

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

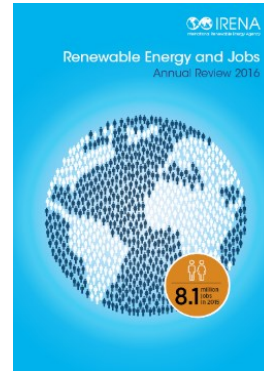


Women in modern renewable energy Survey 2016

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



35%
Average share of women
working at 90 renewable
energy companies surveyed



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 for **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



Entering is hard, progressing is harder

Pay gap



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

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



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Global Women's Network
for the Energy Transition

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



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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 OPARAOCHA**, 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**



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GWNET activities May 2017 – May 2018 – build-up phase (cont.)

- **GWNET speaking engagements:** VEF May 2017, C3E side event at CEM8 Beijing June 2017, MEXIREC Mexico City October 2017, IEA Energy Ministerial Paris November 2017, Energy Africa Conference Denver November 2017, C3E Workshop Rome April 2018, Women Mobilize Women Leipzig May 2018, CEM9 Copenhagen May 2018
- **Launch of 1st GWNET mentoring programme with 10 mentoring tandems**
- **3 GWNET newsletters**
- **GWNET institutional memberships:**
SEforALL people-centered accelerator
IRENA Coalition for Action



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**

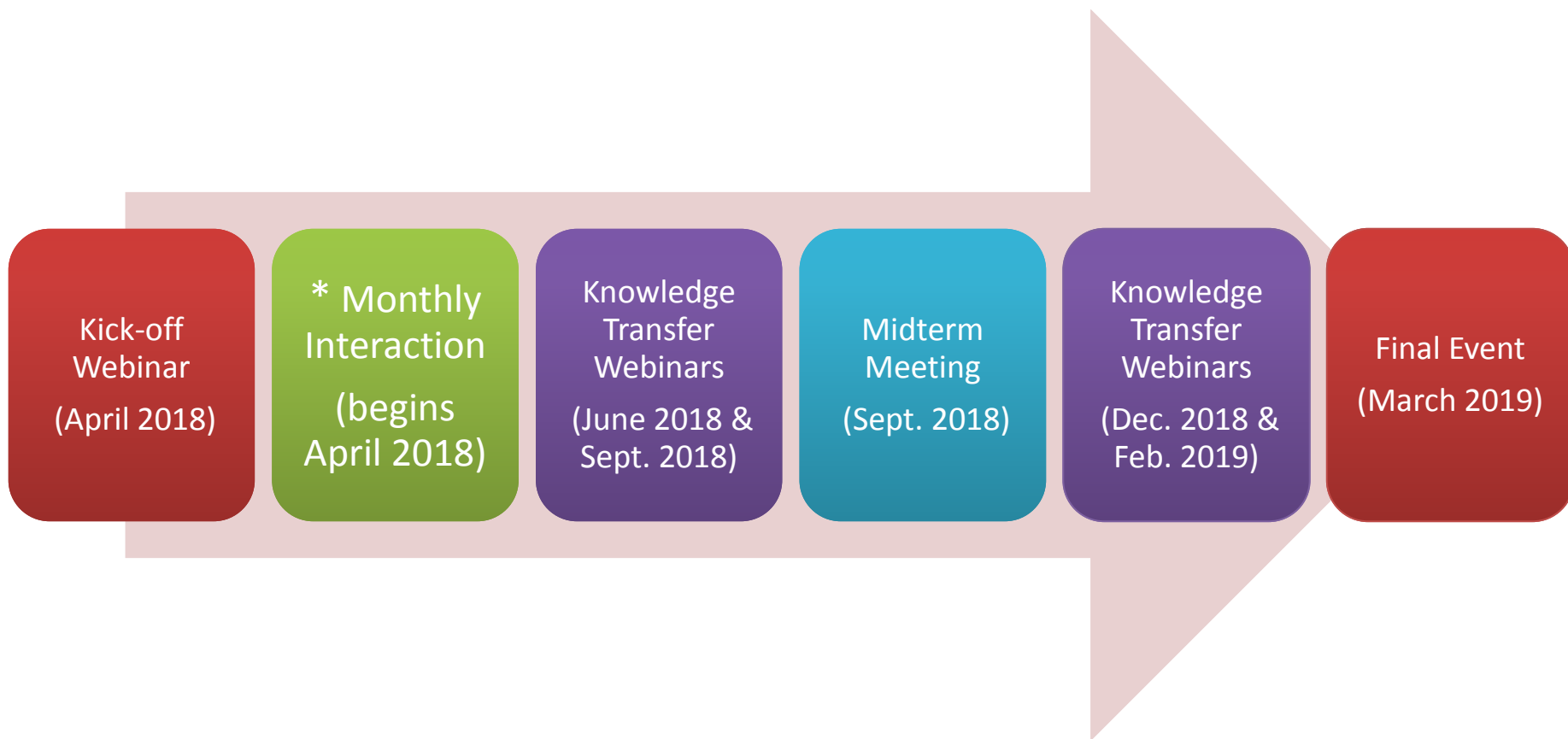


Programme Vision

- 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



* 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)



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

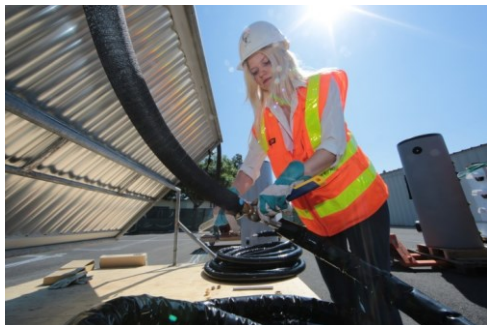


Individual

Organisation



Modern energy context



Access energy context



REGIONS OF
CLIMATE ACTION

SENER
SECRETARÍA DE ENERGÍA





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



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28.8 million
jobs in 2050



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?

