

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

Women in Renewable Energy

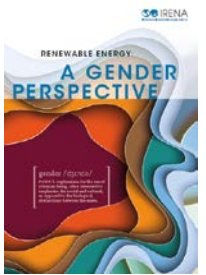
15 October 2019



Renewable Energy Jobs – A Gender Perspective

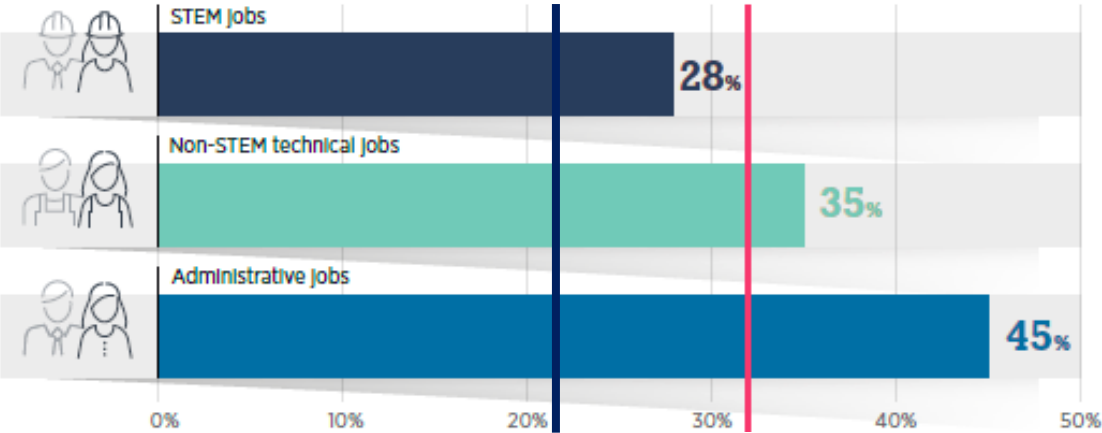


42 million
jobs in 2050



Source: IRENA online gender survey, 2018.
Note: Baseline map data ©2018 Google, overlaid with data points from the survey.

1 440 respondents to the IRENA Gender Survey	1 155 responses from individuals	285 responses from organisations	144 countries represented in the responses
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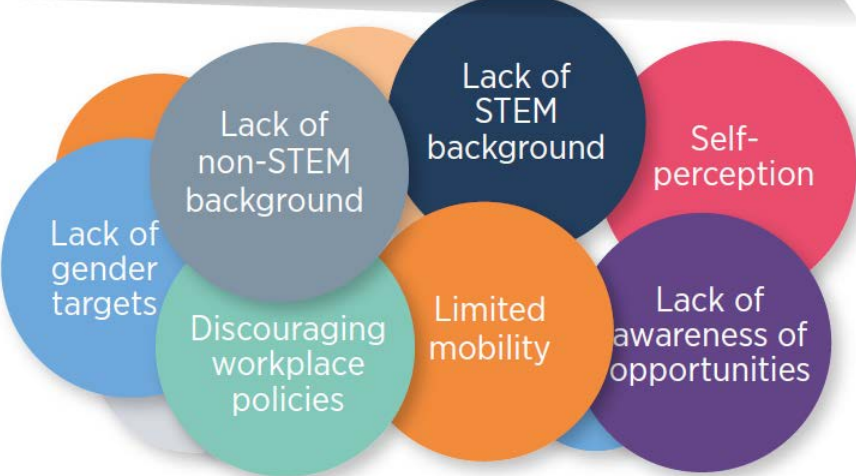


22%
share of women
in oil and gas industry

32%
share of women in the
renewable energy workforce

Barriers to entry of women in the modern renewable energy sector

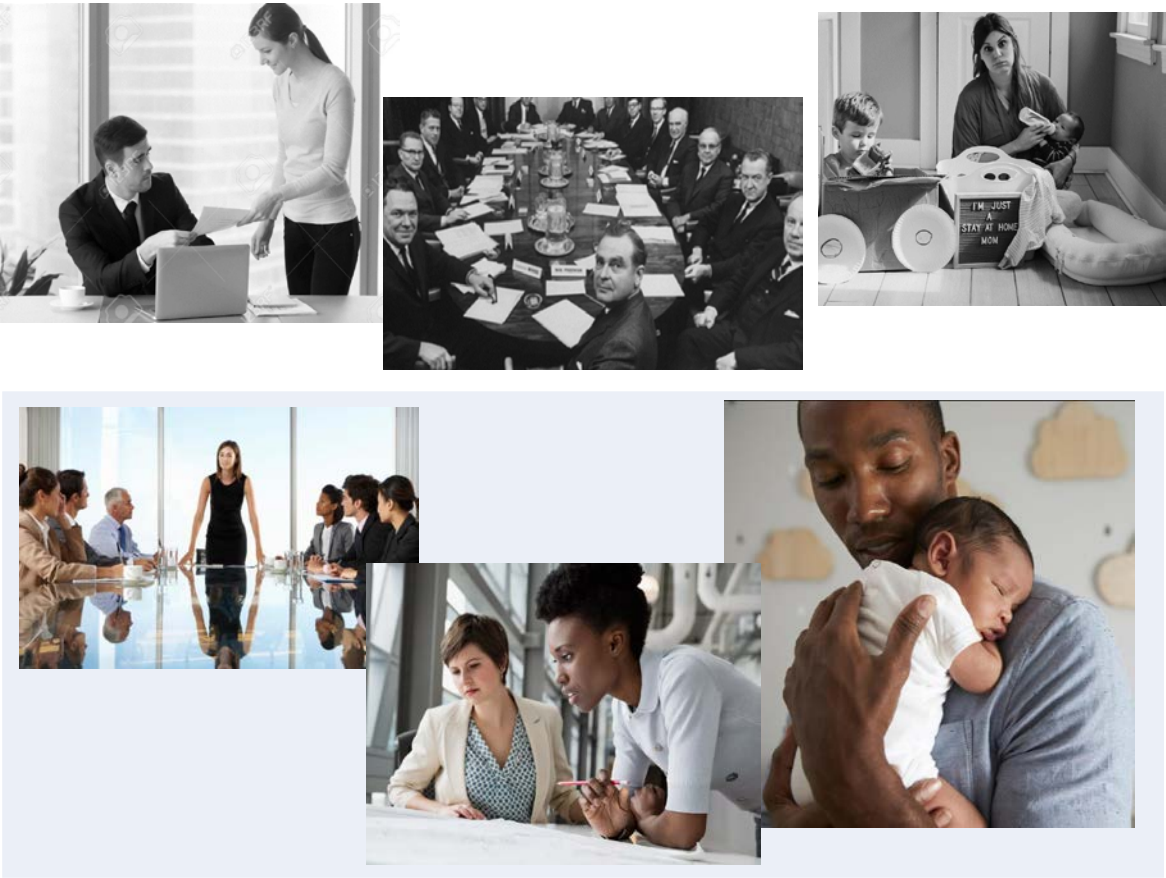
- Perception of gender roles
- Cultural and social norms
- Prevailing hiring practices



Source: IRENA online gender survey, 2018.



Barriers to retention and advancement of women in the modern energy context

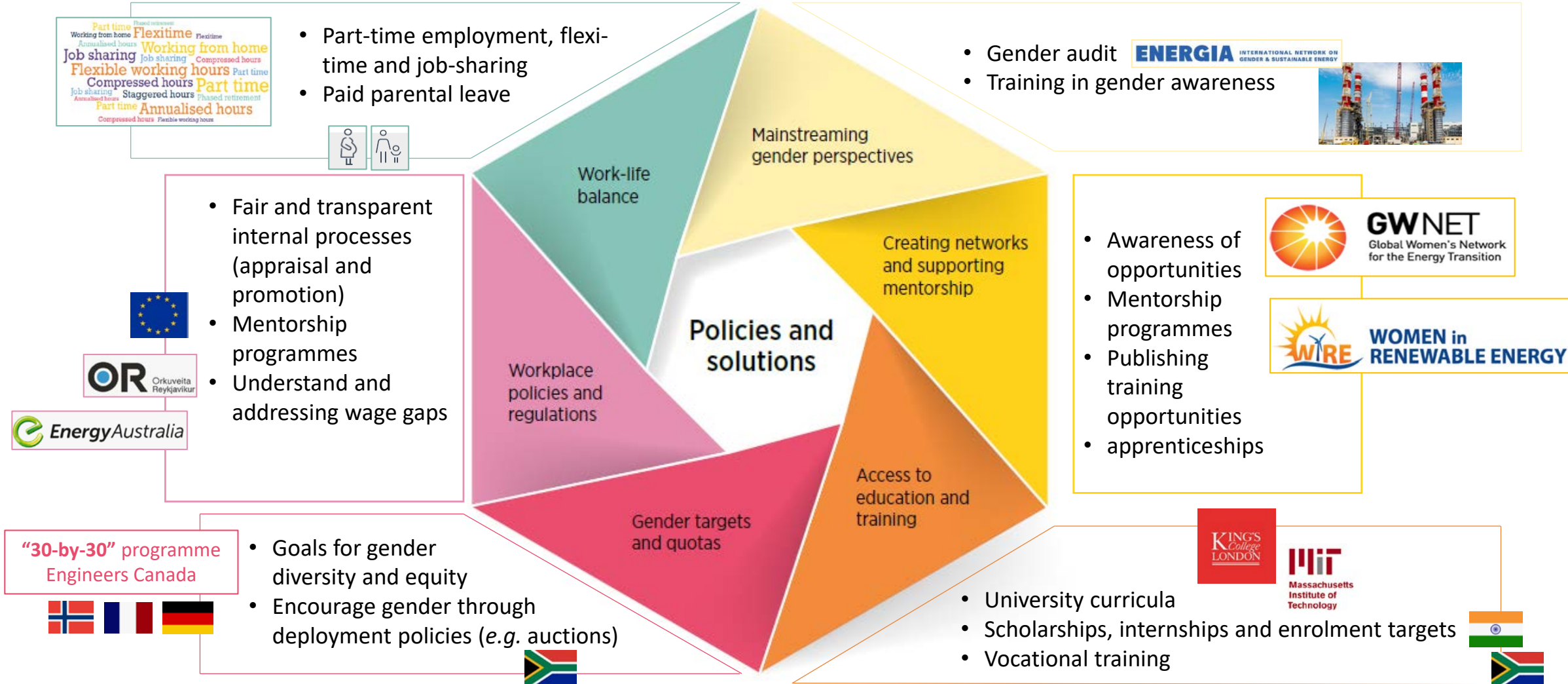


60% | 29%
 shares of men (left) and women (right) in sample who believe the genders are paid equally

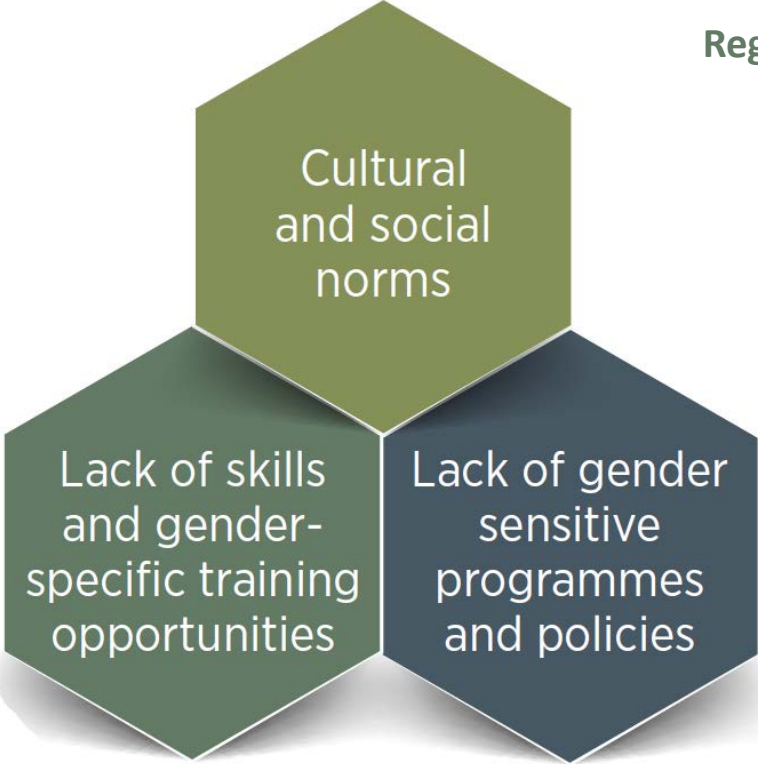


Source: IRENA online gender survey, 2018.

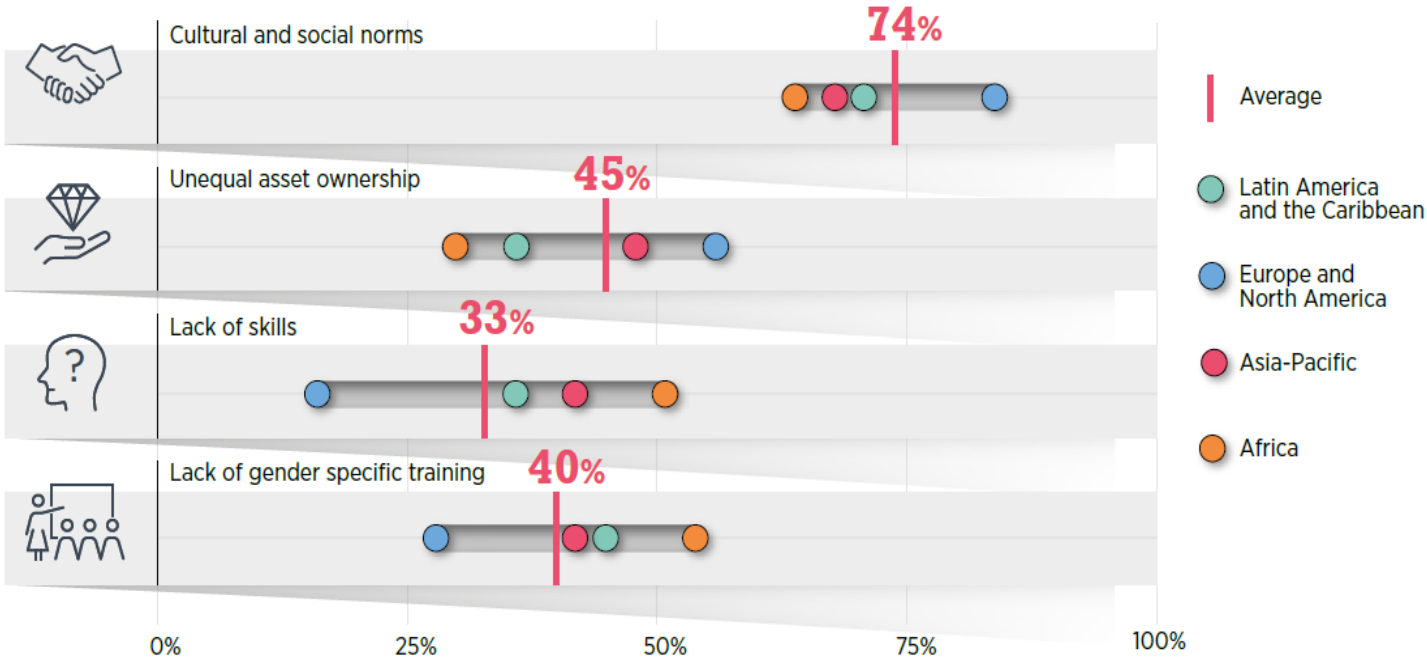
Policies and solutions to increase women's participation in the sector



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



Source: IRENA online gender survey, 2018.

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.



The way forward: Engendering the global energy transition

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



IRENA, GWEC and GWNET
Survey: Women in Wind

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Thank you!

Celia García-Baños CGarcia@irena.org

Gender Gender@irena.org