Women in Energy

Gender Action Plan
USAID “Future Energy” Regional Program

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ASTANA, KAZAKHSTAN
INTRODUCTION

➢ Globally, women constitute only 6% of technical staff, 4% of decision-makers, and 1% of top-management in the fossil-fuel based energy sector

➢ RE employment opportunities for men and women is very high. RE related employment provided jobs to nearly 8 million people worldwide in 2014. Employment in this sector is expected to continue to grow. (IRENA)

➢ Only 20-25% of jobs in RE sector are held by women, while > 50% of students and labor force are women (OECD countries)

➢ Most of the women-held RE jobs are lower-paid non-technical, administrative and public relations

➢ Women face significant inequalities in access to technology, assets, information, and decision making

➢ However, studies show that having women in leadership leads to better decision-making.

➢ USAID policy: gender equality and women’s leadership are core to sustainable development outcomes
GENDER ACTION PLAN

• **Objective:** Support women and creates an enabling environment for women to fulfill their potential in the clean energy sector.

• **Country focus:** PtF activities focused on Kazakhstan’s energy sector,

• **Regional focus:** PtF will plan similar country-specific actions and involve females from Central Asian countries
PtF conducted a preliminary assessment of key PtF partners and energy sector stakeholders:

- Ministry of Energy of the RK, 53% of the workforce at MOE are women (238 women and 212 men),
- Kazakhstan Electricity Grid Operating Company (KEGOC), 27% at KEGOC (1260 women and 3452 men)
- Kazakhstan operator of the market of electric energy and power (KOREM), 44% at KOREM (14 women and 18 men),
- Financial Settlement Center for Renewable Energy (RE FSC). 42% at the RE FSC (8 women and 11 men).
- Almaty University of Power Engineering and Telecommunications, 871 female students are studying power engineering in undergraduate and masters’ programs, which constitutes 23% of all students.

Despite significant level of women’s presence, a very limited number of women hold managerial positions, including in these key energy sector agencies.
GENDER ACTION PLAN ACTIVITIES

1. Mobilizing women’s leadership, networking opportunities and gender expertise in the energy sector.

2. Promoting the involvement of women in clean energy education and capacity building.

3. Support young female students and promote their employment in clean energy sector.
GENDER ACTION PLAN ACTIVITIES

1. Mobilizing women’s leadership, networking opportunities and gender expertise in the energy sector: Mobilize women in energy network

1.1. Create a database of individuals and institutions in the energy sector who are supportive of or who have female leadership. At least 2 times per implementing year (2018 - 2019)

1.2. Continue initiatives on gender and energy knowledge exchange of the Kazakhstan Association of Women in Energy & Environment. At least 2 times per implementing year (2018 - 2019)

1.3. Participate in energy sector women-focused activities in collaboration with donors and other associations/groups. At least 1-2 times per implementing year (2018 - 2019)
2. Promoting the involvement of women in clean energy education and capacity building.

2.1. Organize Women Leadership in Energy Sector workshops and/or lectures (*may be conducted in coordination with Activities 1.2 and 1.3*) At least 2 times per implementing year (2018 - 2019)

2.2. Encourage participation of female energy professionals in PtF workshops and trainings. Continuously throughout PtF implementation period (2018 – 2019)
3. Support young female students and promote their employment in clean energy sector

3.1. Offer summer internships to female students to build clean energy sector work experience. Summers 2018 and 2019
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