IKEM ACADEMY 2026

DAY 3: The Energy Transition 2.0: Systems Change and People Power

All Hands on Deck:
Equality and Diversity to Achieve the Energy Transition

Moderated by Dr Kathleen Pauleweit, LLM

IKEM

WOMEN'S ENERGY CLUB OF UKRAINE



Comparing Economies and Energy Sector (2024)

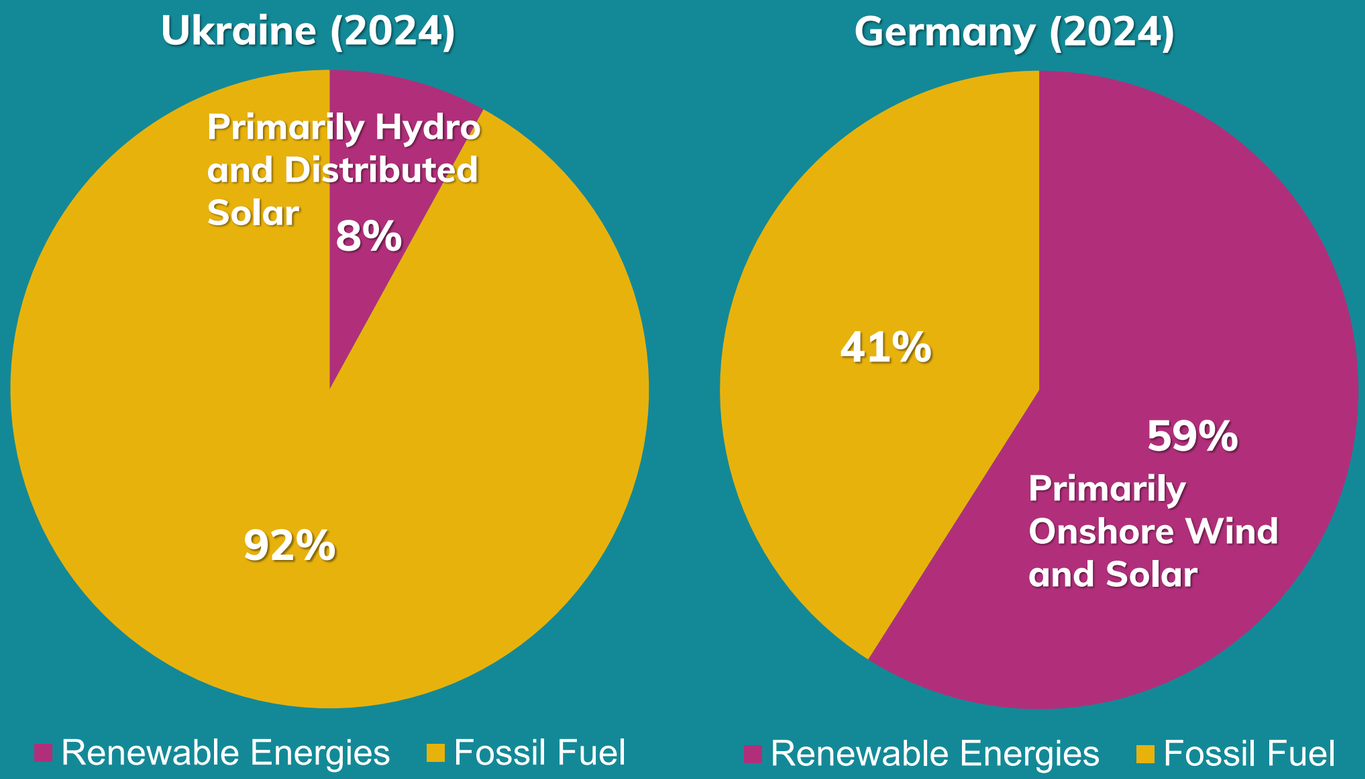
Gross Domestic Product and Annual Growth

	Ukraine	Germany
Nominal GDP 2024	$190.83 bn	$4.68 tn
GDP Growth 2024	3.2%	-0.5%

Source: World Bank Group, *GDP (current US$) Ukraine and Germany; GDP Growth Ukraine and Germany* (last accessed: 31 Aug 2026).

Comparing Economies and Energy Sector (2024)

Share of Renewable Energies (RE) in Power Generation



Source: IEA, *Renewable Energy Progress Tracker (Renewables 2025)*, last updated 15 Dec 2025. (last accessed: 31 Aug 2026).

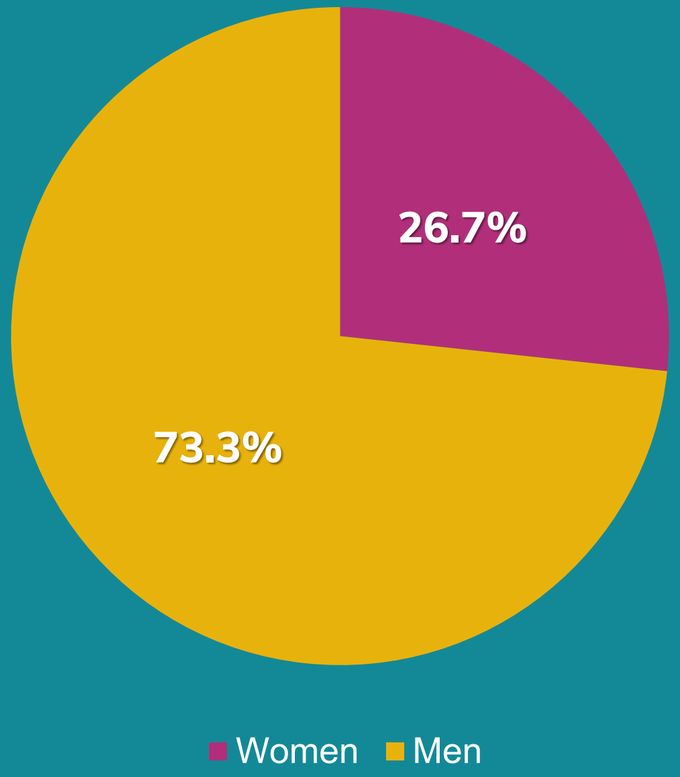
Female Representation in the Renewable Energy Sector (2024)

Share of Women in Renewable Energy in 2024

Global Average 32%
Europe and North America Average 27%

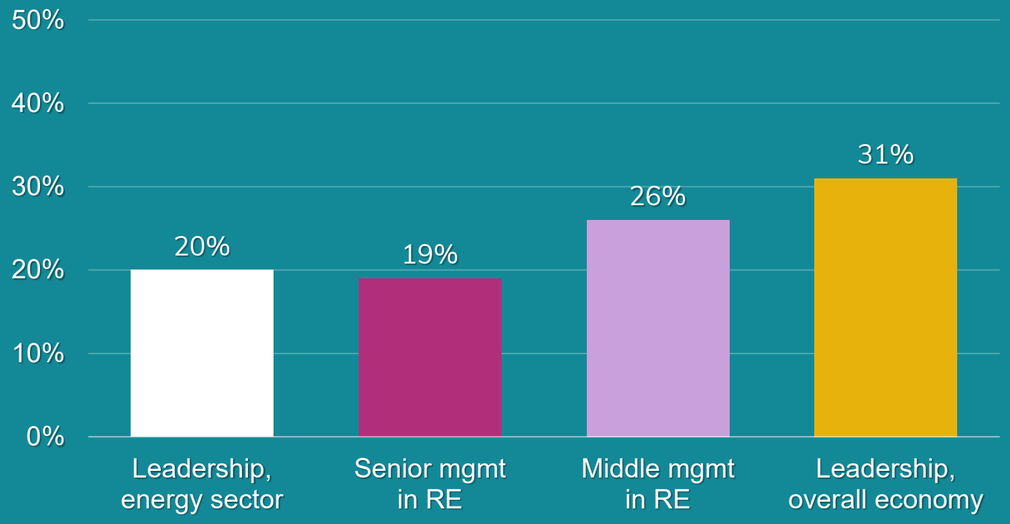
Sources: IRENA, *Renewable Energy: A Gender Perspective*, 2nd ed., p. 29f.; Federal Employment Agency (Bundesagentur für Arbeit), Employees subject to social insurance by economic sector (WZ 2008), December 2024, WZ 35 Energy supply; own calculation (last accessed: 31 Aug 2026).

Share of Women in the Energy Supply Sector Germany 2024



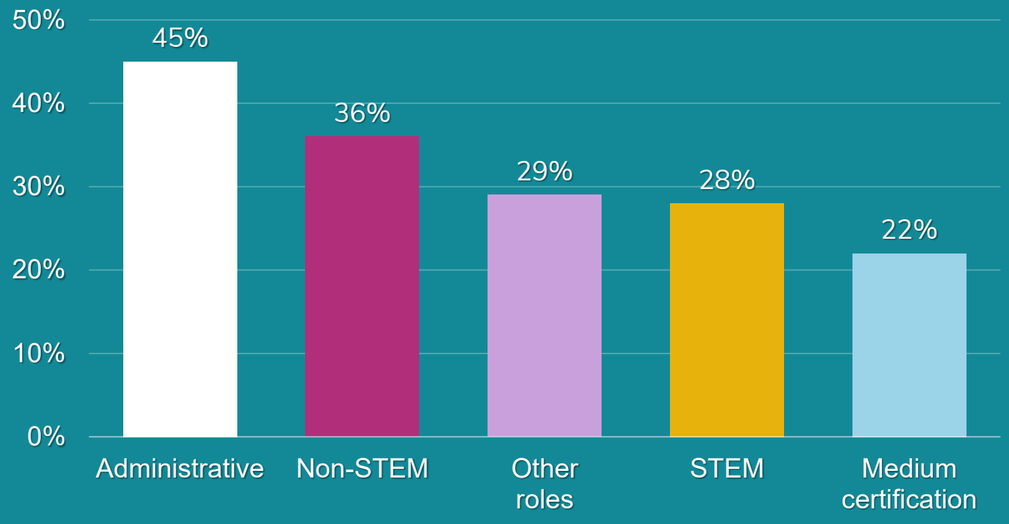
Female Representation in the Renewable Energy Sector (2024)

Global Share of Women in Leadership positions in RE, 2024



Source: IRENA, *Renewable Energy: A Gender Perspective*, 2nd ed., figure 8 (last accessed: 31 Aug 2026).

Global Female Share of Full-Time Employment in RE by Role, 2024



Source: IRENA, *Renewable Energy: A Gender Perspective*, 2nd ed., figure 7 (last accessed: 31 Aug 2026).



Valentyna Beliakova

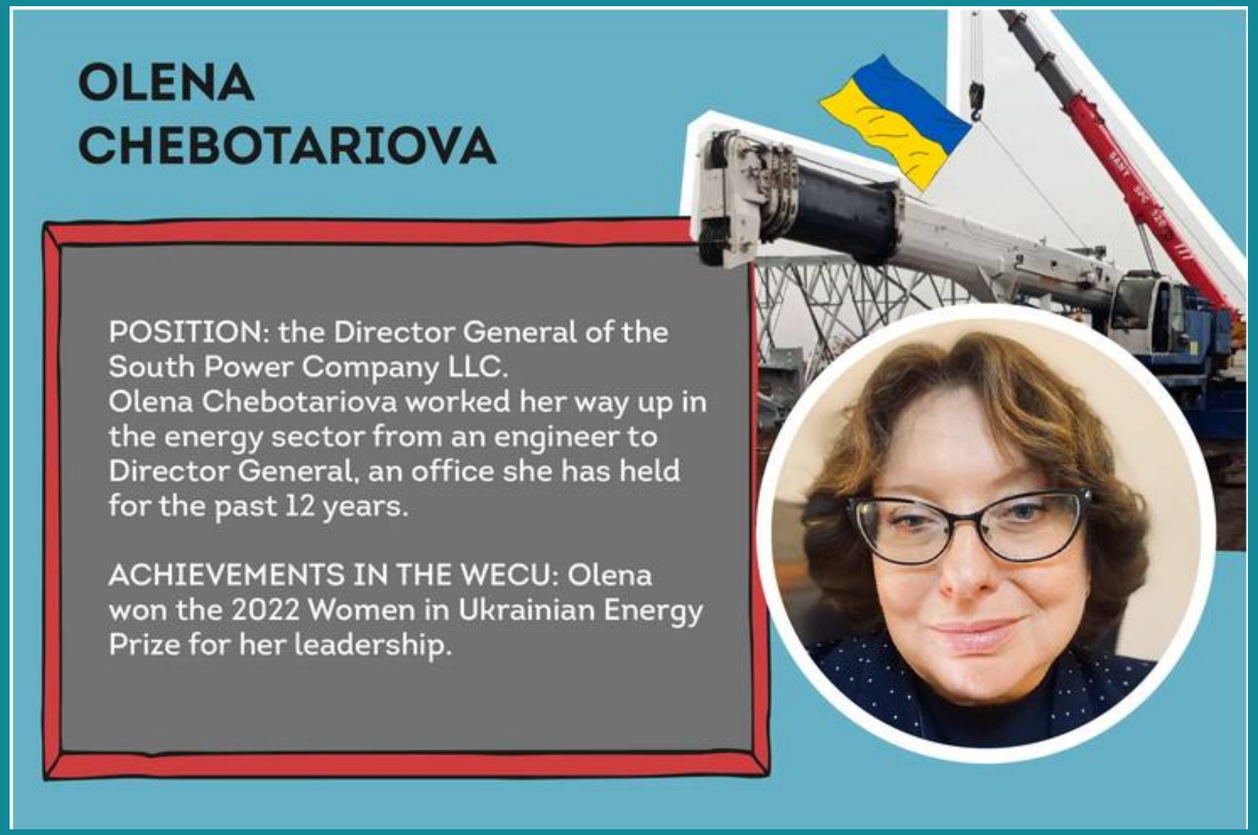
President of

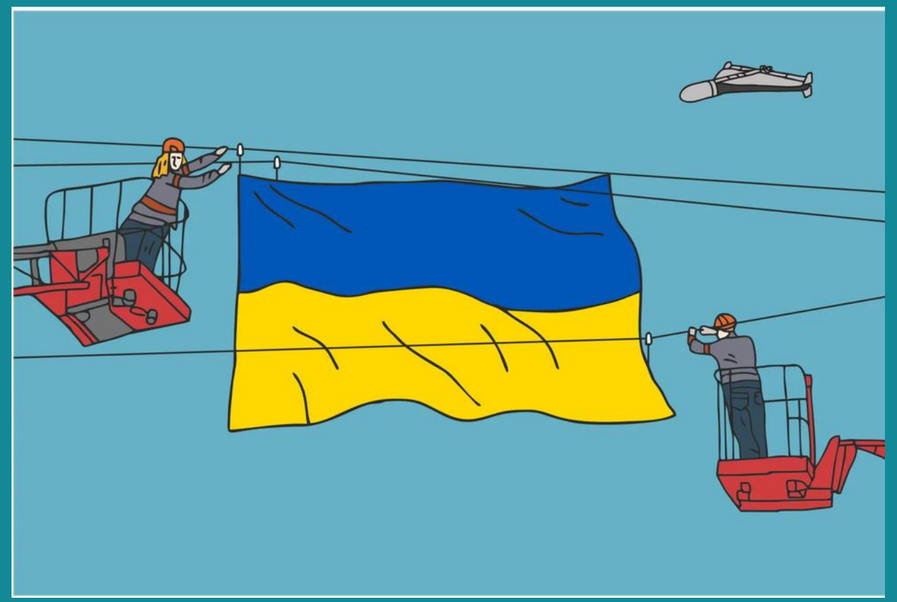
Women’s Energy Club of Ukraine

(WECU)

“Women in Ukrainian Energy” Award

One of the Lightbringers: The Story of Olena Chebotariova’s 40-Years-Long Career in the Energy Sector





Source: Heinrich Böll Stiftung Kyiv Ukraine, *Women in the Ukrainian Energy Sector, One of the Lightbringers* (last accessed: 31 Aug 2026).

Further Material

- **WECU**, *The Role of Women in Ukraine's Energy Sector During War Time – Towards Resilience and Equality – a WECU study conducted within the framework of the German-Ukrainian Energy Partnership*, https://energypartnership-ukraine.org/fileadmin/ukraine/media_elements/240423_The_Role_of_Women_in_Ukraine_s_Energy_Sector_During_War_Time_final.pdf.
- **WECU**, *Gender Dimension of the Energy Crisis in Ukraine: Pathways to Resilience – a WECU study conducted in partnership with UN Women Ukraine*, https://ukraine.unwomen.org/sites/default/files/2025-04/report_gender_dimension_of_the_energy_crisis_in_ukraine_pathways_to_resilience.pdf.
- **IKEM & WECU**, *Women of Ukraine Empowered for a New Workforce Culture in Ukrainian Universities and Research Institutions (WOW),* https://www.ikem.de/en/projekt/wow/.
- **IKEM**, *Europe-Ukraine Energy Transition Hub*, https://www.ikem.de/en/europe-ukraine-energy-transition-hub/.
- **IKEM**, *EQT: Das Gender Equality Toolkit*, https://www.ikem.de/en/projekt/eqt/.
- **IKEM**, *Equal Opportunities Plan 2026–2028*, https://usercontent.one/wp/www.ikem.de/wp-content/uploads/2026/05/Equal-Opportunity-Plan-2026-2028_EN.pdf?media=1781017257.

WECU "Women in Ukrainian Energy" Award

- *The Power of Knowledge: Female Educators Overcoming Stereotypes and Shaping the Rejuvenated Energy Sector*, https://ua.boell.org/en/2024/10/14/syla-znan-yak-zhinky-osvityanky-peremahayut-stereotypy-ta-formuyut-novu-enerhetyku.
- *One of the Lightbringers: The Story of Olena Chebotariova's 40-Years-Long Career in the Energy Sector,* https://ua.boell.org/en/2024/12/03/one-lightbringers-story-olena-chebotariovas-40-years-long-career-energy-sector.
- *From Stereotypes to Solutions: Women at the Forefront of Energy Transformations*, https://ua.boell.org/en/2025/02/13/stereotypes-solutions-women-forefront-energy-transformations.
- *Women in the Ukrainian Energy Sector: Stories of Nataliia Kosa-Mykytiuk and Svitlana Kokhan*, https://ua.boell.org/en/2025/11/24/zhinky-ukrayinskoyi-enerhetyky-istoriyi-nataliyi-kosa-mykytyuk-ta-svitlany-kokhan-yaki.