



**RENEW[™]
MENA**

**Regional Network in Energy for Women
in the Middle East and North Africa
(RENEW MENA)**

Mövenpick, Hotel Du Lac, Tunis, Tunisia

June 22-23, 2023, at 8:00am

Thank you for being part of RENEW MENA!



MINISTRY OF ENERGY AND MINERAL RESOURCES



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Introduction (Welcome)

On behalf of the World Bank MENA Energy and Gender Program, we warmly welcome you to the First Regional Network in Energy for Women in Middle East and North Africa (RENEW MENA) conference in the beautiful city of Tunis. We are privileged to be holding this important event. Over the last seven years, the World Bank, with support from the Energy Sector Management Assistance Program (ESMAP), has been contributing to raising awareness, generating new knowledge, and influencing project design to promote gender equality and women's economic empowerment in the energy sector across the MENA region.

Bringing us together here today and transpiring from years of data collected is RENEW MENA, which is a collective and collaborative platform launched in June 2022 to boost women's economic participation in the energy sector. At this conference let us celebrate what we, as a professional community striving for a shared commitment to support inclusion, have achieved.

This conference will be one for us to share our thoughts and exchange ideas on how to chart our journey forward to reach new heights. We have an exciting program at this conference that will allow participants to reflect upon and celebrate our accomplishments to date, renew friendships and extend our professional networks, and jointly explore current and future collaboration and partnerships. We hope that you will have a productive and fun-filled time at this very special event.

To put a conference of this magnitude together is not a small task, and we want to thank the Tunisian Government for hosting this event in Tunis. We thank the RENEW MENA Steering Committee members for their wisdom and strategic advice. We are also thanking the World Bank management for their support and guidance, especially to Ferid Belhaj (Regional Vice President), Jesko Hentschel (Country Director), Alexandre Arobbio (Country Manager), Husam Beides (MENA Energy Practice Manager), and Stefan Koeberle (Director of Strategy and Operations).

We truly appreciate the dedication and professionalism of the organizing team including Rekaya Ben Mahmoud (Team Assistant in Tunisia) Zied Khiari (Facility Assistant) and the MENAGEN team (Magalie Pradel (Sr. Program Assistant), Irene Ayinda-Mah (Program Assistant), Samantha M. Constant (Sr. Gender Specialist Consultant), Diana El Kaissi (Sr. Energy Governance and Gender Consultant), Yousra Assaker (Sr. Energy Specialist), Amira Klibi (Energy Specialist), Elisabeth Maier (Sr. Operations Officer, MENAGEN Task Team Leader) for their tireless efforts to organize all sessions and logistical arrangements.

We would like to offer a special thanks to ESMAP and to the World Bank MENA region for co-funding this conference. Lastly, we would like to thank all the conference moderators, speakers and participants for their contributions which are the foundation of this conference.



Paul Noumba Um

World Bank Regional Director for Infrastructure,
Middle East, and Africa

Background

In June 2022, the World Bank launched the **Regional Network in Energy for Women in the Middle East and North Africa (RENEW MENA)** as a regional platform with the aim to i) boost women's economic participation across the energy sector value chain, specifically in jobs related to the clean energy transition; ii) encourage better workplace conditions for women in both the private and public sectors, and iii) combat widespread gender stereotypes about women's role in STEM fields and increase their visibility in the energy sector. While still in early stages of coalition-building, RENEW MENA has institutional and strategic partnerships with national utilities, private sector, and academia in Morocco, Egypt, Jordan, Iraq, Lebanon, Tunisia, United Arab Emirates, and West Bank and Gaza. It is also growing a network of individual members, currently at close to 170 members.

In light of growing support and strong momentum in the region to promote this agenda, we planned the **first RENEW MENA** Conference. In collaboration with regional development partners, the World Bank's Middle East and North Africa Energy and Gender Program (MENAGEN), as the Interim-Secretariat of RENEW, are co-hosting this event. It is an opportunity to showcase the MENA country's commitments and promote regional as well as global knowledge-sharing towards increasing women's economic participation and leadership in the energy sector. Drawing from global lessons and good practices, the event promises to bring together public and private stakeholders on a shared platform to discuss the challenges and solutions for a more gender diverse workforce in the MENA region.

Our objective is to convene RENEW MENA partners, members and stakeholders across government, private sector, and academia to i) demonstrate regional commitment to action, ii) share experiences (regional/global) in boosting more and better jobs for women in the energy sector, and iii) obtain endorsement by the Steering Committee and partners on the FY24-25 work program, and iv) onboarding and alignment with government representatives and stakeholders on the endorsed work program to ensure their active engagement.

Event Agenda

DAY 1

Creating an Enabling Environment in Support of Women in the Green Economy

8:00-8:30 am Registration 

8:30-8:45am Master of Ceremony to present the agenda of the day

Ms. Kaouther Ihidheb, Master of Ceremony

Ms. Diana Kaissy, Senior Energy and Governance Consultant, World Bank

8:45-10:00am Opening remarks

Plenary session: **MENA at a Critical Juncture: Government Commitments to Better Policies that Support Women's Role in the Green Economy** followed by Q&A

Moderated by **Mr. Paul Numba Um**, Regional Director, Infrastructure, World Bank

Panel:

- **H.E. Belhassen Chiboub**, Director General of Electricity and Energy Transition at the Tunisian Ministry of Industry, Energy and Mines
- **H.E. Sabah Mashaly**, Chairman of the Egyptian Electricity Transfer Company (EETC)
- **H.E. Amani Mohammad Hassan Al-Azzam**, Jordan General Secretary of Ministry of Energy and Mineral Resources

10:00-10:15am Coffee break



10:15-11:00am Session 1: A presentation on **RENEW MENA: Facilitating Opportunities for Women to Work and Advance in the Sector** followed by Q&A

A look at objectives, expectations and expected outcomes.



Ms. Elisabeth Maier, Sr. Operations Officer and RENEW TTL, World Bank

Ms. Yosra Mohammed Ossama Mostafa, Senior Energy Specialist, World Bank

11:00-11:45am Session 2: A presentation on **Energy Transition and Opportunities for Inclusive Job Creation** followed by Q&A

Mr. Ashok Sarkar, Sr. Energy Specialist, World Bank

Tu Chi Nguen, Sr. Energy Specialist, World Bank

11:45-1:00pm	<p>Session 3: A panel discussion on Global experiences in Supporting Women in Energy followed by Q&A</p> <p><i>What has worked in other regions/ countries and other sectors (regulatory environments)?</i></p>	<p>Moderated by Mr. Husam Beides, Practice Manager, Energy & Extractives, World Bank</p> <p>Panel:</p> <ul style="list-style-type: none"> • Mr. Gunjan Gautam, Senior Energy Specialist and WePOWER TTL, South Asia • Ms. Talajeh Livani, Social Development Specialist and Equal Aqua TTL • Ms. Natalie Sial, Director of Media Relations, Vattenfall Sweden and Board Member, Kraftkvinnorna (Swedish Power Women Network) • Ms. Christine Lins, Executive Director, Global Women's Network for Clear Energy Transition
1:00-2:00pm	Lunch 	
2:00-3:00pm	<p>Session 4: An interactive discussion on Taking into Account Unconscious Bias in Recruitment/ Advancement of Women followed by Q&A</p>	<p>Ms. Clare Novak, Sr. HR and Diversity Expert, World Bank</p>
3:00-4:45pm	<p>Working Groups: A break-out session on Discussing RENEW Country Partner Workplans</p> <p><i>The format of this breakout activity will allow for cross-fertilization of ideas around planned activities and their implementation across the three pillars as well as setting priorities. Each group will include different partners and stakeholders from across the region. Reporting out will focus on shared synergies rather than institutional activities. Partners will have the opportunity to voice their programs the following day. Coffee break included.</i></p>	<p>Facilitated by RENEW & WePOWER Interim Secretariat team</p> <ul style="list-style-type: none"> • Ms. Elisabeth Maier, Senior Operations Officer • Ms. Yosra Mohammed Ossama Mostafa, Senior Energy Specialist • Ms. Amira Klibi, Energy Specialist • Ms. Diana Kaissy, Senior Energy and Governance Consultant • Ms. Samantha Constant, Senior Gender Consultant • Nathyeli Castillo, ESMAP Gender Coordinator, • Mr. Gunjan Gautam, Senior Energy Specialist • Mr. Can Atacik, Impact Investor and Senior Private Sector Development Consultant
4:45 -5:00pm	Highlights of the Day & Next Day Agenda	<p>RENEW Interim Secretariat</p> <p>Ms. Kaouther lhidheb, Master of Ceremony</p>
7:00pm	Dinner 	

DAY 2

Public-Private Partnerships to Boost Jobs in Clean Energy Transitions

8:00-8:30

Coffee



8:30-8:40am

Agenda of the day with key outcomes of Day 1

Ms. Kaouther Ihidheb, Master of Ceremony

8:40-9:00

Opening of Day 2
Keynote speech

- **Mr. Ferid Belhaj**, World Bank Regional Vice President
- Tunisia Minister of Industry, Energy and Mines, or Minister of Economy and Planning (tbc)

9:00-9:50am

The Role of Public Private Partnerships in MENA –

This will help bridging policy discussions emerging from Day 1 with private sector focus in Day 2.

Session 1: A presentation on **Making the Business Case for Boosting Female Employment in the Private Sector**

- Lightening talk **Managing Human Resources to Better Recruit and Promote Employees in MENA**
- Lightening Talk: **My Journey to Success as a Female Engineer on a Wind Farm in Egypt – An Employee Spotlight!**

Followed by Q&A

Ms. Christina Abi Haidar

Abi-Haidar Law Firm, Governance and Development Specialist (5 mins)

- **Mr. Mohamed ElKordy**, HR Director, Infinity (10 mins)
- **Ms. Jihane Najjar**, Leadership and Strategic Job Search Coach (7 mins)
- **Ms. Kholoud Bakry**, Site Engineer, Lekela West Bakr Wind Farm (7 mins)

9:50-11:00am


Session 2: Panel discussion on **Perspectives of National Companies Supporting Diverse Workplaces Across MENA**

1. **ADNOC UAE**: To present its program supporting the private sector (contributing to 3000 jobs for women)
2. **MASEN Morocco**: To discuss its focus on local development around projects and supporting female entrepreneurship at local level.
3. **STEG Tunisia**: To highlights its gender diversity efforts and emphasis on management and leadership.
4. **EDCO Jordan**: To discuss some of the challenges and opportunities in attracting women in male-dominated fields

Followed by Q&A

Moderated by **Ms. Christina Abi****Haidar** Abi-Haidar Law Firm, Governance and Development Specialist

- **Mr. Salem Bafaraj**, Vice President of In-Country Value Abu Dhabi National Oil Company (ADNOC) LNG
- **Ms. Saadia Jabale**, Regional Sustainable Development Project Manager (MASEN)
- **Ms. Leila Bouteraa**, Director of Training, Soci t  Tunisienne d'Electricite et du Gaz (STEG)
- **H.E. Reem Hamdan**, Director General, Electricity Distribution Co., Jordan

11:00-11:15am	Coffee Break		
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11:15-12:00pm	Session 3: RENEW's presentation of its Mapping of Entrepreneurs and Impact Investments in Clean Energy Followed by Q&A	Mr. Can Atacik , Impact Investor and Senior Private Sector Development Consultant, World Bank Ms. Ghita Sesbou , IFC discussant	
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12:00-1:30pm	Lunch followed by RENEW Award Ceremony		Award Announcement by RENEW Interim Secretariat
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1:30 – 2:45 pm	Session 4: Open stage for partners to voice proposed work plan and targets as identified during the breakout session on Day 1 followed by Q&A. <i>This session will also give space for all participants, especially global representatives from South Asia and Eastern and Central Europe to share thoughts.</i>		RENEW Institutional and Strategic Partners
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2:45-3:00 pm	Wrapping Up & Closing remarks		<ul style="list-style-type: none"> • Ms. Kaouther Ihdheb, Master of Ceremony • Mr. Paul Nomba Um, Regional Director, Infrastructure, World Bank
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3:00-4:00pm	Steering Committee Meeting: A closed door discussion with members of the Steering Committee to approve the work program and release final communiqué.		Chaired by Mr. Husam Beides , Practice Manager, Energy & Extractives, World Bank
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Biographies: Moderators, Speakers, Panelists



Ms. Christina Abi Haidar is an esteemed member of the Beirut Bar Association, stands as a prominent attorney renowned for her legal expertise, strategic counsel, and impactful contributions to the fields of energy, oil, and gas policies. With an unwavering commitment to excellence, Mrs. Abi Haidar has built a thriving practice as a consultant to numerous companies, international organizations, and legal entities. She holds a Bachelor of Law degree and an MA in International Law, representing the depth of her legal knowledge and dedication to continuous learning. Currently pursuing her PhD thesis in International Relations and Diplomacy, she remains at the forefront of legal scholarship, enhancing her comprehensive understanding of global dynamics.



Ms. Nathyeli Acuna Castilla is leading the ESMAP Gender and Energy Program. Her work focuses on the inclusion of the gender perspective within Energy Sector interventions to foster women's participation in the sector, promote the use of productive uses of energy among women-owned businesses, and include more women as users of energy. Within the World Bank, she has been leading the implementation of the new Gender and Energy program globally while also providing gender technical support to the Africa region of the World Bank. Before joining ESMAP, Nathyeli worked as a gender expert for the Inter-American Development Bank. She was also a consultant for gender and urban mobility in climate change adaptation and mitigation projects. Nathyeli holds an Economics degree from the Costa Rica University and a Master's in Urban Economics from the Torcuato Di Tella University (Argentina).



Salem Bafaraj is an accomplished professional with over 20 years of experience in the Energy industry. Currently serving as the Vice President of In-Country Value (ICV) at ADNOC, he has held diverse experience in supply chain strategic planning, stakeholder management, budgeting and financial planning, engineering, information technology, project management, and transformation programs. Salem's expertise lies in driving efficiency, enhancing business excellence and agility, and positioning ADNOC as a future-ready organization. Salem's leadership at ADNOC includes spearheading the development and implementation of the company's ICV strategy. Under his leadership, ADNOC has achieved notable outcomes, such as creating employment opportunities for local talent, strategically localizing critical links in the supply chain, and contributing to the GDP growth and diversification of the UAE economy. Salem has mentored several young women in the Energy industry. He is passionate about sharing his knowledge and experiences to support emerging females in their career. One of his mentees, Mona Balalaa, was recently named ADNOC

Female Future Leader. Salem believes women are vital to the Energy industry and is committed to creating an inclusive workplace. Salem's educational background includes a Bachelor of Science in Electrical Engineering from UAE University and a Master of Business Administration with Distinction from Abu Dhabi University. He has also acquired accredited certifications in supply chain management and information technology.



Ms. Kholoud Bakry is a Site Engineer at a 250MW utility scale wind farm in Egypt, Lekela West Bakr Wind Farm, working on optimizing the operational performance. Kholoud has multidisciplinary experience in the field of renewable energy at international and intergovernmental levels. In 2019, she was selected to join the Arab Program for Sustainable Energy Youth, provided by the Regional Centre for Renewable Energy and Energy Efficiency (RCREEE) in cooperation with OPEC Fund for International Development (OFID). In 2022, Kholoud participated in the Women in Wind Global Leadership Program. Kholoud holds a Bachelor's degree in Electrical, Electronics, and Communication Engineering and a Master's degree in Renewable Energy Engineering; both from the British University in Egypt. She recently obtained her Project Management Professional (PMP) certification from the Project Management Institute (PMI).



Mr. Husam Beides (Practice Manager, Energy and Extractives, World Bank). Husam has been working with the Bank for more than 18 years in South East Europe, Central Asia as well Middle East and North Africa. He currently manages the energy portfolio in the MENA region and his past work programs have included a range of investment lending and development policy operations and wide areas of policy dialogue and technical assistance for energy sector reforms, renewable energy development, energy transition and decarbonization, and regional energy integration and market development. Before he joined the World Bank in 2004, Husam worked for more than 12 years with the energy industry in the United States and has a PhD in Electrical Engineering from Purdue University, Indiana.



Mr. Ferid Belhaj took up the position of World Bank Vice President for Middle East and North Africa on July 1, 2018. Prior to this, he served as the Chief of Staff of the President of the World Bank Group for 15 months. From 2012 to 2017, Mr. Belhaj was World Bank Director for the Middle East, in charge of work programs in Lebanon, Syria, Jordan, Iraq and Iran, based in Beirut, Lebanon. In this capacity, he led the Bank's engagement on the Syrian refugee crisis and its impact on the region, including the creation of new financing instruments to help countries hosting forcibly displaced people; the ramping up of the Bank drive towards the reconstruction and recovery of Iraq during and after the ISIS invasion and the scaling up of the Bank's commitments to Lebanon and Jordan.



Ms. Leila Bouteraa is HR Partner and Head of Training with more than 30 years in Human Resources Management at STEG (Tunisian Company of Electricity and Gas) where she had occupied multiple positions, including as a Project Manager of Human Resources Information System (HRIS) and of strategic workforce planning. Since 2018, Ms. Leila Bouteraa has been Head of the Direction of Training at STEG Tunisia. She graduated EMBA from ESG UQAM, Canada and has a Masters in Economic Sciences and Management from FSEGT, Tunisia.



Ms. Tu Chi Nguyen is a Senior Energy Economist at the World Bank's Energy and Extractives Global Practice Middle East and North Africa region. Her work focuses on advising governments, leading advisory and lending projects on energy market and subsidy reforms, utility improvement, financial recovery, regional integration, and promotion of private-financed renewable energy and energy efficiency in MENA and Sub-Saharan Africa. She has over 10 years of experience in energy and development. She previously worked with International Institute for Sustainable Development and the International Labor Organization in Geneva and the Asian Development Bank in Manila. She holds a Ph.D. on Development Economics from the Graduate Institute of International and Development Studies in Geneva and a Master's in Public Policy from the Harvard Kennedy School in Cambridge, Massachusetts.



Mr. Belhassen Chiboub is an engineer with over than twenty years of experience in the field of the energy sector mainly power generation from gas and Renewable Energies with intensive background experience in IPP tender process, management and energy strategy implementation. He is currently General Director of Electricity and Energy Transition at the Ministry of Industry, Mines and Energy, leading the whole Energy transition Program at the Ministry and member of the board of state-owned electricity and gas utility (STEG). Previously, he was co-manager of the joint venture Elmed-Études STEG-TERNA in charge of preparing the Tunisia Italy interconnection project.



Mr. Mohamed El Kordy is a seasoned executive with over 15 years of experience in Human Resources field. As an HR Director at Infinity he is responsible for all people-related activities including diversity, inclusion, and gender equality. Mohamed El kordy holds an MBA in Global Management from ESLSCA and has a proven track record of inclusion activities. He is a thought leader in the industry of Renewable Energy, and he is passionate about Human Resources field and is committed to raise awareness of the importance of gender diversity in Renewable Energy industry. In 2020, Mohamed El kordy joined Infinity and has led major initiatives in the area of diversity, inclusion, and gender equality. He is excited to share Infinity's vision and insights with the audience and looks forward to meeting with attendees.



Ms. Reem Hamdan is the Director General for Electricity Distribution Co. (EDCO) since 2022. She is managing (1529) employees distributed in Amman and mainly the southern districts of Jordan, among them (133) female employee contributing to (9%) of EDCO employee and considered the highest in EDCO among years. She has more than (30) years of experience in her work, she has been the Director General Assistant for Regulation and Planning in the company since 2008 and leads EDCO in technical and planning studies to meet the regulatory performance standards, reduce carbon emissions, employ renewable energy, and implement a smart grid. Hamdan has established herself as a respected scientist in her field with a solid vision for Jordan's future electricity requirements. She is also a member in the planning committee in the Arab Union of Electricity (AUE) since 2004. She had been selected in 2011 by US embassy- Amman to represent Jordan in "Women in science hall of fame" for Arab countries, and participated in its international visitor program "Women Innovation in science".



Ms. Saadia JABALE from the Sustainable Territorial Development Project at Masen (Moroccan Agency for Sustainable Energy - Masen). Saadia is an activist for 22 years in the field of local development, she is passionate about contributing to the economic empowerment of women and girls through entrepreneurship and the creation of Social and Solidarity Economy Organizations. She believes in supporting women's groups through awareness-raising, training, advice and financial support as part of social development programs (implemented by International Cooperation agencies). As a life coach, she supports individuals in determining, clarifying and achieving their personal and professional goals. Saadia has a MA in Social Economy and Sustainable Development, Faculty of Legal, Economic and Social Sciences in Marrakech. She has an International Professional Coach Certification in Corporate and Life Coaching from Institut de Coaching International, Geneva, Switzerland.



Ms. Kawther Lihidheb is a highly experienced international project manager and energy efficiency (EE) expert with over 28 years of experience. Her expertise spans various areas, including energy policy, regulatory frameworks, and sustainable energy systems in the MENA region. Currently, she holds the position of Senior International Expert with the Canadian consulting firm ECONOLER. Her extensive background includes designing, implementing, and monitoring EE policies and programs targeting buildings, household appliances, and the industrial sector. She has collaborated closely with national ministries in the MENA region. Throughout her career, Ms. Lihidheb has held managerial and leadership positions, including with government bodies. Her expertise has been recognized by bilateral and multilateral donors, and she has served as a team leader for EE projects funded by organizations such as the World Bank, UNDP, European Union Delegation (EUD), KfW, UNIDO, UNEP, AFDB, AFD, GIZ, and others. She holds a degree in chemical engineering and an MBA from the Mediterranean School of Business.



Ms. Christine Lins works as Executive Director of **GWNET**, the Global Women's Network for the Energy Transition, which aims at empowering women in the sustainable energy sector. GWNET has more than 3.500 members from 150+ countries. Furthermore, she is Member of the Board of Directors of **ISES**, the International Solar Energy Society. From July 2011 until March 2018, Christine Lins acted as Executive Secretary of REN21, the Renewable Energy Policy Network of the 21st Century, headquartered at UNEP, the United Nations Environment Programme in Paris/France. Between 2001 and 2011, Ms. Lins served as Secretary General of the European Renewable Energy Council. Previously, she worked in a regional energy agency in Austria promoting energy efficiency and renewable energy sources. Ms. Lins holds a Master's degree in international economics and applied languages. She has more than 25 years of working experience in the field of renewable energy sources and energy efficiency.



Ms. Talajeh Livani is a Social Development Specialist with the World Bank's Water Global Practice (GP), where she supports deepening social inclusion in the water sector through operational support, capacity building, and research. Talajeh has worked over a decade with the World Bank Group, predominantly in the Middle East and North Africa and South Asia regions, leading research and supporting programs and operations on gender and social inclusion. She also contributes to analysis on gender and development at Brookings Institution and other institutions. Outside of the World Bank, Talajeh has worked at, among others, the UN Office of the Special Representative of the Secretary-General for Children and Armed Conflict, and the Woodrow Wilson International Center for Scholars. She holds a Ph.D. in international development from the University of Maryland-College Park and a Master's degree in international affairs from the George Washington University.



Eng. Sabah Mashaly is the Chairman of the Egyptian Electricity Transfer Company (EETC), Managing over 27,000 employees and about 10 billion US \$ annual budget. She is the current President for Mediterranean Transmission Operators Organization (Med-Tso). She is also a Board member in many economic and engineering associations, including the Economic Zone of Gulf of Suez, High council of Egyptian Engineers Syndicate, the International Electrotechnical Commission (IEC), of the International Electrotechnical Commission (IEC). She is the Chairman of the Egyptian women Engineers committee, the Secretary of the National world energy Council (WEC) in Egypt. and a board member of Arab women engineers committee. She has B.Sc. with honors in Electronics and Electrical Communications Engineering - Cairo University, and studied at Harvard Business School, and Nasser Leadership Military Academy. She received many recognitions including WFEO GREE Women in Engineering Award as one of the four women worldwide outstanding female engineers who have made significant contributions to engineering in 2021, and was Selected in 2018 as one of the TOP50 most influential women in the Egyptian Economy.



Ms. Amani Mohamed Al Azzam is currently the Secretary General of the Ministry of Energy and Mineral Resources (MEMR) of Jordan and vice chairwomen of National Electric Power Company, and she is the representative of Jordan in the Board of Trustees of Regional Center of Renewable Energy and Energy Efficiency (RECREE) and a member of the Executive Board of the Eastern Mediterranean Gas Forum (EMGF). Ms. Amani has more than 33 years of experience in the Jordanian energy sector. After completing her degree in electrical engineering, she has joined NEPCO focusing on grid planning and technical studies especially in the electrical and gas interconnection projects. Ms. Amani was appointed in 2016 as a Secretary General of the Jordanian energy ministry and since then she has been deeply involved in the renewable energy, gas, oil shale and oil sectors and Mineral Resources.



Ms. Jihane Najjar is an HR Advisor working closely with public and private sector leaders across the Middle East region to enhance their organizations' HR policies and operations, and a Leadership Coach & Job Search Strategist supporting professionals set and achieve their career goals. Over the past 20 years, Jihane occupied multiple HR roles across various industries and sectors in Qatar, the UAE and Lebanon. She was Regional HR Manager for a multinational manufacturing group where she managed talent acquisition, total rewards and performance management through change and transformation. She is passionate about helping organizations build and maintain a fair, diverse and healthy work environment where employees feel motivated, valued and engaged. Since she obtained her Marshal Goldsmith Stakeholder Centered Coaching certificate in 2017, Jihane has coached a wide range of clients, including business leaders as well as young graduates.



Mr. Paul Noumba Um is the Regional Director of the World Bank's Infrastructure Department in the Middle East and North Africa region. He is an infrastructure, telecommunications and private sector expert with over three decades of experience in infrastructure policy regulation and finance. He has advised governments, utility companies and private sector partners on energy security and efficiency, transportation, telecommunication, good governance, PPP and Privatization. Dr. Noumba Um has held technical and leadership roles within the World Bank – most recently as the Country Director for Southern Africa and previously as the Country Director for Mali, Chad, Guinea, Central Africa Republic and Niger. Paul has a PhD in Economics from Rennes University, a Master's Degrees in Engineering and Economics from IMT Atlantique; a BA in Engineering from the Cameroonian National Post and Telecom School, and an Executive Program Certificate in Managing Sustainability from University of Cambridge.



Ms. Clare Novak is an award-winning international Human Resources, Gender Equity and Training Consultant, Speaker and Author. With over 25 years' experience in HR, gender equity, leadership development, and organizational development, Ms. Novak possesses considerable knowledge and skill in development as well as practical experience in a variety of businesses. Ms. Novak has developed HR policies, HR Gender Equity Framework, consulted with gender equity team, and facilitated and evaluated numerous training sessions. Her international experience includes Europe, Middle East, Asia and Africa as well as North America. She has presented at multiple international conferences and received recognition for her contribution to the HR community.



Dr. Ashok Sarkar is a Program Leader for Infrastructure and a Senior Energy Specialist in the World Bank's Energy and Extractives Global Practice, currently based in West Bank and Gaza office in Jerusalem. During his professional career spanning 25+ years, Dr. Sarkar has led and participated in sustainable energy operations in over 40 countries, valued cumulatively at over \$2.5 billion. He had established the World Bank's Global Energy Efficiency Community of Practice in 2006 and managed it for seven years. Since 2022, Dr. Sarkar has been working on investment, TA, advisory & knowledge operations in the Middle East, South Asia, Africa and LAC regions, in energy efficiency, DR/DSM, solar PV, electric mobility, sustainable cooling, etc. He leads two MENA multi-country advisories on "Clean Energy Transition Jobs and Skills" and "Unlocking the Electric-Mobility Opportunities, Strategies and Solutions". A mechanical engineer from Delhi College of Engineering, India, he has a Masters in Energy Planning and Policy from the Asian Institute of Technology, and a Ph.D. from the Nelson Institute for Environmental Studies at the University of Wisconsin-Madison.



Ms. Natalie Sial Berkman, Director of Media Relations for the Swedish energy company Vattenfall with a focus on Sweden and the Nordics. Vattenfall is one of Europe's biggest energy companies mainly based in Sweden, Germany, Netherlands, UK, Denmark, Finland and France. Vattenfall aims to make it possible to live fossil free within one generation. Natalie Sial Berkman is also a board member of Kraftkvinnorna – a Swedish network for women promoting gender equality in the energy business. Previously Natalie worked for the Swedish government as press secretary for minister for Employment and later minister for Home Affairs.



Ms. Fowzia Hassan has been working in the World Bank for more than 27 years. Her vast knowledge in the Infrastructure sector comes from working in regions like Africa, South Asia, East Asia and the Pacific Islands, Middle East and North Africa and Latin America Regions. Fowzia wears two hats, one as a Sr. Energy Operations Officer and the second as a Gender Expert. In her capacity as the gender expert and task team leader in energy, she has designed many energy projects revolving around gender prosperity and inclusion within the sector and creating employment, including in fragile and conflict countries. She is now leading the Africa Gender Energy Program, ensuring to create and foster sustainable economic opportunities for women in STEM, through the projects being prepared. Fowzia is a Pakistani National and holds a BA degree in Economics, a Masters in Economics and an MBA from Wales University.

Biographies of RENEW MENA Steering Committee members

WEST BANK AND GAZA



Dr. Eman Ashour is the CEO of Khadra, and Head of the Gaza Female Engineer's Network. She is a versatile renewable energy expert with extensive experience in the technical aspects, financial analysis, development, and implementation of RE projects in Palestinian territories. She has a concrete understanding of the complex dynamics of the main stakeholders of the local energy sector. The combination of her managerial and technical expertise, as she holds a PhD in Renewable Energy Engineering from the National University Malaysia, along with her knowledge of the needs and challenges of the renewable energy market, its regulatory and legal framework, make her well-equipped to undertake a diverse range of assignments in the field of renewable energy. She worked as a Technical Consultant for almost 13 years for different international agencies including EU, GIZ, World Bank, UNRWA, UNDP, UNICEF, and other local organizations. She owns Consultancy Firm KHADRA Company based in the Gaza Strip and works as an Assistant Professor at Al Azhar University, lecturing at the Renewable Engineering Department.

EGYPT, YEMEN, DJIBOUTI



Ms. Amira El-Mazni is *Independent Oil & Gas Advisor, Director on the Board of Egypt's Gas Regulatory Authority (GasReg)*. Amira El-Mazni is a certified Corporate Director (IFC) and one of Egypt's Top 50 most Influential Women; a hydrogen enthusiast, key expert on the EU-funded project-participating in the update of Egypt's Integrated Sustainable Energy Strategy 2040; a leader with multi-cultural upbringing, proposals & projects, business development & international cooperation experience as well as gas market regulation; active in the energy transition and energy market reform. She is former Vice Chairman for Gas Regulatory Affairs in the Egyptian Natural Gas Holding Company (EGAS). There, she managed the joint working groups for EU-funded Energy Sector Policy Support Program & AFD-funded Gas Institutional Reforms subcomponent. She earned her BSc. in Chemical Engineering from Cairo University in 1981. She's a Certified Quality Auditor and holds a Diploma in Human Resources Management.



Ms. Lamia Ghazouani is the General Director of International Cooperation, Tunisia Ministry of Industry, Energy and Mines. She graduated from the National School of Administration (ENA Tunis), completed High Studies as Public Services Advisor, also diplomat from ENA de Paris, Master from TODAIE, public policies diploma Birmingham International University and Venice International University. She is in charge of International Cooperation in the Ministry of Industry, Mines and Energy. Since 2004, she is in charge of designing, implementing and managing external relations in the energy sector; collecting, centralizing, processing on international financing for the energy sector; developing new perspectives on short, medium and long-term cooperation for energy. She establishes and negotiates agreements and MoU (bilateral and multilateral) for energy sector; publishes and disseminates international opportunities of cooperation relating to the energy sector.

MAGHREB



Ms. Fatima Hamdouch is Strategy and Steering Executive Director of MASEN, the Moroccan Agency for Sustainable Energy, which she joined in 2013, continuing an extremely varied career in consulting, both in Morocco and overseas. Prior to that, she was Executive Director of Strategy and Monitoring at MASEN, with her main role consisting in defining Masen's strategy and translating it into strategic objectives and plans. Fatima was previously a Manager at the Moroccan strategic consulting firm Valyans, where she was in charge of various projects and studies for the public sector, including supporting the implementation of the Emergence industrial program. She has also held senior roles in consultancy firms in France and Canada (PricewaterhouseCoopers). She graduated from the French business school Audencia and obtained an MBA from the University of Ottawa, followed by a certificate in professional project management (PMP). Dynamic and engaged when taking new challenges, she is motivated by the idea of contributing to Morocco's development specifically in the fields of Renewable Energies.

MASHREQ

Jordan Ministry of Energy and Mineral Resources (Tbc)

GULF COOPERATION COUNCIL

ADNOC

WORLD BANK



Mr. Gunjan Gautam is Senior Energy Specialist at the World Bank's South Asia Energy Unit. He works on Energy sector infrastructures projects in South Asia, including Tarbela hydropower and Dasu hydropower projects. He co-leads South Asia Gender and Energy Facility (SAGE), which functions as the interim secretariat of WePOWER. Together with Ms. Elisabeth Maier, he also leads the Interim Secretariat of RENEW MENA. He specializes in preparing and managing Energy sector projects with public and private investments. He has experience of working on solar, hydropower, transmission, distribution, micro-grids and distributed generation, and consumer-side technologies. Gunjan has a Bachelor's degree in Electrical Engineering and a Master's degree in Public Policy with a concentration in energy policy.



Ms. Elisabeth Maier is a Senior Operations Officer at the World Bank's Middle East and North Africa Infrastructure Practice Group, serving as an Advisor to the Regional Director as well as to the Practice Managers of Energy and Transport. She also manages the Energy and Gender program in MENA financed by the Energy Sector Management Assistance Program which acts as interim Secretariat for RENEW MENA. Before joining the Front Office of the MNA Regional Director, Lisa advised the Energy Practice Managers in MENA and Latin America and Caribbean and prior to that Lisa spent most of her career at the World Bank in the Africa Region, including the country offices of Angola, Kenya, and Cote d' Ivoire. Before joining the Bank, Lisa worked with Cap Gemini Ernst & Young and Lufthansa AG. Lisa holds a Master's in Political Science from the Free University of Berlin and a Master's in Rural Development from the University of Sussex, UK.

RENEW MENA Interim Secretariat (World Bank Team)



Ms. Yosra Assaker is Senior Energy Specialist at The World Bank. She is a seasoned energy engineer with 20+ years of experience in the Egyptian energy sector, she worked extensively in energy reforms and transformational policy setting, regional cooperation, and development projects in cooperation with multilateral development banks. Yosra has led mega energy projects and worked as the team leader under the Egyptian Ministry of Petroleum and mineral resources for the establishment of the East Mediterranean Gas Forum (EMGF). Currently, she works at the World Bank on energy operations in the Middle East and North Africa (MENA) region, her current main focus is energy transition and decarbonization, along with regional energy integration. Yosra has a special interest in promoting gender inclusion in energy, she is a member of the World Bank team developing the Regional Network In Energy for Women (RENEW).



Ms. Irène Ayinda Mah has been working with the World Bank Group for more than 15 years and has extensive experience in operational, research, and administrative tasks, acquired through various assignments in Country Office and Head Quarter. Her experience expands in non-lending activities, monitoring, analyzing, and reporting on performance portfolios. Over the years, she has gained and established a network in the field, in client-facing roles, spanning all cycles of investment projects. She has an established network of collaboration from the field and headquarters. Prior to joining the Bank, Irene worked with the United Nations Agencies in Cameroon. She holds a Diploma in International Environmental Law.



Mr. Mehmet Can Atacik is a Senior Private Sector Development Consultant at the World Bank. Can is also founder of Alethina, an impact investment and advisory firm focused on working with corporations, VC funds, foundations and development (SDGs) finance institutions to scale business impact towards achieving the Sustainable Development Goals. Can is a frequent author and speaker on impact investing topics and strongly believes in using innovative impact financing structures as the most effective means to create more “matches” between investors and impact companies, thereby engaging more entrepreneurs and private funding to contribute to the achievement of the SDGs. Can brings over 20 years of experience in development finance, investment banking, corporate management and impact investing.



Ms. Diana Kaissy is a Senior Energy Governance Consultant at the World Bank. She is a board member of the Lebanese Oil and Gas Initiative. She is also the Director of civil society engagement at the International Republican Institute-IRI/Lebanon-MENA program. Prior, she was the executive director of the Lebanese Oil and Gas Initiative-LOGI and the regional coordinator for the Middle East and North Africa, and Asia Pacific at Publish What You Pay organization. She is also a Board member of the Extractive Industry Transparency Initiative-EITI representing civil society organizations in Europe, North American, and MENA regions. Diana is also a Recipient of the Leadership Management International Regional Client of the Year Award. She has an MSc. Energy Studies, department of Mechanical Engineering, at the American University of Beirut (Class of 2024). BA in Sociology-Anthropology from the American University of Beirut (1992)



Ms. Amira Klibi is Energy Specialist at The World Bank. Amira is a seasoned electrical engineer with fifteen years of experience in the Tunisian energy sector. She has worked extensively on energy reforms and energy transition policies, regional cooperation, and development projects in cooperation with multilateral development banks. Amira is a passionate advocate for energy transition and renewable energy development. Amira has worked within the private sector, UNDP, and the national agency for energy conservation in the implementation of an energy transition strategy and the elaboration of a regulatory framework for renewable energies in Tunisia as well as the implementation of RE programs. She also worked as a head of the IPP project department in the

ministry of energy for the preparation and implementation of the first concession projects of 500 MW solar and 300 MW wind. Currently, she is working at the World Bank on energy operations in the Middle East and North Africa (MENA) region, with a strong focus on energy transition and decarbonization, and regional energy integration.



Ms. Samantha Muwafaq Constant is a Senior Gender Consultant at the World Bank focusing on gender equality and women's economic empowerment across the Middle East and North Africa as well as West Africa. Prior to her current position, she served as Associate Director of the Middle East Youth Initiative at the Wolfensohn Center for Development at Brookings. Recent publications include *Toward More and Better Jobs in Energy for Women in MENA (2022)*, *The Status of Women in Lebanon: Assessing Women's Access to Economic Opportunities, Human Capital Accumulation & Agency (2021)* and *Gender in Energy Interventions in Fragile and Conflict States (2020)*. Constant received her MA in International Affairs: Middle East and North Africa Comparative and Regional Studies from the School of International Service, American University, Washington DC.



Ms. Magalie Pradel has over 20 years' experience working mainly in Operations as a focal point for several projects in different offices and regions at the World Bank. She is a Senior Program Assistant at the MNA Infrastructure Department. In her daily routine, she undertakes a variety of substantive tasks to ensure the smooth running of the MNA Infrastructure Front Office, working mainly with the Regional Director. She serves as liaison to the Infrastructure Practice Group & MNA VPs, and other Senior Management offices. As a member of the Portfolio Monitoring Team, she also provides quality assurance support to task teams, and keep staff abreast of changes on Bank operations guidelines and procedures. Magalie holds a Bachelor's degree in Psychology, which gives her the aptitude to work with people from all background, cultures, and the patience to understand, value and respect others' point of view, and thus work well in a diverse environment. She also holds an Event Management Certificate from George Washington University.

Informational Note



ATTENDANCE AND PARTICIPATION

Participants are responsible for arranging their entry Visa to Tunisia. The cost of visa will be reimbursed to the participants upon obtaining the receipt.

Participants in the conference are all requested to: (i) contribute as active participants in discussion sessions; (ii) send ahead of time a list of themes/questions that they would specifically like to see addressed in the conference sessions; and (iii) inform the organizing team of any dietary restrictions (if not yet done through the registration link).

PARTICIPANT TRAVEL AND HOTEL BOOKING



TRAVEL REQUESTS

Participants who have an agreement with the World Bank for covering their travel costs should contact Ms. Irene Nnomo Ayinda-Mah via email: innomoayindamah@worldbank.org and provide a scanned copy of their passport and banking details.



VISAS

Entry visa to Tunisia is based on nationality. Please first check this if you require an entry visa. Visas should be obtained preferably at your country of origin.

Should you require an invitation letter from us for visa assistance, please write to Magalie Pradel at: mpradel@worldbank.org.

According to the following website: <https://tn.usembassy.gov/covid-19-information/> as of December 1, 2022, the Tunisian Ministry of Health exempted all arrivals from the obligation to present the negative result of a PCR or antigenic test or the vaccine passport upon arrival in Tunisia. Travelers with symptoms of infection must wear a mask.



TRANSPORTATION

For those participants the World Bank will cover the travel cost, flights will be arranged by the World Bank in economy class using the most direct route and cheapest fare option. Personal stops on the way to the Conference or on the way back will not be permitted. All participants must commit to attend the Conference until the last day.



AIRPORT PICK-UP

Transportation from the airport to the Mövenpick Hotel Du Lac and from the hotel to the airport has been arranged and is covered by the World Bank. Upon exiting immigration, you will be met by a driver who will hold a "TOP EVENTS" signboard. For security reasons, there will be no mention of the World Bank on the signboard. The driver will take you to the hotel.

Please make sure you confirm your departure to Ms. Fatma Ben Nasr ahead of time. She can be reached at +216 29 39 29 89 or via email: direction@topeventstunisie.com. **Only transportation related to the event will be covered.**



HOTEL

In Tunis, participants will stay at the Mövenpick Hotel Du Lac in Tunis. The Mövenpick Hotel Du Lac is about 5.8 km away from the Tunis-Carthage International Airport.

For participants' travel cost that is covered by the World Bank, hotel rooms are centrally paid for all participants, thus please *do not pay for the hotel rooms upon your check-out*. Upon check-in, you might still be requested to present your Credit Card to guarantee possible incidentals / personal expenses (mini bar, room service, phone calls, laundry etc.). **Please note that these expenses are not covered and are to be settled by you directly.** Participants are expected to arrive on June 21 and depart on June 24, 2023.



GRATUITY

Suggested gratuity for driver/room service/porter, etc., is approximately USD 3-4. The exchange rate is roughly 3 TNDs for every 1 USD.



EXCHANGE RATE

As per Oanda, here are the conversion rates for today:

1 EUR = 3.3 Tun Dinar

1 USD = 3.1 Tun Dinar



MEALS

Participants will be provided with hotel accommodation and meals throughout the Conference (from June 21-23). Breakfast is included in the room stay; lunches, coffee, and dinners will also be provided according to the program. We have planned for a dinner outside of the hotel on June 23. Based on the itinerary, lunch will be provided for those who will depart on June 24.

Please indicate any dietary restrictions (e.g., vegetarian, gluten free diet, do not eat a certain type of meat) in the registration form. You may also contact any event committee member whose names are listed below.



PHOTOGRAPHY DURING THE CONFERENCE

A photographer and videographer will be taking photos and video to document the Conference. If you have any concerns about your photo being taken, please reach out to the World Bank organizing team at the beginning of the event or via email.



WEATHER

The average temperatures are between 69°F and 84°F. You can expect a few rainy days in Tunisia in June, but usually the weather is comfortable.



TRAVEL RECEIPTS

Participants whose travel is covered by the World Bank need to retain all their travel receipts. Scanned copies of all travel-related receipts including boarding passes, etc. must be submitted by the traveler to the World Bank staff that has helped you with your travel booking within 5 days of your return from travel. This is IMPORTANT for the World Bank accounting process.



EMERGENCY CONTACTS (WB)

We have a security contact person in the World Bank Tunis office who oversees security clearance and other emergencies during your stay in Tunis. In case of any emergency during the event, please contact Zied Khiari (zkhiari@worldbank.org), Cell: +216 58 58 02 17.

Kindly note that no medical insurance will be covered by the World Bank with regards to travel for visitors. Hence, we kindly request all travelers to organize their own insurance package.



LOCAL MEDICAL/EMERGENCY CONTACT NUMBERS

In case of medical emergency:

CLINIQUE EL AMEN-LA MARSА, N°15, Avenue de la République, 2070, la Marsa, Tunis
TÉL.(+216) 70 011 670



USEFUL CONTACT NUMBERS

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RENEW[™] MENA

WEBSITE



https://collaboration.worldbank.org/content/sites/collaboration-for-development/en/groups/RENEW_MENA.html

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<https://www.linkedin.com/groups/9206941/>