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Addressing the Gender Gap and Skills Shortage in Central Asia's Energy Transition

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Office of the Co-Ordinator of OSCE Economic and Environmental Activities

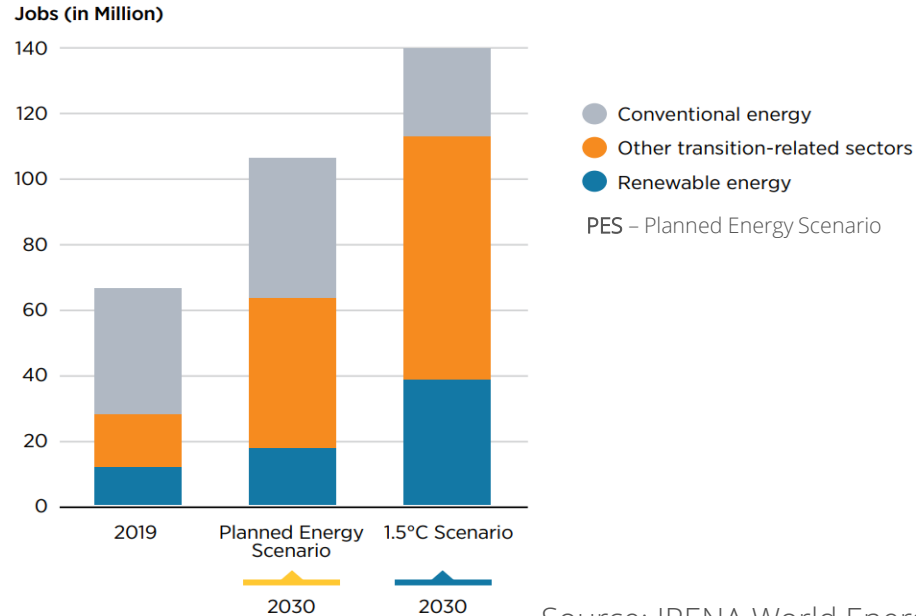
When one speaks of the energy transition in Central Asia, what immediately springs to mind?



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Energy sector jobs – Global outlook (1)

FIGURE 3.10 Global energy sector jobs (2019) and under the 1.5°C Scenario and PES (2030)



Source: IRENA World Energy Transitions Outlook 2022

Energy sector jobs – Global outlook (2)

FIGURE S.8 Energy sector jobs by technology under the PES and 1.5°C Scenario (million), global results

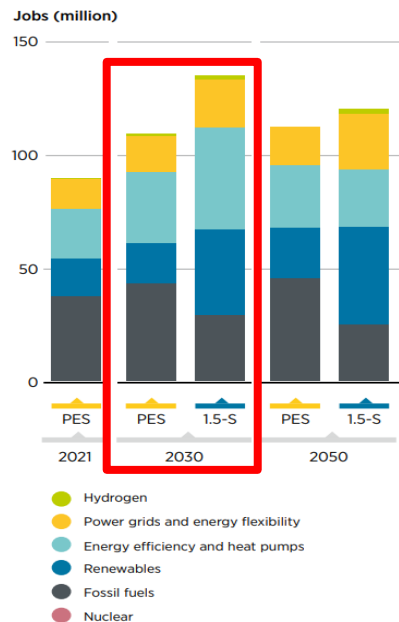
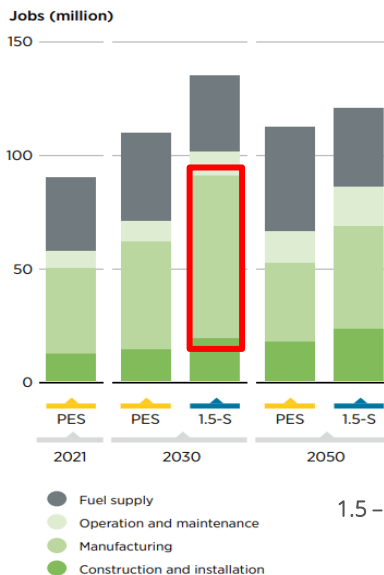


FIGURE S.9 Energy sector jobs, by segment of value chain, in the 1.5°C Scenario and PES (excluding vehicles)

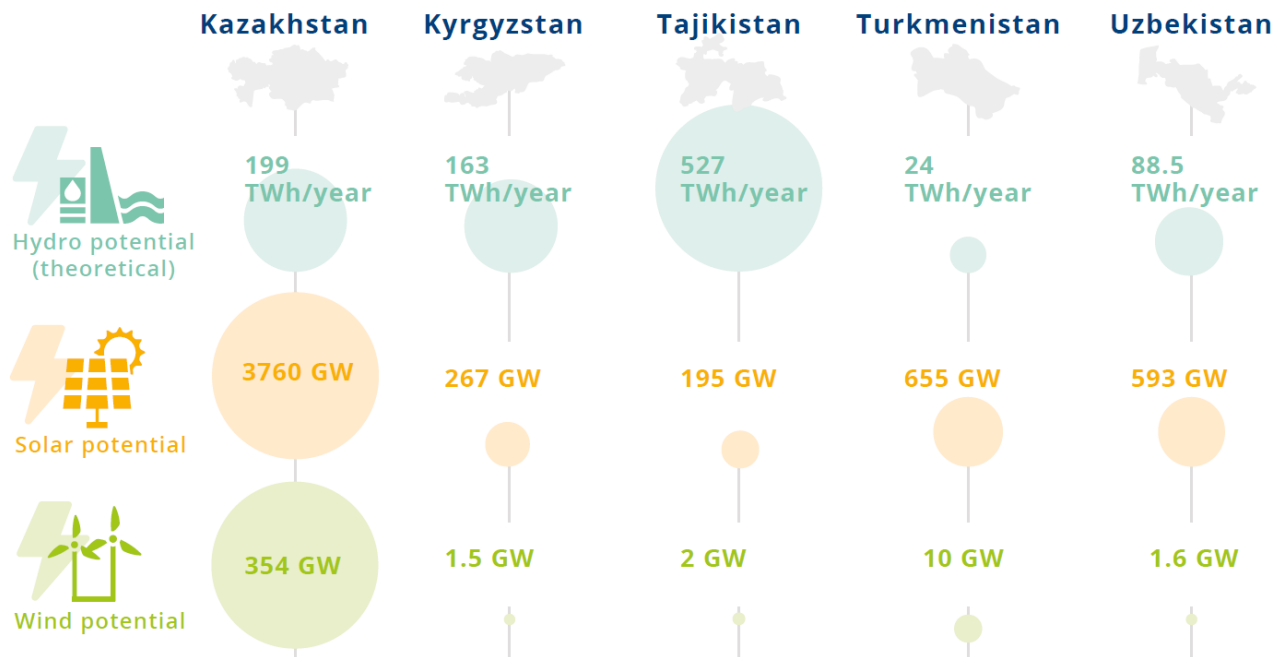


Source: IRENA World Energy Transitions Outlook 2021

Central Asia in focus

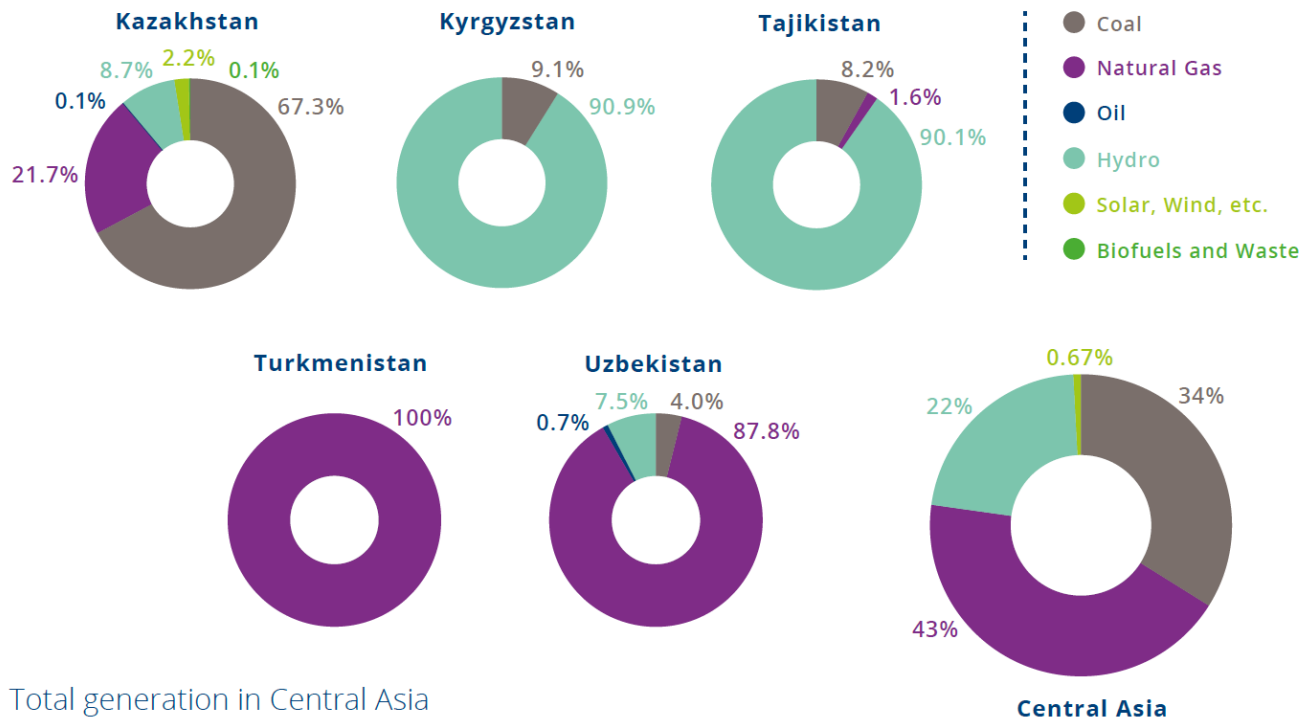


Renewable energy potential in Central Asia

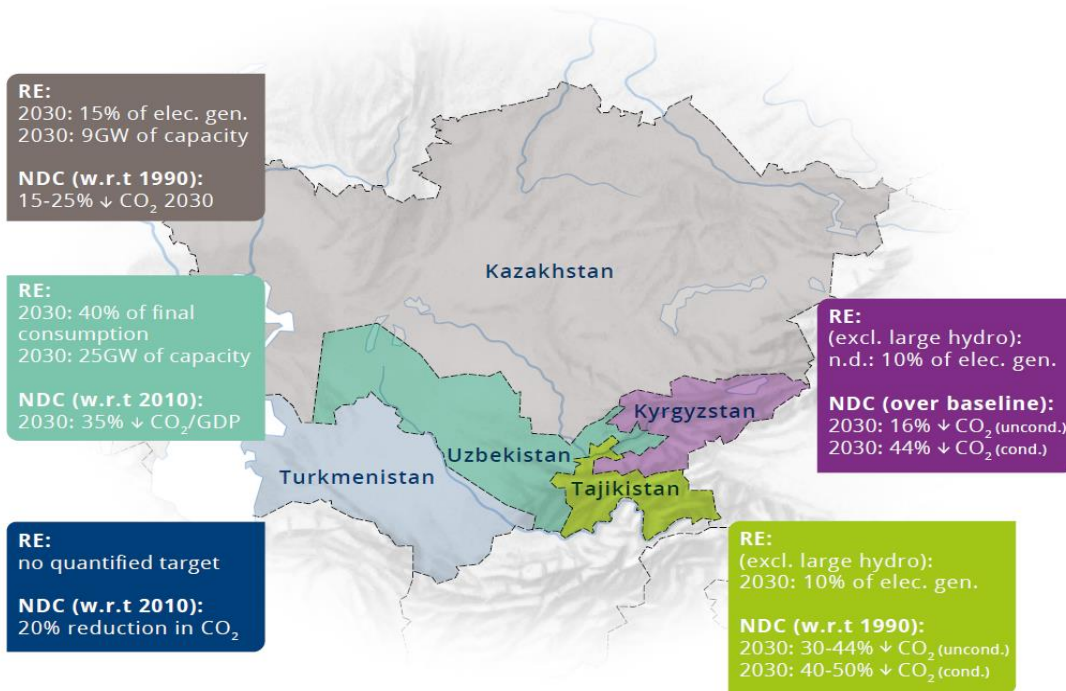


Source: OSCE, 2022

Electricity mix in Central Asia



Renewable energy and emission reduction targets



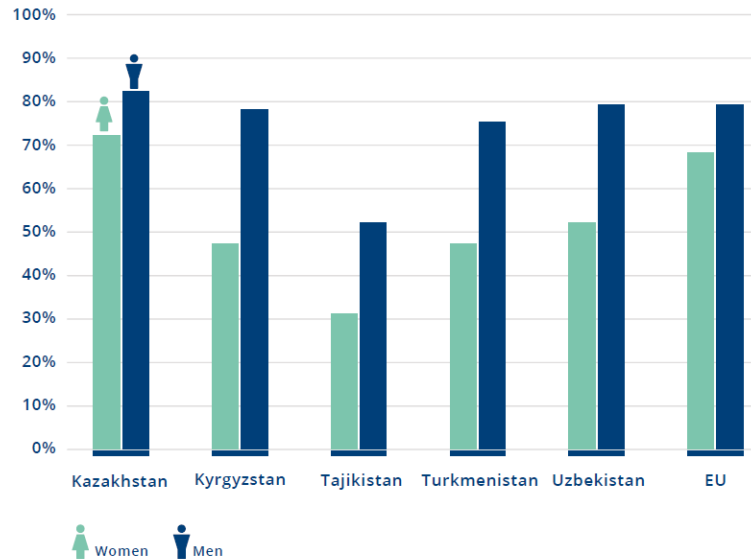
Notes:

elec. = electricity
gen. = generation
cap. = capacity

cond. = conditional
uncond. = unconditional
w.r.t. = with reference to

Labour force participation in Central Asia vs EU

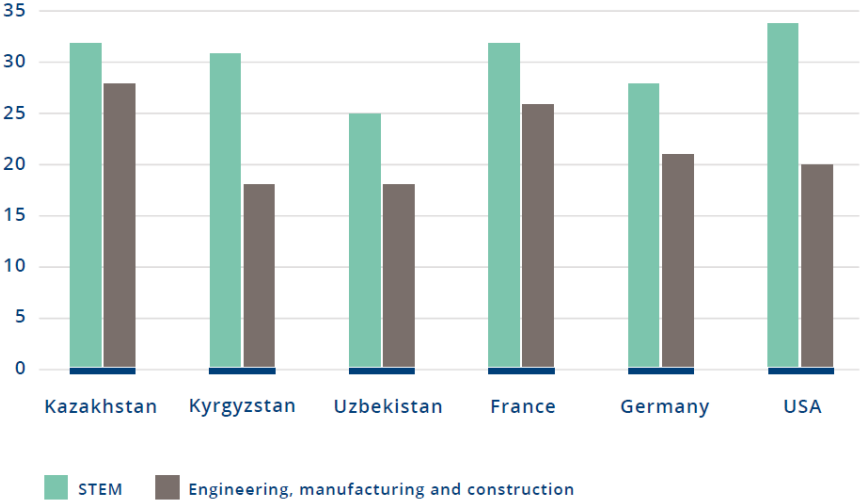
Figure 6.
Labour force participation (% of population ages 15-64)



Source: ILO/World Bank Data, 2019

Share of women graduates in energy-related fields

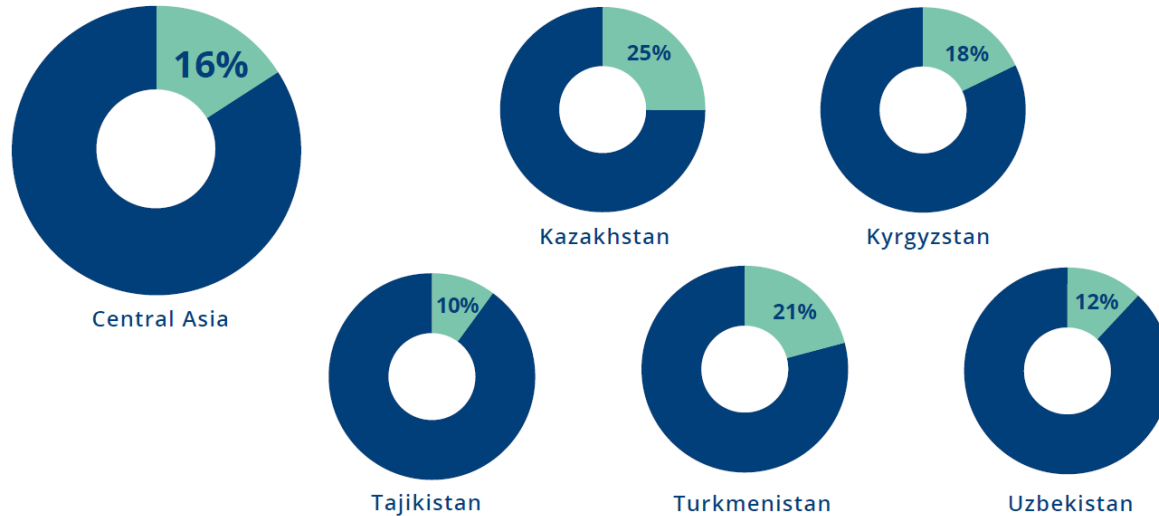
Figure 7.
Share of women graduates in energy-related fields



Source: World Bank Open Data







Energy sector workforce in Central Asia (1)

Figure 8.
Estimated share of women in the energy sectors of Central Asian countries

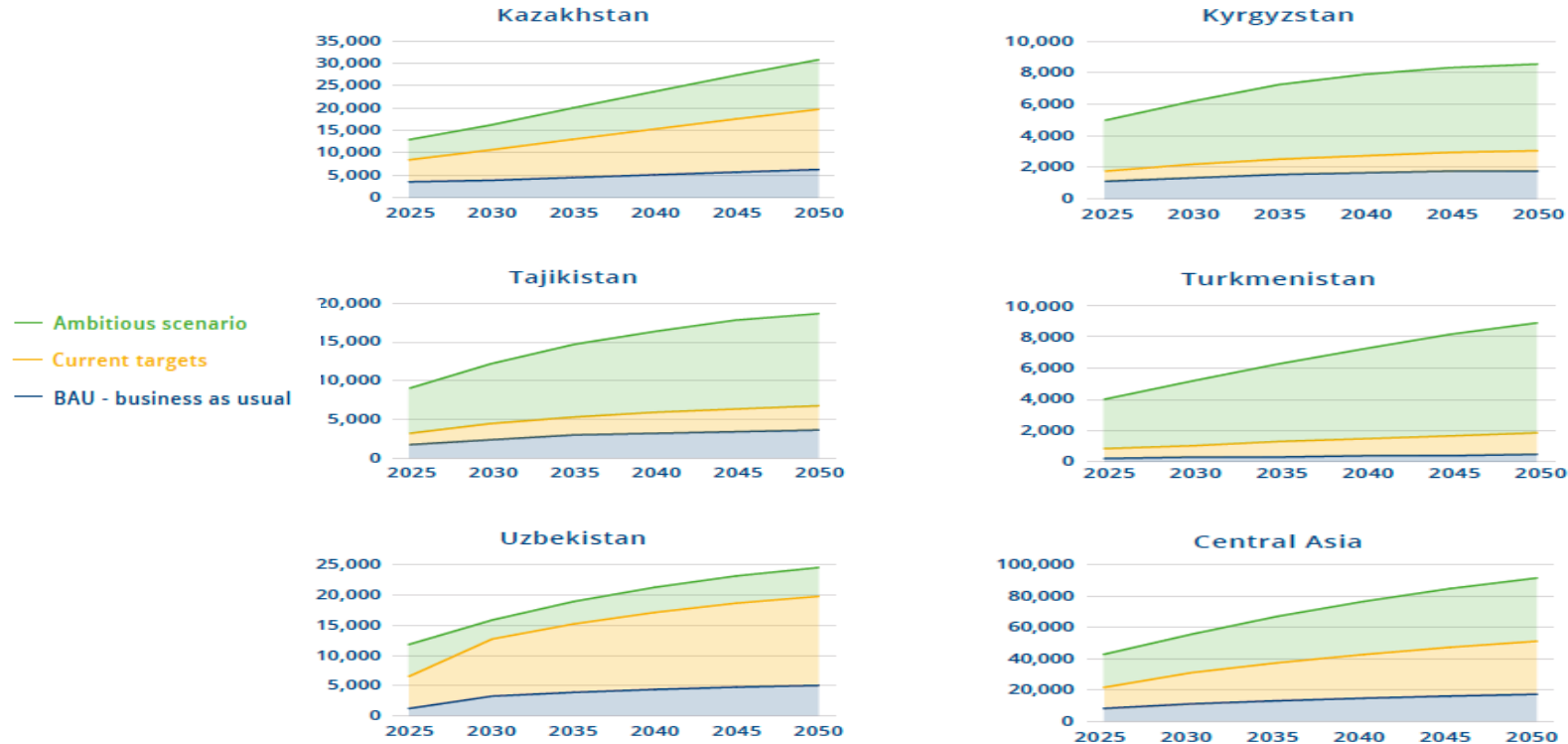


Energy sector workforce in Central Asia (2)

Table 3.
Estimated levels of current employment in renewable energy

	 Hydropower	 Solar photovoltaic	 Wind	 Biogas	 Solar heating / cooling	 Other	Total
Kazakhstan	2,379	430	533	23	-	-	3,365
Kyrgyzstan	2,000	30	-	60	20	150	2,260
Tajikistan	6,793	-	-	-	-	-	6,793
Uzbekistan	2,961	1,150	-	-	-	-	4,111
Total	14,133	1,610	533	83	20	150	16,529

Projected employment in renewables to 2050, by scenario



Implications for workforce development, Central Asia

The energy transition will not happen if skilled labour is not available in sufficient numbers



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Barriers to entry into the renewable energy sector in Central Asia

- ➔ 1 Prevalent hiring practices (preference for male candidates)
- ➔ 2 Cultural and social norms (gender stereotypes)
- 3 Lack of gender diversity targets (hiring quotas, overall workforce target)
- 4 Lack of awareness of opportunities (among women)
- 5 Limited ability to move or travel for work (family support, social responsibilities)
- ➔ 6 Prejudices about women's capabilities (technical capabilities, physical strength requirement)
- 7 Inadequate workplace policies for work-life balance
- ➔ 8 Self-perception (lack of confidence)
- ➔ 9 Lack of the right STEM background
- ➔ 10 Lack of the right non-STEM background

"I prefer to hire men in projects involving field work. They tend to be technically sound and easier to work with. I believe that the demand for female perspective is already fulfilled through my guidance"

A female CEO based in Central Asia



OSCE supporting Just Energy Transition in Central Asia



Data & Analysis

Surveys, research, interviews:
400+ stakeholders



Capacity Building

100+ women and girls trained
to drive the energy transition



Policy development

Supporting governments in
Just Energy Transition



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Recommendations

01 Initiating an inclusive and participatory energy transition, leveraging the comparative advantages of Central Asian countries;

Enhancing the collection of gender-disaggregated data in the energy sector;

02

04 Establishing workplace environments that are responsive to women's needs and priorities; and

03 Providing better support for women in acquiring the necessary skills to participate effectively in the energy transition;

Strengthening regional cooperation in energy transitions.

05

Contact information

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