

Project co-funded by the European Commission



# 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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**UPEE** – Union for Private Economic Enterprise

Teodor Detchev – Bulgaria

# WiRES supporters

The project is supported by:

**BUSINESSEUROPE**

City of Chemnitz-Zwickau (Germany)

ENEL Green Power (Italy)

ISTUR, Institute for Social and Trade Union Research (Bulgaria)

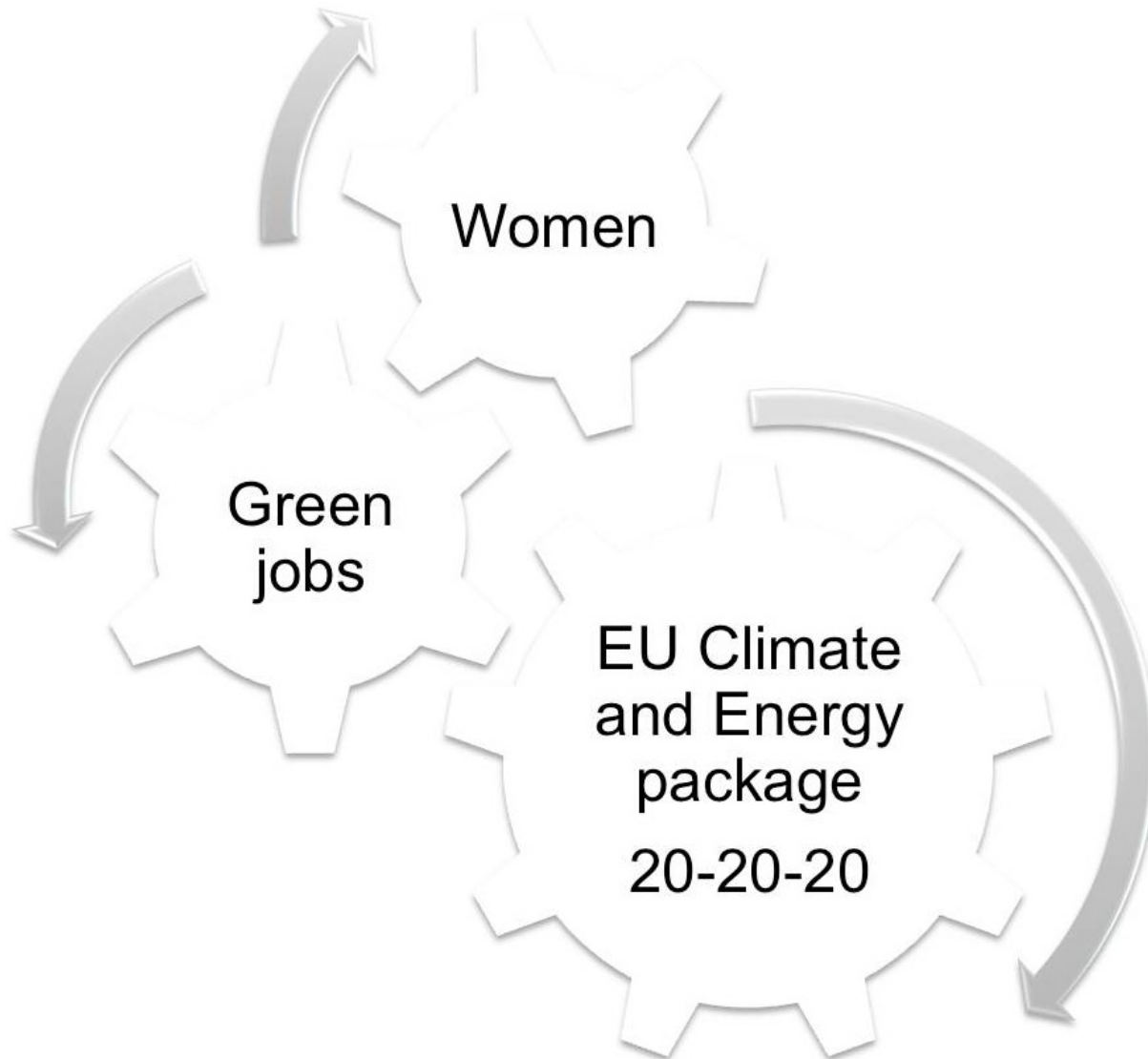
LIFE-Genanet (Germany)

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 renewables energy sources (wind, solar, biomass, etc.) should increase up to 20% of the total energy production
  - Occupational impact: green jobs
    - *Citizens' summary of the EU Climate and Energy package: 1 million jobs?*
    - The “*job churn effect*”
- **Female employment and gender equality**
  - Female employment rates are increasing... but it is not enough: Italy 46,3% vs UE-27 58,2% vs Lisbon's target 2010 60%
  - Equal opportunities

# **Aim of the analysis: the role of social dialogue**

- New consultation and participation rights?
- Roundtables addressing the occupational impact at sectoral and regional levels?
- Increasing female employment rates?
- Improving working conditions in renewable energy sector?
- Equal opportunities: access in the labour market, career paths, gender pay gap, work-life balance
- Anticipating and forecasting sectoral skill needs?

# Research phases

The research will break down in three main phases, combining quantitative and qualitative methodologies and a multidisciplinary approach:

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



## Dissemination activities

- An international conference (Rome, 4<sup>th</sup> February 2010)
- Three thematic workshops will provide for data collection and social dialogue promotion
- An electronic Dossier to be published after each workshop. Each publication will be delivered for free on [www.adapt.it](http://www.adapt.it)
- A final conference (November 2010) for the presentation of the research outcomes
- An electronic forum to facilitate information exchange on [www.adapt.it](http://www.adapt.it)
- [www.adapt.it](http://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 deal with the transferability of the methodology approach and the political agenda
- By building a new clustering and ranking technique, we will provide for a scientific model which could further the state of arts of the issue of women and green jobs

## WiRES: an open *network*

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

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