



# CLOSING GAPS IN WOMEN'S EMPLOYMENT IN THE ENERGY SECTOR

FINDINGS FROM AFRICA AND SOUTH ASIA  
**EEG APPLIED RESEARCH PROGRAMME GRANT**

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# WHY FOCUS ON GENDER GAPS?



**Enhance Development Outcomes**



**Moral Imperative**



**Risk Management**

# WORLD BANK FOCUS ON GENDER AND ENERGY: 6 REGIONS, 94 COUNTRIES

## GLOBAL PROGRAMS

Data and Policy

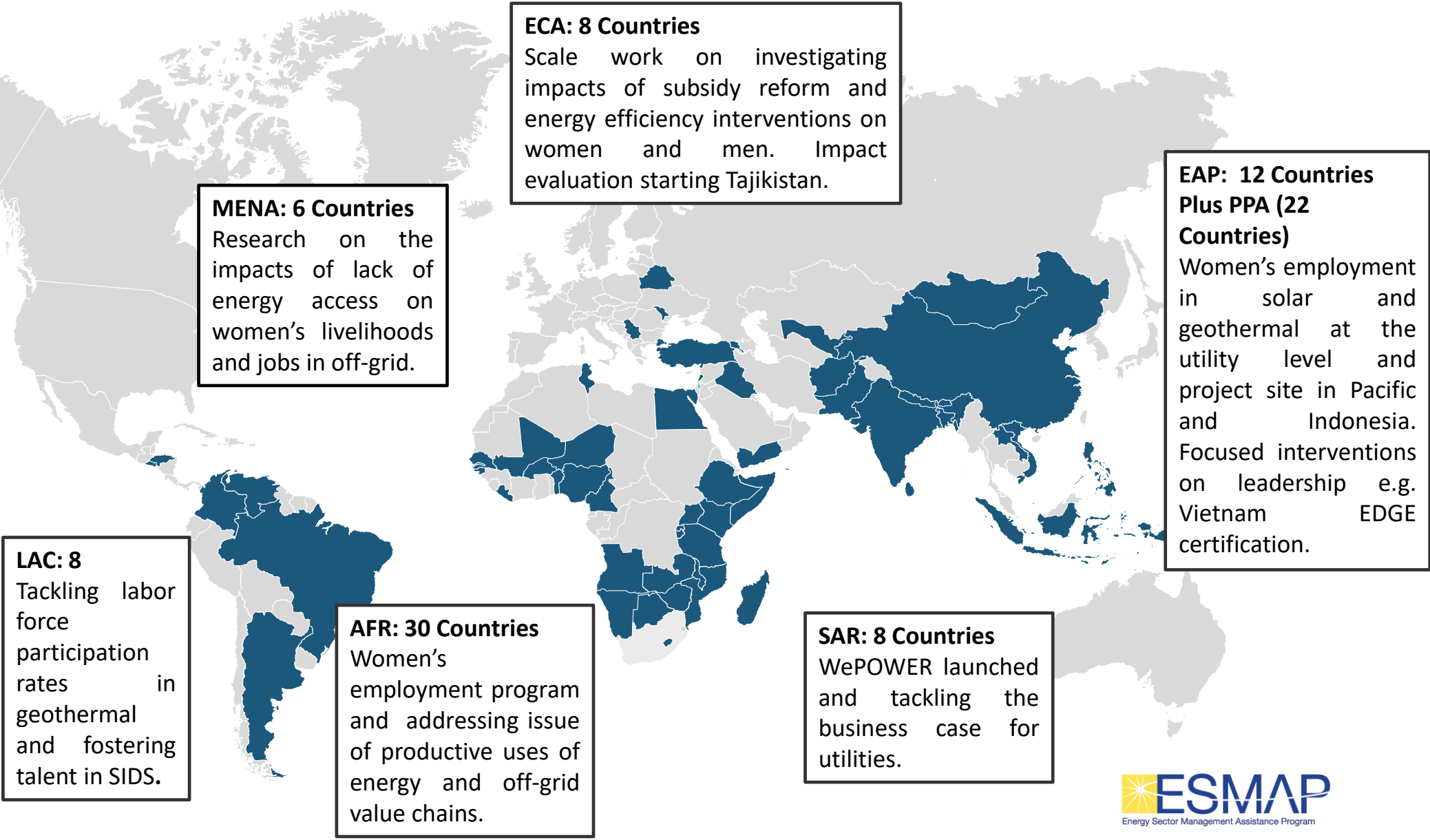
Women in STEM

Clean Cooking and Heating

Gender and Geothermal

Energy Efficiency, Gender and Behavior Change

Off-Grid Toolkit





# WHAT DO WE KNOW ABOUT GENDER GAPS IN THE ENERGY SECTOR?

- 1) Research on gender in the power sector is a new area, with many data gaps. Most estimates put the average percentage of women in the power sector at 22-25% of total employees (World Economic Forum), with significant differences between regions and companies.
- 2) Research by IRENA and others shows **higher percentages of women in renewables** (32%) than the rest of the sector (IRENA 2019).
- 3) Research on the impact of gender quotas is mixed, but the countries with the highest percentage of women employees have quotas (Iceland, Norway).
- 4) Research by USAID and others shows high degrees of **gender segregation** within electric utilities—women commonly work in finance, human relations, legal and accounting departments (USAID 2015 and World Bank 2019).
- 5) Research shows a **correlation** between business performance and gender diversity in the workplace, including in the energy sector:
  - Companies with more women chairs on the board returned a 36% higher return on equity than those with none (MCSI 2015)
  - Study of 200 largest utilities revealed energy companies with greater gender diversity on the board and in management yielded a higher return on equity (E&Y 2016).



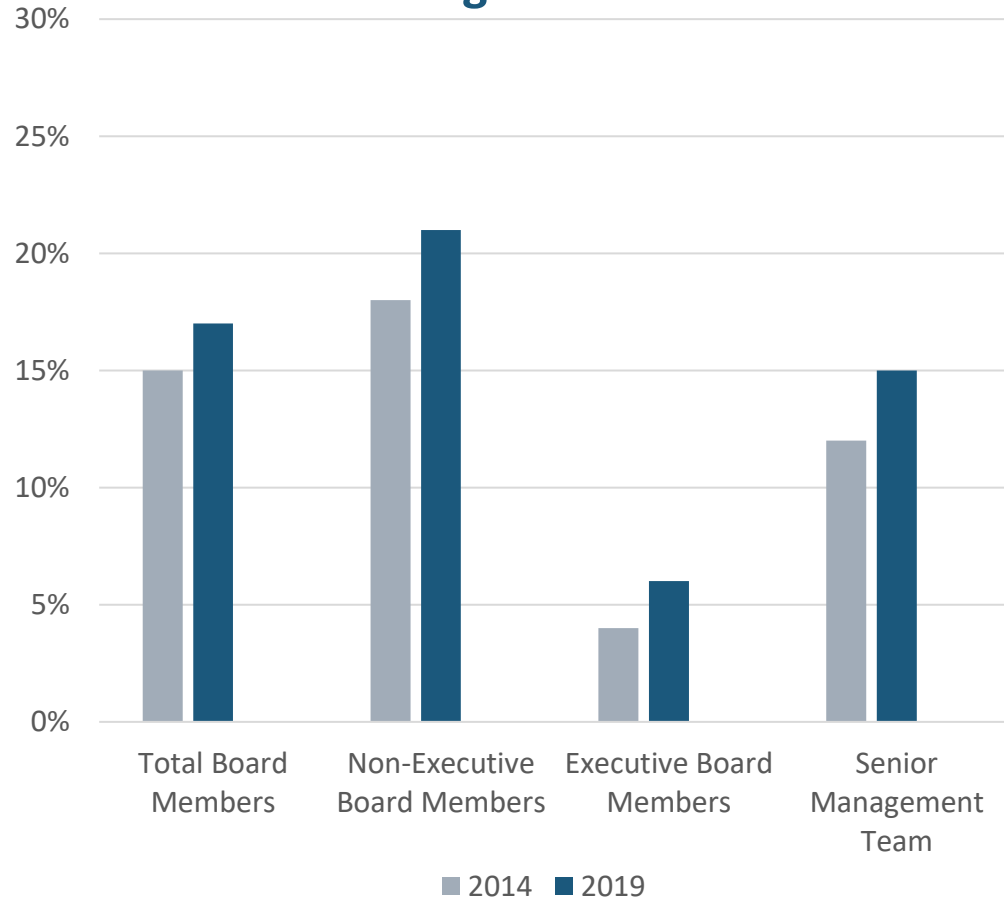
# HOW ENERGY COMPARES TO OTHER SECTORS

## Women's Share of Workforce, by Infrastructure Industry

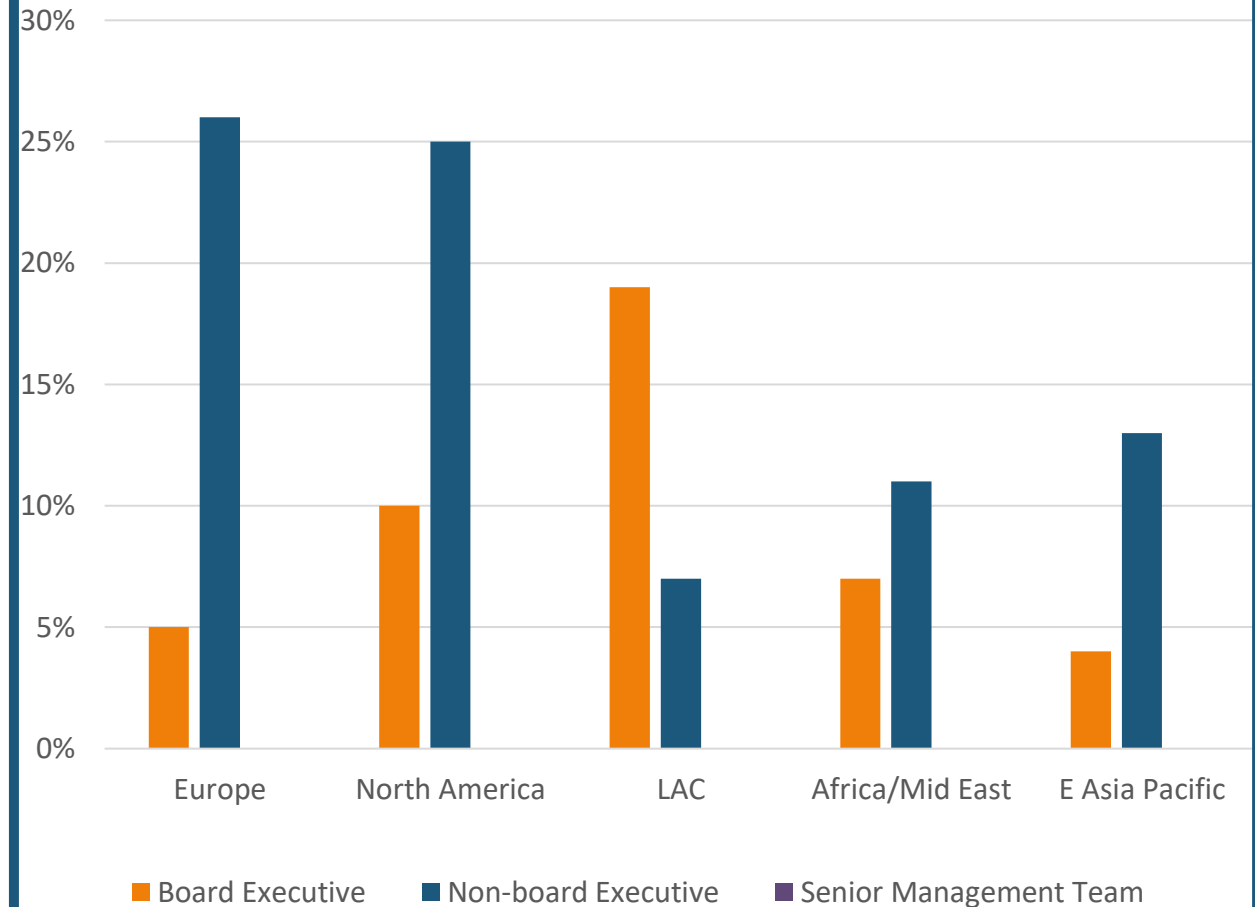
Industry group	CEO	Board members	Senior roles	Mid-level roles	Junior roles	Lines roles	Staff roles
Industries Overall	9%	28%	15%	24%	33%	30%	35%
Basic and Infrastructure	2%	35%	9%	13%	22%	14%	20%
Energy	0%	32%	11%	19%	24%	19%	22%
Information and Communication technology	5%	19%	11%	21%	32%	23%	33%
Mobility	9%	17%	13%	21%	28%	25%	34%

# WOMEN OCCUPY FEW LEADERSHIP POSITIONS

## Women in Leadership in the World's 200 Largest Utilities



## Women Leaders by Region



# WHY ARE THERE SO FEW WOMEN WORKING IN THE ENERGY SECTOR?

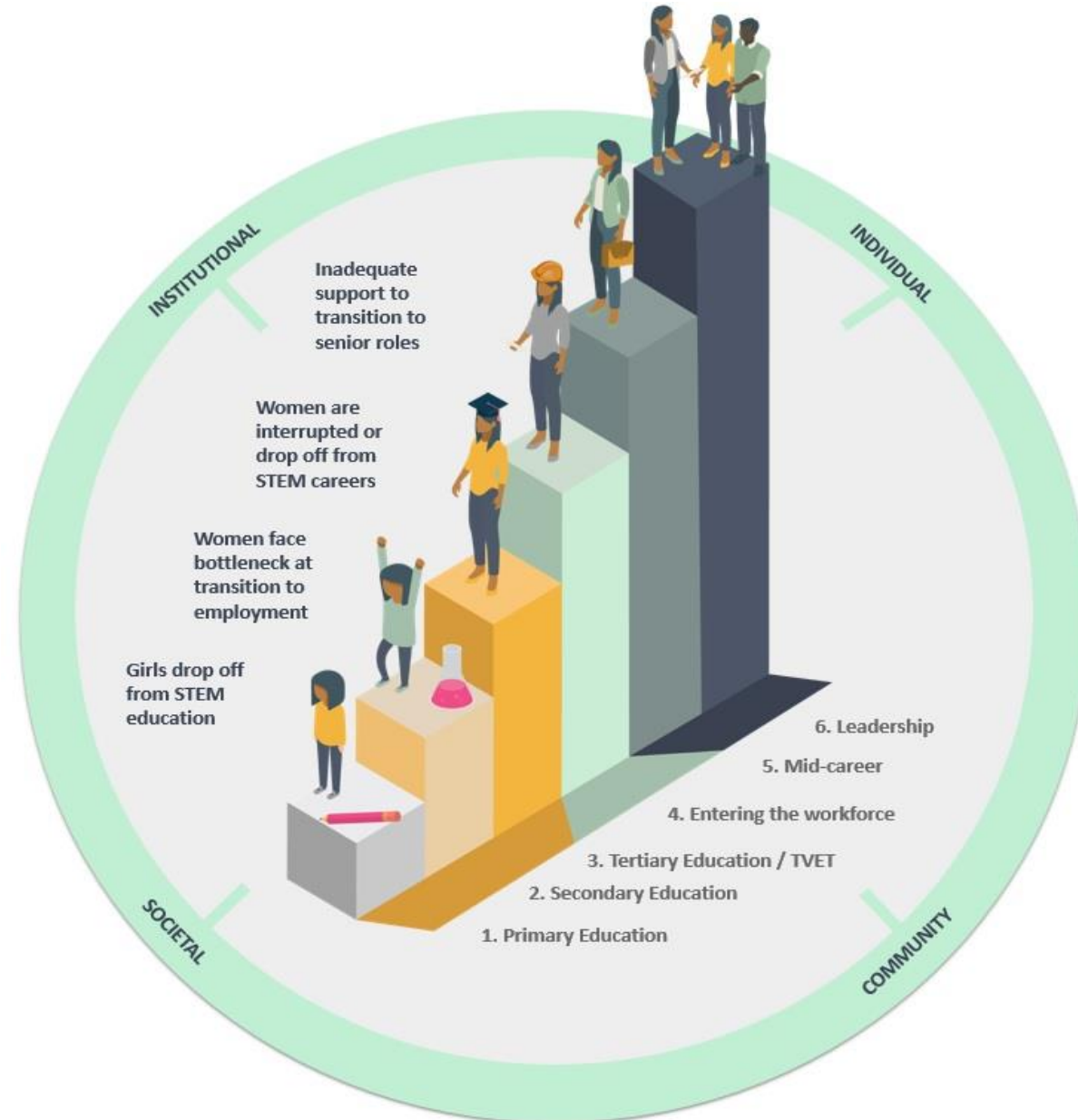
## Barriers to Women's Employment

### Societal

- Laws may prohibit certain types of employment
- Biased social norms and expectations
- Child care/home responsibilities → less time and/or mobility
- Fewer women in STEM pipeline
- Few/no role models

### Institutional

- Lack of adequate facilities/equipment for women
- Sexual harassment
- Gender bias in recruitment and promotion processes
- Lack of internship/training opportunities
- Lack of leadership commitment
- Resistance to change



# EEG RESEARCH GRANT

**Objective:** Identify successful strategies for narrowing employment gaps between men and women

**Focus:** Power Sector Institutions

## Two Regions, Two Implementation Approaches

**South Asia:** Regional network targeting women professionals in eight countries, focus on engineers and STEM

**Africa:** Country-specific focus, research tied to identifying gaps and assessing measures taken to address them





# EEG GRANT: METHODOLOGY

## Eliminating Data Gaps

### Qualitative Data Collection

- Key informant interviews
- Focus groups

### Quantitative Data Collection

- Sex-disaggregated data
- Baseline survey on employment and gender policies

### Stakeholder Mapping

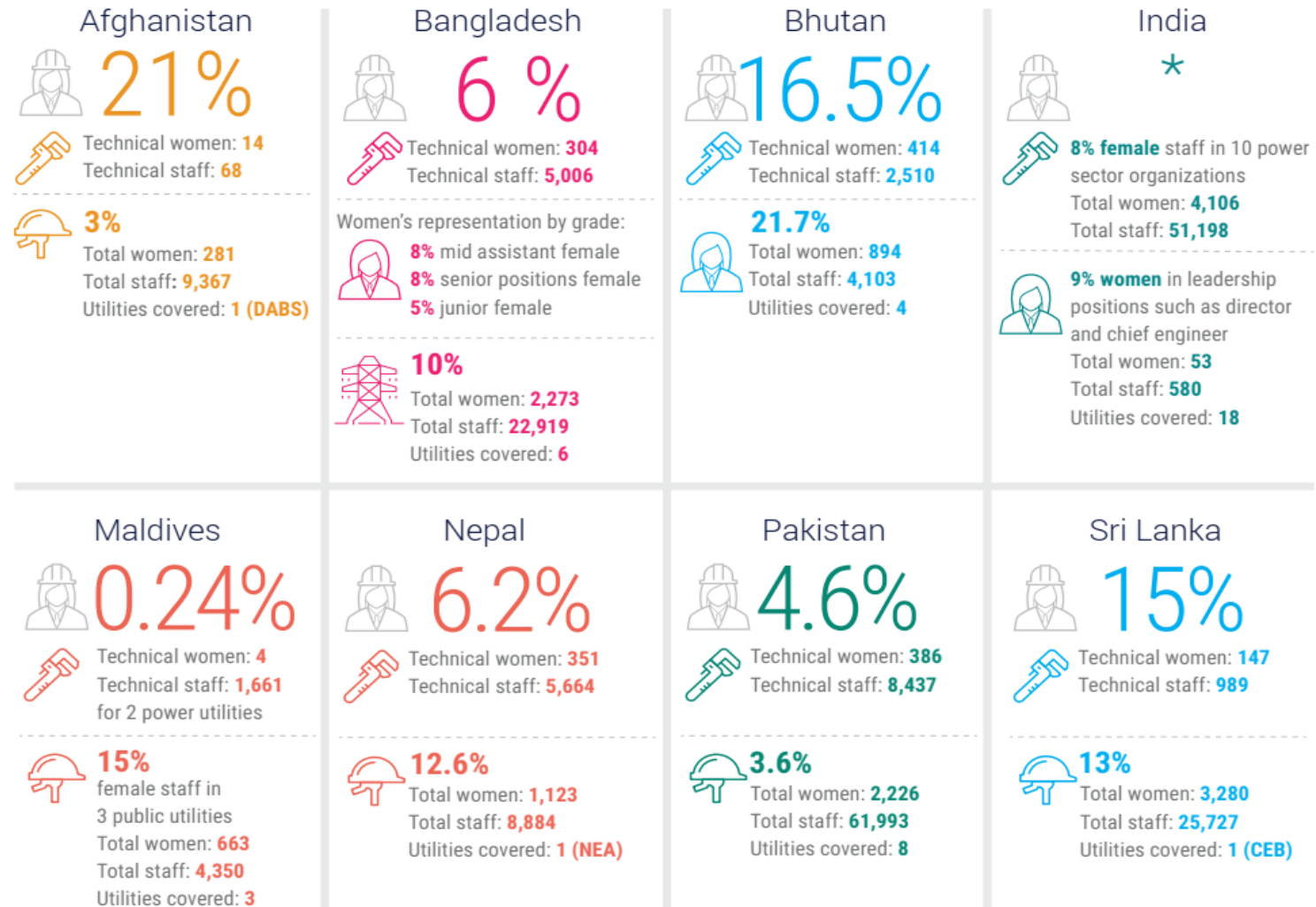
- Energy companies
- Government
- Academia
- Donors
- Non-profits

- Identify gender gaps
- Inform interventions
- Monitor results
- Develop best practices/success stories
- Share knowledge

# WHAT WE HAVE LEARNED IN SOUTH ASIA: EMPLOYMENT

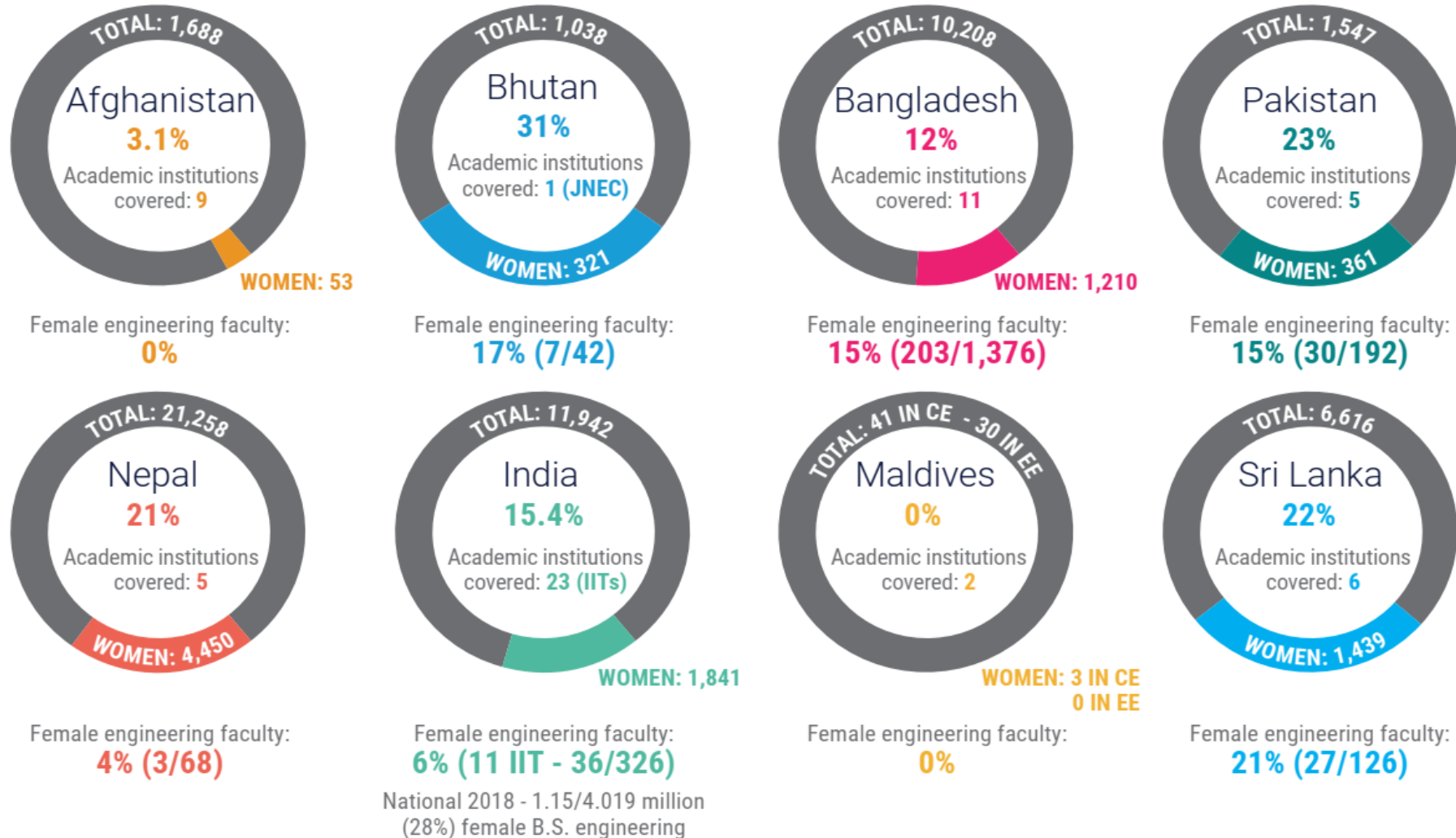
**8 Baseline Assessments on Women's Representation in South Asia Region Power Sector:** Data collected from over 100 energy and academic institutions. Over 500 women and men contributed through focus-group discussions and key informant interviews.

- **Women as % of overall staff: 3-22%**
- **<1-16% women in technical positions**



Source: Data provided by HR in power sector organizations.

# WHAT WE HAVE LEARNED IN SOUTH ASIA: ACADEMIA/STEM



*Note:* Includes electrical engineering, mechanical engineering, power systems engineering and civil engineering programs. Faculty count includes visiting lecturers, teaching assistants and technical support staff.

## Female Representation in Engineering Programs is Low:

- Women enrolled in engineering degrees: **0-23%**
- Female Engineering Faculty: **0-21%**

# OUR SOLUTION: WePOWER

## What is WePOWER?

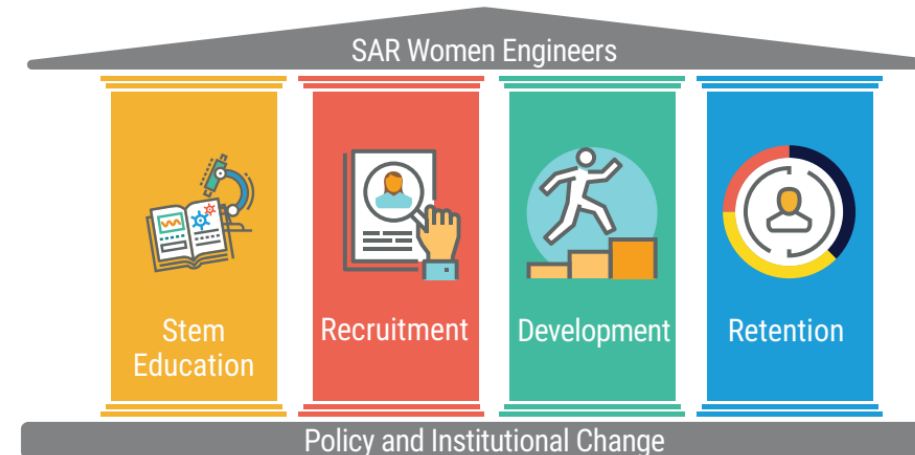
A **Regional Professional Network** designed to address barriers to women's employment identified in the qualitative research:

- Lack of **female role models and mentors** for students and professional women in STEM
- Limited **networking opportunities** for women in STEM
- Limited exposure to new ideas and desire for **professional development**
- HR policies and physical facilities that are not always **gender friendly**

### WePOWER will:

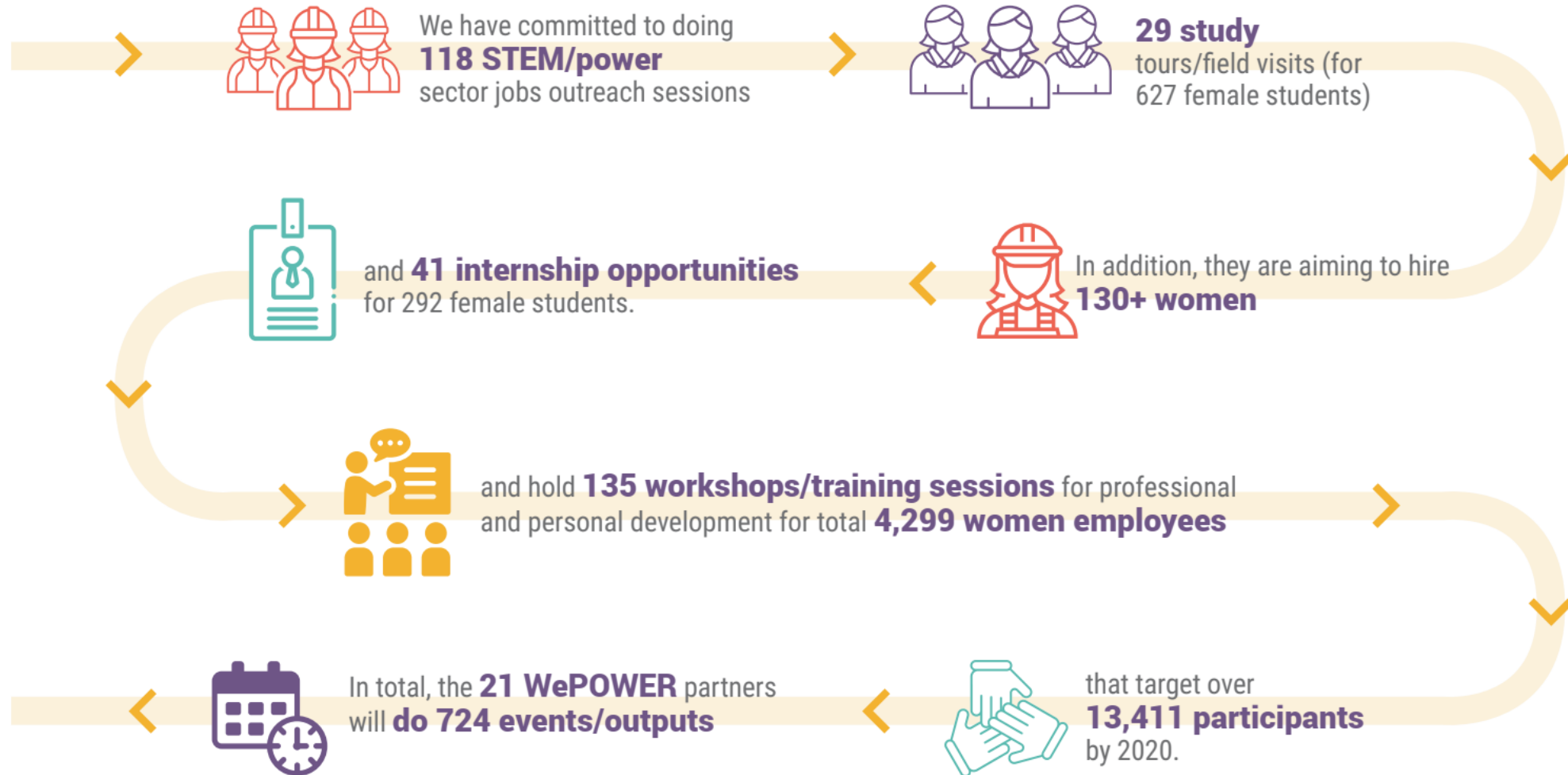
- Support higher **participation** of women in the energy sector and utilities
- Foster higher **retention and professional development** of women in the energy sector
- Promote **normative change** regarding women and girls in STEM

**WePOWER Partners implement gender activities under 5 pillars**





# WEPOWER ACTIVITIES AND TARGETS UNTIL 2020



**\*\*WePOWER has 21 Partners – of which 10 are major public and private power utilities in the SAR region**

# WHAT ARE WE DOING IN AFRICA?

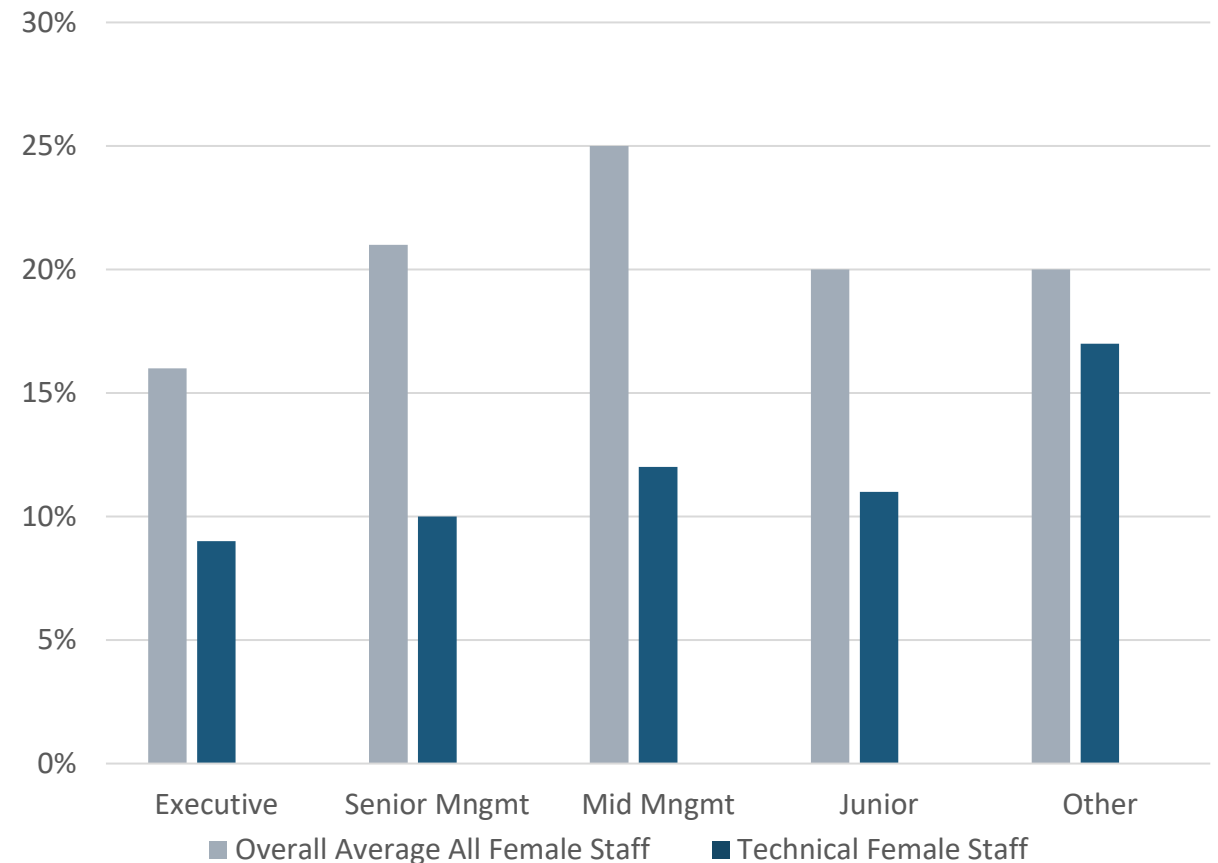
- Conducted review of energy projects across Africa portfolio
- Selected three pilot countries for research focus: Ethiopia, Kenya and Zambia
- Respond to gender gaps and opportunities identified by Africa Energy Program
  - Research to narrow data gaps and inform implementation
  - Integrate women's employment initiatives into World Bank lending programs
  - Knowledge sharing and dissemination



# WHAT WE HAVE LEARNED IN AFRICA: EMPLOYMENT

- Baseline survey tool piloted with three energy companies in Kenya and Ethiopia
- On average, **women make up 21% of the workforce in the companies surveyed**—higher than in South Asia, but slightly below the global average of 22-25%
- **Women made up 14% of technical employees** (range of 7-20%)
- The data confirms the existence of **occupational segregation** by position, with most women working in non-technical positions.

Female Staff by Position





# WHAT WE HAVE LEARNED SO FAR IN AFRICA: COMPANY POLICIES

- All energy companies had non-discrimination policies
- All energy companies had anti-harassment policies with grievance mechanisms in place
- Flexible work options generally are not available
- Childcare options are limited
- All energy companies had gender committees with focal points, but not all staff were aware of them
- Mentoring programs are limited or non-existent (for men and women)





# ETHIOPIA ELECTRIC UTILITY: BOLSTERING RECRUITMENT AND RETENTION

In \$375 million World Bank funded Ethiopia Electrification Program \$4.5 million is set aside for gender, including:

- Construction or renovation of childcare facilities in headquarters and 11 regional offices
- GBV prevention and response
- Career development and leadership training for women in STEM:
  - MoU signed with universities/Ministry of Science for internship and scholarship program
  - Internships for 40 female students in STEM/year
  - Full scholarships for 44 current female staff (Masters)/year
  - Short-term professional development training for 55 women/year (50% STEM areas)
  - Mentorship program for 52 emerging female leaders/year



# KENYA POWER AND LIGHTING CO LTD:

## ENSURING SUPPLY OF TECHNICALLY SKILLED WOMEN

- WB Project in Approval Phase – **Kenya Electricity System Improvement Project**
- Addresses two gaps identified in gender assessment:
  - lack of women in STEM pipeline
  - tuition is barrier to female enrollment for relevant degrees/training
- Project to include a scholarship program for **60 women** at the Institute of Energy Studies and Research
  - **Craft Certificate in Electrical Engineering (2 years)**
  - **Diploma in Electrical Engineering, Mechanical Engineering, and ICT (3 years)**
- Scholarship recipients will receive support during training – including internships, mentors and coaching.



# IN THE WOMEN'S OWN WORDS: KENYA TVET STUDENT FOCUS GROUP

Q: Why are you studying to become an electrical technician?

"I want to prove that I can do it. Anything a man can do, a woman can do better."

"I have passion for this career, and my skills will be marketable, especially as a woman."

Q: What did your friends say when you told them you'd chosen to enroll?

"They said I must be smart, because it would be so hard."

# THANK YOU!

## GLOBAL

ESMAP | Inka Schomer; Barbara Ungari

## REGIONAL

AFR | Inka Schomer

EAP | Helle Buchhave

MENA | Elisabeth Maier, Sarah Keener

LAC | Elisabeth Maier

ECA | Audrey Sacks, Hiwote Tadesse

SAR | Gunjan Gautam, Maria Beatriz Orlando

**Women's Employment (AFR)** | Pamela Baldinger



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