



# 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 four focus areas: (1) awards and recognition, (2) gender Data and benchmarking, (3) career development/mentorship; and (4) dialogue/communications.

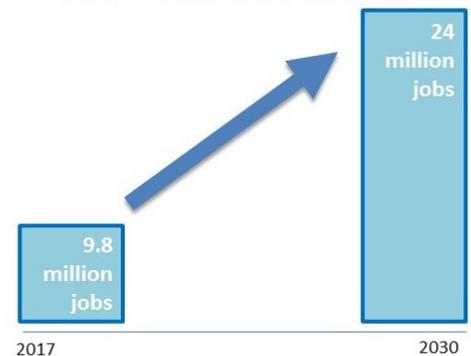
## Rationale for being included in the CEM

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.

Women's Workforce Participation



Potential Job Growth in Clean Energy



IRENA, Renewable Energy and Jobs Annual Review, 2016 © OECD/IEA 2017

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.

### Lead CEM Member(s)



Canada Italy Sweden

### CEM Member Participant(s)\*



Australia Finland

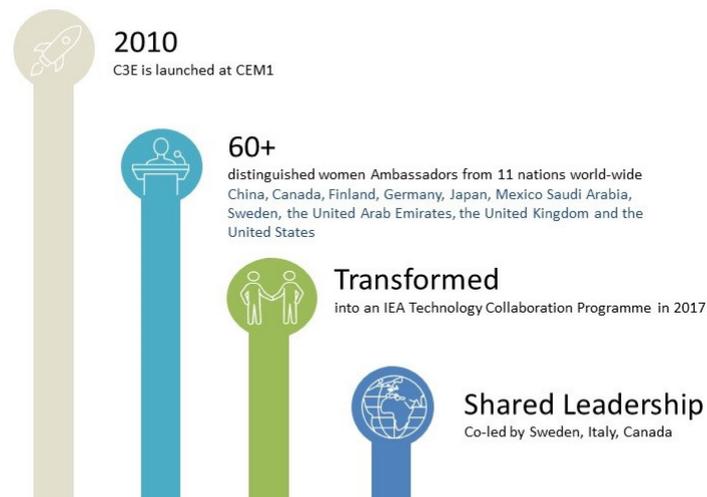
\*Expressions of interest: Chile, European Commission, India, Japan, Mexico, South Africa and United Arab Emirates

## Work organisation and structure of the initiative

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.

## Recent activities and deliverables since 2017

- The C3E was relaunched as an IEA TCP at CEM8 in June 2017 by founding members Canada, Italy, and Sweden.
- 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 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.



At the event, a number of other countries including US, Chile, United Arab Emirates, and the European Commission signalled interest in joining the C3E TCP.

- In December 2017, Finland formally joined the C3E TCP. Australia has also confirmed its membership.
- 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 as ambassadors.

## Forward-looking priorities and actions

EQUAL by 2030 is a public commitment by public and private sector organisations to promote the values of gender diversity, and to help accelerate the participation of women in the clean energy sector.

This commitment acknowledges gender equality requires the participation of all actors, working together to achieve equal pay, equal leadership, and equal opportunities for women in the sector by 2030.



Coordinator(s)



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).