



Republic of North Macedonia
Ministry of Energy, Mining
and Mineral Resources



14th International Forum on
**ENERGY FOR
SUSTAINABLE
DEVELOPMENT**
28–30 October 2025, Skopje, Republic of North Macedonia



United
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From goals to ACTION: Powering the FUTURE with SUSTAINABLE ENERGY

CONCEPT NOTE

Women in Energy

Organizers: ECLAC, ESCWA, ESCAP, ECE, Government of North Macedonia, UNDP

Date: 30 October 2025

Time: 14:00 – 16:45

Venue: Holiday Inn, Skopje, North Macedonia

Overview

Achieving an inclusive and just global energy transition demands the active participation of all societal groups—especially women, who remain underrepresented in the energy sector worldwide. While progress is evident, persistent structural barriers, gender stereotypes, and unequal access to finance, training, and leadership opportunities continue to limit women's full engagement in shaping the energy future.

This session at IFESD 2025, jointly organized by the United Nations Regional Commissions, the Government of North Macedonia, and UNDP, will spotlight how empowering women in the sustainable energy sector can drive innovation, unlock economic potential, and accelerate progress toward climate and sustainable development goals. Drawing on global and regional experiences, including insights from [ESCWA's recent report](#), [ESCAP's working paper on gender and energy](#), UNECE's globally-applicable Guidelines for a Gender-Responsive and Human Rights-Based Approach to Sustainable Resource Management, and [ECA's African Gender and Development Index](#) and [work on Women in Artisanal and Small-Scale Mining](#), the discussion will explore gender gaps in education, employment, and entrepreneurship, and highlight policies and capacity-building strategies that can close these gaps.

Experts and practitioners from diverse regions will share success stories, challenges, and policy innovations while identifying levers to foster inclusive

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workforce development, leadership pathways, and investment in women-led energy initiatives.

Objectives

- Examine the current state of women's participation in the energy sector globally and across regions.
- Identify structural, policy, and cultural barriers to gender equality in the energy transition.
- Showcase successful initiatives promoting gender equity in energy education, employment, and entrepreneurship.
- Propose actions to support inclusive capacity development, workforce integration, and leadership opportunities for women.
- Explore strategies to mainstream gender perspectives in energy policies, programs, and projects worldwide.

Programme

Time	Agenda Item	Speakers
14:00 – 14:15	Welcome Remarks	Mr. Dario Liguti , Director, Sustainable Energy Division, UNECE
	Keynote	Ms. Sanja Bozhinovska , Minister of Energy, Mining and Mineral Resources, North Macedonia
14:15 – 15:15	Panel Discussion: Session 1: Increasing the Engagement of Women to Drive the Energy Transition – Education, Employment & Leadership	Objectives: 1. Examine the current state of women's participation in the energy sector globally and across regions. 2. Identify structural, policy, and cultural barriers to gender equality in the energy transition. Guiding Questions: 1. How can the inclusion or increase of participation by women enhance the energy transition?





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		2. Why are women still underrepresented at decision-making levels in energy, and how does this impact the transition? 3. What policies, regulations, and institutional practices can better support gender equality in the energy workforce? 4. How can education and vocational programmes be designed to attract more women into technical roles in the energy transition? 5. How can mentorship and leadership programmes accelerate women's advancement? Format: Welcome remarks, scene-setting presentation, panel discussion, and Q&A. Moderator: Mr. Dario Liguti, Director, Sustainable Energy Division, UNECE Panelists: Ms. Caroline Aguti Mugisha, Assistant Commissioner, Health, Safety & Environment and Climate Change Coordinator, Ministry of Energy and Mineral Development, Uganda (online) Ms. Emilija Sarafska, Advisor for Energy, Energy Efficiency and Renewable Energy Sources, Municipality of Bitola, North Macedonia Mr. Casper Edmonds, Head, Extractives, Energy and Manufacturing Unit, Sectoral Policies Department, International Labour Organization (ILO) Ms. Sarra Mansour, Global Program Officer, YEE and Refugees Program, Schneider Electric MENA Regional Focal Point - SDG7 Youth Constituency Ms. Anna Chernyshova, Deputy Resident Representative, UNDP North Macedonia
15:15 - 15:30	Coffee break ☀️	





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15:30 - 16:30	Panel Discussion Session 2: Women Leaders in Green and Clean Energy Business and Policy: Successes, Solutions and Strategies	Objectives: 1. Highlight successful women leaders in renewable energy, green finance, and clean technology businesses and policies. 2. Showcase successful initiatives, best practices and available resources that promote gender equity in energy education, employment, policy and entrepreneurship. 3. Showcase resources such as the Guidelines for a Gender-Responsive and Human Rights-Based Approach to Sustainable Resource Management. 4. Explore strategies to support inclusive capacity development, workforce integration, and leadership opportunities for women in the green economy and to mainstream gender perspectives and women participation in energy policies, programmes, businesses and projects worldwide. Guiding Questions: 1. How can women be better supported in renewable energy, green finance, and clean technology policies and businesses (e.g. accessing green finance and investment opportunities?) What have you seen as the keys to success? 2. What role do partnerships with financial institutions and governments play in enabling women-led clean energy initiatives? 3. Which regional and global models to support inclusive capacity development, workforce integration, and leadership opportunities for women in energy can be replicated? Format: Panel discussion with policymakers, entrepreneurs and experts, followed by interactive dialogue
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		Moderator: Mr. Michael Williamson, Section Chief, Energy Division, ESCAP Panelists: 1. Ms. Marina Gil Sevilla, Officer in Charge, Energy Unit, Natural Resources Division, ECLAC 2. Ms. Johanne Hobel, UNECE Women in Resource Management Working Group 3. Ms. Olivia Coldrey, Renewables and Clean Cooking Expert 4. Ms. Joanna Tokarczuk, Poland, Regional Development Expert, Project Manager, Just Transition and EU funds enthusiast, President - Board of the Association for the Development of Energy Innovation, Co-founder of the Energy and Hydrogen Association Wklaster 5. Ms. Gentiana Alija Shala, Founder & CEO, Alfa Solar Energy LLC and Co-Founder, Kosovo Women in Energy and Mining
16:30 – 16:45	Q&A and Wrap-up	Mr. Michael Williamson , Section Chief, Energy Division, ESCAP

Annex:

Guiding Questions

- Why are women still not well represented at decision making level and how is this impacting the progress in the energy transition?
- What are the main challenges limiting women's full participation in the energy transition?
- What are the benefits for the energy transition than can be realized by taking a gender inclusive approach?
- How can policies and regulations better support gender equality in the energy workforce?
- What role can mentorship, training, and funding play in empowering women in sustainable energy?

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- How can education and vocational programs be designed to attract more women into technical and managerial roles in energy?
- What successful examples exist of women-led initiatives or projects in renewables, energy efficiency, or workforce transformation in the region?
- What actions are needed to integrate gender into national energy and climate strategies?
- How can regional cooperation and knowledge-sharing support more inclusive energy systems?

Contacts

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