

Project co-funded by the European Commission



WiRES

Women in Renewable Energy Sector

Lisa Rustico

Ministerial Conference, 28 September 2010 – La Hulpe (Brussels)

Promoting Green Employment: a Major and Indispensable Driver behind a Successful Transition towards a Competitive Low Carbon and Green Economy

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WiRES partners

WiRES consortium is set up as an interdisciplinary international expert network in European social dialogue, gender equality, vocational education and training, industrial relations and labour law, environmental and labour economics.

WiRES partners are:

**Adapt – Association for International and Comparative Studies
in Labour Law and Industrial Relations**

Prof. Michele Tiraboschi – Italy

University of Szeged, Faculty of Law

József Hajdú – Hungary

UPEE – Union for Private Economic Enterprise

Teodor Detchev – Bulgaria

WiRES supporters

The project is supported by:

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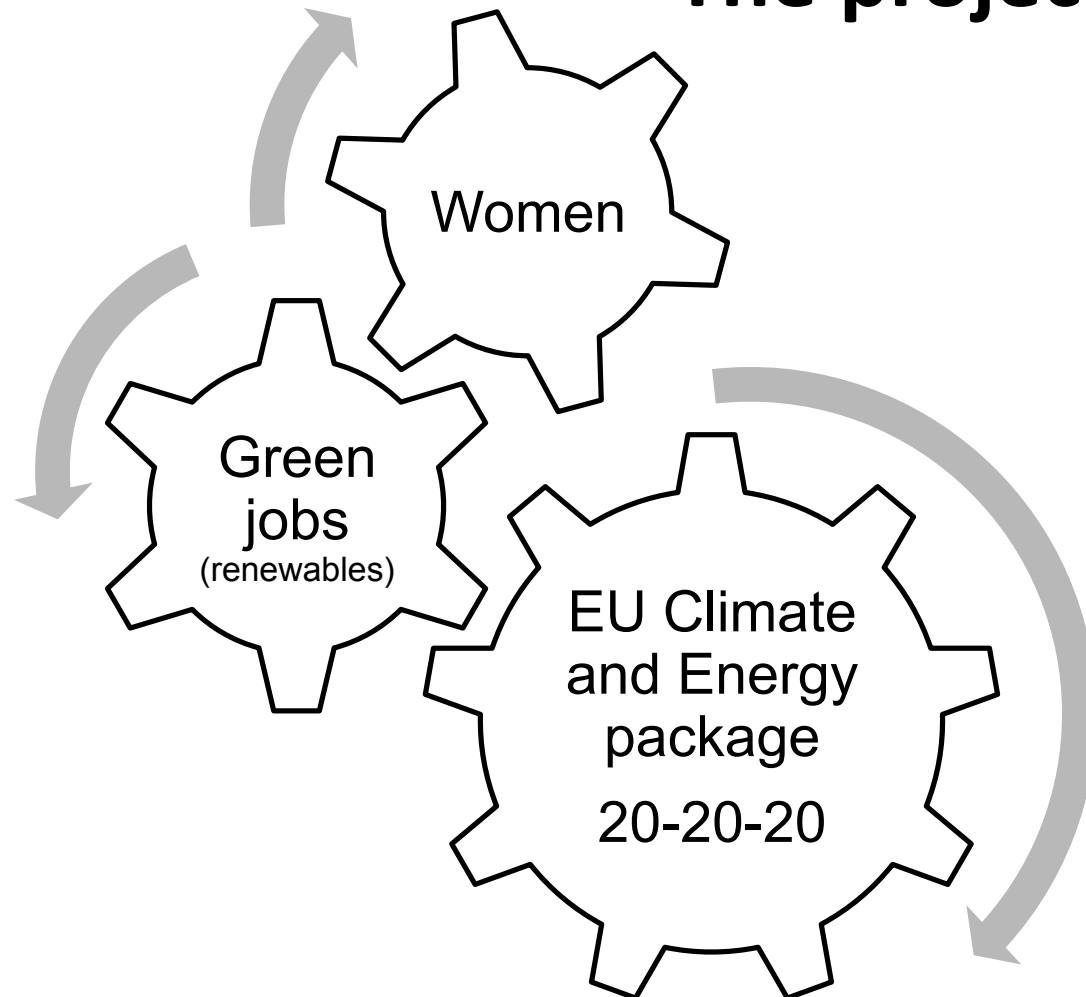
Sardinia Region – Labour Department (Italy)

VBFF, Verein zur beruflichen Förderung von Frauen (Germany)

Project development

- **Kick-off international conference** (Rome, 4th February 2010)
- Three **thematic workshops** will provide for data collection and social dialogue promotion (Sofia, 13 May, Karlsruhe 27-28 May, Milan 16 July)
- **On-line publications** (free): www.adapt.it - Green Jobs Observatory and an on-line cooperation area on <http://moodle.adapt.it>
- **A concluding conference (23rd November 2010) for the presentation of the research outcomes**

The project



**What role can
social dialogue
and industrial
relations play?**

Background

- **Climate and Energy package, European Commission, October 2008**
 - By 2020, the use of renewables energy sources (wind, solar, biomass, etc.) should increase up to 20% of the total energy production
 - Occupational impact: green jobs
 - *Citizens' summary of the EU Climate and Energy package: 1 million jobs?*
 - *The "job churn effect"*
- **Female employment and gender equality**
 - Female employment rates are increasing... but it is not enough: Italy 46,3% vs UE-27 58,2% vs Lisbon's target 2010 60%
 - Traditional challenges linked to equal opportunities

Aim of the analysis: the role of social dialogue

Ensuring that green jobs in renewables are decent jobs also for women:

- Increasing female *access* to the labour market?
- Improving *working conditions* in renewable energy sector?
- *Equal opportunities*: career paths, gender pay gap, work-life balance?
- New consultation and participation *rights*?
- *Roundtables* on the occupational impact at sectoral and regional levels?
- Anticipating and forecasting sectoral *skills needs*?

→ **Education and training and new skills**

→ **Social dialogue: a lighthouse for workforce development**

Research phases

The research developed along three main phases, combining quantitative and qualitative methodologies and a multidisciplinary approach:

- **Phase 1: occupational impact** for women in renewable energy sector in Europe. Selection of a set of indicators, sector related problems and challenges.
- **Phase 2: greening female human capital for renewables** (education and training, job profiles and skills development).
- **Phase 3: the role of social dialogue:** the role of social partners for easing and enhancing women access to employment in renewables and relative working conditions.
- **Phase 4: case studies** to identify best practices of social dialogue and give policy recommendations

Research outcomes

- **Phase 1:** Lack of statistic data on female employment in renewables; in general: women are employed in staff position and with traditional job profiles (not in non-traditional occupations).
- **Phase 2:** Gender equality challenges also in renewable the energy sector; lack of competent female workforce for technical roles (gender imbalances in qualifications, low shares of MST graduates); job profiles in the sector require availability to move and previous experience in the sector.
- **Phase 3:** Patchy picture of social dialogue with respect to WiRES issue → opportunity for developing a more participatory and less conflictual culture of social dialogue and industrial relations, towards EU2020.

WiRES Concluding Conference

23rd November 2010

2 p.m. – 6 p.m.

**Thon Hotel Brussels City Centre,
Avenue du Boulevard 17, 1210, Brussels**

**To register and more information please send an e-mail
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WiRES: an open *network*

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