



GWNET
Global Women's Network
for the Energy Transition

Women for Sustainable Energy

Strategies to Foster Women's Talent for Transformational Change

presented by Dr Irene Giner-Reichl, GWNET President

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www.globalwomennet.org

About GWNET

GWNET aims to advance the global energy transition by connecting and empowering women working in sustainable energy in all parts of the world

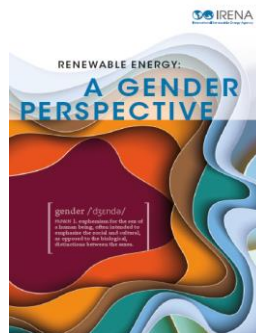
Networking

Connecting women



Advocacy

Fostering Change to
Accelerate the Energy
Transition



Services

Mentoring, coaching and
project development





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Supported by:



Federal Ministry
for Economic Affairs
and Energy

Women for Sustainable Energy

Strategies to Foster Women's Talent for Transformational Change

'What can we do to increase women's employment in the sustainable energy sector in the future?'

Review of scientific evidence

- Systematic up-to-date
- Gender, diversity and women's participation in the sustainable energy sector

Industry interviews

- Women and men
- Germany's bilateral energy partnership countries

Analysis

- Structural/
Environmental

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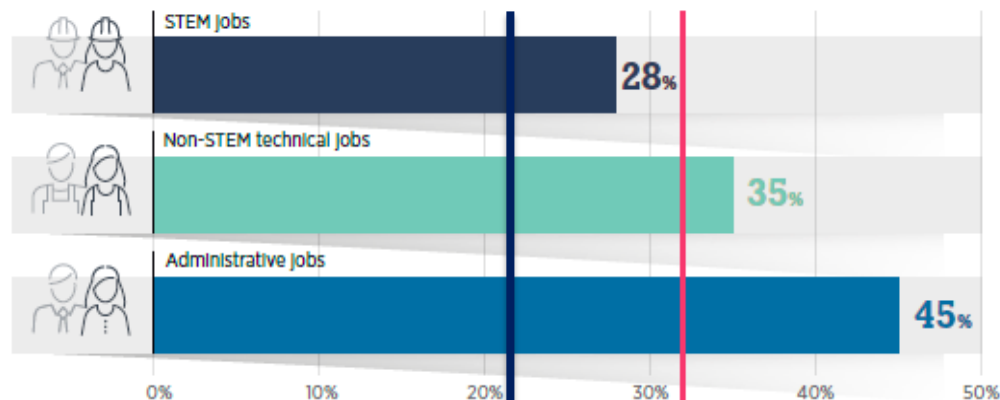
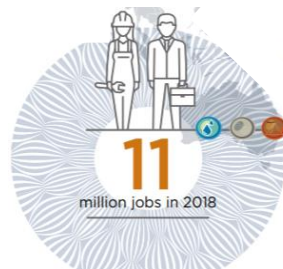
Women in the Energy Sector

- ❖ UTILITIES:
 - 5% of board executives
 - 16% of board members of the top 200 utilities (E&Y Index)
- ❖ CONVENTIONAL: 22%
- ❖ RENEWABLES: 32%
 - RE STEM: 28%

Conventional energy talent pool + talent shortage =
stunted energy transition



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22%

share of women
in oil and gas industry

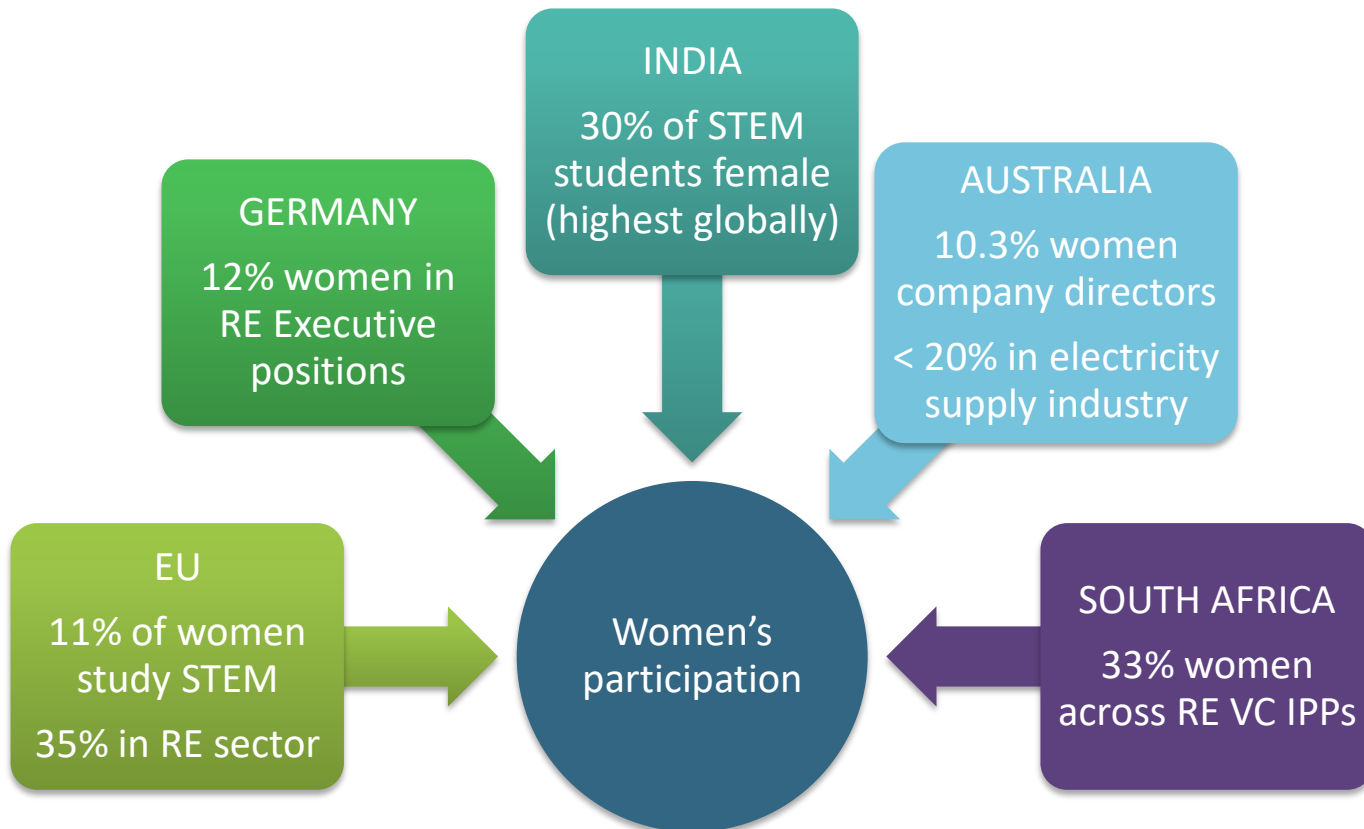
32%

share of women in the
renewable energy workforce



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No harmonized data sets



Recent global efforts being made

2019 outputs vary across reports

- ◆ IRENA – 32%
- ◆ C3E – 23%
- ◆ GETI – 14%

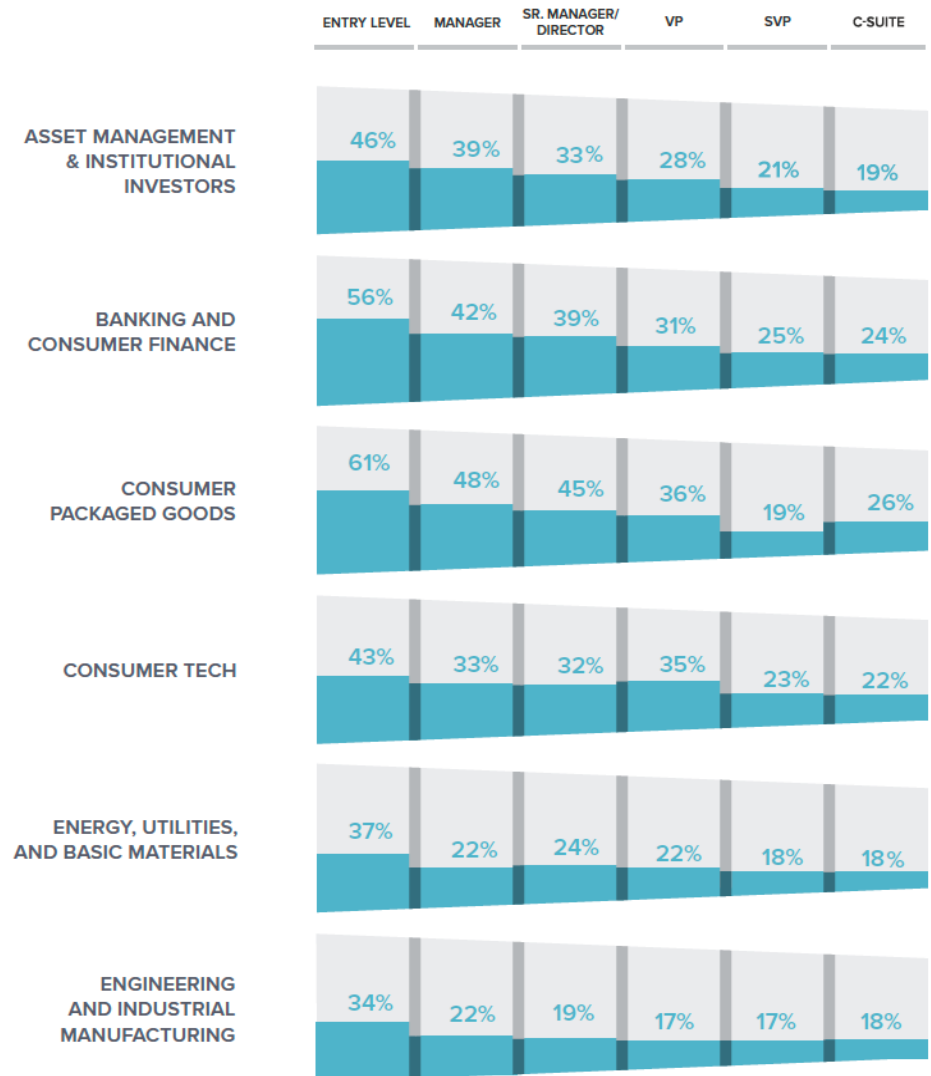
Methodologies vary
Study boundaries vary
Respondents vary

Women in other industries



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REPRESENTATION OF WOMEN ACROSS INDUSTRIES (US) % OF WOMEN BY LEVEL, Source: LeanIn/McKinsey 2018



- NO global evidence that one sector does much better than others
- Regardless of the industry, no one industry is universally doing better
 - Sectors/companies that do well in one country may do poorly in others
 - There is no stand-out to look to cross culturally.
- One commonality: women's leadership decreases with seniority in the company in all sectors.

The Power of Gender Equality



*'When more women join
the workforce, everyone
benefits'*

Christine Lagarde, ECB President
and former MD IMF

- **Enjoyment of Women's Human Right:** Women have the right to have access to employment on equal terms with men.
- **Improves Global GDP:**
 - ✓ Reaching Gender Equality by 2025 = USD 12 to USD 28 trillion per annum
- **Companies with diverse Leadership have better results**
 - ✓ Better prepared to survive financial shock
 - ✓ Improved profitability (34% - 69% higher profits)
 - ✓ Increased innovation, investment in R&D, and use of talent
 - ✓ Decreased risk and overconfidence (44% higher returns)
 - ✓ Increased action on environmental issues
 - ✓ Decreased litigation for environmental breaches
 - ✓ More stringent decarbonisation policies...
- **Evidence ascribes women outstanding leadership skills. If this is the case, why are so many leaders men?**



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Why can't a woman, be more like a man?

- Business is historically a masculine culture
 - a bad fit for women...and others
- Gender perceptions obtained at childhood
 - “Girl Bricks”
- Belief that men are better leaders
 - ‘You can’t be what you can’t see’
 - Male dominated sectors lack role models for women
- Negative perceptions about women’s abilities
 - Kills women’s confidence
- The cultural bias is mistakenly explained as ‘natural’
- **Unconscious bias** – Fallacy that qualification, skills, ability and experience are the sole reason for the dominance of men in leadership positions



The Energy Transition

'...is multidimensional, complex, non-linear, non-deterministic, and highly uncertain'

Oxford Institute for Energy Studies

1. Radically reform the existing energy supply and energy systems
1. Goes beyond replacing fossil to clean sources:
 - Changes consumption, distribution and investment patterns; coalitions and capabilities of actors; and new socio-technical regimes of policy, regulation, mind-sets, beliefs, and social practices

The Energy Transition requires:

Behaviour change, innovation (supply, delivery, usage) and integration across sectors

Diverse backgrounds, capabilities, and perspectives

A large diverse talent pool



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Interview themes

Little
understanding of
gender

Traditional gender
roles prevail

Generational
change is
happening

Women more
motivated by
values

Masculine
dominance

Extra expectation
on women

Gender Dynamics
in the workplace

The value of
flexible and
supportive working
conditions

Policy versus
practice and
implementation

Interview themes

Little
understanding of
gender

'We have never been trained to recognise gender issues (in the workplace)
(Woman, Technical Specialist, France)

'[we] want to see more about 'fair' not just 'equal' with a focus on diversity not just gender'
(Woman, International Project Delivery/Board member, UK)

Interview themes

Traditional gender
roles prevail

'We need to get girls tinkering with PCBs [primary circuit boards] too!'

(Woman, Researcher, Rwanda)

'there are many bright ladies with high expertise who don't lack professionalism or hard work, but the system is oriented to men'

(Woman, Academic/Board member, Russia)

'Women in leadership and decision-making roles are not visible...it is automatically assumed you are the secretary or assistant when you enter the'

(Woman, Executive, Asia)

Interview themes

Generational
change is
happening

‘Younger generations of women are possibly more ambitious and confident, which could be good for the sector.’

(Woman, Academic/Board member, Russia)

‘Our willingness to let women and girls fail is becoming more open’

(Women, Executive Industry Association, USA)



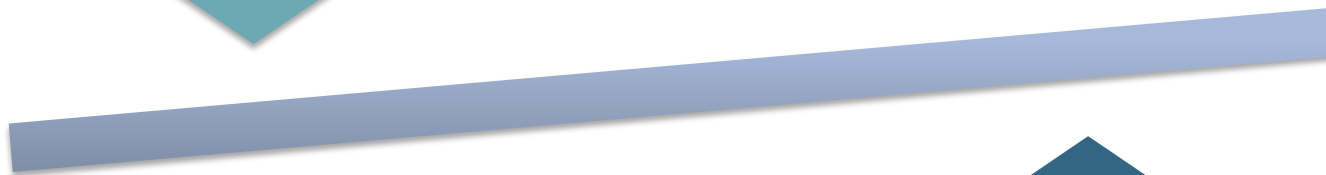
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Differences across sub-sectors – An Example



Centralised

- Larger projects, more corporate
- Attract professional women
- Perceived to be less risky
- Offers many employment opportunities in traditional roles



Decentralised

- Smaller off-grid/rural projects
- Smaller teams, male dominated
- Travel and on-site work
- Women are beneficiaries or managing beneficiary relationships.



Strategies for Inclusion

- Quotas
- Attracting More Women and Girls to STEM
- Inclusive Recruitment Practices
 - Inclusive Job Descriptions; Gender Neutral Job Advertisement Language; Standardise and Diversify Short-listing; Selection Panel
- Inclusive Workplace Strategies
 - Performance Reviews; Promotions; Anonymous 360s for Management; Childcare & Medical Care; Flexible Workplace Policies; Parental & Carers Leave; Return to Work Programmes for Women and Men; Mentoring for Women and Men; Employee Led Diversity and Inclusion Programmes; Zero-tolerance Policy on Sexual Harassment



Strategies for Inclusion (cont'd)

- More Women in Senior Decision-Making Roles
- Increased Transparency and Accountability
- Utilise Existing Resources & Toolkits
- Support “Coalitions of the Willing”



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The Opportunity for the Sustainable Energy Sector

Given the talent shortage, businesses world wide must make the best use of all available talent

Sustainable Energy is a young sector with few bad habits to overcome

Harness SE's green and values driven reputation

Open up avenues towards inclusive business practices showing the way for less inclusive sectors

Create more productive and innovative workforces

Provide inclusive and flexible workplaces that work for all people, their families and communities



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Recommendations to make the sustainable energy sector more inclusive

Change perception and makes this a sector of choice

Reform the labour market & workplace

Invest in the next generation

Improve data collection & analysis

Coalitions of the willing

Reduce bias in recruitment & employment

Inclusive Policy Design

[gender] Policy Implementation



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Recommendations to support women and promote inclusion in the sustainable energy sector

Revisit and upgrade gender policy and implementation

Workshops, trainings, mentorship programs specifically targeted at women

Implement organisational parental policy

Develop return to work schemes, including re-training

Offer flexible working patterns/job sharing

Leadership/C-Suite to consistently re-commit

Forming and supporting women in RE/EE associations including financial support

Support women owned small and medium sized enterprises and entrepreneurship

Develop investment opportunities specifically for women, including cheaper credit etc

Create a no tolerance campaign for sexual harassment and discrimination and enforce it



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A word to... Individuals (yes, us!)

Avoid gender stereotyping and attempt to challenge implicit bias

Be aware of day-to-day interactions (e.g. speaking time at meetings), language used, decisions made

If in a managerial position, support and promote competent individuals and aim for diversity



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A word to... Companies and Organisations

Commit to long-term transformation and diversity from the top down

Implement strategies and reach targets

Use the many tools available, and support employee led initiatives

Support coalitions of the willing

Engage with educational institutions for pipeline development and continued personal development of staff



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A word to... Educational Institutes

Collect and analyse qualitative and quantitative diversity and inclusion data

Create programmes, campaigns and initiatives that support greater diversity and interest in sustainable energy

Provide career advice to students in collaboration with industry players

Create vocational and internship programmes for students



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A word to... Governments

Lead by example on gender performance, inclusion and outputs

Legislate on supportive workplace laws

Mainstream a gender perspective into all current and future policy and programs

Leverage opportunities of the energy transition to increase diversity and inclusion

Establish targets for industry and government supported policy and programs

Establish a cross-sectoral framework and standard for monitoring and reporting

Enhance accountability / compliance



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A word to... Inter-governmental bodies and NGOs

Overcome any remaining gender-blindness in relevant international documentation

Work with governments and industry within the sector to advocate for greater inclusive practice

Support individual organisations to embrace inclusion at the workplace

Find ways of effectively target women audiences e.g. on funding etc.



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List of Women's Networks (no particular order)

- International Network on Gender and Sustainable Energy (ENERGIA)
<https://www.energia.org/>
- Women of Renewable Industries and Sustainable Energy (WRiSE)
<http://wrisenergy.org/>
- Women in Solar Energy (WISE)
<https://www.solwomen.org/>
- Women in Cleantech, US (WICS)
<https://www.womenincleantechsustainability.org/>
- Hypatia, Germany <https://www.hypatia-network.de/>
- Women in Sustainability, India (WiS)
<https://www.ceew.in/impacts/women-in-sustainability>
- La Red Mujeres en Energía Renovable y Eficiencia Energética, Mexico (REDMEREE)
<https://redmujeresenergia.org/>
- Nordic Energy and Equality Network (NEEN) in the Nordic/Baltic countries
<https://www.nordicenergy.org/project/neen/>
- Women in Sustainability, Environment and Renewable Energy, UAE (WiSER)
<https://masdar.ae/en/strategic-platforms/wiser>
- Rede Brasileira de Mulheres na Energia Solar (Brazilian Women Solar Energy Network)
- Turkish Women in Renewable and Energy Network (TWRE) <https://twre.org/>



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List of Women's Networks cont'd (no particular order)

- WePower – Women in Power Sector Network in South Asia
<https://www.linkedin.com/groups/12139181/>
- Women in Energy, Pakistan
<https://www.linkedin.com/company/women-in-energy-pakistan/>
- Women in Renewable Energy, Canada (WiRE)
<https://www.womeninrenewableenergy.ca>
- Women in Energy Ethiopia
<https://www.facebook.com/ethiopianwomeninenergy/>
- Women in Renewables Initiative from the Clean Energy Council (CEC), Australia
<https://www.cleanenergycouncil.org.au/advocacy-initiatives/women-in-renewables>
- Women in Renewable Energy (WIRE)
<https://www.clintonfoundation.org/our-work/clinton-climate-initiative/programs/WIRE-Network>
- Women in African Power (WiAP)
<https://www.usaid.gov/powerafrica/gender>
- WONY - Women in Energy
<https://www.womeninenergy.eu/>
- EWIRE - Entrepreneurial Women in Renewable Energy
<https://www.regen.co.uk/area/women-in-renewables/>
- Women in Renewables Asia (WiRA)
<https://www.womeninrenewables.org/>
- Women Building Power: African women against destructive resource extraction (WoMin), <https://womin.org.za/>



<https://www.globalwomennet.org/members/>

