

Webinar on  
**ROLE OF WOMEN IN BUILDING AN  
ENERGY CONSCIOUS SOCIETY**





Webinar on  
**ROLE OF WOMEN IN BUILDING  
AN ENERGY CONSCIOUS SOCIETY**

Organized by  
Sustainable and Renewable Energy Development Authority and  
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH



## LIST OF ABBREVIATIONS

<b>BMZ</b>	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (Federal Ministry of Economic Cooperation and Development)
<b>EC</b>	Energy Conservation
<b>EE</b>	Energy Efficiency
<b>GHG</b>	Greenhouse gas
<b>GoB</b>	Government of Bangladesh
<b>GWNET</b>	Global Women's Network for Energy Transition
<b>IDCOL</b>	Infrastructure Development Company Limited
<b>MPEMR</b>	Ministry of Power, Energy and Mineral Resources
<b>PV</b>	Photovoltaic system
<b>RE</b>	Renewable Energy
<b>REEEP</b>	Renewable Energy and Energy Efficiency Programme
<b>SDG</b>	Sustainable Development Goal
<b>SREDA</b>	Sustainable and Renewable Energy Development Authority
<b>UN</b>	United Nations



## 1. BACKGROUND

Energy plays a vital role in poverty eradication, economic growth, sustainable infrastructure development of any country. Women play an important role as agents of change. Bangladesh is not an exception. With remarkable progress in economic development and poverty alleviation, Bangladesh has already set a clear guiding path towards prosperity and human development. Development in power sector is still mostly treated as gender-neutral, based on the assumption that energy impacts men and women in similar ways leading to “gender-blind” initiatives. However, women and men often have distinct variation in relation to energy production and usage patterns.

Bangladesh has met all the criteria to graduate to ‘Developing country’ from ‘low income country (LDC) status’ this year. It is also important that the development trajectory is sustainable through environmentally sound, equitable and economic provision of energy for the longer term. Development of a society, which is equally energy conscious and promotes responsible generation and use of energy is thus crucial. Gender should be considered as ‘critical element’ towards designing that path and sustaining impact, since ‘women’ are the ‘key enabler’ in development of such a conducive society.

Renewable Energy and Energy Efficiency is one of the core areas of German Development Cooperation in Bangladesh. The Renewable Energy and Energy Efficiency Programme (REEEP II) is a bilateral technical cooperation programme between German and Bangladesh Government, implemented by GIZ on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). REEEP II works with Power Division, Ministry of Power, Energy and Mineral Resources (MPEMR), Government of Bangladesh to strengthen its efforts for sustainable energy development. Together with public, private and civil society actors, the programme provides strategic advice and implementation support for a national level awareness campaign on energy efficiency and conservation as well as smooth implementation of National Solar Rooftop Programme under Net Metering Guideline. Capacity Development of relevant government agencies, private sector and civil society actor are one of the core interventions of REEEP II Programme. Sustainable and Renewable Energy Development Authority (SREDA) is the Executive Agency of REEEP II Programme on behalf of the Bangladesh Government.

### Objective of the Webinar

- Understanding the nexus between Gender and Clean Energy
- Exploring how access to energy impacts women
- Learning the gender dimensions of energy consumption, and context in Bangladesh
- Understanding the need to include gender dimensions in power sector policy making
- Understanding the role of women in developing a society with responsible energy use



## Participants

- Officials from SREDA, Power Ministry and utilities
- Officials from relevant Government Ministries
- Development Partners
- Private Sector
- Civil Society
- Project Managers / Gender Focal Persons from national and international programmes



## 2. AGENDA

TIME	ACTIVITY
2:45-2:50 PM	Welcome address <b>Ms. Salima Jahan</b> , Member (Joint Secretary), Renewable Energy, SREDA
2:50 – 3:15 PM	Keynote speech <b>Ms. Christine Lins</b> , Executive Director, Global Women’s Network for Energy Transition (GWNET)
3:15 – 3:35 PM	Panel discussion <ul style="list-style-type: none"> <li>• <b>Ms. Asma Huque</b>, Managing Director, Prokousholi Sangshad Limited</li> <li>• <b>Ms. Tanuja Bhattacharjee</b>, Energy Specialist, The World Bank</li> <li>• <b>Ms. Farzana Mamtaz</b>, Member (Joint Secretary), Energy Efficiency and Conservation, SREDA</li> </ul>
3:35 – 3:45 PM	Question and answer session
3:45 -4:00 PM	Speech from special guests <ul style="list-style-type: none"> <li>• <b>Dr. Angelika Fleddermann</b>, Country Director, GIZ Bangladesh</li> <li>• <b>Mr. Md. Habibur Rahman</b>, Secretary, Power Division, Ministry of Power, Energy and Mineral Resources (MPEMR)</li> </ul>
4:00-4:10 PM	Speech from Chief Guest <b>Ms. Zuena Aziz</b> , Principal Coordinator (SDG Affairs), Prime Minister’s Office (PMO)
4:10-4:15 PM	Closing speech <b>Mr. Mohammad Alauddin</b> , Chairman, Sustainable and Renewable Energy Development Authority (SREDA), Power Division, Government of Bangladesh Moderated by <b>Mr. Al Mudabbir Bin Anam</b> , Programme Coordinator, Renewable Energy and Energy Efficiency Programme, GIZ Bangladesh





**CHIEF GUEST**

**Ms. Zuena Aziz**  
Principal Coordinator (SDG Affairs), Prime Minister's Office (PMO)

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**SPECIAL GUEST**

**Mr. Md. Habibur Rahman**  
Secretary, Power Division, Ministry of Power  
Energy and Mineral Resources (MPEMR)

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**SPECIAL GUEST**

**Dr. Angelika Fleddermann**  
Country Director, GIZ Bangladesh

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**CHAIRPERSON**

**Mr. Mohammad Alauddin**  
Chairman  
Sustainable and Renewable Energy Development Authority (SREDA)

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### WELCOME SPEECH

**Ms. Salima Jahan**  
Member (Renewable Energy) and Joint Secretary  
Sustainable and Renewable Energy Development Authority (SREDA)

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### KEYNOTE SPEAKER

**Ms. Christine Lins**  
Executive Director  
Global Women's Network for Energy Transition (GWNET)

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### PANELLIST

**Ms. Farzana Mamtaz**  
Member (Joint Secretary)  
Energy Efficiency and Conservation, SREDA

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### PANELLIST

**Ms. Tanuja Bhattacharjee**  
Energy Specialist, The World Bank

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### PANELLIST

**Ms. Asma Huque**  
Managing Director, Prokousholi Sangshad Limited

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### MODERATOR

**Mr. Al Mudabbir Bin Anam**  
Programme Coordinator, Renewable Energy and Energy Efficiency  
Programme II, GIZ Bangladesh

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### 3. WELCOME ADDRESS

#### Ms. Salima Jahan, Member (Joint Secretary), Renewable Energy, SREDA

Ms. Salima Jahan welcomes all attending participants and their organizations.

- Today's webinar tackles the question which is not often explored: "What is the role of women in building an energy-conscious society?"
- The webinar will emphasize on women's role in developing energy-consciousness.
- Another aim is to identify the perception of man and women towards energy and their behaviour as consumers of energy.
- During the past year, the Covid-19 pandemic caused a lot of disruptions in our lives. At the same time, it has also forced us to be innovative. Many innovative ideas would have remained unexplored if there would have been no pandemic situation.
- This new situation is called the "new normal". The inclusion of women in our development process has got a different momentum.
- Bangladesh has been lucky to move forward under the leadership of our honourable Prime Minister H.E. Sheikh Hasina. Her orders put stress not only on development, but on sustainable development. Being an energy-conscious person, she encourages all governmental organizations to be aware of resource limitations and use energy responsibly. The government is also committed towards establishing gender equity and equality. As known, HPM is the Minister for the Ministry of all energy and mineral resources. Under her guidance, power division, through SREDA is always exploring newer dimensions of sustainable energy.
- This webinar is one of the activities implemented by SREDA to mark the birth centennial of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman. The German Development Corporation GIZ is our partner in today's webinar.
- It is expected to hear innovative ideas to include women in a more sustainable manner and build an energy-conscious society

#### Moderation

#### Mr. Al Mudabbir Bin Anam, Programme Coordinator, Renewable Energy and Energy Efficiency Programme, GIZ Bangladesh

- Bangladesh has met all the criteria to graduate from the status of a less developed country to a developing country during 2021. We are also aiming towards emerging as an advanced economy by 2041. Therefore, it is also important that the development is sustainable through environmentally sound, equitable and economic provision of energy for the longer term.



- For the development of the society, energy-conscious social behavior as well as responsible generation and use of energy is very crucial.
- Gender should be considered as an ethical element towards designing that path and sustaining impact, since women are the key enabler in development of such a conducive society.



## 4. KEYNOTE SPEECH

### Ms. Christine Lins, Executive Director, Global Women's Network for Energy Transition (GWNET)

- GWNET, the Global Women's network for the Energy Transition, is a non-profit organization created in 2017 with the aim to empower women to advance the energy transition more rapidly.
- GWNET is trying to realize this through interdisciplinary networking, training, coaching and mentoring. We are convinced that the energy transition would advance more quickly if there are more women on board.
- We are creating a network with women from all around the world and now have more than 1500 members from several countries.
- GWNET is also leading the development of several regional and global mentoring programmes with the goal of advancing the role of women as agents of change in society and promoting best practices within the sustainable energy sector.
- In this respect, GWNET is also working together with GIZ. Together, we just launched a series of regional and national mentoring programmes, such as in Latin America, India, China, South Africa, Ethiopia and the MENA region in cooperation with GIZ and the German Ministry for Economy and Energy as part of the German Energy Partnership Programmes.
- The energy transition is a multidimensional and non-linear process due to the definition of the Oxford Institute for Energy Studies. It radically reforms the existing energy supply and energy system and goes beyond replacing fossil to clean sources by changing consumption, distribution and investment patterns, coalitions and capabilities of actors, and new socio-technical regimes of policy, regulation, mindsets, beliefs and social practices.
- These behaviour changes require diverse backgrounds, capabilities and perspectives as well as a large diverse pool of talents.
- It is expected that the currently number of globally 11.5 million people working in the renewable energy sector will increase to up to 42 million people in 2050.
- The share of women in the renewable energy sector is 32% higher than the share of women in the conventional oil and gas industry with 22%.
- GWNET is absolutely convinced that it is key success factor for the renewable industry to attract the best talents from both man and women.
- GWNET has identified many policies and solutions on how women's participation in the energy sector can be increased, such as:
  - ▶ Mainstreaming gender perspectives through gender audits or trainings in gender awareness
  - ▶ Creating networks and supporting mentorship
  - ▶ Access to education and training



- ▶ Gender targets and quotas
- ▶ Workplace policies and regulations
- GWNET published the study “Women for Sustainable Energy – Strategies to Foster Women’s Talent for Transformational Change” which contains an overview of women’s current participation in the sustainable energy workforce in developed and emerging economies, the benefits of diversity and inclusion in the workplace, industry interviews, good practice examples and recommendations for a more gender-diverse sector. This study can be downloaded for free on GWNET’s website. The study illustrates:
  - ▶ Gender equality is a powerful tool as it also improves global GDP quite significantly.
  - ▶ Companies with diverse leadership have better results and
    - ✓ are better prepared to survive financial shocks,
    - ✓ improve their profitability,
    - ✓ increase innovations, investment in R&D, and use of talent
    - ✓ decrease risk and overconfidence
    - ✓ increase action on environmental issues
    - ✓ decrease litigation for environmental breaches
    - ✓ more stringent decarbonization policies
- Women’s leadership decreases with seniority in the companies across all industries.
- GWNET witnessed that there are no harmonized data sets and statistics on women’s participation. Different methodologies and study boundaries result in significantly different outputs. To bring more clarity, GWNET is collaborating with International Renewable Energy Agency (IRENA) and taking action in this field by currently investigating the participation of women in the solar sector.
- There are several opportunities for the sustainable energy sector for gender equality:
  - ▶ Given the talent shortage, business worldwide must make the best use of all available talents, both man and women
  - ▶ The sustainable sector is a quite young sector with fewer bad habits/patterns to overcome
  - ▶ The sector can harness green and values driven reputation
  - ▶ Chance to lead all sectors on inclusive business practices
  - ▶ Create more productive and innovative workforces
  - ▶ Able to provide inclusive and flexible workplaces that work for all people, their families and communities
- GWNET created a campaign showcasing portraits of women entrepreneurs in the energy sector called “Energy Transition Role Models”. It is about women working across different disciplines and countries, with the goal to give female leadership visibility and thereby inspire and encourage others – especially young female students and graduates – to follow suit.



## 5. PANEL DISCUSSION

**Moderation: Mr Al Mudabbir Bin Anam, Programme Coordinator, Renewable Energy and Energy Efficiency Programme, GIZ Bangladesh**

- Panellists
  - ▶ Ms. Asma Huque, Managing Director, Prokousholi Sangshad Limited
  - ▶ Ms. Tanuja Bhattacharjee, Energy Specialist, The World Bank
  - ▶ Ms. Farzana Mamtaz, Member (Joint Secretary), Energy Efficiency and Conservation, SREDA

**The panel discussion starts with the question to Ms. Farzana Mamtaz: “How can we engage more women in the sustainable power sector development?”**

**Reply from Ms. Farzana Mamtaz, Member (Joint Secretary), Energy Efficiency and Conservation, SREDA**

- The active involvement of women in the power sector is twofold.
  - ▶ technical involvement
  - ▶ policy involvement
- Proper strategies are needed in the power sector considering these two roles of women, so that they can act with their full potential.
- In Bangladesh, the participation of women especially in technical education is growing. However, their professional entry into the power sector is not up to the mark. The main reason behind is the social structure where most of the family and household responsibility lies with the women. An easy/improved work-life balance is therefore important.
- To motivate young professionals, we need to disseminate success stories of women in this sector to encourage other women and taking the challenge of becoming an energy leader.
- The strategy needs to focus on
  - ▶ attracting highly qualified female talents at the entry level,
  - ▶ retaining female employees at the mid-career level,
  - ▶ authoring adequate support and viable options to achieve their professional goals,
  - ▶ authoring a reasonable work-life balance to a provisional personalized career advice and guidance and
  - ▶ supporting young parents with flexible work hours, childcare, etc
- The scope of economic activity for women in the renewable sector seems to be much more promising. To tap this potential, we have to arrange focused training programmes



- Our experience in solar home system development was very encouraging in the sense that it helped to create a good number of women technicians
- I believe we can move forward with our first experiences in a better way taking lessons from global experience.

The panel discussion continues with the question to Ms. Tanuja Bhattacharjee: “Do you agree that energy needs and consumption behaviour of man and women are different?”

Ms. Bhattacharjee replies,

- It is important to understand that biologically there is no difference when we use energy or serve energy-related jobs. But there is a difference as some are primarily or predominantly engaged in some specified roles and some are not.
- It is relevant to know who the main driver of the household energy consumption is and therefore being responsible for about 17% of the total GHG emissions. Because of the gender role, women are using the most energy consuming devices. So as a consumer, the women has a very specific role and therefore a huge influence on the consumption and peak load.
- Energy conservation cannot be successful without the full participation and technical awareness of the female members of the household.
- When the consumer is coming more in the role of the prosumer, there are more opportunities for women as well as more women who are participating. The women is more visible in the renewable energy design also due to the off grid applications. So, there might be a different role in achieving the energy goals.

The panel discussion continues with the question to Ms. Asma Huque: “How can energy contribute to women’s empowerment?”

Reply from Ms. Asma Huque,

- What is women’s empowerment? It is giving a person the ability to make changes.
- Clean energy can give access in not electrified areas enabling to better education, skill development and literacy and making life better as well as increasing the status in the society.
- Especially new technologies are available if clean energy is available.

## Moderation

Mr. Al Mudabbir Bin Anam asks the following question to all the three panellists:

- “How can women be the change makers in building a society that focuses on energy responsibility?”



**Ms. Farzana Mamtaz, Member (Joint Secretary), Energy Efficiency and Conservation, SREDA**

- In Bangladesh, women are traditionally more responsible in families in terms of influencing family members due to their strong emotional bonding. It is easier for them to influence children to become energy-responsible consumers and effective change maker.
- Women learn by heart and try to pass it to their children, to neighbours and their relatives. Due to this, it is important to make women aware of the responsible use of energy efficient solutions for households. This can create a multiplier effect. Women act more as a motivator and a mentor in their families. This helps to guide future generations to become energy conscious.
- Even without technical know-how, women can be builders of future energy leaders and role models as changemakers.

**Ms. Tanuja Bhattacharjee, Energy Specialist, The World Bank:**

- There is opportunity to participate for everyone, and everywhere.
- Women can be the change makers as they have a stake in being an entrepreneur or beneficiary.
- IT is playing a huge role in, for example, grid integration, local grids, hospitals as well as in the conventional power sector industry. Due to this, there is a huge chance for women in being a change maker.
- Besides motivation, women also need the technical know-how and right tools to become a change maker too, for example, they should know when to run the energy intensive devices in the off-peak hours, due to the pricing slabs in different times.
- At grassroot level, through micro credits, women are very active in Bangladesh. This experience needs to be considered. We need to highlight the achievements of women in the clean energy sector, not for their benefit, but for our benefit as a society.

**Ms. Asma Huque, Managing Director, Prokousholi Sangshad Limited:**

- Children learn from mothers at home and from teachers at school, especially at Primary School level. Due to this they can influence the society.
- Children can learn at home with the help of women, such as buying energy-efficient appliances. Women are more aware of the risk of energy expenditures.



## 6. OPEN DISCUSSION

**Mr. Al Mudabbir Bin Anam starts the open discussion by sharing the below facts with all participants:**

- According to the World Economic Forum's Gender Gap Index, Bangladesh is leading in South Asia in women's overall empowerment and globally placed on 5th out of 149 countries
- Bangladesh is one of the few countries in the world which adopted national women development policy in 2011

**Question from Mr. Data Magfur, Director, Data Enterprises Limited "How can we move from theory to reality and make people more conscious and stop using the gas stoves even when they are not in use"**

**Answered by: Ms. Tanuja Bhattacharjee, Energy Specialist, The World Bank**

- When it is in the interest of the women or own family, they try to choose the most energy-efficient devices if they are aware. But if they are not aware and conscious, they do not know what the impact of energy waste is, such as gas shortages. In this case, it is not the fault of the women but the fault of 'us'. Women can be change makers and pioneers if we make them aware.

**Question from Ms. Dishna Schwarz, Planning Officer and Gender Focal Point at GIZ "From experience, just talking about the importance will not help unless we do not have favourable framework conditions, a political commitment and the needed budget. How is the situation in Bangladesh in this regard?"**

**Answered by: Ms. Farzana Mamtaz, Member (Joint Secretary), Energy Efficiency and Conservation, SREDA**

- Two main wings at SREDA are led by female members. The renewable wing and the energy efficiency and conservation wing. Additionally, Prime Minister, Leader of the Opposition Party, the Parliament Speakers- are also female. All these female representations signify the government's commitment in this regard.

The Bangladesh government has programs on household energy platform or developed national clean cook stove action plan up to 2030



## Further comments and contribution

**Mr. Mohammad Hossain, Director General, Power Cell:**

- If one looks back, the energy was once mainly used by the women at the very beginning whether its traditional, renewable or modern energy. Therefore, the role of women is vital when it comes to saving energy and responsible use of energy.
- Furthermore, the proportion of women is larger amongst energy users, and should be given their due importance.
- Women must be more involved in the energy sector for a responsible and modern use of energy.

**Mr. Shafiqul Alam, Senior Advisor at GIZ-REEEP II:**

- Instead of only considering about energy, the role of women is more pronounced in terms of resources. Women have a much broader relationship with natural resources also considering, for example, the water access in rural areas.
- Women can and should be more empowered to take the decisions in purchasing of efficient appliances due to their consciousness and experience at the household level



## 7. SPEECH FROM SPECIAL GUESTS

### Mr. Md. Habibur Rahman, Secretary, Power Division, Ministry of Power, Energy and Mineral Resources (MPEMR):

- This webinar gives us the opportunity to take a look at a sector in the economy which is often not considered when we talk about women's participation and equality and leadership – the power and energy sector.
- Around the world and among the power and energy industry, there are fewer women than men on the different career levels, especially in top tier leadership positions .According to IRENA, share of women is only one third of the workforce in the sector .
- The fifth Sustainable Development Goal (SDG) places the achievement of gender equality and empowerment of all women and girls at the heart of the United Nations (UN) 2030 Agenda. In this respect, clean energy production and sustainable energy consumption can play a significant role.
- Sustainable energy development is a powerful instrument for development which can have a transformative impact on the inclusion and livelihoods of women, including in the access context.
- For that reason, equal participation of women in all aspects of ongoing energy sector transformation must be fostered as it is also a question of fundamental fairness.
- It needs to be emphasized that women's perspective and leadership are critical to ensure a informed decision making and a larger pool of talents in the clean energy sector
- In this ongoing global pandemic situation, more than ever it is evident that we can rely on women. Women not only play a major role in economic lives of their communities, they also contribute through participation in informal economic activities..
- As a result, we need to promote women's economic empowerment in clean energy sector to help Bangladesh to become more resilient during this pandemic and beyond.

### Dr. Angelika Fleddermann, Country Director, GIZ Bangladesh:

- GIZ is proud to be partner in this endeavour through our program Renewable Energy and Energy Efficiency (REEEP).
- The German government is jointly working together with the Bangladesh government for almost 50 years for the social and economic development. The collaboration is based on good relationship and successful cooperation.
- The Renewable Energy and Energy Efficiency sector is a main part of this cooperation. Due to this, it is now a good moment to have a look at the gender aspects in the realms of the energy sector.
- It is, as all are aware of, important to consider gender aspects and better integrate women in the energy sector and let them be part of the work force in a larger scale..



- It is Important to understand the challenges on our way and try to overcome them in order to move on in this regard and to not simply accept the status quo. Let us together challenge the existing inequalities.



## 8. SPEECH FROM CHIEF GUEST

**Ms. Zuena Aziz, Principal Coordinator (SDG Affairs), Prime Minister's Office (PMO)**

- Women collect energy resources and water in many rural areas and urban slums to serve the needs of cooking, cleaning and more. Hence, women have a closer relation to national resources compared to man. Women are better aware of resource management; they have more understanding of energy at the household level.
- However, the role of women in energy or natural resources management does not receive the desired credit.
- In some cases, women suffer from a lack of information with regard of energy efficient appliances which would help them in better optimization and management of energy consumption.
- Women are the worst sufferers of indoor pollution. So, awareness raising in connection with empowerment of women would lead to more beneficial decisions at household levels.
- Bangladesh has made some positive examples of women's engagement in the solar sector, even in the rural level. Our honourable Prime Minister envisions Bangladesh to be a developed country by 2041.
- Women in the next decades, will play a bigger role in the energy sector. In this context, we need to capacitate them to shoulder the responsibilities which the energy sector demands.
- It would help society to transition towards sustainable and conscious energy behaviour.
- Finally, the national goals for energy efficiency and conservation by 2030 would not be achieved if women, half of the country's population, are not sensitized and capacitated.
- The honourable Prime Minister makes us proud by showing her energy conscious behaviour which inspires every woman in this country to take the lead for an energy responsible society.



## 9. CLOSING SPEECH

**Mr. Mohammad Alauddin, Chairman, Sustainable and Renewable Energy Development Authority (SREDA), Power Division, Government of Bangladesh**

- We are struggling to increase the renewable energy share in the energy mix and doubling the improvement of energy efficiency by 2030 as articulated in the SDG 7
- It will not be possible to meet the target of affordable, reliable, sustainable and modern energy by 2030 unless the energy needs of women are met. Furthermore, energy access and gender equality are basically interlinked.

With these words from the Chair, the webinar on "Role of Women in Building an Energy Conscious Society" came to a close.



## ANNEX: KEYNOTE PRESENTATION



**Energising women to advance the energy transition**



**Christine Lins**, Executive Director  
[www.globalwomennet.org](http://www.globalwomennet.org)



**About the Global Women's Network for the Energy Transition**

GWNET aims to advance the global energy transition by empowering 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.



[www.globalwomennet.org](http://www.globalwomennet.org)





## GWNET Global Mentorship Programmes

GWNET leads the development of several regional and global women mentoring programmes, with the goal of advancing the role of women as agents of change in society and promoting best practices within the sustainable energy sector.

In this regard, GWNET has led or is leading the following mentorship programmes:

1. [GWNET Mentoring Programme 1/2018](#) (April 2019 – March 2019)
2. [GWNET Mentoring Programme 2/2019](#) (March 2019 – February 2020)
3. [GWNET Mentoring Programme 3/2020](#) (May 2020 – April 2021)
4. [The Women in Wind Global Leadership Program 2019](#) (May 2019 – January 2020)
5. [The Women in Wind Global Leadership Program 2020](#) (April 2020 – January 2021)
6. [Regional Mentoring Programmes for Latin American Countries \(LAC\) as well as the Middle East and North Africa \(MENA\)](#) (October 2019 – June 2020)
7. [People-Centered Accelerator Mentoring Programme for Women in Energy Access](#) (December 2019 – August 2020)
8. [Women in Energy Storage Mentoring Programme of the Energy Storage Partnership](#) (September 2020 – August 2021)
9. [Women in Clean Cooking Mentorship Program](#) (January 2021 – December 2021)
10. [Regional/National Mentoring Programmes for LAC, MENA, India, China, Ethiopia and South Africa](#) (deadline for application 28 March 2021)

[www.globalwomennet.org](http://www.globalwomennet.org)



## The Energy Transition

*'...is multidimensional, complex, non-linear, non-deterministic, and highly uncertain'*

Oxford Institute for Energy Studies

1. Radically reforms the existing energy supply and energy systems
2. Goes beyond replacing fossil to clean sources:
  - Changes consumption, distribution and investment patterns; coalitions and capabilities of actors; and new socio-technical regimes of policy, regulation, mind-sets, beliefs, and social practices

### The Energy Transition requires:

Behaviour change, innovation (supply, delivery, usage) and integration across sectors

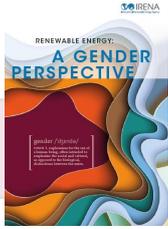
Diverse backgrounds, capabilities, and perspectives

A large diverse talent pool





**GWNET**  
Global Women's Network  
for the Energy Transition



## Women in the energy transition



**42 million**  
jobs in 2050



Job Category	Percentage
STEM jobs	28%
Non-STEM technical jobs	35%
Administrative jobs	45%



**11.5**  
million jobs

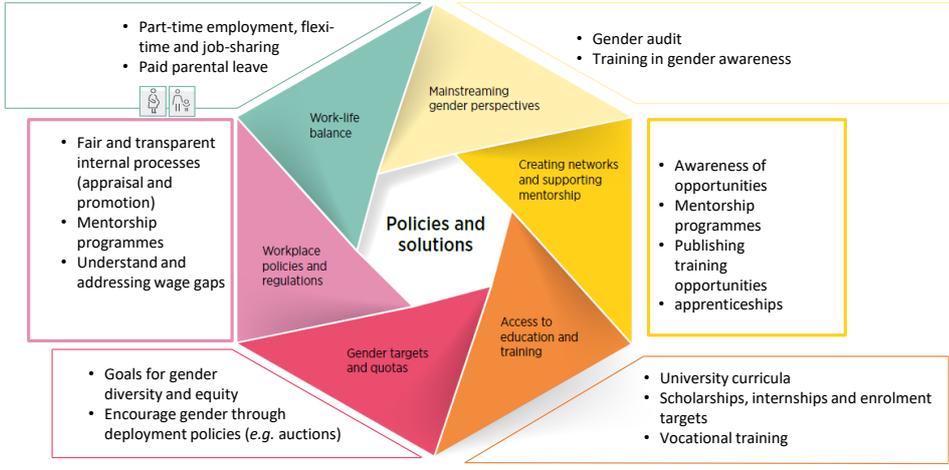
**22%**  
share of women  
in oil and gas industry

**32%**  
share of women in the  
renewable energy workforce



**GWNET**  
Global Women's Network  
for the Energy Transition

## Policies and solutions to increase women's participation in the sector



**Policies and solutions**

- Part-time employment, flexi-time and job-sharing
- Paid parental leave

**Work-life balance**

- Fair and transparent internal processes (appraisal and promotion)
- Mentorship programmes
- Understand and addressing wage gaps

**Workplace policies and regulations**

- Goals for gender diversity and equity
- Encourage gender through deployment policies (e.g. auctions)

- Gender audit
- Training in gender awareness

**Mainstreaming gender perspectives**

- Awareness of opportunities
- Mentorship programmes
- Publishing training opportunities
- apprenticeships

**Creating networks and supporting mentorship**

- University curricula
- Scholarships, internships and enrolment targets
- Vocational training

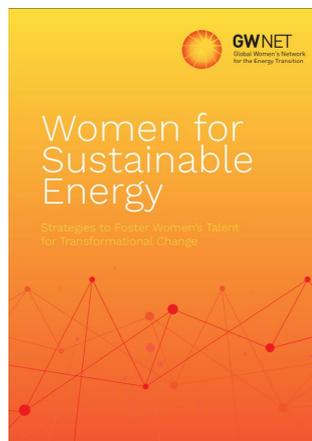




## Women for Sustainable Energy – Strategies to Foster Women’s Talent for Transformational Change

GWNET’s first study “*Women for Sustainable Energy – Strategies to Foster Women’s Talent for Transformational Change*” contains an overview of women’s current participation in the sustainable energy workforce in developed and emerging economies, the benefits of diversity and inclusion in the workplace, industry interviews, good practice examples and recommendations for a more gender-diverse sector.

Read it here: <https://www.globalwomennet.org/women-for-sustainable-energy/>



## The Power of Gender Equality



- **Enjoyment of Women’s Human Right:** Women have the right to have access to employment on equal terms with men.
- **Improves Global GDP:**
  - ✓ Reaching Gender Equality by 2025 = USD 12 to USD 28 trillion per annum
- **Companies with diverse Leadership have better results**
  - ✓ Better prepared to survive financial shock
  - ✓ Improved profitability (34% - 69% higher profits)
  - ✓ Increased innovation, investment in R&D, and use of talent
  - ✓ Decreased risk and overconfidence (44% higher returns)
  - ✓ Increased action on environmental issues
  - ✓ Decreased litigation for environmental breaches
  - ✓ More stringent decarbonisation policies...

[www.globalwomennet.org](http://www.globalwomennet.org)



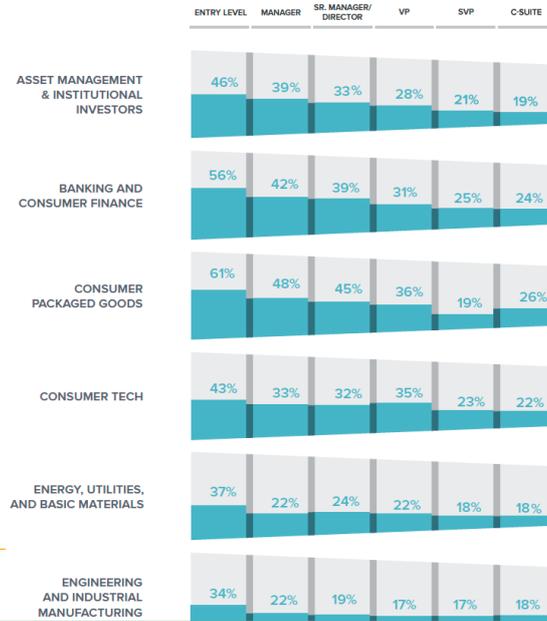
## Women in other industries

- NO global evidence that one sector does much better than others
- Regardless of the industry, no one industry is universally doing better
  - Sectors/companies that do well in one country may do poorly in others
  - There is no stand-out to look to cross culturally.
- One commonality: women's leadership decreases with seniority in the company in all sectors.



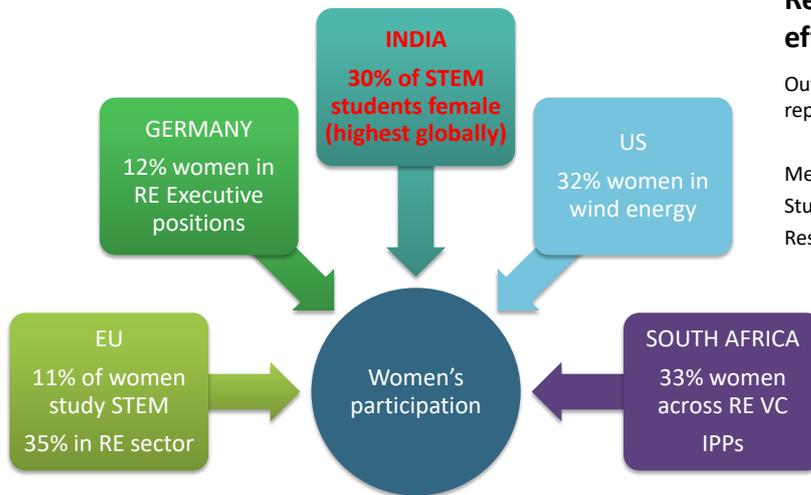
**GWNET**  
Global Women's Network  
for the Energy Transition

### REPRESENTATION OF WOMEN ACROSS INDUSTRIES % OF WOMEN BY LEVEL, Source: LeanIn/McKinsey 2018



**GWNET**  
Global Women's Network  
for the Energy Transition

## No harmonized data sets



### Recent global efforts being made

Outputs vary across reports

Methodologies vary  
Study boundaries vary  
Respondents vary





## The Opportunity for the Sustainable Energy Sector

Given the talent shortage, businesses world wide must make the best use of all available talent

Sustainable Energy is a young sector with few bad habits to overcome

Harness SE's green and values driven reputation

Lead all sectors on inclusive business practices

Create more productive and innovative workforces

Provide inclusive and flexible workplaces that work for all people, their families and communities

**Gender balance and diversity is good for business!**

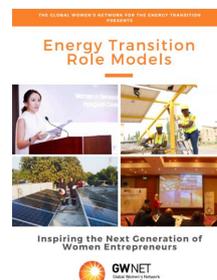


## Energy Transition Role Models: Inspiring the Next Generation of Women Entrepreneurs

The "Energy Transition Role Models" campaign showcases portraits of remarkable women entrepreneurs in sustainable energy who are working across different disciplines and countries, with the goal to give female leadership visibility and thereby inspire and encourage others – especially young female students and graduates – to follow suit.

Watch the video series and read the accompanying informative brochure which contains global, regional, and national resources for entrepreneurs.

<https://www.globalwomennet.org/women-energy-entrepreneurs/>



[www.globalwomennet.org](http://www.globalwomennet.org)





**Join Our Network of Women Energy Professionals from  
Around the World**

<https://www.globalwomennet.org/members/become-a-member/>

1500+  
Members

**•EMPOWERMENT**

Share and receive support for your work and ambitions in sustainable energy

**•VISIBILITY**

Complete your profile and gain visibility around your work and achievements

100+  
Countries

**•CONNECTIVITY**

Network with other women in sustainable energy, from junior to top management

[www.globalwomennet.org](http://www.globalwomennet.org)





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