



The Voice of the Off-Grid Solar Energy Industry

Gender Representation Policy

As a neutral and independent organization GOGLA strives to represent the diversity of its members in its organisational structures and its activities. An important element of this is gender diversity. Historically, the energy sector has been dominated by male professionals. Over the last years, however, more and more female professionals are entering the sector. GOGLA welcomes the gender diversity in the field and recognizes the need of an industry association to reflect this in its own structures and activities.

In practice, this is not always easy. Despite the recognition of gender diversity, so far GOGLA has an underrepresentation of women in some of its own formal bodies, and frequently has had underrepresentation of women in the panels of events it organizes, beyond what can be explained by the gender distribution in the sector. The underrepresentation of women within GOGLA and at GOGLA events has already led to critical comments.

In order to promote a more balanced gender representation in GOGLA's operations, the following policy guidelines are proposed:

- When renewing membership of GOGLA's formal structures, GOGLA shall strive to have at least 30% representation of either gender in each structure. In this context, the group of WG (co-)chairs shall be taken as one 'structure'. In GOGLA structures that are composed of organizations rather than individuals (e.g. the GOGLA BoD), the organizations in this structure have a collective responsibility to aim for a similar minimum gender balance among the representatives from the organizations in its meetings.
- When organizing events, GOGLA shall strive to have at least 30% representation of either gender in the full line-up of speakers and panellists – noting that, to achieve this, it is recommended to have balanced gender representation already in the organizing committee;
- When speaking at 3rd-party events, GOGLA representatives should follow the policy of making their participation conditional on at least one female being on the panel, not including the chair or moderator, thereby taking inspiration from other world leaders¹;
- This policy is to be made public, and progress against this policy to be reported annually.

Adopted 3rd of May 2016

¹ E.g. visit <http://www.owen.org/pledge> or <https://www.washingtonpost.com/posteverything/wp/2015/10/13/why-i-say-no-to-all-male-panels/?postshare=4541444881513260>