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TECHNICAL NOTE N.6

TOWARDS AN INCLUSIVE AND EQUAL ENERGY SECTOR:

"Gender Perspectives in Latin America and the Caribbean"

Energy joins us

This document was prepared under the guidance of
Latin American Energy Organization (OLADE)

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Glossary

LAC: Latin American and the Caribbean

OLADE: Latin American Energy Organization

ECLAC: Economic Commission for Latin America and the Caribbean

IDB: Inter-American Development Bank

IRENA: International Renewable Energy Agency

UN Women: United Nations Entity for Gender Equality and the Empowerment of Women

STEM: Science, Technology, Engineering and Mathematics

TDCNR: Unpaid domestic and care work

GDP: Gross Domestic Product

AUME: Uruguayan Association of Women in Energy

REDMEREE: Women in Renewable Energy and Energy Efficiency Network // Red Mujeres en Energía Renovable y Eficiencia Energética

MERLATAM: Women in Renewable Energy in Latin America // Mujeres en Energías Renovables en Latinoamérica

WiN: Women in Nuclear

WING: Women in Green Hydrogen

RECME: Central American Network of Women Executives in Energy // Red Centroamericana de Mujeres Ejecutivas en Energía

PAGcc: Gender and Climate Change Action Plan // Plan de Acción de Género y Cambio Climático

Introduction

Latin America and the Caribbean (LAC) countries are at a pivotal moment to redefine the course of their energy sector, driven by global emission reduction commitments and the sustainable development goals. Nevertheless, this transformation remains incomplete without addressing the persistent gender inequality in the region. Integrating gender perspectives into energy policies is not only essential for promoting equality between men and women, but also serves as an effective strategy to improve the sustainability and effectiveness of sectoral initiatives and policies.

According to recent data, men comprise nearly 74% of the total workforce in the energy sector—including renewables and non-renewables—in LAC, with a predominant presence in technical, operational, and leadership positions. This disparity highlights ongoing existing gaps in access to training and professional development opportunities. The underrepresentation of women in decision-making roles hinders the implementation of inclusive policies and perpetuates a homogeneous approach in the design of energy strategies (ECLAC, Women and energy, 2020).

In addition to these gender inequalities, the region faces challenges of energy poverty and energy insecurity—issues that disproportionately affect women and the most vulnerable populations. Currently, around 17 million people in LAC lack access to electricity, while approximately 75 million still depends on polluting fuels for cooking (ECLAC, 2023). These conditions not only affect the quality life for millions, but also increase the unpaid labor of women —who are often responsible for the supply and use of energy in homes. Additionally, limited access to modern energy services restricts educational and entrepreneurial opportunities for women and girls, further deepening the inequality gap in the sector (R. Calvo y otros, 2021).

The energy transition—aimed at reducing dependence on fossils fuels and to promote the use of renewable sources—also presents an opportunity to address existing gender gaps. In many cases, women often face specific barriers, including the lack of access to education in STEM (Science, Technology, Engineering and Mathematics), unpaid care responsibilities that restrict their time, and a low representation in strategic decision-making spaces. Nevertheless, far from being insurmountable obstacles, these challenges highlight key points for effective interventions that can transform the energy sector into an inclusive and equitable space.

Implementing gender-responsive policies can drive transformative changes in the energy sector. These policies should encompass measures such as technical assistance to design inclusive strategies, strengthening the technical and managerial skills of professional women, and the promotion of support and mentoring networks to foster their development. Moreover, collecting gender-disaggregated data is crucial to identify areas of improvement and to evaluate the impact of gender-focused initiatives.

Actions such as stablishing networks of professional women, leadership training programs and developing tools for gender mainstreaming in energy projects are fundamental steps towards achieving structural change. These initiatives not only aim to close gender gaps but also to enhance the economic and social impact of energy projects. In this regard, combating energy poverty and promoting equitable access to energy must be integrated as cross-cutting priorities within the sector's policies. Ensuring universal access to affordable, reliable and sustainable energy services will not only contribute to gender equality, but also strengthen community resilience and support long-term development.

Gender equality in the energy sector represents a strategic opportunity to maximize the impact of investments and ensure that the benefits of development extend to the entire population. Integrating a gender perspective enables the creation of more inclusive policies, strengthening innovation and contributes to build a more resilient and efficient energy sector. In this context, this technical note aims to analyze the challenges and opportunities for advancing toward a more inclusive and equitable energy sector, emphasizing the importance of integrating a gender perspective as a fundamental pillar for sustainable development in LAC.

Finally, the energy transition offers an opportunity to reassess the role of the energy sector as a driver of inclusive development. Beyond technical objectives, the focus should be on shaping an energy sector that reflects the region's diversity and talent—ensuring equitable access to the resources, opportunities, and benefits generated by this transition. This approach maximizes the sector’s potential as a catalyst for sustainable development in LAC.

This technical note explores the challenges and opportunities of integrating gender perspectives in the energy sector, highlighting the actions required to transform the current barriers into opportunities for inclusion, innovation and growth.

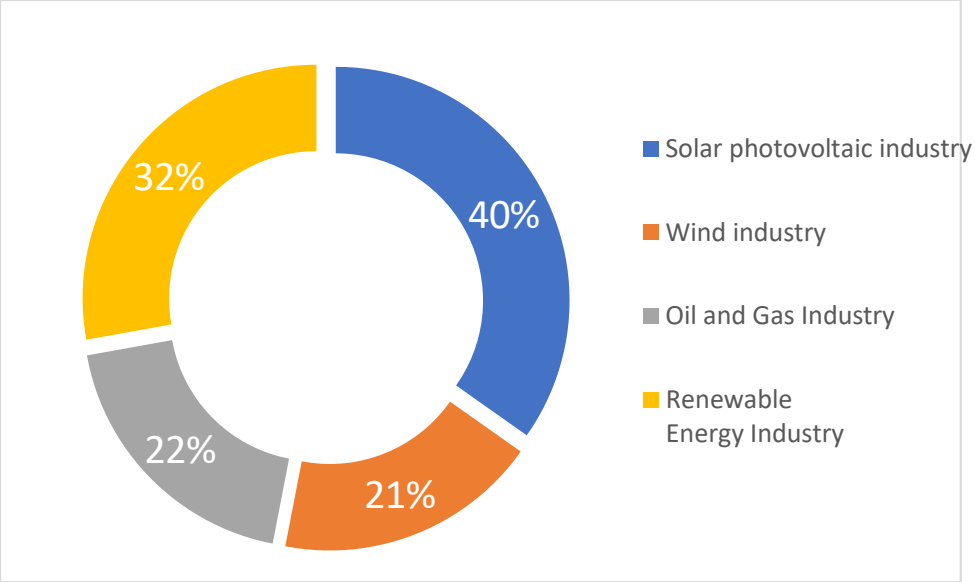
Current situation of Gender Equality in the LAC Energy Sector

Gender gaps in the sector

Despite advances in gender equality across various areas of social and economic development, the energy sector in Latin America and the Caribbean continues to exhibit significant inequalities. Women's participation in this industry remains significantly lower than that of men, particularly in technical, operational, and leadership areas.

One of the main challenges is the low representation of women in the energy sector workforce. While women hold approximately 32% of jobs in the renewable energy sector, their participation drops to 22% in the oil and gas industry. This disparity can be attributed to the persistent perception of the energy sector as a predominantly male domain, which has historically hindered the inclusion of women in strategic and technical roles (IRENA).

Graph 1 Women's participation in different industries

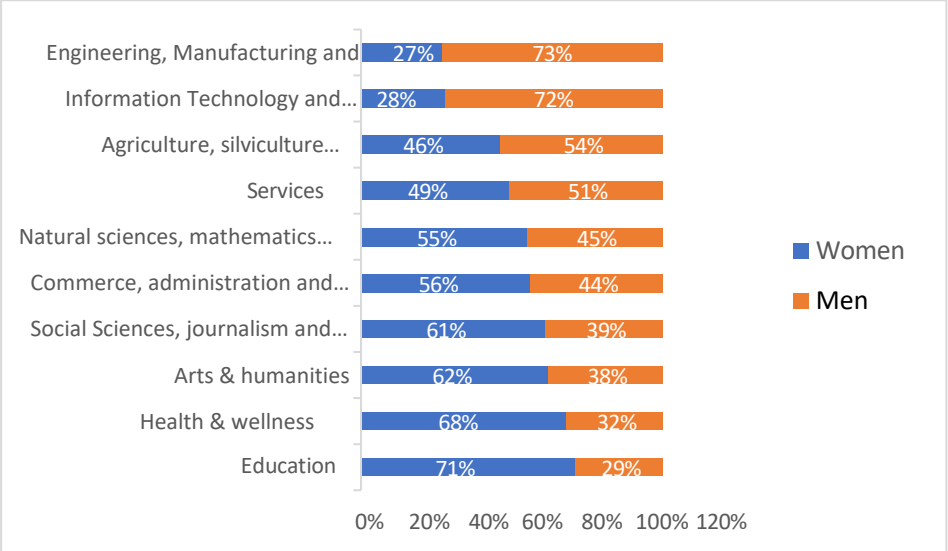


Source: Author's elaboration based on information from Renewable Energy: A Gender Perspective (IRENA, Renewable Energy: A Gender Perspective, 2019)

In addition, the pay gap remains a persistent issue. Studies show that women in the energy sector earn less than their male counterparts, even when performing similar roles. This disparity is a reflection of gender biases in remuneration and work valuation systems, as well as occupational segregation that limits women to lower-paid roles within the sector.

Another key factor contributing to gender inequality in the energy industry is the access to education and technical training. Although women account for approximately 60% of university graduates in Latin America and the Caribbean, only 30% choose STEM (Science, Technology, Engineering and Mathematics) related fields of study. The underrepresentation of females in these fields limits their access to high-level jobs — positions that are generally associated with higher pay in the energy sector— thereby perpetuating the gender gap.

Graph 2 Share of female and male enrolled in higher education by field of study, global average

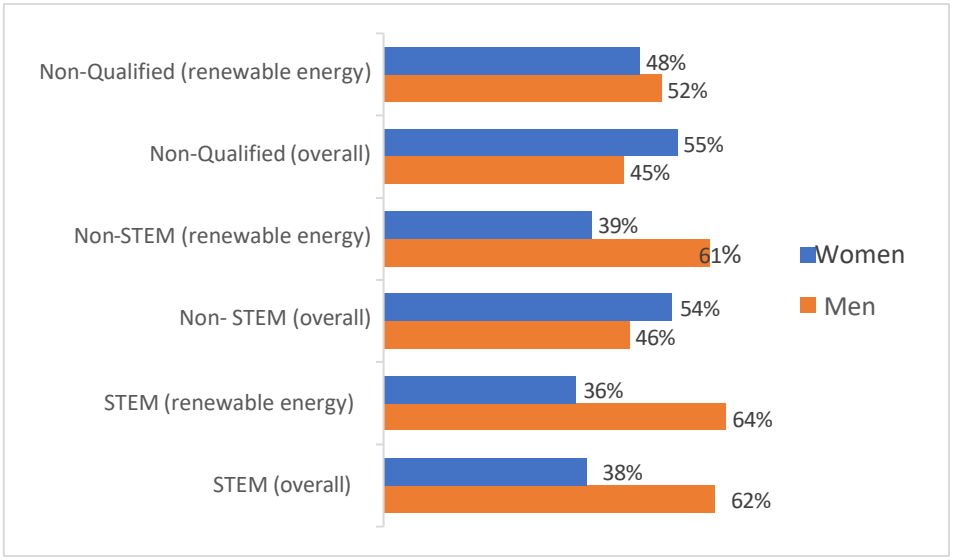


Source: Author's elaboration based on information from Cracking the code: girls' and women's education in science, technology, engineering and mathematics (STEM) *(UNESCO, 2019)*

In renewable energy generation companies, women represented 36% of the workforce that require STEM training, 39% in non-STEM positions, and 48% in non-qualified jobs (IDB, 2022).

Although women with STEM backgrounds are underrepresented in the energy sector, their participation is higher than the overall average of women employed in renewable energy and in leadership positions. This suggests that, in the six Latin American countries analyzed, more women with STEM education are successfully entering the sector.

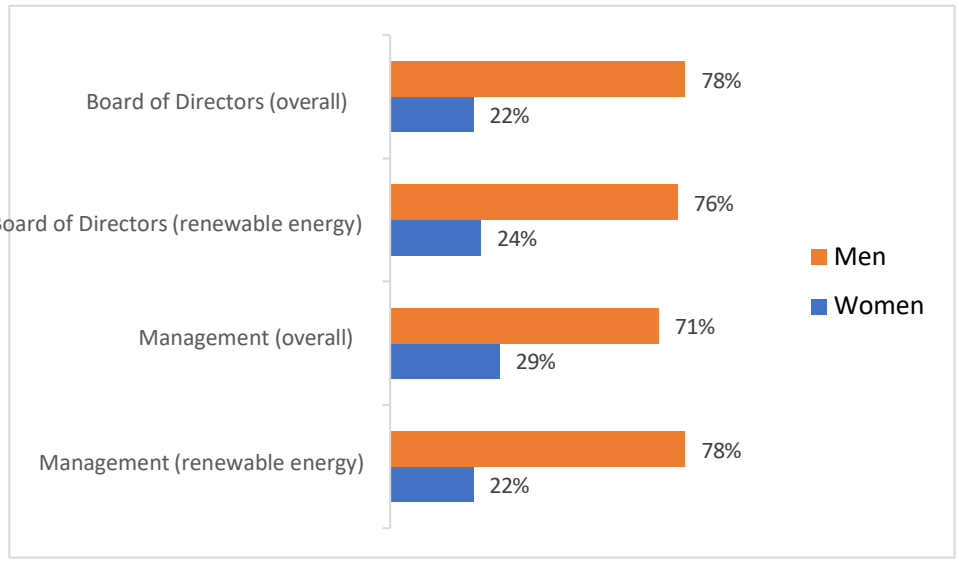
Graph 3 Academic background of employees by sex



Source: Author's elaboration based on information from *Green Transition and Gender Bias (IDB, 2022)*

the proportion of females in the boardroom and in management roles for all surveyed companies were 22% and 29%. In renewable energy generation companies, these figures were 24% and 22%, respectively. In the renewable generation companies analyzed, the gender gap is greater on boards of directors than that of management, reflecting broader employment inequalities (IDB, 2022).

Graph 4 Employment at the Board of Director and Management positions by sex



Source: Author's elaboration based on information from *Green Transition and Gender Bias (IDB, 2022)*

On the other hand, cultural and social barriers also play a key role in the exclusion of women from the sector. Traditional gender roles assign women the majority of unpaid domestic and care work, which

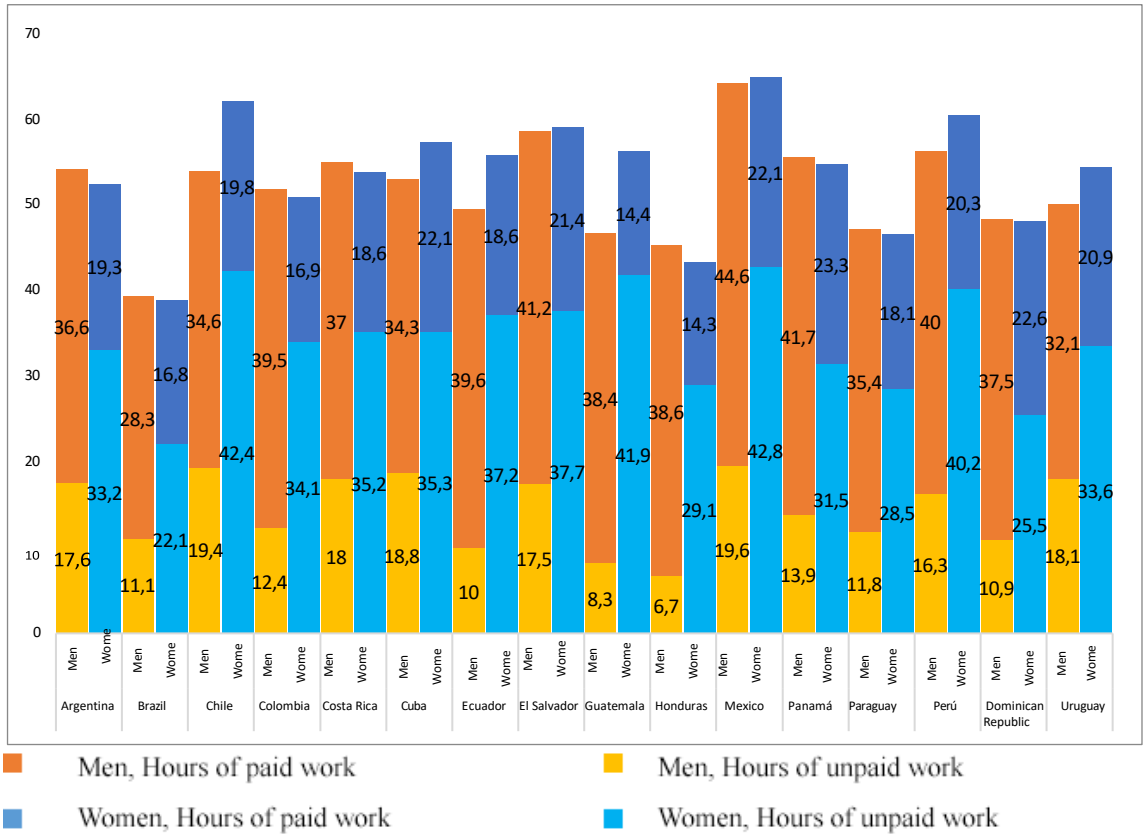
makes it difficult for them to be available for full-time jobs or with extended working hours. Furthermore, the lack of supportive policies to reconcile work and family responsibilities further exacerbates this challenge, discouraging women's participation in the sector.

Total working time is a key factor in understanding gender gaps in well-being and time use. Across all countries in the LAC region with available data, women spend significantly more time than men on unpaid domestic and care work. Although female participation in paid work has increased, it has not been matched by a corresponding rise in men's involvement in household and care responsibilities, this generates an overload for women, limiting their access to job opportunities under equal conditions and to training or specialization programs that are essential for advancing their professional careers.

The Total Working Time indicator measures the combined time that the population spends on both paid and unpaid work. Paid work includes activities related to the production of goods and services that are included in the system of national accounts for the calculation of the Gross Domestic Product (GDP), encompassing labor market activities. On the other hand, Unpaid Domestic and Care Work includes tasks carried out within the home or for other households without monetary compensation, which excludes them from traditional GDP calculations (ECLAC, Women and Energy, 2020).

By definition, the Total Working Time indicator is calculated based on the population engaged in both paid and unpaid of work, expressed in average weekly hours and disaggregated by sex. The following graph provides a clearer understanding of the situation.

Graph 5 Total working time



Source: Author's elaboration based on information from CEPAL, sobre la base del Repositorio de información sobre uso del tiempo de América Latina y el Caribe (CEPAL, Observatorio de Igualdad de Género de América Latina y el Caribe, 2025)

Recent developments

In recent years, various actors in the energy sector have taken action to promote gender equality and reduce the barriers that women face in the industry. These efforts reflect a change in the perception of women's role in the sector and demonstrate a growing commitment to foster more equitable conditions for professional development.

One of the most notable advances has been the increasing participation of women, particularly in the renewable energy sector. Compared to other energy industries, the renewables sector has demonstrated greater openness to inclusion, with women now representing 32% of its workforce. This progress has been made possible by more inclusive recruitment policies, technical training program for women and the gradual removal of barriers that has limited their access to specialized jobs (IRENA).

In terms of public policies, several countries have adopted gender mainstreaming strategies within their national energy plans. These initiatives

aim to make gender equality a fundamental principle in the design and implementation of energy projects. Examples include rural electrification programs that prioritize female-headed household, and the establishment of incentives for companies that promote the hiring and professional development of women in the sector.

The development of mentoring and leadership networks has emerged as a key strategy for strengthening women's participation in the energy sector. A notable example is the Association of Women in Energy of Chile, which has been a leading reference in the promotion of female leadership in the sector. Through mentoring and training programs, the association has created tangible opportunities for women's professional development, enabling them to access positions of greater responsibility and visibility within the energy industry.

In addition to leadership and mentoring, technical training is crucial for expanding women's presence in the energy sector. In this regard, the Association of Women in Energy of Chile has also led training initiatives aimed at strengthening the technical competences of women across different areas of energy. These initiatives, along with regional reference programs—such as the one developed in Guyana for solar panel installation and repair—represent good practices that can be replicated in other countries. Promoting this type of programs not only improves women's employability, but also promotes their active participation in the energy transition, contributing to a more inclusive and equitable transformation of the sector.

Table 1 Women's Networks in the Energy Sector

Country	Women's networks in the energy sector
Argentina	○ Association of Women in Sustainable Energy ○ WiN Argentina
Bolivia	○ WiN Bolivia
Brazil	○ Brazilian Network of Women in Solar Energy (MESol) ○ WiN Brazil
Chile	○ Association of Women in Energy of Chile ○ Network of Women in Green Hydrogen of Chile ○ WiN Chile ○ WING Chile
Colombia	○ Colombian Council of Women in Energy ○ WiN Colombia
Costa Rica	○ WiN Costa Rica
Cuba	○ WiN Cuba
Ecuador	○ WiN Ecuador ○ WING Ecuador
Mexico	○ Women in Renewable Energy and Energy Efficiency Network (REDMEREE) A.C. ○ Women in Renewable Energy Mexico (MERM) ○ Women in Renewable Energy in Latin America (MERLATAM)

	○ WiN Mexico ○ Women´s Energy Network – Capitulo México
Nicaragua	○ Central American Network of Women Executives in Energy (RECME)
Perú	○ WiN Perú
Dominican Republic	○ Women in Renewable Energy Dominican Republic (MER-RD)
Uruguay	○ Uruguayan Association of Women in Energy (AUME) ○ WiN Uruguay
Venezuela	○ WiN Venezuela

Source: Own elaboration

Another significant advancement has been the growing availability of training and technical training programs designed specifically for women, as illustrated in the following table showcasing key projects across various countries in the region. In several countries, educational programs focused on renewable energy and energy efficiency have been implemented for young and professional women. A notable example is Solar Energy International's *Mujeres en la Energia solar* (Women in Solar Energy) program in Guyana, which has equipped women with technical skills in solar panel installation and maintenance, helping them gain access to employment opportunities in the energy industry.

Table 2 Main Projects that support gender equality in the energy sector

Country	**Main Projects that support gender equality in the energy sector**
Argentina	○ From Africa to Argentina, the energy of the «Femmes d'Avenir» (Women of the future) supported by Eramet
Bolivia	○ Women's Energy Fund
Brazil	○ Neoenergia's School of Electricians
Chile	○ Energía +Mujer ○ Sello "Las Mujeres Suman"
Colombia	○ AES Colombia - #MujeresConEnergía ○ "Mujeres Electrificadoras" Program ○ Solar energy and female labor inclusion ○ Desafiando alturas: mujeres que iluminan a Colombia ○ Sello Oro Equipares
Costa Rica	○ INAMU - Training in Economic and Environmental Sustainability
Cuba	○ Gender Strategy of the local FRE Project
Ecuador	○ Basic electricity training programs for women in Durán UBE
El Salvador	○ Networks of women professionals in energy: the case of El Salvador
Guatemala	○ Gender and Climate Change Action Plan (PAGcc) ○ Energizing Women's Power in Central America Program
Guyana	○ Train women in technical skills for solar panel installation and repair ○ Promote the use of solar photovoltaic technology to reduce the use of fossil fuels ○ Develop renewable projects to address the needs of vulnerable communities
Nicaragua	○ Women and Solar Energy Project
Panama	○ Panama: 'Mujer y Energía' Project

Paraguay	○ Working Group: Women in Energy in Paraguay
Peru	○ Mujeres con Energía eMujer
Dominican Republic	○ Strategic Plan for the Inclusion of Women in the Renewable Sector
Uruguay	○ Women in Energy: Alliances Transforming the Future of Uruguay's Energy Sector Gender and Energy Program

Source: Own Elaboration

This research highlights how various initiatives are promoting gender equality in the energy sector by strengthening women's participation in technical, strategic and leadership areas. Chile has been a pioneer with its "+*Mujer*" program, which promotes training and mentoring for women in the sector. Colombia has developed several initiatives—such as *Mujeres Electrificadoras* and *Desafiando alturas: mujeres que iluminan a Colombia*—which train women in the installation and maintenance of electricity grids, thereby expanding their employment opportunities in the energy sector. Brazil's Neoenergia School of Electricians and Ecuador's Durán UBE basic electricity training programs for women, have implemented educational schemes that prepare women to work in the technical field. In the Caribbean, Guyana leads efforts in renewable energy with training programs in solar panel installation and maintenance that promote female inclusion in clean energy projects.

In addition to training, several countries have introduced policies aimed at promoting female leadership in the energy sector. In Uruguay, the Uruguayan Association of Women in Energy (AUME), works to strengthen women's participation in decision-making processes. The Dominican Republic has developed a Strategic Plan to promote the inclusion of women in the renewable sector. In Paraguay, the initiative *Mesa de Trabajo: Mujeres en Energía* fosters dialogue and collaboration among professionals in the sector. Meanwhile in Central America, initiatives such as Guatemala's Gender and Climate Change Action Plan (PAGcc) and *Energizando el poder de las mujeres en Centroamérica* aim to integrate the gender perspective into national energy policies. These actions reflect a growing regional commitment to close gender gaps in the sector, ensuring that women have equal access to employment, leadership and training opportunities in the energy field.

Lastly, the implementation of measures to collect and analyze gender-disaggregated data has improved the monitoring of gender equality in the sector. Although challenges remain, some countries have begun to establish specific indicators to evaluate the impact of gender equality policies

in the energy industry. The generation of reliable information is essential for designing more effective strategies and ensure the long-term sustainability of initiatives (IDB, 2022).

Main challenges for gender equality in the energy sector

The energy sector faces numerous challenges related to gender equality, ranging from cultural barriers to limited access to professional development opportunities. While meaningful progress has been made, structural obstacles still hinder women's participation, particularly in technical and leadership roles. These challenges not only hinder women's career advancement, but also limit the sector's ability to benefit from the potential of a more diverse and inclusive workforce.

One of the main challenges faced by women in the energy sector is balancing domestic and work responsibilities. In many cases, the unpaid workload—such as managing the household and caring for family members—reduces their availability to participate in vocational training or pursue growth opportunities within the industry. The lack of work-life balance and flexibility policies reinforces this inequality, limiting their professional advancement and reducing their access to leadership roles. This situation is aggravated by the persistence of unconscious biases within the organizational culture of many companies in the sector.

Access to STEM education areas remains a significant challenge for women in Latin America and the Caribbean. Women represent only 30% of graduates in science and technology-related fields in the region (UNESCO, 2019), which limits their entry into technical and strategic roles within the energy sector. The lack of specialized training reduces their competitiveness in the labor market and restricts access to stable, well-paid employment opportunities. Moreover, the absence of training programs specifically designed for women hinders their effective integration in energy projects. Many existing trainings do not consider women's specific needs—such as flexible schedules or teaching methodologies adapted to their realities—which generates an additional gap in their technical preparation to participate in the sector.

Another critical challenge is the underrepresentation of women in leadership positions within the energy sector. The low participation of women in executive positions constrains

diversity in strategic decision-making and undermines the sector's ability to develop more inclusive policies. This lack of representation limits the creation of gender-responsive energy initiatives. Women's participation in energy policy-making remains limited, which perpetuates the exclusion of their perspectives and needs in the design of strategies and projects The absence of women in leadership and strategic decision-making roles hinders the sector’s progress toward becoming a more equitable and innovative industry.

Women also encounter greater barriers in accessing financing to develop energy-related entrepreneurships or projects, particularly in rural areas. This barrier prevents many women from innovating within the sector or implementing sustainable energy solutions in their communities. Despite efforts by some financial institutions and international organizations to reduce this gap, access to credit and financing remains more restrictive for women, limiting their potential for growth and professional development.

In addition, the deficit of gender-disaggregated statistics poses a significant obstacle to evaluate the impact of inclusive energy policies. The lack of up-to-date data prevent to accurately measure progress in gender equality and makes it difficult to identify areas for improvement. Without clear indicators and adequate monitoring mechanisms, many initiatives lack the necessary tools to evaluate their success and adapt to the actual needs of women in the energy sector. Moreover, the lack of gender-disaggregated information limits the ability of governments and companies to design evidence-based strategies. Without concrete data on women's participation in the energy sector, it becomes challenging to implement policies that effectively address to existing gaps.

Strategies to promote inclusion and gender equality

Public policies

Integrating gender equality into energy plans is essential to guarantee that both men and women have access to opportunities and benefits in the sector. The inclusion of specific objectives in energy policies ensure that the diverse needs of the population are considered throughout all stages—formulation, planning, implementation and evaluation. An example of this is rural electrification programs that prioritize women heads of household, ensuring their access to energy services and supporting their economic empowerment.

To evaluate the impact of these policies and ensure their effectiveness, it is essential to establish and monitor gender-disaggregated indicators. Measuring the proportion of women in technical and managerial roles within the energy sector enables the identification of progress and the adjustment of strategies to improve gender equality. Collecting accurate data is a key tool for designing more effective policies that are aligned with the reality of the sector.

Moreover, it is essential to develop training programs on gender and energy targeted at public officials and key actors within the industry. Incorporating gender equality modules into leadership and decision-making courses helps raise awareness among energy policymakers, promoting a more inclusive approach from the outset.

Another relevant aspect is the implementation of subsidies that enhance women's access to clean technologies, including high-efficiency cookstoves and solar home systems. These initiatives not only enhance community well-being, but also generate economic opportunities for women by enabling their active engagement in the transition toward a more sustainable and inclusive energy system.

Private initiatives

To improve gender equality in the energy sector, it is essential for companies to adopt strategies that promote diversity in the workplace. Targeted female recruitment and talent retention programs with clearly defined objectives can increase women's representation in technical and leadership positions, thereby contributing to workforce diversification and improving organizational competitiveness.

Likewise, corporate social responsibility plays a fundamental role in the promotion of gender equality. Community-impact projects—such as training programs for the use of clean technologies or the establishment of women-run solar energy cooperatives—serve as a catalyst for enhancing the economic and social development of communities These actions not only generate employment opportunities, but also enable women to play a leading role in the energy transformation of the region. OLADE and its commitment to gender equality in the energy sector

OLADE and its commitment to gender equality in the energy sector

The Latin American Energy Organization (OLADE) has promoted a series of key initiatives to advance gender equality in the energy sector in Latin America and the Caribbean. Its efforts have focused on training women in both

technical and strategic areas, the integration of the gender perspective into energy policies, the production of disaggregated data and the promotion of strategic alliances to strengthen support networks and female leadership.

One of the most notable initiatives was the "Gender and Energy Program in the face of the new challenges of the energy transition" (*Programa de Género y Energía frente a los nuevos desafíos de la transición energética*), which aimed to raise awareness and train key actors in the sector on the importance of gender equality in the energy transition. This program enhanced women's competencies in strategic areas, promoting their access to decision-making spaces within energy companies and institutions. Additionally, OLADE has worked to foster the creation of mentoring and leadership networks, facilitating professional development opportunities and consolidating spaces for experience sharing through training, workshops and strategic alliances.

To ensure that gender equality is a cross-cutting priority in the planning and implementation of energy projects, OLADE has developed methodological guides and public policy frameworks that allow governments and entities in the sector to incorporate the gender perspective into their national energy plans. Through the Gender and Energy Commission, efforts have been made to monitor inclusive initiatives across member countries, promoting the exchange of best practices and regional experiences.

A central challenge in promoting gender equality in the energy sector is the lack of disaggregated data, which is critical for assessing the current situation and evaluating the effectiveness of implemented policies. In this regard, OLADE is working on the development of energy indicators with gender approach by developing methodologies to collect, analyze and disseminate key information on women's participation in the sector. These efforts are crucial for countries in the region to design evidence-based strategies by identifying gaps and opportunities for improvement. OLADE also aims to promote the integration of these indicators into national information systems, thereby facilitating continuous monitoring and effective evaluation of inclusion policies.

Moreover, within the framework of Energy Week, OLADE consistently organizes forums, panels and working groups focused on gender equality in the sector, promoting dialogue among key actors and highlighting both progress and challenges in the region. Through these initiatives, OLADE continues to lead efforts to close gender gaps in the energy sector, ensuring that the transition to

a more sustainable and inclusive energy system considers the region's diverse talent and potential.

Conclusions

The energy sector in Latin America and the Caribbean is at a turning point where the integration of gender equality can be crucial for sustainable development, innovation and operational efficiency. Evidence indicates that diversity in the workforce and decision-making generates economic, social and environmental benefits, positioning gender equality as a strategic objective rather than solely a matter of social justice.

The structural barriers faced by women in the energy sector—including gaps in STEM education, lack of access to finance, and underrepresentation in leadership roles—requires a comprehensive approach through public policies, private initiatives, and international cooperation mechanisms. It is imperative that governments adopt gender mainstreaming strategies in their national energy plans, ensuring equality as a focal point in the formulation and implementation of projects and regulations.

On the other hand, the participation of the private sector is crucial to promote gender equality in the corporate sphere. Promoting inclusive hiring practices, establishing mentoring and leadership programs for women, and reinforcing professional networks are key strategies to accelerate the inclusion process at all levels of the industry. Moreover, ensuring equal access to finance and entrepreneurship opportunities is essential to empower women in developing innovative solutions in sustainable energy.

To advance gender equality within the energy sector, it is essential to strengthen the mechanisms for data collection and update related to women's networks and gender-sensitive projects across the region. It is recommended to stablish a collaborative monitoring system involving governments, multilateral organizations, the private sector, and women's energy associations. This collaborative effort would enable the consolidation of a dynamic and accessible database, facilitating the trend analysis, the identification of best practices and the optimization of resources in inclusion initiatives.

Similarly, establishing a regional platform for information exchange would foster cooperation among countries, promoting more effective strategies to close gender gaps in the sector. Continuous monitoring and disaggregated data collection

by gender should be prioritized to effectively evaluate progress and design evidence-based policies. Without clear and up-to-date information, initiatives risk falling short of their intended impact and lacking long-term sustainability. The implementation of specific indicators is essential to measure the effectiveness of gender equality policies and to make strategic adjustments to ensure their success.

Looking ahead, gender equality in the energy sector should be recognized not merely as a challenge, but as an opportunity to build a more resilient, inclusive and competitive industry. The energy transition and the expansion of renewable energies represent a pivotal opportunity to redefine the role of women in the sector, ensuring their full and equitable participation. Consolidating women's energy networks, strengthening regional alliances, and investing in technical and vocational education are essential measured to bridge existing gaps in the sector

In conclusion, achieving gender equality in the energy sector in Latin America and the Caribbean is an attainable goal if coordinated strategies are implemented and there is sustained commitment from all relevant actors. The region has the potential to be a global benchmark in the integration of gender perspective in the energy industry, generating positive impacts not only in the economic sphere, but also in community well-being and in the fulfillment of climate and sustainable development commitments.

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