



RENEW MENA Internship Program- Morocco

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 STEM-related occupations, specifically in science, engineering, and information and communications technology (ICT) (World Bank 2022).¹

In Morocco, the labor force participation rate among females stood at 21.4% in 2022, compared to 69.7% for males. An Energy Sector Management Assistance Program (ESMAP) supported study on the Impact of Electricity Infrastructure on Men and Women: The Case of Ouarzazate, revealed that while there was an enthusiasm from women in Morocco to participate in economic activities, female employment at the local Noor Power Plant as a key issue. Findings indicated that women had limited information on jobs at the power plant and did not have adequate skills to qualify for certain jobs. The ESMAP financed MENA Energy and Gender Program (MENAGEN) notes that some of the root causes for this gender disparity are also related to social or normative constraints that women face in this region. 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 as part of the World Bank Gender Strategy (FY16-23) through analytical work, operational support and capacity building to World Bank Projects in Morocco. Several World Bank energy projects in Morocco contribute to narrowing the gender gap in energy, including the Morocco Clean and Efficient Energy Project (P143689) which provides improved electricity supply to female headed households, as well as the Morocco the Noor Solar Power Project (P131256) and Additional Financing (P164288) which provides economic opportunities for local communities through the power plant and domestic manufacturing for Concentrating Solar Power (CSP) technologies. By ensuring a gender-sensitive work environment and safe working conditions for women, the Noor 1 CSP Project succeeded in directly employing women in various occupations. 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.² The goal of MENAGEN

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 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>.

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 program is to boost women's economic participation in Morocco'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

- Execute the tasks outlined in the internship contract defined in coordination with the **Moroccan Agency for Sustainable Energy (MASEN)**, the World Bank and the mentors
- Integrate within the community of interns and the company while delivering on the different tasks assigned by the mentors
- Adhere to the working conditions and regulations laid out by the company, such as work schedule, safety procedures, confidentiality, etc.

Key Deliverables

- Prepare an internship report validated by the mentors on the subject selected for the end of study "Projet de fin d'Etude"
- Prepare a presentation on the end of study report ("Projet de Fin d'Etude ou PFE")
- 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-pager document highlighting lessons learnt from the internship, and recommendations to improve the program for the next batch.

Criteria & Qualifications

- Female Science Technology Engineering or Mathematics (STEM) student
- Excellent analytical and drafting skills
- Familiarity with the energy landscape in Morocco
- Excellent oral and written communication skills; demonstrated interpersonal skills, including the ability to work effectively in a team
- Resident of Morocco with excellent French/Arabic language skills
- Good English skills (preferred).

Administrative Arrangements and Remuneration

The Internship will have a duration of 120 days (approximately 4 months), spanning over the period mid-February to mid-June 2024. The intern will report to Energy task team leaders (TTLs) in the Morocco 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 Morocco, working 4 days at MASEN 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 Morocco**” to halvi@worldbank.org by no later than **February 10th, 2024, 5:00 PM EST**.