




Benefits of Gender Inclusion in Traditional Utilities

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Why Gender Equality in Traditional Utilities?



Why Diversity and Inclusion for Utilities?

- Having women in the highest corporate offices is correlated with increased profitability, according to a study of nearly 22,000 publicly traded companies in 91 countries. An increase in the share of women from zero to 30 percent would be associated with a 15 percent rise in profitability.
 - Peterson Institute for International Economics and EY (formerly Ernst & Young)
- Ernst & Young LLP (EY), "Talent at the Table: Women in Power and Utilities Index 2015," found that utilities with more women in leadership ranks performed better than their peers. Its analysis showed that "the top 20 utilities for gender diversity, with a combined average return on equity (ROE) of 8.5%, significantly outperform the lower 20, with a combined average ROE of 7%."

Additional Benefits of Gender Inclusion

- Diversity of decision making, including impact on customers and communities,
- More open and transparent job opportunities and promotion criteria
- Increased economic participation by women
- Corporate social responsibility (CSR) which has manifested in school programs including girls in STEM studies helping insure a STEM qualified job candidate pipeline



How to Achieve Gender Equality



Current State: Women's Participation in Energy

- A 2013 job census by The Solar Foundation found that 19% of all solar workers were women
- An international USAID study published in 2016 found women held on average 16% of positions in electric distribution utilities. While there were women in every type position, positions were most commonly office positions, particularly at headquarters

How to Achieve Gender Diversity

- Audit:
 - Human Resources (HR) policies and practices against global standard for gender inclusion as a gap analysis
 - Corporate Communications Plan for gender equity
 - Health and Safety practices
- Adopt a change management plan with:
 - Senior leadership support, including role modeling
 - Change champions, both men and women
 - Awareness raising
 - Action planning and execution
- Publicize
 - Stories of achieving gender equality
 - Corporate Social Responsibility program

Open and Transparent HR Practices

- Corporate Level Equal Opportunity Employment statement
- HR policies and practices aligned with global standard for gender equality
 - Benefits:
 - Alignment with best HR practices generally as well as for gender
 - Improved data gathering for informed decision making
 - Can increase the number of qualified job applicants
 - Can increase the talent pool for future leaders
 - More engaged workforce
- Corporate Communication aligned for gender equality
 - Benefits:
 - Results in an improved inclusion of female customers by using inclusive language
 - Job advertisements drawing a larger and more diverse applicant pool
- Health and Safety Practices aligned for gender equality
 - Benefits
 - Safety equipment is properly sized for all workers
 - All employees receive training for health and safety

Corporate Social Responsibility

Seven electrical distribution companies in five countries have included outreach efforts to schools as a component of their Corporate Social Responsibility (CSR)

- Energo-Pro, Georgia is meeting a business need through this gender inclusive outreach:
 - Average age of technical workers is 55 and new, qualified workers are needed
- EVN Macedonia has documented increased employee satisfaction through outreach initiatives to both the daughters and sons of employees to engage the children in energy careers
- All seven companies received positive press for their efforts.
 - Increases consumer awareness of the company
 - Children take home energy conservation and safety message
 - University and technical school outreach encouraging both girls and boys to stay in STEM can increase qualified applicants

Benefits Summary

Bringing Gender Equality into organizations can benefit both the bottom line and the society.

Bibliography

Web Resources

<https://www.empowerwomen.org/en/weps/about>

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<http://www.energy.gov/science-innovation/science-education>

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Articles

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- Women in Power and Utilities Index 2016, EY