

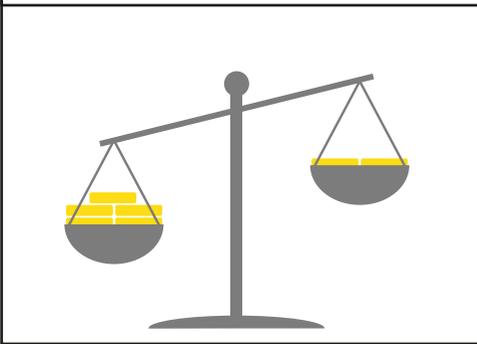
# Fair Play Energy Transition



Magnus' head is spinning! He was just discussing wage differences in Germany with his classmates. He talks to Anna about this.



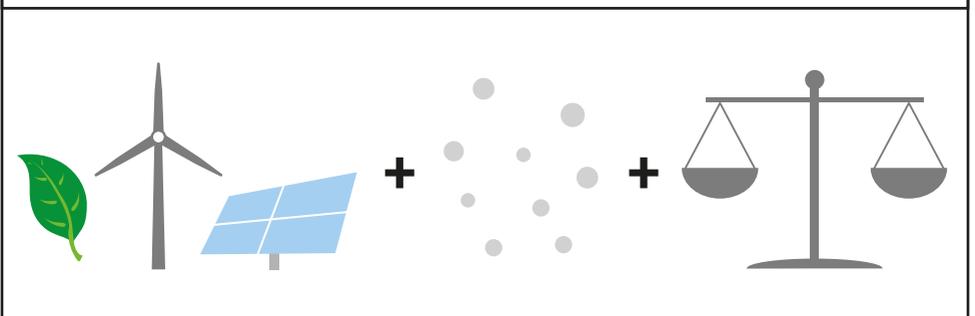
In some cases, salaries can vary extremely among jobs. These large discrepancies in pay prevent a fair distribution of wealth in society.



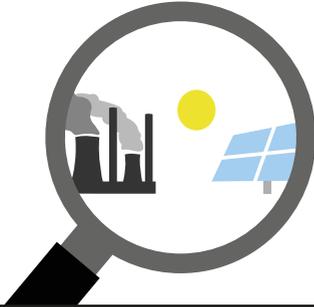
Anna listens closely and excitedly replies that she also deals with these questions in her research.



Magnus is quite surprised. Until now he had thought that Anna was only studying the energy transition. How could these two topics fit together? Anna says that transforming the energy system isn't just a question of technology and the reduction of greenhouse gas emissions. The topic of justice must also be considered.



Along with her colleagues, Anna is investigating how sustainable the German energy system is, covering all aspects of sustainable development.

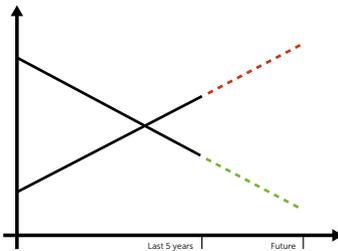


As she already explained to Magnus, their research is guided by sustainability rules.

### Sustainability Rules

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

In order to check whether these rules are taken into account in the energy transition, Anna and her colleagues are developing indicators. These indicators show the trends from the last 5 years. They also give an impression of how things will continue to change in the future.



Anna explains that wealth in Germany is distributed very unevenly.



From the perspective of sustainable development, the aim should be to „balance extreme inequalities in income and wealth“. This also applies, of course, to people working in the energy sector.

### Sustainability Rules

- Reducing excessive income or wealth inequalities.
- \_\_\_\_\_
- \_\_\_\_\_

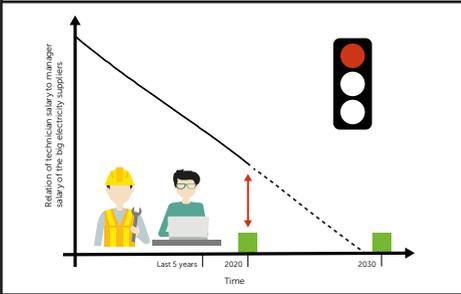
This is why Anna and her team are investigating the wage gap between technical workers and managerial employees at large energy suppliers.



Magnus nods and replies that the appropriate level of salaries for management has been publicly discussed for years now. "Exactly!" says Anna. For example, there is a proposal that managers should not be able to earn more than 12 times as much as their employees.



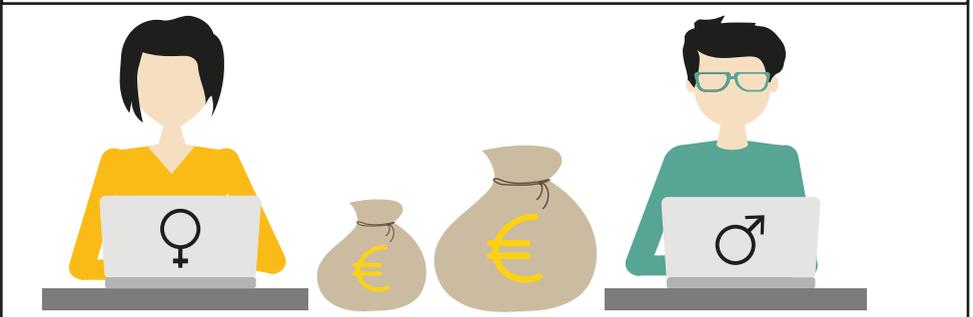
Yet if we look for this in the energy sector, the trend shows that we are still a long way from achieving this goal. Therefore, Anna and her team have marked this indicator with a red traffic light.



Magnus points out that there are not only high wage differences between technical workers and managers, but also among employees within the same areas of responsibility.



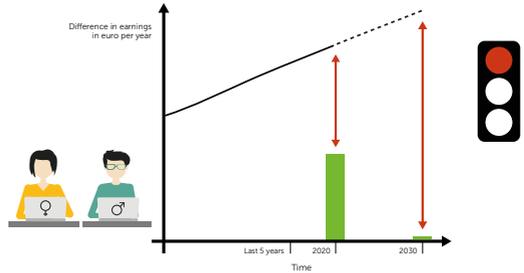
Anna nods. That brings us to another important topic. Anna and her team are also investigating wage differences between women and men, also known as the gender pay gap. This research not only highlights the absolute differences in income between men and women, but also the unequal pay received by women and men in the same profession.



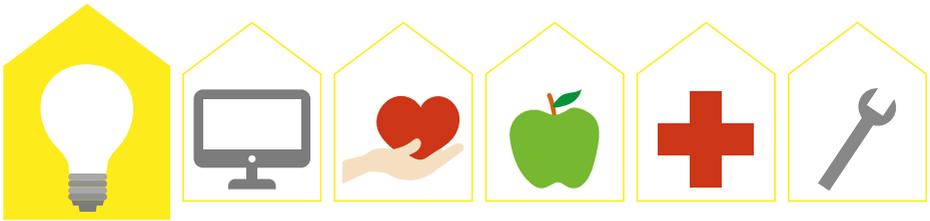
From the perspective of sustainable development, the gender pay gap indicates whether opportunities in the workplace are equal for men and women. As an example, let's take a look at the highest income group in the energy sector. We can see that the income gap between women and men became larger rather than smaller. This indicates that we are far from closing this gender pay gap in the foreseeable future.

**Sustainability Rules**

- \_\_\_\_\_
- Providing equal opportunities in education, employment, public office, and information.
- \_\_\_\_\_
- \_\_\_\_\_



These two examples really make it clear to Magnus that the energy transition can't be achieved only through technical skill – the energy sector must also be designed with justice in mind. This especially applies to companies in the energy sector. If these companies take their responsibility of creating sustainability in the energy transition seriously, they can also serve as role models for other sectors.



The contents of this video are based on the research report:

**Indicator-based Sustainability Assessment of the German Energy System and its Transition**  
 publikationen.bibliothek.kit.edu/1000082161

## Publication Details

Karlsruhe Institute of Technology (KIT)  
Institute for Technology Assessment and Systems Analysis (ITAS)  
Helmholtz Association of German Research Centres (HGF)

„Fair Play Energy Transition“

A comic strip by District Future - Urban Lab, Energy Transformation in Dialogue and Karlsruhe Transformation Centre for Sustainability and Cultural Change.

Concept

Anna-Barbara Grebhahn, Johanna Sterrer, Marius Albiez

Graphics and layout

Johanna Sterrer

Translation

Teagan Wernicke

This comic is based on the film of the same name  
„Fair Play Energy Transition“

Further information and suggestions at:  
[www.dialog-energie.de](http://www.dialog-energie.de)

First Edition (April 2020)

