“Renewable Energy: Job Opportunities Along the Value Chain”

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Renewable Energy Jobs: A Gender Perspective

11 million jobs in 2018

42 million jobs in 2050

- **Renewable energy**: 32%
- **Oil and gas**: 22%

Sources: IRENA online gender survey, 2018; Rick et al. (2017).
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

- Low-qualified: 64%
- STEM: 30%
- Technical non-STEM: 5%
- Administrative: 27%
- Management: 63%
500 MW Offshore Wind: 2.1 million person-days

- Procurement: 59%
- Manufacturing: 24%
- Transport: 11%
- Installation: 8%
- Grid Connection: 5%
- Operation and Maintenance: 32% average share
- Decommissioning: 45%

- Low-qualified: 19%
- Mid-qualified: 47%
- STEM: 8%
- Technical non STEM: 4%
- Administrative: 22%
Modern Context: Barriers to Entry, Advancement and Retention

### Barriers to entry

- Perception of gender roles
- Cultural and social norms
- Prevailing hiring practices
  - Lack of non-STEM background
  - Discouraging workplace policies
  - Limited mobility
  - Lack of awareness of opportunities
  - Self-perception

### Barriers to advancement and retention

- Cultural and social norms
- Lack of flexibility in workplace
- Lack of mentorship opportunities
  - Lack of required skills and qualifications
  - Discouraging workplace policies
  - Limited mobility
  - Lack of childcare facilities
  - Lack of training opportunities

*Source: IRENA online gender survey, 2018.*
Access Context: Barriers and Opportunities Along the Value Chain

- Cultural and social norms
- Lack of skills and gender-specific training opportunities
- Lack of gender-sensitive programmes and policies

Consultations and planning:
- Standardised data collection
- Gender-sensitive consultations
- Gender-desaggregated and localised data collection

Construction:
- Women as direct and indirect workforce
- Social and environmental safeguards consider women’s needs

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

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

Based on Bogle and Rodriguez (2017).
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.
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

NEW SURVEY- 2019

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Also available in Spanish and Mandarin
Thank you!

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