

Project co-funded by the European Commission



WiRES

Women in Renewable Energy Sector

Brussels, 23 November 2010

* The WiRES logo has been created with eco-font *Spranq eco sans*, allowing to save ink and to reduce pollution while printing

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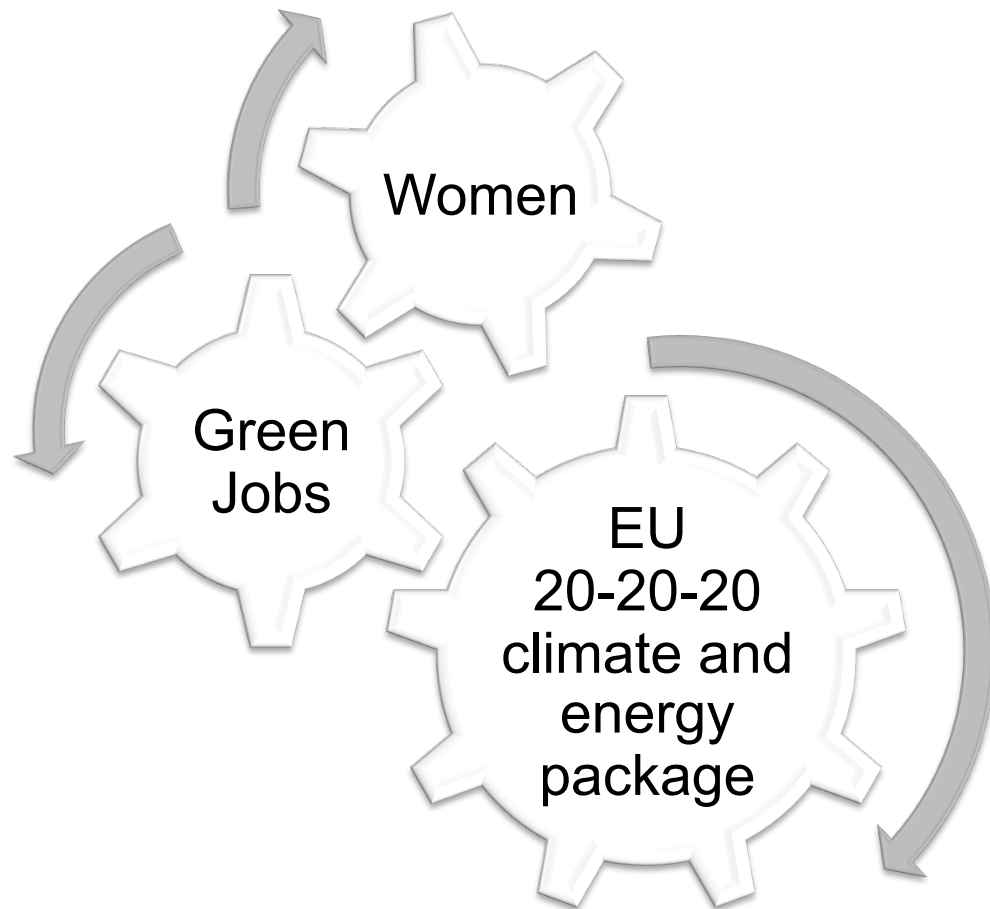
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WiRES

Women in Renewable Energy Sector



What role for social dialogue and industrial relations?

AIM

The *WiRES* project is aimed at analyzing the role of social dialogue in boosting female employment in renewable energy sector (RES) and enhancing women workers conditions in the sector

WHY

The social partners at an international, national and company levels face the challenge to prevent that the typical gender unbalances existing within the labour market will not be replicated in the Renewable Energy Sector

MAIN ISSUES

Occupational impact of RES on female labour force

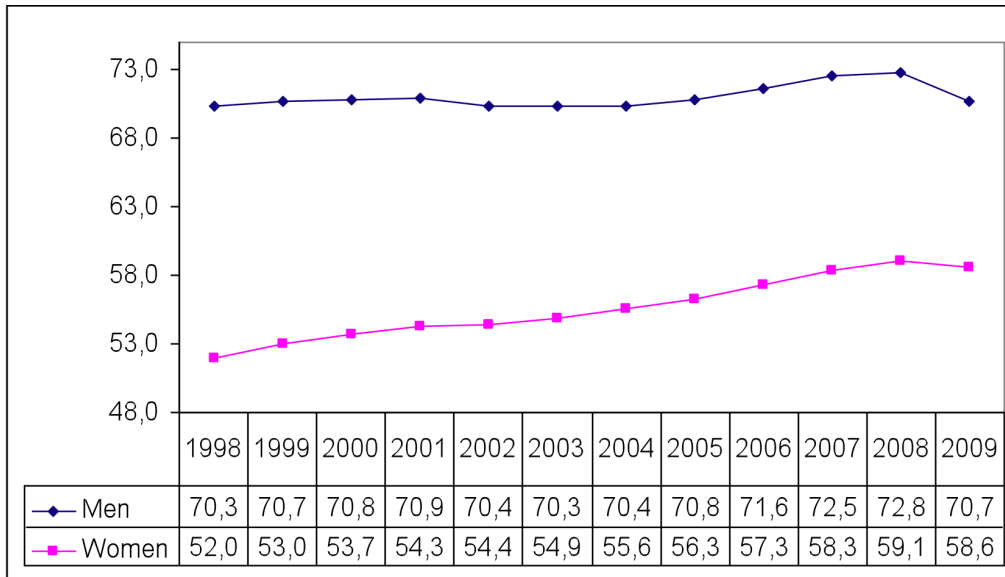
Human capital development and lifelong learning

The role of social dialogue for WiRES

Occupational impact of RES on female labour force

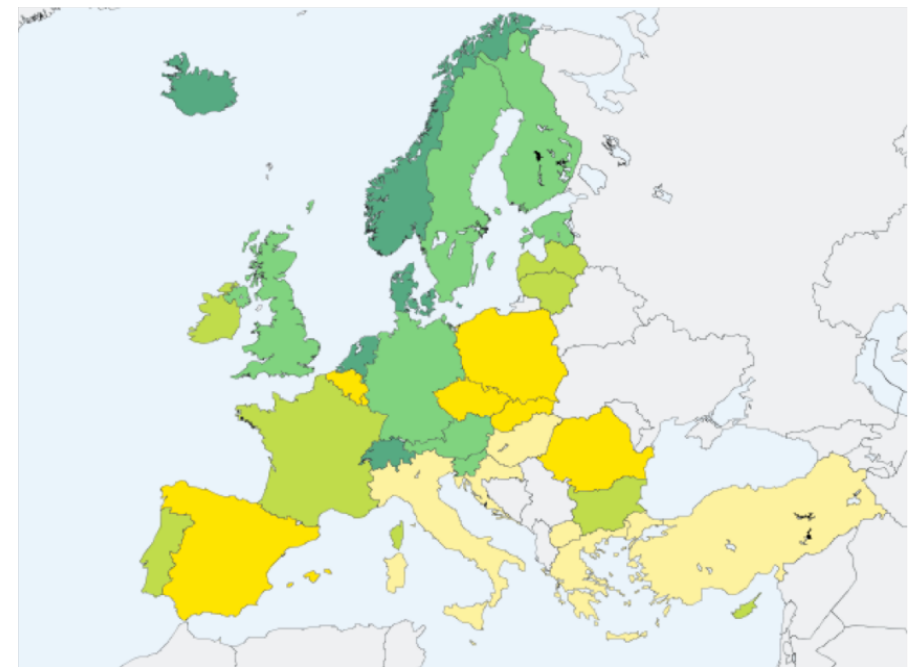
1. **Definition of the sector** (value chain): solar (thermal and PV), wind, biomass
2. **Employment projection** for the renewable energy sector:
3. **Gender disaggregated data is not available** → a **set of indicators** for WiRES
 - Employment, unemployment and activity rates in Europe
 - Gender segregation
 - Work-life balance
 - Renewable Energy sources
 - Energy statistics, supply, transformation and consumption
4. **Qualitative research** methodology:
 - Job profiles;
 - Professional qualification and classification (EU: Job polarization vs US: middle level jobs);
 - Skills, competences, education and training → human capital

Employment rates for both men and women, 2009, EU 2007



Source: Labour Force Survey, Eurostat

Female employment rate (%), Eurostat, 2009



Legend

24.2 - 51.0

51.0 - 57.0

57.0 - 62.5

62.5 - 70.2

70.2 - 76.5

N/A

Minimum value:24.2 Maximum value:76.5 eu25:58.9 eu15:59.9

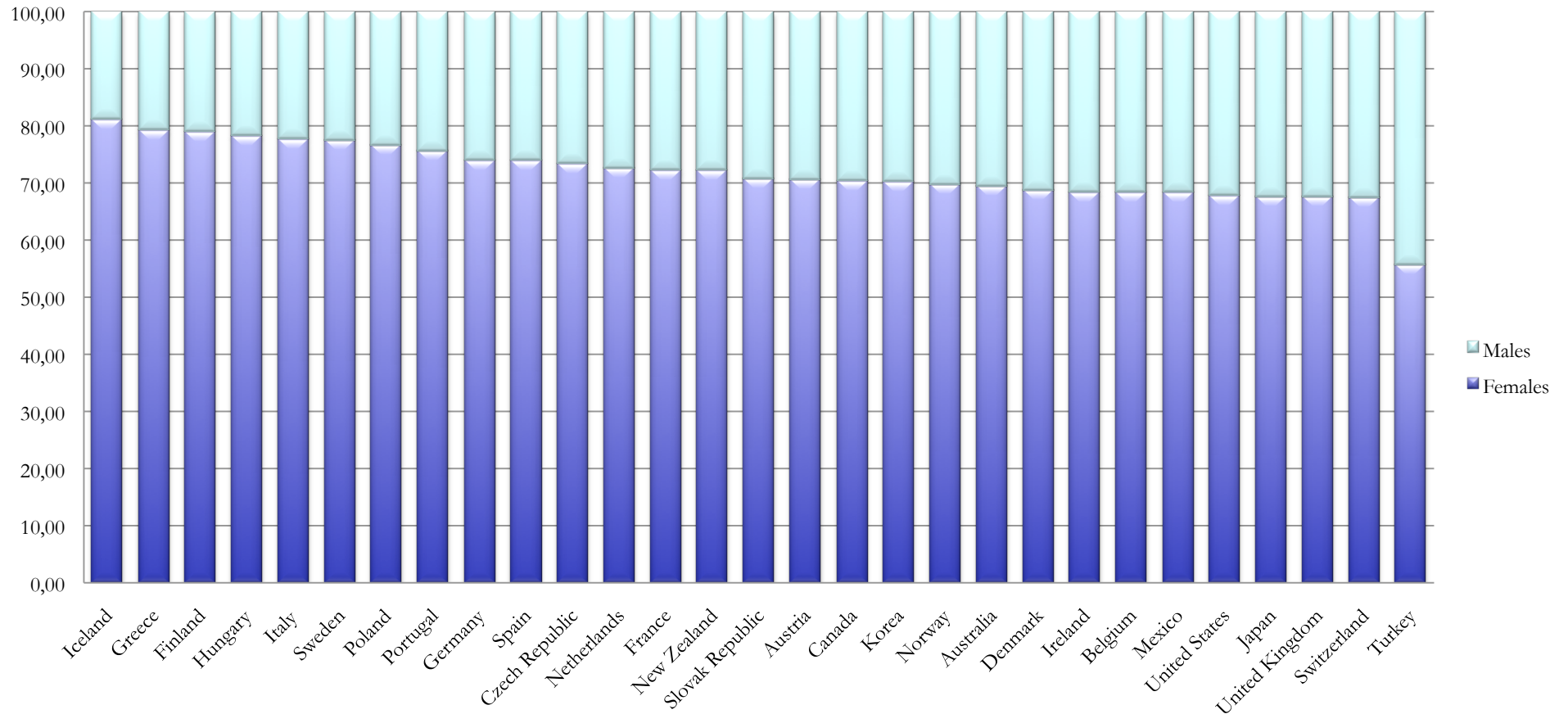
Women in Green Jobs

SECTOR	Components	Estimated share of female employees (2009)
Primary	Farming/fisheries/forestry	20%
	Natural resources	8%
Secondary	Manufacturing	24%
	Construction	9%
Tertiary	Engineering services	12%
	Financial and business services	15%
	Eco-tourism	20%
	Administrative services	68%

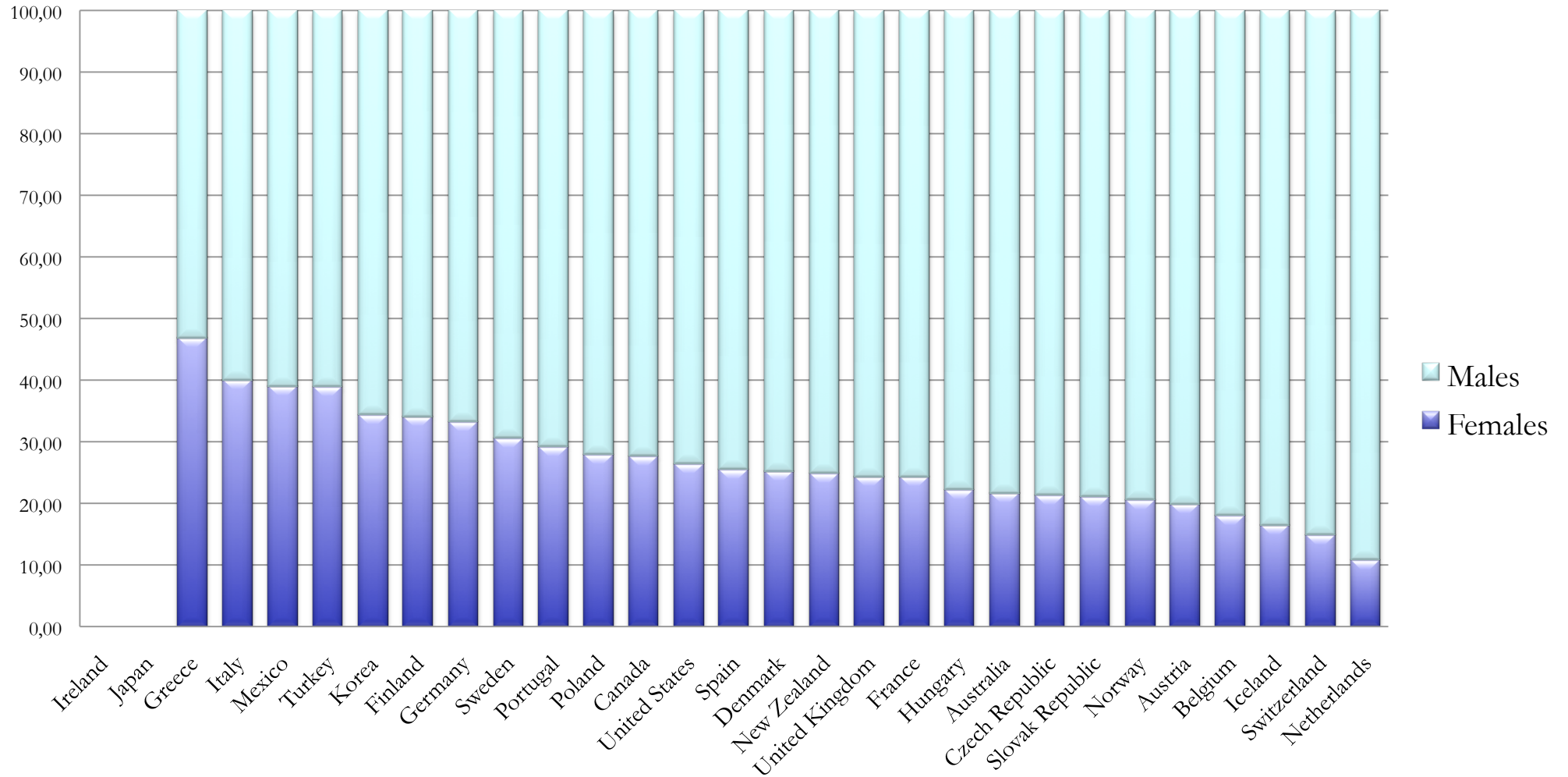
Source: Estimates based on ILO, 2007.

Human capital development and lifelong learning

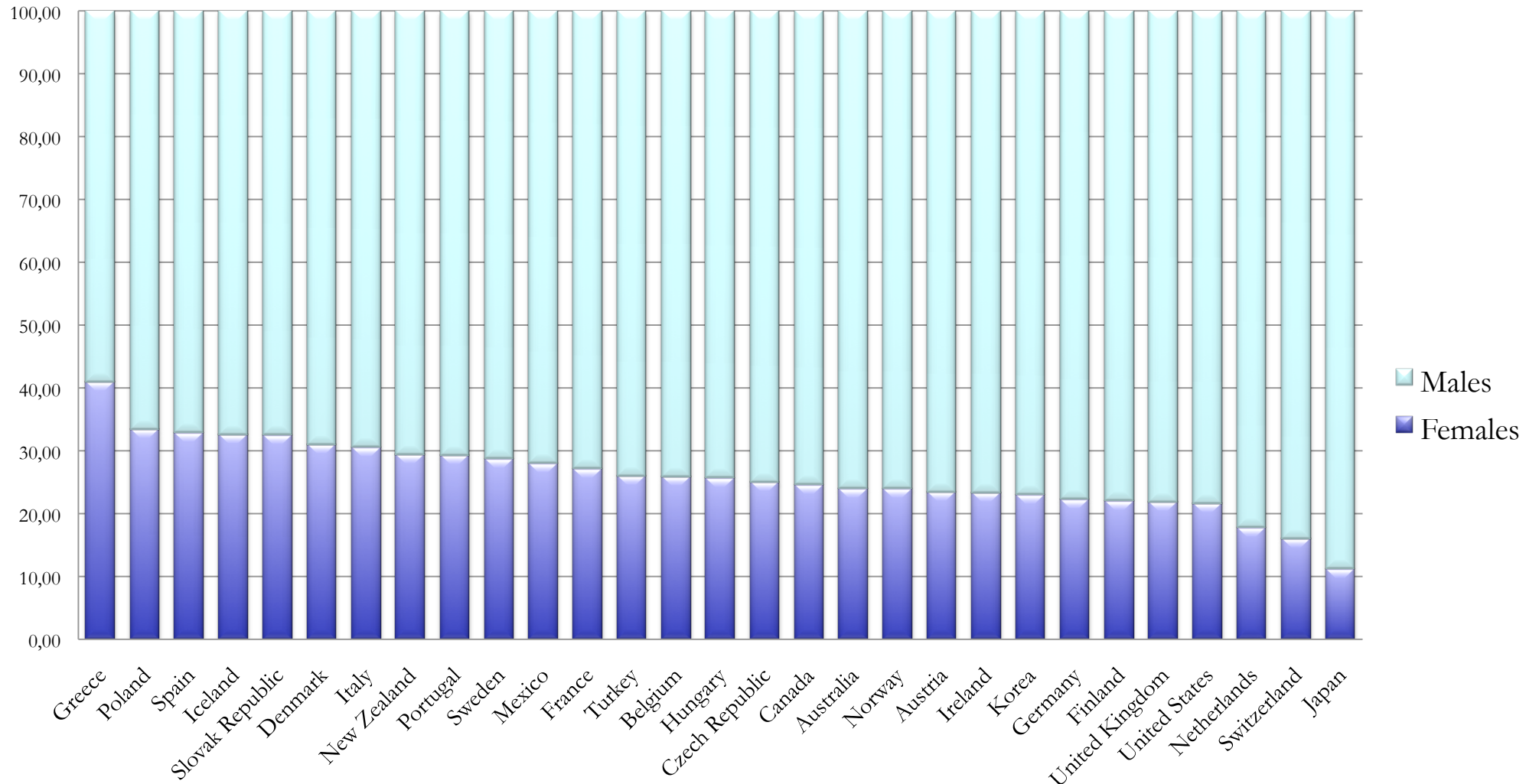
Percentage of university graduates (Tertiary - type A and advance research programmes) awarded Education, Humanities and arts qualifications, by gender (OECD, 2007)



Percentage of university graduates (Tertiary - type A and advance research programmes) awarded Mathematics, statistics and computing, by gender (OECD, 2007)



Percentage of university graduates (Tertiary - type A and advance research programmes) awarded Engineering, manufacturing and construction, by gender (OECD, 2007)



The role of social dialogue for WiRES

1

The research shows that the Renewable Energy Sector is still falling within the shadow of the traditional Energy sector, which continues to be characterized by higher investments in non-renewable energies

2

So far the sector has been dominated by smaller independent companies, which, probably, have no agreements with the trade unions

EFFECTS

As regards European countries there are no agreements in place to cover this sector as such

In this framework, it is rare to find specific social dialogue experiences in the field of alternative energies

As a result, proper gender-oriented initiatives are still lacking and the making of a gender-friendly is therefore jeopardized

Problems for WiRES and Policy Recommendations

1. Policy Recommendation

1

ADDRESS the specific needs of *WiRES* and evaluate the feasibility to arrange *ad hoc* social dialogue processes and structures for RES (e.g. sectoral specific committees)

GOALS

Encourage collective bargaining to cover the renewable energy sector as such

Allow new social partner organisations or sub-sections of existing organizations to fully accomplish their role to make the ecological conversion of the economy as fair as possible, especially from a gender perspective

Problems for WiRES

1

The WiRES research acknowledges that the requirements for occupations in RES tend to exclude women

2

Trends in the European “green labour market” suggest that jobs in RES are likely to follow the increasing polarisation of the labour market

EFFECTS

The women risk finding themselves without the necessary qualifications to take advantage of opportunities in the green economy, due to a lack of skills and expertise

Without qualified entrepreneurs and skilled workers, the available technology and resources for investments cannot be used or cannot deliver the expected environmental benefits and economic returns

Endeavours to close the current skills gap and anticipate future needs are essential for a transition to a green and low carbon economy

2. Policy Recommendation

2

SUPPORT vocational education and training and the anticipation and forecasting of future skill needs for *WiRES*

GOALS

Increase and adapt the workforce, providing workers with higher levels of qualifications

Address the existing mismatch between skills supply and demand in the green economy

Problems for WiRES

1

The research highlights discriminatory and organizational barriers for WiRES. Among the existing barriers for female participation, a relevant role is played by flexible working hours, childcare needs and the culture of organization

2

Gender pay gap in the renewable energy sector is also a challenge to be faced

EFFECTS

Lack of reconciliation between work and private life

Scant interest in the sector

3. Policy Recommendation

3

PROMOTE gender mainstreaming for policies in RES
(work-life balance, gender pay gap, occupational
segregation, ceiling glass, etc.)

GOALS

**Make the sector more women-friendly by guaranteeing a better
reconciliation between work and private life**

Make the sector more attractive towards women

Problems for WiRES

1

The research shows that the energy sector has a highly masculine image which deters women

2

There is a stereotype that women are not technologists and that they are not capable (even when provided with appropriate support) of building, operating and maintaining sophisticated technologies

EFFECTS

Gender stereotypes generate assumptions about the different occupations or sectors in which men and women work

Stereotypes affect the careers of women and men through influencing their choice of educational paths

Gender stereotypes reinforce existing segregation in the labour market with women continuing to work in jobs and sectors which are often lower valued and lower paid than those where men are the majority

4. Policy Recommendation

4

ADDRESS stereotype views in RES by taking awareness actions and disseminating information about the opportunity offered by a green carrier

GOALS

Emphasize the difference between the traditional energy sector and the renewable energy sector, whose image has a potential stronger female appeal

Incentive women to have a positive look at a green carrier

Policy Recap

1	ADDRESS the specific needs of <i>WiRES</i> and evaluate the feasibility to arrange <i>ad hoc</i> social dialogue processes and structures for RES (e.g. sectoral specific committees)
2	SUPPORT <i>vocational education and training and the anticipation and forecasting of future skill needs for WiRES</i>
3	PROMOTE gender mainstreaming for policies in RES (work-life balance, gender pay gap, occupational segregation, ceiling glass, etc.)
4	ADDRESS stereotype views in RES by taking awareness actions and disseminating information about the opportunity offered by a green carrier

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