



## POWER AFRICA NIGERIA POWER SECTOR PROGRAM

### SOCIAL INCLUSION AND DIVERSITY IN NIGERIA'S POWER SECTOR: LEGAL, POLICY, AND REGULATORY FRAMEWORK



#### **ABOUT PA-NPSP'S RESEARCH ON SOCIAL INCLUSION AND DIVERSITY IN NIGERIA'S POWER SECTOR**

The Nigerian energy sector has not comprehensively examined diversity and social inclusion. Due to absence of data, the sector has limited scope of understanding of the value of social inclusion and diversity or measures to achieve it. The Power Africa Nigeria Power Sector Program (PA-NPSP) commissioned a study to fill the gap in knowledge and understanding of social inclusion and diversity and to provide practical guidance to strengthen sector policy and practice.

The full report, *Social Inclusion and Diversity in Nigeria's Power Sector*, presents the detailed findings from information gathered from power sector stakeholders, social inclusion actors, and diverse communities as well as an extensive literature review. The study aims to inform public, private, and civil society efforts to achieve social inclusion and diversity in power sector planning, operations, and workforce development.

In addition, PA-NPSP developed two background papers—*Patterns of Social Exclusion* and *Legal, Policy and Regulatory Framework*—to provide policymakers,

practitioners, development partners, and others with deeper insight into social inclusion and diversity in Nigeria.

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## INTERNATIONAL OBLIGATIONS

In 1993, Nigeria agreed to the International Convention on the Elimination of All Forms of Racial Discrimination, addressing all forms of racial or ethnic discrimination, and manifestations of religious and national hatred.<sup>1</sup> In so doing, Nigeria affirmed its commitment to preventing discrimination in line with the global human rights agenda. In 2007, Nigeria also ratified the United Nations (UN) Convention on the Rights of Persons with Disabilities, followed by its Optional Protocol in 2010.<sup>2</sup>

Among the fundamental conventions of the International Labor Organization (ILO), Nigeria ratified the Equal Remuneration Convention 1951 (No. 100) in May 1974 and the Discrimination (Employment and Occupation) Convention 1958 (No. 111) in 2002.<sup>3</sup> In ratifying these instruments and their provisions, the country committed to promote equal treatment and prohibit employee discrimination.

The Convention on Elimination of all Forms of Discrimination against Women (CEDAW) and its optional protocols are an international bill of rights for women. CEDAW defines what constitutes discrimination against women and includes an agenda for national action to empower women. Nigeria became a signatory to CEDAW in 1985 and ratified the convention in 1989 and the optional protocol in 1999.<sup>4</sup> CEDAW established universal principles of equality. However, Nigeria has not adopted any national laws or protocols to implement the convention.<sup>5</sup> In 2000, Nigeria joined other countries to endorse the UN's Millennium Development Goals (MDGs) and their monitoring indicators.<sup>6</sup> Nigeria also endorsed the UN's Sustainable Development Goals (SDG) in 2015, with its wide-reaching agenda. Of relevance for this study is SDG 7, which focuses on expanding infrastructure and upgrading technology to provide affordable energy for all.<sup>7</sup>

At the continental level, Nigeria has been a member of the African Union since 1963 and is obligated to enforce the provisions of its frameworks and instruments. The African Union Agenda 2063 aligns with SDG 7. Its key priority is providing social security and protection, especially for persons with disabilities.<sup>8</sup> Prior to Agenda 2063, the African Charter on Human Rights moved Africans into a new age of human rights by recognizing the rights of all individuals, without distinction of race, ethnic group, color, sex, language, religion, political or any other opinion, national and social origin, fortune, birth, or other status.<sup>9</sup> Nigeria ratified the Charter in 1983. It protects the elderly and persons with disability by offering “special measures of protection in keeping with their physical and moral needs.”<sup>10</sup>

In effect since 2005, the “Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons,”<sup>11</sup> protects older women against abuse and discrimination based on gender, seeking legislation to protect their property and land rights.<sup>12</sup> Known as the Maputo protocol, “The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa”<sup>13</sup> seeks to mainstream gender in laws, policy decisions, development plans and activities, and all spheres of life.<sup>14</sup> It also offers African women rights to equal representation and participation in politics and decision-making at all levels of development.<sup>15</sup>

The “Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa”<sup>16</sup> promotes and protects the rights of persons with disabilities, ensuring their inherent dignity. It was adopted by the African Union in 2018 but has not yet been ratified by Nigeria. Most recent is the “African Charter on the Rights and Welfare of the Child,” with special measures to ensure equal access to education, especially for girls (gifted or disadvantaged).<sup>17</sup>

Continental energy development initiatives are intended to ensure access to energy for all African people. One is the African Network of Centers of Excellence in Electricity (ANCEE). Launched by the Association of Power Utilities in Africa, ANCEE is positioned to improve power sector performance in Africa and power companies' technical and managerial capacities. Critical to ANCEE is ensuring that its members, including Nigerian power utilities, are addressing human resources and skills development gaps and promoting gender equality in the workplace by increasing women's representation in technical and decision-making positions. Nigeria subscribes to ANCEE through its power education institutions and is

committed to reserving 33 percent of training courses for women and 50 percent for employees from vulnerable contexts.<sup>18</sup>

Nigeria is bound by the regional Economic Community of West African States (ECOWAS) and abides by its Policy for Gender Mainstreaming in Energy Access,<sup>19</sup> which has a gender-equality goal. To meet Nigeria's obligations towards the ECOWAS policy, which requires all member states to develop and implement an Action Plan to achieve the targets set in the ECOWAS Policy for gender mainstreaming, in June 2021 the Federal Ministry of Power was drafting Nigeria's National Action Plan on Policy for Gender Mainstreaming in Energy Access. The ECOWAS Program on Gender Mainstreaming in Energy Access (ECOWGEN)<sup>20</sup> aims to understand the energy needs of men and women and rectify the differentiated ways energy access affects men and women. This policy and program set the objective to meet West Africa's Sustainable Energy for All (SE4ALL) goals, granting women and men equal access to modern energy services. ECOWAS's Directive on Gender Assessments in Energy Projects<sup>21</sup> is the standard for human rights in West Africa's power sector. Its goal is to ensure that women, men, and vulnerable and marginalized people are not excluded from the energy infrastructure. It emphasizes social inclusion by promoting and increasing the participation and capacity of women and men as customers, employees, managers, investors, officials, and other stakeholders.

ECOWAS ensures social inclusion through treaties designed for member states' adoption. Articles 61 and 63 of the ECOWAS treaty address the need to include women and youth in development by promoting "women's and youth organizations and professional associations as a means of ensuring mass involvement in the activities of the community."<sup>22</sup> Being a member state, Nigeria is mandated to "identify and assess all constraints that inhibit women from maximizing their contribution to regional development efforts" and to "provide a framework within which the constraints will be addressed and women's concerns and needs will be incorporated into the normal operations of the society."<sup>23</sup>

## **NATIONAL LAWS, POLICIES, AND PLANS**

Among the fundamental rights of the Constitution of the Federal Republic of Nigeria 1999 (CFRN, 1999) is the right to non-discrimination for every citizen, regardless of ethnicity, sex, religion, political opinion, or disability status.<sup>24</sup> The constitution's provisions empower citizens to seek enforcement in a court of law. The mandate to provide facilities encourages mobility of people and services,<sup>25</sup> including electricity services for all Nigerians.

Nigeria's interest in building an inclusive state is addressed in its concept of federalism. Section 171(5) of the Nigerian constitution requires the President and agencies of government to consider the federal character of Nigeria and the need to promote national unity in making appointments.<sup>26</sup> The Federal Character Commission is charged with addressing marginalization by adopting equitable measures for the distribution of socioeconomic services, amenities, infrastructural facilities, and positions in the civil and public service.

The ILO Discrimination (Employment and Occupation) Convention, 1958, ratified by Nigeria, discourages employment discrimination, "any distinction, exclusion, or preference made on the basis of race, color, sex, religion, political opinion, national extraction, or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation."<sup>27</sup> The National Employment Policy (NEP) 2017<sup>28</sup> ensures the fullest possible opportunity to all workers to qualify for and use their skills and talents in a job where qualified, regardless of race, sex, religion, political opinion, physical disabilities, national extraction, or ethnic or social origin. The NEP provides for job creation for youth, women, and persons with disabilities.

The country has policies and regulations that target inclusion of some social groups. An example is the National Gender Policy (2006),<sup>29</sup> focusing on addressing exclusion and marginalization of Nigerian women. The 2018 National Policy on Disability in Nigeria and the National Youth Policy (2019) aim to include youth participation in national development. The military government enacted the Nigerian with

Disabilities Decree of 1993.<sup>30</sup> Section 6 of the Decree requires all employers to reserve 10 percent of jobs for persons with disabilities. The decree offers a 15 percent tax deduction to private sector employers that hire persons with disabilities and prohibits employers from discriminating against them.

A relevant strategic planning document is the 2004 National Economic Empowerment and Development Strategy (NEEDS),<sup>31</sup> adapted in the states as SEED (State Economic Empowerment and Development Strategy)<sup>32</sup> and in local government areas (LGAs) as a Local Economic Empowerment and Development Strategy. These collaborative efforts at different levels of government offer reasoned approaches to addressing underdevelopment and inclusivity.

The Nigerian government has made advances in integrating persons with disabilities in socioeconomic life. After nine years of civil society advocacy, the Nigerian government in 2019 signed the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018. It covers access to structures, education, employment, health, and political participation. It contains a mandatory stipulation that “all employers of labor in public organizations, shall, as much as possible, have persons with disabilities constituting at least five percent of their employment.”<sup>33</sup>

In 2018, youth advocated for greater participation in governance. Nigerian President Muhammad Buhari signed the “Not Too Young to Run” bill, championed by youth groups in 2018.<sup>34</sup> The bill promotes youth leadership and increased participation of young people in government.

Some national sectoral policies also address the inclusion of social groups that risk being excluded. For example, among the 2017 NEP objectives are partnership, the promotion of gender sensitivity, and indigenous participation in energy sector industries.<sup>35</sup> The 2007 National Biofuel Policy has as one of its objectives the economic development and empowerment of rural communities.

Section 88 of the Electric Power Sector Reform Act (ESPRA) 2005 established the Rural Electrification Agency (REA) to implement the federal government’s goal of aggressive rural electrification, thereby bridging the rural–urban divide. The EPSRA also established the Nigerian Electricity Regulatory Commission (NERC) as an independent regulator to manage an efficient power industry and ensure adequate power supply by connecting rural and urban areas to power systems.<sup>36</sup> EPSRA created the Power Consumer Assistance Fund (PCAF), which, though not yet operational, is mandated to subsidize underprivileged and special needs consumers. NERC, in encouraging social cohesion through electricity supply, provides in its tariff plans a special lifeline tariff for low-income consumers who use less than 5kWh of electricity.

The Federal Competition and Consumer Protection Commission (FCCPC), established by the FCCPC Act 2004 also plays a part by prioritizing consumers in every business value chain, taking preventive and remedial measures to protect service delivery rights. Through its efforts to mediate between the consumer and electricity distributors, FCCPC has shown a commitment to ensuring that consumers are not denied services.

Nigeria’s constitution granted concurrent and residual powers to the states, empowering them to make laws and policies. States also have laws and policies that ensure social inclusion. For example, Lagos State has “The Special People’s Law,” which addresses social protection to encourage persons with disabilities to work. Kaduna State has, among other social protection policies, a Gender and Social Inclusion policy.

Table 1: Overview of International/National Framework

Document Name	Year Nigeria Ratified/ Acceded to/Endorsed
<b>International Obligations</b>	
ILO Equal Remuneration Convention 1951 (No. 100)	1974
(African Union) African Charter on Human Rights	1983
UN Convention on Elimination of all Forms of Discrimination against Women	1989/1999
UN International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)	1993
UN's Millennium Development Goals	2000
ILO Discrimination (Employment and Occupation) Convention 1958 (No. 111)	2002
UN Convention on the Rights of Persons with Disabilities and Optional Protocol	2007/2010
UN Sustainable Development Goals (SDG)	2015
Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons	2020
Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa	—
<b>National Laws, Policies, and Plans</b>	
Nigerian with Disabilities Decree	1993
Federal Character Commission (Establishment, Etc.) Decree 1996	1996
Constitution of the Federal Republic of Nigeria 1999	1999
Federal Competition and Consumer Protection Commission Act	2004
National Economic Empowerment and Development Strategy (NEEDS)	2004
Electric Power Sector Reform Act (EPSRA)	2005
National Gender Policy	2006
National Biofuel Policy	2007
National Employment Policy 2017	2017
National Policy on Disability in Nigeria	2018
Not Too Young to Run bill	2018
Discrimination Against Persons with Disabilities (Prohibition) Act, 2018	2019
National Youth Policy	2019

## DEVELOPMENT PARTNER POLICIES AND PRIORITIES

The Nigerian government engages with bilateral and multilateral organizations, international development groups, and independent foundations to mobilize resources, such as grants and concessional financing,<sup>37</sup> for national power sector development. These partnerships are influenced by Nigeria's aforementioned social inclusion and diversity commitments, policies, and priorities as well as those of development partners active in the country's power sector.

## USAID

USAID promotes inclusive or “smart development”—the concept that all people, regardless of identity, are instrumental in transforming their society and their inclusion throughout the development process leads to better outcomes.<sup>38</sup> Smart development promotes integrated development that is non-discriminatory, where all people participate, including those who face discrimination and limited access to their country’s benefits, legal protections, or social participation. In its five-year Country Development Cooperation Strategy for Nigeria (2020 - 2025), USAID highlights access to energy as key to achieving its first development objective, broadened and inclusive economic growth. Inclusion—of women, youth, religious minorities, persons with disabilities and other marginalized people—is one of four cross-cutting strategic priorities of the Strategy. Under the Country Development Cooperation Strategy, USAID’s Collaborating, Learning, and Adapting Agenda will identify ways to promote inclusion across all its development objectives. USAID defines excluded or marginalized groups as people who are routinely denied access to legal protection or social and economic participation and programs (police protection, political participation, access to healthcare, education, employment), whether in practice or in principle, for historical, cultural, political, or other reasons. Such groups may include women and girls, persons with disabilities, displaced persons, migrants, indigenous individuals and communities, youth and the elderly, religious minorities, ethnic minorities, people in lower castes, and people of diverse economic class and political opinions. These groups often suffer from discrimination in the application of laws and policy or access to resources, services, and social protection.<sup>39</sup>

As a donor agency, USAID has developed policy documents that express its commitment to inclusive development, including [USAID’s Disability Policy Paper](#); the [Gender Equality and Women’s Empowerment Policy](#); the [Policy on Promoting the Rights of Indigenous Peoples](#); the [Youth in Development Policy](#); the Strategy on Democracy, Human Rights, and Governance; and the guidance for [Promoting Nondiscrimination and Inclusive Development in USAID Funded Programs](#).

The gender policy sets out USAID’s commitment to gender equality as an outcome of its development assistance. Three principal outcomes are: 1) Reduce gender disparities in access to, control over, and benefit from resources, wealth, opportunities, and services—economic, social, political, and cultural; 2) Reduce gender-based violence and mitigate its harmful effects on individuals and communities; and 3) Increase capability of women and girls to achieve their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.<sup>40</sup> The goal of the Policy on Promoting the Rights of Indigenous Peoples is “to improve the measurable impact and sustainability of USAID’s programs by ensuring that our staff and implementing partners engage Indigenous Peoples as meaningful partners in development processes; safeguard against harm; and enhance their ability to promote their rights, determine their own priorities, and advance their self-reliance.”<sup>41</sup>

In the power sector, USAID and Power Africa support research and programming to illuminate and promote social inclusion and diversity, with a focus on empowering women and girls as energy users, providers, and decision-makers. This approach recognizes that energy is critical to improving health, safety, productivity, education, and income-generation opportunities for women and girls, who are disproportionately affected by lack of access.<sup>42</sup>

In 2017, Power Africa conducted a landmark gender analysis of Nigeria’s power sector, expanding insight on gender in the sector and providing programs such as PA-NPSP with actionable recommendations. In addition, USAID is implementing the Engendering Utilities program in Nigeria, working with electricity and water utilities to increase economic opportunities for women and improve gender equality in the workplace. As part of the initiative, USAID will support an executive short course on gender equality to enhance women’s empowerment in these male-dominated sectors and contribute to strengthened, resilient workplaces.

## OTHER DEVELOPMENT PARTNERS IN NIGERIAN POWER SECTOR

**Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)** is a German development agency. Its approach to gender equality and women’s empowerment is laid out in its Gender Equality Strategy, *Gender reloaded: Vision needs Attitude – Attitude meets Action*.<sup>43</sup> The goals of the strategy align with the 2030 Agenda (Sustainable Development Goals/SDGs) and the European Consensus on Development. For the inclusion of persons with disabilities in programming, GIZ has developed the Inclusive Social Protection Checklist.<sup>44</sup>

**The United Kingdom’s Foreign, Commonwealth & Development Office (FCDO)** is a department of the Government of the United Kingdom. The Department for International Development (DFID), FCDO’s predecessor, was dissolved in September 2020. To date, FCDO has not formally adopted DFID’s 2018 Strategic Vision for Gender Equality.<sup>45</sup> However, FCDO has recently published an update on its work towards DFID’s Strategy for Disability Inclusive Development.<sup>46</sup>

The gender equality work of **Agence Française de Développement (AFD)**, France’s inclusive public development bank, is governed by France’s International Strategy On Gender Equality (2018–2022).<sup>47</sup> By 2022, AFD will ensure that 50 percent of its commitments are gender-responsive and will fund €700 million in projects whose main objective is to reduce gender inequality.<sup>48</sup>

**Global Affairs Canada (GAC)** is the department of the government of Canada that leads the country’s international development and humanitarian assistance. GAC’s approach to gender mainstreaming and women’s empowerment is guided by Canada’s Feminist International Assistance Policy.<sup>49</sup> Its Departmental Plan 2021-2022<sup>50</sup> states a commitment to supporting marginalized groups in Canada and overseas, including Indigenous peoples, lesbian, gay, bisexual, transgender and two-spirit persons, persons with disabilities, youth, refugees, and other marginalized people.

**The World Bank Group** is an international financial institution owned by 187 countries. Its Gender Strategy (FY16-23): *Gender Equality, Poverty Reduction and Inclusive Growth*<sup>51</sup> outlines the support the Group will provide to clients and partners to achieve gender equality. World Bank Group also has a Disability Inclusion and Accountability Framework<sup>52</sup> and an Environmental and Social Framework<sup>53</sup> that includes, among other things, eight environmental and social standards, one of which is recognizing the “human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities”<sup>54</sup> and a Bank Directive on Addressing Risks and Impacts on Disadvantaged or Vulnerable Individuals or Groups.<sup>55</sup>

### POWER AFRICA NIGERIA POWER SECTOR PROGRAM

PA-NPSP is the signature initiative of Power Africa in Nigeria. PA-NPSP promotes Power Africa goals by working to increase electricity availability, access, and reliability throughout Nigeria. PA-NPSP contributes to comprehensive reform in Nigeria’s power sector, addressing gas-to-power challenges, competitive procurement of clean and conventional energy, regulatory and policy reforms to foster greater sector transparency and private investment, utility distribution sector reform, and off-grid electricity access.

Power Africa is a U.S. Government-led partnership that harnesses the collective resources of over 170 public and private sector partners to double access to electricity in sub-Saharan Africa. Power Africa’s goal is to add at least 30,000 MW of cleaner and more reliable electricity generation capacity and 60 million connections by 2030.

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## ENDNOTES

<sup>1</sup> Status of the Implementation of International Convention on the Elimination of All Forms of Racial Discrimination in Nigeria: An Alternative Report: <https://www.fidh.org/IMG/pdf/ng092005a.pdf>

<sup>2</sup> Optional Protocol to the Convention on the Rights of Persons with Disabilities [https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtmsg\\_no=IV-15-a&chapter=4&clang=\\_en](https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtmsg_no=IV-15-a&chapter=4&clang=_en)

<sup>3</sup> ILO Ratifications for Nigeria: [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::PI1200\\_COUNTRY\\_ID:103259](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::PI1200_COUNTRY_ID:103259)

<sup>4</sup> UN Committee on the Elimination of Discrimination against Women: State Party Report, Nigeria <https://www.refworld.org/publisher,CEDAW,,NGA,3fdd88fc4,0.html>

<sup>5</sup> UN Committee on the Elimination of Discrimination against Women (CEDAW), Concluding Observations of the Committee on the Elimination of Discrimination against Women: Nigeria, paragraph 21 July 2017, CEDAW/C/NGA/CO/7-8, available at: [http://tbinternet.ohchr.org/\\_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fNGA%2fCO%2f7-8&Lang=en](http://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fNGA%2fCO%2f7-8&Lang=en)

<sup>6</sup> Nigeria and MDG: [https://www.undp.org/content/dam/undp/library/MDG/english/MDG%20Country%20Reports/Nigeria/Nigeria\\_MDGs\\_Abridged\\_Sept30.pdf](https://www.undp.org/content/dam/undp/library/MDG/english/MDG%20Country%20Reports/Nigeria/Nigeria_MDGs_Abridged_Sept30.pdf)

<sup>7</sup> Nigeria | Tracking SDG7–ESMAP: <https://trackingsdg7.esmap.org/country/nigeria>

<sup>8</sup> Linking Agenda 2063 and the SDGs: <https://au.int/agenda2063/sdgs>

<sup>9</sup> 1986 African Charter on Human and People's Rights: [https://au.int/sites/default/files/treaties/36390-treaty-0011\\_-\\_african\\_charter\\_on\\_human\\_and\\_peoples\\_rights\\_e.pdf](https://au.int/sites/default/files/treaties/36390-treaty-0011_-_african_charter_on_human_and_peoples_rights_e.pdf)

<sup>10</sup> Ibid Article 18(4)

<sup>11</sup> 2016 Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons <https://au.int/en/treaties/protocol-african-charter-human-and-peoples-rights-rights-older-persons>

<sup>12</sup> Ibid Article 9

<sup>13</sup> The Protocol to the African Charter on Human and Peoples' Rights; on the Rights of Women in Africa <https://au.int/en/treaties/protocol-african-charter-human-and-peoples-rights-rights-women-africa>

<sup>14</sup> Ibid Article 2.1(c)

<sup>15</sup> Ibid Article 9.

<sup>16</sup> Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa <https://au.int/en/treaties/protocol-african-charter-human-and-peoples-rights-rights-persons-disabilities-africa>

<sup>17</sup> African Charter on the Rights and Welfare of the Child: Article 11.3(e): <https://au.int/en/treaties/african-charter-rights-and-welfare-child>

<sup>18</sup> African Network of Centers of Excellence in Electricity (ANCEE): <https://www.afd.fr/en/carte-des-projets/african-network-centers-excellence-electricity-ancee>

<sup>19</sup> Policy for Gender Mainstreaming in Energy Access: [https://www.afdb.org/fileadmin/uploads/afdb/Documents/Generic-Documents/ECOWAS\\_Policy\\_for\\_Gender\\_Mainstreaming\\_in\\_Energy\\_Access.pdf](https://www.afdb.org/fileadmin/uploads/afdb/Documents/Generic-Documents/ECOWAS_Policy_for_Gender_Mainstreaming_in_Energy_Access.pdf)

<sup>20</sup> ECOWAS Program on Gender Mainstreaming in Energy Access: <http://www.ecreee.org/page/ecowas-program-gender-mainstreaming-energy-access-ecowgen>

<sup>21</sup> ECOWAS validates its regional Directive on Gender Assessments in Energy Projects <http://www.ecreee.org/news/ecowas-validates-its-regional-directive-gender-assessments-energy-projects>

<sup>22</sup> See: Article 61.2(c) of ECOWAS Treaty

<sup>23</sup> See: Article 63.2(a-b) of Ecowas Treaty



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- <sup>24</sup> See: Section 42 of the CFRN 1999
- <sup>25</sup> See: Section 15(2) of the CFRN
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- <sup>31</sup> NEEDS document: <https://www.cbn.gov.ng/out/publications/communique/guidelines/rd/2004/needs.pdf>
- <sup>32</sup> SEEDS Manual: <http://www.jfmorton.co.uk/pdfs/Manual.pdf>
- <sup>33</sup> The Discrimination Against Persons with Disabilities (Prohibition) Act, 2018: <https://drive.google.com/file/d/12459t6medwbLvSunXgk6o9x9nnpnXG6W4/view>
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- <sup>35</sup> IAEA Country Nuclear Power Profile: <https://www-pub.iaea.org/MTCD/Publications/PDF/cnpp2018/countryprofiles/Nigeria/Nigeria.htm>
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- <sup>39</sup> Ibid
- <sup>40</sup> Power Africa Gender Analysis
- <sup>41</sup> Draft USAID Policy on Indigenous Peoples’ Issues (October 8, 2018): [https://www.usaid.gov/sites/default/files/documents/1866/Indigenous-Peoples-Policy\\_DRAFT\\_10.08.2018.pdf](https://www.usaid.gov/sites/default/files/documents/1866/Indigenous-Peoples-Policy_DRAFT_10.08.2018.pdf)
- <sup>42</sup> See USAID and Power Africa websites: <https://www.usaid.gov/energy/gender>, <https://www.usaid.gov/powerafrica/gender>
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