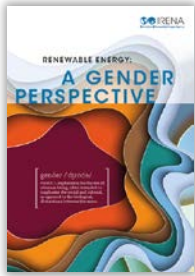
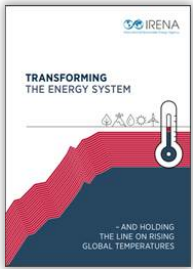
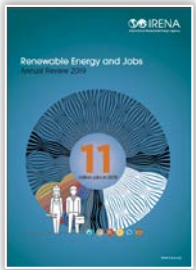




“Renewable Energy: Job Opportunities Along the Value Chain”

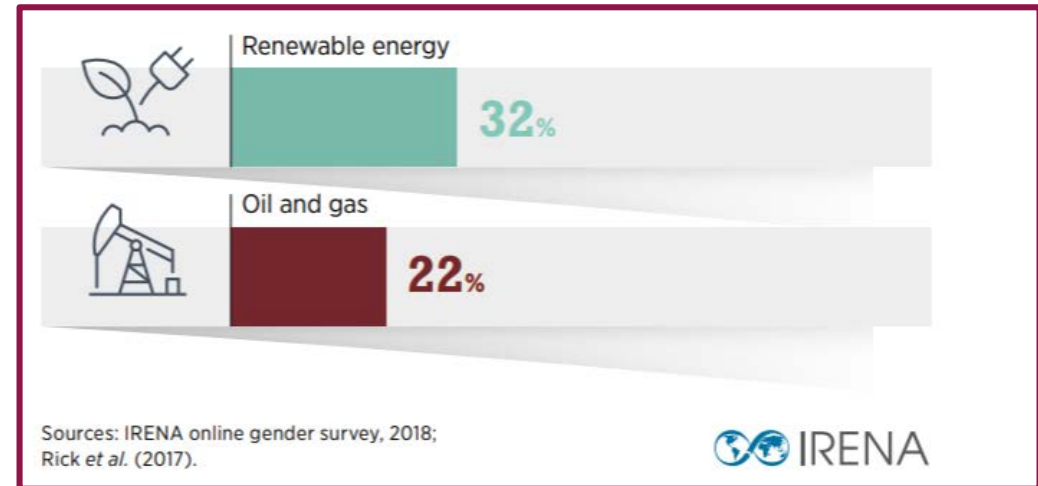
Rabia Ferroukhi
Director – Knowledge, Policy and Finance IRENA

Renewable Energy Jobs: A Gender Perspective



42 million
jobs in 2050

11 million
jobs in 2018

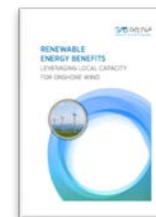


Modern Context: Opportunities Across the Value Chain (solar PV and onshore wind)

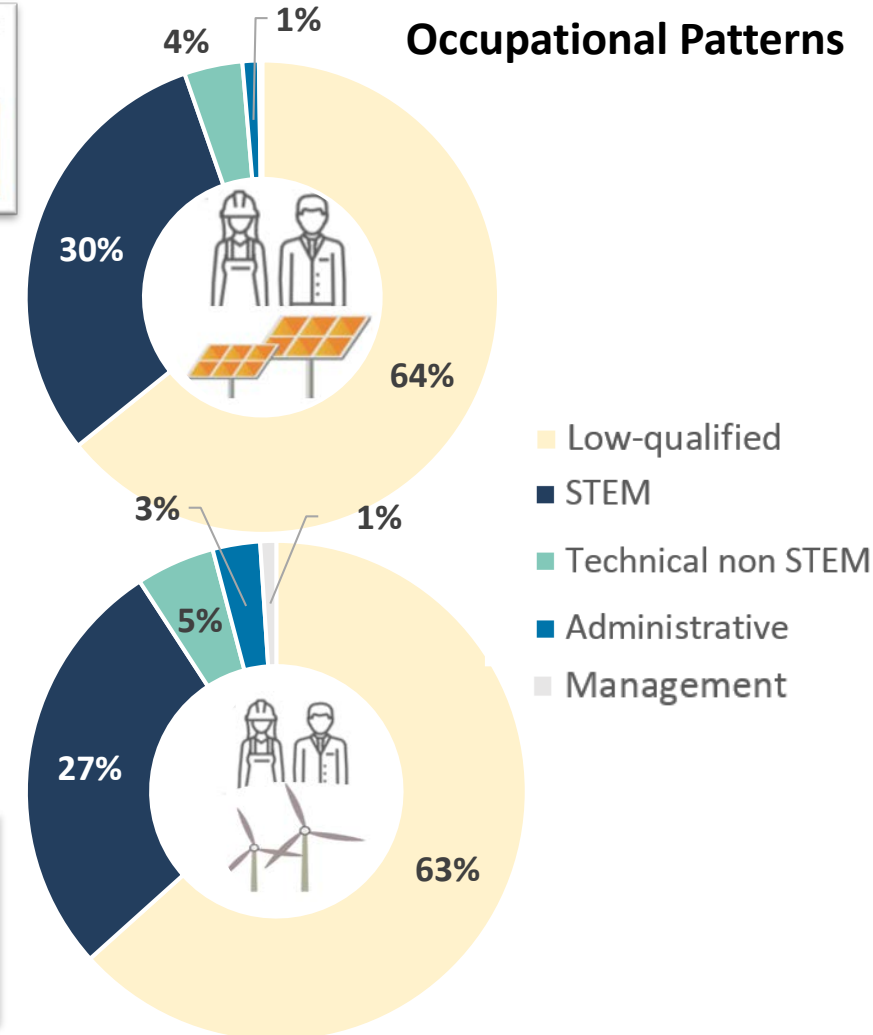
50 MW Solar PV: 229 055 person-days



50 MW Onshore Wind: 144 420 person-days

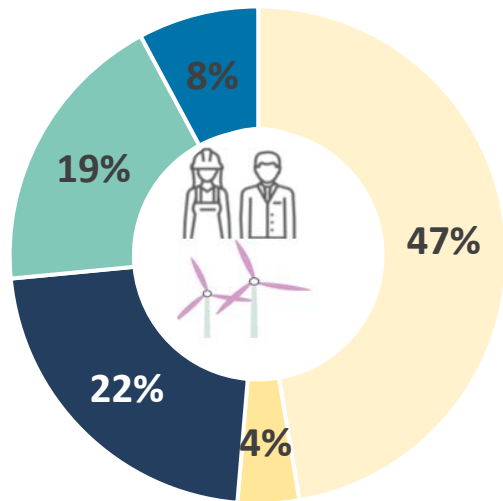
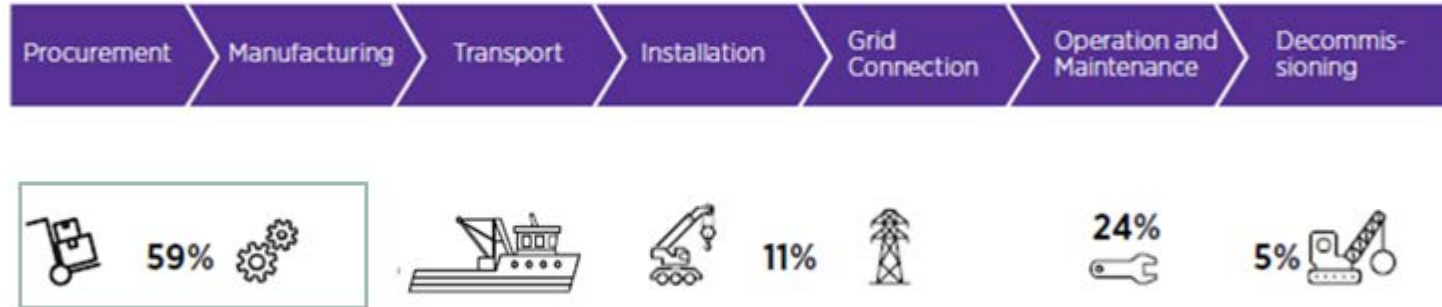
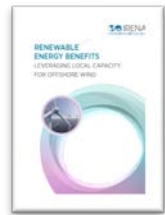


Occupational Patterns

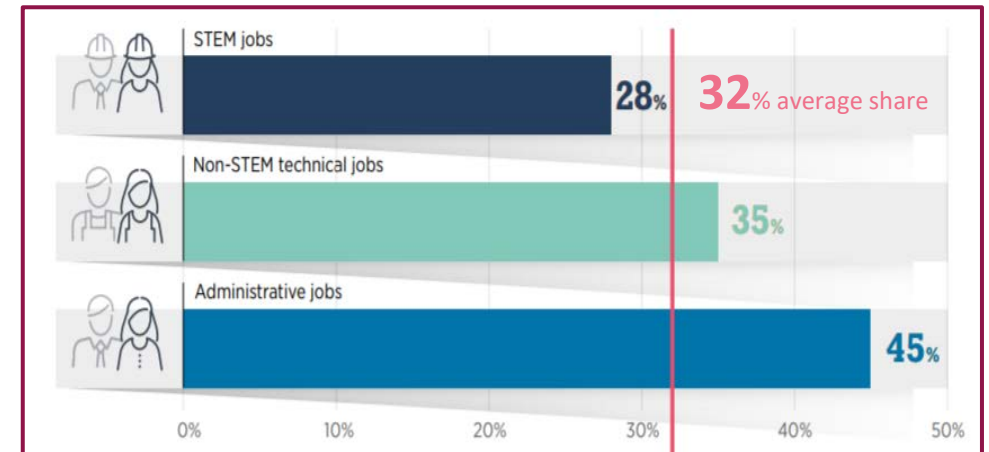


Modern Context: Opportunities Across the Value Chain (offshore wind)

500 MW Offshore Wind: 2.1 million person-days

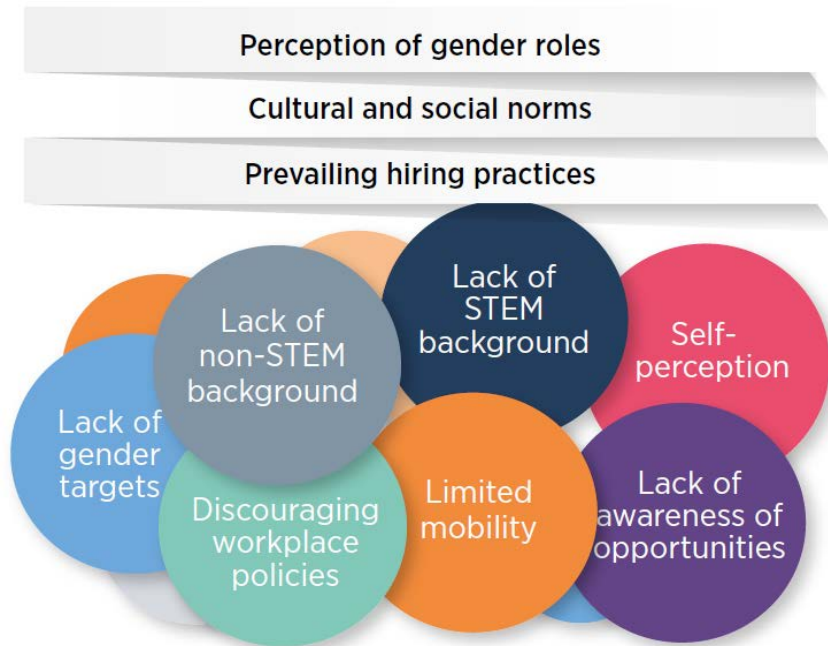


- Low-qualified
- Mid-qualified
- STEM
- Technical non STEM
- Administrative



Modern Context: Barriers to Entry, Advancement and Retention

Barriers to entry



Source: IRENA online gender survey, 2018.

Barriers to advancement and retention

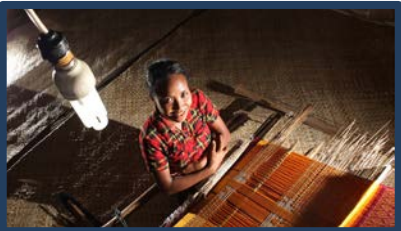
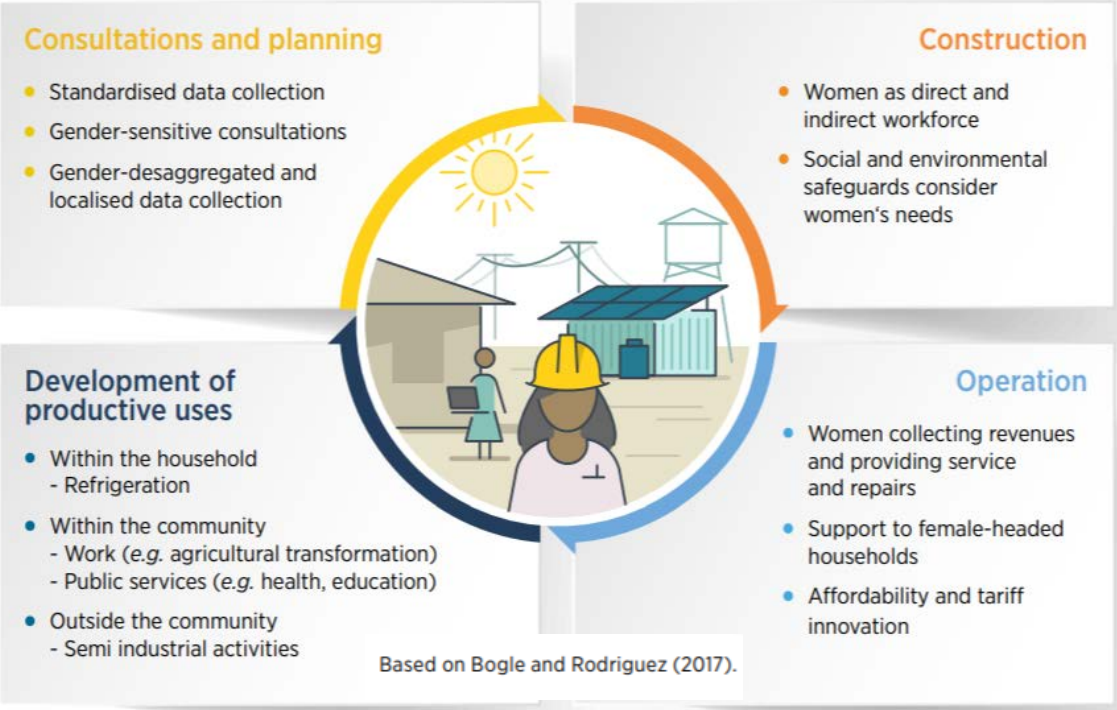


Source: IRENA online gender survey, 2018.

60% | 29%
 shares of men (left) and women (right) in sample who believe the genders are paid equally



Access Context: Barriers and Opportunities Along the Value Chain



Conclusion

Mainstreaming gender in energy sector frameworks at all levels

Gathering and reporting of gender-disaggregated data is crucial.



Tailoring training and skills development

There is a need to adapt curricula and strengthen mentoring for women.



Attracting and retaining talent in the sector through policies

In the access context, efforts beyond skills and training include access to financing and markets.



Challenging cultural and social norms

Strengthening the visibility of the diverse roles of women and helping them become agents of social and economic transformation influence perceptions of gender roles.



The way forward: Engendering the global energy transition

Advancing equality and diversity in the energy sector is a compelling proposition. Establishing gender as a pillar of energy strategies will produce a swifter and more-inclusive transition while accelerating the attainment of multiple Sustainable Development Goals



IRENA, GWEC and GWNET
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Thank you!

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