

Powered by Women

The benefits of diversity

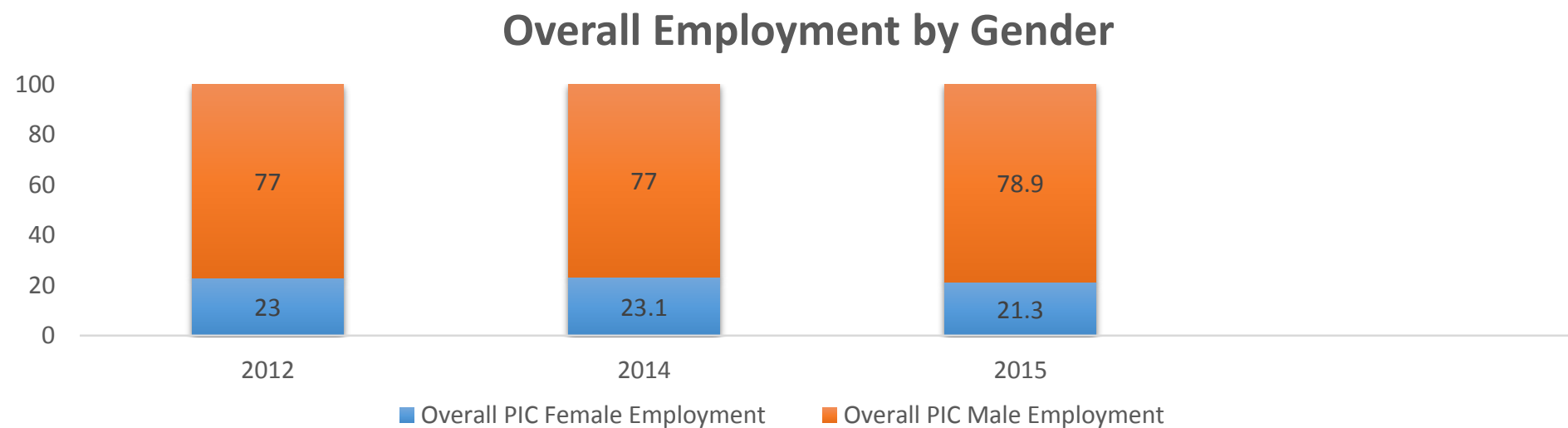


‘There is such a shortage across the globe of skilled personnel in the mining and engineering disciplines that if we don’t capitalize on diversity we will never make up the shortfall’

Gender Action Plan (GAP)

- A GAP has been developed jointly with PPA to encourage a greater representation of women in the utilities;
- GAP focusing on not only overall employment of women in the sector, but employment and career paths in technical roles;
- Enhanced training and engagement at University level to encourage women to consider less traditional roles;
- Specifically, PPA interest in gender mainstreaming in the PICs' energy sector includes work on the annual Pacific Power Utilities Benchmarking Report, which details job levels by gender across national power utilities.

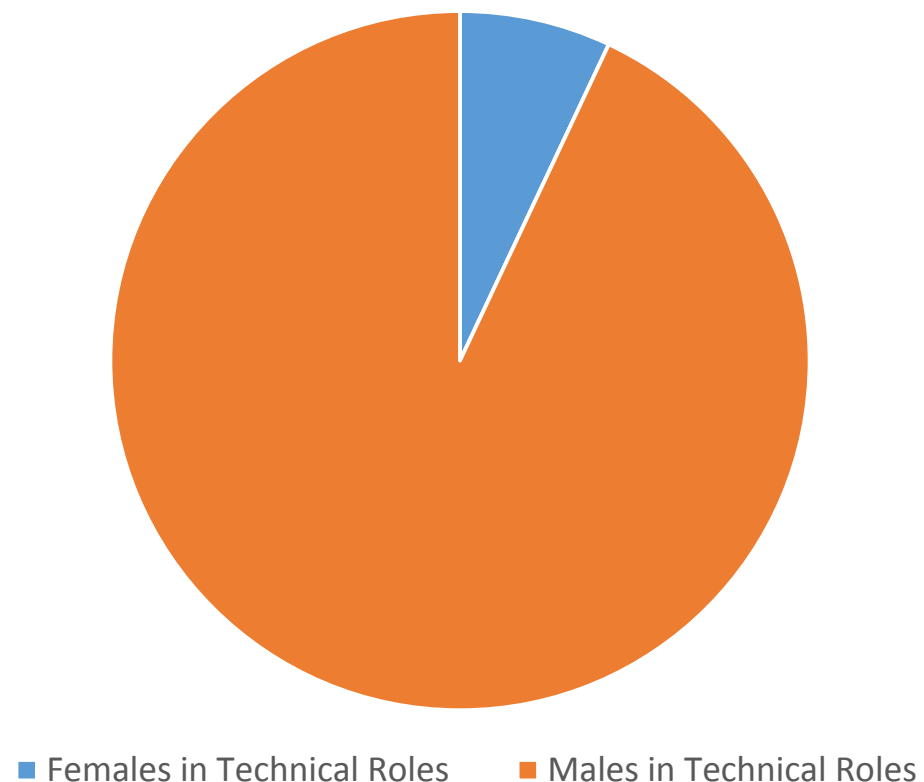
Data Results – Overall Employment



We must get in front of any downward trend

Data Results – Technical Roles

Gender Distribution in Technical Roles



7% Females in technical roles

Why are Women good for business?

As Employees	In the community
<ul style="list-style-type: none">• Employment of women creates a company reputation based on sound employment practices and ensures the best and brightest potential candidate consider the company an employer of choice.• Over 70% of potential candidates consider diversity as a major factor in company choice	<ul style="list-style-type: none">• Women have greater social engagement in their community and can be champions of change.• Women immediately feel the benefit of the change to clean energy.• Women have the potential to accelerate the energy-system change.

Case Study: Solar Sister



- Empowering women and communities through clean energy;
- Redefining the role of women in off-grid communities;
- Providing opportunities for women to become clean-energy entrepreneurs;
- Massive multi-generation community benefits;
- Health benefits;
- Financially empowering.

- ✓ Double household income
- ✓ 30% reduction in household expenses when solar replaces kerosene
- ✓ 3 hours more study time for children everyday when solar lamp replaces kerosene
- ✓ \$46 of economic impact generated for every \$1 invested in a Solar Sister Entrepreneur

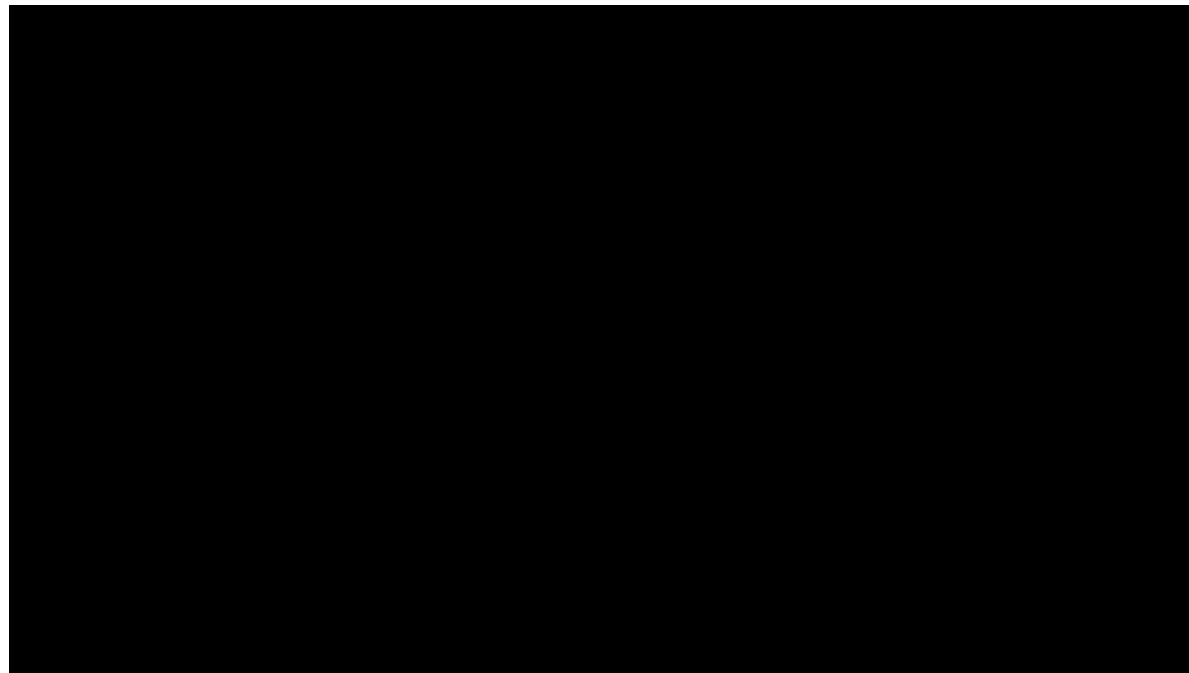


WORLD BANK GROUP



Case Study: GE – The Economic Impact

- In 2017 GE launched an initiative to boost female employees in technology roles to 20,000 by 2020 and establish an even gender ratio for all technical entry-level programs. This is a 36% increase for women in technical roles.
- GE has found that nearly 40% of women with engineering degrees either leave the profession or never enter the field.
- According to the OECD, closing the gender gap could increase GDP by up to 10% by 2030, with OECD studies showing that more gender-diverse companies perform 53% better than less diverse companies.



- How do we capture the imagination of girls who are interested in STEM? How do we market to potential employees? How do we bring the potential of a STEM career to life?
- “We’ve been collaborating more and more with GE’s university relations department, and doing things on campus that bring the STEM experience to life in a fun way”.



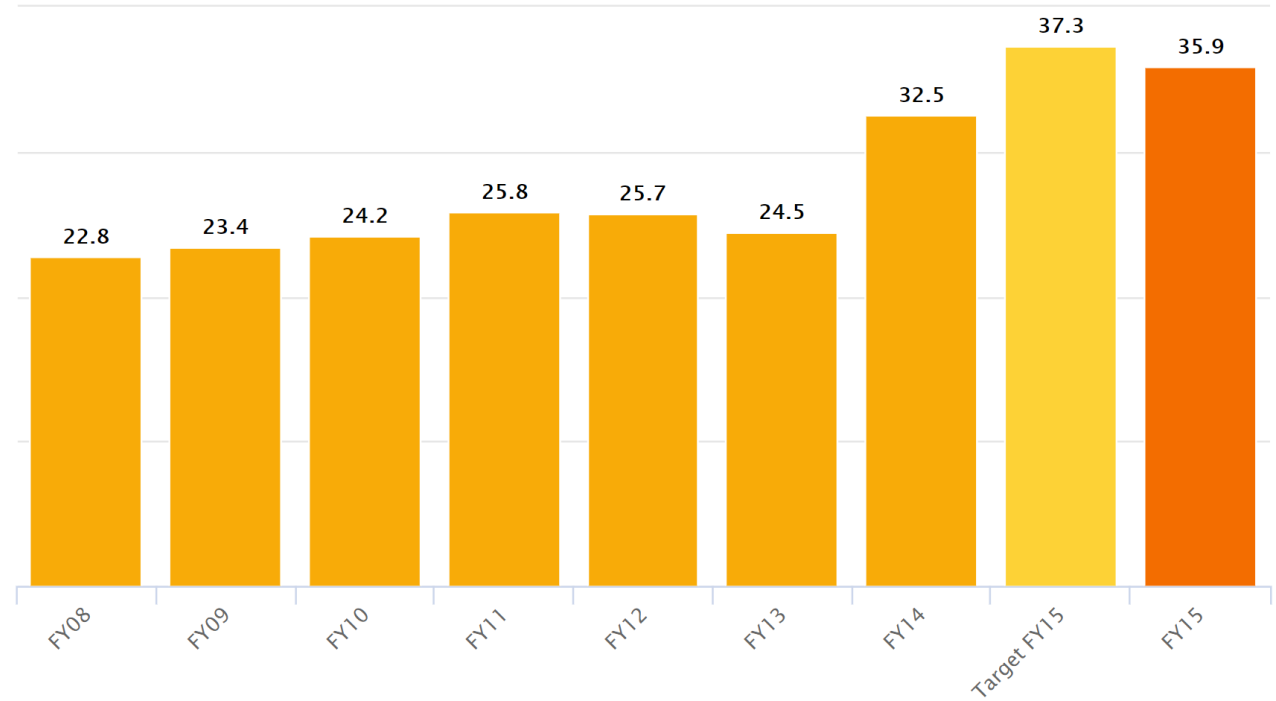
WORLD BANK GROUP

Case Study: Origin Energy



- Origin is an integrated energy company encompassing exploration, production, power generation and retailing
- Recognised as a world-leader in providing equal opportunities in the energy sector.

APPOINTMENT TO SENIOR ROLES, FEMALE (%)



FEMALES IN SELECTED COHORTS AS AT
30 JUNE 2015⁵

29%

CEO-2

Other executives, general managers and managers
51 people in cohort

33%

FEMALES ON THE BOARD

9 people in cohort

34%

CEO-3

Managers
158 people in cohort

11%

CEO-1

Executive Management Team
9 people in cohort

28.1%

FEMALES IN SENIOR ROLES

See discussion on this page
1,861 people in cohort



WORLD BANK GROUP

What will I be working on?

- Working with PPA until end of Nov 2017
- By end of August 2017 proposal regarding the gender dimension of HR Practices of the power utilities associated with PPA
- Draft report and recommendations including Human Resource Development policy options by mid October 2017
- Final report incorporating feedback from PPA, power utilities, and World Bank by early November 2017

What I need from you to assist your utility reach full potential

- Gender data is essential in identifying current issues and ensuring effectiveness of proposed solutions
- Establish metrics to track progress
- Establish processes to ensure leadership buy in and encourage ongoing momentum and support

Over the coming days let's talk and see what we can achieve together for your utility!