



Asia Clean Energy Forum 2023

# MOVING TO THE FRONTLINE: **WOMEN** DRIVING CLEAN ENERGY TRANSITION IN THE PHILIPPINES

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# ENERGY TRANSITION IN THE PHILIPPINES

Achieve at least 35 percent renewable energy (RE) share in the power generation mix by 2030 and 50 percent by 2040





# 19<sup>th</sup>

Among 146 countries in terms of  
gender equality and the top-  
performing in Asia

Source: World Economic Forum 2022



## Gender Laws and Policies in the Philippines

**1975**

Presidential Decree No. 633 established the National Commission on the Role of Filipino Women

**1992**

Republic Act (RA) No. 7192 or the Women in Development and Nation Building Act

**2004**

RA No. 9262 or the Anti-Violence Against Women and their Children Act

**2009**

Magna Carta of Women

**2012**

Annual allocation of at least 5% of the total budget of public institutions for gender and development-related activities



# WOMEN IN ENERGY



Philippines

WORKFORCE

Global

16%\*



22%

26%

LEADERSHIP



11%

RE companies comprising 70% of  
the country's RE installed capacity

Data analysis of 2,500 RE  
enterprises worldwide

\*Includes electricity, gas, steam, and air conditioning supply

Sources: Top (Left)- Philippine Statistics Authority (2021); Top (Right) - International Energy Agency [IEA] (2022); Bottom (Left) – Own-Computation Based on Philippine RE Companies' Websites; Bottom (Right) - IEA (2021)



# WOMEN AND ENERGY TRANSITION

## LEADERS



**Zenaida Y. Monsada**

Former Secretary  
Department of Energy, Philippines



**Maria Victoria M. Olivar**

Assistant Vice-President  
PetroEnergy Resources Corporation

Vice-President  
National Geothermal Association of  
the Philippines

## WORKFORCE



**Aimar Jay E. Dimal**

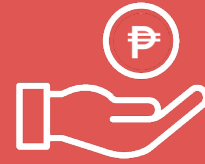
Energy Analyst  
Mainstream Renewable Power



**Rogesfer Dinawanao-Usman**

Maintenance Supervisor  
Hedcor Group

## ENTREPRENEURS



**Mary Claire Barela**

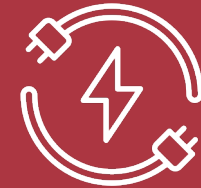
Co-Founder  
SolarWisePH (now under Yuda)



**Philline Marie P.  
Donggay**

Co-Founder / Chief Storyteller  
Greenergy Solar PH  
  
Communications Consultant / Founder  
Greenergy Sustainability  
Communications

## END-USERS



**Yvonne Palomar-Castro**

Country Director  
Industry Growth at Sem Cities PH



**Karylle G. Escoto**

General Manager  
Gubat Agritech Industries Company

## AGENTS



Top to Bottom:

**Kerstein Nicole Labay**  
Environment, Health, and Safety  
Engineer  
ON Semiconductors Philippines Inc.

**Brenda Valerio**  
Country Manager New Energy Nexus  
Philippines

**Angelika Marie David**  
Analyst  
Institute for Climate and Sustainable  
Cities

## EDUCATORS



**Dr. Erees Queen B.  
Macabebe**

Associate Professor - Ateneo de  
Manila University; Co-Founder -  
SolarSolutions Inc.



**Veronica I. Castillo**

Assistant Professor  
Department of Economics  
University of the Philippines Los Baños



In college, around twenty-five of us graduated [from electrical engineering], and we were just five females. On this aspect, there was already an imbalance. So even if companies target to hire more women, there is not enough pool.

“ A.J.E. DIMAL

We really need to start them young and engage more women to pursue a career in STEM and RE.

“ M.C. BARELA

It started in college, there was a course on energy economics, and I took it as an elective. During that time, environmental issues, climate change, [and] energy were starting to get noticed. I saw opportunities working there.

“ A.M. DAVID

For some jobs which often require fieldwork, usually, companies employ males, so I think that is one barrier.

“ Z.Y. MONSADA

Between a female and a male engineer, especially in provinces, they want a man to do the installations.

“ M.C. BARELA

A national network of women working in energy, in particular on RE, should be supported.

“ A.M. DAVID

I had my share of challenges working as a woman in the industry. For one, I am a working mother. We all have responsibilities in our household, and I have to juggle family matters and work tasks.

“ R. DINAWANAO-USMAN

In my line of work, there is a lot of fieldwork. Not many women probably prefer that kind of life because they felt they should not travel back then. After all, they have husbands and kids to take care of. There is this [personal] hindrance because of the situation.

“ M.V.M. OLIVAR

One thing we [at ICSC] do as a rule when there are discussions, especially when the panel members are male, is to ask them if they can make it more gender balance or at least 60-40 [male-female] sharing. As much as possible, we would request for a female representative, unless there is no other choice.

“ A.M. DAVID

For entrepreneurs like myself, I think we should actively seek out woman contributors in operations, especially high-level positions.

“ P.M.P. DONGGAY



# Challenges and Recommendations to Increase Female Representation in Renewable Energy

## Limited industry knowledge and representation

- Energy topics and courses in schools
- Educational and research support
- Visibility of career opportunities in RE



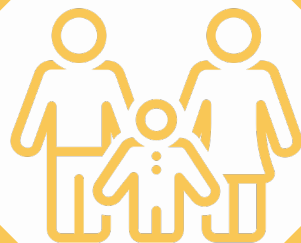
## Gender Bias and Stereotypes

- Gender policies and practices in the workplace
- Female energy networks and associations



## Household and Family Responsibilities

- Flexible work arrangements
- Shared family responsibility



## Gender Policy Gaps

- Gender aspects in energy plans, policies, and programs
- Sex-disaggregated database







# Government: Prime Mover of Women Inclusion in Energy



## Gender Toolkit for the Energy Sector

With technical assistance from the United States Agency for International Development, the Department of Energy (DOE) developed the "Gender Toolkit for the Energy Sector" in 2016, a reference material for industry participants in creating more gender-inclusive organizations.

## Girls and Science, Girls in Science



ENEReady: Career Talks on Breaking Gender Stereotypes in the Energy Workforce

Sources: DOE (2016); DOE (2018)



# Private Sector: Major Driving Force in Closing the Energy Gender Gap



Sources: Energy Development Corporation (2020a, 2020b, 2020c); Loyola (2021)



*Powering Infinite Possibilities*

- Upholds diversity and equal opportunity as the principles in the workplace
- Recognition of the company's "Ladies Club"



Member of the Philippine Business Coalition for Women Empowerment (PBCWE)



Commits to increasing the number of female employees from entry- to senior-level positions to improve representation



Signatory to the United Nation's Women's Empowerment Principles and member of the PBCWE

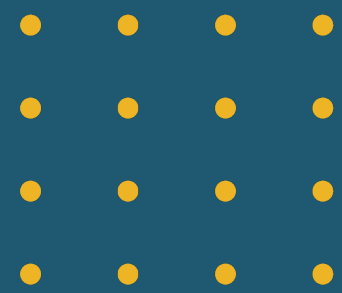




# Global Community: Key Partner Towards Energy Sector Diversity







# MARAMING SALAMAT

## THANK YOU

### Connect



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