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**Engendering Utilities
Program**

Improving Gender Diversity in Power Sector Utilities

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USAID, Office of Global Climate Change





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Overview and Goals of Engendering Utilities Program

Program Scope- Increase the economic participation of women in Electrical Distribution Companies (DISCOs)

- Phase I- Data Collection & Analysis
- Phase II- Implementation





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Key Findings

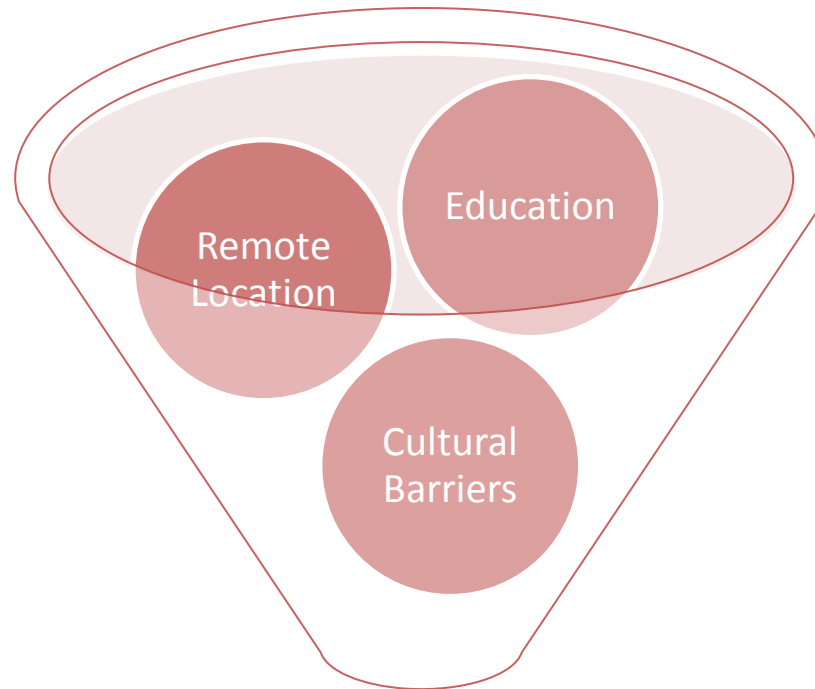
- Overall- women comprised 13% of workforce within the utilities sampled
 - Women engineers working in companies during the period of the study made up 13.5% of engineers, better than the worldwide average of 12%
- Women held top leadership positions in a variety of positions reporting directly to the CEO or Managing Director
- Women are not benefiting to the extent that men are from internship and training opportunities
- Women were represented in all job categories across the sampled utilities





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What are the challenges facing companies for hiring more women?





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Program Interventions

Engendering Utilities Toolbox



Training Women for Leadership



Assisting Customer Service Operations in Partner Utilities



Improving Human Resources Strategies to Recruit Women



Gender Audits and Gender Seals



Improve Professional Career Development Programs



Community Outreach to Build the Next Generation Workforce





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Thank you!

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