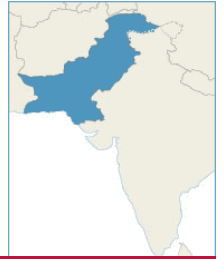




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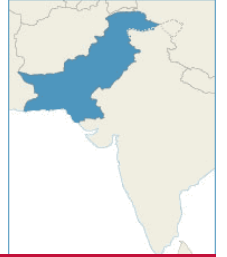


USAID Gender Program in Pakistan and Philippines

Women in Energy Conference

October 28, 2010

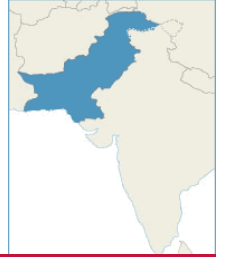




Gender Definition - USAID

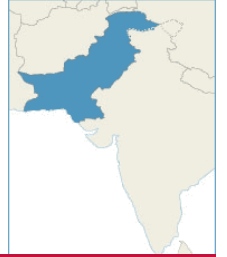
Gender is a social construct that refers to relations between and among the sexes, based on their relative roles. It encompasses the economic, political, and socio-cultural attributes, constraints, and opportunities associated with being male or female.

As a social construct, gender varies across cultures, is dynamic and open to change over time. There is variation in gender across cultures and over time. Note that "gender" is not interchangeable with "women" or "sex."



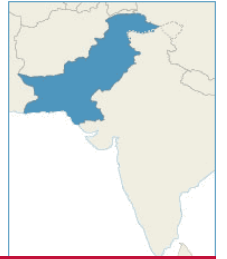
Definitions

- **Gender Mainstreaming** – gender should be integrated into development at all levels and in all sectors, focusing less on providing equal treatment to women and men and more on taking whatever steps are necessary to ensure equal outcomes.
- **Women Empowerment** – people taking over their lives, setting their own agendas, gaining skills and solving problems; An individual process and collective social and political process; For development it becomes a process and an outcome.



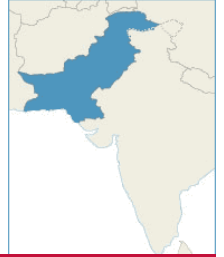
Definitions

- **Gender Equality** – aims at the same treatment, opportunities and rights for women and men.
- **Gender Equity** – refers to measures taken to correct unequal conditions and to compensate for disadvantages that prevent women from working under equal conditions.



Gender Issues in Pakistan Energy Sector

- Accessibility
- Energy use and energy users
- Employment



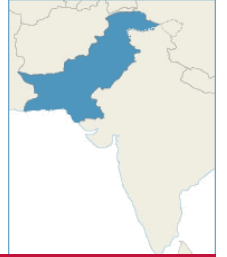
Pakistan Accessibility: On and Off-Grid Connections

- Electric power in 65% of villages
- Even in connected villages, many households cannot afford connections; only 53% of households have electricity
- Unconnected households are disproportionately poorer households
- Women are the hardest hit among the poor

World Development Indicators 2005, quoted in USAID Energy Sector Assessment for USAID/Pakistan, June 2007



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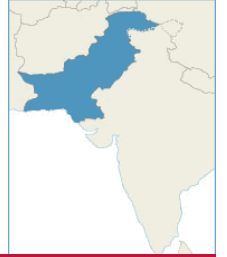


Key Gender and Energy Use Issues

- Availability and quality of electricity at home
- Women's energy management role as key to changes in energy efficiency and savings
- Access to improved energy services for work at home: both family-centered and home-based production
- Women's access as customers to Distribution Companies (DISCOs)

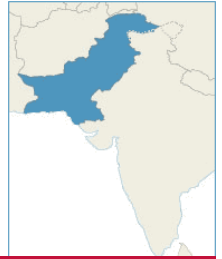


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Employment: Training Needs Assessment/ Gender Assessment (February to June 2010)

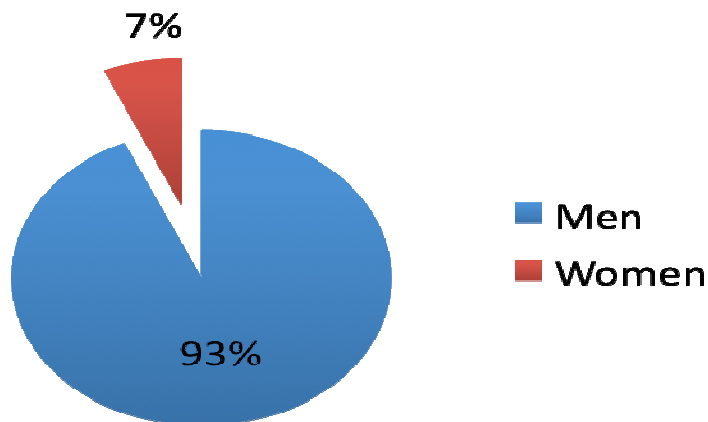
- Understand current situation within partner institutions
- Identify the key gender issues
- Promote organizational learning on gender mainstreaming



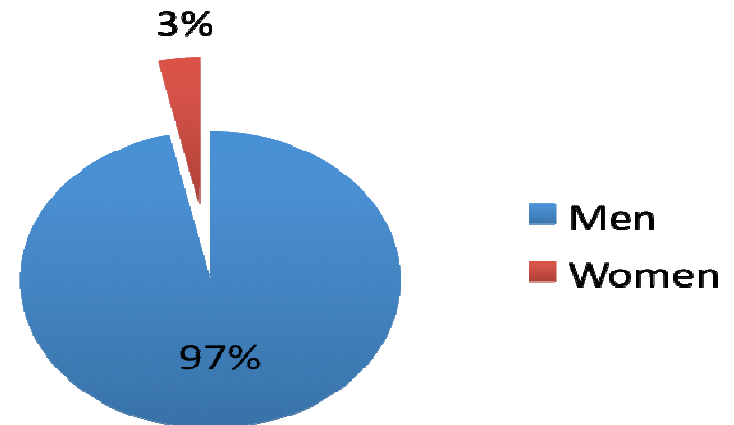
Water and Power Development Authority (WAPDA) Personnel

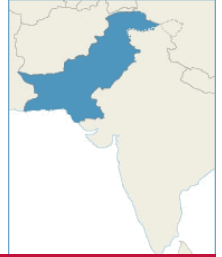
Source: WAPDA and PEPCO Manpower Statistics 2008

Officers



Staff

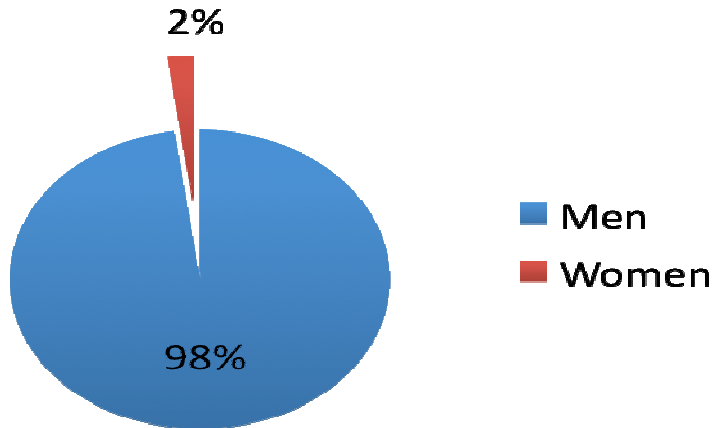




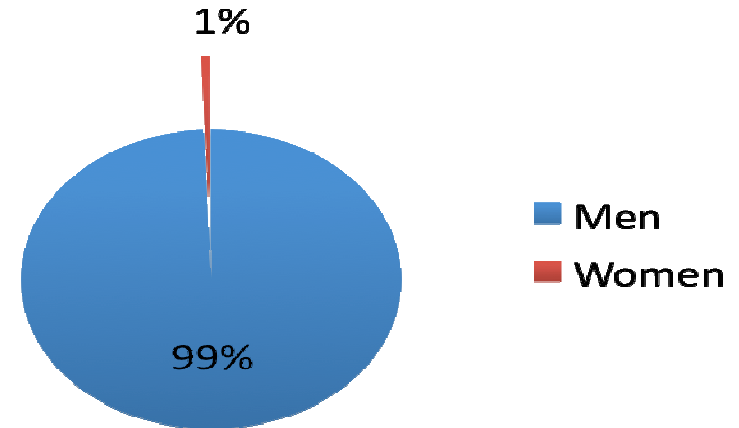
Distribution Companies (DISCOs) Personnel

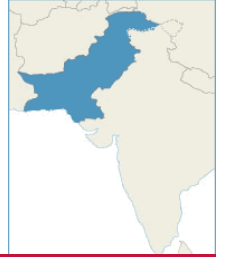
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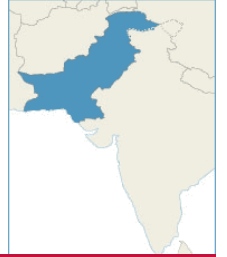


Gender Imbalance in the Power Sector Employment

- Women are a currently underutilized resource
- Pakistan now has increasing numbers of skilled female graduates
- Young women are graduating at the top of their classes
more female engineers
- Very few women are in the power sector



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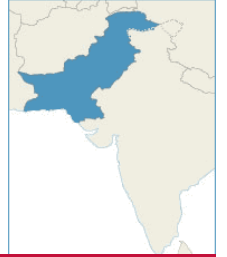


Recommendations: Women Employment Increased in the Power Sector

- Top Managers Should Organize, Inform Themselves and Decide on Action
- Develop a Clear Gender Equity Policy and Action Plans
- Operationalize and Publicize the Policy and Anti-Harassment Law

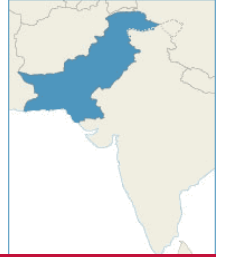


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Recommendations: Women Employment Increased in the Power Sector

- Integrate Gender mainstreaming in the curricula of training institutes
- Provide special support to female staff and daily wagers
- Provide gender-responsive Customer Services and Public Outreach
- Develop the talent pool with linkages to Pakistan Engineering Council and universities

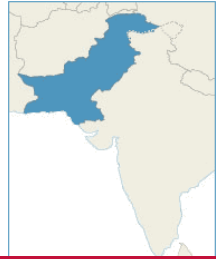


Government Policy on Gender Equity

- Constitution guarantees equal rights to all citizens & outlaws discrimination on the basis of sex
- 2003 National Policy on Development and Empowerment of Women: introduced quotas for women in all government departments
- Quota raised to 10% in 2006: women to be 10% of employees in all government offices
- Parliament has passed a bill on anti-harassment of women in the workplace

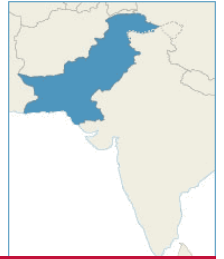


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Philippines Experience on Off-Grid Renewable Energy

Public-Private Partnership



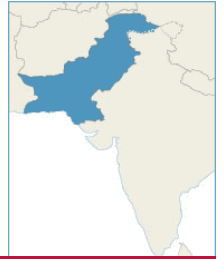
Alliance for Mindanao and Multi-Regional Off-grid Renewable Energy (AMORE)

- Autonomous Region of Muslim Mindanao - the Philippines' poorest area
- Only 24 percent of the population has access to clean water
- Solar system to pump water from an existing deep well
- Villagers pay a small fee
 - To operate and maintain the water system
 - To protect and develop the surrounding watershed to ensure the integrity of the water supply





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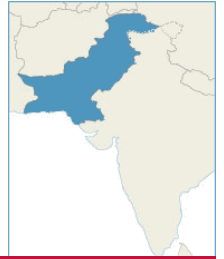


Solar for Streetlights and Homes

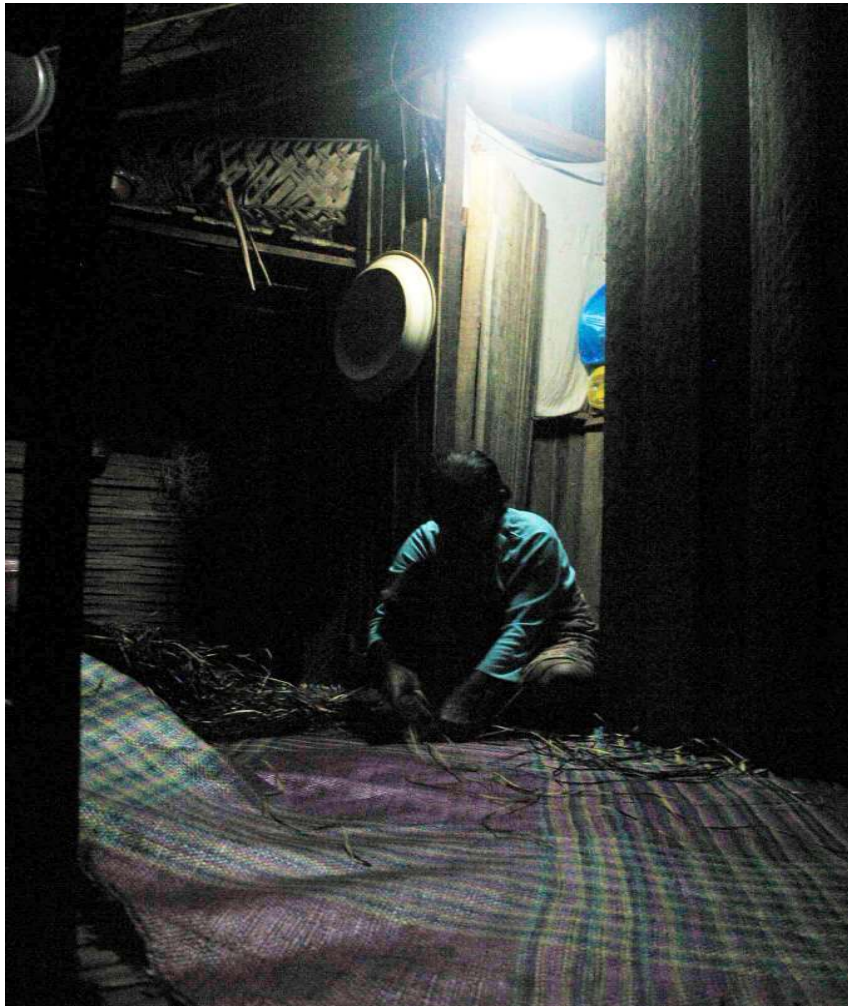


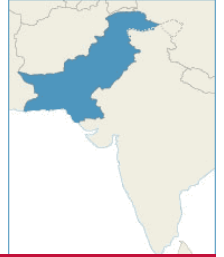


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Solar Energy for Livelihood and School





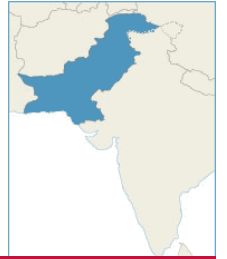
Women Leader in Community - Subaika

- Barangay Renewable Energy and Community Development Association for management and marketing of solar and hydro electric
- She is 36-year old and has been village councilor for 12 year
- As treasurer, she collects the solar home systems' operation and maintenance fees
- As health worker since 1990, encouraged every villager to apply for health coverage under the government health insurance system and going to the hospital no longer intimidated her neighbors





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Bahut Shukriyah !