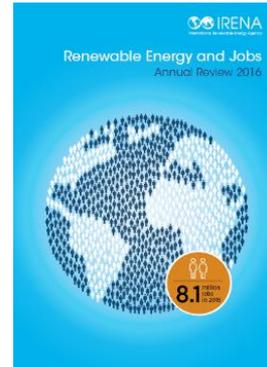


Women in modern renewable energy Survey 2016

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



Forthcoming work on gender – 2018 Survey

Women in Renewable Energy
<http://irena.org/gendersurvey>



Individual

Organisation



Modern energy context



Access energy context



REGIONS OF CLIMATE ACTION

SENER
SECRETARÍA DE ENERGÍA



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

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

SANDRA RETZER

Head of “Sustainable Urbanisation, Transportation and Energy” of GIZ
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Acting Director of the Knowledge, Policy and Finance Division of
IRENA

CHRISTINE LINS

GWNET Executive Director



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- **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
- **Individual and corporate 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
- **Call for expression of interest for next programme round starting in early 2019**



Timeline and Components



* Monthly Interaction runs from April 2018 through 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 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.



GWNET – connecting women in the energy sector



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28.8 million
jobs in 2050

