



South Asia Clean Energy Forum 2023

Catalyzing Partnership for Clean Energy Transition

**Session: Training and Skills Development
for Clean Energy Work Force**

Topic: Gender and Inclusion

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SKILLS DEVELOPMENT TO ACCELERATE ENERGY TRANSITION - GENDER & INCLUSION





CASE FOR GENDER & INCLUSION

WHY INCLUSION

60% of the world's employed population works in the informal economy (ILO)
Thus their inclusion in skills development programs is critical to enhance productivity

WHY WOMEN

Women participation in work force in India is low at 20% (vs global at 46%) and not increasing. India is even below our regional peers – e.g. in Srilanka 13% of utility staff is women (16% globally and <10% in India).

Inclusion of women in CE work force will:

- enhance productivity of economy
- contribute to multiple SDGs (gender equality; affordable CE; decent work (reduced drudgery and health benefits) and eco growth; innovation and infrastructure; climate action....)
- mitigate Climate Change (emissions from fossil fuel based energy) - resultant health benefits

TAPPING THE GENDER POTENTIAL

- Huge demand-supply mismatch - needs skilling interventions
- Sector's Potential - target 500 GW of non-fossil fuel power could generate **3.4 million** short and long-term jobs.
 - ✓ Distributed Renewable Energy (DRE) alone could provide upto 210,000 informal jobs in India in the near future (NRDC-CEEW-SCGJ). Rooftop sector high employment potential E (number and diversity of jobs). Women ;11% of workforce in India vs global average of 32% (IEA study)
- Gender targeted policies for inclusion of women in new sectors (RE, EVs, AI) – help tap into the underutilised pool of highly educated and semi-educated women by helping them become users, preferential borrowers for customised loans for CE asset ownership, skilled operators for O&M,



SEWA Hariyali Gram (Pilot)

Convert Fangani village into a Hariyali Gram through two key **interventions** –

- (a) scale up clean energy solutions such as community biogas plants, energy efficient appliances, and cool roofs;
- (b) increase livelihood opportunities for women entrepreneurs through providing skills for clean energy solutions

enablers -

- Identifying the right technology that suits the needs of the households
- Appropriate financing mechanisms that enable initial purchase and scaling up adoption
- Skilling & upskilling to ensure proper O&M and repair of equipment ; offer livelihood options



Challenges and Opportunities for Gender Inclusion in Skilling

Barriers/Gaps

- 1) **Cultural barriers** (community leaders oppose women's edu/livelihood training ; caste system barriers, stigmas and social duties (child and elder care, household chores) impacting mobility out of homes) ; mixed gender training groups
- 2) **Education Gap:** Rural women are often matriculate or 8th grade pass.
- 3) **Tech barriers** lack of (i) women friendly CE equipment (ii) suitable on-the-job tech training opportunities for self employed women
- 4) **Other skills / support** to work in CE jobs, or run micro-businesses

Solutions for inclusion

- 1) Women aggregation and support orgs can help overcome at grassroots
 - 2) Training to adapt to education levels. Modules in diff languages/vernacular.
 - 3) Developing women friendly CE equipment. Demonstration based training programs on usage of tools. Local language knowledge-sharing platforms
 - 4) Other skills - leadership dev & negotiation skills for career progression; support like access to infra & markets; social & political support to manage CE businesses or jobs;
- South-South Co-op in Skills Development (e.g. WePower Network)



Skilling for Energy Transition in Panama

Panama is prioritising energy security in its transition to a low-carbon economy. Focus on RE (esp DRE), energy efficiency and electric mobility (10% by 2024).

Key Elements of Skilling Program to meet Energy Transitions needs:

- Mapping (Preliminary Surveys)
- Multi-institutional Co-operation
- Program sustainability and Scaling-up
- Inclusion
- Monitoring and Evaluation

Summary

- Huge needs for skilled CE workforce – opportunity
- Focus on inclusion of women and others who lacked opportunity in traditional energy sectors
- Better skilled workforce leads to higher productivity and faster economic growth





THANK YOU