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# Gender Action Plan

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## **FP104: Nigeria Solar IPP Support Program**

Nigeria | AFC | B.22/07

3 May 2019



**GREEN  
CLIMATE  
FUND**

## **5 GENDER ACTION PLAN**

### **5.1 Overall Objective of the GAP**

Based on the Gender Assessment undertaken in the previous chapter, a GAP has been developed, which will be implemented as part of the Nigeria Solar IPP Support Program. It is expected that for all selected sub-projects, a specific Sub-project Gender Action Plan will be prepared, with measurable metrics to be used throughout the life of the project.

Table 5.1 outlines potential targeted initiatives which the project proponents will be encouraged undertake throughout the life of the solar IPP projects, to achieve gender objectives for the Program. This is an indicative list and will be refined once on-the-ground information and facts are collected, especially about project acceptance by local population and economic viability.

It should be noted that the targets and goals in the table below are overarching and aspirational goals. As part of the Program, more project-level consultation will be undertaken with relevant stakeholders, so that specific targets can be set for each subproject eventually selected for the Program. The specific indicators and targets will be detailed in Subproject-specific Gender Action Plans. As part of the implementation of the selected subprojects, the AFC will ensure that subproject-specific GAPs contain sex-disaggregated targets that are rationalized by baseline information collected before the beginning of each project. At this stage, the final cost estimates for the implementation of the specific aspirational goals have not been stated, as the subprojects are yet to be specified and costs in the table below are indicative.

While women's empowerment, a focus on women's empowerment in renewable energy developments can further enhance the effectiveness and sustainability of these investments.

Finally, it will be vital to gather specific gender data relevant to subprojects, to design context specific strategies, policies and Programs that are able to effectively address gender issues.

### **5.2 Responsibilities for Implementing the GAP**

AFC, as the Accredited Entity, will have overall ownership of the program level GAP and will ensure that it is implemented at sub-project level. This will include ensuring that the sub-projects selected for funding under the program develop subproject specific GAPs with baseline data and specific performance metrics.

Project-level GAPs will be implemented by sub-project Sponsors, who will be directly responsible for achieving project-level gender-based objectives. Sub-

project sponsors will be required to submit reports of project-level GAP implementation and achievement of objectives, to the Accredited Entity.

At the Program level, the Accredited Entity will be responsible for collating project-level GAP implementation information and will monitor and report (to GCF), on the implementation of the Program-level GAP and achievement of indicators and targets. This will be done through the following reports:

- i. Evaluation Reports
- ii. Annual Performance Reports
- iii. Semi-Annual Performance Reports

### **5.3 Gender Action Plan**

Table 5.1. Proposed Gender Action Plan for the Program (below)

	Expected Program Output	Gender-related Issue	Justification	Activities	Indicator	Target	Responsible Organization	Indicative Cost
1	Increased number of households, and individuals (males and females) with improved access to low-emission energy sources;	Access to Energy	It is assumed that the Program, by generating relatively cleaner solar power, will increase access to low-emission energy sources	Surveys to determine baseline numbers for access to high emission energy	Number of households and individuals (disaggregated into male and female) with improved access to low-emission energy sources	A minimum increase of 15% of households (in each sub-project area) with increased access to low energy sources.	IPP sub-project developer (SPV)	Approx. 20,000USD per sub-project
2	Increased Number of Jobs created for women during Construction and Operation phase of sub-projects	Direct Job Creation	Equal employment opportunities should be offered to both men and women, during the construction and operational phases of sub-projects	<ul style="list-style-type: none"> <li>Require Sub-Project Sponsors to set minimum targets for employing women in construction and operation.</li> <li>Collaborate with targeted CSOs on various education projects and initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of women employed in each sub-project</li> </ul>	<p>200 permanent jobs to be created in the Operation and Maintenance phase</p> <p>Alternatively, a minimum of 5% of all construction and operation jobs to be provided to women</p>	IPP sub-project developer (SPV)	No additional cost

		Indirect Job Creation and Entrepreneurship Development	There is a limited number of direct jobs which can be created by sub-projects. It is expected that indirect job and employment opportunities will be created through sub-projects by increased access to energy.	Monitor statistics for women-operated businesses over a determined period, through surveys.	<ul style="list-style-type: none"> <li>Number of new women-operated businesses in determined project area</li> </ul>	50 new businesses per sub-project	IPP sub-project developer (SPV)	15,000 USD per sub-project (for conduct of surveys)
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