



ADVANCING GENDER EQUALITY IN CENTRAL ASIA

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USAID POWER CENTRAL ASIA ACTIVITY

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USAID Power Central Asia Activity (PCA) seeks to make CA countries cleaner, energy-resilient and independent

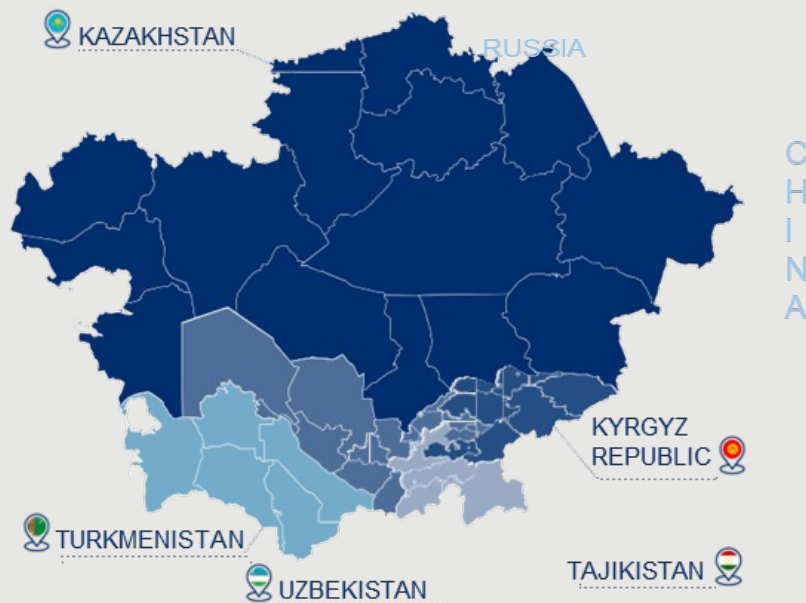
PCA's **main goal** is to assist Central Asia meet national and regional energy priorities to ensure energy security and regional electricity trade.

PCA's has **three objectives, complemented by cross-cutting activities:**

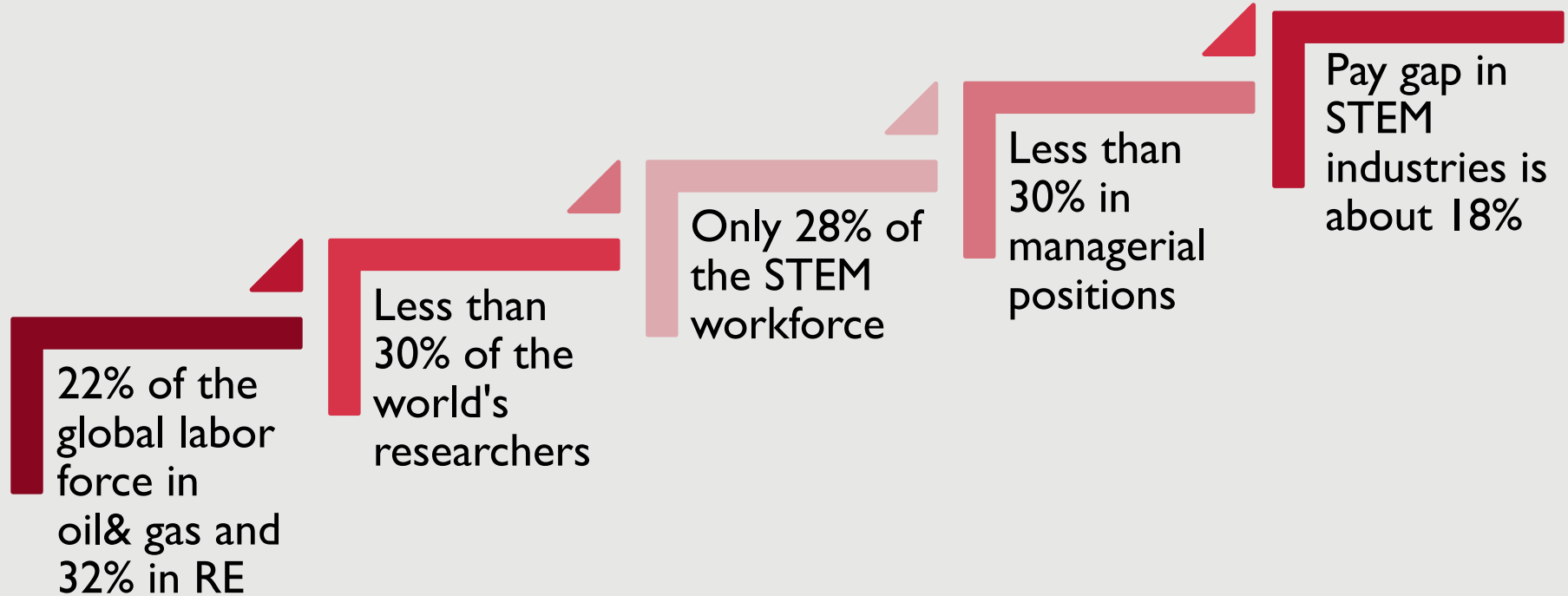
1. National Energy Market Reforms
2. Clean Energy
3. Regional Power Market

Cross-cutting activities: education, gender, local utilities support and enabling investment environment.

Implementation period: October 2020 – September 2025



Notable gender gaps persist in the historically male dominated energy sector



Central Asia aims to eliminate gender gaps in different sectors of the economy

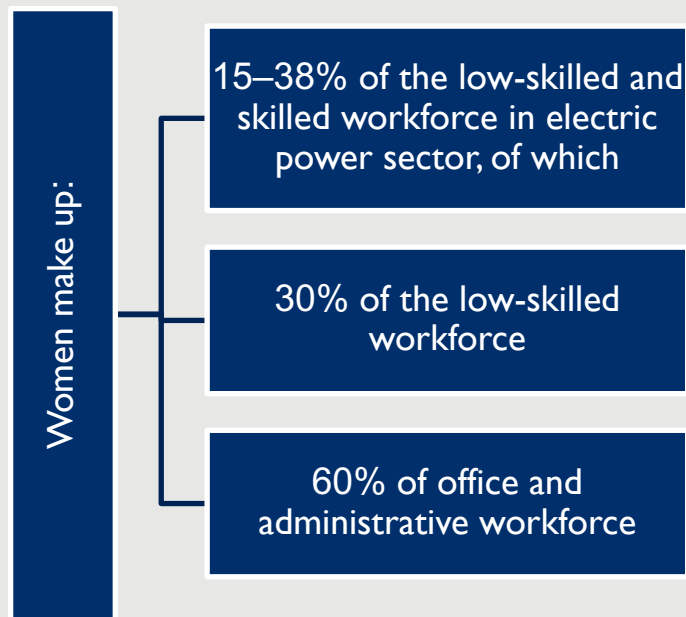
- **Global Gender Gap Index** ranking: Kazakhstan is 65th, the Kyrgyz Republic 86th, and Tajikistan 114th out of 146 countries
- **In Kazakhstan** women's representation in RE sector is about 25% in **Uzbekistan** - 22%.
- **In Tajikistan** and **Kyrgyzstan** women's participation in energy sector is about 30%.
- There is **a need to promote women's leadership**
- All IFIs and donors provide gender assistance to CA.

UN Women, Gender Assessment of the Energy Sector in Central Asia countries (2018-2019)



Kazakhstan's electric power industry has the highest proportion of female employees among all energy sub-sectors, however

- Women hold low-wage occupations in the power industry
- On average, women earn 67% of what men earn
- In 2021 female representation has dropped from 62-70% before the pandemic to 35–40% in all energy sub-sectors



OECD (2017)
(IRENA, 2019)
(Nazarbayev University, 2022)

USAID has a long-standing commitment to women's economic empowerment and gender equality

- Implements 78 activities across three pillars in more than 60 countries
- Works with 470 private, NGOs and local organizations, governments
- Economically empower women all over the world.

Women's success in the workforce

- Promoting workforce development and vocational education to provide women with the skills and training they need to get a job

USAID PCA creates opportunities for women in energy in CA



- Renewable Energy Curriculum for students
- Scholarship for 16 students from CA to study in the "Strategic management in the energy sector" Master's program of the Kazakh-German University.
- Internship program for female students in the energy ministries and power sector utilities.
- Site visits to RE power plants with technical trainings.
- Workshops and capacity building on soft skills, public speaking, gender policy, the role of women in implementation of energy transition in CA.
- Women and youth mentorship program
- Gender Council under Ministry of Energy of Kyrgyz Republic
- Summer Camp for women from CA energy sector

Recommendations

Call

- Call for gender mainstreaming in the energy sector

Conduct

- Conduct an in-depth study of the GESI benefits

Set

- Set specific goals with gender mainstreaming

Promote

- Promote STEM education among females

Develop

- Develop mentoring for motivating younger generation

Make

- Make women's work visible

THANK YOU!

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Thank you!

