

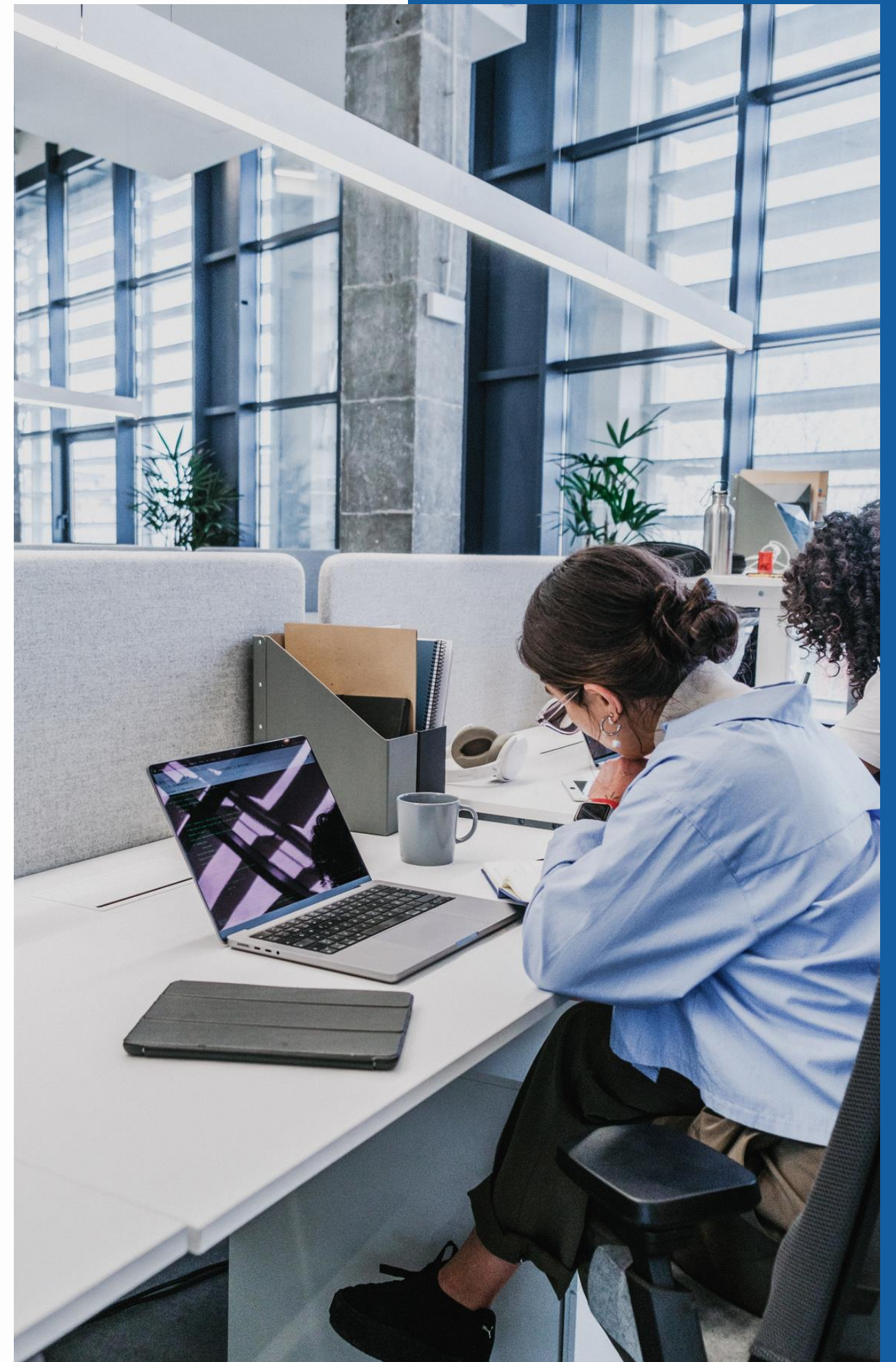


Gender equality at the Heart of the Clean Energy Transition

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Introduction

Gender and Energy

Climate change is one of humanity's biggest challenges, bringing seasonal changes, sea level rise and extreme weather events, that are already affecting people lives.

Women are disproportionately impacted by climate change due to gender roles, since they rely on traditional biomass in their households and for their businesses.

Women can be powerful agents of change; they are become clean tech entrepreneurs and advocate for sustainable energies.

Enhanced gender equality in the energy sector leads to increments in resource efficiency and renewable investments.

The Current Landscape

Gender Disparity in Energy Sectors

- The sustainable energy sector remains male-dominated.
- Women-led enterprises and startups receive less funding
- Only 32% of full-time employees in energy companies are women.
- Women are particularly under-represented in decision-making positions.



Challenges Faced by Women

Gender Bias and Stereotypes:

- Persistent gender biases and stereotypes limit women's opportunities for advancement and participation.
- These biases can influence hiring, promotion decisions, and workplace culture.

Workplace Culture and Safety Concerns:

- Male-dominated workplace cultures can be unwelcoming or even hostile to women, impacting their job satisfaction and retention.
- Safety concerns, particularly in field roles, can disproportionately affect women, often not adequately addressed by existing policies.

Lack of Flexible Work Arrangements:

- The energy sector often lacks flexible work arrangements, which can be a barrier for women, especially those with caregiving responsibilities.

Challenges Faced by Women

Pay Gap:

- Women in the energy sector frequently earn less than their male counterparts for equivalent work, reflecting the broader gender pay gap issue.
- Limited Access to Professional Networks and Mentorship:

Societal Expectations and Traditional Gender Roles:

- Societal expectations and traditional gender roles can discourage women from pursuing careers in STEM fields, including energy.

Lack of Visibility and Representation:

- The lack of visible female role models and leaders in the energy sector can perpetuate the cycle of underrepresentation.

Balancing Work and Personal Life:

- Challenges balancing work and personal life, especially in demanding energy sector roles, can disproportionately affect women.

Benefits of Gender Equality in Energy Transition

Benefits of Gender Equality in Energy Transition

Enhanced Innovation and Creativity:

- Companies with higher gender diversity are 15–20% more likely to outperform their peers (Source: McKinsey & Company, "Diversity Matters," 2015). This indicates that gender-diverse teams in the energy sector can drive more innovative and effective solutions for clean energy.

Increased Adoption of Renewable Energy:

- Research indicates women are more likely than men to adopt renewable energy solutions. A study found that when women are involved in decision-making, the likelihood of renewable energy adoption increases by up to 65% (Source: International Renewable Energy Agency (IRENA), "Renewable Energy: A Gender Perspective," 2019). This highlights the crucial role of women in driving the transition towards renewable energies.

Advocacy for Sustainable Practices:

- Women show a higher concern for the environment and are more supportive of energy efficiency and renewable energy policies than men. Surveys have demonstrated that women are more likely to advocate for sustainable practices, emphasizing the importance of their involvement in environmental decision-making (Source: Eurobarometer, "Attitudes of Europeans towards the environment," 2017).

Benefits of Gender Equality in Energy Transition

Improved Economic Outcomes:

- Closing the gender gap in the workforce could increase global GDP by \$28 trillion by 2025 (Source: McKinsey Global Institute, "The Power of Parity," 2015). This economic boost is significant for the energy sector, where leveraging the full potential of the workforce is essential for meeting clean energy demands.

Better Policy and Solution Design:

- Involving women in the design and implementation of energy policies ensures more comprehensive and equitable solutions. Women's perspectives can lead to energy policies that better address the needs of the entire population (Source: United Nations, "The Role of Women in the Sustainable Energy Sector," 2018).

Social and Environmental Impact:

- Empowering women in the energy sector can lead to broad social benefits, including poverty reduction and improved health outcomes. This is particularly true in developing countries where women play a key role in household energy management (Source: World Bank, "Gender and Renewable Energy: Entry Points for Women's Livelihoods and Employment," 2018).

Benefits of Gender Equality in Energy Transition

Resilient Communities:

- Women's leadership in energy transition efforts contributes to more resilient communities, especially in responding to climate-related disasters. Women's involvement ensures more effective and inclusive strategies (Source: IUCN, "Gender-responsive Disaster Risk Reduction in the Energy Sector," 2020).

Strategies for Promoting Gender Equality

Strategies for promoting gender equality

Education and Empowerment:

- Develop and support STEM education programs specifically aimed at girls and young women to build interest and skills in clean energy fields from an early age.
- Provide scholarships and funding opportunities for women pursuing careers in renewable energy and sustainability.

Inclusive Hiring and Promotion Practices:

- Implement policies that ensure gender equality in hiring, promotion, and pay within organizations in the energy sector.
- Create transparent career pathways that enable women to progress to senior roles in energy companies.

Workplace Policies and Support Systems:

- Establish flexible working arrangements and parental leave policies that support both men and women, allowing them to balance professional and personal responsibilities.
- Implement anti-harassment policies and create safe work environments for everyone.

Strategies for promoting gender equality

Networking and Community Building:

- Create networks and forums for women in the energy sector to share experiences, challenges, and best practices.
- Encourage participation and leadership of women in professional associations related to energy and sustainability.

Policy Advocacy and Leadership:

- Advocate for policies that support gender diversity and inclusion within the clean energy sector at both national and international levels.
- Encourage and support women to take on leadership roles in policy-making and regulatory bodies in the energy sector.

Visibility and Representation:

- Highlight and celebrate the achievements of women in clean energy through awards, media stories, and public speaking opportunities.
- Ensure that women are represented in all forums, panels, and discussions related to clean energy, including conferences and seminars.

THANK YOU!