Nordic Energy Equality Workshop
Copenhagen, 25-26 September 2018
Content of presentation

• A bit of background – women in modern renewable energy

• Challenges for women & priority actions

• GWNET – about us & our activities

• Collaboration with other organisations/networks
  • Regional partners
  • IRENA
  • GN-SEC
  • C3E

• Questions for discussion
Women in modern renewable energy
Survey 2016

Early research indicates that renewable energy has more gender parity than the broader energy sector.

Women representation:
- 46% in administrative
- 32% in management
- 28% in technical workforce

In comparison: 25% of senior-level management positions were held by women in Fortune 500 companies in 2015.

The share of women in the U.S. solar workforce increased from 19% in 2013 to 28% in 2016. In Germany and Spain they account for 24% and 26% of the renewable energy workforce.

Women in Clean Energy
MENA Survey 2017

Challenges women face to entry

Perception of gender roles
Women face discrimination

Gender imbalance at STEM education
STEM is not presented socially as an option. Lack of women studying engineering and science, reduces the number of women eligible for technical roles
Non-stem jobs also present imbalances

Gender imbalance at workplace
Energy sector, even in renewables, women are underrepresented at every level
Challenges women face once in the industry

Glass ceiling

Pay gap

Women still earn less than men for the same position. Major factors: marriage and parenthood

Entering is hard, progressing is harder
Priority Actions

**Policies that allow for more flexibility…**
- Flexi-time
- Work from home
- Part-time
- Job sharing

...even if they imply a decrease in remuneration

**Policies that allow for better childcare**
- Flexible schedule after maternity: 5 hrs work day (reduced salary)
- Paternity leave, in addition to maternity leave
- Breastfeeding and breastmilk pumping facilities at work
- On-site childcare

**General policies to ensure fairness in internal processes**
- Transparent appraisal and promotion process
- Promotion and remuneration based on outputs rather than hours worked

**Programmes that provide training and promote women empowerment**
- Mentoring programmes
- Career development programmes (technical, executive and career trainings)
- Female empowerment, anti-bullying programme, or negotiations training
- Leadership workshops
About GWNET

GWNET aims to advance the global energy transition by connecting and empowering women working in sustainable energy in both developed and emerging/developing countries.

Networking
Connecting women

Advocacy
Fostering Change to Accelerate the Energy Transition

Services
Mentoring, coaching and consulting
GWNET Governing Board

IRENE GINER-REICHL
Austrian Ambassador to Brazil and Suriname
Chairperson of the GWNET Governing Board

BARBARA FISHER-AUPPERLE
Hydropower professional, Coach and Mentor
Member of the GWNET Governing Board (Treasurer)

H.R.H. PRICESS ABZE DJIGMA
Ambassador for Renewable Energy and Energy Efficiency of Burkina Faso
Vice-Chairperson of the GWNET Governing Board

SANDRA RETZER
Head of “Sustainable Urbanisation, Transportation and Energy” of GIZ
China, as Deputy Treasurer
Member of the GWNET Governing Board (Deputy Treasurer)

EMILY KOULOUVARIS
Managing Director,
Revelle Group
Member of the GWNET Governing Board (Rapporteur)

CHRISTINE LINS
GWNET Executive Director
GWNET Advisory Council

- Astrid HARZ, Director, Federal Ministry for European and International Affairs, Austria
- Martin HILLER, Director-General, REEEP
- Tania RÖDIGER-VORWERK, Deputy Director-General, BMZ, Germany
- Sheila OPARAOGHA, International Coordinator, Energia
- LI Yong, Director-General, UNIDO
- Kandeh YUMKELLA, former United Nations Under-Secretary-General and the Special Representative of the Secretary-General for Sustainable Energy for All
- Arthouros ZERVOS, Chair, REN21
GWNET activities May 2017 – May 2018 – build-up phase

• Launch of GWNET 10 May 2017 at Vienna Energy Forum (VEF)

• Internet presence: GWNET website www.globalwomennet.org; creation of GWNET Linkedin Group & Twitter account @GlobalWomensNet

• GWNET Networking events: VEF May 2017, Intersolar June 2017, MEXIREC October 2017, Berlin Energy Transition Dialogue April 2018

• 100 individual members from 36 countries

• Corporate sponsors and strategic partners
GWNET activities May 2017 – May 2018 – build-up phase (cont.)


- **Launch of 1st GWNET mentoring programme with 10 mentoring tandems**

- **3 GWNET newsletters**

- **GWNET institutional memberships:**
  - SEforALL people-centered accelerator
  - IRENA Coalition for Action

www.globalwomennet.org
GWNET mentorship programme

- Energy-sector specific, global mentoring program for women in junior/middle management positions

- The first GWNET mentoring programme has started in April 2018 and will last for 12 months

- 24 applications received, 10 mentoring tandems formed with mentors and mentees from Africa, Europe, MENA, North America and Latin America

- 4 exclusive knowledge transfer webinars

- Current call for expression of interest for next programme round starting in September 2018

www.globalwomennet.org
Programme Vision

• Empower women in the energy sector in order to increase women representation at managerial & decision making levels
• Develop concrete career goals and implementation plan
• Facilitate novel ideas & encourage female entrepreneurs
• Boost personal confidence
• Prepare next generation women leaders
• Networking opportunities
• Foster social change, energy transition & climate action
Timeline and Components

- Kick-off Webinar (April 2018)
- Monthly Interaction (begins April 2018)
- Knowledge Transfer Webinars (June 2018 & Sept. 2018)
- Midterm Meeting (Sept. 2018)
- Final Event (March 2019)

* Monthly Interaction runs from April 2018 through February 2019
Knowledge Transfer Webinars

- Global renewables and the role of women by Christine Lins (June 2018)
- Personal Development: Self Presentation by Barbara Fischer-Aupperle (September 2018)
- Business development in the energy sector by Emily Koulouvaris (December 2018)
- Governance in the energy sector by Irene Giner-Reichl (February 2019)
GWNET Mid-term Work Plan 2018 - 2020

Developing a data baseline on women participation in the energy transition (in collaboration with IRENA and REN21)

Mainstreaming of gender in regional and/or national energy policies (in collaboration with CESC/NREL and Global Network of Regional Sustainable Energy Centres (GN-SEC))

Women’s Economic Empowerment and entrepreneurship (in cooperation with ENERGIA, wPOWER Hub and GN-SEC)

Collection of best-practice stories about gender/women empowering in on-going projects (in collaboration with UNIDO, ENERGIA, Global Alliance for Clean Cookstoves, SEforALL People Centered Accelerator)

Mentoring programmes: continuation of global programmes, facilitation of regional/sectoral programmes

GWNET networking events back-to-back with major energy events (IRENA General Assembly, Berlin Energy Transition Dialogue, SEforALL Forum, Vienna Energy Forum, etc.)

Development of a database of women speakers (in collaboration with C3E and all other partners)
GWNET Extended member services

GWNET blog with articles on women & energy transition issues (members will have the opportunity to contribute articles to the blog)

GWNET Resource Center (providing an overview of relevant publications on women & energy transition issues)

Job Center (members and strategic partners can post their job vacancies)

Networking events (ensuring a geographic spread at events back-to-back with major energy related conferences)

Networking platform for GWNET members to allow peer-to-peer exchange (internal part), and provide visibility to the members (external part)

www.globalwomennet.org
GWNET regional/national partners

Collaboration with the following national/regional GWNET partners ongoing:

• India with CEEW’s Women in sustainability initiative
• Mexico with GIZ’s REDMEREE
• Russia
• Central America
• Nordic Energy Equality Network?

Benefits:

• Connectivity with other Regional Partners and the membership of GWNET at large
• Receive the quarterly GWNET Newsletter and showcase their activities in the GWNET newsletter, thereby creating global outreach
• Participate in GWNET events at a reduced rate
• Benefit from occasional Webinars or other capacity building that becomes available for all GWNET members
• Showcasing of their members in a global women expert database (to be developed by GWNET)
GWNET regional/national partners (cont.)

Expectations from national/regional partners:
• GWNET national/regional partners are expected to adhere to GWNET’s objectives and to actively participate in GWNET activities.
• GWNET national/regional partners provide region-specific know-how and access to local contacts/sponsors

Who qualifies:
Organisations/groupings with an anchorage in the energy sector and with national/regional reach that promote and support the rapid transition to sustainable energy through empowering women.

How to apply:
Send a letter addressed to the GWNET Secretariat, detailing the organisation’s anticipated contribution to GWNET’s mandate as well as how your organisation will support GWNET’s goals and objectives. The GWNET Governing Board will review and decide upon all applications during the quarterly meeting following the submission of the application.
Forthcoming work on gender

2018 Survey

Women in Renewable Energy

Individual

Organisation

Modern energy context

Access energy context
GN-SEC work stream on mainstreaming gender in energy

The GN-SEC and GWNET, in cooperation with as series of international partners, intend to implement a series of activities to mainstream gender in the energy sector, thereby increasing the speed of transformation of the energy sector and facilitating not only implementation of SDGs 7, 9 and 13 but also SDG 5.
By sharing lessons learned across participating countries and organisations, and highlighting successful strategies, the initiative will help countries better understand the impact of diversity inclusion and identify effective ways to improve retention among women in the clean energy sector. Additionally, the C3E TCP will cohesively engage existing domestic initiatives in participating governments regarding women in clean energy, providing an umbrella platform for sharing best practices and communicating information about these crucial endeavours.

ACTIVITIES

- Women in Clean Energy Resources and Needs Inventory
- Women in Clean Energy Career Development Network
- Annual C3E Recognition and Awards Programme
- Global Women in Clean Energy Communications Hub

GWNET – connecting women in the energy sector

28.8 million jobs in 2050

10.3 million jobs in 2017
Questions for discussion

• Which of the presented ideas are relevant for NEEN?

• Which ideas can we take over as such, which one do we need to adapt for our own needs, which are not relevant?

• With which other initiatives would we like to cooperate in the future?

• Which products would we like to develop for NEEN and for which target group?

• How can get funds for NEEN’s activities?