





**GWNET**  
Global Women's Network  
for the Energy Transition

## About the Global Women's Network for the Energy Transition

GWNET aims to advance the global energy transition by empowering women in energy through interdisciplinary networking, advocacy, training, coaching and mentoring.

GWNET seeks to address the current gender imbalances in the energy sector and to promote gender-sensitive action around the energy transition in all parts of the world.





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## GWNET Global Mentorship Programmes

GWNET leads the development of [several regional and global women mentoring programmes](#), with the goal of advancing the role of women as agents of change in society and promoting best practices within the sustainable energy sector.

In this regard, GWNET has led or is leading the following mentorship programmes:

1. [GWNET Mentoring Programme 1/2018](#) (April 2019 – March 2019)
2. [GWNET Mentoring Programme 2/2019](#) (March 2019 – February 2020)
3. [GWNET Mentoring Programme 3/2020](#) (March 2020 – February 2021)
4. [The Women in Wind Global Leadership Program 2019](#) (May 2019 – January 2020)
5. [The Women in Wind Global Leadership Program 2020](#) (April 2020 – January 2021)
6. [Regional Mentoring Programmes for Latin American Countries \(LAC\) as well as the Middle East and North Africa \(MENA\)](#) (October 2019 – June 2020)
7. [People-Centered Accelerator Mentoring Programme for Women in Energy Access](#) (December 2019 – August 2020)



## The Energy Transition

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

Oxford Institute for Energy Studies

1. Radically reforms the existing energy supply and energy systems
2. 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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# 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?**

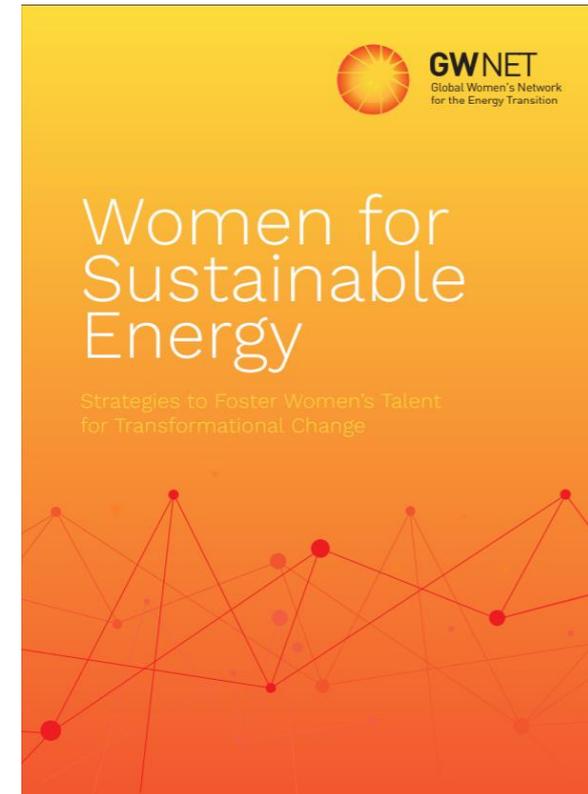


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## Women for Sustainable Energy – Strategies to Foster Women’s Talent for Transformational Change

GWNET’s first study *“Women for Sustainable Energy – Strategies to Foster Women’s Talent for Transformational Change”* contains an overview of women’s current participation in the sustainable energy workforce in developed and emerging economies, the benefits of diversity and inclusion in the workplace, industry interviews, good practice examples and recommendations for a more gender-diverse sector.

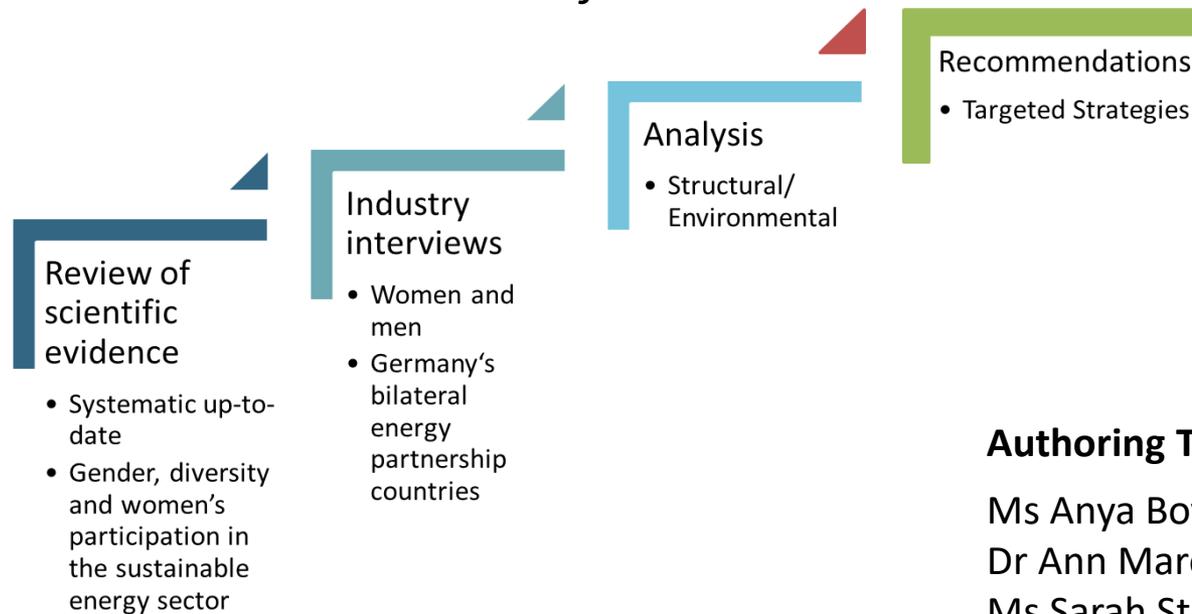
Read it here: <https://www.globalwomennet.org/women-for-sustainable-energy/>



# 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?'*



### Authoring Team:

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Dr Ann Maree Nobelius  
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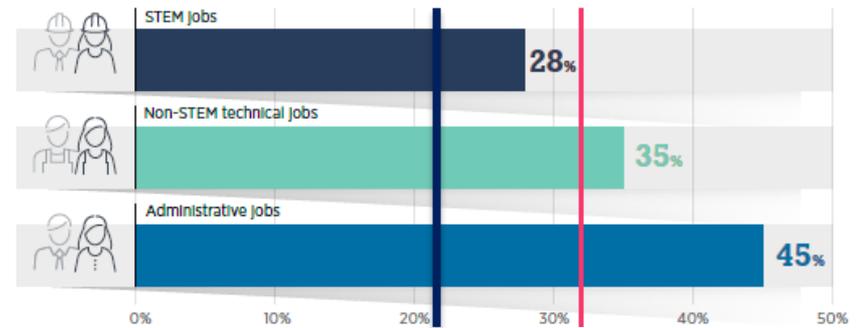
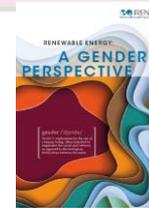


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# Renewable Energy Jobs – A Gender Perspective

**42 million**  
jobs in 2050



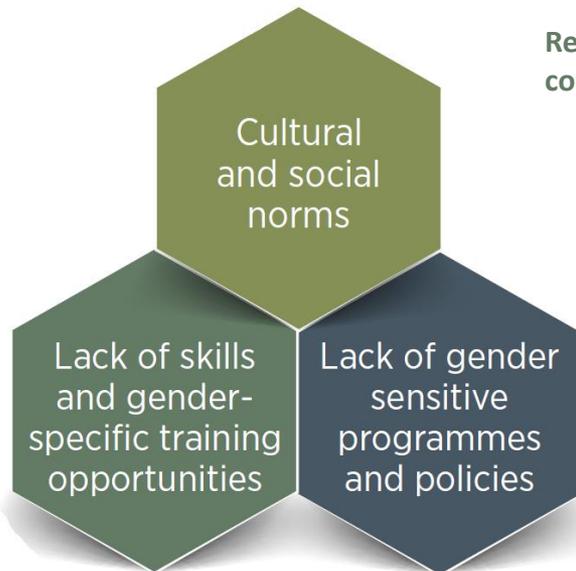
**22%**  
share of women  
in oil and gas industry

**32%**  
share of women in the  
renewable energy workforce

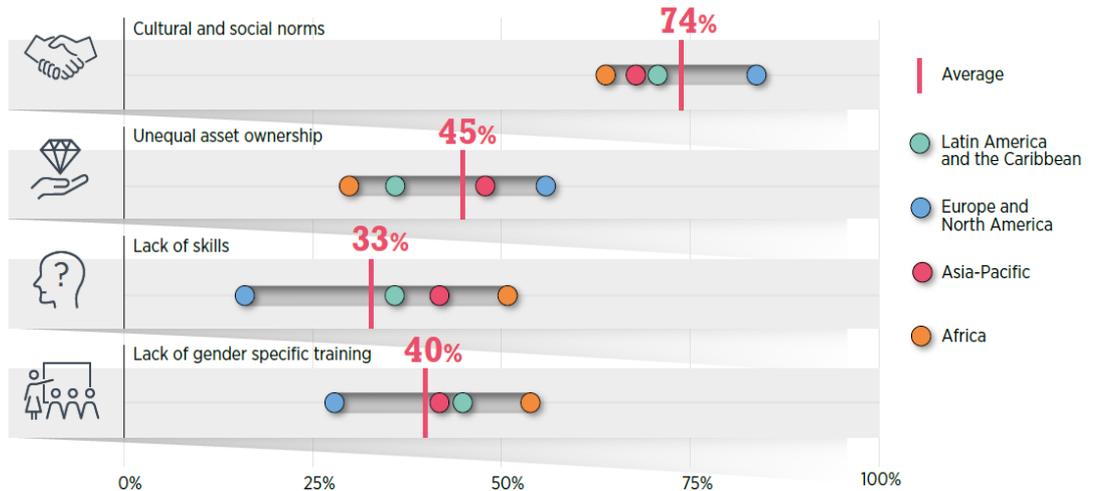




# Barriers to the participation of women in the energy access context



Regional distribution of responses on barriers to women's participation in the energy access context



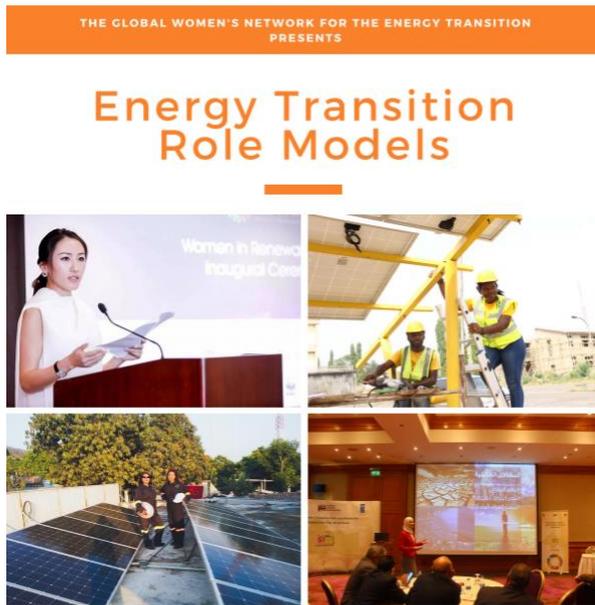
Source: IRENA online gender survey, 2018.





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## Energy Transition Role Models: Inspiring the Next Generation of Women Entrepreneurs



Inspiring the Next Generation of  
Women Entrepreneurs



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The “*Energy Transition Role Models*” campaign showcases portraits of remarkable women entrepreneurs in sustainable energy who are working across different disciplines and countries, with the goal to give female leadership visibility and thereby inspire and encourage others – especially young female students and graduates – to follow suit.

Watch the video series and read the accompanying informative brochure which contains global, regional, and national resources for entrepreneurs.

<https://www.globalwomennet.org/women-energy-entrepreneurs/>



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## Join Our Network of Women Energy Professionals from Around the World

<https://www.globalwomennet.org/members/become-a-member/>

1000+  
Members

### •EMPOWERMENT

Share and receive support for your work and ambitions in sustainable energy

### •VISIBILITY

Complete your profile and gain visibility around your work and achievements

### •CONNECTIVITY

Network with other women in sustainable energy, from junior to top management

90+  
Countries