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## **C3E TCP: GENDER EQUALITY IM ENERGIESEKTOR**

26.09.2019, IEA Vernetzungstreffen Innsbruck



## Accelerating Gender Equality & Diversity in the Energy Sector

- 2010 als CEM Initiative gegründet
- 2017 → IEA TCP
- 2018 Beitritt AUT



Australia



Austria



Canada



Czech  
Republic



Finland



Italy



Sweden

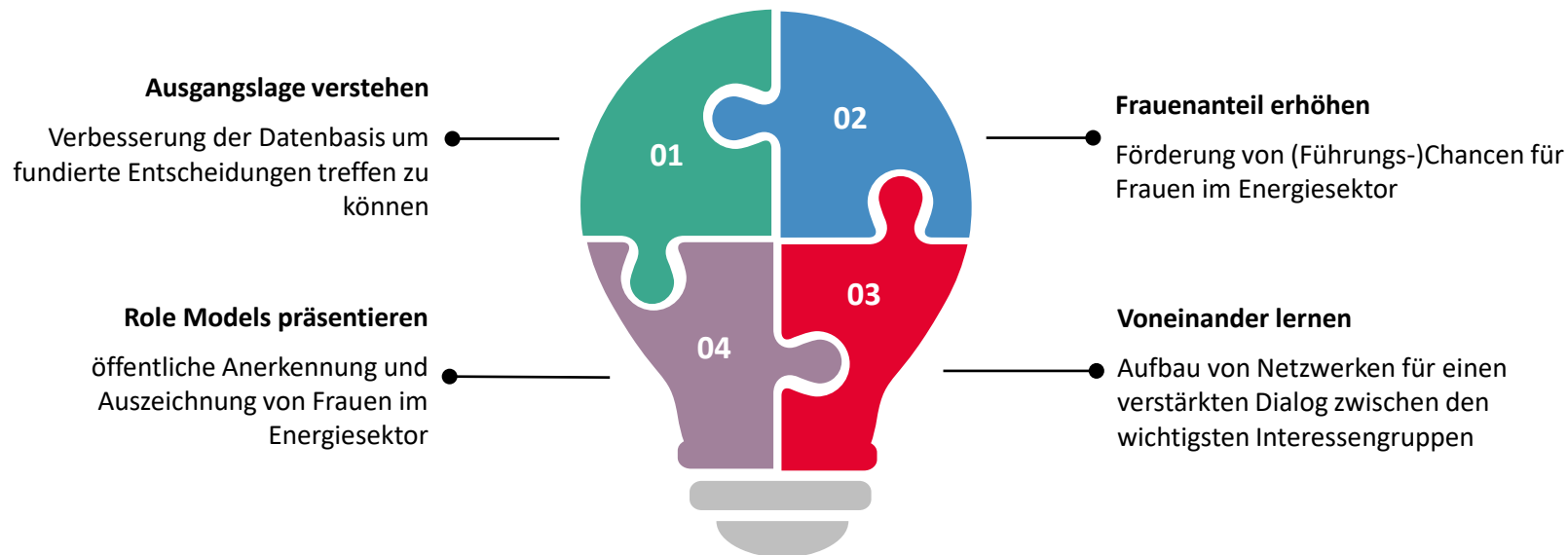


United  
States



European  
Commission

## ZIELE



# WORKSTREAMS

## Workstream 1

### Knowledge and data collection

Status Report on Gender Equality in the Energy Sector (2019)



## Workstream 2

### International Ambassadors program & mentorship network

Role Models & Karriereentwicklung



## Workstream 3

### Awards program

- Woman of Distinction
- Organizational Leadership



## Workstream 4

### Communication

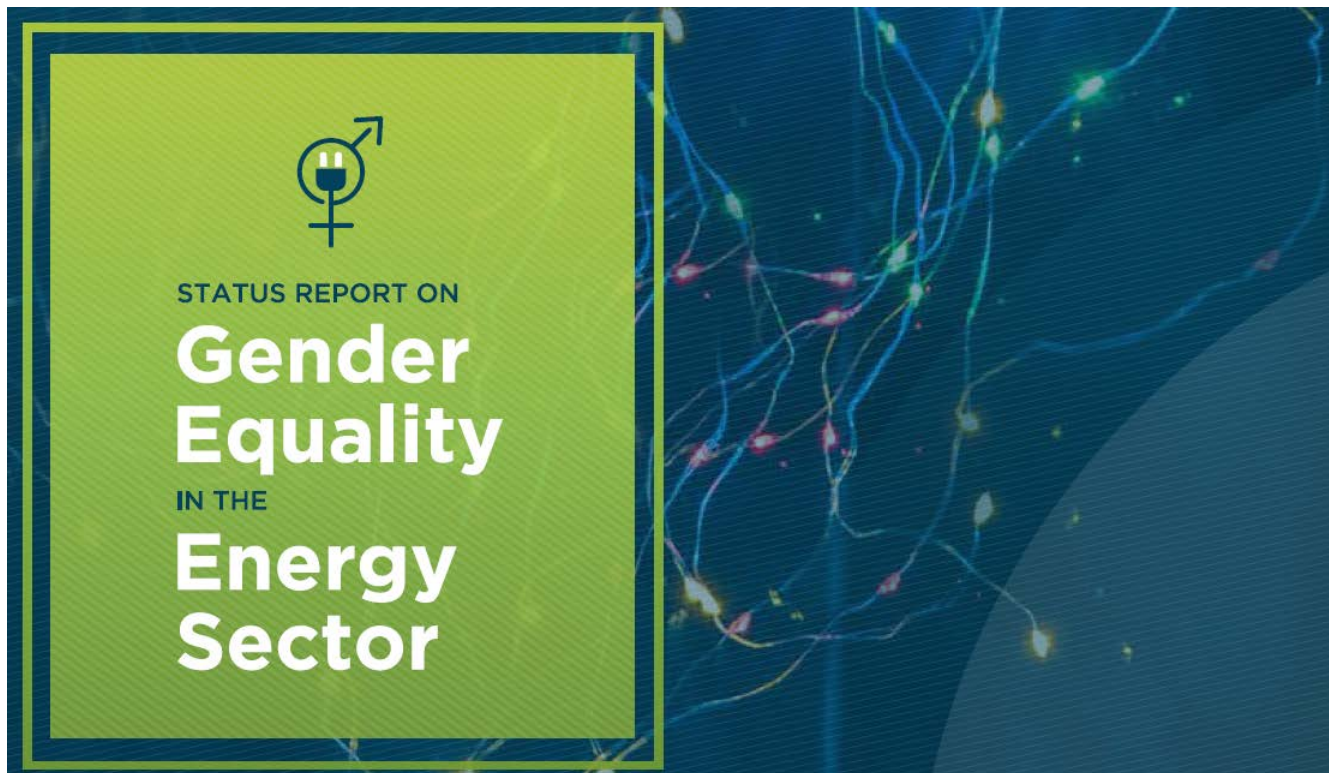
Erstellung einer C3E Website inkl. member area, ambassadors database etc.



## Workstream 5 Equal by 30

asks organizations, companies and governments to **endorse principles**, then **take concrete action** to accelerate the participation of women in the clean energy sector







# CLOSING THE GENDER GAP: WHAT CAN BE DONE?

## RECRUITMENT

- Need for more institutionalized information systems about employment in the energy sector (diverse skill sets / job opportunities)
- Research also identified summer student work, co-ops and internships as major entry points into careers in the sector

## RETENTION

- Ensuring wage equity for women and men and
- Employer support for the cost of childcare
- Alignment of informal and formal reward systems → re-definition of the “ideal employee” for advancement, emphasizing performance over number of working hours

## PROMOTION, ADVANCEMENT, LEADERSHIP

- Implement targets that are specific, challenging, and aligned with the company’s strategy
- Targets include measures of “new ways of working together” - inclusive meeting practices or flexibility in where and when some of the work gets done.
- Commitment of most senior leader is the critical ingredient for diversifying organizations

## FÖRDERUNGEN

### Talente regional

bis 5.12.2019

### Talente Praktika für Schülerinnen und Schüler

Anfang 2019

### FEMtech Praktika für Studentinnen

31.10.2019

### FEMtech Karriere

laufend



### Weitere Angebote

#### w-fORTE

Karriere- & Managementtrainings

FEMtech Expertinnen Datenbank

F&E Jobbörse

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**VIELEN DANK FÜR IHRE AUFMERKSAMKEIT!**