
Gender Action Plan

FP178: Desert to Power G5 Sahel Facility

Burkina Faso, Chad, Mali, Mauritania, and Niger | AfDB | B.30/02/Add.10

14 September 2021



Annex 8 – Gender Action Plan

Activities	Indicators and Targets	Timeline	Responsibilities	Costs in USD
Impact statement of component 3: Creation of enabling conditions with local transformation such as the ability of stakeholders to adequately organize the sector, the capacity of operators to operate grids that have higher shares of renewables, the operationalization of conducive policy and regulatory frameworks that are inclusive of private sector participation.				
Outcome 3: Technical Assistance				
Output 3.1: Improve capacity and enabling environment for IPPs				
<i>Activity 3.1.1. Build capacity of institutional stakeholders in the operation of integrated energy systems with higher shares of variable renewables</i>				
Sub-activity 3.1.1.1 <u>Improve capacity and enabling environment for IPPs</u>	<p>Indicator 1: Institutional stakeholders' capacity built to transfer international best practice in gender-responsive procurement of competitive IPPs projects, PPA negotiation, operation and maintenance of renewable energy systems into the Sahel context. Baseline: 0 Mid-term target: 1000, of which 50% are women Final target: 5000, of which 50% are women</p> <p>Indicator 2: Number of people trained (including regulators, utilities), for 50% women Baseline: 0 Mid-term target: Minimum 80% (of which 50% women) of the target audience should be satisfied Final target: Minimum 80% (of which 50% women) of the target audience should be satisfied</p>	Inception phase	AE - gender expert of the PIU	

<p>Sub-activity 3.1.1.2 <u>Gender-responsive TA for LFIs or local funds</u> by providing trainings to women and men staff of local banks and financial institutions by enhancing their ability to: i) be aware of credit lines dedicated to PUE; ii) appraise and lend to women and men including FHHs for energy access and for investing in productive use equipment; iii) creation of gender-responsive and RE appraisal toolkits; (vi) standardized gender-responsive loan document templates; and (vii) design financial products to address the traditional barriers for women and women owned businesses.</p> <p>Sub-activity 3.1.1.3 <u>TA for utilities to mainstream gender</u> considerations across their activities and particularly</p>	<p>Indicator 3: Improved capacity / skills of trainees for 50% women Baseline: 0 Mid-term target: Minimum 80% (of which 50% women) of the target audience should be able to articulate the message delivered</p> <p>Final target: Minimum 80% (of which 50% women) of the target audience should be able to articulate the message delivered</p> <p>Number of trainings provided Baseline: 0 Target: Number of women and men staff of LFIs or local funds able to inform and advise women as well as able to deliver loans to women. To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p> <p>Number of women and men local staff who participated in these trainings Baseline: 0 Target: all local staff of LFIs or local funds involved in the loan allocation process</p> <p>Number of women and men HHs accessing concessional loans Baseline: 0</p>	<p>After selection of the localities and before the implementation phase</p> <p>Inception phase</p>	<p>AE - gender expert of the PIU of each country to contract a firm for the trainings in collaboration with the LFIs/local funds</p>	
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<p>with a focus on workforce development and employment</p>	<p>Target: All the women and women HHHs meeting the LFIs' requirements To the extent possible, specific number TBC with the national level GAP provided by the PIU gender expert</p> <p>Number of trainings organized within utilities for women and men including FHHs, to become solar energy operators Baseline: 0 Target: Number of women and men including FHHs with a degree in the energy sector and/or already working in the energy sector able to work in the solar energy sector To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p>	<p>Inception phase</p>	<p>AE - gender expert of the PIU of each country to contract a firm for the trainings in collaboration with the utilities</p> <p>AE - gender expert of the PIU of each country</p>	
<p>Sub-activity 3.1.1.4 <u>Raise awareness</u> of gender responsive energy policy amongst solar energy companies</p>	<p>Number of jobs created within utilities for women and men including FHHs in the program operation and maintenance phases (temporary and permanent) Baseline: 0 Target: Number of women and men including FHHs with a degree in the energy sector and/or already working in the energy sector that applied for solar energy companies of this program</p>			<p>145,000 From the gender technical assistance budget</p>

	Solar energy companies aware of the incentives Baseline: 0 Target: 30% of Solar energy companies recruited women for this program			
Activity 3.1.2. Revision of regulatory texts based on recommendation of the Electricity Regulation Index to attract private sector investment in the electricity sector in the Sahel countries, gender-responsiveness, operationalization of renewable energy actions				
<p>Sub-activity 3.1.2.1 <u>Develop gender-responsive regulatory frameworks</u> Establishing a national gender-responsive energy policy and a gender action plan within the Ministry of Energy to be used within the national electricity companies and utilities that include grievance mechanisms</p> <p>Sub-activity 3.1.2.2 Include incentives within the national gender-responsive energy policy to the private energy companies meeting gender criteria and these incentives could also be indexed to their level of commitment, in the national energy policy</p>	<p>Establishment of a national gender-responsive energy policy within the Ministry of Energy Baseline: 0 Target: 5 (1 per country)</p> <p>Establishment of a national gender-responsive energy action plan Baseline: 0 Target: 5 (1 per country)</p> <p>Increased share of female employees in the national companies of electricity Baseline: 0 Target: 20% women employees of which 10% of women engineers</p> <p>Gender-responsive incentives included in the national energy policy Baseline: 0 Target: Number of new RE companies settling benefiting from incentives due to gender mainstreaming</p>	Inception phase	Gender expert of the PIU of each country in collaboration with the Ministry of Energy, Ministry of Gender, and utilities	
Output 3.2: Incentivize additional private sector investment				100,000 (Part of the 3.1.2 budget of the overall logical framework 500,000)
Activity 3.2.1. Standardization and development of standards for solar integration				
Sub-activity 3.2.1.1 <u>Support IPPs to establish and use gender-responsive tenders and procurement process</u>	IPP's have gender-responsive tenders and procurement process' templates and implement them Baseline: 0	Inception phase	AE - gender expert of the PIU of each country	

<p>Sub-activity 3.2.1.2 <u>Solar energy companies develop affordable tariffs</u> optimize solar energy available, especially targeting vulnerable population as poor HHs, women and FHHs</p> <p>Sub-activity 3.2.1.3 <u>Awareness raising</u> among the vulnerable population of the localities about the social energy tariffs and about the existence of grievance mechanisms</p>	<p>Target 1: All the program's IPPs are provided with gender-responsive tenders and procurement process Baseline: 0 Target 2: Number of women owned businesses that successfully win contracts with IPPs To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p> <p>Energy companies joining the program propose social tariffs for vulnerable HHs Baseline: 0 Target: Number of Energy companies proposing social tariffs in the program area To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p> <p>Vulnerable population of the localities aware of the social energy tariffs Baseline: 0 Target: Number of poor HHs including FHHs benefiting from social tariffs To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p>			<p>75,000 (Part of the 3.2.1 budget of the overall logical framework 300,000)</p>
<p><i>Activity 3.2.2. Match-making events to further leverage private investments and create awareness for women's participation in the energy sector</i></p>				
<p>Sub-activity 3.2.2.1 <u>Marketing activities for women with degrees in energy or working in the energy sector</u> The aim is to disseminate good practices and</p>	<p>Number of marketing activities organized Baseline: 0 Target: women with degrees in energy or women working in the energy sector who participated</p>	<p>Implementation phase</p>	<p>AE - gender expert of the PIU of each country</p>	

<p>approaches for women's inclusion in the sector among the private solar energy companies</p> <p>Sub-activity 3.2.2.2 <u>Marketing activities for private sector stakeholders</u> The goal is to inform them about the financial benefits to implement a gender-responsive CSR policy and about government incentives</p>	<p>in these marketing activities To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p> <p>Number of marketing activities organized Baseline: 0 Target: private solar energy companies joining the program To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p> <p>Number of private solar energy companies who participated in these marketing activities Baseline: 0 Target: private solar energy companies joining the program To the extent possible, specific number TBD with the national level GAP provided by the PIU gender expert</p>			<p>75,000 (Part of the 3.2.1 budget of the overall logical framework 300,000)</p>
Activity 3.2.3 Program management, monitoring and evaluation				
<p>Sub-activity 3.2.3.1 The PIU of each country includes a gender expert to mainstream the gender issues throughout all the phases of the program.</p>	<p>Gender expert included in the PIU of each country Baseline: 0 Target: 5 gender experts recruited under the program, 1 per country</p>	<p>Inception phase</p>		<p>1 gender expert half time per country 3,000 x 7 years=21,000 per country 21,000 x 5 countries= 105,000 USD</p>
<p>Sub-activity 3.2.3.2 The gender expert of each PIU conducts inclusive consultations at the national-level before elaborating the country-level gender assessment and gender action plan. These inclusive consultations have to be done in agreement with AfDB and GCF requirements and thus include</p>	<p>Inclusive consultations are conducted in each country and include meetings with a wide range of stakeholders: women's groups and associations, women's cooperatives, female-headed households, youth groups, and other marginalized and</p>	<p>Inception phase, once the gender experts of each PIU are recruited – 1 to 2 weeks</p>		<p>From the gender technical assistance budget</p>

<p>equal access to grievance mechanisms.</p>	<p>vulnerable groups, as well as targeting gender representatives at the Government, line ministries, utilities, non-state actors, etc. Baseline: 0 Target: 5 reports of inclusive consultations, 1 per country</p>			
<p>Sub-activity 3.2.3.3 The gender expert of each PIU elaborates a country-level gender assessment as well as a National Level Gender Action Plan based on the program level gender assessment and gender action and based on the consultation conclusions. See more details below this table. The AE will review, clear and endorse the national gender action plans and the eventual revised program level gender action plan. Finally, the AE will share the national level gender action plans as well as the revised program level gender action plan if changes have been made, with the GCF secretariat for its information.</p>	<p>Each country has its own national level gender assessment and national level gender action Baseline: 0 Target: 5 country-level Gender assessments and action plans, 1 set per country If applicable, the program-level gender action plan will be updated Baseline: 1 existing program-level gender action plan Target: 1 program-level gender action plan updated if needed</p>	<p>Inception phase, after having conducted the inclusive consultations in country – 1 week</p>		
<p>Sub-activity 3.2.3.4 Program management team includes the PIU gender expert to monitor and evaluate the implementation of the GAP and support LFIs/local funds, utilities and solar energy companies to implement gender-related components of the program.</p>	<p>The gender expert of each PIU is in charge of implementing, monitoring and reporting on the gender sub-activities of the country-level gender action plan Baseline: 0 Target: The gender-related sub-activities are implemented, monitored and reported in compliance with AfDB and GCF requirements</p>	<p>Implementation and M&E phases</p>		
<p>Sub-activity 3.2.3.5 Regular reporting on GAP progress according to program timeline and monitoring protocol</p>	<p>Program Reports include GAP progress (e.g. Inception report, annual program monitoring reports, final program report) Baseline: 0 Target: Gender reports are done yearly by the PIU gender expert of each country in</p>	<p>Reporting phase</p>		

	compliance with AfDB and GCF requirements			
TOTAL budget				500,000

Outline and process for developing these national level assessments and action plans

The preparation of country-specific gender assessments and gender action plans will follow established Bank's standards and best practices and will be informed by the gender-related specificities which are similar among the Sahel G5 countries.

The goal of the country-specific gender assessments and gender action plans is to deliver practical benefits to women and facilitate strategic changes in gender relations in the Sahel by providing a tool and mechanism for ensuring gender-inclusive design and implementation of all projects and components. The GAP will provide a tangible and explicit accountability framework for gender mainstreaming. The proposed GAP would include quotas, targets, activities, and design features to address gender-equality issues, and facilitate women's participation in, involvement, and accrual of tangible benefits from the project. In addition, the GAP will provide a road map for project implementation, monitoring, and evaluation.

The process to develop the gender action plans is defined below:

Sub-activities	Details
Initial consultation and wider stakeholder engagement	Consultations with a broad stakeholder base comprising government and non-state actors, including women's groups, female-headed households, youth groups, and other marginalized and vulnerable groups.
Develop a GAP implementation plan	This would define GAP activities, targets, resources, responsibilities, and timeline.
Baseline Data Collection and Setting Targets	Obtain sex-disaggregated baseline data to inform gender-based targets for the GAP and its monitoring framework with relevant and realistic project outcomes and output.
Conduct gender analysis	This portion of the GAP preparation would include a broad set of activities designed to identify gender access and controls in the social context of the Sahel (access to and control of resources, decision making participation at community-level, gender differentiated needs and priorities, and institutional capacity). This analysis would be supported by data on gender-based constraints that hamper access to renewable energy resources, and measure labour-intensity reduction, productive use of energy as a result of access to new technologies and renewable energy.
Consultations and engagement	The GAP will be developed jointly with the local partners and project implementing entities. Participatory approaches will be adopted to promote full ownership and understanding of the plan and its monitoring requirements. Grassroots women organizations will be consulted in focus groups and other community-based consultations.