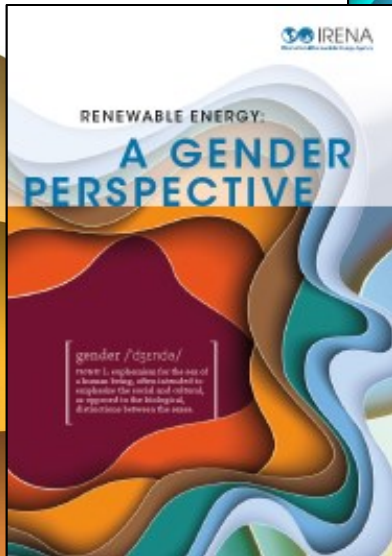
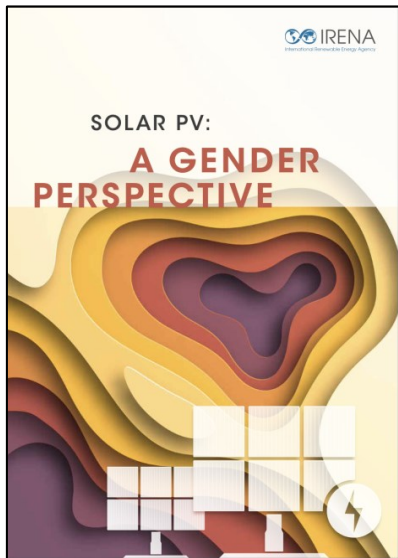


Gender Equality for an inclusive energy transition

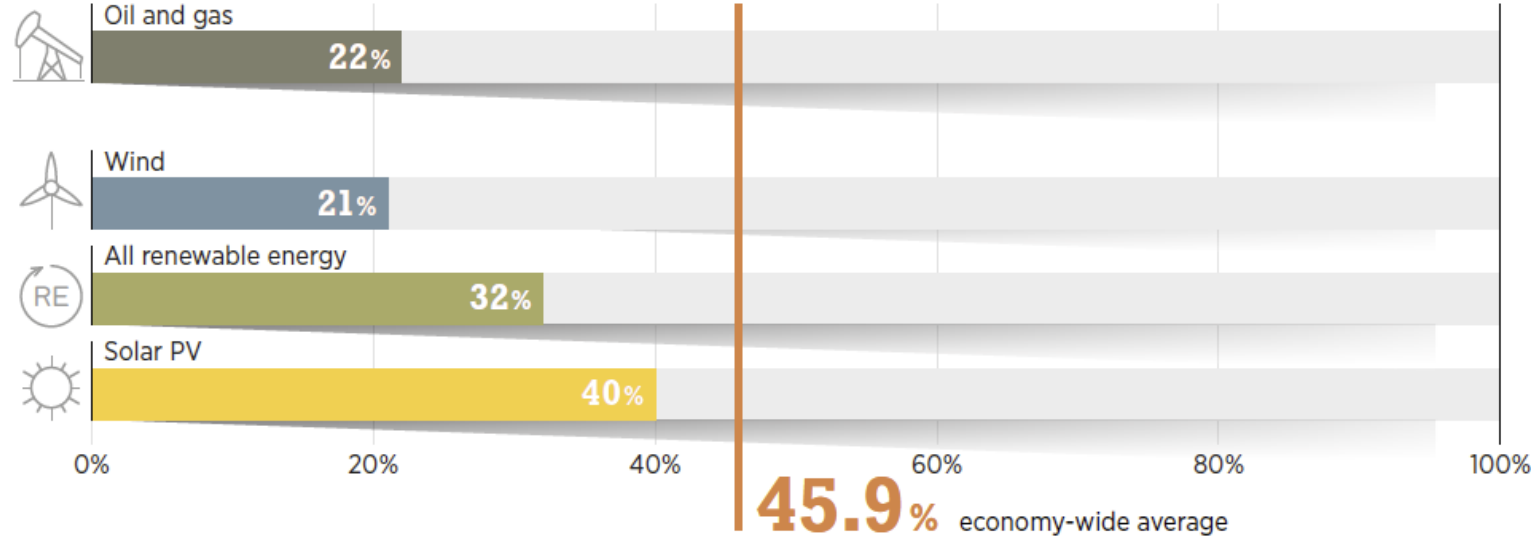
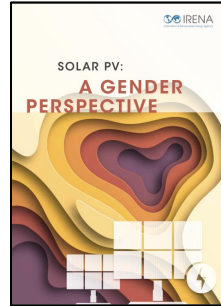
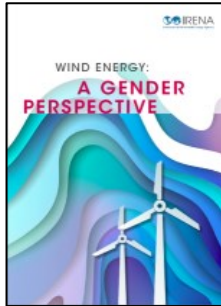
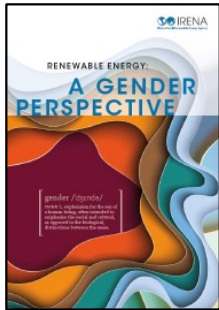
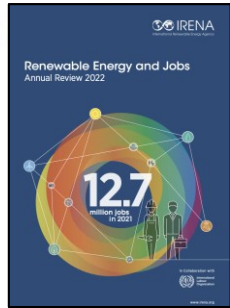


Renewable Energy Jobs: A Gender Perspective

38.5 million
jobs in 2030



12.7 million
jobs in 2021



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.

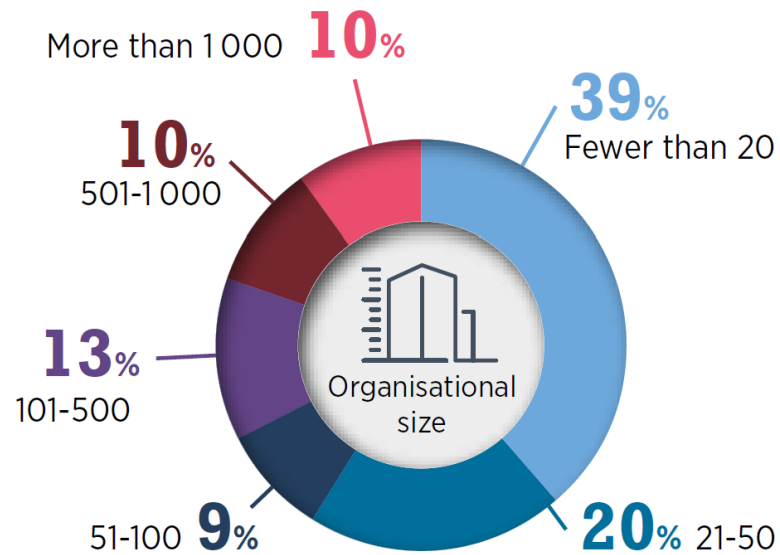
Source: IRENA online solar PV survey, 2021.

The lack of access to modern energy affects women and children disproportionately

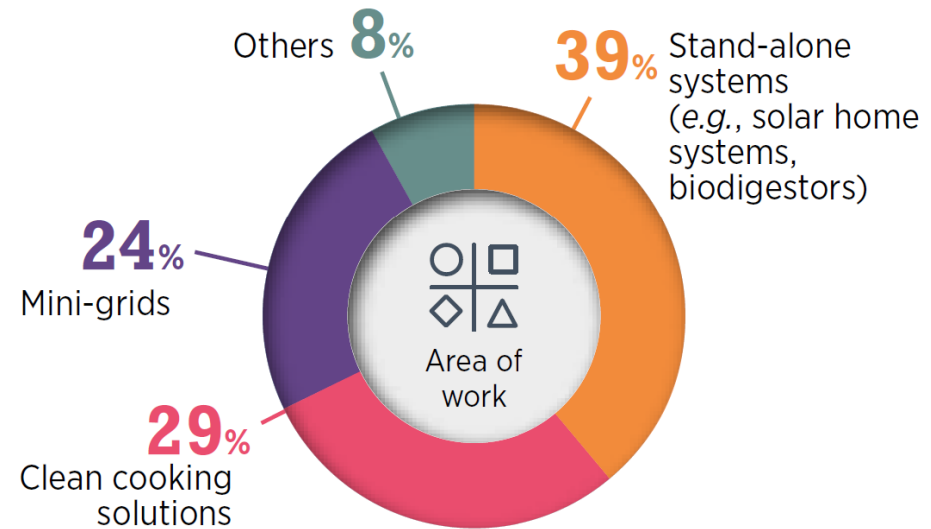
- Time and labour spent on unpaid work, subsistence and productive tasks (e.g., gathering fuelwood for cooking, fetching water, manually processing grain or other food)
 - Indoor air pollution
 - Limitations on the delivery of healthcare, education, water and other basic public services owing to the lack of modern energy
-
- **Access to affordable, reliable and sustainable modern energy can have a transformative impact on productivity, incomes and overall well-being**
 - It frees up time for women collecting fuelwood and enables time-shifting of tasks with access to lighting, opening new opportunities for leisure, parttime work and income-generating activities.
 - Strong crosscutting links to other sectors, including improved education opportunities for girls, safety, and access to media
 - Yet sustainable, modern energy infrastructure and technology tend to reach women last
 - **To ensure equitable and inclusive outcomes of efforts to improve energy access, the gender perspective needs to be mainstreamed in access programmes**

Over 835 respondents active in the energy access context filled out the survey

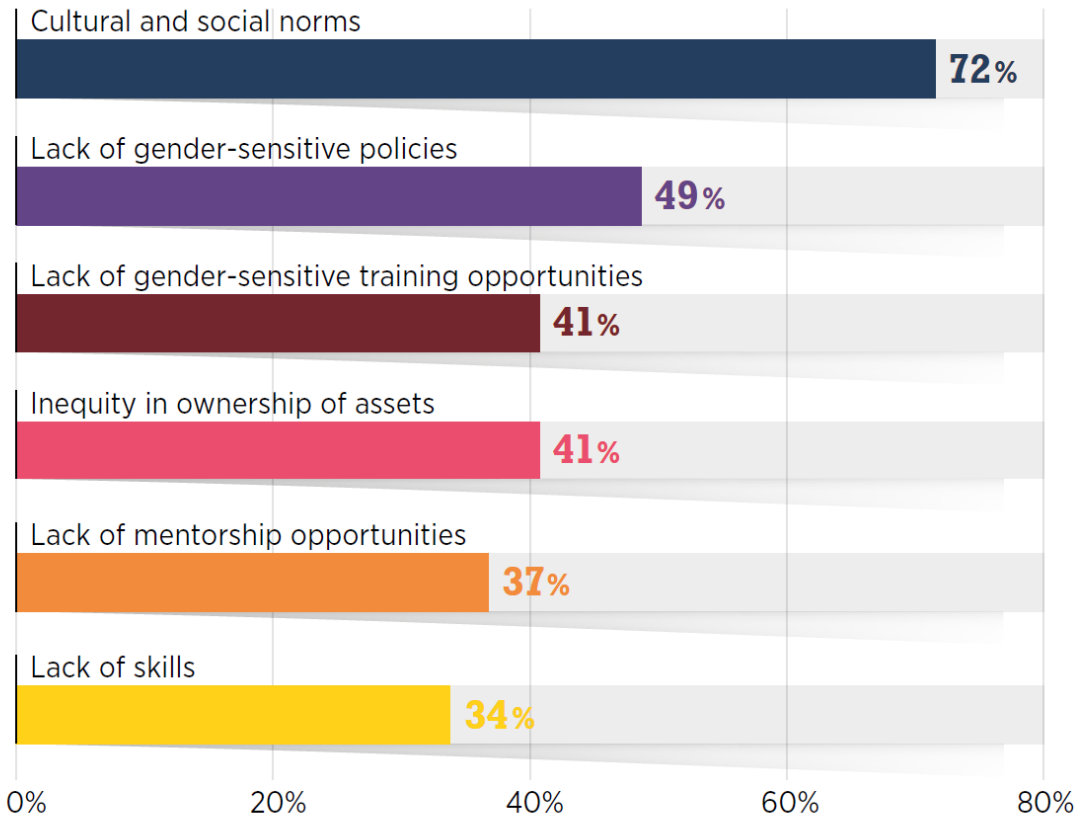
Organisational size reported by respondents to the energy access survey



Area of work of organisations responding to the energy access survey



Barriers to women's participation in deploying renewables to expand energy access



- Over 66% of respondents that women face barriers in expanding access through renewable energy
- Cultural and social norms the most common barrier followed by lack of gender-sensitive policies
- Lack of gender-sensitive training opportunities and inequity in ownership of assets
- Security and the remoteness of field locations were also mentioned

Source: IRENA online gender survey, 2018.

Note: Respondents were asked to select three barriers to women's engagement in deploying renewables to expand energy access. The percentages represent the share of respondents who selected a specific measure as one of their top three.

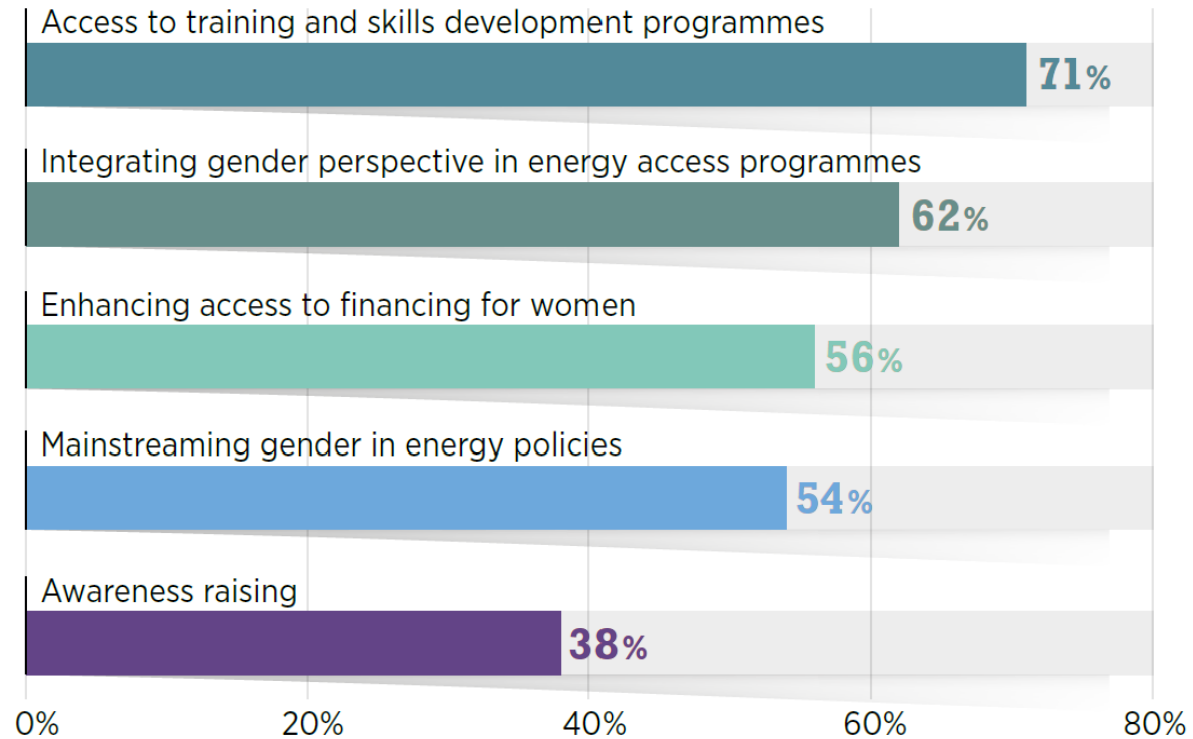
Access Context: Barriers to women's participation

Cultural and social norms

- Women allot a **significant amount of their time to household work and childcare** (and elderly care) responsibilities and consequently **have limited skills and time** to engage in formal, paid activities that predominantly employ men
- Women also tend to have **less access to information, skills, training and labour markets**. This influences their decision-making power and exercise of voice and agency, and constrains their access to land and productive resources, technology and information, and education and health services
- Understanding how intra-household gender hierarchies influence technology access is crucial for designing effective responses to address them



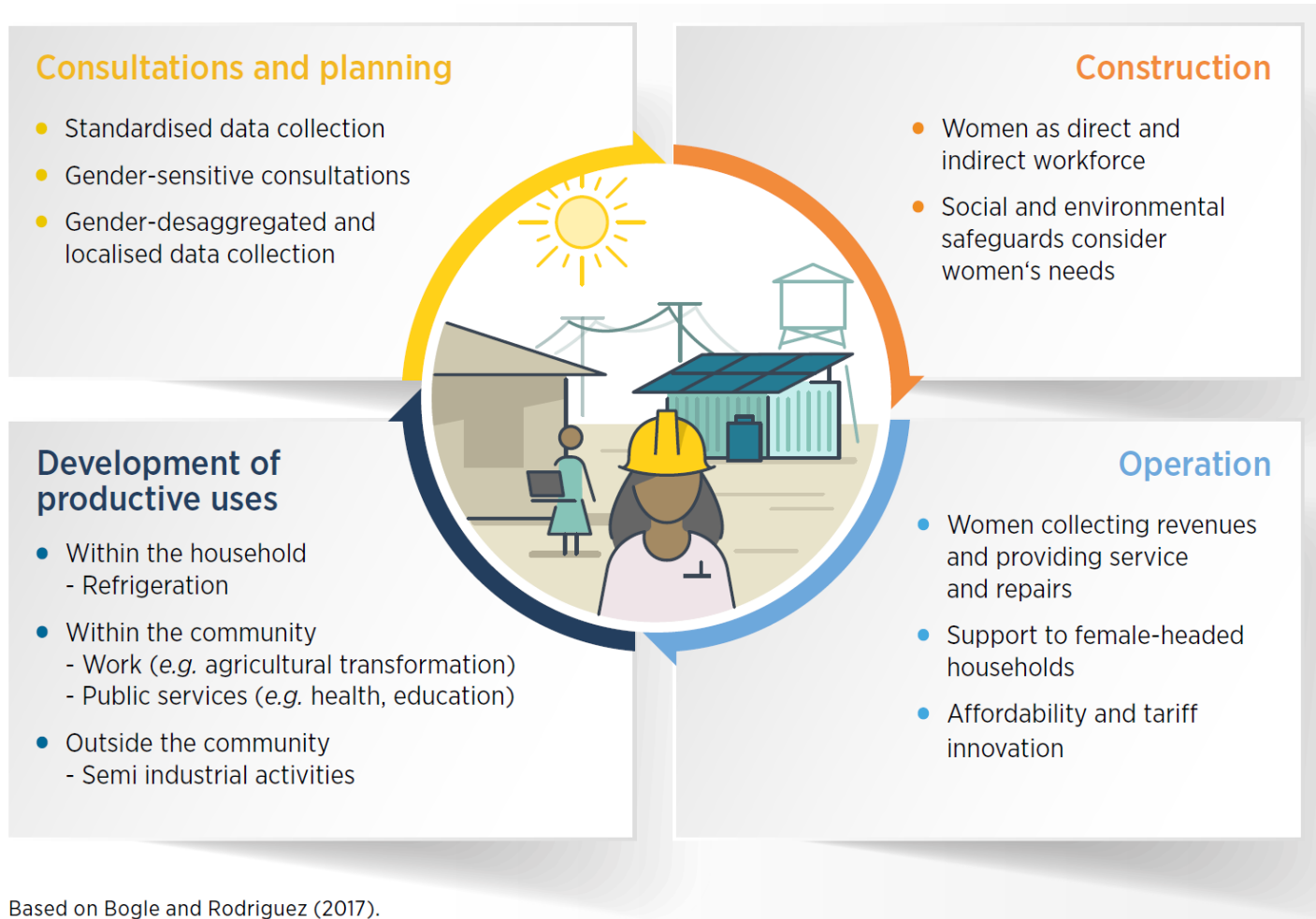
Measures to improve women's engagement in deploying renewables for energy access



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.

Gender entry points in the development of renewable energy mini-grids



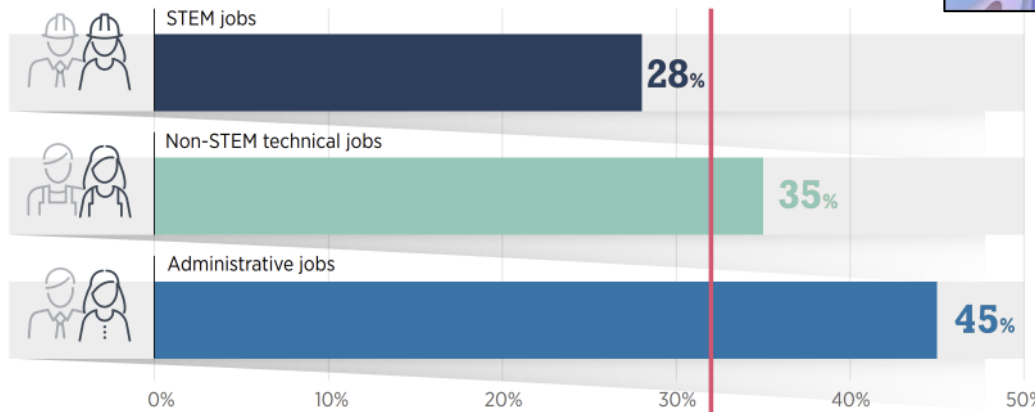
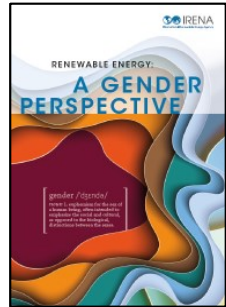
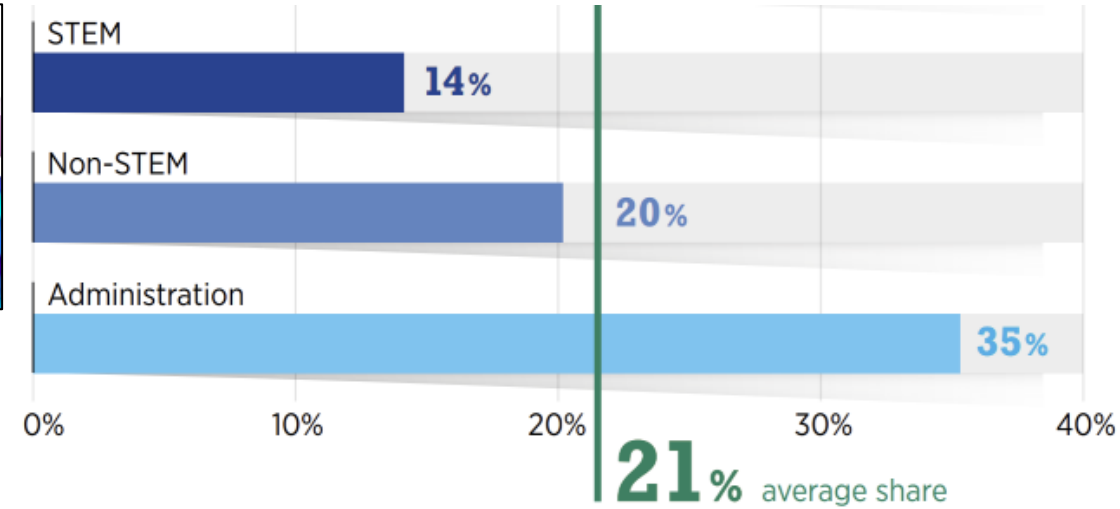
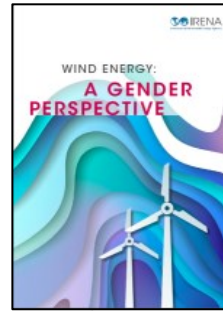
- Advocating for strategies and planning approaches that include women at every stage of the design, implementation, delivery and monitoring of energy services is critical if those services are to respond to women's needs and priorities.
- This means that gender mainstreaming needs to occur at different levels, beginning with regional and national policy making and planning, through to the design of programmes and delivery models, and continuing during project implementation and monitoring.

Improving the collection of gender disaggregated data

- **The lack of gender-disaggregated data exacerbates the gender gap within the energy access field**
 - It **distorts perceptions of the level of gender inequality** within the sector
 - This hinders **baseline evaluations of gender inequality** which underpin the development of gender-sensitive targets and indicators which inform gender-sensitive programmes and policies
 - The result is a **decrease in the effectiveness and accuracy** of gender-responsive strategies
- **Data-informed policies are critical to the achievement of gender equality**
 - **Comprehensive data and statistics** regarding the gender division of labour, women's access to resources in relation to men, and the disproportionate benefits of energy for women are required for women to be effectively included in the decision-making and entrepreneurial aspects of energy access
 - **Both qualitative and quantitative data collection and analyses** are necessary for the differences between men and women across social, economic, environmental, political and cultural dimensions to be fully grasped
- **Progress is being made and a greater attention is being paid to the collection and reporting of gender disaggregated data**

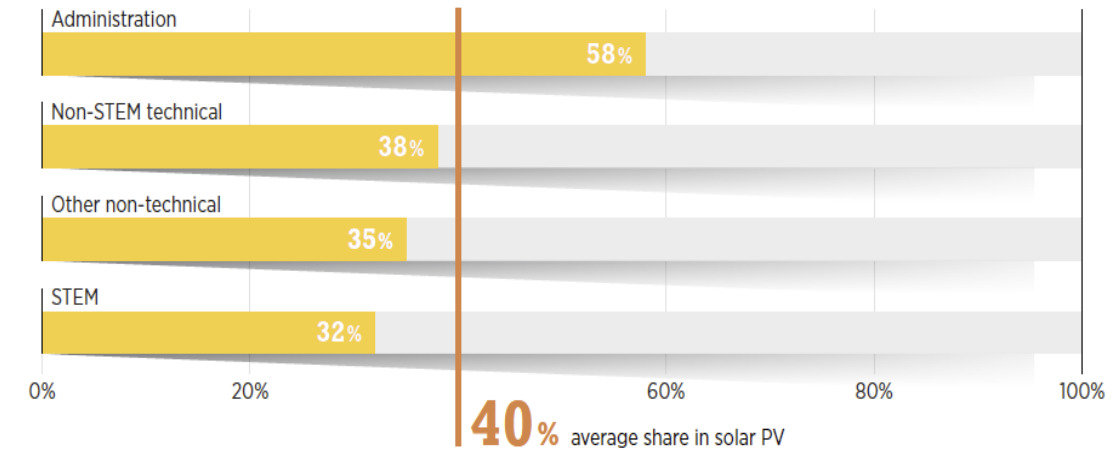
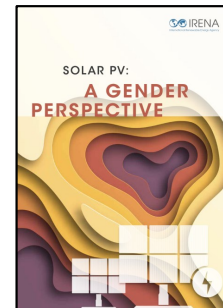


Women's share, by role (STEM, Non-STEM, Administration)

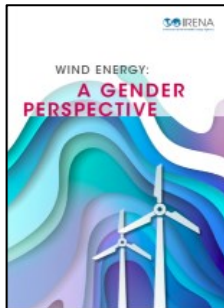
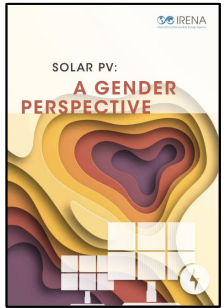
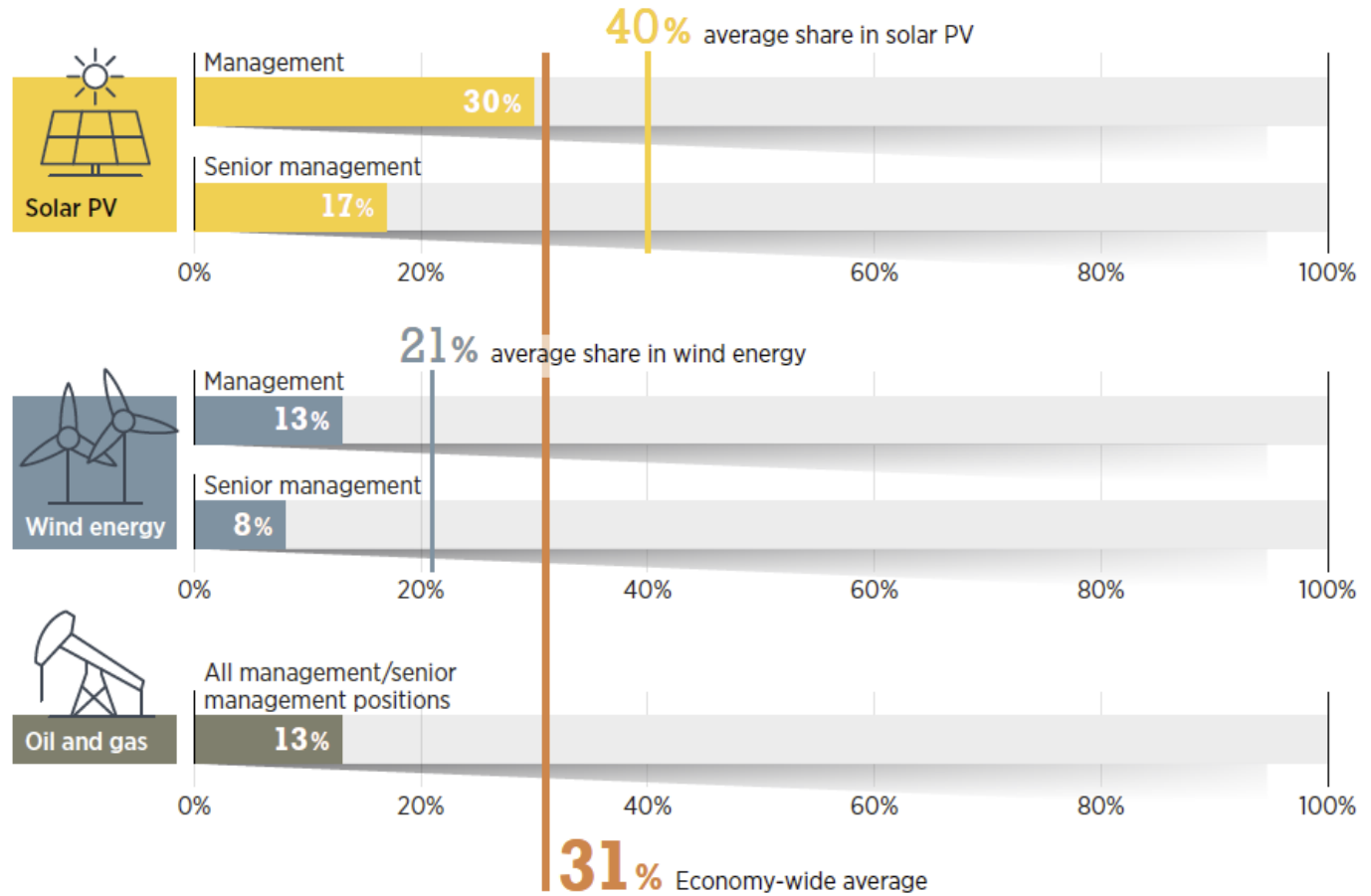
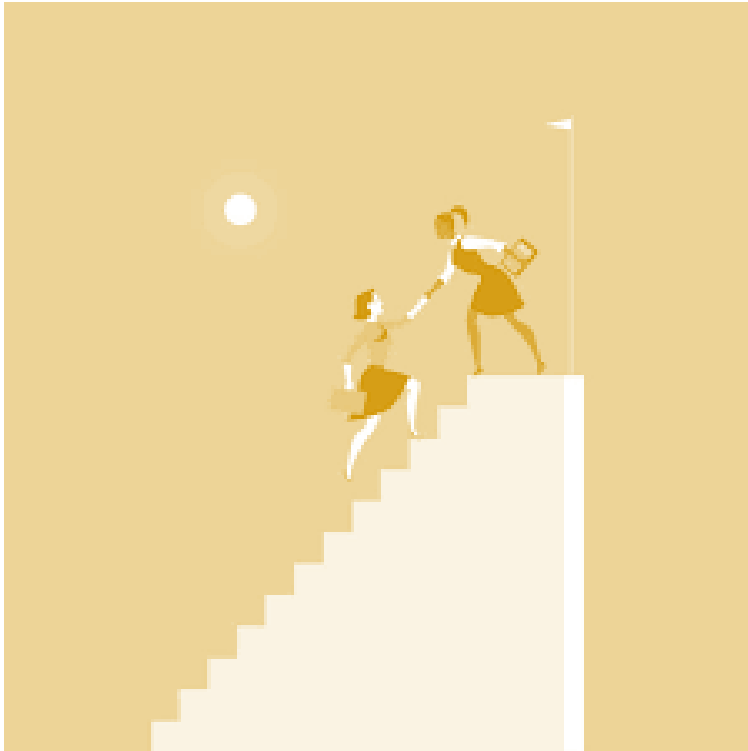


Source: IRENA online gender survey, 2018.

Note: The vertical line indicates the average share of women in renewable energy jobs among survey respondents.



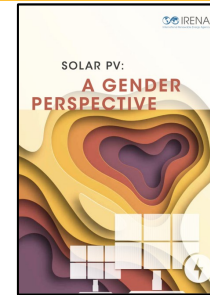
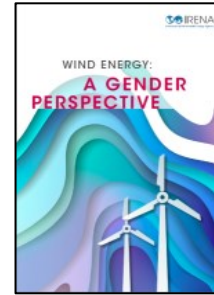
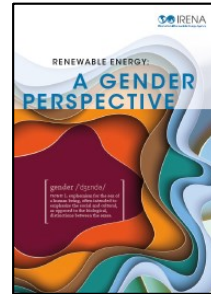
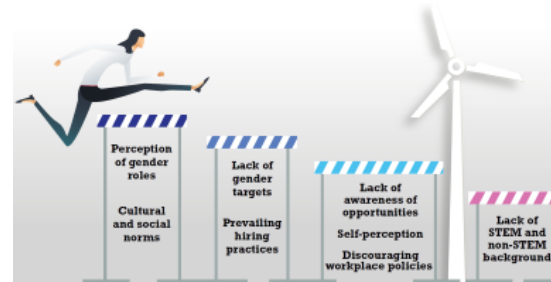
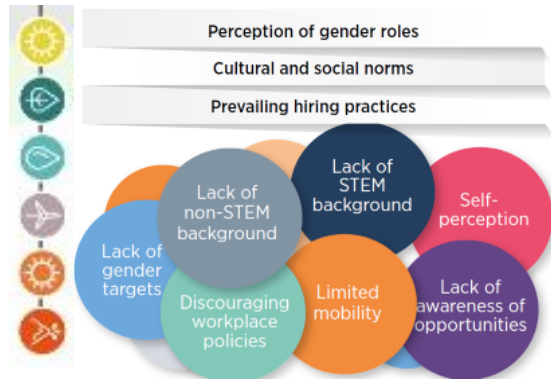
Women's share, in managerial positions



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

Barriers to entry, retention and advancement (RE, Wind, Solar)

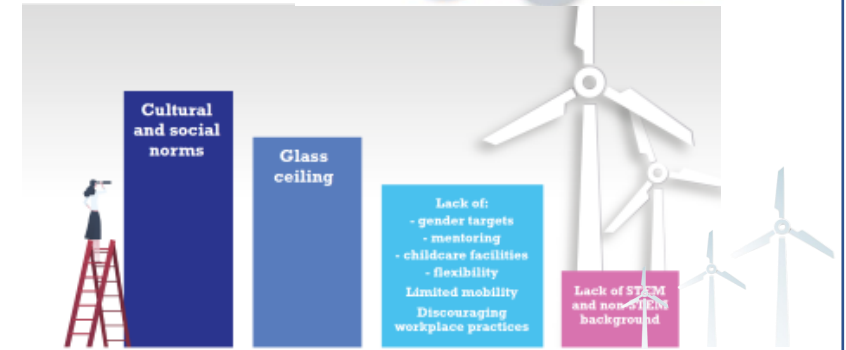
Barriers to entry



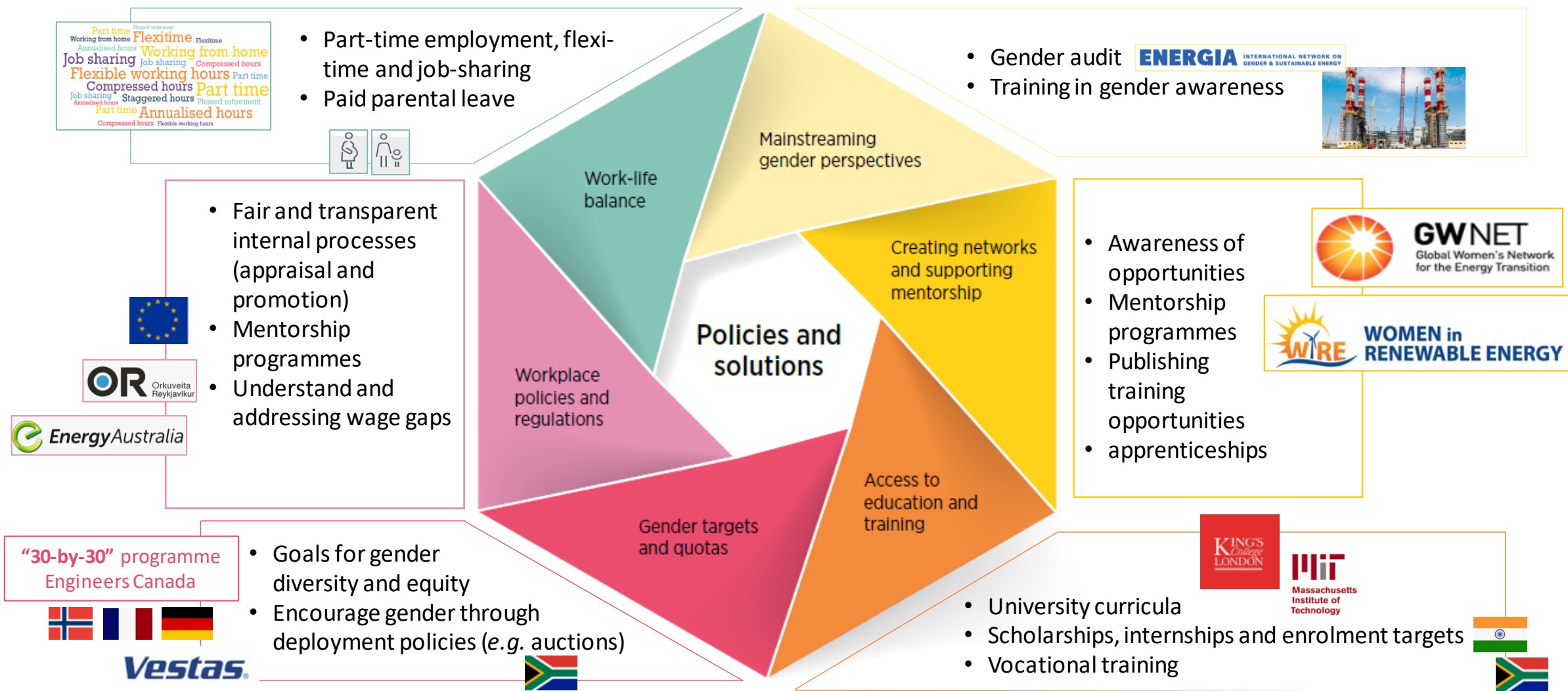
Barriers to retention



Barriers to advancement



Measures to increase women's participation in the sector



Thank you!

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