



Leveraging women's skills in the energy sector

FES JustClimate event – 13 June 2024

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**EUROPEAN
YEAR OF
SKILLS**





*European companies are grappling with a **shortage of staff** [...] Both low-end and high-end. We need everyone on board.*

*We need much **more focus in our investment** on professional education and upskilling.*

*We need **better cooperation with the companies**, because they know best what they need.*

*And we need to match these needs with **people's aspirations**.*

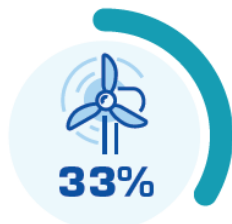
*But we also have to **attract the right skills to our continent**, skills that help companies and strengthen Europe's growth [...] we need to speed up and facilitate the recognition of qualifications also of third country nationals [...]*

This is why I am proposing to make 2023 the European Year of Skills.

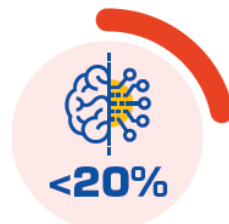


Long-standing gender inequalities continue to present challenges for women's participation in the labour market. The EU 2030 headline targets from the European Pillar of Social Rights Action Plan, of at least 78% of adults employed and 60% participating in training every year, require significant effort to remove hurdles and **promote the participation of women in the labour market.**

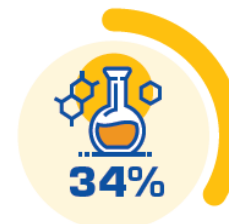
Untapped potential: women are underrepresented in key sectors for the green and digital transitions



in renewable energy



of ICT specialists

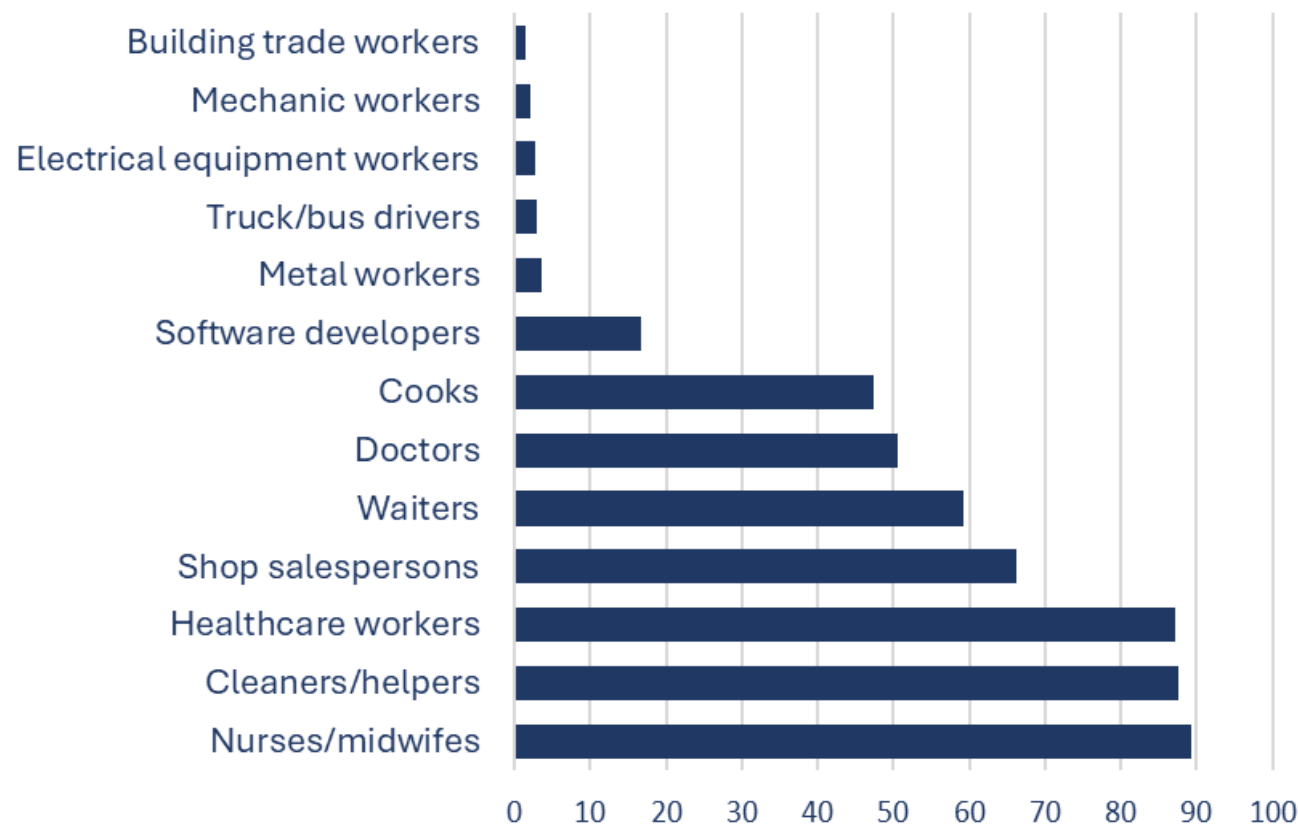


of Science, Technology,
Engineering and Mathematics
(STEM) graduates

[Source: Fact sheet on plugging gender gaps in the labour market](#)

Widespread shortage occupations in the EU are not gender balanced

Proportion of women in shortage occupations
(% of all workers in a given occupation), EU-27



Some events under the EYS

- Gender balance in the labour market as a condition for sustainable development
(Ukraine / Institute of business and technology)
- Transversal approach to gender and climate change
(Italy / Training centre)
- Equality/mixity evening
(France / Employers' organisation)
- EduCafé: Bridging the STEM gender gap through (and in) education
(Czechia / Liaison Office Moravian Region)
- Women In Tech
(Sweden / EuropeDirect Harnösand)



Green Deal Industrial Plan

- **Aim:** A more supportive environment to scale up the EU's manufacturing capacity for the net-zero technologies and products.
- **Skills** - green and digital, at all levels and for all people, with inclusiveness of women and youth at the heart of the Plan.
- **Women** underrepresented both in relevant subfields of VET (STEM) and in the workforce (e.g. renewables)



European Net Zero Industry Academies

- Included in Net Zero Industry Act, with aim to
 - Develop learning programmes, content, materials
 - Enable and promote their voluntary use
 - Develop (micro-)credentials
- *“European Net Zero Industry Academies shall counter gender stereotypes and pay particular attention to the need to activate more women and young people, who are not in education, employment or training for the labour market.”*



Pact for Skills

- Knowledge on upskilling and reskilling needs
- Advice on funding instruments
- Partnership opportunities within a growing community

Large-scale skills partnership for renewable energy, which acknowledges underrepresentation of women, included in key performance indicators.

Source: Pact for Skills, Renewables



Erasmus+ European Policy Experimentation

Vocational Education and Training - Priority 4: Women in GreenTech

Projects should

- develop ways to attract women to the **Net-Zero Technology sector**
- and **overcome the obstacles women face** that prevent them from pursuing a career in this field,
- thereby **increasing the participation of women** in the sector.

[ERASMUS-EDU-2024-POL-EXP \(europa.eu\)](https://europa.eu/erasmus-edu-2024-pol-exp)



Erasmus+ European Policy Experimentation

Vocational Education and Training

- Priority 4: Women in GreenTech

- Campaigns by VET providers and clean tech sector
- Involving female role models, showcase successful experiences
- Mentoring programmes by women in the sector, for entrants
- Specific training to career guidance officers
- Provide targeted career guidance, young girls and adult women
- Identify successful methods

[ERASMUS-EDU-2024-POL-EXP \(europa.eu\)](https://europa.eu/erasmus-edu-2024-pol-exp)



Useful links

- [Results of the European Year of Skills - European Union \(europa.eu\)](#)
- [Factsheet on Plugging gender gaps in the labour market](#)
- Communication from the Commission on [Labour and skills shortages in the EU: an action plan](#)
- Communication from the Commission on [A Green Deal Industrial Plan for the Net-Zero Age](#). COM/2023/62 final
- Proposal for a regulation of the European Parliament and of the Council on establishing a framework of measures for strengthening Europe's net-zero technology products manufacturing ecosystem ([Net Zero Industry Act](#)). COM/2023/161 final
- European Commission (2023). [Employment and social developments in Europe 2023](#). Luxembourg: Publications Office of the European Union.
- Cedefop (2023). [Skills in transition: the way to 2035](#). Luxembourg: Publications Office.



Thank you for your attention!

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Thank you



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