



Live Webinar and Signing Ceremony

“Green Recovery, Energy Transition and Gender Diversity: from Canada to MENA region”

CEBC's Women in Clean Energy (WICE) & Canada's Women in Renewable Energy (WiRE)



H.E. Marcy Grossman
Ambassador of Canada to the UAE



Aisha Bukhari
Board Member of WiRE
Senior Manager, Partnerships
MaRS Discovery District



Annette Hollas
Manager, Natural
Resources Canada &
Chair of C3E Initiative



Florence Fontani
EVP of Strategy,
Communications & ESR at
ENGIE Middle East, South
& Central Asia & Turkey



Mhairi Main Garcia
Partner, Dentons
Vice-chair, CEBC



Habiba Al Mar'ashi
Chairperson
Emirates Environmental Group
(EEG)



Joanna Osawe
Chair, President & CEO
Women in Renewable
Energy (WiRE)



Abila Dasser
Senior Manager –
Business Development
ACWA Power



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Mhairi Main Garcia

Partner, Dentons

Vice-chair, CEBC



Women in Clean Energy (WICE)

15 July 2020

Mhairi Main Garcia, Vice-Chair CEBC, Partner Dentons

Clean Energy Business Council (CEBC)

- A **non-profit organisation** representing the private sector involved in the clean energy sector across the MENA region.
- Aims **establish a dialogue** between the public and private sectors, and to drive the development of **regulation and policy** to support the development of the clean energy sector in MENA.
- Work on behalf of members to promote the uptake of renewable and clean technologies, through **partnerships** with public and private sector stakeholders.
- Develop and present **policy solutions** in conjunction with our members.
- **Advocacy and thought leadership** for the sector. We publish **reports, case studies, white papers and market surveys**.
- Throughout the year, we **host workshops, events and webinars**, allowing our members the opportunity to share and promote their ideas, services and knowledge.

CEBC members (120+)

Renewables



Energy Efficiency



Green Mobility



Law, Consultancy, Banks and Investment Firms



General stakeholders



CEBC partners

المجلس الأعلى للطاقة
Supreme Council of Energy



Masdar
A MUBADALA COMPANY



IRENA
International Renewable Energy Agency

MIT^{ei}
MIT Energy Initiative



EEG
مجموعة عمل الإمارات للبيئة
EMIRATES ENVIRONMENTAL GROUP



MESIA
جمعية الشرق الأوسط لصناعات الطاقة الشمسية
Middle East Solar Industry Association
Empowering Solar across the Middle East

مجلس الأعمال السويسري
SWISS BUSINESS COUNCIL
ABU DHABI



GLOBAL NEW MOBILITY
COALITION



GBSA
جمعية الخليج للسدات والصكوك
THE GULF BOND AND SUCUK ASSOCIATION



Dii

RCREEE
Regional Center for Renewable Energy and Energy Efficiency
المركز الإقليمي للطاقة المتجددة وكفاءة الطاقة



كربون دبي
DUBAI CARBON

GBCI[®]

The Economist

الإنشاد
Etihad
لخدمات الطاقة
Energy Services



مجلس الإمارات للبيئة الخضراء
Emirates Green Building Council



الشركة العمانية لإنتاج الكهرباء والمياه (س.م.ع.م)
OMAN POWER AND WATER PRODUCTION CO. (SOGC)



هيئة تنظيم الكهرباء - عمان
AUTHORITY FOR ELECTRICITY REGULATION, OMAN



WORLD FUTURE ENERGY SUMMIT



GLOBALLY GREAT

GN
GineersNow



IFC

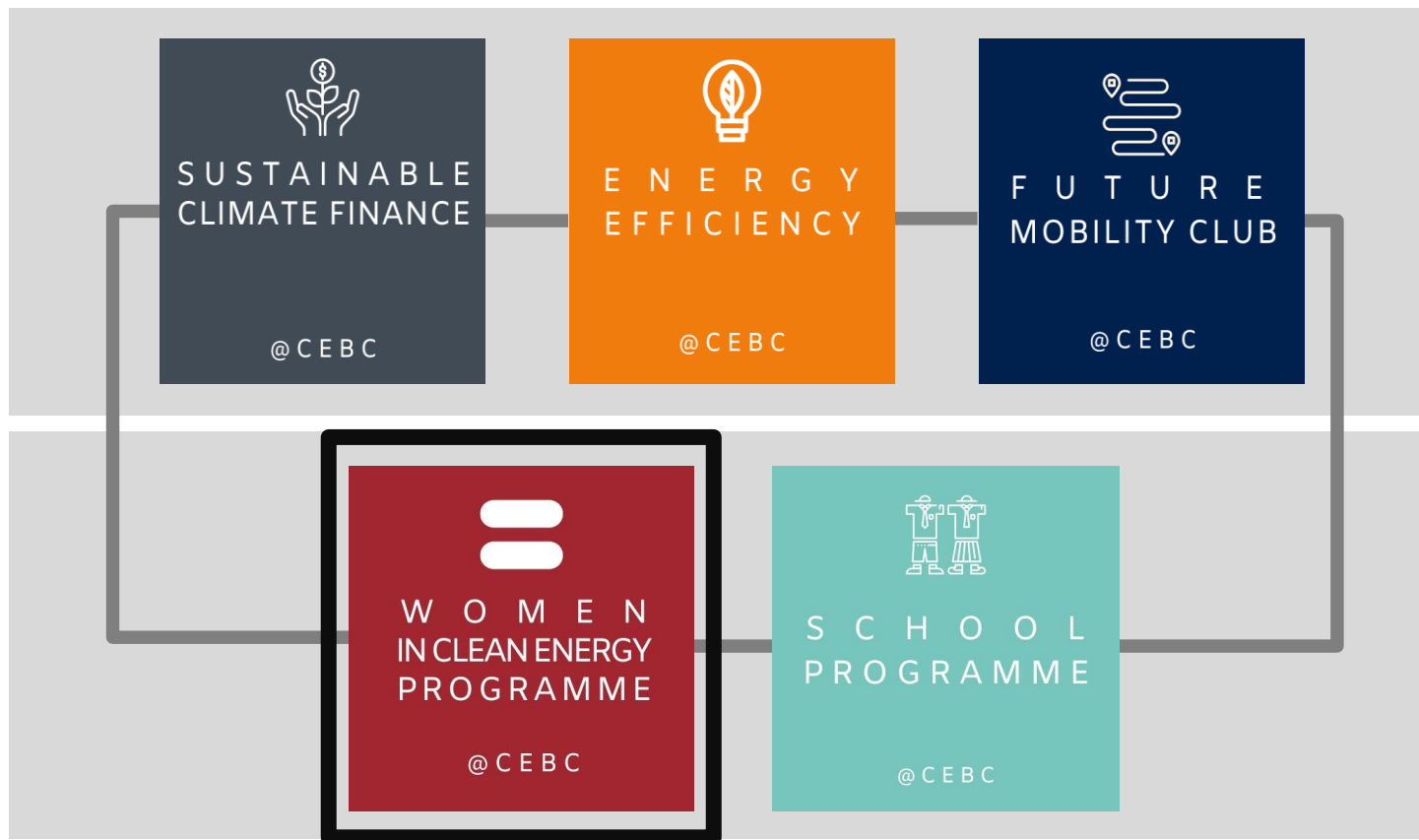


Emirates Nature



WWF[®]

CEBC working groups and programmes



Women in Clean Energy (WICE)

WICE aims to:

- Provide a **forum** for women to **network** with professional women within the clean and renewable energy fields.
- Organise **training** and **technical seminars** for women working in clean energy, providing a platform for knowledge transfer and information sharing.
- Promote **career progression** and encourage women to attend industry conferences and networking.
- Provide a **business mentoring** programme specifically for women working in the clean and renewable energy fields to facilitate career advancement.
- Increase **job opportunities** in cleantech sectors by encouraging university students to participate in WICE.



WICE activities

WICE Annual Summit

Bringing together women from across the entire clean and renewable energy spectrum, with leading industry experts.

WICE Mentorship Programme

Pilot programme launched in 2020 to facilitate development of female professionals in the clean energy sector.



Conferences and webinars

Providing opportunities for knowledge transfer and networking.

Spotlight in CEBC newsletter

Featuring successful women from the clean energy industry in the MENA region every month.

WICE - WIRE collaboration



- Common objectives: remove barriers and advance the role and recognition of women working in the clean and renewable energy sector
- Create a greater platform to raise awareness of challenges and opportunities for women in the clean and renewable energy sector
- Information and knowledge sharing
- Working together to understand best practices
- Organise joint initiatives and events

Importance of WICE and WIRE

Opportunity: The clean and renewable energy sector provides an opportunity for women: already greater participation of women than in conventional energy

But challenges:

- Need to increase and maintain participation of women in the sector
- Entry to the sector v. progression
- Education and training
- Employment and workplace regulations and policies
- Career progression and management
- Cultural and social bias

WICE and WIRE: Forum to facilitate knowledge transfer, events and networking and gender specific opportunities

UN Sustainable Development Goals



- Gender equality not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.
- Energy dominant contributor to climate change, representing c. 60% of total global greenhouse gas emissions.
- Indoor air pollution from household combustible fuels causes millions of deaths every year, the majority women and girls.

WICE Mentorship Programme 2020-2021

- Call for Mentees is now OPEN!



Women in Clean Energy (WICE)

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**WOMEN in
RENEWABLE ENERGY**

Advancing the role and recognition
of women in the energy sector

*Promouvant le rôle et la reconnaissance
des contributions des femmes dans
le secteur énergies*



**WOMEN in
RENEWABLE ENERGY**

www.womeninrenewableenergy.ca

WiRE, WICE and CEBC



OUR PURPOSE

To advance the role and recognition of women in the energy sector.



**WOMEN in
RENEWABLE ENERGY**

WiRE PROGRAMMING

- Launched and incorporated in 2013 in Toronto
- Programming open to all
 - Networking meet-ups
 - Capacity building field trips
 - Speed mentoring and speed interviewing
 - Student bursary program for participation in industry conferences
 - Profile leaders through blog posts, website and newsletter
 - Women of Distinction Awards: Woman of the Year Award, Woman of Wind, Woman of Solar, Woman of Hydro, Woman of Engineering, Clean Energy Empowerment and Education C3E Award and are in process of launching Indigenous Woman in Leadership Award



WHERE IS WiRE?

Canada

- Calgary
- Edmonton
- Halifax
- Kamloops
- Montreal
- Mississauga
- Ottawa
- Regina
- St. John's
- Saskatchewan
- Toronto
- Vancouver
- Windsor
- Winnipeg
- Yukon

MENA

- Istanbul, Turkey
- Amman, Jordan
- Tbilisi, Georgia
- Baku, Azerbaijan
- UAE



WiRE LEADERSHIP TEAM



Joanna Osawe

- President and CEO, WiRE
- Global Business Development Manager, DMC Power



Aisha Bukhari

- Vice President and Executive Board Member, WiRE
- Senior Manager, MaRS Discovery Centre



Sara Monture

- Secretary and Executive Board Member, WiRE
- Executive Director, Aboriginal Apprenticeship Board of Ontario



Julia Cushing

- Treasurer and Executive Board Member, WiRE
- Senior Environmental Planner, Savanta

GLOCAL: THINK GLOBAL ACT LOCAL



**WOMEN in
RENEWABLE ENERGY**

#EQUALBY30

Equal Pay, Equal Leadership, Equal Opportunities



Equal by 30 is a public commitment by **public and private sector organizations** to work towards **equal pay**, **equal leadership** and **equal opportunities** for women in the sector by 2030.

Equal by 30 asks companies and governments to **endorse principles**, then **take concrete action** to accelerate the participation of women in the clean energy sector, and close the gender gap.

#Equalby30

<https://www.equalby30.org/en>

#ParitéDici30



WOMEN in
RENEWABLE ENERGY

LEADERSHIP ACCORD ON GENDER DIVERSITY (ELECTRICITY HUMAN RESOURCES CANADA)

A public commitment by employers, educators, unions and governments to promote the values of diversity and inclusion within their organizations



**WOMEN in
RENEWABLE ENERGY**

WiRE GOVERNMENT PARTNERS



WORKING TOGETHER ON CLIMATE
CHANGE, OCEANS AND CLEAN ENERGY

—
TRAVAILLER ENSEMBLE À L'ÉGARD
DES CHANGEMENTS CLIMATIQUES,
DES OCÉANS ET DE L'ÉNERGIE PROPRE



Natural Resources
Canada

Ressources naturelles
Canada

Canada

#Equalby30

#ParitéDici30



**WOMEN in
RENEWABLE ENERGY**

WiRE GIGAWATT CLUB



WiRE SPONSORS



WiRE INDUSTRY PARTNERS



INTERNATIONAL PARTNERS

EDAMA
ENERGY, WATER & ENVIRONMENT ASSOCIATION



COMITÉ SOLAR
E INNOVACIÓN ENERGÉTICA



Clean
Energy
Business
Council



مجلس
صناعات
الطاقة
النظيفة

Middle East & North Africa

الشرق الأوسط وشمال أفريقيا



WOMEN in
RENEWABLE ENERGY

JOIN THE WiRE COMMUNITY

womeninrenewableenergy.ca
info@womeninrenewableenergy.ca

JOIN US ON SOCIAL MEDIA



Women-in-Renewable-Energy-WiRE-6506054



Facebook.com/WomenInRE



@WiRE_Canada



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Manager, Natural
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Equalby30

PUTTING GENDER EQUALITY
AT THE HEART OF THE
GLOBAL TRANSITION TO
A CLEAN ENERGY FUTURE

*Annette Hollas
Chair, C3E International
Natural Resources Canada*

Objectives

1. To advance women's participation in the clean energy revolution.
2. To create opportunities for women in clean energy, and close the gender gap.

Clean Energy, Education, &
Empowerment Initiative (C3E):
Advancing Gender Equality in
Clean Energy

Current C3E Membership



WHY DOES C3E EXIST?

INCREASING WOMEN IN SENIOR ROLES FROM 0 to 30 PERCENT

= **15%** MORE PROFIT

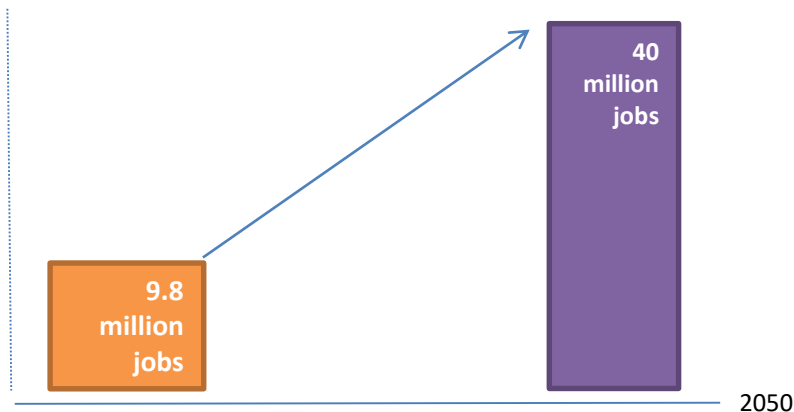
REDUCING GENDER EMPLOYMENT GAP BY 25 PERCENT BY 2025

= **100M** MORE JOBS FOR WOMEN WORLDWIDE

ACHIEVING GENDER EQUALITY TO INCREASE GLOBAL GDP

= **\$12 Trillion** IN A SINGLE DECADE

Potential Job Growth in Clean Energy



IRENA, Renewable Energy and Jobs Annual Review, 2016



Clean Energy
35%



Traditional Energy
20-25%

Work Streams

C3E International aims to advance women's participation in clean energy by creating opportunities and closing the gender gap across five focus areas:



Data Collection

Setting benchmarks to measure progress

Italy and the
IEA



Ambassadors and Mentorship

Breaking through the glass ceilings

USA



Awards and Recognition

Promoting excellence and achievements

Canada



Communications

Bringing people into the conversation

Austria



Equal by 30

Equal Pay, Equal Leadership, Equal Opportunities

Canada and
Sweden

C3E AWARDS AND RECOGNITION

- In partnership with WiRE, we delivered the first ever C3E International Awards to an individual of distinction, and an organization that is paving the way on gender equality, at CEM10 in May 2019.
- **Nominations for the second annual C3E international Awards are currently being evaluated.**



THE EQUAL BY 30 CAMPAIGN

LED BY **CANADA
AND SWEDEN**. PART
OF THE **C3E
INITIATIVE** WITHIN
THE **CLEAN ENERGY
MINISTERIAL AND
INTERNATIONAL
ENERGY AGENCY**.

Equal by 30 is a global commitment by **public and private sector organizations** to work towards **equal pay**, **equal leadership** and **equal opportunities** for women in the energy sector by 2030.

Equal by 30 asks governments and organizations to **endorse principles**, then **take concrete action** to accelerate the participation of women in the clean energy sector, and close the gender gap.

WHY DOES EQUAL BY 30 EXIST?

- Internationally, **women represent only 35%** of the clean energy workforce, and only **22% of the traditional energy sector**
- The energy sector must harness **female talent to solve critical challenges** in the clean energy transition
- There is a need for established **industry benchmarks** and tools to help the energy sector become more diverse and inclusive

Equal by 30 was launched to help governments and organizations **achieve better balance** and **drive sustainable progress** through collecting, analyzing and tracking gender data

EQUAL BY 30 ACHIEVEMENTS

Equal by 30 recently marked **the second anniversary of the campaign's launch at CEM9 on May 24th, 2020.**

Major milestones of Equal by 30's first two years include:

12 federal governments, including all of the G7 countries, joined the campaign.



Launched the first Equal by 30 success stories report: Balance Means Business



Over 145 signatories worldwide as of July 2020

EQUAL BY 30 – PHASE 2

The Equal by 30 Campaign is establishing **a reporting framework and baseline metrics** to help signatories measure their progress against their commitments, track advancements on the goals of the campaign, and **create a baseline of gender-disaggregated data for the energy sector**.



STEP 1

Partner with an organization to develop a reporting framework and baseline metrics



STEP 2

Development of survey and collection of baseline dataset



STEP 3

Delivery of a sophisticated reporting dashboard with ability to auto-analyze and present key trends among signatories

EQUAL BY 30 – WHY A REPORTING FRAMEWORK?

This framework can be used as a catalyst to increase the participation of women, and diverse groups, and ensure that the global energy sector has a resilient, diverse, and future-ready workforce, by:

Creating a **baseline for diversity & inclusion** that can be used to track progress over time

Sharing learnings on tactical interventions that work (and what doesn't)

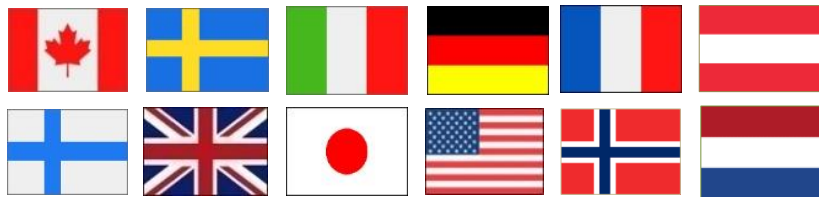
Building **momentum** and encourage more governments and organizations to join the movement

Inspiring women and other under-represented groups to see the energy sector as a preferred career path

Generating **data-driven insights** that will help the department, and Canada's energy sector, accelerate progress

EQUAL BY 30 SIGNATORIES

NATIONAL GOVERNMENTS



SUB-NATIONAL GOVERNMENTS



PARTNERS



COMPANIES



HOW CAN YOU CONTRIBUTE TO EQUAL BY 30?

Join the Campaign!

- 1 ENDORSE** the *Equal by 30* Principles, and join likeminded organizations to move the dial on gender equality.
- 2 WORK** to develop specific, measurable commitments that are shared on Equalby30.org.
- 3 REPORT** on your progress and results. We'll shine a light on your successes, build momentum, and help others learn by your example.
- 4 SHARE** the campaign info and highlight your commitments using [#Equalby30](https://Equalby30.org) to show the world what we can achieve when we work together on gender equality.

Follow: [@C3E Intl Energy](https://twitter.com/C3E_Intl_Energy) and [@NRCan!](https://twitter.com/NRCan)

Visit Equalby30.org to learn more

The Future Looks Bright



How to reach us: nrcan.C3E.nrcan@canada.ca



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Chairperson

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(EEG)





EEG

مجموعة عمل الإمارات للبيئة
EMIRATES ENVIRONMENTAL GROUP

Role of local and international
community in achieving gender
diversity/sustainable development in
the energy sector

Ms. Habiba Al Mar'ashi,

Chairperson

What is the Situation in the Energy Sector

The energy sector is one of the least gender-diverse sectors in the economy



Out of these 9 sectors, what position does the oil & gas take in terms of gender diversity (1 being the more diverse, 9 being the least diverse)



Agriculture



Construction



Education



Finance



Health &
Social work



Manufacturing



Oil & Gas



Public
Administration



Restaurants
& hotels

Out of these 9 sectors, what position does the oil & gas take in terms of gender diversity (1 being the more diverse, 9 being the least diverse)



Agriculture



Construction



Education



Finance



Health &
Social work



Manufacturing



Oil & Gas



Public
Administration



Restaurants
& hotels

Gender Diversity in the Energy Sector

Source: "Women, Gender Equality and the Energy Transition in the EU" -
A study commissioned by the European Parliament's Policy Department
for Citizens' Rights and Constitutional Affairs (May 2019)



Renewable Energy
Sector



Oil and Gas Sub-
sectors

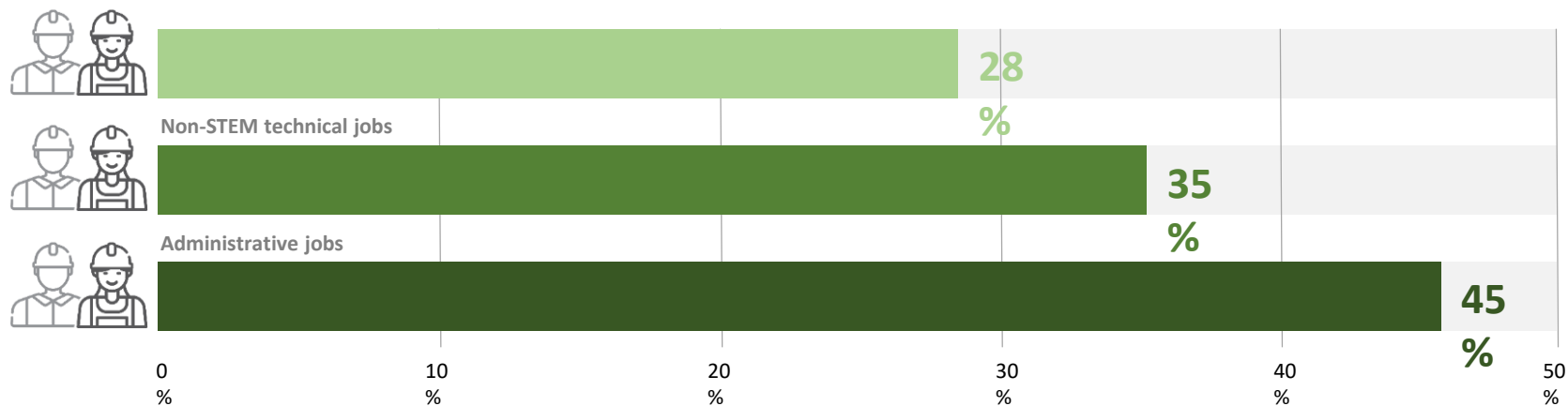


University
Graduates
(OECD Countries)



University
Graduates in
Science & Tech
OECD Countries

Shares of Women in STEM, Non-STEM and Administrative Jobs in Renewable Energy



Source: IRENA online gender survey, 2018.

Note: The vertical line indicates the average of women in renewable energy jobs among survey respondents

STEM= Science, technology
engineering
And mathematics

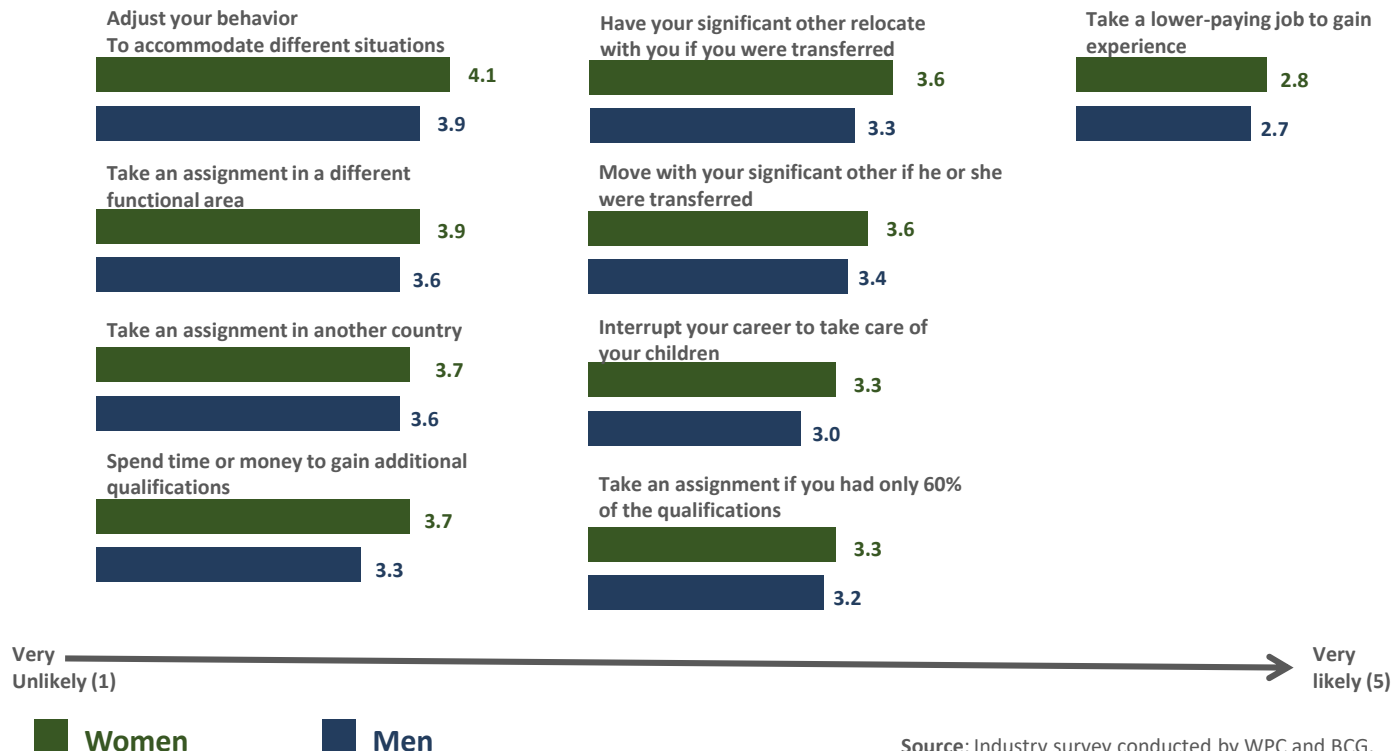
1. Smaller number of highly qualified candidates to choose from
2. Bad reputation for the sector among women as a career choice
3. Lack of higher quality of teamwork, diversity of perspectives, and creativity



- Companies with more women on their board of directors are more likely to proactively invest in renewable energy and to reduce carbon emissions.
- A country's national competitiveness correlates strongly with various metrics of gender equality.
- Investing in women enhances recruitment and retention and creates a more inclusive work environment.

Women Express Greater Willingness to be Flexible Than Men

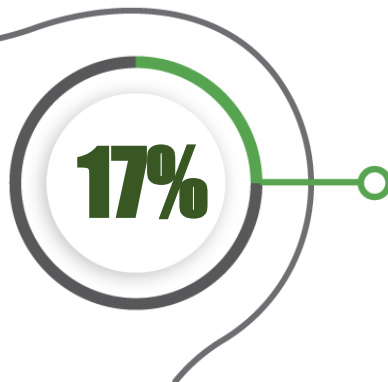
How likely would you be to do the following?



Source: Industry survey conducted by WPC and BCG.

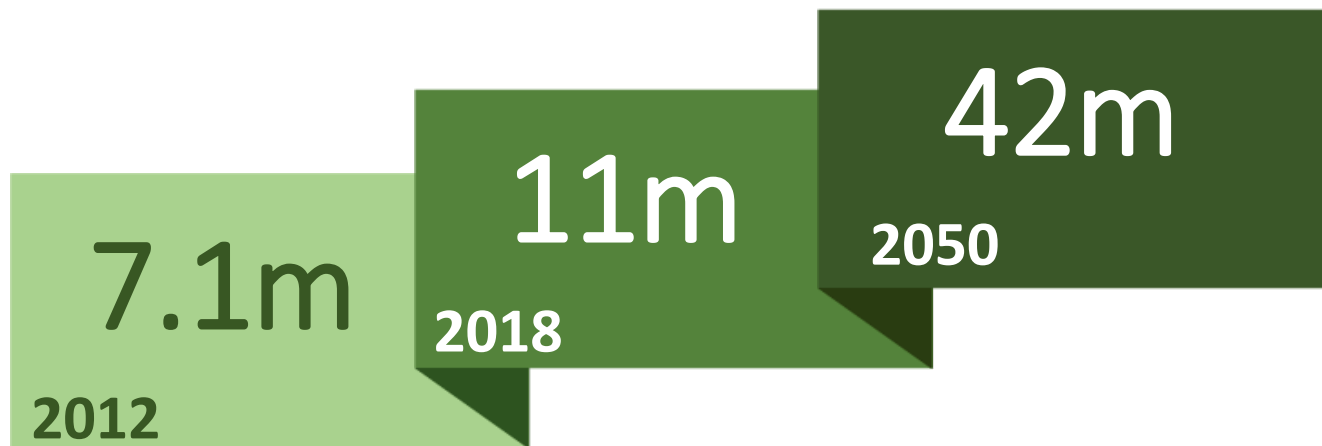


Women in middle-
management

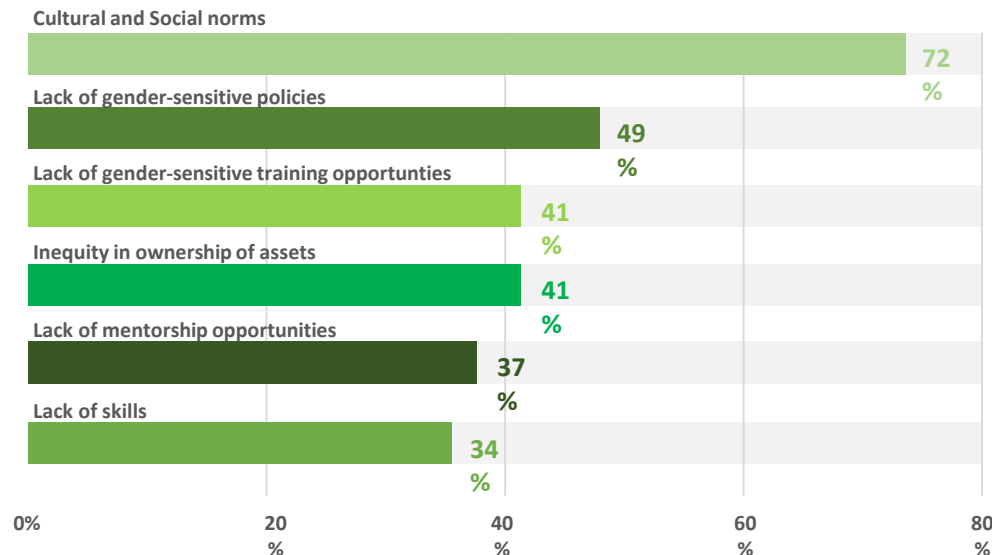


Women in senior-
leadership

Global Employment in the Renewable Energy Sector



“Renewable Energy: A Gender Perspective” - A report on diversity published by International Renewable Energy Agency (Jan 2019)



Source: IRENA online gender survey, 2018.

Note: Respondents were asked to select three barriers to women's engagement in deploying renewables to expand energy access. The percentages represent the share of respondents who selected a specific measure as one of their top three.

- Girls should always be encouraged to study STEM.
- Remove cultural and structural barriers.
- Promote the wide range of roles available in the industry.
- Apply work-life balance for men and women.
- Incentivize women's participation in this sector.

Equal Opportunity
Equal Pay
Equal Leadership



THANK YOU

Tel: **+971 344 8622** | Fax: **+971 344 8677**
Email: eeg@emirates.net.ae, Website: www.eeg-uae.org



Together for a Better Environment®



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An **Inclusive** Transition to a Clean Energy Future

Aisha Bukhari

Vice President, Women in Renewable Energy

Senior Manager, Partner Solutions, MaRS Discovery District

July 15th, 2020

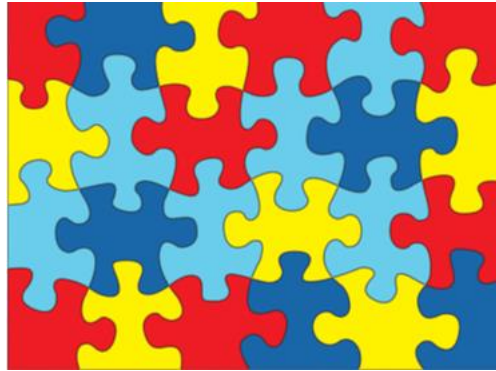
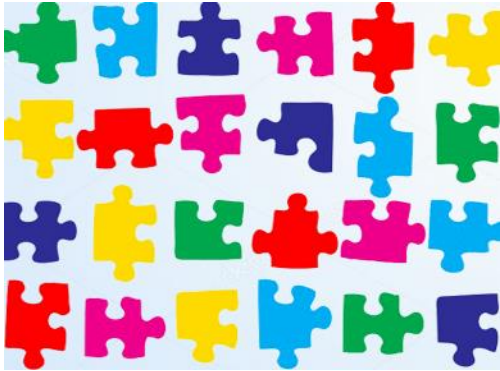


An **Inclusive** Transition to a Clean Energy Future

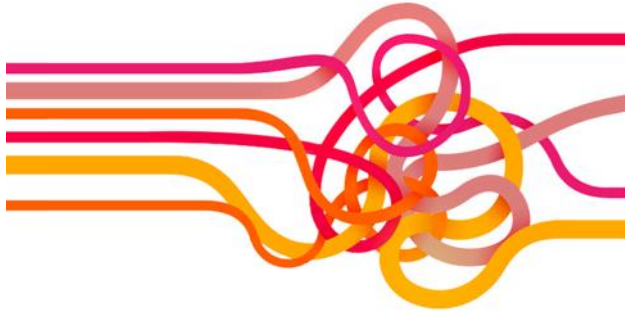


**WOMEN in
RENEWABLE ENERGY**

Diversity, Inclusion and **Belonging**



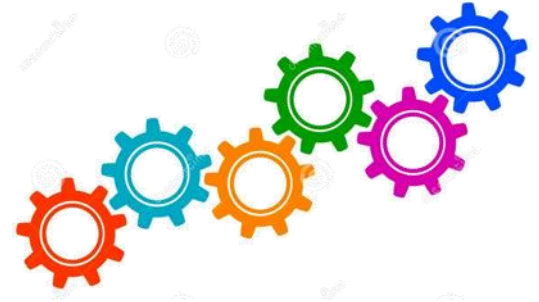
Pathways to Belonging



Acknowledge
Intersectionality



Be Intentional in
Developing the
Organizational Culture

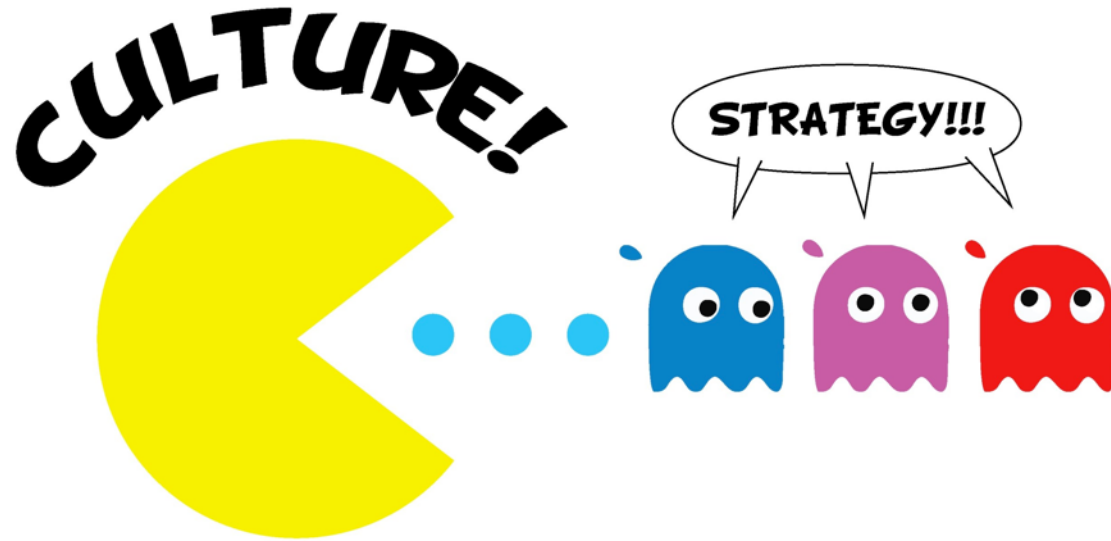


Build Each Other Up

Acknowledge Intersectionality



Be Intentional in Developing the Organizational Culture



Build Each Other Up



Individually, we can win games
and have small personal
successes, but together as a
team, we can win championships
- and we need a team, not
individuals, to solve climate
change!





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Florence Fontani

EVP of Strategy, Communications
& ESR at ENGIE Middle East,
South & Central Asia & Turkey





“Role of private sector in achieving gender diversity/sustainable development in the energy sector?”

Florence Fontani, EVP Strategy, Communications and ESR

ENGIE Middle East, South & Central Asia and Turkey

Role of private sector in achieving gender diversity/sustainable development in the energy sector?

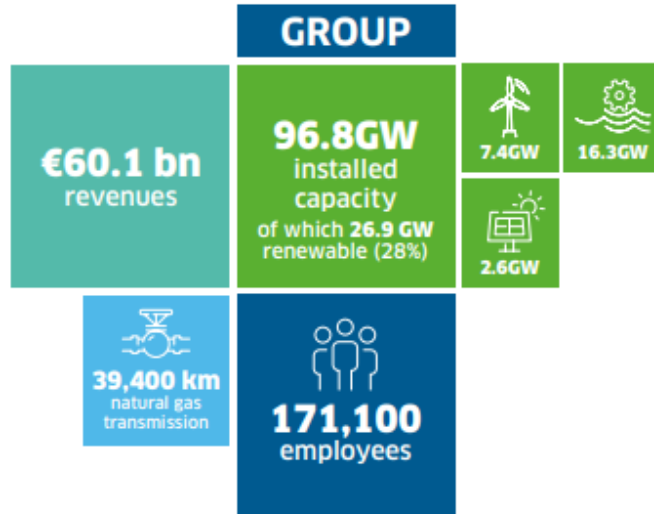
The challenges

- **Energy sector still dominated by men:** only 25% of women according to the WEF, 17% at senior and executive ranks.
- **Need to recruit more women:** shift to renewables creates millions of jobs, opportunity to boost gender diversity
- **Attract the youth of the Middle East:** only 15% of young people in the GCC would work in the private sector. Women are still paid 50% less than men in the private sector in the GCC.
- **Delivering a sustainable future:** the energy sector is the largest emitter of CO2 emissions in the world. It is our responsibility to change the way energy is produced and consumed.



Role of private sector in achieving gender diversity/sustainable development in the energy sector?

The role ENGIE has to play in sustainable development



2019 figures

- The **first energy company to stop coal development in 1995.**
- **A purpose:** to act to **accelerate the transition towards a carbon-neutral economy**, through reduced energy consumption and more environmentally friendly solutions. The purpose brings together the company, its employees, its clients and its shareholders, and **reconciles economic performance with a positive impact on people and the planet.**
- **-50%** GHG emissions since 2015, commitment to respect the Paris agreement.
- ENGIE by 2030:
 - **-52%** the rate of emissions per kWh of energy production
 - **34%** the emissions linked to the use of the Group's products sold between 2017 and 2030.

Role of private sector in achieving gender diversity/sustainable development in the energy sector?

The steps ENGIE is taking to tackle gender diversity



- **Ambitious gender equality objectives at Group level:** Fifty-Fifty Project to reach 50% of women managers by 2030
- **Partnerships with many organizations for women empowerment:** Women on the Move, Global Summit of Women, Women Initiative Foundation etc.
- **Our approach is paying off:** 28.4% of women among Top Managers in 2019; 28% of appointments of women to top management positions in 2019 (compared to 24% at the end of 2018), with a target of 30% by 2020; 36% of women among “High Potentials” against 33% in 2018.
- **Feminization of the top management:** 4 women in the Executive Committee (31%), 40% of women in the board of directors, first of the Top 40 companies in France to have a woman as CEO.

Role of private sector in achieving gender diversity/sustainable development in the energy sector?

The role of the wider private sector in tackling both challenges

- **Private and public sector must act hand in hand:** businesses innovate and create jobs while governments are enablers by providing skilled workers and establishing infrastructures.
- **COVID-19 crisis** shown the successful cooperation between private and public sectors. Efforts must go further.
- **Clean economic recovery** requires bold industry leaders with strategies for the common good and ambitious policies from the public sector.
- On gender diversity, businesses have a vital role on **inspiring women**, especially the clean energy sector. Importance of having a **positive impact on society**.
- **Sparking interest in energy and raising awareness:** site visits, conferences, partnerships with schools and universities, women networks etc.



Female students visiting an ENGIE site in Oman



In Qatar, , ENGIE invited local female students on International Women's Day to promote engineering careers among women



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Become a member now!

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