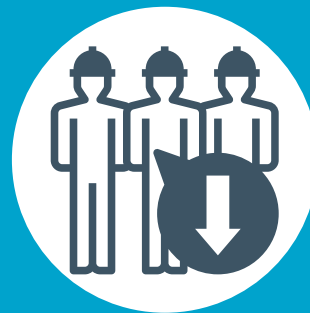


THE DECENTRALIZED RENEWABLE ENERGY (DRE) SECTOR ESTABLISHES ITS STATUS AS A LARGE, STABLE, AND RESILIENT EMPLOYER IN SUB-SAHARAN AFRICA (SSA) AND INDIA, WHILE IMPROVING ENERGY ACCESS.



374,000 jobs created across Africa and **80,000** across India in 2022.



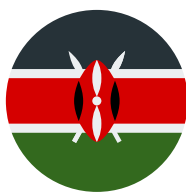
DRE sector showed resilience through COVID-19, with **milder job losses** compared to the overall economy and a fast recovery.

DRE DIRECT EMPLOYMENT HAS RISEN ABOVE PRE-PANDEMIC LEVELS AND IS EXPECTED TO KEEP GROWING IN THE LARGEST MARKETS



INDIA

Employment back to pre-pandemic levels in 2022. DRE expected to employ nearly **90,000 people** in 2023 as it continues to mature with more commercial and industrial applications.



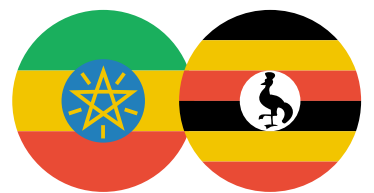
KENYA

DRE jobs greatly exceed national utility, Kenya Power, 7,000 workers. Job losses in 2020 were just 1%, and the sector is expected to reach **58,000 jobs** by 2023.



NIGERIA

The fastest to recover from the pandemic, with nearly twice the jobs in 2021 as in 2020. By 2023, the sector is expected to create **over 76,000 jobs**.



ETHIOPIA & UGANDA

Prolonged COVID-19 lockdowns and structural barriers (forex shortages, conflict, etc.) hit employment, but **DRE is recovering faster** than the broader economy.

THE DRE JOBS

The sector has a **lower share of informality** than the broader economy, an interesting finding in highly informal economies like SSA and India. Formality increased across the five focus countries since 2019's Powering Jobs Census.



Pico-solar and solar home systems (SHS) firms account for the most jobs in all focus countries. Standalone C&I systems also generate a significant share of jobs (**47% in India, 30% in Ethiopia, and over 10% in Kenya**) and are expected to keep increasing as markets mature to larger systems.



Larger markets (India, Kenya, Nigeria) are more consolidated, with larger firms accounting for the majority of **DRE employment**. In Ethiopia and Uganda, jobs are more evenly distributed across small, medium and large firms.



THE DRE WORKFORCE



Women's participation in direct employment is higher than the traditional energy sector and has improved since Powering Jobs Census 2019, but is still far from parity (**Kenya: 41%; Ethiopia and Nigeria: 37%; Uganda: 28%; India: 21%**). The shares closely mirror the overall female labor force shares of each country.



More mature markets have a higher share of skilled workers, as larger systems (like C&I Standalone or Mini-grids) require **workers with advanced technical skills**, such as installation technicians and maintenance professionals, versus Pico-solar and SHS (that require mostly sales agents).



Over 50% of the companies surveyed provide some level of training (either internal or external) to their employees, but **there are still some barriers** such as lack of financial resources or a standardized curricula) that hinder the required training and reskilling necessary for the DRE sector to rapidly mature.