

# Bridging the Gender Gap in Green Skills

## Indo-German Green Skills Programme (IGGSP)

### The challenge

The transition to a greener, more sustainable economy presents significant opportunities for economic growth and environmental protection. However, it also highlights the need for equitable access to green jobs and skills development. Addressing the gender gap in green skills is essential to ensure that women and men can equally contribute to and benefit from the green economy.

As per the International Labour Organization (ILO), 'green jobs' are decent jobs that contribute to preserve or restore a sustainable environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency. Jobs with the greatest development payoffs are those that make cities function better, connect the economy to global markets, protect the environment, foster trust and civic engagement, or reduce poverty. Additionally, according to the study 'Gearing up Indian work force for Green Jobs 2023' of the Skill Council for Green Jobs, India has the potential to create 35 million green jobs by 2047.

Girls' participation in the technical and vocational education and training (TVET) sector in India remains significantly low, with only 6.62% of girls admitted to Industrial Training Institutes (ITIs) in 2023 according to the Directorate General of Training (DGT) database. This stark disparity is deeply concerning, highlighting the substantial barriers that young women face in accessing vocational and technical education. Cultural norms and gender stereotypes discourage girls often from pursuing careers in trades traditionally dominated by men. Additionally, institutional challenges, including the lack of female-friendly facilities and existing structural conditions create a barrier for young women to participate in TVET and in green jobs.

### Our approach

The Indo-German Green Skills Programme (IGGSP) supports the Government of India to overcome the gender disparity. The project cooperates with key stakeholders from governments, civil society and industries to build sustainable models for improving gender parity in green occupations and ensuring that women can fully participate and benefit from India's economic development.

Project name	Indo-German Green Skills Programme (IGGSP)
Commissioned by	Federal Ministry for Economic Cooperation and Development (BMZ)
Project regions	Bengaluru, Hyderabad, Kolkata and Pune
Lead Executing agency	Ministry of Skill Development and Entrepreneurship (MSDE), Government of India
Duration	2024 - 2026

The promotion of green jobs with gender focus tackles the problems of poverty and the adverse consequences of climate change, natural resource depletion and inclusion of women in the green job workforce. In India, the gender focus in green jobs, particularly in the sectors of electric vehicles (EV) and solar energy presents both challenges and opportunities. Addressing gender disparities and promoting inclusive growth in green jobs is crucial for achieving sustainable development goals. In the next three years, the Indo-German Green Skills Programme (IGGSP) will focus on developing solutions to overcome such gender disparity challenges in TVET and especially in green occupations.

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH has been supporting India in its efforts towards vocational education in the last 30 years. The Indo-German Green Skills Programme (IGGSP) has committed itself to take India's skill agenda forward in vocational education focussing on green occupations, gender equality and facilitation of the international migration of workforce.



L. to r.: Electric Vehicle Service and Maintenance Training, Solar PV Installation Training

## Our objective

Vocational education and training as well as employment in India have been improved in selected green occupations, especially for women.

A core intervention of the programme is technical assistance in the development of skills and capacities of vocational education. In addition, stakeholders such as Industry Chambers, Vocational Training Institutes and NGOs, are trained on the topic of gender equality in selected green professions.

The programme tackles barriers which hinder a gender diverse skilling and occupation landscape. International exchange of experience on vocational training and gender equality in green professions ensures the exchange of international good practices and accordingly the alignment of structural conditions.

## Expected Results

- The range of gender-equitable education and training programmes for selected green occupations has been improved.
- The structural conditions for the implementation of gender-equitable vocational education and training in the green occupations supported by the project have been improved.

- International experience regarding good practices for the gender-equitable promotion of skilled workers in green occupations have been used to further develop implementation practice in India.
- In addition, IGGSP in coordination with the Ministry of Skill Development and Entrepreneurship, Government of India has been working together on the facilitation of the international migration of the workforce.

## Target Groups

- Adolescents and young adults with a focus on women
- Intermediaries: Experts and executives of the political partner, other ministries and subordinate institutions, industry associations, companies, and civil society organisations in green clusters

## Expected Impact

- The range of gender-equitable education and training programmes for selected green occupations has been improved.

## Contributions to the 2030 Agenda



Published by Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH  
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As at August 2024

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GIZ is responsible for the content of this publication.

On behalf of Federal Ministry for Economic  
Cooperation and Development (BMZ)

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