Clean Technology Hub
Energy Innovation Centre

Climate-KIC
Co-funded by the European Union

Irish Aid
Rialtas na hÉireann
Government of Ireland

Effective Tracking and Monitoring of DEI in the Clean Energy Sector: Report on Roundtable Dialogue 2026

May 2026



Click play to watch the Podcast

Overview of Nigeria's Clean Energy Sector

Nigeria's clean energy sector is expanding rapidly, driven by investments in solar mini-grids, solar home systems, clean cooking technologies, and emerging e-mobility solutions to improve energy access and accelerate low-carbon development. The country has deployed over 150 interconnected and isolated mini-grids,[1] while decentralized renewable energy solutions continue to provide electricity access to underserved rural and peri-urban communities. At the same time, Nigeria's clean cooking and electric mobility markets are gaining traction through increased private sector participation and government-supported energy transition initiatives. However, despite this progress, energy poverty remains a major challenge, with Nigeria still recording one of the largest electricity access deficits globally.

Existing Diversity, Equity, and Inclusion (DEI) Gaps

While the sector presents significant economic and social opportunities, major Diversity, Equity, and Inclusion (DEI) gaps persist across the clean energy ecosystem. Women, persons with disabilities, rural populations, and other marginalized groups continue to face barriers to participation in clean energy employment, entrepreneurship, financing, leadership, and technical training opportunities. Globally, women account for only 32% of the renewable energy workforce, with representation dropping to 28% in STEM-related roles and 19% in senior leadership positions, according to the International Renewable Energy Agency (IRENA)[2]. In Nigeria and across Sub-Saharan Africa, these disparities are even more pronounced due to structural barriers such as limited access to finance, cultural stereotypes, weak inclusion policies, and inadequate institutional support for underrepresented groups.

The clean cooking sector particularly highlights the urgency of inclusive energy transitions. According to Nigeria's National Bureau of Statistics (NBS), about 65% of Nigerian households still rely on traditional cooking methods such as firewood and charcoal, with rural dependence reaching nearly 79%.[3] Women and children bear the greatest burden of this reliance through exposure to household air pollution, time poverty, health risks, and reduced economic productivity. Similarly, persons with disabilities remain significantly underrepresented within clean energy programmes and workforce participation due to

---

[1] World Bank. (2024). *Mini grids for underserved main grid customers*. World Bank. https://openknowledge.worldbank.org/bitstreams/69739c17-f584-49f0-b87c-46ba7f95ff0a/download

[2] DevelopmentAid. (2025, October 13). *Women hold 32% of renewable energy jobs but face leadership barriers*. DevelopmentAid. https://www.developmentaid.org/news-stream/post/200961/irena-renewable-energy-gender-report-women-workforce-barriers

[3] National Bureau of Statistics. (n.d.). *E-library*. Federal Republic of Nigeria. https://www.nigerianstat.gov.ng/elibrary/read/1241577

inaccessible infrastructure, limited targeted opportunities, and the absence of coordinated inclusion frameworks and disaggregated data systems.

Why Bridging the DEI Gap is Important

Bridging these DEI gaps is essential to achieving a just and sustainable energy transition in Nigeria. Inclusive clean energy systems not only improve access to energy services but also expand economic participation, create jobs, strengthen local innovation, and enhance community resilience. Evidence increasingly shows that equitable representation across the sector improves organizational performance, strengthens adoption of clean technologies, and ensures that the benefits of the energy transition reach underserved populations. As the renewable energy sector continues to grow globally, with the International Renewable Energy Agency (IRENA) projecting up to 30 million jobs in the sector by 2030, there is an urgent need to ensure that women, youth, persons with disabilities, and low-income communities are not excluded from these emerging opportunities.

Despite ongoing interventions by government agencies, private sector actors, civil society organizations, and development partners, DEI data within Nigeria's clean energy sector remains fragmented and inconsistently tracked. Many organizations implement impactful projects with measurable inclusion outcomes, yet there is currently no coordinated framework or centralized mechanism for aggregating, monitoring, and reporting DEI indicators across the sector. This limits evidence-based policymaking, weakens accountability, and makes it difficult to measure national progress on inclusive energy access and participation.

Link to the DEI Roundtable

The DEI Roundtable was therefore convened to address this critical gap by bringing together stakeholders across Nigeria's clean energy ecosystem to strengthen dialogue on diversity, equity, and inclusion within the sector. The roundtable aimed to foster collaboration, highlight existing barriers and opportunities, promote knowledge sharing, and encourage the development of more coordinated systems for tracking DEI outcomes and advancing inclusive clean energy transitions in Nigeria.

Objectives

This roundtable convened key stakeholders across government, private sector, civil society, and academia to:

- Identify gaps in current DEI monitoring frameworks within the clean energy sector
- Share knowledge, tools, and best practices for inclusive tracking systems
- Co-create actionable strategies to strengthen DEI accountability and reporting
- Foster inter-ministerial and cross-sector collaboration

Expected outcomes

- Clear identification of key gaps in DEI monitoring across Nigeria's clean energy sector, including renewable energy, clean cooking, and e-mobility.
- Development of a draft set of standardised DEI indicators to improve consistent tracking and reporting.
- Increased stakeholder capacity through shared knowledge, tools, and best practices for inclusive data systems.
- Co-created an actionable roadmap outlining practical steps to strengthen DEI accountability and reporting.
- Strengthened collaboration among stakeholders to drive coordinated DEI efforts
- Greater commitment to integrating DEI data and accountability into clean energy policies, programmes, and investments.

Roundtable Dialogue Outcomes

The DEI roundtable dialogue was held on the 29th of April 2026 at Clean Technology Hub with 25 stakeholders from areas of the clean energy space. The event was moderated by Mr Kolade Kolawale, Assistant Manager, Energy Access.



Fig 1: Anchoring of the Event by Mr Kolade Kolawale, Manager, Energy Access Welcome address

The welcome address was delivered by Mr Daramfon Bassey, Head of Programmes for Energy Access, Clean Technology Hub. He welcomed everyone present at the event and provided a brief overview of the Empowered to Impact program, which was supported by Climate KIC. According to him, under the program, 100 female micro-entrepreneurs were trained virtually over the course of eight weeks on entrepreneurship, advocacy, project implementation and financial skills. After a pitch deck presentation on their community projects, 10 participants were selected to implement initiatives aimed at training 20 individuals in their communities.

Mr Daramfon emphasized the significant impact women have in their communities and highlighted the importance of collectively monitoring and tracking diversity, equity, and inclusion (DEI) in the clean energy sector. He stated that doing so would help measure the impact and progress of Nigeria's clean energy sector.



Fig 2: Welcome address by Mr Daramfon Bassey , Head of Programmes, Energy Access.

Goodwill Message

The Executive Secretary of the National Commission for Persons with Disabilities (NCPD), Chief Ayuba Gufwan, represented by Mrs Gloria Victor, delivered a goodwill message where she empasized the need for inclusion, especially for persons with disabilities in the clean energy sector, not just as beneficiaries but as active participants engaged as innovators, entrepreneurs, employees and decision makers. She also stated the need for collaboration between all stakeholders in the sector, and reaffirmed their commitment through supporting policies and initiatives that promote inclusion and empower persons with disabilities within Nigeria's development agenda, as she aptly noted, ‘ Leave no one behind’.



Fig 3: Goodwill message by Chief Ayuba Gufwan, Executive Director for the National Commission for Persons with Disabilities (NCPD) represented by Mrs Gloria Victor

Setting the context

Gender and Clean Cooking Lead at Clean Technology Hub, Ukpoju Oyine Esther, delivered a presentation on Effective Tracking of Diversity, Equity, and Inclusion (DEI) in Nigeria's Clean Energy Sector. She highlighted that across NGOs, private sector actors, and Ministries, Departments, and Agencies (MDAs), numerous impactful projects are being implemented, each supported by data and documented outcomes on individual organizational platforms.

However, she pointed out a critical disconnect: despite these efforts, national-level indicators still show that approximately 70% of Nigerians have been experiencing energy poverty as of 2024. This gap underscores the lack of a coordinated system to aggregate and analyse sector-wide data and accurately measure collective impact.

She emphasized the urgent need for a centralized and unified data tracking system that brings together inputs from all stakeholders. Such a system, she noted, would enhance transparency, improve accountability, and enable evidence-based decision-making across the sector.

Addressing inclusion gaps, she revealed that women represent less than 10% of the workforce in the clean energy sector, with the majority occupying non-technical (non-STEM) roles. Additionally, persons with disabilities remain significantly underrepresented and largely excluded from workforce participation and program design.

She concluded by calling for more intentional strategies to mainstream DEI, particularly through inclusive data systems, targeted capacity building, and policies that promote equitable participation across gender and ability groups in Nigeria's clean energy transition.



Fig 4: PowerPoint presentation by Ukpoju Oyine Esther, Gender and Clean Cooking Lead, on Effective tracking of DEI in Nigeria's Clean Energy Sector

Panel Session

The panel session was moderated by Thara Atta — the Chief Executive Officer, Trashformas Nigeria Limited — who introduced the panelists and invited them to take their seats for an engaging discussion on Diversity, Equity, and Inclusion (DEI) in Nigeria's clean energy sector.

The discussion focused on three major thematic areas:

- Current gaps in DEI tracking and reporting
- Practical tools and frameworks for monitoring inclusion
- Policy, private sector, and financing actions needed to strengthen DEI accountability

The session explored how inclusive participation can be improved across the clean energy value chain, particularly for women and marginalized groups, while also highlighting the need for stronger collaboration, data systems, and accountability mechanisms.

Questions Addressed During the Panel Session

1. Why is the participation of women and marginalized individuals in technical and leadership roles in the clean energy sector still low, despite many initiatives aimed at their inclusion?
2. How can we collect gender-disaggregated and inclusion-focused data effectively?
3. From your experience, what challenges do organizations face in collecting and reporting DEI data, and how can these challenges be addressed?
4. How can stakeholders better collaborate to advance DEI in the sector?
5. From your experience, what are the most significant gaps in tracking diversity, equity, and inclusion within Nigeria's clean energy sector?
6. Why is it important for organizations and institutions to track DEI indicators in energy programs and investments?
7. How can companies embed inclusion into their value chains, including distribution, hiring, and partnerships?
8. What role should community-based organizations play in driving inclusive energy adoption?

The panel session provided stakeholders with an opportunity to share experiences, challenges, and practical recommendations for strengthening DEI integration within Nigeria's clean energy ecosystem.

The panelists included:

- Mrs Chioma Ome, Nigeria Country Director, Solar Sister
- Mrs Chisom Nwanko, CEO, The Skilled Woman Initiative (TSWIN)
- Mr Oluwatosin Christopher, Head of Programs, Environment and Climate Action at Clean Technology Hub
- Mr Kashema Bahago, Carbon Program Delivery Lead at Vectar Energy

Key Highlights from the Panel Discussion.



Mrs Chioma Ome, Country Director, Solar Sister

Mrs Chioma Ome highlighted that Diversity, Equity, and Inclusion (DEI) has become a mandatory consideration in accessing funding opportunities. She explained that funders are increasingly interested in understanding who the beneficiaries of projects are, the level of inclusion within implementation processes, and the specific problems being addressed.

She further noted that Nigeria faces a significant data challenge, particularly within the clean energy sector, due to the absence of a centralized database to track progress, impact, and sector-wide achievements. According to her, data is a powerful tool for measuring impact, attracting investment, informing policy decisions, and driving accountability across the sector.

She also pointed out a practical gap within Nigeria's data ecosystem, explaining that although data is being captured and stored in systems such as the Nigeria Bureau of Statistics(NBS) platform, accessibility remains a significant challenge for individuals and stakeholders. This limitation reduces the overall value of the data, as it becomes difficult to retrieve, analyze, or use it effectively for decision-making, accountability, and broader sector learning within the clean energy space.

Mr Oluwatosin Christopher, Head of Programs, Environment and Climate Action at Clean Technology Hub

Mr Oluwatosin Christopher highlighted several critical areas for strengthening Diversity, Equity, and Inclusion (DEI) in the clean energy sector. He identified data collection, data disaggregation, and data integrity as foundational pillars for ensuring that DEI efforts are effectively measured and reflected in sector outcomes. He emphasized the importance of intentional, accurate, and well-structured data collection processes to properly capture and represent project impacts.

He also stressed the need for a centralised data system in which organisations and stakeholders can consistently upload and report project data. According to him, such a system would improve coordination, strengthen accountability, enhance transparency, and provide clearer insights into the progress and impact of clean energy interventions across Nigeria.

In addition, he underscored the importance of embedding DEI within organizational structures, noting that women should not be restricted to administrative roles but should be given equal opportunities to participate in technical and leadership positions within the sector.

Mrs Chisom Nwanko, CEO, The Skilled Woman Initiative (TSWIN)

Mrs Chisom Nwanko highlighted the importance of intentionality in data collection within the clean energy and development sectors. She emphasized that data should be properly disaggregated to ensure that every individual and group is adequately represented, particularly marginalised and underserved populations.

She also stressed the need for continuous monitoring and evaluation systems for implemented projects to assess sustainability, measure progress, and ensure long-term impact. According to her, consistent tracking mechanisms are essential for accountability, effective reporting, and improving the overall success of development interventions.

Finally, she emphasized that effective tracking and monitoring of DEI cannot be achieved in isolation. He called for strong collaboration among stakeholders, including government, private sector actors, NGOs, and development partners, to build reliable systems, improve data quality, and ensure consistent monitoring of DEI outcomes across the clean energy ecosystem.

Mr Kashema Bahago, Carbon Program Delivery Lead at Vectar Energy

Dr Kashema Bahago highlighted that policy is a key driver of socio-economic impact and national development in Nigeria. He emphasized the critical role of the government in establishing clear Diversity, Equity, and Inclusion (DEI) policies that define responsibilities across sectors. According to him, structured policy frameworks are necessary to guide stakeholders and strengthen accountability in advancing DEI, not only within the clean energy sector but across other institutions and industries in the country.

He suggested that stakeholders, including the National Population Commission, National Bureau of Statistics (NBS), the Energy Commission of Nigeria, civil society organizations, and private sector actors, should collaborate to develop a unified framework for the clean energy sector. This framework should clearly define priority indicators for tracking progress, measuring impact, and ensuring inclusive outcomes. He emphasized that the framework should specify not only the data that needs to be collected but also standardize the methods for data collection, validation, and reporting across various institutions.



Fig 6: Group photo of Moderator and Panelists

Comments

Mr Igenegba Stephen and Mr Odeke Bernard from the Federal Ministry of Women Affairs emphasized the need for stronger coordination between civil society organizations (CSOs) working on women-focused initiatives and the Ministry of Women Affairs. They proposed that all relevant CSOs should formally register with the Ministry and maintain continuous collaboration throughout project implementation. They further stressed the importance of regular submission of project reports and implementation data, which would ensure that verified and consolidated information is systematically transmitted into the MBS database, thereby strengthening national visibility, coordination, and tracking of gender-related interventions across sectors.

This perspective was reinforced by Mrs Gloria Victor from the National Commission for Persons with Disabilities (NCPWD), who echoed the importance of structured data reporting and institutional collaboration. She emphasized that inclusive data systems and coordinated reporting mechanisms are essential not only for gender-focused programs but also for ensuring that persons with disabilities are properly represented in national datasets and development planning processes.



Fig 7: Question and Answer Session

Vote of Thanks

The vote of thanks was delivered by Daramfon Bassey, who expressed appreciation to all participants, panelists, moderators, and stakeholders for their active participation and valuable contributions to the dialogue. He acknowledged the importance of the discussions and the collective commitment shown towards advancing Diversity, Equity, and Inclusion (DEI) within Nigeria's clean energy sector.

He further emphasized the need for sustained collaboration, continuous stakeholder engagement, and stronger partnerships to drive meaningful and inclusive progress across the sector. He concluded by expressing optimism for future engagements and collective action toward achieving a more equitable clean energy ecosystem.



Fig 8: Group Photo of Participants

Recommendations

- Strengthen trust in data privacy and security by addressing concerns around personal information collection, particularly in sensitive areas such as clean cookstove interventions and carbon credit programs, through clearer safeguards and transparent data use practices.
- Mandate intentional data disaggregation by gender, disability status, and other relevant social categories to ensure accurate representation of marginalized and underserved populations in clean energy and development datasets.
- Formalize institutional collaboration by requiring CSOs to register with relevant government bodies such as the Ministry of Women Affairs and the National Commission for Persons with Disabilities, and to consistently submit implementation data to ensure verified information is captured in national systems like the Nigeria Bureau of Statistics (NBS).
- Improve accessibility standards for existing data platforms such as the MBS by making it easier for stakeholders to retrieve, analyze, and utilize data for evidence-based planning, accountability, and decision-making.

- Standardize DEI indicators and methodologies by developing a clear framework that defines priority metrics and harmonizes how data is collected, validated, and reported, including indicators that capture participation in technical STEM roles and leadership positions beyond administrative representation.

Next Steps

Following the roundtable, a Community of Practice (CoP) will be established to strengthen collaboration among stakeholders and improve the tracking of Diversity, Equity, and Inclusion (DEI) within the clean energy sector. This platform will serve as a continuous engagement space for sharing knowledge, aligning methodologies, and coordinating efforts on data collection, monitoring, and reporting across institutions.

In addition, a policy position paper will be developed to consolidate the key insights, recommendations, and agreed frameworks from the dialogue. The paper will articulate a unified stance on strengthening DEI data systems, improving coordination across stakeholders, and advancing evidence-based decision-making in Nigeria's clean energy ecosystem.