



Nomfundo Mbijekana
Technical Manager EIMS Africa

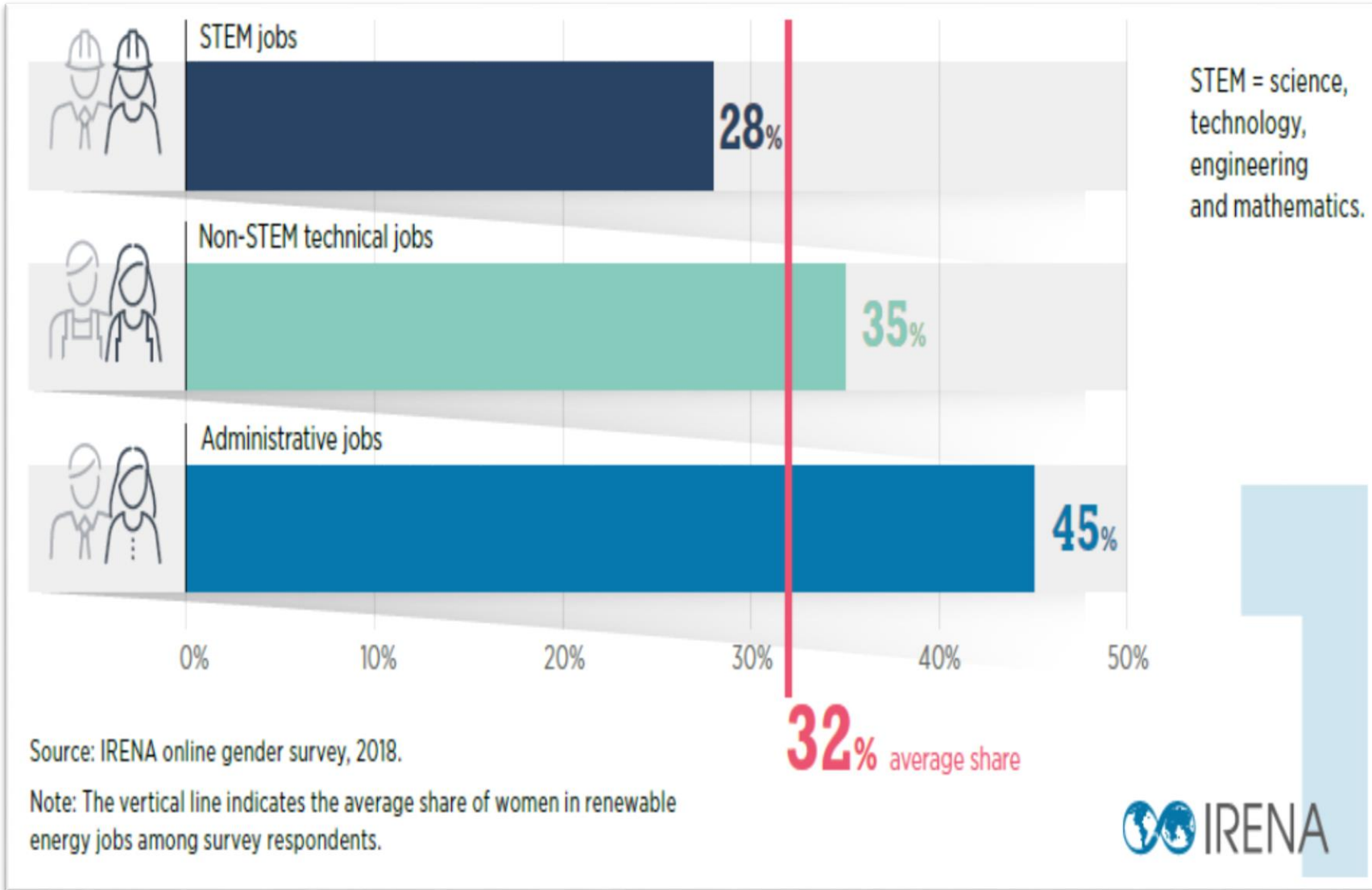
THE LEADING SOLAR & ENERGY STORAGE EVENT IN AFRICA

The impact of Technology

Why women mean business?

“Gender diversity in the energy sector is vital for driving more innovative and inclusive solutions for clean energy transitions all over the world...”

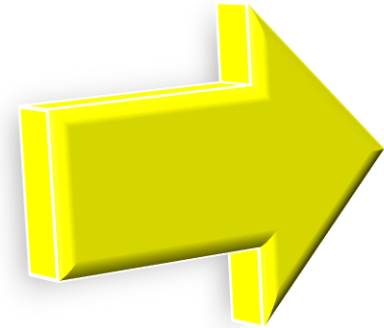
Women in the Renewable Energy Sector



Women currently hold 32% of renewable energy jobs globally

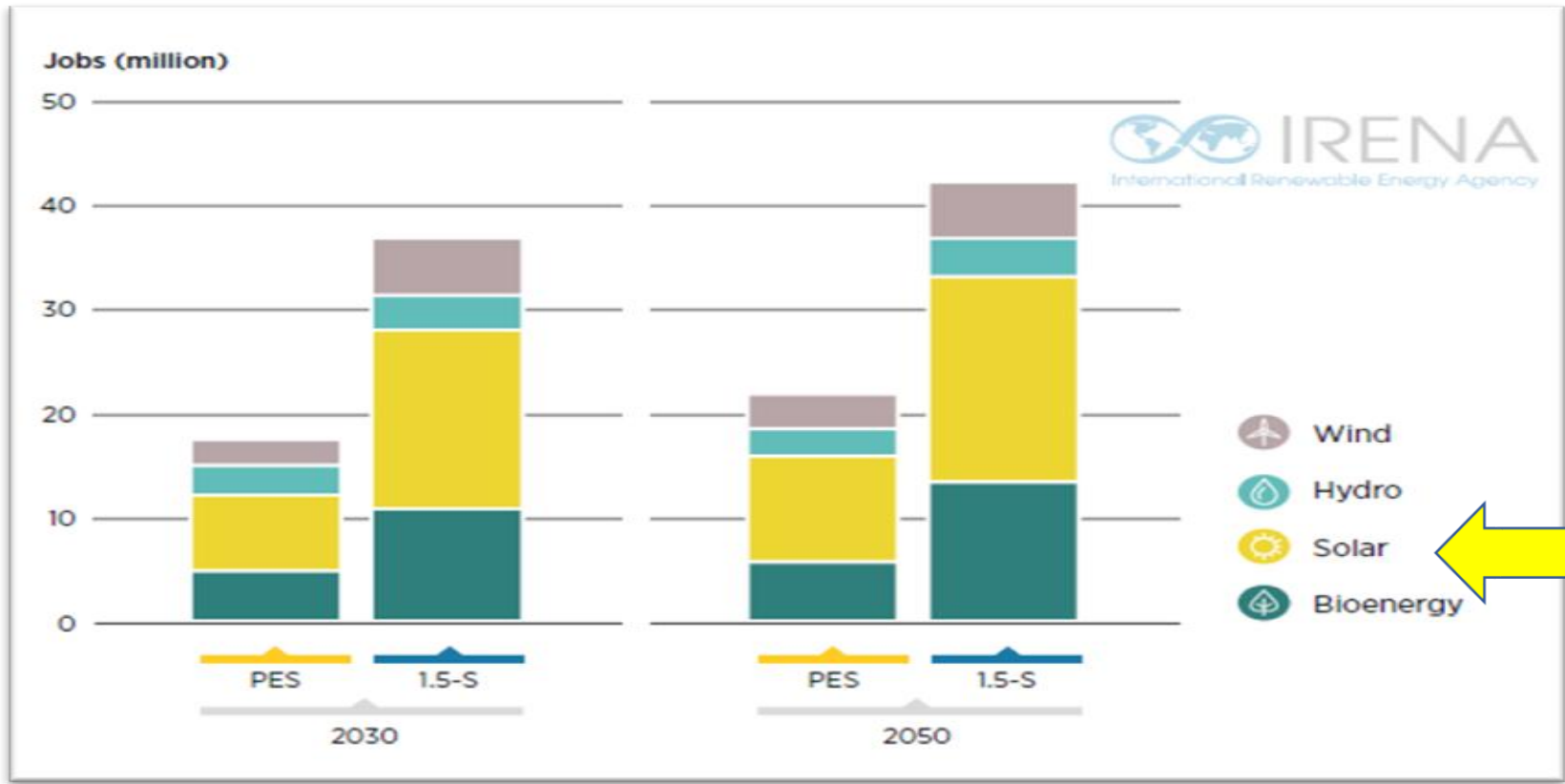
Jobs in the Renewable Energy Sector (Solar)

In 2020, the renewable energy sector employed 12 million people, with the most rapid expansion occurring in the solar photovoltaic industry (3.98 million jobs).



Future jobs in the Renewable Energy Sector (Solar)

In 2050, the solar workforce is expected to expand by 63%, employing nearly 19 million people.



Barriers to entry for women in the sector...



Lack of STEM background

Lack of adequate information about Renewable Energy Careers

Perception of gender roles

Prevailing hiring methods and unequal access to career entry points

Self-perception [Imposter Syndrome]

Barriers to the advancement of women in the energy sector...

Stereotypical gender roles

Cultural and social norms

Workplace practices, policies and regulations

Lack of inclusive corporate cultures

Glass ceiling within the industry resulting in limited opportunities for upward mobility





“The future of solar relies on a diverse talent pool with varied perspectives that will generate the ideas and innovation we need to drive the industry forward.”



How do “WE” pioneer a solar energy industry that will...

- Fully and equally benefit women ;
- Advance and support the development of women;
- Guarantee equal opportunities for all;
- Embrace inclusive corporate cultures that champion gender diversity;
- Proactively diversify hiring matrices to attract and retain the young women;



Accelerating gender diversity in the renewable energy sector (Solar).....

Training and skills development

- ⑩ Access to customized skills training programs
- ⑩ Targeted efforts to address emerging skills requirements
- ⑩ Information/knowledge and skills sharing platforms [Technical Forums, Job sharing]
- ⑩ Scholarships, Internships, on-the-job training opportunities
- ⑩ Mentorship and coaching initiatives



Mainstreaming the gender perspectives

- ⑩ Gender responsive workplace practices, policies and regulations
- ⑩ Enhancing access to capital for women enterprises
- ⑩ Create opportunities for involvement of women stakeholders and women associations
- ⑩ Showcase success stories of women in the sector
- ⑩ Support women networking platforms



THANK YOU

“Women do not need quotas, they need opportunities”