Infrastructure that Works for Women: Gender Dimensions of Energy and Industry

CSW 63 Side event
14 March 10:00 – 11:15
Conference Room 12, UNHQ
Inclusive and Sustainable Industrial Development (ISID)

- Creating Shared Prosperity
- Advancing Economic Competitiveness
- Safeguarding the Environment
The gender dimension of ISID

ISID seeks to contribute to **structural changes** at the level of policies, institutions, enterprises and communities.

With targeted action and gender mainstreaming towards:

- Women’s economic empowerment
- Women’s participation and leadership
Inclusive and Sustainable Industrial Development: The Gender Dimension

Working paper providing a framework for understanding the linkages between gender equality and industrial development
Gender effects of industrialization

Industrialization can reduce/reinforce gender inequalities

Gender structural features of an economy (distribution of work, resources, skills and time)

Employment channel

- Creates jobs in sectors previously precluded to women
- Increases FLF but maintains gender wage gaps and segregation

Consumption/Service provision channel

- Favours diffusion of technologies that further exclude marginalized women
- Contributes to infrastructure and services that redistribute responsibility for care

Industrial development is inclusive & sustainable
Gender patterns in manufacturing employment

**Feminization** in the early stages of industrialization: Occupational segregation and large gender wage gaps stimulate profits in the short run and generate higher levels of female labour force participation.

**De-feminization** in the more advanced stages: Technological upgrading of production towards capital intensity invariably results in a declining female share of employment.

Source: Illustration based on ILO data, Tejani & Milberg (2016)
Key findings

• Women’s participation in manufacturing employment is closely associated with the expansion of a few specific, generally low-tech, sectors.

• Women seem to be preferred as semi-skilled assembly operators.

• When production becomes more capital intensive, de-feminization sets in.

• Women’s inclusion in the industrialization process in any country may therefore be a transient phenomenon.

• Policy responses require an understanding of both the macro gender structure of the economy concerned and the specific gender dynamics that relate to its manufacturing sector.
### Policy Recommendations

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<th>Sectoral gender value chain analysis informing policy</th>
<th>Support women entrepreneurs</th>
<th>Skills development and participation in STEM</th>
<th>Physical and social infrastructure</th>
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<td>Support migrant women and those in informal sector</td>
<td>Increase data collection and analysis</td>
<td>Resource national and sectoral gender machineries</td>
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Gender and ISID-related indicators, data and gaps

Gender-responsive industrial development planning needs:

• More creative and effective use of data and surveys that already exist
• Collection of sex-disaggregated data on a frequent basis

Indicators relevant to the gender-industry nexus:

• Look at female shares of manufacturing employment
• Measure gender segregation in employment e.g. gender dissimilarity index
• Monitor sex-disaggregated indicators on SME survival rates, key constraints and the extent of technology adoption, etc.
Guidance note to strengthen women’s agency as producers, consumers, distributors and decision makers across the energy sector.
# Gender Equality in the Sustainable Energy Transition: Thematic content

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<td>The State of Gender Equality within the Energy Sector</td>
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<td>3. Engendering the Energy Workforce</td>
<td>Gender and Energy Sector Employment, Entrepreneurship, Improving utilities performance and consumer experience</td>
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<td>4. Policies, Programmes, and Funding</td>
<td>Policy, Governance and Data, Capacity Development and Training, Financing - costs of gender mainstreaming, future funding and shift to core budget, ANNEX: Organizations and Networks</td>
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Enabling factors for gender equality in the sustainable energy transition

- Ensure equal representation in decision-making processes
- Ensure equal rights for women to own land
- Create opportunities to access loans and make economic decisions
- Provide access to education and training opportunities for women
- Address power relations within households and communities
- Target gender gaps and occupational segregation within technical fields
Panel Discussion

H.E. Ms. Yalem Tsegaye Asfaw,
Minister of Women and Children Affairs, Ethiopia

H.E Mr. Jorma Korhonen,
Director General, Prime Minister's Office, Finland

H.E. Ms. Keisha A. McGuire,
Permanent Representative of Grenada to the United Nations and
Chair of SIDS DOCK Island Women Open Network (IWON)

Ms. Monica Maduekwe,
ECOWAS Programme on Gender Mainstreaming in Energy Access
(ECOW-GEN) Programme Coordinator
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