

2023 ADB GENDER FORUM

2 Billion Changemakers

Women Leading on Climate Action in Asia and the Pacific

21-22 November 2023, ADB Headquarters



Women in the Green Economy

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Access to Green Skills for Women – Reflections on Green Jobs and Skills

Alexander Tsironis, Education Specialist, ADB

What are Green Jobs?

Two complementary definitions

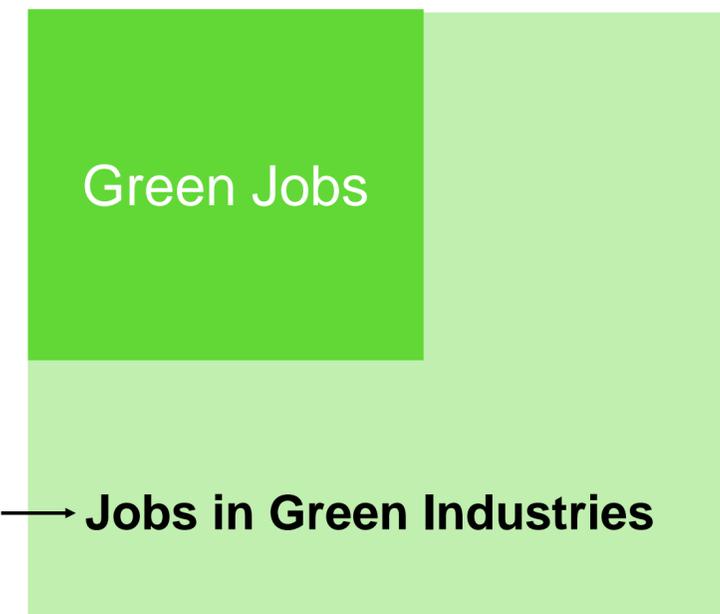
Definition 1: ... are jobs that require **green skills**

Definition 2: ... are jobs in **green industries** (regardless of skill set)



- ✓ Renewable energy
- ✓ Circular economy
- ✓ Electrification of transport
- ✓ Energy efficient construction
- ✓ Energy efficient manufacturing
- ✓ Nature-based solutions
- ✓ Sustainable agriculture

Create access to these



Jobs Opportunities in Renewable Energy*

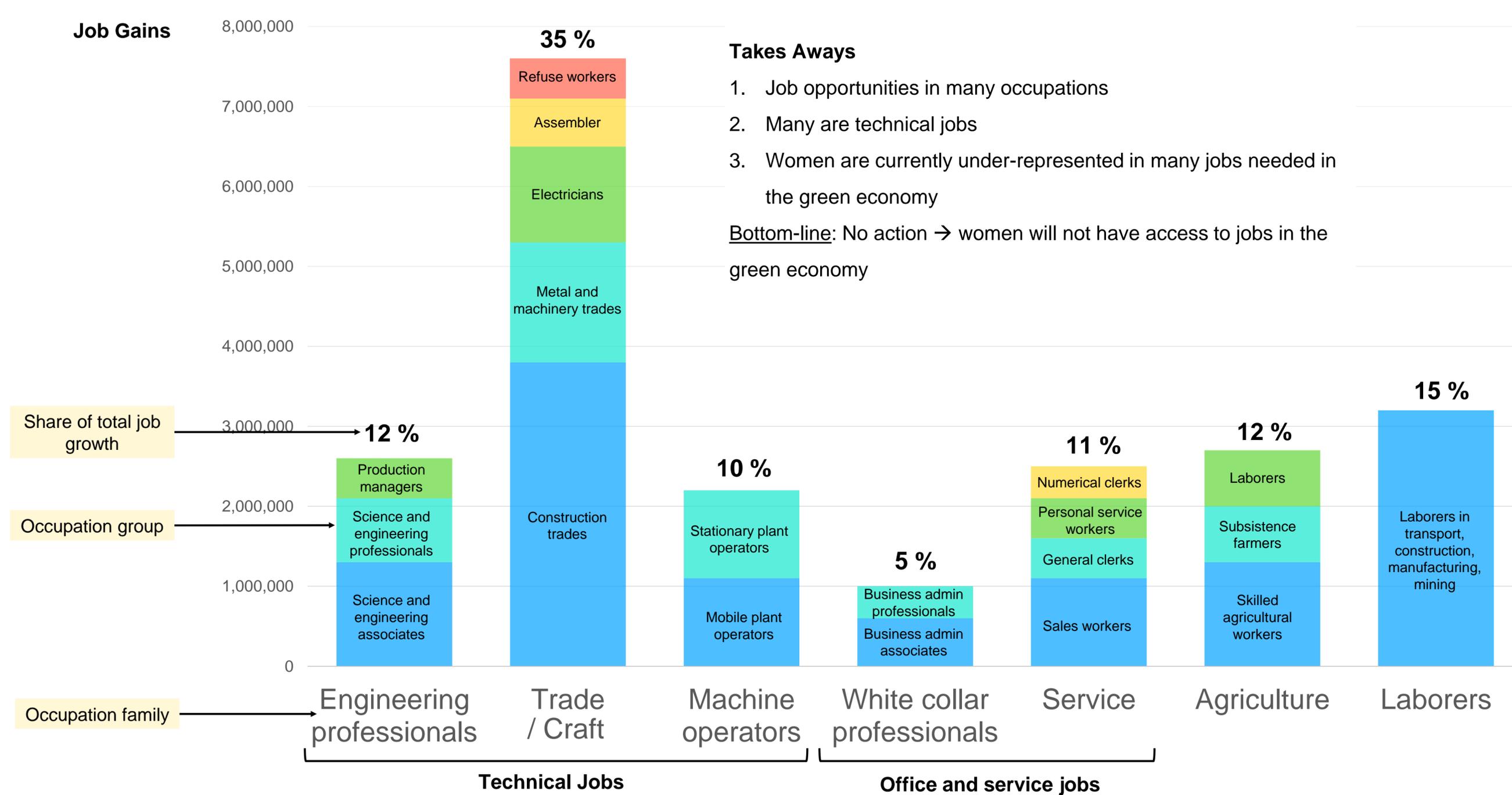
What does it mean for women?

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*Graph:
Labor Market forecast in a renewable energy transition scenario by 2030.

Source: ILO 2019

Job Opportunities in Circular Economy*

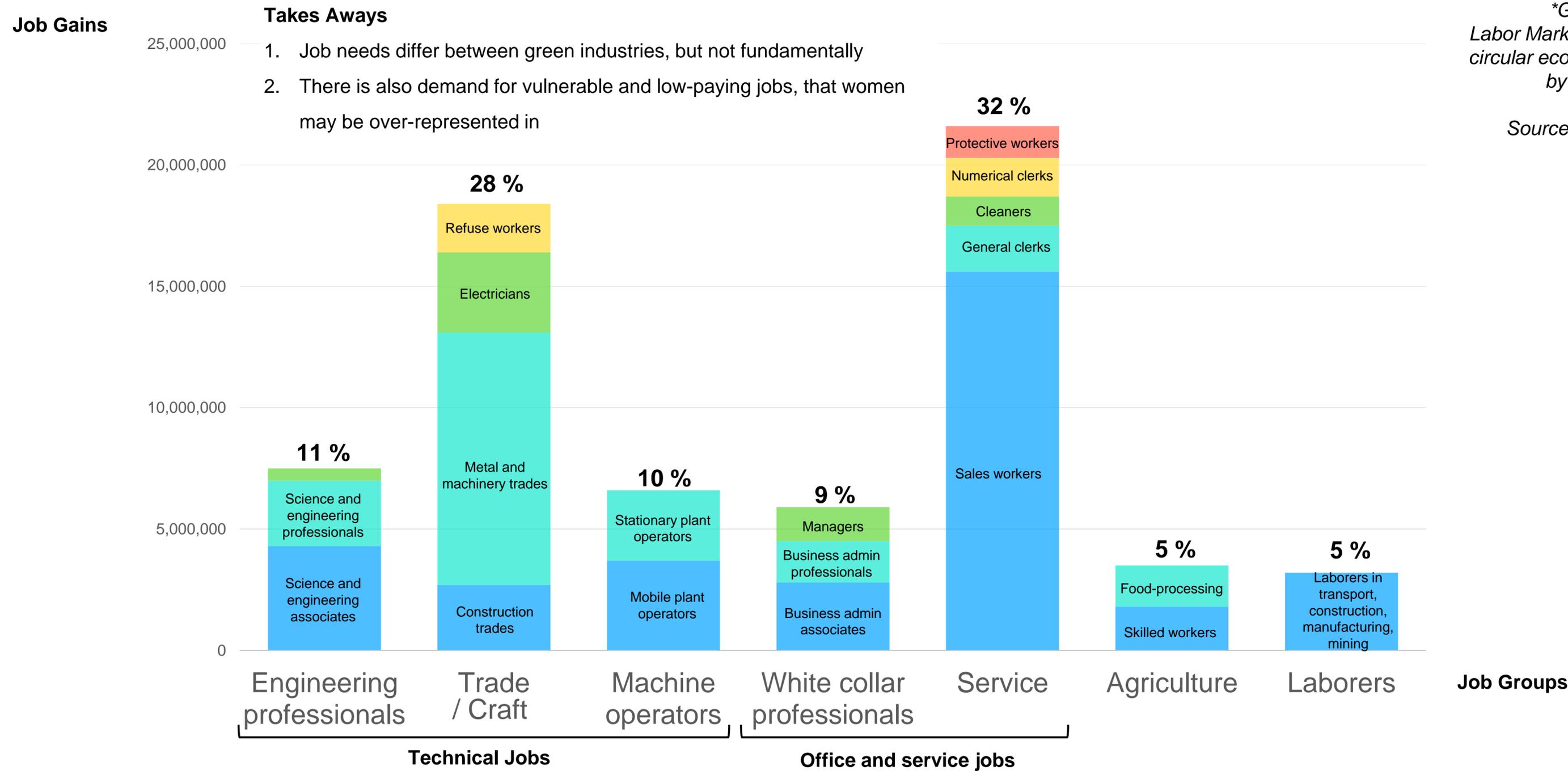
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- Takes Aways**
1. Job needs differ between green industries, but not fundamentally
 2. There is also demand for vulnerable and low-paying jobs, that women may be over-represented in

*Graph:
Labor Market forecast in a circular economy scenario by 2030.

Source: ILO 2019

Skills Needs in Regular Jobs vs Green Jobs

Green skills are technical skills and cognitive skills

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Skills	Regular Job	Green Job	Score Differential (%)
Social skills			
Active listening	3.54	3.35	(5%)
Speaking	3.49	3.34	(4%)
Writing	2.95	2.84	(4%)
Cognitive skills			
Critical thinking	3.3	3.31	0%
Judgment and decision-making	3.06	3.06	0%
Complex problem solving	2.93	3.02	3%
System analysis	2.43	2.51	3%
STEM skills			
Mathematics	2.41	2.39	(1%)
Programming	1.37	1.36	(1%)
Science	1.52	1.68	11%
Technical skills			
Equipment maintenance	1.51	2.24	48%
Repairing	1.48	2.19	48%
Operation monitoring	2.38	2.93	23%
Installation	1.18	1.56	32%

Social and cognitive skills are commonly needed in green jobs. Not different from regular jobs

STEM skills needed but not the key to all green jobs.

Technical skills needed in green jobs, Most different from regular jobs.

Source: Author based on data from Teller, A. and Habans, R. 2022. *Toward an equitable blue-green economy in Southeast Louisiana*. Coast Brief. The Data Center.

Key trends in green labor markets

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1. High demand for **technical jobs** (women tend to be under-represented in)
2. Demand for **service jobs** which can include vulnerable, low salaried jobs (women tend to be highly represented in)
3. Demand for **STEM and technical skills** (women tend to be under-represented in related studies)

Bottom line: Need to improve (i) access to technical and STEM skills and (ii) access to technical and quality jobs in the green economy

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Thank you.

