



USAID
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POWERING GENDER EQUITY LITERACY

BULLETIN

Includes survey results and some notable snapshots from the High-level Policy Dialogue: Women Leaders Breaking Barriers on Gender Equity hosted on March 7, 2023, virtually marking International Women's Day 2023.



Disclaimer: This brochure is made possible by the generous support of the American people through the United States Agency for International Development (USAID). The contents are the responsibility of the U.S. Energy Association (USEA) and do not necessarily reflect the views of USAID or the United States Government.

Bulletin Contents

Introduction

Traditionally, the energy sector has been male dominated. While women have made inroads into the field, women only account for 22 percent of the traditional energy sector despite making up 39 percent of the global workforce while 80 percent of those displaced by climate change are women. We need a more equal world to achieve global development and economic progress, leaving no one behind because women are part of the solution. On March 7, 2023, on the eve of International Women's Day, the United States Energy Association hosted a [*High-Level Policy Dialogue: Women Leaders Breaking Barriers for Gender Equity*](#), via the [Energy Utility Partnership Program](#) (EUPP) funded by the [U.S. Agency for International Development](#) (USAID). The program included trailblazing women from the energy and climate field and was a first step to seek out solutions that bridge the gender gap and involve more women in climate, energy, industry, technology, and sustainable growth to solve global problems.

The concepts, processes, and benefits of integrating gender equity when addressing clean energy and climate goals from the country, regional, and global standpoints at the program, organizational and individual levels has not always been sufficiently applied. The goal of this bulletin is to further disseminate the expertise shared during the dialogue and encourage and educate practitioners on pragmatic lessons for improving gender equity, diversity, and inclusion. This bulletin includes excerpts from the dialogue and survey responses from the 478 global registrants with the hope to advance policy commitments and focus on practical interventions. This bulletin is intended to be used as a knowledge sharing tool and reference sheet to uncover diverse voices, knowledge, experience, and a greater understanding of how to implement gender inclusive action and assertive action. It is also a testament of women as agents of change.

Why Affirmative Action is Necessary



When women and girls have the ability and the opportunity to participate more fully in those societies and economies, we see positive impacts not only in their communities but around the board — across the board.

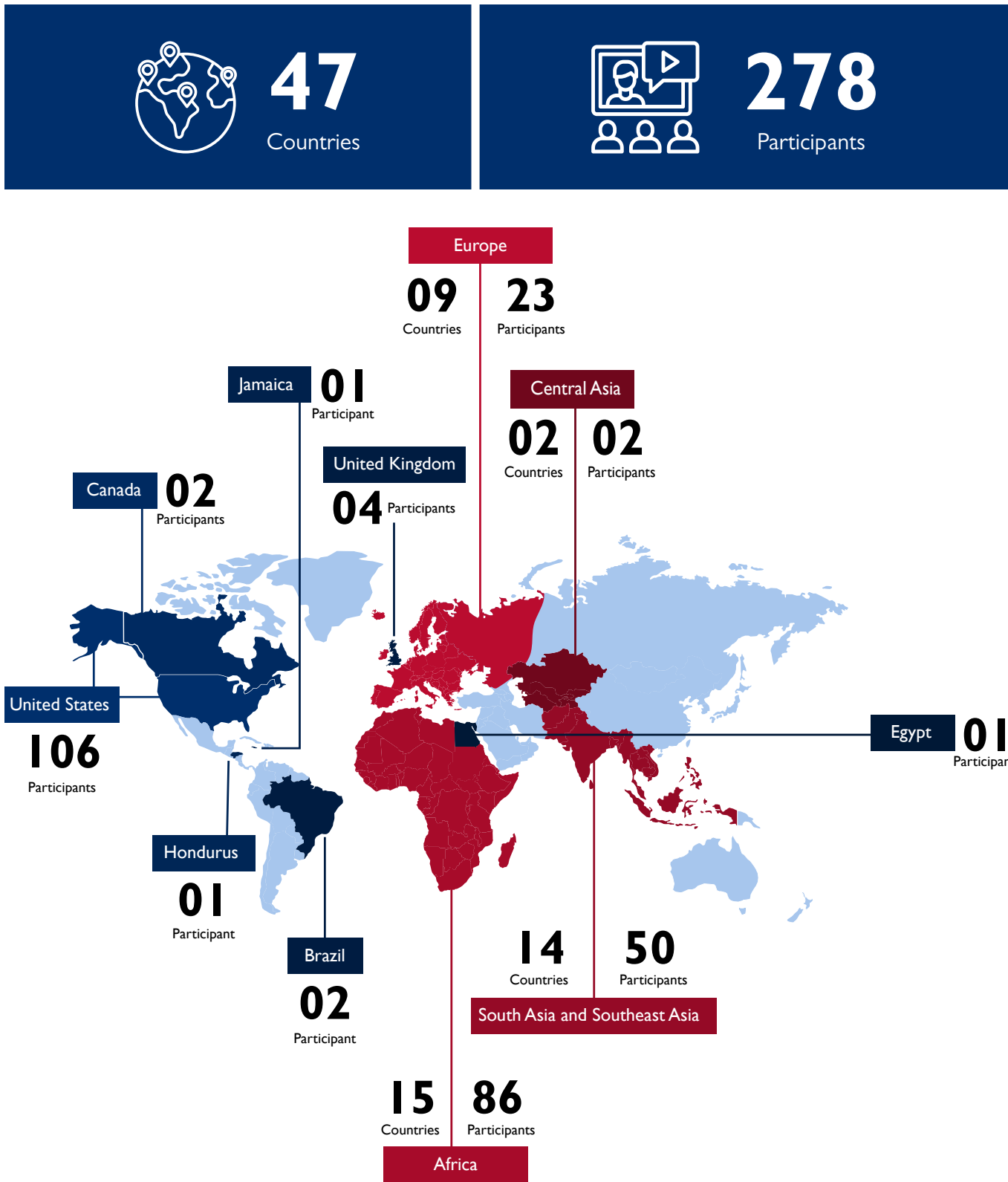
Joe Biden

President of the United States of America

- At the current pace, it will take another 132 years to close the global gender gap and no country has yet achieved full gender parity ([The World Economic Forum 2022 Global Gender Gap Report](#))
- Before the COVID19 pandemic, women represented about 39.4 percent of total employment with a dominance in sectors like hospitality and healthcare. In 2020, women represented nearly 45 percent of global employment losses and simultaneously the share of women in managerial positions worldwide stagnated. The share of women in managerial positions worldwide increased from 27.2 to 28.3 percent from 2015 to 2019, but remained unchanged from 2019 to 2020, the first year without an increase since 2013. ([The United Nations Sustainable Developmental Goals 2022 Report](#))
- Women's labor force participation sits at just over 50 percent, far below that of men at 80 percent. The pandemic has widened this gap and it will now take another 132 years to achieve gender equality. The difference in unpaid care work distribution between men and women had been significant well before the pandemic. Data collected during the pandemic shows that the reported increases in care work caused by school and care infrastructure closures created pronounced disparities. Women with children under six years of age, for example, absorbed a disproportionate amount of unpaid care work compared to men. ([The World Economic Forum Global Gender Gap Report](#))
- Women make up only 32 percent of the renewable energy workforce. This gap precedes the hiring stage, with only 62 women for every 100 men considered 'green talent'. ([IRENA's Renewable Energy: A Gender Perspective 2019 report](#))
- Women are more concentrated in climate-vulnerable sectors than men. It is estimated that women make up 48 percent of the global agricultural workforce – up to 69 percent in South Asia – and dominate the global fish processing sector at 85 percent according to the [Food and Agricultural Organization \(FAO\) of the United Nations](#).
- Women are a minority in the world of science with less than 30 percent of the world's researchers being women. Women in STEM publish less and receive less pay. The average rates for North America, Western Europe, and sub-Saharan Africa hover around 30 percent, with 18.5 percent in South and West Asia, less than 15 percent in India, dropping to single figures in Nepal. ([The UNESCO Institute of Statistics](#))
- Women often experience the impacts of climate change differently than men. A report released by the United Nations Framework Convention on Climate Change at the Bonn Climate Change Conference in June 2022, showed women and other marginalized groups can lead to more inclusive governance especially climate mitigation and adaptation policies. As the custodians of traditional and indigenous knowledge, indigenous people, especially women possess profound understanding of their local ecosystems, sustainable practices, and the intricate balance between humans and nature.
- Over 1 billion people in the world lack access to electricity and close to 3 billion lack access to clean cooking, with women bearing the greatest burden of energy poverty — it is their unpaid time and labor that is expended to gather biomass fuels for cooking, collect water or manually process grains and other foods. Household air pollution, linked to burning fuels such as wood, animal waste and charcoal, is responsible for about 2.8 million deaths every year, mostly among women and children. Therefore, greater access to energy services can improve women's health and well-being, free up their time and enable their economic empowerment while supporting the achievement of [Sustainable Development Goal 5: Gender Equality](#).

Policy Dialogue Participation

The digital participation to the Policy Dialogue opened up engagement opportunity globally with major attendance coming through from Africa, South and Southeast Asia, and the United States. The unequivocal participation in the dialogue with over 50 percent of the participants as female bears testament to women’s commitment to pushing the needle on clean energy policy and integrating climate-smart solutions at work. The participants represented private sector, civil society organizations and thinktanks, international development organizations and development finance institutions, educational institutions, utilities, regulators, energy, environment and infrastructure firms, national and subnational government agencies and ministries, philanthropic bodies, and research institutes.



Being Bold to Embrace Gender Equity: Experts Speak

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Gender equity and social inclusion are our fundamental cross-cutting priorities, central to all of our development efforts across all sectors.

SHEILA HOLLIS

Acting Executive Director, United States Energy Association

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Women's leadership is integral to addressing climate change and sustainable development in a systematic way, and I welcome the sustained push from USAID. In a post pandemic world, we continue to see a rise in backsliding in gender equality policies across sectors. More needs to be done if we are to achieve, gender equality and social inclusion.

DAMILOLA OGUNBIYI

CEO and Special Representative of the UN Secretary-General

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For gender equity and social inclusion or GESI, a one-size-fits-all approach does not work at the project intervention level. We, therefore, encourage our implementing developmental partners to conduct GESI analysis when designing the project to identify the most viable project-level interventions to achieve positive change for women and other under-represented and marginalized groups.

KRISTEN MADLER

Clean Energy Coordinator, U.S. Agency for International Development

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The more women we have in decision-making roles in government and private sector, the better the outcomes can be. When women get the opportunity to meaningfully engage in policy, resources get cleaner, more efficient and improve the lives of their communities.

HANA VIZCARRA

Senior Attorney, Earth Justice

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We need much more intentional interventions to really put women ahead of the curve for the jobs of the future. It means building green skills, digital skills, and more investment in STEM and tackling the enabling environment that are barriers for women. Like the care economy in equitable, affordable, and quality childcare and have proactive coaching and skilling in non-traditional jobs.

SAMANTHA HUNG*Chief of Gender Equality, Asian Development Bank*

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We have very flexible working hours and very flexible home office rules established well before COVID19 started and overall, a very modern, corporate working culture. And we also have a dedicated human resources process for those returning from parental leave to help quick reintegration into the company, particularly important for the energy sector and power trading which is a fast-moving dynamic sector.

KORA TÖPFER*Head of German Public & Regulatory Affairs, European Power Exchange*

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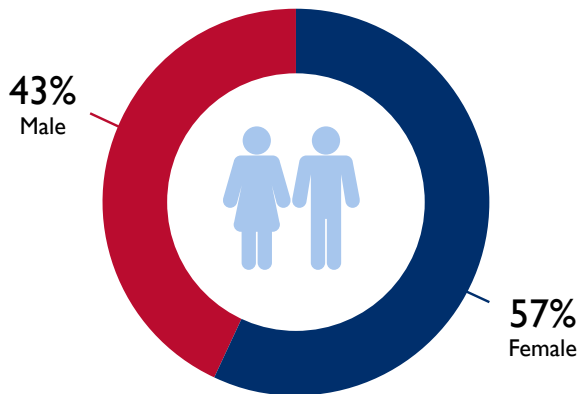
Training women to address gender biases and how those biases affect them and start mentorship programs encourage women to gain self-awareness to be able to stand up for themselves, speak up and begin to occupy spaces that were previously thought to be reserved for men only.

FLAVIA ANYIKO*Head of Risk Management, Uganda Electricity Generating Company Ltd.*

Key Survey Findings

The key findings noted here are the result of a survey conducted with registrants and participants of the dialogue. All responses are anonymous and not attributable except for speakers of the event who have granted explicit consent. A total of 478 registrants from 61 countries (including the final 278 participants from 48 countries) voluntarily responded to the questions. When disaggregated by gender, 158 of the 278 participants (approximately 57 percent of the participants) were female.

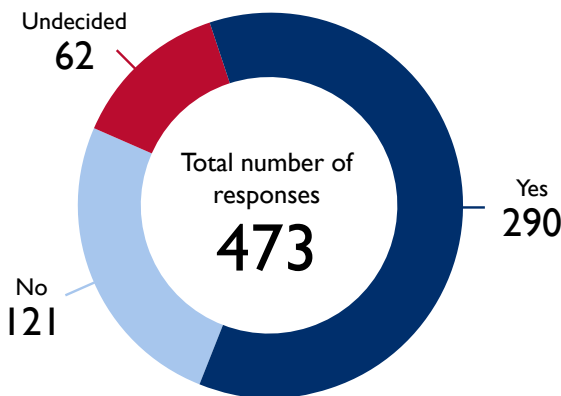
Gender Disaggregated data



Gender and Equality

Have you ever experienced gender inequality?

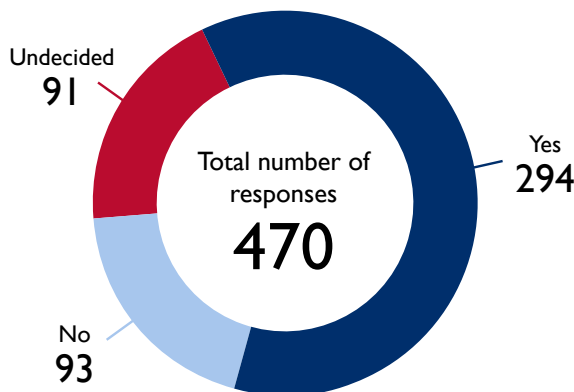
Of the respondents, 61.3 percent answered “yes” 25 percent “no”, and 13 percent “undecided”.



Gender and Workplace

Is there gender equality at your workplace?

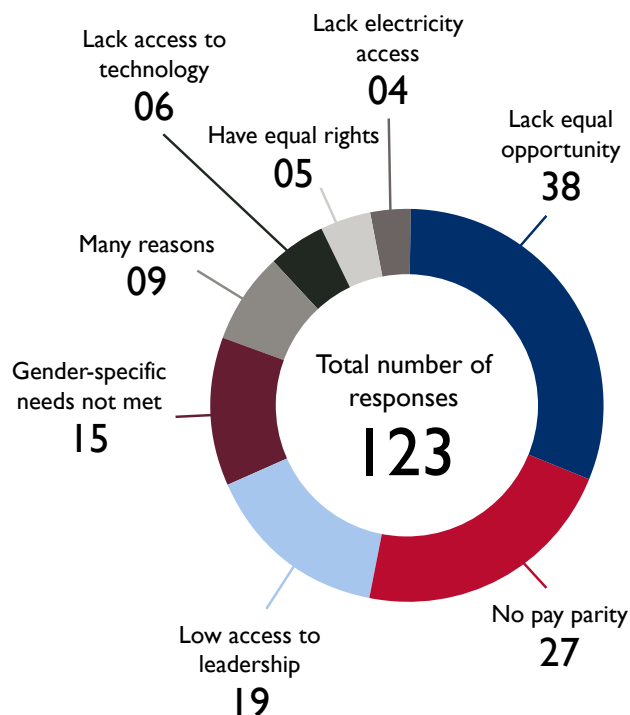
Of the respondents, 62 percent answered “yes”, 19.3 percent responded “undecided”, and 19.7 percent as “no”.



Did you know that drawing on funding previously announced during the United Nations Framework Convention on Climate Change (COP27), USAID will invest \$1 million in Gender Equity and Equality Action Fund resources to advance gender equality through efficient energy use in East Africa by scaling up productive energy use projects, building communities of practice, and increasing women’s access to financing for efficient appliances.

If you believe that men and women don't have equal rights in your workplace, please specify the rights that one gender doesn't have.

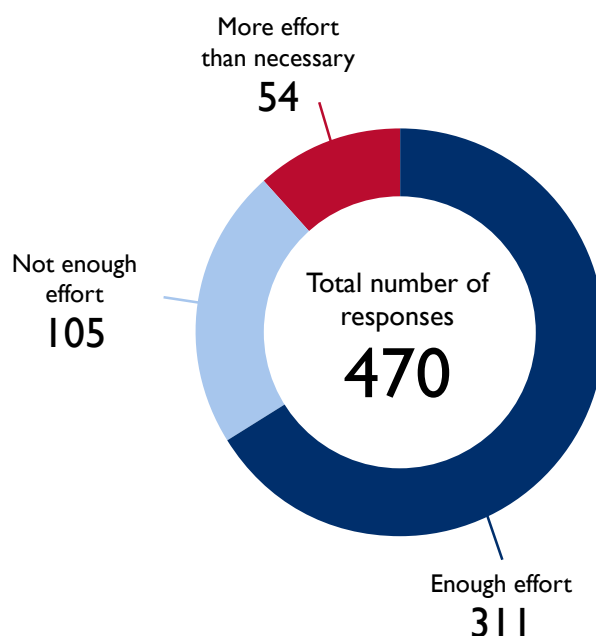
Of the respondents, 30.8 percent answered that the lack of equal opportunity to be promoted to leadership position resulted in the lack of gender equality in workplaces. Of the relevant responses, 22 percent attributed the disparity to lack of equal pay or pay parity, 15 percent to lower access to leadership positions and pay parity, and 12 percent to lack of women's specific unique needs remaining unmet (e.g., maternity, childcare etc.)



Do you feel your organization places...

- An appropriate amount of effort to ensure gender equity in the workplace.
- Does not put enough effort to ensure gender equity in the workplace.
- Puts more effort than necessary to ensure gender equity in the workplace.

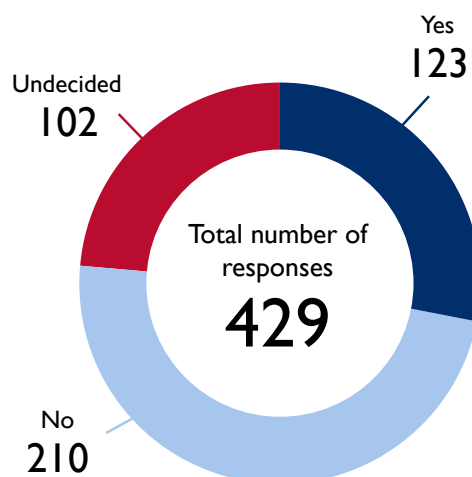
Of the respondents, 66 percent consider that their organizations are doing enough to ensure gender equity in the workplace while 22 percent believe the contrary and a meagre 11.4 percent believe their organization is putting more effort than necessary to ensure gender equity at work.



Gender and Energy Sector

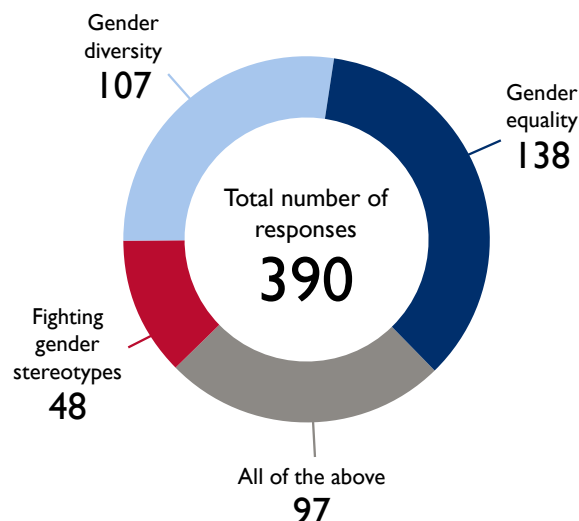
Do you feel people of different gender identities get equal rights in the energy sector in your country?

Of the respondents, 61.3 percent answered "yes". We received 25 percent "no" as response and 13 percent "undecided".



What is your organization currently prioritizing?

Over 35.3 percent of the respondents reported that their organizations are currently prioritizing gender equality, 27 percent specified that their organization is prioritizing diversity, 12 percent chose fighting stereotypes as their organizational priority, and 24 percent responded “all of the above”.



List your top practical actions, supporting diversity, equity, and inclusion in the workplace?

Respondents were asked for practical actions and recommendations to support diversity, equity, and inclusion in the workplace. The respondents provided recommendations that laid special emphasis on removing policy barriers, enhancing awareness, addressing organizational work conditions, recruitment patterns, and career advancement training, primarily to achieve freedom from biases.

Work Place



Policy

- Establish clear gender policy and gender mainstreaming guidelines
- Prioritize and mandate comprehensive gender diversity, equity and inclusion policies in the workplace
- Create a Gender Equity and Social Inclusion Working Group to ensure policy implementation
- Regularly review the policies to ensure career growth, employee welfare, and gender sensitization
- Ensure transparent engagement and legal framework for equal opportunities and all genders to thrive
- Create a grievance mechanism



Training

- Mandate diversity, equity and inclusion and gender mainstreaming training to enable policy implementation
- Have cultural intelligence training to recognize, identify and remove invisible biases
- Provide training and grievance mechanisms for sexual harassment
- Offer capacity building and leadership training to open multiple paths to promotion



Champions and allies

- Encourage male allyship to uproot stereotypes
- Have pipeline in place for women's advancement to leadership positions and senior roles
- Mentor younger women and nurture young talent for management roles and fellowship
- Build programs for intentional networking and learning opportunities
- Encourage women's input in decision-making
- Allow all genders equal access based on merit



Hiring

- Ensure gender balance during the hiring process
- Make hiring practices gender neutral and hiring rates equitable
- Support merit led career development
- Intentionally hire diverse talent

Rights and Benefits



Pay

- Ensure pay parity
- Provide equal pay
- Fix salary by job function
- Hire a third-party organization run a pay equity analysis



Women's Strategic needs

- Allow women equal say in meetings
- Provide flexible work schedules
- Provide maternity leave
- Ensure women's empowerment through shift operations
- Provide a safe work environment
- Safeguard a work-life balance





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