



# Reinventing Women's Roles in the Energy Sector

## *Linking SDGs 2-4-5-7*

Advancing the 2030 Agenda  
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# SDG Targets Concerning Women's Engagement in the Energy Sector



**Target 2.3:** By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women...including through secure and equal access to land, other productive resources and inputs...



**Target 4.5:** By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training...



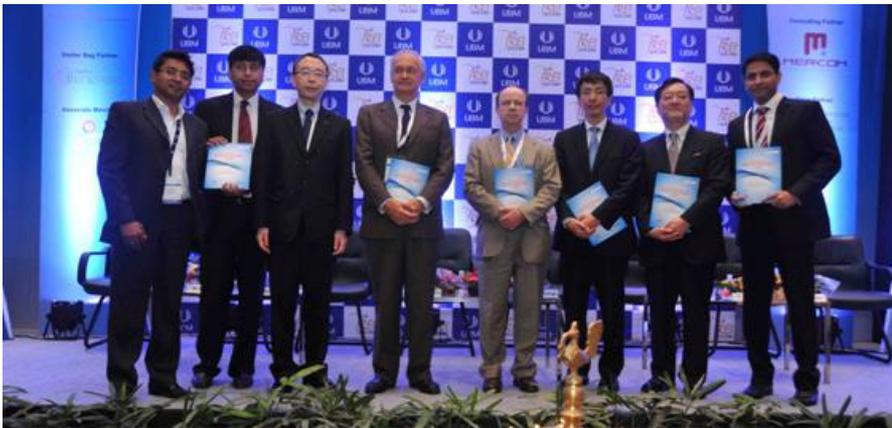
**Target 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking...

**Target 5.A:** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services....



**Target 7.1:** By 2030, ensure universal access to affordable, reliable and modern energy services.

Women make up about one quarter of global energy workforce, with majority in admin, human resources, or marketing positions.



More detail on workforce data:  
[Pearl-Martinez & Stephens, 2016. Toward a gender diverse workforce in the renewable energy transition, Sustainability Science, Practice, and Policy.](#)

# Elevating the dialogue on women's engagement from the household level to the entire energy value chain

**Current focus**



Household end users



generation



transmission & distribution



private investment



technology & manufacturing



# A conceptual shift is needed in the energy sector to imagine new roles for women



Technical roles (engineers, plant operations)

Entrepreneurs, vendors, suppliers

Entry-level workers (solar installers, infrastructure)

Private sector executives and board members

**What can the energy sector learn from other sectors? Gender balance in employment is a good business practice, generates financial returns.**

## The economic case for gender parity



**\$28 trillion**

of additional annual GDP in 2025 in the full-potential scenario of bridging the gender gap...

... equivalent to the **combined US and China economies today.**

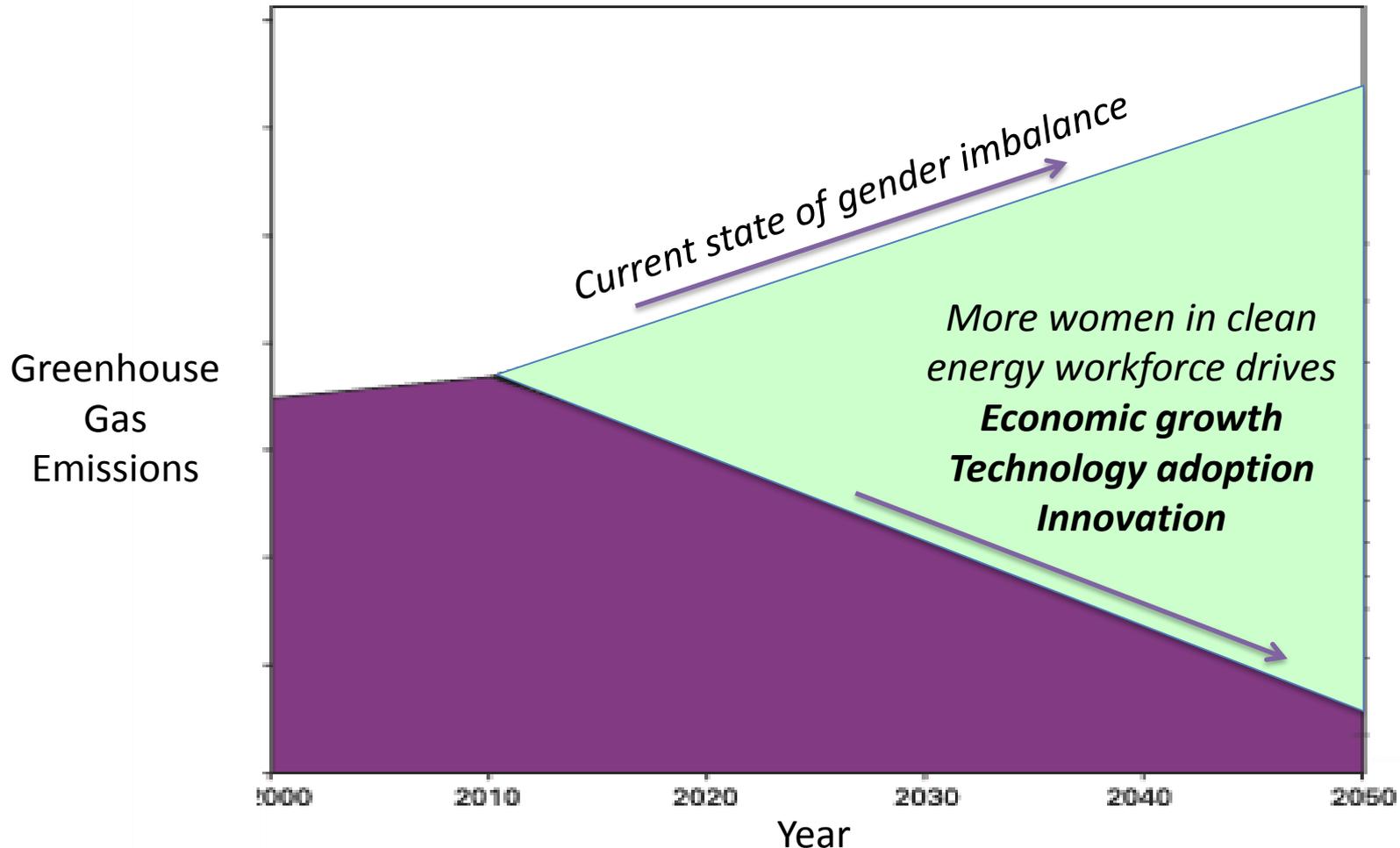


**\$12 trillion**

could be added in 2025 if all countries matched their best-in-region country in progress toward gender parity.

*Equal to 2x the likely contribution of women to global GDP growth in the business-as-usual scenario*

Evidence from other sectors on the economic impact of gender balance suggests that women's empowerment in clean energy workforce may contribute to emissions reductions.



# Example: Kenya Power & Lighting Company

- Adopted Gender Policy
- Interest free loans with 2 year repayment targeted at women's businesses
- Target of 30% women by 2015 to recruit women as technicians, engineers, board
- Gender training for all technical and management staff
- Women's employment targets for contractors for on and off grid renewable energy programs
- Gender disaggregation of customer satisfaction report; results reported to Gender and Energy ministries



# Example: GRID Alternatives 'Women in Solar initiative' in the US

- Women learn technical skills by learning to install solar panels for low-income households
- Women-only solar installations are organized
- Team leaders gain hours toward taking the solar installer exam
- Job referrals to company partners
- Funded by major solar company



Photo: GRID Alternatives

# Example: USAID monitoring of labor data in utilities worldwide

**TABLE 6. PARTNER UTILITIES: GENDER-DOMINATED DEPARTMENTS**

	Macedonia	Georgia	Jordan		Kenya	Nigeria	
As a percent of employees	EVN Macedonia	Energo-Pro	EDCO	IDECO	KPLC	EKEDP	IBEDC
Departments with Most Men	Technical Field Operations						
Total Men (as a percent of all employees)	745 (37.7)	1,692 (32.3)	584 (45.0)	468 (39.9)	3,970 (37.4)	994 (46.1)	929 (39.5)
<b>Total Women</b>	<b>12</b>	<b>185</b>	<b>0</b>	<b>0</b>	<b>2190</b>	<b>19</b>	<b>26</b>
	Macedonia	Georgia	Jordan		Kenya	Nigeria	
As a percent of employees	EVN Macedonia	Energo-Pro	EDCO	IDECO	KPLC	EKEDP	IBEDC
Departments with Most Women	Finance	Finance	HR	Engineering	Technical Field Operations	Customer Service	Finance
Total Women (as a percent of employees in department)	89 (71.7)	35 (66.0)	40 (31.0)	13 (23.3)	2190 (36.0)	193 (55.5)	107 (50)

\*Missing data or no data received

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