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USAID'S ENGENDERING INDUSTRIES

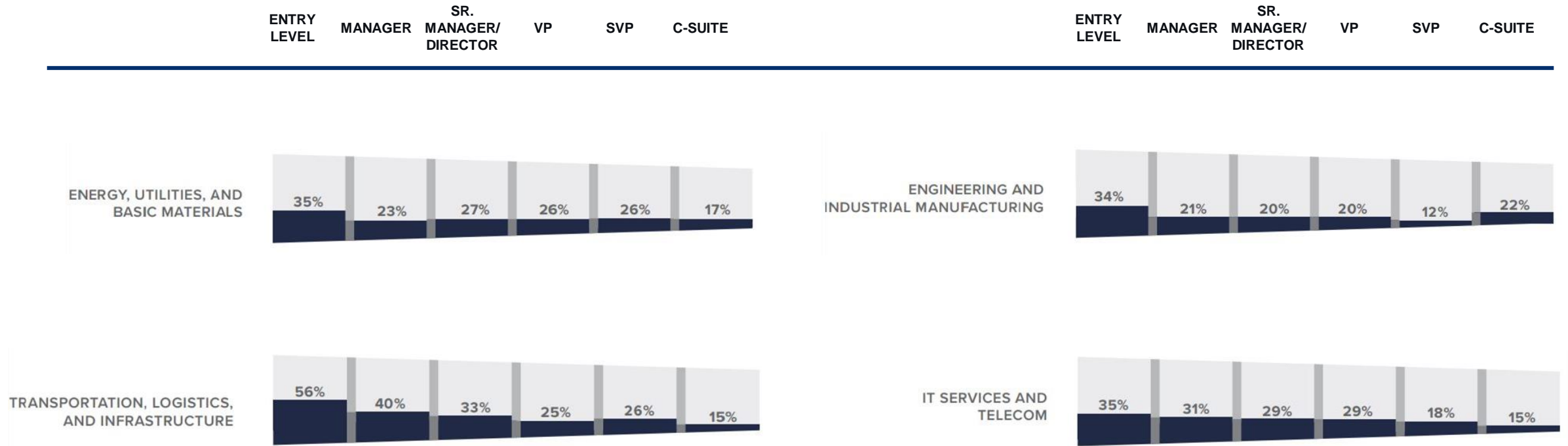
Vision. Approach. Impact.

THE CHALLENGE

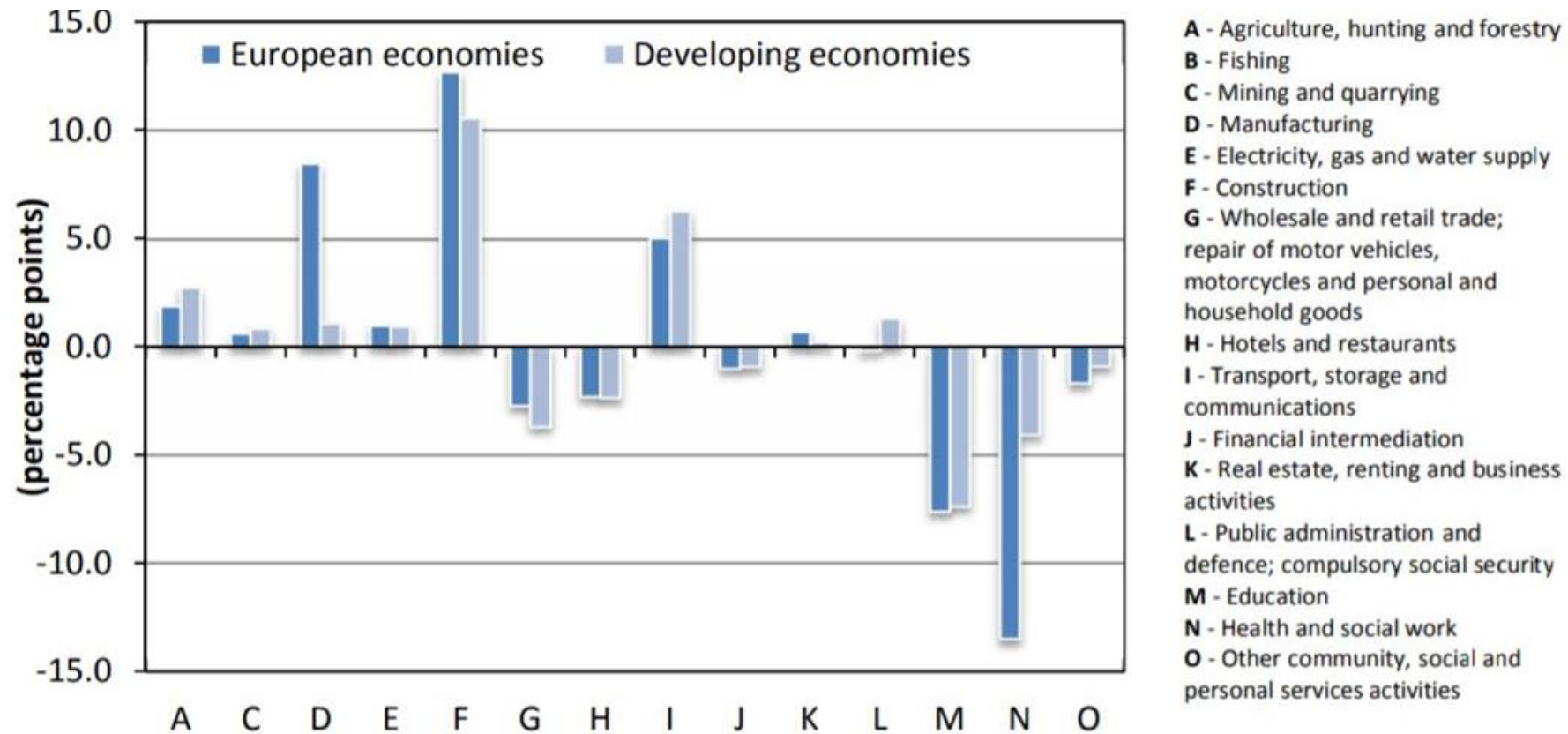
Female Underrepresentation

REPRESENTATION OF WOMEN ACROSS INDUSTRIES

PERCENTAGE OF WOMEN BY LEVEL



Gender Inequality in Developing Economies



International Labor Organization (ILO): [Global Employment Trends for Women, 2012](#) (note that the graph omits "B-Fishing").

Understanding the Business Case for Gender Equality

EI increases knowledge of the business case for advancing workforce gender equality.

- The top 20 most **gender-diverse utilities significantly outperformed** the bottom 20 in terms of return on equity (Ernst and Young).
- Companies in the top quartile for gender diversity on their executive teams are 21 percent more likely to experience above-average profitability than companies in the fourth quartile (McKinsey and Company, 2018).
- Companies in male-dominated sectors that have gender-diverse executive leadership teams are **47 percent more profitable** (Women as Levers for Change, 2020).
- Top-25 most equitable energy companies report a **59.1 percent increase in creativity and innovation** (Women as Levers for Change, 2020).

ENGENDERING INDUSTRIES APPROACH



The Engendering Industries Approach



Use Best Practices Across Engendering Industries' Employee Life Cycle



Provide Tailored Change Management Coaching & Technical Support



Build Relationships to Generate Company Buy-In and Commitment



Train Employees to Become Gender Equality Change Agents



Foster Men's Engagement




Use Data for Evidence-Based Strategic Planning & Decision-Making




Develop a Company-Specific Business Case

The Engendering Industries Employee Life Cycle







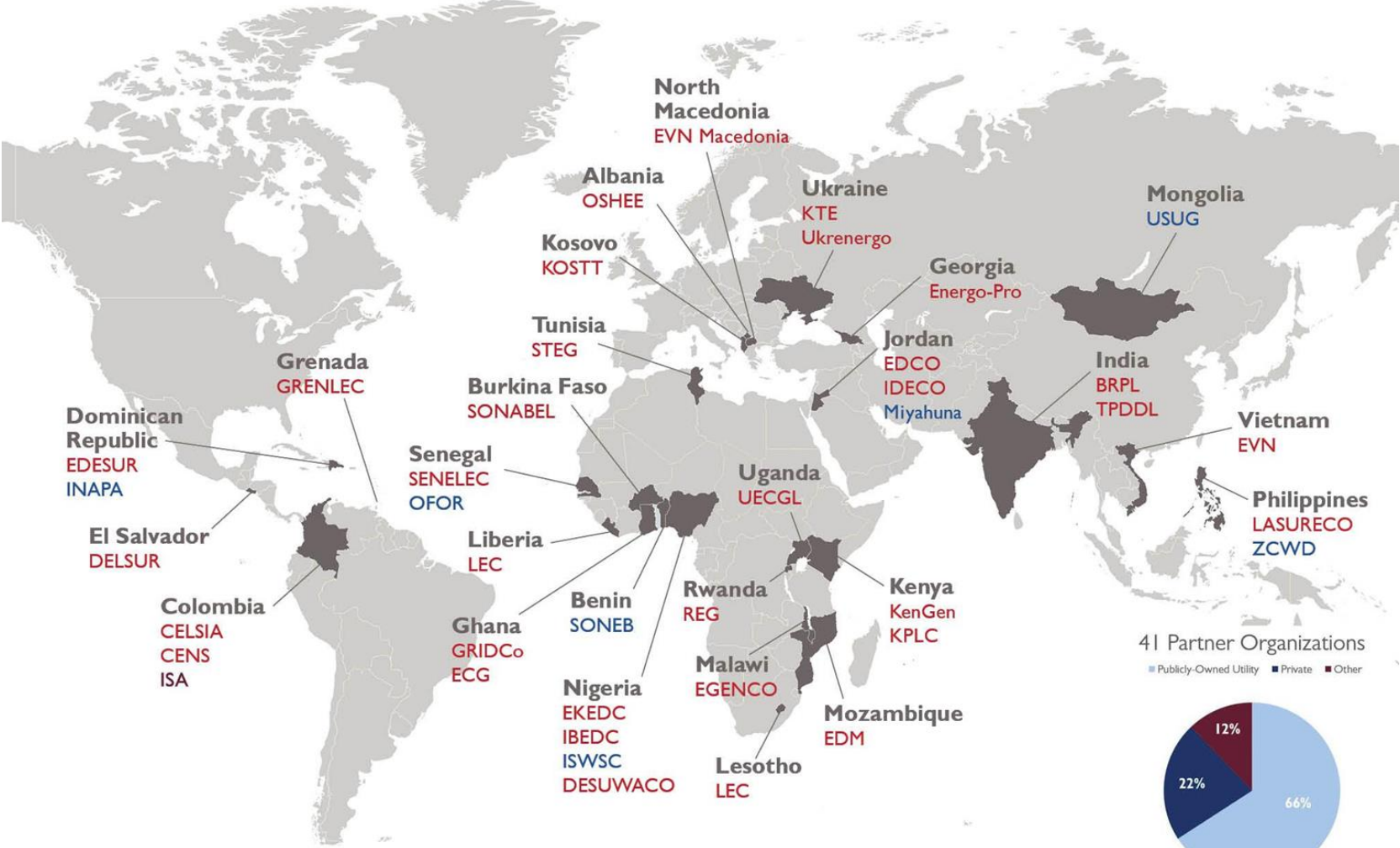
**DELIVERING GENDER EQUALITY:
A BEST PRACTICES FRAMEWORK FOR
MALE-DOMINATED INDUSTRIES**

PRESENTED BY ENGENDERING INDUSTRIES

ALEC JACOBSON FOR USAID

<https://www.usaid.gov/engendering-industries/gender-equality-best-practices-framework>

The Intensive Program: 41 Partners; 27 Countries



Key Water Utilities Power Utilities Information Communication Technology

2019-2022

The Accelerated Program: 86 Companies; 41 Countries



INDUSTRY	Agriculture, Health & Environment	Energy	Gender	Local Government & National Government Ministries	Mining, Oil & Gas	Water & Sanitation
Albania		• ERE ALBANIA				
Armenia		• Public Services Regulatory Commission of Armenia				
Austria		• E-Control				
Bhutan		• Bhutan Power Corp. Ltd • Druk Green Power Corp. Ltd				
Colombia		• Cerro Matoso SA • Drummond Ltd. • Empresas Públicas de Medellín • Fundación Corazón Andino • Gases de Occidente • GeoPark • Grupo Enel • Inсуco • Ministerio De Minas Y Energía • Promigas S.A. E.S.P. • Women in Mining Colombia				
Côte d'Ivoire	• African Water Association					
Dominican Republic		• EDEESTE Dominicana • EDENORTE • EDESUR Dominicana*				
Ecuador	• Fundación EcoCiencia					
Egypt	• Lekela • The Egyptian Gas Regulatory Authority					
El Salvador	• La Distribuidora de Electricidad*					
Ethiopia	• The Hunger Project					
Georgia		• Georgian National Energy and Water Supply Regulatory Commission • Energy-Pro Georgia*				
Ghana		• Ghana Grid Co. Ltd* • Ghana Water Co. Ltd				
Haiti		• CentreKaizen				
India		• BSES Rajdhani Power Ltd* • SUNami Solar Kenya • Energy Efficiency Services Ltd • Tata Power Delhi Distribution Ltd*				
Kenya		• County Government of Nakuru • Homabay County Water and Sanitation Co. • Kakamega County Water and Sanitation Co. • KENGEN* • Kenya Power (KPLC)* • Kisumu Water & Sanitation Co. • Mombasa Water Supply & Sanitation Co. Ltd. • Murang'a Water and Sanitation Co. • Nairobi City Water & Sewerage Co.				
Nakuru Rural Water and Sanitation Co.						
Neighbours Initiative Alliance						
SUNami Solar Kenya						
Wash Alliance, Kenya						
Women in Water and Sanitation Association						
World Vision						
Kosovo		• Energy Regulatory Office of Kosovo • Kosovo Energy Corporation • Kosovo Ministry of Economy • Kosovë Operator Sistemi, Transmisioni dhe Tregu, SH.A.*				
JSC						
Liberia Electricity Corp.*						
Fenaka Corp. Ltd						
Energy Regulatory Commission of Mongolia						
Nigeria		• A4&T Power Solutions • Daystar Power Group • Eko Electricity Distribution Co.* • FGN/IFAD Value Chain Development Program • Ibadan Electricity Distribution Co.* • Imo State Water and Sewage Corp.*				
North Macedonia		• EVN Macedonia*				
Pakistan Water & Power Development Authority						
University of Turbat						
Peru		• The Supervisory Organism of Investment in Energy and Mines				
Lanao del Sur Electric Cooperative Inc*						
PATH Foundation Philippines						
Zamboanga City Water District*						
Sri Lanka		• Ceylon Electricity Board				
Uganda	• Caritas Fort Portal HEWASA • Water and Sanitation Entrepreneurs Association					
Ukraine		• National Energy and Utility Regulatory Commission of Ukraine • Ukrenergo*				
United States		• USAID				
Vietnam	• ICS Center • Mimosa Technology Co. Ltd • Vietnam Electricity Co.* • PeaceTrees VietNam					
Musika Development Initiative						

Organizations marked with an asterisk (*) are also Participants in the Engendering Industries Intensive Program

Engendering Industries Complementary Suite of Programs

- Male Engagement Intensive Workshops
- SEE Change Initiative
- Social and Behavior Change Communication (SBCC)
- The Partner Network
- The Partner Support Fund



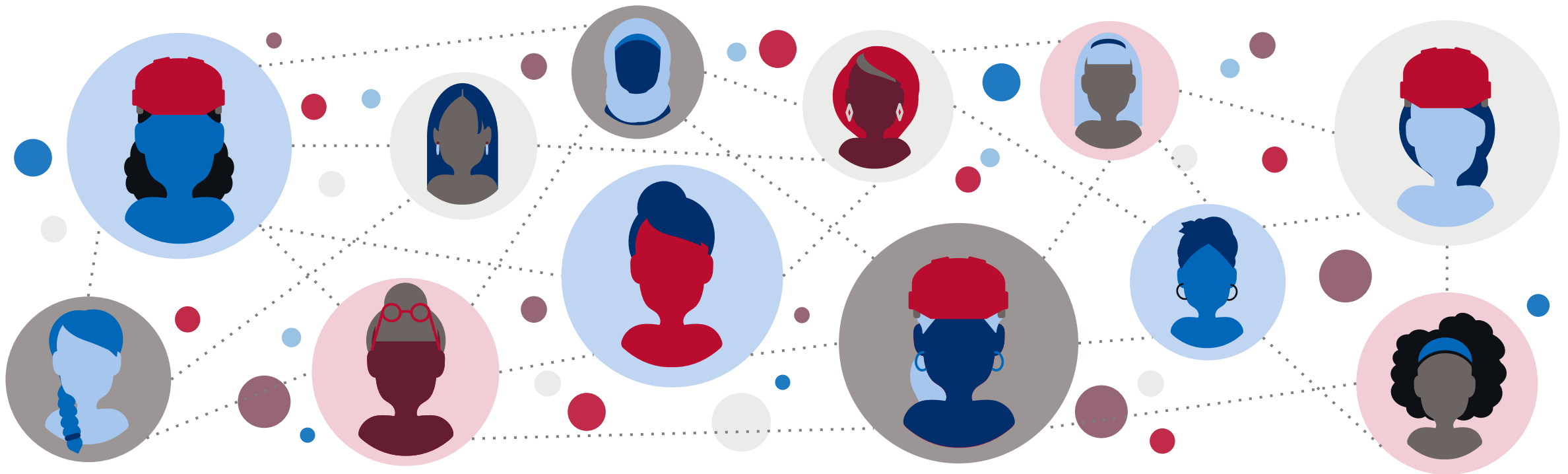
THE IMPACT: Women's Economic Empowerment

**Results presented in the following impact slides represent achievements from the Engendering Industries 41 Intensive Program Partners. Partners self report results, and explicitly link the following impacts to their gender equality initiatives.*

7,300 Women Hired or Promoted since 2020

1,300 women hired into technical and leadership roles.

1,600 women promoted into technical and leadership roles.



In 2022, 84% of Engendering Industries partners promoted women at the same rate as men.

(Up from 70% in 2021)



180 "first women" hired or promoted by partners.

These women are the first female employees to assume positions historically occupied by men.



Dorentina Shala
First Female Substation Operator, KOSTT



In 2022, more than 28,000 women trained on technical and soft skills needed to advance in their careers.



Students from the University of Ibadan participate in the DISCO for Women Career Fair organized by IBEDC

3,672 young women enrolled in internship and trainee programs.



Female line workers support each other on site at LASURECO/Philippines.

Over 50 organizational policies drafted or improved to advance gender equality.

*Results from 41 Intensive Program Partners

Business Performance Impacts

43% of Intensive Program partners report improved business performance as a result of their gender equality initiatives.

- 15 partners report increased retention.
- 7 partners decreased revenue loss.
- 5 partners improved company brand and reputation.
- 6 partners report improved customer service.



Female employees at Engendering Industries partner, CELSIA/Colombia

The Impact: Eastern Europe & Asia Region

Energo-Pro in Georgia

Energo-Pro has increased the proportion of women at the company by 8.6%. They promote women and men at the same rates on average. 32% of their hires for 2021 and 2022 were women. 663 women have been hired and 170 women promoted.

Impacts:

- Awarded with the “TVET Business Partner of the Year 2019” for support to strengthening professional education for women (FY20).
- Recognition by the Millennium Challenge Account Georgia “Best Business for Gender Equality 2019”.



Female Energo-Pro Employee at work. Photo: Energo-Pro website

USUG in Mongolia

The Water Supply and Sewerage Authority of Ulaanbaatar City (USUG) joined Engendering Industries in 2021.

Impacts:

- Promotes women and men at the same rate on average
- 100% of their interns are female.
- 59 women hired and 22 promoted.
- 2,895 women were upskilled in technical and soft skills.



Female USUG Employee at work. Photo: USUG



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Thank You!

