

Submission of Views on: Gender and Climate Change

Prepared: September 2020

The Global Wind Energy Council (GWEC) and the Global Women's Network for the Energy Transition (GWNET), as partners and organizers of the Women in Wind Global Leadership Program, welcome the opportunity provided by the UNFCCC to submit their views on Gender and Climate Change, as part of the enhanced Lima work programme on gender and its gender action plan.

In particular, our Submission of Views pertains to Priority Area D of the enhanced gender action plan, "[Gender-responsive implementation and means of implementation](#)," which safeguards "the respect, promotion and consideration of gender equality and the empowerment of women in the implementation of the Convention and the Paris Agreement".

As an NGO and Non-Party Stakeholder to the UNFCCC, GWEC stands ready to support the consolidation of information and expertise on gender and climate change in the wind energy sector. Alongside GWNET, we support the enhanced gender action plan's objectives to advance knowledge and understanding of gender-responsive climate action and gender mainstreaming in national climate mitigation and adaptation frameworks (see our 2019 [Submission of Views on: Mainstreaming Gender Considerations into a National Climate Change Adaptation Framework](#)).

In furtherance of these objectives, GWEC and GWNET share their experiences as organizers of the Women in Wind Global Leadership Program. We provide a summary of the program's framework, strategies and activities in this Submission of Views, with the aim that these experiences can support engagement of women's groups and institutions in the future development of climate change policies at all levels.

Women in Wind Global Leadership Program

1. Program Overview

Women in Wind Global Leadership Program ("Women in Wind") is a multidimensional program launched in 2019 to increase gender diversity in the wind energy sector and drive women's participation and leadership in the energy transition.

The program was established as a response to the growing call for more consideration of the nexus of gender and climate policy. Greater gender diversity drives innovation and brings valuable perspectives to social and economic development and – in the landscape of global issues requiring strong leadership and a skilled workforce – few areas are as critical as climate change and the transition to a sustainable, clean energy system.

Women in Wind is designed to accelerate the careers of women in the wind industry, support their pathway to leadership positions, promote best practices in clean energy and foster a global network of mentorship, knowledge-sharing and empowerment.

2. Program Organizers

Women in Wind is organised by the [Global Wind Energy Council \(GWEC\)](#) and the [Global Women's Network for the Energy Transition \(GWNET\)](#). GWEC is a member-based industry organisation that represents the entire wind energy sector, with a focus on promoting the benefits of wind power in emerging renewables markets around the world.¹ GWNET is a women's network with over 1,300 members from 100+ countries, which aims to empower women in energy through interdisciplinary networking, advocacy, training, coaching and mentoring.²

The strategic partnership between GWEC and GWNET ensures that the Women in Wind program undertakes best practices in gender-sensitive action around the

¹ [Global Wind Energy Council \(GWEC\)](#) was established in 2005 to provide a credible and representative forum for the entire wind energy sector at an international level. GWEC works at the highest international political level to create a better policy environment for wind power. Working with the UNFCCC, REN21, the IEA, international financial institutions, the IPCC and the International Renewable Energy Agency (IRENA), GWEC and its members are active all over the world, educating local and national governments and international agencies about the benefits of wind power.

² [Global Women's Network for the Energy Transition \(GWNET\)](#) is an international organisation that empowers 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.

energy transition, with strong input and commitment from leading wind industry companies and actors. Together, **both organizations harness their memberships and competencies to operate a comprehensive program that improves gender diversity in the wind sector** and positively impacts the industry to be more inclusive, innovative and dynamic.

3. Program Participants

Program participants include [mentees](#), [mentors](#), presenters and [Global Ambassadors](#). Mentees are women at early stages of their career working in emerging wind power markets, including: Algeria, Argentina, Brazil, Chile, Colombia, Egypt, Ethiopia, India, Indonesia, Kenya, Mexico, Morocco, Philippines, Russia, Senegal, South Africa, Thailand, Turkey and Vietnam.

With the selection of these countries, we hope to advance inclusive international discussions on gender and climate change, which are largely concentrated at the intergovernmental level in Western-based institutions, leaving out valuable insights, perspectives, and contributions from the rest of the world. Along this journey, we have realized that **women's organizations should be conscious of their own potential biases, assumptions and limitations that stem from their environments**, such as operating from a model of "Western feminism."

The Women in Wind program aims to uphold inclusivity by **ensuring perspectives are adequately globalized to account for cultural context, and encouraging discussion about intersectionality of women in the growing wind industry, which is also increasingly global.**

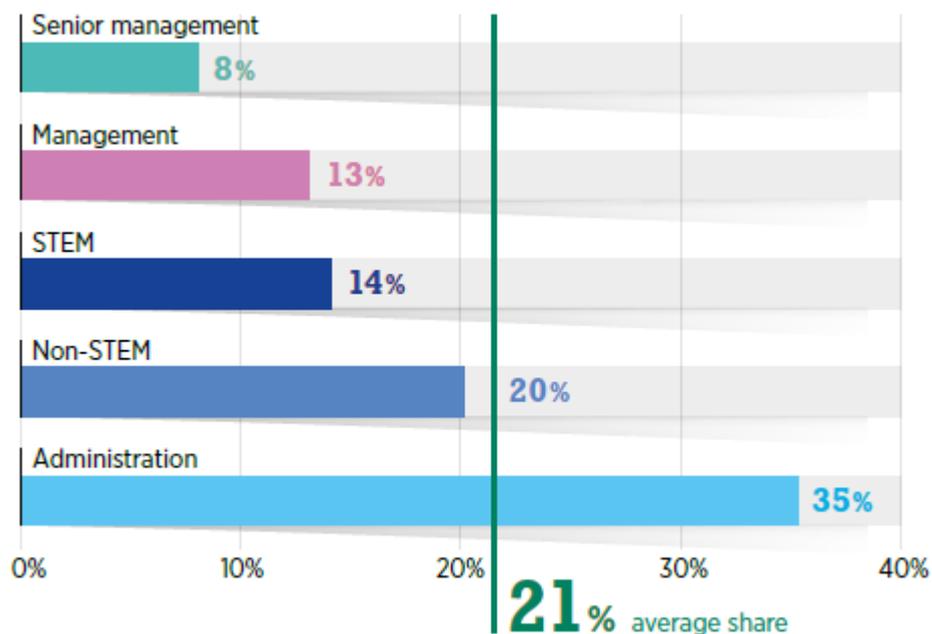
Each year, the program welcomes mentees from 19 emerging wind markets in Latin America, the Middle East, Africa and Asia. Mentees are selected through a public application process. To ensure that mentees represent the diversity of jobs and disciplines in the wind industry value chain, applications are sorted into discipline tracks, such as "Private Sector STEM" or "Financing and Investment." **These tracks allow for a balanced selection of mentees who reflect a variety of educational and professional backgrounds; this in turn creates greater opportunities for cross-pollination and learning between participants.**

Mentors and presenters are senior female leaders who also represent the full value chain of the wind industry. Global Ambassadors of Women in Wind are not required

to identify as women. They represent the interests of women in the wind sector on a national scale as champions of diversity and sustainability.

4. Program Motivations

As documented in the January 2020 report “[Wind energy: A gender perspective](#),” released by IRENA and Women in Wind, the wind energy industry continues to be male-dominated. Around 21 per cent of the global wind energy workforce is women, falling below the 32 per cent share of women in the global renewables workforce and even the 22 per cent share of women in the conventional energy sector workforce. Disconcertingly, only 8% of senior management roles in the wind industry are held by women. Like other energy sectors, there is greater representation of women in non-STEM and administrative roles, as opposed to STEM and management roles.



Source: IRENA (2020), *Wind Energy: A Gender Perspective*. IRENA, Abu Dhabi.

Perceptions of gender bias and barriers are impediments to recruitment, retention and advancement of talent that will enable the industry to grow and innovate. More than two-thirds of those surveyed for the IRENA/Women in Wind report perceive gender-related barriers in the wind sector. While the perception of gender pay inequality in the wind sector was less than in the overall economy, more than half of women surveyed still perceive that men are paid more for equivalent work in the sector.

Some of the greatest barriers which were highlighted in this report include: perception of gender roles; cultural and social norms; lack of transparency and fairness in internal workplace policies; and lack of mobility. It is important to note that regional variance was identified in these barriers, with perception of gender roles highlighted by respondents working in Africa, while cultural and social norms were highlighted by respondents working in Latin America and the Caribbean.

With the aim to mainstream gender into policymaking and project design in the wind industry, it is vital to prioritize the collection and analysis of gender-disaggregated data. On a general level, such data highlights the strengths and gaps of women representation, and the perception of barriers to recruitment, retention and advancement.

Studies have also highlighted the practices which are shown to support women's professional development. IRENA has highlighted that **the creation of supportive women's networks and mentorship programs are critical to levelling the playing field in the workplace.** Women in Wind works to increase the role and representation of women in the wind sector by focusing its activities on these effective solutions.

5. Key Activities for Women's Empowerment

- **Mentorships:** Each mentor-mentee pair is provided with a roadmap of topics to guide personal and professional growth over the course of the program. These topics include earning power, dealing with failure and personal branding. The roadmap is designed to better equip future female leaders to navigate a career path in the wind industry and highlight their own professional leadership.
- **Personal and Professional Development:** Each participant is provided with a toolkit to effect positive change in their own work environments. This toolkit includes: a confidential diversity assessment of their workplace; a pledge for action steps which positively impact inclusivity at work; and a final assessment of achievements at the end of the program.
- **Knowledge-Transfer Webinars:** Comprehensive learning and development takes place through knowledge-transfer webinars where female leaders in mature wind markets engage future female leaders of emerging wind markets. Participants are empowered to bring the latest debate and knowledge back

to their communities through a series of webinars topics like project financing, risk management, environmental impact and offshore wind.

- **Study Tours and Forums:** All participants take part in international study tours where they meet a variety of public officials, entrepreneurs and executives. The participants act as representatives of their home wind markets and have the opportunity to debate and discuss the energy transition. Some of the high-level forums which they have participated in, include the IEA's Global Ministerial Conference on System Integration of Renewables in Berlin, as well as the IRENA General Assembly in Abu Dhabi.
- **Advocacy and Research:** On a sector-wide level, we aim to advocate for greater visibility of female leaders as well as higher priority for diversity as a driver of the energy transition. Additionally, we actively share knowledge and best practices for gender diversity in clean energy.

6. Key Achievements in Support of Climate Action

- Gender-Disaggregated Data and Reporting:** Women in Wind partnered with IRENA to conduct a first-of-its-kind global survey of women's roles and representation in the wind sector. We collected more than 1,000 responses from 71 countries, analyzed this data and presented findings and recommendations in a landmark report: "[Wind energy: A gender perspective](#)". This report provides an empirical basis for companies and policymakers to create diversity and inclusion roadmaps.
- Communication and Engagement Outreach:** All mentors and mentees are interviewed on the dedicated [Women in Wind blog](#) to raise their professional profiles. These interviews are disseminated widely with the goal of inspiring young energy professionals and students interested in pursuing a career in wind energy.
- Global Gender Advocacy:** In 2019, Women in Wind submitted its views on: "[Mainstreaming Gender Considerations into a National Climate Change Adaptation Framework](#)" to the UNFCCC Adaptation Committee. Our view is that the needs and contributions of women must be integrated into the planning, implementation and execution cycles of climate change policies and National Adaptation Plans. This is critical to realizing policies which are

gender-responsive and ensuring that climate change planning enhances the overall resilience and adaptive capacity of communities.

In 2020, Women in Wind launched the [Global Ambassadors initiative](#), which brings together industry champions of diversity and sustainability and provides them with a platform to represent the voice of women working in the wind energy industry on a global scale. Initially, the program has Global Ambassadors from Brazil, Denmark, Japan, Mongolia, Norway, South Africa, Turkey and the UK.

- iv. **Knowledge-Sharing and Best Practices:** In 2019, Women in Wind published a "[Best Practices for Gender Diversity at Industry Events](#)" guide, which was endorsed by 14 renewable energy industry associations around the world, and translated into Turkish and Portuguese. The guide sets guidelines for how the topic of diversity and women leaders can be highlighted at industry events, in an effective and inclusive way.

In 2020, Women in Wind released a guide on "[Best Practices for Gender Diversity in Talent Recruitment](#)," which serves as a resource to advance gender equality in the wind industry by supporting employers' efforts to integrate diversity and inclusion principles into hiring practices and combat inequalities in talent recruitment. This guide ultimately aims to build a dynamic and inclusive workforce that can drive the global energy transition. It is translated into Turkish and Japanese.

- v. **Key Partnerships and Collaborations:** The work of building large-scale, on-grid wind farms is undertaken by developers, original equipment manufacturers (OEMs), construction firms and a huge value chain of services, maintenance and supporting companies. Women in Wind works with the largest of these companies, with multinational footprints, to ensure that their growth strategies are gender-inclusive and that they commit to women leadership as the industry expands.

7. Way Forward

Women in Wind has the aim to transform the face of the wind industry into one which reflects the sustainable future that we wish to foster. That means making diversity and inclusivity sector-wide guiding principles for sustainable growth, delivering progress on SDG 5 (gender equality and the empowerment of women), SDG 7 (access to affordable, reliable, sustainable and modern energy for all) and SDG 13 (urgent action to combat climate change and its impacts).

The program aims to continue championing gender diversity in wind energy on a sector-wide and global scale, encouraging greater visibility of wind power, and promoting a clean energy transition in developing and emerging markets which are most vulnerable to climate change. The potential for transformational change is drawn from the step changes which are made at national and company level, which have the capacity to nudge the sector towards a more gender-equitable position.

The following reports provide further resources on this topic:

- [Best Practices in Monitoring Indicators: Standardization of Methodologies](#) (2018) - The Partnership on Women's Entrepreneurship in Renewables (wPOWER Hub)
- [Best Practices for Education and Training to Advance Women's Energy Entrepreneurship](#) (2018) - The Partnership on Women's Entrepreneurship in Renewables (wPOWER Hub)
- [From Advocacy to Action: Toolkit on Gender Advocacy in Clean Energy](#) (2018) - The Partnership on Women's Entrepreneurship in Renewables (wPOWER Hub)
- [Gender in the transition to energy for all: From evidence to inclusive policies](#) (2019) – ENERGIA
- [Harnessing the Power of Data for Gender Equality](#) (2019) - Equal Measures 2030
- [Renewable Energy: A Gender Perspective](#) (2019) – IRENA
- [Tracking SDG7: The Energy Progress Report 2019](#) (2019) – IEA, IRENA, UN, World Bank, World Health Organization
- [Wind Energy: A Gender Perspective](#) (2020) – IRENA
- [Women for Sustainable Energy: Strategies to Foster Women's Talent for Transformational Change](#) (2020) – GWNENET