Renewable energy and gender

32% share of women in the renewable energy workforce

22% share of women in oil and gas industry
Narrowing the knowledge gap on gender and renewable energy

Modern energy context

Energy access context

Source: IRENA online gender survey, 2018.

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

1440 respondents to the IRENA Gender Survey
1155 responses from individuals
285 responses from organisations
144 countries represented in the responses
Barriers to entry of women in the renewable energy sector in the modern energy context

40% | 75%
Shares of men and women who perceive that women face barriers

Perception of gender roles
Cultural and social norms
Prevailing hiring practices

Lack of gender targets
Lack of non-STEM background
Discouraging workplace policies
Limited mobility
Lack of awareness of opportunities
Self-perception

Source: IRENA online gender survey, 2018.
Barriers to retention and advancement of women in the modern energy context

Glass Ceiling

- Cultural and social norms
- Lack of flexibility in workplace
- Lack of mentorship opportunities
- Lack of required skills and qualifications
- Discouraging workplace policies
- Limited mobility
- Lack of training opportunities
- Lack of childcare facilities

Source: IRENA online gender survey, 2019.
Policies and solutions to increase women’s participation in the sector

- Part-time employment, flexi-time and job-sharing
- Paid parental leave
- Fair and transparent internal processes (appraisal and promotion)
- Mentorship programmes
- Understand and addressing wage gaps
- Goals for gender diversity and equity
- Encourage gender through deployment policies (e.g. auctions)

- Gender audit
- Training in gender awareness
- Awareness of opportunities
- Mentorship programmes
- Publishing training opportunities
- Apprenticeships
- University curricula
- Scholarships, internships and enrolment targets
- Vocational training

“30-by-30” programme
Engineers Canada

Work-life balance
Mainstreaming gender perspectives
Creating networks and supporting mentorship
Access to education and training
Gender targets and quotas
Workplace policies and regulations
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

- Cultural and social norms: 74%
- Unequal asset ownership: 45%
- Lack of skills: 33%
- Lack of gender specific training: 40%

Source: IRENA online gender survey, 2018.
Measures to improve women’s engagement in the energy access context

<table>
<thead>
<tr>
<th>Measure</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to training and skills development programmes</td>
<td>71%</td>
</tr>
<tr>
<td>Integrating gender perspective in energy access programmes</td>
<td>62%</td>
</tr>
<tr>
<td>Enhancing access to financing for women</td>
<td>56%</td>
</tr>
<tr>
<td>Mainstreaming gender in energy policies</td>
<td>54%</td>
</tr>
<tr>
<td>Awareness raising</td>
<td>38%</td>
</tr>
</tbody>
</table>

Source: IRENA online gender survey, 2018.
Note: The respondents were asked to select three key measures to improve women’s engagement in deploying renewables for energy access. The percentages represent the share of respondents who selected a specific measure as one of their top three.
The way forward: Engendering the energy transition...

<table>
<thead>
<tr>
<th>Mainstreaming</th>
<th>gender in energy sector frameworks at all levels</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Gathering and reporting of gender-disaggregated data is crucial.</td>
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<tr>
<th>Tailoring</th>
<th>training and skills development</th>
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<tr>
<td></td>
<td>There is a need to adapt curricula and strengthen mentoring for women.</td>
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<tr>
<th>Attracting</th>
<th>and retaining talent in the sector through policies.</th>
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<td></td>
<td>In the access context, efforts beyond skills and training include access to financing and markets.</td>
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</table>

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<th>Challenging</th>
<th>cultural and social norms</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Strengthening the visibility of the diverse roles of women and helping them become agents of social and economic transformation influence perceptions of gender roles.</td>
</tr>
</tbody>
</table>
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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Celia García-Baños  CGarcia@irena.org

We are 71 out of 163 men and women working in IRENA