How can Europe and Central Asia achieve a Green Transition through gender equality?
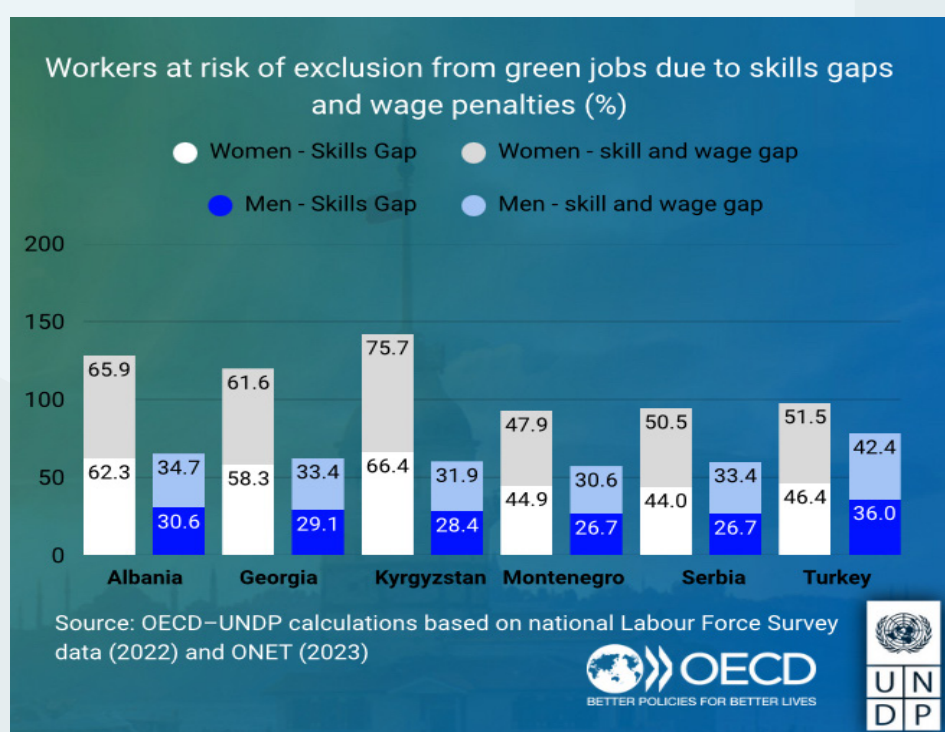
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Overview of the Data Fellowship

Over the summer at the UNDP Istanbul Regional Hub, we contributed to a regional study on women and jobs to address the underrepresentation of women in STEM and green jobs pathways. The UNDP and OECD carried out in-depth research using a mixed-methods approach combining Labour Force Survey microdata with survey, focus group and key informant interview data, to understand how the Europe and Central Asia region can achieve a green transition through gender equality - focuing on the role of STEM and green jobs.
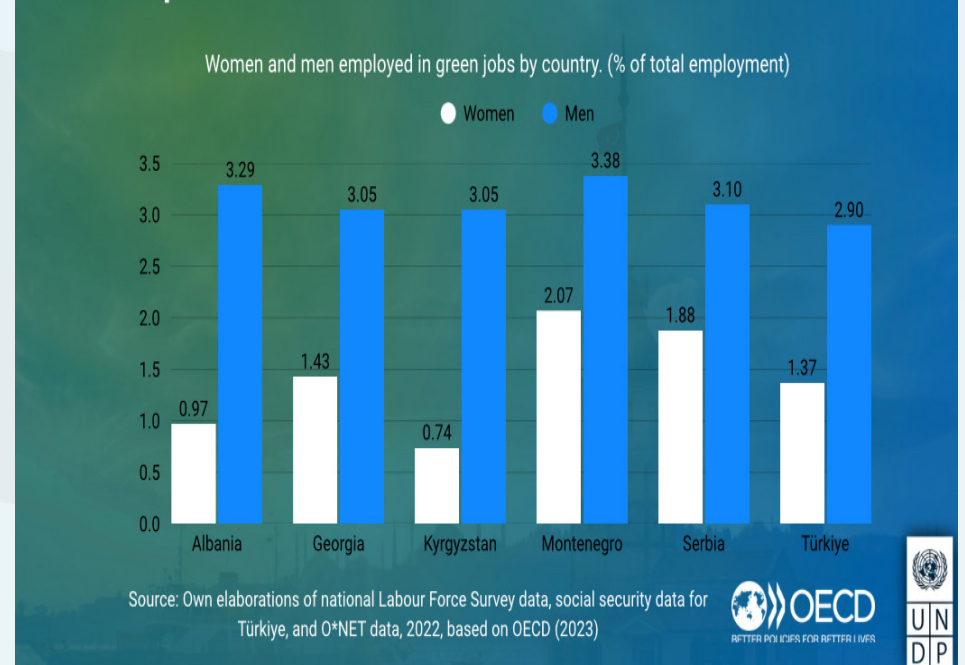
Data Analysis

Our main responsibilities involved cleaning, analysing and reporting survey and key informant interview data from multiple countries and stakeholders to inform the regional report. Given the diversity in the data due to various stakeholders, our methods of cleaning and analysis had to be adapted accordingly, hence we gained strong proficiency in various advanced Excel-based analysis. Once the data had been cleaned, analysed and the key insights had been synthesised we worked closely with a graphic designer to determine the most effective ways to visualise and present the findings for the regional report, for example, as stacked bar charts and complex tables.

Gender Gaps in the Green Transition

Women and men employed in green jobs by country. (% of total employment)

Source: Own elaborations of national Labour Force Survey data, social security data for Türkiye, and O*NET data, 2022, based on OECD (2023)

Workers at risk of exclusion from green jobs due to skills gaps and wage penalties (%)

Source: OECD−UNDP calculations based on national Labour Force Survey data (2022) and ONET (2023)

Findings

- Green occupations represent on average less than 3% of the overall employment across the countries analysed.
- The service sector generates the largest share of green jobs and acts as the main employer of both women and men in green occupations.
- Women employed in polluting industries face a risk of up to 2x as high of being left behind in the green transition than men.
- 2/3rds of green occupations are held by men in this region.

Key Skills Learnt

- Data analytical skills: Above all, this experienced greatly strengthened our data analysis skills. Excel was our main tool for cleaning and analysis, so our understanding and efficiency of advanced functions improved significantly. As we would receive data from Country Offices in such varied formats and styles, we also developed confidence working with confusing, messy and large datasets, or even data in different languages.

- Management and communication skills: Besides our main data analysis work for the regional study, we contributed to several other data-driven campaigns. These involved collecting, organising and interpreting data, as well as designing social media infographics and drafting accompanying copy's and summaries for publication across digital platforms

- Soft skills: We developed key soft skills, such as confidence in the workplace, critical thinking and adaptability. As this fellowship was fully remote, we strengthened our communication skills - vital for maintaining efficiency, collaboration and professional relationships when working virtually in an international setting.

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