Energy Transition & the Role of Women: Where Do We Stand Today?

Women in Renewable Energy
Renewable Energy Jobs – A Gender Perspective

42 million jobs in 2050

- STEM jobs: 28%
- Non-STEM technical jobs: 35%
- Administrative jobs: 45%

- 22% share of women in oil and gas industry
- 32% share of women in the renewable energy workforce

11 million jobs in 2018
Barriers to entry of women in the modern renewable energy sector

Perception of gender roles
Cultural and social norms
Prevailing hiring practices

Lack of perception
Lack of STEM background
Self-perception
Limited mobility
Lack of awareness of opportunities
Lack of gender targets
Discouraging workplace policies

Source: IRENA online gender survey, 2018.
Barriers to retention and advancement of women in the modern energy context

Glass Ceiling

- Cultural and social norms
- Lack of flexibility in workplace
- Lack of mentorship opportunities

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

Source: IRENA online gender survey, 2018.
Policies and solutions to increase women’s participation in the sector

- Part-time employment, flexitime and job-sharing
- Paid parental leave
- Fair and transparent internal processes (appraisal and promotion)
- Mentorship programmes
- Understand and addressing wage gaps
- Goals for gender diversity and equity
- Encourage gender through deployment policies (e.g. auctions)
- Gender audit
- Training in gender awareness
- Awareness of opportunities
- Mentorship programmes
- Publishing training opportunities
- Apprenticeships
- University curricula
- Scholarships, internships and enrolment targets
- Vocational training

“30-by-30” programme
Engineers Canada

Energy Australia

GWNET

WOMEN in RENEWABLE ENERGY

ENERGIA

Kings College London

Massachusetts Institute of Technology
Barriers to the participation of women in the energy access context

Regional distribution of responses on barriers to women’s participation in the energy access context

- Cultural and social norms: 74%
- Unequal asset ownership: 45%
- Lack of skills: 33%
- Lack of gender-specific training: 40%

Source: IRENA online gender survey, 2018.
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.
Thank you!

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