

Regional Conference on Gender and Energy in Central Asia

The Central Asian Context: Common Challenges and Opportunities

Almaty, 17-18 October 2024

Overview on common challenges and opportunities across the Region in mainstreaming gender in energy

Silvia Sartori,
SECCA Gender Expert

Agenda

1. COMMON CHALLENGES
2. BEST PRACTICES
3. PROPOSED NEXT STEPS

1. COMMON CHALLENGES

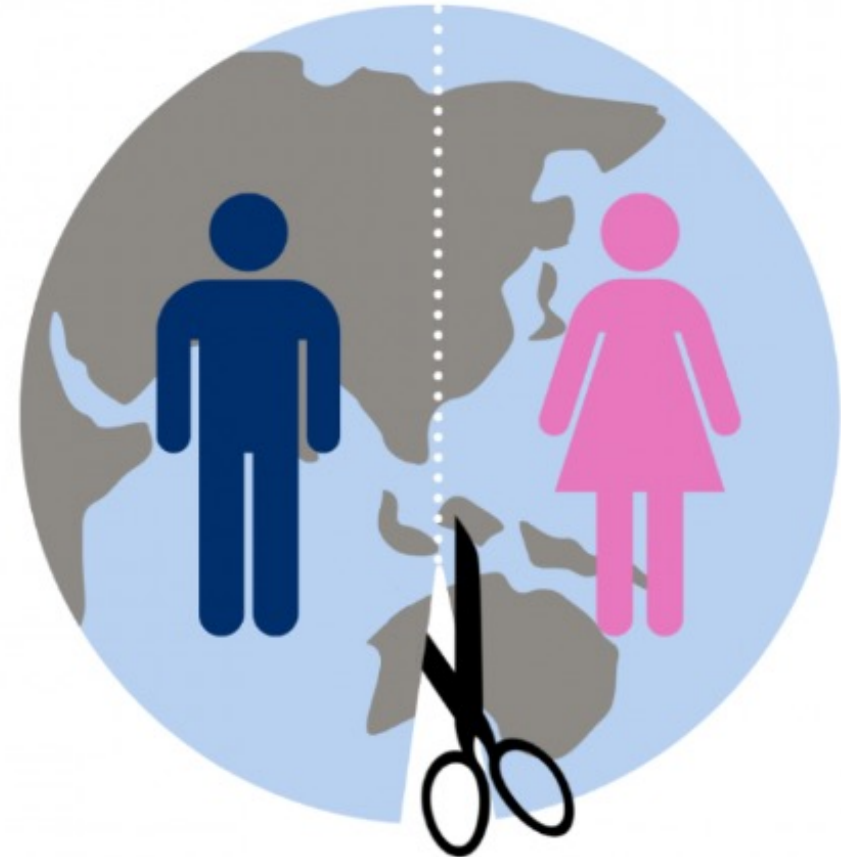


1.1 GENDER-DISAGGREGATED DATA

Systematically collected and regularly updated gender disaggregated data remain mostly missing.

This applies also to information about :

- STEM students
- Access to and use of electricity and clean fuels
- Energy sector's workforce



1.2 GENDER-BLIND POLICIES

- References to gender in energy policies, projects and programs are generally missing.
- They are more common, although still not systematic, in climate-related policies and programs.
- Resources dedicated to gender mainstreaming in energy – e.g. focal points, action plans, budgets – are mostly missing.



Source:
www.culturejournaliceland.com

1.3 ACCESS TO ELECTRICITY AND CLEAN FUELS



- Despite universal electrification across the Region, in practice and to a different extent access to electricity and clean fuels is still not stable, affordable and reliable for all users.
- Especially in rural areas and among women, firewood, cow dung and coal are still abundantly used.

1.4 STEM STUDENTS

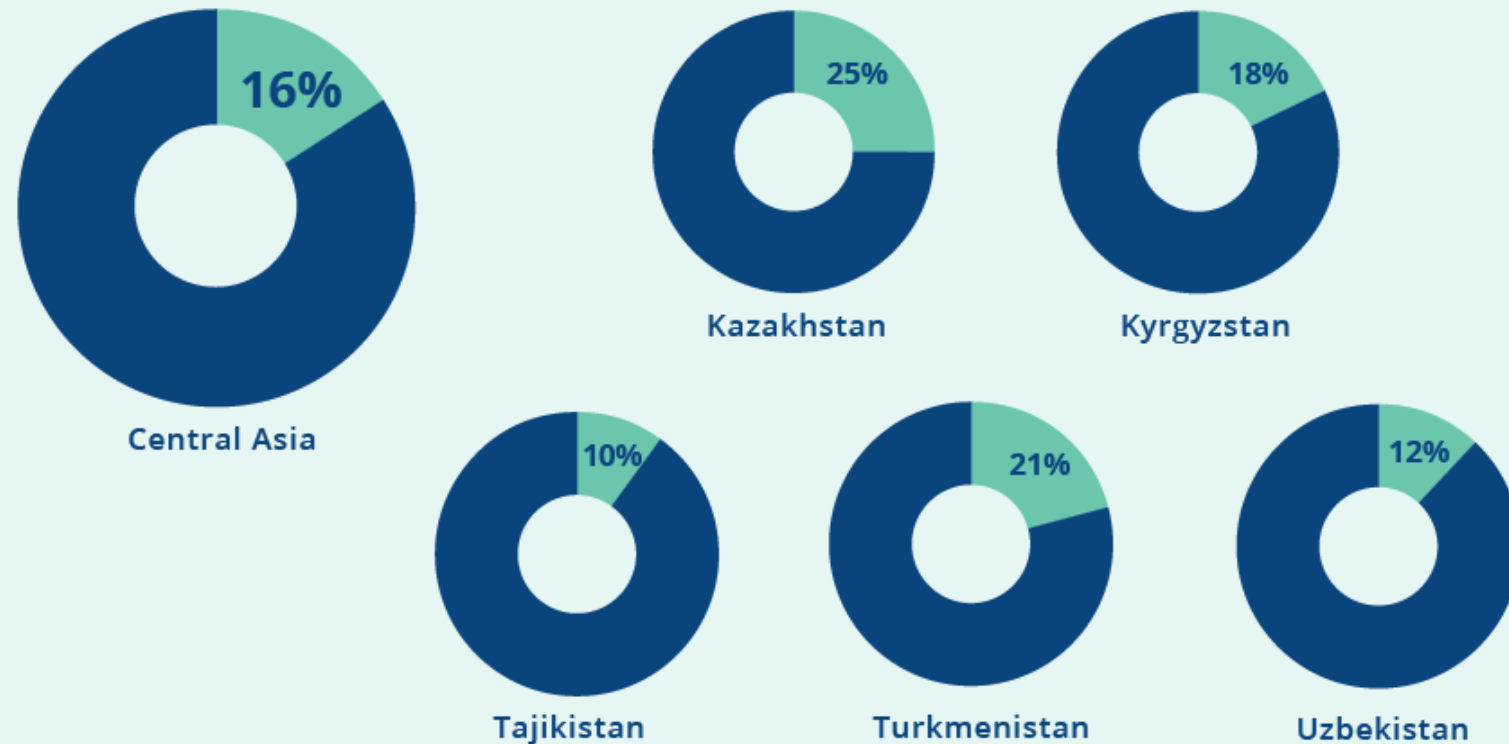
- Estimates available about students of STEM disciplines indicate a substantial gender gap in the number of male and female students.
- This applies also in those countries where girls are more likely to pursue higher education, compared to boys.
- While several international initiatives are available to promote STEM studies and careers among girls, national programs are more focused on promoting STEM, irrespective of gender.



Source: <https://www.uopeople.edu/wp-content/uploads/2022/06/2-2.jpg>

1.5 EMPLOYMENT IN ENERGY

Estimated share of women in the energy sectors of Central Asian countries



Source: Findings from the OSCE Regional workshop on «Fostering Women's Participation in the Energy Sector in Central Asia». Astana, 7-8 December 2022

- Women are significantly under-represented in the sector's workforce.
- Over-represented in admin and non managerial roles.
- Barriers persist at both career entry and advancement.
- Gender pay gap remains.
- Renewable energies generally more promising, although the ratio remains low.
- Few GESI-oriented corporate policies.

1.6 REGIONAL CONNECTIVITY

Although countries in the Region share many commonalities in integrating gender considerations in their sector, regional exchanges and platforms for cooperation in this field are few.



Source: <https://diarium.usal.es/elenamoro/files/2015/03/images-2.jpg>

2. BEST PRACTICES



2.1 IN POLICY

- ✓ Ministry of Energy's Gender Council/Committee (Kyrgyzstan, 2022 – Uzbekistan, 2020)
- ✓ Ministry of Energy's Gender Equality Roadmap (Uzbekistan, 2020)
- ✓ Gender mainstreaming course (UNDP, Turkmenistan, 2024)
- ✓ Gender target in national policies (Kazakhstan, 2020)



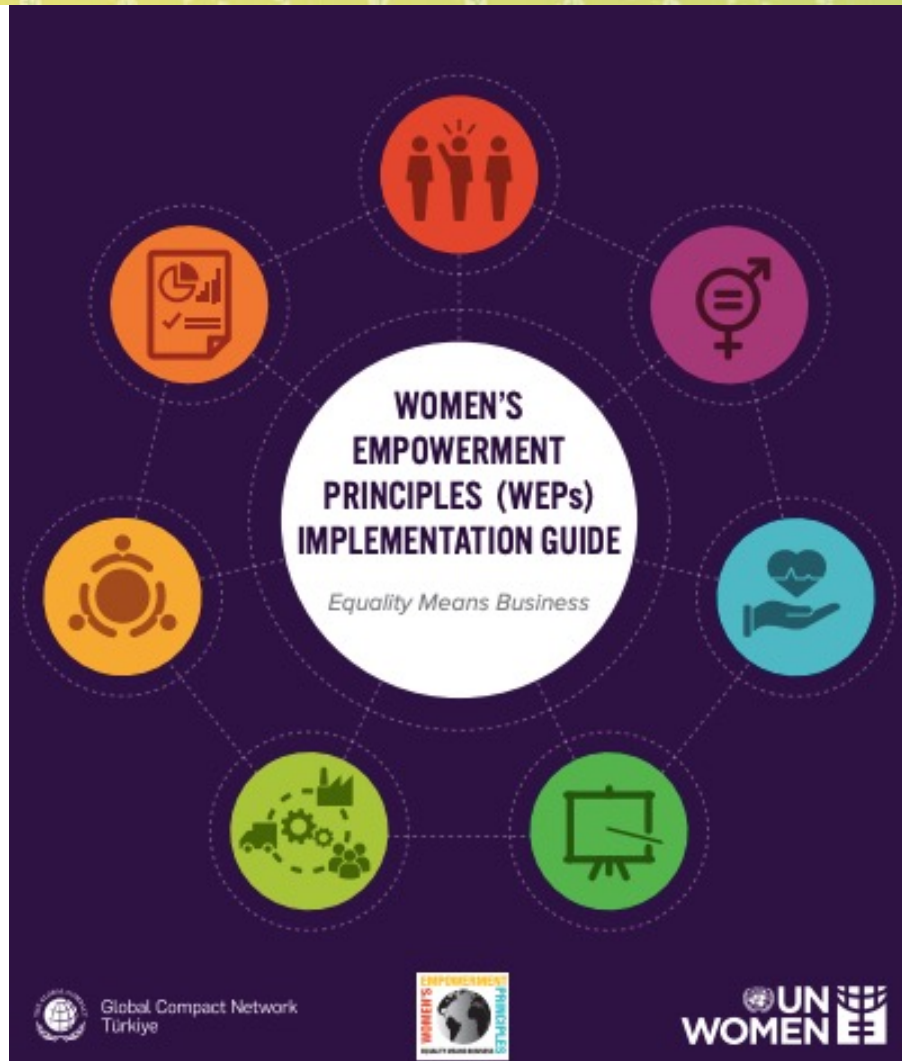
TARGET
GENDER
EQUALITY



2.2 FOR GIRLS IN STEM

- ✓ Quota system* (Tajikistan, 2006)
- ✓ Skills4Girls (UNICEF, Tajikistan)
- ✓ STEM4All (UNDP, UNICEF – Kyrgyzstan, Turkmenistan)
- ✓ MBA Programme for Women in Energy (Atyrau Oil & Gas University, Kazakhstan, 2020)
- ✓ Scholarships for Women in Renewable Energy and Energy Efficiency (OSCE-DKU, 2023)
- ✓ Mentoring Programme for Women in Energy (OSCE-GWNET, 2022)

2.3 ABOUT WOMEN IN THE ENERGY WORKFORCE



- ✓ UN's "Women's Empowerment Principles" (44 companies in Kazakhstan, incl. KazMunayGas)
- ✓ Associations of women in energy:
 - "Women in Energy Club"
 - "Women for the Just Transition Network"
 - "Women's Club Oil Girl" (Kazakhstan)
 - "Women in Energy Association" (Kyrgyzstan)

Source: eca.unwomen.org

2.3 ABOUT WOMEN IN THE ENERGY WORKFORCE

- ✓ Women's Council (Thermal Power Plants JSC, Uzbekistan, 2021)
- ✓ Gender Equality Board (Uzbekenergo JSC, 2021)
- ✓ ESG reporting, and Kazakhstan Stock Exchange
- ✓ Commission on Women's Issues at Trade Unions (Uzbekistan)
- ✓ MoU between the Gender Council of the Ministry of Energy of Uzbekistan and the Association of Women in Energy of Kyrgyzstan (2022)



THANK YOU!

Silvia Sartori silvia.sartori@secca.eu



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