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Gender and Energy Assessment in Uzbekistan : Main Findings

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AGENDA

- 1 Gender and Energy: the Policy Dimension
- 2 Access to Electricity and Clean Fuels
- 3 Women in STEM
- 4 Women's Employment in the Energy Sector

1. GENDER AND ENERGY: POLICY DIMENSION



ENERGY POLICIES AND GENDER EQUALITY

The inclusion of vulnerable groups has not been addressed in Uzbekistan's renewable energy policies, yet

Gender has not been systematically incorporated throughout all national concepts, policies, and development strategies until 2030

The gender issue is mentioned only in the Concept of Water Sector Development until 2030

The Concept of Electricity Supply until 2030 does not address gender issues, but the Ministry of Energy has filled this gap by adopting a Gender Equality Roadmap in 2020.

Other concepts do not address gender issues.

The Roadmap on Gender Equality and Gender Council



The Roadmap on Gender Equality

It included 6 activities to be implemented in 2020-2021

However, not all of them have been put in place, yet.

A Gender Specialist within the Ministry of Energy is not yet established.



Gender Council

Established by the Ministry of Energy in 2020.

In 2022, the Gender Council and the Association of Women in Energy of Kyrgyzstan signed a memorandum of cooperation and understanding

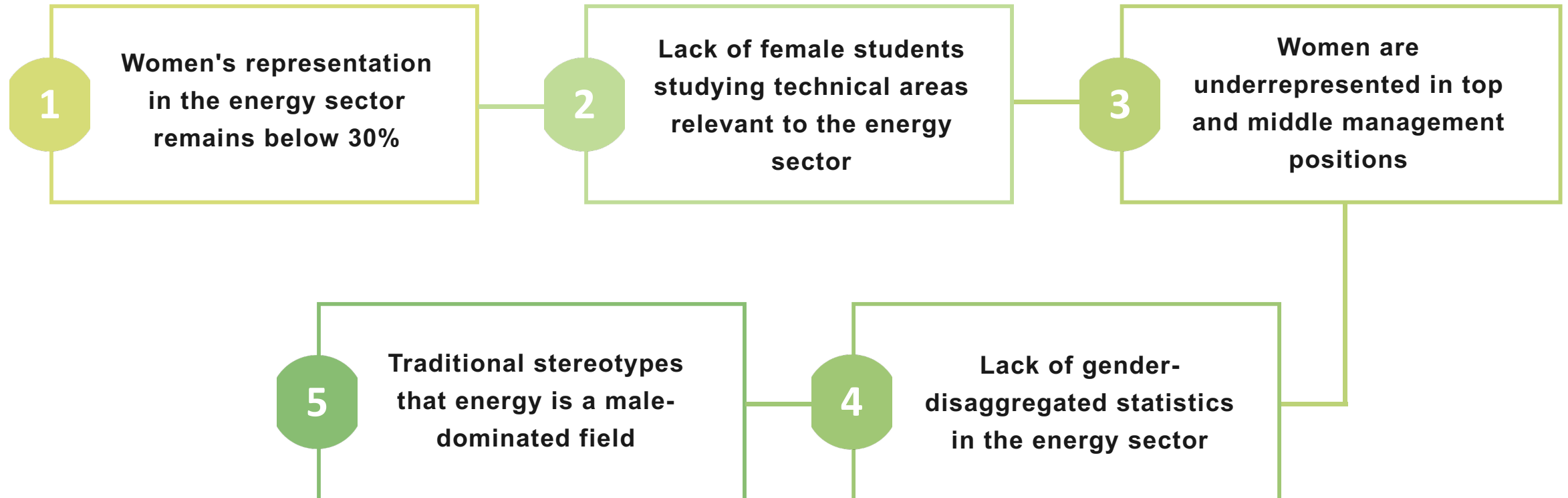
The parties intend to expand opportunities and increase the role of women in the energy sector



ADB's 2020 Power Sector Reform Program

This program aimed to support the government's efforts in implementing the development agenda

Key findings from the 2020 gender assessment of the Ministry of Energy include:



2. ACCESS TO ELECTRICITY AND CLEAN FUELS



Access to electricity and clean fuels



Electricity

The electrification rate of households in Uzbekistan is nearly 100%

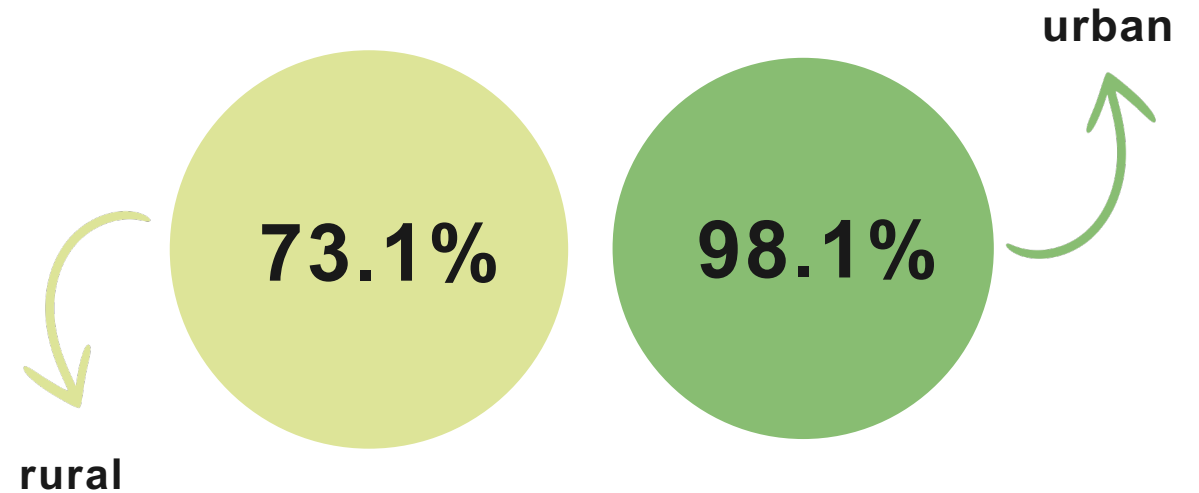
The rural regions experience daily shortages of electricity ranging from 2 to 6 hours during winter

Women allocate approximately 63% of time to household chores



Clean fuels

Use of clean fuels for cooking in 2021
(World Bank)



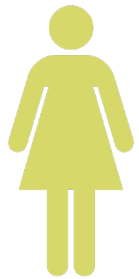
3. WOMEN IN STEM



WOMEN IN STEM

2018

42%



Education

45%



STEM

(International Labor Organization)



Girls in STEM

32.6%



40.2%

2017

2021

(Statistics Agency under the President of
the Republic of Uzbekistan)

Gender stereotypes concerning access to higher education and technical professions hinder opportunities for women and girls to pursue education (2022 UNDP study)

WOMEN IN STEM

Uzbekistan has been hosting the **Technovation Girls competition** since 2016, in collaboration with the NGO "Tech4Impact". It aims to address significant **social issues** within communities with the help of **technology**.

The National Program for Enhancing Women's Participation in the Economic, Political, and Social Life of the Country for 2022-2026 has a specified target: **the training and appointment of women for leadership positions in science**

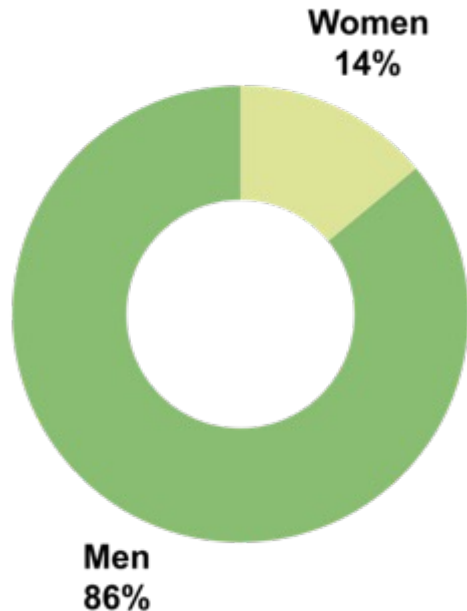
Following the completion of the program, top and middle-level managers are to do targeted internships in foreign countries



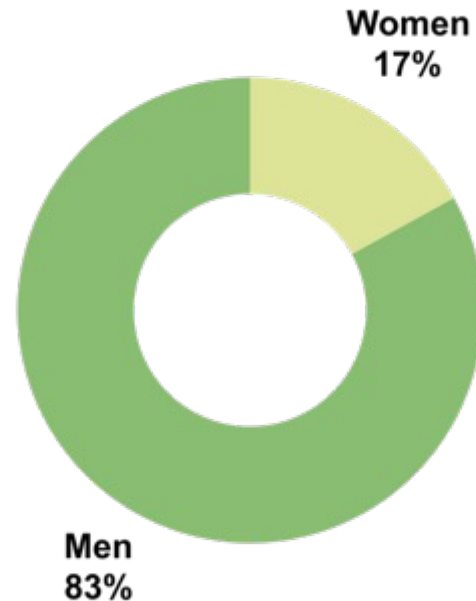
4. WOMEN'S EMPLOYMENT IN THE ENERGY SECTOR

Women's employment in the energy sector

Women account only 14% of the workforce of **Uzbekhydroenergo**, a company that manages **51 renewable energy projects** in Uzbekistan



Only 17% of **Uzbekenergo's** employees are **women**, with no female representation in **senior management roles**



Why?

- Lack of necessary education
- Lack of awareness regarding potential and available job options
- Limited chances for skills advancement
- Stereotypes that the energy industry is unsuitable for women

The Gender Pay Gap:
Women in Uzbekistan earn **34% less than men**

Gender Equality and Inclusion at Uzbekhydroenergo

JSC “Uzbekhydroenergo”, a government-owned entity, managing 37 hydropower plants in 2020



As of January 2024, 11 persons with disabilities (7 men and 4 women) were working Uzbekhydroenergo

Uzbekhydroenergo established a **Gender Equality Board** in 2021

Main responsibilities

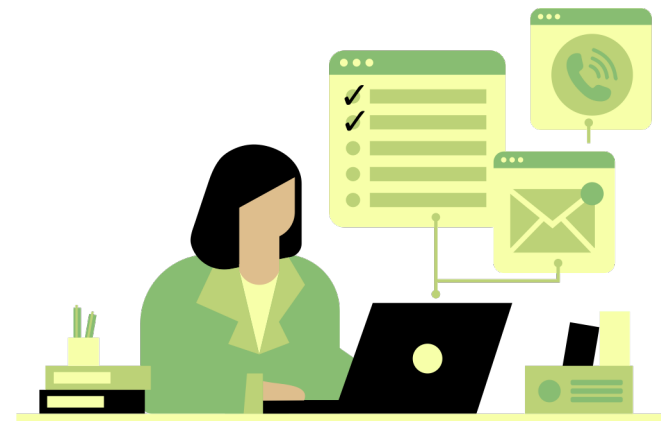
Empowering women and promoting working women social and political engagement

Executing key government initiatives focused on enhancing the family institution and supporting working women

Promoting rights and well-being of employed women

Ministry of Energy

The proportion of women in the Ministry of Energy in 2020



Women hold around 1% of top and mid-level managerial position

Ministry	Senior Management		Head of Department		Specialists with Specialized Education in the Energy Sector		Technical Staff	
	Male	Female	Male	Female	Male	Female	Male	Female
Ministry of Energy	4	0	22	2	35	6	8	3

Source: Ministry of Energy of the Republic of Uzbekistan.



THANK YOU FOR YOUR ATTENTION!

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