

Zambia



ZARENA

Renewable Energy Association

WOMEN IN THE SOLAR INDUSTRY: SKILLS REQUIRED TO THRIVE IN THE SECTOR

Zambia Women in Engineering (ZWES) Conference

Presented by: Eng . Dr. Chilala Kakoma Bowa

Date: 4th April 2025

Venue: Avani Hotel Livingstone

www.zarenayp.org



The Growing Role of Women in Clean Energy



- In Africa, women make up a larger percentage of roles in renewable energy compared to traditional energy sectors.
- Women are increasingly entering the clean energy sector, particularly in renewable energy.
- However, women remain underrepresented in leadership and technical roles.
- **Key Question: What skills are needed for women to thrive and advance in the solar industry?**



The Solar Industry: A Growing Field for Women

Female Representation in Energy



39% OF THE
GLOBAL LABOUR FORCE



16% IN THE
ENERGY SECTOR



32% IN THE
RENEWABLES SECTOR



22% IN THE
OIL AND GAS INDUSTRY



21% IN THE
WIND INDUSTRY



40% IN THE
SOLAR INDUSTRY



Sources: Workplace Gender Equality Agency (WGEA), International Energy Agency (IEA), and International Renewable Energy Agency (IRENA).



The clean energy sector is projected to create 19 million new jobs globally by 2050 (IRENA).

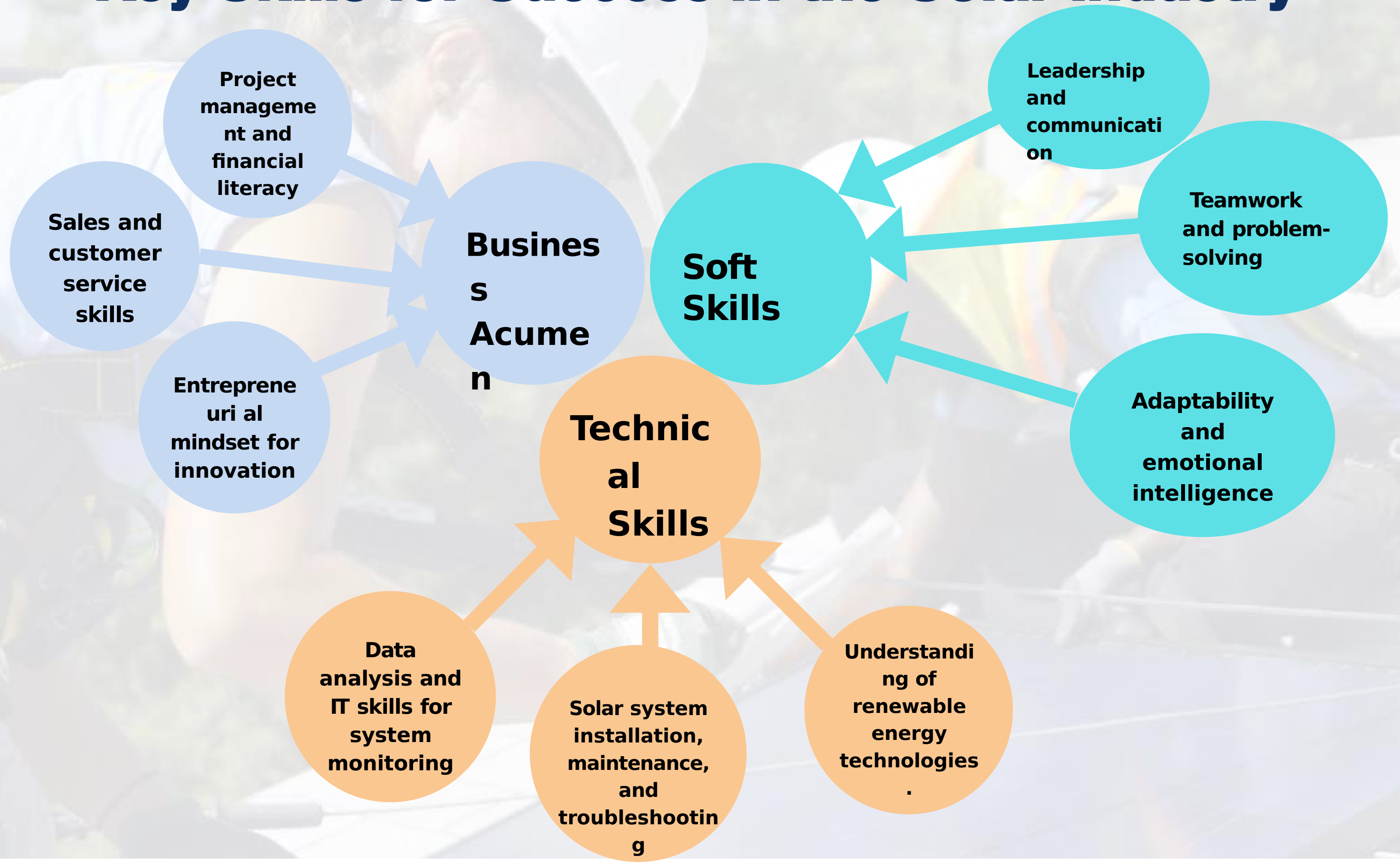


Women currently hold only 32% of full-time jobs in clean energy globally.

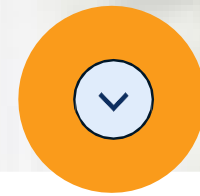


In Africa, off-grid solar alone could create 1.3 million jobs by 2022 (GOGLA).

Key Skills for Success in the Solar Industry

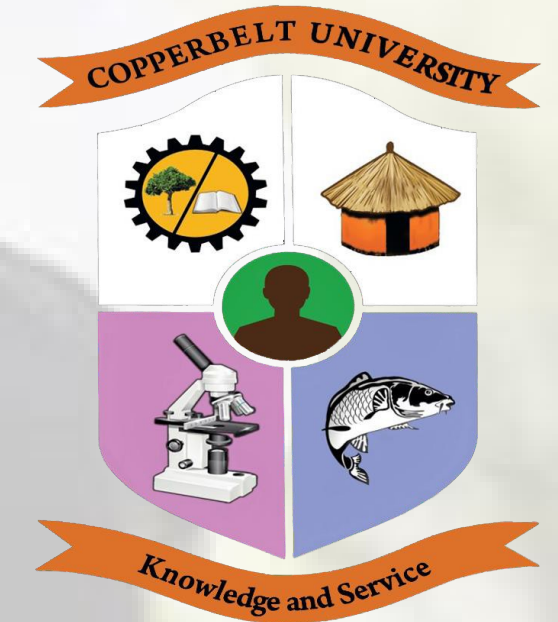


Building the Skills to Thrive in the Solar Industry

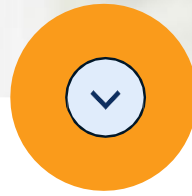


Technical Skills

- Enroll in STEM programs, engineering courses, or renewable energy certifications.
- Participate in solar installation and maintenance workshops.
- Seek apprenticeships or internships with solar companies.



Building the Skills to Thrive in the Solar Industry



Soft Skills

- **Join leadership development programs like the Future Female Leaders in Energy Program.**
- **Attend workshops on communication, teamwork, and problem-solving.**
- **Find mentors in the industry to guide your professional growth.**



CALL FOR MENTEES!

Are you passionate about renewable energy and eager to make a difference? Become a mentee and help shape the future of sustainable energy in Zambia!

REQUIREMENT

An interest in renewable energy with a strong desire to learn and grow, open to students, recent graduates, or early-career professionals.

send applications to info@zarenapp.org

Building the Skills to Thrive in the Solar Industry



Business Acumen

- Take online courses in project management, finance, and entrepreneurship.
- Attend industry conferences and networking events to learn from experts.
- Join programs like Women in Renewable Energy in Africa (W-REA)

for business development support.

Webinar Ep0125: SOLAR PV DEVELOPMENT IN ZAMBIA

Don't miss this opportunity to gain insights from top experts and network with key players in the energy sector!



Dr. Aran Eales
Research Associate
University of Strathclyde
Guest Speaker



Eng. Suzyo Silavwe
Manager Off Grid Systems
Rural Electrification Authority
Guest Speaker

13 February, 2025

3:00 pm - 4:30 pm

Online

www.zarena.org



PROSPERO

ZAMBIA

Challenges Women Face in the Solar Industry



Educational Disparities

- **Women are less likely to pursue STEM education or technical training.**



Workplace Challenges

- **Lack of mentorship and career development opportunities.**
- **Inflexible work schedules and limited childcare support.**
- **Harassment and exclusion from informal networks.**



Self-Perception

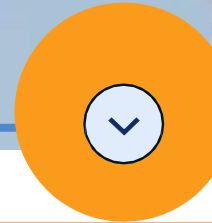
- **Social norms and biases can discourage women from pursuing technical roles.**

How to Overcome Challenges and Thrive



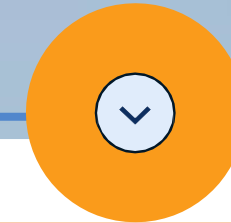
Education and Training

- Pursue STEM education and technical training programs.
- Participate in leadership and soft skills development programs.



Mentorship and Networking

- Seek out mentors and role models in the industry.
- Join professional networks and communities for women in clean energy.



Advocacy and Policy Change

- Advocate for gender-inclusive workplace policies.
- Push for equal pay and transparent promotion policies.

Creating an Inclusive Solar Industry



For Companies

- Implement structured training and mentorship programs.
- Offer flexible work arrangements and family-friendly policies.
- Conduct regular pay equity audits to ensure fair compensation.



For Policymakers

- Invest in STEM education and technical training for women.
- Support initiatives that promote gender diversity in clean energy.
- Create funding opportunities for women-led startups in the solar sector.



Empowering Women in Solar Energy

For Women

- Pursue technical and leadership training.
- Advocate for your career growth and seek mentorship.
- Join networks and communities for

For Organizations

- Commit to gender equity in hiring and promotions.
- Invest in the development of female talent in the solar industry.

Together, we can build a more inclusive and sustainable future in clean energy!

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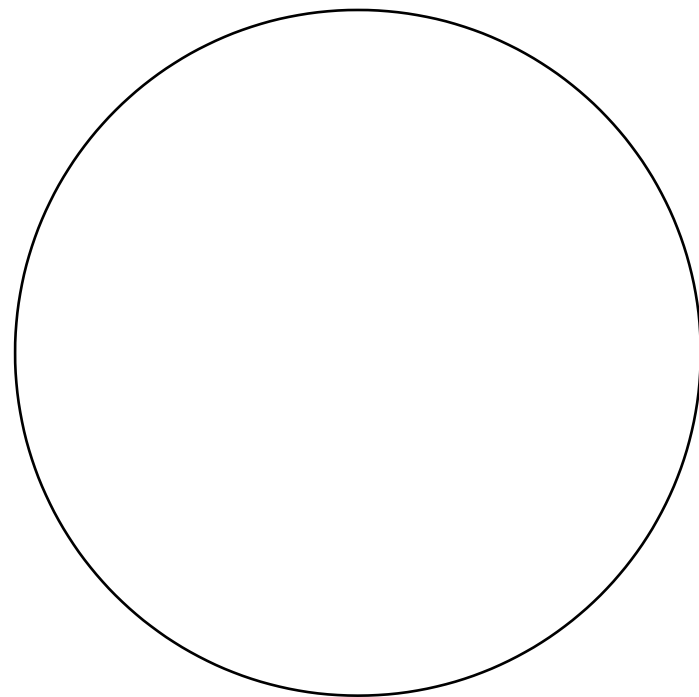


THANK

YOU!

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