# Women in Power System Transformation

## Advancing Gender Equality in a Changing Power Sector

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# Gender Inequality in the Power Sector

**80%** of global **water and energy utility jobs** are held by **men**.

Women's **representation on power utility boards** and leadership teams **grows just 1% every 3 years.**

It could take as long as **72 years to reach 40 percent women leadership** in this sector.

The power sector is where the rubber meets the road for whole-of-energy system decarbonization.

As **countries around the world raise their ambitions** to **transform their power systems and integrate higher shares of renewable energy**, **there is a risk that women, and the skills they can bring to bear, will be left out of the clean energy transformation.**

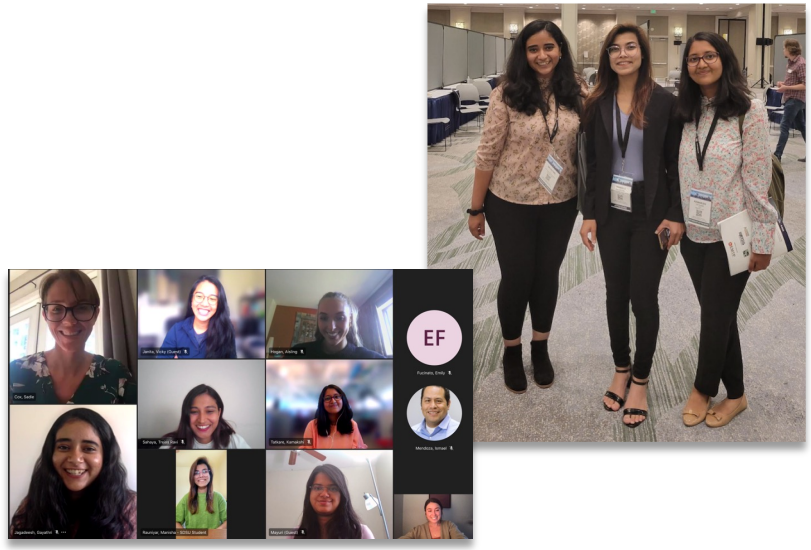
# Women in Power System Transformation

Develop knowledge and skills on cutting-edge technical topics

Agency-based empowerment of women to lead transformational change

Address engrained institutional barriers to women in power sector technical and leadership roles.

Build a support network to expand women's access to professional opportunities

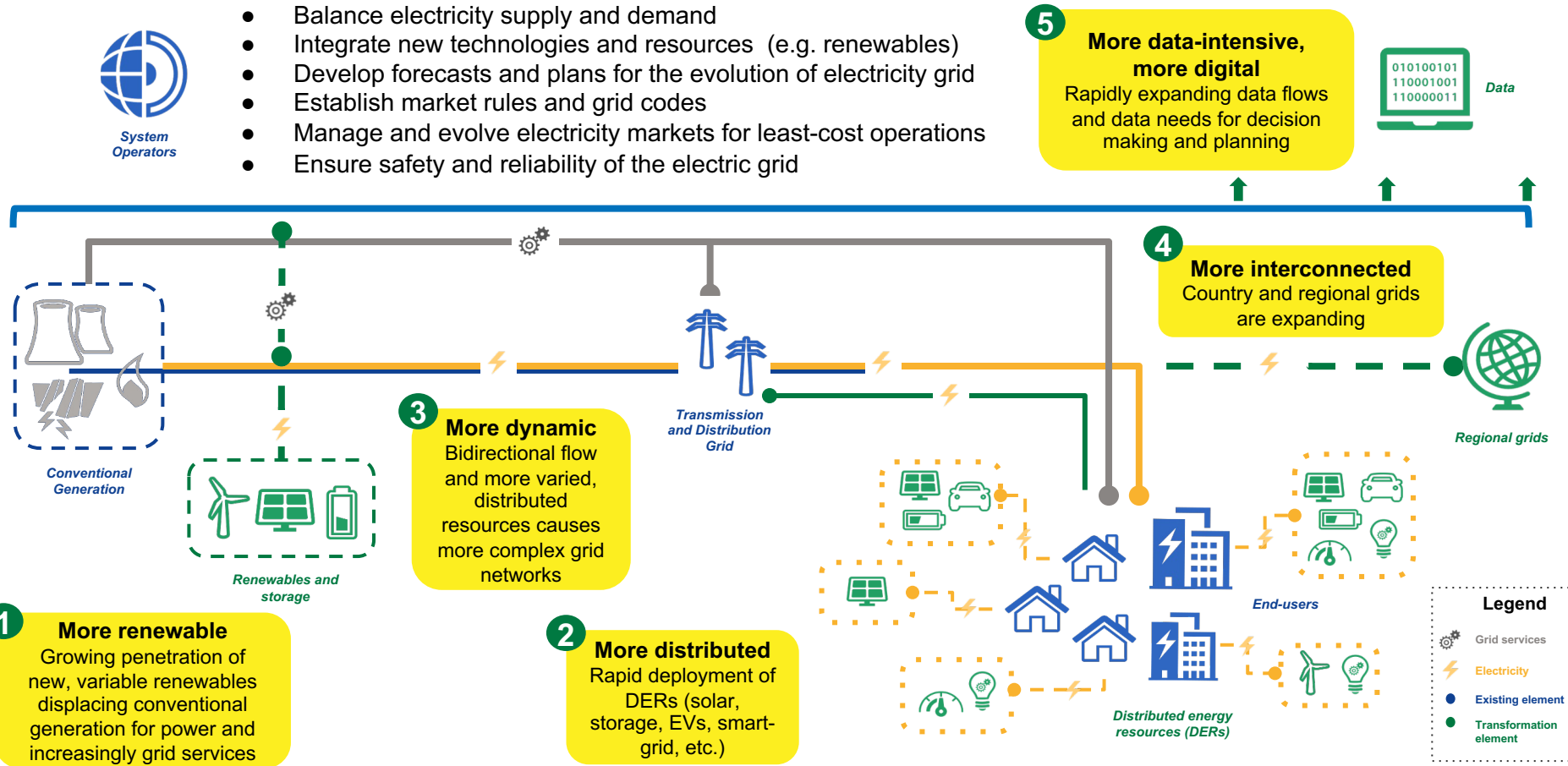



**"…Becom[ing] the first woman intern in CAISO (California Independent System Operator) from PT PLN (Indonesia) made me realize that I can do what I thought impossible."**

# Fellowships at leading system operator institutions to build technical capacity

System Operators

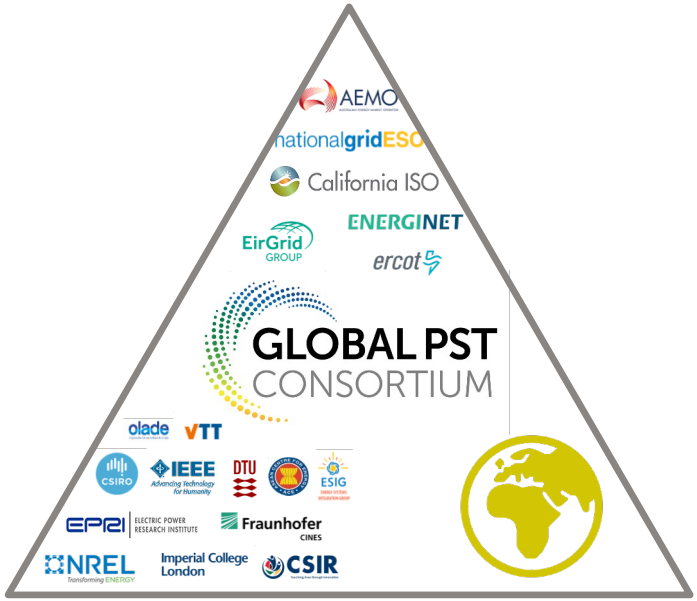
- Balance electricity supply and demand
- Integrate new technologies and resources (e.g. renewables)
- Develop forecasts and plans for the evolution of electricity grid
- Establish market rules and grid codes
- Manage and evolve electricity markets for least-cost operations
- Ensure safety and reliability of the electric grid



# Women in PST Partners for Technical Training, Fellowships and Internships

## Partners

***Founding System Operators (FSOs)***




***Core Team Technical Institutes***

***Emerging Economy System Operators***

*Indonesia, Ukraine, Vietnam, India, South Africa, Tanzania, Peru, Colombia, and others*

# Agency-based Empowerment and Addressing Institutional Barriers

## SEE Change Approach

Our approach is centered on three pillars:

### EVIDENCE

Build the evidence base and understanding of personal agency as a central force in human flourishing and how to foster this in individuals living in resource-poor settings.

### PRACTICE

Scale what works for bringing personal agency approaches to individuals, groups, and organizations.

### INNOVATION

Test powerful solutions and lead innovations in research and practice to support thriving individuals and resilient communities

## Workforce Gender Equality Accelerated Program

Home › Engendering Industries › Workforce Gender Equality Accelerated Program

# Cutting-edge, Women-led Teaching Materials

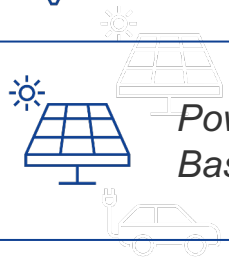
Women in PST, with leadership from Imperial College London, published university teaching materials to expand access to cutting-edge technical training and support upskilling of women students and practitioners around the world.

- Designed and taught by leading women experts
- Available at no cost to universities and instructors around the world
- Easy adoption into existing curriculum
- Flipped classroom format
- Paired with motivational media resources to encourage younger women to take up high-impact power sector careers

**Additional course materials will be made available in October 2023.**

## Course Topics Made Available in 2022:

*Declining System Inertia and Dynamic Reserve Requirements*



*Power System Stability with 100% Inverter-Based Resources (IBR)*

*Impact of EVs on Power Systems*

*Network Planning and Pricing to Support Net Zero Transition*

# Advancing Gender Diversity and Inclusion in the Classroom

- Women students and faculty are under-represented at many of the university-level technical degree programs that are training the power sector workforce of the future
- Goals:
  - Expand access to high-quality technical training and cutting-edge learning materials, for university students and power sector practitioners
  - Increase the visibility of women power experts through flipped classroom delivery
  - Inspire younger generations of women to take up careers in this exciting sector by streaming Women in PST motivational videos that highlight leading women experts and opportunities in advanced power system operations

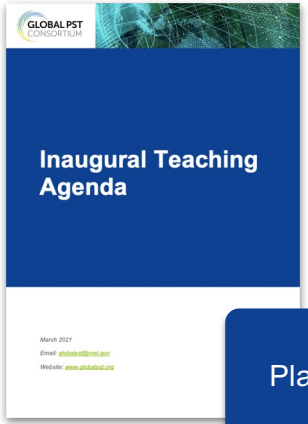
# Thank You and Learn More


**Website**

**Video: *Empowering Women to Lead Systems Transformation***

# Strategic Workforce Development

- Workforce that can support deep decarbonisation of power systems
- Educate graduates and upskill professionals on ‘forward-looking’ topics with direct connections to system operations
- Inaugural Teaching Agenda identifies ~100 topics under 9 areas – prioritised by leading system operators




**Teaching Agenda Subject Areas**

| | | |
|---|---|---|
| Planning | Operation | Stability and Protection |
| Restoration | HVDC Transmission | Active Distribution, Microgrids |
| Power System with Integrated Infrastructure | Techniques Applied to Power System | Markets and Investment |