



GENDER IN THE RENEWABLE ENERGY TRANSFORMATION

Rabia Ferroukhi and Celia García-Baños
Abu Dhabi, 12 February 2019



Renewable energy and gender

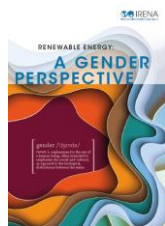
32%
share of women in the
renewable energy workforce



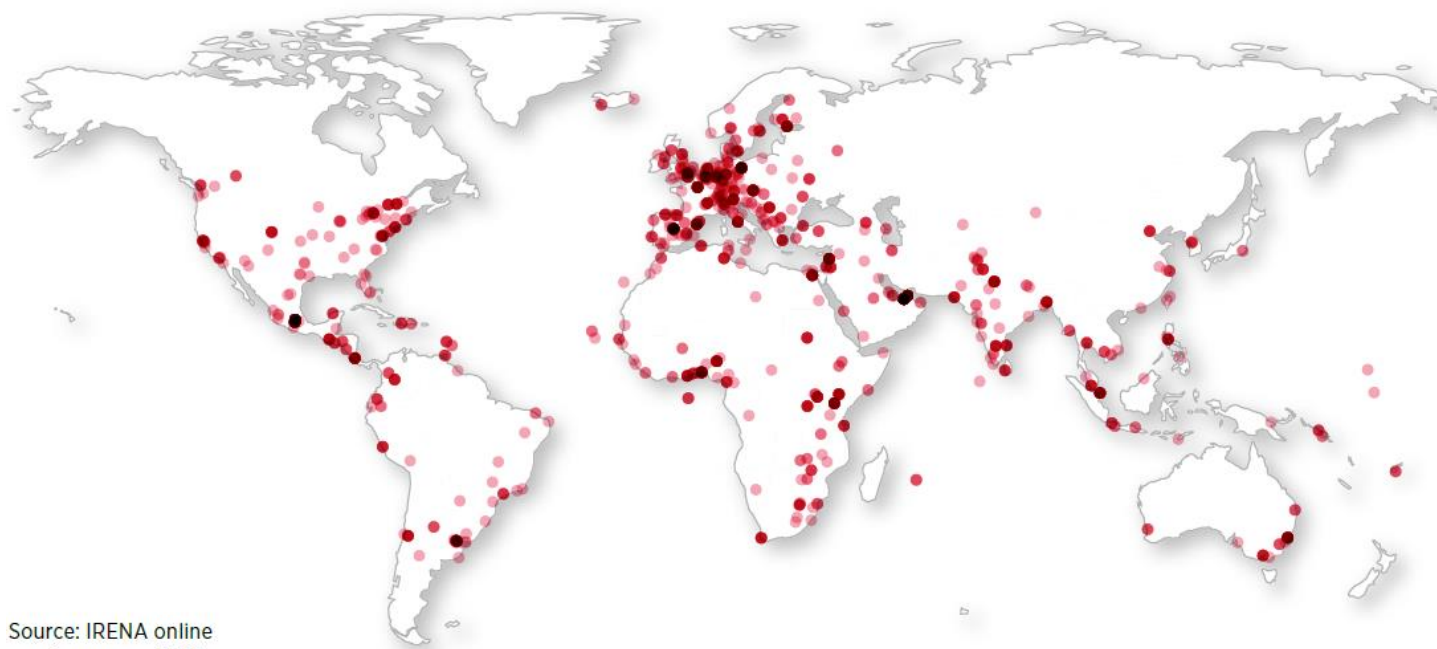
22%
share of women
in oil and gas industry



Narrowing the knowledge gap on gender and renewable energy



Modern energy context



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

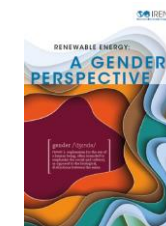
responses from individuals

285

responses from organisations

144

countries represented in the responses



Energy access context



Barriers to entry of women in the renewable energy sector in the modern energy context

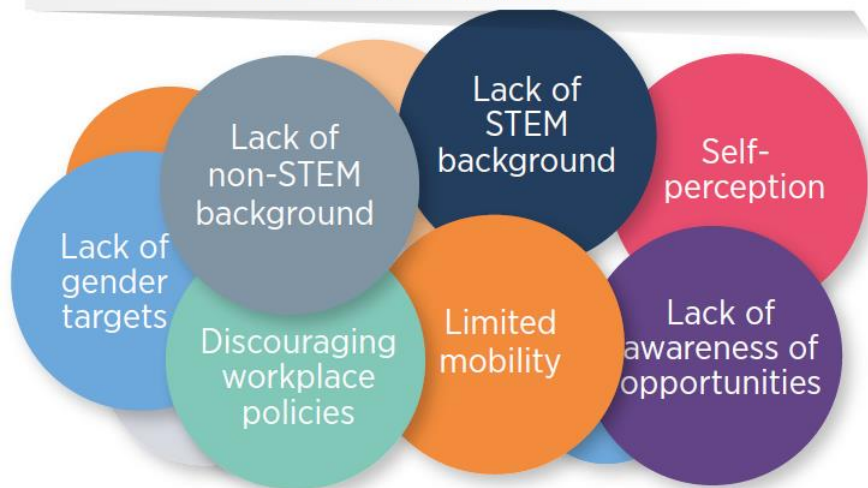
40% | **75%**

Shares of **men** and **women** who perceive that women face barriers

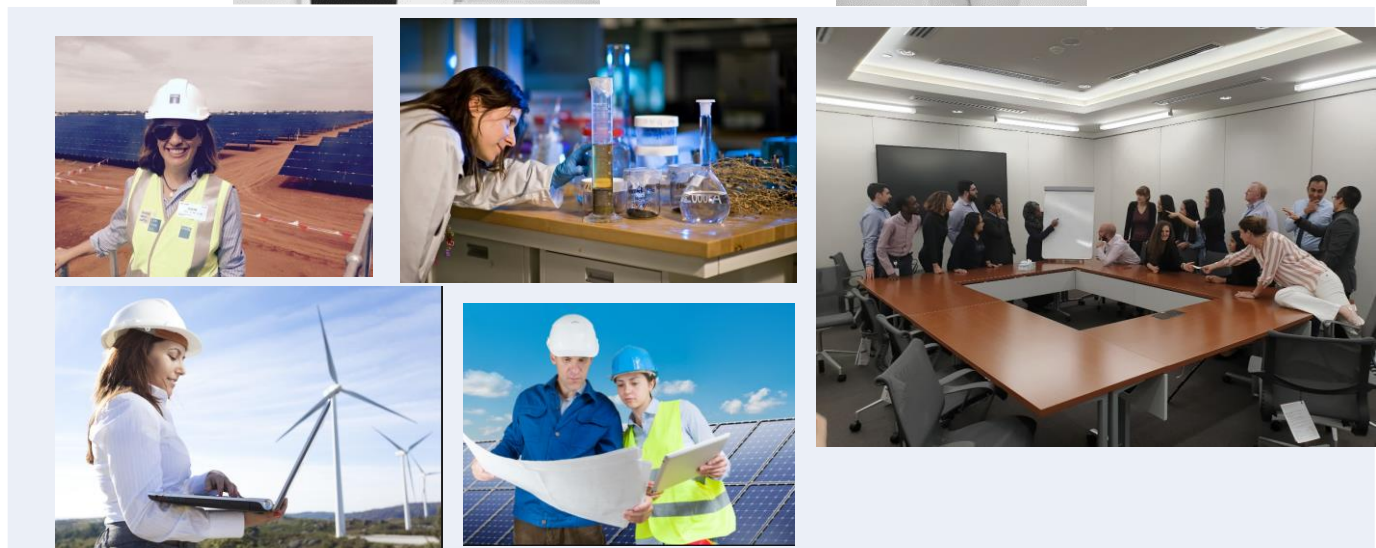
Perception of gender roles

Cultural and social norms

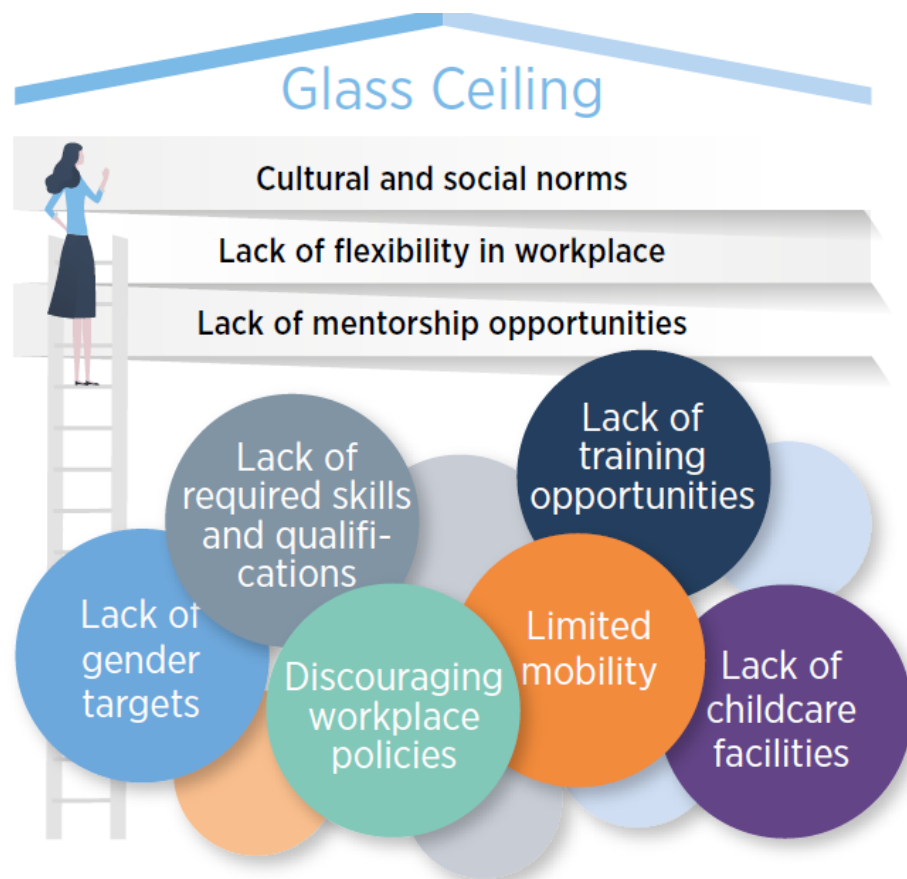
Prevailing hiring practices



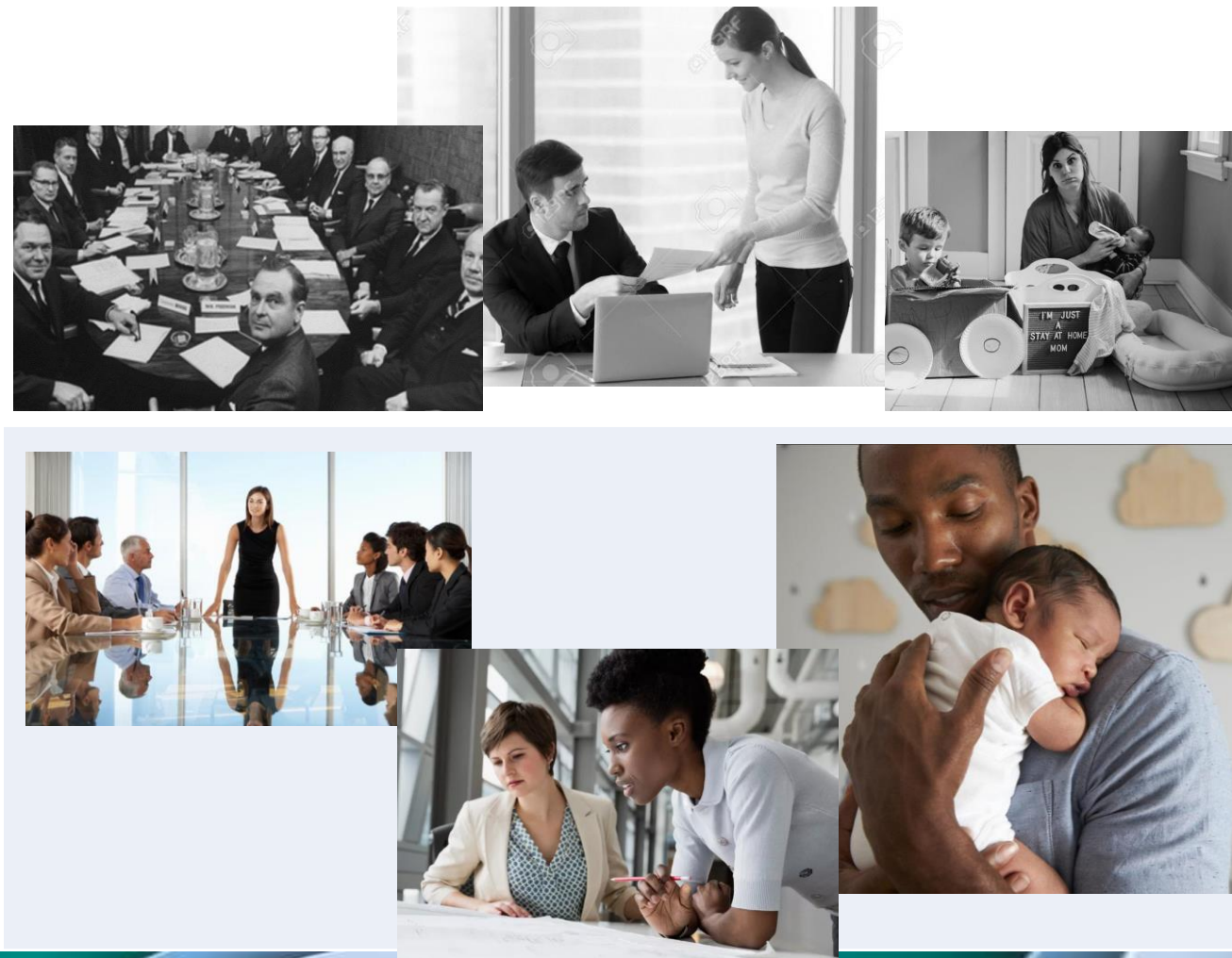
Source: IRENA online gender survey, 2018.



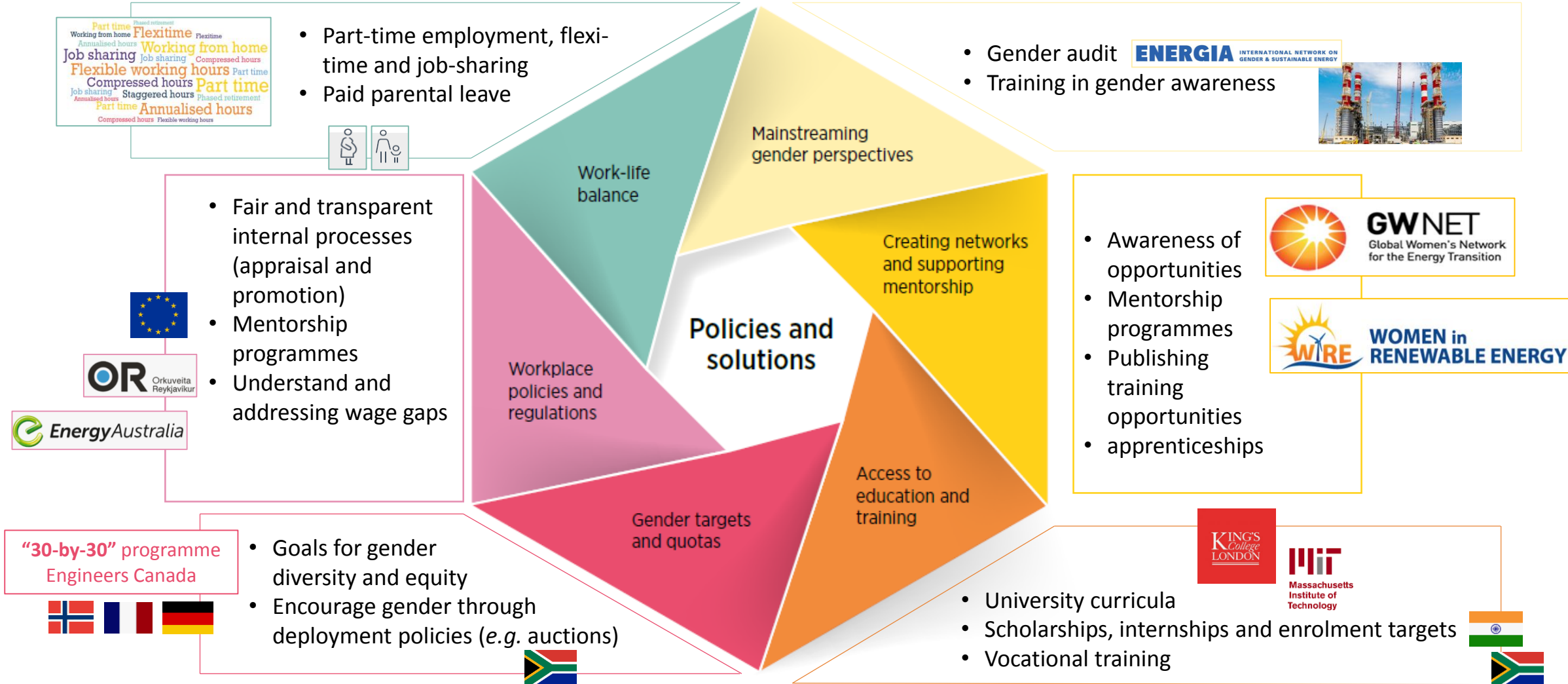
Barriers to retention and advancement of women in the modern energy context



Source: IRENA online gender survey, 2018.

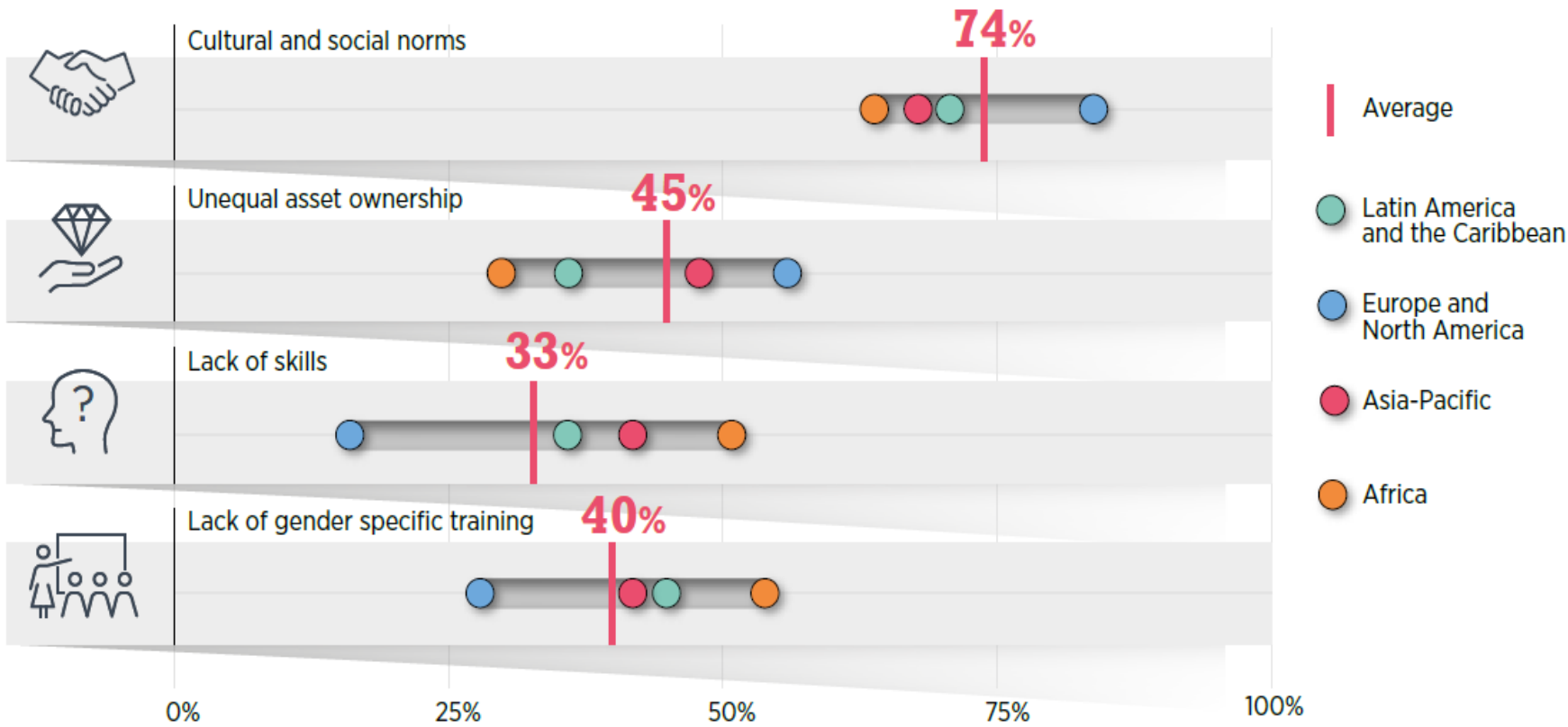


Policies and solutions to increase women's participation in the sector



Barriers to the participation of women in the energy access context

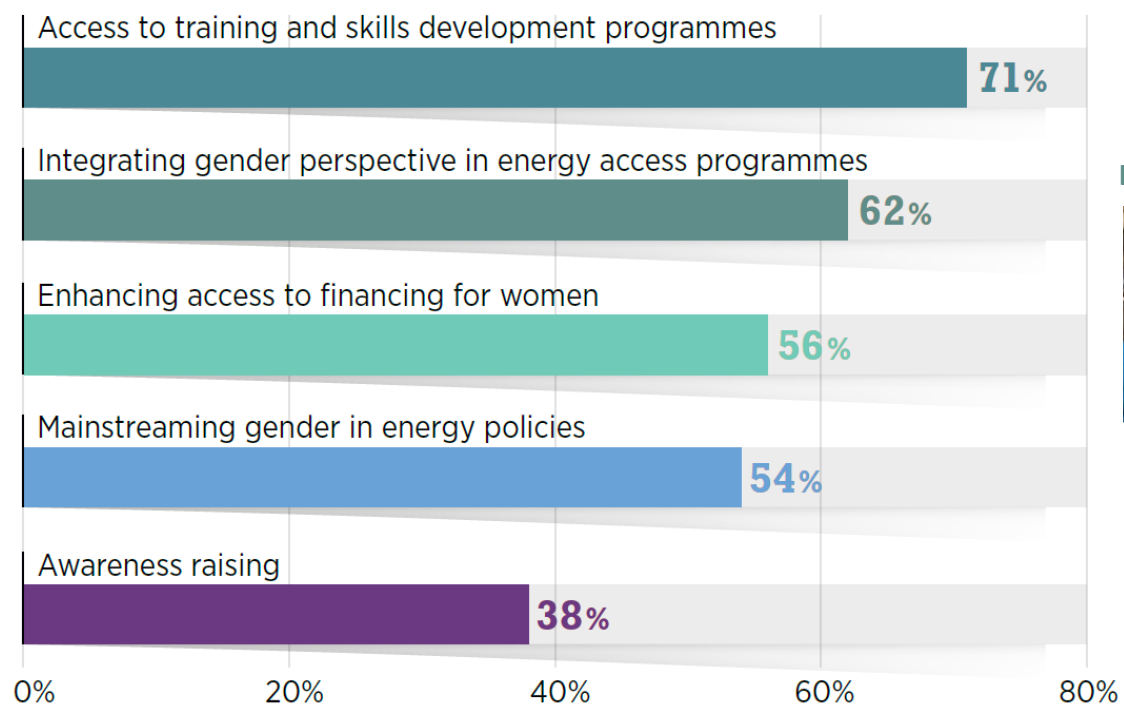
Regional distribution of responses on barriers to women's participation in the energy access context



Source: IRENA online gender survey, 2018.



Measures to improve women's engagement in the energy access context



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.

Barefoot College



Hivos'



ECOWAS



The Solar Sister



Self-Employed Women's Association (SEWA)



Wonder Women



The way forward: Engendering the energy transition...

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.



.... to achieve the Sustainable Development Goals

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





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



Thank you!

Rabia Ferroukhi RFerroukhi@irena.org
Celia García-Baños CGarcia@irena.org