

25.02.2021

Clean Energy in MENA

Industry and Workforce Readiness

Agenda

Clean Energy Ecosystem in the MENA region

Megatrends: Clean Energy drivers and challenges

Key Takeaways on Megatrends

Government Leadership & Organisational Effectiveness

People in clean energy: Is optimism turning into action?

Identified gaps and Recommendations

Where does MENA region stand in comparison?

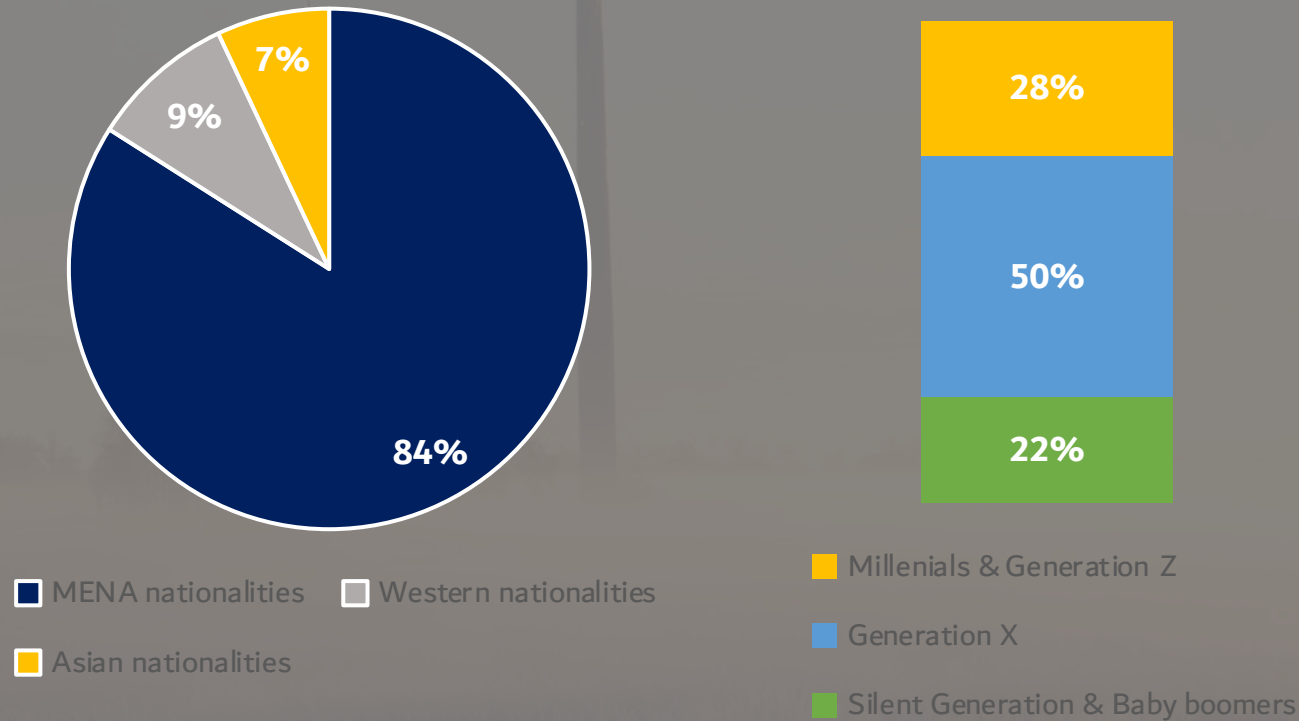
Conclusion

Clean Energy Ecosystem in MENA region

Building blocks of the Clean Energy Ecosystem



High representiveness of generations in MENA countries



Megatrends: Clean Energy drivers and challenges

The report examines 6 megatrends and how they are perceived by individuals



Climate change: The region is highly vulnerable to warmer temperatures and water scarcity.



Urbanisation and demographic changes: The region is moving towards denser cities and urbanised settlements.



Post-oil economies and demand for energy: Clean energy sources are abundant in the region and good progress is being made in their deployment.



Cybersecurity, IoT, connectivity and analytics: A more connected region means a larger impact of cyber-threats.



Health, happiness and well-being: With improving living conditions, health and happiness are becoming a priority for the population.



Artificial intelligence, robotics and automation: As more of our everyday processes are developed by external thinking, what does the transition look like?

Key Takeaways on Megatrends



The perceived importance of megatrends is not translating into readiness measures. This gap is wider regarding Climate change and well-being.



Governments are proactive regarding clean energy, which can be complemented with additional support for R&D



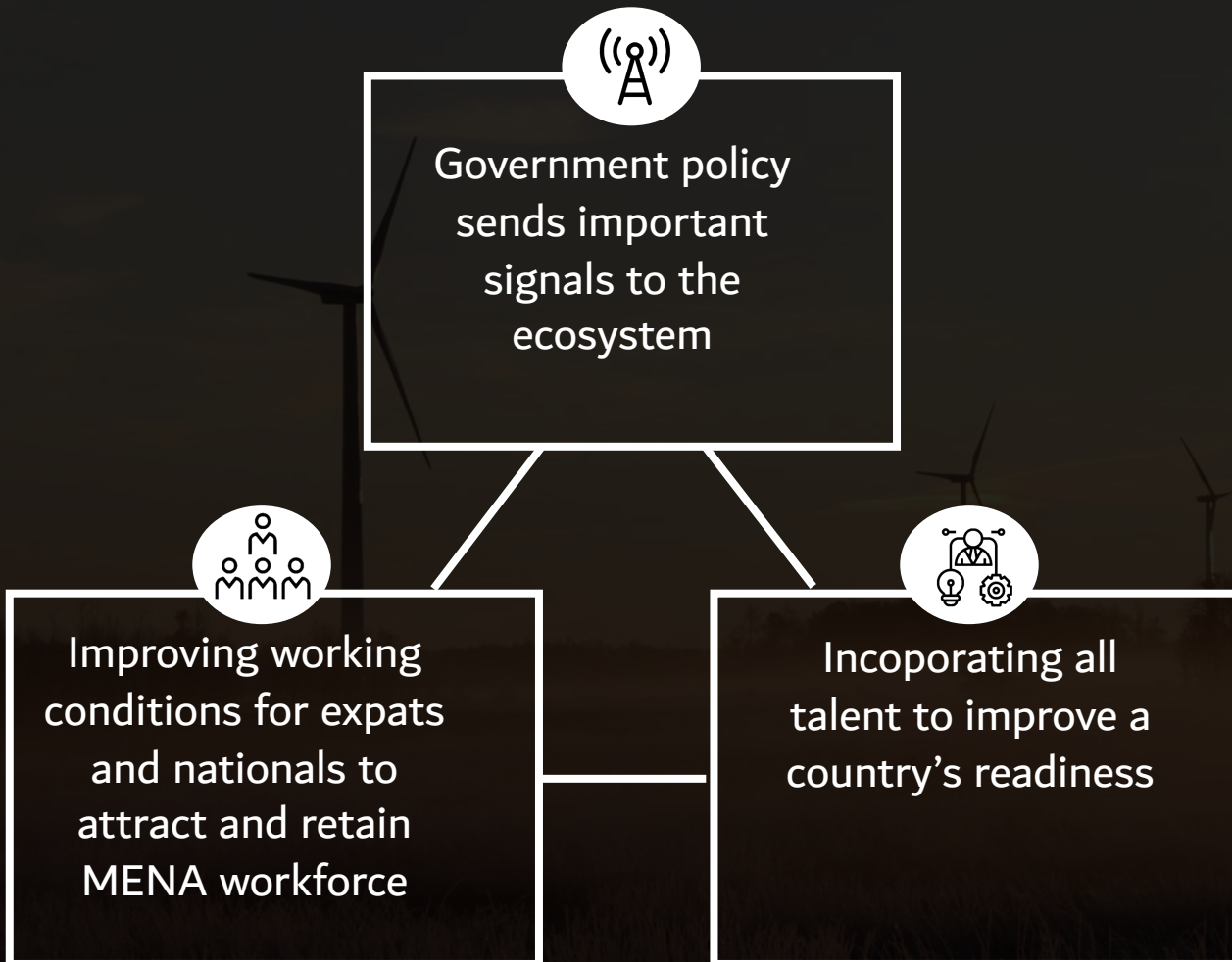
Better education increases the awareness of megatrends and their challenges



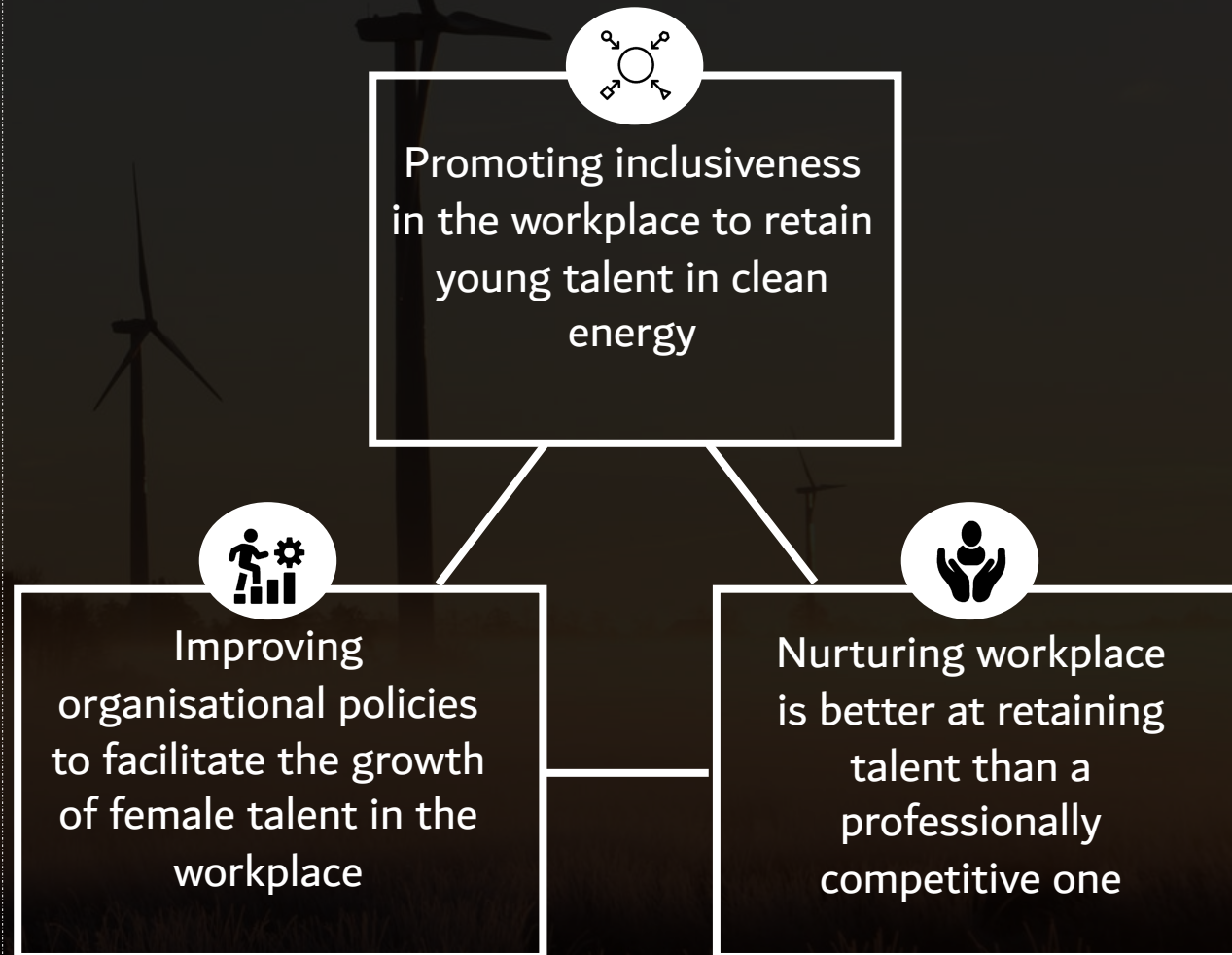
Well-being should become more of a priority for organisations alongside financial incentives and business disruptions (e.g. post-oil economy).

Government Leadership & Organisational Effectiveness

How are countries leveraging their people?

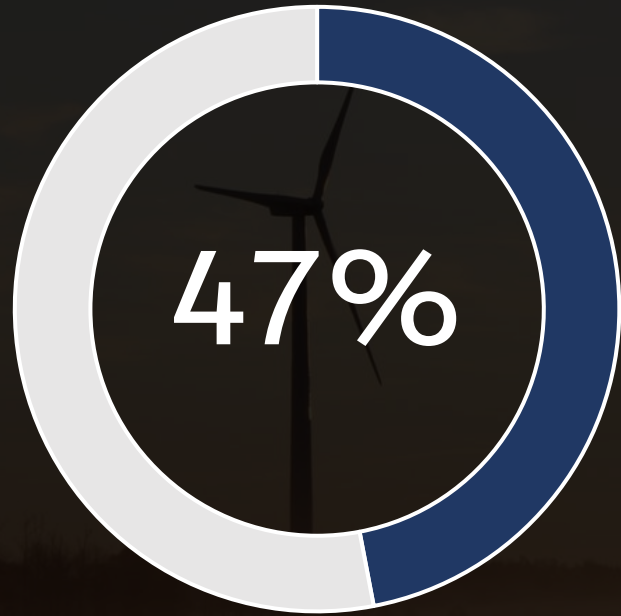


How is the workforce being leveraged?

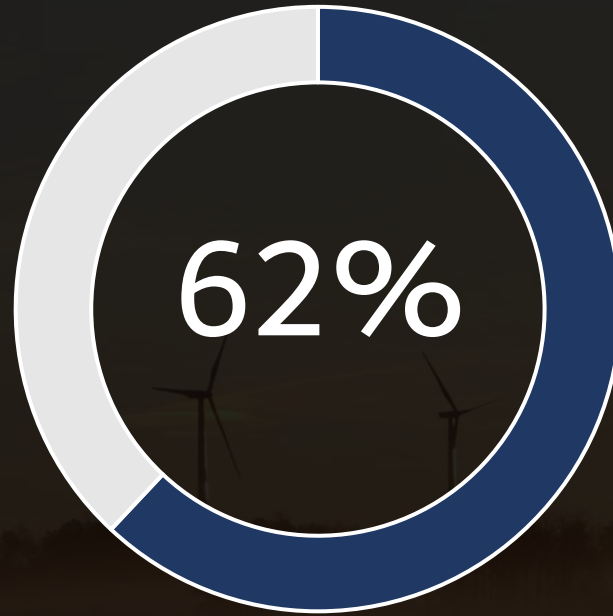


What about gender ?

Is there a balanced mix of men and women in your workplace in the MENA region ?



said **overall**, there are more men than women in the workplace....



...but at the **executive level** it jumps to..

Are these policies effective to attract and retain female talent ?



- Maternity leave programs
- Salary equity
- Networking opportunities
- Inclusive culture



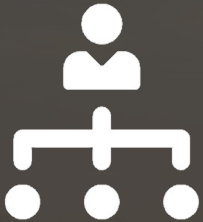
- Women quota in senior roles
- Mentorship
- Capacity to transfer between roles
- Paternity leave

***So what ?** Organisations are in the process of incorporating female talent, but need to maintain and enhance these efforts to tap into the full potential region.*

What are the existing workforce skills gaps ?



Executive skills are the most important to reach their career goals.



Technical skills, more closely related to formal education, were ranked as essential for some roles, while almost insignificant for others.



Social skills and administrative skills are ranked as less important to individuals in achieving their career goals.

Key takeaways

- Institutional support is needed to fill the gap between organisational needs for skills and policy, and the ecosystem's capacity to provide them
- Individuals need more options to improve readiness through their careers and jobs
- Capacity development needs to address both formal education and on-the-job training
- Measures to tackle the gaps in education and R&D need to be gender sensitive to capture female talent

Gaps and recommendations

<i>Sector</i>	<i>Identified gaps</i>	<i>Recommendations</i>
Policy and industrial regulation	<ul style="list-style-type: none"> ▪ Possible benefit for governments from integrated policies addressing all aspects of the ecosystem ▪ Strong, clear, time-consistent and coordinated strategies 	<ul style="list-style-type: none"> ▪ Dedicated clean energy agencies ▪ Agreements to facilitate
Finance	<ul style="list-style-type: none"> ▪ Stronger engagement by financial institutions ▪ Mechanisms to facilitate investment & promote entrepreneurship 	<ul style="list-style-type: none"> ▪ Programs to foster entrepreneurship and investment ▪ Support small and medium projects ▪ Need support from publicly funded initiatives
Technology	<ul style="list-style-type: none"> ▪ Access to technology is limited ▪ Focus on building know-how in the region 	<ul style="list-style-type: none"> ▪ Focus on the social and environmental performance of each technology for each case, instead of limiting to a set of technologies
Capacity	<ul style="list-style-type: none"> ▪ Focus on education, skill development & on-the-job training, provide incentives for both employment & entrepreneurship ▪ Policies to support, promote & retain female talent 	<ul style="list-style-type: none"> ▪ Governmental programs with the private sector ▪ Promote women leadership, salary equity, inclusiveness to support female talent
Infrastructure	<ul style="list-style-type: none"> ▪ Public-private sector collaborations to identify needs of the population & economy ▪ Provide relevant, high quality services 	<ul style="list-style-type: none"> ▪ Improvement of infrastructure ▪ Development of support infrastructure
Research & Development	<ul style="list-style-type: none"> ▪ Low level of R&D in the MENA region ▪ Lack of mechanisms & investments to develop & deploy region-specific solutions 	<ul style="list-style-type: none"> ▪ Additional mechanisms to support businesses in becoming producers ▪ Private & academic collaboration to build local capacity

Where does MENA stand in comparison to other regions ?

According to the latest RECAI report15...

- ..the **most attractive countries** are China, USA, Germany, India and France
- ..the **highest MENA country** in the ranking is Morocco in 12th place
- ..only 4 MENA countries have consistently reached the top 40 (Morocco, Egypt, Pakistan, and Jordan) of the RECAI ranking.
- ..Saudi Arabia was recently included and is the only GCC country in the ranking, in place 39

Pillars of the RECAI



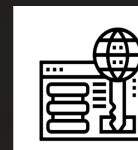
Economic stability and investment climate



Secure & affordable supply, renewable energy gap



Political stability and support for renewables



Access to market, infrastructure and finance



Technology maturity and resource availability

Overall rank	Previous rank	Country	RECAI score	Technology-specific scores							
				Onshore wind	Offshore wind	Solar PV	Solar CSP	Biomass	Geothermal	Hydro	Marine
1	(1)	China	65.7	51	55	53	33	45	21	52	19
2	(2)	United States	63.8	50	53	49	32	39	39	35	31
3	(4)	India	63.8	50	20	57	34	44	25	45	21
12	(15)	Morocco	56.6	42	17	51	31	16	15	20	14
15	(20)	Egypt	54.9	45	14	52	36	13	12	27	12
29	(28)	Jordan	51.7	39	14	46	28	18	13	23	13
39	-	Saudi Arabia	48.0	37	12	46	23	13	12	13	11

Conclusion



- The MENA region has excellent access to clean energy sources like solar and wind, as well as large financial resources.



- The MENA region is undergoing a transition that could entail important demographic dividends as a larger proportion of the population reaches a productive age. Besides young talent, female talent can be attracted and retained more effectively in the clean energy sector.



- Institutional leadership remains key to harness this young labour force through the clean energy ecosystem. Policy needs to be comprehensive, coordinated and time-consistent to send clear signals to all sectors, create safe and attractive environments for infrastructure development, and improve the skills of the labour force.



- Education, on-the-job experience and better opportunities for entrepreneurship and investment need to be fostered in the region. Altogether, these measures could help prepare governments, organisations and people for the challenges of the future.

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THANK YOU FOR YOUR ATTENTION

Ahmed Samir Elbermbali
Managing Director
Clean Energy Business Council - CEBC

ahmed@cebcmena.com