

Solar PV: A Gender Perspective

Presenters:

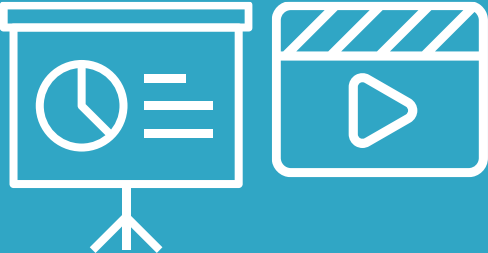
Celia García-Baños

TUESDAY, 13 DECEMBER 2022 • 14:00 – 14:30 CEST

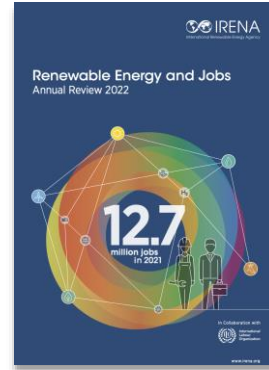
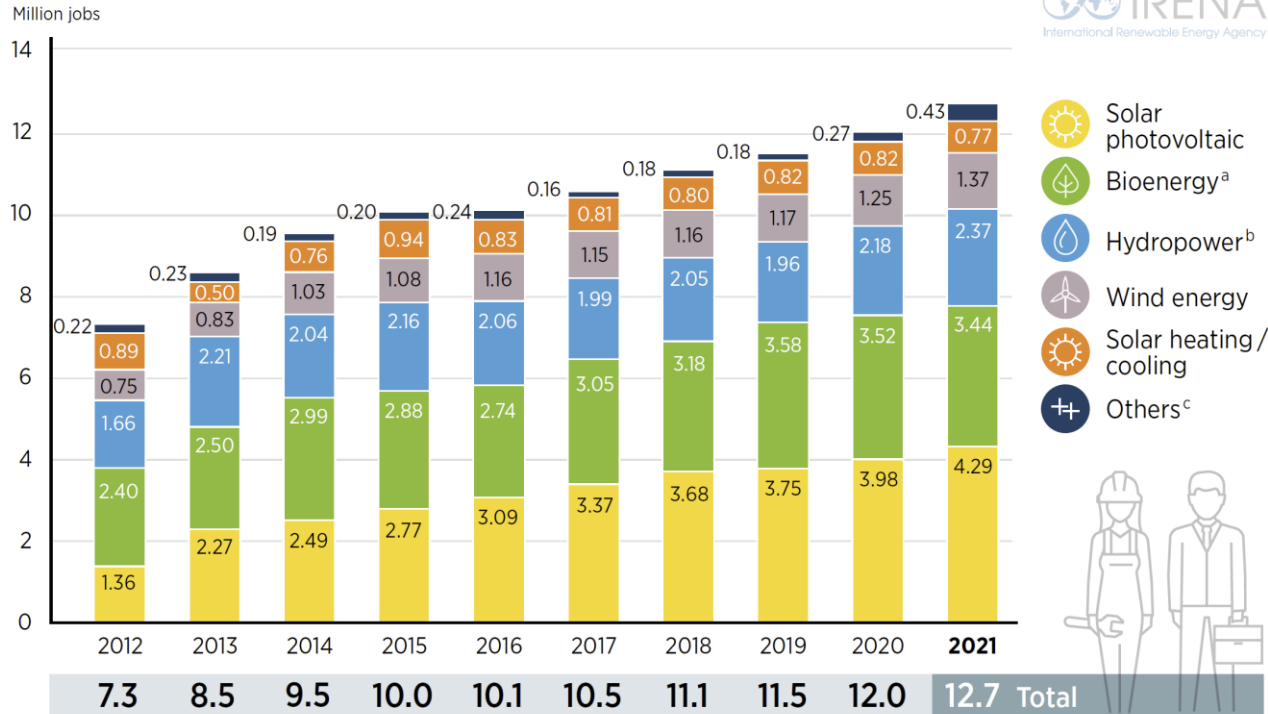
SPEAKERS



Celia García-Baños
Programme Officer – Policy, Gender and Socioeconomics
IRENA



Jobs in Solar PV – 2012-2021 and 2030

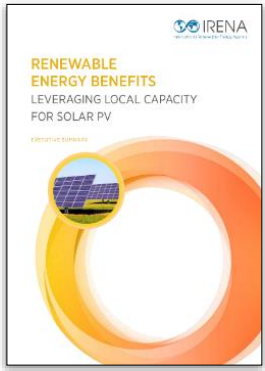


14 million
jobs by 2030

4.3 million
jobs in 2021



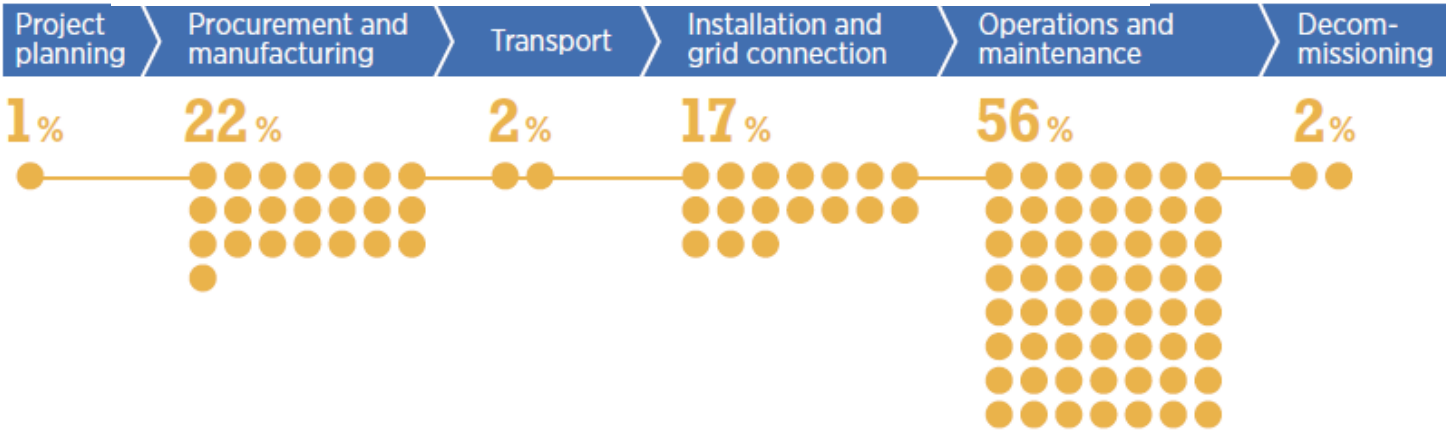
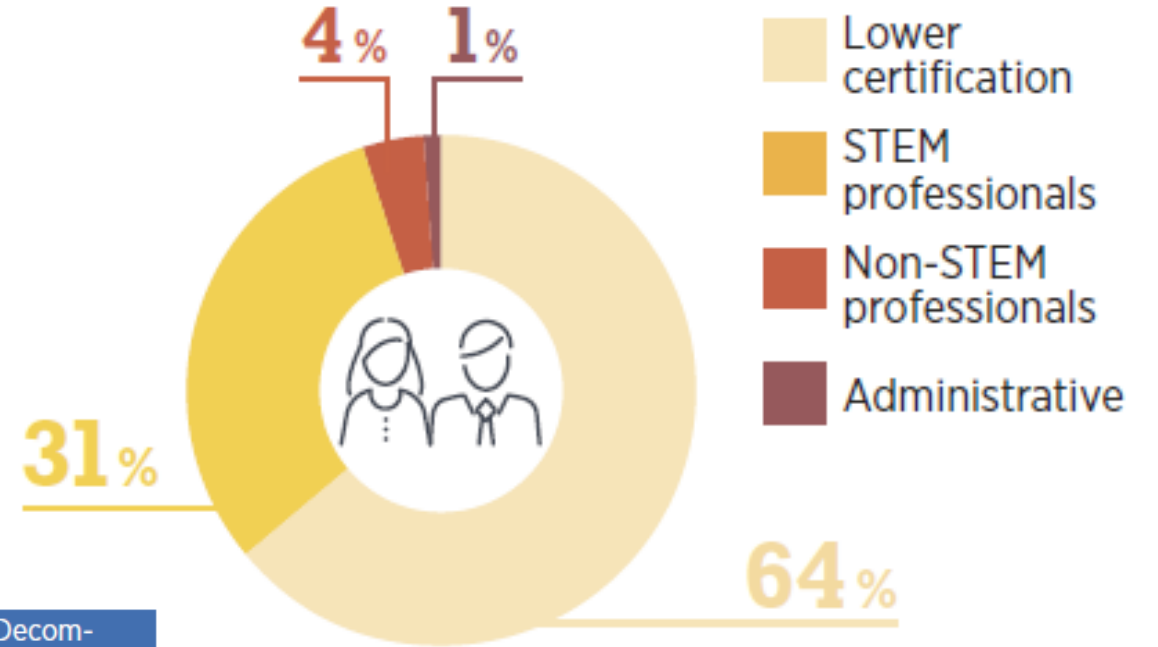
Labour requirements in the solar PV sector



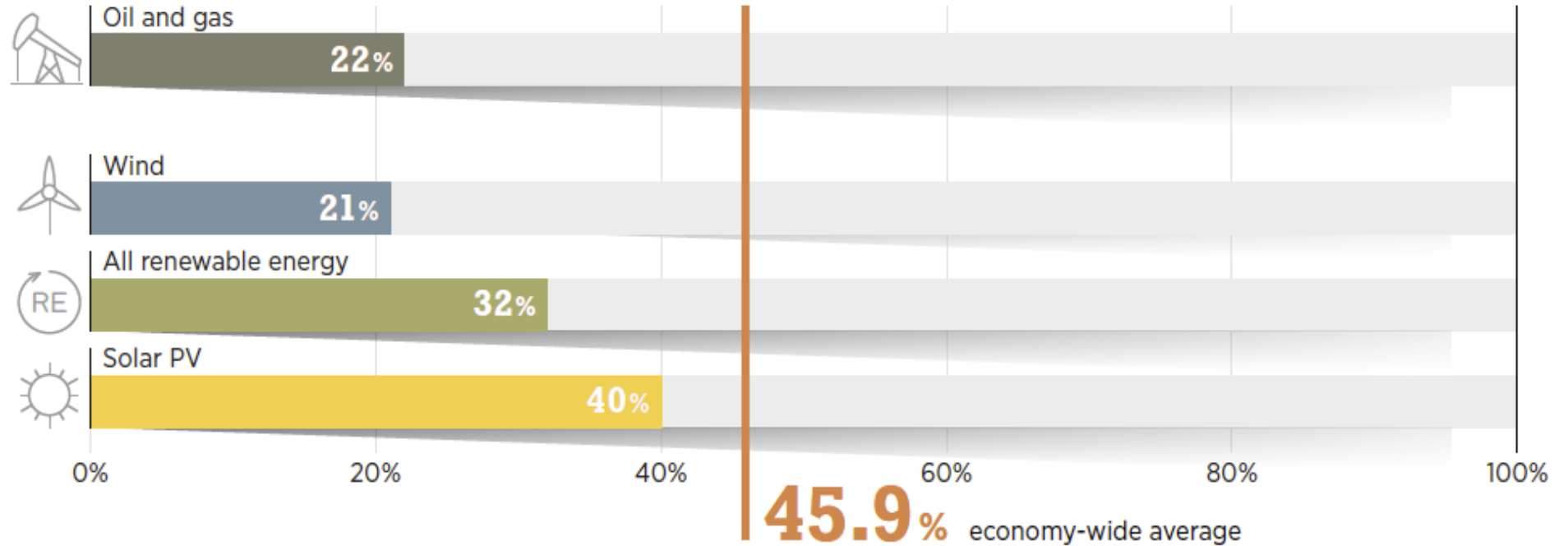
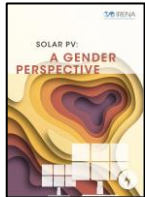
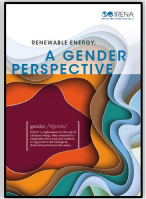
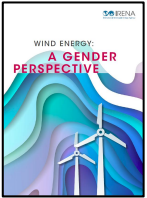
Human resources requirements

50 MW Solar PV

229 055
person-days



Women's share in the energy sectors

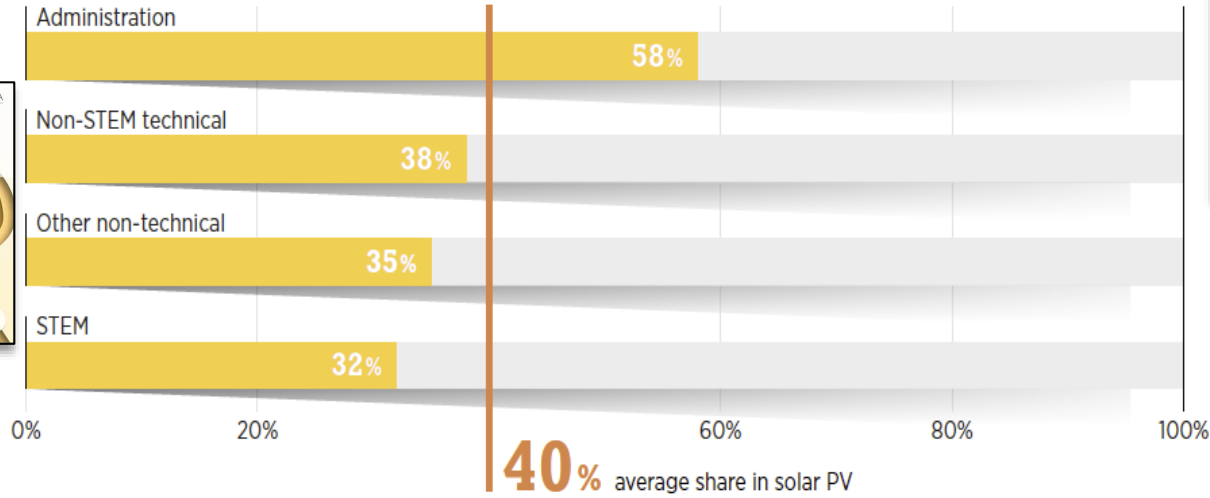
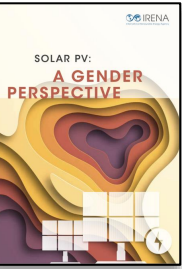
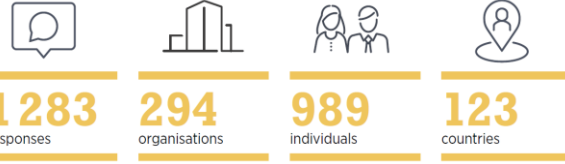


Note: The results did not show any significant difference between off-grid and on-grid employment of women. Therefore we assume similar shares of women in both contexts.

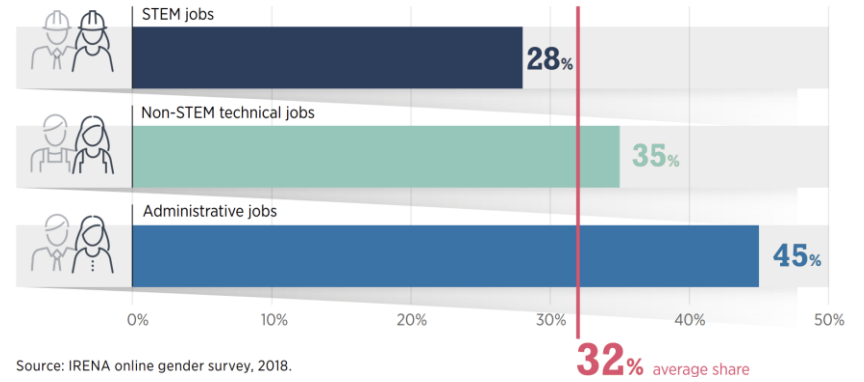
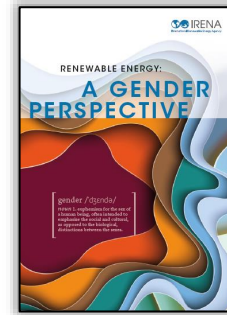
Source: IRENA online solar PV survey, 2021.

Women's share, by role

Women's share in solar PV

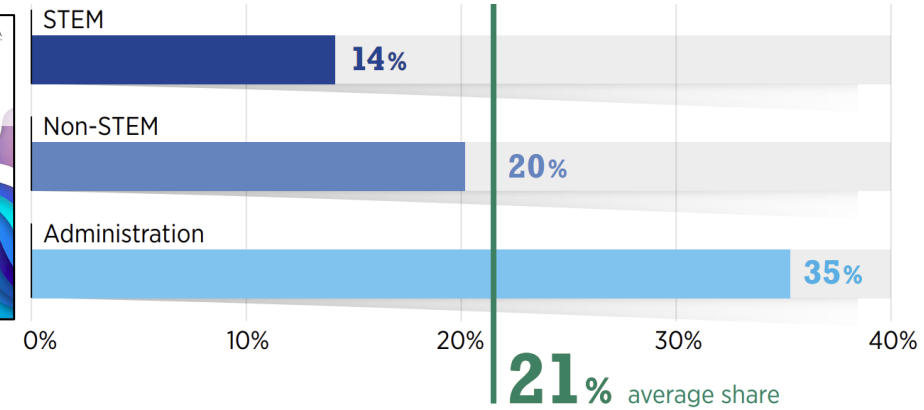
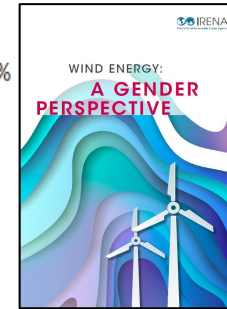


Women's share in the overall RE

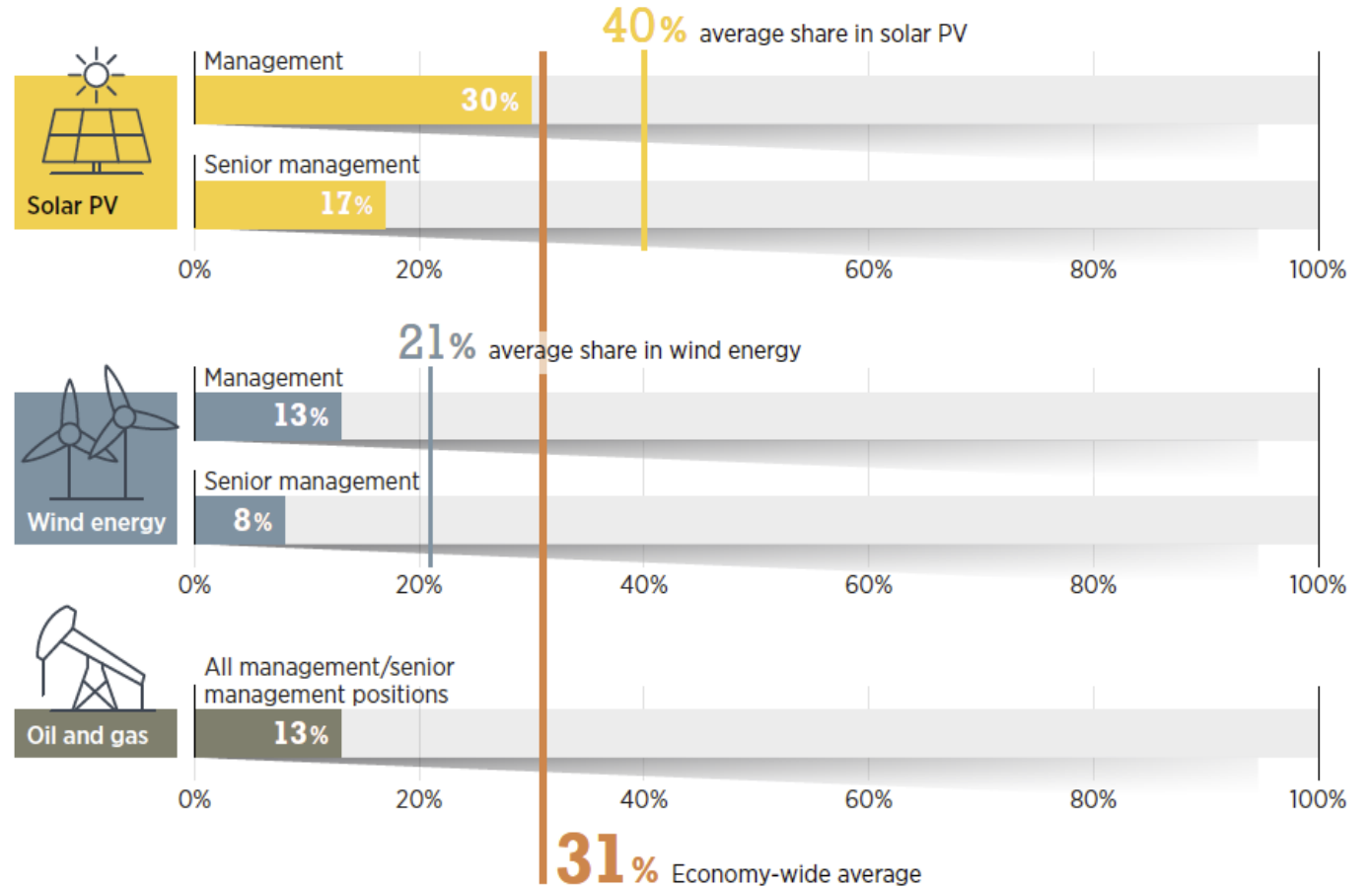


Source: IRENA online gender survey, 2018.

Women's share in wind energy

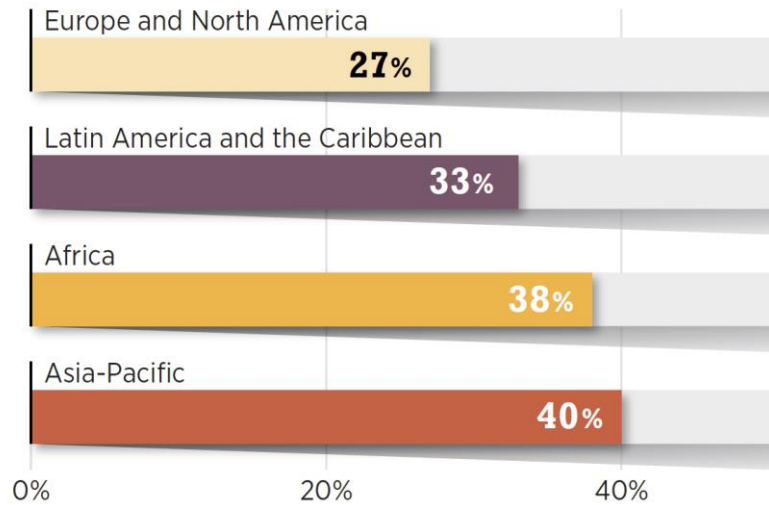


Women's share, in managerial positions

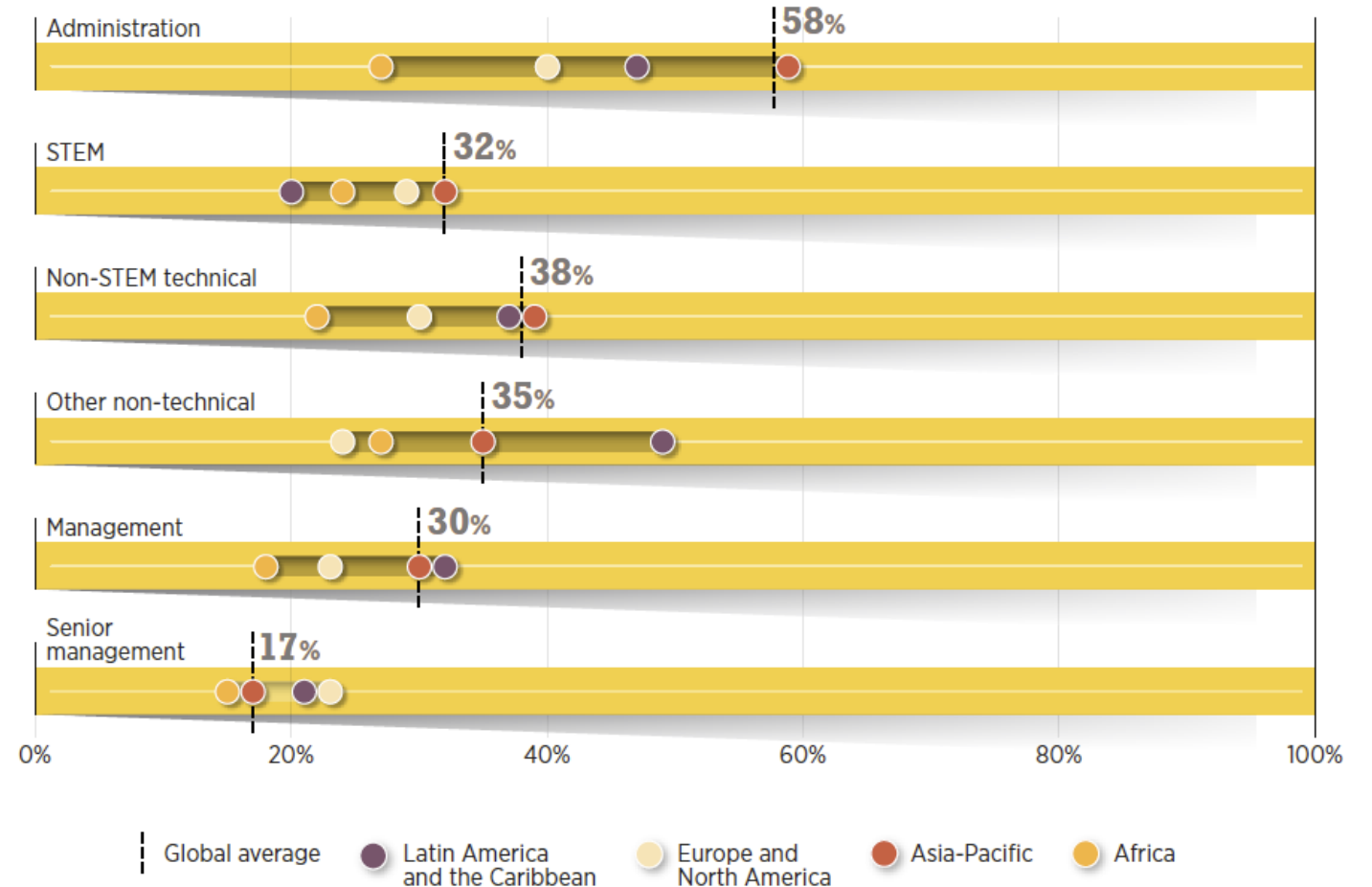


Source: IRENA online solar PV survey, 2021, and IRENA (2021), Grant Thornton (2021) and BCG (2021).

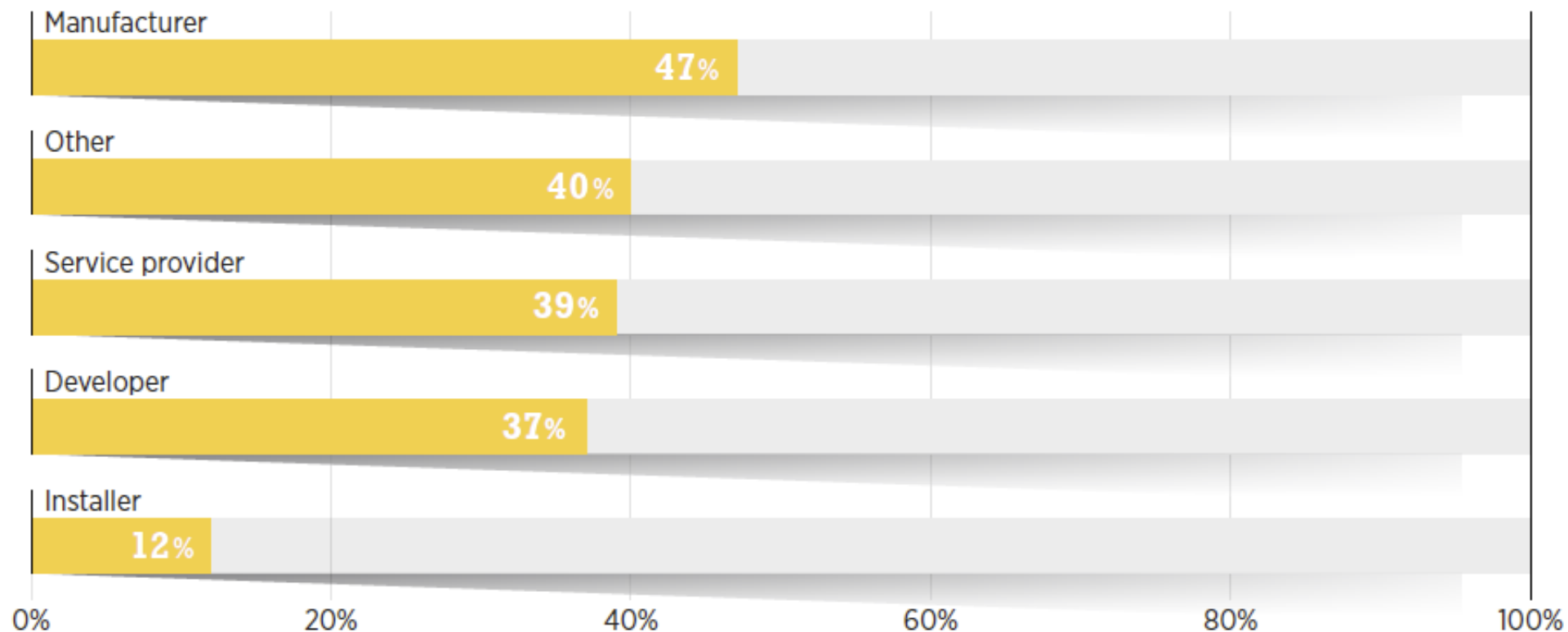
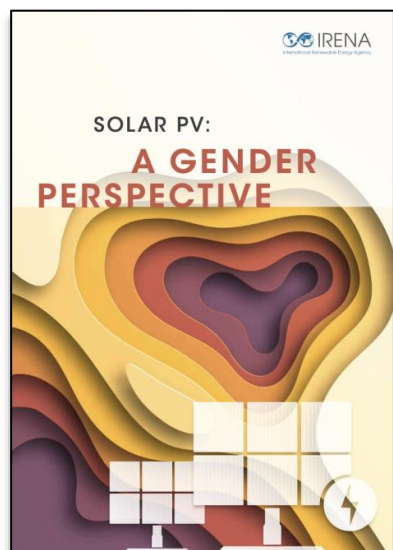
Women's share, by region and role



Source: IRENA online solar PV survey, 2021.

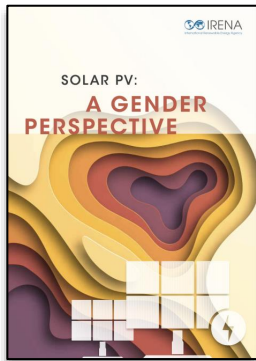


Women's share by activity



Source: IRENA online solar PV survey, 2021.

Barriers to entry, retention and advancement



Barriers to advancement



Barriers to retention



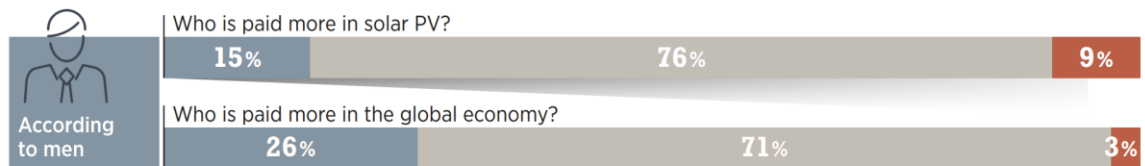
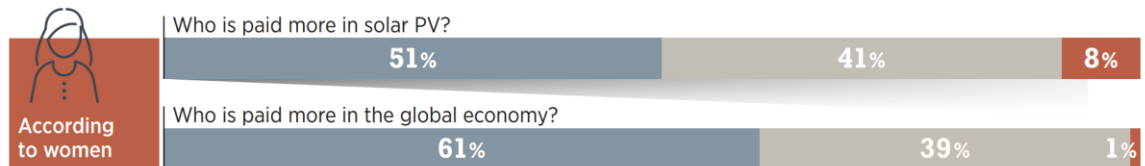
Barriers to entry



Gender pay gap

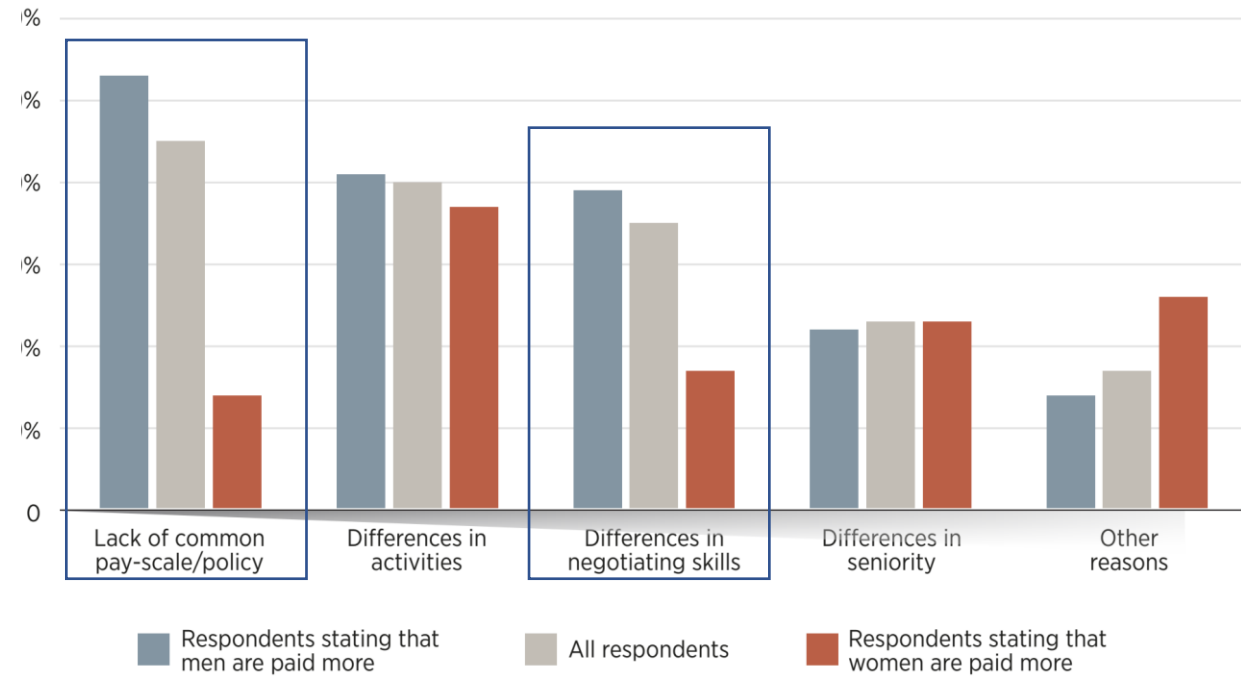


Source: IRENA online solar PV survey, 2021.



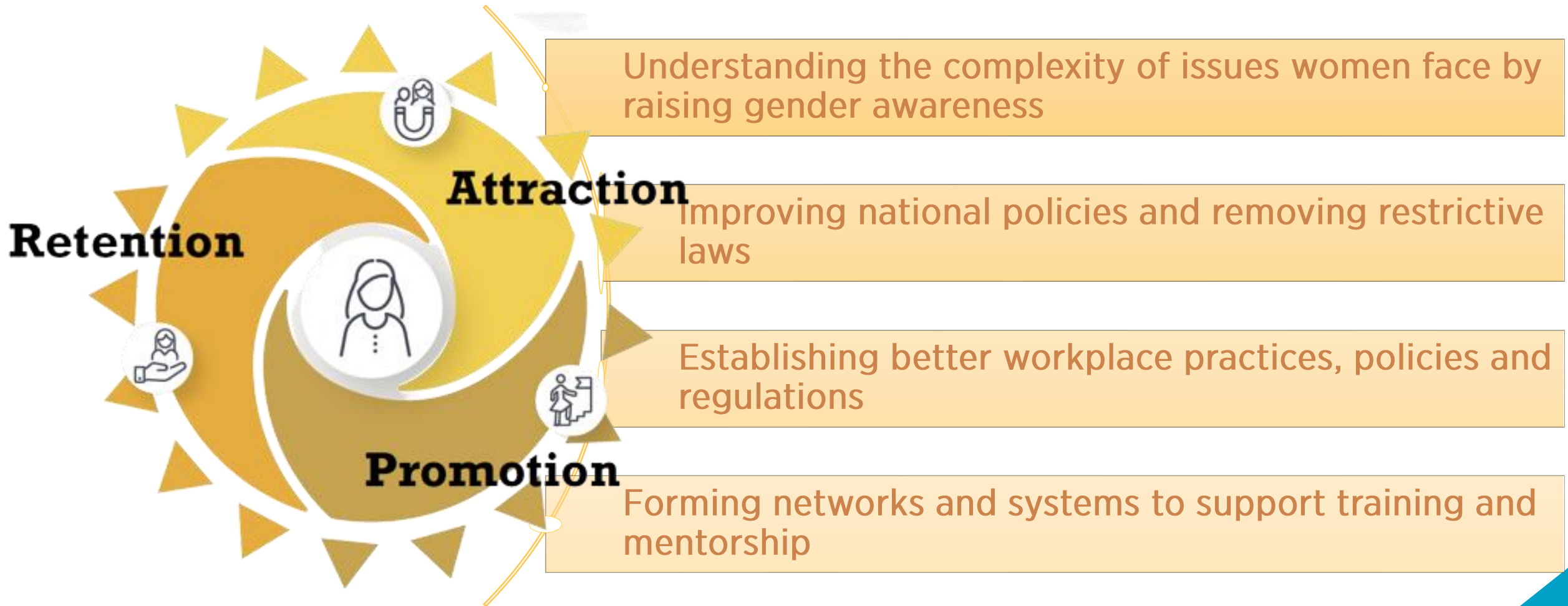
Men are paid more | Men and women are paid the same | Women are paid more

Source: IRENA online solar PV survey, 2021.



Source: IRENA online solar PV survey, 2021.

Measures to “engendering” the energy transition

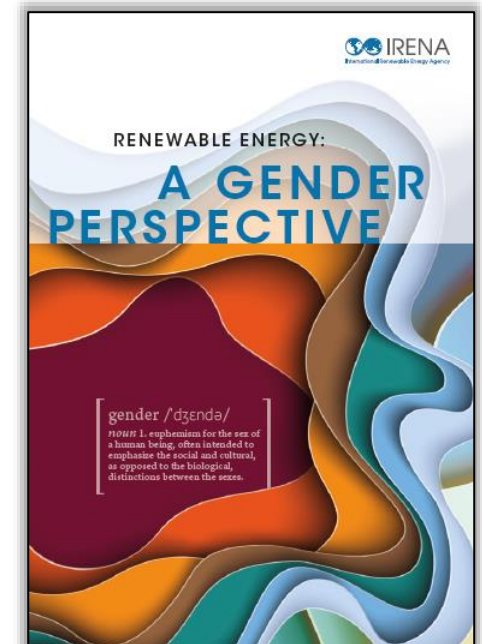
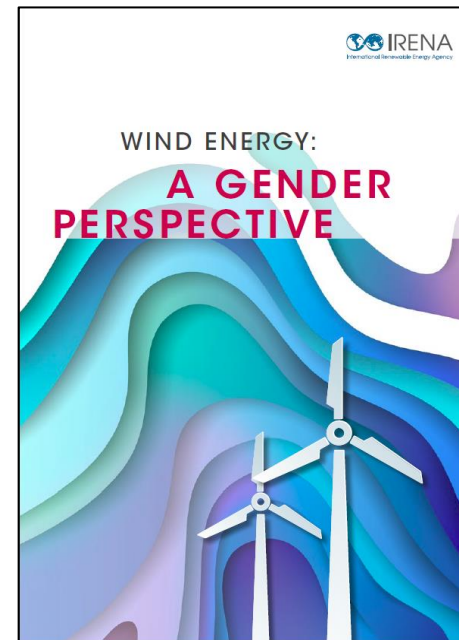
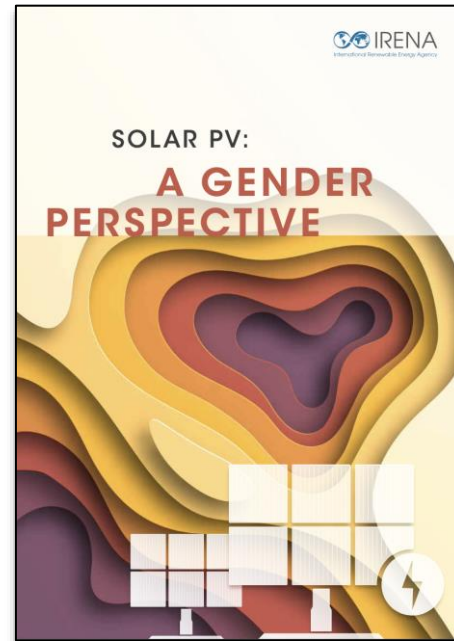


Improving women's representation in solar PV can help attain multiple SDGs, but also, needs to be part of a broader objective:

***diversifying the workforce as a whole** so it includes everyone's vision, talents and skills. This means not only women, but also all other minority groups.*



Thank you!





Q & A
10 min

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