

## ***Gender Promotions in technical Careers***

### **The context of the project:**

The issues of societal norms and traditions have contributed immensely to the lack of female representation in Science, Technology, Engineering and Mathematics (STEM) careers. Even with the introduction of modern technologies, there is still a lack of education and improvement on societal norms and beliefs. All over the world, people still hold to women being the shadow of men. Everyone needs to come to terms with women being innovative, versatile, and the main contributor and agent of change for the world we all so desire. For a strong and vibrant workforce in all sectors of human development, women must bring in their perspectives and get to positions to shape and lead activities based on equal opportunity. Currently, women are still under-represented.

Over the centuries, few perceptive women have proven the competencies of women in various disciplines to lead and improve their ecosystem.

Gender and the environment are intimately linked because women and men have unique relationships, dependencies and skills about their environment. Gender roles, responsibilities and expectations, therefore, shape all forms of human relationships with the environment, and the involvement, contribution and role of both men and women are critical to the functioning and well-being of natural resource-dependent communities, even if they are often misunderstood. Women in particular have a key role to play in the renewable energy sector, but they are still employed in administrative rather than technical jobs, so there is a need to identify solutions to enhance their participation in energy development. A lack of understanding of the distinct roles and contributions of men and women often leads to a lack of recognition of their distinct needs and interests in policies and programmes. This lack of recognition can fail to achieve the gender objectives of GIZ projects and programmes.

It is in this context that the Energising Development (EnDev-Liberia,) programme has set itself the objective of "strengthening women's participation in the energy sector, especially renewable energy".

### **The specific objectives of the project :**

To improve and increase the participation of females in STEM careers in this 21<sup>st</sup> Century, both males and females should learn to firstly co-exist with no societal gender norms or belief from early childhood. With this, girls can feel free to explore their desire and they too can be at the front and not as someone's shadow. As we strive towards gender equality and social inclusion. Women and people with handicaps are especially to be encouraged and accepted in today's working environment with equal opportunities as compare to men.

To achieve the overall objective of this project, the following specific objectives have been identified :

- of improved cooking technologies Training/encouraging of women into the STEM careers, more especially in the Renewable sector, like Solar installation and design, and production
- Training and sensitisation of women on female entrepreneurship.
- Networking of women in the renewable energy sector in the project areas.

### **Project results:**

The implementation of this project has allowed us to achieve the following results:

- The number of women trained: in panel installation (48); in stoves manufacturing (4);
- The number of women managing renewable energy enterprises (3);
- The creation of an association of women in the renewable energy sector in Liberia (to empower women, create peer support structures, and to promote Renewable energies and the environment)

