

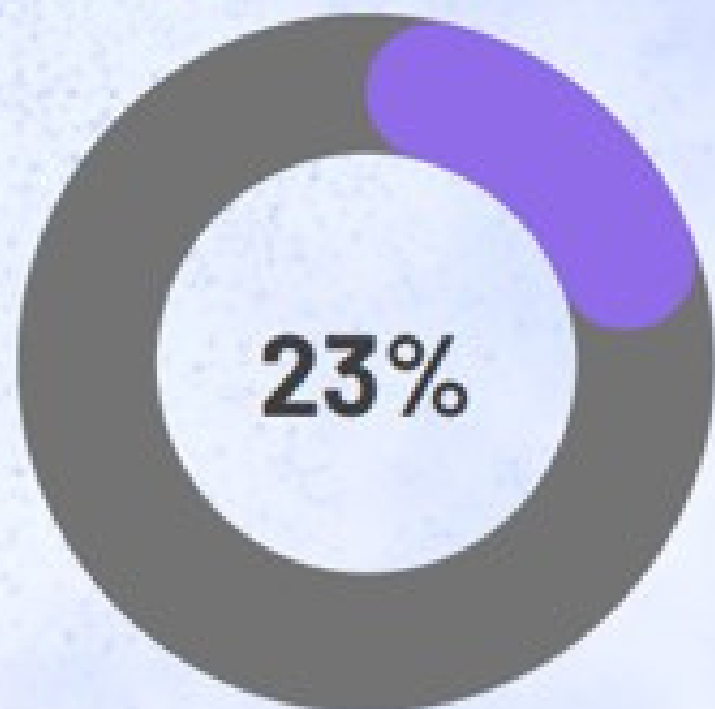


Energy with equality leaving no one behind

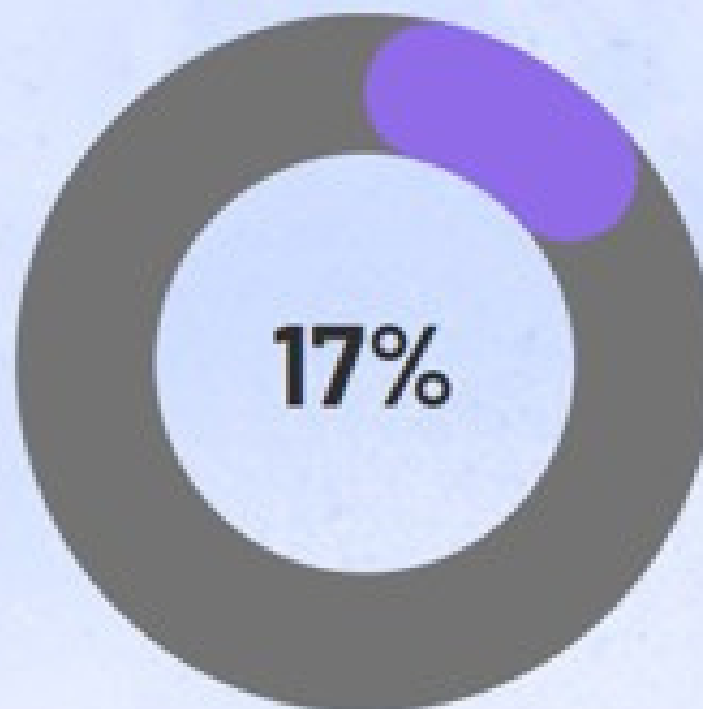
Gender and Human Rights Office
María Francisca Valenzuela



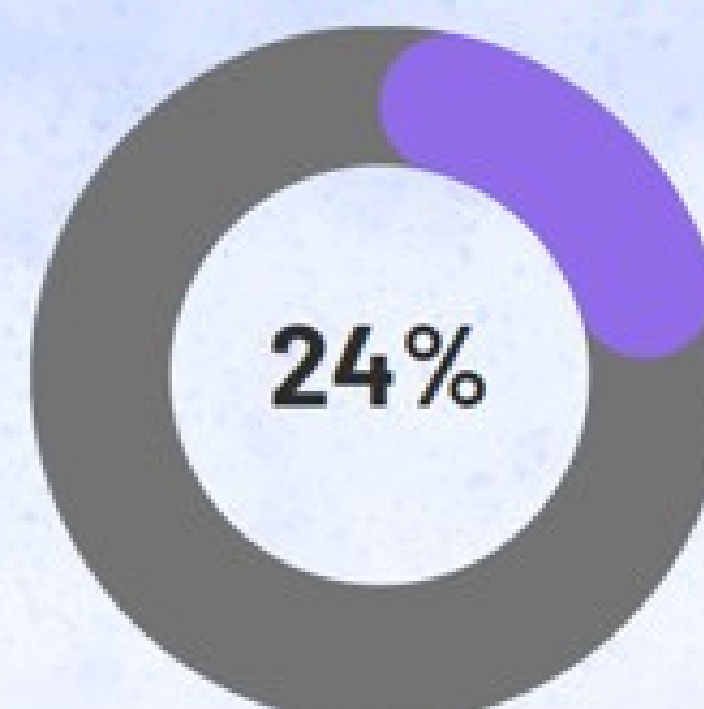
Participation of women in the sector



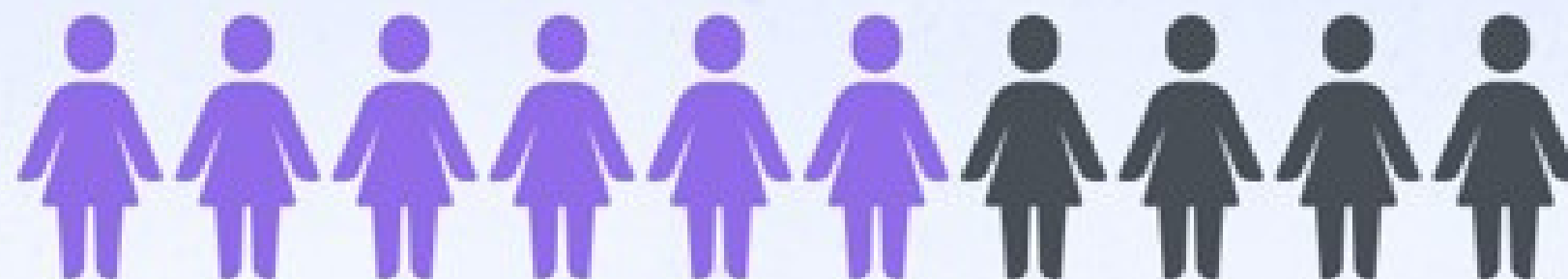
Women in high management positions



Average wage gap between men and women



57%



While the participation of women in the energy sector is low at every level, they lead in administrative positions



HUMAN CAPITAL GAPS STUDIES

- **Electrical transmission and distribution: 5.049 workers hired directly – 20% women.**
- **Cold-heat Technologies: 1362 workers hired – 12.8% women.**
- **Electrical generation: 11.857 construction workers and 799 in operation – 11% women.**
- **GOAL: 18.000 QUALIFICATIONS Y 9.000 CERTIFICATIONS FOR THE YEAR 2030.**
- **30% WOMEN– 10% INDIGENOUS PEOPLES – 10% FAIR TRANSITION.**





energía *trujer*

Por una transición justa, más diversa e inclusiva



The Energy+Women Program

10 axes, 14 measures and 40 specific actions to move forward towards gender equality and sustainable inclusion of women in the development of energy industries and their ecosystems.

Participation in this program is voluntary and every institution decides its own scope and reach of action.

+100 Businesses and trade associations

2023 Goals and 2030 Agenda:
16 Regional public-private meetings.
30% of qualified women



ENERGY + WOMEN AXES

- 1 Strategic Management (Political)
- 2 Participation and insertion in the energy sector
- 3 Working Trayectory (Selection, Promotion, Etc.)
- 4 Promotion of a diverse enviroment in leadership and managment positions
- 5 Wage equality and employeebenefits
- 6 Conciliation of work, family and personal life
- 7 Violence, health, safety and hygiene
- 8 Gobernance (Political)
- 9 Comunity
- 10 Supplychain



FOCALIZATION STRATEGY 2030

Development of a “Good practices” Community

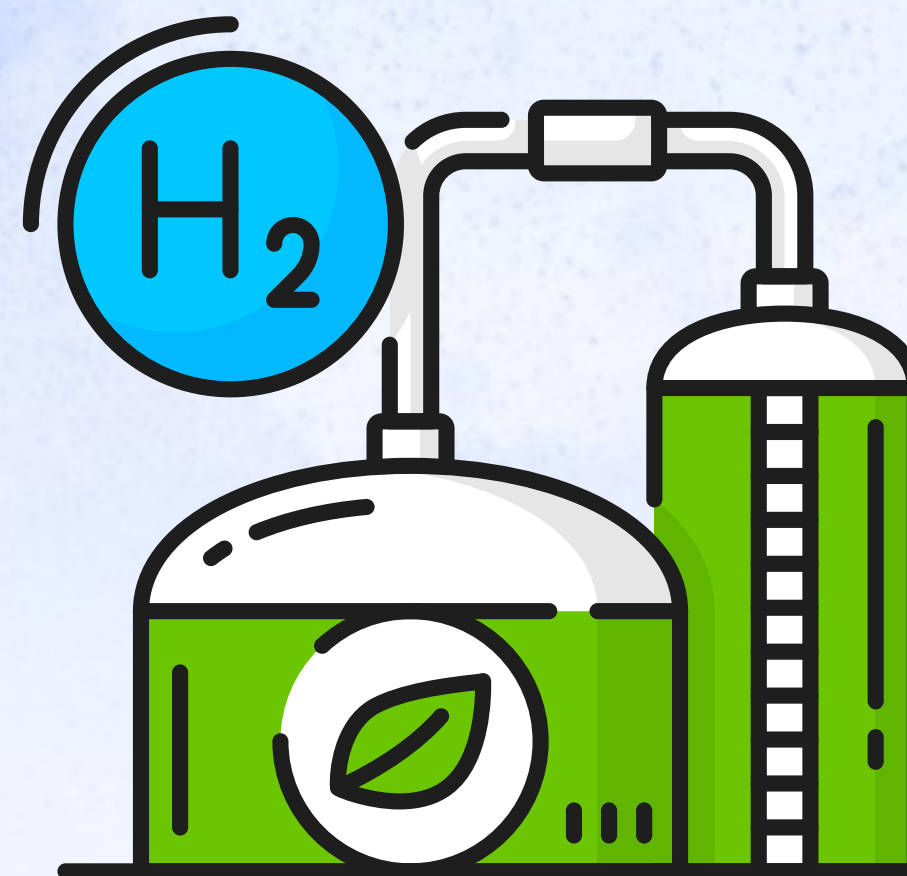
- Move towards gender equality in leadership and management positions in the energy industry
- Improvements in reducing the wage gap by strata.
- Implement strategies to promote incorporation of women in diverse workfields in the energy industry.
- Implementation of a gender action plan.
- Axes of interest for sustainable incorporation of women in the energy sector.

- Prevention and eradication of gender based violence
- Conciliation of worklife and family life (corresponsability)



GENDER EQUALITY & GH2

- Gender mainstreaming in GH2:
- Interministerial work
- Coordinated efforts of state-led initiatives (Leadership program; Women-focused GH2 diffusion plan; Participative process with human rights focus; Validation strategies with the committees and strategic alliances)
- Actions package associated to each axis of the National GH2 Action Plan: Sustainability and local value, Infrastructure and investment.



THANK YOU



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