



RENEW MENA Internship Program- Jordan *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 & mathematics (STEM) related occupations, specifically in science, engineering, and information and communications technology (ICT) (World Bank 2022).¹

Education-to-work transition remains a challenge in Jordan like many MENA countries, despite the high number of female graduates in STEM. A set of social and cultural factors affect female labor force participation in Jordan. A striking gender divide continues to characterize the labor market with the female labor participation rate at 14.2 percent in Q2-2022, among the lowest in the world. Several factors contribute to these statistics, including limited local labor market opportunities, prevailing social norms where women are seen as household providers, family responsibilities, legal barriers and deficiencies in addressing labor market discrimination as well as and sexual harassment and mobility constraints, particularly due to the lack of safe public transport. The Energy Sector Management Assistance Program (ESMAP) 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 in these regions. 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. Based on a study by the World Bank Mashreq Facility, “family responsibilities” was one of the main reasons mothers reported for not participating in the labor market; roughly one in two mothers (approximately 56 percent) refrained from joining the workforce due to family responsibilities.² 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 as part of the World Bank Gender Strategy (FY16-23) through analytical work, operational support and capacity building to World Bank Projects in Jordan. Several World Bank energy projects in Jordan contribute to narrowing the gender gap in energy, including the Electricity Sector Efficiency and Supply Reliability Program for Results (P171296) project that aims to improve efficiency of the electricity sector, maintain the supply of transmission grid-connected renewable energy and the reliability of electricity services. In addition, MENAGEN has recently launched the Regional Network in Energy for Women (RENEW) in the Middle East and North Africa initiative which

¹ World 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.

² See <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/09900050222338765/p16815701c336d00e095dc093ef29af40a7>

aims to boost the role of women in the energy.³ 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.

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 Jordan'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 with **the Ministry of Energy and Mineral Resources (MEMR)** under the supervision of an assigned mentor. Additionally, the intern will spend a weekly/bi-weekly day at the World Bank office in Amman under the mentorship of a senior Energy Specialist
- At MEMR, 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. energy strategy), 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 MEMR, particularly those funded by the World Bank and will support the project team with their 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 wider energy community by participating in conferences, meetings and professional events, including RENEW MENA 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 MEMR and World Bank mentors.

Key Deliverables

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

- Contribute to preparing and delivering project presentations, as well as questionnaires relevant to the assigned tasks

³ 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.>

- Contribute to reports, minutes of meetings, and internal memorandums and prepare summaries of analytical studies
- Preparing a feature story/ blog/ presentation to be published/ presented in RENEW MENA newsletter or annual conference, sharing her internship experience
- Develop a two-page document highlighting lessons learned from the internship and providing recommendations for improving future programs for the next batch.

Criteria & Qualifications

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

Administrative Arrangements and Remuneration

The Internship will have a duration of 90 days (about 3 months), spanning over the period mid-February to mid-May 2024. The intern will report to the Energy TTLs in the Jordan 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 Jordan, working 4 days at MEMR 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 Jordan**” to halvi@worldbank.org by no later than **February 10th, 2024, 5:00 PM EST**.