

# CREATING OPPORTUNITIES FOR WOMEN IN INFRASTRUCTURE SPACE

NEPAL INFRASTRUCTURE SUMMIT 2024

PROF. MINI S THOMAS

Dean, F/o Engg & Tech, Jamia Millia, New Delhi

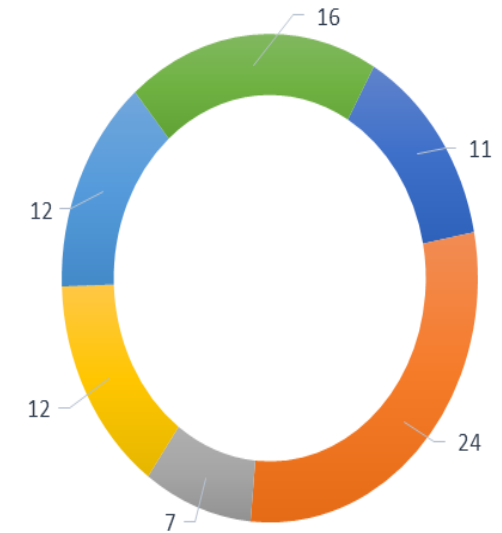
Former Director, NIT Trichy, India

# Women Representation in Energy Industry

- UN, ILO reports: Women- 49.7% of the world populations:  
(Age group 18-65)
- Global women workforce in all sectors/ all levels, 47%, **Great!**
- Energy industry women workforce worldwide
- 22 % in conventional energy industry &
- 32 % in emerging energy sector

# Recent Survey of 6 Energy Industries in 6 South Asian Countries

- Total women employees range from 7% to 24%
- Technical Jobs: 0.4% to 19 % (50-85% are Tech Jobs)
- Levels--Junior level- > 70%, mid-level- < 30%,  
• Senior Executive level-<1%.



S Usha, Head NLDC

# Are There Girls in the Pipeline? YES

- In India, the female Enrolment -51% in Higher Education
- Graduation / 50.9% in Higher Education
- Technical Education, Women enrolment is rising
- Where are the rest of the women graduates??
- At home... why?
- The Energy Sector jobs are tailored for men?
- Environment, Society, Workplace, Infra, Career Break ??

# My experience: one of the factors

- Professional society involvement....
  - UpToDate Tech knowledge, Life-long learning
  - Peer networking across the world
- IEEE Sub-Section in Nepal
- PES Chapter/WIE Chapter

# Let's bring more women to work

- The energy sector across the world and South Asia, including Nepal is
- missing out on the special capabilities of women, including engineers
- How to bring in more women into  
the Energy Sector workforce  
& How to equip them to lead

THANK YOU !