

COP29 - UNFCCC

11-22 November 2024, Baku, Azerbaijan

EVENT CONCEPT NOTE

*Empowering Women to Powering Change
Gender Equality as a Catalyst for a Just Energy Transition*

21 November from 12:30 to 13:30 Baku time (9:30-10:30 CET)

1. Objectives

As the energy sector stands on the cusp of a transformative shift towards sustainability, its progress must be inclusive and representative of diverse perspectives. Climate change, coupled with global social inequalities, calls for an energy transition that not only prioritizes environmental goals but also fosters gender equality. Women's participation in the energy sector emerges as a critical component of this shift, offering unique insights, innovation, and resilience essential for accelerating the transition to clean energy.

Globally, while women represent approximately 39% of the total labor force, they are still significantly underrepresented in the energy sector. Women account for just 16% of the workforce in traditional energy fields. Although renewables present a more inclusive landscape - where 32% of employees are women - there remains a stark imbalance in leadership roles and technical positions. Solar PV exhibits promising diversity, with women comprising 40% of its workforce, while wind energy sees 21% female representation.

These statistics highlight a vast pool of untapped potential that, if fully realized, could enhance innovation, diversity of thought, and sustainable growth across the energy industry.

As highlighted in the [Res4Africa Foundation report published in 2024](#), public to private energy partnerships could create dynamic exchange platforms, linking and empowering female professionals in the energy sector. It could promote the sharing of knowledge and enhance their skills. In turn, this empowerment will amplify women's impact and contribution in driving energy transitions and climate protection efforts.

Skills development cross-sector initiatives (including governments, energy industries and education) are good examples to identify where the skills gaps are across the value chain for specialist and non-specialist workers and design education and training opportunities for women and men.

Supporting an ecosystem approach to women's enterprise development by bringing together: entrepreneurs, public organizations, financial institutions, civil society organizations and the public sector. Initiatives could enable a conducive policy and regulatory environment, facilitate access to funding, provide business development, mentoring and link entrepreneurs to markets, and strengthen the value chains as a whole

This event at COP29 aims to address the gender disparity within the energy sector and champion policies and practices that foster women's leadership and participation at all levels.

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The objectives are as follows:

- **Highlight Barriers and Opportunities:** Examine the structural, cultural, and educational barriers that limit women's entry and advancement in the energy sector. Explore successful models and initiatives that have successfully integrated gender considerations.
- **Inspire Policy Action:** Advocate for policy frameworks that mandate gender inclusivity, equal pay, and opportunities for women in energy. The discussion will emphasize the need for targeted policies within the green transition strategies of governments and energy organizations.
- **Promote Women's Leadership:** Showcase women leaders who have pioneered projects, policies, and innovations in renewable energy and climate action. By presenting success stories, the discussion seeks to inspire future female leaders and demonstrate the economic and environmental benefits of gender diversity.
- **Catalyze Collaborative Initiatives:** Encourage cross-sectoral partnerships that can accelerate gender equality in the energy sector. The discussion will explore collaboration opportunities between governments, private sector players, educational institutions, and NGOs.

In this framework, the UfM's partnership with the **Regional Center for Renewable Energy and Energy Efficiency (RCREEE)**, **MENALINKS** and **RES4Africa Foundation** launched within the framework of the [Cairo Energy Week 2024](#), demonstrates a collaborative approach to advancing gender equality in climate change, by fostering women's active participation in the energy transition across the MENA region, through capacity building, stakeholder engagement, awareness raising, and practical solutions for overcoming gender barriers in the sustainable energy sector.

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Agenda

All speakers online

Time	
14:00-30	<p>Seeting the scene: Women in Energy Transition in the MENA region Ms Anna Dorangricchia, Project Manager Gender Equality, Union for the Mediterranean (UfM)</p>
14:10 –15:20	<ul style="list-style-type: none"> • Ms Eman Nadel, Expeert sutaibale Energy Regional Center for Renewable Energy and Energy Efficiency (RCREEE) • Ms Yousra Assaker, Senior Energy Secialist, Regional Network in Energy for Women in the Middle East and North Africa Region (RENEW MENA), WorldBank • Ms Camellia Mahjoubi, MENA region analyst, RES4Africa Foundation • Ms Marwa Hammad., Head of the Global Gender Strategy, Youth Education & Entrepreneurship program, Schneider Electric <p>Call for action</p>
15:20-15:30	Q&A and Interactive Discussion and Wrap up

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Bios of speakers



Eman Adel is a Sustainable Energy Expert at RCREEE with demonstrated experience for 12 years in renewable energy, energy efficiency, and climate change projects in the MENA region.

Eman is experienced in Project Management with a strong technical background, she is the head of RCREEE member states support in terms of knowledge exchange management and building capacities with special focus on youth and gender. Eman basically is an electrical engineer with Master of Business Administration and Management from Universitat Autònoma Barcelona. fellowship in Environmental Management from Tu Dresden and postgrad study on the regulation of the power sector from Florence School of Regulation.



Camellia Mahjoubi is a Mediterranean energy specialist at RES4Africa, where she focuses on the advocacy, policy and regulatory dimensions of the shift to renewable energy in North African countries. Driven by her commitment to social equity within the energy transition, she is particularly dedicated to women's empowerment and designing effective capacity-building programs to enable a just energy transition. Camellia Mahjoubi holds a Bachelors degree in Business Administration from Al Akhawayn University, and a Masters degree in International Cooperation and Development from La Sapienza University.



Yusra is a seasoned energy engineer with 20+ years of experience in the energy sector, she is a senior energy specialist at the World Bank working on the Middle East and North Africa (MENA) region, her current main focus is energy transition and decarbonization. She led World Bank engagements including on Green Hydrogen, oil and gas decarbonization, methane abatement, CCS, along with regional energy integration. Yusra has a special interest in promoting diversity and inclusion in energy, she is co-leading the World Bank team for the Regional Network in Energy for Women (RENEW MENA). Before joining the World Bank, Yusra worked on Egypt energy sector reforms, transformational policy setting, regional cooperation, and development projects in cooperation with multilateral development banks. she led mega energy projects and worked as the team leader under the Egyptian

Ministry of Petroleum and mineral resources for the establishment of the East Mediterranean Gas Forum (EMGF).

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Marwa Hammad is a dynamic emerging leader in the gender-energy nexus and the winner of WOMENINTECH Global Best Ally Award'24. Marwa channeled her dedication to women empowerment into initiating Schneider Electric's first global gender strategy to bridge the skills gap while fostering gender equality. This initiative is a cornerstone of the Youth Education and Entrepreneurship Program aimed at training 1 million youth in energy management by 2025, emphasizing the empowerment of young women through technical and vocational training, green skilling and entrepreneurship to shape a just energy transition. Additionally, she leads the Women in STEM Mentorship Program, which fosters empowering connections between established role models and aspiring young women in STEM schools and universities.



As Project Manager on Gender Equality at Union for the Mediterranean Secretariat (UfM), Ms Anna Dorangricchia works more specifically on business development of women-led start-up in green and tech sectors as well as on financial and digital inclusion of women entrepreneurs. She coordinates the UfM Regional Policy Dialogue on Women empowerment and she is in charge of the UfM Monitoring exercises on gender indicators since 2020. She has a long-lasting experience as Senior expert in programming, monitoring and evaluation in the area of economic inclusion of women and youth under the framework of Middle East and North-Africa region.