WOMEN IN CLEAN ENERGY

KNOWLEDGE, GAPS & OPPORTUNITIES

Elena De Luca - ENEA

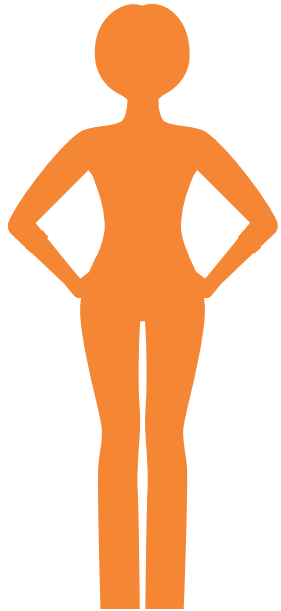# Annex 1 - Knowledge Gaps

Actions

- To **collect information** on women's participation in the clean energy sector workforce

- To produce **indicators** measuring clean energy sector job growth including a breakdown of gender participation levels and salary

- To **analyse** from the perspective of both employers and applicants the barriers to hiring women in the clean energy sector

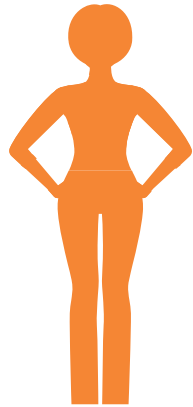- To **evaluate the existing strategies** to eliminate or minimize these barriers

Clean Energy Potential

Women's Workforce Participation

Renewable Energy
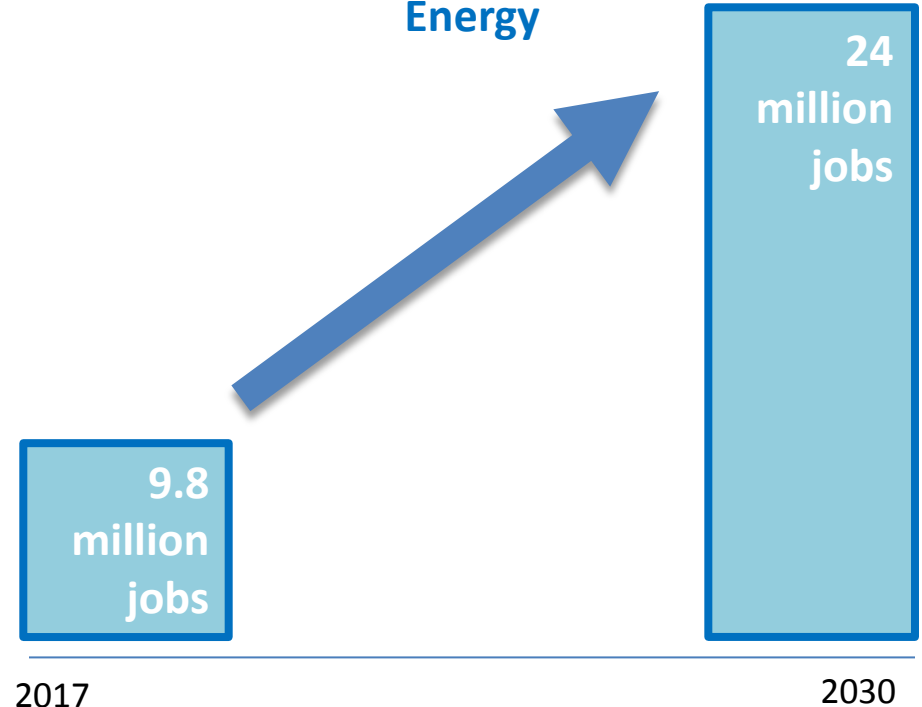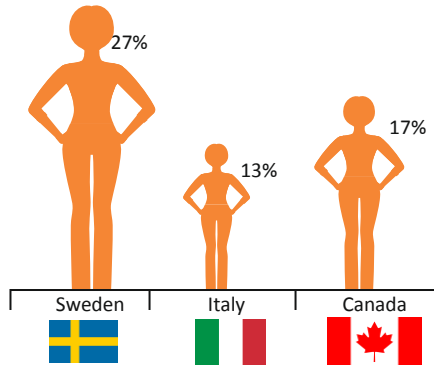35%

Traditional Energy
20-25%

Potential Job Growth in Renewable Energy

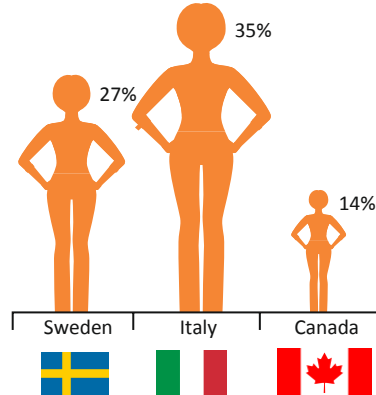24 million jobs

9.8 million jobs

2017

2030

IRENA, Renewable Energy and Jobs Annual Review, 2016

Preliminary results

Public Sector
Ministries

- Sweden — 27%
- Italy — 13%
- Canada — 17%

Private Sector
Management board

- Sweden — 27%
- Italy — 35%
- Canada — 14%

Academia
STEM Graduated

- Sweden — 37%
- Italy — 40%
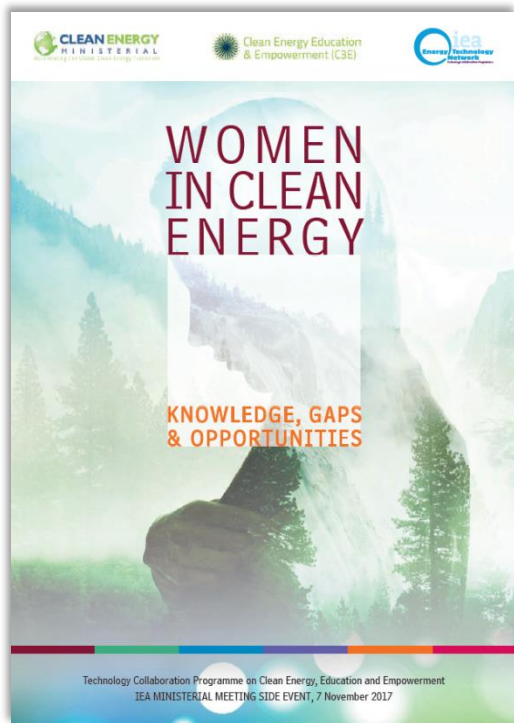- Canada — 38%
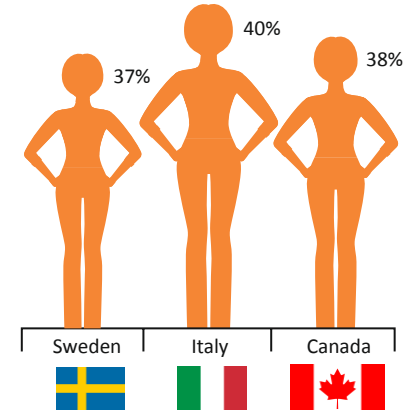
Preliminary data collected from C3E TCP countries confirm that, despite the quite high level of education of women in new technologies and science, the glass ceiling to career progression still exists

Challenge and Opportunity

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- **Limited data available to make evidence-based policy decisions**

- **Consolidating efforts around improving the quality of data will better-inform programs and initiatives designed to promote women**
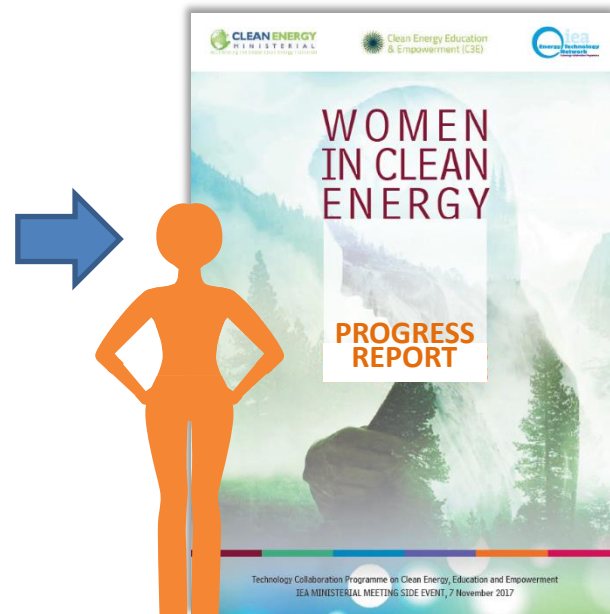
C3E TCP…

…has established common data points that set a benchmark against which progress can be measured, and goals can be more clearly articulated
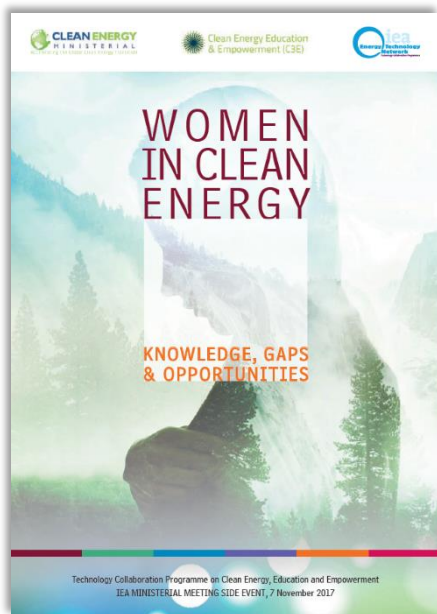
Next Steps

- **Individuating common indicators**
- **Expanding our data**
- **Share best practices**
- **Identifying "why" women are underrepresented**

November 2017

May 2019