National Action Plan

On

Policy for Gender Mainstreaming in Energy Access

For

The Republic of Ghana

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Acronyms

AfDB	African Development Bank
AOGC	Accelerated Oil and Gas Capacity
CILSS	Comite permanent Inter-Etats de Lutte contre la Secheresse dans le Sahel
CSO	Civil Society Organization
EC	Energy Commission
ECOWAS	Economic Community of West African States
ECOW-GEN	ECOWAS Programme on Gender Mainstreaming in Energy Access
ECREEE	ECOWAS Centre for Renewable Energy and Energy Efficiency
EEEP	ECOWAS Energy Efficiency Policy
EIA	Environmental Impact Assessment
EIS	Environmental Impact Statement
ENERGIA	International Network on Gender & Sustainable Energy
EPA	Environmental Protection Agency
EPD	Environmental Permitting Decision
EREP	ECOWAS Renewable Energy Policy
ERERA	ECOWAS Regional Electricity Regulatory Authority
GEAS	Ghana Energy Awards Secretariat
GEF	Global Environment Facility
GFP	Gender Focal Point
GFU	Gender Focal Unit
GNPC	Ghana National Petroleum Corporation
GOGIG	Ghana Oil and Gas for Inclusive Growth
GRIDCO	Ghana Grid Company Ltd
HR	Human Resource
KPIs	Key Performance Indicators
LCLP	Local Content and Local Participation
LPG	Liquefied Petroleum Gas
MDGs	Millennium Development Goals
MFP	Multifunctional Platform
MGCSP	Ministry of Gender, Children and Social Protection
MiDA	Millennium Development Authority
MoEd	Ministry of Education
MoEn	Ministry of Energy
MRU	Mano River Union
MW	MegaWatts
NAP	National Action Plan
NDC	Nationally Determined Contributions
NEPAD	New Partnership for Africa's Development
NGOs	Non- governmental Organizations

NPA	National Petroleum Authority
PC	Petroleum Commission
PEA	Preliminary Environmental Assessment
PES	Preliminary Environmental Statement
PREDAS	Regional Programme for the Promotion of Household and Alternative Energies in the Sahel
PURC	Public Utility Regulatory Commission
PV	Photovoltaic
RE	Renewable Energy
SE4ALL	Sustainable Energy for all
SMEs	Small and Medium Enterprises
STEM	Science, Technology, Engineering, and Mathematics
UEMOA	Union économique et monétaire ouest-africaine
UNDP	United Nations Development Programme
WAGPA	West African Gas Pipeline Authority
WAPP	West African Power Pool
WB	World Bank
WEET	Women Engineers in Energy Trainee
WiE	Women in Energy

Definitions

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

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

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

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

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

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

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

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

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

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

(j) "Gender Assessment" means

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1. 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:

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

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

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

1.1 Recitals

The Ministry of Energy, of the Republic of Ghana,

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

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

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

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

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

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

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:

1.2 Vision

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

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

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

(c) local development benefits and protective mechanisms associated with energy infrastructure development, both public and private sector.

1.3 Rationale and/or purpose

Looking at gender issues from both the demand-side and supply-side of energy, men and women have different demands on energy due to the existing socio-cultural and traditional roles. For example, women do most of the cooking and they are also heavily involved in fuel wood collection and charcoal production. Traditional use of firewood has negative effects on women's health, such as respiratory diseases, eye irritation, etc. In the power and petroleum subsectors, women are under-represented at all levels of energy production, transportation or transmission and distribution. Lack of gender disaggregated data or analysis hinders efforts to recognize the need for and design of specific gender-focused interventions within the energy sector. Energy justice means not only making energy technologies available, but also disaggregating and understanding energy problems and policies by gender in cultural and political contexts. The danger of having gender neutral energy frameworks is that a national energy sector may inadvertently discriminate against women and their differentiated needs and fail to integrate women's differentiated experiences, expertise and capacities. There is the need for a new gender sensitive framework that is drawn acknowledging women and men's differentiated uses and needs with a commitment to mainstreaming gender at all levels. Designing and sustaining such gender-based framework would require

meaningful engagement of women in the policy-making process and at policy-making positions.

1.4 Summary of regional policy targets and regulatory requirements

As far back as 2006 when the ECOWAS white paper on energy access was developed, there has been efforts to increase the participation of women in the energy sector in the ECOWAS region. One of the principles of the ECOWAS white paper is to support gender equality through several efforts, such as for example, relieving women's workload, creating income-generating activities for women, their households and their communities, and ensuring access to quality social services, including healthcare and literacy programmes. National energy plans and policies have since made proclamations to increase women's participation in energy access provision. However, these plans and policies have left out concrete actions and targets that are necessary to increase women's participation. As regional body, ECOWAS realised the need for a dedicated policy on gender mainstreaming in energy access to satisfy the needs of all its citizenry for modern and sustainable energy services that improve standards and ensures productivity. Efforts over the years ultimately led to the preparation and adoption of the ECOWAS Policy for Gender Mainstreaming in Energy Access. The overarching goal of the policy is to ensure gender equality in the region's energy sector through the following objectives: increase awareness on the issue; mainstream gender in energy policies, programs and initiatives; increase women's participation in both the public and private sector, among others. Following the adoption of the policy, an ECOWAS Directive on Gender Assessments in Energy Projects was developed to 'ensure that the interests of both women and men are taken into account in the development of energy projects, by recognizing and mitigating to the extent feasible any potential adverse and discriminatory impacts on women or men deriving from such projects; improving transparency in the planning and implementation processes to promote and increase the participation and capacity of women and men; and encouraging the development of harmonized policy and legal regulatory frameworks in each Member State'. The Directive was validated and adopted by energy experts of ECOWAS in June 2017 in Accra. The workshop recommended an Action Plan to facilitate the Directive's adoption by the statutory bodies of ECOWAS and its implementation at the national level. This National Action Plan (NAP) for Ghana is an outcome of this recommendation.

The ECOWAS Policy for mainstreaming gender into energy access has the following objectives and targets (ECOWAS, 2015):

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

Targets:

a) 100 percent of energy sector government employees will have received some relevant training by 2020 (and routinely thereafter);
b) 50 percent of citizens will be exposed to some form of relevant public service announcement by 2020 growing to 90 percent by 2030; and
c) At least 50 new scientific articles about gender and energy in West Africa published in peer-reviewed scientific journals by 2020, and 20 per year after that.

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

Targets:

a) 50 percent of energy policies by 2020 and 100 percent by 2030 will be gender-sensitive; and
b) 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to 100 percent in 2030.

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

Targets:

a) At least 25 percent women in the public sector energy technical workforce by 2025 and an equal (50-50) gender balance by 2030.

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

Targets:

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

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

Targets:

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

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

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

1.5 Strategy

Ghana's energy sector policies and plans, such as for example, the draft National Energy Policy and the Renewable Energy Masterplan have gender sections that briefly provide information on issues of gender in energy access and energy infrastructural development. However, these policies and plans, while alluding to the different challenges relating to gender in energy access, do not provide detailed actions and targets to mainstream gender into their implementation. The development of this NAP to mainstream gender into energy access is therefore timely, as it provides actions, targets and strategies to support the implementation of these policies and plans in a manner that is gender sensitive.

The strategy proposed is hinged on and couched from the ECOWAS policy for mainstreaming gender in energy access and the ECOWAS directive on gender assessment in energy projects. The Ministry of Energy, as the overall energy policy formulation body will play an oversight role and ensure that its activities, as well as activities of sector agencies under its portfolio, i.e. Energy Commission, National Petroleum Authority, Petroleum Commission, and Public Utilities, will have gender mainstreamed into the implementation of their activities. It is envisaged that the Ministry of Energy will ensure a validation of the NAP, working in tandem with the Office of the Presidential Adviser, Gender and Development. Following approval of the NAP, Ghana's strategy will begin with a sensitisation of staff at the Ministry of Energy and sector agencies. The sensitisation process will culminate in the creation of Gender Focal Unit (GFU) at the Ministry of Energy, which will work with gender representatives at the energy agencies and public utilities. The GFU will work with relevant institutions to create awareness among the entire citizenry of the energy and gender nexus, which would lead to addressing cultural and traditional barriers, and lead the way towards ensuring a higher female participation in the energy sector. In addition to awareness creation, Ghana would work towards increasing female enrolment in education generally, and in particular, encourage more females to take up Science, Technology, Engineering and Mathematics (STEM) programmes, to prepare them towards taking up technical positions in the energy sector and other sectors of the economy. Internship programmes for female STEM students currently being implemented by the Millennium Development Authority (MiDA) in collaboration with the energy sector agencies would be sustained and strengthened, beyond the Ghana Compact II. There appears to be a strong desire on the part of leading women in Ghana's energy sector, with the impending formation of a civil society organisation called 'Women in Energy (WiE)'. Support from the Ministry of Energy for the formation of WiE would strengthen its resolve to tackle the gender issue in energy access. WiE should be able to provide that push and assistance, as well as bring new ideas to encourage the implementation of this strategy.

1.6 Overview of actions

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

- Sensitisation of staff of Ministry of Energy and sector agencies on gender dimensions in the energy sector;
- Creation of Gender Focal Unit at the Ministry of Energy, under the office of the Chief Director, with clearly defined roles and resources;
- Awareness creation initiatives aimed at addressing cultural beliefs and practices hindering gender equality in energy technical fields;
- Mainstreaming gender in all energy projects;
- Increasing female access to STEM education and skills training using instruments such as preferential admission processes and quota scholarships for female applicants;
- Increasing internship opportunities for females studying STEM programmes;
- Building capacity of, and showcasing women-led business; and
- Creating gender-sensitive financing mechanisms for energy projects.

Most of these actions are expected to be implemented between 2020 and 2024, a five-year period. Thereafter, the actions will be reviewed in 2025 and new targets proposed up to 2030. The implementation of these actions will cost an estimated EUR 1,000,000 in the first five years, between January 2021 and December 2025.

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

- Number of staff in the Ministry of Energy and sector agencies to be sensitised on gender issues;
- The creation of GFUs;
- Percentage of energy projects with gender dimensions;
- Percentage of women on public boards and commissions;
- Percentage of females enrolled in STEM courses in tertiary institutions;
- Percentage of scholarships reserved for females; and
- Number of interns hosted annually at Ministry of Energy and sector agencies in the country.

The key actors in the implementation of these actions include the Ministry of Energy, sector agencies and utilities, Ministry of Gender, Children and Social protection, Environmental Protection Agency, tertiary institution admission boards, and scholarships secretariats.

1.7 Methodology

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

- ECOWAS Policy for Gender Mainstreaming in Energy Access
- ECOWAS Directive on Gender Assessments in Energy Projects

- Ghana National Gender Policy
- 2010 Gender Assessment of the Ghana Energy Sector
- Draft Ghana National Energy Policy
- Ghana Renewable Energy Masterplan
- Census reports from the Ghana Statistical Service
- Recent reports of the Ghana Living Standards Survey
- Ghana's Education Strategy Plan

As part of the baseline analysis, a number of stakeholders who have a role to play in defining priorities and achieving the different objectives set in the ECOWAS Policy were identified. A list of these stakeholders is provided at the end of this NAP. These stakeholders were consulted and interviewed to validate the baseline, as well as seek their perception and opinion on the NAP and some of the key actions that are relevant for the Ghana context. The ECREEE National Gender Focal Person assisted in contacting the stakeholders and participated in the interviews. Interview questions were prepared to serve as a guide, and interviews were conducted at the offices of stakeholders. Drawing from the menu of activities proposed in the ECOWAS Policy, the GFU, and in consultation with the relevant stakeholders, specific set of activities have been defined to meet targets at the national level.

2. BASELINE ANALYSIS

Gender issues have been an important element to the Government of Ghana for decades. Ghana's 1992 Constitution of the Fourth Republic prohibits discrimination on the basis of gender. According to Ghana's National Gender Policy (Ministry of Gender, Children and Social Protection, 2015), several policies, development plans and poverty reduction strategies promote gender equality and women empowerment, though not necessarily targeted at the energy sector. Notable development plans and frameworks that address these issues include National Medium term Development Plans; an Affirmative Action Policy of 1998 that provides for a 40 percent quota of women's representation on all government and Public Boards, Commissions, Councils, Committees and official bodies, including Cabinet and the Council of State; and a Ministry of Food and Agriculture Gender and Agricultural Development Strategy developed in 2001 to support gender mainstreaming into agriculture. Others include a policy on handling gender equality issues in the health care system, developed by the Ministry of Health in 2009. There are other gender policies for adolescent reproductive health, cancer control, and education. Also, all political party manifestos include issues of gender.

In 2015, the ECOWAS Policy on mainstreaming gender in energy access was developed, with a set of objectives and targets that member states are expected to achieve. In this section, a baseline analysis of the objectives of the ECWOAS policy is presented for Ghana. For each objective, the targets in the policy document are outlined, followed by a baseline analysis of the Ghana situation, and ends with key stakeholders who may help address issues.

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

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

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

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

(iii) At least 50 new scientific articles about gender and energy in West Africa published in peer-reviewed scientific journals by 2020, and 20 per year after that.

(b) **Baseline analysis**

Since the publication of the ECOWAS policy for mainstreaming gender into energy access in 2015, there is no readily available data on the proportion of energy sector government employees who have received training on energy and gender related issues. Staff of the Ministry of Energy were sensitized on gender and energy during the Gender Assessment of the Ghana Energy Sector in 2010 (Mensah, 2010). At the regional level, ECOWAS, ECREEE and their partners have organised workshops and training programmes aimed at promoting the understanding of gender mainstreaming. These workshops have targeted government agencies and CSOs. There are no reported regular

public awareness campaigns on energy and gender related issues from the public agencies.

Some awareness creation has taken place in isolated cases, but not in a coordinated manner. Gender awareness programmes have been promoted by the Ministry of Gender, Children and Social Protection, though not necessarily targeted at the energy sector. The gender ministry has advocated for curriculum development in Ghanaian schools in general to be gender sensitive. Counsellors are now being attached to schools to help teachers and students better understand and appreciate gender issues. In addition, the gender ministry conducts general gender training for all sectors of the economy. There are also isolated cases of public awareness campaigns tied to specific projects implemented by the private sector and Civil Society Organisations (CSOs) in specific communities. The Ghana Alliance for Clean Cookstoves and its partners have conducted awareness creation as part of stove dissemination programmes, using peer educators. While local universities have not reported any direct involvement in the gender-energy analysis, many of the universities indirectly contribute by promoting the study of STEM programmes among women[1].

There is also no data available on what percentage of the Ghanaian population has been exposed to some form of public service announcement on energy and gender related issues. However, energy related issues are discussed by various media as and when specific issues arise, including on gender. No peer-reviewed scientific article on energy and gender issues in Ghana has been sighted to have been published since 2015. The only major report available that is not of ECOWAS and ECREEE origin, is the Social and Gender Integration Plan by the Millennium Development Authority of the Ghana Power Compact (Millennium Development Authority, 2017). There are other documents that mention or discuss energy and gender issues in Ghana (e.g. ENERGIA, 2019), as well as online articles.

There is currently no gender disaggregated published data on energy usage and production; and the provision of energy services. Published energy statistics from the Ghana Energy Commission is independent of gender (Energy Commission, 2019b). Energy data published by the Ghana Statistical Service on energy usage does not present disaggregated data based on gender, even though the metadata from the surveys has disaggregated data.

The gender-energy nexus is recognized in two recent energy policy and planning documents: the draft 2019 Energy Policy (unpublished) and the Renewable Energy Masterplan Plan (Energy Commission, 2019c), though an independent assessment of the depth of recognition has not been conducted yet. It is however not explicitly recognized in other notable documents such as the 2019 Electricity Supply Plan (Energy Commission, 2019a) and the Energy Demand and Supply Outlook for Ghana

[1] For example, Women in Science, Technology, Engineering and Mathematics (WISTEM) Ghana Chapter has collaborated with the Kwame Nkrumah University of Science and Technology (KNUST), as well as the University of Ghana and other universities to organize outreach programmes for females in Senior High Schools in the country. KNUST also organized a conference on Gender mainstreaming in higher education and research in December 2019, for management and lecturers of universities in Ghana, with funding from the Norwegian Government.

(Energy Commission, 2018). The Renewable Energy Act 2011 (Act 832) is also gender neutral (Parliament of the Republic of Ghana, 2011).

There has not been a deliberate effort, especially on the part of public agencies, to implement any of the proposed activities in Objective 1 of the ECOWAS policy. Three of the proposed activities are most relevant for Ghana. These are to

- Conduct gender assessment/gender audit of the energy sector;
- Sensitise energy ministry staff on gender; and
- Conduct public awareness campaigns.

It is important that the 2010 gender assessment is updated, and new information used in energy policy planning, as well as the conduct of awareness campaigns. Ultimately, it is the gender focal unit and public affairs units of the public sector energy agencies that will coordinate any national awareness campaign, and it is imperative that they are well sensitised and given the needed training to lead the process.

(c) **Key stakeholders**

- Ministry of Energy
- Energy Commission
- National Petroleum Authority
- Petroleum Commission
- Public Utility Regulatory Commission
- Millennium Development Authority
- Ministry of Gender, Children and Social Protection
- Research Institutes and Universities
- Ghana Statistical Services
- Civil Society Organisations/Private Sector
- Development partners: e.g. World Bank, UNDP

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

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

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

(ii) 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation by 2020, rising to 100 percent in 2030.

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

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

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

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

(iv) Encourage the development of harmonised policy, legal, regulatory frameworks and operational strategies in each Member State and for ECOWAS institutions that are consistent with the principles of the Directive.

(c) **Baseline analysis**

Ghana's Renewable Energy Act, 2011 (Act 832), which is an Act of Parliament for the promotion of renewable energy in the country, is gender neutral. However, the draft National Energy Policy of 2019 as well as the newly published Renewable Energy Masterplan have sections exclusive on gender and other cross-cutting issues. Though an independent gender audit has not been conducted of these two important government documents, the gender sections of these documents clearly recognise the gender challenge in energy access and have provisions to mainstream gender issues into energy access.

In the draft National Energy Policy of 2019, gender-energy related considerations are highlighted under cross-cutting areas of interest to policy. The document concedes that there are no current practices in mainstreaming gender in energy policies, programmes, planning and initiatives within the country. The goal is therefore, to create an energy value chain which is secure, safe, environmentally friendly and gender responsive. It specifically seeks to ensure the security of energy infrastructure along the value chain recognising the special needs of gender, youth and persons with disabilities. It also seeks to mainstream gender, youth and persons with disabilities in the energy sector and make efficient energy accessible and affordable to the entire population. The key issues the policy seeks to address include:

- The limited involvement of women, youth, and persons with disabilities in the planning, management, and delivery of energy services;

- The predominance of women and children involved in the collection and use of wood-fuel, which puts them in a disadvantaged position, in terms of economic opportunities and exposes them to increased health risks; and
- The need to improve clean energy accessibility to women, youth and persons with disabilities in the country

The Ghana Oil and Gas for Inclusive Growth (GOGIG) has developed a social inclusion framework to guide designs of projects and also ensure that, at least for their funded programmes, there are female speakers and participants, as well as the involvement of females in decision-making processes. The United Nations Development Programme (UNDP), as part of its Nationally Determined Contributions (NDC) Support Programme, has assisted the preparation of a draft gender analysis of Ghana's NDC to inform the integration of gender considerations in the NDC planning and implementation processes (UNDP, 2019). UNDP has currently advertised for a consultant to conduct a gender audit of the draft National Energy Policy.

The Ministry of Gender, Children and social Protection created gender desks in all Government Ministries in the past, but perceptions about gender issues has not made the scheme very successful, and many of these desks have been abandoned. The Ministry of Energy had a gender focal unit in the past, but not anymore. The public sector energy agencies have no gender desks either.

The following activities from the ECOWAS Policy would be most relevant to Ghana:

- Establish a Gender Focal Unit at the Ministry of Energy with clearly defined roles and resource allocations in line with its function. The Chief Director should have direct oversight over the Gender Focal Unit.
- Sensitise developers of energy policy and planning documents on gender issues in the different aspects on energy access, including rural electricity provision, productive uses of energy, access to clean cookstoves and cooking fuels, etc.
- Include gender dimension in procurement announcements and terms of references with implementing partners
- Develop gender assessment methodology for energy infrastructural development. This methodology should encourage equal participation of men and women in public consultations during project planning.

(d) **Baseline analysis for the Directive**

Expansion of energy infrastructure, as well as replacement of obsolete infrastructure is expected to continue in Ghana in the short to medium term. This is especially so in the upstream petroleum sector and the electricity transmission and distribution sub-sectors. In the petroleum upstream sector, Ghana continues to engage international partners and companies to explore and develop new wells in the Atlantic Ocean. The construction of new electricity generation plants may slow down though, due to the current overcapacity in the generation sector. As at the end of 2018, electricity generation capacity stands at 4888 MW, with a dependable capacity of 4472 MW. This compares to peak electricity demand of a maximum 2700 MW, leaving a surplus capacity of over 1500 MW. In view of this, the Energy Commission has placed a moratorium on the issuance of licence for grid-connected solar PV and wind power plants. Notwithstanding this, Ghana's Renewable Energy Master Plan is targeting the

development of several renewable energy projects, both electricity and non-electricity, by 2030.

Three key public energy agencies are responsible for granting licences or permits for various energy projects in the country. These are the Energy Commission (EC), National Petroleum Authority (NPA), and the Petroleum Commission (PC). The EC is responsible for licensing operators in the electricity generation, transmission and distribution sectors, as well as natural gas operators. These include conventional and renewable energy power plants, construction and operation of transmission and distribution systems, biofuel projects, charcoal export businesses and solar installation and maintenance licences. The NPA is responsible for licensing operators in the downstream petroleum sector such as petrol, diesel and Liquefied Petroleum Gas (LPG) retailers, whiles the PC licenses operators in the upstream petroleum sector. By their nature, the licencing procedures for all these activities are gender neutral.

However, as part of the requirements for issuing license to energy infrastructural projects, environmental permits are issued by the Environmental Protection Agency (EPA). It is clearly spelt out in the EPA's vision that the Agency considers social and equity issues in all its dealings. One of the ways the EPA ensures social inclusion is through public participation in the decision-making process, notably within communities that are directly affected by the project. Although the EPA does not consciously discriminate against any colour, race, national origin, sexual orientation and income during these processes, it usually relies on leadership of youth groups, women groups, among others, ensuring that vulnerable groups are able to participate. None of EPA's current registration forms across all sectors, has questions relating to gender and marginalised groups, but that is about to change.

As part of the process towards implementing Ghana's Nationally Determined Contributions (NDCs) and the ECOWAS gender directive, the EPA is updating Environmental Impact Assessment (EIA) documents to highlight gender assessments. The EPA expects to complete the process by 2020, though the assessment methodology for the assessments is yet to be developed. The EPA does not anticipate a change of the EIA law, rather, gender assessment will be highlighted in the application documents, so that it is given emphasis in the assessments.

The EPA, as a designated independent authority, has the track record and capacity to monitor and enforce existing laws and regulations related to environmental & social impact assessments, but may need further capacity development in gender assessments. For their current operations, there is adequate logistics, manpower and support of the country's law to do this. The EPA has regional and district offices that monitor and enforce laws at the district levels.

(e) **Key stakeholders**

- Ministry of Energy
- Energy Commission
- National Petroleum Authority
- Petroleum Commission
- Public Utility Regulatory Commission

- Millennium Development Authority
- Ministry of Gender, Children and Social Protection
- Research Institutes and Universities
- Ghana Statistical Services
- Civil Society Organisations/Private Sector
- Environmental Protection Agency
- Nationally Determined Contribution (NDC) Secretariat
- Energy utilities
- Development partners: e.g. World Bank, UNDP
- Local legal experts
- ECREEE Gender Focal Person

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

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

(i) At least 25 percent women in the public sector energy technical workforce by 2025 and an equal (50-50) gender balance by 2030.

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

According to the 2010 Gender Assessment of the Ghana Energy Sector report (Mensah, 2010), women in the public sector energy workforce constituted up to 30 percent of the workforce, though only 13 percent of management positions were occupied by women. Two out of the fifteen management positions within the Ministry of Energy in particular were occupied by women. It must be noted though that the 2010 assessment preceded the ECOWAS policy. Since the policy was approved in 2015, there has not been any new assessment.

Boards and Commissioners of Energy Sector Agencies are dominated by men, but the summary representation of women is close to meeting the ECOWAS target for 2020. The Acts establishing the National Petroleum Authority (NPA) and the Petroleum Commission (PC) state that 'at least one woman' should be on the boards. The Energy Commission (EC) and Public Utility Regulatory Commission (PURC) Boards do not have such provisions. The male female ratio in the four main agencies are as follows: Energy Commission 5:2, National Petroleum Authority 6:2, Petroleum Commission 5:1 and Public Utility Regulatory Commission 7:2. In summary, there is total 80 percent male to 20 percent female in the boards/commissioners of the energy sector agencies. The majority of the women on such boards have backgrounds in the humanities, including banking and finance, management, and law.

With regards to boards of public electricity generation, transmission and distribution companies, the Volta River Authority and Bui Power Authority, the two public sector

electricity generation companies have 6:2 and 6:1 male female ratio respectively. The transmissions systems company, GRIDCO has male female ratio of 7:2. The Board of the largest distribution utility, Power Distribution Services, has no female. All the agencies have antiharassment policies, but there are no specific career advancement programmes exclusively for women. There is fair competition for available opportunities in career advancement.

Enrolment of females in STEM programmes is lower than males, especially in the engineering programmes. Data from the Kwame Nkrumah University of Science and Technology has the following enrolment percentages for males and females: Engineering (all programmes) 84:16, Physical and Computational Sciences 64:36. Data from other universities in the country is not readily available. According to the Ministry of Gender, Children and Social Protection (MGCSP), there are project-based STEM support programmes for females, but these are time-bound projects and not sustained programmes. Similar to what pertains at the MGCSP, there are isolated projects in some universities that emphasise gender aspects. For example, the Kwame Nkrumah University of Science and Technology is implementing a joint Renewable Energy Capacity Building project with the Norwegian University of Science and Technology and the Norwegian University of Life Sciences, with funding from the Norwegian Government. The project has overarching gender goals and has offered scholarships to women to offer master's degree in Renewable Energy Technologies, as well as deliberately reserved some fully funded PhD positions exclusively for women.

While there are many scholarship opportunities for Ghanaians to study STEM programmes in many countries, these are often not reserved exclusively for women. Ghana's scholarship secretariat does not advertise any specific scholarship programme targeted at women, though some of the scholarships encourage women to apply. Scholarships from the Ghana National Petroleum Corporation gives preference to STEM courses and physically challenged people, but none exclusively for women.

The Gender and Social Inclusion Unit of the Millennium Development Authority (MiDA) in Ghana began a mentorship programme in 2019 that placed 200 young women pursuing STEM courses from 30 tertiary educational institutions with energy sector institutions to gain practical experience. The interns are assigned supervisors in the respective organisations for two to three months and taken through routine workplace ethics and responsibilities. The initiative, known as the Ghana Power Compact Internship and Mentoring Programme, is being implemented by MiDA, with funding from the Millennium Challenge Corporation under the Modernising Utility Operations of the Ghana Power Compact II. The beneficiaries are placed in 22 energy firms and mentoring institutions in the public and private sectors, including the Energy Commission, Power Distribution Services of Ghana, Volta River Authority, Ghana National Petroleum Corporation, Ghana Standards Authority, Sunon Asogli, Tropical Cable, Enclave Power, Ghana National Gas Company and Bulk Oil Storage and Transp. Co. Ltd. Beneficiaries are given stipends and group insurance cover to safeguard their safety at the workplace. While this is laudable, sustainability is very important.

The Petroleum Commission leads a programme dubbed the Accelerated Oil and Gas Capacity (AOGC) programme in Ghana, which is intended to enhance the capacity of Ghanaians to enable them work in the oil and Gas sector. The programme aims to train individuals in various technical and vocational areas, build the capacity of educational institutions to be able to train students and provide internationally recognized training

certificates, provide business and management training for SMEs, and to ensure the continuous professional development of employees of various public institutions connected to the oil and gas industry over a 5-year period. AOGC has as one of its five objectives, 'to encourage women's participation'.

There are several other vocational training programmes, though not many are energy sector specific. One notable energy related vocational training programme targeting females is hosted by Anomena ventures, where women are trained in the design and fabrication of improved cookstoves.

Currently, the principal factor affecting the choice of educational field is individual interests, which has placed a strain on the balance in male female participation in STEM education. Other factors include the thought that STEM related courses are difficult for females; assumption that the field work involved in STEM courses is too risky for women; belief that women in STEM fields are too career-oriented and do not have time to take care of the family; and lack of widespread career and guidance counselling at the basic level to direct young females on the right path. There are also inadequate female role-models to look up to in the STEM field.

There are currently no recognizable institutional barriers to women in terms of hiring, retention, promotion and career advancement in the public sector, though it is an open secret that most private sector firms may not be keen on hiring women for certain technical jobs because women may go on frequent maternity leaves. In the public sector, current institutional barriers are independent of gender, and includes, for example, political affiliations. All the proposed activities in the ECOWAS Policy are relevant to Ghana.

The following proposed activities in the ECOWAS Policy are relevant for Ghana.

- Conduct awareness campaigns on energy-related studies for women by making them more socially relevant.
- Create exclusive scholarships for women pursuing studies in STEM fields.
- Encourage female application for open technical positions.
- Institutionalise internship programmes in the Energy Ministry and related government agencies for women pursuing STEM studies

(c) **Key stakeholders**

- Ministry of Energy
- Energy Commission
- National Petroleum Authority
- Petroleum Commission
- Public Utility Regulatory Commission
- Millennium Development Authority
- Ministry of Gender, Children and Social Protection

- Research Institutes and Universities
- Civil Society Organisations/Private Sector
- Environmental Protection Agency
- Energy utilities
- Development partners: e.g. World Bank, UNDP
- ECREEE Gender Focal Person

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

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

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

(b) **Baseline analysis**

Ghana has Local Content and Local Participation (LCLP) Regulations for both the petroleum industry and the electricity supply industry. These regulations spell out quotas for local industries to participate in the country's energy sector. Principally, they seek to, among other things, give first consideration to Ghanaian independent operators in the award of oil blocks, oil field license and electricity projects in the award of contract; and improve the promotion and maximization of value addition and job creation through the use of local expertise, goods and services in the petroleum and electricity supply industries. Both local content regulations are gender neutral. A 2019 baseline study by the Secretariat of the Local Content and Local Participation for Electricity Supply indicates that out of over 9,800 surveyed employees among 60 companies in the electricity suppliers, manufacturers and service providers sector, only 2.6 percent were female, many of which were in non-technical roles.[2] The secretariat hopes to address the female deficit by facilitating the introduction of a concept called 'Women Engineers in Energy Trainee (WEET)' Programme. The WEET programme would have four main channels as follows:

- Mentorship of females using female engineers;
- Provision of networking opportunities;
- Internship programmes – companies will be requested to take women engineers on funded internships; and
- Job placements for female engineers.

The proposed activities in the ECOWAS Policy which have been actively implemented by various energy related institutions, especially CSOs, include the advertisement of business opportunities in the energy sector with a particular target on women and the creation of limited gender-sensitive financing mechanisms. Many of the activities have

[2] Unpublished Baseline study for the effective implementation of the Local Content and Local Participation (Electricity Supply Industry) Regulations

been in the informal energy sector, such as the promotion of improved cookstoves for household and productive purposes. However, efforts at profiling and showcasing energy businesses led by women; capacity building for existing women entrepreneurs on energy businesses/technologies and energy finance; and the promotion of vocational training in the formal energy sector is very limited. The gender ministry often supports women's businesses generally, without targeting any particular sector. An award scheme for women businesses was held in the past. All the proposed activities in the ECOWAS policy are therefore relevant to Ghana.

Barriers to the entry and growth in private sector energy ventures is shared by both men and women. They include level of education, past working experience and relevant expertise in the venture, assets and access to finance, professional networks, bureaucracy and regulation-related concerns.

(c) **Key stakeholders**

- Ministry of Energy
- Millennium Development Authority
- Ministry of Gender, Children and Social Protection
- Research Institutes and Universities
- Civil Society Organisations/Private Sector
- Development partners: e.g. World Bank, UNDP
- ECREEE Gender Focal Person
- Local Content and Local Participation Secretariat

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

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

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

(b) **Baseline analysis**

The office currently performing the duties of the Gender Focal Unit (GFU) has capacity in the monitoring and reporting of energy projects generally. Based on that experience, the GFU find it feasible to complete the monitoring and reporting framework on an annual basis, with the necessary budgetary and resource allocation. Thus far, there hasn't been any deliberate attempt yet to monitor gender activities. Monitoring activities would be done as part of the implementation of the National Action Plan.

(c) **Key stakeholders**

- Ministry of Energy
- Energy Commission

- Development partners: e.g. World Bank, UNDP
- Gender Focal Unit

3. DEFINITION OF NATIONAL STRATEGIC OBJECTIVES

3.1 Proposed targets

Indeed, some of the targets are achievable within the dates stated in the policy, whereas others may not be achieved. Stakeholders are of the general opinion that some of the targets are too ambitious and should be revised downwards and preceded with the phrase 'at least'. The following targets are proposed for Ghana, in line with the ECOWAS policy objectives and stakeholder consultation, with details outlined in the implementation strategy in Section 4.

Proposed targets for strategic objective 1

- At least 80 percent of energy sector government employees will have received some relevant training by 2022;
- At least 50 percent of citizens will be exposed to some form of relevant public service announcement by 2025 growing to 80 percent by 2030; and
- At least 3 new scientific articles about gender and energy in Ghana published in peer-reviewed scientific journals by 2022.

Proposed targets for strategic objective 2

- At least 50 percent of energy policies by 2022 and 100 percent by 2030 will be gender sensitive;
- At least 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation from 2021, rising to 100 percent in 2030.

Proposed targets for strategic objective 3

- At least 25 percent women in the public sector energy technical workforce by 2025, rising to at least 40 percent by 2030.

Proposed targets for strategic objective 4

- At least 25 percent women participation in energy-related fields in the private sector by 2025

Proposed targets for strategic objective 5

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

3.2 Proposed activities

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

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

- Official recognition of gender and energy considerations;
- Update of the 2010 gender assessment of the energy sector;
- Widespread awareness and training on gender issues among non-state actors including the private sector, international financial institutions, civil society and the general public. Awareness would also aim at addressing negative cultural beliefs and practices about gender; and
- Promotion of increased scientific understanding.

Widespread understanding and training on gender and energy considerations – which is largely absent – is a prerequisite for achieving all subsequent policy objectives and thus forms the first strategic axis of intervention.

First, there must be official recognition of the importance of gender and energy concerns. This is a necessity in the entire energy sector, but especially so in the cooking sub-sector, where majority of women are exposed to the negative impacts of biomass use, especially in rural communities. Gender concerns are already recognised in several sectors, though there is very little activity in the energy sector. Those in leadership need the awareness and appreciation of gender and the skills to analyse gender dimensions of the sector. Their understanding, appreciation and commitment to lead the sector from a gender sensitive perspective will influence the choice and decisions they make, both in written and unwritten policies.

Second, an update of the 2010 gender assessment / gender audit of the energy sector is necessary and important to get a sense of the present situation and what needs to be done in order to move the nation towards achieving the set targets.

Thirdly, to effect behavioural change and awareness, new perceptions must take root among the general population. Women and men, the private sector, international financial institutions, communities, traditional and religious leaders and civil society must be aware of the true costs, benefits, and implications of their energy decisions and options. One of the major focus areas for awareness creation should be the issues of entrenched cultural beliefs and practices that limits women to certain activities. Men must also be sensitized enough to embrace the gender concept in energy. In many situations, when men are well sensitized, it makes it easier to convince their partners. The participation of local government is key in the awareness campaign, as they are the most decentralized government units.

Lastly, more scientific inquiry must be directed to gender and energy issues. These include, for example, the public health implications of cooking with solid biomass and the gender differentiated impacts of electrification, which should have a higher priority on the research agenda. While national energy data is collected on disaggregated basis, it is often published without gender considerations. The Ghana Living Standards Survey (which is conducted every 5 to 7 years) disaggregates household heads by gender, but does not publish energy data by gender. This limits the ways in which gender can be considered in formulating energy policy. Energy data, where applicable, must be published based on gender, appropriate for the particular sub-sector. Metadata from government surveys should be made readily available to research institutions for further analyses and publications in peer-reviewed journals. Government must insist that all research it funds in the energy sector should have gender themes associated with them.

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

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

- Establish Gender Focal Unit (GFU) at the Ministry of Energy, under the office of the Chief Director;
- Sensitisation and training of developers of energy policy and planning documents on gender issues;
- Inclusion of gender dimension in procurement announcements and terms of reference for energy projects in the country; and
- Development of a gender assessment methodology for energy infrastructural projects, to guide gender assessments that are currently been highlighted in the EIA process.

Gender mainstreaming within the Ministry of Energy will involve everything from incorporating gender concerns into everyday procurement decisions all the way to making sure high-level budget allocations adequately reflect the priorities of both men and women. To achieve this effectively, GFU must be created in the Ministry of Energy and the sector agencies and given well-defined functions and corresponding resources to operate. The GFU should assisted by gender representatives at each of the energy agencies and public utilities under the Ministry of Energy (See organisational structure in Annex 1). The functions of the GFU should include educating their colleagues and encouraging the adoption of gender sensitive practices. To sustain the GFUs and create a succession plan, two to three staff in the Ministry of Energy and each of the sector agencies must be given further gender training beyond the sensitization of the entire staff, so that they are able to deputise for the GFU when needed, or available to take over at short notice when a vacancy is created, for any reason. This is also important for institutional memory.

To further this strategic objective, more data and more detailed gender analyses are required. This involves, at the very least, gender disaggregated data about energy contractors/suppliers, customers, and programme beneficiaries. These data and analyses require specialized technical competencies generally provided by the GFUs.

For gender considerations to be adequately addressed in policy formulation, initial assessments undertaken to inform the policies, programmes and initiatives should have a gender specific focus and a gender strategy. The lead persons for these policies, programmes and initiatives should be people with appreciation for gender and the skills to handle gender issues, which means they also need special training on gender. Beyond the lead person, the committees, teams, or taskforces that draft and execute the policies and programmes must be gender balanced.

Gender focused provisions should be required as part of evaluation and agreements for implementation of large energy investments and infrastructure. To achieve this effectively, a gender assessment methodology must be developed for energy infrastructural project development. The assessment methodology must encourage

equal participation of men and women in public consultations and public hearing during project planning.

A list of organisations, both local and international, that provide gender training is provided in Annex 2.

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

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

- Education and training for women in STEM fields;
- Creating incentives (monetary and programmatic) to increase the number of women pursuing energy-related careers; and
- Increasing internship opportunities for women in technical positions in the energy sector, to encourage more women to join the sector.

Implementing this strategic objective should start at the Office of the President, through a conscious effort to implement Ghana's affirmative action policy, requiring that 40 percent of boards and commissions in the sector are women. A higher women representation on these boards is a first step towards demystifying such roles as 'men only' roles and encouraging women to pursue careers in such fields. The implementation of the affirmative action could lead to decisions from these boards and commissions becoming more gender sensitive, which would open up more opportunities for minority groups to participate in these fields. Women in Ghana must transition from the position of customer service provision to technical fields in the energy industry.

To increase supply of women labour for technical jobs in the energy sector, the foremost priority is to strive to increase female enrolment, academic achievement, and graduation from STEM fields at the secondary and tertiary levels. For the first five years, this could be achieved by reducing qualification grade points for women interested in STEM subjects by up to two. For example, a STEM subject requiring a cut-off grade of six for males, could have the cut-off grade extend to eight for women. Some tertiary institutions are already doing this (or have done so in the past), and it should be easier to implement across the country, as an affirmative policy action. In addition to this, national scholarships must have quotas reserved for only female applicants for the next five years or so. This is supported by Ghana's Education Strategy Plan (Ministry of Education, 2018) which among other things, aims to 'institute national policy guidelines for affirmative action in admission and funding assistance for disadvantaged groups, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations'. If many women are encouraged to enrol in and graduate from STEM programmes, they can press for representation of women in technical fields, including the energy sector.

Gender targeted recruitment, internship and mentorship programmes could help achieve a representative balance of men and women over time and widen the candidate selection pool. Programmes such as those being implemented by MiDA, should be encouraged and promoted to demystify STEM programmes and make females enjoy

engaging themselves in such activities. Professional development must also be promoted to strengthen and retain the pipeline of women in the workforce from entry level upwards.

In all of these, sight must not be lost of the fact that women may give birth at some point in their lives and require some flexibility in their working hours. In view of this, when possible, women must be given flexi-hours to work in technical fields, especially those in birth giving range. They should be given task-based assignments and allowed to work at their own pace and venue, when necessary. Meetings, for example, could be web based during such periods, rather than require their physical presence.

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

Ghana should aim to increase energy sector workforce participation of women, and the promotion of women-led businesses by:

- Improving opportunities for women-led businesses in the Local Content and Local Participation (LCLP) Regulations;
- Promoting capacity building for women-led businesses through the establishment and support of programmes that offer relevant technical/vocational training, entrepreneurship/management training, and gender-aware finance;
- Advertising and promoting business, employment, and contract opportunities for women in the energy sector; and
- Showcasing energy businesses led by women during energy fairs.

First, Ghana's LCLP Regulation for the electricity supply industry states in Article 34(3) with regards to procurement, that 'where the total value of the bid of an indigenous Ghanaian company exceeds the lowest evaluated bid by not more than ***ten percent***, the service provider shall award the contract to the indigenous Ghanaian company' (Parliament of the Republic of Ghana, 2017). It is proposed that for women-led Ghanaian energy businesses involved in such bids, the difference should be increased from ***ten*** to ***fifteen percent***.

Second, Ghana's LCLP Secretariats for the energy sector should implement programmes that will level the playing field for knowledge, skills and capital, overcoming historic gender disadvantages in the field of business. This includes expanded technical/vocational training and entrepreneurship/business management training in the energy sector targeted at women. In addition, gender topics should be incorporated into traditional training programmes so that women and men both gain a fuller appreciation of the spectrum of their responsibilities to customers and employees. Gender inclusive finance programmes should be instituted to overcome systemic gender discrepancies and make it easy for women to start a business.

The Ghana Oil and Gas for Inclusive Growth (GOGIG) is currently implementing a project to enhance gender perspectives in the energy sector which includes the set-up of the Women in Energy (WiE) Ghana to transition into a viable network for advancing gender diversity, women's participation and leadership in the energy sector. The set-up

and growth of WiE must be given full support by the Ministry of Energy as they could play a pivotal role in the energy and gender dynamics in the energy sector.

Through the LCLP Secretariats and WiE, among other agencies, Ghana should support initiatives that increase the visibility and skillsets of women business leaders in the sector to strengthen identification and involvement of women. There is the need for a conscious effort to map out contract management, tendering, procurement processes and financing to identify gaps and incentives for ensuring opportunities for women owned enterprises/SMEs, direct and indirect employment. This would also require special efforts for information sharing to reach women constituents, as well as reward schemes for companies that make significant commitments and progress in gender integration.

To this end, it is recommended that The Ghana Energy Awards increase the category for women-led energy businesses and energy personalities. Out of the 18 award categories, only two are disaggregated into male and female categories: Energy Personality of the year, as well as the Energy Business Leadership Awards (Ghana Energy Awards, 2019). To further encourage and boost women-led businesses, the disaggregated categories should be increased, to highlight more women successes in the sector. This would be a platform to identify and make women visible and showcase female talent and their contribution to the sector.

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

Ghana recognize the importance of documenting progress in implementing the policy, and therefore would be subject to monitoring plans and reporting procedures set forth in the implementation plan and the indicators presented as part of the monitoring and accountability framework. Time bound targets with indicators have been established along with protocols for collecting and reporting results. The GFU will oversee the monitoring and reporting of the policy.

4. IMPLEMENTATION STRATEGY

In line with the ECOWAS Policy for Mainstreaming Gender in Energy Access, the following implementation strategy for Ghana has been developed to provide guidance with regards to activities, responsible institutions, timelines and budget for a five-year period, from 2020 to 2024. Progress will be evaluated in 2025, and new actions and activities proposed for the second half of the decade, from 2026 to 2030. As conditions in the country evolve and progress is achieved, it is envisioned that additional five-year implementation plans will be developed and agreed to on a continual basis for as long as the policy is in effect.

This implementation plan makes reference to the strategic objectives and institutional actors described in the policy. The Ministry of Energy is the main responsible institution, to be assisted by the ECREEE gender focal person. Other key institutions and implementing organisations include Ministry of Gender, Children and Social Protection (MGCSP); Office of the Presidential Adviser, Gender and Development; Energy Commission; Petroleum Commission; National Petroleum Authority; Ghana Education Service; Scholarship Secretariat; Local Content and Local Participation Secretariats for Electricity and Petroleum Supply Industries; Women in Energy; Anomena Ventures; Tertiary Institutions and Council for Scientific and Industrial Research.

The success in the implementation of the NAP hinges on the mobilization, active commitment and leadership from all these and other supporting institutions across the country and beyond. ECREEE will be the primary institution responsible for providing technical support and oversight for this implementation plan.

Table 1 outlines the implementation strategy for the NAP. It is expected that the document will be taken through a one-year approval process and implementation started in January 2021. However, some of the activities could commence in 2020.

The estimated budget for the period up to 2024 is approximately EUR 1,000,000, including cost for the implementation of the Directive.

Table 1: Implementation Strategy

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (EUR)	Source of Funds	Indicators	Baseline value	Target value by DATE
Objective One								
Update the 2010 gender assessment / gender audit of the energy sector	Ministry of Energy (MoEn)	Energy Commission (EC)	January 2020 to December 2020	30,000	MoEn; EC; Development partners	Complete Assessment Report	20%	100% by December 2020
Sensitise and train staff of Ministry of Energy and sector agencies on gender	MoEn	Ministry of Gender, Children and Social Protection (MGCSP)	January 2021 to June 2022	40,000	MoEn	Number of staff sensitised	-	At least 80% by June 2022
Design and roll out awareness initiatives targeted at addressing cultural beliefs and practices	MoEn; EC	Gender Focal Units and Public Relations Offices of MoEn, EC and MGCSP; Ministry of Local Government	June 2021 to May 2024	10,000 /year	MoEn; EC	Percentage of citizens exposed to announcement	-	At least 50% by 2024
Support scientific research on gender and energy	MoEn	Tertiary Institutions and Council for Scientific and Industrial Research	January 2021 to December 2024	150,000	MoEn; Development Partners	Number of Scientific Publications, Number of Research projects	-	At least 3 scientific articles per year from 2021
Objective Two								
Create a Gender Focal Unit (GFU) at the Ministry of Energy with a clearly defined role and resource allocation in line with its function	MoEn	HR Directorates MoEn; EC	June 2020 to December 2020	20,000 /year	MoEn	GFU Created	0%	100% by December 2020

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (EUR)	Source of Funds	Indicators	Baseline value	Target value by DATE
Include gender dimension in procurement announcements and terms of references with implementing partners	MoEn	MoEn; EC; Petroleum Commission (PC), National Petroleum Authority (NPA)	January 2021 and thereafter	-	-	Percentage of energy procurement announcements with gender dimension	-	At least 80% starting from January 2021
Mainstream gender in all subsequent energy projects	MoEn	MoEn; EC; PC; NPA	June 2021 and thereafter	-	-	Percentage of energy projects with gender dimensions	-	At least 50% from June 2021
Develop gender assessment methodology for energy infrastructural development	EPA	EPA	January 2021 to December 2021	30,000	Development Partners	Developed gender assessment methodology	0%	100% by December 2021
Sensitise and train developers of energy policy and planning documents on gender issues	MoEn	MoEn; EC; Women in Energy; MGCSP	June 2020 to December 2021	30,000	MoEn	Energy Policy Developers Sensitised	-	At least 80% by December 2021
Objective Three								
Implement Ghana's affirmative action policy in the energy sector Boards and Commissions	Office of the Presidential Adviser, Gender and Development	MoEn	January 2021 to December 2024	-	-	Percentage of women on public boards and commissions	20%	At least 40% by December 2024
Increase female access to STEM education and skills training	Ministry of Education (MoEd)	Tertiary institutions	January 2021 to December 2024	-	MoEd	Percentage of females enrolled in STEM courses in tertiary institutions	20%	At least 30% of slots occupied by females by 2024
Reduce qualification grade points for women	MoEd	Tertiary institutions	2021/2022 academic year, for 5 years	-	-	Grade point reduction for women	1 grade point in selected	At least 2 grade point for all STEM

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (EUR)	Source of Funds	Indicators	Baseline value	Target value by DATE
entering STEM programmes							STEM programmes	programmes in all institutions
Reserve a quota of national scholarship from Scholarship secretariat for females in STEM programmes	MoEd	Scholarship Secretariat	August 2021 to December 2025	-	-	Percentage of scholarship reserved for females	0%	At least 30% from the 2021/2022 academic year
Reserve a quota of GNPC scholarships for women enrolled in STEM courses	MoEn	GNPC	August 2021 to December 2025	-	-	Percentage of scholarship reserved for females	0%	At least 30% from the 2021/2022 academic
Institutionalise internship programmes in the Ministry of Energy and related energy agencies for women pursuing STEM studies	MoEn	EC; NPA; PC; PURC; GNPC; Electricity Generation Companies; Transmission Utility; Distribution Utilities, others	January 2020 to December 2024	50,000 / year	MoEn and Implementing agencies (as allowance for interns)	Number of interns hosted	200	At least 500 / year
Encourage female application for open technical positions	MoEn	HR Directorates of MoEn and sector agencies	June 2021 to December 2025	-	-	Number of technical position adverts that encourage female application	Less than 10%	100% by 2025
Objective Four								
Increase local participation preference for women to up to 15% difference in financial costs	MoEn	MoEn; EC; PC; NPA	January 2021 to December 2025	20,000	MoEn	Preference for women businesses increased to 15%	10%	15% from January 2021

Activity	Responsible Institution	Implementing Organization	Start Date and End Date	Budget (EUR)	Source of Funds	Indicators	Baseline value	Target value by DATE
Capacity building for women-led businesses by the LCLP secretariats	MoEn	LCLP Secretariats for Electricity Supply and Petroleum Industries	January 2021 to December 2025	30,000 per year	MoEn; EC; PC; NPA	Number of Capacity Building Projects	0%	10 (2 per year)
Increase the gender categories for energy awards	MoEn; Ghana Energy Awards Secretariat (GEAS)	GEAS	Next available awards	10,000	GEAS	Gender category awards increased to 10	2	10 by 2021
Profile and showcase energy businesses led by women	MoEn	LCLP Secretariats	January 2021 to December 2025	20,000 per year	MoEn; LCLP Secretariats	Number of fairs	0	1 per year for 5 years
Create gender-sensitive financing mechanisms	Ministry of Finance (MoF); MoEn	Selected financial institutions	January 2021 to December 2025	20,000 per year	Development partners; MoF	Number of gender-sensitive financing mechanisms	-	At least 1 large bank and 1 savings and loans company hosting funds
Increase vocational training in energy	MoEn; MoEd	Ghana Education Service	January 2020 to December 2024	50,000 per year	MoF; Development partners	Number of energy related vocational trainings conducted	-	At least 1 training per year

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

5.1 Legal Implementation Steps

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

Background

Energy regulatory authorities or commissions in Ghana have a mandate to issue licenses/ permits to energy infrastructural projects falling within their mandate. The Energy Commission, National Petroleum Authority and Petroleum Commission (subsequently referred to as 'Energy Agencies') have the legal mandate to do this work on behalf of the Government and people of Ghana. The Acts establishing the Energy Agencies grants them the powers to issue licensing and approve the energy infrastructural projects indicated below.

The Energy Commission (with legal backing from ***The Energy Commission Act 1997, Act 541***) is mandated to issues licences /permits to the following projects:

- Wholesale electricity generation (from thermal and renewable sources);
- Electricity transmission;
- Electricity distribution;
- Natural gas;
- Charcoal production; and
- Biofuels production.

The National Petroleum Authority (with legal backing from ***The NPA Act 2005, Act 691***) issues permits for

- Downstream petroleum activities (including, but not limited to: Import, Export, Transportation & Distribution, Refining, Bunkering, Bottling of LPG, Marketing, and Pipeline Construction)

The Petroleum Commission (with legal backing from ***The Petroleum Commission Act 2011, Act 821***) issues permits for

- Upstream petroleum activities

The key ingredients in the application forms for these projects include inter alia, technical details such as:

- Right to project location and location suitability for project
- Business registration and competency
- Feasibility report
- Technology type
- Plant design and specifications
- Project implementation plan

- Power Purchase Agreement and feed-in-tariff (in the case of electricity projects
- Local Content and Local Participation requirements
- Environmental permits

By their nature, none of the forms designed by the Energy Agencies for License Application require information on gender. One principal obligation that is common to licensing application of all energy infrastructural projects, and where stakeholders agree a gender assessment could be included, is an Environmental Permit. The Environmental Permit is issued by the Environmental Protection Agency (EPA), and is guided by the Environmental Assessment Regulations, 1999 (LI 1652).

Per Ghana's Environmental Assessment Regulations, 1999 (LI 1652), the EPA uses a three-stage approach when issuing an environmental permit to an infrastructural project as follows:

1. Registration
2. Preliminary Environmental Assessment (PEA)
3. Environmental Impact Assessment (EIA)

The EPA require an applicant to submit a Registration application and supporting information it considers necessary for the initial assessment of the environmental impact of the undertaking. The Agency shall on receipt of a Registration application and any other relevant information required, as an initial assessment, screen the application taking into consideration:

a) the location, size and likely output of the infrastructural project;
b) the technology intended to be used;
c) the concerns of the general public, if any, and in particular concerns of immediate residents if any;
d) land use; and
e) any other factors of relevance to the particular project to which the application relates.

Following the screening of the initial assessment, the Agency issues a screening report, in which it may ***approve***, ***object to***, request the submission of a ***preliminary environmental report*** (PER) (after conducting a PEA); or request the submission of an ***Environmental Impact Statement*** (EIS) (after conducting an EIA). By their nature and size, most energy infrastructural projects will be required to submit a PER, or an EIS, i.e., Stage-Two and Stage-Three of the process, due to perceived significant adverse environmental impacts of such projects.

The definition of 'environmental assessment' in the EIA Regulations goes beyond just environmental issues, and includes socio-economic, cultural and health effects of an undertaking. The EIS is therefore expected to deal with matters that include the following:

a) a description of the infrastructural project;
b) an identification of existing environmental conditions including social, economic and other aspects of major environmental concern;

c) information on potential positive and negative impacts of the proposed project from the environmental, social, economic and cultural aspect in relation to the different phases of development;
d) the potential impact on the health of people;
e) proposals to mitigate any potential negative socio-economic, cultural, and public health impacts on the environment; and
f) consultation with members of the public likely to be affected by the operations of the project.

The EIS shall also address possible direct and indirect impacts of the project on the environment at the pre-construction, construction, operation, decommissioning and post-decommissioning phases, including the following, which are again selected here for emphasis because they may involve gender dimensions:

a) noise and vibration levels;
b) vehicle traffic generation and potential for increase in road accidents; and
c) changes in social, cultural and economic patterns relating to
    i. direct or indirect employment generation;
    ii. immigration and resultant demographic changes;
    iii. provision of infrastructure such as roads, schools and health facilities;
    iv. local economy;
    v. cultural changes including possible conflict arising from immigration and tourism; and
    vi. potential land use in the area of the proposed undertaking.

Implementing the ECOWAS Directive on gender assessment

The EIA forms for assessing energy infrastructural projects do not currently mention gender assessments or gender dimensions or do they require a separate gender assessment. However, as part of efforts to implement Ghana's Nationally Determined Contributions (NDC), the NDC Secretariat, which has a gender working group, is updating the EIA forms to highlight climate and gender issues. The process is ongoing and is expected to be completed in 2020. The gender inclusion in the EIA forms and application process may not meet the scope required by the ECOWAS Directive for gender assessment in energy projects, requiring further activity.

In view of this, experts of the Environmental Permitting process were contacted to discuss the best way to implement the Directive. Experts are of the view that there is no need for the creation of a new legislative act, as this would entail a long and expensive process. Rather, they suggest two ways as follows:

1. Amendment of the Environmental Assessment Regulations, 1999 (LI 1652); OR.
2. A highlighting of gender issues, which shall require an identification, description and assessment in an appropriate manner, the expected direct and indirect significant Gendered Impacts of energy infrastructural projects, without changing

the current form of the Regulations. Assessment reports shall also include such Gendered Impacts and mitigation plans.

Option 2, i.e. is the easier and cheaper way to implement the Directive, as this would require the least financial resources, from the perspective of the regulator. In respect of Option 2, there is no need to draft or amend the existing administrative regulation, as it would be considered within the existing mandates of the EPA. This NAP adopts option 1, and this is reflected in the implementation and M&E plans. However, since Option 2 is easier to implement, and indeed the EPA is already considering this, it would serve as a first step, while preparations are made to implement option 2.

(b) **Scope**

According to stakeholders, the scope of the gender assessment should cover all sectors that the EIA process already covers, including transportation, mining, chemical, and pharmaceutical industries. This is important so that it addresses similar future gender concerns that may emanate from agencies and institutions that regulate such sectors, to avoid repeating the process in the future. It will also ensure fairness in the permitting process, so that energy infrastructural project developers are not unduly disadvantaged with regards to cost of the assessment process.

Also, the scope of the gender assessment should be broader than gender and should cover other marginalized populations. There is already an inherent provision in the application form that deal with marginalised populations, which therefore makes sense that they are included in the gender assessments as well.

(c) **Competent Authority**

As mentioned above, the approval process for energy infrastructural projects depends on the type of project, due to the functions and mandates of different energy agencies. The agency whose activity could be expanded to involve gender assessments, is the EPA, which is the public agency mandated to project and improve Ghana's environment and make it cleaner and healthier for future generations.

Stakeholders are of the opinion that the EPA, which is currently expanding its activities to highlight gender dimensions in the EIA process, should be the national body to implement the Directive. This is because the mandates of the EPA, and indeed the regulations guiding the EIA process, already include socio-economic dimensions that are closely aligned with gender issues.

The EPA has a multi-sectoral technical committee that reviews EIS documents submitted by project developers. The technical committee is made of experts from relevant agencies and Ministries, including the Ministry of Gender. The multi-sectoral nature of the technical committee ensures that all interested parties are represented in the process.

(d) **Schedule 1 Project Criteria**

The EPA has developed thresholds for energy projects that require Registration, PER and EIS. Example of thresholds developed by the EPA for projects

requiring PEA are shown below. All projects of bigger scope than those listed below require an EIS. Due to the volume of information, only a few examples are cited here. Details are available from the EPA. It is recommended that gender assessment is conducted by projects requiring PER and beyond. This means that projects with scope starting from those described below (as examples) should be considered for gender assessments.

Wind Power Plants

- Wind farm with a minimum land size of one (1) hectare
- Wind mast equal or exceeding 20 metre height
- Wind generator system of installed capacity from one (1) MWe
- Distributed Wind generator system of installed capacity equal or exceeding 500 kWp
- All cases of retrofitting or upgrading as well as decommissioning of the stated or described plants.

Solar Photovoltaic projects

- Ground mounted PV power plant/system, either stand-alone, hybrid or grid-tied with total surface area of array exceeding one (1) hectare
- Installation of central PV power system with installed capacity above 500 kWp
- All distributed off-grid solar PV units popularly called solar home systems and of total capacity equal or more than 10 kWp within a radius of one kilometre (1 km)
- Deployment of stand-alone PV systems exceeding 100 units in a single community
- Nationwide or large-scale deployment of storage batteries as part of stand-alone solar or wind power projects
- All cases of retrofitting or upgrading as well as decommissioning of the stated or described plants.

Biomass and Solid Waste projects requiring PER

- Wood or sawdust fired electric power plants equal or exceeding 500 kVA
- Biogas fired electric power plants equal or exceeding 10 kVA
- Construction of all wastes (excluding old vehicular tyres) fired incinerators and power plants, either wood, municipal/urban solid or liquid waste with installed capacity exceeding one (1) MW
- All landfill power plants equal or exceeding 100 kVA
- All energy crop plantations exceeding 10 hectares
- All cases of retrofitting or upgrading as well as decommissioning of the stated or described plants.

Fossil Fuels Thermal Plants requiring PER

- All coal-, coke-fired power plants or furnace with installed capacity equal or exceeding 100 kVA
- Distributed or array of coal, or coke or both fired power plants within 100 metre radius with total installed capacity equal or exceeding 100 kVA
- Oil-fired (crude oil, diesel, fuel oil, etc) electric power plant with installed capacity equal or exceeding 1 MVA
- Distributed or array of oil-fired power plants within 100 metre radius with total installed capacity equal or exceeding one (1) MVA
- Combined Heat and Power (CHP) plant with minimum electrical output equal or exceeding one (1) MW
- Liquefied Petroleum Gas (LPG) fired electric power plant with installed capacity equal or exceeding 200 kVA
- Distributed or array of LPG power plants within 100 metre radius with total installed capacity equal or exceeding 200 kVA
- Natural gas fired electric power plant with installed capacity equal or exceeding 500 kVA
- Distributed or array of natural gas fired power plants within 100 metre radius with total installed capacity equal or exceeding 500 kVA
- All cases of retrofitting or upgrading as well as decommissioning of the stated or described plants.

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

The process for determining whether a PES or EIS is necessary should be the same process for determining if a gender assessment is necessary. Projects that are smaller in scope and require only registration, should be exempted from gender assessment. Projects that require PES and EIS should conduct gender assessment, with the level of detail commensurate with the particular stage. This process is recommended because the EPA is already familiar with that particular process.

(f) **Implementation of the legislation**

The EPA would be responsible for drafting the gender assessment inclusion into the EIA regulations, at an estimated cost of about EUR 100,000. Thereafter, the costs of implementing the assessment regulations would be offset by project registration fees.

5.2 Administrative Implementation Steps

(a) **Advocacy plan for implementation**

The ECREEE focal person and the ECREEE gender focal person should engage with the management of the EPA through series of meetings to discuss the development of the ECOWAS Directive and suggestions outlined in the NAP

on the best way to incorporate the Directive into the NAP. The outcome of these meetings should culminate in the constitution of a Committee/Taskforce, who would be tasked to see to the implementation of the Directive, as proposed in the NAP. The Taskforce should be made of a mix of expertise from the EPA, the energy sector, the ECOWAS gender focal person, and a representative from the gender Ministry, among others.

One of the key obstacles to the implementation of the Directive, beside its adoption by the authorities, is the extra cost to infrastructure project developers, who already perceive the EIA as an expensive activity. In addition, the gender assessment process is new to the EPA and the multi-sectoral technical committee. They may not have much knowledge on how to spot and assess gender issues in the EIS.

To tackle such obstacles, project developers must be incentivised and convinced of the benefits of gender assessments. Such efforts must be supported by institutions that are already tackling energy and gender issues, such as the UNDP, World Bank and Energia. The EPA technical committee that reviews the assessment reports will require capacity building programme to sensitise them on gender assessments methodologies, reporting and evaluation.

6. MONITORING AND REPORTING PLAN

6.1 Monitoring & evaluation plan for the Policy

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

Table 2: Monitoring and evaluation plan for the policy

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Monitoring Frequency	Responsible party for collecting and reporting data
Objective One: Achieve widespread understanding of energy and gender considerations at all levels of society **Targets:** At least 80 percent of energy sector government employees will have received some relevant training by 2022; At least 50 percent of citizens will be exposed to some form of relevant public service announcement by 2025 growing to 80 percent by 2030; and At least 3 new scientific articles about gender and energy in Ghana published in peer-reviewed scientific journals by 2022.	Update the 2010 gender assessment / gender audit of the energy sector	Complete Assessment Report	20%	A complete gender audit report by December 2020	Once	GFU
	Sensitise staff of Ministry of Energy and sector agencies on gender	Number of staff sensitized	-	At least 80% staff of MoEn and sector agencies sensitized by June 2022	Once	GFU
	Design and roll out awareness initiatives targeted at addressing cultural beliefs and practices	Percentage of citizens exposed to announcement	-	At least 50% by 2025	Annually	GFU
	Support scientific research on gender and energy	Number of Scientific Publications, Number of Research projects	-	At least 3 scientific articles per year	Annually	GFU

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Monitoring Frequency	Responsible party for collecting and reporting data
Objective Two: Ensure that all energy policies, programmes and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty affecting all people in the region **Targets**: At least 50 percent of energy policies by 2021 and 100 percent by 2030 will be gender sensitive; at least 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation from 2021, rising to 100 percent in 2030.	Create a Gender Focal Unit (GFU) at the Ministry of Energy with a clearly defined role and resource allocation in line with its function	GFU Created	0%	Gender focal unit created by December 2020	Once	GFU
	Include gender dimension in procurement announcements and terms of references with implementing partners	Percentage of energy procurement announcements with gender dimension	-	At least 80% starting from January 2021	Annually	GFU
	Mainstream gender in all subsequent energy projects	Percentage of energy projects with gender dimensions	-	At least 50% from June 2021	Annually	GFU
	Develop gender assessment methodology for energy infrastructural development	Developed gender assessment methodology	0%	Gender assessment methodology ready by December 2021	Once	GFU
	Sensitise and train developers of energy policy and planning documents on gender issues	Energy Policy Developers sensitized	-	At least 80% by December 2021	Once	GFU

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Monitoring Frequency	Responsible party for collecting and reporting data
Objective Three: Increase women's public sector participation in energy-related technical fields and decision-making positions. **Targets**: At least 25 percent women in the public sector energy technical workforce by 2025, rising to at least 40 percent by 2030.	Implement Ghana's affirmative action policy in the energy sector	Percentage of women on public boards and commissions	20%	At least 40% by December 2024	Annually	GFU
	Increase female access to STEM education and skills training	Percentage of females enrolled in STEM courses in tertiary institutions	20%	At least 30% of slots occupied by females by 2024	Annually	GFU
	Reduce qualification grade points for women entering STEM programmes	Grade point reduction for women	1 grade point in selected STEM programmes	At least 2 grade point for all STEM programmes in all institutions	Annually	GFU
	Reserve a quota of national scholarship from Scholarship secretariat for females in STEM programmes	Percentage of scholarship reserved for females	0%	At least 30% from the 2021/2022 academic year	Annually	GFU
	Reserve a quota of GNPC scholarships for women enrolled in STEM courses	Percentage of scholarship reserved for females	0%	At least 30% from the 2021/2022 academic year	Annually	GFU
	Institutionalise internship programmes in the Ministry of Energy and related energy agencies for	Number of interns hosted	200	At least 350 / year	Annually	GFU

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Monitoring Frequency	Responsible party for collecting and reporting data
	women pursuing STEM studies					
	Encourage female application for open technical positions	Number of technical position adverts that encourage female application	Less than 10%	100% by 2025	Annually	GFU
Objective Four: Achieve widespread understanding of energy and gender considerations at all levels of society **Target**: At least 25 percent women participation in energy-related fields in the private sector by 2025	Increase local participation preference for women to up to 15% difference in financial costs	Preference for women businesses increased to 15%	10%	15% from January 2021	Once	GFU
	Capacity building for women-led businesses by the LCLP secretariats	Number of Capacity Building Projects	0%	10 (2 per year)	Annually	GFU
	Increase the gender categories for energy awards	Gender category awards increased to 10	2	10 by 2021	Annually	GFU
	Profile and showcase energy businesses led by women	Number of fairs	0	1 per year for 5 years	Annually	GFU

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Monitoring Frequency	Responsible party for collecting and reporting data
	Create gender-sensitive financing mechanisms	Number of gender-sensitive financing mechanisms	-	At least 1 large bank and 1 savings and loans company hosting funds	Once	GFU
	Increase vocational training in energy	Number of energy related vocational trainings conducted	-	At least 1 training per year	Annually	GFU

Table 3: Reporting framework for the policy

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Achieved this year	Comments
Objective One: Achieve widespread understanding of energy and gender considerations at all levels of society **Targets:** At least 80 percent of energy sector government employees will have received some relevant training by 2021; At least 50 percent of citizens will be exposed to some form of relevant public service announcement by 2025 growing to 80% by 2030; and At least 3 new scientific articles about gender and energy in Ghana published in peer-reviewed scientific journals by 2022.	Update the 2010 gender assessment / gender audit of the energy sector	A complete gender audit report by December 2021	20%	A complete gender audit report by December 2020		
	Sensitise staff of Ministry of Energy and sector agencies on gender	At least 80% staff of MoEn and sector agencies sensitized by June 2022	10%	At least 80% staff of MoEn and sector agencies sensitized by June 2022		
	Design and roll out awareness initiatives targeted at addressing cultural beliefs and practices	At least 50% by 2025	20%	At least 50% by 2025		
	Support scientific research on gender and energy	At least 2 scientific articles per year	0%	At least 3 scientific articles per year		
Objective Two: Ensure that all energy policies, programmes and initiatives are non-discriminatory, gender-inclusive, gender-balanced and directed towards addressing energy poverty affecting all people in the region	Create a Gender Focal Unit (GFU) at the Ministry of Energy with a clearly defined role and resource allocation in line with its function	GFU Created	0%	Gender focal unit created by December 2020		

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Achieved this year	Comments
Targets: At least 50 percent of energy policies by 2021 and 100 percent by 2030 will be gender sensitive; at least 50 percent of energy projects, programmes, and initiatives with government participation will include gender dimensions in planning, implementation, analysis, and evaluation from 2021, rising to 100 percent in 2030.	Include gender dimension in procurement announcements and terms of references with implementing partners	Percentage of energy procurement announcements with gender dimension	-	At least 80% starting from January 2021		
	Mainstream gender in all subsequent energy projects	Percentage of energy projects with gender dimensions	-	At least 50% from June 2021		
	Develop gender assessment methodology for energy infrastructural development	Developed gender assessment methodology	0%	Gender assessment methodology ready by December 2021		
	Sensitize and train developers of energy policy and planning documents on gender issues	Energy Policy Developers sensitized	-	At least 80% by December 2021		
Objective Three: Increase women's public sector participation in energy-related technical fields and decision-making positions. **Targets**: At least 25 percent women in the public sector energy technical workforce by 2025, rising to at least 40 percent by 2030.	Implement Ghana's affirmative action policy in the energy sector	Percentage of women in public boards and commissions	20%	At least 40% by December 2024		
	Increase female access to STEM education and skills training	Percentage of females enrolled in STEM courses in tertiary institutions	20%	At least 30% of slots occupied by females by 2024		

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Achieved this year	Comments
	Reduce qualification grade points for women entering STEM programmes	Grade point reduction for women	1 grade point in selected STEM programmes	At least 2 grade point for all STEM programmes in all institutions		
	Reserve a quota of national scholarship from Scholarship secretariat for females in STEM programmes	Percentage of scholarship reserved for females	0%	At least 30% from the 2021/2022 academic year		
	Reserve a quota of GNPC scholarships for women enrolled in STEM courses	Percentage of scholarship reserved for females	0%	At least 30% from the 2021/2022 academic year		
	Institutionalise internship programmes in the Ministry of Energy and related energy agencies for women pursuing STEM studies	Number of female interns hosted	200	At least 350 / year translating to a minimum of 200 from universities and 150 from polytechnics		
	Encourage female application for open technical positions	Number of technical position adverts that encourage female application	Less than 10%	100% by 2025		

Strategic Objective	Activities	Indicators	Baseline	Expected Results	Achieved this year	Comments
Objective Four: Achieve widespread understanding of energy and gender considerations at all levels of society **Target**: At least 25 percent women participation in energy-related fields in the private sector by 2025	Increase local participation preference for women to up to 15% difference in financial costs	Preference for women businesses increased to 15%	10%	15% from January 2021		
	Capacity building for women-led businesses by the LCLP secretariats	Number of Capacity Building Projects	0%	10 (2 per year)		
	Increase the gender categories for energy awards	Gender category awards increased to 10	2	10 by 2021		
	Profile and showcase energy businesses led by women	Number of fairs	0	1 per year for 5 years		
	Create gender-sensitive financing mechanisms	Number of gender-sensitive financing mechanisms	-	At least 1 large bank and 1 savings and loans company hosting funds		
	Increase vocational training in energy	Number of energy related vocational trainings conducted	-	At least 1 training per year		

6.2 Monitoring & evaluation plan for the Directive

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

Table 4: Monitoring and evaluation plan for the Directive

Activities	Indicators	Expected Results and timeline	Responsible party for collecting and reporting data
Engage EPA management and board on Directive	Meetings with EPA	Report the outcome of meetings by June 2020	GFU and EPA
Constitute a joint Taskforce to draft amendment to the existing Regulations	Taskforce constitution	Taskforce with Terms of Reference by July 2020	GFU and EPA
Drafting of updated Regulations to include gender assessment	Draft Updated Regulations	Updated regulations by October 2020	GFU and Taskforce
Expert review of new additions to the Regulation	Review by selected experts	Update of document with review comments by December 2020	GFU and Taskforce
Stakeholder consultation on the Updated Regulations	Stakeholder consultation report	Stakeholder comments addressed by February 2021	GFU and Taskforce
Memo detailing justification of the Updated Regulation to the sector Minister; Attorney General and Minister of Justice; Cabinet; and Parliament	Memo prepared and circulated	Memo circulated by March 2021	GFU and EPA
Submit the updated Regulations to the concerned Parliamentary Select Committee through the sector Minister	Memo submitted to Parliamentary Select Committee	Memo submitted by May 2021	GFU and EPA
Review by Parliamentary Select Committee	Review comments if any	Review comments by July 2021	GFU
Presentation to Parliament and debating of regulation	Parliamentary debate on updated regulations	Outcome of debate by October 2021	GFU
Passage of the new Regulations if there is no objection after 21 days	Passage of Updated Regulations	Updated Regulations passed by December 2021	GFU
Start of implementation of Regulation		January 2022	GFU and EPA
Annual data collection and reporting on number of projects with gender assessments	Number of projects that submits EIS with and without gender assessment	February 2022 onwards	GFU and EPA

7. LIST OF CONSULTED STAKEHOLDERS

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

Table 5: List of stakeholders consulted

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Date of engagements with this stakeholder
Dr Ishmael Ackah	Government	Increase women's participation in energy businesses	August 13th, 2019
Ms. Linda Ethel Mensah	Government	Achieve widespread understanding of energy and gender considerations at all levels of society	August 12th, 2019
Ms. Judith Ron Oppong-Tawiah	Government	Increase women's public sector participation in energy-related technical fields and decision-making positions	August 16th, 2019
Julius Nkansah-Nyarko	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 12th, 2019
Miss Paula Edze	Government	Monitoring and Evaluation	August 13th, 2019
Wisdom Ahiataku-Togobo	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 15th, 2019
Seth Agbeve Mahu	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 15th, 2019
Doris Duodu	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 15th, 2019
Percy Agezo	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 15th, 2019
Doris Agbevivi	Government	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	August 14th, 2019
Ms. Abena Anobea Asare	Government	Achieve widespread understanding of energy and gender considerations at all levels of society	August 14th, 2019

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Date of engagements with this stakeholder
Ms. Sheila Addo	Government	Ensure women and men have equal access to and opportunities to enter and succeed in energy-related fields in the private sector	August 16th, 2019
Dr. Daniel Tutu Benefo	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 13th, 2019
Ms. Asher Mustapha	Government	Ensure that all energy policies, programmes and initiatives, are gender-inclusive	August 19th, 2019
Ms. Cecilia Agbenyega	Government	Legislation changes	August 16th, 2019
Mr. Sallifu Addo	Government	Ensure that data publication is disaggregated, where possible	August 6th, 2019
Dr. Sabina Anokye Mensah	Civil Society /Private Sector	Increase women participation in technical energy and private sector jobs	August 12th, 2019
Ms. Eunice Biritwum	Civil Society	Increase women participation in technical energy jobs	August 23rd, 2019
Dr. Julius Ahiekpor	Civil Society	Achieve widespread understanding of energy and gender considerations at all levels of society	August 19th, 2019
Ms. Adwoa Etsiwaa Sey	Civil Society /Private Sector	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	August 15th, 2019
Ms. Juliet Mawunyo Addo	Private Sector	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	August 16th, 2019
Nana Ama Yirrah	Civil Society /Private Sector	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	August 23rd, 2019
Ms. Wendy Dakoa Otu	Civil Society /Private Sector	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	August 23rd, 2019

Stakeholder Name	Type of stakeholder (Government, private sector, civil society)	Strategic objectives and targets that it can contribute to	Date of engagements with this stakeholder
Dr Lena Dzifa Mensah	Education	Ensure that women and men have equal opportunities to enter and succeed in energy-related fields in the private sector	August 19th, 2019

8. VALIDATION PROCESS OF THE NAP

A Validation Workshop was organised by the Ministry of Energy on 30th January 2020, during which the draft NAP was presented and comments received from stakeholders. In all, thirty-five (35) stakeholders attended the validation workshop. The stakeholders comprised staff and experts from the Ministry of Energy, Ministry of Gender, Energy Commission, Volta River Authority, Electricity Company of Ghana, Northern Electricity Distribution Company, Women in Energy Ghana, Civil Society Organizations, Private Sector, and Academia. Comments received during the validation workshop have been incorporated into this present version of the NAP. It is expected that ECREEE will formally present the NAP to the Minister of Energy. The Minister of Energy should in collaboration with the 'Office of the Presidential Adviser, Gender and Development' submit the NAP to Cabinet. Cabinet is then expected to deliberate on the NAP and authorise its implementation, or suggest changes as necessary, before authorising implementation. Cabinet has the mandate to suggest which of the actions should be mandatory, as funding is expected to come largely from the Government of Ghana.

It is anticipated that the NAP will be formally presented to the Minister of Energy in the first quarter of 2020, and taken through the approval process by December 2020. During the period of approval, implementation of some of the initial actions could begin. These include for example, mainstreaming gender into procurement processes, which do not require any budgetary allocation.

Many of the activities will require budgetary allocation by the respective agencies, including Ministry of Energy; Ministry of Gender, Children and Social Protection; Energy Commission; National Petroleum Authority; Petroleum Commission and other related institutions. It is anticipated that subsequent work plans and budgets of these institutions will include the implementation of the NAP activities.

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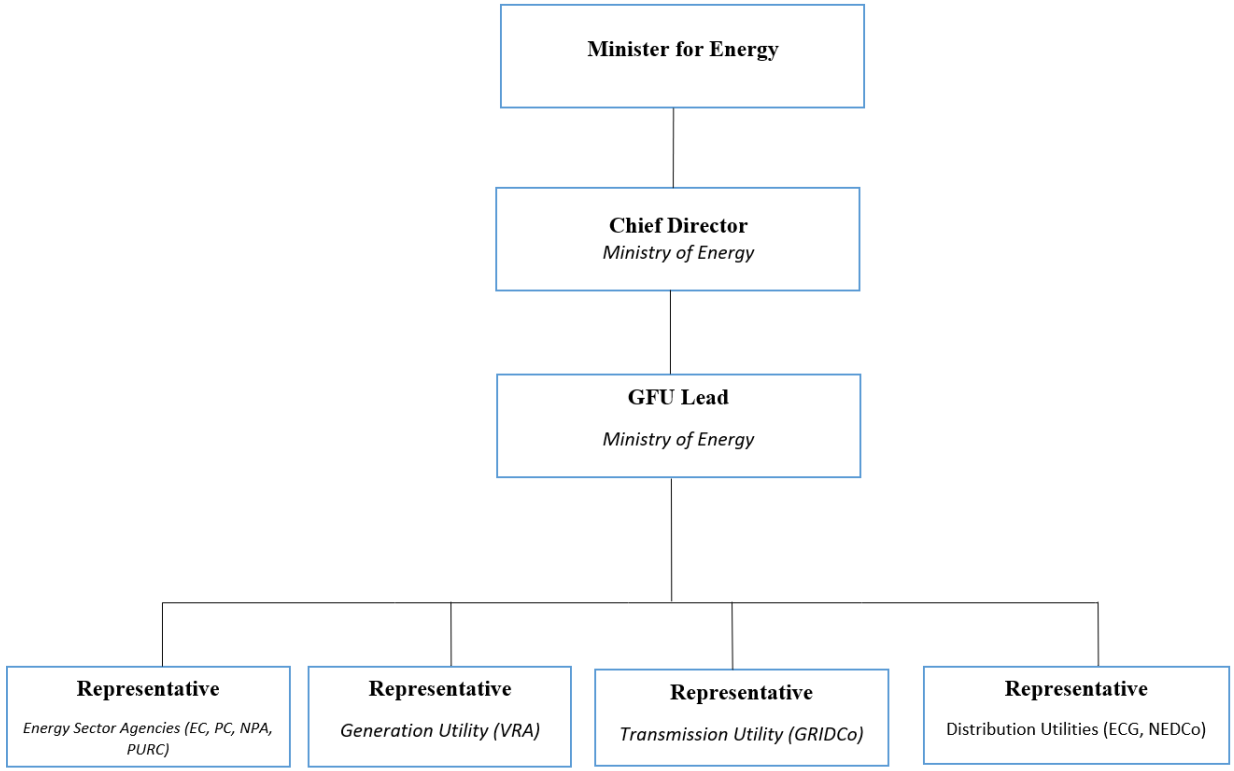
10. Annexes

ANNEX 1

PROPOSED ORGANIZATIONAL STRUCTURE FOR GFU AT THE MINISTRY OF ENERGY



ANNEX 2

LIST OF ORGANISATIONS THAT COULD OFFER GENDER TRAINING

A gender training toolkit is available from the European Union (https://eige.europa.eu/publications/gender-equality-training-gender-mainstreaming-toolkit). A gender mainstreaming handbook for training is also available from the UNDP (https://www.undp.org/content/dam/somalia/docs/project_documents/womens_empowerment/gender%20mainstreaming%20made%20easy_handbook%20for%20programme%20staff1.pdf)

Institution	Description	Contact
Anomena Venture	Anomena Ventures works to build greater awareness among governments and the international community about the importance of gender issues in energy planning and policies; to have that awareness in new concrete commitments and actions by development actors mainstream gender considerations into energy decision making.	Dr Sabina Anokye Mensah +233 24 437 9974 sabinamensah@hotmail.com
Women in Energy (Ghana)	Women in Energy is a network of professional women who seek to bring together individuals and organisations to advance diversity, women's participation and leadership in the energy sector	Ms. Eunice Biritwum eukwbr@gmail.com
UN WOMEN	UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was	West and Central Africa Regional Office Immeuble Dakar, SENEGAL Tel: +221 33 869 99 70 Website: africa.unwomen.org

	established to accelerate progress on meeting their needs worldwide.	
EIGE European Institute for Gender Equality	The European Institute for Gender Equality (EIGE) is an autonomous body of the European Union, established to contribute to and strengthen the promotion of gender equality, including gender mainstreaming in all EU policies and the resulting national policies, and the fight against discrimination based on sex, as well as to raise EU citizens' awareness of gender equality.	Email : eige.sec@eige.europa.eu Phone : +370 5 215 7444 Administration +370 5215 7400
ILF Organizational Development Consultancy Services	ILF'S Organizational Development Consultancy Services are designed to help businesses, governments and non-profit organizations conduct assessments to clarify their mission, vision, shortcomings and overall effectiveness.	Stephen Adu-Amoani, Executive Director 129 Ambassadorial Enclave Stephen Quarshie Adei Crescent East Legon Accra, Ghana Mobile: +233.244.721445 or +233.244.342131 Email: Stephen.Adu-Amoani @transformingleadership.com
Gender Centre for Empowering Development Gen CED	Gender Centre for Empowering Development (GenCED) is a Non-governmental Organisation that seeks to empower women and youth for sustainable development in our communities	Phone +233 307 03 4690 || +233270286775 Email: genced.gh@gmail.com

ANNEX 3

GENDER ASSESSMENT REPORT TEMPLATE

For the ECOWAS Directive on Gender Assessments in Energy Projects

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

I. Non-technical summary

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

II. Definition of Project Affected Area

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

III. Stakeholder analysis

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

IV. Anticipated local Project Gender Impacts

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

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

V. Alternatives analysis

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

VI. Certification

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

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

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

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

ANNEX 4

GENDER MANAGEMENT PLAN TEMPLATE[3]

For the ECOWAS Directive on Gender Assessments in Energy Projects

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

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

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

III. Data baseline

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

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

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

VII. Management and monitoring

[3] Note: This can be submitted in conjunction with Gender Assessment

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

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

ANNEX 5

GENDER PERFORMANCE MONITORING REPORT TEMPLATE[4]

For the ECOWAS Directive on Gender Assessments in Energy Projects

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

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

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

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

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

V. Changes against baseline data and Project targets

VI. Requests for adjustments in forward strategies

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

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

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

Application for Gender Development Consent (Energy Projects)

1 **Date:** _____

2 **Name of project:** _____

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

4 **Primary Developer Name:** _____

5 **Address:** _____

_____

6 **Website:** _____

7 **Point of Contact Name:** _____

8 **Phone:** _____

9 **Email:** _____

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

11 **Project Countries:**

☐ Benin ☐ Burkina Faso ☐ Cabo Verde ☐ Cote d'Ivoire ☐ Gambia

☐ Ghana	☐ Guinea	☐ Guinea-Bissau	☐ Liberia	☐ Mali
☐ Nigeria	☐ Niger	☐ Senegal	☐ Sierra Leone	☐ Togo

Others (please list): _____

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

13 **Project Sector**

14 **Project Subsector (if applicable, check all that apply):**

☐ Hydrocarbons (Liquid/Gas)	☐ Power Sector	☐ Other
☐ Crude	☐ Fossil thermal	☐ Coal mining
☐ Fuel oil	☐ Solar	☐ Uranium mining
☐ Petrol	☐ Wind	☐ Biogas
☐ Gaseous fuels	☐ Biomass	☐ Biofuel
☐ Natural gas/LNG	☐ Hydro	☐ Biomass
☐ Other	☐ Biogas	☐ Other
	☐ Other	

15 **Project Type**

- ☐ Exploration
- ☐ Extraction
- ☐ Refining
- ☐ Transportation
- ☐ Storage
- ☐ Marketing

- ☐ Generation
- ☐ Transmission
- ☐ Storage/Management
- ☐ Distribution

- ☐ Exploration
- ☐ Production
- ☐ Extraction
- ☐ Refining
- ☐ Transportation
- ☐ Storage
- ☐ Marketing

16 **Project description:**

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

_____

☐ m^2 ☐ hectare ☐ acre ☐ sq mile ☐ other

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

_____

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

_____

☐ m^2 ☐ hectare ☐ acre ☐ sq mile ☐ other

20 **Population in indirect affected area:**

_____

21 **Project max energy handling:**

Units

	bbl ☐		Wh ☐		BTU ☐

			m^3		V		Ton		
			TOE		Other		kg		
			Other				L		
							Other		
Per time period:		Hour		Day		Year		Other	

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

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

23 **Will this project have significant negative gendered impacts? (disproportionately affecting one gender group):**

Yes

No

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

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

For office use only:

Date received: _____

Determination:

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

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

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

Reviewed by: _____ *Sign*

_____ *Print*

_____ *Title*

Date of Determination: _____

Project identifying number: _____