

A **Just** Transition or *Just* a Transition:

Making the Case for Women in Energy

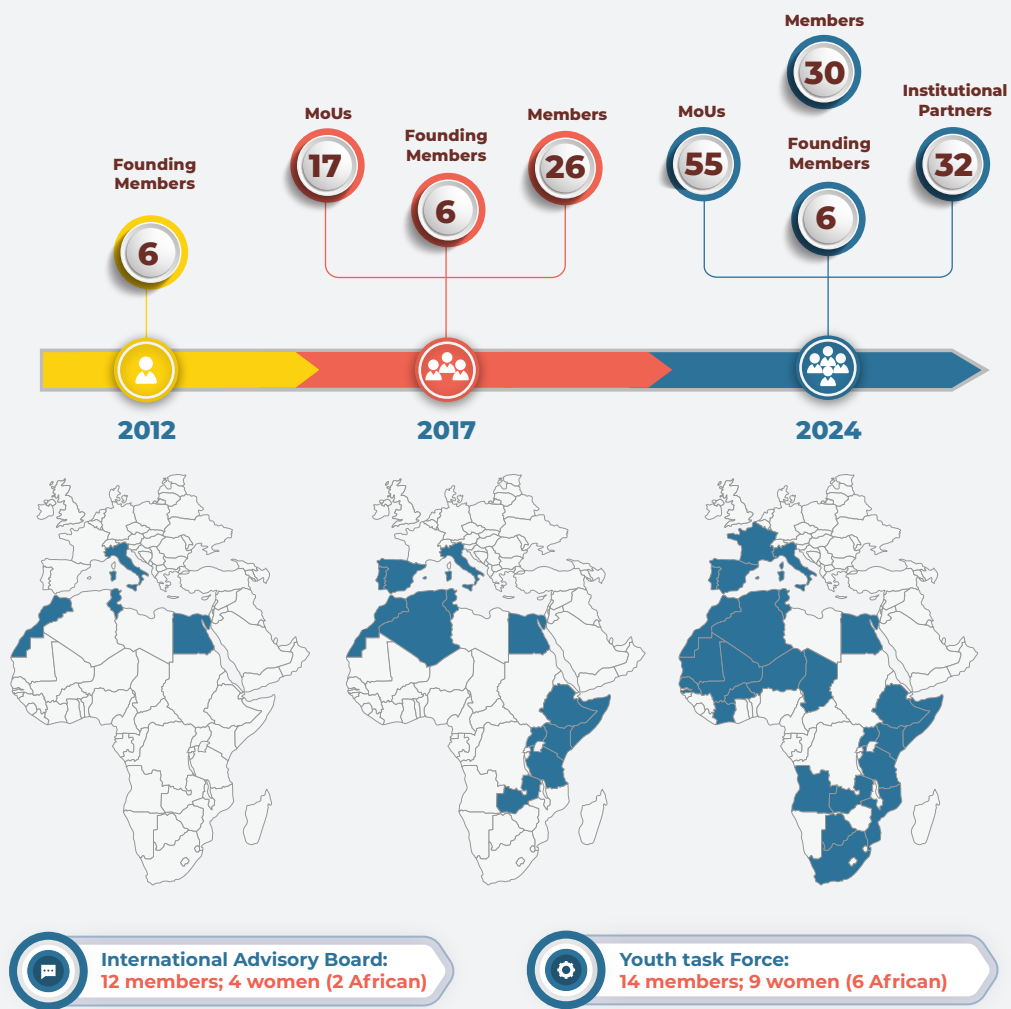


RES
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With the support of Enel Foundation

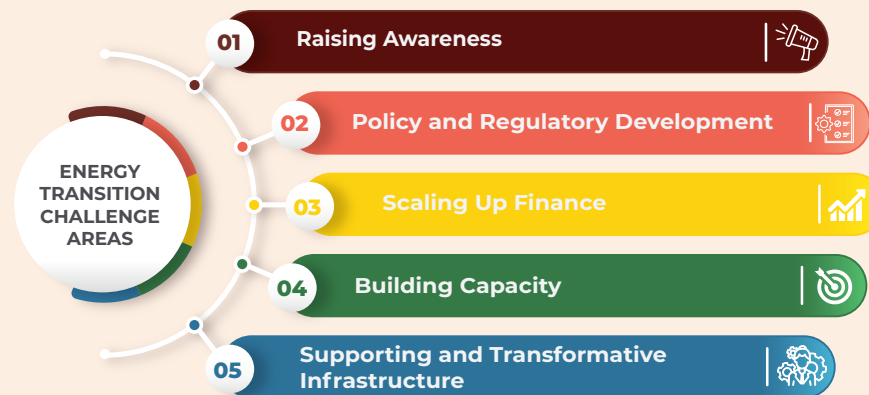
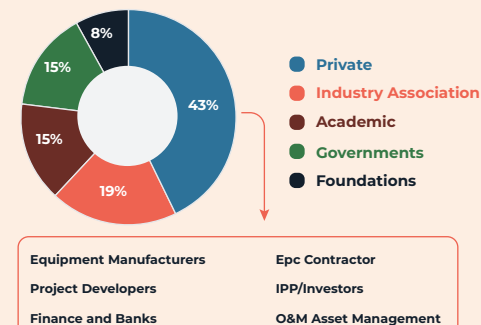
RES4Africa Foundation brings together a wide network of members comprising utilities, manufacturers, financial institutions and consulting companies

Since 2012, the Foundation grew in Africa and Europe to further support Africa's Just Energy Transition.



RES4Africa members provide broad sectorial expertise, technological innovation and financial capabilities to promote renewable energy investments and expand electrification towards universal access by 2030.

RES4Africa members



RES4Africa contribution to United Nations SDGs



If you want to go fast, go alone;
if you want to go far, go together



Electricity access a precondition to gender equality improved over the years but still far from meeting 2030 SDG7 goals

Women tend to carry the burden of “energy poverty” with the resulting negative effects such as devoting less time to income-earning or educational activities.

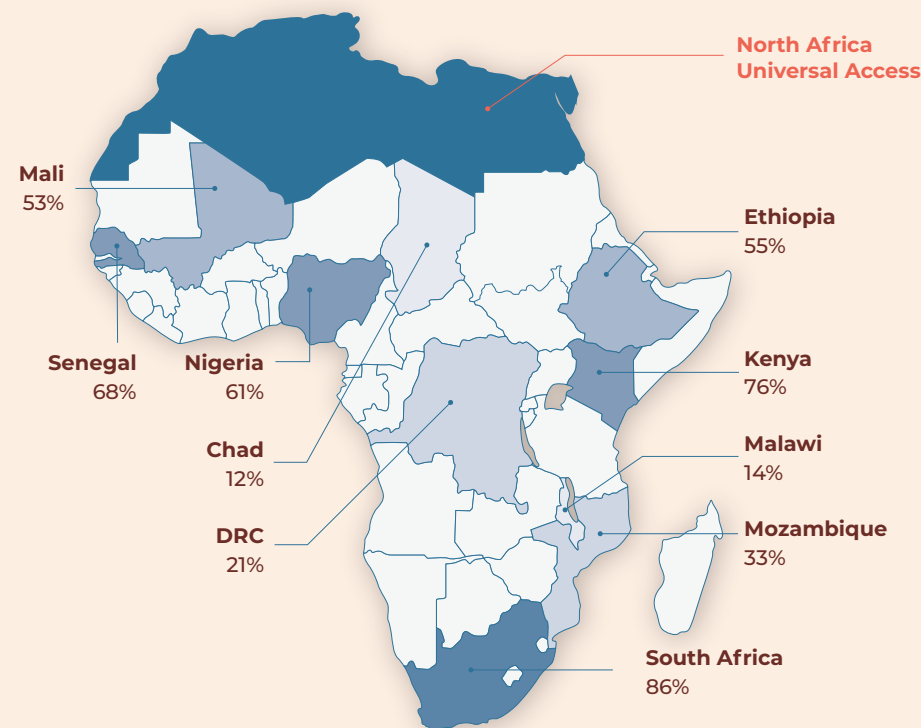


Expanding access to energy is possible by leveraging on off-grid solutions through innovative, sustainable solutions and business models built on proactive and cross-sectorial approaches.



Decentralised renewable energy has the potential to empower women. Women can also benefit from income-generating opportunities through the establishment of small businesses related to decentralised renewable energy.

According to tracking SDGs7, over two thirds of Africans lack access to modern energy.



RES4Africa Access to Energy Programme's focuses on the gap of the energy generation in both large scale and decentralised renewable energy solutions.

The Programme takes into account not only financial and economic aspects, but also the socioeconomic impact related to the lack of energy, proper infrastructure and quality of service available and the causes which undermine a larger energy access in Africa.



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We need more women and girls in **STEM education** to drive Africa's energy transition

According to UNESCO, only

35%

of females are graduates in STEM globally.

The number in Africa is below

20%

According to the World Bank, only

7%

of global female students study engineering compared with 22% of male students.

In MENA, women account for nearly

50%

of the STEM student population.

Percentages of female representation in STEM-related fields.



In UAE
60%



In Oman
44.2%



In Algeria
48.5%

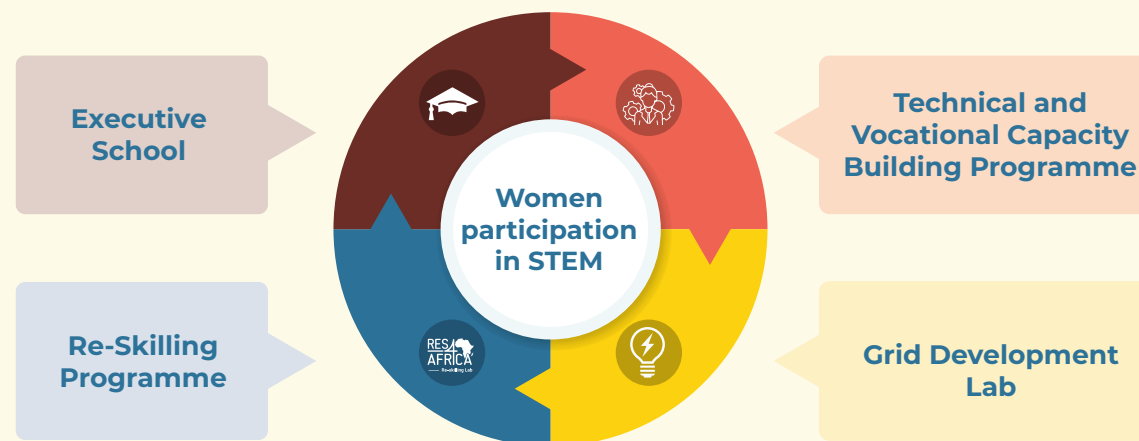


In Morocco
48.5%

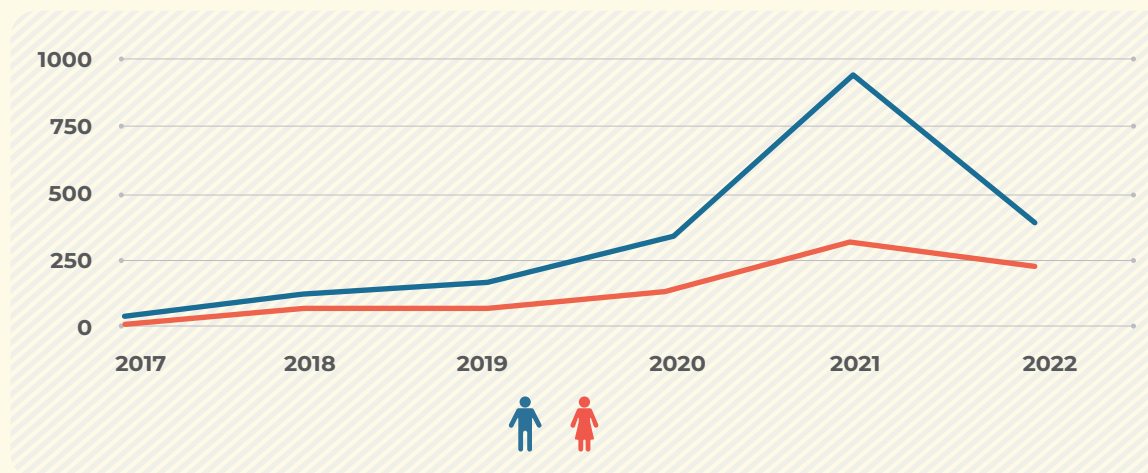


In Tunisia
44.2%

Since 2017, RES4Africa encourages women participation in STEM (Science, Technology, Engineering, and Mathematics) offering training and capacity-building to create job opportunities in renewable energy.



Gender distribution of RES4Africa's trainings over 2017-2022.



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Equal opportunities for women in the **workforce** are essential to guaranteeing a just energy transition

Globally, women are under-represented in the energy sector, and most acutely when it comes to STEM and senior management roles.

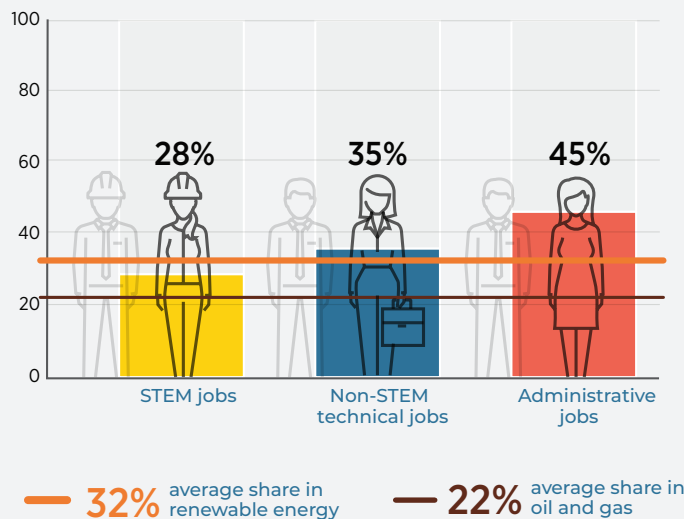
32% 

Women working in the renewable energy sector.

22% 

Women working in the oil and gas industry.

Shares of women in stem, non-stem and administrative jobs in renewable energy



In MENA,

20%
of women are employed or seeking employment in the energy sector.

They represent an average of

5%
in technical fields or management.

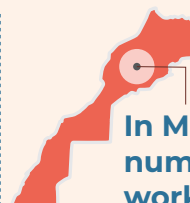
Female managers are at less than

10%
in all MENA countries.



In Tunisia

27%
of the workforce in the energy sector are female working in clerical positions or in low skilled services.



In Morocco the number of female workers across all occupations in 2019 was at roughly

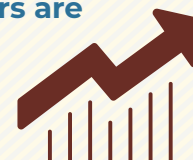
7.5%

When it comes to wages, women are paid

20%
less than their male counterparts, even when differences in skill levels are accounted for.

IEA estimates that investments in green jobs in the energy efficiency and renewable energy sectors are expected to bring about investments of around

\$4 TRILLION BY 2030.



Increasing women's participation in the green labour market may help to address the workforce shortage.



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The sustainable energy sector has the potential to enhance women's entrepreneurship as they play a key role in the transition to a green economy

Globally,

22% TO 23%

are women-led businesses.

30% TO 37%

SMEs in energy sector are women-led.



Women in the MENA region are less likely than men to start businesses.

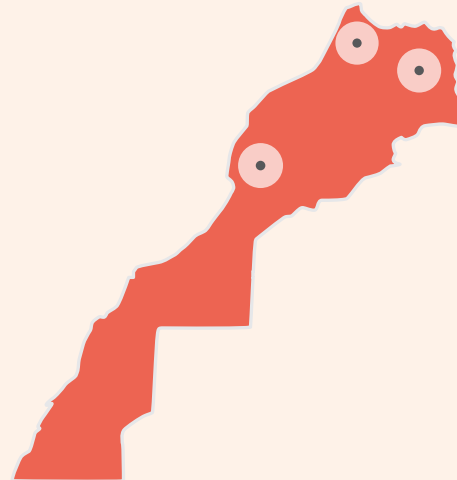
The entrepreneurial gender disparity in the MENA region remains extreme, as the region only counts

5%

of female-led businesses compared to a global average of 23% and 26%.

Female entrepreneurs in Morocco are entering the energy market for more efficient renewable energy solutions.

In 2023, around 40 women technicians in Tangier-Tétouan and Al Hoceima and in Arganeraie finished their three years training cycle to create solar energy cooperatives 100% female-led: Holol Chamssia, NoureSun and Sun Power Coop.



Almost

1 IN 3

women in the region reported start-up intentions, but only 1 in 10 managed to start the activity.

1 IN 20

women had an early-stage business.

3.2%

of women reported having an established business.

RAISEAFRICA
RENEWABLES ACCELERATOR FOR INNOVATIVE STARTUPS AND ENTREPRENEURS IN AFRICA

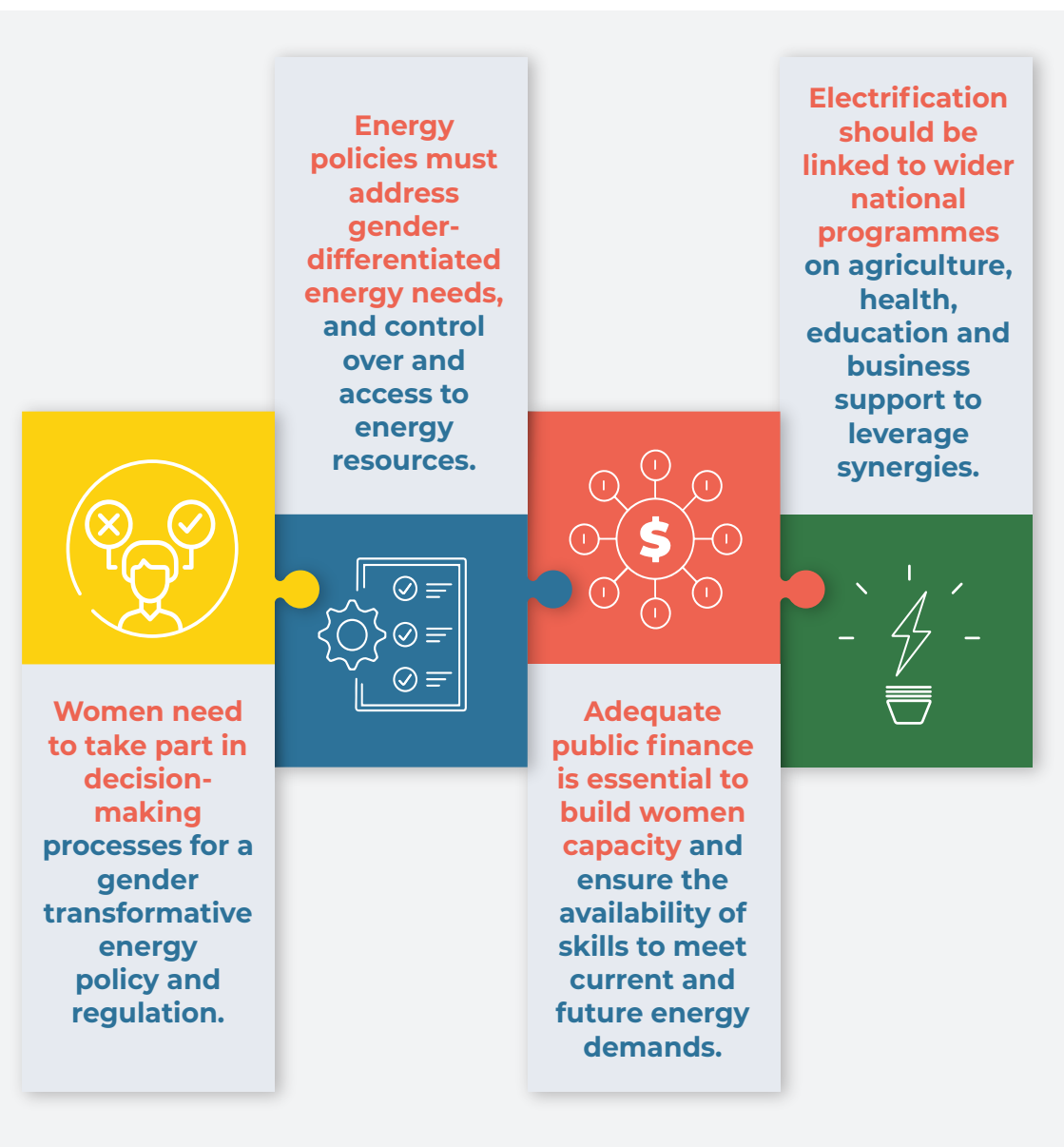
Renewables Accelerators for Innovative Startups and Entrepreneurs in Africa aims to empower young talents, innovators, and entrepreneurs to contribute to a thriving and sustainable future for Africa.

The Programme is implemented in collaboration with Enel Green Power (EGP), Energias De Portugal (EDP), the Council for Scientific and Industrial Research (CSIR), the European Investment Bank, and South African Institute of Chartered Accounts Enterprise Development (SAICA ED).

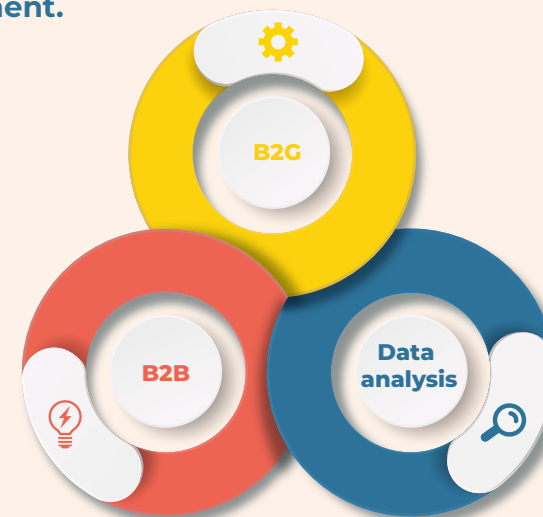


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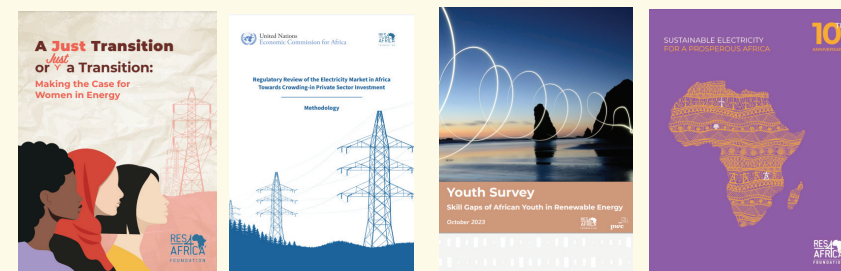
Policy measures have been the primary drivers to promote the advancement and inclusion of women so the energy transition is Just – and not just a transition



RES4Africa collaborates closely with policymakers and industry stakeholders to foster a renewables-friendly environment.



Over 70 comprehensive reports, encompassing technical studies, surveys, flagship publications, and policy recommendations, offer evidence-based guidance for policymakers.



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We need a multi-stakeholder approach to promote women's participation as end users, consumers, workforce, entrepreneurs and leaders in the energy sector

The sector is currently going through a process of transformation; clean energy transitions will require innovative solutions, business models to be adopted and greater participation from a diverse talent pool.

Women must have access to sustainable and affordable energy. Energy access investments and plans must voice women's needs in the investment's design.



Women's entrepreneurship in energy must be promoted and encouraged. Women are consumers, producers and promoters of sustainable use of energy.



Access to adequate education and training opportunities must be ensured to allow women to develop their skills and be empowered to seize on opportunities in the energy sector.



Opportunities must be created to increase the participation of women in workforce through targeted actions led by governments, industry and educational institutions.



Gender policies and programs need to be proactively planned and mainstreamed in the renewable sectors. In absence, transitioning to clean energy may exacerbate existing gender inequalities hindering SDGs achievement.



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