



## Meeting of the Sectoral Social Dialogue Committee on “ELECTRICITY”

Working group

4<sup>th</sup> March 2010 – Brussels

### WiRES: a project for social dialogue

What can social parts do to boost female employment rates and to improve working conditions in the renewable energy sector in Europe?

#### Partners

Adapt – Association for International and Comparative Studies in Labour Law and Industrial Relations (Italy)

UPEE – Union for Private Economic Enterprise (Bulgaria)

University of Szeged, Faculty of Law (Hungary)

#### Aim of the analysis

To investigate:

- the role of social dialogue to boost female employment rates and to improve working conditions in the Renewable Energy sector;
- how social partners may play a relevant role in anticipating specific skill needs in order to ensure that companies and workers are equipped to face new and redefined jobs;
- equal opportunities through a multi-level approach by taking into account access to the labour market, career ladders (with a special focus on glass-ceiling) and gender pay gap;
- work-life balance focus flexible time arrangements, sufficient care services and following policies that strengthen equal workload sharing in the private sphere.

#### The research

Three phases, combining quantitative and qualitative methodologies and a multidisciplinary approach:

- **Phase 1:** female employment in renewable Energy sector;
- **Phase 2:** the role of social dialogue dealing with the promotion of female employment, women workers' transition, access to the labour market and family-friendly services in renewable energy sector;
- **Phase 3:** regional case studies selected both at national, local and company level. Best practices of social dialogue and policy recommendations.

#### Activities:

- an international conference (4<sup>th</sup> February 2010);
- three thematic workshops (draft programme):
  - Sofia, 21<sup>st</sup> April 2010: female employment in renewable Energy sector;
  - Karlsruhe, 27<sup>th</sup> May 2010: skills and professional development for women in renewables;
  - Milan, July 2010: gender equality for women workers in renewables;
- an electronic Dossier to be published after each workshop;
- a final conference (November 2010) for the presentation of the research outcomes;
- an electronic forum and a website page.

#### Outputs

A final report explaining the results of the research.

A guide of good practices and a set of recommendations for policy makers and social partners will be provided.