Women in Power Sector Engineering

WePower

Samiya Zafar
Assistant Professor
Department of Electrical Engineering
NED University of Engineering and Technology
Karachi, Pakistan
samiyazafar@neduet.edu.pk

Its Time For Reconstruction…….

Power And Utility Companies Are Facing A Period Of Real Transformation

Business Models Of Yesterday Are No Longer Relevant For Today's Marketplace

It Requires New And Innovative Thinking And Expertise

Female Leaders Are Well Poised To Contribute To The P&U Industry At This Time Of Reconstruction And Change

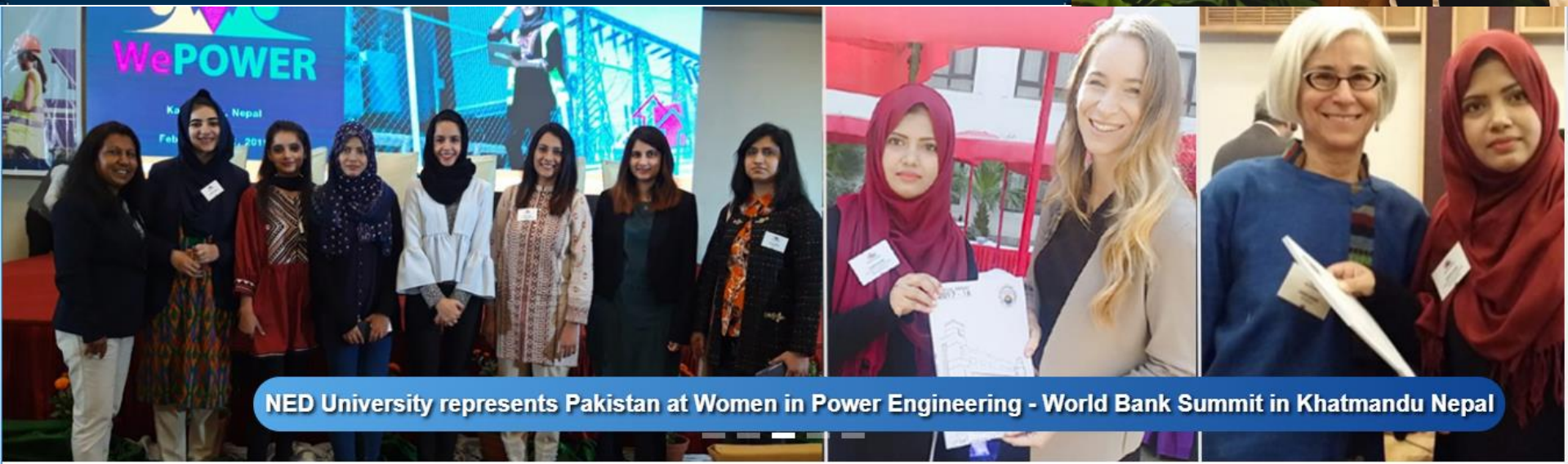
Baseline Assessment from World Bank: Data Confirms that very few women work in the Power Sector in South Asia

Share of women Employees --max 15% of energy sector staff

Share of women in technical positions tends to be at 6%

World Bank and its partners (ADB, Australian Aid, ESMAP) recently organized the First Regional Conference for Women in Power Sector Network in South Asia (WePOWER)

Held in Kathmandu Nepal, February 20-21, 2019— the event convened more than 250 engineers and energy-sector professionals from all over South Asia



NED University represents Pakistan at Women in Power Engineering - World Bank Summit in Khatmandu Nepal

Representatives from 60 participating institutions from local and international power utilities, energy sector organizations, and multilateral agencies

Baseline Assessment from World Bank: Identified barriers

Why are there so few women in the Energy Sector

- STEM awareness
- Work barriers
- Very few specific national strategies

Specific Barriers to Access Jobs in the Power Sector

- ✓ Women face various active and passive forms of discrimination and harassment
- ✓ The absence of basic facilities and safe transportation for women restricts their job and training opportunities
- ✓ Women in all countries stated the challenges of balancing the responsibilities of home and work

THE FUTURE TECH WORKFORCE IS HERE

Women continue to be vastly underrepresented in the global technology workforce. This is both a societal concern and a major workforce problem, given the critical shortage of skilled technology professionals faced by many enterprises. From a persistent gender bias in the workplace to continued pay gaps and a lack of female mentors, many challenges still need to be addressed to solve this problem, according to ISACA's 2017 Women in Technology Study. To view the full survey report, learn about ISACA's Connecting Women Leaders in Technology program, and get guidance on the path to a more equal technology workforce, visit www.isaca.org/women-in-tech-study.

WHY ARE WOMEN UNDERREPRESENTED IN TECHNOLOGY?

Top 4 answers

33% Tech leaders/role models are largely males

22% IT is perceived as a male-dominated field

14% There is a lack of work/life balance

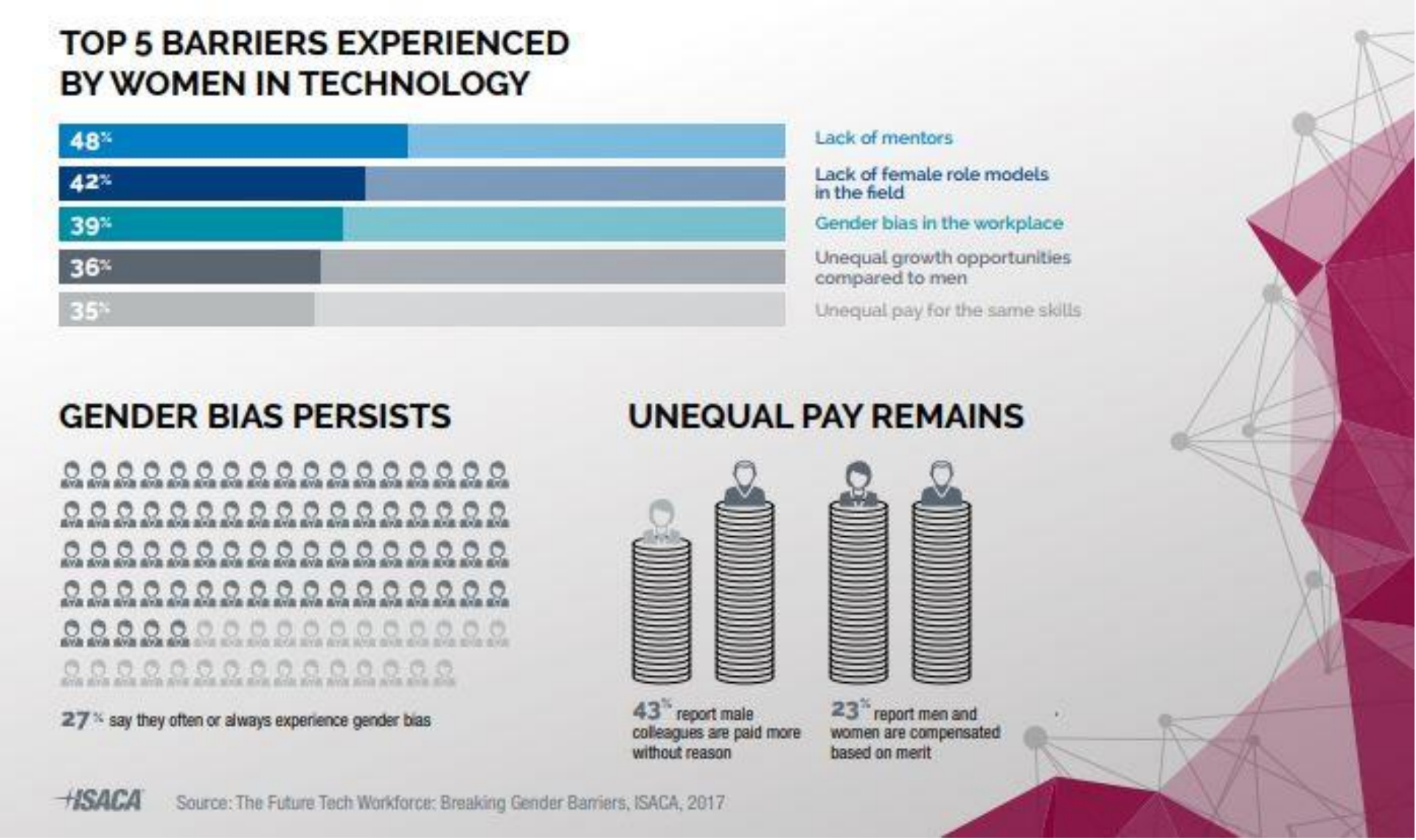
14% Educational institutions do not encourage girls to pursue tech careers

8 in 10 women report their supervisors are male

9 in 10 women are concerned about the number of women in the tech field

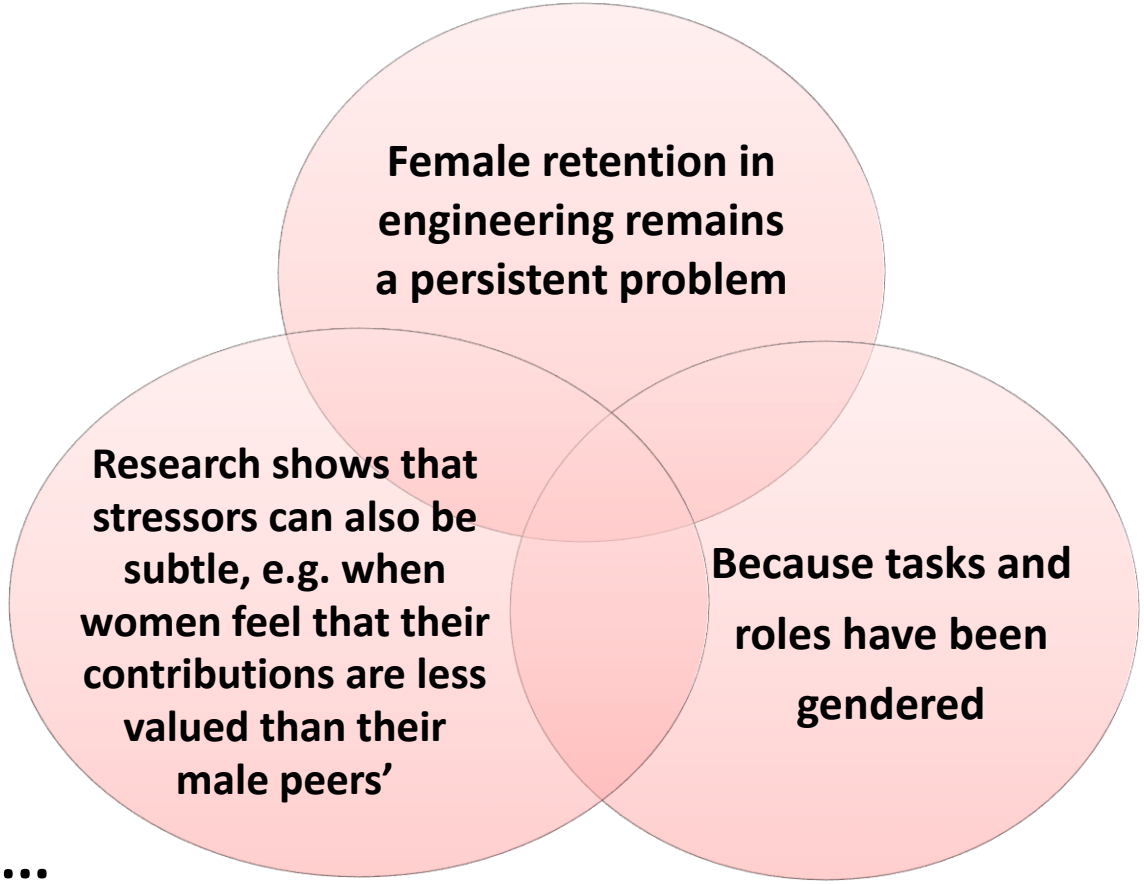
1 in 5 organizations very committed to hiring and advancing women in tech roles

1 in 5 organizations not at all committed to hiring and advancing women in tech roles



ΨISACA is an independent, nonprofit, global association, that engages in the development, adoption and use of globally accepted, industry-leading knowledge and practices for information systems.

The Subtle Stressors Making Women Want to Leave Engineering



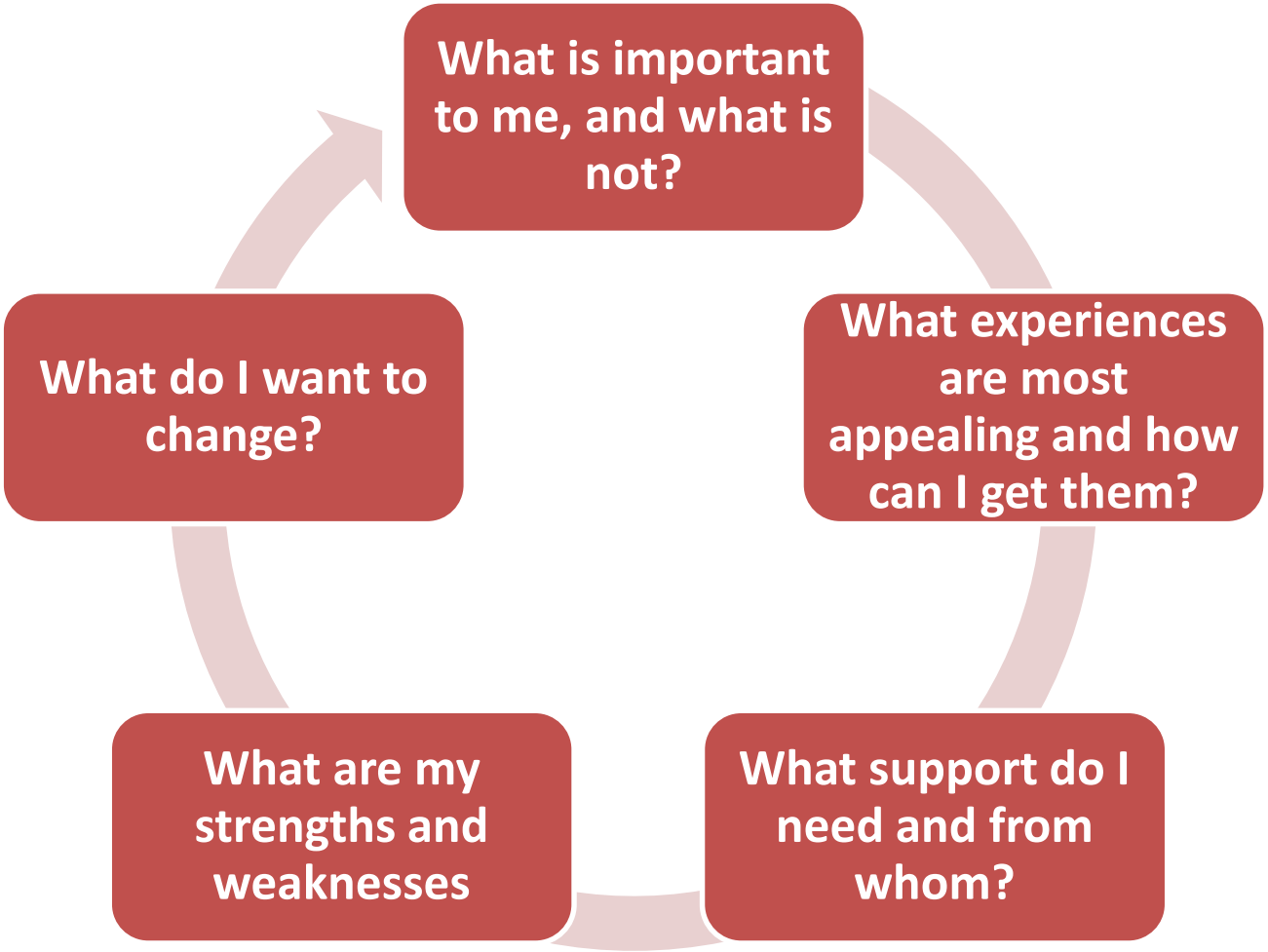
Stereotyping …..

- ✓ **"hard" engineering skills --for men**
- ✓ **"softer" professional skills – for women**

How to feel more authentic ….

Reflect on your personal and professional values

Female Engineers should ask themselves:



What I have learned ……

When strong and smart women work together something magical happens!

Women discover that they are not alone. They feel new confidence and freedom and tell their tales of challenges and successes with pride.


Thank You