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WiRES

Women in Renewable Energy Sector

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WiRES partners

WiRES consortium is set up as an interdisciplinary international expert network in European social dialogue, gender equality, vocational education and training, industrial relations and labour law, environmental and labour economics.

WiRES partners are:

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

Prof. Michele Tiraboschi – Italy

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József Hajdú – Hungary

UPEE – Union for Private Economic Enterprise

Teodor Detchev – Bulgaria

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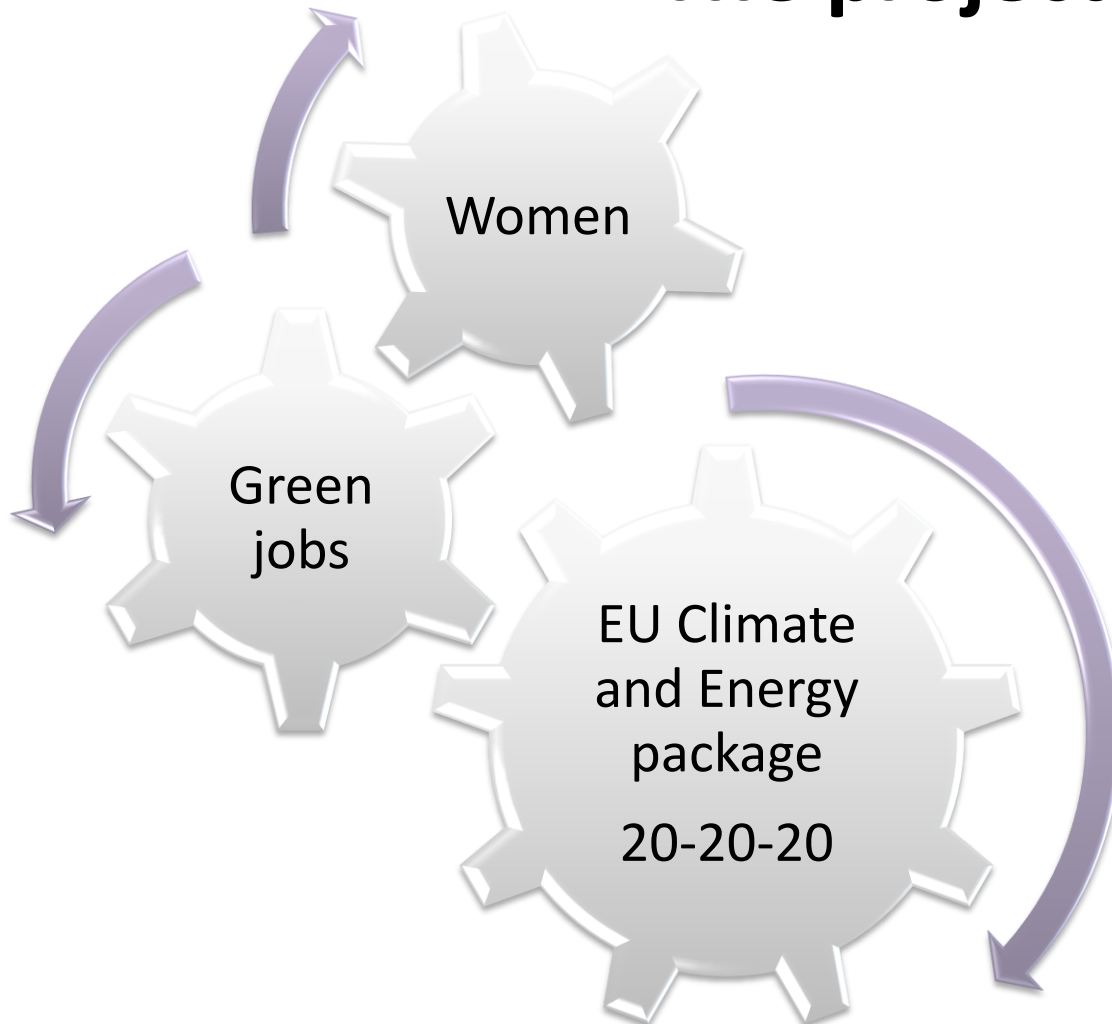
LIFE-Genanet (Germany)

National Counsellor for Gender Equality at Work (Italy)

Sardinia Region – Labour Department (Italy)

VBFF, Verein zur beruflichen Förderung von Frauen (Germany)

The project



What role can social dialogue and industrial relations play?

Background

Climate and Energy package, European Commission, October 2008

- By 2020, the use of renewable energy sources (wind, solar, biomass, etc.) should increase up to 20% of the total energy production
- Occupational impact: green jobs
 - *Citizens' Summary: 1 million jobs forecasted*
 - *The "job churn effect"*

Female employment and gender equality

- One of the main challenges in the EU and one of the key elements of Lisbon Strategy and EU 2020 Strategy
- Female employment rates are increasing... but it is not enough (Italy 46,3% vs UE-27 58,2% vs Lisbon's target 2010 60%)

Women - disadvantaged position in the labour market:

- Concentrated in low-paid sectors, under-represented among senior and managerial positions
- Unvoluntary part-time and misuse of atypical contracts
- Glass ceiling
- Unequal family-care burden
- Persistent negative pay – gap:
 - EU 27 (18%), Czech Republic (26.2%), Germany (23.2%), Greece (22%), Austria (25.5%)
- Stereotypes in education: low participation in MST, engineering, computing, architecture, building

Gender occupational segregation:

- Women workers not equally distributed among occupations (in Europe 25.3% occupational and 18.3% sectoral segregation)
- under-represented in certain private sectors that are crucial for economic growth (e.g. engineering as a male domain)
 - Over-represented in low-paid jobs

...and the Renewable Energy Sector (RES)?

Opportunities and solutions, but also risks and challenges

Female employment and green economy

“If **green economy initiatives** do not take into account relevant social factors, such as **income equality, job quality** and **gender equality**, they may maintain or even aggravate, the negative social and distributive trends of the traditional economy including existing **inequalities** and **gender gaps**”

(Sustainlabour, 2009).

RES as a male – dominated sector

The role of social dialogue ?

- Participation of trade unions and employers' organizations
- New consultation and participation rights
- Roundtables and collective bargaining
- Gender mainstreaming approach and equal opportunities
- Improving working conditions in RES
- Anticipating specific sectoral skill needs

Research phases

Quantitative and qualitative methodologies and a multidisciplinary approach during the three phases:

- **Phase 1: occupational impact** for women in RES in Europe. Selection of a set of indicators, sector related problems and challenges.
- **Phase 2: the role of social dialogue:** sectoral table relating to women access to employment in renewables and the relative working conditions.
- **Phase 3: specific regional case studies** – selected at national, local and company level – and **best practices of social dialogue and policy recommendations**

The methodology of the research:

- **Descriptive analysis** of female working conditions and trends across the EU regions
- **Ranking and clustering** of EU regions, according to both gender equality and productivity potential, to identify specific regional areas of interest
- **A literature** of available articles, books, documents and conference proceeding etc.;
- **Consultations and interviews** with:
employers and trade unions; associations promoting gender equality and/or renewable energy; Government Bodies and agencies, local authorities.

Dissemination activities

- An **international conference** (Rome, 4th February 2010)
- Three **thematic workshops**: data collection and social dialogue promotion
- An **electronic Dossier** published after each workshop on www.adapt.it
- A **final conference** (November 2010) for the presentation of the research outcomes
- An **on-line forum** to facilitate information exchange among partners on www.adapt.it
- **Adapt on-line publications** (weekly newsletter, special bulletins, dossiers, working paper) and **Green Jobs Observatory**

Research 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

Added value of the research

- **The lasting impacts:** the transferability of the methodology approach and the political agenda
- New clustering and ranking technique providing for a scientific model to further the state of the art of **the issue of women and green jobs**

WiRES: an open network

For contributions, more information about publications and events related to WiRES

<http://www.adapt.it> (Progetti)

Thank you for your attention!