Women for Sustainable Energy

Strategies to Foster Women’s Talent for Transformational Change

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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

www.globalwomennet.org
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?’

Reviews 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**

Source: IRENA 2019
Women's participation

INDIA
30% of STEM students female (highest globally)

GERMANY
12% women in RE Executive positions

EU
11% of women study STEM
35% in RE sector

AUSTRALIA
10.3% women company directors
< 20% in electricity supply industry

SOUTH AFRICA
33% women across RE VC IPPs

Recent global efforts being made
2019 outputs vary across reports

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

Methodologies vary
Study boundaries vary
Respondents vary

No harmonized data sets
Women in other industries

- 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

- **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?**

‘When more women join the workforce, everyone benefits’
Christine Lagarde, ECB President and former MD IMF
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
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

‘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)
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”
The Opportunity for the Sustainable Energy Sector

- Given the talent shortage, businesses worldwide 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.
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
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
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
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
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
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
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.
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/
- 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/
- Rede Brasileira de Mulheres na Energia Solar (Brazilian Women Solar Energy Network)
- Turkish Women in Renewable and Energy Network (TWRE) https://twre.org/
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  

• Women in Renewable Energy (WIRE)  

• 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/
Women in Energy Expert Platform

https://www.globalwomennenet.org/members/