



# Leveraging women's skills in the energy sector

FES Just Climate Expert Discussion

Brussels, 13 June 2024

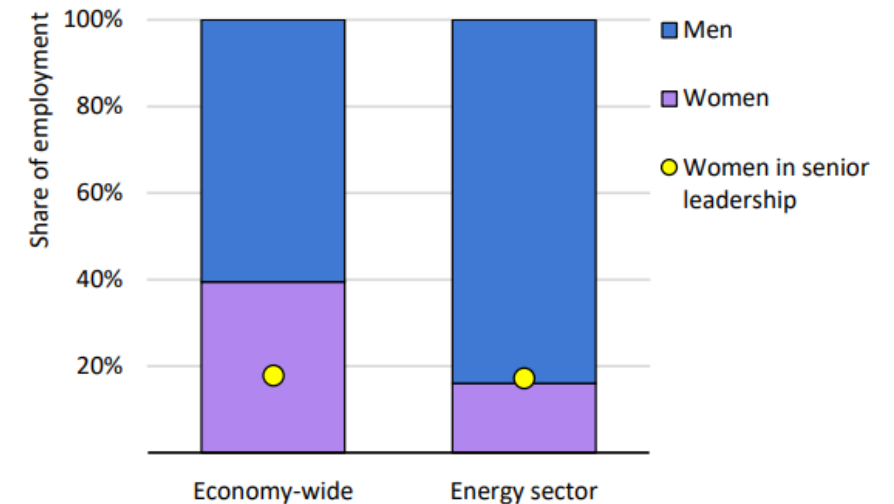
[industriall-europe.eu](https://industriall-europe.eu)



# Context

- IAE World Energy Employment Report 2023: Women make up less than 20% of energy workforce, 32% in RES (IRENA 2019)
- European Energy Sector male dominated 77.9% of workforce
- 22.1% women predominantly in administrative positions with limited decision-making power
- The traditional distribution of technical jobs hold by male engineers and women in administrative positions persist in RES
- In EU share of STEM degrees awarded to women has remained relatively flat at around 15% since 2013 (women awarded STEM bachelor degrees in India and US is 40%)
- Draft NECPs: Only 4 plans refer to gender equality and include related commitments and measures (CZ, ES, MT, PT). 3 also included commitments (CZ, ES, MT), only Spain included specific policies.

Global employment by gender, 2022





IEA. CC BY 4.

Notes: Employment shares are from the International Labour Organization (ILO) covering 48 countries for the energy sector. Senior management shares are IEA calculations based on the [Refinitiv PermID database](#).

# Equal opportunities is part of our Just Transition Manifesto

## 1. An industrial policy fit for ambitious climate goals and good quality jobs

 *Ensure that the best ideas and innovations of all people in our societies are taken into account through an industrial strategy, with diversity and equality intentionally mainstreamed throughout*

 *measures to increase the participation of women in STEM and to ensure equal career opportunities for women in industrial sectors should be integrated into regional transition planning*



## Nothing About Us Without Us

A Just Transition Manifesto

Our industries and workplaces are radically changing. The transition is already happening. The pandemic, the war in Ukraine and the energy price crisis are accelerating the pace of change. Industrial workers across Europe have consistently been raising their voices – we need political leaders to hear us and respond urgently.

**JUST TRANSITION** NOTHING ABOUT US WITHOUT US!  
Achieving Just Transition requires industrial workers' voice.

# Collective bargaining is the best guarantee of equality

Recommendations from our position “Achieving Equal Opportunities for Equal Rights”

- Promoting a gender-balanced workforce
- Combatting job segregation between women and men
- Combatting recruitment discrimination and persistent gender stereotypes
- Development and use of transparent pay systems.
- Upgrading predominantly female functions and occupations (salary enhancement, improvement of working conditions, skills validation, qualification recognition)
- Combatting any forms of precarious work, in particular forced part-time jobs (working towards setting a minimum duration no less than ½ of full-time)
- Combatting the barriers to career progression, e.g. “sticky floors” phenomenon or glass ceilings phenomenon
- Promoting equal access to parental leaves and combatting financial disadvantages of parenthood





## Example

# European Agreement on professional equality in ENGIE

Signed between industriAll Europe, EPSU and EFBWW and ENGIE in 2017

- Goes beyond recruitment, training and career development
- Also addresses gender-neutral parental leave or equal pay for equivalent qualifications and positions.
- Contains provisions on changing attitudes and preventing sexual harassment and sexist behaviour.



## Example

# Collective agreement rubber-plastic sector in Italy

Signed in 2023, valid until 2025

Covers around 150,000 workers in more than 5,000 companies and steps forward on gender equality, measures to help vulnerable workers and to foster parenthood:

- A gender observatory to share good practices and carry out initiatives on female employment, return to work after maternity leave, women in management and in roles related to new technology, as well as reskilling and upskilling.
- Provides for four hours of training per employee about gender-based violence.



# Recommendations for Coordinators and workers representatives in SNBs, EWCs and SEs

## Recommendation 1 Get involved in your company

Request to receive the annual report, including sustainability/non-financial report.

Add equal opportunity policy to the list of topics for information and consultation in EWC agreement.

## Recommendation 2 Discuss with management

If your company is headquartered in a country with strong requirements for equality plans (e.g. Spain or France), request that a similar exercise is carried out for all sites and countries.

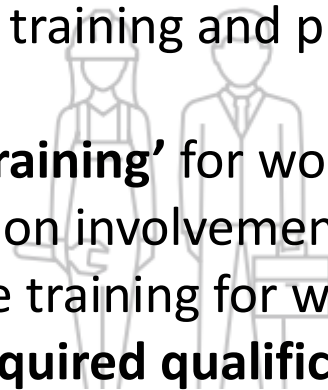
## Recommendation 3 Coordinate your trade union strategy

Wish to negotiate European agreement → coordinate with national TU and industriAll Europe

## Recommendation 4 Promote equality within the EWC / SE-WC

# Key messages

- A Just Transition Energy transition must be based on **inclusiveness and equal opportunities for all**
- **A granular skills mapping**, coherent skills strategies and public/private investments are key to leverage all skills
- **Employers have a responsibility** in training and providing access to training for all workers
- Guarantee **an individual ‘right to training’** for workers that is effectively implemented at the workplace through trade union involvement
- Access to high quality and cost-free training for workers during working hours, that results in the **recognition of the acquired qualification**
- Engage in **social dialogue and collective bargaining** at all levels on skills identification and the content of training programs, incl. VET, apprenticeships, LLL, re- and upskilling
- **Quality of work** and working conditions is decisive to address tight labour markets and attract workers
- **Social Dialogue** is key: Collective bargaining is the best guarantee of equality







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