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India SMART UTILITY Week 2025

Session 2 : Empowering Women: Driving Change in the Power Sector

Findings of the report on 'Gender Equity in Indian Power Distribution Sector'

Presented By

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Structure of the Presentation



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#	Section	Slide Number
1.	Gender Equity in Power Distribution – Importance & India's Progress	3
2.	Understanding Gender Diversity in DISCOMs – A Dipstick survey	4
3.	Survey Findings	5 – 7
4.	Challenges Hindering Women's Participation	8 – 9
5.	The Way Forward – Strategic Interventions	10

Why women's workforce participation is essential

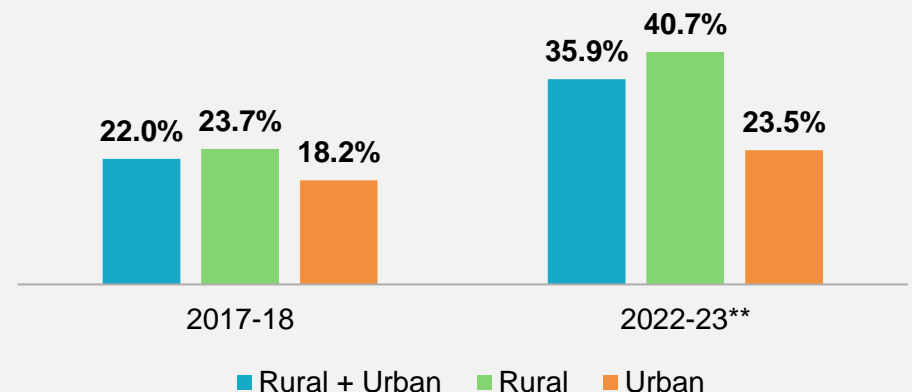
1. Access to equal opportunities for the entire working-age population is vital for India to achieve its goal of becoming a developed nation by 2047.
2. According to the IMF*, reducing the gender gap in education and labour force participation could boost India's per capita income by 10–13% by 2030.

Initiatives undertaken by the Govt. of India

- Under its G20 Presidency, India emphasized increasing female leadership and representation by shifting the focus from women's development to women-led development.
- Moreover, to accelerate gender inclusion, India has launched several initiatives, including:
 - Beti Bachao Beti Padhao 
 - Sukanya Samriddhi Yojana 
 - Women's Reservation Bill 
 - Lakhpati Didi Scheme 

Impact: Rising Female Workforce Participation

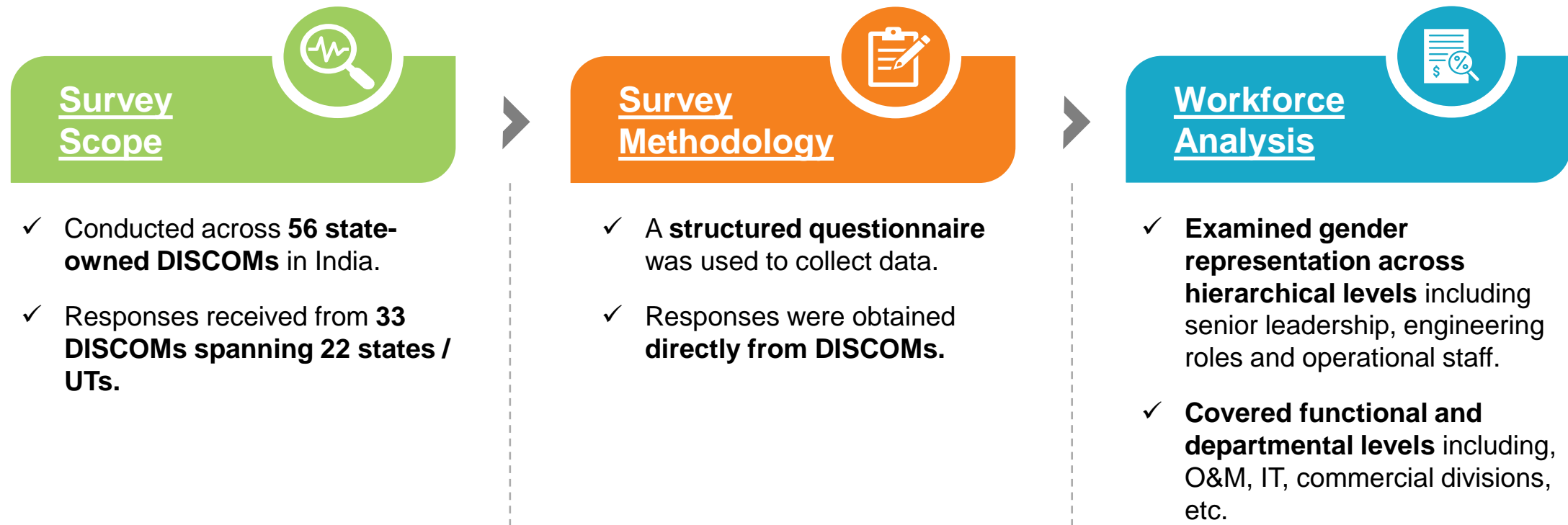
These initiatives have led to a significant rise in female workforce participation, as seen in the increase in worker population ratio from FY18 – FY23



* International Monetary Fund; ** time period spans from July 2022 to June 2023

Source: Periodic Labour Force Survey (MoSPI July 2022 to June 2023)

- A survey was conducted in collaboration with Power Finance Corporation under the ASPIRE Programme with the objective to:
 - Understand organisation-wise gender representation across state-owned DISCOMs; and
 - Provide valuable insights to guide targeted interventions and promote gender equity.



Survey Findings: Women's representation in DISCOMs stands lower than other sectors



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11.6%

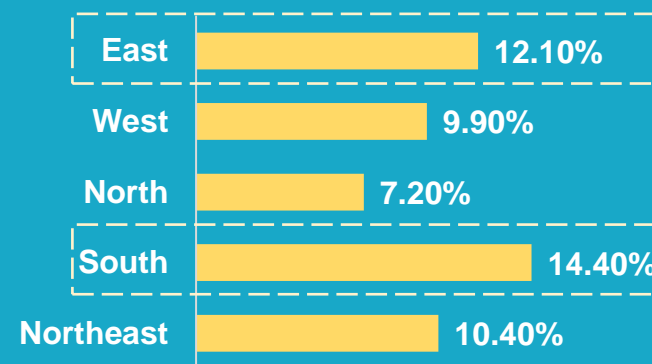
Female representation across 33 DISCOMs



Out of ~4.24 lakhs of working professionals in the 33 surveyed DISCOMs, only **48,760** are women

Region-wise Women Representation

The Southern and Eastern regions tend to outshine the national average across categories



Survey Findings: Women in Leadership Roles – ‘The Drop-to-the-Top’ trend



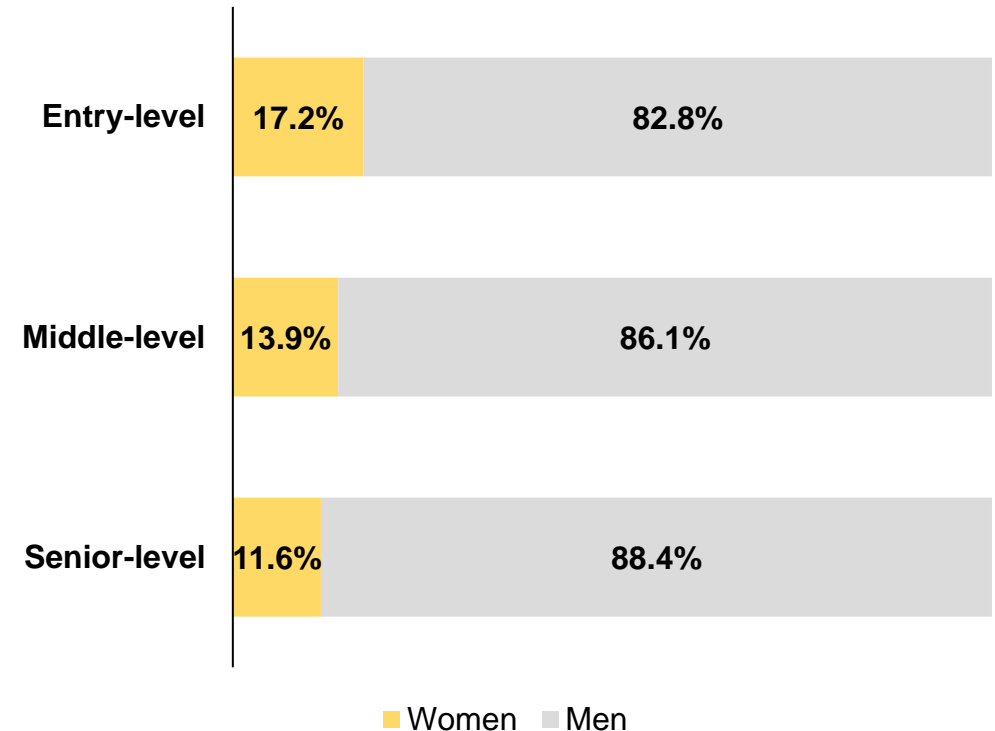
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There is significant scope to improve women's representation in leadership roles



- The **drop-to-top ratio***, measures how representation changes as seniority increases.
- Women constitute **11.6% of senior-level positions** compared to **17.2% at the entry level**, leading to a **drop-to-top ratio of 0.7**.



**World Economic Forum's Global Gender Gap Report*

Survey Findings: Lower gender diversity in major functions



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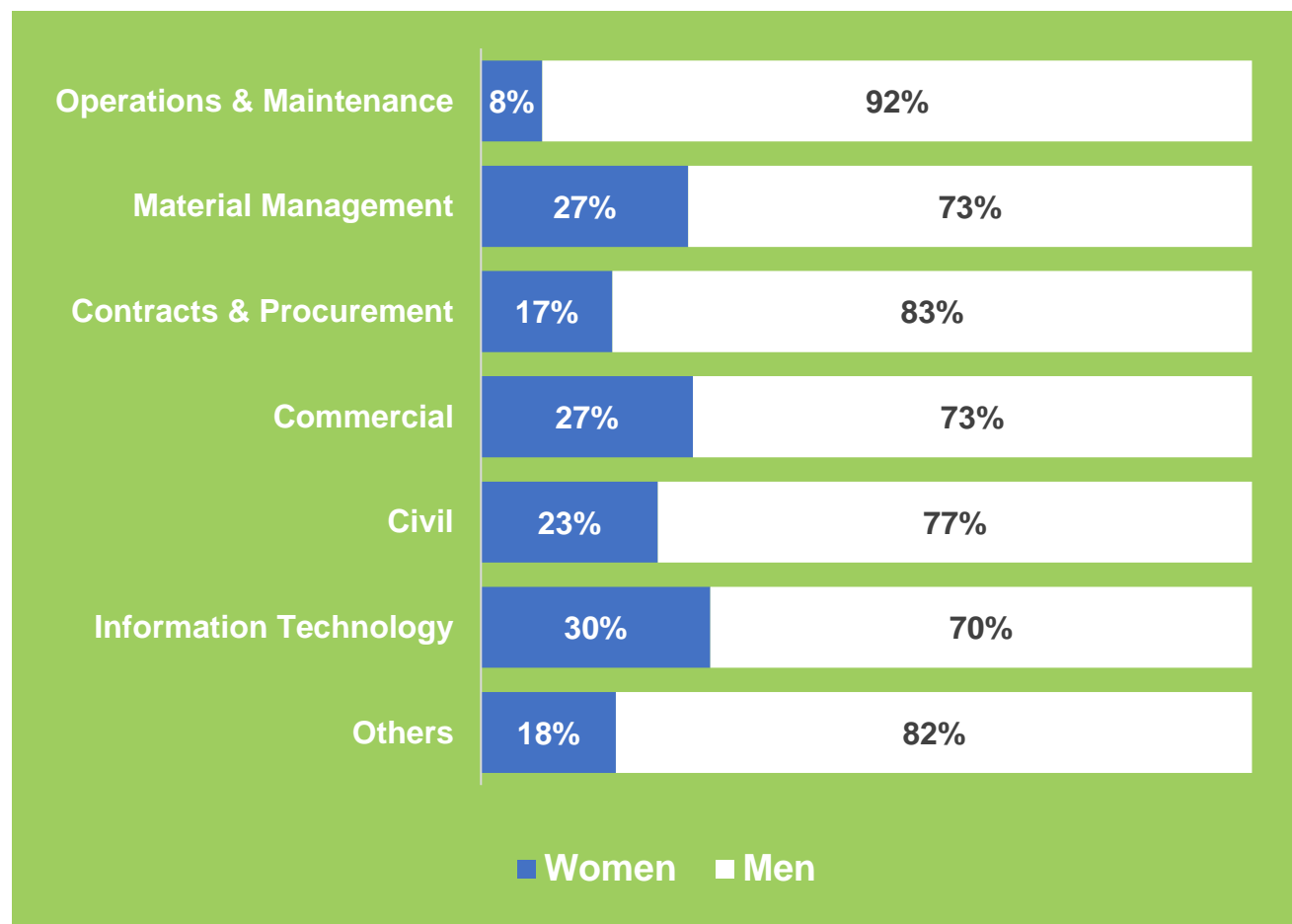
Data from the 33 surveyed DISCOMs shows that –

8%

Women have significantly lower representation in the **O&M department**

30%

of employees in the IT department are **female**, the highest share among all departments



1 Entry Barriers



- **Low female enrolment in STEM** (Science, Technology, Engineering, and Mathematics) education significantly impacts their employment opportunities.
- **Cultural norms and societal expectations**

2 Workplace Barriers



- **Limited access to employment**, safety and security concerns (for roles requiring field-based activities), wage parity, provisions for childcare, working hours flexibility, etc.
- **Inadequate WASH** (Wash, Sanitation, and Hygiene) infra

3 Lower Diversity in Leadership Positions



- Absence of comprehensive strategies such as **mentorship program and leadership development initiatives** limiting women's career growth and retention.
- **Lack of role models** due to limited female leadership.

UK's Gender Pay Gap (GPG) Regulation (2017)

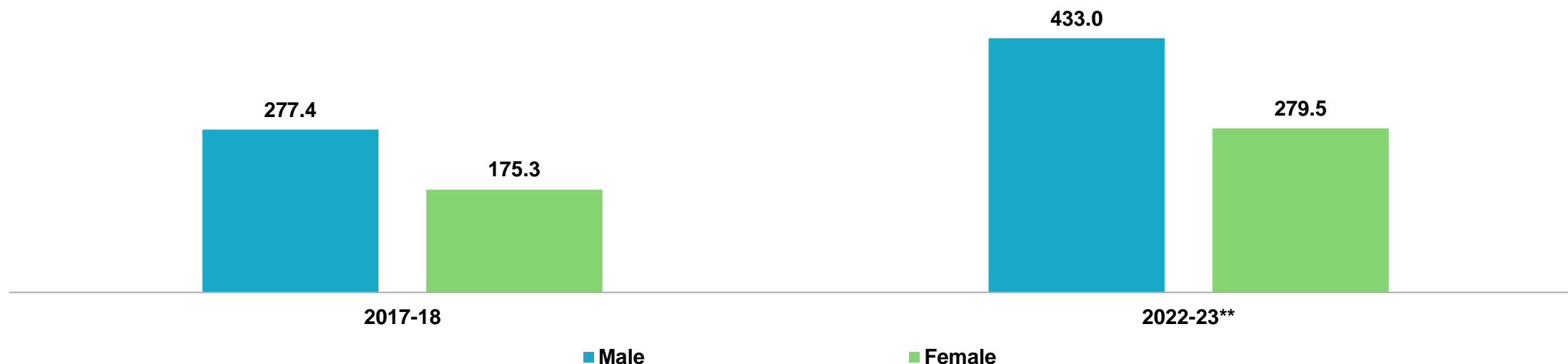
- The regulation aims to reduce / eliminate pay disparities between men and women. Employers with 250+ employees must annually publish their mean and median pay gaps (including gender bonus gaps).
- Businesses are also encouraged to disclose key measures taken to address these disparities.
- As a result, the gender pay gap among full-time employees declined from 9.1% in 2017 to 7.9% in 2021, while for all employees, it fell from 18.4% to 15.4% over the same period.

Compiled from reports by (i) Govt. ministries (viz. Ministry of Statistics and Programme Implementation, Ministry of Labour and Employment); and (ii) global think tanks



There is a gender pay gap in India that requires greater attention. The graph below highlights the disparity in average wages between men and women

Average wage earnings (INR) per day from casual labour work other than public works (Rural + Urban)*

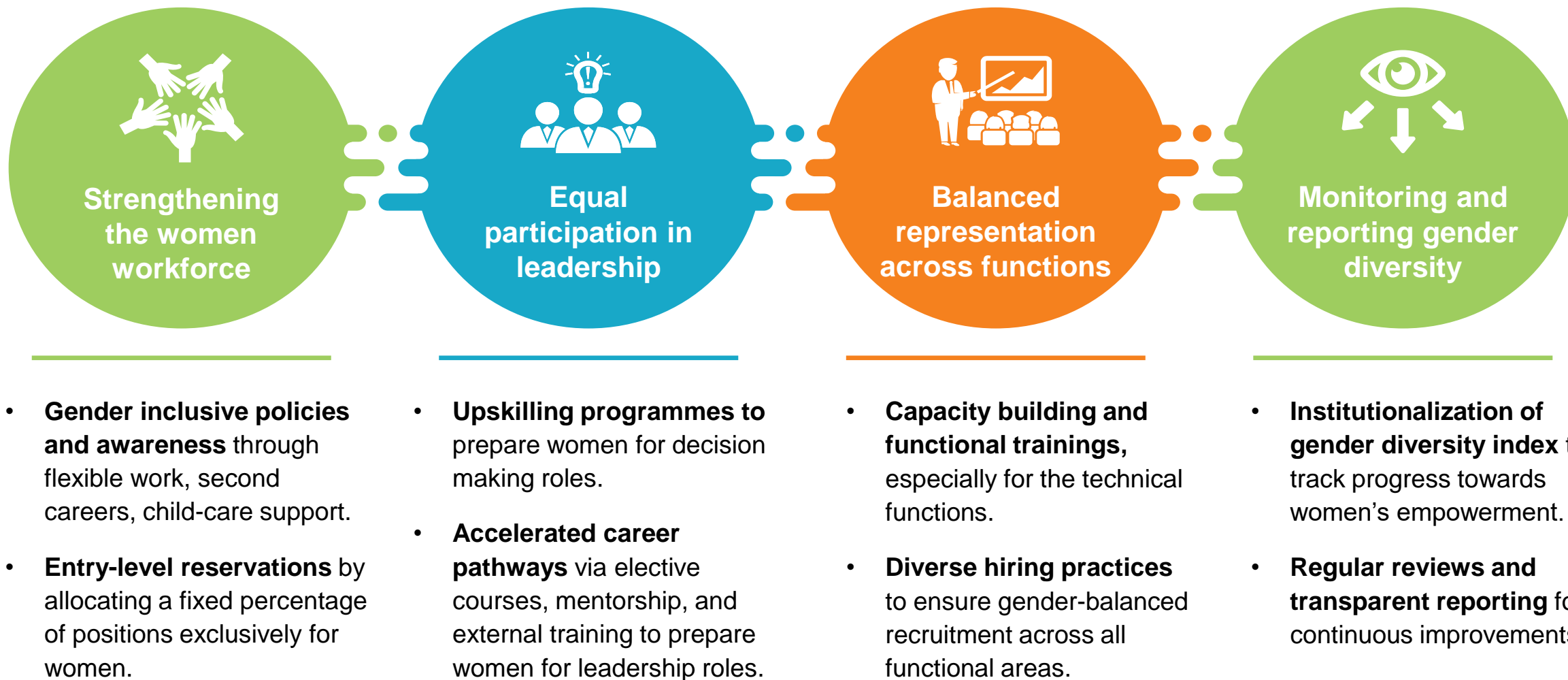


Note:

1. **Casual labour work** includes the work done by a person who was casually engaged in others' farm or non-farm enterprises (both household and non-household) and, in return, received wages according to the terms of the daily or periodic work contract.
2. **Public works** are those activities which are sponsored by Govt. or Local Bodies, and which cover local area development works like construction of roads, dams, bunds, digging of ponds, etc., as relief measures, or as an outcome of employment generation schemes under the poverty alleviation programmes.

** time period spans from July 2022 to June 2023

Source: Periodic Labour Force Survey reports (Ministry of Statistics and Programme Implementation)



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