



WORLD
RESOURCES
INSTITUTE

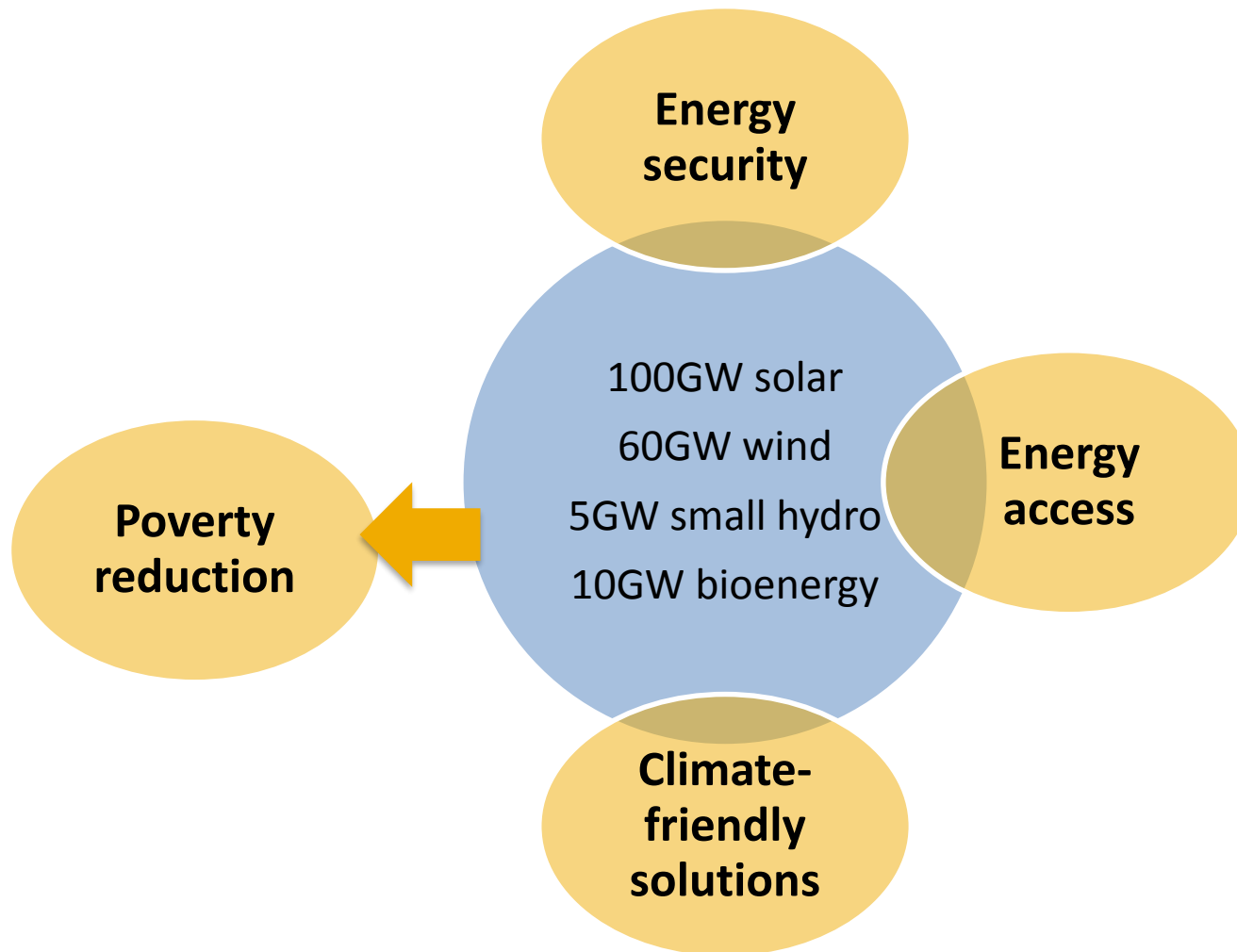


HOW CAN THE RE SECTOR PROVIDE QUALITY JOBS FOR POVERTY REDUCTION?

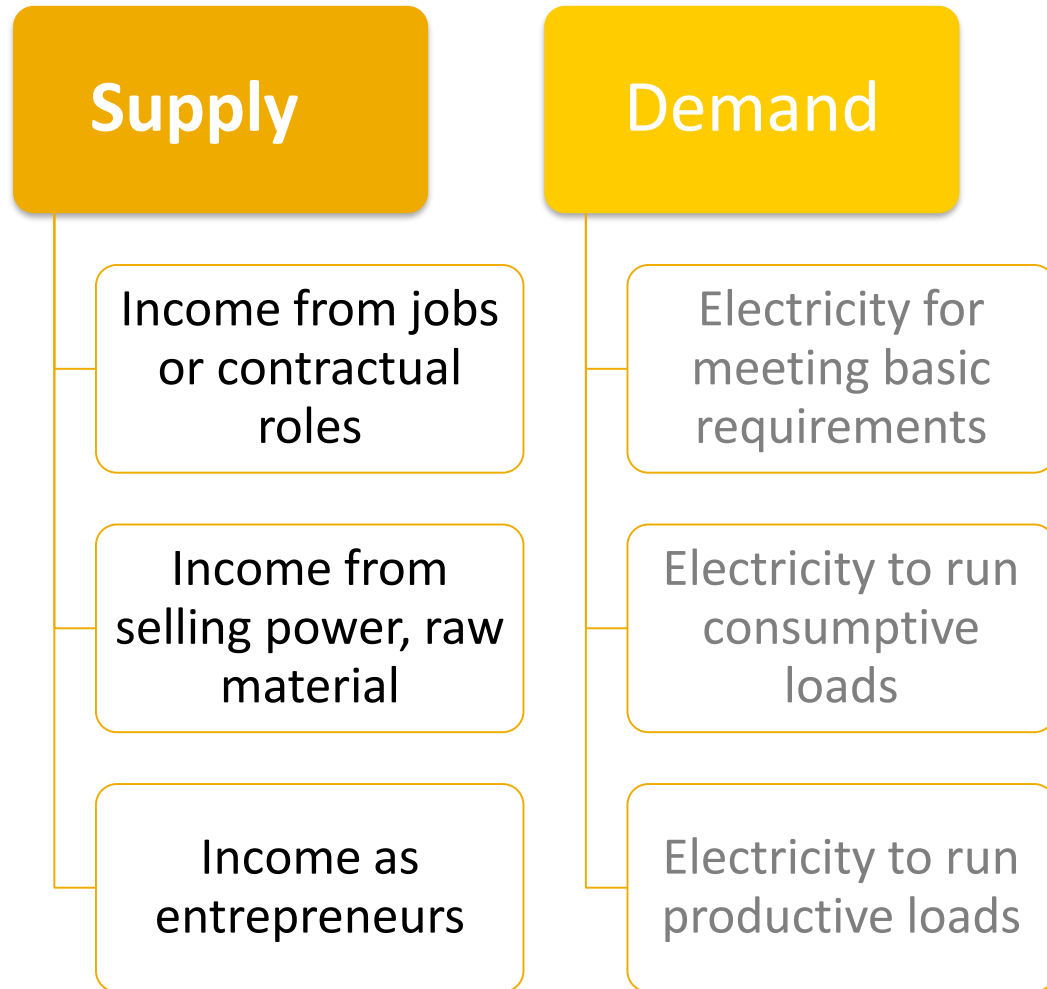
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ACHIEVEMENT OF RE TARGETS CAN LEAD TO



RE SUPPORTS POVERTY REDUCTION IN MULTIPLE WAYS



WHERE JOBS ARE CREATED THROUGH THE SUPPLY CHAIN

Utility Scale RE



Off-Grid Systems



THE POTENTIAL FOR SOLAR AND WIND JOBS IS SIGNIFICANT

Existing jobs

Wind

- Employs 48,000 people

Solar

- Employs 103,000 people
- 71,000 off-grid jobs

New jobs by 2022

Wind

- 183,500 FTE
- 59% for semi skilled
- 25% for un-skilled
- 81% one time roles
- 19% permanent

Solar

- 850,000 – 1,000,000 short term FTEs
- 296,000 – 310,000 long term FTEs

JOBS REQUIRE VARYING SKILLS AND HAVE DIFFERENT EMPLOYMENT CONTRACTS













Off-grid





- Recruited locally and directly
- Many Jobs are permanent
- Semi skilled roles in technical and sales roles
- Very few highly skilled jobs created

Grid connected

- Sub-contractors do the bulk of recruiting
- Majority of the jobs are one-time that end with the project execution
- One time jobs do not require skilled labour
- O&M jobs are longer term, but do not require skilled labour

BUT ALL JOBS CANNOT BE QUALIFIED TO HAVE POVERTY REDUCTION FEATURES

Qualifiers for good job	Permanent	Short term Contract	Long term contract
Reliability of income			
Healthcare benefits			
Safety policy/ standards			
Career development path including training			

-  Enterprise has invested in employees development
-  Limited investment by the employee
-  Negligible benefit received by employee
-  Not enough evidence

THE POOR FACE MULTIPLE BARRIERS

- The less educationally qualified are not considered for the semi skilled roles and for conventional RE trainings
- Training institutes tend to be located in cities / towns – making access difficult for rural poor

THE ECOSYSTEM HAS TO “TUNED” TO SUPPORT THE CREATION AND EMPLOYMENT OF THE POOR



BUT THE ECOSYSTEM IS PLAGUED BY MULTIPLE ISSUES

Policy & Programs

- Very little data is collected
- No structured reporting of employment generation and impact of jobs
- Very few policies & programs targeting poor

Training

- Limited programs and access
- Min qualification requirement
- No data base
- High pressure on training institutes

Platforms

- Weak linkage between platforms and enterprises
- Reliance on conventional recruitment methods

RECOMMENDATIONS

RE jobs need to be tuned for realizing poverty reduction impacts

- Focus capacity building for empowerment of the poor and enable sense of ownership
- Develop training programs for less qualified
- Customize training programs to suit the needs of the poor
- Strengthen linkages between training institutes and enterprises
- Embed poverty impact assessments into the program design

Conduct data collection exercises to assess impact of existing jobs