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

![Diagram showing distribution of labor requirements across different activities]
Women's share in the energy sectors

- Oil and gas: 22%
- Wind: 21%
- All renewable energy: 32%
- Solar PV: 40%

45.9% economy-wide average

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
- Administration: 58%
- Non-STEM technical: 38%
- Other non-technical: 35%
- STEM: 32%

Women’s share in wind energy
- STEM: 14%
- Non-STEM: 20%
- Administration: 35%

Women’s share in the overall RE
- STEM jobs: 28%
- Non-STEM technical jobs: 35%
- Administrative jobs: 45%

Source: IRENA online gender survey, 2018.
Women’s share, in managerial positions

![Bar chart showing the share of women in management positions in solar PV, wind energy, and oil and gas industries.]

- **Solar PV**
  - Management: 30%
  - Senior management: 12%
  - Average share in solar PV: 40%

- **Wind energy**
  - Management: 13%
  - Senior management: 8%
  - Average share in wind energy: 21%

- **Oil and gas**
  - Management/senior management positions: 13%
  - Economy-wide average: 31%

*Source: IRENA online solar PV survey, 2021, and IRENA (2021), Grant Thornton (2021) and BCG (2021).*
Women’s share, by region and role

- Europe and North America: 27%
- Latin America and the Caribbean: 33%
- Africa: 38%
- Asia-Pacific: 40%

Source: IRENA online solar PV survey, 2021.
Women’s share by activity

- Manufacturer: 47%
- Other: 40%
- Service provider: 39%
- Developer: 37%
- Installer: 12%

Source: IRENA online solar PV survey, 2021.
Barriers to entry, retention and advancement

**Barriers to entry**
- Limited mobility
- Hiring practices
- Cultural and social norms
- Lack of gender targets
- Self-perception
- Lack of awareness of opportunities
- Limited mobility
- Perception of gender roles

**Barriers to retention**
- Fair and transparent policies
- Maternity leave
- Paternity leave
- Flex-time
- Option to work from home
- Onsite childcare
- Gender targets
- Training and mentoring
- Part-time working
- Job sharing

**Barriers to advancement**
- Lack of skills
- Workplace practices
- Lack of training
- Glass ceiling
- Lack of mentoring
- Lack of workplace flexibility
- Lack of gender targets
- Lack of childcare facilities
- Cultural and social norms
## Gender pay gap

**Who is paid more in the global economy?**

<table>
<thead>
<tr>
<th>Men are paid more</th>
<th>Men and women are paid the same</th>
<th>Women are paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>34%</td>
<td>64%</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Who is paid more in solar PV?**

<table>
<thead>
<tr>
<th>Men are paid more</th>
<th>Men and women are paid the same</th>
<th>Women are paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>28%</td>
<td>68%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**According to women**

<table>
<thead>
<tr>
<th>Men are paid more</th>
<th>Men and women are paid the same</th>
<th>Women are paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>51%</td>
<td>41%</td>
<td>8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Men are paid more</th>
<th>Men and women are paid the same</th>
<th>Women are paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>61%</td>
<td>39%</td>
<td>1%</td>
</tr>
</tbody>
</table>

**According to men**

<table>
<thead>
<tr>
<th>Men are paid more</th>
<th>Men and women are paid the same</th>
<th>Women are paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>15%</td>
<td>76%</td>
<td>9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Men are paid more</th>
<th>Men and women are paid the same</th>
<th>Women are paid more</th>
</tr>
</thead>
<tbody>
<tr>
<td>26%</td>
<td>71%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Source: IRENA online solar PV survey, 2021.
Measures to “engendering” the energy transition

- Understanding the complexity of issues women face by raising gender awareness
- Improving national policies and removing restrictive laws
- Establishing better workplace practices, policies and regulations
- Forming networks and systems to support training and mentorship
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!

https://irena.org/publications
Q & A
10 min
THANK YOU FOR JOINING US!

SEE YOU IN OUR NEXT WEBINARS

www.irena.org/events/2020/Jun/IRENA-Insights