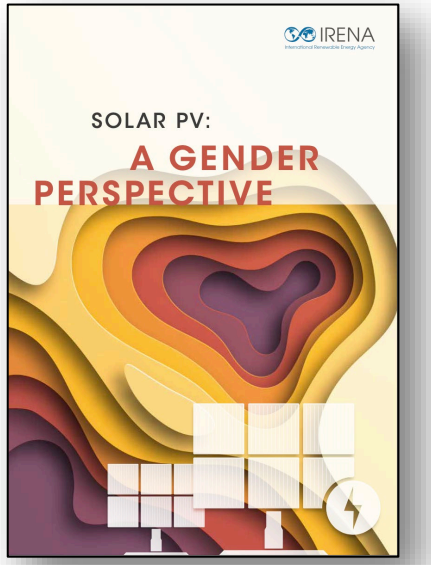

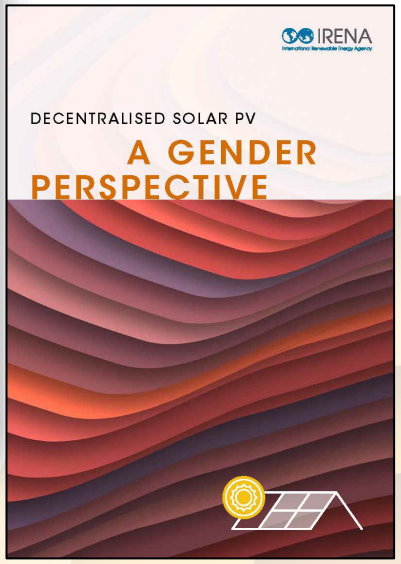

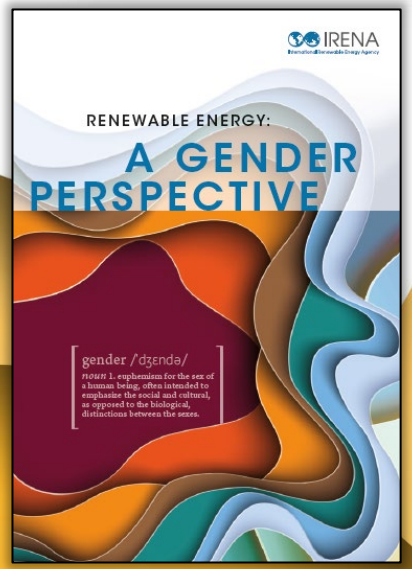

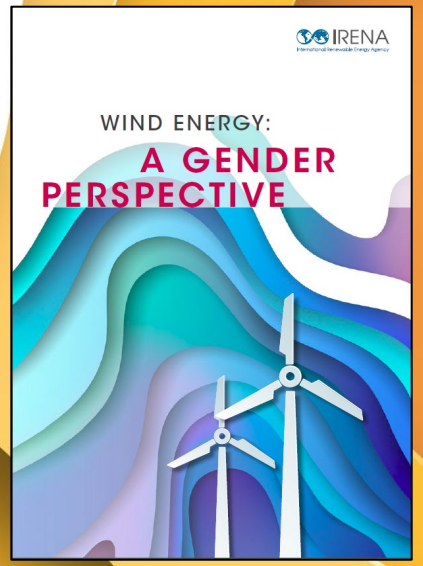

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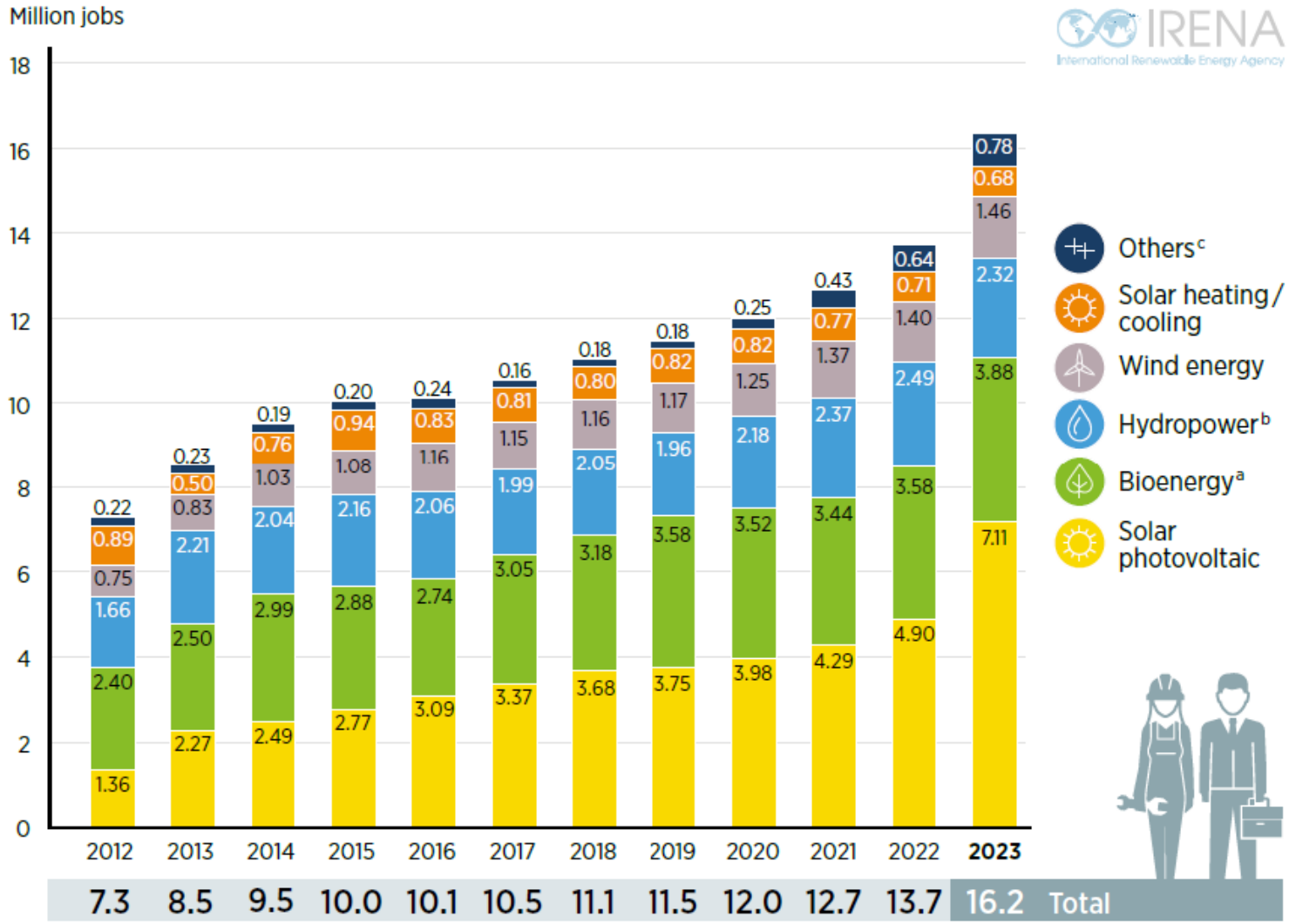
International Renewable Energy Agency

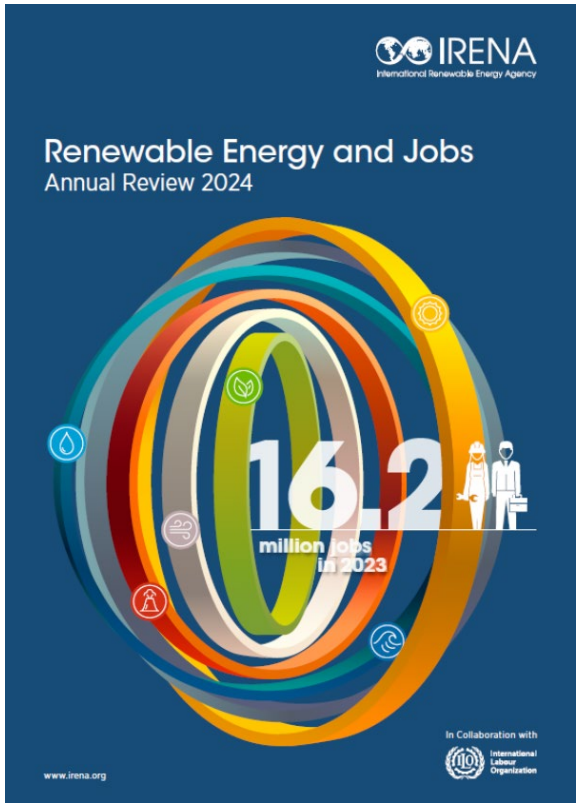
Renewable Energy: A Gender Perspective

Celia García-Baños
Programme Officer, Policy Socioeconomics and Gender
IRENA

Gender@irena.org

Jobs evolution across RE technologies over the years





Pathway to 1.5°C, potential for jobs across all the world

IRENA
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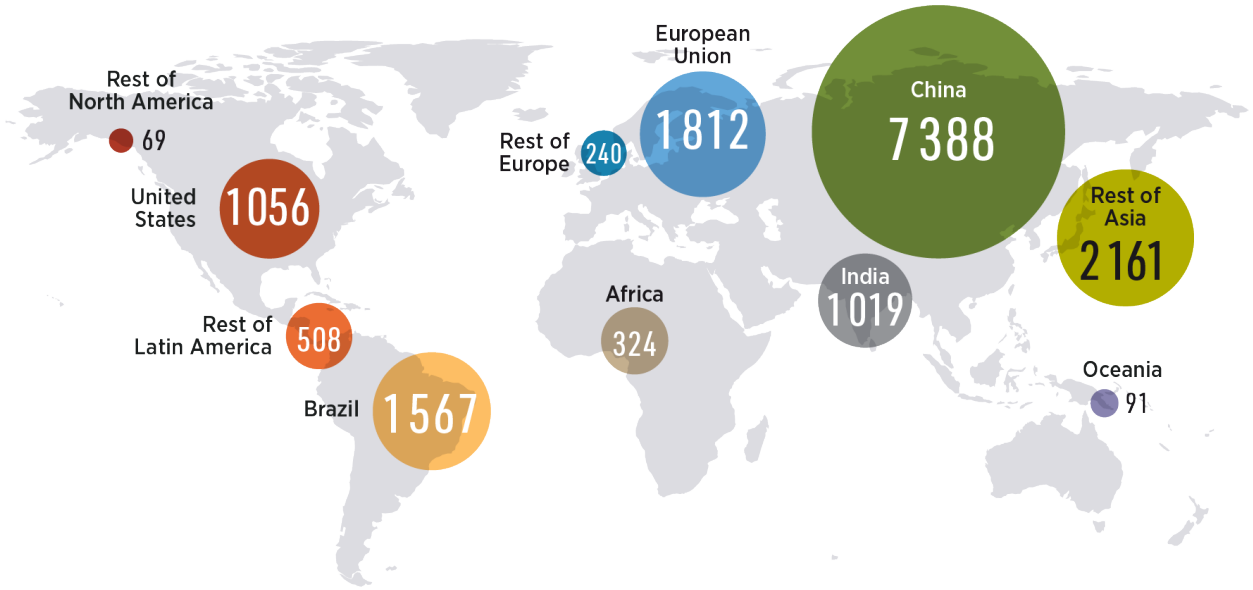
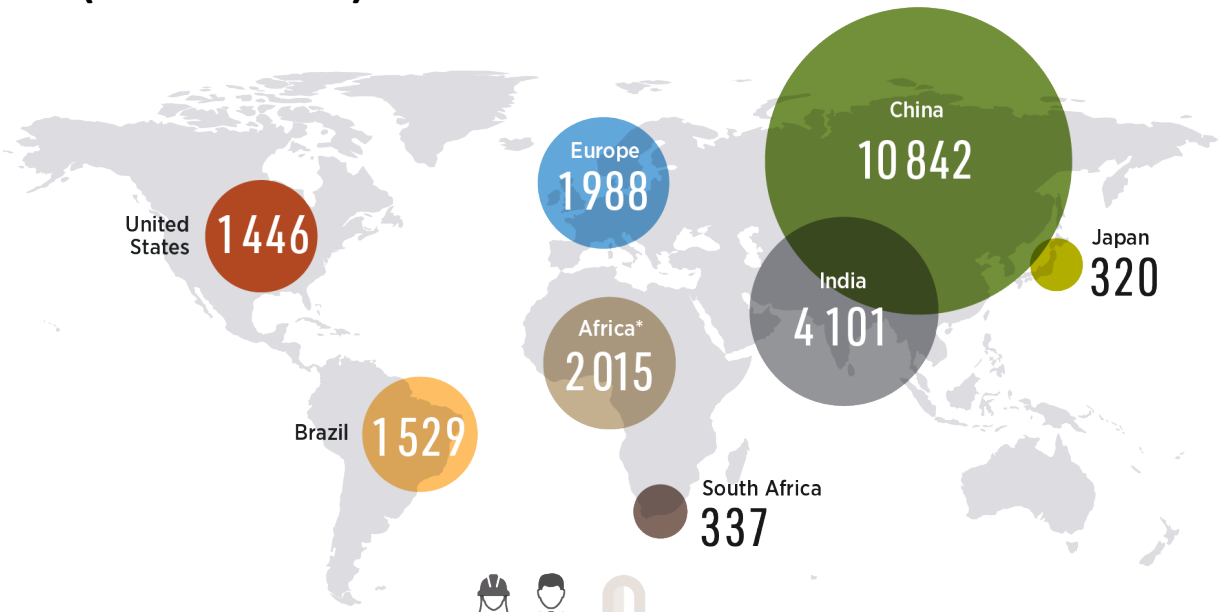
Jobs in 2023 (in thousands)



Expected jobs under the 1.5°C scenario in 2030 (in thousands)



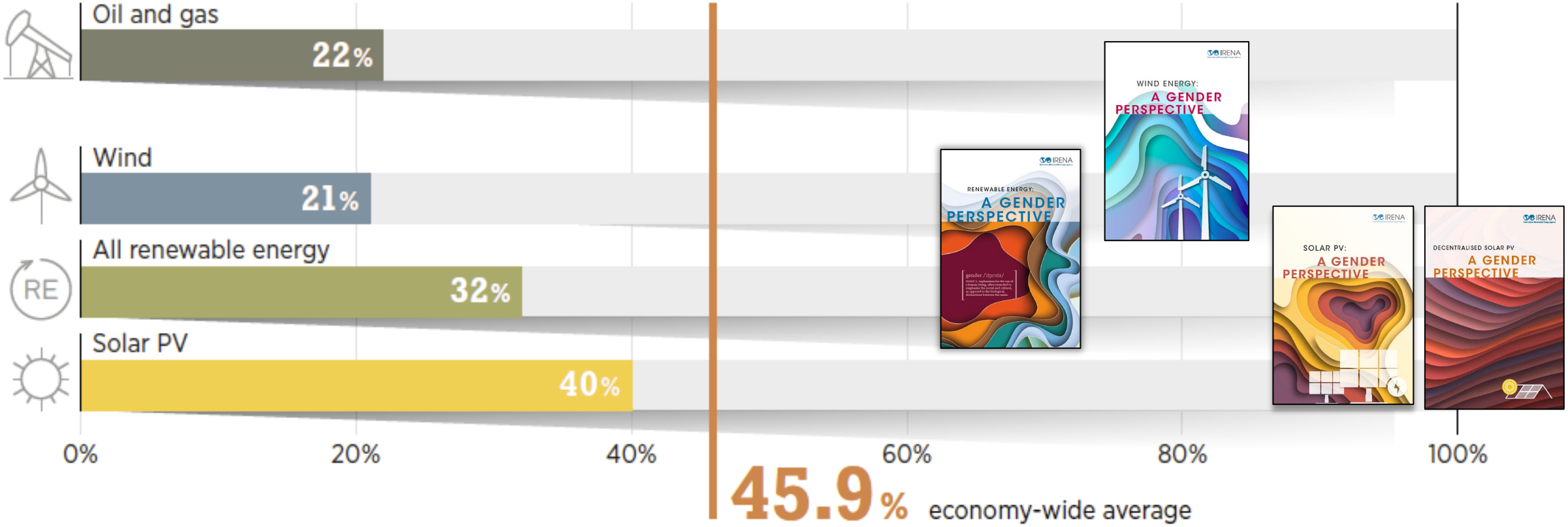
16.2 million jobs in 2023

2x

PATHWAY TO 1.5°

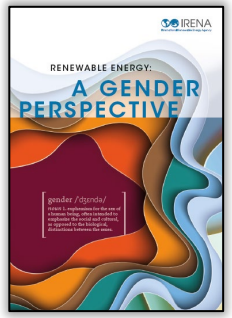
30 million jobs by 2030

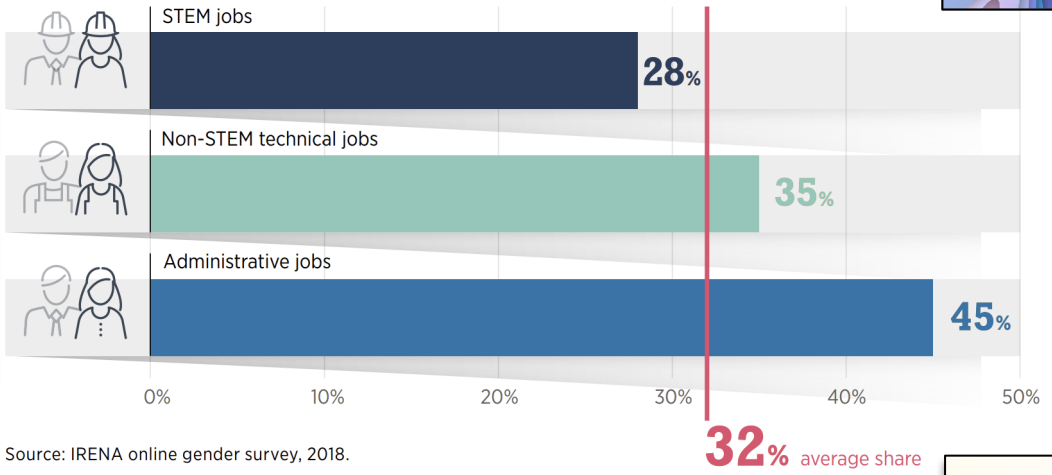
Renewable Energy Jobs: A Gender Perspective



Note: The results did not show any significant difference between off-grid and on-grid employment of women. Therefore we assume similar shares of women in both contexts.

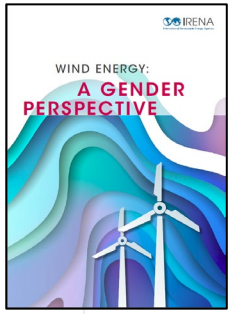
Women's share, by role (STEM, Non-STEM, Administration)

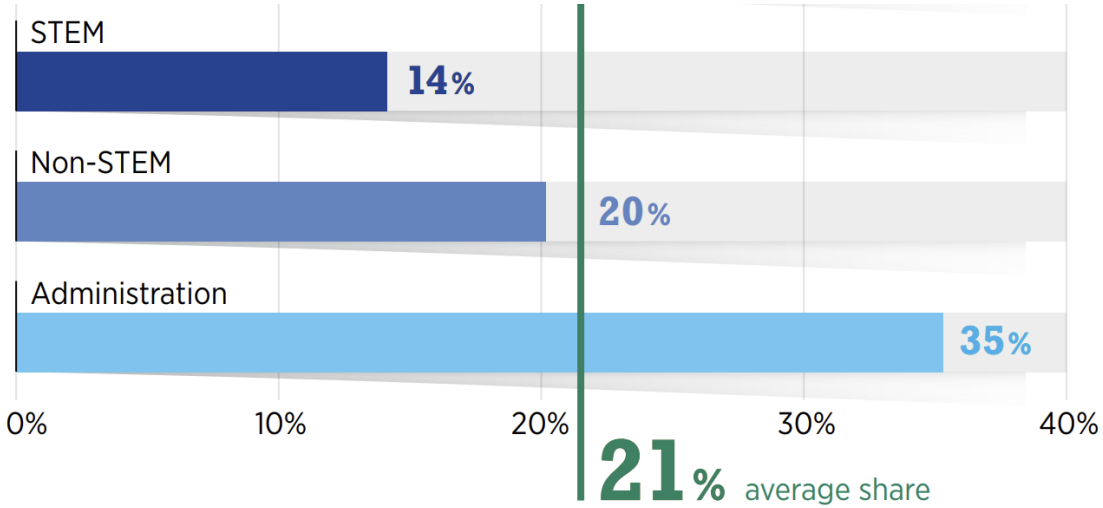


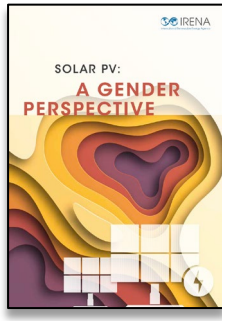


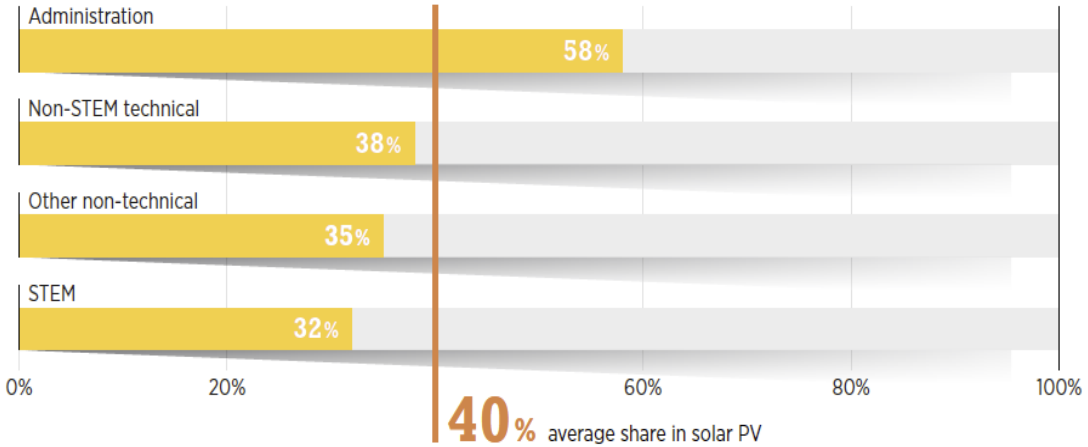
Source: IRENA online gender survey, 2018.

Note: The vertical line indicates the average share of women in renewable energy jobs among survey respondents.

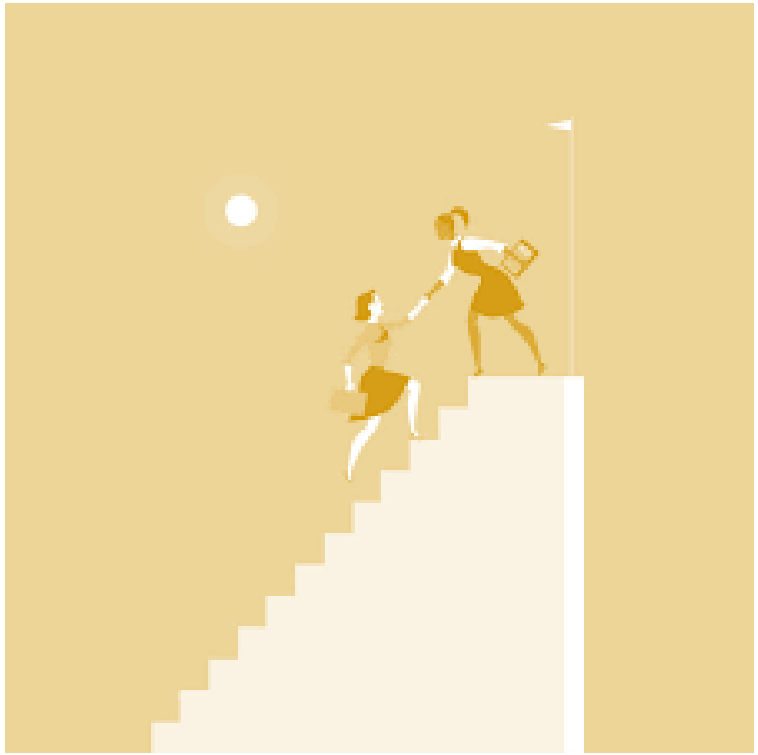


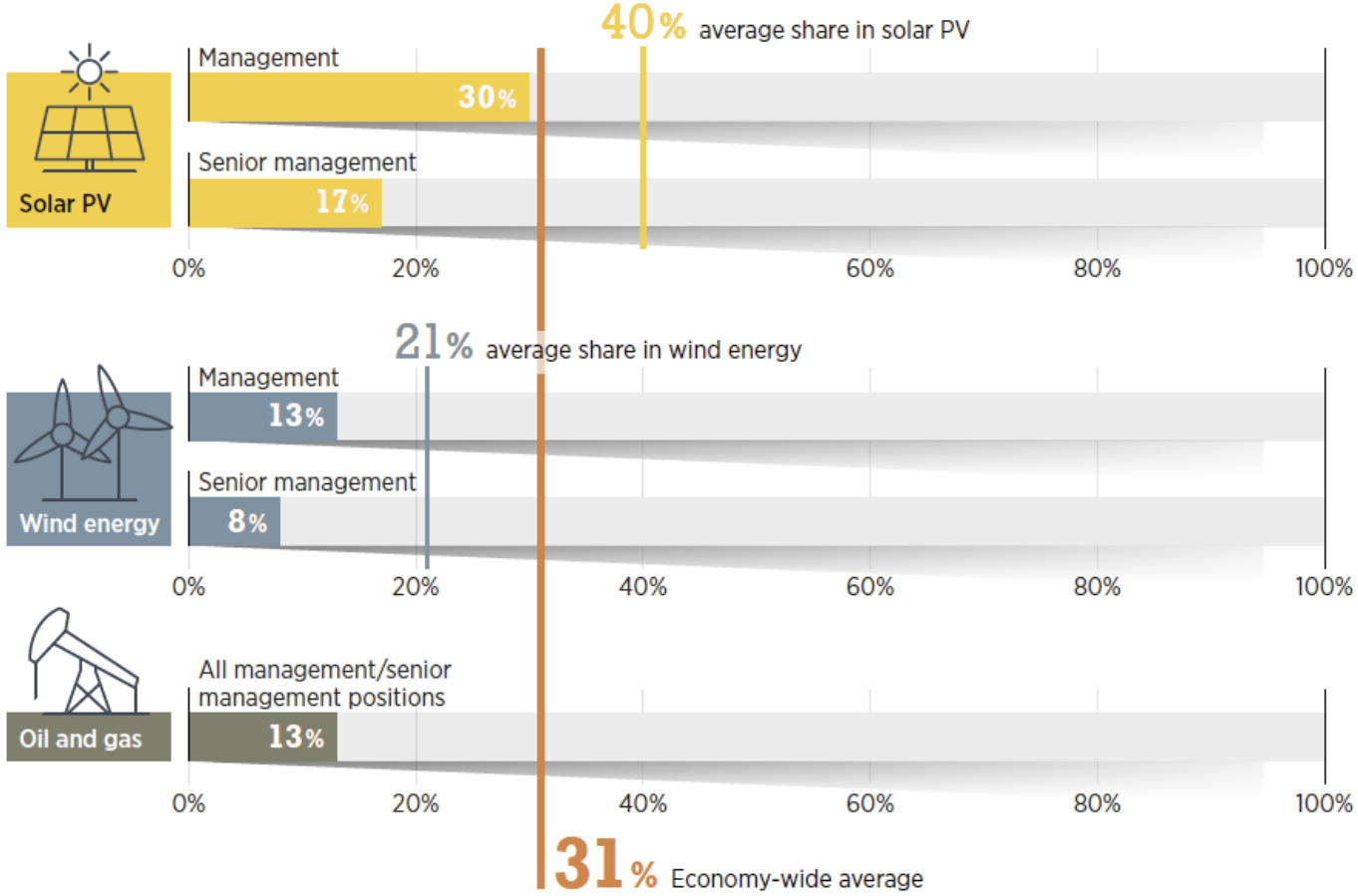


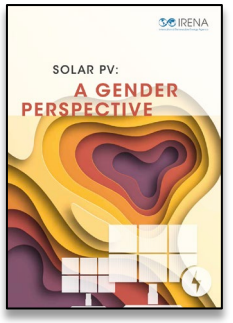


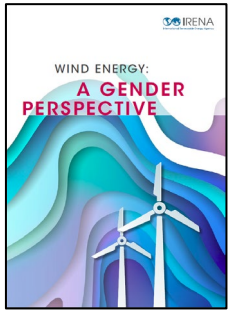


Women's share, in managerial positions



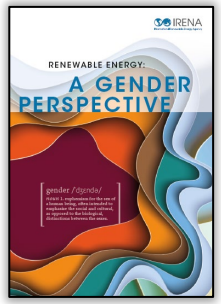


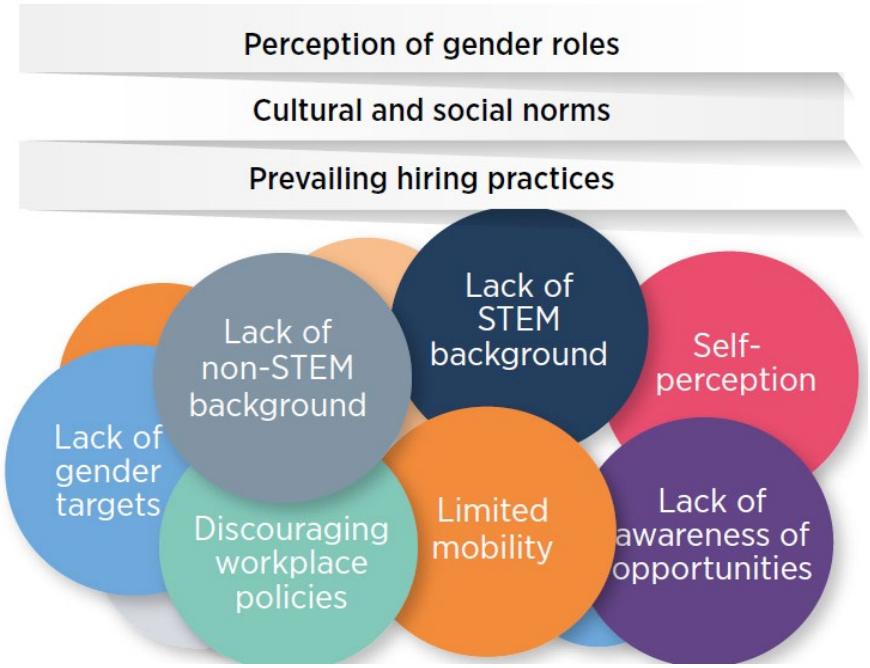


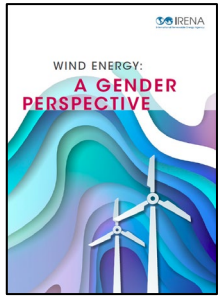


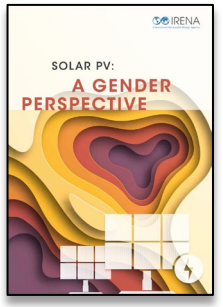
Source: IRENA online solar PV survey, 2021, and IRENA (2021), Grant Thornton (2021) and BCG (2021).

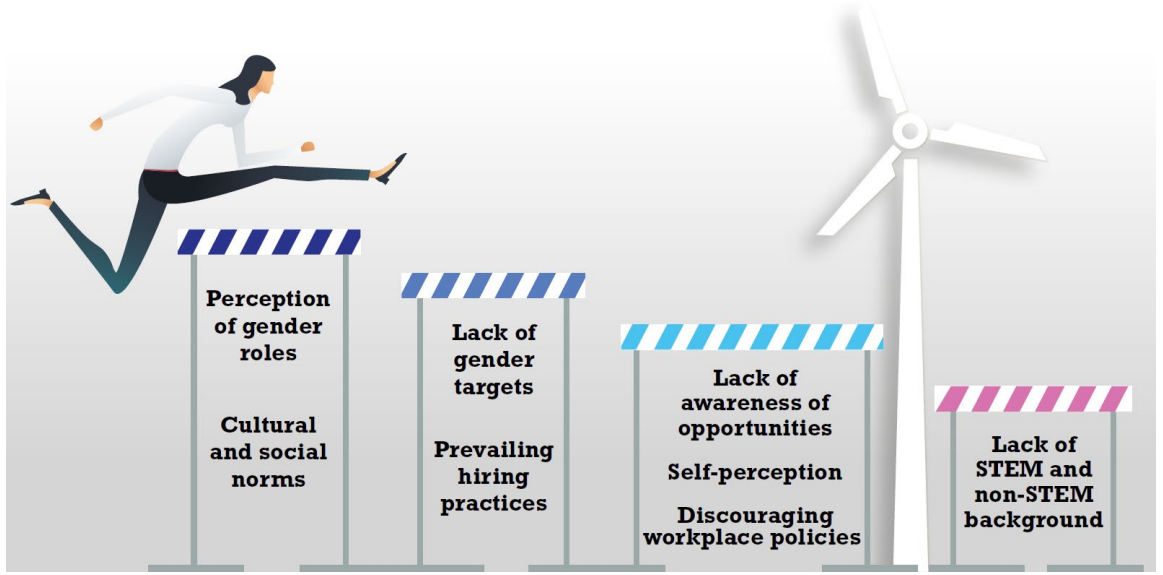
Barriers to entry (RE, Wind, Solar)

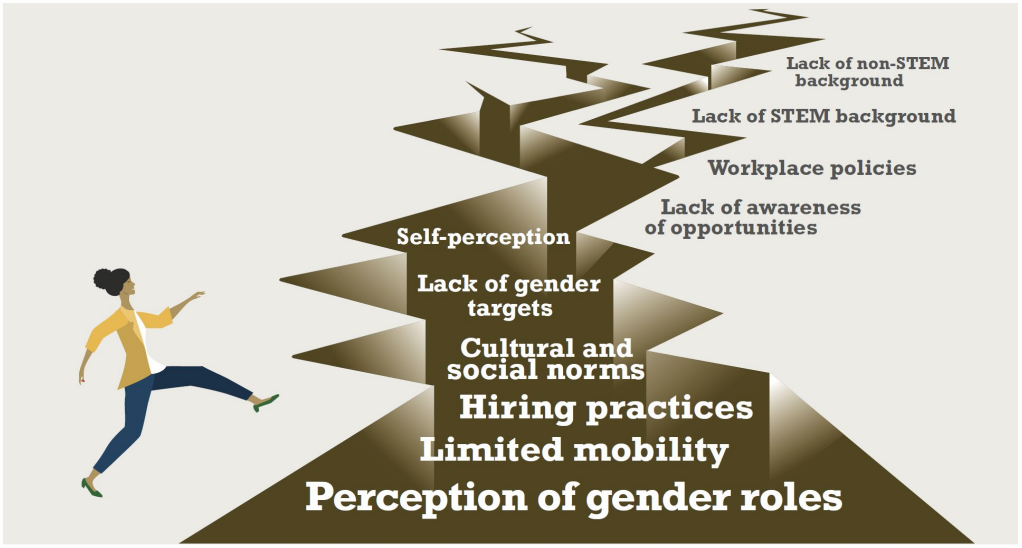




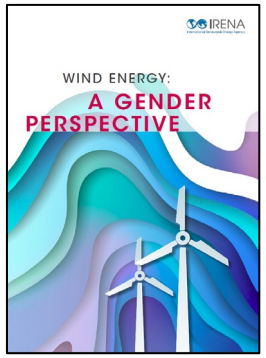


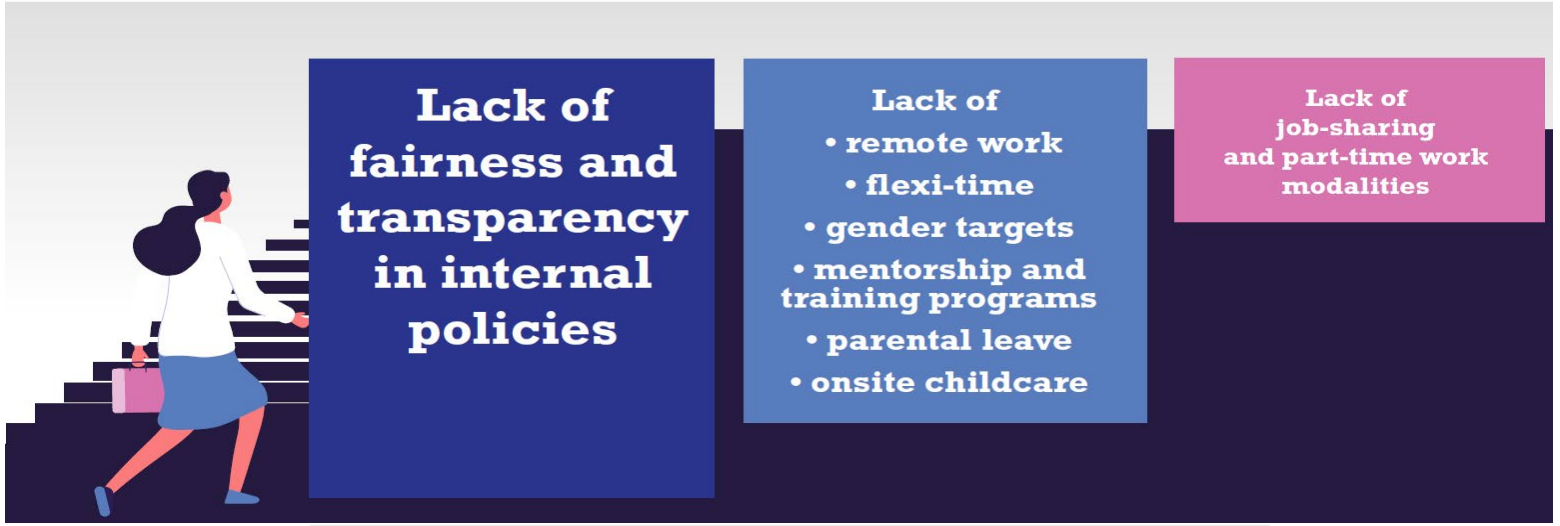


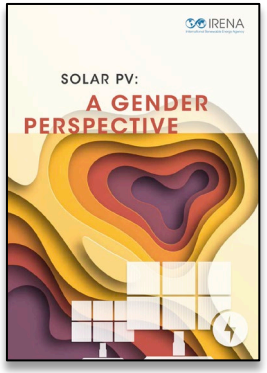




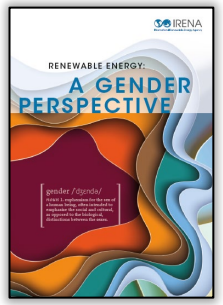
Barriers to retention

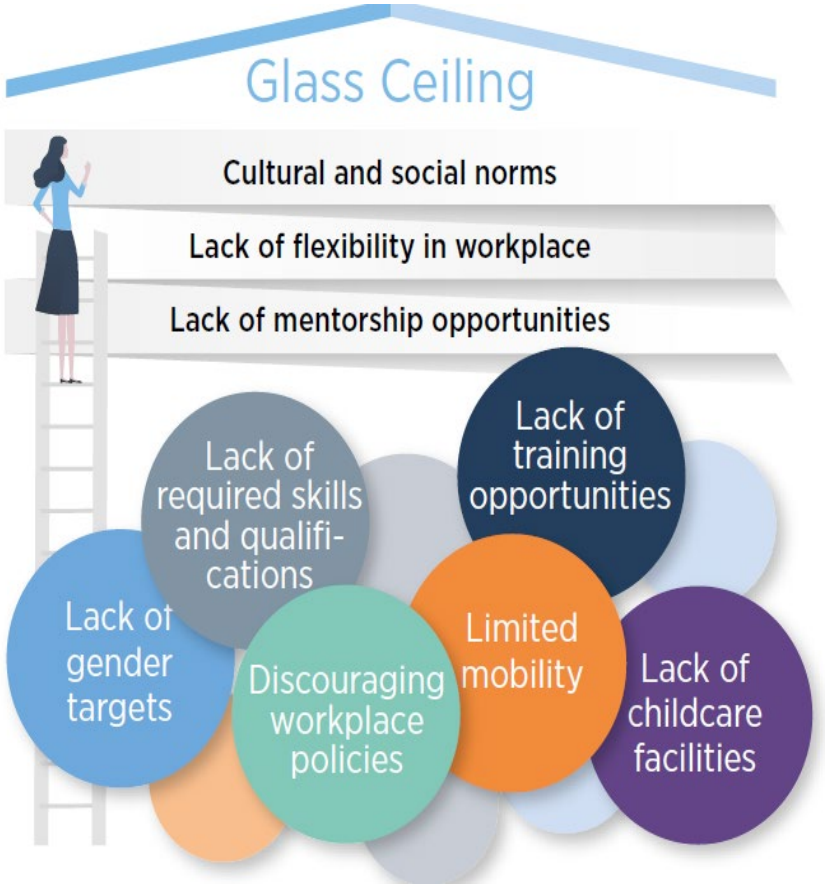


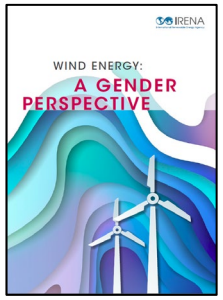


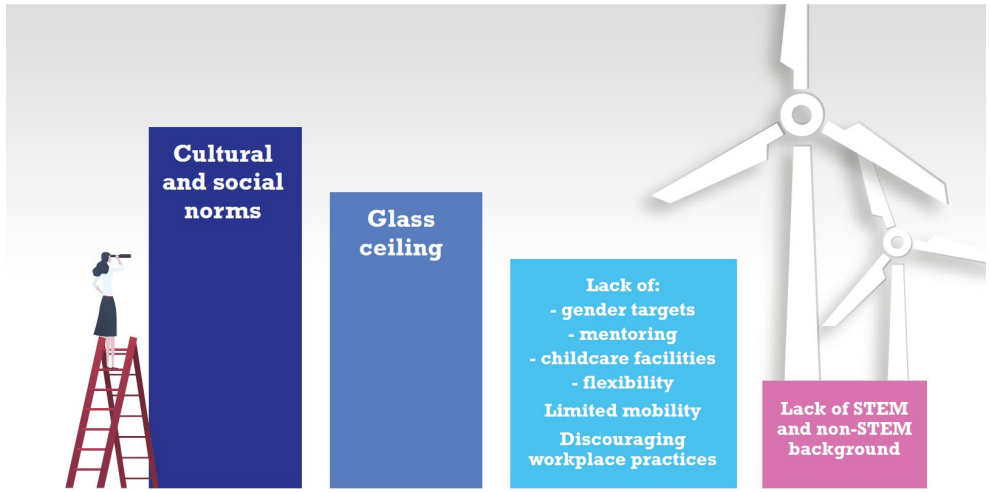


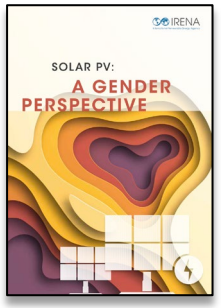
Barriers to advancement (RE, Wind, Solar)



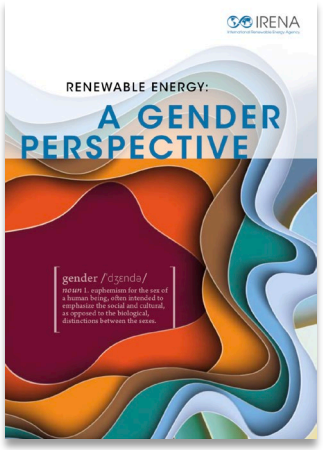


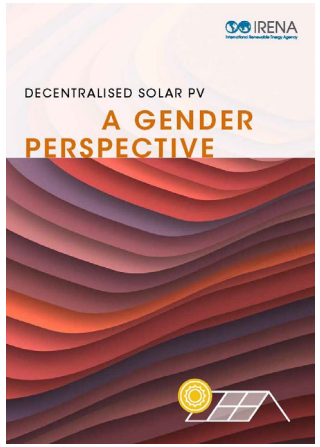






Access Context: Opportunities to women's participation





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

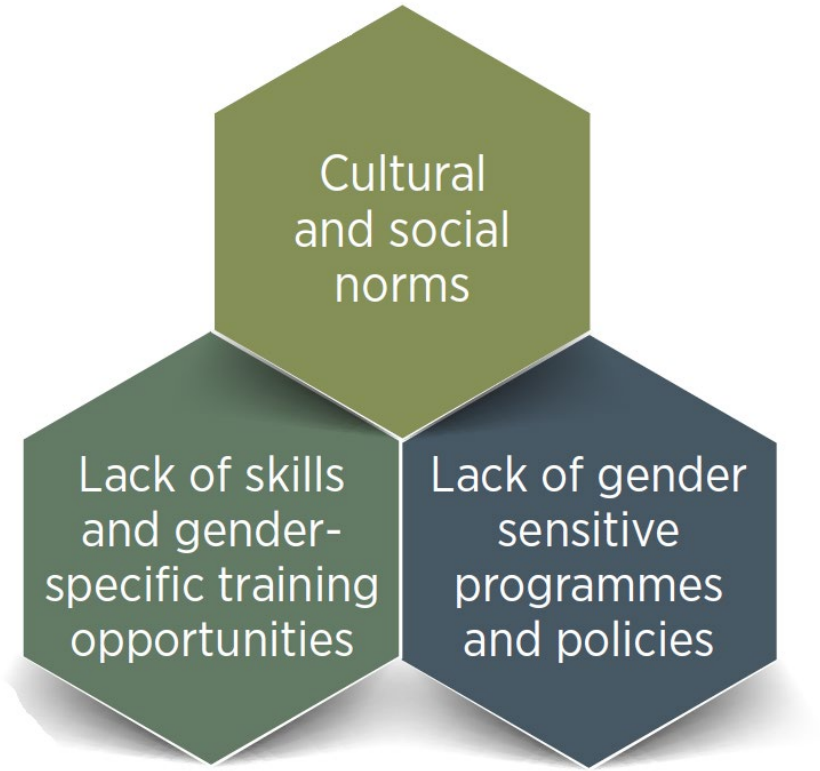
- Within the household
  - Refrigeration
- Within the community
  - Work (*e.g.* agricultural transformation)
  - Public services (*e.g.* health, education)
- Outside the community
  - Semi industrial activities

Operation

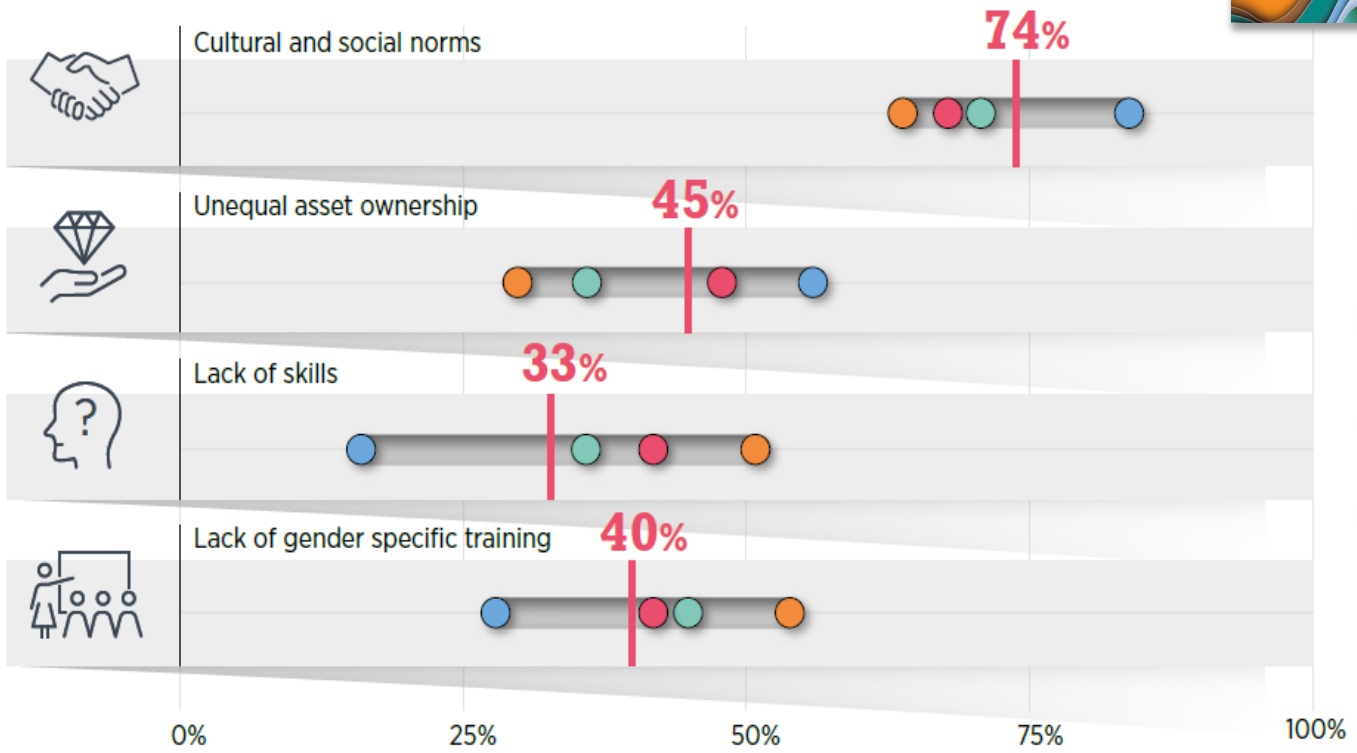
- Women collecting revenues and providing service and repairs
- Support to female-headed households
- Affordability and tariff innovation

Based on Bogle and Rodriguez (2017).

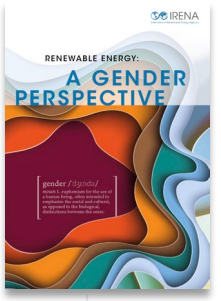
Access context: Barriers to the participation of women

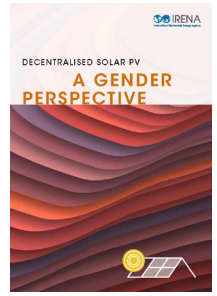


Regional distribution of responses on barriers to women's participation in the energy access context



Source: IRENA online gender survey, 2018.





Measures and policies to “engender” the energy transition

- Part-time employment, flexi-time and job-sharing
- Paid parental leave

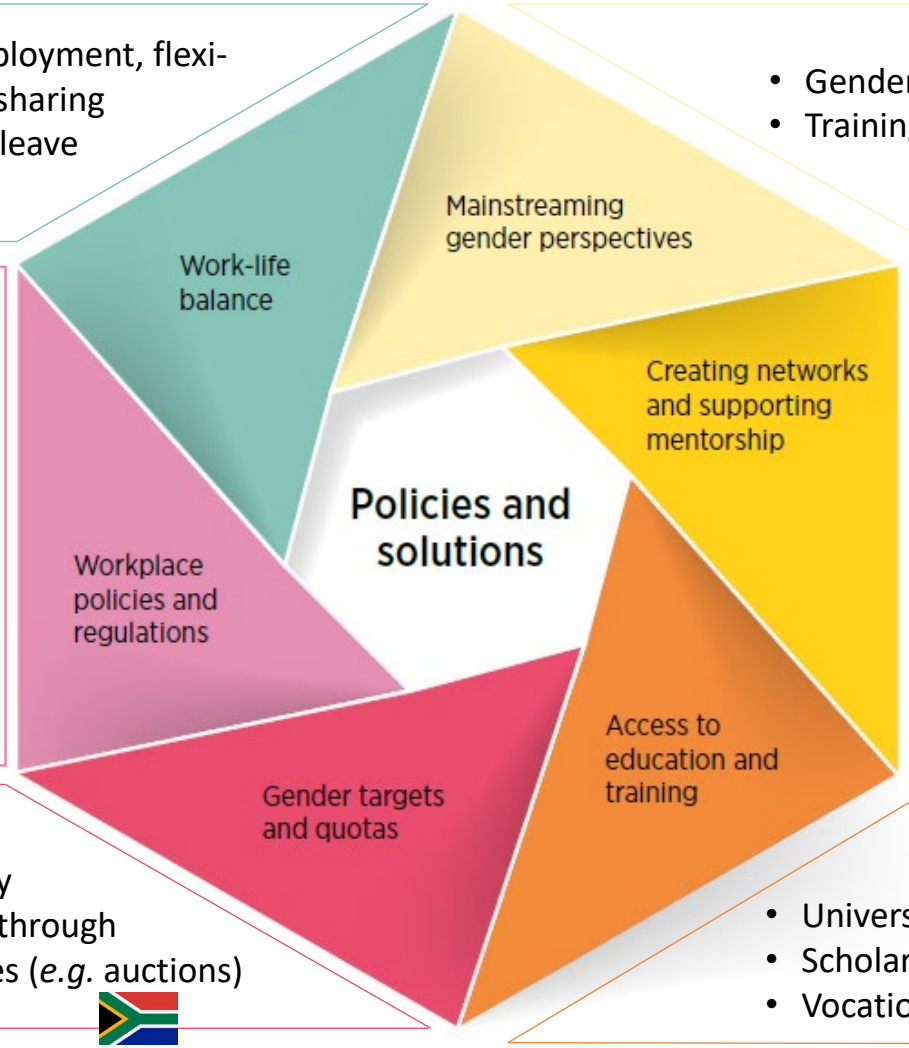
- Gender audit
- Training in gender awareness

ENERGIA INTERNATIONAL NETWORK ON GENDER & SUSTAINABLE ENERGY

- Fair and transparent internal processes (appraisal and promotion)
- Mentorship programmes
- Understand and addressing wage gaps

OR Orkuveita Reykjavikur

EnergyAustralia



- Awareness of opportunities
- Mentorship programmes
- Publishing training opportunities
- apprenticeships

“30-by-30” programme
Engineers Canada

- Goals for gender diversity and equity
- Encourage gender through deployment policies (*e.g.* auctions)

Vestas

KING'S College LONDON

Massachusetts Institute of Technology

- University curricula
- Scholarships, internships and enrolment targets
- Vocational training

The Way Forward: Diversifying the energy transition

Improving women's representation in the renewable energy sector can help attain multiple SDGs, but also, needs to be part of a broader objective: diversifying the workforce as a whole so it includes everyone's vision, talents and skills.

This means not only women, but also all other vulnerable and discriminated groups.

IRENA's RENEWABLE ENERGY: A GENDER PERSPECTIVE – Global Survey

https://www.irena.org/gendersurvey

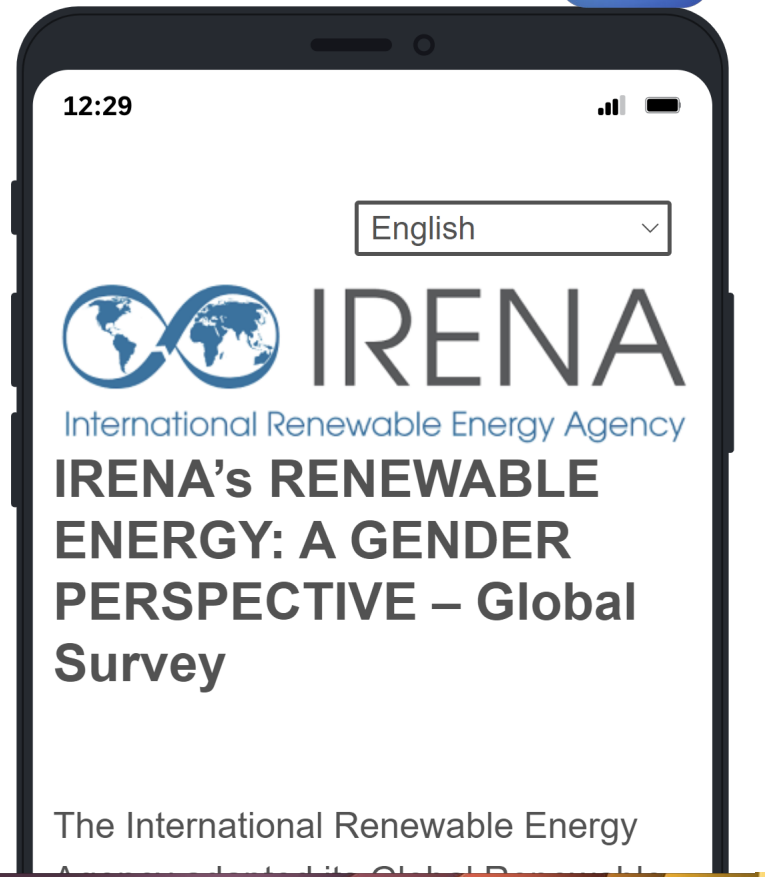
English

IRENA
International Renewable Energy Agency

IRENA's RENEWABLE ENERGY: A GENDER PERSPECTIVE – Global Survey

The International Renewable Energy Agency adapted its Global Renewable Energy Gender Survey and the subsequent Global Wind and Solar Photovoltaic (PV) Gender Surveys to conduct an update of the Global Gender Survey for the Renewable Energy Industry.

In 2019, the International Renewable Energy Agency (IRENA), building on a ground-breaking survey of employees, companies and institutions, published the first global report dedicated to gender in the renewable energy workforce (available here). In early 2020, a



IRENA's socioeconomic work

Local capacity assessments

Gender assessments

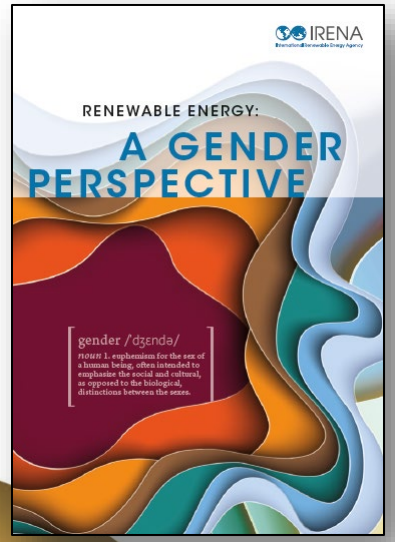
Annual reviews of employment in renewables

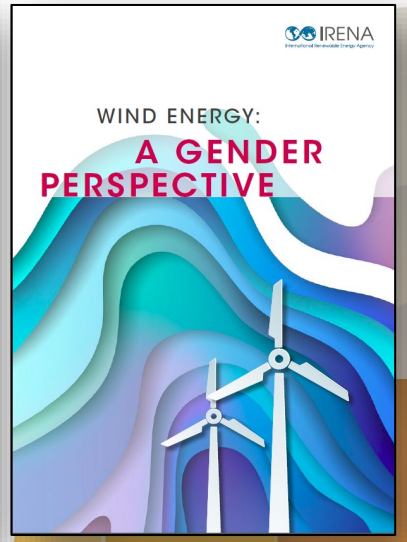
Macro-economic global assessments

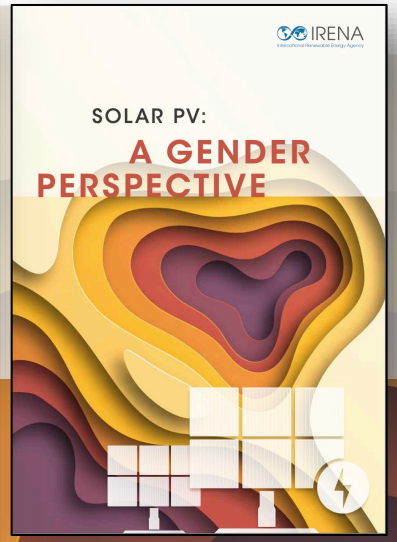
Thank you!

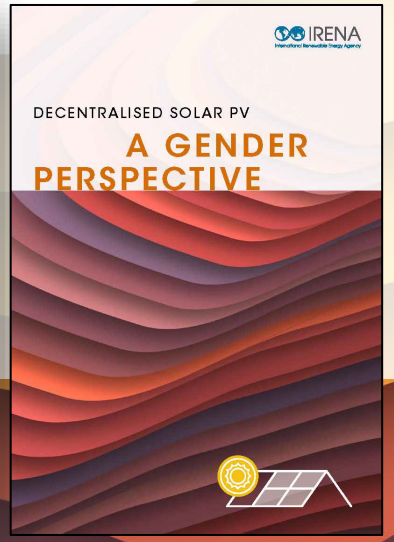
IRENA
International Renewable Energy Agency

www.irena.org/publications









https://www.irena.org/gendersurvey

IRENA Gender – Gender@irena.org