working closely with the Technical Working Team (TWT) and the Gender and Social Inclusion Unit (GSIU) staff of the Department of Energy (DOE), MME for its realization. This NAP for policy on gender mainstreaming in energy access – Liberia was written in connection with on-going efforts of the GSIU of the DOE, MME.

The Ministry also acknowledges with much appreciation the staff of the Gender Focal Unit (GFUs) of the LEC, and other Governmental Ministries, Agencies and Commissions (MACs), and some key experts from other Implementing Organizations and stakeholders who provided valuable data and comments and others who responded to our interviews during the data collection exercise and the NAP preparation; a draft version of which we gratefully appreciate the review made by the ECREEE Project Coordinator Monica Maduekwe and other International Experts. We also appreciatively acknowledge the enthusiastic Energy Access Sector Stakeholder Institutions that engaged with the TWT in its work to make a current status assessment of gender mainstreaming in the energy access for Liberia and highly appreciate all participants who provided such treasured comments and valuable data during our validation workshop held on October 28, 2021 for the final preparation and revision of this NAP.

The Ministry also acknowledges with much thanks and appreciation the level of understanding, cooperation, technical exchange and technology transfer exercised between the Consultant and the Ministry's staff during the efforts to finalize the NAP. The Ministry and its relevant senior staff and departments are the key stakeholders of this NAP as the primary government representatives in the sector to make sure that this ambitious plan is implemented by the involvement all national policymakers.

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DEFINITIONS

Developer: A person proposing or executing a major energy or related project, policy, program or an undertaking considered to be an “Affected Project” eligible for required “gender assessment” as defined in the act on gender assessment in energy access.

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

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

Energy: Includes fuels such as petroleum products (kerosene, petrol or gasoline, diesel, LPG, gas oil, heavy fuel oil, jet fuel) and biomass (firewood, charcoal, agricultural wastes, dung), power (electricity) which can be from a number of sources (fossil fuel or renewable based i.e. hydro, solar, biomass, batteries) and animate forms of energy, particularly human metabolic energy.

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

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

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

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

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

Gender budgeting: Refers to the process of proposing, approving, executing, monitoring and auditing budgets in a way that take gender into account; It may involve the comparative analysis of expenditure and revenues by different gender-based groups to see if allocations are reflective of policy directives. The aim of gender budgeting is to ensure gender equality in the decision making, benefits, and burdens associated with resource allocation.

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

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

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

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

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

Gender roles and gender norms: Gender roles are roles assigned to men and women by society and shape individuals identity. The ways in which women and men behave within their gender roles are shaped by gender norms, the accepted standards of behaviour shared by a particular society.

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

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

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

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

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

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

LIST OF ACRONYMS

AfDB	African Development Bank
AfT	Agenda for Transformation
CDC	Congress for Democratic Change
CLSG	Cote D'Ivoire, Liberia, Sierra Leone and Guinea.
CSA	Civil Service Agency
CSO	Civil Society Organization
DOE	Department of Energy
ECOWAS	Economic Community of West African States Access
ECOW-DGSA	ECOWAS Department of Gender and Social Affairs
ECOW-GEN	ECOWAS Gender Mainstreaming in Energy
	ECOWAS Centre for Renewable Energy and Energy
ECREEE	Efficiency
EEEP	ECOWAS Energy Efficiency Policy
EGTS	Energy-gender Technical Sub-committee
EPA	Environmental Protection Agency
EREP	ECOWAS Renewable Energy Policy
ERERA	ECOWAS Regional Electricity Regulatory Authority
ESIA	Environmental and Social Impact Assessments
EU	European Union
GEF	Global Environment Facility
GFP	Gender Focal Point
GFU	Gender Focal Unit
GHG	Greenhouse gas
GIZ	German International Development Agency
GMEA	Gender Mainstreaming in Energy Access
GOL	Government of Liberia
GSIU	Gender and Social Inclusion Unit
HDI	Human Development Index
HFO	Heavy Fuel Oil
LEAP	Liberia Energy Access Practitioners
LEC	Liberia Electricity Corporation
LERC	Liberia Electricity Regulatory Commission
LISGIS	Liberia Institute of Statistics & Geo-Information Services
LPG	Liquid Petroleum Gas
LPRC	Liberia Petroleum Refining Company
LWSC	Liberia Water & Sewer Corporation
MACs	Ministries Agencies and Commissions
MCA-L	Millennium Challenge Account Liberia
MCC	Millennium Challenge Corporation
MCI	Ministry of Commerce and Industry
MDGs	Millennium Development Goals
MFDP	Ministry of Finance and Development Planning
MFP	Multifunctional Platform
MIA	Ministry of Internal Affairs
MME	Ministry of Mines and Energy
MOGCSP	Ministry of Gender, Children and Social Protection
MOHSW	Ministry of Health and Social Welfare
MOJ	Ministry of Justice

LIST OF ACRONYMS

MOT	Ministry of Transport
MRU	Mano River Union
NAP	National Action Plan for Policy on Gender Mainstreaming in Energy Access
NDPs	National Development Plans
NEC	National Energy Committee
NEEAP	National Energy Efficiency Action Plan
NEPAD	New Partnership for Africa's Development
NEPL	National Energy Policy of Liberia
NGOs	Non- governmental Organizations
NIC	National Investment Commission
NOCAL	National Oil Company of Liberia
NREAP	National Renewable Energy Action Plan
NSCGMEA	National Steering Committee on Gender Mainstreaming in Energy Access
PREDAS	Regional Programme for the Promotion of Household and Alternative Energies in the Sahel
RE	Renewable Energy
RESCOs	Rural Energy Service Companies
RREA	Rural and Renewable Energy Agency
SCT	Social Cash Transfer
SE4ALL	Sustainable Energy for All
STEM	Science, Technology, Engineering, and Mathematics
TVET	Technical Vocational Education Training
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
WAGPA	West African Gas Pipeline Authority
WAPP	West African Power Pool
WB	World Bank

CHAPTER 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 as a means to achieve West Africa's energy access goals.

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

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

The Republic of Liberia, through the Ministry of Mines and Energy (MME), is developing this National Action Plan on Policy for Gender Mainstreaming in Energy Access. The National Action Plan (NAP) 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 Mines and Energy, of the Republic of Liberia,
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 by the low level of electricity access in the country and that the gender is marginalized or absent from the national energy, policies of the country;

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 Plans (NAP) for Gender Mainstreaming in Energy Access developed by drawing from the strategic objectives, vision and targets set in the ECOWAS Policy for Gender Mainstreaming in Energy Access, and the ECOWAS Directive on Gender Assessments in Energy Projects, and adapted to the national circumstances:

1.2 Vision

The following are the policy vision and goals for the Liberian NAP for Gender Mainstreaming in Energy Access which coincide with the ECOWAS policy Vision and goals for a world where women and men shall enjoy equal access to namely: (i) modern energy services, which are readily available, affordable and contribute to high standards of living and economic development; (ii) safe, healthy, and economically beneficial livelihood and employment opportunities in all energy sub-sectors, and (iii) local development benefits and protective mechanisms associated with energy infrastructure development, both public and private sector.

In addition to the above, a review of the National Energy Policy of Liberia (NEPL 2009) reveals that the GOL set the following visionary ambitious energy access targets that by 2015:

- 40% of Liberian citizens living in rural and peri-urban areas and using traditional biomass for cooking shall have access to improved stoves and kerosene or efficient clean-gas cookers in order to reduce indoor pollution;
- 30% of the urban and peri-urban population shall have access to reliable modern electric energy services enabling them to meet their basic needs (lighting, cooking, communication, and small production-related activities);
- 15% of the rural population and 25% of the schools, clinics, and community centers in rural areas shall have access to modern electric energy services to meet the same basic needs.
- The NEPL indicates that beyond 2015, the long-term strategy would be to make Liberia a carbon neutral country by 2030. The GOL will seek to leverage the

country's biomass resources as a source of carbon credits for energy development. The GOL will promote the use of renewable energy such as solar, hydro and wind systems in power plants, industry and agriculture and in all large commercial facilities such as supermarkets, hotels, restaurants, entertainment centers, hospitals, and large retail shops and stores.

- The GOL supports the collective global effort to control harmful greenhouse gas (GHG) emissions responsible for climate change and will seek to balance the environmental costs and benefits of all energy programs. The GOL expects to achieve its access goals for 2015 while reducing greenhouse gas emissions by 10%, improving energy efficiency by 20%, raising the share of renewable energy to 30% of electricity production and 10% of overall energy consumption, and increasing the level of bio-fuels in transport fuel to 5%.
- Although the above 2009 NEPL document has outlived its forecasted timeline, its anticipated visions, targets and stated goals are still appropriate, and up to the time of this writing, are yet to be accomplished. A review of the 2009 NEPL also shows that Gender Mainstreaming in Energy Access was not under consideration as a national policy objective at the time of its adoption. This constitutes one serious gap in the implementation of mainstreaming of gender in energy access.
- In addition to the above NEPL, the government in 2012 adopted the Agenda for Transformation (AfT) which expressed its vision 2030 in addition the government in 2017 adopted the second in the series of five-year NDP's, the Pro-poor Agenda for Prosperity and Development (PAPD) which constitutes an affirmation of the national aspirations expressed in the 2012 Vision 2030 NDP. The PAPD national vision statement is multidimensional and simultaneously addresses the social, economic, political, environmental, cultural, and technological aspirations of the Liberian people and its high-level goals align with and address all the dimensions contained in the AfT and even more.

This in particular includes but not limited to the vision of "A Society of gender equity, empowerment, and opportunity for all.

1.3 Rationale/Purpose

The purposes of the ECOWAS Policy for Gender Mainstreaming in Energy Access are to achieve but not limited to the following:

- Provide policymakers with instrumental and human rights based indicators and rigorous arguments to align energy interventions with principles of gender equality.
- Use a gender mainstreaming legislative framework as a means for Energy Ministries and energy sector players to achieve energy access goals in a way that leverages the role of women as energy users & providers, community members, business owners, and policymakers.
- Prevent negative discriminatory effects and harness the positive socioeconomic impacts of gender-informed design and decision making in energy development.
- Highlight gender-energy linkages in planning for major energy infrastructure projects in Liberia, and make the linkages to become common knowledge in the

- country, and giving gender issues the appropriate considerations in the country's energy sector, and eliminate the so-called "energy-gender blindness";
- Setting gender goals in energy access so as to focus on women as the primary concern in the energy access projects planning, and making clearer, explicit and discussable to the project implementers, the past overlooked and absent energy-gender linkages which are intended for:
 - Improvement of women's welfare;
 - Increasing women's (economic) productivity; and
 - Empowerment of the disenfranchised women and men.

The policy for gender mainstreaming may in addition to the goals mentioned above, also be considered from the point of view of project efficiency to insure that the project works in an optimal way and not just gender analysis to solely benefit women. It may also be viewed as a promotional survey to forecast the customers' impacts before marketing the project.

The policy-makers and all the energy sector players and stakeholder institutions in the energy sector of Liberia align energy access interventions with principles of gender equality and fairness and also use this policy in a manner that lead to project outputs such as better governance, enabling business development, environmental sustainability and/or economic development.

1.4 Summary of Regional Policy Targets and Regulatory Requirements

The ECOWAS Policy for Gender Mainstreaming in Energy Access aims to address barriers to the equal participation of men and women in the expansion of energy access in West Africa. The Vision of ECOWAS among others is provision of modern energy services, which are readily available, affordable and contribute to high standards of living and economic development. Consequently, the policy recommended a Directive as the most appropriate legal instrument to mainstream gender in energy infrastructure projects. The Directive is flexible for adapting provisions to each national context. In line with the objectives of the regional policy, ECREEE developed the model legal document to guide national actors towards achieving the objectives of the ECOWAS Policy for Gender Mainstreaming in Energy Access which, if translated into national legal/regulatory frameworks, is designed to achieve the following objectives and encourage the development of harmonized policy and legal regulatory frameworks in each Member State

The Policy sets forth five primary strategic objectives and targets that, if achieved together, would represent the successful mainstreaming of gender into energy access.

The strategic objectives and targets are:

1. Achieve widespread understanding of energy and gender considerations at all levels of society and the Targets under this objective are:
 - 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter);

- 50 percent of citizens will be exposed to some form of relevant public service announcement by 2020 growing to 90% by 2030;
 - At least 50 new scientific articles about gender and energy in West Africa published in peer-reviewed scientific journals by 2020, and 20 per year after.
2. Ensure that all energy policies, programs and initiatives, including large energy infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region
 - 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive;
 - 50 percent of energy projects, programs, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to 100 percent in 2030.
 3. Increase women's public sector participation in energy-related technical fields and decision-making positions.
 - At least 25 percent women in the public sector energy workforce by 2020 and an equal (50-50) gender balance by 2030.
 4. Ensure that women and men have equal opportunities to enter and succeed in energy related fields in the private sector
 - At least 25 percent women participation in energy related fields in the private sector by 2020 and an equal (50-50) gender balance by 2030, as determined through statistically rigorous random sampling.
 5. Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4
 - 100 percent compliance by 2017 in the monitoring, accountability and review framework.

The Republic of Liberia, through the Ministry of Mines and Energy (MME), and support from ECREEE, is developing the National Action Plan (**NAP**) on Gender Mainstreaming Policy in Energy Access in Liberia to set out the 5-Year strategy by which the country will meet its national obligations, as specified in the ECOWAS Gender Mainstreaming Policy.

The ECOWAS Directive includes the following Objectives:

- a) Ensure that the specific interests of women and men, as stakeholders, are taken into account in the development of Projects;
- b) Ensure that any potential adverse and discriminatory impacts on women or men deriving from Projects are recognized and avoided or mitigated to the extent feasible;

1.5 GOL Strategy for the NAP

The following section presents a summary of Liberia's Strategy adopted to successfully implement the ECOWAS Policy and the accompanying Directive for Gender Mainstreaming in Energy Access. The process of the strategy is summarized as policy formulation, followed by legislative drafting which is followed by energy projects and programs design and followed by implementation. See below figure 1. The GOL Strategies for implementation of the gender policy and directive include but not limited to:

1. In order to bring to bear all available support and GOL resources for the NAP, the GOL shall maintain a cooperative relationship with international donor and development partner institutions including but not limited to the Millennium Challenge Corporation (MCC) of the United States of America, USAID, UNDP, other international financial institutions, the World Bank, AfDB, EU, Government of Norway, Sweden, and other by-lateral assistances, etc. to reduce energy poverty through economic growth, and to address the binding constraints, which include the lack of reliable and affordable energy, and poor condition of roads throughout the country and to pay appropriate attention to the linked gender inequities in Liberia.
2. The GOL Agenda for Transformation (AfT) in respond to constraints in economic growth by increasing access to reliable and affordable electricity as one of its strategic goals, identified the pursuit of systematic development of hydroelectric generation, transmission and distribution (T&D) projects, rural Mini-grid projects, and strengthening road infrastructure by improving the planning and execution of routine, periodic and emergency road maintenance.
3. The GOL Pro-poor Agenda for Prosperity and Development (PAPD) states the goal for Gender Equality as enhancing inclusiveness of women and girls to reduce inequalities in political, social, and economic life Development Outcome: Gender equality entrenched as a cross-cutting concern leading to more empowered women and girls
4. The PAPD further makes it a strategic objective of the GOL to insure the empowering of women: increase school retention and completion rates for girls, raising minimum infrastructure standards for boys and girls and ensuring appropriate responses to gender based violence (GBV); Increased and inclusive access to quality essential health and reduced overall morbidity/mortality; Enhanced access to social safety nets through social assistance, social cash transfer; and reducing women inequality in political, social, and economic life.
5. The NAP shall take advantage of other inter-sectorial projects being implemented in Liberia to include but not limited to current priority energy projects including four interconnected activities designed: (a) to provide additional electricity generation capacity; (b) to strengthen the management, project planning and project execution functions of the Liberia Electricity Corporation (LEC); (c) to strengthen the Ministry of Mines and Energy (MME) policy, coordination and monitoring functions; and (d) to support the establishment and development of an independent regulator (LERC) for the sector.

6. Support the RREA Strategy and Master Plan and the NREAP, NEEAP and SE4ALL Action Agenda for Liberia's 2030 energy sector development targets and vision.
7. Utilization of existing policy instruments and provisions to achieve gender goals in all sectors.
8. Mainstreaming Gender in the existing legal framework of the energy sector and in the energy gender-budgeting, auditing, planning and implementation
9. Raising the profile of Gender issues in the Department of Energy and Ministry of Mines and Energy
10. Increasing access to efficient and clean energy services and improved energy technologies and undertaking projects to develop local capacity for efficient and clean energy services and technologies for men and women alike in the various sectors of the economy and population centres of Liberia.
11. The GOL shall ensure that all employees especially females of the Ministry of Mines and Energy, are protected from all discrimination and abuse of authority;
12. The GOL shall increase representation of women in decision making positions in the energy and other sectors.
13. The GOL shall support all employees in the realization of their full potential without conflict of interest, abuse of power, or sexual harassment, maintaining a safe and conducive working environment.; and
14. The GOL shall ensure that scholarship and internship programs (internal/external) are directed towards capacity building with gender sensitivity and are void of conflict of interest, abuse of power and authority.
15. Monitoring In order to systematically monitor gender mainstreaming programs in energy access in the key energy stakeholder institutions, corporations, agencies and implementing institutions the GOL shall adopt the functions, organizational structure, mandates and modus-operando of the formal National Energy Committee (NEC) through establishment training and support of GFUs in all GOL energy institutions, energy providers, regulators, and implementing institutions and establishment of a systematic data collection and analysis format and information exchange platform for Liberia.
16. The GOL is committed to developing and adopting an appropriate gender mainstreaming policy for Liberia that ensures that a gender impacts assessment and gender management plan are prepared before consent for an energy project is granted This gender impacts assessment legislation shall be in compliance with the ECOWAS Directive in energy access projects and programs, which shall be adopted through the GOL policy and legislative formulation channels and made into full effect.

17. The GOL shall develop monitoring instructional structures (Gender Focus Units) in the key energy stakeholder institutions. To do this, the GOL shall establish a functional body for Gender Mainstreaming Steering Committee with the GSIU of the DOE of the Ministry of Mines and Energy (MME) as its Secretariat and key energy sector stakeholders as members with a TOR and a training of a functional secretariat to insure the success of the NAP the GOL shall support and seek additional support for the secretariat. This organizational method has the chance to succeed because it was implemented before for the National Energy Committee and takes advantage of inter-sectorial technical capacities of the respective member institutions. It requires limited budget to implement because it leverages on each institution supporting its representation on the committee.
18. Mandate that gender assessments are mainstreamed in current and future energy infrastructural projects planning, legislations, and monitoring their mitigation plans where possible must be made by the Developer for any potential adverse and discriminatory impacts on women or men deriving from any major energy infrastructural project in Liberia.
19. The GOL shall establish a program of Energy Extension Workers who shall work to disseminate information on gender mainstreaming in energy access and shall conduct data assessments and monitoring on progress being made at various levels including urban, peri-urban and rural areas of Liberia.

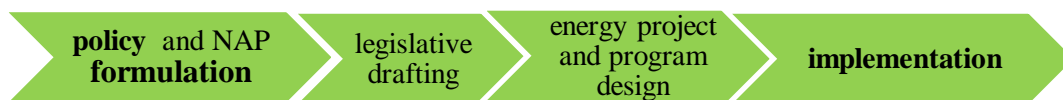


Figure 1: Strategy Direction of Gender Mainstreaming

The above Figure 1 demonstrates the sequence of progress in the development of the NAP and policy for gender mainstreaming in energy access (GMEA) for Liberia. In summary, the implementation will begin with a desk review of available information and data that we can find on the following:

Desk review

- a. National policies, laws, and planning documents
 - b. Education, employment, and business ownership statistics
 - c. Number of peer-reviewed articles on gender and energy in the country
- The desk review is followed by consultations in group or individual experts interview meetings and questions and answers forums at arranged events as follows:

Consultation (e.g. in a group or one-on-one setting, perhaps via a short presentation and Q&A)

- a. Government level debriefing meetings, to harmonize planning and begin building buy-in for the Action Plan
- b. Civil society and private sector, to understand barriers and development priorities

- c. All levels, to assess issues awareness, followed by conducting additional key information/experts interviews to gather more details about current practice and opportunities
 - National level energy institutions
 - Other related ministries (Finance, Gender, Education, Commerce, Energy, etc.)
 - Statistics Institution
 - Universities
 - Others

1.6 Overview of Actions

The NAP provides the energy-gender mainstreaming action plans, objectives and targets toward the realization of the ECOWAS Gender Policy objectives and vision. It provides examples of some variables to guide gender analysis for energy sector investment projects and ensure inclusive gender action plans to reduce marginalization and promote the building of human, social and physical infrastructure for the efficient, sustainable, affordable and equitable access to energy for men and women of Liberia. Provisions are made for annual reviews of the NAP to ensure that it remains consistent with the national and ECOWAS Vision. In an effort to align the gender strategy with the ECOWAS Policy Vision Objectives, the action areas are mapped with the respective five point's objectives, key stakeholders and targets of the gender policy.

For each strategy presented, the table in Chapter 6 presents the summary implementation strategy: activities, means of verification or key indicators, roles and responsible organization (or key actors), overall estimated cost and time frame.

1.7 Methodology

This section describes the method used in writing Liberia's NAP and the gender assessment legislation, which is Liberia's action plan for the first five years.

The GSIU and the ECREEE funded local Consultant working with the organized Technical Working Team (TWT) for this purpose began the work with literature review, taking a retrospective analysis of Liberia's past and current energy-gender situation, issues and stakeholder identification in critical action areas. The current energy access programs and the accompanying baseline gender-energy issues and gaps were analyzed taking stock of the degree of achievement of the targets set in the regional policy at the national level, in context of this policy implementation including national level institutions, policies, enabling environment and priorities related to the Policy. Following the baseline analysis, appropriate experts/authorities from key stakeholders were consulted, who were essential for the definition of national targets and proposed activities to achieve them. From the consultations and review of literature, the initial draft NAP emerged.

The approach of working with the GSIU was to take advantage of the gains already made by the previous establishment of the GSIU and the work already done by this unit, for continuity on the unfinished agenda and lessons learned from the formulation of the Gender Mainstreaming in Energy Access Policy for Liberia.

Moreover, the implementation structure models after the former National Energy Committee (NEC) process previously applied which was effective in bringing together inputs from energy sector stakeholders and key actors in coordination with the MME, LEC, RREA, and international development partners (including but not limited to MCC, Transco CLSG, EU, USAID, Swedish Embassy, Norwegian Energy & Water Resources, the private sector, and civil society. Other stakeholder institutions consulted to develop the NAP are: Liberia Institute for Statistics and Geo-Information Services (LISGIS), Civil Service Agency, University of Liberia, etc. The last stage in the process of preparing the NAP was the validation workshop with a broad sector of participants held on October 28, 2021 at the Murex Plaza and Suite Hotel, Sinkor, Monrovia.

After finalizing the NAP, the objectives and activities set in the NAP will need to be implemented and must be frequently and systematically monitored, and reported to ECREEE through a structure proposed herein. This should include representation from the relevant actors who have been working together over the years on electricity and renewable energy development issues to examine outstanding challenges and key areas of the NAP as well as solicit support and coordinated actions needed to achieve the ECOWAS gender policy and the Directive on gender assessment.

[The ECREEE International backstopping expert reviewed the findings followed by incorporation of the comments received. The consultant (will report to ECREEE periodically) about the progress, detailing the activities undertaken, who were the stakeholders met (with details of the meetings) and the constraints or bottlenecks they might be finding, as well as proposed solutions. ECREEE will also be available to solve ad hoc issues as they arise. Throughout the preparation of the NAP, regular reporting to ECREEE was necessary.

Based on the GOL policy and legislative making practice, the line agency concerned with the energy sector (MME) becomes the focal institution working through the GSIU of the DOE to spearhead the NAP and strategy adoption process. Because of the Directive, which requires legislating the approved gender assessment process into law which shall be the first such law in Liberia, the highest level of political buy-in will be necessary and may be achieved through the Minister's petition for a cabinet endorsement of the draft or concept note. Further consultations may be held with the energy sector players in the Energy Steering Committee of Liberia.

The MME should lead the monitoring and evaluation follow-on actions, and shall serve as the institutional Focal Point for the NAP implementation in Liberia with support from the international development partners and the involvement of a broad range of private sector and civil society actors.



Figure 2- Stages in the preparation of NAP and ad-hoc support

CHAPTER 2 BASELINE ANALYSIS

In this chapter, we present an overview of the current status of GOL achievements on key background elements of the Liberian Energy Sector highlighting policy actions and/or gaps regarding how Liberia is doing with respect to gender and energy, considering women in their different roles as domestic and productive users, suppliers and policy makers in the energy sector. The existing institutional structure and energy access intervention programs of the LEC, RREA, etc. as well as energy-gender policy and legislative strategy objectives and economic development plans of the GOL are reviewed. The chapter also discusses the cross-cutting energy-gender issues and the efforts the GOL is making and highlights the gaps, challenges and constraints that need to be addressed. It further presents issues regarding institutional coordination, regulatory environment for women empowerment, and energy-gender nexus, etc.

2.1 Institutional and Policy Achievements

The Gender & Social Inclusion Unit (GSIU) and the Department of Energy (DOE): The GOL was given support by the Millennium Challenge Corporation (MCC) via the Millennium Challenge Account Liberia (MCA-L) through which the MME in 2018 established the Gender & Social Inclusion Unit (GSIU) under the Department of Energy (DOE) of the Ministry.

Elevating the Structure of the Department of Energy: Until recently, there were three Deputy Ministers under the Minister of Mines and Energy responsible for administration, operations, and planning respectively. Under the Deputy Minister for Operations were three Assistant Ministers responsible for energy, mines, and mineral exploration respectively, while the other Deputy Ministers had one each. This structure created an overburden for the Deputy Minister for Operations and limited the priority attentions needed for the energy sector. This Deputy Minister for Energy position was since 2009 planned and approved in the National Energy Policy of Liberia.

Recently, the GOL appointed a Deputy Minister for Energy, finally elevating the Energy Department from an Assistant Minister reporting to the Operations Deputy Minister. The Deputy Minister for Energy Level brings to focus the importance of the energy sector core functions of the Ministry. The technical management of the energy department shall then be undertaken by an Assistant Minister reporting to the Deputy Minister for Energy and under the Assistant Minister are Directors.

The elevation of the Department of Energy will ensure that there is adequate attention to all cross-cutting issues relating to each energy sector policy focus area (Renewable Energy (RE), Electricity and Petroleum, etc.). With this structure there are clear reporting lines for policy, legislation, monitoring and regulations of all public energy sector ministries, corporations/agencies, commissions and other energy sector players within the mandate of the MME.

Liberia's Gender Mainstreaming in Energy Access Policies: Prior to the creation of the GSIU, the MME formulated Liberia's Gender Mainstreaming in Energy Access Policy. This policy paved the way for the establishment of the GSIU which is now spearheading the work to develop the follow-up NAP.

Development of the NAP on Policy for Gender Mainstreaming in Energy Access: The Republic of Liberia, through the Ministry of Mines and Energy (MME), is developing this National Action Plan on Policy for Gender Mainstreaming in Energy Access. The National Action Plan (NAP) will be another milestone in the country's road to meeting its regional obligations, as specified in the Supplementary Act adopting the ECOWAS Policy.

The MME through ECREEE support for a local consultant, in 2014 – 2016 developed the NREAP, NEEAP and SE4ALL action agenda for Liberia. In addition, the RREA through WB support of an international consultant, developed the Energy Master Plan in 2015.

RREA Rural Energy Strategy and Master Plan (RESMP) – 2030: The RREA completed the Master Plan for rural energy development in 2017. The RESMP consists of five (5) main programs to increase energy access and investment (both electrical and non-electrical) across for the 15 counties of Liberia. The five program areas include: National grid extension (Growing the Grid); Solar/Diesel transitional mini-grids, decentralized grids and renewable energy (Decentralized Grids); Small scale off-grid initiatives in non-grid and rural areas (Beyond the Grid); LPG and efficient cook stoves (Other Than Power); and building capacity and systems for implementation and operation (Building Capacity). The status of implementation of this master plan is discussed later below under the RREA.

The Pro-Poor Agenda for Prosperity and Development (PAPD) – Liberia adopted the PAPD which among the four (4) main pillars of the National Development Plan (NDP) of the current government is the Goal to empower Liberians with the tools to gain control of their lives; reaching the furthest first and leaving no one behind. The relevant development outcomes in regard to gender mainstreaming, planned in the PAPD include but not limited to:

1. Increased and inclusive access to quality essential health and reduced overall morbidity/mortality;
2. Gender equality entrenched as a cross-cutting concern leading to more empowered women and girls;
3. Increased access to integrated services for Youths and Young Adults; and
4. Enhanced access to social safety nets through social assistance, social cash transfer, and social inclusion through work opportunities for the most vulnerable and extremely poor groups and regions.

The initial and very limited evidence available from the final evaluation of the pilot social cash transfers (SCT) of the MOGCSP to poor, food insecure, and labor constrained households in Bomi and Maryland counties, suggests that food security, health, education, and economic conditions of participating households improved markedly. Moreover, the evaluation found evidence of a multiplier effect benefiting the 52 communities and local economies where beneficiaries reside.

Contribution of Other Ministries Agencies and Commissions (MACs)

- 1. The Ministry of Gender, Children and Social Protection (MOGCSP):** The MOGCSP among other activities works to improve access to school for all school-age children, especially girls and those in disadvantaged communities and is also piloting a social cash transfer (SCT) program in Bomi County to provide cash to households that are labour constrained and below the poverty line. It is currently donor funded and administered by UNICEF under the Ministry of Gender, Children and Social Protection. The MOGCSP reports its constraints saying that attempts to address these constraints are further hampered by human resource practices featuring weak professional requirements and uneven compliance among macs, by salary structures and rewards that are low and rarely linked to performance and by gender discrimination and sexual harassment that limit the participation of women in the civil service.

To complement the preparations for the GOL decentralization policy, of the GOL has targeted as part of its action agenda in the next five years, the plan to develop or provide the physical and human infrastructure that will support the process of decentralization. This includes the physical infrastructure for de-concentrated macs, new local housing units for de-concentrated civil servants, and an agreement on county strategies to improve the skill base of local employees.

Agents and process of change: the MOGCSP plans to work with groups such as microfinance firms; rule of law and security sector institutions; community leaders; relevant civil society organizations (CSOs) (e.g., farmers 'associations/cooperatives); and relevant development partners will work together with the Ministry to design and implement these activities. The Ministry will draw on the gender mapping analysis done by the African Women's Development Fund. The process of change will involve the Ministry encouraging the participation of women in the public sector through new human rights' policies, the creation of skilled women professionals, increased recruitment of women into positions of decision-making and design and implementation of public awareness programs on the rights of women and girls.

- 2. Civil Service Agency (CSA) of Liberia:** The CSA has the goal of independent, accountable, merit-based and performance oriented, well-structured public sector employment with improved service delivery. The GOL is committed to continue to support the recruitment and development of skilled civil servants and ensure gender equity across the public sector. It is committed to insure that all civil service appointments are publically advertised, and appointments and promotions show improved balance in terms of gender, age (youth), disabilities and tribal origin.

The CSA plans to undertake to develop independent, accountable, merit-based and performance oriented, well-structured public sector with improved service delivery. Constraints: Liberia still has a long way to travel along this trajectory. The GOL reported that several of the reform initiatives currently under implementation have

neither a comprehensive framework to establish priorities and to achieve synergies and leverage their complementarities, nor planning linkages to assure that the budget as executed reflects the priorities, within existing resource limits. Attempts to address these constraints are further hampered by human resource practices featuring weak professional requirements and uneven compliance among macs, by salary structures and rewards that are low and rarely linked to performance and by gender discrimination and sexual harassment that limit the participation of women in the civil service. In order to continue to modernize human resource practices, the GOL will continue to support the recruitment and development of skilled civil servants and ensure gender equity across the public sector.

3. Outcomes indicators: The GOL directs that ministries, public agencies and SOEs and commissions will have published their strategies and organizational charts and adopted measurable and transparent indicators of operational performance. All ministries have instituted merit-based recruitment and promotion. Civil service pay scale has been rationalized and is published. All civil service appointments are publically advertised, and appointments and promotions show improved balance in terms of gender, age (youth), disabilities and tribal origin.

2.2 Cross-Cutting Issues

Liberia's current status, strategies and plans and some cross-cutting issues and service areas are highlighted here for their opportunities to reduce gender inequities in access to energy services including but not limited to: availability of drinking water and water for irrigation, security and potential influence of community lighting, access to health and education and how energy can improve gender mainstreaming actions in the provision of these services. Institutional responsibilities, coordination structures and the regulatory environment created by the GOL to develop energy access facilities are summarized.

Cross-Cutting Gender Issues in the GOL Agenda for Transformation (AfT) and the Pro-poor Agenda for Progress and Development (PAPD):

In 2010, the GOL developed its major Medium Term Economic Growth and Development Strategy referred to as "Agenda for Transformation (AfT)": Steps for Liberia Rising 2030" which among other things also highlights some of the Key cross-cutting issues of gender equality, child protection, youth empowerment, human rights and labour and employment among others as being relevant to the government's development pillars. The AfT indicates that "vulnerable and marginalized groups within society face particular barriers, – for example, women and their families suffer emotionally, socially and economically because of inadequate capacity for the prevention of and response to gender issues". We shall further elaborate here how access to energy might in fact support efforts of women to become empowered, and illustrates how the empowerment question can be relevant in energy terms.

The GOL is addressing a number of other cross-cutting issues which hold high value opportunities to reduce gender inequities in the provision of services such as health and social welfare, education, provision of drinking water, etc. however, one of the

gaps in Liberia's energy-gender measures is that the AfT does not make emphasis to specific inter-sectorial gender mainstreaming linkages in context of the energy access efforts and if any, are limited, simply wishful and not actionable..

Although some programs are being undertaken in gender mainstreaming direction by the Ministry of Gender, Children and Social Protection (MOGCSP), Ministry of Health and Social Welfare (MOHSW), and other government ministries and agencies as well as civil society, these agencies of government need to be provided the enlightenment to highlight the energy-gender linkages and incorporate mitigation plans in their efforts.

The issue of energy access and that of gender equality are tightly linked to many aspects of society – agriculture, education, health, water, economy, governance, empowerment, demographics, politics, fairness and justice, to name just a few – making them vital, yet analytically challenging public policy domains to access or master. There is therefore a critical need for institutional coordination and development of information exchange platform on energy-gender issues as a successful means to create favourable conditions to harmonize the GOL policies and strategies to implement the policy on gender mainstreaming in energy access for Liberia.

The current government's PAPD identifies the following Cross-Cutting Gender Issues of ensuring equal justice and human rights as some of the primary goals and objectives for the people of Liberia; the policy highlights that the Justice Systems must work to the benefit of the poor and most marginalized / National ownership and sustainability of access to justice and rule of law initiatives. The expected Development Outcome in this goal is: A society where justice, rule of law and human rights prevail.

2.3 Institutional Responsibilities Economic Growth and Employment

The GSIU Mandate: The GSIU has the mandate to conduct and oversee Gender Assessments;. Prepare a Gender Mainstreaming Action Plan and develop gender policies that address the gaps in the Ministry's gender and social inclusion program. The GSIU is also mandated to provide policy-makers with instrumental and human rights based framework indicators and to make rigorous efforts to insure through spearheading the proposition for adoption of appropriate legislation, monitoring, training and coordination activities to ensure that all the energy sector players and stakeholders of Liberia align their energy access interventions with principles of gender equality.

Training Manual on Gender: The MME's Gender Policy document developed by the GSIU highlights the need for a training manual on gender and energy for the Department of Energy (DOE), the GSIU as well as for the Ministry as a whole and for other GFU's in the country;

Institutional Coordination: Many of the energy-gender issues to be addressed by the NAP cut across several sectors of the economy and society and therefore require institutional coordination to address and at the same time some issues

require specialized and focused expert interventions. The primary responsibility for institutional coordination will therefore be the mandate assigned to the GSIU of the MME who will organize and undertake the monitoring and reporting requirements for Liberia's progress toward the policy on gender mainstreaming in energy access. It will also be responsible to bring in expert technical assistance for specific critical areas as needed. In this role, it is critical that the GSIU be given the required resources and support for the work to make this policy functional.

The GSIU should serve as the secretariat of the institutional coordinating steering committee on energy-gender mainstreaming NAP, comprising of member energy related institutions (stakeholders) each of whom should establish Gender Focal Units (GFUs) in their respective organizations. The GFUs will then be responsible to regularly collect data on gender mainstreaming activities and progress in energy access in their respective organizations and report regularly to the GSIU for analysis and onward reporting to ECREEE on progress made toward the policy in Liberia.

However, as a critical step in the NAP implementation process staff of GFUs in the various stakeholder institutions (i.e. agencies and civil society organizations engaged in the energy sector) will be organized and trained in energy-gender mainstreaming. The training program including on gender-energy assessments, should be on a continuous basis until the targets for attaining functional GFUs are met in line with acceptable international standards (including gender equity, justice, etc.). To develop a functional collaborative process between the GSIU, the GFUs and relevant stakeholders, the structure should be facilitated through budgetary and logistical support for the NAP.

The **Steering Committee for Gender Mainstreaming in Energy Access** for monitoring shall consist of technical representation on a Deputy or Assistant Minister or Director of GFU level or the equivalent position from the following institutions:

1. Ministry of Mines and Energy, Chairman
2. Department of Energy, Secretary (GSIU – Technical Implementing Arm)
3. Liberia Electricity Corporation GFU
4. Liberia Petroleum Refining Company GFU
5. Rural and Renewable Energy Agency GFU
6. Ministry of Gender, Children and Social Protection
7. Liberia Business Women Federation (Marketing Association) representative
8. Private Sector representative
9. Energy Implementing NGOs representative
10. University of Liberia representative
11. Civil Service Agency
12. Ministry of Internal Affairs (MIA)
13. Ministry of Commerce and Industry (MCI)
14. Environmental protection Agency (EPA)
15. Ministry of Justice (MOJ)
16. Ministry of Finance and Development Planning (MFDP)
17. Liberia Institute of Statistics & Geo-Information Services (LISGIS)
18. Ministry of Agriculture (MOA)
19. Ministry of Transport (MOT)

20. Energy Sector Donor Partners representative
21. Liberia Petroleum Regulatory Authority (LPRA)
22. Liberia Electricity Regulatory Commission (LERC)
23. Liberia Petroleum Refining Company (LPRC)

Energy-gender mainstreaming NAP, if properly implemented in a coordinated and accountable manner, will become the catalyst for accelerated development that is efficient, socially just, equitable, economically rewarding, and environmentally sustainable and will facilitate, coordinate and monitor achievements in gender equality and champion transitioning to clean and modern energy services and economic development.

2.4 Regulatory Environment, Economic Growth and Empowerment

The GOL development plan among other things identifies the following priority interventions:

- a) To achieve the overall objective of increasing growth and employment, the government will improve the regulatory environment for private enterprises, large and small to play significant role in the energy sector of Liberia.
- b) To reduce the time and money required to register informal enterprises and petty traders, and key ministries and agencies will continue to streamline the administrative processes for incorporating companies and formalizing businesses (e.g., business registration). When firms join the formal sector, the wider society also benefits through increased tax revenue and more compliance with regulations, including labour conditions, gender equality, food safety and environmental protection.

Viewing this above stated priorities, gender considerations though not specifically stated and detailed, are clearly implied and should be incorporated in these key regulatory environments.

The Act Creating the RREA & the REFUND and the Liberia Electricity Law and LERC: It is worthy to note that the GOL made significant achievements in creating the enabling environment in the energy sector when the following institutions, regulatory and financing frameworks were formally created through legislative enactments in recent years:

- a) On July 6, 2015 fulfilled its commitment to facilitate and accelerate the economic transformation of rural Liberia by establishing a wholly government owned autonomous Rural and Renewable Energy Agency (RREA) dedicated to the commercial development and supply of modern energy services to rural areas with an emphasis on locally available renewable resources. The RREA Act also includes the establishment in the Law, the Rural Energy Fund (REFUND) as a facility for electrification projects and will be the focus of a significant donor-led capacity building effort. With the help of the REFUND, the RREA will administer rural electrification and projects funding. Many of the rural electrification programs are funding already underway as discussed further under ongoing T&D and RREA projects in his action plan;

The RREA's mandate includes integrating energy into rural development planning; promotion of renewable energy technologies; facilitating delivery of energy products and services through rural energy service companies (RESCOs) and community initiatives;

- b) In recent efforts to implement the GOL commitments in the 2009 NEPL, "The 2015 Electricity Law of Liberia" was passed into law including creation of the Liberia Electricity Regulatory Commission (LERC). The LERC Commissioners were subsequently appointed in 2019 with funding support from the MCC through the MCAL.

Objective 3 of the regional policy is to increase women's public sector participation in energy-related technical fields and decision-making positions. It sets the target of at least 25 percent women in the public sector energy workforce by 2020 and an equal (50-50) gender balance by 2030. The statistics of women and men employed in the public sector energy are not readily available: To reach the 50-50 gender balance there is need to empower more and more women to participate in public sector employment opportunities, participate in elections, and attend technical and engineering training and academic institutions; One barrier has been the lack of funding and trained women and also men that qualify for energy-related technical fields and decision-making positions. Another constraint has been the down turn of the Liberian economy and resulting high unemployment in the country.

Objective 4 of the regional policy requires Liberia to ensure that women and men have equal opportunities to enter and succeed in energy related fields in the private sector. It sets the target of 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. To ensure that this objective and target is met, the government needs to set quotas and to support the training of women in the fields and require the private sector to proportionately achieve their quota for gender-mainstreaming balance and targets. It is also equally important to put into full effect the framework for participation of private sector investments in the energy sector. Currently, the electricity and petroleum energy sectors are dominated by the government owned LEC and LPRC respectively, and the petroleum distribution is the only sector that has admitted private petroleum service stations, although currently, ownership of the largest stations is largely

2.5 Country Context: Energy-Gender Nexus Analysis and Options

In order to highlight the various issues of gender-energy nexus experienced by women and men in the region and specifically in Liberia, we present here a summary of some of the most pressing energy-gender related or linked issues in the energy sector context that need urgent attention. This includes the current status in energy access and related gender issues, gender empowerment and some important gender assessment indicators used for gender assessments.

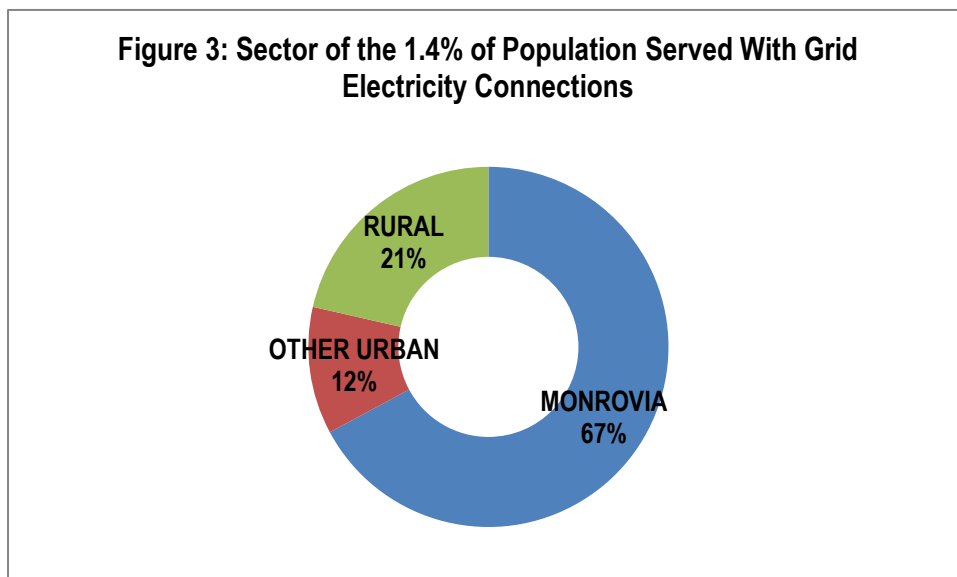
Access to Electrical Energy Services: Sustainable, reliable and affordable access to electrical services for women and men in Liberia continues to be a challenging

struggle, including efforts to provide electricity access for female and male headed households and to serve all geographic subdivisions and income percentile distribution of the economic sectors of the country; as well as provision of clean cooking technology; energy access in medical facilities and geographic distribution.

The Liberia Sustainable Energy for all (SE4ALL) Action Agenda 2015 report indicates that most households are largely dependent on traditional energy sources such as firewood and charcoal for cooking and heating; and candles, battery-powered lights, and kerosene for lighting. Table 1 below shows the 2010 rate of electricity access in Liberia.

Out of the 1.4% of the population with access to electricity, 79% are in the urban areas (Monrovia & Others) and the remaining 21% in rural areas. In other words almost all the electricity access is concentrated in the urban areas even though the majority of the population is in the rural areas. See figure 3 below.

Sector of the Population	For 2010 Population	Population Share %	Population Having Access	Access as % Share of Total Population	Estimated Households Connected
Monrovia	1,127,487	29%	36,546	0.94%	7,166
Other Urban	388,789	10%	6,221	0.16%	1,220
Rural (68%)	2,371,610	61%	11,664	0.30%	2,287
TOTAL POPULATION	3,887,886	100%	54,430	1.4%	10,673



The Liberia’s Poverty Reduction Strategy (PRS, 2008) program made an assessment of households relying on self-generation (small size diesel and gasoline generator units) and reported Access to Electricity (including non-LEC generated electricity) to be approximately 0.94% in Monrovia, 0.16% in other Urban Areas

(Other Cities and Towns with populations greater than 5,000) and around 0.3% in rural areas (Rural Areas here refers to almost all parts of Liberia other than the greater Monrovia area and towns, villages and communities less than 5,000 people).

To date (2020), the access rate is still less than 10% of the national population, which is far below the rate needed for Liberia to be now if the country is to catch up with Liberia's NREAP and RREA's Energy Master Plan projected target of 35% nationwide by 2030. Most households, and businesses (including hotels and major offices, and institutions) as well as industries rely on expensive diesel powered generation for electricity supply.

Even those connected to LEC grid have had to install diesel backup power as the main source for reliable power. The access rate is even far below the assumed 10% if we factor in the annual massive load shedding actions that the LEC exercises during dry seasons during which it delivers less than 40% of its current installed (88MW) hydro capacity during the dry seasons.

Since the end of the civil war years, several programs have been undertaken to restore and expand Liberia's power sector. Efforts to provide grid power in and around the capital and other population centers of the country are being made by the Liberia Electricity Corporation (LEC), but currently, nearly all of the technical and financial supports are dependent on donor funding. The LEC has no funds on its own to undertake expansion of its network services and additionally, power losses from the available outputs is relatively huge (over 30-40% of electricity produced) on the monthly basis. This situation has prolonged the low access rates or continued the absence of electricity in most parts of the rural areas and large sections of the peri-urban and urban areas.

The GOL authorities believe that the involvement of the private sector in the electricity supply, transmission and distribution system might accelerate the electricity access rate faster than the current annual rates of customer connections to the national grid. In the rural areas, virtually all the people do not have access to affordable and reliable electricity, and in 2015, it was reported that the grid is unlikely to reach them in the next 10-15 years. As the result residential energy users in most parts of the country have no other options but to rely on traditional wood fuel and charcoal as the main source of energy for domestic cooking and heating which affects women the most being traditionally the direct users and suppliers of this form of energy.

The GOL in its NEPL considers access to modern energy services such as electricity and modern cooking gas (LPG) as the most important component, among other things, for economic growth and development of Liberia and this point is also made abundantly clear in the ECOWAS Energy Policy. Studies on the Liberian energy access sector have shown as in the case with the other ECOWAS Member States that women are affected differentially by low energy access rates however, gender mainstreaming considerations in Liberia was a completely absent issue in the NEPL at the time of its adoption (2009) and, does not feature prominently in national energy policies and the said national energy policy has yet to be officially revised and adopted for guidance to stakeholders in the energy access sector.

Energy-gender Linkages: Energy has significant links to gender equality. The first issue here is that women and girls are often primarily responsible for collecting fuel and water at the community level. Also, poor women tend to participate in the informal economic sector (for example, the food sector), which relies strongly on biomass as its main energy source. Indoor pollution from the use of cooking stoves especially so in Liberia where the predominant cooking technology is the open fire and the “coal pots” contributes to serious health problems for women and girls. An ECREEE report estimates the number of deaths resulting annually from indoor air pollution to be nearly 2 million people – mainly women and children. The women carry greater loads compared to men, but have a lower intake of calories because custom usually dictates that men receive more food and water. For example in Liberian village communities, when the men collect the wood on the farm, the women are responsible to carry it home. The EREEE report also points to the fact that women’s work load increases their susceptibility to health risks, including anaemia. Additionally, the labour of collecting and carrying fuel wood contributes to harm women’s health; for example, it affects prenatal mortality and produces complications after delivery.

Biomass Fuel Supply: The energy-gender issue is that women spend considerable time in gathering biomass for energy. Because women undertake these activities largely on foot, climate-induced scarcity of natural resources can exacerbate women’s loss of valuable time as the women are compelled to travel and spend more time collecting these resources, thereby causing them to lose out on other self-nurturing activities such as education.”

In terms of labour, the labour required for grinding rice grain and pounding fufu (a cassava product) and other food preparation methods used in Liberia are primary women’s work and therefore constitute issues of major energy-gender technology needs of village women; The physical labour of men and boys for brushing, cleaning and plowing agricultural fields should be considered energy-gender related when planning for mechanized agriculture, but often planners ignore the needs for machinery for the above mentioned mostly women labour. Agricultural yields of female farmers often suffer disproportionately because of the inability to marshal sufficient labour and energy efficient equipment

Inefficient Traditional Cooking Facilities: The residential energy sector is heavy dependent on traditional biomass, predominately wood fuel and charcoal. An energy assessment study in Liberia has shown that up to 90% of all residential energy uses on the calorific value bases, come from biomass (fuel wood and charcoal). The unsustainable practices associated with the predominant use of forest resources for fuel wood and charcoal production is threatening our forests and the sustainable development of Liberia. Furthermore, the most popular traditional cooking facilities (coal-pot, and open-fire wood stoves) that most families in rural and urban areas of Liberia use to burn locally gathered biomass fuels are wasteful, unhygienic, and bad for their health. Studies have shown that these traditional cooking facilities have very low efficiencies of only 10 – 20% of the fuel input converted to productive heat energy. Introducing efficient cooking stoves to alleviate the cooking technology problems is directly linked to assistance to women’s cooking problems which should

be recognized as one clear gender face of energy. Efficiency is also an empowerment reason for dealing explicitly with gender issues in energy. Energy needs at the household levels as well as the community level (work outside the home) have gender issues involved. Addressing the differences, as well as the overall lagging levels of clean energy access amongst women, is critical to advancing Liberia's development objectives.

Theory of Fuel Use Transition: In a publication ["Determinants of Energy Poverty"] the authors (Kohler et al., 2009) quote [Zaakirah Ismail and Patrick Khembo, SA] as stating that a theory of transition is the process in which households gradually ascend an "energy ladder". The ladder, begins with traditional biomass fuels (firewood and charcoal), moves through to transition fuels (kerosene, coal and charcoal) and then on to modern commercial fuels (Liquefied Petroleum Gas (LPG), natural gas, and/or electricity) as incomes rise and urbanisation grows according to Leach (1992), during periods of economic growth it is expected that people living within a community will switch from using traditional fuels to more modern fuels such as electricity, due to the industrialization and urbanisation that takes place. As a country develops economically; energy transition occurs and households will convert to more efficient sources of energy. The PAPD uses a Theory of Change (TOC) in the context which refers to the roadmap offered by the GOL for change that will be followed by the government and its partners.

Household Water Supply & Energy: The other issue concerns household water supply: Most homes in Liberia do not have running water and therefore women and girls in general bear the greatest burden for fetching water for the households many of which (especially in rural areas) carry water from considerable distances. Currently, less than 50% of the Monrovia city residents are connected to pipe borne water, and even the communities connected experience frequent water outages due to power cuts financial challenges facing the Liberia Water and Sewer Corporation (LWSC) and other technical problems. As an alternative, women and girls from most communities fetch their water from community hand dogged wells fitted with hand pumps which in itself have many accompanying gender issues.

Electric Lighting Fixtures: The selection of lighting fixtures is a major energy-gender issue as inefficient light bulbs are still in large use and street lighting is limited and largely none existent in most peri-urban and rural areas of Liberia. Until recently almost all the light bulbs in the country were incandescent bulbs with a large percentage still not yet replaced. Then came in the energy saving light bulb technology which are a bit better, however, the modern superior LED light bulbs are just recently beginning to be available in commercial shops in Liberia, but are yet uncommon and very expensive and unaffordable by most households. The energy-gender question here is reflected in energy purchase decisions. The selection of the type of light bulb to use is mostly done by the men in the household. Overall, women tend to exercise less influence than men at the household level during energy purchase and energy use decisions, even though they have different preferences. Choosing the cheap light bulb may later become the most costly option. Street lighting contributes to safety which would make it acceptable for women like the men to go out at night time, which becomes a women empowerment enabling them to go out at night. Market women usually sell their products in the evening. Until recently,

when some markets in Monrovia were renovated and provided electricity. It would be very useful to extend the service to rural market halls. Energy, capital, and operating cost savings are also possible in street and other lighting applications. High-pressure sodium lamps, for example, have much higher efficiencies than other types of street lighting and, because of their longer lifetime, have lower maintenance costs as well;

The LEC Grid Extension Programs and Gender Mainstreaming: Our review and observation of the plans assessed from the LEC grid extension programs revealed that gender is almost never considered in the programmes planning, and no gender analysis has been made at the local level. They have done ESIA but the studies did not consider gender impacts analysis in the process. Electricity often has different implications for men and for women under various energy demand and utilization environments, but in Liberia these implications are generally unrecognised, and gender assessments are lacking in this area.

Energy Extension Workers: It is very essential, to have dedicated and experienced workers for mainstreaming of gender issues in the planning and implementation of large energy programs. Energy Extension Workers should therefore be trained and deployed with all major energy infrastructure development programs similar to what is done in the agriculture and health sectors.

Gender Equality and Women Empowerment: One of the Development Goals on gender is to “promote gender equality and empower women”. Empowerment may be spoken of in terms of gender equality, however, gender equality as a policy is sometimes controversial, and may be viewed with suspicion by many in the society, particularly those who see it as counter to fundamentalist religious doctrine under various denominations. From the WB and UNDP point of view, gender equity is about empowering women to enter into productive activities and stimulate economic growth, while for many feminists it is primarily about personal and political freedom. In reality, the process by which the energy service is planned, implemented and maintained, if done in a gender sensitive manner, may be more empowering than the energy technology itself. Gender equity: implies fairness in the way different genders are treated, in some cases compensating for historical or social disadvantages. Gender equity can help ensure that different genders not only have equal access to resources and opportunities, but also the full means to take advantage of those resources and opportunities. As such, it is often essential to achieving true equality, to include within electricity supply projects, support plan for the use of the electricity, including appliances, small-scale industry, etc. that open a source of income to support payment for maintenance and bills..

Gender Equality Paradox in Liberia: The AfT describes the Gender Equality paradox in Liberia saying that women have weaker influence in the marketplace and the political arena, although they constitute the majority (over 50%) of the active labour force in agriculture – particularly in food production – and form extensive networks in marketing and the informal sector where they are noted for their entrepreneurial abilities and creative skills. The culture of patriarchy pervades the Liberian society, beginning in the family with men as heads-of-households, and serves as the model for organizing society – its economy, politics and socio-cultural life. If the participation of women in society and economy is held back, Liberia as a

whole will be worse off. In addition, energy access has been demonstrated to improve gender equality, notably through releasing female domestic labour for market work and carrying gender empowerment messages via media.

In Liberia, a study conducted by LISGIS indicated that women are disproportionately represented in low-skilled, low paying jobs and the wage gap between male and female persists. Although there are few differences in demographic composition of male and female headed households, the study indicates that when the head of household has completed secondary level education (high school), consumption levels are higher than in households where the head has not completed high school. Nevertheless, male-headed households (52.3%) have slightly higher poverty levels than female (46.3%). Education makes a difference to the economic wellbeing of the household. The highest levels of poverty (66%) are found in households where the head had no education. With primary education the proportion falls to 58.7 percent, with secondary to 43.8 percent, and 15.9 percent when the head of household have some post-secondary education.

The MOE reported in a 2015 study that Science, Technology, Engineering, and Math (STEM) and related fields and TVET, programs are underdeveloped, and no national qualification framework or competence-driven curriculum exists. In addition to low standards of there is a severe mismatch between disciplines pursued by instruction, students and the current and future demand for skills in the economy. The forecast by MOE shows a potential demand for 620,000 skilled workers to fulfill industry demand by 2030 and the current scale related jobs are just 24.5% of the forecast.

Agriculture accounts for an estimated 70 percent of the total labor force and women make up an estimated 75 percent of that workforce. In rural areas, women are traditionally given ownership of the crops they cultivate, but not the title to the land. Assumptions based on traditional gendered roles perpetuate female subordination and prevent access to rights of asset ownership and to economic resources. Furthermore, poverty levels are highest (79.6%) in households where the head is self-employed in agriculture.

The PAPD highlights some additional issues including studies that show that farming households comprised 35 percent of Liberian households in 2016. Slightly more than half a million Liberians make their livelihood through farm or related ventures. Secure access to productive land remains the most valuable resource for rural households. However land ownership still remains one of most severe constraints. Only five (5) percent of cultivated land is privately owned; and less than three (3) percent of farming households have a deed that can be collateralized or transferred from one generation to the next to build wealth. Most farming land is in community, tribal trust, or family held. The passage of the Land Rights Act in 2018 provides the framework to begin to address these constraints to wealth creation.

Energy and Women: Energy and women are linked to each other in many and diverse ways. Four main factors influence the nature of linkages between energy and women: resource base- the consumption of energy other than human energy, and animate energy sources is dependent on the biomass resource base primarily used for survival needs, cooking. Households rely on biomass fuels that are

gathered by the women. Women and children are frequently exposed to high concentrations of particulate matter including, carbon dioxide and other pollutants emitted by burning biomass fuels. Women work longer hours than men. The growing scarcity and cost of cooking fuel has lengthened women's workdays, and made them more arduous. Energy scarcity relates directly to environmental quality or households and communities in general and the environmental quality places greater burden on women's time and labor. In addition, women's health and productivity may be significantly undermined.

A key intervention to arrest or slow down the rate of environmental degradation in Liberia would be to increase the energy options for poor rural women. Both technology development and improved energy supply could greatly enhance the productivity of women. This could lead to improved health, education, nutrition, and economic status not only for women, but their families as well.

Energy is a good issue around which to organize women, since the scarcity or quality of energy resources is a primary concern in the daily life of women, especially poor women. Energy scarcity, cost, quality, and reliability are constant concerns of women. The power of the collective could enable women to buttress the efforts of men to demand affordable and reliable energy supply.

Energy is an issue that provides many opportunities for skill building among women. Thus involving women in the energy sector could be a boom for the energy sector. There is a need to decentralize energy development and access infrastructure programs where women can have the opportunity to play an important part.

Women Critical Role in Energy Production Projects: An ECREEE–NREL study on “Situation Analysis of Energy and Gender Issues in ECOWAS Member States” reports that the UNDP confirm that women's empowerment is crucial for all-round social development, environmental sustainability, and ensuring efficiency and sustainability of climate change responses. Specifically, the report states that incorporating the contributions and concerns of women and men can help inform programmes and increase access to grid and off-grid electricity access. Failure to consider gendered interests and the different needs of men and women, can limit the effectiveness of energy programmes and policies, as well as other development activities that involve energy use. It also means for example, that a community decision about a project being implemented is made by a consensus of both men and women, rather than by the usual male spokespersons. Women inclusion therefore more often than not, leads to better governance, good business as the women become customers and promoters or owners resulting to better environmental and/or economic outcomes, etc.

Current Condition of the People: The 2016 UNDP Human Development Index (HDI) report indicates that among 188 ranked countries Liberia's HDI value for 2015 was 0.427 or at 177 of 188 countries in the ranking. Between 2000 and 2015, the value improved from 0.386 to 0.427 (or by 0.41). Liberia falls below the average HDI for SSA (0.523) and Low HDI countries (0.497).

Finally, the HDI is adjusted to reflect the effects of gender disparity on Liberia's development. The Gender Inequality Index (GII) measures gender-based inequalities

in respect to reproductive health, empowerment, and economic activity. Liberia ranked 150 of 159 countries in the 2015 GII.

When the values are adjusted to show the impact of inequality in Liberia, it loses 33.4 percent of the overall value compared to a 32 percent loss for SSA and Low HDI countries. On life expectancy, Liberia loses 33 percent of HDI value due to inequality compared to 35 percent for SSA and Low HDI countries. On education, however, Liberia's HDI loses 43 percent of its value compared to 34 percent loss for SSA and 37 percent for Low HDI countries.

2.6 Gender Data Variables as Basis for an Energy-Gender Analysis

In an effort for the GSIU to collect data for further studies or monitoring on Liberia's NAP, and to define some guidelines for energy-gender assessments, it would be very helpful to consider some of the following data variables that could be improved upon by practitioners and energy-gender analysts. These data may become very useful for monitoring and evaluation of gender impacts of an energy project. This sets a step forward as regards evaluation of energy projects and should definitely be the basis of a gender-based analysis. The variables discussed here as examples, may provide a systematic framework on which a gender analysis could be made. The indicators demonstrated refer to energy services, i.e. the real outcomes of the project instead of energy technologies.

- It may for example be useful in assessing the distance which women have to go to collect fuel-wood. It would be an indication for gender-energy assessment regarding the impacts on women.
- Another variable might be to show which quarters of the village or community are served by the grid and which are not, which can also be a very useful framework for monitoring and evaluation of the impact of rural electrification projects on poverty alleviation and gender equity.
- Some indicators such as 'equitable access to and use of services' may be reflected by accessing the choices of services, appliances, equipment, etc.;
- The indicator "affordability" may be assessed in terms of installation and connection costs, fees, costs of appliances, etc.;
- Another indicator for "service use" may be reflected by assessing knowledge about services (i.e. health, education, commerce, entertainment, information, communication, transportation, etc.); and
- Demand responsive service may be indicated by assessing user voice in planning, or user satisfaction, etc.
- The degree to which electricity application meet expected needs may be assessed by questions such as: whether there are frequent power cuts, voltage fluctuations, service interruptions, etc.

Household Energy Survey: Household survey is useful to enable comparisons over time to track the progress of a project, and to generalize these findings over a broader population. The survey should be designed to provide important information on markets for energy services, the rate of adoption of electricity, the impressions and attitudes of people toward electricity, affordability, and the perceived benefits of electricity as compared with other types of energy. A survey form should be

designed and addressed to the household, rather than to men and women separately. Although the household survey is intended to support a demand driven approach to planning energy services, data is not collected about differential use of energy by men and women, however, the opportunity must be taken where available to direct the questions to men and women separately, and to look at gender questions directly. In analysis of the survey, it will be necessary to identify typical energy use patterns and purchase attitudes, by different groups, etc.

Mining Extractive Industry: Liberia has a thriving mining extractive industry and therefore could be a major target for energy-gender impact assessment in the mining industry. Gender impact assessment may serve as a useful tool for the mining industry to ensure that women's voices are meaningfully included in project decision-making and the assessment results may also be used to analyse the different roles of women and men in the energy supply and use for direct and indirect mining operations to analyse and identify inequities incorporated in the planning and to develop mitigation programs.

2.7 Range of Stakeholders Analysed

Most often the standard gender analytic tools tend to treat men and women as if there were no class distinctions among them. Women of different classes may in reality be more different in terms of power over resources than men and women from the same class, and gender analysis therefore may need to disaggregate in these terms. A more difficult social division to investigate is the differences in power between junior and senior women within any one household. Such power differences are widely acknowledged (senior wife, mother in law etc.) Some gender issues however are common to all women, regardless of class; for example lack of representation in political decision making; and the fact, that reproductive activities are heavily skewed in the family division of labour and, occur at all social levels.

A further question is whether the main subject of the gender analysis should be the beneficiary community itself or whether it is not better directed at other stakeholders in the process: the implementing agencies, for example. On this point, a part of standard procedure for gender analytic frameworks should be to assess the credentials of the implementing agencies, with the aim of vetting to enable a better choice among such agencies.

Women Energy Entrepreneurs: Women energy entrepreneurs have been shown to have more limited information about distant markets and opportunities, constrained business networks resulting to smaller businesses. Conditions of energy poverty foster a distinctly gendered experience with regards to energy needs, access and use that is not present at higher income levels.

One important area in Liberia that has begun to make meaningful impact on women as well as men energy entrepreneurs development is the Off-grid Solar PV Products Market Development Program which was began by the RREA.

With funding from the World Bank, the Government imported 45,645 units of assorted high quality Solar PV Lanterns & Solar Home Systems (SHS), of which

over 36,000 units have been commercially disseminated through local retail partners across the country. The intervention has benefited about 90,000 persons to date. The project aims to develop a sustainable private-sector driven market for high quality solar PV lanterns and SHS. T

The RREA in Collaboration with Mercy Corps, Energizing Development (GIZ Liberia/EnDev), ECREEE and the Swedish Embassy has achieved the following objectives:

- a. Strengthening the supply chain for Solar Lighting Systems by facilitating access to finance, promoting importation & transportation subsidies and performance-based grants;
- b. Creating the enabling environment for the market by advocating for duty waver thereby insuring that products meet the standards to avoid competition from sub-standard products, and strengthening a private sector platform for local solar PV companies and other renewable energy businesses to emerge. This program is a very ideal opportunity to highlight gender inclusiveness empowering women entrepreneurs in the energy sector.

To date, the following have been achieved:

- a. Liberia Energy Access Practitioners (LEAP) Network, a private platform for renewable energy businesses has been established with initial 19 members, among whom are some women energy entrepreneurs;
- b. A website for disseminating information on the renewable energy sector in Liberia, entitled Renewables-Liberia (www.renewables-liberia.info) has been developed and launched;
- c. Discussions are on-going with commercial banks to establish dedicated loan products for renewable energy businesses and consumers;
- d. Supply chain/distribution network for the solar systems has been significantly strengthened with a total of 46 local retail partners engaged in the commercialization of solar products among whom are some women entrepreneurs;
- e. Policy and Business Environment Study and Fiscal Input Study for Quality Verified Off-Grade Solar Products have been conducted;
- f. The passage of the Land Rights Act in 2018 provides the framework to begin to address some of the Gender issues concerning land and their constraints to wealth creation for women in Liberia; and
- g. The passage of an Act Adopting the Environment Protection and Management Law of the Republic of Liberia Approved: November 26, 2002.

2.8 Petroleum Products Sub-Sector

Energy Sources Applicable To Liberia: The energy sources that are presently in significant use or that have the potential to make a major national economic impact in Liberia include: Petroleum, Bio-mass (mainly Fuel-wood and Charcoal), Hydroelectric Power, and Solar Energy. One hundred percent of the petroleum products are imported, while wood, charcoal, and hydroelectric power are produced locally. The estimated petroleum products demand distribution by sector Liberia in the 90's was presented in table 2 below.

SECTOR	PERCENT OF TOTAL
Transportation	43%
Mines	8%
Industry	1%
Residential	1%
Commercial	1%
Government	1%
Electricity Generation	41%
Agriculture & Forestry	3%
TOTAL	100%

The type of petroleum products consumed in Liberia in estimated percentage by product is presented in table 3 below.

Fuel Type	% Total
Gasoline	38
Gas Oil	43
Kerosene	3
Jet Fuel	2
Heavy Fuel Oil	14
Other (LPG)	< 1
TOTAL	100

Petroleum Demand in Transportation: Road transport is the most (if not the only) commercial mode of transportation in Liberia. The number of road vehicles – trucks, buses, motorcycles, and automobiles in recent years is growing rapidly and other mode of transport (rail, water, and air) play relatively very small role in overall transport services. Detailed statistical data are not readily available; however it is observed that there has been a sharp increase growth of two and three wheeler vehicles which provide a high level of personal mobility at less cost to the purchaser than a car and are low in fuel consumption. They also play major and in many rural parts of Liberia, the only means of passenger transport where roads are often impossible for regular vehicles. Petroleum products energy (gasoline and diesel) requirements for transport systems account for the largest share of petroleum products (about 43%) use than even the industrial, agriculture and other service sectors in Liberia. Considering Gender-Energy in the transportation sector, we note that ownership of road vehicles in Liberia is predominantly by government, commercial sector and mainly by men, however, there is growing presence of women drivers and vehicle owners on the streets as they become empowered, but they are mostly driving private and government vehicles; we are yet to see women commercial (taxies, buses, trucks, etc.) drivers. Gender mainstreaming in the operations of transportation vehicles if bring up, will make a significant impact in

Liberia. Women generally have less access to intermediate and motorized transportation yet they shoulder greater socially dictated responsibility for the movement of goods and children.

Petroleum Demand in Industry: The industrial energy consumption accounts for a very small (about 1%) share of national petroleum consumption. The sector is dominated by subdivisions such as mining, beer and soft drinks factories, cement processing and packaging, and other small scale industries. Most of them use electricity for their processing and manufacturing operations however the electricity is generated using petroleum products and some petroleum is used indirectly for industrial and operational transportation. Here again, gender mainstreaming in the industrial energy sector is currently limited and will make a meaningful impact if encouraged. A study on the best actions to take in this regard is a priority to be pursued.

Petroleum Demand in Agriculture: Despite the relative importance we attach to the agriculture sector in the Liberian economy and especially its contribution to our food security and employment in the rural areas where agriculture is the main occupation of the majority of the population, agricultural energy use tends to be small compared to that in industry or transport sector. We are referring to the energy consumption of this sector, which includes activities in farming, livestock, fishery and forestry systems, and is mainly the use of final fuels (especially, fossil fuels and electricity) consumed at the end-use, e.g., for field operations, irrigation, drying and so on. Relatively little energy is used directly in the agricultural sector operations, estimated at ranging from about 3% percent of the national total in Liberia. With little production currently going on in the Liberian agriculture sector, most of the agriculture energy is attributed to processing food, or hauling produce to market, however, food products shipping and processing energy is usually accounted for under the energy for industrial, commercial, and transport sectors. As mentioned earlier, gender-energy issues in this sector are many some of which were highlighted above. One cannot overemphasize the role women are playing in the agriculture sector of Liberia, but more needs to be done for mainstreaming gender in this sector to ensure equitable distribution of agriculture sector benefits for women and men..

GOL Initiatives to Move the Petroleum Energy Sub-Sector Forward: The GOL in 2009 prepared a White Paper which was developed as outcome from the National Energy Stakeholders Forum held in Monrovia in October 2006 which highlights the issues and outline policy initiatives to move Liberia's energy sector forward. The introduction of private sector participation and the reorganization of the energy sector are presented in the White Paper as the short and medium-term transformation plans to accomplish the vision of affordable and abundant energy for all of Liberia's citizens. The majority of Liberians are of a consensus around the goal of seeking private sector participation in the energy sector for the following reasons:

- Accessing capital markets outside the GOL's budget and without sovereign guarantees;
- Ensuring the efficiency of the Liberian energy system through competition, accountability, managerial autonomy and profit incentives;

- Accelerating the development of rural energy services for all Liberians through greater utilization of hydroelectric power and biomass resources and development of wind and solar energy resources; and
- Maintenance of assistance in helping low-income citizens to pay their energy bills.

Liberian Petroleum Refining Corporation (LPRC): All the petroleum products consumed in Liberia must be imported. Liberia is not an oil producing country. The government-owned Liberian Petroleum Refining Corporation (LPRC) is the dominant player in Liberia's petroleum products sector. Despite the retention in the name of LPRC of the word "Refining" there is no operational refinery in the country.

The Liberia Petroleum Refining Company (LPRC) has been in and out of the petroleum importation arena ever since but currently has returned to its function as operator of the tank farm (petroleum products storage depot). In addition to managing the tank farm it has been a challenge for the LPRC to maintain its previous monopoly for petroleum importation, storage and distribution. Taking advantage of its rights to importation, LPRC has been allowed by the GOL to issue licenses for the importation of fuels and products. At the present time, seven such licenses have been issued. Today all the country's refined products are imported by LPRC's licensed importers and are stored in the LPRC's offloading and storage facilities.

Distribution: The distribution of petroleum products to service stations or other outlets begins with the loading of tank trucks at a four-bay loading rack located inside the LPRC compound on Bushrod Island. The tank trucks are then driven to the fifteen counties of the country on mostly bad roads network that are often impassable, particularly during the rainy season. Petroleum products delivery to the rural areas is often disrupted or cut off especially during the rainy seasons. The uncertainty in petroleum supply more or less makes economic development in the rural areas difficult and time consuming if not impossible.

The private sector, both foreign and domestic, has dominated the petroleum product distribution and retail business in the country. After the war, the petroleum products retail gas stations' distribution system consisted of initially many small scale Liberian retailers until recent years when companies like TOTAL, SP, UP and other foreign owned distributors enter the Liberian market. Much of the fuel available in the rural parts of Liberia is marketed in one-gallon bottleful at a time. These types of vendors are no longer many in Monrovia City as before but few may still be found on rural highways.

Recently, gasoline shortages hit the country (even in Monrovia) and vehicle queues at gasoline filling stations were in some places as long as 50 – 100 vehicles long. As a consequence, petroleum products prices on the Liberian market are unpredictable. The international import market for petroleum needs study and managed by experienced professionals in the field to be able to resolve the frequent shortages on the local market.

Given the small Liberian market, it would probably make more sense for the Ministry of Mines and Energy to train a handful of people in the petroleum trading business to buy products when they are cheap in the futures market and store them in country. Of course the oil market is highly volatile and the financial risks to the country can be huge if Liberia's oil purchasers miscall the market. This issue is complex and merits a detailed examination before any policy is adopted. The other side of the coin is the need to upgrade the port and storage facilities to handle the needed rates and quantities of imports.

Gender Mainstreaming in Petroleum Distribution & Sales: Considering the area of gender mainstreaming in the petroleum distribution and retailing sector, one can see a number of gas station operators who have employed women at the vending pumps however, much remains to be done to empower Liberian men and women ownership of petroleum filling stations in Liberia, and holding other technical positions in the field.

The need for the participation of the greatest possible number of women and civil society groups, centers on the view that regulatory decisions will be more acceptable to market participants and the consuming public, if these groups are involved in the regulatory process. This can be done by establishing mechanisms for them to present their views prior to the taking of major regulatory decisions.

The Liberian National Oil Company (NOCAL): Liberia has been deeply interested in exploring for hydrocarbons as a means to develop local supplies to save the country foreign exchange used for petroleum imports, and especially since its West African neighbors in Senegal and Ivory Coast with similar offshore geology have discovered oil. Although potential petroleum resources have been identified in small sedimentary basins onshore and in some offshore blocks, none was considered to be of commercial quantities. All exploration activity of the Liberian National Oil Company (NOCAL) ceased since 2012 when the international oil companies who had to that point signed PSCs for up to eight (8) oil exploration blocks pulled out and today NOCAL has a small staff and its vision of becoming a viable local oil company extending to construction of a new refinery, retail marketing outlets, and even real estate are now on hold. Gender mainstreaming as a policy and action plan has not to date been on the records of NOCAL. There is a need to conduct a study and develop such a plan for NOCAL.

Critical Policy Issues for the Petroleum Sub-Sector: One of the important issues advanced in the white paper is that the Ministry of Lands, Mines and Energy (now Ministry of Mines and Energy) should be responsible to negotiate and sign petroleum contracts on behalf of the State, and not NOCAL. The White Paper observed that it constitutes a lack of transparency and conflict of interest for NOCAL's statutory authority to extend both (a) to the management of the resources with the right to negotiate international oil and gas exploration and production agreements for the GOL and (b) the authority to itself also engage in oil and gas exploration and production operations as a company that could literary award oil concessions to itself.

Another issue NOCAL had not adopted rules or regulations on specific areas commonly regulated by petroleum regulatory bodies such as tendering blocks for exploration, conservation, safety, and/or environmental matters. The NESF therefore recommended the creation of a Petroleum Regulatory Commission. In 2017, NOCAL was subsequently unbundled, thus creating the Petroleum Regulatory Commission and retaining NOCAL to undertake its long-term vision responsibilities for Exploration, Production, Marketing, Refining, and Services.

The NESF white paper further reported that NOCAL should have its own budget but that budget must be approved by another governmental entity; perhaps the legislature, which is the representative of the “shareholders” of NOCAL and the people of Liberia. It was also stipulated that NOCAL should be subject to normal governmental audits on a regular basis. Again, the NESF proposed that the legislature should incorporate these normal business procedures by amending the New Petroleum Law and model PSC. These policy recommendations are being discussed and some have already been implemented but remain to make them functional and empowered. Energy-gender issues in this area need study and actions taken as required.

Other Policy Options for the Petroleum Sub-Sector: First, as mentioned above, the oil products offloading infrastructure and the fuel storage facilities in Monrovia need extensive renovation and upgrading. There is serious need to begin a study for upgrading the product handling facilities at the port and to undertake assessment to evaluate the adequacy of LPRC’s product storage tanks and handling facilities. Currently, total installed capacity at the LPRC terminal is about 45,000 metric tons for all imported products: gasoline, diesel, jet fuel, and kerosene. Monthly demand is estimated to be about 15,000 metric tons about 3 months’ supply capacity. This should include all other things necessary for improvements of Liberia’s vital petroleum products supply facilities to operate with maximum efficiency and the lowest handling costs.

Second, the distribution of oil products to any area of the country other than Monrovia is virtually nonexistent, at best, uneven if any. There is a need to extend the storage tanks facility to the rural parts of the country.

The potential to develop industry in other areas of the country depends upon the ability to distribute oil products in adequate volumes throughout the nation. A complete study of the fuel needs and distribution options for the country must be given a high policy priority.

Constraints: The major constraints for proper implementation and coordination are high capital cost of investment; lack of knowledge about alternatives; and poor coordination between government MACs (especially the LPRC, National Oil Company of Liberia (NOCAL), LEC, the MME, international donors and international investors.

The government’s role in the downstream sub-sector is to:

- Provide the policy framework within which market participants act,
- Delineate the division of responsibilities between the public and private sectors,

- Determine and monitor how revenues are used and allocated, and
- Monitor gender, social and environmental impacts as well as mitigation mechanisms to minimize their harmful effects while maximizing their potential benefit.

Government must be involved in overseeing the sub-sector to insure that petroleum products are actually distributed nationwide and available for purchase by consumers, that they are not contaminated somewhere along the distribution chain, that competition in the wholesale and retail markets flourishes and that prices are fair to both producers and consumers.

There is also an urgent need to bring the retail market under closer scrutiny for monitoring all retail distribution outlets. While the Ministry of Mines and Energy could manage this aspect, it would be more transparent and avoid possible conflict of interest problems if either a National Bureau of Standards or a Regulatory Institution were given the responsibility.

Petroleum Use for Power Generation: Historically, the mining industry was one of the largest consumers of petroleum products and of electricity but that industry began declining as early as the 1980s and the overall demand for petroleum began to decline around the same time. Power generation was the next largest consumer of petroleum but since LEC’s power network was destroyed during the war, its petroleum consumption (fuel oil, diesel, gas oil, and HFO) also declined to its minimum. Today, the major remaining demand for petroleum products is in the transport sector (discussed above). Petroleum consumption by none LEC generators of power is estimated to consume a reasonably larger quantity of diesel fuel and gasoline than the LEC. This occurs mainly in the industry and commercial sector where most of their electricity supply is self-generation (for use in their operations and not for sale to the public). While reliable petroleum usage statistics versus total energy consumed are currently unavailable, most of the electricity produced by the LEC comes from the 88MW hydroelectric power plant. LEC’s hydroelectric power generation is currently estimated to constitute close to 30% of total installed electric power capacity in Liberia when one include the total capacity of LEC and none LEC private self-generation. Thus power generation from petroleum products (diesel and gasoline) accounts for approximately 70% of total (actual delivered) electric power. The share of total power generation from hydropower becomes even less than 30% when one factors in the numerous power blackouts that are experienced from the LEC hydro plant during the dry seasons when the electricity output from the plant is at its lowest.

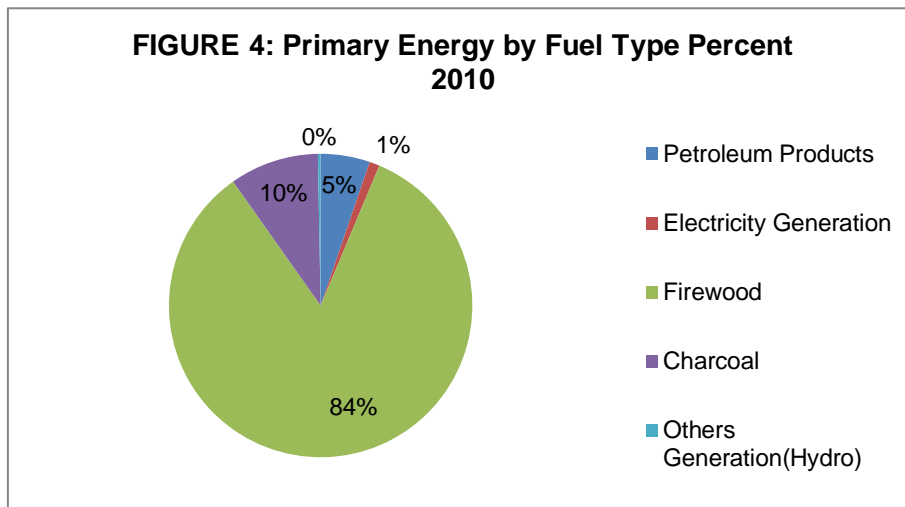
The primary energy consumption by fuel type is shown in table 2 below. In 2010 firewood represented approximately 84% of the total energy; charcoal came second with about 6% and petroleum products for all purposes including transportation and that used for electricity generation amounted to a little over 5%; while the rest (Including small scale hydro) total to slightly less over 1%.

TABLE 4: PRIMARY ENERGY CONSUMPTION BY FUEL TYPE, 2010		
	GWh	PERCENT
Petroleum Products	727	5.2%
Electricity Generation (fossil fuel)	150	1.1%

Firewood	11,613	83.9%
Charcoal	1,316	9.5%
Others Generation (Hydro)	40	0.3%
TOTAL	13,845	100.00%

The current primary energy situation in Liberia is characterized by a dominance of traditional biomass consumption and low access to poor quality and relatively expensive modern energy services. Over 95% of the population of the low income category relies on firewood, charcoal, and palm oil, candles and kerosene for their cooking and lighting energy needs. Firewood and charcoal consumption together constitute over 93% of the energy mix. Figure 4 below presents the picture of the relative share of primary energy by fuel type in Liberia by in 2010.

Electricity generation from renewable energy including small-medium-scale hydro accounted for 21% of total electricity production in 2010. Modern energy services based on electricity and petroleum products are predominantly used for economic production, electricity generation and transportation, and mainly in the Monrovia area.



2.9 Electric Power Sub-Sector

The table 3 below gives the estimated electric power generation capacity for 2010 by type of fuel.

TABLE 5: INSTALLED CAPACITY (2010)			ESTIMATED GENERATION	
Fuel Type	MW	% of Total	GWh	%
Hydro	4.6	21%	40.0	21%
HFO	2.3	11%	20.1	11%
Diesel	14.33	66%	125.5	66%
Gasoline	0.5	2%	4.4	2%
TOTAL	21.7	100%	190.0	100%

The current (2010) installed LEC electric grid generation capacity in Liberia is approximately 22 MW distributed as follows: Hydropower, 21%; thermal (HFO)

capacity, 11%; thermal (diesel) 66% and thermal (gasoline) 2% of the total installed capacity in Liberia. Power generation for 2010 is estimated at 190 GWh, distributed in approximately the same proportions.

The 2015 Assessed Self-Generation (Non-LEC Grid Connected) Capacity: The 2015 assessed self-generation (non-LEC grid connected) electric power capacity in Liberia highlights the problem of low access to grid-connected electricity from LEC. An assessment showed that the current non-LEC, self-generation capacity is estimated to be about 66% of current total electric power generation capacity in Liberia, (i.e. the total 2015 generation capacity is 139.8 MW including LEC’s capacity of 48 (MW) earlier estimates in 2010 was around 80% of the 113.5 MW total capacity in 2010. The gap between grid-connected power supply and that produced by standalone self-generation systems is still wide. Informal independent power producers (IPPs) are beginning to emerge. There is a need to accelerate the creation of the enabling environment, electricity laws, regulations and institutional structures required to formalize/legalize these developing independent producers. One benefit from formalizing the IPPs is their positive impact on the increase in the rate of access to electricity for the population. While we encourage the development of IPPs, the need to increase the efficiency of power production by way of improved production technologies and by accelerating the rate of renewable energy in the power production mix and environmentally sustainability power production cannot be overemphasized. See figure 5 below.

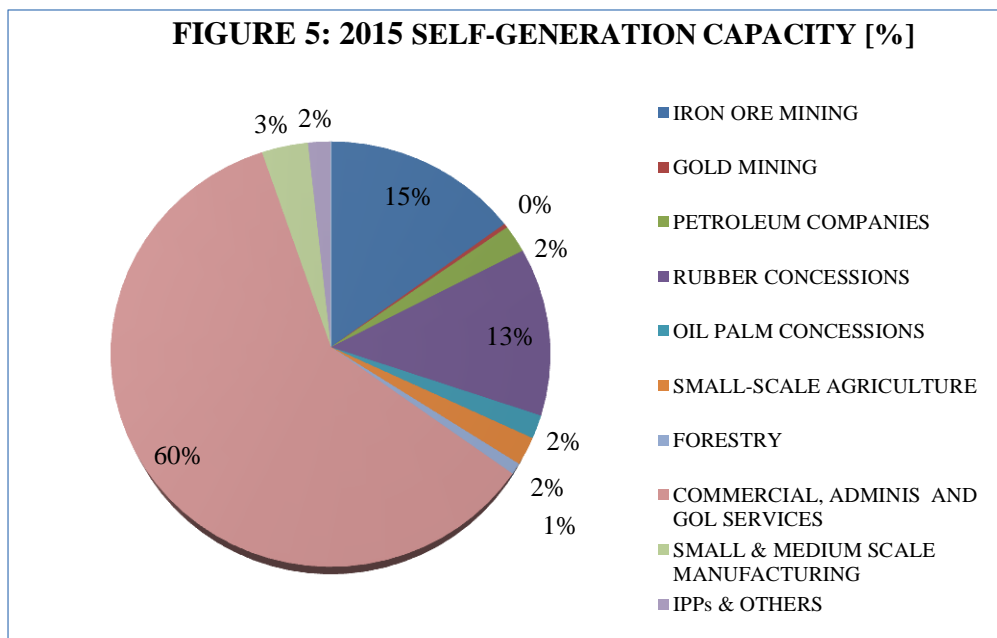


Table 6 below gives a summary of the self-generation capacity distribution. The initial total for the 2015 self-generation capacity assessed is approximately 91.78 MW. The highest share of self-generation (59.8%) originated from the small-scale industries, commercial, administrative and GOL services. The second highest (14.9%) was from the iron ore mining sector, and the third was the rubber

concessions (12.8%). A graph of the percentage distribution of the self-generation capacity is shown in Figure 5 above.

TABLE 6: 2015 SELF-GENERATION CAPACITY OF ELECTRIC POWER BY CATEGORY (utilizing mainly diesel)

SUMMARY	CAPACITY (MW)	PERCENTAGE OF TOTAL SELF-GENERATION CAPACITY
Iron Ore Mining Concessions	13.71	14.9%
Gold Mines	0.29	0.3%
Petroleum Companies	1.95	2.1%
Rubber Concessions	11.75	12.8%
Oil Palm Concessions	1.63	1.8%
Small-Scale Agriculture	1.96	2.1%
Forestry	0.79	0.9%
Small Scale Industries, Commercial, Administrative And GOL Services	54.90	59.8%
Small & Medium Scale Manufacturing	3.23	3.5%
IPPs & Others	1.59	1.7%
GRAND TOTAL	91.78	100.0%

2.10 National Level Priorities Related to ECOWAS Policy and Directive

National Policies & Regulations Aligned to Regional Policy Strategic Objectives:

In our review we identified from the GOL's AfT and other plans programs and policies which set the targets and outcome indicators that have the potentials, if successfully implemented, to address some of the main social, economic and gender inequities, which among other things, reflect on:

- gender differences in decision-making and power relations within households;
- roles (reproductive, productive and community);
- mobility due to norms and safety;
- level of education;
- employment opportunities;
- migration patterns;
- gender violence; and
- women representation in local and national governance:
 - a. Increased participation of women in the formal sector, especially in managerial positions such as in the security sector, and as judges;
 - b. Improvement in the access by women to land, inputs and credit in agriculture and MSMES;
 - c. Reduced incidence of Gender Based Violence (GBV) and increased prosecution rates in cases of GBV;
 - d. Reduced incidence of traditional practices harmful to women and girls;

- e. Increased girls and women's access to health services and enrolments in schools and colleges; and
- f. Disappearance of gender bias in school curricula and instructional materials; increased participation of women in community

The AfT approved by the cabinet in 2010 addresses what it calls "Human Development: Design" and documents among other programs, the GOL undertakings to implement plans to assist women, particularly pregnant and nursing mothers, to have access to the healthcare they need. This is intended to increase the enrolment of female students at all levels of education. In collaboration with women's groups and community leaders, the government committed to launching awareness campaigns in schools and mass media on gender issues, such as teenage pregnancy and HIV/AIDS. The AfT draws attention to the importance of other vulnerable groups: (e.g. children, youth, people with disabilities, refugees and displaced people, living with HIV/AIDS, elderly, minorities, etc.).

A careful review of the AfT in contrast to current actions and financial support, points to the current GOL strategic objective which deals specifically with reducing women inequality in political, social, and economic life through government and partner supported interventions and in partnership with women civil society groups and communities. Among the sets of interventions planned in the PAPD framework is the commitment to adopt and strengthen sound policies and enforceable legislation, the application of gender responsive budgeting (GRB) in the multi-year fiscal framework of the government, and the implementation of the Revised National Gender Policy.

Priority Interventions identified by the AfT with respect to Security and Rule of Law include undertaking a review and update of existing gender policies, including the security and justice sectors. This includes appropriate treatment of gender issues in the training of security and Judiciary personnel.

GOL Strategic Objectives for Economic Transformation that Align with Regional Objectives on Gender: The AfT makes it a strategic objective to review and update programs to increase private-sector employment of women in all sectors, particularly in the formal sector and decision-making positions (including energy sector programs). The GOL also undertakes to review the existing Code of Conduct to provide safe working environments for women; and create programs to ensure that women with entrepreneurial ability have access to start-up capital and credit.

The GOL further makes the commitment that women in agriculture should be assisted in a program to access land, have their title registered, and inherit their husband's land if he dies. The AfT further plans to scale up cash-for-work schemes for women in areas such as waste management and tree planting, and that public work schemes like road construction will be modified to assure inclusion of women. The GOL also undertakes to design a program to mainstream both men and women in the regional trade agreements. Information is required in these methods on men's and women's access and control over a number of standard resources, such as land, equipment, labour, income, credit, etc.

The PAPD further makes it a strategic objective of the GOL to insure the empowering of women. There is an increase in the school drop outs, and the government has therefore made it a strategic objective to increase school retention and completion rates for girls, raising minimum infrastructure standards for boys and girls and ensuring appropriate responses to gender based violence (GBV) which are considered major targets under human capacity development.

From an energy point of view it is important to point out that what matters is not access to land in general, but to account for fuels that derive from or that are deeded for certain land uses, road building projects, etc.; not just labour in general, but energy used in labour or labour to obtain energy; not access to credit in general, but to credit which could be used in the energy context (e.g. credit with the local dealer, for kerosene, is a different matter from credit at the bank to purchase a solar home system).

2.11 Current Status of Electric Power Supply in Liberia and GOL Vision

This section presents some of the national priorities, objectives, goals and strategies as well as some targets as presented by the GOL in its Agenda for Transformation (Aft), the National Energy Policy of Liberia (NEPL), Liberia Electricity Corporation (LEC), Rural and Renewable Energy Agency (RREA), and other related energy sector program plans and implementation for economic development and transformation. This is followed by presentation of a summary of the on-going and planned electric power supply, transmission and distribution programs in urban, peri-urban and rural Liberia being undertaken by the LEC and RREA through donor funding and technical assistances. This is followed by presentation of a number of options or goals that have high value potentials to successfully and sustainably influence energy interventions and their impacts which address the gender-energy nexus, policies, practices and legal settings.

Inadequate electricity remains one of (if not) the most crippling constraint for Liberia's business enterprises and industrial development sector. The costs of LEC's power in 2003-2018 was over USD \$0.50 per kWh. The price was brought down slightly to \$0.43 per kWh in 2019 and currently is at \$0.38 per kWh, however, it still ranks the highest electricity tariff in the sub region and most manufacturing and processing enterprises are economically not viable due to the high power cost. In addition to the high cost, the supply is highly unreliable for manufacturing industry to use due to T&D power losses, massive black-outs especially in the dry seasons when the output of the Mt. Coffee Hydro plant is very low, etc. One solution to stabilize the hydro dam at 88 megawatts throughout the year is to build a reservoir at the confluence of the Via and St. Paul River over which Mount Coffee sits. The reservoir and cascading dams along the St. Paul River can generate as much as 500 to 800 megawatts of power.

Investments in power have projected economic rates of return of 15 to 30 percent per annum making it practically too expensive to invest in it. During the first Liberia power sector revitalization program immediately after the civil war years, the power sector began from a very low starting point and thus made little progress. There is still a long way to go to supply electricity to most of the economy, which is essential

to accelerate the pace if we are going to reach the GOL stated goal of universal access to electricity and middle-income status. GOL Goals: Increase access to renewable energy services and affordable power for community and economic transformation.

Gaps: The above stated goals however, do not present any further program plans specified for energy-gender mainstreaming in the implementation of on-going and future programs, but only in the context of employment of women. In the review of the AfT, we observed that, only gender and the environment were mentioned. The government and its development partners are thus ensuring that the AfT more comprehensively addresses this shortcoming.

Governance: The Government will create mechanisms within GOL Ministries, Agencies and Commissions (MACs) to monitor the representation, performance and welfare of women and girls in all sectors to be developed and plans to disaggregate national data on all sectors to reflect issues facing women and girls, men and boys.

CHAPTER 3 ONGOING AND PROPOSED T&D AND RREA PROJECTS

3.1 Summary of Projects Designed to Contribute to Liberia's SE4ALL

A summary of the projects designed to contribute to Liberia's SE4ALL action targets and the GOL Energy Master Plan and NREAP are presented in this section. The recent big push by the LEC with support from the international donors for generation capacity in Liberia aimed at normalizing the power supply situation after the 14-year civil war, has begun to yield appreciable results for Liberia. The LEC is currently operating an 88MW hydro power plant at the Mount Coffee. In addition there is a thermal plant on Bushrod Island with the current total capacity of 34MW (Diesel and HFO units). In addition to the above, the Government of Liberia (GOL) in 2013 signed a power purchase agreement (PPA) with Cote d'Ivoire through the WAPP to supply several townships along the Liberia Cote d'Ivoire border for the period of 25 years (the "Cross-Border" project) as a means of electrifying rural areas. It is estimated that a potential of 8MW of electric power could be available through the Cross-Border power scheme. Adding to the current capacity, the Ivory Coast-Liberia-Sierra Leone-Guinea (CLSG), interconnection project now under construction, holds potentials for Liberia to import several MW of power through the 225kV HV transmission system. This is projected to upgrade Liberia's total power supply capacity to at least 150MW when completed.

While there are needs for more generation capacity, the current reality is that the Transmission and Distribution (T&D) network is yet poorly or inadequately developed, and the major and urgent priority now is to evacuate the available power and make preparation for the incoming CLSG power supply, thereby increasing access to the population as quickly as possible. Even the power that is generated now is not being fully utilized due to the limited transmission and distribution (T & D) network.

Projects currently with secured funding are:

1. The World Bank Projects – Liberia Accelerated Electricity Expansion Project, (LACEEP) for the Monrovia grid;

2. The Additional Financing to LACEEP project (LACEEP-AF) for the Monrovia grid;
3. The Liberia Renewable Energy Access Project, (LIRENAP) under the RREA;
4. The AfDB-financed WAPP-CLSG Rural Electrification Project; and
5. The WAPP-Cross Border Project financed by the Governments of Cote d'Ivoire, Liberia and the European Union (EU))

However, there are many funding gaps in the projects implementation even in the capital city and its environs; and the rest of the country at large need secured funding to reach them with electricity grid. A recent World Bank report outlined a number of projects pipeline, intended for the Government of Liberia (GOL) to develop project financing packages for sourcing private sector investments to cover the remaining parts of the country outside Monrovia. Their implementation plan is in consonance with the GOL's current Pro-Poor Agenda for Progress and Development (PAPD) which is a framework NDP that has the vision to transform Liberia into a more inclusive society and is also in line with the National Rural Energy Strategy and Master Plan for Liberia Until 2030 and beyond, which was prepared by the GOL Rural and Renewable Energy Agency (RREA) setting the minimum national target of 35% of the population projected to have access to electricity and 70% access for the Urban areas by the year 2030. It is important to note that the above itemized projects do not include Energy-Gender in their plans.

Massive efforts are needed to expand access to electricity and safe cooking fuels, especially in the rural and peri-urban areas identified as high-impact targets, offering the most potential to make rapid progress towards the PAPD and Sustainable Energy for All (SE4All). In consideration of the GOL commitments made in its Pro-poor Agenda for Progress and Development (PAPD) the Rural and Renewable Energy Agency (RREA) of Liberia is working to contribute towards meeting the targets of universal access to electricity by increasing the current national grid power capacity of 134MW to 270MW and reduce cost of electricity from the current tariff of \$0.36 - \$0.38 per kWh down to \$0.25 per kWh. The areas of RREA projects are summarized in the next section.

3.2 RREA Rural Electrification Program

The RREA is mandated to facilitate and accelerate the economic transformation of rural Liberia by promoting the development and supply of modern energy products and services to rural areas with emphasis on locally available renewable energy resources. The RREA is also mandated to manage the Rural Energy Fund (REFUND), a financial management system through which domestic and international resources intended for rural energy program shall be managed to achieve universal access in Liberia.

Rural electrification, factors of gender mainstreaming in energy access: There is potential to consider rural electrification as a factor in supporting gender mainstreaming in energy access. For much of their history, rural electrification efforts focused only on outcomes like the number of connections, degree of coverage, load characteristics, cost, etc. Slowly, over time, it should be the objective of the energy sector players in Liberia to introduce projects that incorporate welfare and social

justice concerns (impartial assignment of energy services) such as the inclusion of women in councils or forums that determine which institutions or communities get electrified; increasing gender impact analysis alongside cost-effectiveness analysis at the project level; technical assistance may be justified in helping group's link electrification efforts to productive use activities; increased application of end-user financing efforts; etc. Recent reports in Liberia indicate that a few rural renewable energy (solar, biomass, mini-hydro) technology development projects have failed because the villagers could not afford the accompanying appliances and equipment that could make productive use of the power and merely providing lights was not economically empowering them to afford the bills that would upkeep the management of the system.

a) **RREA ON-GOING AND PLANNED RURAL ELECTRIFICATION PROJECTS**

We now present a summary of the rural electricity sector operations being undertaken by the GOL through support from the international development partners to RREA, and to Mini-Grid and Beyond the Grid projects.

i. *Liberia Renewable Energy Access Project (LIRENAP)*

The RREA, with support from the World Bank, is implementing a US\$27 Million project entitled Liberia Renewable Energy Access Project (LIRENAP). The Project aims to construct a hybrid mini-grid system (2.5 MW hydropower plant, 1.8 MW back-up diesel power plant, 90 km – 33kV transmission lines and 25 km 33/0.4kV distribution network) in Lofa County. The hybrid mini-grid system that is expected to be completed in 2021, will ensure access to affordable, reliable, year-round electricity services to households, business and public institutions for about 10,000 connections (50,000 beneficiaries), in Voinjama, Foya, Kolahun, Massambolahun, Bolahun and surrounding areas. The RREA has also rehabilitated a minihydro plan delivering 60 KW in Yandohum in Lofa County.

Under the market development component of this project, approximately 25,000 of the targeted 100,000 beneficiaries across rural Liberia have accessed the Lighting Global high quality solar lighting products. The project is being implemented under Government's decentralized grids initiatives.

ii. *Renewable Energy for Electrification in Liberia (REEL)*

The African Development Bank (AfDB) is also partnering with the Government of Liberia to implement a US\$33.74 Million project called Renewable Energy for Electrification in Liberia (REEL). The project seeks to develop a 9.34 MW run-of-river hydropower plant on the Gbedin Fall in Nimba County. The proposed mini-grid hydropower plant will inject 9.34 MW of electricity into the existing 33 kV Cross-Border transmission line between Liberia and Côte d'Ivoire. .

This project is a contribution to fulfillment of government's commitment to increase power generation capacity from 134 MW to 270 MW by 2023. The project will also make it possible for an additional 6,650 new connections, specifically targeting rural communities with in the proximity of the project. It is expected that the project will significantly contribute to the reduction of the cost per kWh when the 9.34 MW additional generated power is infused in the main grid.

iii. *Sinoe Rapids Small Hydropower Project*

With support from the European Union, the Government has conducted full feasibility studies of a run-of-river project on the Sinoe Rapids with the view of constructing a Small Hydropower Plant near Greenville City, Sinoe County. When constructed, the 2 MW hydropower plant will provide electricity to approximately 3,000 households (17,000 beneficiaries), including the port of Greenville and many large and small businesses in Greenville City and its environs. The consultancy for the study covered all aspects of the preparatory works leading to tendering for construction activities. The project will cover generation, transmission and distribution facilities.

iv. *Power Distribution Facility in Buchanan Grand Bassa County*

Under the European Union's planned Euros 42 Million grant funding to the Government, the RREA is also expected to construct a power distribution facility in Buchanan Grand Bassa County that will cover Buchanan City and its environs. The power distribution facility will distribute power from the CLSG grid. The grant funding could also support the distribution facility for Cestos City and its environs. This is however preconditioned on LEC extending the transmission lines from Buchanan to Cestos City. The project action will contribute to Government's commitment for universal access to electricity for its citizens.

v. *River Gee Hydropower Plant*

The Government of Liberia has reached agreement for partnership with the International Renewable Energy Agency/Abu Dhabi Fund for Development (IRENA/ADFD) for the development of a 2.13 MW mini hydro power facility on the Gee River a tributary of the Cavalla River, Liberia.

The facility will contribute to ongoing Government efforts to provide energy services to Harper and Pleebo, Maryland County and Fish Town, River Gee County. At present, a medium voltage transmission corridor connecting Pleebo and Fish Town is being constructed, under the LEC's T&D expansion program, to which the generated power from the River Gee Hydropower Plant will be anchored. The project will provide electricity access to about 30,000 people, including business and institutions in the targeted areas. The total project cost is US\$15.2 million, US\$8 million has been agreed with the Abu Dhabi Funds for Development (ADFD) while the remaining US\$5.2 million will be Government of Liberia's commitment to the project.

vi. *Prefeasibility Studies for Electrification of 10 Major Cities*

In an effort to boost rural electrification across the Government of Liberia, in collaboration with the European Union Liberia through private sector participation, has conducted financial pre-feasibility studies for electrification of 10 cities, namely, Cestos, Greenville, Barclayville, Buchanan, Harper, Pleebo, Fish Town, Zwedru, Tappita, and Gbarnga. The primary objective of the studies is to have in place licensed operators of electricity generation, transmission and distribution systems in the aforementioned settlements of Liberia as pre-condition for EU funding. Findings from the financial pre-feasibility studies show that the 10 cities are financial viable for energy services under public-private-partnership initiatives.

It is not known whether gender impacts were included in the above mentioned studies. Gender Mainstreaming Impact assessments are required for these projects.

vii. Ganta – Gbarnga Grid Extension

The Government is collaborating with USAID under its **growing the grid** program to support the extension of a 33kV medium voltage distribution line from the West Africa Power Pool grid in Ganta, Nimba County to Gbarnga and Suakoko, Bong County. The project is constructing 77.82 km of 33 kV and 25.5 km of 19 kV medium voltage distribution lines from Ganta to Gbarnga, and 10 km of low voltage distribution lines within Gbarnga City. The goal is to provide electricity to 2,700 households and key institutions.

b) MINI-GRIDS DEVELOPMENT

i. Beyond The Grid:

The Government, with support from USAID, is implemented two biomass mini-grid projects in Kwendin, Nimba County and Sorlumba, Lofa County, with a total capacity of 114 kW, connecting 455 households. These projects were intended to ensure through support from our partners that citizens residing in communities that are beyond the grid will also benefit from government's target objective of universal access to electricity. In the process, local citizen's participation in paying the bills was encouraged and is being developed.

ii. Projects Funded BY Liberia's Development Partners

The mini-grid sector has received major priority funding attention from Liberia's development Partners in recent times through funding for the RREA projects as follows:

- With the support of the European Union, the Government, in collaboration with Plan International, constructed five Solar PV mini-grids in five communities (Taninahum, Koiyama, Mamikonedu, Nyengbelahun and Lengbamah) in Lofa County. The mini-grids have a cumulative installed capacity of 120 kW that connects over 569 households.
- The Government is also being supported with funding from NRECA International ensure the construction of a 70 kW hybrid Solar-diesel mini-grid in Totota, Bong County. To date, approximately 200 customers have been connected with plan to connect additional 200 customers.

Government anticipates a sustainable path towards creating a modern, efficient, diversified and environmentally sustainable energy sector which has the capacity to provide affordable and accessible energy supplies for all to sustain economic performance and national development. Specifically, by 2023, the PAPD plans for the energy sector to increase universal access to electricity by 30% and electricity generation from 134mw to 270mw. The sector will reduce energy cost from \$0.36kwh to \$0.25kwh and increase transmission and distribution lines from 511km to 2279km.

To enhance economic productivity through the energy sector, Government intends to:

- i) Revise the energy sector policy;
- ii) Establish the energy sector working group;
- iii) Invest more in generation, transmission, and distribution with emphasis on private sector distribution network; and
- iv) Accelerate implementation of the RREA’s Strategic Energy Master Plan.

CHAPTER 4 BASELINE ANALYSIS AND THE REGIONAL POLICY OBJECTIES

The following Tables 7-10 presents a stock taking of the ECOWAS objectives, targets, and proposed activities and summarizes the baseline analysis relevant to the Liberian context and the key stakeholders in regards to the energy-gender mainstreaming in energy access policy.

4.1 Objective 1:

Table 7: Objective 1 Achieve widespread understanding of energy and gender considerations at all levels of society

Targets in Regional Policy:

- 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;
- 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.

Activities Proposed in Regional Policy

- Conduct gender assessment/gender audit of the energy sector
- Collect gender disaggregated data on energy usage and production and provision of energy services
- Sensitize Energy Ministry staff on gender
- Conduct public awareness campaigns
- Support scientific research on gender and energy

Baseline Analysis- Degree of Achievement in Country

- Information available to us shows that the Director and Assistant Director of the GSIU of the DOE, MME Madam ----- and Mr. Edward Konneh as well as the Director of the GFU of the LEC Madam ----- have received relevant trainings in Gender-Energy mainstreaming. The RREA had a GFU in 2015-2018 for which Madam Ruby Folly was trained and employed but it was ended due to lack of funding support.
- The above listed activities/objectives are all relevant to Liberia and especially the first three should be given first priority followed by scientific research support.
- Review of the GOL NEPL, AfT and PAPD framework NAPs show that indeed gender-energy nexus is recognized in official documents (policies, plans, laws, etc.) however, we do not see that there are concrete linkages between gender and energy plans to prioritize this highly important issue.

Table 7: Objective 1 Achieve widespread understanding of energy and gender considerations at all levels of society

- Extent of empirical study of gender and issues in country
 - Peer-reviewed research is absent; there is a need to establishing a platform for peer learning and exchange of ideas on gender assessments and situation analysis by gender categories.
 - One of the professors in the Sociology Department of the UL is offering some pro-bono services for the development of the NAP for Liberia
 - There is currently no gender disaggregated data on energy use and use of appliances (i.e. mobile phones, TVs, computers...) from government sources, there is urgent need to develop a systematic data collection along these lines. The UL data on graduates by gender and field of major is being assessed by the consultant.
- Amount of awareness of Gender Mainstreaming in Energy Access Policy:
 - The issues of Energy-gender policy-makers and planning are beginning to be increasingly recognize as important for mainstreaming gender equality the PAPD seriously brought to the forefront the gender issues but most policy makers in the energy sector have not highlighted gender issues in their energy programs budgets, especially in the current era of budget cuts and government downsizing and harmonization schemes.
 - Civil society organizations although a few of them are aware of gender issues, they are not aware of the energy-gender linkages and have no plans or policy to undertake intervention programs in this area. Awareness programs are needed
 - Private sector awareness is at a minimum if any but most are willing to abide by government policy requirements if government legislate the energy-gender assessment policy.
 - Citizens' awareness is very little but citizen's awareness programs can correct this.

Key stakeholders for Liberia NAP Gender Mainstreaming in Energy Access Policy and Directive:

- Ministry of Mines and Energy: Gender and Social Inclusion Unit (GSFU) – Director, and Assistant Director
- LEC Gender Focal Unit- Director
- RREA Gender Focal Unit Director – to be reactivated
- Ministry of Gender, Children and Social Protection (MOGCSP)
- University of Liberia Sociology Departments/Professor doing researching on social aspects of gender-energy access
- LISGIS Statistical office collecting data on energy use/access, or census
- Civil Society organizations data on employment and gender disaggregation and energy access
- Private sector representative from energy practitioners

4.2 Objective 2:

Table 8: Objective 2 Ensure that all energy policies, programs and initiatives, including large energy infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region

Targets in Regional Policy:

- a) 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive;
- b) 50 percent of energy projects, programs, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to 100 percent in 2030. (See Annex Act on Gender Assessment in Energy Projects in Liberia 2020)

Objectives in the ECOWAS Directive on Gender Assessments in Energy Projects

- a) Ensure that the specific interests of women and men, as stakeholders, are taken into account in the development of Projects
- b) Ensure that any potential adverse and discriminatory impacts on women or men deriving from Projects are recognized and avoided or mitigated to the extent feasible
- c) Improve transparency in planning and implementation processes to promote and increase the participation and capacity of women and men, including but not limited to customers, employees, managers, investors, officials and other stakeholders
- d) Encourage the development of harmonized policy, legislative regulatory frameworks and operational strategies in Liberia for Liberian institutions that are consistent with the principles of this ECOWAS Directive on Gender Assessment in Energy Projects

Activities Proposed in Regional Policy

- Include gender assessments as a step in the documents that describe policies and program development processes
- Create a Gender Focal Unit in the Ministry of Energy with a clearly defined role and resource allocations in line with its functions
- Develop a gender assessment checklist that agencies can use when elaborating energy programs and initiatives including large infrastructures and investments
- Include gender dimension in procurement announcements and terms of references with consultants, other MACs, and implementing partners
- Adopt a gender assessment toolkit for consultants, other MACs, and implementing partners
- Implement one pilot-project on gender and energy
- Mainstream gender in all subsequent energy projects
- Encourage equal participation of men and women in public consultations during project planning
- Include gender considerations in the next revision of energy policies and energy master plans and programs

Table 8: Objective 2 Ensure that all energy policies, programs 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

- Invite feedback from external gender experts and women groups during validation

Requirements emanating from the ECOWAS Directive on Gender Assessments in Energy Projects

- Before Development Consent is given, Developers must conduct a Gender Assessment and prepare a Gender Management Plan for Projects likely to have significant Gendered Impacts.
- The GOL shall establish appropriate criteria and thresholds to identify the Projects for which it shall be necessary and required to conduct a Gender Assessment.
- Developers shall prepare periodic Gender Performance Monitoring Reports as a condition for continued Development Consent.

Baseline analysis- Degree of achievement of targets in the ECOWAS Policy for Gender Mainstreaming in Energy Access

- The GOL has demonstrated efforts to achieve the targets on energy-gender policies by creating the GSIU within the MME and by developing the gender mainstreaming in energy policy and has made policy commitments in its NDPs to achieve the above stated targets and objectives for Liberia. No current data is available to determine the degree however; the NAP shall include plans for monitoring to assess the level of achievements through the established structures of the gender mainstreaming program and other GOL integrity institutions. A baseline data assessment will be instituted as benchmark by which future progress and achievements can be measured.
- The GOL has to date implemented the following activities, applicable to the proposed regional activities:
 - Established the Gender & Social Inclusion Unit (GSIU) in the Department of Energy (DOE)
 - Elevating the Structure of the Department of Energy
 - The MME formulated Liberia’s Gender Mainstreaming in Energy Access Policy
 - Development of the NAP on Policy for Gender Mainstreaming in Energy Access
- All the above listed activities/objectives proposed in the Regional Policy and the requirements from the ECOWAS Directive are relevant to Liberia and shall be part of this NAP.
- The institutional arrangements for mainstreaming gender in energy policies, programs, planning, and initiatives shall consist of the Steering Committee for Gender Mainstreaming in Energy Access which shall be organized for monitoring and evaluation and shall consist of technical representation on a Deputy or Assistant Minister or Director of GFU level or the equivalent position from the energy sector stakeholder institutions.

Table 8: Objective 2 Ensure that all energy policies, programs 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

- The Ministry of Mines & Energy has the GSIU, while LEC has a GFU. The RREA had a GFU but discontinued its staff due to funding cuts. There present scope, budget and capabilities are limited and need assessment, development and budgetary funding.
- Other departments are yet to integrate gender and energy work and therefore, awareness activities must be targeted towards other departments also.
- Inter-institutional linkages shall be implemented through the establishment and operationalization of the inter-agency Steering Committee on Gender-Energy Mainstreaming with the DOE as its Secretariat.
- Current practices in mainstreaming gender in energy policies, programs, planning and initiatives are not systematic and are yet in planning stage.
 - Processes of practicing functional actions for mainstreaming gender in energy policies is yet at planning stages;
 - Results so far consist of initial institutional development and policy formulation in progress;
 - Accountability structures and reporting procedures are in planning stages. Currently, the GOL has in place the General Auditing Commission and internal auditing staff at each finance office of the MACs.
 - Any gaps and/or barriers: lack of budgetary funding; limited or shortage of trained and committed manpower on energy-gender mainstreaming issues & gender assessment methodology; and absence of legislative guidance.

Baseline analysis- Context for the National implementation of the Directive

Special section on conducting gender assessments of energy infrastructure projects (See Annex)

- Liberia's laws and governmental policies, especially the existing law and policies for 1) An Act Adopting the Environment Protection and Management Law 2002 provides requirements for Developers/implementers of major projects that must conduct environmental & social impact assessment (ESIA) done by competent evaluators and 2) There is as yet, no legislative enactment on requirements for gender impact assessments;
- Status of energy project developments in the Liberia:
 - Liberia's energy sector (electricity, petroleum, renewable energy) is relatively small, i.e. it is yet to cover the entire country with much needed services; however it is making slow but steady progress toward eventually achieving the SE4ALL goals of universal access to energy services. The energy sector is currently largely Donor Driven with GOL Contributions to the best of its current financial, manpower and technological capacities, however, much is left to be done and the GOL has developed enabling legislations (2015 Electricity Law of Liberia,

Table 8: Objective 2 Ensure that all energy policies, programs 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

LERC, Petroleum Law, etc.) to enable private investors to enter the energy sector of Liberia. Some of the main sponsors of the Liberian Energy Sector Programs include but not limited to: the World Bank, AfDB, EU, USAID, Swedish Embassy, Norway, Germany, KfW, UNDP, GOL, etc.

- Data on the number of projects annually is not available at this time. The sizes of projects vary from value of thousands of dollars to hundreds of millions at various times. See the example Schedule 1 Project Criteria in the Act on Gender Assessment in Energy Projects.
- Liberia's track record and capacity to monitor and enforce existing laws and regulations related to environmental & social impact assessments is demonstrated by the work of the EPA currently in active functions in Liberia. The EPA has more than 15 years' experience in management of the environment including training and licensing evaluators for ESIA work for projects Developers and developers. Some international Partners such as The WB and others have required gender impacts as part of their ESIA studies for their projects. The capacity for Gender assessments however is yet to be developed and put into effect for gender assessments, monitoring and enforcement by the EPA.

Key stakeholders for Liberia

- Ministry of Mines and Energy: Gender and Social Inclusion Unit (GSFU) – Director, Assistant Minister for Energy, and Deputy Minister for Energy;
- Each relevant governmental ministry/agency covering energy (oil & gas, renewables, electricity generation, transmission and distribution)
 - RREA Gender Focal Unit Director – to be reactivated
 - Liberia Petroleum Refining Company (LPRC) - Gender Focal Unit Director – to be created/activated
- Ministries of Social Affairs/Gender/Environment
 - Ministry of Gender, Children and Social Protection (MOGCSP);
 - Environmental Protection Agency (EPA);
- Energy utilities
 - LEC Gender Focal Unit- Director;
- Energy, environment and gender academic and civil society institutions
 - University of Liberia Sociology Departments/Professor doing researching on social aspects of gender-energy access;
 - LISGIS Statistical office collecting data on energy use/access, or census last done in 2008
 - Civil Society organizations data on employment and gender disaggregation and energy access;
- Private energy project developers working in the Liberia
 - Private sector representative from energy practitioners;
- Development partners funding energy projects
 - NGOs, WB, AfDB, EU, USAID, KfW, Norway, Sweden, Germany, GIZ

Table 8: Objective 2 Ensure that all energy policies, programs 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

- Multilateral finance and development institutions active in the Liberia
- Local legal experts: We are in contact with Attorney at Law, Nelson Garr who a local private lawyer that understands the legal matters and will be able to provide the background information on existing national legislation relevant to fulfill the “objective 2” of the ECOWAS Regional Policy;

4.3 Objective 3:

Table 9: Objective 3 Increase women’s public sector participation in energy-related technical fields and decision-making positions

Targets in Regional Policy:

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

Activities proposed in Regional policy

- Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant
- Incorporate gender and energy issues in school curriculum from primary to university
- Create scholarships for women pursuing studies in STEM fields
- Create an internship program in Energy Ministry and related government agencies for women pursuing STEM studies
- Create career-advancement programs for women within the Energy Ministry
- Encourage female application for open technical positions

Baseline analysis- Degree of achievement in country

- There is no current data in available publications to determine Liberia’s degree of achievement of the targets in objective 3 above. There is a need for an assessment in this area.
 - M/F STEM enrollment rates at various levels needs to be assessed. The government has made it a strategic objective to increase school retention and completion rates for women and girls in STEM education institutions and fields.
 - Liberia does not currently have an energy-relevant vocational training and M/F participation rates
 - Current factors affecting choice of educational field and educational attainment may be attributed to the limited financial support for the young people and the limited admission space for students desiring to enter STEM Fields. The MOE reported in a 2015 study that Science, Technology, Engineering, and Math (STEM) and related fields and TVET, programs are underdeveloped, and no national qualification framework or competence-driven curriculum exists. In addition to low

Table 9: Objective 3 Increase women’s public sector participation in energy-related technical fields and decision-making positions

standards of instruction, there is a severe mismatch between disciplines pursued by students and the current and future demand for skills in the economy. The forecast by MOE shows a potential demand for 620,000 skilled workers to fulfill industry demand by 2030 and the current scale related jobs are just 24.5% of the forecast.

- Current M/F representation in public sector energy agencies, by seniority and job type (Energy Ministry, National Utility, Regulatory Commissions, other). Data on this item is not presently available.
- Current status of implementation of the proposed activities at national level: For example
 - Apprenticeship or internship programs are not yet implemented.
 - Scholarships or student loan forgiveness programs are not being implemented.
 - Mid-career technical training opportunities, leadership or mentorship programs are not yet being applied and will be appropriate for Liberia.
 - Gender-aware search and hiring committees are not yet in place.
 - University outreach and partnership programs are not being effected
 - HR policies (anti-harassment, non-discrimination, equal pay, parental accommodations, work-life balance, etc.) – The GOL subscribes to these HR policies but need an institutional structure and program to monitor and evaluate their effective enforcement and compliance in the Liberian energy sector.
 - Other human resource investments, plus the effective enforcement of compliance by employers are other initiatives to improve
- All the activities/objectives proposed under the above Objective 3 of the ECOWAS policy and directives are relevant to Liberia.
- Principle barriers to women in the public sector and energy sector as regards:
 - Hiring and retention of employees barrier to energy-gender balance in the public sector includes but not limited to the lack of budgetary funding; limited/shortage of trained and committed manpower especially women in STEM fields, and absence of legislative guidance, etc.
 - Retention of females is a concern that needs monitoring and the system of promotion and advancement is not consistent. There is very frequent government personnel and leadership changes.

Key stakeholders (specify who they are for your particular country)

- Ministry of Mines and Energy: Gender and Social Inclusion Unit (GSFU) – Director, and Assistant Director
- LEC Gender Focal Unit- Director
- RREA Gender Focal Unit Director – to be reactivated
- Ministry of Gender, Children and Social Protection (MOGCSP)
- University of Liberia Sociology Departments/Professor doing researching on social aspects of gender-energy access
- LISGIS Statistical office collecting data on energy use/access, or census
- Civil Society organizations data on employment and gender

Table 9: Objective 3 Increase women’s public sector participation in energy-related technical fields and decision-making positions

- disaggregation and energy access
- Private sector representative from energy practitioners, NGOs, and Private energy sector investors and development projects

4.4 Objective 4:

Table 10: Objective 4 Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector

Targets in Regional Policy:

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.

Activities proposed in Regional policy

- Advertise business opportunities in the energy sector with a particular target on women
- Profile and showcase energy businesses led by women
- Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance
- Create gender-sensitive financing mechanisms
- Sensitize the private sector to reach out to women candidates for employment and contracting opportunities
- Promote vocational training in energy

Baseline analysis- Degree of achievement in country

- There is a need to assess the degree of achievement of the above targets for Objective 4 of the Directive above for Liberia, presently, no reliable data is available; For example, data on:
 - M/F participation trends in private energy sector: The GOL is committed to the introduction of private sector participation and the reorganization of the energy sector as the short and medium-term transformation plans to accomplish the vision of affordable and abundant energy for all Liberians. The private sector involvement in a major way is the most sustainable way to achieve the objective 4 above.
 - M/F rates of energy firm ownership by size – no firm data is available on this rate category.
- At present, none of the above proposed activities have been implemented at the national level. All the above listed activities/objectives under objective 4 are highly relevant to your Liberia and should constitute an integral part of the NAP for Liberia.
- Barriers to women’s entry to (and growth in) private sector energy ventures include but not limited to:
 - Education, awareness, and experience, a limited number of Liberian women are trained in the energy sector.

Table 10: Objective 4 Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector

- Assets and access to finance; this requires major financing mechanism and effective implementation to be put in place.
- Professional networks, mentors and role models will be highly needed
- Regulation-related concerns must be addressed
- Others including government support

Key stakeholders (specify who they are for your particular country)

- Ministry of Mines and Energy: Gender and Social Inclusion Unit (GSFU) – Director, and Assistant Director
- LEC Gender Focal Unit- Director
- RREA Gender Focal Unit Director – to be reactivated
- Ministry of Gender, Children and Social Protection (MOGCSP)
- University of Liberia Sociology Departments/Professor doing researching on social aspects of gender-energy access
- LISGIS Statistical office collecting data on energy use/access, or census
- Civil Society organizations data on employment and gender disaggregation and energy access
- Private sector representative from energy practitioners, NGOs, and Private energy sector investors and development projects

4.5 Objective 5:

Table 11: Objective 5 Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4

Targets in Regional Policy:

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

Activities proposed in Regional policy

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

Baseline analysis- Degree of achievement in country

- There is a need to undertake a training workshop for the GFU Staff to insure their preparedness, readiness and understanding of the monitoring and reporting framework for the regional policy by all the participants of the program.
- An implementation plan and schedule shall be developed to insure that it will be feasible to complete the planned activities on an annual basis.. There will definitely be budgetary requirements.

Table 11: Objective 5 Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4

- An indicator shall be included including auditing system so as to track the amount of resources raised and/or spent on the execution of the National Action Plan against the original budget

Key stakeholders (specify who they are for your particular country)

- Ministry of Mines and Energy: Gender and Social Inclusion Unit (GSFU) – Director, and Assistant Director
- LEC Gender Focal Unit- Director
- RREA Gender Focal Unit Director

CHAPTER 5 STAKEHOLDERS MAPPING/CONSULTED

TABLE 12: STAKEHOLDER MAPPING

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Project impact them (Low, Medium, High)	Influence over the project? (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder (To be completed)
Ministry of Mines and Energy	Government	<ul style="list-style-type: none"> • Strategic Objective 1, Targets I, ii & iii; • Strategic Objective 2, Targets I & ii; • Strategic Objective 3, Target I; • Strategic Objective 5, Targets I; 	High	High	All the Strategic Objectives and Targets	Interview experts; person in authority and review of available reports, project documents and plans	People to be Consulted: <ul style="list-style-type: none"> • Edward M. Konneh • Director, GSIU • D.M. Operations • D.M. Administration • D.M. Planning • D.M. Energy • A.M. Energy • Director Alternative Energy • Minister, MME
Department of Energy, (GSIU)	Government	<ul style="list-style-type: none"> • Strategic Objective 1, Targets I, ii & iii; • Strategic Objective 2, Targets I & ii; • Strategic Objective 3, Target I; • Strategic Objective 5, Targets I; 	High	High	All the Strategic Objectives and Targets	Interview experts; person in authority and review of available reports, project documents and plans	People to be Consulted: <ul style="list-style-type: none"> • Edward M. Konneh • Director, GSIU, Danllette Somurwulah • Dr. Puchu Benard, Gender Consultant • Energy Technician
Liberia Electricity	Government	<ul style="list-style-type: none"> • Strategic Objective 2, Targets I & ii; 	High	High	Infrastructure energy projects & women STEM	Interview Gender Focal Unit Director;	People to be Consulted:

TABLE 12: STAKEHOLDER MAPPING

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Project impact them (Low, Medium, High)	Influence over the project? (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder (To be completed)
Corporation GFU		<ul style="list-style-type: none"> Strategic Objective 3, Target I 			fields	person in authority and review of available reports, project documents and plans	<ul style="list-style-type: none"> Director, GSIU Personnel Manager Operations Manager Planning Manager
Liberia Petroleum Refining Company	Government	<ul style="list-style-type: none"> Strategic Objective 2, Targets I & ii; Strategic Objective 3, Targets I & ii 	High	Medium	Infrastructure energy projects & women STEM fields; gender mainstreaming	Interview person in authority and review of available reports, project documents and plans	People to be Consulted: <ul style="list-style-type: none"> Personnel Manager Operations Manager Planning Manager
Rural and Renewable Energy Agency GFU	Government	<ul style="list-style-type: none"> Strategic Objective 2, Target I Strategic Objective 5 	High	High	Women in STEM fields and gender mainstreaming	Interview person in authority and review of available reports, project documents and plans	People to be Consulted: <ul style="list-style-type: none"> Executive Director Deputy Executive Director Asst. Director for Projects
Ministry of Gender, Children and Social Protection	Government	<ul style="list-style-type: none"> Strategic Objective 4, Target I 	Medium	Medium	Training and empowerment of women in STEM fields	Interview experts; person in authority and review of available reports, project documents and plans	People to be Consulted: <ul style="list-style-type: none"> Minister, MOGCSP Personnel Director A/M Gender
Liberia Business Women Federation	Private	<ul style="list-style-type: none"> Strategic Objective 4, Target I 	Low	Medium	Financing and empowerment of women	Interview person in authority and review of available reports, project	People to be Consulted: <ul style="list-style-type: none"> President of

TABLE 12: STAKEHOLDER MAPPING

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Project impact them (Low, Medium, High)	Influence over the project? (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder (To be completed)
(Marketing Association) (LBWF)						documents and plans	L.M.A. <ul style="list-style-type: none"> Executive Member of LMA Planning Manager
The Private Sector representative	Private	<ul style="list-style-type: none"> Strategic Objective 1, Targets I, ii & iii, Strategic Objective 2, Targets I & ii 	Medium	Medium	Infrastructure energy projects & women STEM fields; gender mainstreaming	Interview Expert person and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> Private Hydro/Electric Power Supplier Manager of Petroleum Distribution Station
Energy Implementing NGOs representative	Private	<ul style="list-style-type: none"> Strategic Objective 2, Targets I & ii 	Medium	Medium	Infrastructure energy projects & women STEM fields; gender mainstreaming	Interview Expert person and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> Mercy Corps NGO Technical Director Manager of GIZ/Endev
University of Liberia	Private	<ul style="list-style-type: none"> Strategic Objective 1, Targets I, ii & iii; Strategic Objective 4, Target I 	Medium	Low	Training and empowerment of women in STEM fields	Interview Expert person and review of available publication,	People to be Consulted: <ul style="list-style-type: none"> Sociology Professor Asst. VP Enrolment, Aaron B. Sengbeh V.P. Academic Affairs
Civil Service Agency	Government	<ul style="list-style-type: none"> Strategic Objective 4, Target I 	Low	Low	Information, Training and empowerment of women in	Interview Expert person and review	People to be Consulted:

TABLE 12: STAKEHOLDER MAPPING

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Project impact them (Low, Medium, High)	Influence over the project? (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder (To be completed)
					STEM fields	of available reports,	<ul style="list-style-type: none"> • Director General, CSA • Assistant Director, CSA
Ministry of Internal Affairs (MIA)	Government	<ul style="list-style-type: none"> • Strategic Objective 1, Targets I, ii & iii; • Strategic Objective 4, Target I 	Low	Medium	Information and Financing empowerment of women entrepreneurs	Interview Expert person and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> • A.M. for Communal Farming • D.M. Administration • D.M. Planning
Ministry of Commerce and Industry (MCI)	Government	<ul style="list-style-type: none"> • Strategic Objective 1, Targets I, ii & iii; • Strategic Objective 4, Target I 	Low	Low	Information and Financing empowerment of women entrepreneurs	Interview Expert person, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> • A.M. for Local Entrepreneur Development • D.M. Planning
Environmental protection Agency (EPA)	Government	<ul style="list-style-type: none"> • Strategic Objective 2, Targets I & ii; 	High	High	Energy-gender assessments, monitoring and evaluation	Interview Expert, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> • Director of ESIA • Experienced ESIA Evaluator
Ministry of Justice (MOJ)	Government	<ul style="list-style-type: none"> • Strategic Objective 2, Targets I & ii; 	Low	Low	Evaluation of Energy-gender assessment regulations and laws	Interview Expert, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> • D.M. for Legal Affairs • A.M. Lawyer
Ministry of Finance and	Government	<ul style="list-style-type: none"> • Strategic Objective 2, Targets I & ii; 	Medium	Medium	Information and Financing empowerment of women	Interview Expert, person in authority	People to be Consulted:

TABLE 12: STAKEHOLDER MAPPING

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Project impact them (Low, Medium, High)	Influence over the project? (Low, Medium, High)	What is important to the stakeholder?	Strategy for engaging the stakeholder	Track record of engagements with this stakeholder (To be completed)
Development Planning (MFDP)		<ul style="list-style-type: none"> Strategic Objective 4, Target I 			entrepreneurs	and review of available reports,	<ul style="list-style-type: none"> D.M. Budgeting D.M. Planning
LISGIS	Government	<ul style="list-style-type: none"> Strategic Objective 1, Targets I; 	Medium	Low	Data collection and evaluation on gender-energy programs and women participation	Interview Expert, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> Director for Statistics Data Section Technician
Ministry of Agriculture (MOA)	Government	<ul style="list-style-type: none"> Strategic Objective 2, Targets I & ii; Strategic Objective 4, Target I 	Low	Medium	Monitoring and evaluation; Evaluation of Energy-gender assessment regulations and laws	Interview Expert, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> D.M. Administration D.M. Planning
Ministry of Transport	Government	<ul style="list-style-type: none"> Strategic Objective 1 Strategic Objective 4 Target 4 I, iii; v; vii Objective 5 Target ii; vi 	Medium	Low	Data collection and evaluation on gender-energy programs Energy-gender assessment regulations and laws	Interview Expert, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> A.M. Vehicle Registration D.M. Planning
Energy Sector Donor Partner	Private	<ul style="list-style-type: none"> Strategic Objective 1 Strategic Objective 4 Target 4 I, iii; v; vii Objective 5 Target ii; vi 	High	High	Building RREA REFUBD; Women Energy Finance; Gender-Sensitive Finance Mechanism; Identify Finances and Logistical Resources; Transparency, reporting and data system	Interview Donor Partner Representative Expert, person in authority and review of available reports,	People to be Consulted: <ul style="list-style-type: none"> Resident Representative D. Resident Representative

CHAPTER 6 AEDJUSTMENTS TO STRATEGIC OBJECTIVES & TARGETS

This chapter reviews the study of the feasibility of achieving the ECOWAS targets as set in the ECOWAS policy in consideration of Liberia’s current realities, but adding other relevant targets and removing those considered not-feasible or appropriate for Liberia. The ECOWAS Policy Objectives to align or adjust for Liberia’s National Strategic Objectives and Targets and summarizes the proposed activities for implementation.

6.1 INDICATORS AND ADJUSTED TARGETS

Table 14A and 14B further in this document define the ECOWAS Strategic Objectives and the respective implementation activities. The targets for each of the respective objectives in comparison to the adjusted targets are listed in the table below.

Table 13 OBJECTIVE & INDICATORS	Targets in Regional Policy		ADJUSTED Targets for the NAP	
	2020	2030	2023	2030
Objective 1				
• Share of energy sector government employees that will have received some relevant training by 2020 (and routinely thereafter)	100%		100%	
• Share of citizens who will be exposed to some form of relevant public service announcement by 2020 growing to the share by 2030;	50%	90%	50%	90%
• Number of new scientific articles about gender and energy in Liberia published in peer-reviewed scientific journals by 2020, and share per year after that.	50%	20/year after	1	1/year after
Objective 2	2020	2030	2025	2030
• Share of energy policies by 2020 and share by 2030 that will be gender-sensitive;	50%	100%	30%	75%
• Share of energy projects, programs, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to percent share in 2030	50%	100%	30%	100%
Objective 3	2020	2030	2025	2030
• The minimum share of women in the public sector energy workforce by 2020 and an equal percent share gender balance by 2030.	25%	50-50	15%	40-60%
Objective 4	2020	2030	2025	2030
• The minimum share of women participation in energy-related fields in the private sector by 2020 and percent share	25%	50-50	15%	40-60%

gender balance by 2030, as determined through statistically rigorous random sampling.				
Objective 5	2017	2030	2023	2030
• Share percent compliance by 2017 in the monitoring, accountability and review framework	100%		75%	100%

6.2 FEASIBILITY OF TARGETS AND NEEDED ADJUSTMENTS

Feasibility of achieving the targets as set in the ECOWAS policy: Table 13 above presents the results of the adjustments to the ECOWAS Policy set targets and dates from our assessment of the current situation and realities in Liberia and from a review of the GOL national development goals, plans and objective. The major national plans (AfT and PAPD) present the clear commitments of the GOL to achieve gender mainstreaming, however, Liberia is clearly behind schedule for the 2020 targets in the Policy and may drift further behind if not provided considerable technical and financial assistance to develop the essential manpower capacity as well as support for the institutional structure, logistical arrangements and legislative enactments required to empower the relevant institutions to undertake the crucial activities and to enforce the appropriate policies and laws.

Needed adjustments of targets to the national reality: The following adjustments to the targets are herein presented for consideration:

- a) All the targets for Objectives 1-4 are set to accomplish their first phase achievements in 2020. Liberia is already behind schedule to meet this target date. We have therefore set the first phase targets as presented above and Liberia will begin implementing this NAP by January 2021. The new targets for Liberia are presented in Table 13 above.
- b) For objective 1, the share of citizens who will be exposed to some form of relevant public service announcement by 2023 will be 50% growing to 90% by 2030. Additionally the awareness plans must be implemented. Since the GOL already has the objective to accomplish these goals, feasibility is assured but is linked to acquiring the required funding and technical assistance.

The Number of new scientific articles about gender and energy in Liberia published in peer-reviewed scientific journals by 2023 will be 1 and another 1 per year after that. We note that published peer-review scientific journals are uncommon, virtually nonexistent (They are usually not sustainable, disappearing as soon as they are started) due to many drawbacks. We foresee 1 appearing by 2023 and another 1 by 2030 and 1 per year thereafter.

- b) The targets of objective 2 are achievable as adjusted if the government can accomplish the adoption of the required policies and enactment of the required gender assessment legislation and reversion and updating the national energy policies as soon as practicable to meet the target dates. The share of energy policies that will be gender-sensitive has been adjusted to

30% by 2025 and 75% by 2030. It is anticipated that the petroleum sector shall be gender-sensitive to some extent. The share of energy projects, programs and initiatives with government participation that will include gender dimensions in planning, implementation, analysis and evaluations by 2025 and 2030 will be 30% and 100% respectively.

- c) The targets for objective 3 for the share of women in the public sector workforce has been adjusted to 15% by 2025 and 40-60 percentage ratio of women to men by 2030. Similarly, the minimum share of women participation in energy-related fields in the private sector by 2025 will be 15% and 40-60% gender balance by 2030;
- d) Targets for Objective 4 for the minimum share of women participation in energy-related fields in the private sector by 2020 and percent share gender balance by 2030, as determined through statistically rigorous random sampling has been adjusted to 15% by 2025 and 40-60% by 2030. These targets for Liberia will be achievable provided there is a viable training and empowerment program for women in energy related fields undertaken concurrently with private sector awareness and encouragements or incentive program.

The required statistically verifiable monitoring data collection system must be put in place and the enabling environment and incentives measures for the private sector are expected to be put in place along with adequate awareness activities.

- e) The targets for objective 4 as in the case of all the other proposed targets are already behind schedule for the first target year of 2020 and need to be adjusted to 2025 and the share be adjusted downward to approximately 15% a the realistic case for Liberia. The second target is also achievable with the adjustment of 40-60% by 2030, provided also that the programs for women training and scholarship schemes are funded and undertaken as planned. These would also require awareness programs for the private sector to actively participate in this program.
- f) Liberia is also behind the target date for objective 5 as scheduled for 2017. We are however optimistic that a 75% target is achievable by the year 2025 and 100% by 2030. The support for the required monitoring and accountability structure must be strictly implemented along with the required staff and expert personnel training and development.

Most appropriate activities to achieve the targets: As mentioned above, the following activities would be required drawing from those proposed in the ECOWAS policy but adding others if relevant or removing those not considered feasible or appropriate for Liberia:

Objective 1 Activities proposed to achieve the Regional Policy

- Conduct intensive training of GSIU and GFUs' Staffs; Train and deploy Energy Extension Workers; and Conduct training and licensing of Independent Energy-Gender Assessment Evaluator consultants on gender assessments/gender audits of the energy sector similar to the EPA

Environment Evaluators; Appoint the National Steering Committee for Gender Mainstreaming in Energy Access (NSCGMEA); Pass the Gender Assessment Act;

- Collect gender disaggregated data on energy usage and production and provision of energy services;
- Sensitize Energy Ministry staff on gender;
- Conduct public awareness campaigns;
- Support scientific research on gender and energy;

Objective 2 Activities proposed to achieve the Regional Policy

- Include gender assessments as a step in the documents that describe policies and program development processes;
- Create a Gender Focal Unit in the Ministry of Mines & Energy with a clearly defined role, TOR and resource allocations, budget and auditing system in line with its functions;
- Develop a gender assessment checklist that agencies can use when elaborating energy programs and initiatives including large infrastructures and investments;
- Include gender dimension in procurement announcements and terms of references with consultants, other MACs, and implementing partners
- Adopt a gender assessment toolkit and guidelines for DOE/GSIU licensed energy-gender evaluators consultants, other MACs, and implementing partners;
- Implement one pilot-project on gender and energy under the GSIU/DOE
- Adopt a law to insure mainstreaming gender in all subsequent major energy and infrastructure projects;
- Encourage equal participation of men and women in public consultations during project planning
- Include gender considerations in the next revision of energy policies and energy master plans and programs
- Invite feedback from external gender experts and women groups during validation

Objective 3 Activities proposed to achieve the Regional Policy

- Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant
- Incorporate gender and energy issues in school curriculum from primary to university
- Create scholarships for women pursuing studies in STEM fields
- Create an internship program in Energy Ministry and related government agencies for women pursuing STEM studies
- Create career-advancement programs for women within the Energy Ministry
- Encourage female application for open technical positions

Objective 4 Activities proposed to achieve the Regional Policy

- Advertise business opportunities in the energy sector with a particular target on women
- Profile and showcase energy businesses led by women
- Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance

- Create gender-sensitive financing mechanisms
- Sensitize the private sector to reach out to women candidates for employment and contracting opportunities
- Promote vocational training in energy

Objective 5 Activities proposed to achieve the Regional Policy

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

CHAPTER 7 IMPLEMENTATION STRATEGY

Below Table 14A presents a summary of the strategies for implementation of the policy and directive, responsible organizations, time frame, estimated budget per activity per time frame, and the continuation table 14B follows on to present indicators and target value by date etc.:

TABLE 14A: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE:				
Strategy; Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Estimated Budget
Objective 1	Achieve widespread understanding of energy and gender considerations at all levels of society			
<ul style="list-style-type: none"> Conduct intensive training of GSIU and GFUs' Staffs; Train and deploy Energy Extension Workers; and Conduct training and licensing of Independent Energy-Gender Assessment Evaluator consultants on gender assessments/gender audits of the energy sector similar to the EPA Environment Evaluators; Appoint the National Steering Committee for Gender Mainstreaming in Energy Access (NSCGMEA); Pass the Gender Assessment Act 	All Stakeholders; MME; DOE	GSIU; National Steering Committee for Gender Mainstreaming in Energy Access	Jan. 2021-Sep. 2022 Jan. 2023-Sep. 2023 Jan. 2024-Sep..2024 Jan. 2025-Sep..2025	\$173,333
<ul style="list-style-type: none"> Collect gender disaggregated data on energy usage, production and provision of energy services; 	MME; DOE	GSIU	Apr. 2021-Sep.2021 Apr. 2022-Sep.2022 Apr. 2023-Sep.2023 Apr. 2024-Sep.2024 Apr. 2025-Sep.2025	\$66,667
<ul style="list-style-type: none"> Sensitize Energy Ministry staff on gender-energy issues; 	MME; DOE	GSIU	Jan. 2021-Dec.2025	\$133,333
<ul style="list-style-type: none"> Conduct public awareness campaigns on print, electronic, radio and TV media; 	MME; DOE	GSIU; UL	Jan. 2021-Dec. 2025	\$133,333
<ul style="list-style-type: none"> Support scientific research on gender and energy in Liberia; 	MME; DOE	GSIU; UL	Apr. 2021-Dec.. 2025	\$126,667
Objective 2	Ensure that all energy policies, programs and initiatives, including large energy			

TABLE 14A: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE:

Strategy; Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Estimated Budget
infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region				
<ul style="list-style-type: none"> • Include gender assessments as a step in the documents that describe policies and program development processes; 	MME	GSIU; Steering Committee on Gender Mainstreaming in Energy Access	Jan.2021-Sept. 2022	\$46,667
<ul style="list-style-type: none"> • Create a Gender Focal Unit in the Ministry of Mines & Energy with a clearly defined role, TOR and resource allocations, budget and auditing system in line with its functions; 	MME	GSIU	Jan. 2021-Dec. 2021	\$26,667
<ul style="list-style-type: none"> • Develop a gender assessment checklist and guidelines that agencies can use when elaborating energy programs and initiatives including large infrastructures and investments; 	MME	GSIU; EPA	Jul. 2021- Sep. 2022	\$33,333
<ul style="list-style-type: none"> • Include gender dimension in procurement announcements and terms of references with consultants, other MACs, and implementing partners 	All stakeholders including LEC, LPRC, RREA, Development Partners and all MACs.	MME; DOE	Apr. 2022-Dec. 2025	\$100,000
<ul style="list-style-type: none"> • Adopt a gender assessment toolkit and guidelines for DOE/GSIU, Licensed energy-gender evaluator consultants, other MACs, and implementing partners; 	MME and all other stakeholders	DOE; GSIU	Jul. 2021-Dec. 2021 Jan 2023-Dec. 2023	\$40,000
<ul style="list-style-type: none"> • Implement one pilot-project on gender and energy under the GSIU/DOE 	DOE	GSIU	Apr. 2021-Dec. 2025	\$126,667
<ul style="list-style-type: none"> • Adopt a law/policy to insure mainstreaming gender in all subsequent major energy and infrastructure projects; 	DOE and all other stakeholders	GSIU; EPA	Jul. 2021-Dec. 2025	\$120,000

TABLE 14A: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE:				
Strategy; Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Estimated Budget
<ul style="list-style-type: none"> Encourage equal participation of men and women in public consultations during project planning 	MME; LEC; LPRC and all other stakeholders	LEC; LPRC; RREA	Jan. 2021-Dec. 2025	\$133,333
<ul style="list-style-type: none"> Include gender considerations in the next revision of energy policies and energy master plans and programs 	MME	LEC; RREA; LPRC; GSIU	Jan. 2021-Dec. 2025	\$133,333
<ul style="list-style-type: none"> Invite feedback from external gender experts and women groups during validation 	MME	GSIU; DOE	Jan. 2021-Jun. 2021 Apr. 2022-Jun. 2022 Apr. 2023-Jun. 2023 Apr. 2024-Jun. 2024 Apr. 2025-Jun. 2025	\$40,000
Objective 3	Increase women’s public sector participation in energy-related technical fields and decision-making positions			
<ul style="list-style-type: none"> Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant 	All Stakeholders, including MME	UL; GSIU	Oct. 2021-Dec.2021 Oct. 2022-Dec 2022 Oct. 2023-Dec 2023 Oct. 2024-Dec 2024 Oct. 2025-Dec 2025	\$33,333
<ul style="list-style-type: none"> Incorporate gender and energy issues in school curriculum from primary to university 	MOE; UL	UL; GSIU	Apr. 2021-Dec. 2021 Jan. 2023-Jun. 2023 Jan. 2024-Jun. 2024 Jan. 2025-Jun. 2025	\$60,000
<ul style="list-style-type: none"> Create scholarships for women pursuing studies in STEM fields 	All stakeholders including MOE; UL	UL; MOE; MME	Jul. 2021-Dec. 2025	\$120,000
<ul style="list-style-type: none"> Create an internship program in Mines & Energy Ministry, LEC, RREA, LPRC and related government agencies for women pursuing STEM studies 	All stakeholders including MME	DOE; GSIU; LEC; RREA; LPRC	Jan. 2021-Dec. 2025	\$133,333

TABLE 14A: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE:				
Strategy; Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Estimated Budget
<ul style="list-style-type: none"> Create career-advancement programs for women within the Mines & Energy Ministry, LEC, RREA, LPRC and others 	All stakeholders including MME	DOE; UL; GSIU	Jul. 2021-Dec. 2021 Jul. 2022-Dec. 2022 Jul. 2023-Dec. 2023 Jul. 2024-Dec. 2024 Jul. 2025-Dec. 2025	\$66,667
<ul style="list-style-type: none"> Encourage female applications for open technical positions 	All stakeholders	MME; LEC; LPRC; RREA.	Jan. 2021-Dec. 2025	\$133,333
Objective 4	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector			
<ul style="list-style-type: none"> Advertise business opportunities in the energy sector with a particular target on women 	All stakeholders	MME; LEC; LPRC; RREA.	Jan. 2021-Dec. 2025	\$133,333
<ul style="list-style-type: none"> Profile and showcase energy businesses led by women 	MME and other stakeholders	GSIU; DOE; LEC; LPRC; RREA	Jul. 2021-Jun. 2025	\$106,667
<ul style="list-style-type: none"> Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance 	MFDP	MCI; UL; LBWF	Jan. 2022-Dec. 2025	\$106,667
<ul style="list-style-type: none"> Create gender-sensitive financing mechanisms 	MFDP	MCI; REA; MOA	Jul. 2022-Sep. 2025	\$86,667
<ul style="list-style-type: none"> Sensitize the private sector to reach out to women candidates for employment and contracting opportunities 	MME	DOE; RREA; GSIU; UL	Jan. 2021-Dec. 2025	\$133,333
<ul style="list-style-type: none"> Promote vocational training in energy 	MME and All Stakeholders	GSIU; UL; DOE	Jul. 2021-Dec. 2025	\$120,000
Objective 5	Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4			
<ul style="list-style-type: none"> Review, understand and organize the monitoring, accountability and reporting requirements of the policy (In Annex of the policy) 	MME and All Stakeholders	GSIU; DOE	Jul. 2021-Dec. 2025	\$120,000

TABLE 14A: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE:				
Strategy; Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Estimated Budget
<ul style="list-style-type: none"> Identify resources needed to perform the tasks 	MME; MFDP; All Stakeholders	GSIU; DOE; Energy-gender Steering Committee	Apr. 2021-Sept. 2021 Apr. 2022-Sept. 2022 Apr. 2023-Sept. 2023 Apr. 2024-Sept. 2024 Apr. 2025-Sept. 2025	\$66,667
<ul style="list-style-type: none"> Assign data collection and reporting role for members of the GFUs and the Energy-gender Steering Committee 	MME; All Stakeholders	GSIU; DOE; Energy-gender Steering Committee	Jul. 2021-Mar. 2022 Jul. 2022-Mar. 2023 Jul. 2023-Mar. 2024 Jul. 2024-Mar. 2025 Jul. 2025-Dec. 2025	\$93,333
<ul style="list-style-type: none"> Create data collection tools such as short surveys and questionnaires that implementing actors can fill out 	MME and all stakeholders	GSIU; DOE; LISGIS	Oct. 2021-Mar. 2022 Oct. 2022-Mar. 2023 Oct. 2023-Mar. 2024 Oct. 2024-Mar. 2025 Jul.. 2025-Dec. 2025	\$66,667
<ul style="list-style-type: none"> Provide annual reports to ECOWAS Department of Social Affairs and Gender 	MME	GSIU	Oct. 2021-Dec. 2021 Oct. 2022-Dec. 2022 Oct. 2023-Dec. 2023 Oct. 2024-Dec. 2024 Jul. 2025-Sep.. 2025	\$33,333
<ul style="list-style-type: none"> Provide technical support and oversight for achieving this objective 5 	MME; All Stakeholders	DOE; Energy-Gender Steering Committee	Jan 2021-Dec. 2025	\$133,333
TOTAL				\$3,180,000

The total cost of the NAP per objective and cost per year are as follows:

COST OF NAP PER OBJECTIVE	AMOUNT	YEAR	AMOUNT
OBJECTIVE 1	\$633,333	Year 2021	\$573,333
OBJECTIVE 2	\$800,000	Year 2022	\$660,000
OBJECTIVE 3	\$546,667	Year 2023	\$680,000
OBJECTIVE 4	\$686,667	Year 2024	\$640,000
OBJECTIVE	\$513,333	Year 2025	\$626,667
TOTAL	\$3,180,000	TOTAL	\$3,180,000

Table 14B below is the continuation of the above table 13A and presents a summary of the strategies and activities for implementation of the policy and directive, specifying the anticipated sources of funds, the results monitoring indicators or outputs, baseline value where available and expected targets or values by the set date:

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A				
Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
Objective 1	Achieve widespread understanding of energy and gender considerations at all levels of society			
<ul style="list-style-type: none"> Conduct intensive training of GSIU and GFUs' Staffs; Train and deploy Energy Extension Workers; and Conduct training and licensing of energy-gender assessment evaluator consultants on gender assessment/gender audit of the energy sector similar to the EPA Environment Evaluators; 	Donors	GFUs and Energy Extension Workers, established, trained and deployed; Evaluator Consultants trained and licensed; Steering Committee appointed by the President; The Gender Assessment Act passed; Baseline Data and Gender Reporting Platform created	Current energy-gender audit data not available	By Sep. 2022, at least 10 GFUs functioning, By 2022 at least 10 Energy Extension Workers deployed; and at least 5 Gender Assessment Evaluators licensed; The Steering Committee appointed and functional, and March 2025 Complete Cataloguing Energy Access Projects and status of gender mainstreaming

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A

Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
<ul style="list-style-type: none"> Collect gender disaggregated data on energy usage and production and provision of energy services 	Donor	Report on gender disaggregated data on energy production, use and services; Energy-gender database created	Current energy – gender baseliner data not available	Complete first report and analysis of data by Sep. 2021 and annual periodic reports afterwards
<ul style="list-style-type: none"> Sensitize Energy Ministry staff on gender-energy issues 	Donor	Awareness Workshop held for MME and all Stakeholders' GFUs and continuous gender awareness program activities on-going	There are little awareness programs on-going for energy-gender	By Dec. 2025 all energy sector stakeholders aware of energy-gender and awareness activities in progress
<ul style="list-style-type: none"> Conduct public awareness campaigns on print, electronic, radio and TV media; 	Donor	At least 5 public forums and workshops and media publications and forums on the subject	Public information on energy-gender not available	All energy sector stakeholders receive awareness by Dec. 2025 and awareness programs in progress
<ul style="list-style-type: none"> Support scientific research on gender and energy in Liberia 	Donor	Published papers and media messages on energy-gender; Provide grant support to UL Professor to undertake energy-gender research projects	Published paper in Liberia on energy-gender not available	At least 1 per year scientific research papers on energy-gender published and media/lecture workshop forums by Apr. 2021 periodically to 2025
Objective 2	Ensure that all energy policies, programs and initiatives, including large energy infrastructures and investments, are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing inequalities, particularly energy poverty, differentially affecting men and women in the region			
<ul style="list-style-type: none"> Include gender assessments as a step in the documents that describe policies and energy programs development processes 	Donor/GOL	Enactment of Gender Impact Assessment Law that makes it a required step in energy policies and energy infrastructural development programs	Baseline Value Not available	By Sep. 2022 Enactment of Gender Impact Assessment Law, and training Energy-gender Evaluators Gender Impacts Assessment Law adopted applicable to energy policies and development projects
<ul style="list-style-type: none"> Create a Gender Focal Unit in the Ministry of Mines & Energy with a clearly defined role, TOR 	Donor/GOL	GSIU included on GOL Budget with office supplies, equipment, vehicles and paid staff,	GSIU has been created but has limited staff and	By Dec. 2021, GSIU should be on the Budget with paid staff and operational office equipment and field vehicles

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A

Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
and resource allocations, budget and auditing system in line with its functions			office equipment and no vehicle;. Budget not available	
<ul style="list-style-type: none"> Develop a gender assessment checklist and guidelines that agencies can use when elaborating energy programs and initiatives including large infrastructures and investments 	GOL; Donor	Availability of approved gender assessment checklist and guidelines and Trained Staff to use it	Baseline Value Not available	By Sep. 2022 have an approved gender assessment checklist and guidelines and Gender Evaluators trained to be licensed by the GSIU
<ul style="list-style-type: none"> Include gender dimension in procurement announcements and terms of references with consultants, other MACs, and implementing partners 	GOL, Donor	Approved procurement guidelines on procurement announcements on all energy projects to include gender dimensions	Baseline Value Not available	By April 2022 Partners and stakeholders and MACs shall be practicing energy-gender inclusion in procurement announcements and TORs using the guidelines.
<ul style="list-style-type: none"> Adopt a gender assessment toolkit and guidelines for DOE/GSIU licensed energy-gender evaluator consultants, other MACs, and implementing partners 	GOL, Donor	Approved energy-gender assessment toolkit and guidelines and training for consultants, Implementing Partners and MACs and Energy-Gender Assessment Evaluators Licensed	Baseline Value Not available	By Dec. 2021, Approved energy-gender assessment toolkit and guidelines available for use by consultants, Implementing Partners, MACs and Gender Evaluators
<ul style="list-style-type: none"> Implement one pilot-project on gender and energy under GSIU/DOE 	GOL, Donor	Energy-Gender Issues pilot project approved, and funded for GSIU and MME implementation	Baseline Value Not available	By June 2021 Project Progress Report and funding provided by start date.
<ul style="list-style-type: none"> Adopt a law/policy to insure mainstream gender in all subsequent energy projects 	GOL, Donor	GFUs and Energy Extension Workers deployed for monitoring Gender Assessment in energy projects in progress	Baseline Value Not available	By Jul. 2021 Energy Extension Field Workers trained and deployed to inspect Projects and insure that gender mainstreaming is implemented in energy projects

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A

Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
<ul style="list-style-type: none"> Encourage equal participation of men and women in public consultations during project planning 	GOL/Donor	Women being consulted and participating in public consultations during projects planning and decisions	None is practiced as yet	By 2022 at least 10 Women energy engineers participation on-going in public consultations during projects planning
<ul style="list-style-type: none"> Include gender considerations in the next revision of energy policies and energy master plans and programs 	Donor	Review National Energy Policy; Rural Energy Master Plan; LEC Electrification Master Plan; and LPRC Petroleum Import, Storage and Distribution Master Plan	Current Energy Policy has expired; and RE Energy electrification and Petroleum Master Plans need to be revised	By Dec. 2021 Revised MME National Energy Policy adopted; New LEC's Electricity; RREA's Rural Electrification; and LPRC's Petroleum Imports, Storage and Distribution Master Plans reversed and updated
<ul style="list-style-type: none"> Invite feedback from external gender experts and women groups during validation 	Donor	International Experts on Energy-gender and women groups invited and organize local and foreign meetings	Baseline Value Not available	By 2025, at least five annual workshops or Conferences on Energy-gender held with International Experts and women groups
Objective 3	Increase women's public sector participation in energy-related technical fields and decision-making positions			
<ul style="list-style-type: none"> Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant 	Donor	Awareness workshops and other socially relevant forums held regularly	Baseline Value Not available	By Jun. 2025 at least 5 workshops on energy-gender conducted for women
<ul style="list-style-type: none"> Incorporate gender and energy issues in school curriculum from primary to university 	Donor	Completed Curriculum on Energy-gender issues and launched by the MOE or UL	Baseline Value Not available	By Dec. 2021 Curriculum published and teaching texts on energy-gender available to all
<ul style="list-style-type: none"> Create scholarships for women pursuing studies in STEM fields 	Donor	Women on scholarships in STEM institutions/fields increased	Very few exist now and are not linked to energy-gender issues	By 2025 at least 125 women on scholarship trained in STEM fields and continued annually starting from 2021.

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A

Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
<ul style="list-style-type: none"> Create an internship program in Mines & Energy Ministry, LEC, RREA, LPRC and related government agencies for women pursuing STEM studies 	Donor	5 or more interns each annually in DOE, LEC, LPRC, RREA and other stakeholder organizations	Baseline Value Not available	By Dec. 2021 at least 15 interns increased to 30 interns by 2025
<ul style="list-style-type: none"> Create career-advancement programs for women within the Mines & Energy Ministry, LEC, RREA, LPRC and others 	Donor	Local and foreign Career Advancement Workshops/Seminars attended	Baseline Value Not available	By 2025 five annual workshops/seminars and at least 30 women given career advancement and local/foreign workshops and seminars
<ul style="list-style-type: none"> Encourage female applications for open technical positions 	Donor	Website/Platform and electronic media opened for publication of open technical positions and adverts on business opportunities for open application or tender	Baseline Value Not available	By 2025 up to 50% of applicants are women for technical positions
Objective 4	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector			
<ul style="list-style-type: none"> Advertise business opportunities in the energy sector with a particular target on women 	Donor	Website/Platform and electronic media network opened for advertising business opportunities targeting women	Baseline Value Not available	By 2025 at least 150 women benefit from energy sector Website/Platform and electronic media advertising for energy sector business opportunities targeting women
<ul style="list-style-type: none"> Profile and showcase energy businesses led by women 	Donor	Website/Platform and electronic media opened for showcasing businesses led by women	Baseline Value Not available	By 2025 more than 100 women showcase energy businesses on the website/platform and at a conference
<ul style="list-style-type: none"> Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance 	Donor	Liberia Women entrepreneurs capacity on businesses/technologies given incentives and built to engage in	There is a negligible number of women in energy business	By 2025 at least 5 energy enterprises on energy business/technologies and energy finance owned by women; the processes starting Jan. 2021

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A

Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
		energy businesses and energy finance		
<ul style="list-style-type: none"> • Create gender-sensitive financing mechanisms 	Donor	Financing Mechanism with Rural Energy Fund (REFUND) increased and others gender-sensitive financing fund started	REFUND created under RREA but needs funding	By July 2022 the REFUND under the RREA should be funding energy entrepreneurs with sustainable funding mechanism by 2025
<ul style="list-style-type: none"> • Sensitize the private sector to reach out to women candidates for employment and contracting opportunities 	Donor	Conduct Energy Entrepreneurs Training and Sensitization forums with Private Sector participants; Publicize job opportunity on energy-gender network	Baseline Value Not available	By 2025 and with continuous sensitization activities all Private Sector will have been sensitized to provide women with employment and contracting opportunities
<ul style="list-style-type: none"> • Promote vocational training in energy 	Donor	Offer vocational training scholarships and workshops, Energy Extension Workers deployed	Baseline Value Not available	By Dec. 2025 at least 10 energy training workshops held and 50 vocational scholarships
Objective 5	Establish and maintain a gender responsive monitoring, accountability and review framework for objectives 1-4			
<ul style="list-style-type: none"> • Review, understand and organize the monitoring, accountability and reporting requirements of the policy (In Annex of the policy) 	Donor	Quarterly Meetings of the Energy-Gender Steering Committee with GSIU and GFUs; Regular reports to ECREEE	Baseline Value Not available	By Dec. 2021 the GSIU and Energy-Gender Steering committee and GFUs linkages are functional and quarterly meetings and data sharing & reporting system in continuous progress
<ul style="list-style-type: none"> • Identify resources needed to perform the tasks 	Donor/GOL	Comprehensive Program Plan and Budget; annual Auditing and Financing System and include GSIU program on budget	Baseline Value Not available	By Sep. 2021 resources needed will be identified and procurement system in place and GSIU program on budget and annual financing and auditing system in progress

TABLE 14B: SUMMARY OF IMPLEMENTATION STRATEGY PRESENTING THE ACTIVITIES RESPONSIBLE INSTITUTION, TIME FRAME, ESTIMATED BUDGET, INDICATORS AND TARGET VALUE BY DATE: CONTINUED FROM TABLE 14A

Strategy; Activity	Source of Funds	Indicators	Baseline value	Target value by DATE
<ul style="list-style-type: none"> Assign data collection and reporting role for members of the GFUs and Energy-gender Steering Committee; Energy Extension Workers, and Gender Assessments Evaluator Consultants 	Donor/GOL	GSIU will train GFUs staffs and Energy-Gender Evaluator Consultants and Energy Extension Workers and given data collection assignments Involvement of LISGIS and other NSCGMEA member institutions	Baseline Value Not available	By Dec. 2021 all major energy stakeholders have GFUs and plans for regular data collection and five annual data collection programs conducted
<ul style="list-style-type: none"> Create data collection tools such as short surveys and questionnaires that implementing actors can fill out 	Donor/GOL	Approved Data collection system and tools available	Baseline Value Not available	By Dec. 2021 there should be approved annual data collection questionnaires and analysis system, tools and annual surveys for data updates in progress; Five completed by 2025
<ul style="list-style-type: none"> Provide annual reports to ECOWAS Department of Social Affairs and Gender 	Donor/GOL	GSIU regularly receiving data updates from all stakeholders for analysis and onward reporting to ECOWAS	Baseline Value Not available	By Dec. 2021 there should be approved process of annual reports and analysis updates to the GOL and to ECOWAS in progress, and at least five reports approved and submitted by 2025.
<ul style="list-style-type: none"> Provide technical support and oversight for achieving this objective 5 	Donor	By 2021 Annual Steering Committee Forums on-going to endorse the reports and reviewing the energy programs master plans and energy-gender policies and continuous up to 2025-2030.	Baseline Value Not available	By Dec. 2022 the Energy-gender Steering Committee Forums and Secretarial oversight and support mechanism will be in place and continuous monitoring to insure that the reporting, accountability, and ECOWAS Objectives are being met.

CHAPTER 8 LEGAL AND ADMINISTRATIVE IMPLEMENTATION STEPS

This chapter discuss the legal and administrative implementation steps required for Liberia to get ready to implement the ECOWAS Directive on gender assessments in energy projects.

8.1 Legal Implementation Steps

a. Domestic legislation required to implement the requirements of the Directive

The current national procedures for seeking approval of an energy infrastructure project: A proposal, concept paper, plan or investment tender in a national energy infrastructure project may originate from any one or more of the above listed energy sector stakeholders or private investor organization or individual. Such Developer or investor is required to submit the said energy project proposal to the MME who, by the approved National Energy Policy is the Energy Sector Leader for the Government of Liberia.

Some of the key pieces of national legislations among others, governing the approval of energy infrastructure projects include but not limited to the following:

1. The National Investment Code under the National Investment Commission of Liberia.
2. The 2015 Electricity Law of Liberia
3. An Act Adopting the New Petroleum Law of the Republic Of Liberia
4. An Act Adopting the Environment Protection and Management Law of the Republic of Liberia
5. Labour Law of Liberia
6. Procurement Law of Liberia
7. An Act to Establish the Rural Renewable Energy Agency of Liberia
8. Revenue Code of Liberia Act of 2000 As Amended by the Consolidated Tax Amendments Act October 15, 2011
9. General Business Law (including Investment Incentive Code) - Title 14 - Liberian Code of Laws Revised
10. An Act creating the Commercial Code Title 7 of the Liberian Code of Revised Investment Act of 2010
11. Act Creating the Liberia - Ministry of Gender, Children & Social Protection, (MOGCSP)

b. The key existing national requirements for environmental and/or social impact assessments

The Environment Protection and Management Law of the Republic of Liberia require that:

“An environment impact assessment (EIA) license or permit shall be required prior to the commencement of all projects and activities specified in the Annex I to the Law; The developer or project proponent shall submit an application for an environmental impact assessment license, on a prescribed form addressed to the County Environmental Officer of the Agency in conformity with Section 36 of the Agency Act.”

“Prior to commencing, carrying out, executing or conducting a project or activity specified in the Annex I to this Law, a developer, or project proponent, shall submit to the Agency and the relevant Line Ministry a project brief in a concise or manner prescribed by the Agency stating

- a) If a project may have a significant impact on the environment, the Agency shall require the applicant of the Developer to prepare an environmental review in accordance with section 13 of this Law;
- b) If the project or activity will have or is likely to have a significant impact on the environment and the project brief discloses no sufficient mitigation measures, the Agency shall require the Developer or application to prepare an environmental impact study in accordance with section 14 of this Law;
- c) If the project or activity will not have, or is unlikely to have a significant impact on the environment or that the project discloses sufficient mitigating measures, the Agency may issue:
 - (i) A finding of no significant impact, a "FONSI", and a notice published and placed on the notice board of the registry of the Agency at its head office and the office of the County Environmental Committee for the information of the public;
 - (ii) A certificate of approval; unless the Agency determines that the scope, size and/or sensitivity or the project warrants public consultation prior to the issuance of the certificate of approval.”

“Public participation’ means, in keeping with the peoples' right to know the potential impacts of decisions being made, the information relating to the right of any person to receive effective notice with relevant information and to review and comment on major decisions with such comments being taken into consideration at the decision making stage; and involves open, on-going two-way communications, both formal and informal between decision makers and stakeholders - those interested in or affected by the decisions”.

c. The key legal stakeholders from the national Level:

The key legal stakeholders from the national level for the creation of a new legislative act on Gender Assessment or amendment of existing Environmental and Social Impact Assessment along with new administrative requirement under usual process would include the following:

The Secretariat of the Steering Committee is responsible for the coordination and supervising the work of the Consultant(s)/Energy-gender Experts and the EGTS described earlier, followed by the validation of the draft proposed act by the Steering Committee (NSCGMEA). After validation and ECREEE final review and comments, the Chairman (Minister of Mines and Energy) signs the draft act with the attestation of the Minister of Justice, Ministry of Finance and Development Planning and any other relevant authority and then presents the proposed act to the President of Liberia. The President may seek Cabinet and/or his Advisors endorsement, and then sends it to the Legislature for enactment into law. At this stage, other relevant Stakeholders may include the Governance Commission. When the President sends it to the National Legislature the respective Senate and House Chairman for the Committee on Energy, Natural Resources and Environment deliberate on the draft law and puts it before plenary. Once the Legislature passes the act into law, it is sent back to the President for his signature. When the President signs the law, it is printed

into hand bills. The new administration, if included in the law, will then be established accordingly. The form that the proposed domestic legislation will have has not yet been determined until the stakeholder engagement is completed and probably discussed by the organized Steering committee or the validation workshop.

d. Scope of the proposed legislation

The ESIA in the Environmental Management Law covers all major projects including energy projects; except that it does not include Gender Assessments as specified in the ECOWAS Directive therefore, the scope of the Gender Assessment Law should apply to Gender Assessments in Energy infrastructural projects as they concern gender impact assessments. It may be extended to other major infrastructure projects to assess only gender mainstreaming issues for such projects. The rationale is that all infrastructural projects have energy components and gender mainstreaming issues.

e. Competent Authority for granting consent to the project

The MME shall be the Competent Authority for granting consent to projects under the Gender Assessment Legislation who shall, at the appropriate time, designate and initiate the setting up of the appropriate regulatory body for Gender Assessments regulations to the gender assessment law.

At the deliberations of the National Steering Committee, the Secretariat shall put before the NSCGMEA to deliberate on whether the stakeholders should recommend that the Competent Authority should be: an existing national body, other than the MME and if so, identify which national body, or whether a new national body should be created and whether it should be structured as a regulatory agency/government department/cabinet position or whether it should be a Commission.

Currently the procedure or practice for endorsement of major development projects on the national level originates from the line agency for that sector (e.g. for energy projects it will start with MME) who will be the overall responsible institution for the project's technical provisions. The project may be deliberated upon by the "National Committee on Investments" and has to be endorsed by the line agency of the GOL for that sector; then receives the attestation of the MOJ for the legal provisions; the MFDP for the financial and tax provisions; and the NIC for the provisions on investment incentives; following which the project proposal goes to the President who transmits it onto the Legislature for ratification and back to the President for signature and printing into hand bills. In the event there is need for setting up of an administrative or regulatory body in Liberia (if a new body is suggested) the Governance Commission of Liberia would also be one of the GOL institutions to be a part of the process, nevertheless the clauses in the proposed act for said body would have been included in the legislative enactment process described above, and will have been created within the law.

f. Schedule 1 energy project criteria threshold to be covered by the scope of the directive

Where the Competent Authority has determined from the project brief submitted to the Ministry in accordance with the guidelines that a full-scale gender impact assessment should be undertaken, the developer or project Developer, shall submit the gender assessment conducted by a licensed energy-gender assessment evaluator consultant.

The Ministry in consultation with the NSCGMEA shall evaluate the project brief to determine the potential gender impact of the proposed project or activity and shall make the following determination:

- a) If a project may have a significant negative impact on gender, the Authority shall require the Developer or a licensed energy-gender assessment evaluator representing the applicant to prepare a gender assessment in accordance with the guidelines;
- b) If the project or activity will have or is likely to have significant impact on gender and the project brief discloses no sufficient mitigation measures, the Authority shall require the Developer or a licensed energy-gender assessment evaluator representing the application to prepare a gender impact assessment in accordance with the guidelines

g. Process for determining whether a Gender Assessment is necessary

In addition to the above criteria, the below listed project or activity categories would be designated as mandatory Projects/Activities Requiring Gender Impact Assessment: The listing of specific project categories would make it simpler to decide whether a project requires a gender assessment without the first step project brief evaluations specified above..

Energy Industry: Major Production, transmission, and distribution of electricity, gas (LNG, natural gas, LPG, other forms of energy development, etc.), steam and hot water; thermal power development, Hydro-electric power, other electric power, Bio-mass power development, Wind-mills power development, Solar energy development, Manufacturing (i.e. impact due to pollution during manufacture of solar devices, acid battery, land use for the energy project, etc.), Nuclear energy.

Petroleum Industry: Storage facilities for natural gas, crude oil and petroleum products – gasoline, diesel, heavy fuel oil, gasoil, kerosene, jet fuel, coal, nuclear energy, etc.), Oil and gas exploration, development, and production, including seismic survey, drilling, construction of offshore and onshore pipelines construction, oil and gas separation, processing, handling and storage facilities, Construction of oil refineries, Construction of product depots for the storage of petroleum products, gas, diesel, tar and other products within commercial, industrial or residential areas; Transportation, sales and processing of oil and gas and other petroleum products.

Policies and Programmes: Decisions on policies and programmes and legislative acts on energy and gender mainstreaming in energy access and development; Decisions to change designated status; Technical assistance for energy programs,

Urban and rural land use for energy development plans, energy (electricity, petroleum, etc.) development master plans, etc.

h. Implementation of the legislation

The MME with its DOE and GSIU shall be the government ministry/agency responsible for drafting the implementing act/regulation and policy who shall be the Competent Authority for the implementation and granting of permits or consent for energy infrastructural projects based on the gender assessments results.

8.2 Administrative Implementation Steps

a. Advocacy Plan for implementation

For the implementation of the Directive in the Republic of Liberia, the **Institutional Structure and Coordination** plan in the previous chapters for the NAP shall also apply for the implementation of the Directive. The primary responsibility for advocacy for implementation of the ECOWAS Directive shall be the mandate assigned to the GSIU of the MME who will organize and undertake the awareness and training programs needed to get all the stakeholders GFUs, Energy Extension Workers and Licenced Independent Energy-gender assessment Evaluators on board. Again, the GSIU shall be responsible to seek for expert technical assistance for specific critical training and advocacy areas as needed. In this role, it is critical that the GSIU be given the required resources and support for the work to make this policy and Directive functional.

The key stakeholders for the Directive shall be the same as those listed for the Steering Committee above for the NAP Policy on Gender Mainstreaming in Energy Access. During implementation, the advocacy plans shall also apply for both the NAP and the Directive since both the Policy and the Directive have synergies in being concerned with the gender and energy access and therefore are applicable for the same advocacy plans.

b. Key obstacles to the implementation of the Directive

We are optimistic that if the proposed ECOWAS Directive on Gender Assessment in Energy Access for Liberia is successfully passed into law, the only possible obstacles that we foresee are:

- Sustainable funding and logistical sources for the administration and implementation of the Directive and the accompanying NAP program;
- Availability of trained manpower for its staffing, implementation, and monitoring; this is why serious training activities are planned in the NAP;
- The awareness of all relevant stakeholders may be an obstacle if awareness programs are not undertaken consistently;
- The Presidential appointment and support for the National Steering Committee with the pivotal role assigned to it will be crucial and may be an obstacle if not appointed and appropriately funded and made functional.
- There is also need for the Authority for Granting Consent to be given enforcement powers in the implementation of this Directive.

- The cooperation of the other stakeholders in the energy sector especially all the GOL MACs concerned is crucial and will become an obstacle if that cooperation is not provided.

See Annex 1: Draft Act for Gender Assessment in Energy Projects.

CHAPTER 9 MONITORING AND REPORTING PLAN

The GOL shall develop the monitoring institutional structures (Gender Focus Units) in key energy stakeholder institutions. To do this, the GOL shall establish the Steering Committee on Energy-Gender Mainstreaming (described earlier) as a functional body for with the DOE of the Ministry of Mines and Energy (MME) shall serve as its Secretariat and the GSIU of the DOE as its Technical Implementing Arm and the key stakeholders in the energy access sector shall be members. There shall be a TOR and training of a functional secretariat staff. To insure the success of the NAP, the GOL shall support and seek additional support from the donor community and energy development partner institutions for the secretariat and the NAP activities. There shall be an accountability staff and system (for both funds and reporting on the deliverable targets) put in place to accompany system the work of GSIU, the GFUs, the secretariat and the Steering Committee.

Monitoring and Reporting Plan: The primary responsibility for institutional coordination and monitoring shall be the mandate assigned to the GSIU of the DOE, MME who will with the GFUs inputs, organize and undertake the monitoring and reporting requirements for Liberia's progress toward the policy and targets on gender mainstreaming in energy access. It shall also be responsible to bring in expert technical assistance for specific critical areas as needed. In this role, it is critical that the GSIU be given the required resources and expert technical support for the work to make this policy functional.

As mentioned earlier, the GSIU should serve as Technical Implementing Arm for the Secretariat (DOE) of the inter-institutional coordinating Steering Committee on Energy-Gender Mainstreaming in Energy (NEP stakeholders) each of whom should establish Gender Focal Units (GFUs) in their respective organizations. The GFUs will then be responsible to regularly collect data on gender mainstreaming activities and progress in the targets deliverables in their respective organizations and report regularly to the GSIU for analysis and onward reporting to ECREEE, the progress made toward the policy and targets achievements in Liberia.

The GFUs working with the Steering Committee and the GSIU shall operate in line with the accountability, implementation, monitoring and reporting framework under the umbrella of ECREEE, ECOW-GEN and shall follow the guide on the implementation of the Policy. The GSIU shall report to ECREEE annually, and participate in conferences convened every two years to share results and promote learning exchanges. To develop a functional collaborative process between the GSIU, the GFUs and relevant stakeholders, the structure should be facilitated through budgetary and logistical support for the NAP.

See appendix 3 for the structure and functions of the Steering Committee on Gender Mainstreaming in Energy Access.

CHAPTER 10 THE NAP VALIDATION PROCESS

The development, authorization and final publication of Liberia's NAP for gender mainstreaming in energy access policy and the strategy development process was based on the GOL policy and legislative making practice through the Line agency concerned with the energy sector (MME), working through the technical assistance of the ECREEE funded Consultant and the GSIU, DOE and their working team. The GSIU and the Technical Working Team coordinated the formulation of the strategy taking advantage of the gains already made by the previous establishment of the GSIU and the work already done by this unit for continuity on the unfinished agenda and lessons learned during the formulation of the current Gender Mainstreaming Policy in Energy Access for Liberia.

The Department of Energy (DOE), MME which has statutory mandate for Energy planning in the context of a national vision, served as the institutional Focal point for the NAP development. Liberia's energy development partners and a broad range of civil society actors also supported these efforts. This chapter describes the process of developing the Liberia NAP which is the action plan for the first five years and the proposed gender assessment legislation.

Because of the need to legislate the draft *Act on Gender Assessments in Energy Projects 2020* which is the first such law in Liberia, the highest level of political buy-in will be necessary and may be achieved through a cabinet endorsement of the draft or concept note. Further consultations were held with stakeholders representing a broad spectrum of the Liberian energy sector players which resulted to the proposed National Steering Committee on Gender in Energy Access, meeting for consultations. The GSIU and Consultant organized the Technical Working Team in February 2020, and undertook a retrospective analysis of Liberia's current gender status and undertook the stakeholder mapping exercise and identified critical action areas. From the initial consultations and review of literature, the initial draft NAP emerged.

The baseline analysis, including situational analysis was conducted through interviews of relevant experts in the stakeholder institutions. These were followed by a broad spectrum gender mainstreaming validation workshop held on ----- and follow up consultations. The ECREEE International backstopping expert reviewed the findings followed by incorporation of the comments received for strategy formulation. The NAP provides the plans and action points toward the realization of the ECOWAD Gender Policy objectives and its vision targets. It provides the framework to guide energy sector investment programs and ensure inclusive gender mainstreaming to reduce marginalization and build human, social and physical capital. Provisions will be made for annual reviews of the NAP to ensure that it remains consistent with the national Vision.

See Appendix 2 for the list of attendance at the Validation Workshop.

CHAPTER 11 NEXT STEPS

The strategies outlined in the forgoing chapters of the NAP for Liberia are aimed at addressing the gender inequities in the energy sector of Liberia and to ensure that the key targets, objectives, policies and programs of the ECOWAS Policy on Gender Mainstreaming in Energy Access and the Directive on Gender Assessment of which the GOL is a part, are accomplished within the framework of the national development plans of Liberia which will result to equitable benefits to the women and men of the country.

In order to move this NAP expeditiously forward and achieve the desired goals for gender mainstreaming in energy access in Liberia, the following next steps are proposed:

1. **Ownership of the strategies and process:** The Ministry of Mines and Energy and its Department of Energy in particular are to consider this document and the strategies and action plans developed through extensive consultations as their own Action Plan for implementation over the five years period.
2. **Leadership of the process:** The GSIU and DOE of the MME shall be the hub of the whole process since they have recognized their responsibility for, and have seen the need to mainstream gender in the energy sector which is within their operational mandates. They should now spearhead the next steps to bring this NAP to realization.
3. **Prioritization of the Steering Committee:** There is a need for the President of Liberia to appoint the Steering Committee proposed for the NEP so as to make use of existing processes and expertise and to implement activities and consultative meetings.
4. **Monitoring, Coordination and Networking:** The involvement of other stakeholders in the energy sector including LEC, RREA, LPRT, cooperating partners, private sector and non-energy NGOs working with the DOE and GSIU is critical to the success of mainstreaming gender in energy projects. It is therefore important that the GSIU capacity is strengthened and extends its cooperation with the GFUs in the other energy stakeholder institutions.
5. **Enactment of the Gender Assessment Law:** The Minister of Mines and Energy shall take all necessary steps to insure that the Republic of Liberia Act on Gender Assessment in Energy Projects and its administrative structure and consenting authority are enacted into law by the legislature and put into effect.

Appendix 1 presents the implementation schedule for the Gender-Energy NAP.


CHAPTER 12 APPENDIXES

12.1 Appendix 1: Energy-Gender NAP Implementation Schedule


ACTION PLAN ACTIVITIES	2021				2022				2023				2024				2025				
	QUARTERS	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Objective 1																					
• Conduct intensive training of GSIU and GFUs' Staffs; Train and deploy Energy Extension Workers; and Conduct training and Licensing of independent Energy-Gender Assessment Evaluator Consultants on gender assessment/gender audits																					
• audit of the energy sector similar to the EPA Environment Evaluators; Appoint the NSCGMEA, Pass the Gender Assessment Act																					
• Collect gender disaggregated data on energy usage, production and provision of energy services;																					
• Sensitize Energy Ministry staff on gender-energy issues;																					
• Conduct public awareness campaigns on print, electronic, radio and TV media;																					
• Support scientific research on gender and energy in Liberia;																					
Objective 2																					
• Include gender assessments as a step in the documents that describe policies and program development processes;																					
• Create a Gender Focal Unit in the Ministry of Mines & Energy with a clearly defined role, TOR and resource allocations, budget and auditing system in line with its function;																					
• Develop a gender assessment checklist and guidelines that agencies can use when elaborating energy programs and initiatives including infrastructures and investments;																					
• Include gender dimension in procurement announcements and terms of references with consultants, other MACs, and implementing partners																					
• Adopt a gender assessment toolkit and guidelines for DOE/GSIU licensed energy-gender evaluator consultants, other MACs, and implementing partners;																					
• Implement one pilot-project on gender and energy under the GSIU/DOE																					
• Adopt a law to insure mainstreaming gender in all subsequent major energy and infrastructure projects;																					
• Encourage equal participation of men and women in public consultations during project planning																					
• Include gender considerations in the next revision of energy policies and energy master																					

ACTION PLAN ACTIVITIES	2021				2022				2023				2024				2025			
	QUARTERS				1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
plans and programs																				
• Invite feedback from external gender experts and women groups during validation																				
Objective 3																				
• Conduct awareness raising campaigns on energy-related studies for women by making them more socially relevant																				
• Incorporate gender and energy issues in school curriculum from primary to university																				
• Create scholarships for women pursuing studies in STEM fields																				
• Create an internship program in Mines & Energy Ministry, LEC, RREA, LPRC and related government agencies for women pursuing STEM studies																				
• Create career-advancement programs for women within the Mines & Energy Ministry, LEC, RREA, LPRC and others																				
• Encourage female applications for open technical positions																				
Objective 4																				
• Advertise business opportunities in the energy sector with a particular target on women																				
• Profile and showcase energy businesses led by women																				
• Build the capacity of existing women entrepreneurs on energy businesses/technologies and energy finance																				
• Create gender-sensitive financing mechanisms																				
• Sensitize the private sector to reach out to women candidates for employment and contracting opportunities																				
• Promote vocational training in energy																				
Objective 5																				
• Review, understand and organize the monitoring, accountability and reporting requirements of the policy (In Annex of the policy)																				
• Identify resources needed to perform the tasks																				
• Assign data collection and reporting role for members of the GFUs and the Energy-gender Steering Committee																				
• Create data collection tools such as short surveys and questionnaires that implementing actors can fill out																				
• Provide annual reports to ECOWAS Department of Social Affairs and Gender																				
• Provide technical support and oversight for achieving this objective 5																				

12.2 Appendix 2: Attendance at the NAP Validation Workshop



MINISTRY OF MINES AND ENERGY
REPUBLIC OF LIBERIA
 PO BOX 10-09024



Department of Energy
 NATIONAL ACTION PLAN FOR POLICY ON GENDER MAINSTREAMING IN ENERGY ACCESS AND
 AN ACT ON GENDER ASSESSMENT IN ENERGY PROJECTS

Held At the Murex Plaza Hotel, 10th Street Sinkor Monrovia on Thursday, October 28, 2021

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12.3 Appendix 3: Structure and Functions of the NSCGMEA

NATIONAL STEERING COMMITTEE ON GENDER MAINSTREAMING IN ENERGY ACCESS (NSCGMEA)

The National Steering Committee on Gender Mainstreaming In Energy Access (NSCGMEA) is a functional body that maintains linkages with energy oriented organizations of both the public and private sectors. Towards this end the NSCGMEA is organized as follows:

1. The Chairman, Secretary, and members of the National Steering Committee on Gender Mainstreaming in Energy Access are appointed by the president of Liberia. Each of the members will establish Gender Focal Units (GFUs) in their institutions whose Director shall be designated as permanent proxy to be concerned with the energy-gender matters in their organization. These permanent representatives have the voting rights;
2. The proxies or GFUs constitute the Energy-Gender Technical Subcommittee (EGTSC) of the NSCGMEA that also includes representatives from the University of Liberia and the Cuttington University. The EGTS is intended to work along with the Secretariat (Department of Energy, Ministry of Mines & Energy) and the GSIU – Technical Implementing Arm of the Secretariat;
3. An Autonomous Bureau or Commission may be constituted out of the GSIU at an appropriate time.

The objectives of the National Steering Committee on Gender Mainstreaming in Energy Access (NSCGMEA) are:

- (1) to assess and evaluate the Nation's energy needs and its available energy resources;
- (2) to train and license gender assessment and impact evaluators and undertake energy-gender assessments;
- (3) to develop national energy and gender mainstreaming policies and coordinate, monitor and report on their implementation;
- (4) to develop the institutional and technical capacity for the management, of energy gender activities in Liberia.

The functions of the National Steering Committee on Gender Mainstreaming In Energy Access (NSCGMEA) are:

1. To provide immediate and future policies and strategies for national energy and gender mainstreaming in energy access;
2. To gather, compile and analyze information on energy sources, distributions, availability, prices, access and utilization and gender impacts to aid in the mitigation and development of future energy policies;
3. To provide regulations, gender assessment guidelines and performance standards for energy sources development, transmission and distribution;
4. To conduct training, certify and license gender assessment evaluators and staff;

5. To review and propose prices and market structure guidelines for the energy sector;
6. To propose measures for energy conservation and the development of new energy supplies;
7. To conduct energy and gender training, and public awareness on energy and gender matters;
8. To advice government on all matters relating to energy and gender mainstreaming in energy access.

The Permanent Members of the NSCGMEA are the administrative heads of the NSCGMEA's member agencies, i.e., the Ministries of the government ministries, Managing Directors of public corporations and authorities, heads of commissions and Universities (commonly referred to as heads of Ministries, Authorities and Commissions (MACs). The Secretary is the Deputy Minister for Energy (Department of Energy, MME) and the Minister of Mines and Energy is the Chairman.

ENERGY-GENDER TECHNICAL SUB-COMMITTEE (EGTS)

Given the high administrative positions of the permanent members of the NSCGMEA mentioned above, much of the NSCGMEA's preliminary evaluation work is carried out by working groups of the Energy-Gender Technical Sub-committee (EGTS). Membership in these working groups is not rigidly fixed, but changes with the requirements of the situation. Energy-Gender Technical Sub-Committee members are recruited by the Secretariat from the GFUs and upper-mid level management staffs of the member agencies of the NSCGMEA, based on their expertise and the specialized needs of the task at hand, and it is these persons who form the Liberian counterpart group for energy planning assessments and energy projects team.

THE GENDER AND SOCIAL INCLUSION UNIT (GSIU)

Supporting the EGTS and the NSCGMEA's Secretariat is the Gender and Social Inclusion Unit (GSIU) of the MME which is designated as the Energy-Gender Technical Implementing Arm of the Department of Energy that participates in field activities, gathering and analyzing data for energy-gender assessments. Whenever it is recognized that the core group of assessment team members from the Secretariat (DOE) is too small for a given project requirements and wishing to increase the direct involvement of other agencies of the NSCGMEA, the Secretary recruits additional GOL staff from the member agencies of the NSCGMEA and GFUs for the given project. The energy-gender assessment team is then constituted for that project.

Members of the energy-gender assessment team are often professional GOL staff members, licensed gender assessment evaluators and or GFUs staff members, most of whom work for members of the Energy-Gender Technical Sub-Committee. The Energy-gender Working Team members are assigned by their agencies to participate in the energy-gender data gathering and analysis for a specified portion of their work time ranging from 15 percent to 70 percent.

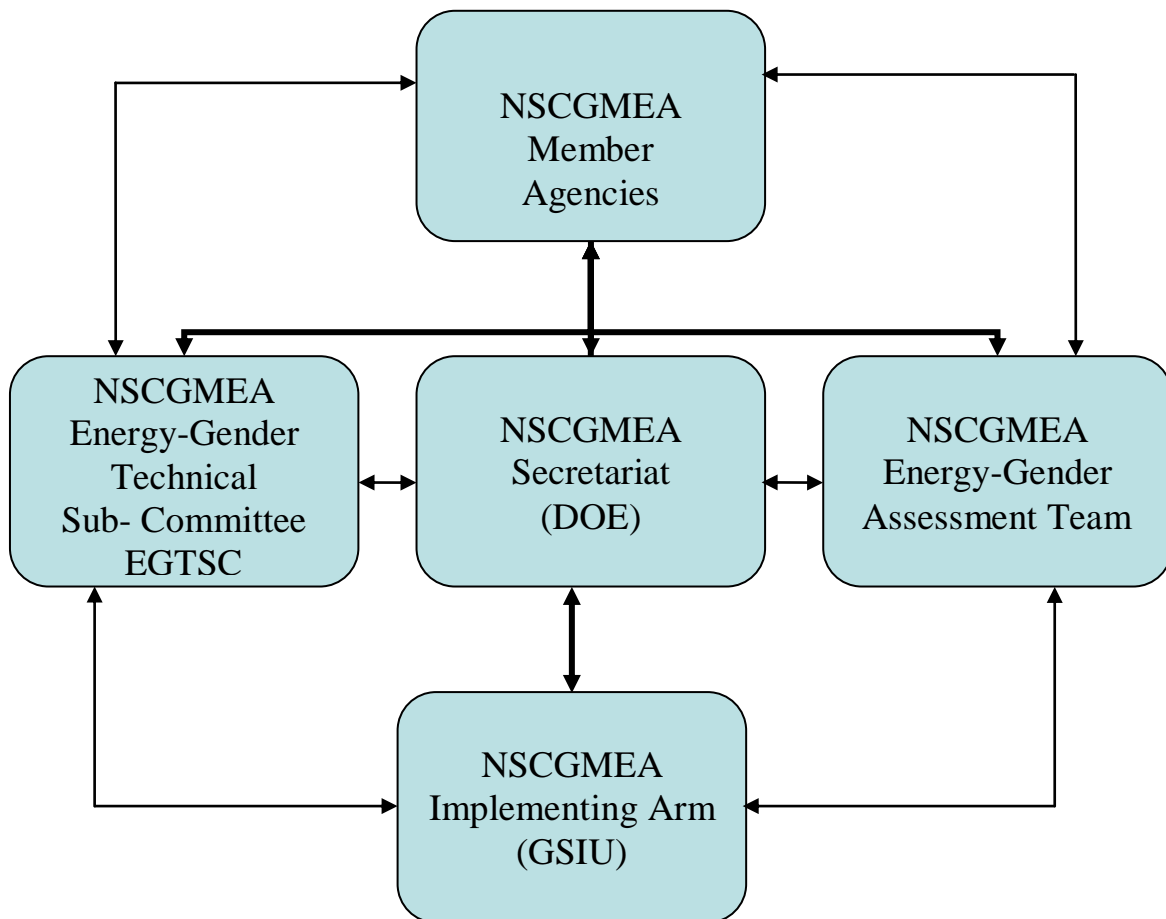
For the most part, three to six of these GOL Energy-gender Working Team members are actively engaged in energy project activities at any one time, although all

member agencies are usually involved in a significant way in at least one aspect of a given energy project or national energy-gender assessment.

**MEMBERS OF THE NATIONAL STEERING COMMITTEE ON GENDER
MAINSTREAMING IN ENERGY ACCESS (NSCGMEA)**

1. Ministry of Mines and Energy, Chairman
2. Department of Energy, Secretary and GSIU as Technical Implementing Arm
3. Liberia Electricity Corporation GFU
4. Liberia Petroleum Refining Company GFU
5. Rural and Renewable Energy Agency GFU
6. Ministry of Gender, Children and Social Protection
7. Liberia Business Women Federation (Marketing Association) representative
8. Private Sector representative
9. Energy Implementing NGOs representative
10. University of Liberia representative
11. Civil Service Agency
12. Ministry of Internal Affairs (MIA)
13. Ministry of Commerce and Industry (MCI)
14. Environmental protection Agency (EPA)
15. Ministry of Justice (MOJ)
16. Ministry of Finance and Development Planning (MFDP)
17. Liberia Institute of Statistics & Geo-Information Services (LISGIS)
18. Ministry of Agriculture (MOA)
19. Ministry of Transport (MOT)
20. Energy Sector Donor Partners representative
21. Liberia Petroleum Regulatory Authority (LPRA)
22. Liberia Electricity Regulatory Commission (LERC)
23. Liberia Petroleum Refining Company (LPRC)

**ORGANIZATIONAL STRUCTURE OF THE NATIONAL STEERING COMMITTEE
ON GENDER MAINSTREAMING IN ENERGY ACCESS (NSCGMEA)**



ANNEX: DRAFT ENERGY-GENDER ASSESSMENTS ACT

See the accompanying separate document: Draft Act on Gender Assessment in Energy Projects

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