

2022 ECONOMIC AND ENVIRONMENTAL DIMENSION IMPLEMENTATION MEETING  
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Session 2

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BARRIERS AND OPPORTUNITIES  
FOR ADVANCING WOMEN'S PARTICIPATION  
IN THE ENERGY SECTOR

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CONTEXT

- **Energy access:** While there is growing energy access, not everyone is covered yet. In particular, women tend to have less access to and control over energy and energy services than men.
- **Different needs and uses:** Women and men use different kinds of energy, for different purposes.
- **From victims to change agents:** Women can play a crucial and transformational role in scaling access to energy, esp. in remote communities.

## CONTEXT

- Women are **under-represented** in the energy supply chain and in decision making.
- As a result, energy policies, plans, programs and projects tend **not** to be **gender sensitive**: Women's voices, needs and priorities are not reflected into energy products, services, markets, etc.
- **Risks**: Gender-blindness risks aggravating existing inequalities and undermines the achievement of Agenda 2030.

## BARRIERS

- Lack of systematic gender disaggregated data
- Cultural and social norms and stereotypes
- Few women in STEM
- Corporate practices and policies (e.g., recruitment and employment)
- Regulatory limitations

## OPPORTUNITIES

- Proactive measures at policy, corporate and collective levels
- Partnerships with educational stakeholders
- Women's employment, esp. women's entrepreneurship
- Tools and approaches: e.g., Gender audits, gender analysis, gender action plans, gender mainstreaming
- The "Gender & Energy Compact"  
([www.genderenergycompact.org](http://www.genderenergycompact.org))
- The Just Energy Transition



- Mentoring Program on "Empowering Central Asian women in renewable energy" (30 women, 5 CA pS, with GWNET)
- "Empowering young Central Asian women in the energy transition" – in partnership with technical universities in CA (100+ students, with DKU)
- Regional workshop on "Fostering women's participation in the energy sector" - Astana 7-8/12/2022, for policymakers and industry (with UNDP)
- "Empowering rural women along the energy value chain" - Pilot projects will come in 2023
- Policy brief on barriers and opportunities for CA women in energy (with "Qazaq Green" and DKU)
- "Analysis of the gender dimension and job creation potential of renewable energy deployment in Central Asia" (with GWNET and IRENA)

## The Central Asian context



## «Qazaq Green» Association



A single platform for Kazakhstani and international players in the renewable energy industry



The goal is to consolidate the industry:  
To unite entities in the field of renewable energy in order to create favorable conditions for the development of the industry



Mission:  
Formation of a holistic position of the Association's participants to obtain attractive conditions for investing in renewable energy projects



Committee:  
«Ladies in green» was created at the Association in August 2022

### Accreditation of the Association:



For more detailed information, visit our website [www.qazaqgreen.kz](http://www.qazaqgreen.kz)

### Members of Association



### Accredited observers



### Partners of Association

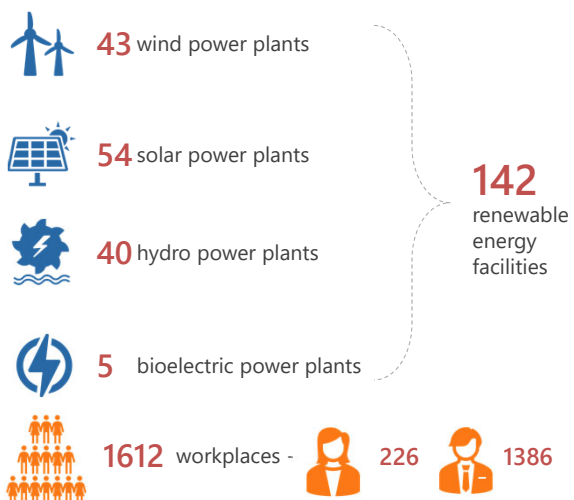


## BARRIERS FOR WOMEN EMPOWERMENT IN THE ENERGY SECTOR IN CENTRAL ASIA

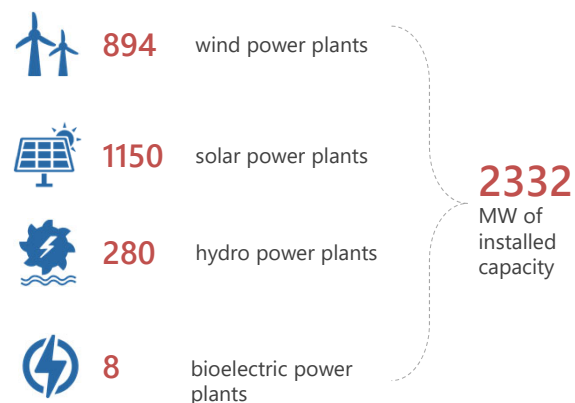
1. Gap in the labour market and in wages, between men and women
2. Under-representation of women in leadership positions in the energy sector
3. Increased time poverty for women
4. Patriarchal values and culture (esp. in rural areas)

## Monitoring of renewable energy development in the Republic of Kazakhstan

The number of renewable energy facilities for today (share – 3.7%)



Installed renewable energy capacity, MW





## RECOMMENDATIONS

1. Incentivise and support **girls' education in STEM** disciplines, incl. energy.
2. Support the active role of women, through participation in working groups, discussions and engagement in **decision-making** bodies (e.g. Parliament).
3. Adjust **corporate cultures**.
4. Create **conducive working environments** for working mothers (e.g. flexible working hours, child-care facilities, remote working, parental leave for men).
5. Create **women`s networks** and mentorship programs.
6. Promote **internship opportunities** to expand the female talent pool.

Thank you!

