

Clean
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Business
Council



مجلس
صناعات
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Women in Clean Energy

Launch and 1 year objectives



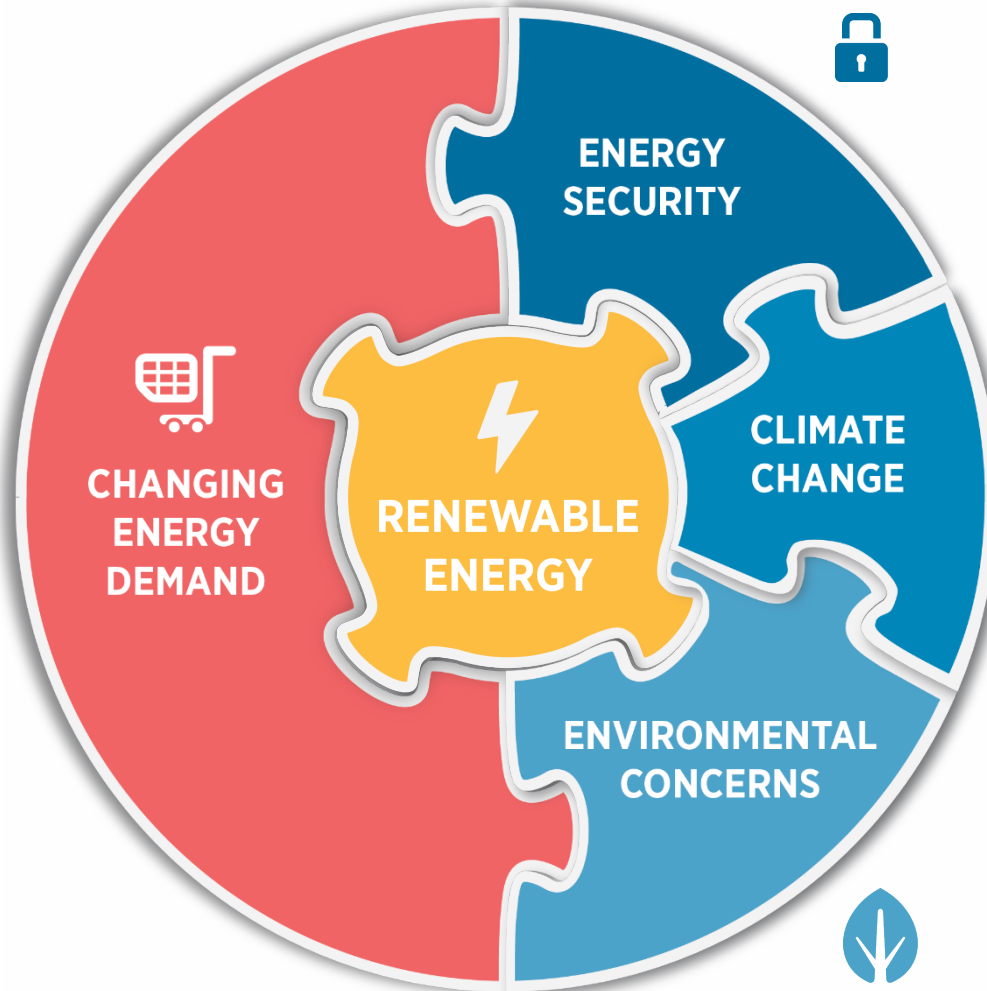
01

Solar opportunities in MENA: Increasing women's participation

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The energy sector is transforming



85%

Countries with renewable energy targets (as of early 2015)

194%

Growth in renewables deployment (2005-2013)

7.7 million

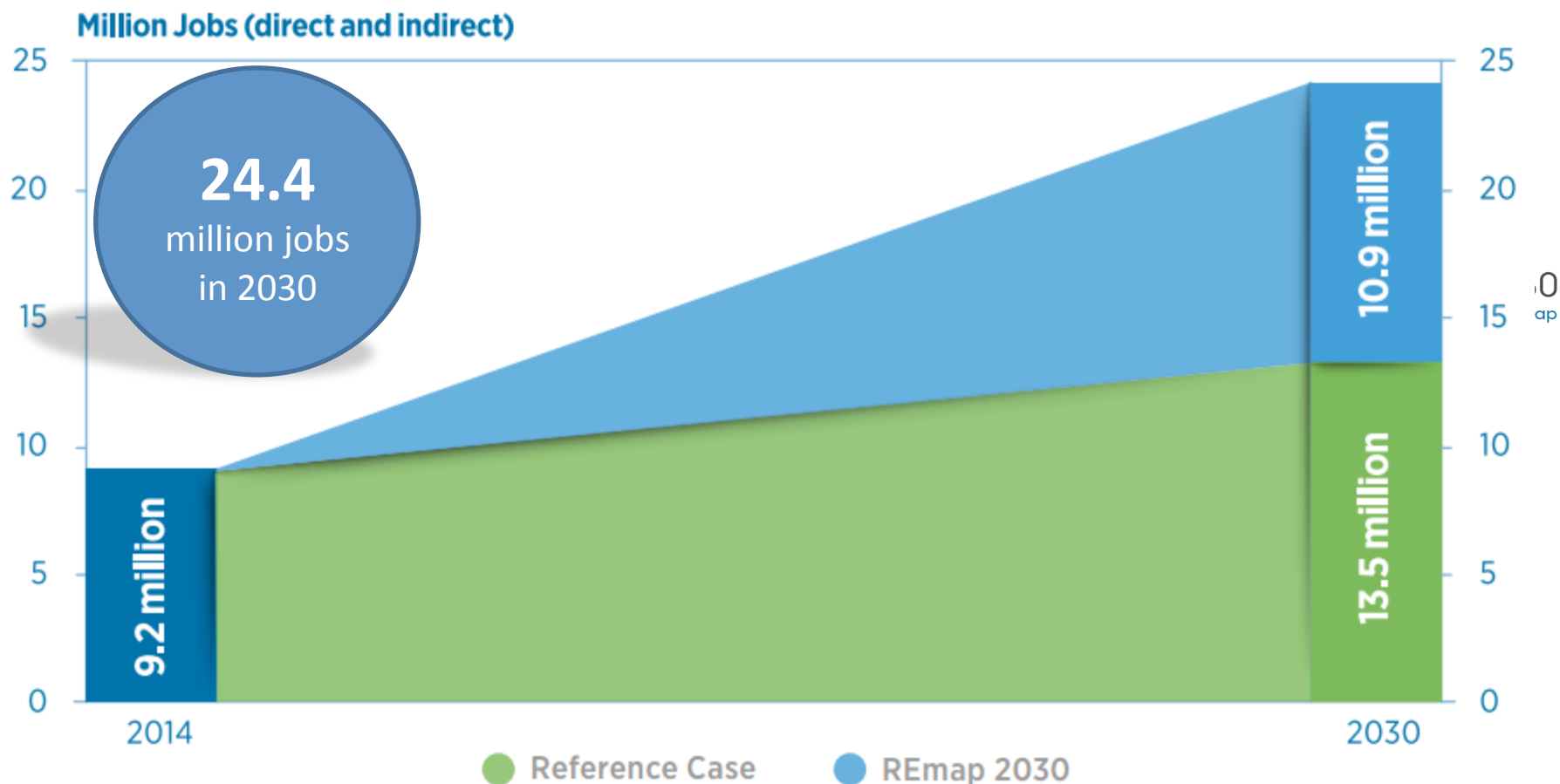


In 2014, 7.7 million people worked in renewables

Source: IRENA
(Various analyses)

Renewable energy and Jobs

In the IRENA REmap 2030 options, direct and indirect global employment in renewable energy in 2030 could account for around 24.4 million jobs

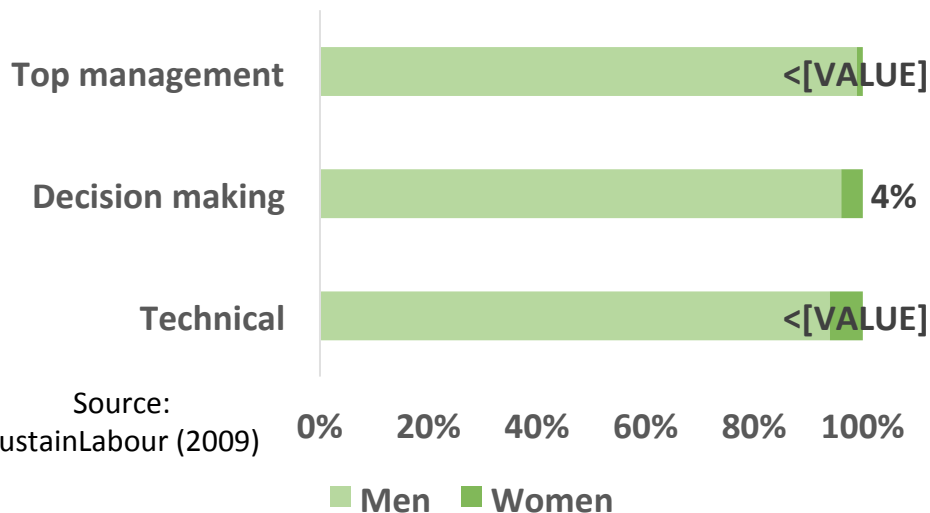


Source: IRENA (forthcoming)

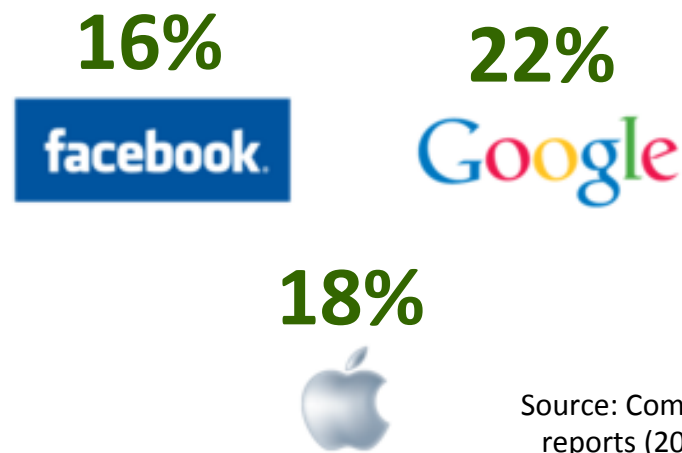
Tapping into the talent pool to meet skills needs

- The pool of talent from which to draw the skills has to be expanded to include men & women.
- The skills vary depending on technology, segment of the value chain and the context of deployment (access or non-access).
- The greatest disparity remains in top management and technical fields.

% share of women in energy sector in developed countries

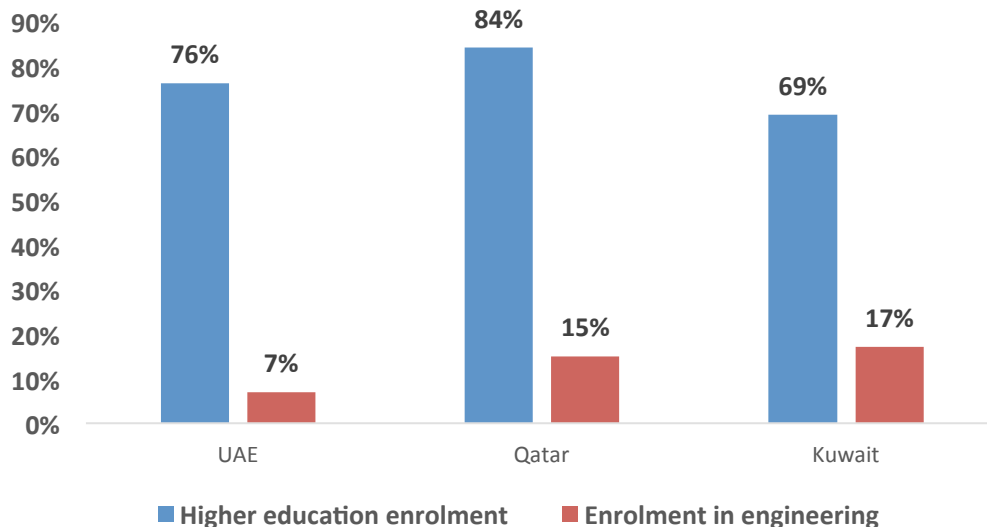


% share of women in tech jobs



Encouraging women enrolment in STEM fields

- Gender inequality has been eliminated at some levels of education and in some countries there are now more women than men attending university.



Source: Tahseen Consulting

- Possible measures to increase enrolment in STEM fields:
 - Ease of access to information
 - Opportunities for scholarships, internships, academic/industry research
 - Adequate training or vocational apprenticeship programmes
 - Rethinking design of curricula and research

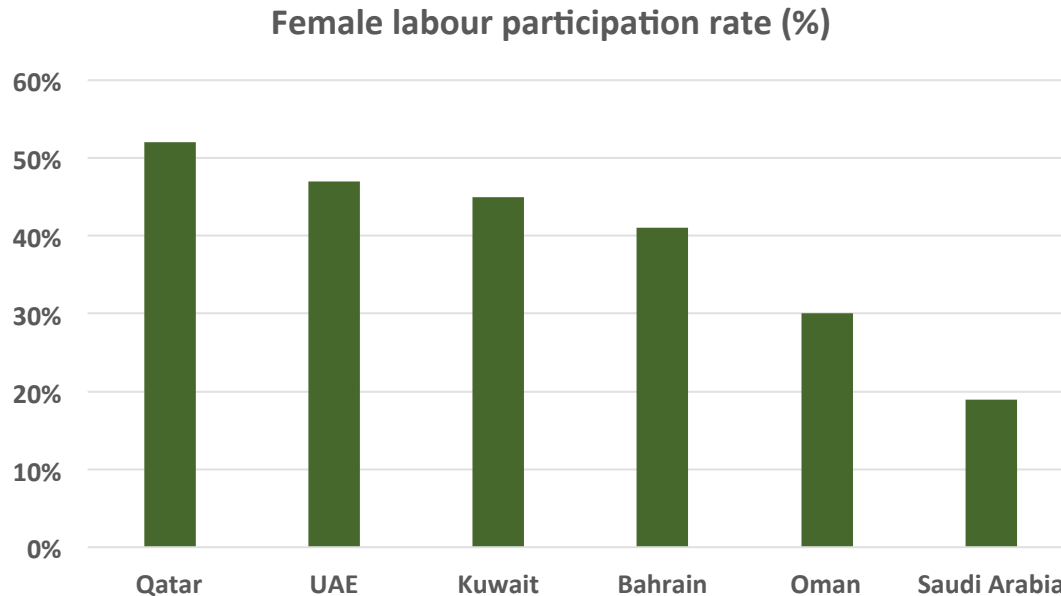
Skills

Participation in labour market

Retention

Encouraging women participation in labour market

- Although women constitute ~40% of the GCC population and have a higher literacy rate than men, female labor participation remains low.



Source: Global Gender Gap Report 2014

- Far fewer women – less than one in three – enter the labour force in the MENA region.
- A gender gap in participation of women in the labour force is a worldwide phenomenon.



Retaining women skills and talents in the labour market

- Creating an enabling environment to develop and retain talent in the sector. A survey of 270 women professionals in the oil & gas sector found that:
 - 45% do not feel they get the same recognition as their male colleagues.
 - 95% said mentors were important for career advancement.
 - 39% said they would consider taking less money in return for more work flexibility, with many citing a better work life balance and spending more time with the family as main reasons.
- Developing gender-sensitive workplace policies and regulations to provide a level playing field to encourage competition.
 - Resolution by the European Parliament *“create work environments that attract and retain women, promote work-life balance through adequate, high-quality childcare and adaptable family-friendly workplace arrangements, create opportunities as well as conditions under which both men and women can participate in the labour market on equal terms, promote female participation in male dominated representative bodies, reduce gender-based job segmentation and wage gaps”*
- Mentorship and transfer of knowledge from the baby boomers to effectively manage the inter-generational transition.



Energy access context: The Solar opportunity

1.1 bn

People without
access to
electricity

Solar-pumps



Mini-grids



Solar home systems



Pico-lighting solutions



Solar milling

Increasing access

Energy access context: the role of women

- Renewable energy can have a multiplier effect on women empowerment, socio-economic development and reduced environmental (and health) impacts.
- Reduced time burdens leading to higher-earning jobs and entrepreneurial opportunities.
- Improved living conditions leading to greater opportunities, also for children (e.g. education).
- Employing and utilizing women in the electricity value chain itself as entrepreneurs.
- Women are generally the decision-makers at the household-level on energy. Integrating gender perspective in policies, products and services vital for the success of these efforts.
 - Early designs of improved cook stoves failed primarily because women had been excluded from the stove design process.



Solar Sister

- 1,200 women entrepreneurs
- Marketing and selling off-grid solar solutions in Africa
- Development of hands-on skills and training
- 200,000 people benefited so far

Conclusion

- Adequate skills need to be developed to fully realise the job creation potential of the renewable energy sector. Meeting the skills needs in the sector requires the participation of both genders in the talent pool.
- In the renewables sector, a greater engagement of women is a necessity:
 - A growing sector has substantial skills needs and presents new opportunities.
 - Women are known to be more receptive to sustainability issues.
 - Democratization translates into more potential for genderizing.
 - In the access context, participation of women in energy decision-making is essential and natural.
- Mainstreaming gender in policy making and implementation is needed to encourage skills development, labour market participation and retention of skills and talent.
- Given recent trends, that it will take another 81 years for the world to close the economic gender gap and realize the resulting growth benefits. But there are actions that can be taken now to accelerate the pace of progress.



02

Launching Women in Clean Energy: Engaging with women in the clean tech industry

Laure Alazet
New Business Development
ENGIE

Women represented by the Clean Energy Business Council

Women In Clean Energy (WICE) program is an initiative set up under the Umbrella of the MENA Clean Energy Business Council (CEBC).

CEBC - an existing regional forum for clean energies and clean technologies



WICE to empower women in clean energy industries

Purpose of a professional women empowerment program:

- WICE is a program set up by women for women and aims to provide professionals operating in the renewable and clean energy industries with a voice in the Middle-East.
- WICE targets women who are currently working in the clean energy industries and also young female students choosing their career paths at university.
- WICE's objective is to implement and foster several initiatives to empower women:

1

A forum for business women in the MENA region

- Network with professional women within the clean and renewable industries
- Share experience, knowledge and best practices

2

Strengthen women's industry skills

- Organize technical trainings and seminars
- Increase jobs opportunities in the industry
- Promote career progression and encourage mentorship programs

3

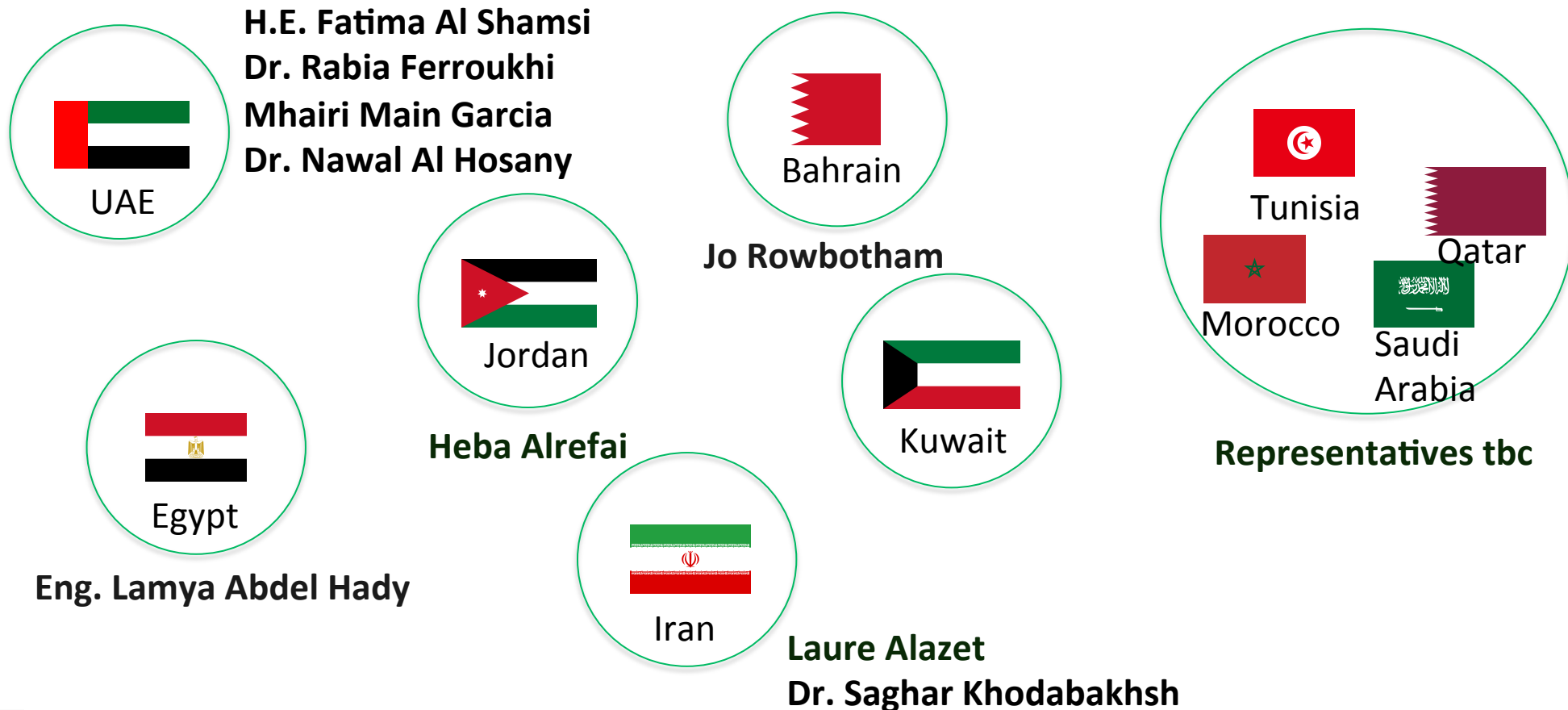
Build influential partnerships

- Engage young female students in universities
- Build partnerships with other women's business councils and respected clean tech organizations in the region

A dedicated organization to establish a regional foothold

The MENA region is a multi-faceted group of countries with their own opportunities and challenges.

A decentralized organization will allow WICE to make the most of the unique characteristics of countries in the region.



Putting words into action

2016 will be the launching phase for the WICE initiative with three concrete actions to take place

1

Survey on women in clean energies in the MENA region

Launch in February 2016 on the occasion of the Women's Forum in Dubai

2

Implementation of a networking program through the CEBC

Implementation from January – April 2016

3

Partnership with selected universities in the region with lectures and women conferences

Implementation from January – June 2016

Objectives are:

- Establishing a reference point for the MENA region
- Engaging our main target audience & building our network
- Putting in place initiatives that will deliver one year of actions
- Presenting 1 year of WICE at fall 2016