

# JOBS THE UNTOLD STORY OF SOLAR

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JUNE 2019


SAUR ENERGY INTERNATIONAL

www.saurenergy.com
JUNE 2019 | Rs. 200

# SAUR ENERGY INTERNATIONAL

DCP LICENSING NO. F215-26 PRESS/2016 | VOL. 3 | ISSUE 10 | TOTAL PAGES 64 | PUBLISHED ON 1ST OF EVERY MONTH

## JOBS. THE UNTOLD STORY OF SOLAR



**Inside:**  
**Dr Ajay Mathur**  
Director General, The Energy and Resources Institute (TERI)

**Neeraj Sharma**  
President & Managing Director, Wärtsilä India

**Glimpses**  
SNEC Shanghai 2019

**LEADER STORY**

Hiring (preferred source), hiring via social media channels like LinkedIn, Facebook etc. Ongoing relationships with various colleges across India, hiring via consultants etc. At Amicus Skills, as it is demand driven in technical and support domain. An ideal route in technical project related domain, more possession engineering degree with technical as their domain of specialization primarily. However, certain job roles are available civil as a field of specialization. On the other hand, an ideal route in support will typically be a Management graduate with specialization in related fields."

In line with the industry opinion on the growth trend in solar jobs, **Neeraj Kaul, Head - Brand and Growth Marketing, of Shree Kera**, a job portal, said that "Mapping the data available on LinkedIn, we can see with some confidence that jobs in the renewable energy sector are not as niche as they once were. Further, there are currently around 17,500 job postings in the solar energy sector on Shine.com, with the companies offering salaries between INR 3 lakh and INR 12 lakh. These jobs are spread across several departments including sales, R&D, production, QA/QC, design, construction, maintenance, etc. This indicates that there is no dearth of high-value jobs in the renewable energy sector in India today."

**Roohi** does point to the hurdles to rooftop growth. "Rooftop solar is currently facing issues pertaining to tender approvals. Involvement of multiple stakeholders, reluctance of DISCOMs due to revenue loss, unclear regulatory framework, supportive schemes like the SREI (Subsidizable Renewable Energy) for Solar Installation of India, a subsidy scheme) schemes introduced by the Government is a positive and necessary step to moderate the segment, thereby increasing the job creation capabilities in the segment. Similarly, reports state that approximately 45,000 more jobs will be created under the solar module manufacturing segment only if the demand for modules is met commensurately."

**Neeraj Kumar Sinha** gives his own firm's example to illustrate the issue. With 10 offices across India and a workforce of over 200 people, "we have an opening portfolio of over 100 MWs of distributed solar assets installed in 23 states. Just 3 years ago, in FY 16 our headcount at fourth Partner was around 40, in FY 17 we crossed about 87 employees, in people in FY 18 and about a 115 new employees last fiscal. The target for this year is over 150 employees - a clear indicator of the potential of job creation in India's solar sector. For this to continue, it is imperative now for the industry to create a conducive environment for regulations, developers, financiers and clients to work within a stable policy framework, better R&D standards, contract enforcement laws and getting up to speed manufacturing capabilities with a green thumb to financiers and developers looking to enter the market thereby resulting in creating higher solar generation targets which will help create healthy and sustained jobs in the sector."

It is clear that with a 22 per cent share in the energy mix, and solar still with close to 9 per cent share, the time to reap the benefits in the solar sector is long past. The fact that it can create quality jobs in a 'green' sector is a strong reason for the government to support the solar sector with a broader perspective. Like electric vehicles (EVs), it needs to focus on enabling manufacturing in India, backed by a range of policies when it comes to rooftop solar particularly. The bigger task has to be to control growth. Subsidies, one of the end of the stick, and the government should use that to acknowledge that it is not a simple case solar adoption. It will be doing itself, the country and the environment a big disservice if it does not do so."

-MANANJAY KUMAR@SOLARINDIA.COM  
-NEERAJ@WARTSILAINDIA.COM

**FTT or job-year per MW for a ground-mounted solar plant**

Category	Value
Operations and Maintenance	0.30
Construction and pre-manufacturing	0.70
Design and construction	0.20
Business Development	0.25

Source: CEEW - ASEC analysis

On the estimation for each MW of installation of a solar farm in India and speed of job creation along with for rooftop solar **Sudh Karki** explained. "The construction and maintenance of solar plants are an automated process that requires a considerable amount of manpower. For every 1 MW of solar installation, about 50 to 75 new jobs would be created most in the contract labour role with another 3 to 10 jobs on the white collar side. Rooftop solar is the next big thing and will certainly create well over 10,000 jobs in the S&C space. Considering the labour-intensive nature of rooftop projects they provide 24,70,000 jobs per 1 MW compared to 3,34,60 ground-mounted solar projects."

**Chauhan of Zensol** said that "Every MW of residential rooftop installation happening in parallel will create at least 200 jobs for the teams which companies like Zensol will need to train, employ engineers and produce. So, for India to meet its GW of rooftop installations (assuming an average of 200 kW a month in 5 years or so), at least 1 lakh jobs would be created."

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SOLAR ENERGY MAGAZINE - VOL. 3 | ISSUE 10