

# IEA Gender Initiative

## Energy sector gender diversity and inclusion

2 December

12:30 - 13:30 CET (Paris)

06:30 - 07:30 CET (Washington)

### C-Suite Virtual Dialogue

International  
Energy Agency

iea

## Background

This is a timely discussion as decision-makers all over the globe are taking action now to build back better from the health emergency and economic shock spurred by the Covid-19 pandemic. The IEA made the first calls to put clean energy transitions at the heart of sustainable and inclusive recoveries, and that means empowering women in an effort to create a diverse and inclusive workforce equipped with the knowledge and skills needed for a future-ready sector that meets our global clean energy goals.

## Objective

By bringing together top energy leaders from industry and government, specialists on workforce development, talent management and strategy, the objective of this virtual dialogue is examining ways to accelerate workplace gender diversity and inclusion in the rapidly transforming energy sector. The dialogue will share practical insights on what matters to deliver results for more gender diverse and inclusive organisations.

## Panellists

- Elbia Gannoum, CEO of ABEEólica (the Brazilian Wind Energy Association)
- Laura McGee, Founder and CEO, Diversio
- Lyu Fang, Senior Engineer, Electrical Engineering Institute, Secretary General for the PV Committee of the China Green Supply Chain Alliance, and C3E International China Ambassador
- Joel Couse, Special Advisor to the IEA
- Donna-Jean Nicholson (Moderator), IEA Gender Diversity Taskforce & Deputy Communications and Digital Office

## Agenda

12:30 – 12:40	<p><b>Welcome by Co-Chairs</b></p> <p>Fatih Birol, Executive Director, International Energy Agency</p> <p>Ambassador Madeleine Chenette, Permanent Representative of Canada to the OECD</p>
12:40 – 13:20	<p><b>Panel Discussion</b></p> <p><b><i>Insight: Women’s participation in the energy sector is below that of the broader economy, despite making up 48% of the global labour force, women only account for 22% of the labour force in the oil and gas sector and 32% in renewables<sup>1</sup>.</i></b></p> <p>What are the barriers to closing the gap in women’s participation in the energy sector?</p> <p><b><i>Insight: IEA analysis suggests participation in gender diverse boardroom initiatives is lower for energy and utilities companies (4% and 3% participation) compared to other sectors (21% participation for finance and communications companies).</i></b></p> <p>Are corporate practices in the energy sector – for ensuring gender balanced recruitment, retention and advancement – really that different compared to other sectors? What’s holding energy companies back from growing their talent pool and reaping the benefits of gender diversity and inclusion?</p> <p><b><i>Insight: According to the HBR, “when countries and industries don’t value women equally, women working in those countries likely don’t feel psychologically safe speaking up in their organizations. Even though these women may have innovative ideas, they might hesitate to bring them to the table. And when that happens, everyone loses.”</i></b></p> <p>What matters to help accelerate gender diversity and inclusion? How do energy leaders and organisations make smarter decisions? What are actionable and measurable priority solutions?</p>
13:20 – 13:30	<p><b>Closing</b></p> <p>Mechthild Wörsdörfer, Director Sustainability, Technology and Outlooks &amp; Gender Diversity Task Force Leader, International Energy Agency</p>

1 IEA 2020, [Gender diversity in energy: what we know and what we don’t know](#)

## IEA Gender Initiative

The IEA is mandated “to build up and share knowledge to help tackle issues related to future human capacity needs, including equal opportunities for women and men in the energy sector” in accordance with the [2019 Ministerial Meeting Communiqué](#).

To deliver this mandate, the IEA Executive Director reinvigorated the Task Force on Gender, led by Mechthild Wörsdörfer, Director Science and Technology Outlook, who is charged with spearheading the IEA programme of work on energy and gender activities.

The Task Force is advancing the IEA Gender Initiative, which aims to strengthen data and analysis of the gender gaps in the energy sector, and develop recommendations for decision-makers on the conditions for addressing imbalances. This includes accepting the invitation to be the coordinator for the Clean Energy Education and Empowerment (C3E) International Initiative, part of the Technology Collaboration Partnership work stream on knowledge and data collection, and supporting the Equal by 30 campaign.

At the same time, the IEA is also working on its own internal improvements to ensure a gender diverse and inclusive workplace.

## Clean Energy Education and Empowerment International Initiative (C3E International)

C3E International aims to advance the transition to a low carbon economy through advancing women’s participation in clean energy and closing the gender gap in the energy sector. The C3E International Initiative is a Technology Collaboration Programme (TCP), jointly under the International Energy Agency (IEA) and the Clean Energy Ministerial (CEM).

The C3E International Initiative is a governmental network with currently 11 member countries. C3E International works on the improvement of gender disaggregated data in the energy sector in C3E member countries and beyond. C3E International offers an award’s program and an ambassadors program, to honor women in leadership roles and showcase role models in the clean energy sector. Furthermore networking opportunities and information exchange is organised through regional and international events with the aim to raise awareness and illustrate good practice examples of policies and activities. C3E International has initiated the Campaign with a substantial number of companies and research institutions as signatories.