



EnergyShift

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Policy and Capacity Building for Women in the Energy Transition:

Lessons from Nigeria, Uganda and Kenya

11 July 2026 | EnergyShift Webinar Series — Second Edition

Organised by ClimEdge Hub Limited | Driving sustainable change together



An official communiqué documenting the key discussions, policy insights, and recommendations from the EnergyShift Webinar Series on advancing women's participation and leadership in Africa's energy transition.

FEATURED SPEAKERS

NAME	ROLE & ORGANISATION	COUNTRY
Keran Danjan	Lead Consultant, Sustainable Innovations, DataMath Global Solutions; Founder, Rockshield Sustainable Solutions	Nigeria
Resty Auma	Programme Officer, Global Youth Logistics Africa	Uganda
Faith Waraki	Founder, Green Women Accelerator	Kenya

EXECUTIVE SUMMARY

Africa's energy transition presents a unique opportunity to build cleaner, more resilient, and inclusive energy systems. As countries accelerate investments in renewable energy and electric mobility, ensuring that women are not only participants but also leaders in this transition has become an urgent imperative. Recognising this, ClimEdge Hub Limited convened the second edition of the EnergyShift Webinar Series on 11 July 2026, under the theme "Policy and Capacity Building for Women in the Energy Transition: Lessons from Nigeria, Uganda and Kenya."

The webinar brought together practitioners from all three countries to examine the current state of women's participation, identify persistent barriers, and explore practical policy and capacity-building approaches. While progress has been made, significant structural, financial, and institutional barriers continue to limit women's participation in technical, entrepreneurial, and decision-making roles. The discussions reinforced that empowering women within the energy sector is not only a matter of equity; it is an economic and developmental necessity.

BACKGROUND AND CONTEXT

The global transition towards cleaner, more sustainable energy systems is reshaping economies, industries, and labour markets. Across Africa, governments are adopting policies that promote renewable energy, sustainable transport, and low-carbon development to address climate change, strengthen energy security, and stimulate green economic growth. Electric mobility has emerged as a key pillar of this transition, offering opportunities to reduce emissions, improve urban air quality, and generate green employment.

In Nigeria, the Federal Government's Energy Transition Plan (ETP) outlines a pathway to net-zero emissions by 2060, identifying the transport sector as a priority for decarbonisation through electric vehicles, charging infrastructure, battery technologies, and local manufacturing. However, these developments raise critical questions about equity and inclusion: historically, women have remained underrepresented across the energy sector — particularly in technical occupations, engineering, manufacturing, policy development, finance, and executive leadership.

Without deliberate interventions, the emerging clean energy economy risks replicating existing gender disparities rather than addressing them. The EnergyShift Webinar Series was convened to facilitate evidence-based dialogue, draw on regional experiences from Nigeria, Uganda, and Kenya, and generate actionable strategies for strengthening women's leadership across Africa's evolving energy and electric mobility ecosystem.

About the EnergyShift Webinar Series

The EnergyShift Webinar Series is ClimEdge Hub's flagship quarterly knowledge-sharing platform dedicated to advancing dialogue on sustainable mobility, clean energy, and Africa's energy transition. The series convenes policymakers, researchers, industry leaders, development partners, and practitioners to exchange insights, promote capacity building, and support the development of inclusive and sustainable energy systems across the continent.

OBJECTIVES OF THE WEBINAR

The webinar was convened to:

- Examine the current state of women's participation and leadership within Nigeria's energy transition and electric mobility ecosystem.
- Explore policy, institutional, financial, and socio-cultural barriers limiting women's inclusion across the energy value chain.
- Share experiences and lessons from Uganda and Kenya on promoting gender-responsive policies, capacity building, and leadership in the energy sector.
- Identify practical strategies for strengthening women's technical skills, leadership capacity, entrepreneurship, and participation in policy processes.
- Promote knowledge exchange and cross-country collaboration to advance a more inclusive and sustainable energy transition in Africa.
- Generate actionable recommendations to support evidence-based policymaking and foster greater gender inclusion within Nigeria's emerging clean energy sectors.



OVERVIEW OF PROCEEDINGS

The webinar was opened by Precious Duncan, Programmes Associate at ClimEdge Hub Limited, who welcomed participants, provided context for the session, and reaffirmed ClimEdge Hub's commitment to advancing sustainable mobility, energy transition, and evidence-based policy dialogue.

Keran Danjan examined the current state of women's participation within Nigeria's energy transition and electric mobility ecosystem, providing an overview of the policy landscape, highlighting existing gender disparities across the energy value chain, and outlining priorities for building a more inclusive and gender-responsive transition.

Resty Auma, drawing on Uganda's experience, explored the role of policy, institutional collaboration, and capacity-building in advancing women's participation in the energy sector, highlighting how targeted interventions and partnerships can position women as active contributors rather than passive beneficiaries.

Faith Waraki shared Kenya's experiences in developing women's leadership through technical training, mentorship, policy engagement, and industry-academia collaboration, presenting practical initiatives that have strengthened women's participation across the clean energy and electric mobility ecosystem.

The presentations were followed by an interactive question-and-answer session exploring practical approaches to expanding opportunities for women technicians, engineers, entrepreneurs, and policymakers, and examining the structural and societal factors contributing to persistent underrepresentation despite the existence of gender-inclusive frameworks.

THEMATIC DISCUSSION

Nigeria's Energy Transition and the Imperative for Gender Inclusion

Nigeria is at a critical juncture in its energy transition. The Energy Transition Plan articulates an ambitious roadmap towards net-zero emissions by 2060, with electric mobility identified as a strategic pathway for reducing emissions, improving urban air quality, and stimulating industrial development. Speakers emphasised that this transformation extends beyond replacing internal combustion engine vehicles, it represents the emergence of an entirely new economic ecosystem encompassing manufacturing, battery technologies, charging infrastructure, digital services, policy development, research, and green finance.

This presents a rare opportunity to intentionally build a more inclusive industry from its inception. Without deliberate gender-responsive interventions, however, there is a significant risk that existing inequalities within traditional energy sectors will be reproduced within the clean energy economy.

"The energy transition is not just a technological shift — it is a once-in-a-generation opportunity to build an inclusive industry from the ground up."

Women's Participation Across the Energy and E-Mobility Value Chain

Despite growing momentum, women remain underrepresented across multiple segments of the energy value chain including battery technology, charging infrastructure, vehicle maintenance, transport engineering, manufacturing, and policy development. Their participation is particularly limited in decision-making positions where critical regulatory, financial, and investment decisions are made.

Discussions stressed that increasing women's participation requires expanding opportunities across the entire value chain rather than concentrating on entry-level employment. Equal attention must be given to women's leadership within research institutions, government agencies, private sector organisations, financing institutions, and

entrepreneurial ventures. The webinar reinforced that workforce diversity contributes to stronger innovation, more responsive policy design, and more sustainable development outcomes.

Policy, Governance and Institutional Gaps

While Nigeria has made important progress through the ETP and ongoing legislative efforts supporting electric mobility, speakers consistently emphasized that policy implementation remains the country's greatest challenge. Gender considerations are not yet systematically integrated into implementation frameworks, limiting women's ability to influence policy formulation, participate in regulatory processes, and access emerging opportunities. Participants stressed the importance of ensuring women's representation within advisory councils, technical committees, and regulatory agencies, and called for greater collection and publication of gender-disaggregated data to inform evidence-based policymaking.

Financing, Entrepreneurship, and Capacity Building

Access to finance emerged as one of the most significant barriers limiting women's participation, compounded by limited professional networks, lower visibility within investment ecosystems, and historical inequalities. Participants highlighted the need for gender-responsive financing mechanisms that intentionally support women-led enterprises across the electric mobility value chain, complemented by business development support, mentorship, and market access initiatives.

On capacity building, speakers agreed that awareness campaigns alone are insufficient. Greater investment is needed in practical technical training, covering electric vehicle maintenance, battery technologies, charging infrastructure, fleet management, climate finance, engineering, and regulatory affairs — alongside leadership development, policy analysis, and professional mentorship. Universities, training institutions, and industry partners were encouraged to strengthen collaboration in developing industry-relevant curricula, internships, and experiential learning opportunities.

Lessons from Uganda

Uganda's experience demonstrated the value of integrating gender considerations into broader energy sector planning. Women are increasingly being recognised as entrepreneurs, innovators, policymakers, and leaders, not merely as beneficiaries of energy access programmes. The experience illustrated the importance of sustained collaboration among government institutions, civil society, educational institutions, and development partners in creating enabling environments for women's participation.

Lessons from Kenya

Kenya provided practical examples of how deliberate investment in skills development, mentorship, and institutional partnerships can transform women's participation in the energy transition. Technical boot camps, mentorship programmes, industry partnerships, and university-private sector collaboration have helped expand opportunities for women within electric mobility and renewable energy. The local manufacturing ecosystem and hands-on learning opportunities, internships, product knowledge training, and experiential exposure, have increased women's confidence, technical competencies, and participation within emerging industries.

Regional Collaboration and Knowledge Exchange

A central message from the webinar was that Africa's energy transition presents a shared opportunity for learning and collaboration. Rather than developing solutions in isolation, participants encouraged African countries to adapt successful approaches from one another while tailoring interventions to local contexts. Partnerships among governments, development partners, academia, the private sector, and civil society were identified as essential to advancing gender-inclusive energy transitions and to ensuring that the benefits of the transition are broadly shared.

KEY INSIGHTS AND FINDINGS

The following key findings emerged from the webinar discussions:

1. A Once-in-a-Generation Opportunity for Inclusion

Africa's transition to cleaner energy is creating entirely new industries, occupations, and value chains. Unlike traditional sectors where gender disparities are already entrenched, the emerging clean energy economy presents an opportunity to intentionally design systems that promote equal participation from the outset.

2. Policy Commitment Must Be Matched by Effective Implementation

Nigeria has established an important policy foundation through the ETP and ongoing electric mobility legislation. However, translating these policies into measurable outcomes requires stronger implementation mechanisms, institutional coordination, and accountability frameworks.

3. Women's Participation Must Extend Beyond Representation to Leadership

Women remain significantly underrepresented in technical professions, entrepreneurship, policy formulation, regulatory institutions, investment, and executive leadership. Increasing representation in decision-making spaces is essential to ensuring that energy policies and programmes are inclusive and responsive.

4. Capacity Building Must Move Beyond Awareness

Awareness campaigns alone are insufficient. Greater emphasis should be placed on practical technical training, leadership development, mentorship, entrepreneurship support, and policy engagement to equip women with the skills needed to thrive across the clean energy value chain.

5. Access to Finance Remains a Major Constraint

Limited access to finance continues to restrict the growth of women-led enterprises within the energy and electric mobility sectors. Gender-responsive financing mechanisms, investment opportunities, and business support programmes are urgently needed.

6. Mentorship and Professional Networks Are Critical Enablers

Mentorship, coaching, and strong professional networks accelerate women's advancement. Creating platforms where experienced professionals support emerging female leaders improves confidence, strengthens leadership capacity, and expands access to opportunities.

7. Regional Experiences Provide Valuable Lessons

Kenya and Uganda demonstrate that deliberate investment in policy, institutional collaboration, technical training, mentorship, and public-private partnerships can significantly improve women's participation. Nigeria can adapt these lessons to its national context.

8. Multi-Stakeholder Collaboration Is Essential

Governments, private sector organisations, academic institutions, civil society, and development partners all have complementary roles. Strong partnerships are necessary to strengthen policy implementation, mobilise resources, develop skills, and create sustainable opportunities.

9. Better Data Is Needed to Inform Policy

Gender-disaggregated data across energy and transport sectors is essential for measuring progress, identifying gaps, informing policy decisions, and evaluating the effectiveness of gender-responsive interventions. Current data collection remains inadequate.

10. Gender Inclusion Is Both a Development and Economic Imperative

Increasing women's participation in the energy transition is not solely a matter of equity; it is fundamental to strengthening innovation, improving policy outcomes, expanding the skilled workforce, driving entrepreneurship, and supporting sustainable economic growth.

OFFICIAL COMMUNIQUÉ AND RECOMMENDATIONS

Following the presentations, panel discussions, and interactive engagement, the webinar reaffirmed that advancing women's participation and leadership in Africa's energy transition requires deliberate policy action, sustained investment, institutional collaboration, and inclusive leadership. The following recommendations are directed at key stakeholders:

1

Government and Policymakers

Strengthen the implementation of existing energy transition policies by embedding gender-responsive approaches across planning, budgeting, implementation, and monitoring. Integrate gender considerations into regulatory frameworks for electric mobility. Promote women's representation within energy ministries, regulatory agencies, advisory committees, and policy decision-making platforms. Prioritise the collection and publication of gender-disaggregated data to support evidence-based policymaking.

2

Development Partners and International Organisations

Continue supporting programmes that strengthen women's technical capacity, leadership, entrepreneurship, and participation in policy processes. Prioritise financial and technical assistance for initiatives that expand access to clean energy opportunities and promote long-term institutional capacity. Strengthen regional knowledge exchange to enable African countries to learn from successful experiences, adapt proven approaches, and scale innovative solutions.

3

Private Sector

Recognise women as critical contributors to Africa's clean energy economy and adopt more inclusive recruitment, leadership, and workforce development practices. Create opportunities for women through internships, apprenticeships, technical training, mentorship, and leadership development initiatives. Expand partnerships with educational institutions and professional organisations to strengthen talent pipelines and ensure women acquire the practical skills required within emerging industries.

4

Financial Institutions and Investors

Develop financing models that improve women's access to capital across the energy and electric mobility value chain. Introduce gender-responsive financing mechanisms, business development support, and investment readiness programmes to address barriers limiting the growth of women-led enterprises. Expanding financial inclusion in the clean energy sector will strengthen both gender equality and sustainable economic growth.

5

Academic and Research Institutions

Strengthen collaboration with government and industry to ensure educational programmes are aligned with the evolving demands of the clean energy economy. Expand opportunities for women and girls to pursue STEM careers through targeted outreach, technical training, research opportunities, internships, and mentorship. Invest in research and evidence generation to support informed policymaking and improved programme design.

6

Civil Society and Professional Networks

Continue promoting awareness, knowledge sharing, and leadership opportunities for women across the energy sector. Build collaborative platforms connecting policymakers, practitioners, researchers, entrepreneurs, and development partners to accelerate innovation. Expand mentorship programmes and professional networks to support emerging female professionals and facilitate greater representation in leadership spaces.

7

Women Professionals and Emerging Leaders

Actively pursue leadership opportunities, strengthen professional networks, participate in policy dialogues, and mentor the next generation of women entering the energy industry. Build supportive communities of practice and share experiences across countries to strengthen representation and increase visibility of women within Africa's energy transition.

8

ClimEdge Hub Limited

Through the EnergyShift Webinar Series and other strategic initiatives, ClimEdge Hub reaffirms its commitment to fostering evidence-based dialogue, capacity building, research, and multi-stakeholder collaboration. ClimEdge Hub will continue to facilitate knowledge exchange, support policy conversations, strengthen institutional partnerships, and promote practical solutions that advance inclusive and sustainable energy systems across Africa.

"Empowering women within the energy sector is not only a matter of equity – it is an economic and developmental necessity."

WAY FORWARD

The discussions reaffirmed that achieving a gender-inclusive energy transition requires sustained commitment, strategic collaboration, and continuous investment in people, institutions, and innovation. Moving forward, participants emphasised the need to shift from dialogue to implementation, translating policy commitments into measurable actions and outcomes through stronger collaboration among governments, development partners, academia, the private sector, civil society, and professional networks.

Key priorities identified include: expanding access to technical training, mentorship, leadership development, and entrepreneurship support for women; strengthening regional cooperation and knowledge exchange across African countries; establishing stronger institutional mechanisms for gender-responsive governance; improving access to



climate and business finance; and investing in gender-disaggregated data systems for evidence-based monitoring and policymaking.

As part of its continued commitment to advancing sustainable mobility and energy transition in Africa, ClimEdge Hub Limited will provide ongoing platforms for dialogue, research, policy engagement, and capacity building through the EnergyShift Webinar Series and other strategic initiatives.

CONCLUSION

The transition to clean energy and electric mobility represents one of the most significant opportunities for Africa to drive sustainable economic growth, strengthen climate resilience, and improve livelihoods. Ensuring that women are fully represented as policymakers, innovators, entrepreneurs, engineers, researchers, and industry leaders is essential to achieving equitable and lasting outcomes.

The second edition of the EnergyShift Webinar Series reaffirmed that while important progress has been made, significant work remains to address the structural, financial, institutional, and socio-cultural barriers limiting women's participation across the energy value chain. The experiences shared from Nigeria, Uganda, and Kenya demonstrated that inclusive policies, targeted capacity building, strong institutional partnerships, mentorship, and access to finance can collectively transform women's participation within the sector.

An inclusive energy transition is not only a matter of social equity, it is a strategic imperative for innovation, competitiveness, and sustainable development. By intentionally investing in women's leadership and creating enabling environments for their participation, African countries can build stronger institutions, more resilient economies, and a cleaner, more prosperous future. ClimEdge Hub remains committed to convening evidence-based conversations, promoting knowledge exchange, and supporting practical solutions that contribute to sustainable mobility, climate resilience, and inclusive development.

ACKNOWLEDGEMENTS

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Keran Danjan — Lead Consultant for Sustainable Innovations, DataMath Global Solutions; Founder, Rockshield Sustainable Solutions, Nigeria.

Resty Auma — Programme Officer, Global Youth Logistics Africa, Uganda.

Faith Waraki — Founder, Green Women Accelerator, Kenya.

We also extend our appreciation to all participants whose active engagement and shared experiences enriched the quality of the discussions, and to the ClimEdge Hub team for their dedication in organising and delivering this platform for research, policy dialogue, and stakeholder collaboration.



ABOUT CLIMEDGE HUB LIMITED

ClimEdge Hub Limited is a climate innovation and advisory organisation committed to accelerating sustainable development through research, policy engagement, capacity building, and strategic partnerships. The organisation works at the intersection of sustainable mobility, clean energy, climate policy, and economic development,

supporting governments, development partners, private sector organisations, and communities in designing evidence-based solutions that address emerging climate and development challenges.

Through applied research, policy analysis, stakeholder engagement, technical advisory services, and knowledge-sharing initiatives, ClimEdge Hub promotes practical approaches that strengthen sustainable transport systems, accelerate the energy transition, and foster climate resilience across Africa.

EnergyShift, ClimEdge Hub's flagship knowledge-sharing platform, convenes policymakers, researchers, industry leaders, development partners, and practitioners to explore emerging issues in sustainable mobility and clean energy while facilitating collaboration and advancing evidence-based policy dialogue.

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