



RENEW[®]-MENA

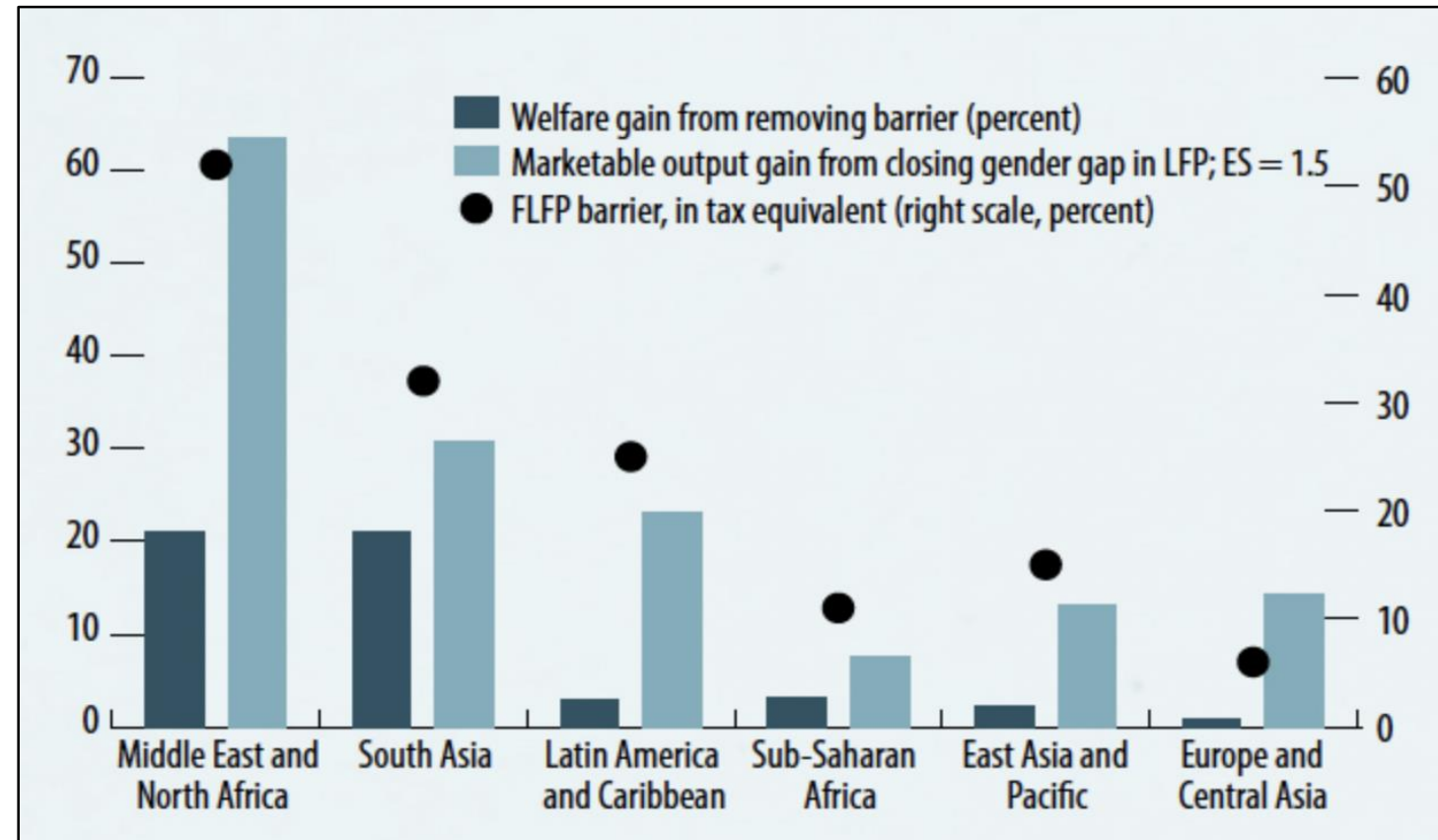
Regional Network in Energy for Women (RENEW)
Middle East and North Africa

WePower Conference, Bangkok, Thailand
December 8, 2023



Gender Gap in the Labor Market: An Economic Imperative

- **Economic Participation in the MENA region is extremely low at 21%** compared to men at 88% – lowest compared to other regions
- **Addressing gender inequalities in MENA's labor markets could boost the region's economic welfare and growth outlook by more than 20%**
- **High GDP growth potential** is mainly driven by adding female workers to the labor force and by the impact of gender diversity on productivity.



Source: Dabla-Norris, E., & Kochhar, K. (2019, March). IMF Research on Closing the Gender Gap. IMF Finance & Development Magazine (2019)

Developing a MENA Baseline Understanding

The objectives of the assessment were:



To better understand women's different roles and participation in the energy sector as well as their transition from school to work.



To contribute to the availability of empirical evidence on the status of women's employment in the energy sector.



To underpin recommendations and actions proposed toward a more holistic approach to supporting women in the sector – leading to our **Regional Network in Energy for Women (RENEW)**.

Key Results

43

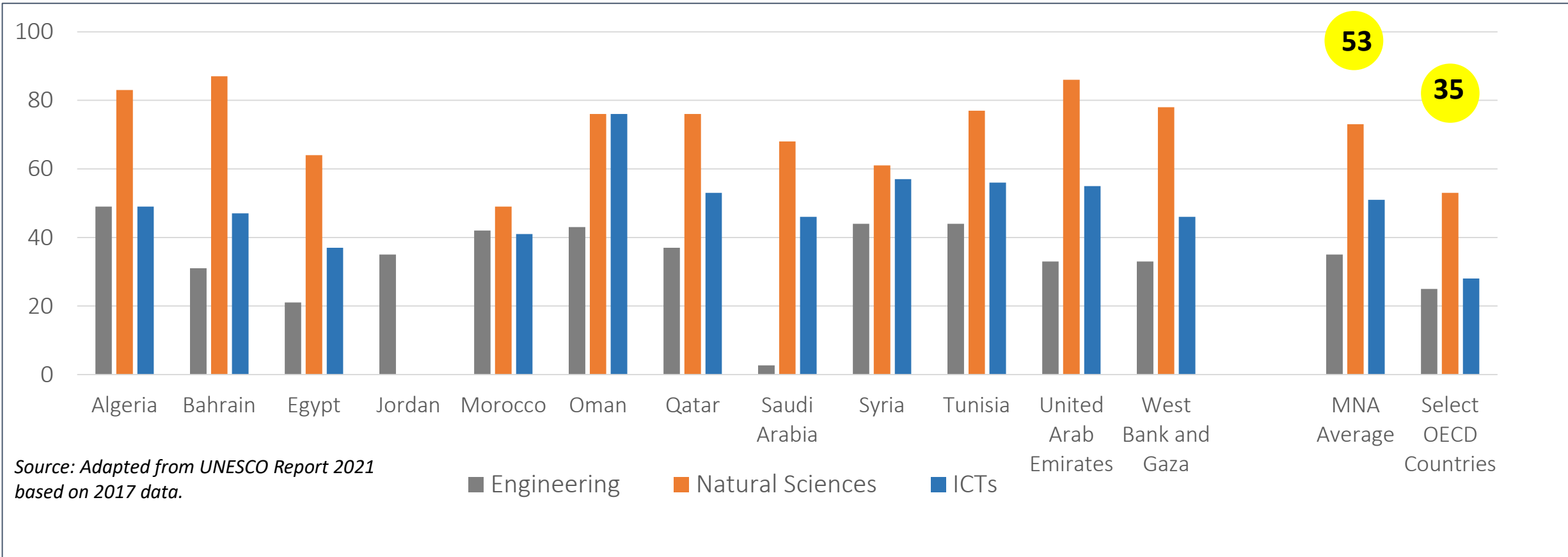


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In MENA, more women are enrolling in tertiary education than men with a notable share in STEM fields...

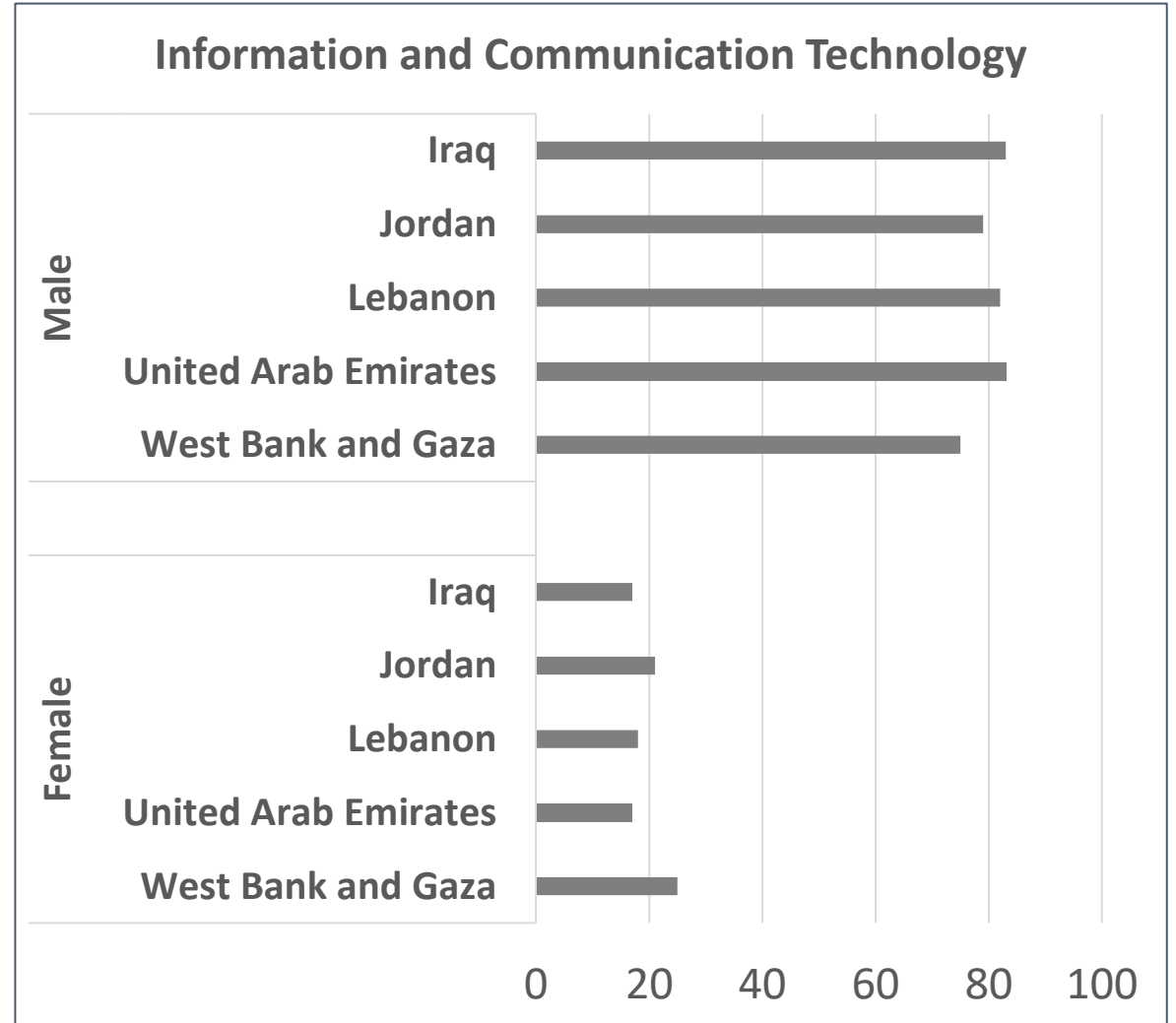
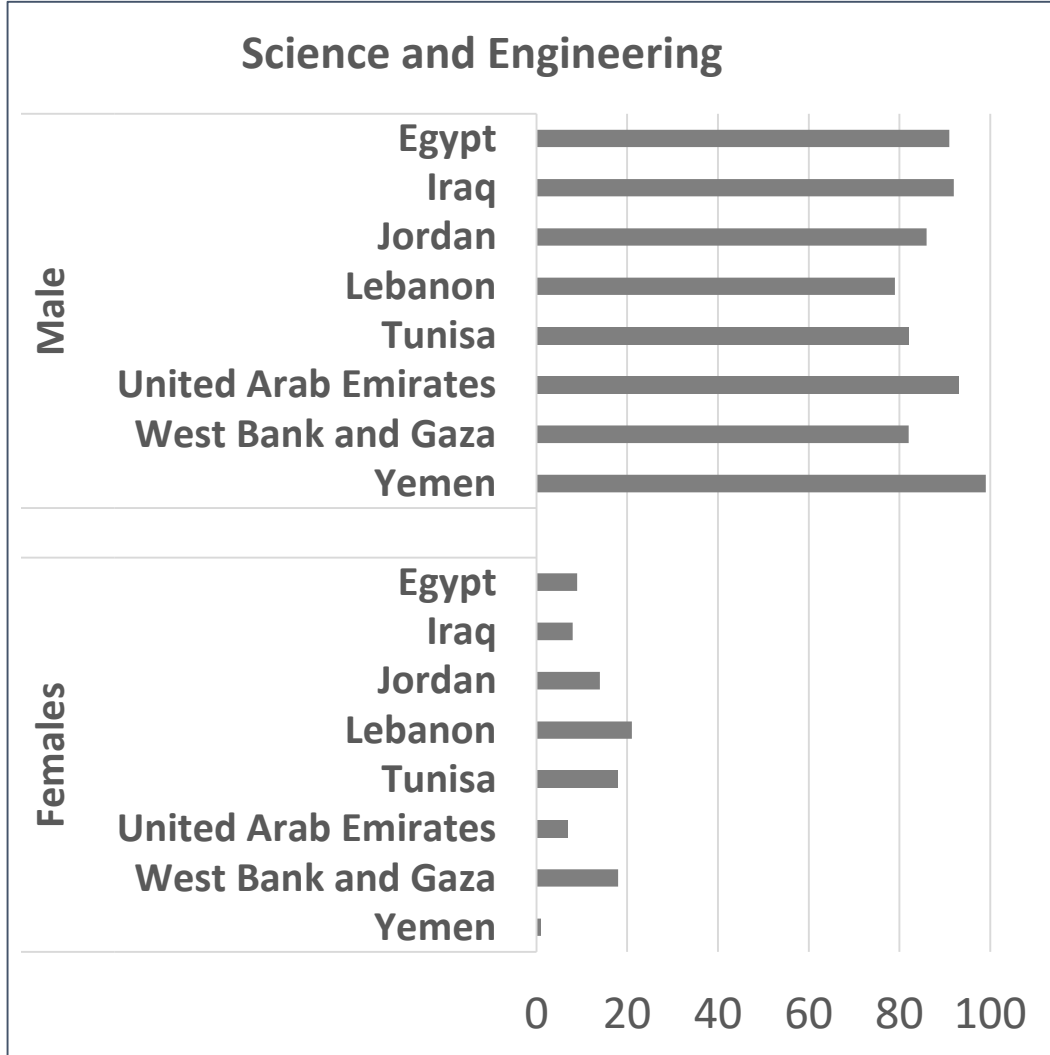
Share of female university graduates by STEM fields in MENA and OECD countries



Source: Adapted from UNESCO Report 2021 based on 2017 data.

...Yet so few of them are represented in STEM occupations!

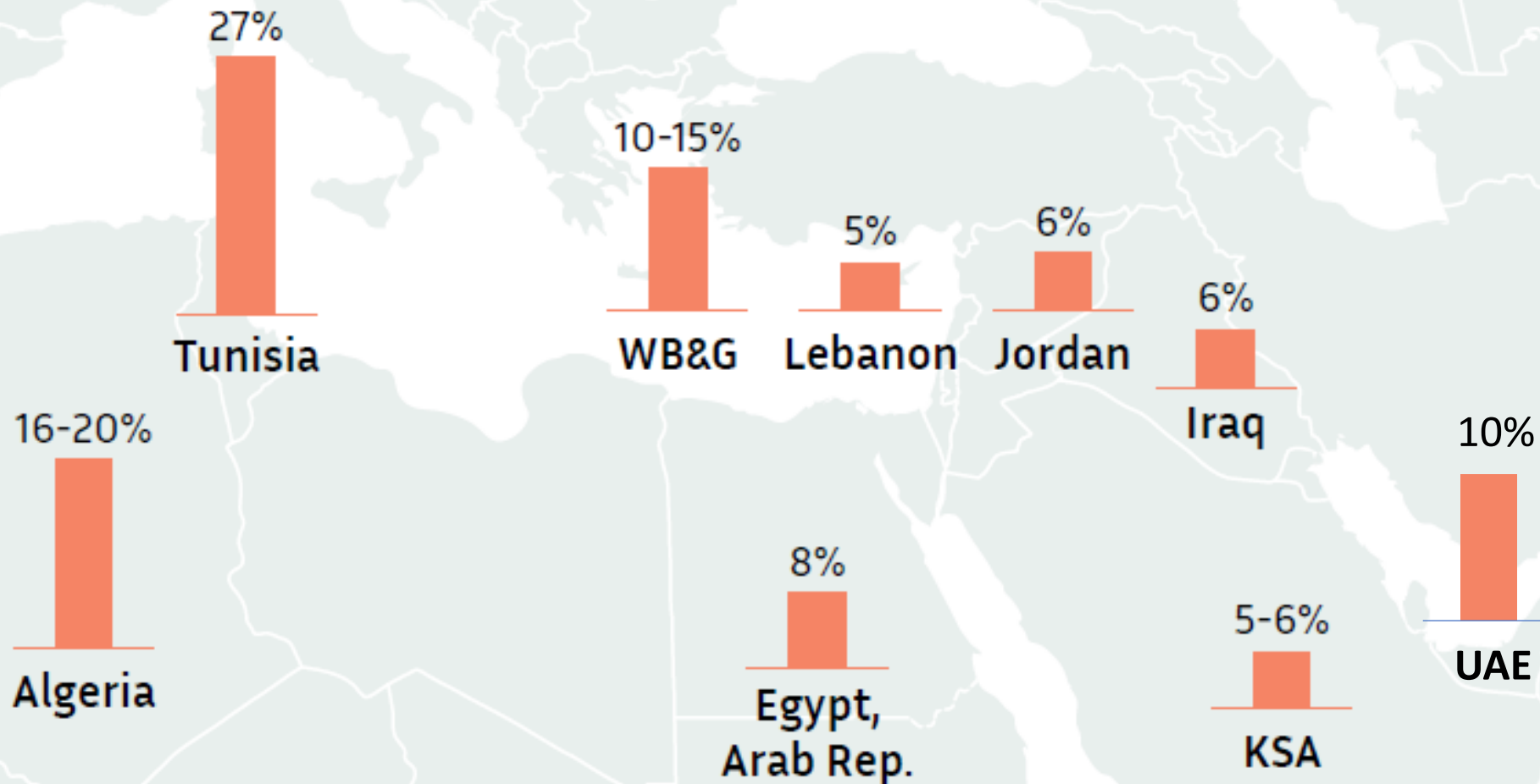
Share of workers in STEM related fields, by gender and select MENA countries



Source: ILOSTAT: Accessed in January 2022, latest available data

Key Results: Mixed data sources

Across many of the MENA countries, women's representation in the energy sector is below 15 percent.



The global share of women's participation in energy sector is 22% (International Renewable Energy Agency 2019)

Key Results: Women in Utilities



- In **TUNISIA**, STEG's total share of female staff is 19%.
- Share of women in technical positions is 7%.
- Share of women in management is 28%. This is higher than MENA figures and OECD average at 17%.

Global average is 25%



- In **LEBANON**, EDL's total share of women staff is 15%
- Share of women in technical departments (repairs/ transmission) is 6% .



- In **WEST BANK & GAZA**, PENRA's total share of women is 10% (including DISCOs/suppliers).
- Share of women in management is 9%.



- In **JORDAN**, NEPCO's total share of women is 20%
- Share of women in technical departments is 13%.



- In **ALGERIA**, SONARCH's total share of women staff is 16%
- Share of women in technical departments is 8%.

Key Results: Women in Renewables

Egypt



9%

LFS Survey, 2019;
authors' calculations

Jordan



7%

LFS Survey, 2016;
authors' calculations

Tunisia



37%

LFS Survey, 2014;
authors' calculations

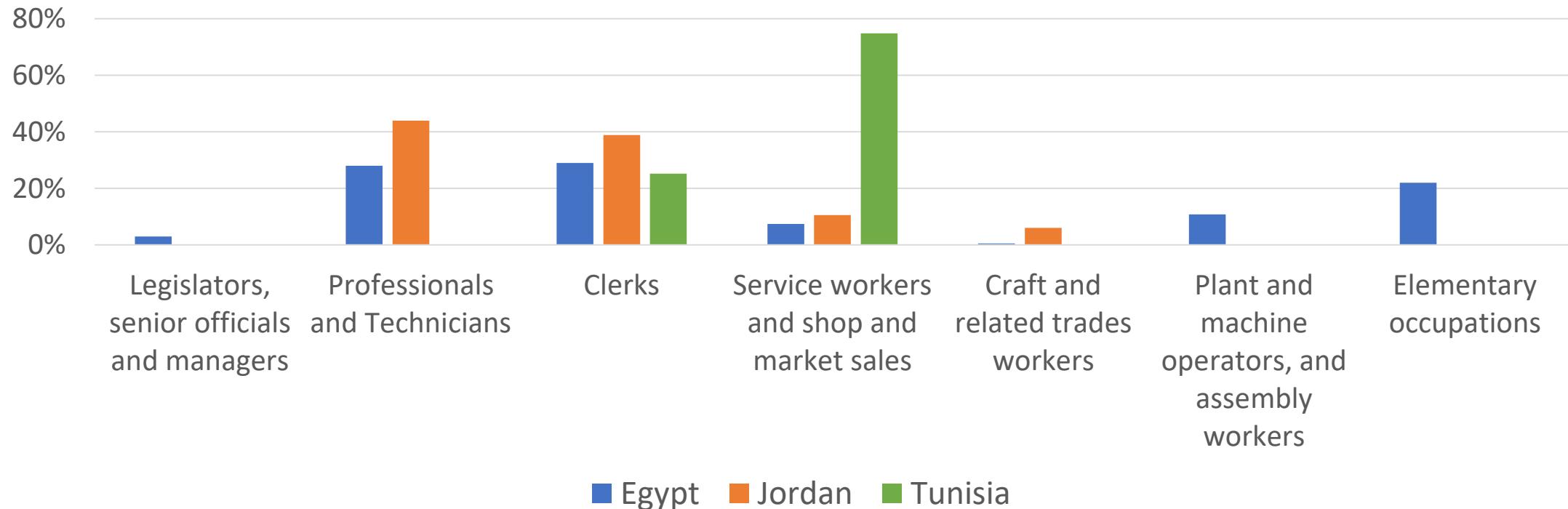
Global Average



32%

Women in RE: IRENA data, 2019

Figure 13: Distribution of female workers in renewables across select job categories



Key Results

- ✓ Legal restrictions that reinforce gender stereotypes persist.
- ✓ Access to education and skills development remain a key need.
- ✓ Limited guidance in public education systems hamper STEM education to work transitions.
- ✓ Concerns about mobility are common, particularly when travel to onsite work is required.
- ✓ Recruitment efforts is largely centralized and need to target women.
- ✓ Advancement is also difficult for women due to biases, inequitable workplace conditions.
- ✓ Role models and access to career advice at work are lacking.
- ✓ The effect of social norms and expectations is perhaps the most cited factor.



Most women interviewed said it was critical to have managers who support breaking gender norms.

GOAL

**Elevate women's participation and leadership role in energy sector;
enhance opportunities for entrepreneurship**

1



Facilitate STEM education-to-work transitions

2



**Advance recruitment, retention, and advancement strategies in
energy companies, utilities, power sector agencies**

3



**Promote entrepreneurship and financial inclusion with a focus
on renewables and digital technologies**

RENEW PROCESS: Building Partnerships



RENEW approaches institutional and strategic partners

RENEW outreach, partners and members join Linked In.

Partners identify focal points

Individuals sign onto network and become members, at no cost.

RENEW works with partners to identify priorities and activities

Members benefit from activities identified, spread the word and expand network opportunities

Partner endorses list of activities.

Institutional Partners

Public energy sector companies, including utilities, and government agencies such as regulatory authorities or state-owned enterprises, and

Strategic Partners

Technical universities, private-sector companies, professional associations, regional/global networks and civil society organizations,

Individual Members

Women professionals in MENA energy sector, women students in STEM education, and other individuals who are interested in energy, gender, STEM education, and energy sector workforce issues.

To date, we have 146+ individual members...!

Partners & Collaborators to Date & Growing

Maghreb

- ✓ MASEN (Moroccan State Utility)
- ✓ Tunisia STEG
- ✓ Tunisia Ministry of Industry, Energy and Mines
- ✓ OCP (Private sector)
- ✓ Cluster EnR (formerly Solar cluster)
- ✓ UM6P university
- ✓ **ONEE**

West Bank & Gaza

- ✓ PENRA
- ✓ Female engineers' network

Mashreq

- ✓ Iraq utilities
- ✓ Iraq Ministry of Electricity
- ✓ Baghdad Renewable Energy and Sustainability Center- NGO/private social enterprise
- ✓ Iraq South Electricity Distribution Company
- ✓ Iraq South Electricity Transmission Company
- ✓ American University Beirut
- ✓ **EDL**
- ✓ **NEPCO**
- ✓ **Ministry of Energy and Mineral Resources**

Gulf Cooperation Council

- ✓ CEBC MENA (Clean Energy) and partners
- ✓ ADNOC (National Oil Company – UAE)
- ✓ University of Abu Dhabi
- ✓ Gulf Intelligence UAE
- ✓ **KSA Ministry of Energy**
- ✓ **Saudi Electricity Company (SEC)**

Egypt, Djibouti, Yemen

- ✓ Egyptian Federation of Industries
- ✓ Egypt Gas Regulatory Authority
- ✓ RECREE
- ✓ Siemens Energy Egypt



= outreach being planned



- ❖ Organize first RENEW Steering Committee Meeting in December;
- ❖ Discuss Concept Note for Annual RENEW meeting to be held in 2023;
- ❖ Discuss list of activities,
- ❖ Discuss ongoing outreach and partnership efforts,
- ❖ Sponsorship

ANNEX

Methodology

Total Number of Participants by Gender and Country

1 **Desk review:** Secondary sources from gender related seminal reports; education and labor market statistics; national laws and policies; review of indices (WDI, ILOSTAT, Enterprise Survey, WBL).

2 **Primary Research:** Online surveys / key informant interviews/ FGDs w/ government, PS, academia, students, and NGOs to get broad sense of distribution of women in sector and constraints they face, employer practices, types of support needed, etc.

Micro-data analysis of country labor force surveys and retrieved employment data from utilities, electricity companies.



Plus...New Sex-Disaggregated Data for Sector


Analysis of Micro Data in Labor Force Surveys:
Egypt, Iraq, Jordan and Lebanon, and Tunisia.


HR Data Directly from Government/Utilities:
Algeria, Jordan, Lebanon, WB&G

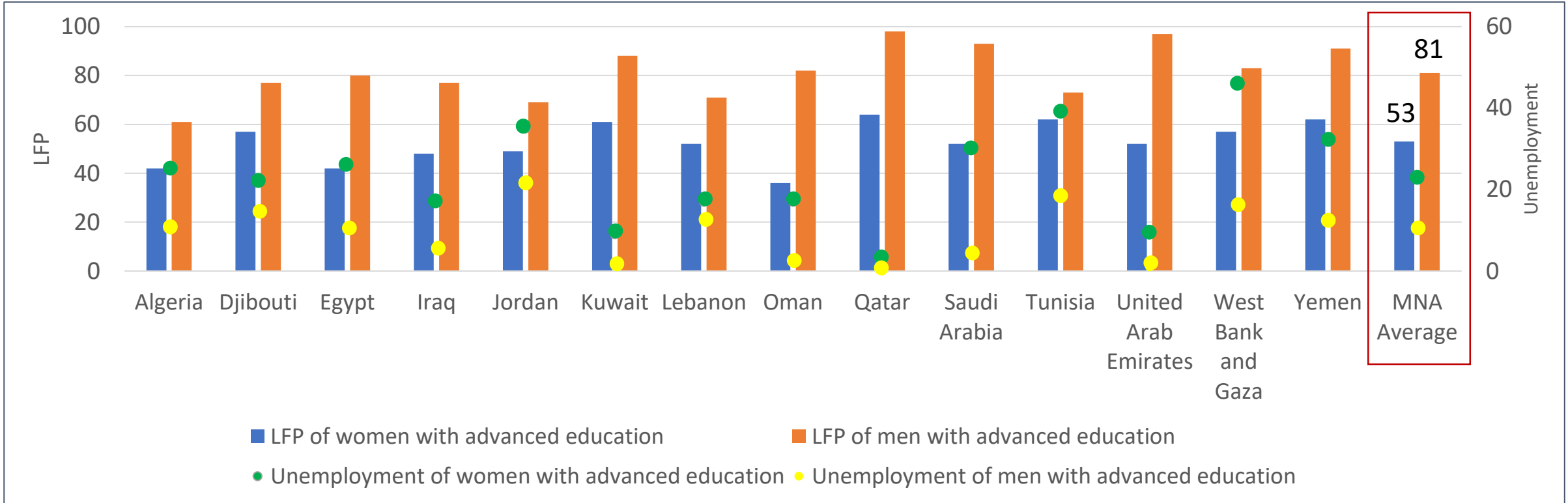
Key Results: Women in Labor Force in MENA

Overall LFP IN MENA
Overall Unemployment

♀ 21
♀ 19

♂ 77
♂ 8

Labor force status of skilled women and men in select MENA countries



“We also don’t have a link between what students’ study and what is going on in the market. Many female students have never seen a solar PV system, or they were not ever involved in the field. It’s also practical experience that’s lacking and not each university has access to the needed practical training”

Stakeholder Interview, Jordan

Source: WDI Accessed March 2022

Types of Activities

- ✓ Career Accelerator programs for women: upskilling/advanced ICT skills
- ✓ Modernize recruitment strategy to support women employment
- ✓ Capacity building workshops for empowerment of women in energy sector
- ✓ Identify capacity needs amongst the current employees in a sex disaggregated way
- ✓ Develop innovative curricula to address different skills gaps in renewable/digital technology and financial access
- ✓ **PLUS** an opportunity to showcase country successes via a global platform: via podcasts, blogs, virtual/F2F events



FLAGSHIP ACTIVITIES

- Annual Conference (F2F)
- RENEW MENA Award
- South - South Exchange