

Women in Renewable Energy:



Challenges



Opportunities



Global Initiatives

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7 AFFORDABLE AND
CLEAN ENERGY



SDG Priority Goal #7

**ENSURE ACCESS TO
AFFORDABLE, RELIABLE,
SUSTAINABLE AND
MODERN ENERGY FOR ALL.**

A third of the world's population lacks access to clean energy. Nearly four million people die each year from illnesses caused by household air pollution. Access to electricity is lacking for 759 million people, while 2.6 billion people do not have access to clean cooking solutions.

Women in
Renewable Energy



#	MAJOR CITIES	US AQI*
1	Almaty, Kazakhstan	256
2	Cairo, Egypt	232
3	Delhi, India	221
4	Wuhan, China	184
5	Dhaka, Bangladesh	182
6	Karachi, Pakistan	173
7	Tehran, Iran	172
8	Lahore, Pakistan	171
9	Shanghai, China	171
10	Hanoi, Vietnam	170
11	Kolkata, India	169
12	Chongqing, China	164
13	Baghdad, Iraq	159
14	Rotterdam, Netherlands	158



Climate change consequences in Kazakhstan

The largest floods in the last 80 years

13 CLIMATE ACTION

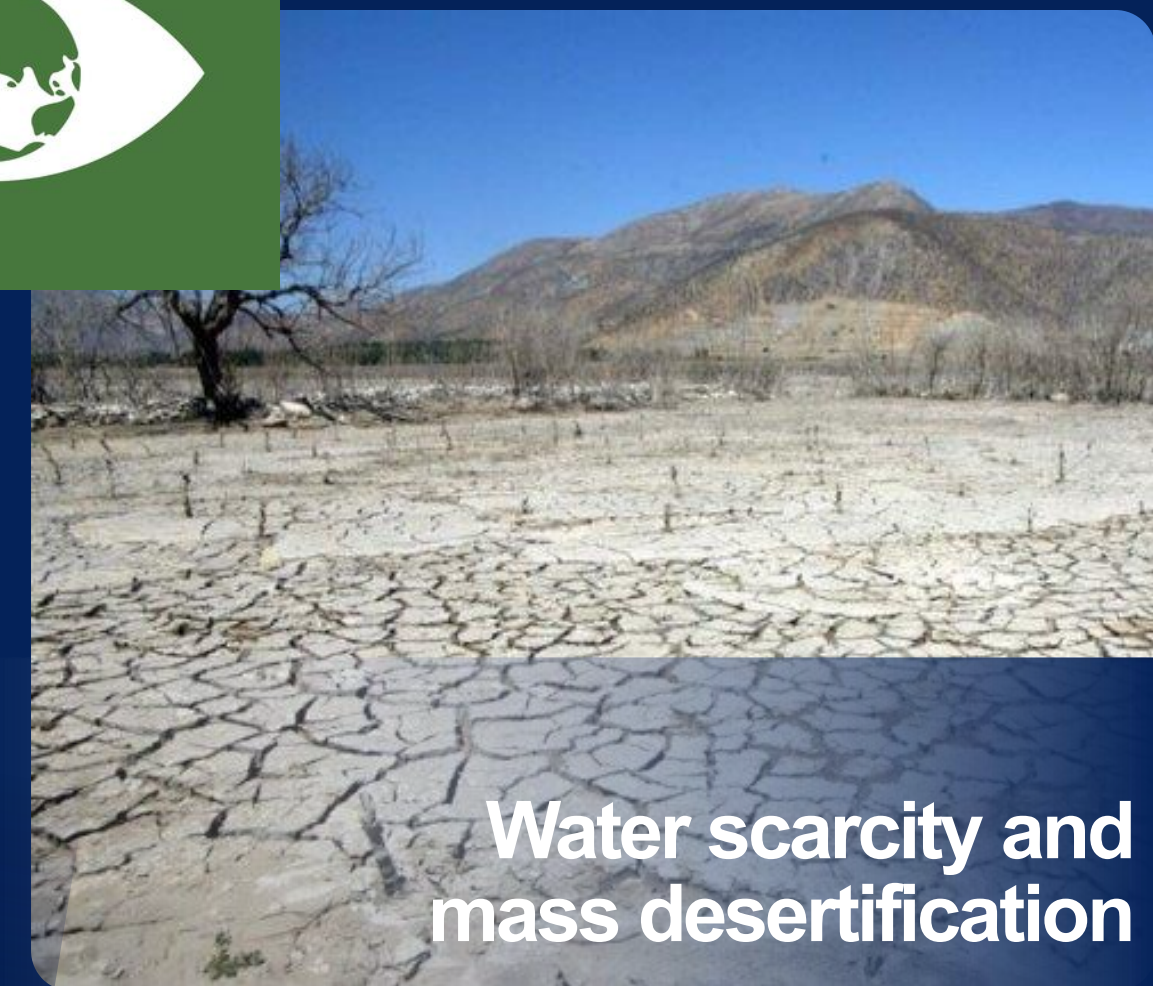


Ecological catastrophes

In 2025 Almaty became the most polluted city in the world according to the IQAir



Glaciers melted on 30% since 1960s



Water scarcity and mass desertification

Gender equality

Empowering women in leadership, employment, and entrepreneurship within the energy sector is key to achieving gender equality and ensuring sustainable energy for all.



Women in Renewable Energy



The 1995 Beijing Declaration and Platform for Action



CEDAW

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)



Sustainable Development Goal 5 on gender equality

Entrepreneurship

Women are underrepresented in patents, start-ups, and financing, facing barriers like:

- restricted mobility
- cultural norms
- limited access to credit and financial networks.

The enabling environment

Gender-blind policies, lack of data, underrepresentation in decision-making, and minimal investment to address gender gaps, despite significant global energy investments.

Sustainable energy and gender equality are interdependent

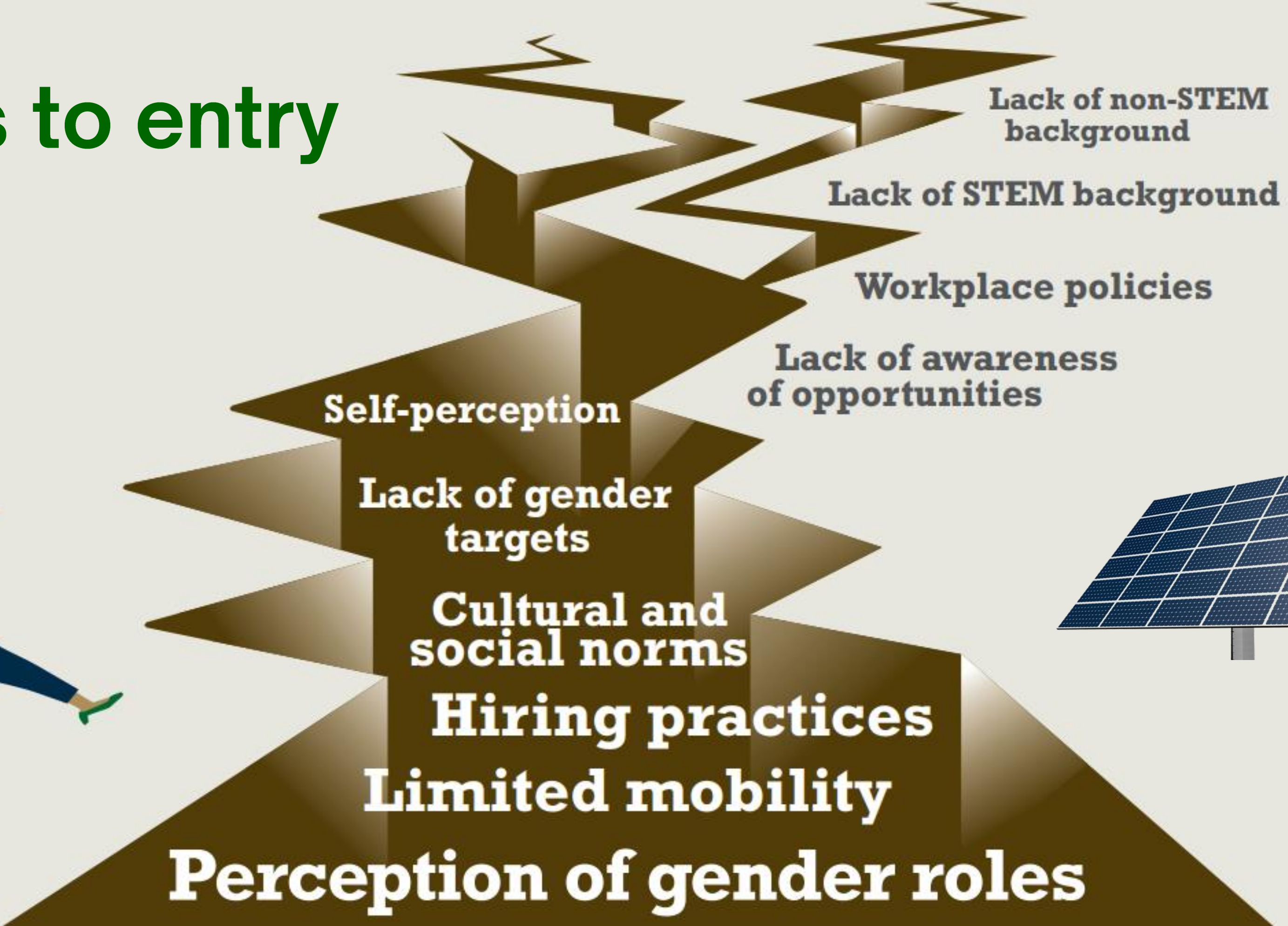
Employment and leadership

The energy sector is male-dominated, with women making 22% of roles in traditional energy (oil and gas), despite comprising 39% of the global labor force. Women hold 11% of ministerial positions in charge of energy, natural resources, and mining across 190 countries.

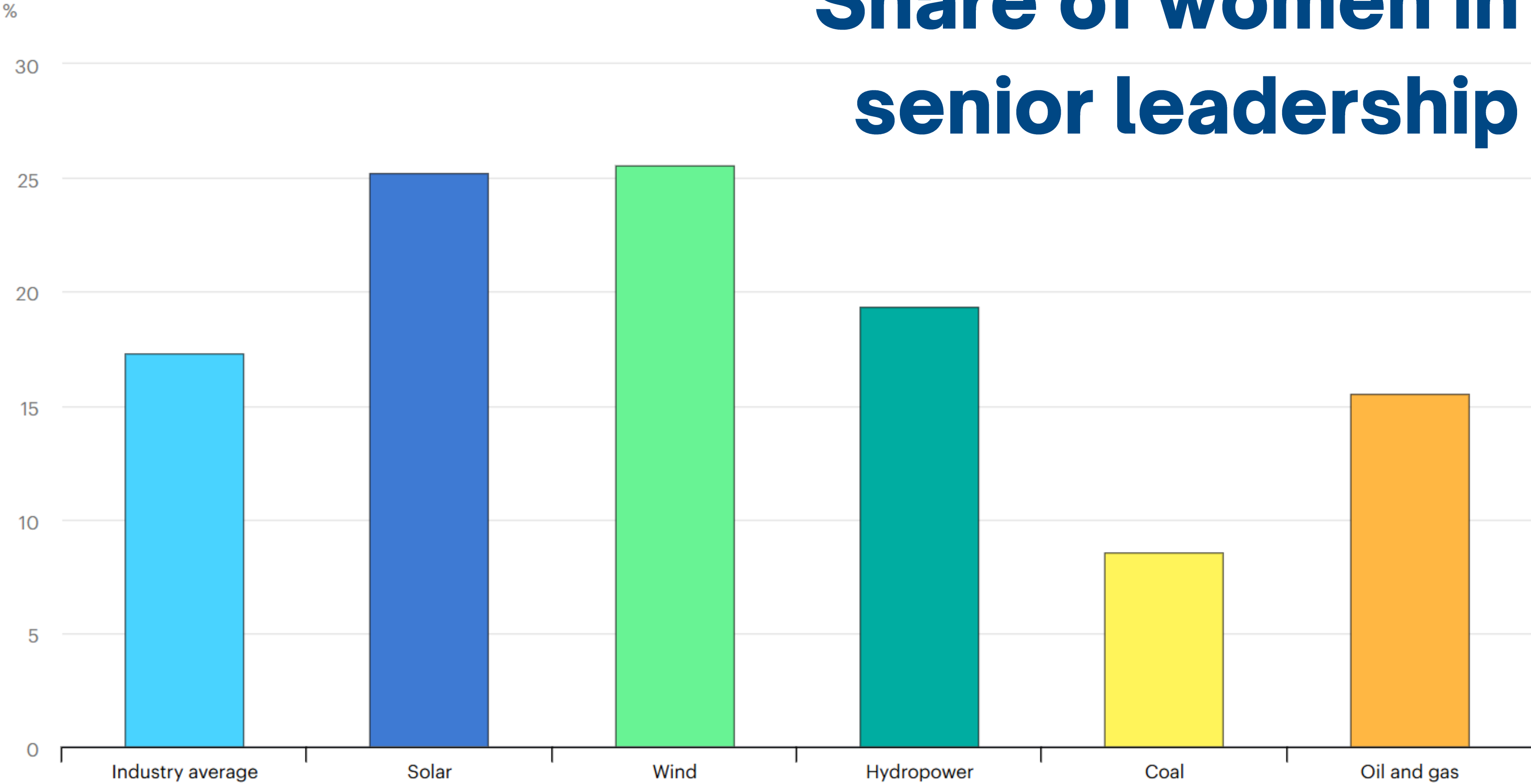
Energy poverty

Unequal energy access limits women's time, opportunities, health, and productivity.

Barriers to entry



Share of women in senior leadership



2025, The International Energy Agency (IEA)

Fair and transparent policies

Maternity leave

Paternity leave

Flex-time

Onsite childcare

Option to work from home

Job sharing

Gender targets

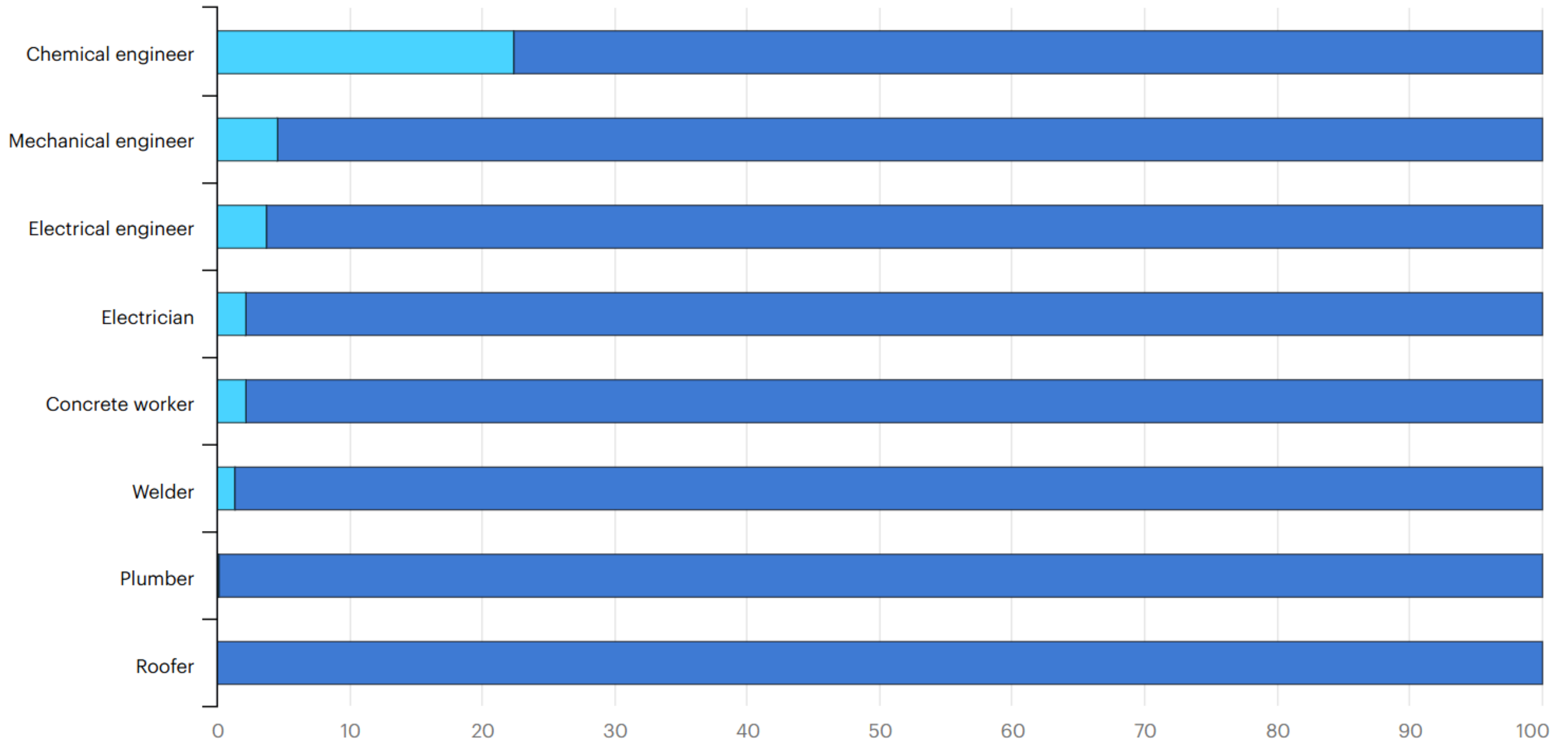
Training and mentoring

Part-time working



Women in selected energy-related occupations

%



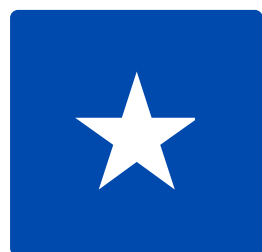
2025, The International Energy Agency (IEA)

Barriers to advancement



Lack of skills
Workplace practices
Lack of training
Glass ceiling
Lack of mentoring
Lack of workplace flexibility
Lack of gender targets
Lack of childcare facilities
Cultural and social norms

Opportunities to advance gender equality as part of the energy transition



Public, private, and NGO partnerships can equip women with skills for clean energy jobs.



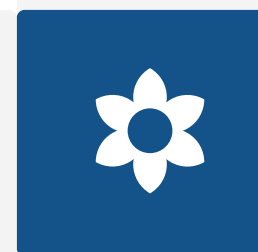
Gender equality in the energy sector fosters innovation and inclusive clean energy solutions.



Women's energy use in work and healthcare boosts economic empowerment and resilience.



The clean energy transition offers opportunities to close gender employment gaps.



Women entrepreneurs can improve energy distribution by connecting with female customers and leveraging social networks.

Challenges



Lack of skills

Need to learn fast and a lot



Ageism

Need to prove yourself



Sexism

Different treatment and hidden biases

Solution



Learning

Studying all the time + practice



Working hard

Learning to negotiate



Implementing policies

Developing corporate culture



Never give up

Keep going despite any obstacle



WORLD BANK GROUP



UNITED NATIONS



IRENA

International Renewable Energy Agency



Organization for Security and
Co-operation in Europe



CAREC

Central Asia Regional Economic Cooperation Program



United Nations Entity for Gender Equality
and the Empowerment of Women



WRISE

Women of Renewable Industries
and Sustainable Energy

**WOMEN
inTech**®



GWEC

GLOBAL WIND ENERGY COUNCIL



Google

Women in renewable energy...



Business

**Job market &
Qualification**

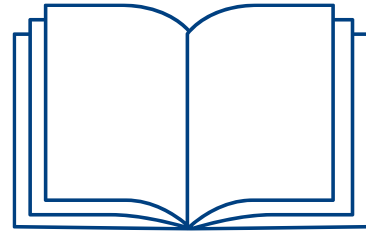
STEM

HR





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