

PANEL PARITY

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Gender Associate

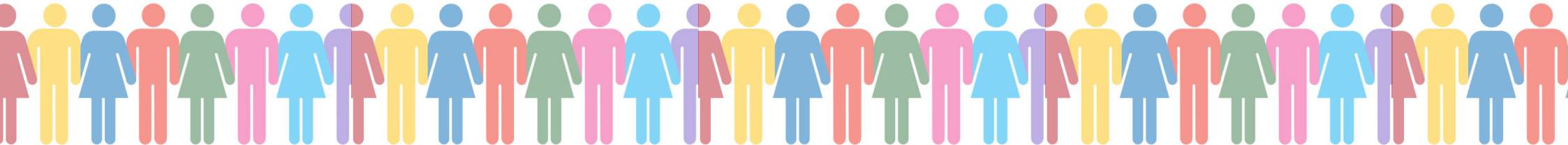
United Nations Industrial Development Organization (UNIDO)

10 September 2021

The visual used to design these slides is taken from UN Women UN-SWAP (<https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>).

Guiding questions

- What is panel parity?
- Why is parity on panels beneficial?
- What can be done to promote parity on panels?



To get started...

In 2017, what percentage did women represent among those employed by the renewable energy sector worldwide?

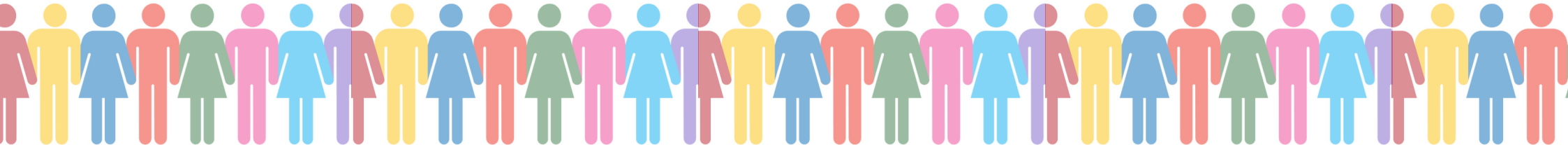
32%

(IRENA, 2019)

Globally, what is the share of women ministers holding the environment/natural resources/energy portfolio?

7.3%

(Inter-Parliamentary Union & UN Women, 2021)

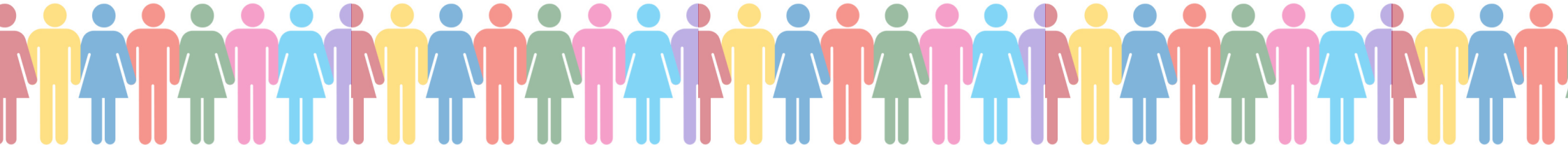


What is panel parity?

- Women and men are **represented equally** as speakers in events
- UN SG's System-wide Strategy on Gender Parity defines parity to be within the **47-53% margin** (referring to the composition of UN Secretariat personnel)
- “gender balance” ≠ “gender parity”



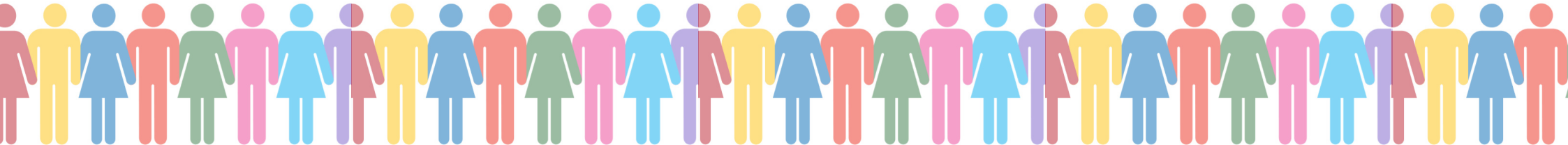
(UNIDO 2016 Vienna Investment Conference, flickr.com/photos/unido/29665634330/in/album-72157673213195721/)



Why is parity on panels beneficial?

In general, there is a strong **business case** for gender diversity:

- Gender equality at the workplace increases innovation mindset **six-fold** ([Accenture, 2019](#))
- **\$12 trillion could be added to global GDP by 2025** by advancing women's equality ([McKinsey, 2015](#))
- Companies' **environmental performance** improves when boards are more gender-diverse (data from 2013 – 2018, [FP Analytics](#)):
 - 60% more likely to reduce energy consumption
 - 39% more likely to reduce GHG emissions
 - 46% more likely to reduce water usage

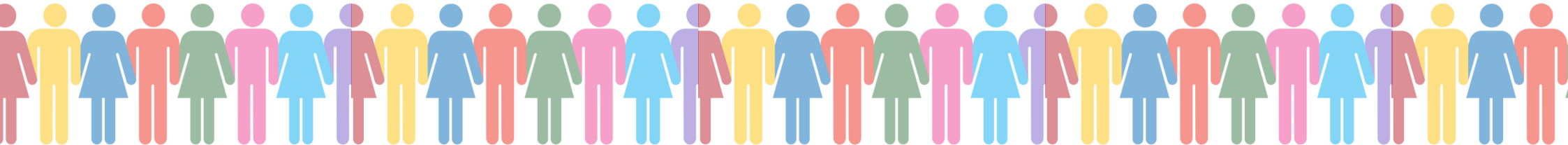


Why is parity on panels beneficial? (cont'd)

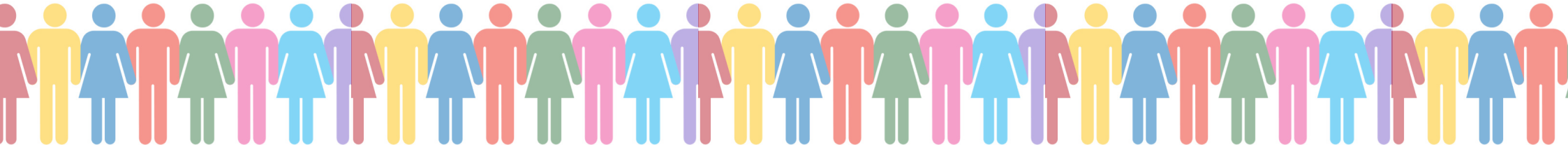


Screenshot from "[Purl](#)", short film by Pixar

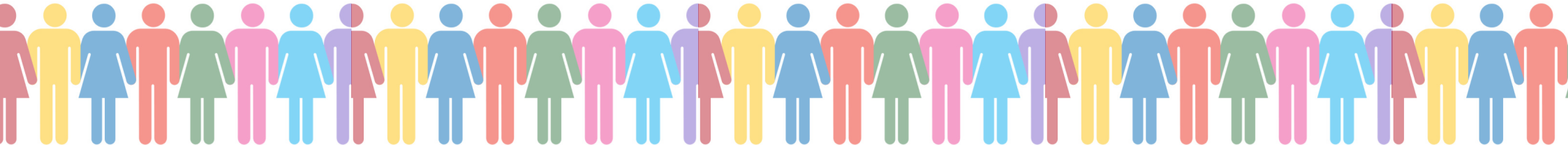
- **Different backgrounds and needs = different perspectives and ideas**; are we missing someone and their contributions?
- Advancing gender equality and women's empowerment:
 - Participation in and development of **networks**
 - Promotion of **women role models**, career advancement/breaking of "glass ceiling"
 - **Elimination of gender stereotypes**



Parity on panels goes beyond increasing the value and impact of events.



What can be done to promote parity on panels?



International Gender Champions



(...) Women and men should be equally represented at the leadership table. (...)

Janez Kopač,
Director, Energy Community
Secretariat



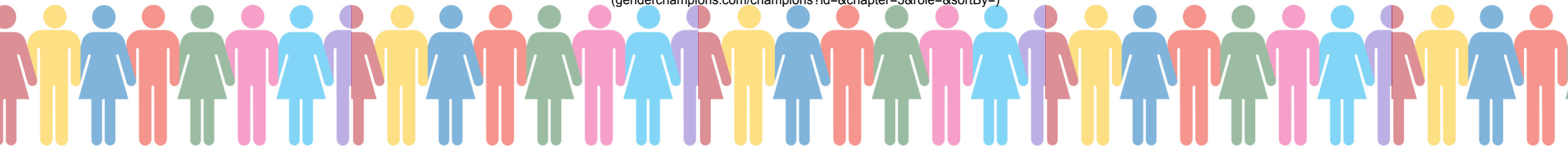
I support the IGC Panel Parity Pledge.

“Inclusive and Sustainable Industrial Development means that everyone must benefit from industrial growth and that prosperity should be shared equally and fairly among women and men in all countries.”

Li Yong,
Director General, UNIDO



(genderchampions.com/champions?id=&chapter=5&role=&sortBy=)



UNIDO issues gender parity policy for panels and events



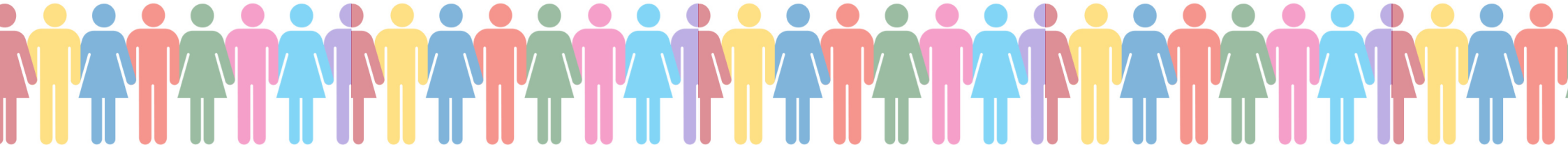
VIENNA, 10 July 2020 - The United Nations Industrial Development Organization (UNIDO) has reaffirmed its commitment to gender parity by adopting a new policy to ensure the equal representation of women and men in events. The policy is modeled on the [Parity Panel Pledge](#) of the [International Gender Champions initiative](#), of which the [UNIDO Director General, Li Yong](#), is a member.

The policy applies to all events organized by or under the auspices of UNIDO, including side-events, forums, meetings, workshops and roundtable or panel discussions, be it in-person or online. The policy requests personnel to ensure events are as gender-diverse as possible, and that no gender is restricted to the moderator or facilitator role. Exceptions are permitted for events focusing on women's empowerment, where all-female list of speakers are permitted. Personnel are reminded of the importance of engaging men in events on gender equality to ensure the discussions' greatest impact and with a view to promoting the transformation of social norms.

UNIDO Administrative Instruction:

“Equal representation of women: UNIDO’s policy on panel parity”

(20 May 2020)





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Jalel Chabchoub,
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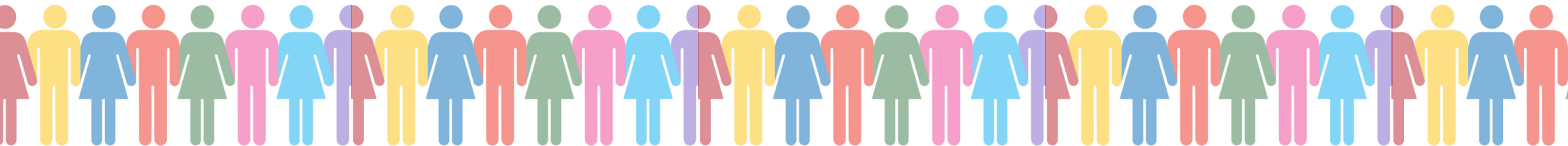
Mirka della Cava,
Kigali Cooling
Efficiency Program (K-
CEP)



Amit Khare,
ICF



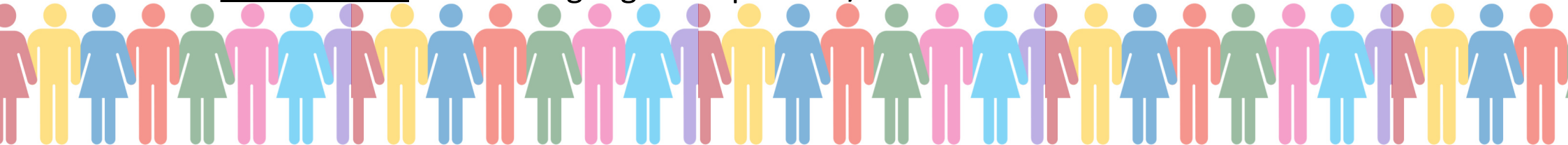
Dimitrios Koufos,
European Bank for
Reconstruction and
Development



Scenario 1 - you're organizing an event

What can you do?

- Start planning early and inform co-organizers of gender diversity commitment
- Avoid limiting either gender to purely facilitator/moderator functions
- Consult databases, i.e. [Women in Hydrogen](#), [Women in Energy Expert Platform](#) (GWNET)
- Consult Gender Focal Point or Gender Unit of relevant EU institution or partner country
- If woman speaker turns down invitation, invite another woman instead of a man; be conscious of the social norms often preventing women from accepting speaking invitations (disproportionate societal burden in terms of care duties, “impostor syndrome” ...)
- Make commitment: i.e. no single-gender pictures/voices featured in communication items

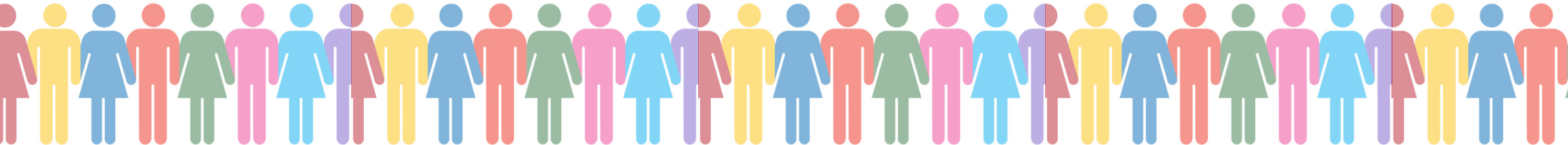


Scenario 2 - you're invited to speak at an event

(This is inspired by IGC guidance: s3.eu-west-2.amazonaws.com/igc-production/files/9INYMStC5PMimB7-ozKlx38w1xiTDk4w.pdf)

What can you do?

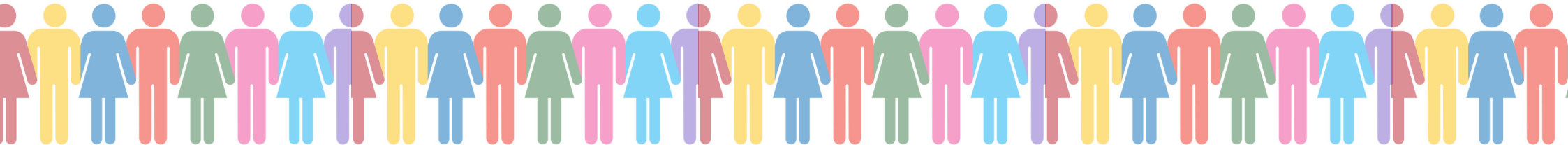
- Include standard language on gender diversity commitment when replying to invitations:
 - A. Express appreciation for gender-diverse speakers; or
 - B. inquire about who the other speakers will be; or
 - C. if all-men/all-women list of speakers and can't refuse to attend, suggest additionally inviting someone else or make statement at event; or
 - D. turn down invitation if possible.
- If you find yourself speaking on a single-gender panel:
 - Call it out - make statement about benefits of and commitment to gender diversity
 - Add an empty chair to the panel (for in-person meetings)



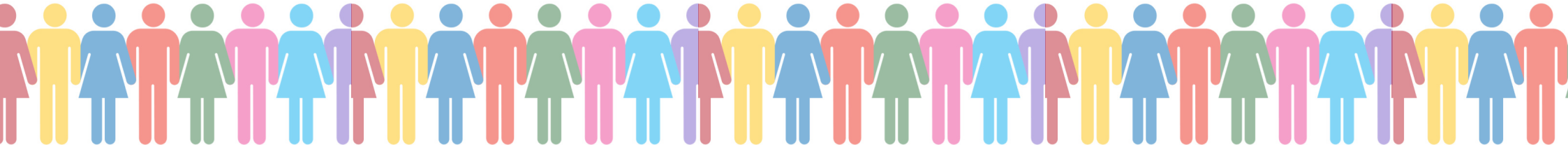
It all starts with recognizing and addressing one's own (un)conscious biases.

Let's remember that gender equality leads to better products, services and outcomes.

As such, embrace, utilize and celebrate diversity on panels and elsewhere!



Questions? Comments?



Thank you!

n.schmidt@unido.org

UNIDO Gender Office website:

www.unido.org/our-focus-cross-cutting-services/gender-equality-and-empowerment-women

