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WiRES

Women in Renewable Energy Sector

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WiRES

Women in Renewable Energy Sector

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WiRES (Women in Renewable Energy Sector) is a project co-funded by the **European Commission**, DG Employment, Social Affairs and Equal Opportunities (budget heading 04.03.03.01, *Industrial Relations and Social Dialogue*). The project is led by **ADAPT**, Association for the international and comparative studies in labour law and industrial relations (www.adapt.it)



WiRES

WiRES - Women in Renewable Energy Sector is about the role of **social dialogue** in boosting female employment in **renewable energy sector** (RES) and enhancing women workers conditions in the sector. The social partners at an international, national and company level face the challenge to prevent that the typical gender unbalances existing in the European labour market will not be replicated in the Renewable Energy Sector.



The project addresses three research **themes**:

- *occupational impact of RES on female labour force;*
- *human capital development and lifelong learning;*
- *the role of social dialogue for WiRES.*

The WiRES partners analyzed three **case studies**:

- *Social dialogue and employment of women in the field of biomass in Bulgaria*
- *Renewable Energy in Hungary: any chances for women workers?*
- *Enel Green Power case study for Italy*

WiResults

Labour Market issues for WiRES

Women may face challenges in **accessing** “green jobs” in RES, as these tend to concentrate in traditionally male-dominated industries and occupations. Women often lack the necessary skills, qualifications and experience to take advantage of opportunities in the green economy. Gender stereotypes are also barriers for **WiRES**.

Trends in the European “green labour market” suggest that jobs in RES are likely to follow the increasing **polarisation of the labour market**. However, thanks to the rise of their educational levels, women might benefit from highly skilled positions in RES in the forthcoming years.

Social Dialogue for WiRES

So far, the renewable energy sector in Europe has been dominated by **small independent companies**, where social dialogue experiences are not always in place. This entails a lack of collective bargaining for this sector, as well as proper gender-oriented initiatives.

Nevertheless, social partners will have increasing room to make the sector more gender-friendly, by promoting **equal opportunities** in a perspective of gender mainstreaming. Particular attention should be focused on education and training and **skills development** for **WiRES**.

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Policy Recommendations

- ✓ **ADDRESS** the specific needs of **WiRES** and evaluate the feasibility to arrange *ad hoc* social dialogue processes and structures for RES (e.g. sectoral specific committees), **in order to allow social partner organisations or sub-sections of existing organizations to fully accomplish their role to make the ecological conversion of the economy as fair as possible, especially from a gender perspective.**
- ✓ **SUPPORT** vocational education and training and the anticipation and forecasting of future skill needs for **WiRES**, **with the aim to address the existing mismatch between skills supply and demand in the green economy.**
- ✓ **PROMOTE** gender mainstreaming for policies in RES (work-life balance, gender pay gap, occupational segregation, ceiling glass, etc.) **to make the sector more women and family friendly.**
- ✓ **ADDRESS** the stereotypical views of job profiles in RES **to incentive women to have a positive look at a green carrier.**

*Further information is available at
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