



Women in Renewable Energy in Africa (W-REA)

Introduction

The renewable energy sector is growing exponentially in Africa and provides many job opportunities for women and men in the industry. However, fewer job and promotion opportunities for women, unequal pay and inadequate workplace policies result in persistent gender gaps.

Energy2Equal aims to reduce these gender gaps and promote women’s leadership in the renewable energy sector in Sub-Saharan Africa (SSA). One key barrier to women’s participation in the energy sector is the lack of professional networking and mentoring. To address this gap and build on the existing synergies of its partners, IFC is launching the Women in Renewable Energy in Africa Network (W-REA), the first professional network for women working in SSA’s renewable energy sector.

W-REA aims to enhance women’s participation in leadership and employment in the renewable energy sector through networking, mentoring, advocacy and leadership trainings.

W-REA will be structured around 5 components:

- 1. B2B social networking platform:**
Through its LinkedIn professional page, the initiative will provide women within the renewable energy sector with opportunities to connect with other women in the industry and promote access to information and experience sharing.
- 2. Knowledge sharing:**
Through the W-REA initiative, the program will share information and tools to help women further their professional development and access and thrive in leadership positions in the sector. Targeted virtual events and webinars will also be organized with Energy2Equal’s partners.
- 3. Training and capacity building:**
W-REA intends to collaborate with existing partners and leading academic institutions and provide information on and access to leadership and upskilling opportunities to members of the W-REA network to help women accelerate their careers.
- 4. Women’s visibility in the sector:**
W-REA will showcase leading women in the sector highlighting their achievements and the impact of their work. This will be done through a podcast series which will interview one outstanding woman in the renewable energy sector every quarter. A call for nomination will be launched for companies to nominate high potential women in their workplace.
- 5. Mentorship:**
W-REA will set up a mentoring program that will pair approximately 25 senior executive men and women from the sector with 25 women mentees who are members of W-REA. W-REA will call for volunteers for this program and tap into other existing mentorship initiatives.

Objectives of the event

- Launch and presentation of the W-REA network
- Awareness building on the importance of women networking in the Sub-Saharan African renewable energy sector
- Discussion of women’s leadership in renewable energy - the business case, confronting the barriers to women’s leadership in Africa
- Call for action and next steps

Target audience

- Professional women in renewable energy companies
- Collaborating partners: GWNET, SEforALL, Power Africa
- Energy2Equal’s partners
- W-REA members



Energy2Equal is a five-year program focused on working with the private sector to close gender gaps in the renewable energy sector across leadership, employment, and entrepreneurship. Launched with the support of the Government of Canada, the program takes steps to close the existing gaps through knowledge and research, a peer-learning platform, advisory services, and networking opportunities to enhance women’s participation in the renewable energy sector in Sub-Saharan Africa.



IFC’s Women in Renewable Energy in Africa Network (W-REA) aims to enhance women’s participation in leadership and employment in the renewable energy sector through networking, mentoring, advocacy and leadership trainings.

It is an initiative designed by IFC and its partners to promote and give visibility to outstanding women professionals in the sector. W-REA focuses on promoting women’s career advancement at leadership level and on developing a pipeline of women leaders in the sector in Sub-Saharan Africa. The initiative targets highly qualified women in middle management serving as a link between senior managers and junior employees working in corporate renewable energy companies in Sub-Saharan Africa.