Improving Gender Diversity in Power Sector Utilities

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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
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
What are the challenges facing companies for hiring more women?
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
Thank you!

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