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WOMEN IN THE ENERGY SECTOR: PLANNING FOR THE FUTURE

BY

ENGR VALERIE IFUEKO AGBERAGBA FNSE

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The Power Sector

- The value chain of the sector consist of Generation, Transmission and Distribution
- The sector has always been assumed masculine and the preserve of men only.
- The Power Sector policy frameworks has no gender consideration/ responsiveness
- Work environment not suitable for women especially within the generation companies.

Introduction

- Energy revolution across the globe especially in developing countries cannot happen without the participation of women who are also the primary users. Unfortunately the per cent of women in this Sector is very low.
- Kerrine Bryan *“ I believe the sector will be unable to keep up with demands of the world if the diversity skills deficit continues”*. Kerrine is an engineer with WSP UK

Contd

- Ragheieur Elin Arnadoltier, Former Minister in Iceland says No global comparable statistics on female employment in the Energy sector but at meetings you may see one out of ten(10) participants. She once led a team of 22 men delegation to a meeting in Nicaragua and she was the only woman in the room.
- Alison Kay “ investors believe that business models of yesterday are no longer fit for purpose, How do we carry out the necessary changes, we need diversity!
- Match tech 2018: The world will always need Power, Energy is backbone of technology and industry growth. Backbone of Technology, needs to attract women.

Contd

- One of the outcomes of the Nordic Energy Network which comprises of both men and women was that ; in order to ensure a more sustainable development in the energy sector, more female values must be included.
- From Boston Consulting Group on a research with women in Energy: Management with diversity bolster innovation meaning companies with diversity earn more revenue.

Some statistics

- That women are poorly represented in the sector though remains a speculation as there are no empirical data to substantiate. “ Despite a growing body of data, the empirical evidence base for understanding the gendered imbalance is not available.
- USAID in recognition of the diversity gap in the sector, defines different programme on “advancing the case of women in the Energy Sector. In Nigeria, Eko Distribution Company recently advanced to 3.4%.
- 5% of UK based Power companies are women
- Women in senior management of Power & utility industry has Africa at 9%, Europe at 15% and America as 22%. However, this includes, water companies. (catalyst.org, 2019)
- However, Renewables seems promising with about 35%

Why are WE not there

- This could be the sector is considered “too” technical
- It could be organizational structure
- Cultural
- Lack of buy in to employ or post women by male executives
- Lack of interest from women for the sector, even those who are in engineering believe some of these areas are for men, like Generation & transmission.
- No Role models
- Would rather have a softer part of the sector

ContD

- A female Engineer in the sector as the GM Meter testing station, Nigeria.
- She was willing to get posted to any unit but her bosses thought, the testing station was more suitable. Though she rose and retired as an executive director in the Nigerian power company.



What WE should do

- It is therefore time to accelerate a very active and meaningful participation of women in the entire value chain of the sector.
- Women should rise up and utilize the opportunities created by the strong reports in influencing objectives that will address inclusion implementation

What WE should do

- Efforts should be made to seek women who are hardworking in the sector, train and assign them
- Create a more inclusive culture within the organization that is not based on sentiments
- WE should learn to develop required skilled sets

WE should rise up and utilize the opportunities created by the strong reports in influencing objectives that will address inclusion implementation

Organization's expectation

- There are opportunities in the sector for both technical and financial growth. Therefore, Organizations should develop a talent pool of diverse people
- Sponsor potential female engineers for required training and
- Create opportunities for growth

The Future

There is a lot on clean energy, Organizations are investing on renewables, New products in terms of batteries, panels and smart meters are being produced. Great opportunities to be in the soft power seat,

WE should therefore not loose this space as a lot is being done to accelerate use of renewables.

References

Catalyst.org, march 2019

Global power & Utilities

Women in Energy

USAID report on advancing women in
Energy & Economic growth