

The Equal by 30 Campaign

Campaign associated with the Clean Energy Education and Empowerment (C3E) Initiative

Goals

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.

Rationale for being included in the CEM

The Equal by 30 Campaign was launched on May 24, at the Clean Energy Ministerial (CEM) in Copenhagen. It operates under the banner of the Clean Energy Education and Empowerment (C3E) Initiative, which works to advance the participation of women in the clean energy transition, and close the gender gap.

This campaign are bringing together leadership from across the energy sector to galvanise action, and help all players – from private sector companies to governments at all levels – take action together.

WHY? THE RIGHT THING TO DO. THE SMART THING TO DO

INCREASING WOMEN IN SENIOR ROLES FROM 0 to 30 PERCENT

15% MORE PROFIT¹

CLOSING EMPLOYMENT PARTICIPATION AND WAGE GAPS

+76% WOMEN'S INCOME²

ADVANCING GENDER EQUALITY

+12T FOR GLOBAL GDP by 2025³

1. Peterson Institute for International Economics; 2. UNWomen.org 3. McKinsey Global Institute

Activities and deliverables

- **Equal by 30 has recruited 94 signatories** to date (May 2018 to present).
- Drafted a **signatory toolkit** to support the development of commitments (November 2018)
- Organised and hosted online **workshops (webinars)** to share industry best practices and information on how signatories can develop meaningful commitments (January – March 2019)
- The IEA hosted an **industry dialogue** session with Equal by 30 signatories in Paris (February 2019).
- **Equal by 30 Success Stories Report:** This report will feature the stories of 10-15 Equal by 30 signatories who have demonstrated action in advancing gender equality in the energy sector (to be launched at CEM10 in Vancouver)
- Equal by 30 will be a key component of the CEM10 **“Women in Clean Energy”** session on May 29th 2019.



Delegates from G7 nations pose for a family photo wearing their Equal by 30 pins
Source: Equal by 30 website

THE HIGH-LEVEL PRINCIPLES

PRIVATE SECTOR

1. We aim to lead by example, integrating equality principles into our organization and policies, and will step up our efforts to promote gender diversity activities, in areas of recruitment and career advancement in particular.
2. We pledge to highlight and support women, and close the gender gap, by promoting actions in our business.
3. We will provide leadership, and share our experiences and lessons learned on gender diversity programming and initiatives.
4. We recognize the importance of reporting on progress and will support efforts to improve the collection of gender disaggregated data so that we can report on our progress in a transparent, open manner.

PUBLIC SECTOR

1. We aim to lead by example by taking concrete steps to promote gender equality so that our lessons can serve as an example for others to follow.
2. We aim to integrate a gender lens into all levels of our work, mainstreaming gender equality into our organizational culture and process.
3. We will set high standards for the recruitment, promotion and participation of women, adopting more rigorous requirements where necessary.
4. We will report regularly within our organizations and to the public we serve, so that progress is measured, visible, well-communicated, and we are fully accountable to our citizens.

Global and In-Country Partner(s)

Electricity Human Resources Canada (EHRC), Energy Council of Canada, Global Women's Network for the Energy Transition (GWNENET), The International Energy Agency (IEA), Powerful Women, Women in Renewable Energy (WiRE).

Business Participant(s)

94 signatories across public and private sectors with representation from many countries.



JOIN US: nrcan.C3E.nrcan@canada.ca



Scan to access the full signatories list

Lead CEM Member(s)

Canada · Sweden

CEM Member Participant(s)

Finland · France · Germany · Italy · Japan · Norway · United Kingdom · United States

Operating Agent(s)/ Coordinator(s)

Annette Hollas
annette.hollas@canada.ca