Context-Liberia Gender and Energy
Liberia faces various development challenges including one of the world’s lowest electrification rates. The Government of Liberia is tackling these issues by aiming to increase electricity coverage to 70 percent of the population in Monrovia and 35 percent nationwide by 2030. While national energy planning is often focused on increasing supplies of fuel or electricity, especially for individuals and urban uses, with little attention to energy demand characteristics of women – especially those in underserved or unserved rural areas, it is important to consider and prioritize the gender dimension of energy needs for domestic, agriculture and small scale informal production activities where women predominate. Moreover, decision makers may view their energy-related choices as gender neutral, men and women are affected differently by energy policies and projects wherever their home, work and community roles differ. Given the country context initial consultations between the World Bank (WB) project team and the AFREA Gender and Energy Program revealed a strong basis for incorporating gender dimensions under the Liberia Renewable Energy Access Project (LIRENAP) which utilizes SREP funding for decentralized electrification through hybrid mini-grids and the scale-up of the Lighting Lives in Liberia (LLL) program.

Objective of Assignment-Liberia Gender and Energy Program (September 2016-February 2017)
RREA was designed to facilitate and accelerate the economic transformation of rural Liberia by promoting the commercial development and supply of modern energy services to rural areas with emphasis on locally available renewable resources. Given the renewed emphasis on gender considerations, a short term consultancy is being issued to provide overall support to mainstreaming gender into RREA’s operations.

Below are the key components of the Liberia gender and energy work program for which the team needs support, with some specific activities listed for the consultant. However, please note that activities may have to be slightly modified based on demands from the clients and energy team as the projects gains momentum.

1. Support on gender issues related to ongoing energy projects: Consultant to lead gender actions related to ongoing energy projects specifically the LIRENAP with a focus on the decentralized electrification in Lofa County through mini-grids and the LLL program.
   - Mini-Grid: Under the LIRENAP project decentralized electrification will be financed in Lofa County through the construction of a mini-hydro and a diesel generation plant. The Mini-grid will be utilized to distribute this electricity to the local population. The role of the consultant will be to identify key gender issues, risks, constraints and opportunities associated with the proposed energy project activity in order to identify concrete actions that can help improve the delivery of and access to energy services for both men and women. This is particularly relevant given the new potential users including households, businesses, and public entities. Actions will include amongst others, to provide leadership on the gender work program (e.g. annual work plans) under the project and oversee/ manage relevant actions on gender under the project activities. In addition, the consultant is expected to play a key role in providing input to project documents and policy
developments such as the safeguard mechanism e.g. the Environmental and Social Impact Assessment and the Resettlement Action Plans.

- **Lighting Lives In Liberia**: In 2012, the RREA, with technical support from the WB, developed a project called Lighting Lives in Liberia (LLL) to facilitate, stimulate, develop, and accelerate the local market for high-quality, low-cost solar lighting products. The LLL project was conceived to help facilitate a commercial market for portable solar-PV lighting devices while making these products more affordable to the local market. The LLL activities are being supported further under the LIRENAP project with a consumer feedback survey being launched and the onboarding of further local retailers. Seeing as women and their families stand to benefit greatly from better lighting and energy access, particular attention needs to be paid to the gender dynamics in the LLL project. The consultant is expected to support the ongoing work under the consumer survey, provide input to the training and capacity building for retailers and review the consumer awareness and marketing efforts.

2. **Institutional level gender mainstreaming actions**: There is an identified need to strengthen the institutional level gender mainstreaming actions in RREA. The consultant will be responsible to take forward the draft Gender Strategy of RREA and implement key actions under it. In addition, the consultant is expected to provide input and guidance on various policy level developments. For example, provide support to the Rural Energy Master Plan (linked to Rural and Renewable Energy Act of 2014) which sets the vision and approach for future delivery of energy services for both men and women. Tasks will include providing technical input to the plan and also ensuring that the consultations include input from stakeholders e.g. women’s economic empowerment organizations.

3. **Support on training and capacity building**: The consultant is expected to develop a training and capacity building work plan for RREA given the various project level activities outlined above. The aim of capacity building will be to share information, examples and build the capacity on gender in RREA and to also ensure new staff members are briefed on gender during the on-boarding under the LIRENAP e.g. the Environmental and Social Development Specialist and the Outreach Officer. In addition, the consultant will be required to join site-visits in Lofa County and lead community consultation with women’s groups as the tasks under the project activities are outlined further. The activities should be customized to meet the needs of women and men in the communities affected by the projects managed by RREA. In addition, the consultant might be required organize and lead “Gender in Energy” capacity building workshops for project stakeholders at various levels as needs arise.

4. **Monitoring and Evaluation**: The LIRENAP provides a unique opportunity for RREA to build its capacity to generate sex-disaggregated data to adequately monitor and report on the outcome and impact of improved energy services on female and male beneficiaries. The consultant is expected to contribute specific guidance and examples to strengthen capacity to monitor gender interventions in ongoing projects and new initiatives. Specific attention will need to be paid to the results framework outlined under the project implementation manual for the LIRENAP.

**Reporting**
The consultant will report to David Vilar (Task Team Leader for the Liberia Renewable Energy Access project) and Vanessa Lopes Janik (Co- Task Team Leader from the AFREA Gender and Energy program). The consultant will be supervised by Inka Schomer (Gender Expert- The World Bank) and work closely with
the government representatives from RREA across these outlined tasks especially Augustus Goanue-Executive Director RREA, Abraham Bility-RREA Social Development Specialist and Eunice Dahn-SREP Coordinator RREA. In addition, the consultant will work in close collaboration with the Environmental and Social Development Specialist and the Community Outreach Officer being recruited by RREA.

Scope of Work, Timeline and Deliverable (30 Days)
The initial assignment is 30 days during the period September 2016 - February 2017, which can be extended upon an agreement between the consultant and the WB. The consultant is also expected to provide input to annual work plans, communication management plans, internal meetings, monthly and quarterly reporting and presentations as needs arise.

Criteria and Qualifications:
The consultant will have:
- Advanced degree and a minimum of 5-7 years of directly relevant Bank and/or external experience. Experience in gender, energy and infrastructure sectors in developing countries.
- Seasoned expert in energy policy dialogue, project implementation or gender field level work.
- Experience in social assessments, surveying tools and field level consultations or experience with national utilities and energy systems.
- Experience working directly with project teams and interacting with governments on gender, social and energy specific issues.
- Experience in developing country required, West Africa preferred. A proven ability to plan, develop, coordinate and monitor programs and various activities from administrative aspects (budgets, reporting) to content (research, writing, presentation).
- Capacity to communicate with women and men in the local village and experience in the project site in Lofa County a plus.
- Fluent in written and spoken English. Fluency in local languages a plus.
- Willingness to travel to remote areas as needed.

Client’s Inputs
- The Consultant would have access to an office with internet facilities at the World Bank office
- RREA would also provide the Consultant access to their offices and staff