

Project co-funded by the European Commission



WiRES

Women in Renewable Energy Sector

Lisa Rustico

European Parliament, 30 June 2011, Brussels

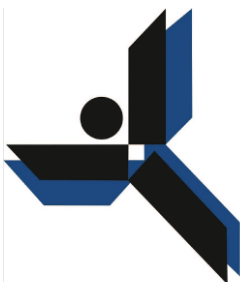
Greening the Labour Market

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

Partners



University of Szeged
Faculty of Law
Hungary



**UNION
FOR PRIVATE
ECONOMIC ENTERPRISE**

Supporters

BUSINESSEUROPE

CISL

City of Chemnitz -Zwickau (Germany)

Enel Green Power (Italy)

Etech Germany

FLAEI - CISL

**ISTUR, Institute for Social and Trade Union
Research (Bulgaria)**

LIFE-Genanet (Germany)

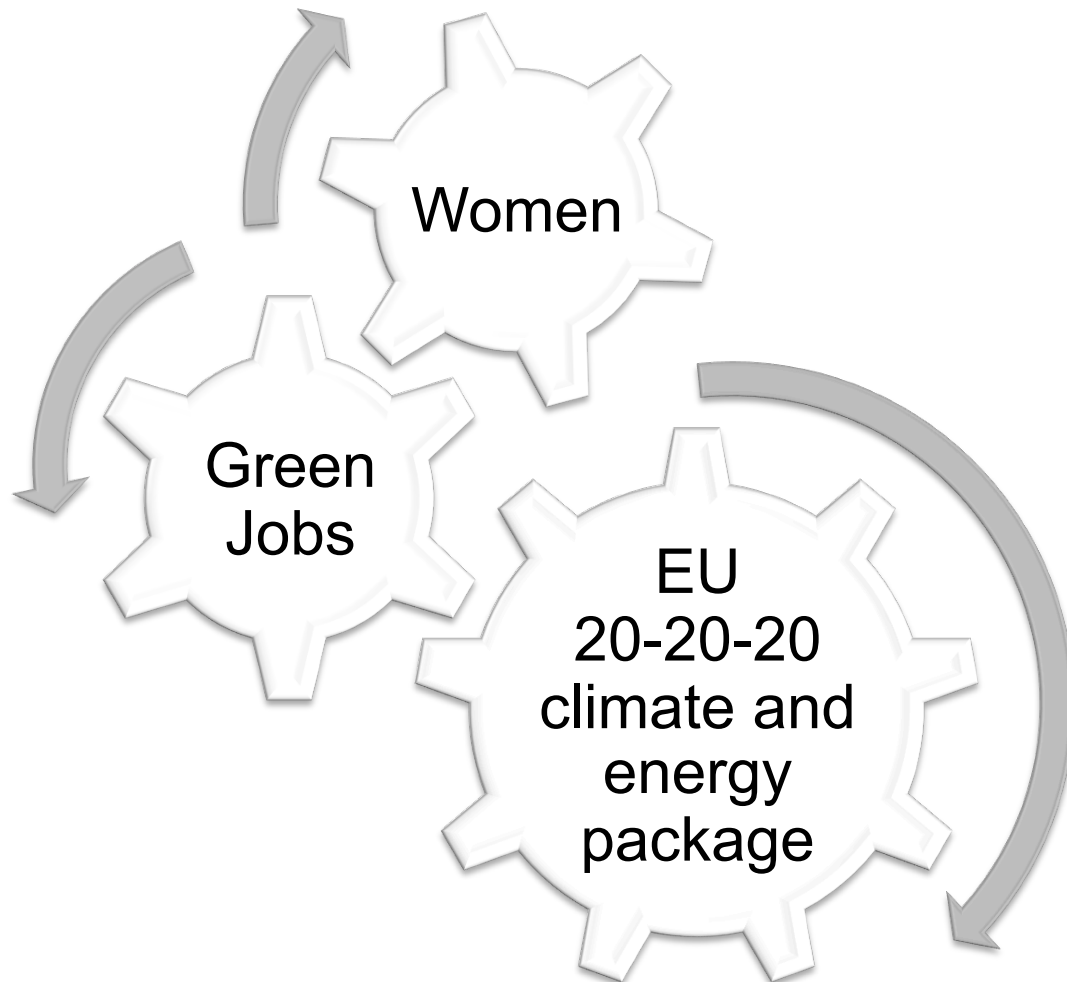
**National Counsellor for
Gender Equality at Work (Italy)**

Sardinia Region, Labour Department (Italy)

**VBFF, Verein zur beruflichen Förderung
von Frauen (Germany)**

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

RESEARCH: 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. Difficult definition of the sector: solar (thermal and PV), wind, biomass
2. Gender disaggregated data is not available

EFFECTS

***Employment projection
for the RES:
energy sector***

***A set of indicators:
employment,
unemployment and
activity rates in Europe;
Gender segregation;
Work-life balance, etc.***

***Qualitative research
methodology: Job
profiles; Professional
qualification and
classification; Skills,
competences, education
and training***

Human capital development and lifelong learning

1. Women are more educated especially at tertiary level
2. ...but still a few choose technical and vocational education and training
3. Lack of work experience

EFFECTS

Employment opportunities in high ranking positions (e.g. management)

Predominance of males in the distinctive phases of value chain in the electricity sector

***Difficult to retrain
Stereotypes in recruiting and at the workplace***

The role of social dialogue for WiRES

1. 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 is a patchy picture as regards 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 and Policy Recommendations for WiRES



Problems for WiRES

1

The WiRES research acknowledges that the requirements for occupations in RES may risk to exclude women, at least in traditional job profiles.

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

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

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. sector 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

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

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

2

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

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

Thank you for your
attention

www.adapt.it