

What is the business case for gender diversity?

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Powered by Women helps renewable energy companies build the business case for gender diversity. We promote business growth and efficiency and enhance sustainability through increased gender diversity to help improve lives of women in Myanmar, and throughout Asia-Pacific. Our aim is to help increase women's access to good jobs and income earning opportunities as well as strengthening their voice and skills.

What we do:

-  We help renewable energy companies build the case for action on gender
-  We catalyze renewable energy companies to take-up gender-smart initiatives
-  We enable senior female leaders in the power sector to network



Creating Markets, Creating Opportunities

IN PARTNERSHIP WITH





Globally, women working in the renewable energy sector comprise:

- 35% of the workforce
- 46% perform administrative roles
- 28% perform technical roles

Business case for gender diversity:

Improve financial performance

Leverage talent

Ensure social license to operate

Enhance environmental sustainability

Increase innovation & group performance

Build reputation

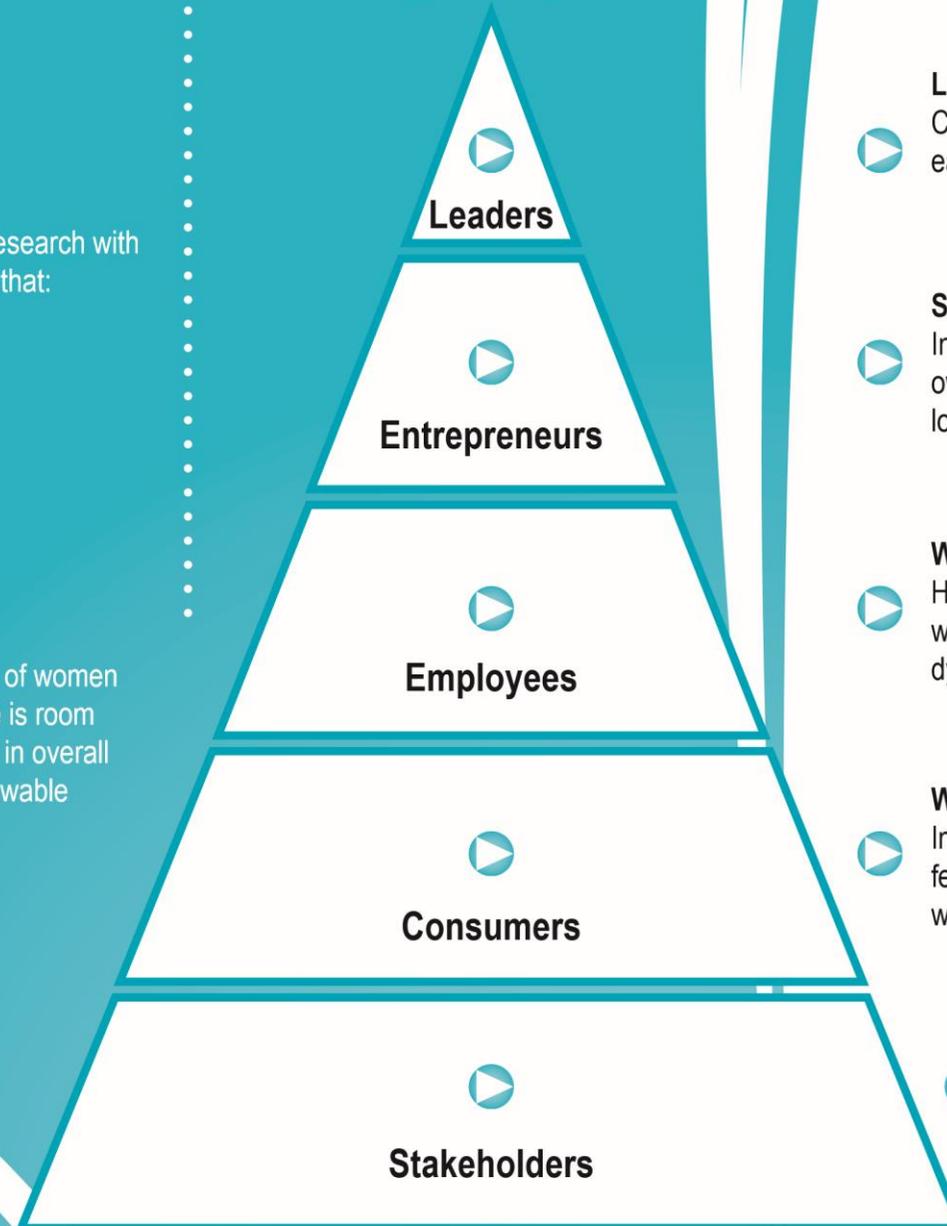


In Myanmar, Powered by Women research with 10 energy companies found that:

- 28% of employees are women
- 29% of women are in executive roles
- 30% of women are in management roles

Despite current high representation of women in top positions of these firms, there is room for improvement in gender diversity in overall management and workforce in renewable energy firms.

Gender-Smart Approaches for Energy Companies



Leadership:

Companies with gender diverse leadership earn up to **35%** higher return on equity.

Suppliers and Distributors:

Investing in training and engaging women owned suppliers and distributors improves local economies and relationships.

Women as Employees:

Hiring more women in jobs and departments with predominantly men improves team dynamics and performance.

Women as Clients:

In South Africa, Nicaragua and elsewhere, female labor force participation increases with rural electrification.

Women in the Community:

Engaging women in renewable energy development and investments ensure equitable benefit sharing and lowers risks.