



GLOBAL (11 COUNTRIES): ADVANCING WOMEN IN THE ENERGY SECTOR – A MULTILEVEL PATH FOR A GENDER-EQUITA- BLE ENERGY TRANSITION

PROJECT: **BILATERAL ENERGY PARTNERSHIPS**
(GLOBE, G310); GENDER IDENTIFIER: **GGO**

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Context:

**** Women’s empowerment is one of the success factors of a (just) energy transition ****

Gender equality and especially women’s empowerment are key determinants for **advancing a (just) global energy transition** – and this for many reasons. Firstly, energy affects women and men differently with regard to their gendered roles and responsibilities in their household and communities. Access to, use and impact of energy are different for women and men. Secondly, women are globally underrepresented in the energy industry – 78% of employees working in the traditional energy sector & 68% in the renewable energy sector are male¹. Women are especially underrepresented in decision-making or technical positions, while making half of the affected end users. Thirdly, for the energy transitions to be scaled up and accelerated as required to meet agreed climate goals and to overcome extreme poverty, sustainable energy needs to harness talent in all its forms and foster innovation across a vast array of skills, applications and specializations. The empowerment of female experts is the answer to the talent shortage in the sustainable energy sector. Women in corporate leadership roles enhance companies’ sustainability engagement, reduce corporate risks and improve governance.

A gender-equitable energy transition means that women get the same degree of **visibility & career opportunities** in the energy sector as men. Furthermore, on the way to a green, climate-friendly future, **needs of all sexes** are taken into account and addressed by the executing authorities – politics, businesses, science etc.

The Global Project “Bilateral Energy Partnerships (EPs) and Dialogues (EDs)”, commissioned by the **Ministry for Economic Affairs and Energy (BMWi)** is implemented by GIZ in **11 partner countries**: Algeria, Brazil, Chile, China, Ethiopia, India, Jordan, Mexico, Morocco, Tunisia & South Africa. Its current phase runs from 2019 to 2022 and acknowledges the importance of gender equality & women’s empowerment in the context of fostering a just energy transition.

¹ Source: Study; [GWNET, 2019. Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change](#)

It thus developed a multilevel pathway to support women in executing their role as agents of change and innovation. This evolved on different levels, which will be presented below.

**** Balancing between politics & private sector ****

Bringing gender issues to the global agenda

The Bilateral Energy Partnerships bring together high-level intergovernmental dialogue on energy policy issues with practical, goal-oriented project work. Thanks to our direct access to (high-level) government officials and decision makers in Germany (BMW i) and our partner countries we continuously bring the gender topic to the global table and contribute to raising awareness of this issue among our commissioning party and partners. This resulted in a sensitization around this subject, discussing gender-related issues in different settings with political partners, a diverse portfolio of local and global gender-related activities, but also in changing established practices in the energy sectors of the respective partner countries. BMW i and our partner ministries acknowledge the importance of gender-sensitive project implementation and support our activities.

**** Fostering women's empowerment through capacity building & networking ****

Mentoring programme in 12 countries, online trainings & women's networks

In order to make a global gender-equitable energy transition succeed, there is an urgent need for action to enhance the visibility of women in the energy sector, improve access to education and training for women and support them in asserting themselves in areas which were traditionally preserved by men. To reach this goal, since 2020 the EP programme has teamed up with the **Global Women's Network for the Energy Transition (GWN ET)** and its regional mentoring programs. Since 2021, country-specific mentoring programs, a global online course and side events with the focus of strengthening a female perspective within the energy sector are being implemented in the EP countries. As the biggest international women's network in this area with more than 2.000 members from 100+ countries, GWN ET is the perfect cooperation partner to reach this goal.

The current mentoring programme "[Energising women to advance the energy transition](#)" was launched in March 2021 and aims to **advance the careers of mid-career** women that work in the energy sector. In particular, it helps to a) increase women's representation at managerial and decision-making levels, and ultimately advance the pace of the energy transition, b) foster social change, facilitate novel ideas and encourage networking, and c) support participants to develop concrete career goals which they can strategically work towards. **More than 100 women from 12 energy partnership countries** are currently participating in the mentoring programme. On top of this, more than **150 energy women from 12 countries** take part in the Virtual Knowledge Transfer Series. This GWN ET/GIZ online course consists of 6 modules dealing with the sustainable energy sector from a women's perspective and their leadership challenges.

Both the mentoring programme as well as the online course with self-learning material, live sessions and a virtual forum, use **networking** to empower and connect energy women. A further step into this direction is an active & continuous cooperation with and support of **women's energy networks**. Local and regional women's networks bring change on a grass-root level by contextualising their advocacy. The EPs work with more than 20 existing women networks in their respective partner countries. In some of them, EPs actively contribute to the

growth of these networks. For example, the Sino-German Energy Partnership launched together with five national and international partners (e. g. NGOs, Think Tanks) in December 2020 the "[Women in Green Energy](#)" initiative, aiming at connecting and empowering female professionals in China's energy sector, fostering women's potential and contribution to accelerate the far-reaching energy transitions in both countries. The Jordanian-German Energy Partnership actively supports the establishment and growth of the Nashmyat Al Taqa Project, an initiative of women working in Jordan's energy sector. Furthermore, a [networking event](#) for **18 regional women's energy networks from 12 countries** was organized within the scope of the Berlin Energy Transition Dialogue 2021 – the leading international forum for key stakeholders of the energy sector. During this virtual session, energy women exchanged on challenges, plans, milestones and chances in their daily empowerment work.

**** Fostering women's empowerment through communication & private sector involvement ****

A global social media campaign "Women Energize Women"

In order to take the power of networking and communication to the next level and reach as many energy women (and men) as possible, we decided to bring our **gender-nexus debate into social media** by launching a one-year-long campaign "[Women Energize Women](#)" in November 2021. To reach this goal, we needed a well-established partner from the private sector with a strong business network. The campaign, which we have been implementing together with the German Renewable Energy Federation (BEE) – the umbrella organization for 25 renewable energy associations – consists of a series of virtual event formats and a virtual and social media campaign disseminating portraits of female role models in the international energy context and information on the status of gender equality. The events present inspiring women from the international and EP context as speakers and actively involve the private sector, i.e. German and international companies, that are committed to promote gender equality and are open to share their experiences. The campaign reaches out to economic networks and promotes the role of the EPs as multipliers at the interface of political actors and private sector. Also, women networks and other stakeholders with expertise in the field of gender & diversity are or will be involved (e.g. IRENA, GWNEN, dena, UN Women, REN21).

Informing, mobilizing, inspiring and connecting energy women around the world is the goal of this communication initiative. It is carried out on its own social media channels: [Twitter](#), [Instagram](#), [LinkedIn](#) und [YouTube](#). The campaign is about the visibility of women in the energy sector and offers the opportunity to generate effective and widespread attention and go into dialogue with women from the EPs and the international context. In the first 4 weeks since its launch we have reached 218.889 people worldwide and earned 643.306 impressions. Our goals are to continuously raise awareness about gender injustices in the sector offering solutions, inspiring and encouraging women worldwide to start or further pursue a career in sustainable energy and offering a platform for female leaders and professionals to make this change a reality.

**** A multilevel path to a gender-equitable energy-transition ****

A mix of global, regional and local (key) actions

Our global gender approach has been so successful so far because we have been setting on reliable partnerships, cooperation, strong multipliers and communication. Our approach works because gender-related EP actions have been taking place on a global, but especially on regional and local levels. We have been reaching our goals because we believe that many smaller or bigger steps result at the end in relevant milestones. That is why mainstreaming gender and

adopting a gender lens to every activity through a gender-sensitive conceptualization, implementation & evaluation of all EP activities have been so crucial in our work. It is not only about the placement of more female experts on discussion panels (e. g. in Brazil, China, Chile, South Africa), conduction of more women-dedicated events – also at fairs and conferences – (e. g. Brazil, India, China, Tunisia) or about an active recruitment of women as consultants & researchers (e. g. Chile, China, South Africa). It is also about developing new inspiring approaches and never losing our goals out of our sight. This means working hand-in-hand with our local partners to make this change a reality – as for instance the German-Tunisian Energy Partnership, who developed in 2021 a Gender Action Plan containing concrete steps for advancing energy women in Tunisia (gender mainstreaming projects, dedicated trainings for women, implementing gender policies etc.). Or it is for instance the Jordanian-German Energy Partnership which is conducting an extensive Baseline Study on Gender in the energy sector – the first study of this kind in Jordan. The study will provide insight on the status of gender balance in the Jordanian energy sector as a guideline for domestic decision-makers and international actors active in the country. Another example is the German-Chilean Energy Partnership that has been supporting "Energía + Mujer" since 2019, a public-private initiative of the Chilean Ministry of Energy, which brings together more than 63 companies and institutions in the energy sector to improve the inclusion of women. The participating institutions have carried out more than 850 specific actions and pledged to comply with voluntary commitments so far. Furthermore the Mexican-German Energy Partnership promotes workshops where female researchers & professionals from the energy sector simultaneously encourage the energy transition with a transversal vision on gender, supporting initiative networks such as "GWNET" or "REDMERE" (La Red Mujeres en Energía Renovable y Eficiencia Energética). Above this a local "Woman Energize Woman" event was held last November where the panelists exposed the business and economic benefits for the country by promoting equal access to woman in the energy and labor issues.

To keep track of our actions and impacts we developed gender indicators that are assigned to our four fields of actions: 1) high-level political dialogue 2) recommendations for the energy transitions 3) Cooperation with the private sector, academia and civil society and 4) Communication of the German energy transition as a successful model. The indicators refer to an expected percentage of female participation / contributions / topic references in events, dialogue formats, studies or trainings. These indicators will become an inherent part of the impact and activity monitoring of the EP programme in 2022 and bring our evaluation to a new level.

**** The change begins with us ****

Building up "internal" gender knowledge within our global EP Team

The above actions and initiatives have been flanked by strengthening the gender-perspective within our Global EP team and their commitment for gender justice. Through a range of measures, we have continuously been expanding gender-related knowledge & expertise within our team: e.g. by developing an interactive roadmap for gender-sensitive implementation of the EP programme, role description of EP Gender Focal Points (GFP), regular JF etc. We have been conducting dedicated capacity building workshops with external gender experts on topics such as unconscious bias or masculinity roles. Additionally, 11 colleagues, one from each EP country, have volunteered to take on the position of GFP for their local teams to support our efforts, thus acting as gender-equity ambassadors.