

"Renewable Energy: Job Opportunities Along the Value Chain"

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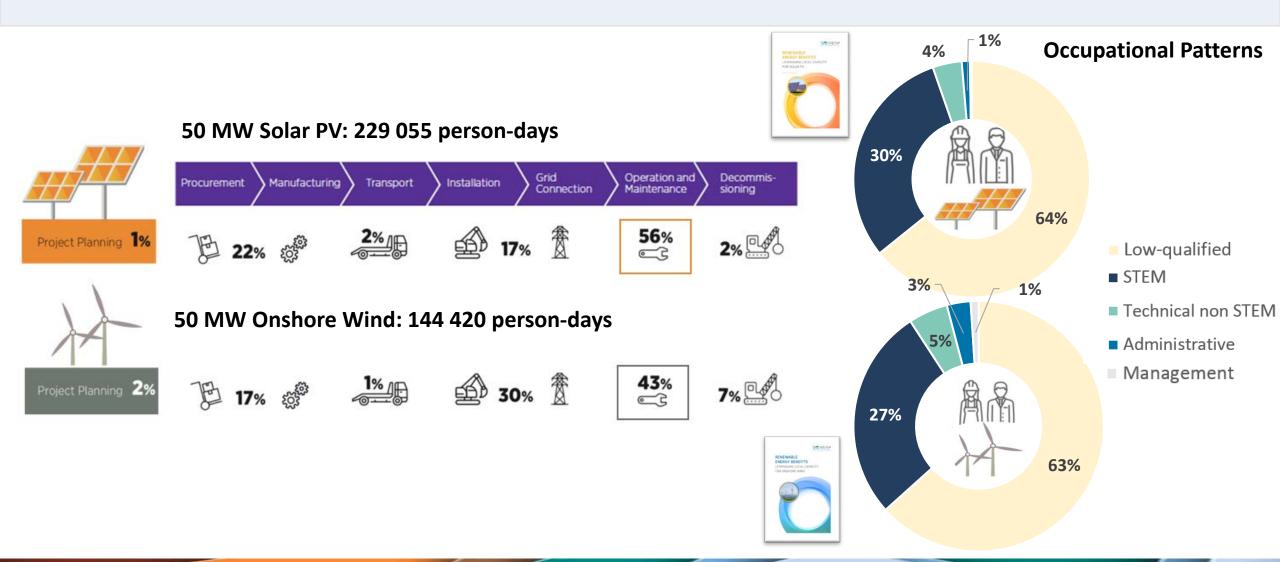
Renewable Energy Jobs: A Gender Perspective





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

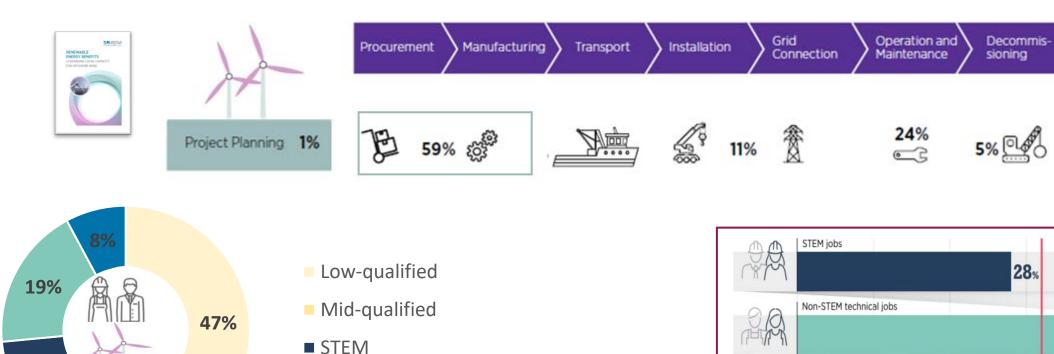




Modern Context: Opportunities Across the Value Chain (offshore wind)



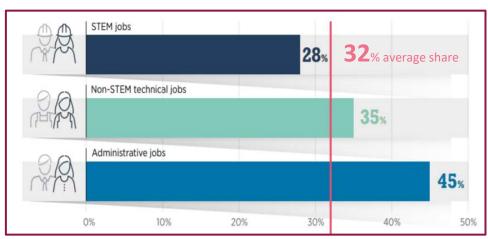
500 MW Offshore Wind: 2.1 million person-days



■ Technical non STEM

Administrative

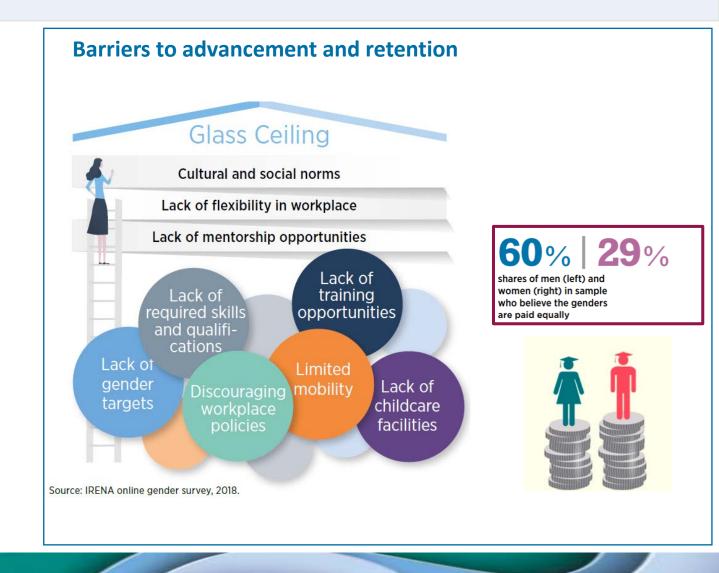
22%



Modern Context: Barriers to Entry, Advancement and Retention







Access Context: Barriers and Opportunities Along the Value Chain





Cultural and social norms

Lack of skills and genderspecific training opportunities Lack of gender sensitive programmes and policies



Consultations and planning

- Standardised data collection
- Gender-sensitive consultations
- Gender-desaggregated and localised data collection

Development of productive uses

- Within the household
 Refrigeration
- Within the community
 - Work (e.g. agricultural transformation)
 - Public services (e.g. health, education)
- Outside the community
- Semi industrial activities

Based on Bogle and Rodriguez (2017).

Construction

- Women as direct and indirect workforce
- Social and environmental safeguards consider women's needs

Operation

- Women collecting revenues and providing service and repairs
- Support to female-headed households
- Affordability and tariff innovation









Conclusion



Mainstreaming gender in energy sector frameworks at all levels

Gathering and reporting of gender-disaggregated data is crucial.



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.





Working from home Flexitime
Annualised hours

Job sharing Job sharing Compressed hours

Flexible working hours

Compressed hours

Job sharing Staggered hours

Part time
Annualised hours

Part time
Annualised hours

Compressed hours Flexible working hours

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 Survey: Women in Wind





www.irena.org/windsurvey

Also available in Spanish and Mandarin



Thank you!

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