

Pathways & Initiatives

Bottleneck 2: Increased Gender Disparity in the Labour Market

Every country and region has its unique characteristics. Nevertheless, general tendencies, synergies, and opportunities can be identified across cultures, nations, and political or legislative systems. The pathways outlined in this document represent broad strategic approaches, which should be adapted to the specific national context.

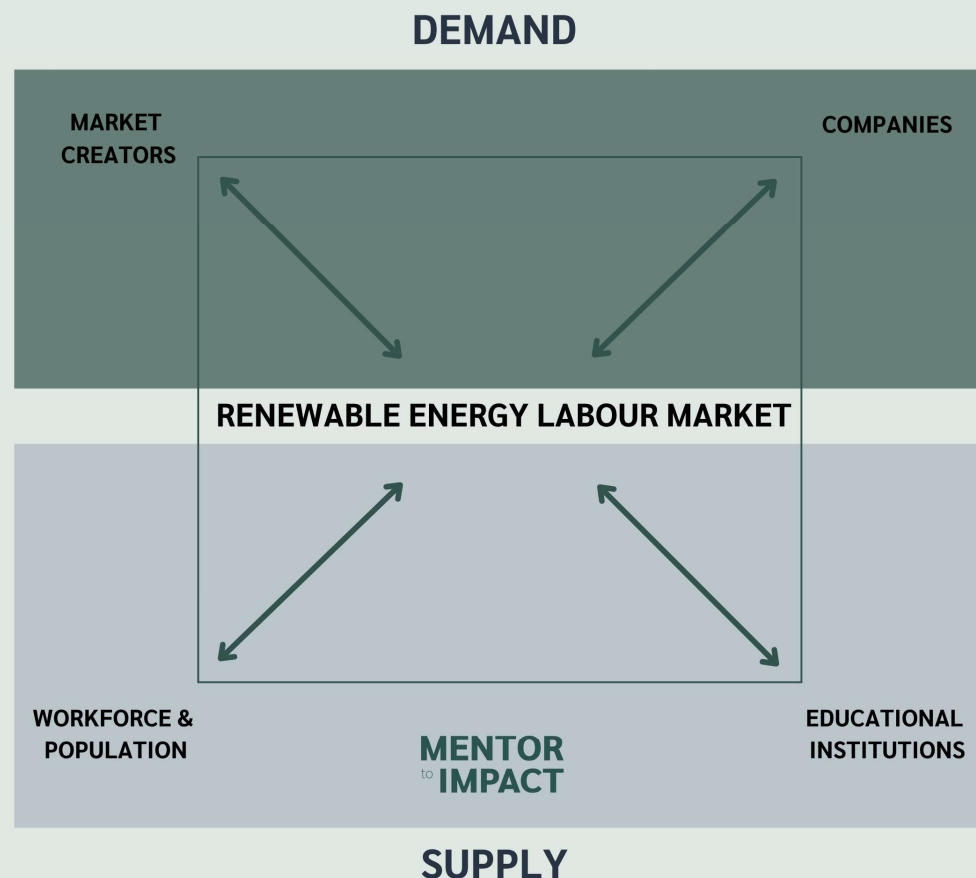
The role of each stakeholder in the Quadrature of Competencies has been mapped through an extensive exploration of the challenges in ensuring a qualified workforce for the green energy transition, as well as hearings with experts.

What is the role of governments in increasing female participation in the green energy labour market?

What is the role of trade unions and organisations in securing female participation in the green energy labour market?

What is the role of industry and companies in breaking down gender disparity?

What is the role of educational institutions in promoting and enabling women to acquire skills within the green energy labour market?



The most important actions for each of the stakeholders to increase female participation in the green energy labour market include:

Market Creators

- Developing and using **transparent pay systems** to ensure fair participation in the labour market.
- *Ensuring equal access to and tackling the financial disadvantages of **parental leave**.*
- Providing **subsidies for workers** during training.
- Encouraging women to work in traditionally **male-dominated sectors** like energy.

Industry

- Ensuring **safe workplace environments**.
- Ensuring **equal pay** for equal jobs.
- **Making the workplace attractive for women**, by focusing on work-life balance, childcare infrastructure and access to parental leave.
- Acknowledging and understanding the potential of females workers.
- **Removing barriers** to career progression.

Workforce & Population

(trade unions and organisations)

- Requesting information and consultation about **equality strategies in companies**.
- Negotiating equal opportunities through **collective bargaining**.
- Creating a strong **organisational presence** in these new sectors to promote employers' and workers' rights.
- Raising awareness of **education and job opportunities** for women.

Educational Institutions

- Securing cooperation between companies and schools.
- Training trainers to face and dissolve **hidden biases** towards women.
- Identifying pathways for females.
- Secure **safe education environments**.
- Focus on **STEM competencies** among women.

*Strategic pathway: **Increase female participation in the renewable energy labour market***

Political initiatives aimed at reducing gender disparity in the renewable energy labour market should include tangible policies and legislation, such as quotas, that secure women's contributions and participation in the labour market. To prevent discrimination against women, it is crucial to implement policies that ensure equal rights, including fair pregnancy and maternity benefits.

Strategic initiatives

- **Introducing quotas and legislative requirements:** Quotas can create a level playing field regarding females' participation; however, quotas alone cannot address deeper structural issues, such as occupational segregation, unequal pay, or the burden of unpaid care work. This requires targeted policies, legislative measures, and cultural change.
- **Enabling environments:** Create an enabling environment to decrease female disparity in the labour market. This could be achieved through policy reforms, increased access to education and training, childcare and family support, mentorship and networking, as well as flexible work arrangements.
- **Cross-sectoral cooperation:** Initiate cross-sectoral projects involving companies, schools, and organisations to encourage companies in creating inclusive and supportive workplace cultures that value diversity, provide equal opportunities for career advancement, and actively work to eliminate gender biases through, e.g. transparent pay schemes.

For more strategic elements, see the Synergy Model on p 71 of the “*Workforce and Population for the Green Transition*” report (2025)