

EQUAL BY 30 CAMPAIGN

Industry Dialogue Meeting

9:00 – 16:00, 22 February 2019

OECD Chateau, Salle D

2 Rue André Pascal, 75016, Paris

Achieving the Clean Energy Transition will require innovative solutions and business models to be adopted and greater participation from a diverse talent pool will be needed to achieve this objective. The energy sector remains one of the least gender diverse sectors and closing this gender gap will be vital in accelerating the pace of progress as women are key drivers of innovative and inclusive solutions.

Equal by 30 is a public commitment by public and private sector organizations to work towards equal pay, equal leadership and equal opportunities for women in the clean energy sector by 2030. *Equal by 30* asks companies and governments to endorse principles, then take concrete actions to support women in the sector and help close the gender gap.

Through the campaign, we are bringing together leadership from across the energy sector to galvanize action, and help all players – from private sector companies to governments at all levels – take action together.

THE HIGH-LEVEL PRINCIPLES

PRIVATE SECTOR

1. We aim to lead by example, integrating equality principles into our organization and policies, and will step up our efforts to promote gender diversity activities, in areas of recruitment and career advancement in particular.
2. We pledge to highlight and support women, and close the gender gap, by promoting actions in our business.
3. We will provide leadership, and share our experiences and lessons learned on gender diversity programming and initiatives.
4. We recognize the importance of reporting on progress and will support efforts to improve the collection of gender disaggregated data so that we can report on our progress in a transparent, open manner.

PUBLIC SECTOR

1. We aim to lead by example by taking concrete steps to promote gender equality so that our lessons can serve as an example for others to follow.
2. We aim to integrate a gender lens into all levels of our work, mainstreaming gender equality into our organizational culture and process.
3. We will set high standards for the recruitment, promotion and participation of women, adopting more rigorous requirements where necessary.
4. We will report regularly within our organizations and to the public we serve, so that progress is measured, visible, well-communicated, and we are fully accountable to our citizens.

This dialogue meeting with industry will provide companies the opportunity to: 1) exchange with policy makers and input into upcoming high-level dialogues on gender equality; 2) share experiences and lessons learned on the implementation of gender diversity and equality programmes; and 3) discuss the availability and use of data to evaluate and track progress on the participation of women in the energy sector. It will also provide opportunity for new companies interested in joining the campaign to learn more about its objectives and activities.

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8:30-9:00 Registration and coffee

9:00-10:30 Session 1: Upcoming High level dialogues on Gender Equality

Moderator: Mechthild Wörsdörfer, Director Sustainability, Technology and Outlooks, IEA

Welcome - Fatih Birol, Executive Director, International Energy Agency

Clean Energy Ministerial (CEM10) Canada –Isabelle Hudon, Ambassador of Canada to France

G7 France Fighting Inequality – tbc

G20 Japan – Misako Takahashi, Minister, Permanent Delegation of Japan to the OECD

IEA's Gender Equality Activities - Mechthild Wörsdörfer, IEA

10:30-11:00 Coffee break

11:00-12:45 Session 2: Sharing experiences and lessons learned – Case study report

Companies are invited to share their experience in setting targets and implementing gender equality programmes.

12:45-14:15 Lunch

14:15-15:45 Session 3: Data and indicators to evaluate and track progress

IEA to present findings from its data collection of women's participation among signatory companies and the energy sector.

Companies are invited to exchange on data availability and use of indicators to set targets, evaluate and track progress.

15:45-16:00 Next steps and wrap up