



RENEW MENA Internship Program- Egypt *An initiative by MENAGEN*

Despite the significant progress made in closing the gender gap in the areas of education and health, stark disparities remain in women’s access to economic opportunities in the MENA region. According to global indicators, the region’s key labor market and enterprise metrics show the widest gender gaps, and its performance on economic indicators lags far behind that of most regions. In many MENA countries, women represent less than 20 percent of the workers in science technology engineering or mathematics (STEM)-related occupations, specifically in science, engineering, and information and communications technology (ICT) ¹²

Despite significant investments in closing the gender gaps in health and education, female labor force participation in Egypt remains low. In 2022, female labor force participation for women stood at 15.1% for women, compared to 68.3% for men. Like many MENA countries, education to work transition remains a challenge in Egypt, despite the high number of female graduates in STEM. On average, women represent 43 percent of STEM graduates in Egypt but occupy less than 10 percent of the share working in science and engineering occupations. The COVID-19 pandemic and the economic crises further heightened these labor market dynamics, particularly for women who were forced to drop out of the labor market.³ The Energy Sector Management Assistance Program (ESMAP) financed MENA Energy and Gender Program (MENAGEN) notes that some of the root causes for this gender disparity are related to social or normative constraints that women face. Limited guidance in the public education system and lack of information about available jobs as well as mobility concerns, particularly in contexts where women are required to travel on-site remains a challenge. Lack of exposure to the energy sector and female role models further hinders female labor force participation.

The World Bank’s Middle East and North Africa Energy and Gender (MENAGEN) team has been contributing directly to combating gaps in energy access and women participation in economic activities as part of the World Bank Gender Strategy (FY16-23) through analytical work, operational support and capacity building to World Bank Projects in MENA. In its latest energy project in Egypt, the World Bank, in coordination with the Agence Fraçaise De Development AFD and the European Union (EU), secured financing to construct gas networks in Egypt, with subsidized connection fees. The project contributed to increasing affordable and reliable energy access to 2.25 million households, with Approximately 10 million beneficiaries, out of which 50 percent were women.⁴ Similarly, in efforts to promote, incentivize, and institutionalize gender equity in the Egyptian private sector, the World Bank partnered with the National

²World Bank. Toward More and Better Jobs for Women in Energy: An Assessment Undertaken to Guide the New Regional Network in Energy for Women in the Middle East and North Africa—RENEW. Washington D.C.: World Bank.

³ <https://www.worldbank.org/en/news/feature/2023/03/07/egypt-job-creation-and-affordable-housing-are-vital-to-women-s-empowerment>

⁴ For more information about this program, see <https://www.worldbank.org/en/results/2023/03/14/reliable-and-affordable-access-to-clean-energy-for-2-25-million-households-in-egypt>

Council for Women with the support of the UK embassy in Egypt to revive the Egyptian Gender Equity Seal (EGES) certification that promotes gender equity in the areas of (i) recruitment; (ii) career development; (iii) family-work balance; and (iv) sexual harassment policies.⁵ In addition, MENAGEN has recently launched the Regional Network in Energy for Women (RENEW) in the Middle East and North Africa initiative which aims to boost the role of women in the energy sector.⁶ The goal of MENAGEN is to support these initiatives in boosting the role of women in the energy sector by tackling key institutional, structural, and normative constraints facing women. The World Bank is currently engaging in the energy sector through various advisory services and analytical studies, and preparation of energy access and decarbonization projects that are expected to develop in selected topics to project implementation.

Objectives of this Internship

Improving energy security can contribute to narrowing the gender gaps between females and males in accessing more and better income-generating opportunities as well as health and education outcomes. Increased women participation in energy sector can unlock the full potential of the sector development opportunities and support women social and economic development. The objective of this internship is to boost women's economic participation in Egypt's energy sector by providing hands-on experience with energy projects at utilities and the World Bank, as well as access to role models and mentors. The intern will be hired under the umbrella of MENAGEN's RENEW initiative and provide support on the following tasks:

Key Tasks

- The intern will spend the majority of their internship period in the **Egyptian Electricity Transmission company (EETC)** under the supervision of the assigned mentor from EETC. Additionally, the intern will spend a weekly/bi-weekly day at the World Bank office in Cairo under the mentorship of a senior Energy Specialist
- At EETC, the intern will go through an orientation period to understand the different departments that operate within the Company and their dynamics related to internal and external coordination, particularly related to public and private entities
- The intern will be introduced to the country strategies guiding the energy sector plans (e.g. Egypt NCCS 2050, NDC's, energy strategy, hydrogen strategy, etc.) and the sector policies and regulations governing its work, with a special focus on policies and projects relevant to energy transition and Green Hydrogen, energy planning and grid operation, and regional interconnectivity
- The intern will be introduced to the main projects under preparation or implementation by EETC, especially those funded by the World Bank and support project team on daily tasks such as preparing reports and memorandums, reviewing and discussing studies, attending project meetings and site visits when needed
- The intern, with the support of the mentors, will be given the opportunity to meet with the wider energy community by participating in conferences, meetings and professional events, including

⁵ For more information, see [https://www.worldbank.org/en/news/feature/2021/03/30/gender-equity-seal-a-key-to-strengthening-egypt-s-private-sector#:~:text=In%20efforts%20to%20promote%2C%20incentivize,Equity%20Seal%20\(EGES\)%20certification.](https://www.worldbank.org/en/news/feature/2021/03/30/gender-equity-seal-a-key-to-strengthening-egypt-s-private-sector#:~:text=In%20efforts%20to%20promote%2C%20incentivize,Equity%20Seal%20(EGES)%20certification.)

⁶ For more information on RENEW MENA, see <https://collaboration.worldbank.org/content/sites/collaboration-for-development/en/groups/renew-mena.html#:~:text=RENEW%20MENA%20is%20a%20program,it%20is%20supported%20by%20ESMAP.>

RENEW events and will be encouraged to act as a liaison between existing STEM graduates and the energy sector

- The intern will focus on developing soft skills such as communication, presentation, reporting, analytical skills with the help of EETC and World Bank mentors.

Key Deliverables

The deliverable(s) will be defined by the World Bank and EETC, and will include:

- Contribute to preparing and delivering project presentations
- Contribute to reports, minutes of meetings, and internal memorandums, and preparing summaries of analytical studies
- Prepare a feature story/ blog/ presentation to be published and presented in the RENEW MENA newsletter or annual conference, highlighting the internship experience
- Prepare a 3–4-page document highlighting lessons learnt from the internship period and recommendations to improve the program for the next batch.

Criteria and Qualifications

- Female science technology engineering or mathematics (STEM) graduate
- Excellent analytical and drafting skills
- Familiarity with the energy landscape in Egypt
- Excellent oral and written communication skills; demonstrated interpersonal skills, including the ability to work effectively in a team
- Resident in Egypt with excellent Arabic language skills
- Good English skills (preferred)

Administrative Arrangements and Remuneration

The Internship will have a duration of 90 days (approximately 3 months), spanning over the period mid-February– mid-May 2024. The intern will report to the Energy TTLs in the Egypt World Bank Country Office who will act as mentors as well as to the Senior Operations Officer, MENA Infrastructure Department (IMNDR). The Intern will be based in Egypt, working 4 days at the utility and 1 day at the World Bank. The intern should be available to participate in conference calls and relevant meetings when required.

To apply, please email a 1-page cover letter explaining your professional skills and motivation to apply for this internship, along with a CV (no longer than 1 page) with the title “**RENEW MENA Internship Program Egypt**” to halvi@worldbank.org by no later than **February 10th, 2024, 5:00 PM EST**.