



ww4RES

WOMEN FOR MARKET UPTAKE OF RENEWABLE HEATING AND COOLING

CAPACITY BUILDING PROGRAM

FOR WOMEN EMPOWERMENT IN
RHC SECTOR





Prepared by
WECF 2022



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Capacity building program for women empowerment in RHC sector

Project title

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Main authors	
Marilys Louvet, Sukhveen Kaur, Annika Strebel, Kiara Groneweg, Katja Fürstenwerth, Katharina Habersbrunner	WECF
Timo Karl	FES
Heidi Hjorth	Copenhagen Social
Kathrin Goldammer	RLI
Christine Lins	GWNET

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EXECUTIVE SUMMARY

The capacity building program developed by WECF for gender mainstreaming and women empowerment and leadership in the renewable heating and cooling (RHC) sector has been built around two formats. First, a seminar program with a regional focus in W4RES eight partner countries. Second, a series of webinars with an international focus to open to a broader audience the expertise of W4RES partners on gender mainstreaming.

The seminars program has been developed by WECF for W4RES Regional hubs as train-of-trainers (ToT). The program aims to strengthen the capacities of the business sector and to decision-makers in the eight partner countries, on gender mainstreaming and women empowerment in the RHC. WECF has conducted a two half days ToT in May 2022 for W4RES Regional hubs. Hereafter the Regional Hubs have the gender knowledge and tools to facilitate and conduct such capacity building program on gender mainstreaming in their respective countries and when needed in their respective languages.

The program has been developed based on existing materials from WECF and other reports on gender and renewable energy topics as well as the selected gender tools and adapted by WECF to the renewable heating and cooling sector. The seminars program has been built around a progressive capacity building program starting with awareness raising lectures on the nexus between gender and energy, with then an introduction to practical tools and finally a demonstration of what can be achieved by applying the newly introduced tools. Along the program, participants should be invited to practice the tools of their choice. Furthermore, we asked four energy experts from different backgrounds (energy community, energy consultant, research) to bring their expertise and experience to our program. Finally, participants are invited to practice the first steps of a Gender Action Plan for their sector.

At the end of the seminar, participants receive a training package ensuring the dissemination and the sustainability of the program. This package contains a step-by-step toolkit on “how to build a gender-responsive energy private sector” providing guidelines and examples of implementation for each tool introduced and practiced during the seminar. The gender-responsive communication toolkit is a set of two-sided postcards containing key messages graphics on front side and explanative part on the back-side. Users are invited to keep this communication toolkit close to apply gender-just communication in their daily work. To that comes a gender glossary providing a range of gender terms and definitions to remove barriers and insecurity in gender vocabulary employment.

The ten webinars’ series program organised by WECF and ECWT has been built based on the Seminar program, the needs of the participants (through surveys) and the best practices of the sector.

This capacity building program will take you through the twelve modules of the seminar program. Each modules can be used individually, depending on the needs of the workplaces and the gender mainstreaming objectives set. Finally, find a list of the webinars program with access to the recordings and main outcomes.

All toolkits and other annexes mentioned are available in the Annexes of the W4RES Deliverable 4.2.

A set of recommendations on how to use and implement this program is provided as final part of this document.



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ABBREVIATIONS

CEE: Community energy enterprises	OGAP: Organizational Gender Action Plan
CSO: Civil society organisation	RE: Renewable Energy
GAP: Gender Action Plan	RHC: Renewable Heating and Cooling
GEP: Gender Equality Plan	SDGs: Sustainable Development Goals
GSA: Gender Self-Assessment	SMART: Specific Measurable Achievable Realistic and Time-bound
M&E: Monitoring and evaluation	SWOT: Strengths, Weaknesses, Opportunities and Threats

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I. SEMINARS PROGRAM

INTRODUCTION

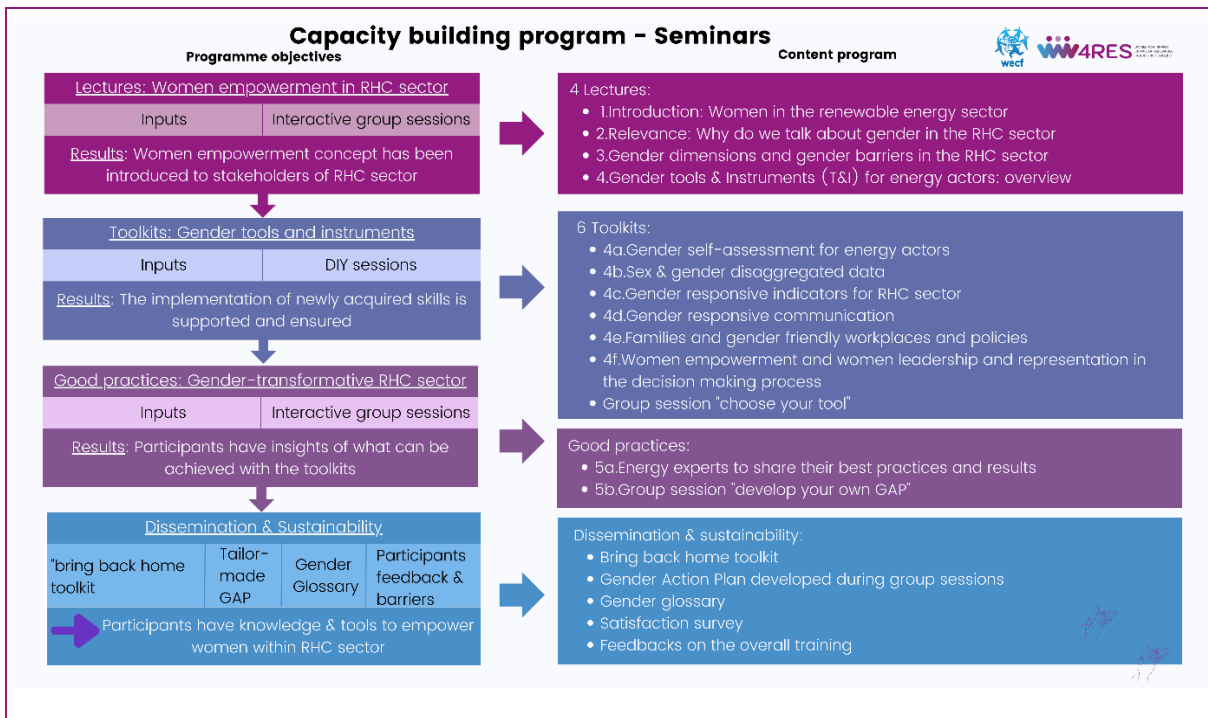
Renewable and decentralized energy solutions hold multiple opportunities and enormous potential for climate protection and social justice. Increased renewables uptake is essential to achieve all 17 Sustainable Development Goals (SDGs) and may have a huge impact on sustainable development if used in a socially just way. Globally, gender inequality is one of the major issues to address in the 21st century. The 5th Sustainable Development Goal states that gender inequality is not only a human rights issue but also a waste of the world's human potential. In this regard, there is growing recognition of the importance of renewable energy as a catalyst for gender equality and women's empowerment. Renewable energies can empower women by enhancing their substantive and procedural right, as in gender-just energy projects and programs, women are not merely seen as rights holders but also as critical partners, development actors, experts, investors, change agents and producers and consumers of energy. Following this approach, W4RES aims to accelerate the urgently needed shift of the heating and cooling sector to renewable energy sources (RES). Renewable heating and cooling (RHC) technologies present enormous potential to address crisis impacts such as energy poverty, gas price rising and energy dependence. A more gender-balanced energy transition is ready to start. And W4RES aims to enable relevant stakeholders as potential as agents of change to accelerate the shift of the RHC sector. This capacity building program aims to improve gender-sensitivity and create an equal and attractive RHC sector for women and enable women market uptake of this sector. This program has been built initially as a Training of trainers (ToT) package by WECF for W4RES partners, who have conducted then the training in their respective regions and thus address stakeholders of the RHC sector of 8 different European countries (Belgium, Bulgaria, Denmark, Germany, Greece, Italy, Norway and Slovakia).

The overall capacity building program answers the following three questions:

- **Why do we talk about gender and women's empowerment in the RHC sector?**
- **How to bring more women in the sector?**
- **How to keep women in the sector?**

The program consists of three units of modules, totalling 12 modules. The first one "Lectures: Women empowerment in RHC sector" introduces theoretical knowledge and understanding about the nexus between gender, women and energy. Barriers hindering the path to gender equality as well as solutions to tackle them are introduced to stakeholders of the RHC sector. Then, six gender tools and instruments are introduced and practised as part of the second unit of modules "Toolkits: Gender tools and instruments" supporting and ensuring the implementation of newly acquired skills. The third and last unit of modules "Good practices: Gender-transformative RHC sector" bring inputs from successful initiatives and give a hint of what can be achieved by applying the previously presented and appropriated gender tools and instruments. The final module of this block and overall training invite participants to apply newly acquired skills and develop a gender action plan (GAP) for their workplace.

The sustainability of this program is ensured by the distribution of training package that contains a step-by-step toolkit to build a gender-responsive energy private sector, bringing together gender tools and instruments introduced and practiced ([Annex 1](#)), as well as a GAP template (Module 5b and [Annex 5a](#)) including the outputs of the first steps developed during the training. This is complemented by a gender-just communication toolkit ([Annex 3](#)) under the format of postcards that will be distributed during the seminars taking place in person, when the sanitary situation allows it, as well as a gender glossary ([Annex 2](#)).



Overview of the Seminar program

UNIT 1 - LECTURES: WOMEN EMPOWERMENT IN RHC SECTOR



Module 1 - Introduction: Women in the renewable energy sector

Objective: Raising awareness about the differences between definitions of sex and gender; the gender-energy nexus; and about the concept of intersectionality

Sex vs Gender

There is a clear distinction between gender and sex. Sex refers to the physical/biological differences. A person's sex is often ascribed at birth based on physiological characteristics such as genitalia and chromosome composition (male, female, intersex). Gender refers to socially-constructed roles and responsibilities as well as to the identity/self-identification of women, men and gender-diverse people. Gender furthermore refers to relations and behaviours, expressions, activities, attributes and identities of women, men and diverse. Since gender roles are a social construct, they vary greatly across cultures and through time and do not exist in isolation. Gender roles can result in social inequalities, exclusions, and power relations.

Nexus gender-energy

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A clear nexus between gender and energy can be observed. For instance, women tend to have a lower carbon footprint and a higher interest and commitment to climate protection^{1 2}, which leads to a more climate friendly behaviour³. According to an analysis of women's energy consumption by⁴ women in the western world, women use 22 % less energy on average than men. "Less energy use- whether in the form of fewer automobile trips, less consumption of meat and processed beverages, or increased household energy efficiency- causes lower CO2 emissions." It also adds that "The smaller carbon footprint of women could result from unintentional trends having to do with social and economic position in society or the increased willingness of women to change daily habits to save energy and protect the environment (as compared to men). In any case, a wealth of data suggests that women who manage energy and resources in everyday life consistently decide to conserve and minimize emissions in contrast to their male counterparts"⁵.

On the other hand, women (especially in the global South) are more vulnerable to climate impacts, due to the fact that women are more affected by indoor pollution, by health consequences of energy poverty, or by risks they are exposed when collecting energy sources, such as fuelwood. These impacts are especially well documented for developing countries, but rather little for industrialized countries (apart from disasters and effects of heat and cold waves).

The access to climate and energy-related resources and services also varies between genders. Access and options for actions in renewable energy sector differ due to interests, preferences and needs, but also due to costs, conservative laws and education level.

When it comes to the decision-making power, women are underrepresented in the private sector, especially in higher positions. Indeed, in 2019 women were occupying only 1/3 of management positions in the energy sector in Europe (IRENA 2019). In the Global South and also emerging countries (referred to energy systems), women-headed businesses generally face more impediments in accessing grid electricity compared to men (UNDP 2017)⁶. Additionally, when looking at energy and climate policy, women advocating for women (not all women support gender just structures) are underrepresented in conferences as well as negotiations. Policies, frameworks and programmes are designed by men - with ¾ of parliamentary seats held by men (IRENA, 2019). This leads to male structures where male interests and needs dominate. Generally, men are more aware of men's needs and women are more aware of women's needs. Therefore, as many women as men need to be represented and involved in politics.

Due to this structural and systemic discrimination, (energy) poverty still has a female face and women are more affected by energy poverty. The European gender pay gap was at 13 %⁷ in 2020, meaning women received 13 % less salary when practicing the same profession as men. The gender pension

1 Umweltbundesamt, 2020, Interdependente Genderaspekte der Klimapolitik, https://www.umweltbundesamt.de/sites/default/files/medien/1410/publikationen/2020-02-06_texte_30-2020_genderaspekte-klimapolitik.pdf

2 Ergas and York (2012) Women's status and carbon dioxide emissions: A quantitative cross-national analysis, Elsevier, 41, 4. Online: <https://www.sciencedirect.com/science/article/abs/pii/S0049089X12000609>



3 Kronsell et al. (2015) Achieving climate objectives in transport policy by including women and challenging gender norms: The Swedish case, International Journal of Sustainable Transportation, 10, 8. Online: <https://www.tandfonline.com/doi/full/10.1080/15568318.2015.1129653?scroll=top&needAccess=true>

4 Collins, 2019, Can Improving Women's Representation in Environmental Governance Reduce Greenhouse Gas Emissions?, A Climate Institute Publication, Online: <http://climate.org/wp-content/uploads/2019/02/WomenGhG2.pdf>

⁵ Collins, 2019, Can Improving Women's Representation in Environmental Governance Reduce Greenhouse Gas Emissions?, A Climate Institute Publication, Online: <http://climate.org/wp-content/uploads/2019/02/WomenGhG2.pdf>

⁶UNDP, 2017, Gender and Climate Change: Gender and Sustainability, <https://www.undp.org/publications/gender-and-sustainable-energy>

⁷ Statistisches Bundesamt, 2020 [https://www.destatis.de/Europa/EN/Topic/Population-Labour-Social-Issues/Labour-market/gender_pay_gap.html#:~:text=In%202020%2C%20the%20gender%20pay,the%20EU27%20average%20\(13%25\)](https://www.destatis.de/Europa/EN/Topic/Population-Labour-Social-Issues/Labour-market/gender_pay_gap.html#:~:text=In%202020%2C%20the%20gender%20pay,the%20EU27%20average%20(13%25))

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gap in 2019 in Europe was 30,1%⁸. These numbers show barriers women are facing and that lead to less financial participation and participation opportunities for women to save or invest.

Yet, women are not (only) victims, they are changemakers. New renewable energy technologies hold enormous potential for the empowerment of women and girls. The new renewable energy technologies create jobs and opportunities for women, push the renewable energy transition and enable the innovative delivery of public services such as DIY solutions with photovoltaic with own consumption or empowering women in collective assemblies.

Triple role of women in the RE sector

Women hold a triple role in the renewable energy sector, as consumers, producers and decision-makers. As consumers, women and men have different energy needs and uses and therefore need to be represented equally. As producers, women are underrepresented in the energy sector. While 32 % of women are working in the renewable energy sector, most of them are employed in administrative or organizational positions ⁹. As decision-makers, women are also underrepresented (just 4% of executive board members at the top 100 utilities companies are women, IRENA 2019), which leads to a gender inequality in power positions where important decisions about policies, regulations and frameworks are made. Women need to be a part of these positions to ensure that the needs of women and men are equally met.

The prosumer approach, usually found in small scale and community level projects allow for changes towards gender equality, as it potentially pose fewer entry barriers than more institutionalized larger projects. Prosumer refers to an individual who is consumer and producer at the same time. With new renewable energy technologies, women can produce their own renewable energy with for example DIY photovoltaic solutions or energy communities and manage their consumption of energy accordingly.

Intersectionality

Intersectionality can be seen as a tool that helps to analyse and understand the different factors by which each person is shaped. These intersectional factors include race, gender, age, ethnicity, physical ability, class, socioeconomic status, geographical location, sexual orientation and sexual identity. Intersectionality refers to the meaning and relationship between these factors, in processes and systems of power at the individual, institutional and global levels. Individuals may face multiple types of overlapping discrimination depending on their race, gender, etc.. ¹⁰

Gender intersects with other drivers of inequities, discrimination, marginalization and social exclusion, which have effects on energy consumption and energy poverty, health and well-being. The concept of intersectionality builds on, and extends, a gendered analysis, by identifying how relationships of power interact with these drivers and gender at different levels.



Socio-economic factors such as low education or (low) income, age (e.g. pensioners, students, children), special health conditions (e.g. persons with handicaps) or the migration background/ethnicity may exacerbate existing inequalities such as energy poverty.

Intersectionality is an important topic when we talk about gender and energy. When people who fit into multiple minority categories (e.g. a young single mother with a disability) experience

⁸ EC Europa, 2021, Factsheet on the gender pay gap
https://ec.europa.eu/info/sites/default/files/aid_development_cooperation_fundamental_rights/equalpayday_factsheet.pdf

⁹ IRENA, 2019 <https://www.irena.org/publications/2019/Jan/Renewable-Energy-A-Gender-Perspective#:~:text=January%202019&text=Renewable%20energy%20employs%20about%2032,lower%20than%20in%20administrative%20jobs>

¹⁰ Collins and Bilge, 2016, Intersectionality, Polity Press: Cambridge, ISBN 9780745684482

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discrimination, some of the protective mechanisms put in place by our society often fail to meet the needs associated with the multifaceted nature of their identities. Intersectional analysis is needed for programs e.g. for energy poverty to understand their economic, social and physiological situation.

Module 2 – Relevance: Why do we talk about gender in the RHC sector?

Objective: Raise awareness and demonstrate benefits of gender-just energy sector; provide data and arguments

This section will introduce research and experiences that increasingly demonstrate the benefits of integrating women’s needs and gender considerations into the energy value chain and throughout the power, heating & cooling and mobility sector. Women are transforming the energy sector in their roles as energy entrepreneurs, innovators and decision-makers. Gender mainstreaming and women’s empowerment in the energy sector is gaining traction globally—from international commitments to national policies, institutional reforms and project approaches. Moving beyond recognizing women as only users of energy, towards acknowledging their potential to formally participate in the sector as providers and decision-makers will result in increased opportunities for women and men. This, in turn, will benefit fully from the energy sector’s economic and investment opportunities and will push an ambitious energy transition¹¹.

There is increasing evidence of the role that women play as agent of change in the energy sector and energy transition.

Evidence of the role of women in the energy transition

1. Representation: The presence of women engineers or technicians is often an argument used to explain the absence of gender balance within the energy sector. Looking at the numbers, the difference is indeed striking. Upstream of the labour market, women in Science, Technology, Engineering and Mathematics (STEM) are low represented. In 2012 in Europe, only 11% of STEM graduates were women (Eurodata 2012), however in 2018 this number has risen to 28.4%.¹². The availability of women in STEM education is still lower than men but numbers are growing, and workplaces need to tackle stereotypes (eg. Using pictures with women on job offers / website) (further tools are provided in this training).

Within the labour market, women represent 41% of engineers and scientists in 2018¹³ however women only represent 32% of the workforce in the renewable energy sector, compared to 25% in the oil & gas industry, and occupy only one third of management positions¹⁴.



Pool of talents: Using transformational potential brings more actors, more expertise and more engagement. By deciding not to adopt measures and policies that attract more women into your workplace, you are depriving yourself of a pool of skills and talents. The fact is that the energy sector needs more women, as research shows that lack of gender diversity in company senior positions is holding back innovation (IRENA 2019).

¹¹ Case studies on women in leading position RHC sector, WECF, 2021, https://w4resobservatory.eu/wp-content/uploads/2021/11/D1.3_CaseStudiesWomen_v1.pdf

¹² UNESCO Institute for Statistics, 2021, <https://unesdoc.unesco.org/ark:/48223/pf0000377433/PDF/377433eng.pdf.multi.page=129>

¹³ <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/edn-20200210-2>

¹⁴ IRENA, 2019 <https://www.irena.org/publications/2019/Jan/Renewable-Energy-A-Gender-Perspective>

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Gender Impact on GDP and employment: A 2017 study from EIGE found that closing the gender gap in STEM education would have a positive impact on economic growth in the EU, contributing to an increase in GDP per capita of 0.7–0.9% across the bloc by 2030 and of 2.2–3.0% by 2050. The study predicted a closure of the gender pay gap by 2050, by which time 6.3–10.5 million jobs should have been added to the European economy, about 70% of these occupied by women¹⁵. A study of McKinsey and Company of the year 2015 estimated that gender parity in workplaces can increase the global annual GDP about 26 percent¹⁶.

2. Agent of change: The argument of women as agents of change in the energy transition has been proven mainly in the global south due to livelihood and cultural behaviours, as women are energy providers and managers in the households. This argument is more difficult to advance on a European scope due to lack of data on correlation between gender and energy, as well as the low number of women professional and decision makers in the sector¹⁷. However, the energy sector has potential to expand employment opportunities for women and launch women into higher quality jobs and leadership roles.

Also, companies with Renewable energies can empower women by enhancing their substantive and procedural right, as in gender-just energy projects and programs, women are not merely seen as rights holders but also as critical partners, development actors, experts, investors, change agents and producers and consumers of energy. Global research from the Bank of America has shown that firms with a high level of women in management positions were outperforming those with lower numbers of women in such positions and saw a 30% higher return on their equity and a 30% lower earnings risk relative to lower-ranked peers¹⁸. Furthermore, women’s participation in management positions is often linked to more investments in renewable energy, engagement to reduce greenhouse gas emissions and to minimizing environmental risks¹⁹. Increasing the gender balance in renewable energy industries will also promise more customers because a female perspective among staff can strengthen understanding the needs of female customers.

Finally, actions to boost the energy transition must simultaneously contribute to sustainable development, and among other aspects also to the promotion of women empowerment. This argument is based on the understanding that due to social, economic, political and ecological interrelations; gender becomes a transversal category for tackling the energy transition challenges. Also, by providing the structures in the energy sector that harness women’s power, expertise, engagement and dynamics we are contributing to a more powerful and swift energy transition. In parallel, the higher participation of women, men and all gender increase social acceptance and thus trust in the energy transition.

3. Organisational & legal framework: Energy programs and policies have been traditionally perceived to be technical and economic interventions and promote, for example particular technologies such as renewable energies. But if the social implications of such changes are not considered, energy policies

¹⁵ EIGE, 2017, <https://eige.europa.eu/gender-mainstreaming/policy-areas/economic-and-financial-affairs/economic-benefits-gender-equality/stem>



¹⁶ McKinsey Global Institute (2015): "How advancing women’s equality can add \$12 billion to global growth". Electronical document: <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>, last derived 13th of April 2022.

Allison, Juliann Emmons et al. (2019): Closing the renewable energy gender gap in the United States and Canada: The role of women’s professional networking. In: *Energy & Research & Social Science*, No. 55, pp.35-45.

¹⁷ Women, Gender Equality and the Energy transition in EU, 2019 EUParl, [https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608867/IPOL_STU\(2019\)608867_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608867/IPOL_STU(2019)608867_EN.pdf)

¹⁸ IEA, 2021, <https://www.iea.org/commentaries/women-in-senior-management-roles-at-energy-firms-remains-stubbornly-low-but-efforts-to-improve-gender-diversity-are-moving-apace>

¹⁹ Pierli G., Murmura F., Palazzi F., Women and Leadership: How Do Women Leaders Contribute to Companies' Sustainable Choices?, *Frontiers in Sustainability*, 2022, <https://www.frontiersin.org/articles/10.3389/frsus.2022.930116/full>

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may result in new patterns of inequality and new forms of exclusion. Even though mainstreaming gender in programs and policy has become increasingly relevant in many fields (such as work, education and health), the interconnection between gender and energy is still missing in most recent EU, national climate and energy policies. Using gender as a way of identifying disparities is an essential step to close the social gap of the energy transition.

Energy programs and policies need to incorporate gender perspective to be effective, sustainable and just.

W4RES observations

In March 2021 W4RES partners have conducted a case study in order to highlight valuable and helpful insights and patterns in the systems and mechanisms of women’s driven RHC initiatives, concepts, research and solutions. All interviewees were powerful women in different sectors in the energy field with a different understanding of support measures. Approximately half of the interviewees do not have or do not know about women’s empowerment measures in their organizations like quotas, flexible working hours, career programs (Figure 4). In municipal and administrative organisations, the share of female staff members and management positions is very high and the interviewees have diverse opinions if further measures are necessary or not.



Another observation from WECF: Many feedbacks and experiences were shared during networking events explaining that women in the sector tend to not stay in the sector once in it, either due to sexism in the workplace, or to unfriendly family workplace, or even due to lack of opportunity for career evolution.

The interviewees showed a broad range of women pushing RHC concepts, networks and research. The financial (lack of funding for RHC solutions), personal (no female role models), regulatory (too high bureaucracy) and structural (missing family and gender programs, glass ceiling) barriers were addressed very clearly and also measures to support and empower women. The energy transition towards 100% renewable energy can be a fertile ground and presents a significant opportunity to address the gaps for women’s representation after the centralized fossil-based energy model. To be truly transformative, energy access and the energy sector must be linked with an agenda that challenges stereotypes of the role of women and that advances their rights, dignity, visibility in their different roles as consumers, producers, investors, experts, mothers, and change agents. This means real agency in participation, recognition and decision making to set policy agendas and to implement women’s promoting measures in projects like W4RES. Considering the long operational life of energy infrastructure (e.g. heating systems, energy efficiency measures in buildings), not mainstreaming gender will reinforce inequalities for decades, wasting limited financial, social and human resources and missing ecological chances. Still far away from an equal representation of women in the energy system and particularly in the RHC sector the in-depth interviews showed good practices and the relevance of leadership, women’s empowerment, communication and awareness raising which will be implemented in W4RES.

Module 3 – Gender dimensions and barriers in the RHC sector

Objective: Understanding of the status quo of gender dimensions, what are the existing barriers, and first steps how to tackle these barriers

The aim of this module is to present gender dimensions as well as barriers that prevent women from fully participating in the RHC sector. With the term “gender dimensions” we are referring to specific

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ways, relations and areas by which gender and gendered roles are constructed. Barriers show us what needs to be changed to become a more gender-just society, hence, they must be made visible. The gender dimensions can be applied to different sectors, but we are going to apply them specifically to the energy sector.

Gender dimensions

Profound structural barriers prevent women from having the same opportunities as men, e.g., from having access to decision-making positions in politics, in academia or in the economy. By considering gender dimensions, we can better understand the nexus between gender and energy. The gender dimensions show us that we need measures and gender mainstreaming on all levels to reach a gender-just energy sector.

Reproductive work:

Reproductive work refers to unpaid household activities and care work, including for example cooking, cleaning, taking care of children or elderly people. It is often referred to as the 'social reproduction' of our society and is the basis for productive, paid work (EIGE, 2022)²⁰.

This dimension is represented mainly by:

- Gender Care Gap
- Care activities that are reflected in energy consumption
- Total energy consumption of women is lower than that of men, but higher in relation to the household
- Possibly less time for voluntary work, incompatibility of family and political commitment

Women spend daily 52.5% more time on care work than men (equivalent to 87 minutes), this is called the Gender Care Gap. The care activities are reflected in the energy consumption of women. Actions in the area of heating and cooling, hot water consumption, laundry, cooking, lighting, and use of information and communication technology are mainly managed by women. While the total energy consumption of women is significantly lower than that of men, the energy consumption related to the household is higher²¹. In consequence, a gender-just social and care policy is important for the gender just energy transition so that the empowerment and inclusion of women in the energy sector can be strengthened.

Productive work:

This dimension is mainly represented by:



- Unequal representation (low proportion of women in energy companies or STEM degree programs).
- Women have lower average income (Gender Pay Gap)
- Non-flexible working hours, non-reconciliation of family and career

It needs fair and just access to decent employment, career choices, opportunities for career advancement, and flexible work schedules. Low representation is shown in the share of approx. 30% in energy companies (mainly administrative tasks) and in STEM studies with approx. 30% women in 2018/2019²². Also, the unequal distribution of resources, lower income, gender-related career

²⁰ EIGE (2022): EIGE's Gender Equality Glossary & Thesaurus, <https://eige.europa.eu/thesaurus/terms/1352>

²¹ UBA 2018. Repräsentative Erhebung von Pro-Kopf-Verbräuchen natürlicher Ressourcen in Deutschland (nach Bevölkerungsgruppen).

²² Destatis, 2021. Gender Pay Gap 2020: Frauen verdienen 18 % weniger als Männer

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opportunities, non-flexible working hours, and career gaps due to family additions hinder gender equality in the work force.

Body and health:

This dimension is mainly represented by:

- Interaction: mental, physical health <-> access to clean and affordable energy
- Energy poverty and mobility poverty -> little time for volunteer work
- More women affected by energy poverty

The physical and mental health situation of women is interrelated to their access to clean and affordable energy. The gender data gap ignores physiological and biological differences, e.g. average temperatures in offices. Energy, fuel and mobility poverty are caused by the socio-economic situation and social roles. Unequal health (care) for women does not have a biological origin, but it is shaped by socially constructed role expectations and must be accounted for in energy provision.

Infrastructure and public services:

This dimension is mainly represented by:

- Mobility patterns are gender-specific
- Women have less access to public resources (funding programs, climate and energy funds)
- Gender budgeting

Gender patterns (in regard of mobility and energy consumption) need to be included in long term infrastructural plans. Funding programs for energy and mobility funds have to apply gender budgeting to ensure a just distribution of the funds. Programs for e-mobility have shown higher benefits for men. The ownership asymmetries lead to exclusion of women from negotiation, consultation and compensation processes with project operators. Considering the long operational life of energy infrastructure (e.g., public transport, energy efficiency), not mainstreaming gender will reinforce inequalities for decades, wasting limited financial, social, and human resources and missing ecological chances.

Decision-making:

This dimension is mainly represented by:



- Underrepresentation of women in management, executive, supervisory and administrative positions in the energy sector
- Limited opportunity for women to influence social and cultural systems, e.g., the way energy is supplied

Women should receive the same possibilities as men to influence social and cultural systems, e.g. to decide in which way energy is produced, distributed and supplied. It is a fact that women have less access to decision-making positions in business, science/academia and politics. A gender balance in regard of leadership positions as well as within the team will increase the diversity as well as the success of the team.

Androcentrism:

This dimension is mainly represented by:

- Male-centeredness or dominance of the male perspective
- Institutionalized norm, patriarchal norms

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- Androcentrism permeates all spheres of life, such as the private sphere, the policymaking/politics, research and data collection, commerce, and product design, and thus also the energy sector
- Male perspective is often used as a supposedly objective standard

Androcentrism has been manifested in all levels of political, social, economic, and scientific activity by placing masculinity at the centre and proclaiming it the social norm. This norm claims gender neutrality for itself, as well as universality, objectivity and rationality while at the same time defining ‘femininities’ as a deviation or an additive. As long as the institutionalisation of androcentrism is not abandoned, the efficacy and continuance of gender hierarchy remains unchallenged. The fossil fuel energy model of the past 200 years has been male driven and not taking into account gender aspects. Persistent barriers still exist, e.g., data reveals that most men working in the sector, presumably including those with responsibilities for making policy decisions, are unaware of this fact. Responses show that just 40% of men, as opposed to 75% of women perceive the existence of gender related barriers. This results in gender inequalities in access to and control of energy, gender inequalities in the decision-making process, in financial and political gains, as well as spatial inequities in the allocation of energy and exposure to the externalities from energy production with more disadvantages for the female population. There is no such thing as gender-neutrality, e.g., technology is conventionally understood as a gender-neutral tool, although it is a constructed male domain.



Gender barriers – Definition

In the previous module have been presented many measures, policies and societal constructions that prevent women from entering the RHC sector. All these examples combined are called “gender barriers” which by definition are socially constructed stereotypes and obstacles that obstruct a particular group of people based on their gender (also known as gender bias). In this capacity building program, the focus is on women who face these barriers in several regions throughout the sector. Thus, it is noticeable that even with the rise of women in the business environment, these gender barriers hinder their full participation within the value chain. The barriers women face in the energy sector are similar to those they face elsewhere in the economy. However, the challenges of the energy sector are more pressing since the sector is going through a process of transformation and will require innovative solutions and business models to be adopted as well as greater participation from a diverse talent pool.

Women are challenged with several barriers throughout their process of entering the energy sector. This already starts at a young age, when little girls are exposed to gender stereotypes that prevent them from developing an interest in Science and Technology. Later on, during their education, there is a lack of female role models in the STEM subjects, which builds another barrier for young female adults to pursue an education in these topics. There are four kinds of barriers obstructing women in the energy sector.

There are four types of barriers. First of all, the personal barriers, that relate to features that are personal to the sender and receiver and act as a hindrance in the communication process. These factors include life experiences, emotions, attitudes, and behaviour that hinder the ability of a person to communicate. For example, female attributed behaviours that spawn in a socially shaped upbringing with traditional thought patterns and non-reconciliation of family and work, or the lack of female participants in technical courses.

Second, there are structural barriers that have a systemic, institutional and/or political origin. This is reflected in glass ceiling and walls for women that describe normative states of occupational segregation. For example, a qualified woman wishing to advance within the hierarchy of her organization is stopped at a lower level due to a discrimination based on sexism, misjudged trust (stereotypes of women not being able to manage engineers' team for example) or care work. Apart

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from the societal pressure and expectations towards women, time poverty and lower financial capacity are also important barriers.

A well-known and communicated financial barrier for women in the energy and all other sectors is the Gender Pay Gap. This results in gaps in pension²³ and lifetime earnings²⁴, leads to less financial participation of women, like not being able to pay the entrance fee to an energy community or not having enough time besides household duties and a paid job. In 2020, the Gender Pay Gap was 18%²⁵.

The fourth category includes the regulatory barriers. These include political inconsistency and unwillingness for coherent policies on one hand, and on the other hand, a lack of awareness and knowledge of the importance of gender mainstreaming in energy and climate policies and legislative implementation.

Find examples of gender barriers shared by participants of W4RES Webinar n°1, in [Deliverable 4.2](#) p.7.

How to overcome gender barriers

There are many solutions to overcome these barriers. Beside the tools that will be introduced and practiced on the next modules of the training, one measure is to raise awareness about the topic. This means understanding the concept of gender and the gender-specific barriers, for example while asking your female employees what kind of barriers they are facing. A second tool is a training on gender mainstreaming. Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres. The aim is that women and men benefit equally and that inequality is not perpetuated. In sum, a main goal of Gender Mainstreaming is to increase equal opportunities for women and men or rather gender equality; but this requires setting clear targets for the specific sector to which the Gender Mainstreaming shall be applied²⁶.

Another very important tool to break up gender barriers is to work on stereotypes. First and foremost, we all have to work on our own (conscious or unconscious) stereotypes towards gender. One typical stereotype is that women are often less dominant and do not speak up in group discussions or in public. To overcome such a stereotype, moderators could try to empower women to speak up in discussions. Also, we have to speak out against gender bias whenever and wherever we are, to help people understand what is problematic about it and how to work against it. This aspect goes along with the fact that one does not need to act according to gender stereotypes or gender roles. For example, men can wear nail polish and make up as well, they can take care of children, and women can repair machines or enjoy playing soccer.

Fun fact on the topic of gender stereotypes: There is evidence to suggest that children understand gender stereotypes by the end of the first year of their lives, by the age of two they want to behave like other children of the same sex and have internalised gender stereotypes by age four²⁷. For example, girls play with dolls or like to play 'heterosexual family', while boys play with cars or outside

²³ Bundesministerium für Familie, Senioren, Frauen und Jugend.



<https://www.bmfsfj.de/resource/blob/93950/422daf61f3dd6d0b08b06dd44d2a7fb7/gender-pension-gap-data.pdf>

²⁴ Hensche. https://www.hensche.de/gender-lifetime-earnings-gap_22.09.2020_14.53.html

²⁵ Destatis. https://www.destatis.de/DE/Presse/Pressemitteilungen/2021/03/PD21_106_621.html

²⁶ Stiegler, Barbara (2010): Gender Mainstreaming. Fortschritt oder Rückschritt in der Geschlechterpolitik? In: Ruth, Becker (ed.): Handbuch Frauen- und Geschlechterforschung: Theorie, Methoden, Empirie. Wiesbaden: Springer VS.

²⁷ Publications office of the European Union. <https://op.europa.eu/en/publication-detail/-/publication/b83e98c9-75f8-11e9-9f05-01aa75ed71a1/language-en>

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in the dirt. So, it is crucial for parents and other individuals involved in those years to really try and break up gender stereotypes around their children to give them equal chances later in life.

Other useful steps to tackle barriers for women could be: organising trainings for women on leadership and speaking up in public, conducting a gender analysis for your workplace and find out to which extend does it foster gender equality and where is space for improvements; implementing new policies regarding a safer workspace for women, for example an anti-sexual harassment policy; fixing gender quotas and payment rates or providing gender knowledge in the team to make all the employees more sensible to the topic.

These gender tools will be explained in detail in the following module.

On the energy provision side, the solution may also be the way projects are framed and planned, such as reframing projects beyond technology (as socio-economic, educational projects), the inclusion of gender indicators and gender-sensitive data (disaggregated data) and by integrating gender in the project cycle (asking gender-related questions at every stage).

Module 4 – Gender tools and instruments: overview

Objective: Raising awareness on gender tools and instruments, providing expertise, facts and arguments and concrete tools to implement

The scope of gender tools and instruments (T&I) is broad and can be basically any action taken in order to reach and mainstream gender equality in your field of interest. However, some predefined T&I are available in order to start this process and before applying your own T&I in the everyday life of your workplace.

Why to use gender tools and instruments?

Ok we got it, we want to reach gender equality but that can be a slow and smooth process and could start with:



1. Raising awareness first about gender concept, dimensions and relevance. Then about inequalities within your company, organisation or field of interest.
2. Mainstreaming gender in the planning and implementation of your programs or policies, thus ensure that everyone's interest is represented in program/policies/projects
3. Raising awareness on how establishing gender equality objectives that may vary depending on the situation we are applying it, that could be for example reach equal representation in decision-making processes and bodies, or that women and men feel safe and live free from violence as well as sexist discrimination in the private and public sphere.
4. Ensuring coherent legal and institutional framework and good organisational management that are essential to reach expected results

The idea is to create a meaningful working environment. Not only apply new methodologies and tools but instead engage into a sustainable dialogue/path over time.

When to use gender T&I / Timeframe?

This may vary on the selected tool and will be specified during in depth sessions on T&I. Gender tools and instruments can be applied anytime really but some stages present good moments to do so, such as:

- During the initial design of a program/project/policy
- Before the implementation of such

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- During the monitoring/evaluation of it

But of course, it is more efficient when applied routinely to all aspects of program/project/policy instead of afterward or as an add-on

Who can use gender T&I?

It is possible to use such T&I as

1. a decision-maker, a business, a research institute or a CSO
2. an “employer”
3. an individual/private person to advocate for improvement in your field of interest

So, it is really everyone

But it is important that the person in charge of implementing it know what to do and how to do it.

What are gender T&I?

During this seminar 6 different gender tools and instruments will be introduced and translated into practice. We have selected these 6 tools in the light of what we believe is the most effective to empower women in the RHC sector.



- Gender-self assessment of energy utility
- Sex & gender disaggregated data
- Gender responsive indicators
- Gender responsive communication
- Family and gender friendly workplaces and policies
- Women empowerment and women leadership and representation in the decision-making process

This list is of course not exhaustive. Many more exist as presented by EIGE (European Institute for Gender Equality) in its dimensions of gender mainstreaming²⁸.

Finally, as any processes in work life, monitoring and evaluation is crucial. We will not go into details in this training, but it is important to keep in mind, that adopting gender tools and instruments without monitoring their implementation and achievement is inefficient and can even discredit the process, so it's important to conduct pre and post intervention assessments. Gender monitoring is a regular work to do while monitoring policies and program on gender as well as regular ones (in the idea of gender should be transversally mainstreamed in all policies and programs). It consists of collecting data and information based on the gender objectives and indicators set initially and evaluating the progress and achievements.

Most importantly, it opens the door to directly address identified problems and implement solutions to effectively reach the initially fixed objectives. If the person responsible of gender monitoring is not a gender expert, it is important that this person possess the criteria to reach gender equality.

²⁸ EIGE, <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>

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UNIT 2 – TOOLKITS: GENDER TOOLS AND INSTRUMENTS

Module 4.a – T&I: Gender-self assessment for energy actors

Objective: Awareness raising on the concept of gender self-assessment, understanding of its benefits, understand the first steps to conduct one

What is Gender Self-Assessment?

Gender self-assessment is a tool to examine the existing status of practices, policies, and programs within the organisation, to identify and assess differential impacts and effects on men, women and other genders.

GSA is conducted internally so it acts as a self-reflection to initiate learning, adapting, and building a mutual capacity strengthening in a safe environment. The self-assessment study becomes the foundation for gender equality action planning like gender action plan (GAP) and gender equality plan (GEP). GAP and GEP terms are used interchangeably but there is a difference between them. GEP is a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change (EIGE, 2022). It is a policy-level proposal to reduce gender imbalance and inequality based on the status quo of the workplace (GSA or Gender analysis results). GAP is an umbrella topic with a vision to mainstream gender which means to go beyond women participation and bring in their knowledge, and experience to develop projects.

Objectives

The objectives of GSA are:



- To identify and assess the existing practices, organisational structures, plans through a gender lens. This gives the status quo of the organisation through a gender perspective.
- To identify differences between various gender roles, level of power (including in decision-making), opportunities, barriers, or difficulties people are confronted with, strategies to resist and counteract inequalities and injustices and how these differences impact their lives and livelihoods.
- To initiate a thought (critical thinking) on topics like gender awareness, gender mainstreaming, gender equality, etc.

Principles

What makes a good gender self-assessment plan? (Principles)

The self-assessment plan usually includes the following principles or values.

- Participatory – Use methods and techniques to involve each and every individual to voice their opinion. Collective engagement and ownership will enable a better understanding and acceptance in the work towards gender transformation.
- Inclusive and Diverse - Aim for an inclusive process, where diverse voices are represented and where employees can speak openly about how they perceive gender transformative approaches in the organisation. Be inclusive with people belonging to different age groups, positions and departments because diversity is key to innovative and creative ideas and it gives

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the participants a sense of ownership of the process. Thus, can lead to better engagement and performance.

- Self-reflective – It is a continuous process and an opportunity for an organization to focus within. So, if there is a need then consider hiring a consultant or a facilitator with gender expertise, who could help you steer and guide with the process, facilitate meetings, provide safe spaces for all. Their analysis can help you identify gaps that you may have not perceived, and they can provide recommendations to help you design your Gender Action Plan or any other plans
- Unique – There is no model case or a prototype that you can copy-paste. You can find best practices that would inspire you to create a plan that fits your organisation. They are not a one size fit all, so customize your plans frequently to make the best of it. It is trial and error process so learn from your past experiences.

=> This is not a rigid process! There is a whole list of governance principles and values given European Commission which can also be considered for this process such as participation, rule of law, transparency, responsiveness, consensus-oriented, equity and inclusiveness, effectiveness and efficiency, and accountability, as well as values: vision, sustainability, accountability, transparency etc²⁹

Step by Step Guide to conduct Gender self-Assessment

Gender Self-Assessment Process



- Planning and data collection: You need to start by knowing the Current Status of your company. This means collecting data on gender inclusion and mainstreaming in projects and organizational levels to identify the gaps (no of men and women, family situation, positions, salary, policies, gender bias). Later, this helps you to identify your eventual SMART objectives for your future gender-just company (SMART – specific, measurable, achievable, realistic, and time-bound) and this should give you a clearer view of your priorities and based on which you can start tracking your progress.
- Identification: SWOT - Identify Strengths and Weaknesses of your organization (SWOT), governance principles and values that focus on gender e.g., vision, inclusion, accountability, transparency, etc. if there are any Governance principles that you follow in terms of gender? Which Governance principles helps to focus on gender topics in management? (ibid) O & T (opportunities and threats) are often not considered during projects which apply to gender mainstreaming as well. But the threats like reinforcing inequalities within your company can turn into opportunities to help you to grow such as we have shown in module 2 under the topic of ‘Relevance’ such as women bring more sustainability, have employment policies or quotas or gender equality objective give job opportunities to women
- Planification: Measures to be taken – This is the final step to identify measures that fit your company, your resources and will allow you to reach your new SMART objectives. This could include steps to take initiatives to produce a gender equality plan (GEP) or an organizational gender action plan (OGAP). And lastly the implementation of such strategies.

Gender Self-Assessment Guide

Step 1: Planning - Survey Preparation:

- Core Team Selection – The first step is to create a core team of 4 or 5 members (can vary depending on the size of the organization) to conduct the gender self-assessment in your organisation. The team should be diverse including members from different departments and different social backgrounds e.g. 1 HR, 1 head department, 1 administrative staff, 1 Gender

²⁹ European Commission, 2017. Quality of Public Administration A Toolbox for Practitioners. Publications Office of the European Union, retrieved from <https://ec.europa.eu/esf/BlobServlet?docId=18585&langId=en>

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expert, 1 data analytics, etc. It is important that the people involved share a common interest and concern with gender issues.

- Questionnaires Preparation and dissemination – First step to prepare your questionnaire is to fix the categories of questions that you want to ask your employees. These categories can be: **attitudes and practices** (e.g. experienced sexism, everyone feels comfortable working in their team, if everyone feels like having a safe space to talk, experienced racism, etc.), **Governance, Responsibilities and Leadership** (e.g. sex and gender-disaggregated data, no. of men and women in administrative (often lower-paid) or no. of men and women in technical positions, no. of men and women taking part in decision-making processes, etc.), **program engagement** (e.g. equal access to evolution opportunities and training programs, anti-sexual harassment policies, etc.). Some tips: The questionnaires shouldn't be lengthy and the space for answers should be kept short; make use of multiple-choice (including "other" options for elaboration); Avoid biased or closed-ended questions.
- Regular internal meetings for the follow-up of the process (results collection and analysis) – For the meetings, you should appoint a good facilitator who not only conducts the meeting but is capable to mediate the difference of opinion amongst the members, to be a good timekeeper and provide a safe space for all participants. Along with the facilitator, a rapporteur and technical support would be required to take minutes of the meeting, prepare agendas, communicate the results and deliverables at the end of the meeting. The meeting can be conducted in person or on a virtual platform. The meetings should focus on the objectives of gender mainstreaming by critically analysing and trying to reflect the needs and gaps identified through the survey.
- Ensure correct dissemination: Inform the whole team about the plan at an early stage. Disseminate your survey to your employees through channels that everyone has access to and give enough time to answer. It is important to remind that there is no right or wrong answer here and that these surveys are meant to identify where the company foster gender and where there is scope of improvement. Find a good time like before or after a weekly/monthly staff meeting and invite people to fill it on the spot (it greatly increases response rates), explaining what the results are for and ensure people that the responses are anonymous.

Results => The first short analysis of the responses should be done by the core team. The deliverable is to identify needs and gaps.

Step 2: Findings - Reflection Meetings



This is where you will process the results and start to identify your SMART objectives to build your gender-just company.

For that we'll start with reflection meetings facilitated by the core team where all members/staff should be welcomed to participate. These meetings will be first about the presentation and discussion of the survey results and should then lead to the identification of needs and gaps. The second outcome of the meeting should be to discuss and finalize the methodologies to prepare Gender Action Plan or Gender Equality Plan etc.

Results => results and key findings, identified needs and gaps, fixed gender targets (SMART objectives), preparation to open platform or toolkit.

Step 3: Planification - Organisational Gender Action Plan (OGAP) – See module 5b for more details

Planification is the step in which you propose measures and strategies to fill in the identified gaps, imbalances, and issues e.g. OGAP- Organisational Gender Action Plan. OGAP is a action umbrella under which changing needs, concrete targets are identified and strategies and (budgeted) activities are proposed to achieve gender transformation.

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- Create a team of experts and consultants who specialize in gender mainstreaming and, in collaboration with them, develop a plan to with focus on transformative approach to become gender just and mainstreaming gender in your policy and program planning (OGAP organizational gender action plan).
- OGAP will include organization’s short term and long-term goals and objectives, targets and vision. This plan will also include strategical strategies to integrate gender in the system.
- The plan should use mix of different participatory approaches to become more flexible and relatable. The plan will also include diverse perspective of gender because every voice is to be given a due consideration.
- The plan should include gender tools and instruments and good governance principles aligned with gender mainstreaming. By using governance methods of survey and evaluation and stakeholder mapping and analysis, SWOT, etc the plan can be regularly monitored and assessed for lag and updated more frequently. So, a definite timeline should be defined for the planning and implementation of the OGAP project.

What to include or consider preparing OGAP

- Policies: gender policy, maternity and paternity leave policy, gender-based violence (GBV) policy, etc
- Work environment: gender commitment, jokes, work-life balance e.g., regularly updating policies and training new staff on the policies, flexible hours, remote work options, complaint mechanisms, commitment from top management to gender transformative change and gender justice
- Gender. transformative practices: set access to equal pay, ensure participation of people with different intersectional identities, tackle historic imbalances in decision-making, improve gender awareness, expertise, and capacity building
- Institutional image: gender-related publications, policy briefs, videos, photo-essays, case studies, histories, mainstreaming gender in external communication, etc.³⁰



Step 4: Communication – Dissemination of the results and information

The final step is to communicate the end product the findings and measures adopted internally in the office and externally to the public. This could be through emails, newsletters, social media coverage, reports or in person a staff meeting, company gathering or a “brown-bag lunch” (a type of informal training and learning session, organised during lunch, led by employees that can pose a good opportunity to discuss these topics).

Step 5: Sustainability - Way forward

Once the process completed and the new strategies are implemented, the next step is to monitor changes in the organization. To ensure that the gender dynamics of your organization are changing, it is important to record the statistical data and structural data in the back end to use it as a benchmark for improvement. Hence, regular monitoring is necessary which could be done quarterly. In addition to monitoring, you can use good governance methods like evaluation methods to track the progress, follow-up surveys and interviews to have suggestions and feedbacks. Evaluation can be conducted on yearly basis and surveys can be conducted quarterly or bi-yearly basis.

³⁰ WECF, GFC and RiH (2022) Towards a Gender transformative Organisation: Toolkit for an assessment of organisational gender policies and practices, Green Livelihoods Alliance (GLA) and Ministry of Foreign Affairs of the Netherlands. (Annabel Kennedy and Audrey Ledanois, Women Engage for a Common Future (WECF), Jeanette Sequeira and Juana Vera Delgado, Global Forest Coalition (GFC), Saskia Ivens and Nur Hidayati, ResultsInHealth (RiH))

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Ensure the full utilization of gender statistics by ensuring their presentation and dissemination to a wide range of users, with clear language. The objective here is to highlight gender-based causes and consequences.

Results => thanks to the survey you have now identified the level of which your company foster gender, identified where there are needs and gaps, adopted strategies to answer those through a GAP or GEP. You have then shared these results and strategies to your employees and customers (external communication) and ensure the correct implementation/sustainability of this amazing mountainous work!

Find an example of GSA on Annex 5c of the [Deliverable 4.2](#).

How-to: Gender self-assessment exercise

Task: Appoint a group to prepare and conduct Gender Self-Assessment for a workplace. The objectives are:

- To understand existing practices in this workplace from a gender perspective
- To identify the gaps in gender roles, gender bias, attitude, salary difference, different gender needs etc. and to raise awareness and critical thinking towards gender-based discrimination
- To understand the need to integrate gender, become gender just by mainstreaming gender.

Guidelines

Let's begin by thinking about a few things:

Goals: Use the results of the idea board shared at the beginning of this Module 4a and ask participants to **choose 2-3 goals**. (Also see Annex 5c, of the [deliverable D4.2](#))

Once the goals are selected, participants identify to which level of application the goal relate to.

Levels of application: 1. Attitude and Practice; 2. Governance, Responsibilities and Leadership; 3. Program Engagement.

Note: Questions participants could develop to highlight the level of gender equality would differ rather they are studying the attitudes and practices, or governance or program engagement of a workplace.

Now we need make it SMART (Specific, Measurable, achievable, Realistic and Time bound) by following the next steps in the GSA process.

Principles: Now think of **3 principles** that you want to follow, in coherence with your selected goal/s e.g., sustainability, transparency, inclusion, etc.



I/ Step 1: Planning

Team Roles: Your group is the team who will conduct GSA so **think of your roles and position** within E-Soles GmbH e.g., as a mix of gender expert, HR, department managers, etc.

Questionnaires: To start planning GSA, we need to prepare a survey. So, think of **3-5 self-reflecting questions from a gender perspective** under your chosen level of application e.g. Does everyone feel comfortable with sharing their problems within the team without being judged or being confronted with gender stereotypes? (Do you feel being heard?)

Tip: Think of questions that would either require short answers, yes/no, or multiple-choice answers.

II/ Step 2: Findings- Reflection Meetings

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Findings: Thinking and assuming possible findings from each category of questions. So, think and write **3-5 findings** that you would be able to spot from the questions under each category e.g., gender roles, barriers, attitudes, policies, etc.

****Note:** for the exercise, just write what you can expect to find from the survey on gender gaps, gender roles, etc.

III/ Step 3: Planification

Measures: Once the problems in II/ Step 2: Findings- Team Meetings are identified, we will think of ways to solve them. So, think **2-3 potential measures** for the chosen level of application (level 1-3) that can help you to overcome those gaps and fulfil principles and helps to reach your goals e.g. preparing Gender Action Plan (GAP) under the organization’s policies and program frameworks.



IV/ Step 4: Communication

By the end of III/ Step 3: Planification, you will have identified your clear goals, findings (problems) and measures to solve them. Now the next step is to think about ways to disseminate and communicate information. So, think and list 3-5 platforms through which you can communicate different content, list the content, your target audience, and frequency e.g. every 6 months, questionnaires are emailed to employees asking for their feedback; yearly report publication on website to share successes and future plans, available for public, etc.

V/ Step 5: Sustainability – way forward

Now it is time to take the last step to your self-assessment process by preparing future steps to ensure the flourishing of your organization. So, think and write of **2-3 strategies or activities** to keep your organisation under check and monitor its progress to sustainability. Also, think of **possible outcomes (e.g., good and bad)** of each activity.

Gender Self-Assessment Toolkit			
Goals	Goal 1	Goal 2	Goal 3
Principles			
I/ Step 1: Planning			
Team Roles			
Questionnaire	Level of Application: Attitude and Practice	Level of Application: Governance, Responsibilities and Leadership	Level of Application: Program Engagement
II/ Step 2: Findings-Reflection Meetings			
Findings			
III/ Step 3: Planification			
Measures			
IV/ Step 4: Communication			
Content	Platform	Audience	Frequency
V/ Step 5: Sustainability – way forward			
	Activity 1	Activity 2	Activity 3
Activities			
Goal			
Outcome	Good Bad	Good Bad	Good Bad

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Module 4.b – T&I: Sex and gender disaggregated data

Objective: Understand the importance and how to collect data, analyse, monitor and use gender disaggregated data

As mentioned previously (II.Relevance) there is shortage of gender data and statistics in the energy sector and most gender statistics focuses on women as energy users in the household level³¹. However, the energy sector stays one of the most unequal sectors in terms of gender balance in workforce, participation in the decision-making and in productive uses of energy. While many regional and national energy policies and programs foresee gender mainstreaming, guidance is needed to improve data collection and ensure appropriate acknowledgement and treatment of gender issues in the energy transition³².

Definition

Here it's important to distinguish between sex disaggregated data (data collected by sex only) and gender data. Gender data or gender statistics are the sum of³³:

1. Data that is **collected and presented by sex** as a primary and overall classification, *e.g.*: *Sex assigned at birth: female, male, intersex, prefer not to state; Current Gender Identity: woman, man, non-binary, genderqueer, prefer not to state*
2. Data that **reflects gender issues**; *e.g.*, *gender disaggregated data can demonstrate that women are differently affected by energy poverty, in their access to energy as well as the impacts (economic, health, physiologic, cultural and social) this can have on women*³⁴.
3. Data that is based on concepts and definitions that adequately **reflect the diversity of women and men and others** and capture all **aspects of their lives**; *e.g.*, *studies on citizens' initiatives on decentralized RE systems, have shown that women tend to be interested, but discouraged by a lack of technical knowledge and time, especially in decision-making processes*³⁵. *Also, data are showing that women tend to be greener in household appliance choices and tend also to feel more guilty when not being able to afford such solutions. Gender pay and care gap explain that more women are living in income poverty. That can result in self-blame for slow transitions to greener technologies resting with those who have the least capacity to respond*³⁶.
4. Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data; *e.g.*, *in planning and managing innovation and product development, product developer might aim to answer similar interests, capacities or needs that their own, this can lead to a "male defected" taking into account that men tend to be the majority of engineers in the REN sectors (see case study Machine*

³¹ The Global Initiative for Economic, Social and Cultural Rights, Women's Participation in the Renewable Energy Transition: A Human Rights Perspective, Briefing paper 2, 2021



³² European Commission, Directorate-General for Energy, Chaumont, S., Charalampidis, I., Demkova, D., et al., ASSET study on collection of gender-disaggregated data on the employment and participation of women and men in the energy sector, Publications Office, 2021, <https://data.europa.eu/doi/10.2833/888421>

³³ UN, 2016, Integrating a gender perspective into statistics, <https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>.

³⁴ EmpowerMed, Gender and energy poverty: Facts and arguments, 2021, <https://www.empowermed.eu/wp-content/uploads/2021/05/2104.Empowermed-Energy-Poverty-and-gender.pdf>

³⁵ Women, gender equality and the energy transition in the EU, J Clancy, M Feenstra, 2019, [https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608867/IPOL_STU\(2019\)608867_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608867/IPOL_STU(2019)608867_EN.pdf)

³⁶ Ibid.

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Translation³⁷. Furthermore, stereotyping product may result in unpopular products. Potential users may feel press to conform to limiting or unequal roles and may be encouraged to look elsewhere. Product designed for women and girls based on stereotypes may miss important aspects of women and girls' diversity³⁸.

Notes: Sex: female, male, intersex. Gender: cis female, cis male, non-binary, trans female, trans male, gender queer, gender fluid, ... When it comes to sex-disaggregated data, on one hand, "sex" is often used based on physical aspects (male/female), and on the other hand, sometimes it is used as a cultural category or construction. Hence, the distinction between sex as referring to physical characteristics and gender as referring to cultural or social constructs is sometimes mixed up when it comes to data.

Tips for data collection

In existing data sources on employment in renewable energy sector (e.g. Eurostat LFS (EU Labour Force Survey) gender related indicators such as employment by sex, age, professional status, educational attainment level are available for energy related sectors such as fossil fuels extraction, electricity and gas or manufacture and distribution. However, there are no gender related statistics and indicators for renewable energy and energy efficiency or other low-carbon emissions technologies. Moreover, the EU LFS database does not explore further gender-relevant indicators such as "ethnic origin, educational attainment, number of children, age of youngest child, household composition etc." that are key to understanding gender expectations that can constitute barriers to reach gender equality in RES sector.

To counter these, gender disaggregated data must include an intersectional lens considering the fullest scope of impacts that projects, programs or policies can have on different people, as well as women's role in the development, design, adaptation and use of RE technologies beyond the household level³⁹.

NB: The EC has recently commissioned a report on this matter: collection of gender-disaggregated data on the employment and participation of women and men in the energy sector⁴⁰.

Collect a dataset:

As any other data collection processes, gender statistics requires stages such as⁴¹:

- Planning; e.g. *how many women and man will **benefit** from "it"*
- Data collection; e.g. *how many women and man are **using** "it"*
- Data analysis; e.g. *are women and men **impacted** by "it" in different ways*
- Dissemination; e.g. ***highlight** gender differences identified in data reporting dissemination*

The key point of reliable gender statistics is to use gender mainstreaming strategy in all stages of the data collection⁴². As reminder this means that gender issues and gender-based biases are taken into account in the production of all statistics systematically and at all stages of data production. Gender must be brought into the "mainstream" of all statistical activities, rather than dealt with as an "add-on".

³⁷ Gendered Innovations, Stanford, The Machine Translation, 2012, <http://genderedinnovations.stanford.edu/case-studies/nlp.html#tabs-1>



³⁸ Sørensen, K., Rommes, E., & Faulkner, W. (Eds.) (2011). Technologies of Inclusion: Gender in the Information Society. Trondheim: Tapir Academic Press

³⁹ The Global Initiative for Economic, Social and Cultural Rights, Women's Participation in the Renewable Energy Transition: A Human Rights Perspective, Briefing paper 2, 2021

⁴⁰ European Commission, Directorate-General for Energy, Chaumont, S., Charalampidis, I., Demkova, D., et al., *ASSET study on collection of gender-disaggregated data on the employment and participation of women and men in the energy sector*, Publications Office, 2021, <https://data.europa.eu/doi/10.2833/888421>

⁴¹ UN, 2016, Integrating a gender perspective into statistics, <https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>

⁴² Ibid.

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Key recommendations for gender statistics⁴³:

- Choose the units of data collection to support the production of data that will show meaningful gender differences, *e.g., employment in the renewable energy sector in general versus technical, administrative, decision-making positions (administrative positions being often less paid) ; e.g., full-time and part-time position. In 2006 a study in Spain showed that 2% of positions in RE in Spain are part-time of which 67% were held by women (Arregui et al., 2010 cited in Baruah, 2017). One explanation among other can be the lack of time due to high or unequally distributed care work in the household. It also, participate to disproportionate impact of energy poverty on women as well as a lack of resources to invest in greener technologies or energy communities.*
- Open the scope of traditional methods of data collection, *e.g., share short surveys at the end of meetings, install a suggestion box “to improve gender equality in XX”, etc.*
- Develop methods of gender mainstreaming in strong cooperation between data users and producers of data, *e.g., enable data users to understand, gain access to and use gender statistics more effectively and identify and understand gender issues*
- Provide gender trainings for personal involved in the data collection / analysis
- Ensure the full exploration of gender statistics by ensuring their presentation and dissemination to a wide range of users, with clear language. The objective here is to highlight gender-based causes and consequences.
- Disseminate gender statistics in regular statistical products, reports and databases. Limiting the dissemination to gender-related material would limit the audience to women and gender advocates only. Similarly, if these documents fail to reflect gender perspectives and the importance of gender equality, an important opportunity and work is lost.
- Leadership: Mainstreaming gender in the statistics level requires organizational will, at the decision-making level but also administrative.

Don't forget! Monitoring is key to success!

Module 4.c – T&I: Gender indicators for RHC sector



Objective: Build capacity to identify and set gender indicators, to show the relevance and to apply the indicators

What is a gender-responsive, gender-sensitive or just gender indicator?

An indicator can be described as a reference point against which changes over time can be assessed. They may be pointers, facts, numbers, opinions, or perceptions – used to signify changes in specific conditions or progress towards particular objectives.

Gender indicators can refer to quantitative indicators based on sex-disaggregated statistical data – which provides separate measures for men and women on employment, for example. Gender indicators can also capture qualitative changes – for example, increases in women's levels of empowerment or in attitude changes about gender equality. Measurements of gender equality might address changes in the relations between men and women, the outcomes of a particular policy or activity for women and men, or changes in the status or situation of men and women, for example levels of participation in development of energy technologies.

⁴³ Ibid.

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With a **‘gender indicator’** we are trying to measure gender-related changes over time, that is the situation of men and women and the resulting gap between women and men.

With a **‘gender responsive’** indicator we are trying to reflect an understanding of gender roles and inequalities to encourage equal participation, including equal and fair distribution of benefits.

A **gender responsive indicator** requires that activities are first designed to reflect an understanding of inequalities and gender roles, before it can measure equal and fair distribution of benefits.

Gender indicators can be based on:

Quantitative – sex-disaggregated statistical data – facts and figures.

Quantitative methods of data collection produce quantifiable results, so they focus on issues which can be counted, such as percentages of women in management, male and female wage rates or recruitment rates for women and men. Quantitative data can show changes in gender equality over time – for example, a well used quantitative indicator is the number of women in decision making positions compared to men.

Qualitative changes – for example judgements and feelings, or perception.

Qualitative methodologies capture people’s experiences, opinions, attitudes, and feelings – for example women’s experiences of the constraints or advantages of working in the energy sector, or customers satisfaction (women and men) with energy products and services. Often participatory methodologies such as focus group discussions are used to collect data for qualitative indicators. Qualitative data can also be collected through surveys measuring perceptions and opinions.

Measurements of gender equality might address changes in the relations between men and women, the outcomes of a particular policy, programme or activity for women and men, or changes in the status or situation of men and women.

This allows us to measure a change in a situation or condition – or confirms progress towards achievement of a specific result.



Types of indicators

There are four types of indicators:

Impact indicators relate to the overall goal of an initiative or policy. They are measured after an initiative is completed or after a policy is implemented. Impact indicators could include measurement of changes in attitudes, confidence, and a sense of empowerment to continue with the initiatives. For example, if a policy introduces a new gender-responsive technologies, increased level of customer satisfaction could be an impact. Impact indicators can also measure the sustainability of an initiative – will it continue independently after a certain time period? Do women and men both have incentives to continue the initiative?

Outcome indicators relate to the overall purpose of the initiative. For example, more women in management positions, or uptake of new technologies disaggregated by sex.

Output indicators concern the more immediate results of activities (often during the implementation period). For example, the adoption of a gender-responsive recruitment policy, or ensuring the services or products have undergone gender assessments.

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Input indicators often relate to the services and activities of the company involved in initiating or implementing an initiative.

How to develop gender-responsive indicators

The following are some suggested steps to develop gender responsive indicators:

- Examine the objectives for the initiative to address gender inequality in the energy sector.
- Determine whether the objectives themselves are gender sensitive.
- Identify activities to reach the objective. Consider whether these activities reach both women and men.
- Consider whether there are useful gender analysis results that could be used to inform initiatives in the energy sector of focus.
- Retrieve the baseline data to compare with the next achievement and check if there is already sex-disaggregated data to use.
- Identify the indicators that will tell us whether we have undertaken the activity or reached the objective of the initiative.
- Set a target and a time frame.
- Ensure the indicators are SMART (specific, measurable, attainable, realistic, time-bound).
- Consider how indicators can be verified or proven – consider if you can also use qualitative methods.
- Identify the challenges related to selected gender-responsive indicators.

The following challenges have been noted with regard to devising and developing gender-responsive indicators, and with indicators more broadly:



- Limited capacity to collect sex-disaggregated data.
- Sex-disaggregated data may be collected, but not analysed (no budget for analysis or limited capacity to analyse).
- Baseline data may be inadequate and not disaggregated.
- Specified indicators do not fully capture the impact of gender-responsive action.
- Data can be expensive to collect.
- Indicators are only signals – they often call for a wider level of analysis.

Examples of gender-responsive indicators

The following are examples of gender-responsive indicators for measuring gender inequality in the energy sector:

- Percentage of women employed in energy company and its supply activities.
- Percentage of women employed in position with decision making power (management positions, committees, and boards).
- Percentage of female staff participating in training offered by the company.
- Level of satisfaction pertaining to energy services (adequacy of supply, process charges and tariff levels) among female customers.
- Percentage of energy products/services that has undergone a gender assessment.

Remember that gender-indicator must be SMART.

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Module 4.d – T&I: Gender responsive communication

Objective: Understand the necessity of gender just communication; become familiar with gender-just communication methods; use available tools

This part of the textbook will cover important aspects of gender-responsive communication in the RHC sector and RHC projects. It starts off by explaining the different types of communication in general and the difference between gender-exclusive, gender-neutral and gender-sensitive language. Next, a focus will be on the different spheres of communication, depending on the target group. Following, an analysis of language and communication will take place to point out important strategies. This part includes good and bad examples of gender-responsive communication. In the end, a list of dos and don'ts of gender sensitive communication is provided.

Different types of communication

There is more than just one form of communication. It's not only the sentences we write that matter. In general, there are three forms of communication:

1. Verbal: refers to all elements of speech (words, letters, sentences and numbers) – this is what most people think of when we speak of communication.
2. Para-linguistic: refers to manner in which we speak (intonation, speaking rate, pauses, laughing, singing)
3. Non-verbal: body language (posture, gesture and facial expressions) and external attributes (clothes)

In summary, communication is characterised by our choice of words, our speech and tone as well as the images we use. Therefore, it can be concluded that basically any form of interaction with other people is communication, which is important to keep in mind when talking about gender-responsive communication in the following.

Verbal communication: process towards gender-sensitive language

In communication, we differentiate between exclusive and inclusive language.



Exclusive language refers to **sexist language** (example: “*Women have no technical understanding*”) or **gender-discriminatory language** (example: “*All energy experts and their wives are invited to attend an after-dinner reception.*” Or “*the installation of such technical equipment is hard work for men*”) as well as **gender-biased language** (example: “*Each citizen must ask himself how much electricity he really needs to use*”).⁴⁴ When using exclusive language, we fail to treat the genders as equal in value, dignity, integrity and respect which results in discrimination and reinforcing stereotypes. Stereotypes hurt people of all genders by placing expectations on what they should or should not be.

Gender-neutral language is used to express neutral information.⁴⁵ An example of gender-neutral language would be: “*People do not fully appreciate the impact they have on the environment.*”⁴⁶ Here we have no reference to women or men and consider people in general. This sounds good in theory, but most topics are in fact not gender neutral. Gender neutral language often assumes a male perspective since we live in a world where languages have evolved in a society mainly dominated by men. By using gender neutral language we therefore hide important differences between the roles,

⁴⁴ EIGE - European Institute for Gender Equality, 2019. Toolkit on Gender-sensitive Communication.

⁴⁵ *ibid.*

⁴⁶ *ibid.*

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situations and needs of women and men and boys and girls.⁴⁷ *To say for example that people from a certain country are facing energy poverty can be correct, but it fails to address the fact that women and men are affected by energy poverty in a different way. So, please keep in mind that gender neutral language should only be used after careful consideration.*

Gender-sensitive language on the other hand should be the preferred form of communication. It is inclusive and makes others visible by addresses women, men and persons who do not conform to a binary gender as equal. Therefore, it is necessary to be respectful, to challenge stereotypes and to avoid discrimination.

Why do we talk about gender-responsive communication

Why do we talk about gender-responsive communication in general? As mentioned before, communication basically refers to all forms of interactions with other individuals and we also saw the differences between exclusive and inclusive language. In order to address different target and social groups correctly without using stereotypes or discrimination, a gender-responsive approach should be followed. This is by the way often described by the term “political correctness” and does not only refer to communication but also to actions.

Gender-responsive communication is a great gender tool to reach more gender equality and it is a great place to start since it can easily be implemented in a workplace. With little effort it can make a big difference. Some general examples:

- By using gender-sensitive language, you are being more inclusive, which in turn can make other people feel more comfortable since they are addressed correctly. They might feel like they can open up and express themselves. (and contribute in a valuable way, that otherwise you would maybe be missing out.)
- Gender-responsive communication can help you to understand gender-specific differences, e.g. when the needs of different genders in regard of energy consumption can be pointed out. Did you know that due to physical factors, women are more cold-sensitive than men? So when being aware of gender differences regarding the heating of the house, the description of services might directly refer to specific needs of female customers.
- Gender-sensitive language challenges our pre-defined assumptions and it raises awareness about how language shapes our world and our behaviour



And why is gender-responsive communication important for the RHC sector?

The project Women4RES aims for more involvement and recruitment of women in/for the RHC sector. This goal can only be reached by presenting a gender-aware workplace to attract more women, especially during events, on websites, job advertisements, at the decision-making level but also in the provision of technologies (considering gender aspects.)

Communication is a key tool to recruit more women for the sector in order to tackle the underrepresentation of women. Presenting yourself as a gender-aware sector, can raise visibility. This in turn can influence the political decision-making in the sector as well as address more target groups (e.g.: customers). Additionally, you might be regarded as an actor of change within the sector to bring forward a gender-just energy transition.

Of course, all the before-mentioned aspects are also valid for the RHC sector, where it is especially important to reduce stereotypes and eliminate discrimination.

⁴⁷ *ibid.*

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Spheres of communication – target group

Through communication you may address different target groups. It is then important to make sure you are using appropriate gender-just language when you talk to them, sometimes it is in more formal contexts and sometimes in more informal. Especially when you are communicating with partners in another language or another cultural context, there might appear different communication habits and rules, also in regard of gender. In that case, make sure you get familiar with those habits by listen to the expertise of local/regional authorities. We have identified three main target groups, but there might be several more, e.g., business partners that you could consider.

Few examples:



Team: This refers to internal processes. When you talk to your **own team or colleagues**, it is important to create a good working atmosphere for all genders, thus to avoid sexist language on one hand and to ensure the same participation possibilities for women and men, e.g. speaking times for women and men. Furthermore, make sure to address everyone in the same way (e.g.: by first name surname/official title). If the gender is not known, ask for the pronoun. Avoid patronising women (expressions like "My dear", "Darling", "Love", etc).

The communication with **donors and policy-makers** is often more formal. Often, you want something from them. To persuade them, you might need facts and arguments that underline your point of view. When speaking to policy makers and donors, use gender-sensitive language when describing a professional occupation or when formulating policy recommendations. You might formulate gender-specific needs and aspects in regard of the policies for the RHC sector, in these cases you can highlight for example that you aim for the empowerment and support of female engineers. When you are talking about women and men, you can rather use gender-neutral terms (in English) like "they" or "one" or in regard of another language, use the gendered version. When talking to your stakeholders, local/regional authorities, health services, social services and utilities the similar rules might apply. If you are unsure what communication rules apply, you might consider communication or gender experts at different project levels.

When you address your **beneficiaries and customers** take into consideration vulnerable groups (language that everyone understands for explanation of technical aspects or services). When you don't know the gender, while you are in contact with your client but you want to write an email for example, you don't need to write Mr or Ms, just use the first name and the surname of the person, e.g. instead of 'Mrs Groneweg', you could just write 'Dear Kiara Groneweg'. Furthermore, try to reflect stereotypes before communicating with customers and beneficiaries, make sure you suggest the same tools and services for everyone except specific gender-needs were identified by the customer him*herself. For both your team, customer and beneficiaries is valid that you can ask all genders in regard of technical aspects. E.g. avoid addressing only men for explaining technical aspects and women to only offer assistance on technical aspects.

Examples of gender non-responsive and gender-sensitive language in energy projects

In gender-responsive communication, stereotypical images should be avoided as well as depicting only one gender in pictures or icons and hence making the other gender invisible. As mentioned before, one often reproduced stereotype is that men are more active and interested in technical fields as women. The picture (see below) on top only depicts one gender, whereas the picture on the bottom is much more inclusive and does not reinforce stereotypes, since it seems to represent different genders as well as PoC (people of colour). In this context, it is also really important to mention, that it is crucial to portray the reality of your organization. Described as pink-washing is for example the

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practice of presenting yourself more women- or LGBTQIA+ friendly than the atmosphere in your organisation is offering in reality. If you do not have any PoC working in your organization – do not promote it like that. Find a balance, which also depends on the topic you are presenting.

GENDER-BLIND AND SENSITIVE LANGUAGE: BAD PRACTICE

-  Avoid stereotypical imagery and depicting only one gender in your pictures or icons.
-  Avoid a language that reinforces stereotypes and makes one gender invisible > use gendered language
-    



Furthermore, one can avoid a stereotypical creation of a website when it comes to colours. Starting in the childhood, blue is often associated as the colour for boys, pink as the colour for girls. Websites that address women often still use glitter, pink and flowers. Use less stereotypical images of gender roles.

The goal is not to simply portray females in your images, but it particularly important how they are portrayed as well. The men on the left (see below) are actively working on the solar panels whereas the woman on the right is simply modelling with the solar panel. Make sure you portray women as active agents, not only as models, assistants, etc.

EXAMPLES

GENDER-BLIND VS. GENDER-SENSITIVE PICTURES IN ENERGY PROJECTS



VS




Unlike English, many languages are gendered. In a good example one would use inclusive writing in its own language on the website (e.g. "citizens"; both female and male writings, since in many languages such as German, French or Spanish it has been common to use the male form to refer to everyone), use inclusive icons, schemes and pictures as well as display multiple subjects and place women in the foreground. As mentioned before, use several colours, not only blue icons when referring to men and red or pink icons when referring to women. A possibility is to use purple which is regarded as a colour that feminists often use.


Do's and don'ts of gender sensitive communication

The following table shows examples of do's and don'ts of gender sensitive communication.


DO'S AND DON'TS OF GENDER SENSITIVE COMMUNICATION



DON'T	DO ✓
Don't use gender-discriminative/sexist language.	Use gender sensitive and neutral language depending on the content.
Don't gender pronouns when the person's gender is not known.	Recognise and challenge stereotypes.
Don't give irrelevant information about gender (e.g.: female lawyer -> better: lawyer)	Be inclusive, avoid omission and make others visible.
Don't use different adjectives for women and men.	Be respectful and avoid trivialisation and subordination.
Don't use gender biased nouns to refer to groups of people (e.g.: manpower -> better: workforce).	Recognise word or phrase hierarchy and make sure to switch order each time you use one.(e.g.: husband and wife, wife and husband; boys and girls, girls and boys)
Don't use man as a neutral form.	
Don't use "he" to refer to unknown people.	
Don't use patronising language.	
Don't use stereotypical images.	



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Module 4.e – T&I: Families and gender friendly workplaces and policies

Objective: Understand the concept, benefits and advantages and challenges



Importance

We will keep this section very short, not because of less importance but because most human resources and management team are aware of this topic. However, it is important to acknowledge that workplaces unfriendly towards family and women are one of the main reasons for women to not stay in the sector once in it, together with low chances of career progression, pay gap for the same tasks and sexism. It is thus necessary to offer welcoming and adapted workplaces to everyone.

This means having policies or programs for:

Family-friendly workplaces:

- Implement flexible working hours – for family care time (childcare and elderly family members) or personal rhythm

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- Implement flexible working conditions (such as remote work, flexi-time and job sharing), while not overstepping on personal and family time
- Paid parental leave for young children care
- Affordable and accessible childcare services
- Regular queries for employees to check with their needs

Women-friendly workplaces:

Regarding women-friendly workplaces, the aim is to provide spaces where women are treated equally as men and where they do not experience any gender-based discrimination, harassment or violence. This means having policies or programs for:

- Avoid mansplaining and sexist jokes: have you ever wondered yourself or asked women if some jokes have ever offended them?
- Gender-sensitive language within internal structures, as well as, for external communication
- Non-discriminatory, anti-sexual harassment and violence programs (trainings) and policies (sanction)
- Promote “women circles” or safer spaces in the workplace
- Recruitment policies – positive discrimination?
- Equal pay policies, equal access to opportunities (e.g., plan a training in working hours, and avoid overlapping with care work hours, often carried by women)
- If applicable/necessary, quotas for board or leadership positions
- Free period products in bathrooms

Module 4.f – T&I: Women empowerment and women leadership and representation in the decision-making process

Objective: Understand the concept and relevance in sectors most in need, give the tools to users, through GWNET approach

About GWNET



GWNET is the global women’s network for the energy transition.

- It is a non-profit organization founded 5 years ago. With currently over 2,800 members from 140+ countries.
- GWNET aims to advance the global energy transition by empowering women in energy, believing that the energy transition would advance more quickly and also more inclusively if more women were involved in this field.
- The network applies that through interdisciplinary networking, and advocacy. Working a lot on data, as a necessity to put evidence on the issue. But also, through training and mentoring.

The energy transition

The energy transition is multidimensional, complex process, non-linear and non-deterministic

1. The energy transition radically reforms the existing energy supply and energy systems

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How much, this is currently under discussion, as we see in the situation of war in Ukraine, where we see many discussion in the EU about our dependency on fossil fuel imports, but also, the difficulty in creating alignment among the member states to stop and embargo the imports on oil, and even more on gas.

2. But clearly, the energy transition goes beyond replacing fossils to clean sources

It is about changing consumption, distribution, and investment patterns; it requires new coalitions of actors and new capabilities; it will require a lot of behavioral change. For this, we need a diverse background of people and capabilities and perspectives. We need a large diverse talent pool. This is already where we come in.

Diversity, inclusion, and jobs

Currently, there are 12 million people employed in the renewables industry worldwide. This number is supposed to increase to 42 million by 2050. We have huge potential for increasing jobs. However, we see that the average share of women in the renewable sector is at 32%. Which is higher than the share of women in oil and gas industry, where it is only 22%. But we still see that there is a lot of potentials to increase that share, due the many jobs that will be created in this field. Clearly this represents a lot of opportunities for women in the field.

Policies and solutions

What can we do to increase the share of women?





The power of gender equality

Gender equality is important, as we have seen above, as evidence in literature, and as companies' performance are showing, that companies with diverse leadership have better economic results. This is a powerful argument.

Beside the argument that the women have the right to have access to employment on equal terms with men. We see that reaching gender equality will improve and increase global GDP.

Companies with diverse leadership have better results, in terms of:

- Better prepared to survive financial shock

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- Improved profitability (34% - 69% higher profits)
- Unincreased innovation, investment in R&D, and use of talent
- Decreased risk and overconfidence (44% higher returns)
- Increased action on environmental issues
- Decreased litigation for environmental breaches
- More stringent decarbonization policies

It is very clear, when more women join the workforce, everybody benefits. It is a very strong argument in favor of empowering women in this space.

Data on women in energy are crucial

As previously mentioned, data on women in energy is crucial. It provides statistics and strategies on how to foster the uptake of women, and how to foster women's talents for transformational change in the energy sector.

Find a list of studies and data sources in [Deliverable 4.2](#), p.52. They provide a lot of examples from both the private and public sector. In addition, a lot of evidence is given about the benefits of empowering women.

Women for sustainable energy

An important study to highlight is the GWNET study, [Women for sustainable energy](#), where can be found examples from both public and private sector on recommendation on gender diversity in the energy field.

Energy transition role models

In addition, GWNET aims to increase energy entrepreneurs' role models. It is often that women have a lot of great ideas, but sometimes lack the courage to set up their own companies, and find it difficult to raise capital etc. GWNET have produced a series of energy transition role models. It showcases the motivation and highlights the successes of women in energy entrepreneurs. Also, GWNET provides a lot of resources for people wishing to set up their companies. [Here they can look for support and encouragement.](#)



Gender and energy compact

GWNET launched in 2021, in partnership with UNIDO and ENERGIA, the [gender and energy compact initiative](#). This is a way to catalyze action towards gender equality and women's empowerment to accelerate a just, inclusive, and sustainable energy transition.

The coalition brings together governments, private sector, academia, civil society, youth, and international organization. These organizations can sign up and register commitments to which they engage and carry out to support, and work on this energy and gender nexus.

Get in touch

GWNET has a lot of successful experience with mentoring programs. Over the last four years it has implemented over 18 programs for women in different parts of the world. But also, for women in different technology areas. For example, for women in energy storage, clean cooking, or energy access. It has been observed that with a bit of encouragement women really manage to go to the next step in their careers. Also, that the lack of role models is often something that is challenging for some women. GWNET provide these connections. Everybody is invited and encouraged to join the network and look up the website. Because as mentioned before, the task ahead of us to increase the share of women in the energy field has still a lot to be done to make it happen. GWNET does not work in isolation, it works in partnership with a lot of international organizations and networks such as Women Engage for a Common Future (WECF). But they also work in partnership with regional and national women in energy networks from all around the world. Because they believe that connecting the dots is something

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essential and will help to advance the energy transition much more inclusively and quickly if there are more women involved.

Group session – Choose your tool

Objective: Participants are taking ownership of the gender tools and instruments introduced

To ensure full ownership of the presented tools, co-creation workshops are valuable spaces and time to plan.

During the organisation of the seminars, participants were invited to choose a tool they want to work on. 1 tool for 1 group.

- Plan enough time for conducting workshops and co-creation sessions.
- Provide the option for participants to ask questions and participate anonymously by using tools like a white board or an online platform such as Slido.

You can find some examples of co-creation exercises on these tools on the [W4RES Deliverable D4.2](#) “Group session – choose your tool”.

UNIT 3 – BEST PRACTICES

Module 5a – Best practices

Objective: Presenting concrete examples, preview of what can be achieved with these new tools in hand, showing the perspective with more women in the RHC sector

Good practices examples from the **Reiner Lemoine Institute (RLI)**

Reiner Lemoine Institute is a technical research institute working on renewable energies, the energy transition, and the mobility transformation. The staff are all engineers; mechanical, electrical, computer science that in Germany that you would summarize as engineering.

Nowadays RLI has 60% women in the management team. Overall, to the rest of the team they almost have achieved gender parity. The director Kathrin Goldammer is proud to show that, with her effort and team work, in Germany they are the only energy research institute that can present gender parity.



How did they get there?

- Acknowledge the reality in tech: the statistics (number of women in leadership position, number of women in at the university), the implicit and explicit gender bias, the sexism
- Talk about it with everyone: Gender equality workshop
- Formulate our values: The RLI Charter
- Use the Charter internally and externally

Gender equality at RLI workshop

There is an extra pdf (5 pages) about this (see Annex 4 of the [Deliverable 4.2](#)).

1. Invite everyone. And start with: Why do we care about equality in the first place? The reason is not because you are a woman, or you know a woman that you care about. It's about basic fairness and values. And gender equality is 100% based upon these values. If you have general values for human beings, you should care about gender equality.
2. Explained the terms: Equality, parity, equity etc.

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3. Presented list of examples: What are work-related forms of gender inequality? Here they asked colleagues beforehand!
 - o It is more than going to a conference and being the only woman in the room.
 - o Being considered someone's girlfriend when you both attend a conference.
 - o Being asked to take care of dishes while your male colleagues doing something else after a meeting.
4. They told everyone; this is what your female colleagues experiences every day in our sector. Ask around: Have you experienced this (actively, passively, as a bystander)?
5. Next steps: What can one do? Is there something you can do as a bystander. Is there something that you can do when you are a man and accompanied by your colleague and she is considered your assistant. They came up with several things that people can do to reduce sexism but also react in such situation.

This is their set of values: The RLI Charter

The next thing was to sit down and write down their set of values. And not through somebody top down giving the communication department this task to write down some values. In this case, it was different, the employees were asked about - what are our values? What are the stories you connect with RLI? How did they translate into values? - And then someone wrote a first draft, and then people entered the document and changed the draft.

This is the 10 articles RLI charter: <https://reiner-lemoine-institut.de/en/rli-is-committed-to-diversity-and-an-appreciative-corporate-culture/>

This is how they started on this: storytelling

They started at a retreat, collecting RLI stories and then clustering them in something that one can really learn from these stories about RLI.

The gender equality workshop led to Article #8



They have a decisive article about sexism which benefited greatly from the gender-equality workshop they had previously conducted. Article 8 basically said that people of all gender are equals. Being aware of the gender imbalance in the energy industry, they want to actively set a counter example and make women's work for the energy transition visible. Of course, also the work of other people who are often made invisible, this could be non-binary people or trans people. Being aware that there are more than two genders. The goal was to create a work environment that allows everyone to prosper and never face disadvantages because of their gender or sexual orientation. And that everyone is welcome.

What this means is that we need to walk the talk. So, when Kathrin is invited to a panel, she makes sure there is diversity on the panel. She actively note if she is being invited to a conference without a diversity on the panel, she will tell to the organization, "I really want to go but this is boring, because your panel is all male. I cannot go to boring conferences; I am sorry". They encourage their male colleagues to do the same. When they are invited for a panel to also ask them for diversity in the panel or recommend their female colleagues.

When you look at the communication that they do, this is visible on the website that pictures are not all male or all females. There is diversity in the pictures used. Because they care about this it generally doesn't happen at RLI. There shouldn't be something as a work meeting were you only see men. But obviously they have a great resource of a diverse team, thus it is easier to do.

In retrospect, this is what really helped RLI:

- A zero-power distance work culture. It is sometimes hard to accept in a leadership position. But it is something that really helps.
- Encouragement of bottom-up initiatives. This could be about the use of the kitchen as well as critical development cooperation. Any of these of these bottom-up initiatives have greatly inspired the charter they wrote down.

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- People who speak out. It helps, because it tells you where you are not as good as you could be or where there is something that you can change.
- Common set of values to go from. Formulating the charter was not as bad as one could think. It was possible to come up with a set of goals and values for everyone.
- Supporting founder, funders, and advisory boards.

Best practices of women in energy communities and practical experience with gender-just energy communities

Timo Karl is a political scientist, currently working as policy advisor on climate and social justice at Friedrich-Ebert-Stiftung. He has been conducting a study on the role of women in community energy on behalf of the World Wind Energy Association.

Relevance:

The energy transformation must be accelerated to eliminate fossil import dependencies. Community energy plays an important role in this. Society as a whole is needed for community energy to grow. That specifically includes women. Furthermore, it is about a project implementation of community energy, which has to happen in harmony and in close exchange with the respective municipality and region. Mixed organized teams have the necessary variety of perspectives for this. Empowering the female part of society has been proven to lead to higher economic growth and a more resilient, because more diverse, economy. Improvements in women's participation can create 10.5 million new jobs in Europe by 2050 and deliver huge economic growth for the EU, with GDP per capita rising from 6.1% to 9.6%. This would be equivalent to generating between \$1.95 and \$3.15 billion⁴⁸.

Community energy, as an important sub-sector of the energy transformation, must play a profitable role in empowering women along the energy transformation. It represents a link between society and the renewable energy sector and, due to its local connection, is an important source of ideas on how the future economy and the needs of local societies can be reconciled from now on.



Building-up process/Successes:

According to the first project report of the study by WWEA/LEE NRW⁴⁹, the proportion of women in German community energy is now 29%. These women hold 27% of the shares in the community energy projects. This is the result of a survey in the federal state of North Rhine-Westphalia. Due to the size and diversity of this state, it can be assumed that the figures are representative for Germany. This compares favourably to previous surveys in Germany, in which the proportion of women was consistently found to be around 20%; yet the increased female participation remains a long way from the achievement of parity. Cooperatives come off best with a 33% share of women, while in limited liability companies the average proportion of women is only 14%. In parallel the Japan Community Power Association found out that women in Japan are even more underrepresented than in Germany; they only hold 20.5% of the shares in Japanese community energy.

If you take a closer look at the community energy sector, you can see that some community energy enterprises (CEE) are better at attracting women as shareholders, and that some of these projects also have more women in responsible board positions. The two facts are interdependent. CEE that are well connected to the community and which also have women as leaders and role models are particularly successful in attracting women both as shareholders and for board positions. If, in addition to the

⁴⁸ EIGE (2020): Economic case for gender equality in the EU, online available: <https://eige.europa.eu/gender-mainstreaming/policy-areas/economic-and-financial-affairs/economic-benefits-gender-equality>.

⁴⁹ WWEA/ LEE NRW (2021): Women in Community Energy – Through Openness to Diversity; online available: https://wwindea.org/download/wwea_women_in_community_power/?wpdmdl=33766&refresh=626ec5fbe147d1651426811.

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implementation of technical projects, a CEE also offers opportunities for participation and jointly organized information and discussion events that are tailored to the needs and interests of all shareholders, these impacts can be even greater.

Application of Gender Tools:

- **Women visibly in responsibility/creation of networks:**

Women have different and better ways of addressing women, there are other common themes that contribute to building trust and interests. In the second step, female networks can arise from this, which previously did not exist enough and which have an important catalytic function.

- **Communication strategies:**

In order to attract more women to community energy, the discourse should be less technical and more socio-politically relevant. The survey by WWEA/LEE NRW (2021/2022) shows that women are even more interested in climate and environmental protection than men. Women are also very interested in the possibility of making a social contribution to the energy transformation. CEE should therefore be presented as projects that contribute locally to climate protection and energy transformation.

- **Create open opportunities for collaboration:**

In many CEEs there is an active board of directors and comparatively silent shareholders who are more likely to be involved during the member meetings and the annual general meeting. An additional activation of the members and in this context also of women can succeed through dynamic action groups. Even more so because women often have less private free time than men. However, the temporary assumption of responsibility in cooperation with other members of the CEE can give an impression of the responsible work in community energy, which can later lead to more extensive assumption of responsibility or to work on the board.

Module 5b – Develop a Gender Action Plan

Objective: Participants are preparing a draft of gender action plan for their sector thanks to the new gender tools and instruments introduced and practiced

During such training participants should be invited in groups to discuss and work on the first steps of a gender action plan for their sector. Gather participants in group whether they are from CSOs, energy communities, energy company, etc. in order to develop a plan relevant for their sector.

The gender action plan is part of a training package that participants receive at the end of the seminar.



Introduction and guideline to Gender Action Plan (GAP)

Gender Action Plan, GAP is a tool/roadmap of strategies that one can adopt, in order to ensure that the gender-inclusive and transformative vision can be achieved in the workplace.

GAP is a big umbrella solution to solve gender-based problems within the workplace and projects.

It has as objectives to:

- Provide tangible targets to achieve
- Plan strategies to implement
- Lead to the overall objective of sustainability

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Step 1 - Status quo

The status quo is what you have achieved by doing the gender self-assessment and what you have collected on your organization's attitudes and behaviour, common practices, governance, policies and projects and programs implementation, etc. And needs identified.

Step 2 - Defining objectives

The identified issues in step 1 helps to develop long-term and short-term objectives.

Step 3 - Strategies

Propose activities or actions that needs to be taken to achieve your objectives. It is up to you how you want to proceed with it. Whether you want to work on different levels or just one level. The strategies can be to bring attitude and behavioural changes, policies and governance or program implementation level. The strategies can also be focused on gender dimensions as an umbrella topic or could be project level.

Step 4 - Indicators

Indicators act as a checklist or criteria that can help you to not only monitor your progress but evaluate it for future development and action plans. You will eventually fix, Gender indicators in a gender action plan. And gender indicators can refer to quantitative indicators based on sex-disaggregated statistical data - which provides separate measures for men and women and all genders on employment, for example. Gender indicators can also capture qualitative changes – for example, increases in women's levels of empowerment or in attitude changes about gender equality. Measurements of gender equality might address changes in the relations between men and women and all genders, the outcomes of a particular policy or activity for women and men and all gender, or changes in the status or situation of men and women, for example levels of participation in development of energy technologies.

With a '**gender indicator**' we are trying to measure gender-related changes over time, that is the situation of men and women and the resulting gap between women and men and all genders.



With a '**gender responsive**' indicator we are trying to reflect an understanding of gender roles and inequalities to encourage equal participation, including equal and fair distribution of benefits.

They can be **Quantitative** – e.g., sex-disaggregated statistical data – facts and figures. - **Qualitative** changes – for example judgements and feelings, or perception.

The following are examples of gender-responsive indicators for measuring gender inequality in the energy sector:

- Percentage of women employed in energy company and its supply activities.
- Percentage of women employed in position with decision making power (management positions, committees, and boards).
- Percentage of female staff participating in training offered by the company.
- Level of satisfaction pertaining to energy services (adequacy of supply, process charges and tariff levels) among female customers.
- Percentage of energy products/services that has undergone a gender assessment.

Remember that gender-indicator must be **SMART**. (Specific – Measurable – Achievable – Realistic – Time-bound)

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Step 5 - Resources and Responsibilities

Resources: What resources are required to implement these activities? e.g., staff, equipment, training, studies, supplies, operational facilities, etc.

Responsibilities of: Which persons, team, department, office will take the responsibility for the implementation of the activity?

Step 6 - Timeline and tracking

Timeline: What are your deadlines to implement your strategy. How long would take for you to implement these activities?

Tracking: Which sources of information will you use to track the progress of the action? E.g., meetings, results, surveys, deliverables, etc.

Step 7 - Sustainability

Once the process completed and the new strategies are implemented the next step is to monitor changes in the organization to ensure that the gender dynamics of your organization are changing. In addition to monitoring, you can use good governance methods like evaluation methods to track the progress, follow-up surveys and interviews to have suggestions and feedbacks. Evaluation can be conducted on yearly basis and surveys can be conducted quarterly or bi-yearly basis.

Keep your objective flexible and adaptable to progress and time!



So if we summarise what you have done by following these processes: what you would have achieved is:

- ✓ Thanks to the GSA survey you have now identified the level of which your company foster gender, identified where there are needs and gaps, adopted strategies to answer those through a GAP.
- ✓ You have then shared these results and strategies to your employees and/or customers, clients or networks (external communication) and ensure the correct implementation/sustainability of this amazing mountainous work!

GAP - Exercise

It is recommended to provide the following table in the training package and include the results of the group session.

See also Annex 5a of [Deliverable 4.2](#) for an example of Gender Action Plan practiced by participants during Webinar n°2.

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Gender Action Plan Exercise

I/ What is the status quo of the workplace in terms of gender equality?

Give a feeling of what is the status quo of level of gender equality within your sector / workplace

II/ What do we want to achieve

Long term objective (1): [text here]

Short term objectives (STO) (3):

STO 1: [text here]

STO 2: [text here]

STO 3: [text here]

Guidelines to fill in the table:

Develop 2 to 3 strategies (activities to implement) to reach your short-term objectives. The achievements of your short-term objectives together with measures ensuring the sustainability of your achievements will allow you to reach your long-term objective.

Strengths, Weaknesses, Opportunities and Threats (SWOT): Identify your SWOT for each short-term objective

Measures and Actions: Concreate measures and actions to take. What key activities must be implemented? How do you prioritize your key activities to produce the expected results?

(Gender) Indicators: Indicators are fixed and based on which you will measure progress over time and check whether the objectives have been achieved or not.

Resources: What resources are required to implement these activities? e.g. staff, equipment, training, studies, supplies, operational facilities, etc.



Timeline: What are your deadlines to implement your strategy. How long would take for you to implement these activities?

Responsibilities of: Which persons, team, department, office will take the responsibility for the implementation of the activity?



Budget: What budget do you consider / want to use to implement the activities and reach your objective?

Tracking: What are the sources of information on the progress of the action? E.g. meetings, results, surveys, deliverables, etc.

Sustainability of the GAP: List 2 to 3+ measures/actions to take to ensure the sustainability of your Gender Action Plan and that will enable you to reach your long-term objective.

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Gender Action Plan Table							
	Measures and Actions	(Gender) Indicators	Resources	Timeline	Responsibilities of	Budget	Tracking
Short-term objective 1:							
SWOT	Strengths: Weaknesses: Opportunities: Threats:						
Strategy 1.1:							
Strategy 1.2:							
Short term objective 2:							
SWOT	Strengths: Weaknesses: Opportunities: Threats:						
Strategy 2.1							
Strategy 2.2							
Short term objective 3:							
SWOT	Strengths: Weaknesses: Opportunities: Threats:						
Strategy 3.1							
Strategy 3.2							
Sustainability of the GAP							

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II. WEBINARS PROGRAM

W4RES aims to offer a capacity building program for international stakeholders of the RHC sector through a series of 5 webinars during a first round (May-October 2022) and 5 webinars during a second round (November 2022 – June 2023). The first round of webinars has taken participants along different steps towards women empowerment and gender equality in the RHC sector. The first webinar has launched the series by introducing core knowledge on the understanding of the topic relevance. It has been followed by the introduction and the practice of selected gender tools for private sector (energy utilities, energy communities, etc.) and decision makers. Also, participants have been invited to participate in the selection of the last webinar's topic by voting for their priorities /preferences which helped us to identify the most relevant tool to engage the RHC sector towards gender balance.

This program has been delivered by WECF and ECWT with different energy expert guests.

N°	Webinars	Date	Organisator
1	Overcoming the invisible barrier: Gender-dimensions of the RHC sector	31 May 2022	WECF
2	Gender tool: Gender-self assessment & Gender action plan for RHC actors	15 June 2022	WECF
3	Gender-responsive communication in RHC sector	5 July 2022	WECF
4	Supporting energy communities and gender-just energy communities	7 September 2022	WECF
5	How to empower women in the RHC sector: what concrete actions are available?	21 September 2022	WECF
6	Impact of energy prices on energy poverty, gender equality and RHC opportunities	18 January 2023	WECF
7	Added value of women in innovation in RHC & RES	22 February 2023	ECWT
8	Diversity recruitment strategies in the renewable energy sector	3 May 2023	WECF
9	Women in RES at SINTEF Norway	28 June 2023	ECWT
10	Challenges of female entrepreneurs and researchers	12 July 2023	ECWT



III. HOW-TO USE AND RECOMMENDATIONS

This capacity building program on gender mainstreaming and women empowerment in the RHC developed by WECF aims to build capacities of energy stakeholders from the private sector and decision-makers of the RHC sector. This dynamic program organised with interactive group sessions reached W4RES partners organisations and a broad outreach of participants with different professional backgrounds. The high number of registrants attested a broad outreach of the capacity building program and project material.

Here are some recommendations on how-to better use this program and conduct such capacity building program:

General guidelines to conduct a gender-just capacity building program:

- Organisation and moderation
 - Assess the gender-related needs, barriers, skills and knowledge of your target groups
 - Promote your events through communication channels (internal/external) using gender-just communication: inclusive language, representative and gender-

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responsive visuals and title of the organised events for everyone to feel invited and included.

- Ensure the gender expertise of the trainers, either through a train-the-trainer (ToT) session ahead or by hiring a gender expert to conduct the capacity building program
- Create a participatory environment that grants every participant equal access to the space, allow them to be heard and express their opinion freely.
- During moderation, pay attention to patterns of dominance exercised passively or actively by one group of people toward another. Ensure that experiences of excluded groups are not marginalized in participatory spaces by, for example, avoiding excessive speaking time of dominant members of the group, avoiding undermining statements, and not taking others seriously as equal members in the process.
- Create safe spaces (online or in person), where participants are free from any form of violence and discrimination.
- Ensure the event's accessibility for everyone, recognizing that not everyone engages in the same way. Remove barriers to enable equitable participation.
- Create an environment where one can share her/his/their experiences without fear of judgement, discrimination or violence, e.g., facilitated by an awareness person.
- Promote and invite women role models and female entrepreneurs to share their experiences and success stories.

Specific guidelines for conducting gender-just seminars



- Prepare dissemination material to be shared as takeaways at the end of the workshop.
- Prepare articles based on participants' contributions and share them on the website. Recording the event could be an option for other interested stakeholders to reuse materials.
- Promote the benefits of a gender-just energy sector to the profit-driven private sector.
- Plan enough time for conducting workshops and co-creation sessions.
- Provide the option for participants to ask questions and participate anonymously by using tools like a white board or an online platform such as Slido.

Specific guidelines for conducting gender-just webinars

- Make your webinar accessible for all (e.g., features like transcripts, multilingual options, anonymous participation, etc.). Be conscious of the tools you use to avoid excluding a certain group of people, limiting yourself to a few of them.
- Give concrete examples and encourage experiences sharing.
- Plan sufficient time to practice co-creation activities.
- Ensure representation of diverse genders among your webinar panelists to provide a range of insights and experiences.
- Record the webinars so that individuals who are unable to join in-real time can watch the recordings.



IV. FURTHER READINGS

- W4RES Gender Glossary Annexes 2 of the [Deliverable 4.2](#)
- Step-by-step toolkit to build a gender-responsive energy sector, Annex 1, [D4.2](#)
- Gender-just communication toolkit, Annex 3, [D4.2](#)
- [Gender audit recommendations](#)



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