



# TERMS of REFERENCE

## Authoring of the Study

### **“Women Empowerment - Benchmarking Practices for the (Renewable) Energy Sector”**

#### **Background**

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The energy sector workforce is coined by a gender gap greater than most other sectors. As stated in the recent report “[Renewable Energy: A Gender Perspective](#)” by the International Renewable Energy Agency (IRENA,) the energy industry is far from being gender-balanced with only 22% of women in the traditional energy sector workforce and 32% in the renewable energy workforce. According to Ernst & Young’s Women in Power and Utilities Index, only 5% of board executives and 16% of board members of the top 200 utilities are women.

The energy transition and the trend towards renewable energy, however, present unprecedented chances for women interested in the industry. According to the newly released “[Renewables 2019 Global Status Report](#)” of the Renewable Energy Policy Network for the 21<sup>st</sup> Century (REN21), the year 2018 saw renewables’ global capacity grow by 8% or 181 GW. For the fourth consecutive year renewable power outpaced fossil fuels in terms of net capacity additions of more than 50% and now delivers more than 26% of global electricity. While this development sounds promising, a lot remains to be done - especially in heating & cooling and in the transport sector - to achieve a sustainable energy future.

Women have a lot to offer for the energy sector, especially in times of change. Scientific research has found that a diversified workforce delivers better results, not only in terms of increased creativity and innovation potential, but also related to better decision-making and greater profits. Initial research findings have also led to conclude that companies with more women on their board of directors are *inter alia* more likely to invest in renewable power generation, mitigate climate change and proactively address environmental concerns.<sup>1</sup> Still, this potential has not yet translated into a substantially narrower gender gap in the energy sector. Taking into account that the workforce in the

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<sup>1</sup> McElhaney, K. A. and Mobasseri S., Women create a sustainable future, UC Berkeley Haas School of Business, 2012. ([https://www.ibe.org.uk/userfiles/women\\_create\\_sustainable\\_valueoct2012.pdf](https://www.ibe.org.uk/userfiles/women_create_sustainable_valueoct2012.pdf))



renewable energy sector is predicted to rise from 11 million jobs today<sup>2</sup> to about 28.8 million jobs in 2050, the attraction of female talent will be crucial to ensure a thriving sector.

Other sectors or individual companies' practices in other sectors such as Consumer Goods & Services, Telecommunication, Health Care and even Financials and Industrials are well ahead in terms of gender diversity and women empowerment. They could potentially provide inspiration and lessons learnt for the energy sector as to how attract and retain women professionals.

## Objective

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GWNET will produce a study that looks at women and their current participation in the energy sector compared to other sectors. It will provide a systematic summary of scientific evidence on the benefits of diversity and investigate whether there is solid scientific proof on women's propensity to take decisions in favour of renewable energy, climate change and/or environmental and social sustainability. It will elaborate on the fact that women are entitled to participate in all sectors of the economy and investigate chances and obstacles for women entering or already working in the (renewable) energy industry.

While some of the obstacles are expected to be relevant for the overall economy (e.g. inflexible working hours, insufficient child care opportunities, or the return to the workplace after parental leave), others might be particularly valid for male-dominated sectors (e.g. a low share of women in STEM studies, unconscious bias related to women's technical capabilities, etc.).

The study will collect, structure and cite examples of these obstacles primarily in an industrialised and emerging country context, but with a particular focus on Germany's bilateral energy partnership countries<sup>3</sup>. It will then draw on other economic sector's experiences and derive benchmark practices as to how the identified obstacles can be successfully overcome taking account of different categories, such as overall workforce, entry-level positions, mid-management and management levels, and boards. The study will conclude with recommendations on appropriate strategies and measures for the (renewable) energy sector.

The draft study will be presented in the first week of October at a GWNET event in Berlin and launched after incorporation of the comments received at the event and in stakeholder consultations following the event.

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<sup>2</sup> See IRENA's publication [Renewable Energy and Jobs – Annual Review 2019](#), June 2019

<sup>3</sup> Currently such energy partnerships exist with the following countries: Algeria, Australia, Brazil, China, India, Iran, Japan, Jordan, Kazakhstan, Morocco, Mexico, Russia, Republic of Korea, South Africa, Tunisia, Turkey, Ukraine, USA, United Arab Emirates



## Proposed Outline

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1. Introduction: Women in the energy sector
  - a) Status quo, including differences between the traditional and the renewable energy sector
  - b) Comparison with other economic sectors
  - c) Chances of the energy transition, including the range of available job options
2. Summary of scientific evidence on the effects of (gender) diversity in the workplace
3. Women's entitlement to participate in all sectors of the economy
4. Female decision-making - does sustainability really matter more?
5. Obstacles for women's participation in various economic sectors
6. Benchmark practices of other sectors to overcome the gender gap
7. Recommendations for the energy sector

## Description of Tasks

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GWNET is looking for a consultant to develop the above described study in close consultation with the GWNET Secretariat:

- 1. Undertake research / collect information and data necessary to author a benchmarking report on gender imbalances and women empowerment in the energy sector with the support of the GWNET Secretariat.**

In this context, the contractor will:

- Draw on relevant information collected by the GWNET Secretariat and its partners
- Research additional information to close data gaps. In addition to desk research, the contractor is expected to use his/her network of experts and interviews with relevant references to contribute to the study

- 2. Author the benchmarking study on gender imbalances and women empowerment in the energy sector**

The contractor is expected to:

1. Propose a detailed report outline based on the above-outlined proposal
2. Develop a draft report (including Executive Summary) in English for commenting
3. Present the draft report at a GWNET event in the first week of October 2019 in Berlin.
4. Incorporate the comments received from relevant stakeholders
5. Finalise the report (approximately 100 page study plus concise Executive Summary)

Furthermore, the contractor will:

- consult and work in close consultation with GWNET throughout all phases of definition and writing of the study, draft presentation and review process to ensure
  - 1) a smooth collaboration and
  - 2) that potential political sensitivities are being adequately considered.



- provide all data used for relevant figures and tables including their sources. References/citations need to be provided for all statistics and other information, and follow GWNET's authoring guidelines. All references will be included in the final draft report.
- Draft an Acknowledgment section for review by the GWNET Secretariat, recognizing all contributors to the study

### 3. Qualification requirements of contractor

- Proven track record of knowledge about the energy sector with an emphasis on renewable energy
- Proven track record of knowledge on gender, diversity and women empowerment
- Experience in authoring reports (provide samples)
- Proficiency in English

## Proposal Requirements

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The submission should include:

- A short outline highlighting how the consultant would approach the topic and where he/she sees particular challenges
- A detailed résumé highlighting related work experience
- An overview of written reports covering similar scope and focus
- A writing sample that illustrates the contractor's knowledge of the (renewable) energy industry and gender issues
- A detailed breakdown of the number of work days per proposed activity (research, writing, presentation of draft, review process, finalisation of study) and daily rates

### Proposals should be addressed to:

GWNET – Global Women's Network for the Energy Transition

Irina Gaubinger

Project Manager

[irina.gaubinger@globalwomennet.org](mailto:irina.gaubinger@globalwomennet.org)

The **deadline** for receipt of proposals is: **Sunday, 14 July 2019, 23:00 (CET)**

**UPDATE: The deadline has been extended to Friday, 19 July 2019, 23:00 (CET)**

## Timeline

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By when	What	By whom
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24 <sup>th</sup> July 2019	Contracting of consultant to author the study	GWNET
29 <sup>th</sup> July 2019	Agreement on report outline	Consultant in cooperation with GWNET
29 <sup>th</sup> July 2019 onwards	Research and, if useful, interviews with relevant references	Consultant
14 <sup>th</sup> September 2019	Submission of draft study	Consultant to GWNET Secretariat
21 <sup>st</sup> September 2019	Submission of draft study power point presentation	Consultant to GWNET Secretariat
30 <sup>th</sup> September – 4 <sup>th</sup> October 2019	Presentation at GWNET event in Berlin (exact date tbd)	Consultant
7 <sup>th</sup> October – 1 <sup>st</sup> November 2019	Comment collection and review of study	GWNET Secretariat in cooperation with consultant
8 <sup>th</sup> November 2019	Submission of final report in English	Consultant to GWNET Secretariat
29 <sup>th</sup> November 2019	Design and lay-out of report	GWNET Secretariat
December (exact date tbd)	Report launch	GWNET Secretariat in cooperation with consultant