



Background

Through its global programming and efforts to influence policy, USAID places a high priority on gender equality and women's empowerment. They seek to integrate and advance gender equality in all of USAID's international operations through a network of over 180 gender advisers and representatives who are already part of their organisation. Women presently make up 32% of overall employment in the worldwide renewable energy sector. The energy sector remains one of the least gender diverse sectors in the economy. Women face structural and cultural challenges and the lack of women in leadership positions in the clean-energy sector compounds the difficulty in recruiting and retaining female leaders. Women can often play as key drivers of innovative and inclusive solutions. As such, gender diversity and the broad participation of women in the energy sector are needed for a successful clean energy transition.

Interventions

Human Capital Assessment

The energy industry remains overwhelmingly male-dominated, with women accounting for fewer than 20% of the labor force in 2015 and just 16% of board positions in the top 200 utilities.

South Asia Regional Energy Partnership (SAREP) is conducting a gender assessment of key stakeholders of partner countries as part of its development of an integrated strategy. This assessment aims to improve partner organizations' collective capacity in various areas, with gender being the most critical component.



Development of a Comprehensive GESI Action Plan and Policy

SAREP will analyze gender integration trends and assist firms in updating their respective human resources (HR) policies. The project will strengthen internal gender-equity practices by leveraging the Engendering Utilities Framework and offering coaching support to partner organizations as they create GESI action plans.

Proactive Outreach and Advocacy for Gender Parity and Social Inclusion

SAREP supports proactive communication and advocacy that focuses on:

- Women's empowerment, as well as the empowerment of other genders and underprivileged communities
- Encouraging entrepreneurship and addressing social and political impediments to social inclusion in South Asian energy systems
- Strategic communication campaigns, webinars, capacity-building workshops, and seminars



Collaboration with South Asian Women in Energy (SAWIE) and Other Key Initiatives

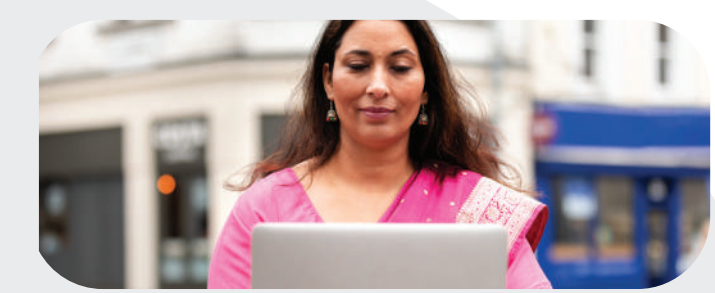
SAREP collaborates with SAWIE and other credible networks, projects, and platforms involved in gender and social inclusion.

SAREP will also help SAWIE expand its mentorship, leadership, and training programs throughout the region, and will collaborate with the body to promote gender mainstreaming in the energy industry.

Cross-cutting Interventions with Technical and Communication Sub-activities

To guarantee that all SAREP events and sub-activities consistently communicate GESI themes, the following areas have been prioritized by the program:

- Challenging biases
- Inclusion
- Representation
- Communication



Awareness and Training

SAREP has developed a variety of initiatives to increase awareness and facilitate the employment of women in the energy industry, including a gender-balanced approach to training across institutions and promoting women's leadership and gender equality events. Examples include:

Demystifying the Gender, Energy and Environment Nexus

To end gender disparity SAREP has taken initiatives to:

- Create and spread informational and educational materials that dispel gender stereotypes.
- Compile the experiences of women who want to challenge prevailing stereotypes in decision-making.
- Feature the women who are already working in the energy sector.
- Invite renowned gender and youth campaigners to "lunch and learns."



Way Forward



Prioritizing GESI in energy sectors is not only the right thing to do but is quintessential due to a lot of factors, some of which include::

- Better representation and decision-making: By ensuring women's representation in leadership and decision-making, equality in the energy sector promotes diverse and inclusive solutions.
- Enhanced productivity and efficiency: Organizations with gender-diverse teams outperform those with homogenous groups in innovation, creativity, and performance.
- Better community involvement and sustainability: Women's ideas and experiences can contribute to making energy solutions more sustainable and receptive to the local community's needs.



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GENDER EQUALITY AND SOCIAL INCLUSION (GESI): MAKING GENDER EQUALITY & SOCIAL INCLUSION A NORM

SOUTH ASIA REGIONAL ENERGY PARTNERSHIP (SAREP)