

WOMEN ENERGIZE WOMEN

Blog Article

Gender equality as the goal – gender mainstreaming as the strategy

The example of 'Energía + Mujer' in Chile

'We believe that Chile's development will be stronger incorporating the talents of all its inhabitants, especially the energy of its women'

Susana Jiménez, Chile's Minister of Energy

Achieving greater equality between women and men will require changes at many levels. This starts with changes in attitudes and relationships, but also changes in institutions and legal frameworks are important for a real transformation.

In 1995, a major global strategy called „Gender Mainstreaming“ was established at the United Nations World Conference on Women in Beijing. According to the international gender network 'Energía', gender mainstreaming can be described as a strategy for ensuring that the concerns and experiences of women and men are an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres. A medium- to long-term vision statement can convey a country's goal for a gender-equal society. The vision can set new expectations for the attitudes and behaviour of both men and women. It can also be used as a benchmark for measuring progress.

Towards a gender-inclusive energy sector in Chile

Thanks to one of the highest solar radiations in the world, Chile has rapidly rising shares of renewable electricity in its energy mix. The South American country is also showing how women can contribute to and benefit from the clean energy transition. According to a recent study by the Chilean Ministry of Energy, women account for only 10 percent of director and CEO positions in energy companies, whereas the figure for female department heads is 18 percent. By contrast, the proportion of women in the administrative sector is 57 percent. This is also due to the fact that women are extremely underrepresented in scientific and technical training occupations. In Chile only half as many women pursue a technical career as their male colleagues.

In 2016, the Chilean Ministry of Energy established the 'Energía + Mujer' programme to promote greater participation of women in the country's energy sector. This initiative brings together more

than 63 companies and institutions, which have carried out more than 850 specific actions and pledged to comply with voluntary commitments. A twelve-part pilot action plan was developed in 2019 to counteract the underrepresentation of women in energy.

The future of the 'Energía+Mujer' programme

The success of the current action plan will be measured in 2022. This should encourage further stakeholders to actively participate in the plan and to agree on new and ambitious goals. Initial interest in the initiative has already been shown by the Colombian Ministry of Energy. Chile is thus positioning itself as an innovation driver for the advancement of women in Latin America as the country sees this move as an integral part of its sustainable energy transition.

On December 15th 2021, the "Women Energize Women" campaign (#womenenergize) will host an in-depth conversation with Javiera Aldunate, Director for International Relations, Chilean Ministry of Energy about the 'Energía+Mujer' programme, in whose design and execution she was actively involved. Find out more and register for the event here: <https://live.invitatio.com/en/best-practices-in-gender-mainstreaming-in-the-energy-sector-energia-mujer-in-chile/registration2/> .

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