

# Clean Energy Education and Empowerment (C3E) Initiative

*Enabling greater gender diversity in clean energy professions in recognition of the fact that the transition to a clean energy future will only succeed if we harness all possible talent*

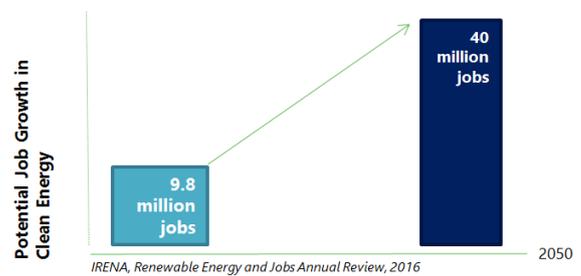
## Goals

A key success factor in the transition to a low carbon economy will be the ability to attract and retain a diverse pool of talent capable of bringing fresh perspectives. The C3E initiative aims to advance women's participation in clean energy by creating opportunities and closing the gender gap across five focus areas: (1) awards and recognition, (2) gender Data and benchmarking, (3) career development/mentorship, and (4) dialogue/communications, and (5) the Equalby30 Campaign.

## Rationale for being included in the CEM

Many countries have recognised the importance of harnessing all talent and closing the gender gap, noting that greater gender equality brings economic and social benefits to all. However, the energy industry remains one of the most gender imbalanced sectors, with women making up just 20% of the workforce. Women's representation internationally in clean energy is only slightly higher at 35%.

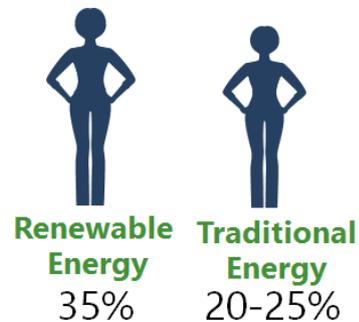
International research also consistently shows that a diverse workforce and gender-balanced boardrooms result in greater organisational performance and stronger bottom lines, both in private and public sectors.



McKinsey Global Institute estimates that advancing women's equality could add \$12 trillion to annual global GDP by 2025.

## Key accomplishments

- The C3E initiative was set up in 2010, and has built up an International Ambassador Corps made up of 60+ exceptional women who promote the initiative, build partnerships, mentor other women, and advocate on behalf of gender equality in the clean energy sector.
- Ambassadors hail from 11 countries worldwide, including China, Canada, Finland, Germany, Japan, Mexico, Saudi Arabia, Sweden, United Arab Emirates, United Kingdom, and United States.
- Several C3E members have also undertaken domestic activities under the banner of the initiative, including United Kingdom and United States, who both host programs that highlight and celebrate the advancement of women in energy.
- In June 2017, the C3E Initiative was reorganised using the IEA Technology Collaboration Program (TCP), recognising that this format could provide a stronger organisational structure for the initiative.
- The participants have developed an updated work plan with clear objectives. Past members are actively encouraged to re-join the initiative in this new format, bringing continuity and momentum to the work.



“Women in clean energy are working hard to develop new solutions and technologies that will accelerate Canada's transition to a low-carbon future. Let's give them every opportunity to succeed.”

– Merran Smith, C3E Ambassador

Lead CEM  
Member(s)



CEM Member  
Participant(s)\*



\*Expressions of interest: European Commission, India, Japan, Mexico, South Africa and United Arab Emirates

## Key actions

Governments and partners share best practices and data; develop leadership and mentorship tools for women in clean energy, host international workshops and events, create networks, and, promote career opportunities to draw women into science, technology, engineering and mathematics.



## Highlights and deliverables since CEM9

### C3E Executive Committee meetings

- The first Executive Committee meeting was held in September 2017 in Paris. It has since adopted a work program and framework to share responsibilities amongst participating countries.
- The second Executive Committee meeting was held in October 2018, in Santiago, Chile; the third Executive Committee meeting was held in April 2019 in Vienna, Austria.



C3E ExCo members, April 2019, Vienna, Austria  
Source: C3E

### Ambassador Corps

- Over 60 distinguished leaders from around the world make up the C3E's International Ambassador Corps. The C3E TCP hopes to expand the Ambassador Corp in the near-term, inviting the next generation of senior executives, academics, and thought leaders to serve ambassadors.

### Equal by 30

- Launched at CEM9, **Equal by 30**

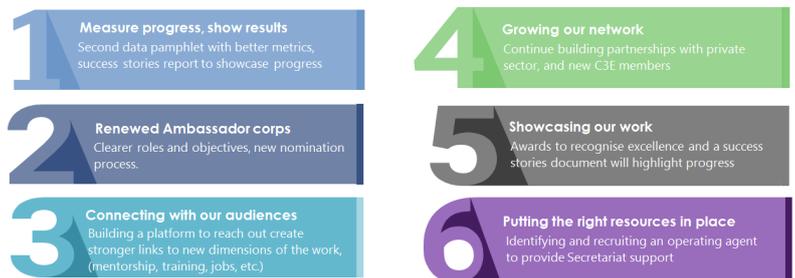
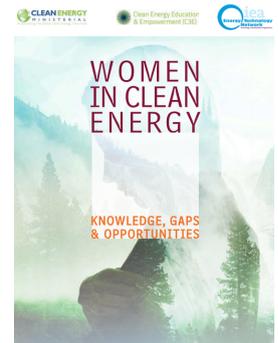
is a public commitment by public and private sector organisations to work towards equal pay, equal leadership and equal opportunities for women in the clean energy sector by 2030.

Equal by 30 asks organisations, companies and governments to endorse principles, then take concrete action to accelerate the participation of women in the clean energy sector, and close the gender gap.



### Data collection and reports

- The data workstream was officially launched at a side event at the IEA Ministerial on November 7, 2017, where a new pamphlet – **Women in Clean Energy: Knowledge Gaps and Opportunities** – was released.
- A second report, titled "**Status Report on Gender Equality in the Energy Sector**" is currently under development, using data from C3E members.



*What efforts have been made to strengthen the functioning of the work stream?*

Operating Agent(s) / Coordinator(s)

**iea** International Energy Agency (IEA)

Funding Government(s) / Organisation(s)

Natural Resources Canada, Swedish Ministry of the Environment and Energy, and United States Department of Energy (DOE) have contributed funds to the initiative.

Global and In-Country Technical Partner(s)

C3E is in dialogue with key international organisations such as the International Renewable Energy Agency (IRENA), and Sustainable Energy for All (SE4ALL), United Nation Industrial Development Organisation (UNIDO), United Nations Economic Commission for Europe (UNECE), and others. C3E is also in dialogue with key international platforms such as the World Business Council on Sustainable Development (WBCSD), World Energy Council (WEC), and Global Women's Network for the Energy (GWNET).