



Launching Event

Power with Full Force: *Getting to Gender Equality in the Hydropower Sector*

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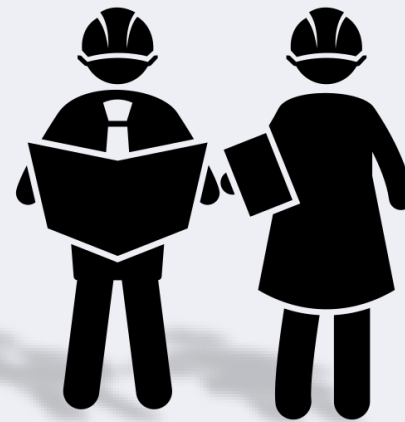
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I. Hydropower and Gender

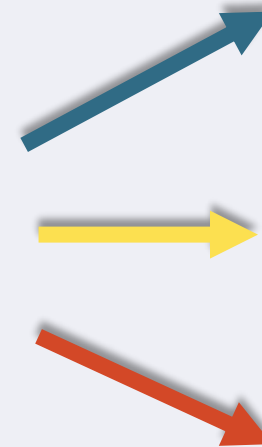
Why are we here?

3.7 M jobs are needed in the Hydropower sector by 2050

Also tackling climate change goals.



Including more men and women is needed. However...



Including more women in the sector will lead to:

- Poverty reduction
- Improved business results
- Better and efficient decision making
- Better work environment

Methology

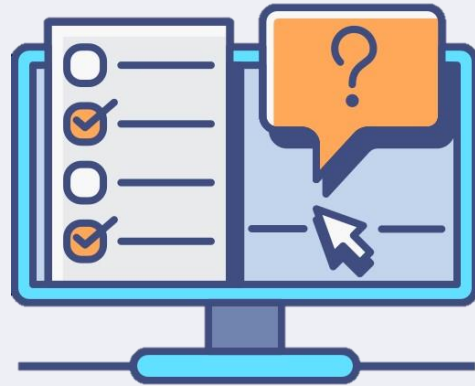
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1



Literature Review.

2



900 online
survey
responses.

3



60 in-depth
interviews.

4



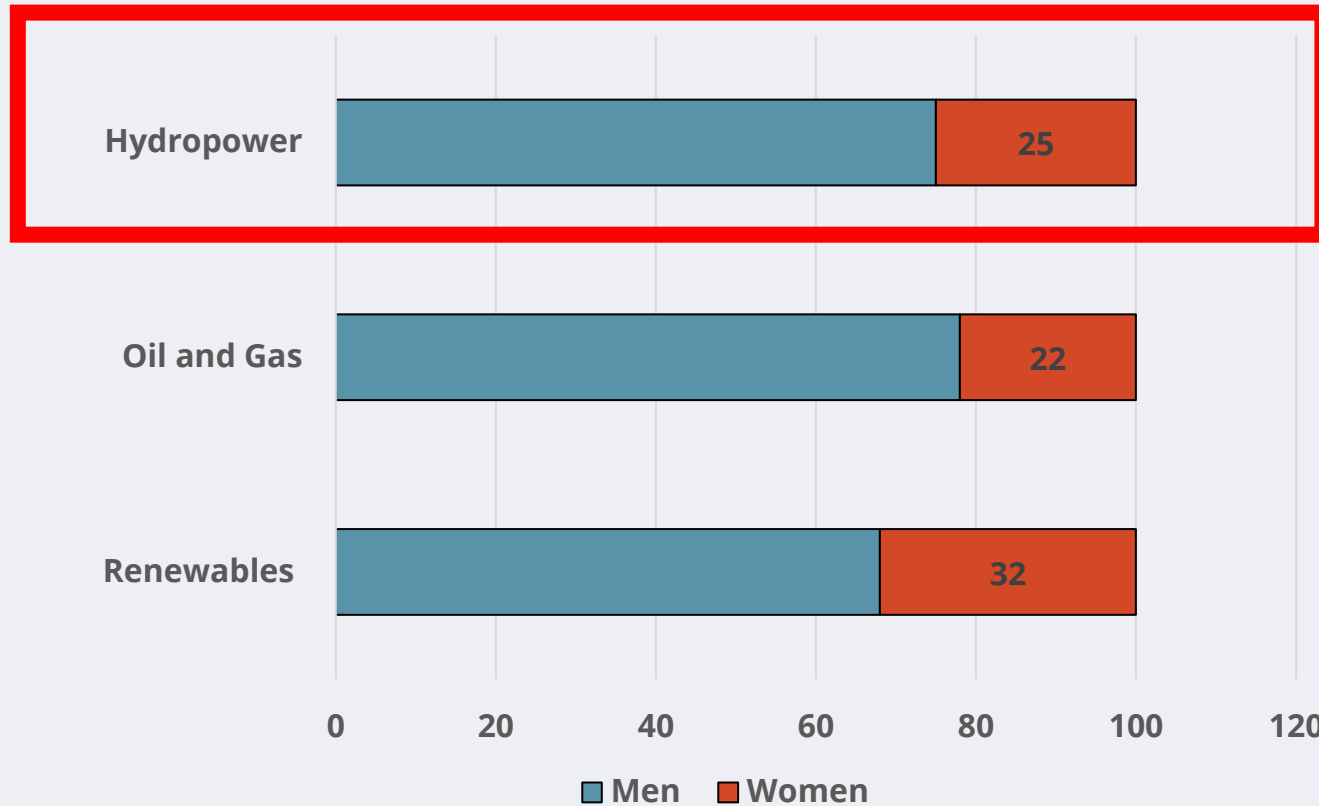
Development of
case studies.

II. Women's Employment in the Hydropower Sector

Women are Underrepresented in the Hydropower Sector

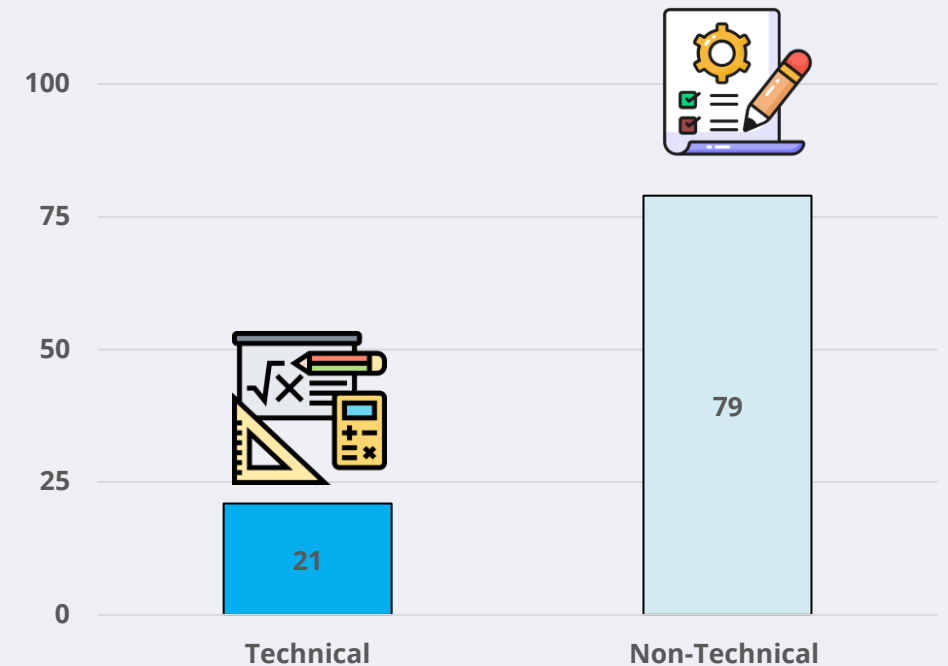
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Distribution of men and women in the energy sector (Percentages)



Source: The World Bank, 2023

Survey results: Distribution of Women by Type of Role (Percentages)



Source: The World Bank, 2023

Women are Underrepresented in the Hydropower Sector Management

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Mid-level management positions

29%

are women

Board of Directors

19%

are women

Sr. Executive Positions

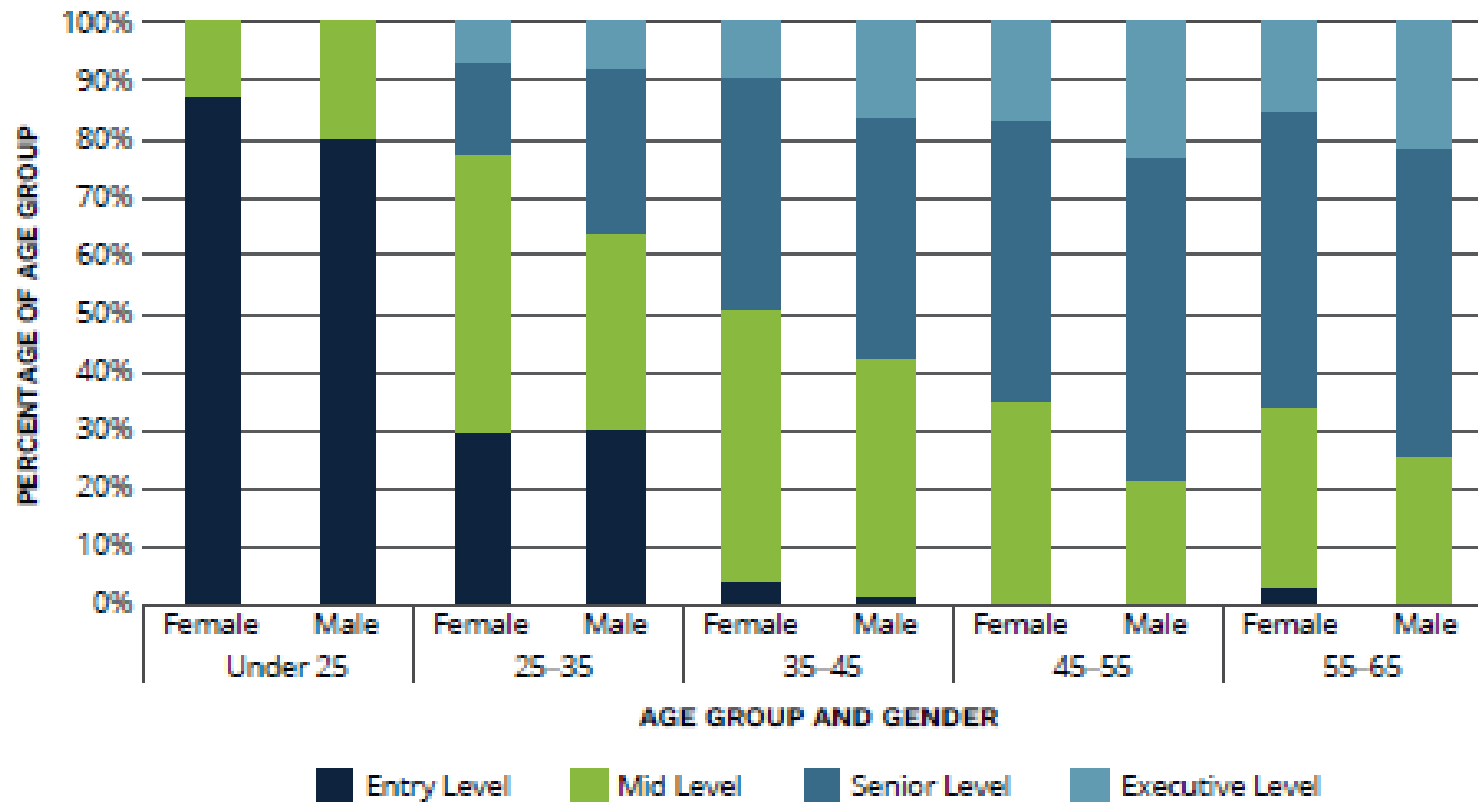
24%

are women



Women progress less than men

Self-Reported Career Level of Survey Respondents, by Sex and Age Group



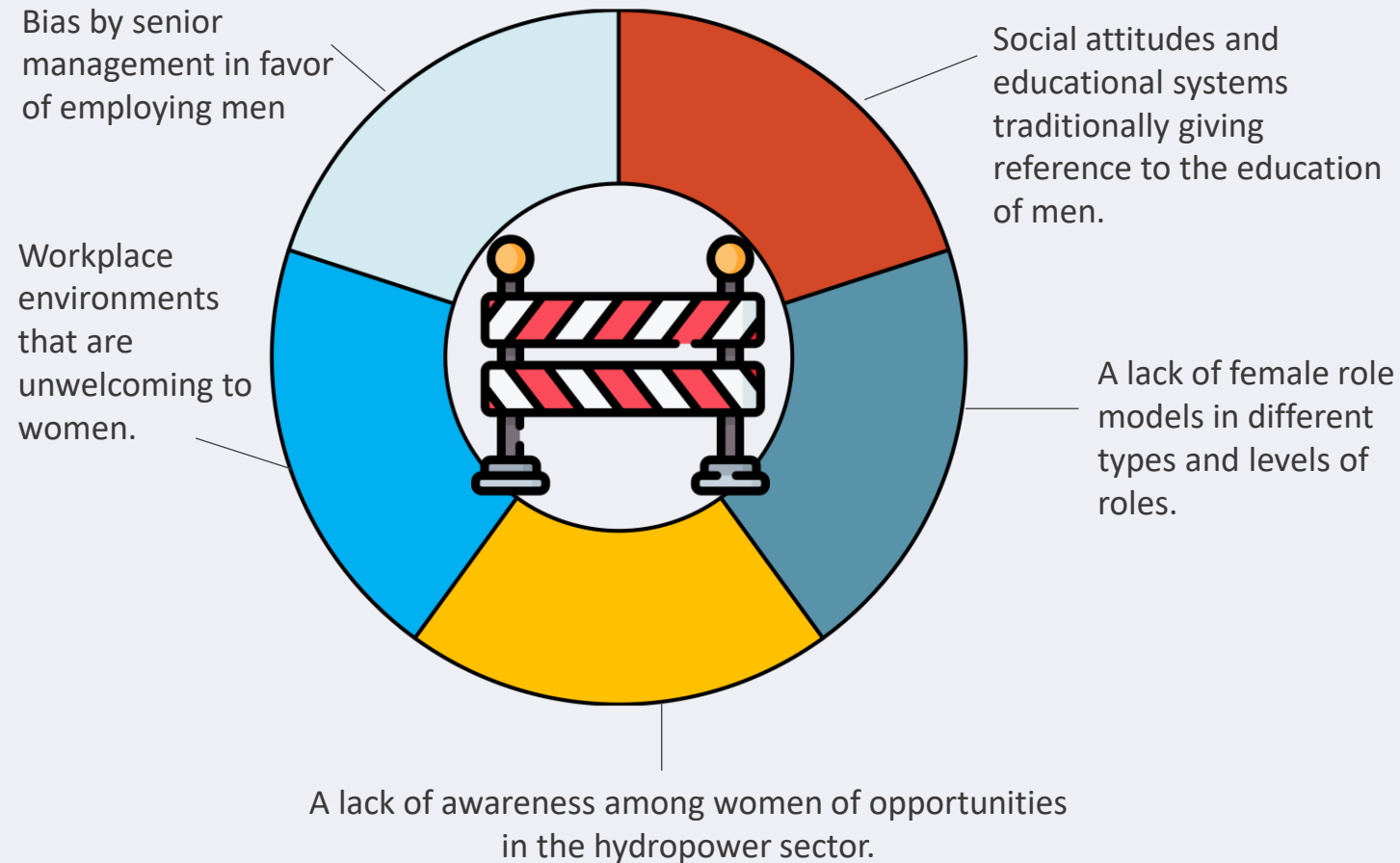
Source: World Bank data.



II. Barriers to Gender Equality in the Hydropower Sector

Barriers that explain the gender gap

Most frequent barriers found in literature review, surveys responses, interviews and focus groups



Barriers that explain the gender gap mostly commonly selected by female and male respondents

1 Low proportion of women with relevant STEM skills

2

Lack of female role models

3

Lack of awareness of opportunities in the sector

4

Bias by senior management



5 Workplace environments that are unwelcoming to women

2

Lack of awareness of opportunities in the sector

3

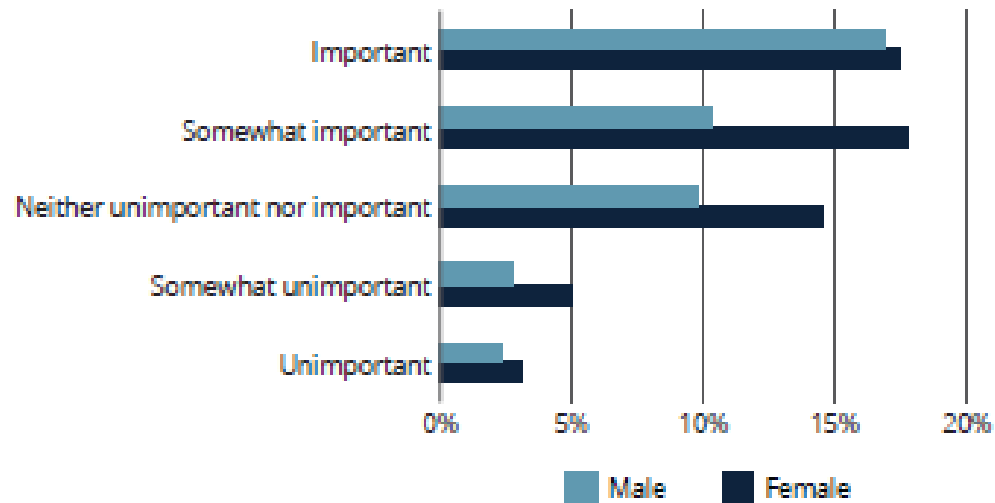
Lack of interest among women

4

Lack of female role models

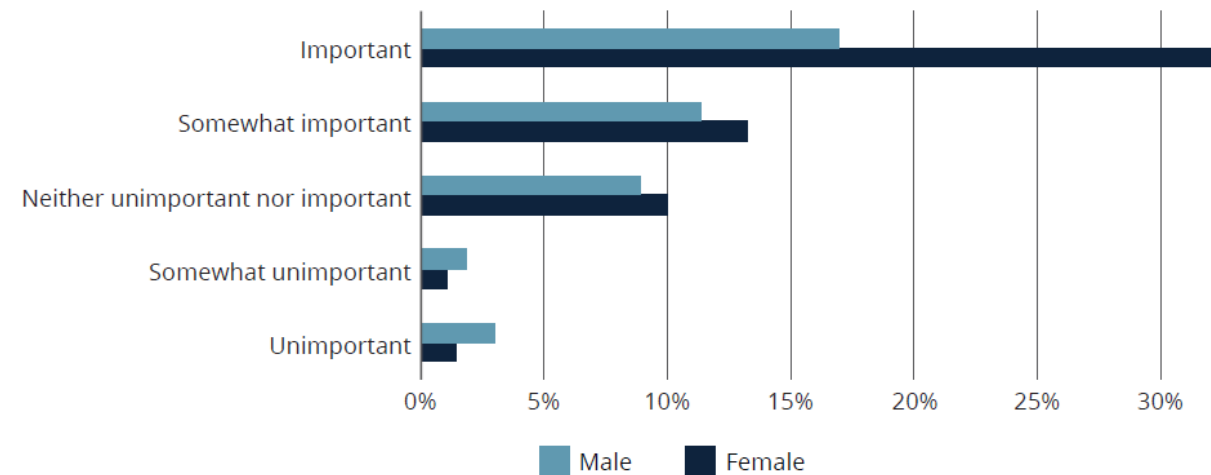
Women perceive gender diversity to be important for their workplace... men are less convinced

Perception of the Importance of Gender Diversity for the Company (and CEO), by Sex



Source: World Bank data.

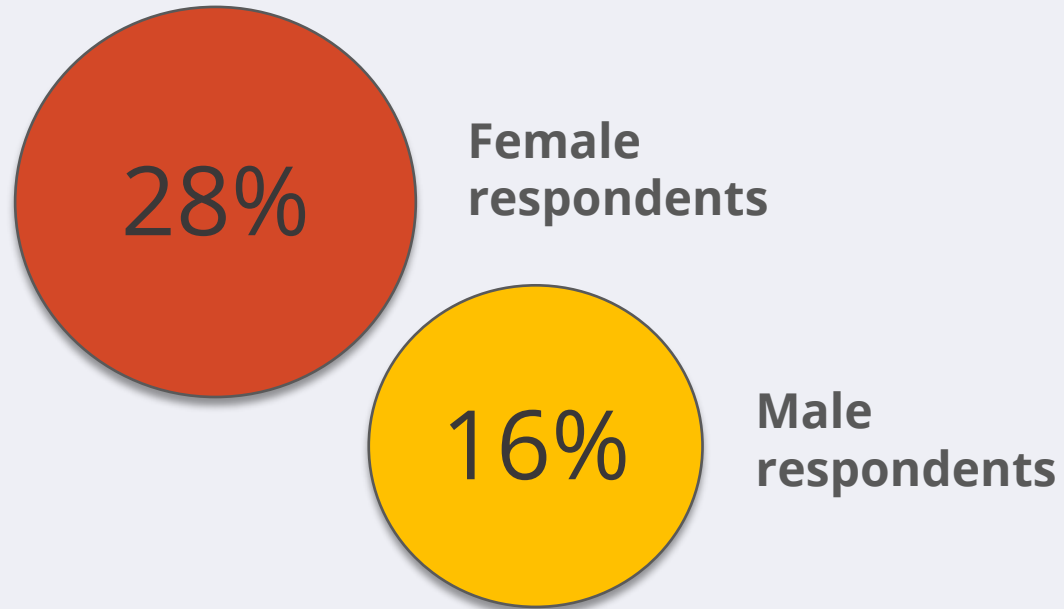
Perception of the Importance of Gender Diversity (for Self), by Sex/How Important is Gender Diversity in the Workplace to Your Company, to You?



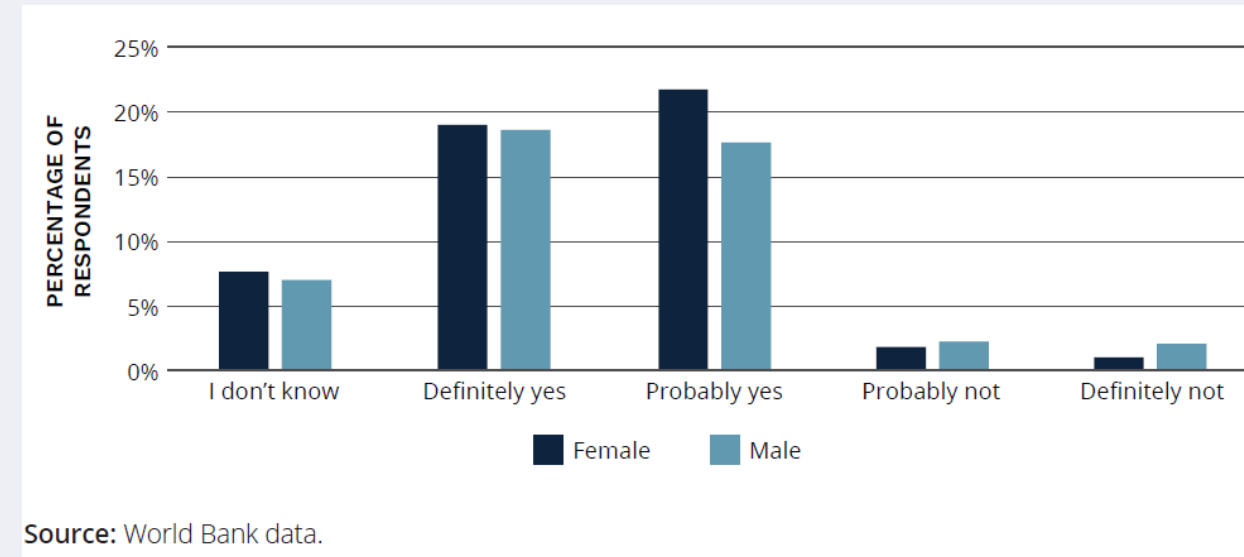
Source: World Bank data.

Perceptions of the Hydropower Sector and Workplace Environments

Is hydropower perceived as gender inclusive as other sectors? Not so much...



Anticipation of Work in the Sector in the Future, by Sex

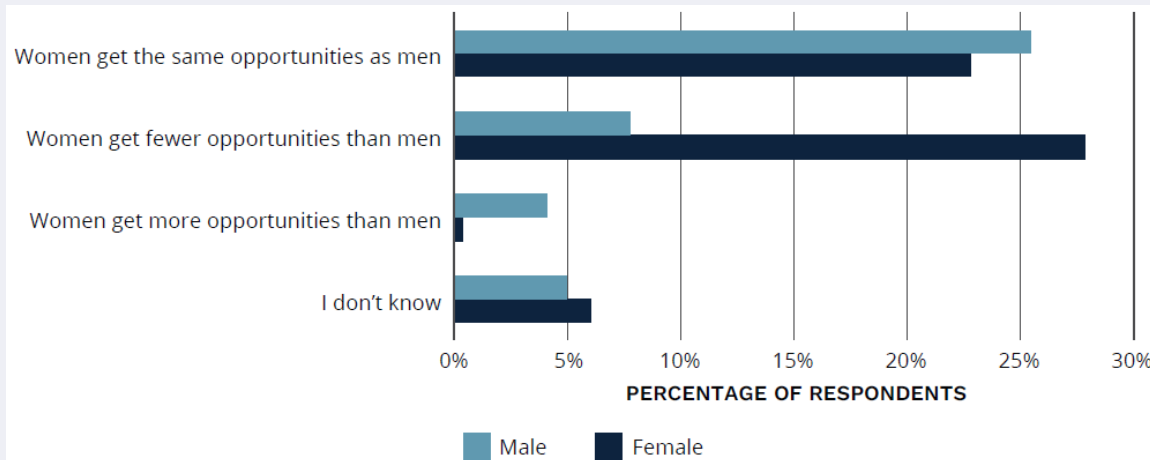


Think that the hydropower sector is **LESS** gender-inclusive than other renewables sectors

Perceptions of the Hydropower Sector and Workplace Environments

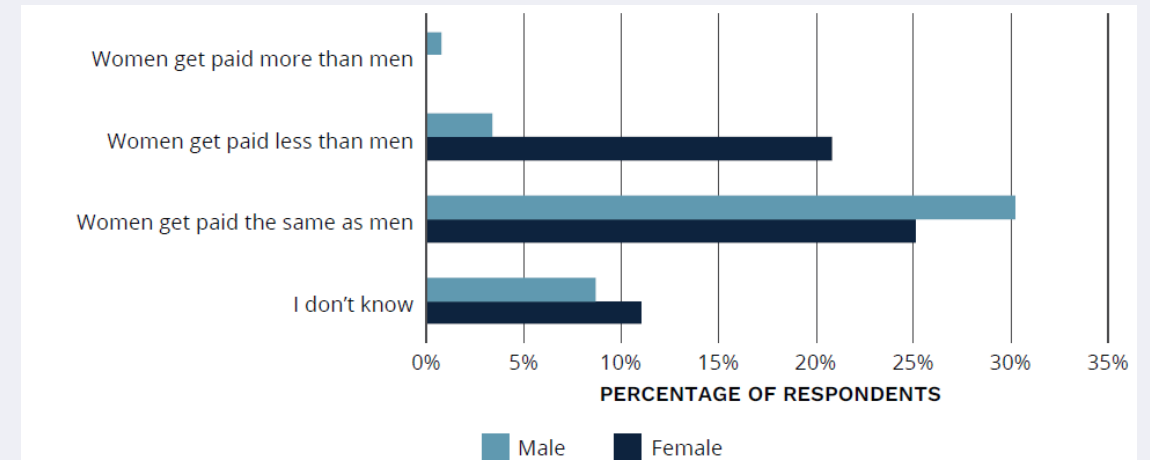
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Perceptions of the Gender Opportunity Gap in Hydropower Companies



Source: World Bank data.

Perceptions of the Gender Salary Gap in Hydropower Companies



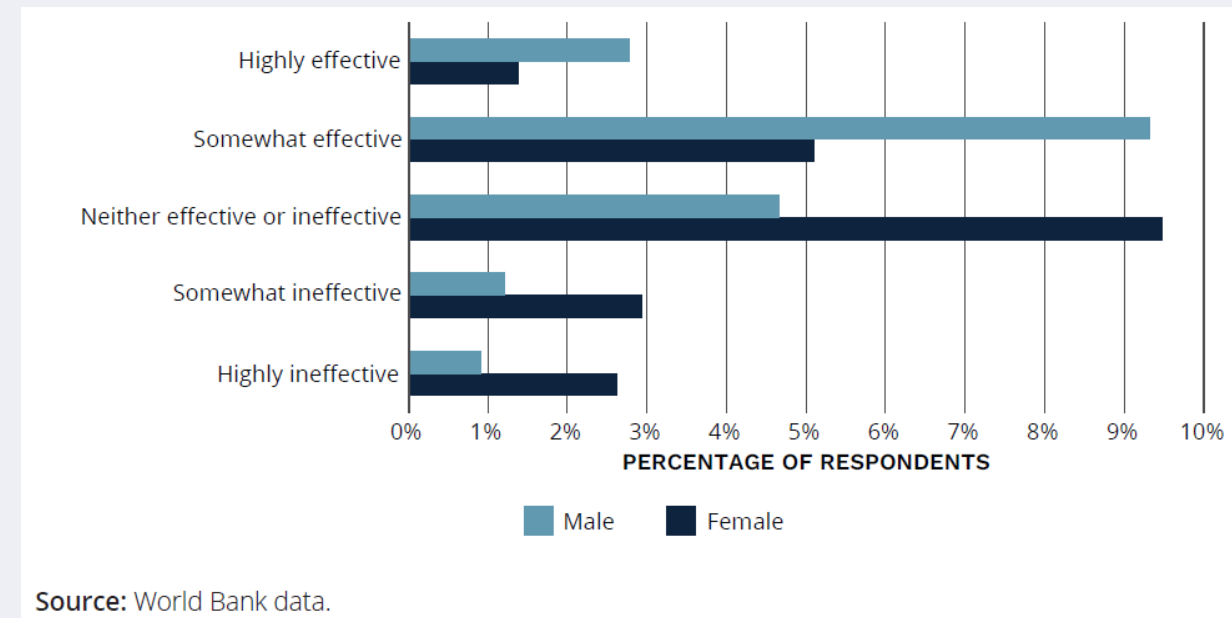
Source: World Bank data.

Timid Efforts to Improve Women's Participation: Gender Policy Implementation Limitations on Work-Life Balance Benefits

The percentage of companies with gender policies

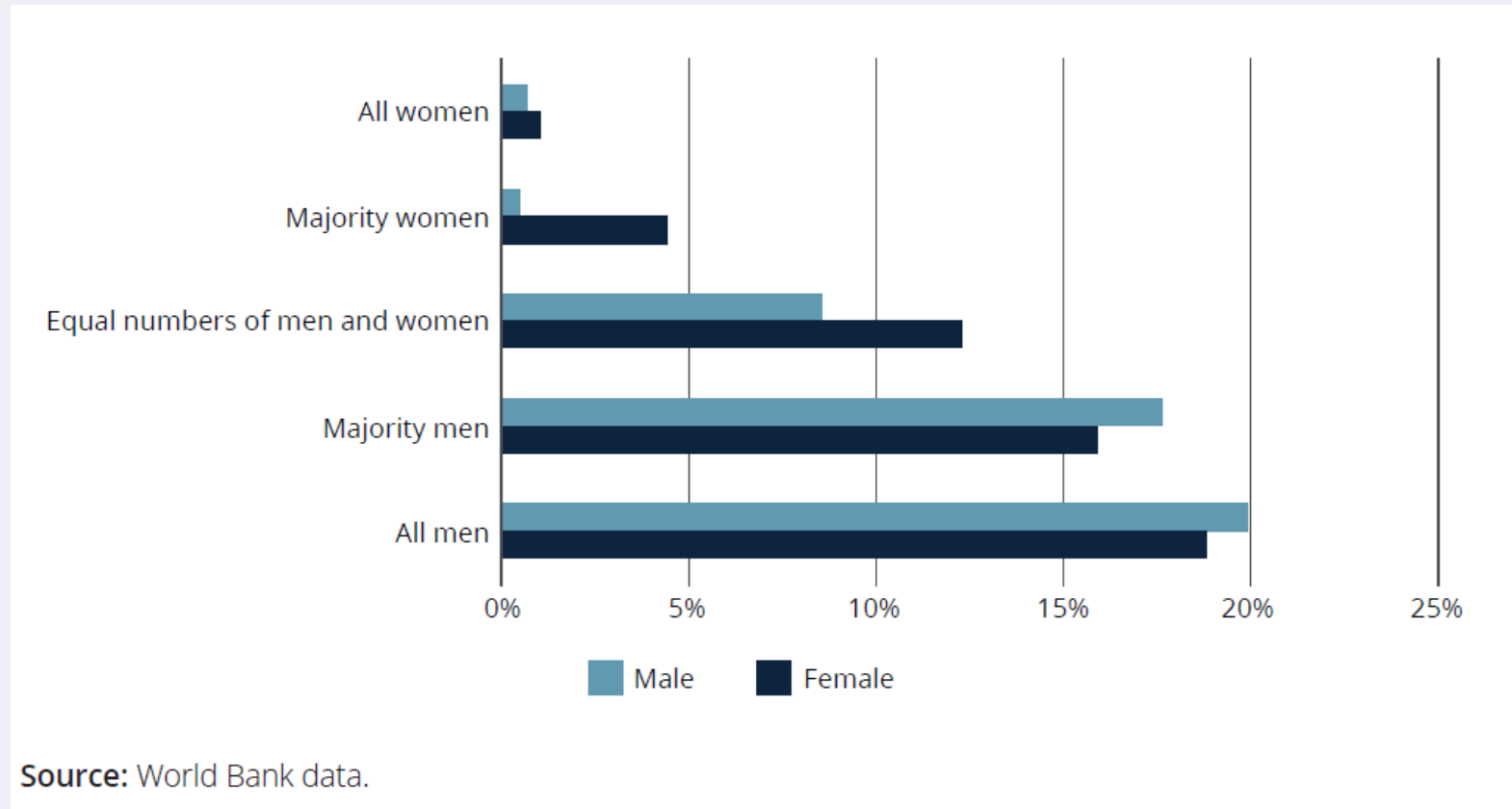
40%

Efficiency of Gender Policies at Workplace, by Sex



Lack of Female Role Models in the Sector

Career Progress: Survey Responses, by Sex, to the Question “What Was the Gender of the Senior Staff Members Who Supported Your Career Progress?”





IV. Recommendations

Main recommendations to close the gender gaps

1



Start With Education and Implement Actions to Remove Constraints for More Women to Pursue Stem Degrees

2



Identify Gender Gaps in the Workplace and Enact Policies to Close Them

3



Raise Awareness to Promote Hydropower as an Appealing Career for Women

4



Provide Mentoring, Role Models, and Networking Opportunities for Women

5



Include More Men in the Gender Inequality Discussion and Encourage Them to be Proactive to Reduce the Gaps

V. Conclusions



Conclusions after learning what we know now...

1



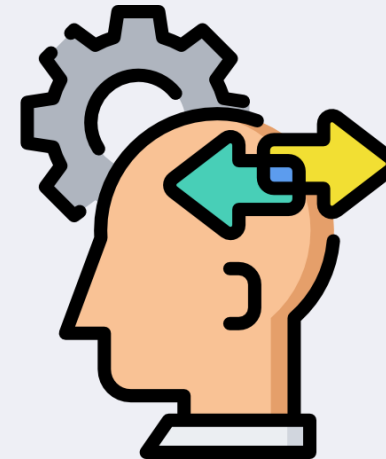
There are unique barriers women face in the hydropower sector.

2



More information is needed.

3



Gender Equality cannot be just left to HRD. It requires behavioral changes.

4



There is a lot to be done.



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THANK YOU.

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