

# **Key Issues:**

# **Breaking Down Barriers for Inclusive and Sustainable Energy**

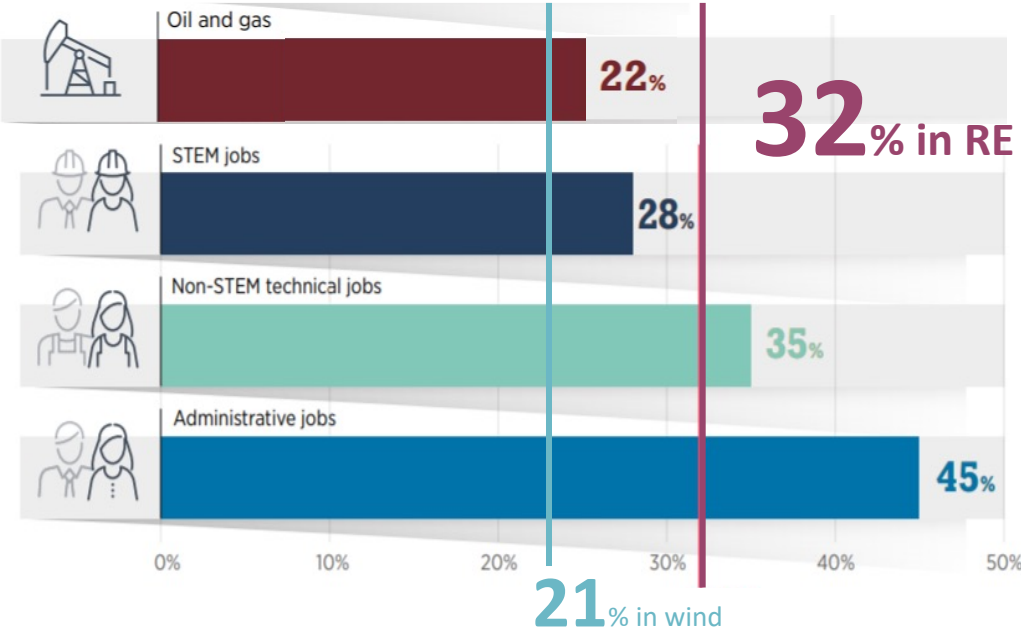
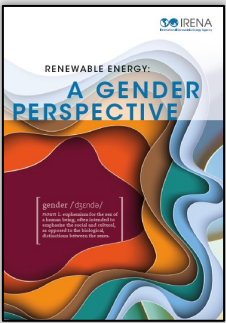
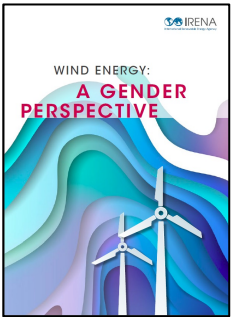
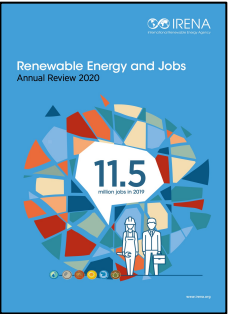
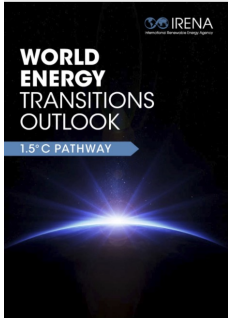
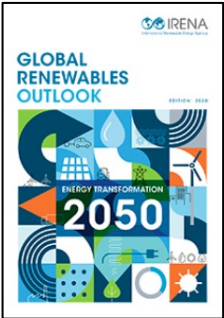
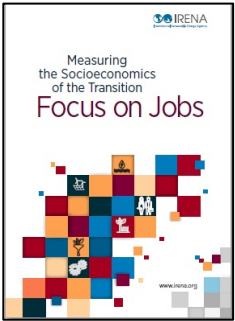
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**Associate Programme Officer, IRENA**

# Renewable Energy Jobs: A Gender Perspective

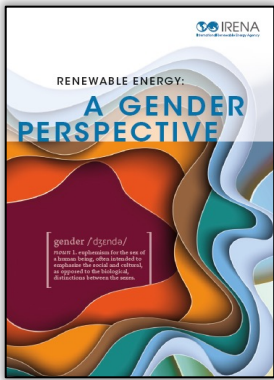
**11.5 million**  
jobs in 2019

**43 million**  
jobs in 2050

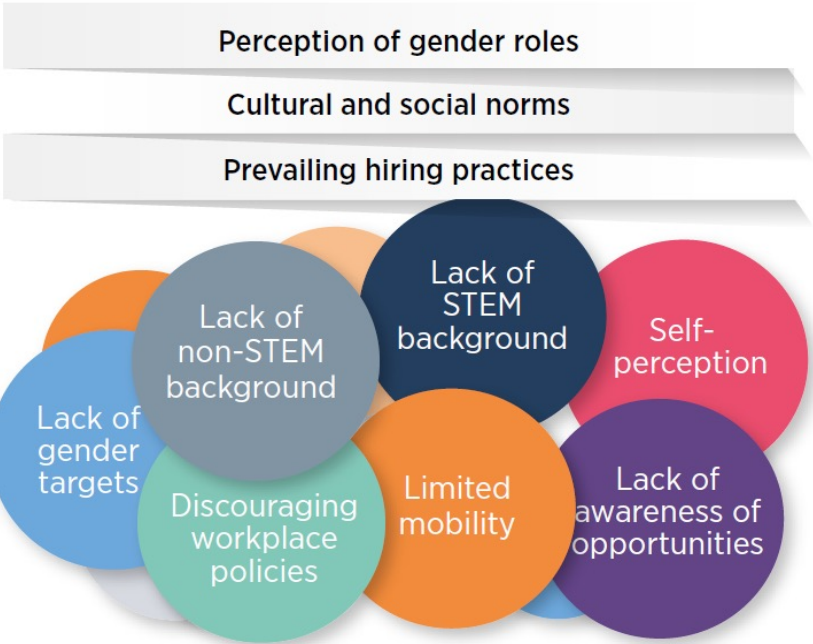


32%

share of women in the renewable energy workforce



## Barriers to entry



Source: IRENA online gender survey, 2018.

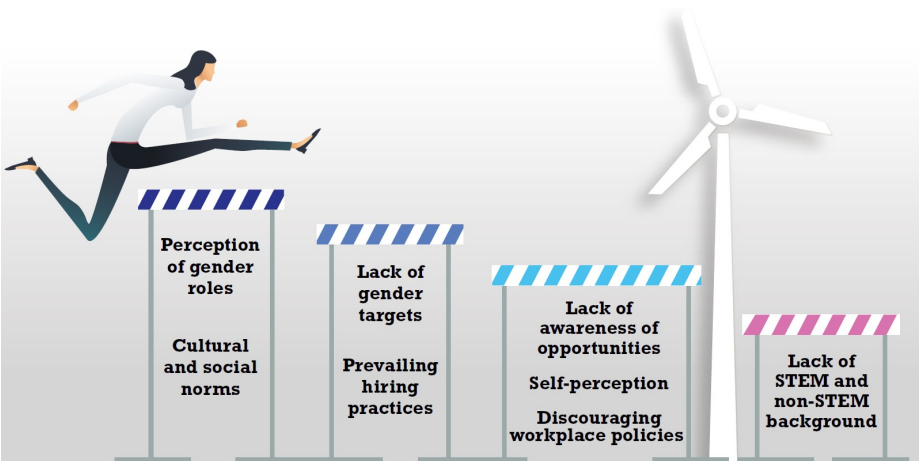
## Barriers to retention and advancement



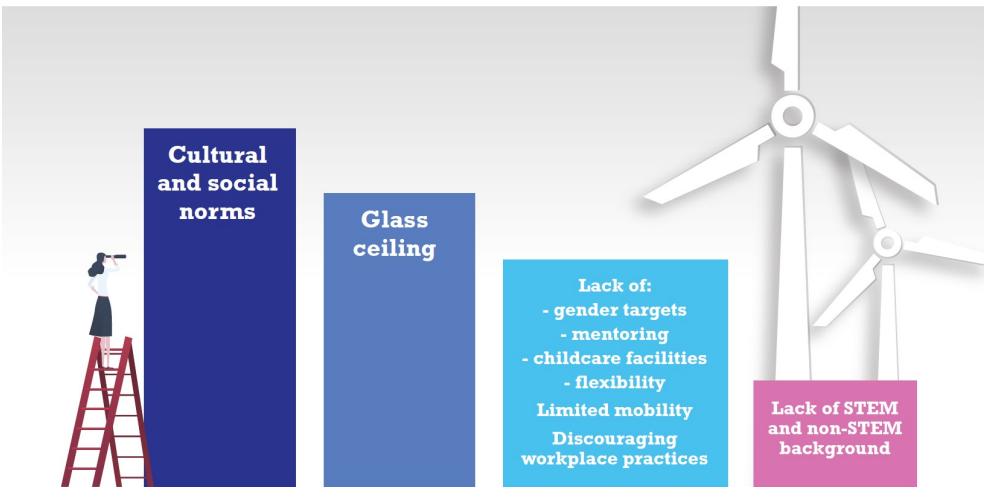
Source: IRENA online gender survey, 2018.

# Wind Energy Context: Barriers to Entry, Retention and Advancement

## Barriers to entry

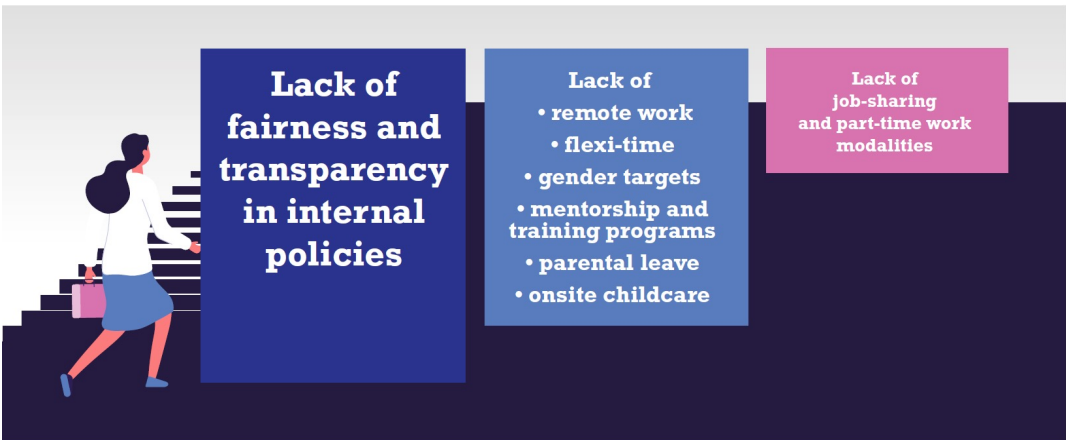
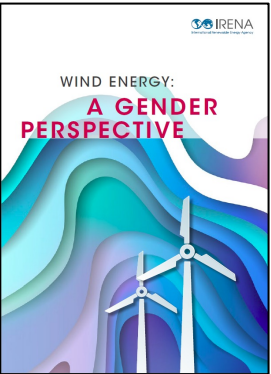


## Barriers to advancement



**21%**  
share of women in the  
wind energy workforce

## Barriers retention

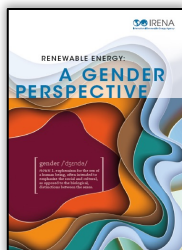


[www.irena.org/solargendersurvey](http://www.irena.org/solargendersurvey)

**NEW SURVEY-  
Solar PV**



# Access Context: Barriers and Opportunities Along the Value Chain



Cultural and social norms

Lack of skills and gender-specific training opportunities

Lack of gender sensitive programmes and policies



## Consultations and planning

- Standardised data collection
- Gender-sensitive consultations
- Gender-desaggregated and localised data collection

## 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

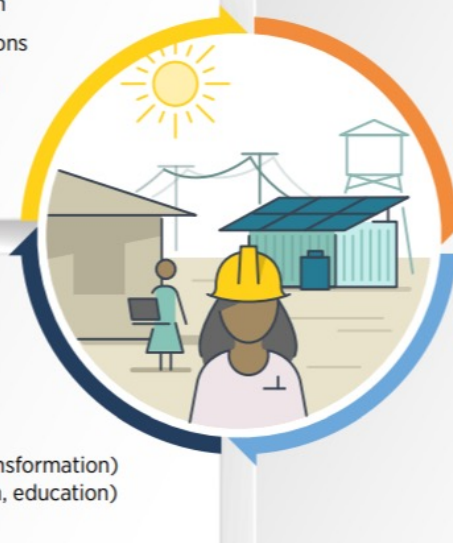
Based on Bogle and Rodriguez (2017).

## Construction

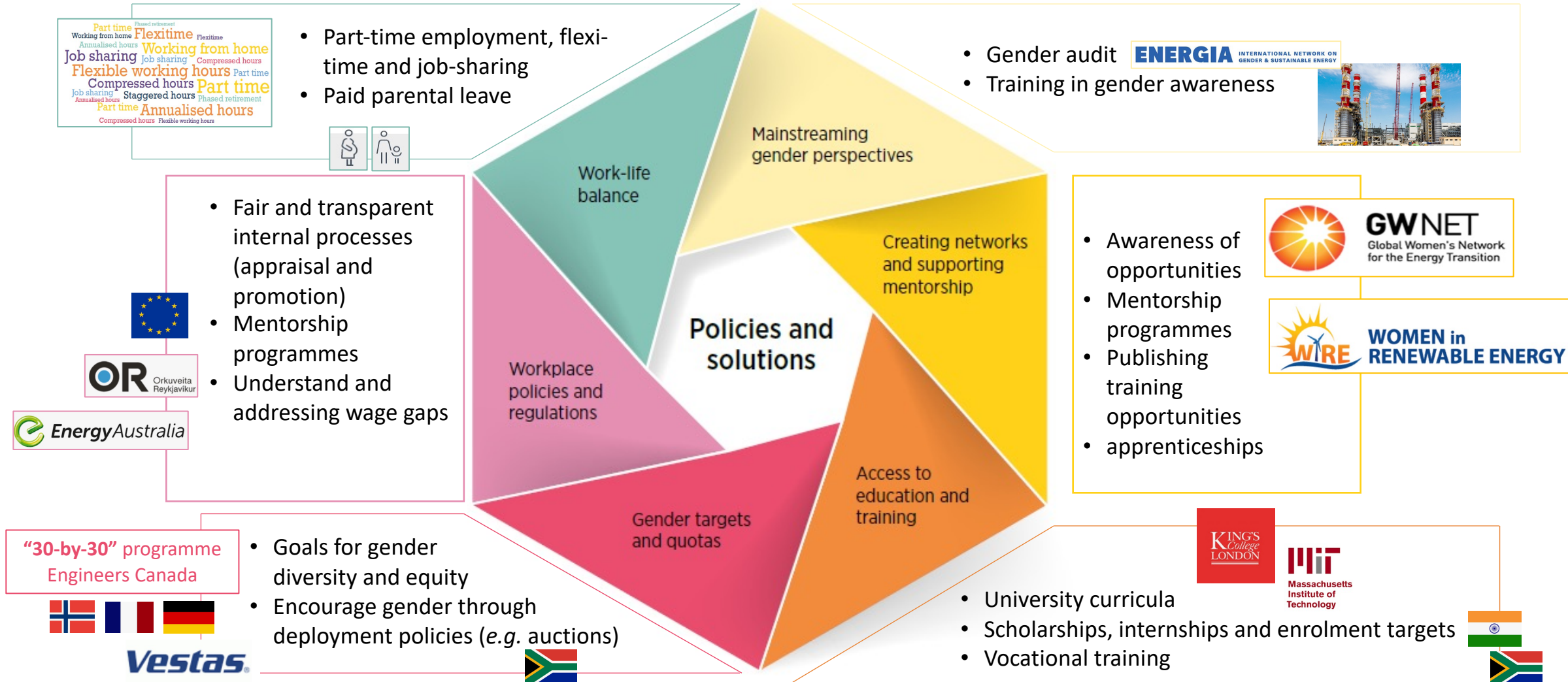
- Women as direct and indirect workforce
- Social and environmental safeguards consider women's needs

## Operation

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



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





*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*



# Thank you!

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