![W4RES — WOMEN FOR MARKET UPTAKE OF RENEWABLE HEATING AND COOLING]

CAPACITY BUILDING PROGRAM

FOR WOMEN EMPOWERMENT IN RHC SECTOR

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Capacity building program for women empowerment in RHC sector
Deliverable 4.2
WP4. T4.2

Project title
W4RES - Scaling-up the involvement of women in supporting and accelerating market uptake of renewable energy sources for heating and cooling

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

Quality reviewers	
Susana Guerreiro	Sustainable Energy Youth Network
Simone Meermann	WECF
Nathalie Richet	EUREC

ABBREVIATIONS

CSO: Civil society organisation

GAP: Gender Action Plan

GEP: Gender Equality Plan

GSA: Gender Self-Assessment

M&E: Monitoring and evaluation

OGAP: Organizational Gender Action Plan

RE: Renewable Energy

RHC: Renewable Heating and Cooling

SDGs: Sustainable Development Goals

SMART: Specific Measurable Achievable Realistic and Time-bound

SWOT: Strengths, Weaknesses, Opportunities and Threats

EXECUTIVE SUMMARY

The deliverable D4.2 is the capacity building program developed by WECF for gender mainstreaming and women empowerment and leadership in the renewable heating and cooling (RHC) sector. This program 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 some extend of decision-makers in the eight partner countries, on gender mainstreaming and women empowerment in the RHC. WECF has conducted a ToT on 4th and 5th of May 2022 for W4RES Regional hubs. Hereafter the Regional Hubs have the knowledge and tools to conduct these two half-days seminars in their respective countries and when needed in their respective languages.

The program has been developed based on existing materials from WECF and others on gender, renewable energy and 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, and an introduction to practical tools and demonstration of what can be achieved by applying the newly introduced tools. Along the program, participants are 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 will be invited to practice the first steps of a Gender Action Plan for their sector.

At the end of the seminars, participants received 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 seminars. The gender-responsive communication toolkit is a set of two-sided flyers containing key messages graphisms 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 five webinars' series program has been built based on the Seminar program. WECF has selected 3 topics with the aim to showcase the modules to a broader international audience. The topic n°4 has been chosen based on a large part of W4RES audience being actors of energy communities. Finally, we have decided on the topic of webinar n°5 by disseminating a survey shared during the first webinar, asking participants opinion on "You have the budget and the time - which tools are the most relevant and interesting to start with?". Participants indicated the following tools they would like to gain more information about: women's empowerment (59%), targets and indicators (55%) and gender trainings (45%). Therefore, based on this given interest, we have selected the last webinar approaches.

This deliverable 4.2 will take you through first the webinars program with access to the recordings, as well as the results we got from it. Then the seminar program is discussed. Here we look at the capacity-building content and toolkits and other useful tools and annexes for gender equality and women empowerment in the RHC sector.

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I.   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 with different energy expert guests and has been disseminated by all W4RES partners.

Here is an overview of what have been treated during the webinars

Webinar n°1 - Overcoming the invisible barrier: Gender dimensions of the RHC sector

In the first webinar of the capacity building on gender mainstreaming and women empowerment in the RHC sector, that happened on the 31st May 2022 WECF presented several gender dimensions. Using the term gender dimensions, we refer to the specific ways, relations and areas by which gender and gendered roles have been constructed. Furthermore, with an input presentation, experience sharing and discussions, we pointed out several gendered barriers, e.g., carving out gender stereotypes that shape our perception and the way we walk through the world. As a solution, we showed specific gender tools that can tackle such barriers in the RHC sector.

Figure 1: Gender barriers and stereotypes in the RHC sector shared by participants (May 31, 2022). Questions answered: 1. Barriers that participants and other fellow women have faced in the work context. 2. Gender-related stereotypes they are aware of.

Find the recording here: www.youtube.com/watch?v=YcZpLQiymxg&t=2523s

Webinar n°2 - Gender tool: Gender-self assessment & Gender action plan for RHC actors

On June 15, 2022, WECF continued the series for capacity building on gender mainstreaming and women empowerment in the renewable heating and cooling (RHC) sector. Participants were introduced to two tools guiding them towards a gender-responsive workplace in the RHC sector. First, they were introduced to the concept of Gender-self assessment (GSA), a step-by-step guideline with some examples to create questionnaires. The takeaway from the GSA session was the understanding of the type of questions one needs to ask for self-reflection on the status quo of gender within the workplace. After GSA, the next natural step was to introduce the concept of the gender action plan, the step-by-step guide to utilise the findings from the analysis, here, in this case, GSA, to propose strategies and monitor the progress in order to become sustainable.

In the second half of the webinar, the participants were divided into 3 groups and each group was given a chance to brainstorm ideas to develop strategies to reach their goals, identify their resources, and define their timeline for implementation and monitoring. Hence creating a short version of the Gender Action Plan to takeaway.

Find the recording here: www.youtube.com/watch?v=RUlo9Qkj5Mo

See results of the capacity building exercise on Annex 5a.

Webinar n°3 – Gender-responsive communication in RHC sector

Should we use the word "first language" instead of "mother tongue", or "workforce" instead of "man power"? Put pictures of active women on a company´s website to recruit more women as employees? Avoid gender stereotypes in regard of technical aspects when talking to customers & beneficiaries?

During this webinar on 5th July 2022, WECF has raised some of these questions to elaborate together with the participants how to reach a more gender-just RHC sector via communication. The webinar started with presenting the aim of gender-just communication. Communication is necessary for our daily life – while communicating we try to understand each other, each other´s background and each other´s perspective. Even more so, communication shapes our perception of the world, our behaviour, and social roles. Languages have evolved by mainly representing a male gaze. Therefore, it´s not surprising that many languages are built upon the so-called generic masculine. To challenge this norm, during the past years, a debate about the "gendering" of languages has grown mainly regarding German, French and Spanish but also in regard of other languages.

During the webinar, the WECF team has not only presented examples of verbal but also about para-linguistic and non-verbal communication, e.g., body language or photos. It was explained that the words, pictures or expressions we use convey a certain message and that this message should always be inclusive and free of stereotypes. A possibility to pursue more gender-just communication as an actor within the RHC sector is to avoid such stereotypical images on external communication channels

(webpage, presentations, brochures). For example, instead of depicting only men as technical experts, women can be pictured while installing a heat pump or explaining technical details of a project.

Find the recording here: www.youtube.com/watch?v=4ar7U1QBT6U&t=2s

See guidelines shared with participants to start applying gender-just communication in Annex 5b.

Webinar n°4 - Supporting energy communities and gender-just energy communities

On the 7th of September 2022, WECF gave insights and tools on how to make an energy community more gender-just. It was further complemented by the inspiring experiences of two speakers: Alice Corovessi (WEncoop) and Stefan Gsänger (WWEA).

Firstly, WECF introduced the concept of energy communities. We define an energy community as a wide range of collective energy actions (can be any project or initiative) involving citizens' participation in energy systems. Per definition and by the principles that energy communities are carrying (inclusivity, democracy and equal participation) they imply gender equality. However, they are still seen as a male activity and improvements are still needed. Priority is not always given to engaging more women and gender equality due to a lack of resources awareness and not understanding the need of it.

Thus, WECF presented the relevance and positive impacts of gender-just energy communities (less inequality, powering the energy transition, empowering society transformation as a whole). This section ended with tools for creating your own gender-just energy community. For example, gender analysis, active recruitment or gender-inclusive communication.

With the knowledge of what an energy community is, Alice Corovessi provided us with her experiences of the Greek Association of Women Entrepreneurs and WEnCoop. WEncoop is the first Energy Female Social Cooperative for women entrepreneurs and their businesses in Greece. She spoke about the challenges she encountered while creating WEncoop and how they overcame them. The purpose is for their members was to be able to operate in the energy sector, utilizing pure energy sources, reduce the cost of their business and increase their family income. One point that came out is that trainings are essential to unify a community with members with the same levels of awareness and skills.

Lastly, Stefan Gsänger spoke about the recent study conducted by World Wind Energy Association on how to engage more women in energy communities. Providing us with interesting figures about the challenges that females may face. Some interesting numbers were showing that this is not by lack of interest that women are not getting more engaged in energy communities but rather due to a lack of financial opportunities or a lack of information. Indeed, often ahead of the creation of the community women are lacking in male-dominated networks where discussions and the project arise.

Find the recording here: www.youtube.com/watch?v=Qzd5h4p-Fps

Webinar n°5 - How to empower women in the RHC sector: what concrete actions are available?

During the last webinar of this series, on 21st September 2022, WECF showed why we need to establish a shift in the mindset. We see that gender stereotypes are still being reproduced, despite the efforts to avoid this. EU policies such as the Green Deal are still not taking into account gender aspects. Moreover, we need to be aware that some policies do evolve and mainstream gender but technologies can unintentionally be masculine, leading to reproduction of inequalities. WECF also emphasized the

fact that gender equality is the responsibility of men, women and all genders. Because only focusing on women would remove men's share of taking equal responsibility to deliver gender equality, and this would result in further reproduction of such inequalities.

This shows the need for concrete measures to shift these mindsets. Therefore, WECF focused on concrete actions available to achieve the empowerment of women in the RHC sector. The three tools that were discussed during the webinar were: 1.Mentoring coaching and networking, 2.Women empowerment trainings, and 3.Active women recruitment.

In mentoring/coaching and networking segment Katharina Habersbrunner, (WECF) shared her experiences and stories as a mentor from GWNET mentoring program with the participants. Furthermore, we presented a list of different networks, mentoring and roles models programs that participants can easily access.

Figure 2: Existing female mentoring programs, role models programs and networks, provided during the webinar n°5

In addition, we suggested among our network a list of gender trainers that participants can reach out.

Figure 3: Suggested gender trainers from WECF network, provided during the webinar n°5

The webinar ended with Wolfgang Köhler-Naumann, head of the supervisory board of the '*Bürger Energie Bremen eE*' cooperative sharing his experience in recruiting women for the supervisory board. This cooperative was established in 2014 and now has 300 members approximately. The board of members and supervisory board were completely male-dominant. To achieve a better gender equality, after several refusals from women to join the boards (with reasons like too many formalities, not being willing to join a male-dominated board, etc.), they offer women a four-month program, consisting of information sessions (e.g. on energy communities, missions of a board or supervisory board member, self-confidence in energy communities, etc). At the end of the program, the women were asked if they would join the (supervisory) board. The result was very successful, and 5 women applied for supervisory board position.

Find the recording here: www.youtube.com/watch?v=_aT7Z-dbrow

Results

N°	Webinars	Date	Participants
1	Overcoming the invisible barrier: Gender-dimensions of the RHC sector	31 May 2022	47
2	Gender tool: Gender-self assessment & Gender action plan for RHC actors	15 June 2022	46
3	Gender-responsive communication in RHC sector	5 July 2022	21
4	Supporting energy communities and gender-just energy communities	7 September 2022	49
5	How to empower women in the RHC sector: what concrete actions are available?	21 September 2022	42

Figure 4: Table of results webinars

Share women	Share non-binary	Share men	Share not disclosed	Number of countries reached
54%	1%	12%	33%	30

Figure 5: Registrants representation

In total these webinars program has reached a total of 194 registrants.

After each webinar, registrants received the recording, the material and results of the capacity building exercise as well as an evaluation survey of the webinar (T4.4).

Difficulties faced

During the organisation of this program, WECF faced issues to engage a high share of male participants, although women empowerment and gender equality are a goal for all. However, participation increased after every webinar which shows a growing interest in gender topics in the RHC sector and willing to increase knowledge.

Moreover, efforts and topics will be adjusted to reach further participants from the energy industry and decision-makers during 2nd round. Overall, the webinar series managed to engage people from diverse professional backgrounds such as academics, R&D, energy sector, private sector, marketing sector and communication sector. The webinars engaged people working at different levels within organisations like interns, students, doctorates, management boards, CEOs, consultants, senior positions, etc. which indicate that the webinars' content was well-rounded to be delivered to masses.

II. 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 two-half days 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 will conduct 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 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).
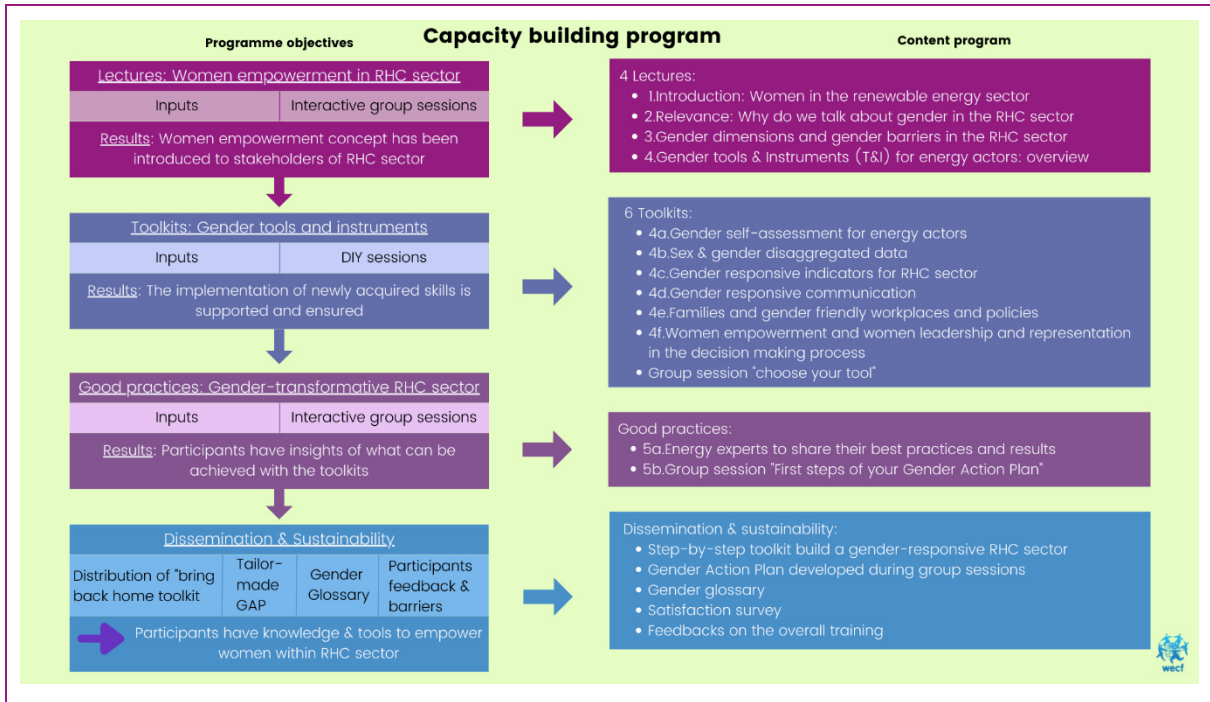
Figure 6: Overview of the Seminar program

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

Slide 8:

Slide 9:

Ice breaker: ***Answer with your feet***

Goal of the activity: This activity fosters interconnections and allows participants and facilitators to quickly determine information about others in the training.

You will need: Nothing, except an empty area, inside or outside (if meeting in person), where participants can move freely

Instruction:

- Clear the room so that people have space to move around
- Facilitators ask all participants to stand up to participate
- Facilitators should ask a series of questions and invite participants to self-organize along a spectrum (e.g. yes on one side and no on the other side, or yes enter the circle and no go out of the circle). If the training is online, participants can for example raise their hands or hide their camera for yes or vice versa.

Questions:

- 1. Is it the first time you are participating to a program like this (women empowerment in the energy sector)? (yes/no)
- 2. Have you experienced (directly or indirectly) discrimination in career opportunities being a woman / man / other? (yes/no)
- 3. Have you studied on energy-related issues? (yes/no)
- 4. Do you think that your country has gender-related discrimination in the energy sector (sexism, missed opportunity for career development, decision-making positions)? (yes/no)
- 5. Do you think that you can help address these problems? (yes/no)

Sex vs Gender
Slide 10:

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
Slide 11:

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

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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

climate friendly behaviour[3]. According to an analysis of women's energy consumption by[4] 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).

Slide 12:

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.

Slide 13:

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

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)

women received 13 % less salary when practicing the same profession as men. The gender pension 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
Slide 14:

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 administrational 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
Slide 15-16:

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

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[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)

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.

Slide 17:

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 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.

Q&A
Slide 18

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

Slide 21:

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

Slide 21:

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,

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

will benefit fully from the energy sector's economic and investment opportunities and will push an ambitious energy transition[11].

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
Slide 22-23:

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 2018[13] (slide 23) 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 positions[14].

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).

Slide 24:

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 women[15]. A study of McKinsey

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

and Company of the year 2015 estimated that gender parity in workplaces can increase the global annual GDP about 26 percent[16].

Slide 25:

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 sector[17]. 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 peers[18]. 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 risks[19]. 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[20].

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.

Slide 26:

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[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

[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] **Error! Hyperlink reference not valid.**

[20] ibid.

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 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
Slide 27:

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: we had many feedbacks and experiences 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.

Q&A

Slide 28

Quiz

Slide 29-30:

Participant are invited to follow a mentimeter link and answer the following questions:

Q1: What is the share of women among STEM graduates in 2018?

- 12.8%
- 47.2%
- **28.4%**

Q2: Why do gender-just energy programs/policies/projects bring more sustainability?

- Gender is a cross-cutting topic of care work
- **Gender is a transversal category for tackling energy transition challenges**
- Gender mainstreaming will make the energy transition gender-neutral

Q3: How many women in leader positions do you know in your sector?

Open answer

Q4: What word/insight/idea that have caught you attention during this presentation?

Open answer

Module 3 – Gender dimensions and barriers in the RHC sector

Slide 33:

> **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 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.

Slide 34:

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)[21].

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 higher[22]. 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 2018/2019[23]. Also, the unequal distribution of resources, lower income, gender-related career opportunities, non-flexible working hours, and career gaps due to family additions hinder gender equality in the work force.

Body and health:

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[21] EIGE (2022): EIGE's Gender Equality Glossary & Thesaurus, https://eige.europa.eu/thesaurus/terms/1352

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

[23] Destatis, 2021. Gender Pay Gap 2020: Frauen verdienten 18 % weniger als Männer

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

- 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
Slide 35:

In the previous module have been see 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.

Slide 36:

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 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 pension[24] and lifetime earnings[25], 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%[26].

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.

Slide 37:

Exercise: Asking participants to discuss and list in post-it from an ideaboard: (*see also Webinar n°1 answers for insights, p.7*)

- Barriers that participants and other fellow women have faced in the work context? AND/OR

- Gender-related stereotypes they are aware of

A spokesperson for each will present and the trainer can organize the post-its in a white board per category

How to overcome gender barriers
Slide 38:

There are many solutions to overcome these barriers. Beside the tools that will be introduced and practiced on the Day 2 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,

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[24] Bundesministerium für Familie, Senioren, Frauen und Jugend.
https://www.bmfsfj.de/resource/blob/93950/422daf61f3dd6d0b08b06dd44d2a7fb7/gender-pension-gap-data.pdf
[25] Hensche. https://www.hensche.de/gender-lifetime-earnings-gap_22.09.2020_14.53.html
[26] Destatis. https://www.destatis.de/DE/Presse/Pressemitteilungen/2021/03/PD21_106_621.html

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 applied[27].

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 last bullet point of this slide: 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 four[28]. For example, girls play with dolls or like to play ´heterosexual family´, while boys play with cars or outside 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.

Slide 39:

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 during our next 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).

Q&A
Slide 40

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[27] 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.

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

Module 4 – Gender tools and instruments: overview

Slide 43:

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

Slide 44-45:

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?
Slide 46:

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?
Slide 47:

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
- 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?

Slide 48:

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?
Slide 49:

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

Slide 50:

This list is of course not exhaustive. Many more exist as it is possible to see on this scheme from EIGE (European Institute for Gender Equality)[29].

Slide 51:

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.

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[29] EIGE, https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming

Let's go discover our gender tools and instruments now!

Nb: In this seminar, in order to include everyone, we are starting from the idea that participants do not apply gender T&I.

Q&A
Slide 52

UNIT 2 – TOOLKITS: GENDER TOOLS AND INSTRUMENTS

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

Slide 55:

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

Ideaboard

Slide 56:

Participants are invited to answer a question on an ideaboard and give us a rough idea of the perspective of the audience.

Question 1: Which topics would you consider ensuring gender equality in your workplace?

See Annex 5c for the results.

What is Gender Self-Assessment?

Slide 57:

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

Slide 57:

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

Slide 58:

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 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 etc[30]

Step by Step Guide to conduct Gender self-Assessment

Gender Self-Assessment Process

Slide 59-60:

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[30] 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

- 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

Slide 61:

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 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

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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 were 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.

- 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.[31]

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.

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

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[31] 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))

communication) and ensure the correct implementation/sustainability of this amazing mountainous work!

Now it is your turn to try! *Find an example of GSA on Annex 5c.*

Q&A

Slide 62

Exercise

Slide 63:

Activity Duration: 30 minutes: 20 min discussion within each group. 10 min reporting in plenary 2min per group to report + 5min for discussion

Scenario:

Fictional company Profile:

E-Soles GmbH is a blooming small enterprise, working in renewable energy and sustainability sectors. Soles identifies, develop, and implement renewable energy projects across Europe. Our recent project of installing PVs and heat pumps and building a mini grid in rural area of Germany has been successfully running for 3+ months. E-Soles' goal is to mainstream green and clean energy and raise awareness about renewable resources. The company is constantly evaluating trends and needs to stay relevant in the market and build new business model to expand to different cities in Europe. E-Soles serves as a project development, project management, and consultation company. Currently, E-Soles' business plan is to expand company and take it from a small company (10-50 employees) to medium size enterprise with 50-100 employees.

Problem: One of the project managers of E-Soles faced gender discrimination while she conducted a meeting to discuss technical details of the project. Two weeks later, she hesitantly raised this issue in her company's meeting. Since then, the CEOs of E-Soles, have been actively attending seminars and talks on Gender Equality for the last 2 months and now want to incorporate this aspect in their projects and company.

Task: So, they appointed your group to prepare and conduct Gender Self-Assessment for E-Soles GmbH. Their objectives are:

- To understand existing practices in E-Soles 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*)

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. (Refer slide no. 57).

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

Findings: Since we cannot disseminate and collect answers right now, let's think of 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.

**Note: GAP hands-on experience exercise will be conducted on day 2.

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

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

Slides from Presentation n°2 for Day 2

Slide 2:

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

Slide 3-4:

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 level[32]. 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 transition[33].

Definition

Slide 5:

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 of[34]:

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[35].*

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[36]. 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.*

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[32] 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

[33] 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

[34] 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.

[35] 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

[36] 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

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[37].

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 Translation[38]. 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' diversity[39].*

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

Slide 6:

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 level[40].
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 sector[41].

Slide 7:

Collect a dataset:

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[37] Ibid.

[38] Gendered Innovations, Stanford, The Machine Translation, 2012, http://genderedinnovations.stanford.edu/case-studies/nlp.html#tabs-1

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

[40] 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

[41] 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

As any other data collection processes, gender statistics requires stages such as[42]:

- 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 collection[43] . 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".

Slide 8:

Key recommendations for gender statistics[44]:

- 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!

Q&A

Slide 9

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[42] 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
[43] Ibid.
[44] Ibid.

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

<u>Slide 10 - 11</u>

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

Author: Heidi Hjorth, Copenhagen Social

Heidi Hjorth is a social safeguard and sustainability expert with 20 years of business experience in the field of social development and impact assessment in sectors such as energy, water and sanitation, transport and others. She is also the founder of Copenhagen Social, a consultancy specialised in social performance of international investments and business development. One focus of Copenhagen Social is Gender Assessment.

What is a gender-responsive, gender-sensitive or just gender indicator?
<u>Slide 12:</u>

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.

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.

<u>Slide 13:</u>

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
Slide 14:

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.

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
Slide 15:

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.

Slide 16:

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

Slide 17:

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.

Q&A

Slide 18

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

<u>Slide 19-20</u>

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

This part of the presentation and 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. After that, the participants are shown a video and asked to analyse it through a gender lens. In the end, a list of dos and don'ts of gender sensitive communication is provided, as well as, examples of gender biased vs. gender responsive language.

Gender non-responsive advertisement (fictional example to start)

<u>Slide 21:</u>

Fictional example of a postcard/ advertisement. Show it to the participants and ask them what their impression of the ad is. Does it speak to them? Do they feel like they want to join the energy community?

Even though the words do not say that this advertisement only invites men, the pictures and icons used clearly convey that message.

Different types of communication
<u>Slide 22:</u>

From the previous example it can already be seen that 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

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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
Slide 23:

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*").[45] 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. [46] An example of gender-neutral language would be: "People do not fully appreciate the impact they have on the environment." [47] 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, situations and needs of women and men and boys and girls.[48] *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
Slide 24:

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

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[45] EIGE - European Institute for Gender Equality, 2019. Toolkit on Gender-sensitive Communication.
[46] ibid.
[47] ibid.
[48] ibid.

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.

Spheres of communication – target group
Slide 25:

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

The following slides include various examples of gender non-responsive and gender-sensitive language in energy projects.

Slide 26:

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 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 practice of presenting yourself more women- or LGBTIQA+ 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.

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.

Slide 27 : 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 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.

Slide 28: Take 5min and analyse this video with a gender lens. Ask participants what would they change? https://www.youtube.com/watch?v=A2_zs01txUE

Unlike English, many languages are gendered. It is interesting for the trainers to provide a text/video in their local language and ask participants to analyse it with a gender lens.

Slide 29: In a good example you would use inclusive writing in your own language on your 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
Slide 30:

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

Gender biased vs gender responsive language
Slide 31:

The list shows some examples of gender biased language and makes suggestions how to replace these words with gender responsive language.

Gender-responsive advertisement (fictional example)

Slide 32:

The slide shows the same ad as in the beginning but this time in a gender-responsive way.

Q&A
Slide 33

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

Slide 34

Objective: Understand the concept, benefits and advantages and challenges

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Importance

Slide 35:

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:

Slide 36:

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

Slide 37:

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

Q&A

Slide 38:

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

Slide 39-40:

> **Objective:** Understand the concept and relevance in sectors most in need, give the tools to users

Author: Christine Lins, GWNET

Christine Lins has more than 25 years professional experience in the field of renewable energy sources and energy efficiency. Christine Lins previously acted as Executive Secretary of REN2, the Renewable Energy Policy Network of the 21st Century, headquartered at UNEP. Ms. Lins also served as Secretary General of the European Renewable Energy Council. Today Christine Lins is director of GWNET. Global Women´s Network for the Energy Transition which aims at empowering women in the sustainable energy sector. She is Member of the Board of Directors of ISES, the International Solar Energy Society.

About GWNET

Slide 41:
GWNET is the global women's network for the energy transition.
- It is a non-profit organization founded 5 years ago. With currently over 2800 members from 140+ countries.
- GWNET aims to advance the global energy transition by empowering women in energy because we believe that the energy transition would advance more quickly and also more inclusiveness if more women were involved in this field.
- The network does that through interdisciplinary networking, and advocacy, so it works a lot on data because they believe that it is necessary to put an evident on the issue. But also, through training and mentoring.

The energy transition

Slide 42:
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

	Document:	D4.2. Capacity building program for women empowerment in RHC sector		
W4RES	Author:	WECF	Version:	1
	Reference:	D4.2. W4RES ID GA 952874	Date:	28/10/22

wecf

How much, this is currently under discussion, as we see in the situation of war in Ukraine, where we see that in the EU we have a lot of discussion 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. For this, we need a large diverse talent pool. This is already where we come in.

Diversity, Inclusion, and Jobs

Slide 43:
Currently, there are 12 million people employed in the renewables industry worldwide. It is a great thing. This number is supposed to increase to 42 million by 2050. We have a 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 there are a lot of opportunities for women in this field.

Policies and Solutions

Slide 44:
What can we do to increase the share of women? I think many of those policies and solutions are familiar. Some of them have already been mentioned above.
Few of them are: Gender audits, networks, mentorship opportunities, access to education and training, also to make people aware. Targets and quotas were already mentioned. Also, the previous speaker talked about policies and regulations and the focus on work-life balance. Just a few examples of actions that can done to increase the share of women.

The Power of Gender Equality

Slide 45:
Gender equality is important, as we have seen above, as evidences 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
- Improved profitability (34% - 69% higher profits)
- Uncreased 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

Slide 46:

As previously mentioned, data on women in energy is crucial. So, here is a list of couple of studies and data sources. 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. 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.

- IRENA report "Renewable Energy: A Gender Perspective"
- 6-part webinar series "Gender Equality for a More Rapid and Inclusive Energy Transition" in cooperation with the Clean Energy Solutions Center
- GWNET study "Women for Sustainable Energy: Strategies to Foster Women's Talent for Transformational Change"
- Women in wind publication "Best Practices for Gender Diversity at Industry Events"
- GWNET Campaign "Energy Transitions Role Models: Inspiring the Next Generation of Women Entrepreneurs"
- IRENA report "Wind Energy: A Gender Perspective"
- Women in Wind publication "Best Practices for Gender Diversity in Talent Recruitment"
- Several webinars

Women for sustainable Energy

Slide 47:

One study is important to highlight is the GWNET study for women for sustainable energy. Here can be found lots of examples from both public and private sector on recommendation on gender diversity in the energy field. The paper highlighted on the slide is interesting to read.

Energy transition Role Models

Slide 48:

In addition, GWNET aims to increase energy entrepreneurs' role models We often find 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. Here 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

<u>Slide 49:</u>

Last year, GWNET has launched, 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 in order to accelerate a just, inclusive and sustainable energy transition.

The coalition brings together governments, the private sector, academia, civil society, youth, and international organization. These organizations can sign up to it and then register commitments that they will do and carry out in order to help, and to work on this energy and gender nexus.

Follow this link to get informed or to join the compact.

Get in touch

<u>Slide 50:</u>

GWNET had 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. We really see that sometimes with a bit of encouragement women really manage to go to the next step in their careers. We see that the lack of role models is often something that is challenging and that is scary for some women. We try to provide these connections. We invite everybody to join our network and look up our website. Because as I said before, the task ahead of use to increase the share of women in the energy field. There is definitely a lot that needs to be done to make this happen. We are not working in isolation we work in partnership with a lot of international organizations and networks such as Women Engage for a Common Future. But we also work in partnership with regional and national women in energy networks from all around the world. Because we believe that connecting the dots is really something that is important. That will help to advance the energy transition much more inclusively and quickly if there are more women involved.

Contact GWNET:

Website: https://www.globalwomennet.org

Mail: Info@globalwomennet.org

LinkedIn: GWNET: Global Women's Network for the Energy Transition

Twitter: GlobalWomensNet

Youtube: Global Women's Network for the Energy Transition

Group session – Choose your tool

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

Participants are invited to choose a tool they want to work on. 1 tool for 1 group. 4 groups are created.

Some support to group facilitation:

Groups	Objective	Platform	Indications
Group 1: Sex & Gender disaggregated data	Collect sex and gender disaggregated data: - Where to start - Develop 2-3 data set - Identify gender behaviours that can possibly arise from these data - Identify measures to ensure full exploitation of these data	Ideaboard https://ideaboardz.com/for/Group%20session%20-%204b%20Sex%20and%20gender%20disaggregated%20data/4450044	Case study: Collect sex and gender disaggregated data for a tech innovation energy company 1. What would be the first steps to start with? 2. What would be the first data easily available? 3. What can these first data identified, say about gender behaviours? 4. How to ensure proper exploitation of these new data collected?
Group 2: Gender indicators in RHC sector	Develop a set of indicators, identify possible challenges and ensure that indicators are SMART	https://jamboard.google.com/d/1nlHZK6GEP6mklqyaWl0BLvg0LLyt8ilEwQ2mKas49YY/viewer?f=0	Case study: Identify challenges and ensure that following indicators are SMART: - Percentage of women employed in energy company and its supply activities - Percentage of energy products that has undergone a gender assessment - (Fake indicators to test participants and see if they can recognize when an indicator in wrongly formulated): Change on perception in women and men about gender stereotypes in the RHC sector
Group 3: Gender-just communication	Highlight gender non responsive language in	Exercise that can be done together: https://eige.europa.eu/p	Participants can review a text through a gender-responsive communication

	different type of text (policies, website, etc.)	ublications/gender-sensitive-communication/test-your-knowledge/quiz-3-legal-text Or Self-assessment of their website and communication campaign (in local language)	lens (EIGE exercise, or choose any other text in your language). Or Ask participants if any of them would be comfortable to go together through their website or social media page, analyse and comments on their gender responsivity status
Group 4: Women empowerment and women leadership and representation in the decision-making process	Suggest a role play: "Make the case for breaking the glass ceiling: Half the group will play the company management, the other half will play a core team/gender taskforce wanting to address the lack of women in middle and upper levels of the company. This team needs to build a strong case for a more gender-balanced management with concrete measures to present to the company heads (who can play devil's advocates showing some resistance and scepticism for the need of such measures – this will make the discussion more lively and build the case)	Idea board – role play – open discussion	- What are the advantages of a more gender-diverse company? - What are the advantages of having a "critical mass" of women in executive positions - Are you aware of any disadvantages? Which ones? - What are existing barriers for a more gender-balanced organizational leadership?

UNIT 3 – BEST PRACTICES

Module 5a – Best practices

Slide 51:

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

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Slide 52:

Good practices examples from the Reiner Lemoine Institute (RLI) - written and presented by Kathrin Goldammer

Kathrin Goldammer is an expert for energy technology and the energy sector. She has received a doctor´s degree in physics at Humboldt University in Berlin. Currently, she is director of the Reiner Lemoine Institute, a research institute working on renewable energies, the energy transition and the mobility transformation.

Slide 53:

This is a research institute that works a 100% in tech. The staff are all engineers; mechanical, electrical, computer science that in Germany that you would summarize as engineering.

This was Reiner Lemoine Institute

Slide 54:

The name of the institute stems from the male you see on the slide. Reiner was many things; he was a hippie, engineer, but he was also a renewable energy entrepreneur. He died in 2006. Then started a foundation. That foundation started the institute, so we are a non-profit. But things have changed a lot since Reiner was there.

This is who's in charge at RLI - 60% women

Slide 55

Have a look at who is in charge at RLI today. We are 60% women in the management team

This is the rest of our team – almost gender parity

Slide 55

Overall, to the rest of the team we almost have achieved gender parity. And as I said before, this is in engineering. I am very proud to say that, in Germany we are the only energy research institute that can show you gender parity. Preparing for today, I also thought how we achieve this. That is what I want to present today.

How did we get there?

Slide 56

- 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

And today I want to show you the gender equality workshop and the RLI charter.

Note: We went in steps, and it took us around 5 years to get to where we are now. Thus, achieving gender parity, or proudly saying that we achieved gender parity is not something that I could have done when I started at the institute. But I can do it now.

Gender equality at RLI workshop

<u>Slide 57</u>

There is an extra pdf (5 pages) on this topic in the documents about this (see Annex 4).

1. We invited everyone. And started 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 our values. And gender equality is a 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.
3. Presented list of examples: What are work-related forms of gender inequality? Here we asked our 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 colleges doing something else after a meeting
4. We 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 when you are a man and accompanied by your colleague and she is considered your assistant. We came up with several thing that people can do. Obviously not only reducing the sexism that they use in their daily use, but also if they are experiencing these things that they can do.

This is our set of values: The RLI Charter

<u>Slide 58</u>

The other thing that we did was, we simply sat down and wrote down our set of values. Because it occurred to us, we have a lot values. Many companies do not really have them. You know somebody top down gives the communication department this task writing down some values. But in our case, it was different. We asked our people, what are the 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 IRL charter:

https://reiner-lemoine-institut.de/en/rli-is-committed-to-diversity-and-an-appreciative-corporate-culture/

You are welcome to download it from the webpage and take a look at it.

This is how we started on this: storytelling

Slide 59

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

What's in the Charter?

Slide 60

In the end we ended up with a charter of 10 articles:

- Article 1: Our goal is 100% renewable energy
- Article 2: Access to green energy is a human right
- Article 3: We use transdisciplinary methods
- Article 4: We are enthusiastic about the open-science principle
- Article 5: We value partnership
- Article 6: People come first
- Article 7: No to racism
- Article 8: No to sexism
- Article 9: We value an inclusive work culture
- Article 10: We rely on each other

The gender equality workshop led to #8

Slide 61

We have a decisive article about sexism. Which, I think, benefited greatly from the gender-equality workshop we had previously conducted. Article 8 basically said that people of all gender are equals. We are aware of the gender imbalance in the energy industry, we 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. We are aware that there are more than two genders. We want to create a work environment that allows everyone to prosper and never face disadvantages because of their gender or sexual orientation. And that we are all welcome.

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

When you look at the communication that we do, this should be visible at our website that the pictures should not be all male or all females. There should usually be diversity in the pictures that we use.

Because we 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 we have a great resource of a diverse team, so it is easier to do.

In retrospect, this is what really helped us:

Slide 62

- 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 we wrote down.
- People who speak out. It helps, because it tells you where you 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 you could think. It was possible to come up with a set of goals and values for everyone.
- Supporting founder, funders and advisory boards.

I wish all of that to you and to the organizations that you work with!

Best Practices of Women in energy communities and practical experience with gender-just energy communities – written and presented by Timo Karl

Slide 64:

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.

Slides 65 -70:

Relevance:

The energy transformation must be accelerated in order 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 billion[49].

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.

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[49] 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.

Building-up process/Successes:

According to the first project report of the study by WWEA/LEE NRW[50], 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 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 the 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. All the 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.

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[50] 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=626ec5fbe14 7d1651426811.

Module 5b – Develop a Gender Action Plan

<u>Slide 72:</u>

> **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 the training participants are 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 will receive at the end of the seminars.

Introduction and guideline to Gender Action Plan

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

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)

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.

However, it is recommended to use a simplified version of this table during the seminars' group session on GAP. The simplified version should contain / not contain the following sections:

- Depending on the platform the trainer chooses to use, provide guidelines to fill in the table bellow
- Request: only 2 Short term objectives (STO) instead of 3. As an option the trainer can provide in advance these two in order to start the discussion.
- Do not request: SWOT
- Do not request: Timeline
- Do not request: Budget
- If time allows it, keep: Sustainability of the GAP

See also Annex 5a for an example of Gender Action Plan practiced by participants during Webinar n°2.

Gender Action Plan Exercise

Group No..:

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-terms 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.

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

CONCLUSION

This capacity building program on gender mainstreaming and women empowerment in the RHC developed by WECF has been built to reach both a regional (W4RES partner countries) and international audience. It aims to build capacities of energy stakeholders from the private sector and decision-makers of the RHC sector. During this first round, the Seminars program, material and toolkits have been developed by WECF and have been transferred during a two half-days train-the-trainer session (4th-5th May, 2022) to W4RES Regional Hubs and W4RES interested partners. In addition, WECF organized and conducted five capacity building webinars. The high number of registrants attested a broad outreach of the capacity building program and project material. This capacity building program has been provided through diverse formats (ToT, seminar's material, toolkits, and webinars) enabling diverse ways of participating in the program. It aimed overall to provide awareness on the nexus of gender and energy, facts and arguments on women empowerment in the RHC sector, and to introduce different gender tools participants -can implement in their fields. Finally, it aimed to share good practices for participants to be inspired by successful initiatives of energy experts of the RHC and energy sector. This dynamic program organised with interactive group sessions reached W4RES partners organisations and a broad outreach of participants with different professional backgrounds.

The material and results of the capacity building program (Seminars and Webinars) are and will be available online as it has been thought to be the most transferable possible. It will contribute to the EU objectives of a wide dissemination and possible common engagement, of EU funded projects and common impact.

During the second round of the capacity building program, W4RES Regional Hubs will organise and conduct the seminars in their respective countries with the help of WECF. They will have the choice to select modules fitting the most to the target groups of the seminars (minimum of 6 modules in total). The Regional Hubs will have the choice to organise these seminars in person or online, favouring in-person events and in their local language or English, depending on local conditions. Also, the format of the Seminars will be flexible (policy conference, networking events, two days training, etc.) to ensure a broader outreach of the program. Finally, 5 new topics of Webinars will be suggested during this second round of capacity building on gender mainstreaming and women empowerment in the RHC sector by ECWT and WECF.

ANNEXES

Annex 1 – Toolkit to build a gender-responsive energy private sector

This step-by-step toolkit guides the user in the application of a multiple choice of gender tools and instruments in her/his/their field of interest. The user is free to use one or multiple tools depending on what feel relevant or the objectives settled. The toolkit provides a list of the indications to fully take ownership of the tools and start their implementation. This list is of course not exhaustive, the user is invited to be creative and find what is correct for her/him/they.

Gender tool & instrument: list the tools introduced and practiced during the seminars

Collection means / via: suggest possible paths and ways of collection, dissemination or implementation

Level of application: each tool can be applied in different ways as well as the information gathered, the target groups, outreach, etc. will be different depending on which level of application the user chooses

Examples of question / guidelines: provide basic questions or guideline as steps to follow in order to start the process.

Score / check: different possibilities exist to use the toolkit. For instance, the user can rate to 1 to 5 the relevance or importance the step has. Similarly, the user can rate from 1-5 the level of influence her/him/they can have on it. Also, the user can cross check a step when the step is achieved!

Comments: provide examples and possible results to aim for.

The informative flyers on gender-just communication are part of this toolkit. Keep them close and follow their key messages and guidelines when using any form of communication, at all levels.

Gender tool & instrument	Collection means/via	Level of application	Examples of question / guidelines	Score/check	Comments
		Attitudes and practices	1. In the workplace, employees with diverse backgrounds (according to their gender, age, ethnicity, etc.) and at all levels of seniority, use the mechanisms that allows a decent work-life balance.	1-5	e.g. flexible working hours, remote work, part-time work, maternity and paternity leave, menstrual leave, etc. Do staff and top managers practise what they preach? It is not sufficient if these instruments officially exist, organisational culture can prevent them from being used or people act differently from what they say they are committed to
			2. Ask if everyone feels comfortable talking or sharing their problems within the team or in the office without being judged and to be associated with particular gender problems?	1-5	e.g. sexist jokes, work-life balance, women on periods or PMSing can be used as an excuse to overlook one's problem Ensure complaint mechanisms
			3. Ask if anyone feels obliged to not make use of holidays and flexible working conditions (e.g. remote working) due to a high level of pressure at work	1-5	e.g. one may not feel comfortable to take holidays despite being sick or in menstrual pain, not take remote working or flexible working hours because they feel obliged to be available for the team all time, peer pressure etc.
			4. Ask if both men and women have equal access to opportunities in training, mentoring, to be in management roles, etc.	1-5	e.g. type of training available to both genders, no of men and women participating in the training programs, no of men and women getting mentored to be in management or leading role, technical, administrative roles, etc. The training programs should be gender inclusive
			5. Ask if there is an access to clean infrastructures to maintain good hygiene for breastfeeding, menstrual health, etc to ensure a good level of satisfaction for every gender	1-5	e.g. access to soap, clean tap water, menstrual products, a quiet and private space to breastfeed/pump breast milk, toilets with sinks or toilet seats with external water hose or bidet, etc.
			1. My workplace applies and ensures correct application of gender equality policies and programmes	1-5	e.g. maternity and paternity leave policy, gender-based violence (GBV) policy, flexible working hours, possibility of remote working, etc.

GENDER SELF - ASSESSMENT	- Team building - Regular surveys - HR - Via sex and gender disaggregated data	**Governance, responsibilities and leadership**	2. My workplace has governance principles and values in its policies and management covering gender as a cross-cutting dimension	1-5	e.g. touching broader scope of policies/programs with goverance values like transparency, accountability, vision, law of rule, efficiency, etc. mainstream gender to ensure equality
			3. My workplace has policies or programs encouraging men and women to participate in leadership, mentoring, decision-making, workplaces improvement	1-5	e.g. encourage gender equality in participation processes, gender-just communication, support from management and performance incentives, etc.
			4. My workplace actively promotes gender balance and ensures that women and men with different intersecting identities are well represented in governance systems at all levels	1-5	e.g. career development programs for both men and women and all other gender, programs or policies ensuring women and all other genders to have equal access to opportunities to lead or be in managerial position.
			5. Ask if employees of different genders involved in the governance systems feel that their contributions are being valued and taken in consideration by others	1-5	Create a benevolent feedback culture. Your employees have a feeling of being valued individually and collectively
		Program engagement	1. My workplace has implemented the following gender policies and programmes in the last 5 years	1-5	See family and gender friendly policies and program section Add a "none", "not achieved", "not monitored" option
			2. My workplace actively tries to encourage gender equality practices and helps its employees to handle oppressional conditions at the workplace (recent or anticipated)	1-5	e.g: sexual harrrassment, assaults, sexism, racism, discrimination, etc
			3. During a program's design, my workplace undertakes a concrete gender analysis/assessment with an intersectional lens and transformative approach, and/or my workplace seeks support from either one or more of the following during design or implementation: women's rights groups/networks or movements; groups that work with a gender transformative/gender justice approach; gender experts	1-5	See glossary definitions

			4. When applying a gender lens in our (recent or anticipated) work, my workplace makes a conscious choice to actively facilitate a process in which power and access to resources (technology, research, energy, finance, etc.) is equally distributed	1-5	This conscious choice must emanate from decision-making level. Guidance to end-users (end-users being the one answering this question, employees) have been shared and end-users are aware and feel having received this directive
			5. My workplace monitors and evaluates if the gender objectives in policies and programs have been achieved or not	1-5	e.g. results of M&E being shared internally and highlighting achievements/non achievements and can be used as a benchmark for next year tracking

➡ **Result**: You have identified your strengths, gaps and weaknesses of gender responsive approaches in your workplace

Going deeper: What can your data say more about your staff and target groups?

	- Regular surveys - Gender-Self Assessment questionaires - Workshop/focus group discussion - Monitoring and evaluation of all types of policies / programs within the workplaces	**Internal structure**	1. Collect sex and gender disaggregated data within your labour force	☐	e.g: rate of women and men, person with disability, age, ethnicity, and number of dependent children, intersecting identities etc.
			2. Acknowledge the share of women and men in administrative and administrative responsabilities positions or lower paid considered positions	☐	Here it is important to differenciate administrative and technical positions, the latter being usually more male-dominated and highly paid Also interesting to assess with administrative/technical/professional/ field staff disaggregation Have an overview of percentage of women and men recently promoted
			3. Assess employment conditions of your employees (women and men and other associated gender identities) in your workplace	☐	e.g. no of working hours, overtime hours, freelancer, remote working, type contracts (long term contracts vs short term contracts, internships, internships ending with a contract, temporary or replacement contracts), contract clauses, unemployment, and pension, etc
			4. Pay attention to your communication techniques in order to address correctly both women and men in your activities	☐	Do not use offensive or sexist ways of talking, patronizing expressions rather but use inclusive communication See the visuals on gender-just communication e.g. No of women participating in workplace events, representation on website, etc

			5. Assess if workshops, events, training, meetings, etc. were felt as discriminative for any group of persons	☐	e.g. feedback survey
SEX & GENDER DISAGGREGATED DATA	- Half yearly or annual assessment - Project, programs, data creation and collection	**External structure**	1. Collect sex and gender disaggregated data within your projects, activities and energy data of your workplace	☐	e.g. project research, conception (indicators, targets), implementation and M&E, can be used as baseline to set new gender equality objectives and/or monitor progress over time e.g: rate of women and men, person with disability, age, ethnicity, and number of dependent children, intersecting identities etc. Energy database includes for example: annual statistics on production, trade, transformation and consumption (end-use) for solid, liquid, and gaseous fuels, electricity, and heat
			2. Outreach: No of men and women answering and participating to data collection methods	☐	e.g. surveys, emails, interviews, field assessments, etc.
			3. Pay attention to your communication techniques in order to address correctly both women and men in your activities	☐	e.g. No of women/men applying to job offers, participating in networking events, participating online events, etc.
			4. Do you consider gender criteria when evaluating a possible future cooperation with a new partner?	☐	Consciousness among stakeholders on importance of gender mainstreaming e.g. human's and women's rights, women and men representation and participation
			5. Collect sex and gender disaggregated data in all impact assessments, satisfaction surveys, monitoring and evaluation processes	☐	e.g. time saving, make sure that solving a problem does not increase another, no. of women and men receiving direct benefits, equal access to productive energy for men and women. Expenditures on fuel sources and preferences for different energy technologies; or, for project activities - men/women attending meetings, being trained, purchasing or managing energy technologies. Do specific questions, for example on the division of labour in the fuel cycle, access to energy-related assets and resources, participation in decision-making or in project activities, and energy needs and priorities, access to information

⟹ **Result**: You have collected data highlighting gender concerns, behaviours and / or inequalities of employees, members or target groups

Some gender unbalances and inequalities have arisen from the previous questions? Are you aware of gender inequalities in your company? Use gender tools! Start at your level! Here are different tools to implement:

GENDER INDICATORS	-Surveys -HR meetings/ Department meetings (regular) -Annual or quaterly reporting	**Internal structure**	1. Change of dynamic between men and women in your workplace for the next 5 years	☐	e.g. percentage, satistical trends of employees
			2. Women's and men's level of satisfaction with service provision, including quality, accessibility, etc.	☐	e.g. by sector and/or type of delivery agency, and/or public–private partnerships and/or services contracted to non-government organizations
			3. Changes in the percentage of women and men involved in management, technical, administrative field and professional positions	☐	e.g. higher share of men in administrative positions, higher share of women in technical positions, etc.
			4. Plan your expenditures in a way that it would benefite equally for women and men (= gender budgeting)	☐	e.g. infrastructures, training and mentoring program opportunities, etc.
			5. Evidence that service standards are established and regularly monitored, and reflect women's and men's different needs, responsibilities, and access to services	☐	e.g. response to leave requests, access to infrastructure, facilities like kindergarten or cribs for employee's children, hygiene products, etc. standard procedure to deal harassment case when a man is a victim, etc.
	-Survey questionnaire - SM reports on outreach, influence, etc. -Sales reports (no of software, hardware ordered, etc)	**External structure**	1. Share of women and men that you reach with your communication/advertising campaigns	☐	e.g. access to information – create awareness among women and men consumers about benefits of technologies / tools
			2. Share of women and men using the technology/service/software, etc. that you are providing	☐	e.g. women/men using and maintaining the energy facilities
			3. Mainstream gender in your projects/programs	☐	e.g. impact of product or program on men and women, how to overcome vulnerability, etc.
			4. Consider hiring gender experts, gender equality workplaces and women's right workplaces or consultancy to improve gender equality	☐	e.g. workshops and trainings facilitated by gender experts, networking events, subscription of newsletters by women´s rights organizations, partnerships/cooperatives, etc.
			5. Share of men and women and all other gender in the public-facing positions and roles	☐	e.g. men tend to be more involved in certain topics like technical talk and / or public-facing positions (pannels, events, medias, stakeholders meetings, etc.)

GENDER-JUST COMMUNICATION	- Policies - Meetings - Website, social media - Job offers, etc.	**Internal & external communication**	Have a look at our key messages flyers!	
	⟹ **Result**: You have fixed gender targets to reach and to monitor the gender equality within your workplace			
	⟹ **Result**: You have adopted techniques of communication ensuring that women and men of different ages and ethnicities feel included and adressed in your message (improve)			
FAMILIES AND GENDER FRIENDLY WORK PLACES	- Workplace status, policies	**Examples of family-friendly work policies and programs**	1. Offer child care services at your workplace	☐	e.g. affordable and accessible childcare services such as a Kindergarten (including playgrounds, playcorners)
			2. Support both women and men when wanting to take care of their children	☐	e.g. paid parental leave, measures to tackle the Gender Care Gap
			3. Support breastfeeding at your workplace	☐	e.g. possibility to take more or irregular breaks or provide separate and calm rooms
			4. Allow flexible working conditions	☐	e.g. remote work, part time work, flexible holidays, or sick days, when a child of an employee is sick?
			5. Ask your employees regularly in regard of their needs as care-takers	☐	e.g. surveys on the needs of employees, one-to-one meetings
	- Workplace status, programs	**Examples of gender friendly-work policies and programs**	1. Provide trainings or learning courses to prevent and handle sexual harassment or gender-based violence	☐	e.g. receive support in the development of anti-harassment policies, development of help-lines, policies to prevent gender-based violence, train overall labour forces
			2. Use a gender-neutral language and avoid using terms to stereotype roles, position, etc. in your communication material	☐	Gender-neutral language in internal communication, e. g. in mails or chats Gnder-sensitive public relations/communication, e.g. on the webpage or in newsletter; Respect different gender identities See further on gender-just communication flyers
			3. Provide measures to identify and tackle any form of discrimination (based on gender, ethnicity, religion, age, abilities)	☐	e.g. anti-discrimination policies and trainings, apply transversal intersectional approach in all policies and programs, "safe spaces", help-lines

			4. Provide leadership. Persons in leading positions should lead the inclusion of gender diversity (e.g. gender-responsive communication, etc.). Make it become a part of the company culture	☐	e.g. surveys or one to one meeting to check how comforatable one feels around other genders and vice versa, their persective on gender integration and policies, mentoring, etc.
			5. Provide hygiene and menstruational products in bathrooms at your workplace	☐	Products in all bathrooms, keep clean bathrooms spaces, encourage toilets with sinks, have separated as well as all-gender bathrooms
	⇨ **Result**: You have adopted and implemented different programs and policies ensuring a growing gender equality in your work place				
WOMEN EMPOWERMENT AND WOMEN LEADERSHIP AND REPRESENTATION IN DECISION-MAKING PROCESS		**Example of 5 processes**	1.Quotas for management and Boards	☐	Realistically, it is impossible to remove all bias: human brains are masterful at pattern recognition, all of which begins with social learning through our experience growing up in our respective cultures. It happens subconsciously without our knowledge or desire. It is for this reason that quotas are useful
			2. Performance reviews	☐	Performance reviews are not free from bias. Women are more likely than men to receive critical feedback of a personal nature. The way to fix this is again to use standardised over narrative (open box) reporting methods with a concrete example required for every critique or comment
			3. Mentoring programmes	☐	One of the factors contributing to low recruitment and retention rates in STEM careers for women is the lack of appropriate women role models and mentors. Both men and women need mentoring, a factor associated with a higher likelihood of promotion
			4. Gender-Sensitive recruitment	☐	Various recommendations exist how to ensure that both women and men have equal chances in the recruitment process
			5. Join national/regional/global women in energy networks	☐	Networking should be an integral part of any job. Women pay less attention to networking (often due to lack of time) and should be encouraged to engage in networks
	⇨ **Result**: You have ensured a more balanced representation of women and men in leadership roles and decision-making processes				

Annex 2 – Gender Glossary

Gender glossary

Cis gender

Cis is the Latin word for "on this side of" or "this world" whereas *trans* is the Latin word for "beyond". A cis person identifies with their sex or rather with the gender that has been ascribed to them at birth. This ascription at birth, the sex, is linked to physical categories such as a vulva, breasts or a penis. A cis women would most probably have body parts such as a vulva or breasts and could identify with the sentence "I am a girl/I am a woman during her life.

Ecofeminism

For WECF ecofeminism means, using an intersectional feminist approach when fighting structural barriers that prevents us from enjoying a healthy environment. Meaning, we take a holistic approach, recognizing that we all come with a different baggage of discrimination (or lack thereof) depending on our gender, age, race, sexual identity, education, religion, ability or social economic status. These barriers, among others, include capitalism, extractivism, militarism, gender-based violence and shrinking space for civil society to influence. We believe that we cannot fight the climate crisis without fighting at the same time all forms of oppression.[1]

Empowerment

When discussing empowerment, it is important we do not use it as a buzzword, for example vague statements about 'empowering' groups can often come from a saviourist standpoint which is not helpful. Additionally, people cannot be 'empowered' out of the structures that oppress them, so any discussion of empowerment should be in parallel with addressing such structures otherwise the onus is left on the individual. Agents of change is an alternative conceptualization to "empowerment". Recognizing the agency of a person, means that you listen to what they have to say, and you respect their experiences and knowledge. An agent of change is someone who is working to create systematic change for themself and their community. You cannot give a voice to someone who already has a voice, but you can lend them your megaphone and give them your seat at the decision-making table. It is separate from "empowerment" which infers that a saviour is "giving power" to someone, or "giving a voice to the voiceless" - recognizing that people are agents of change is to recognize their autonomy.

Extractivism

Process of exploitation and appropriation of natural, human, and/or epistemic resources as part of a persistent mechanism of colonial plunder and oppression over time.[2]

Gender

Gender can be conceptualized as the complex interrelationship between somebodies' physical body, their identity (how they view

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[1] WECF, Reclaiming ecofeminism, https://www.wecf.org/reclaiming_ecofeminism/

[2] WECF, 2022, Transformative Pathways: Climate and gender-just alternatives to intersecting crises, 2022. Pg 7

their gender), and their social gender (the attributes society gives). This interrelationship is dynamic, these categories are not fixed, and a persons' gender can change.[3]

Gender Action Plan (GAP)

Gender Action Plan is a roadmap containing activities and strategies to mainstream gender in a field of interest (e.g., a company, a NGO, a university or a project). It aims to reach the overall objective of gender equality by redressing existing gender inequalities and re-defining gender roles and relations through guidance. The idea of a GAP is to address gaps and take actions where there is space for improvement, usually identified through a gender analysis and/or a gender self-assessment or audits, in order to ensure that everyone benefit equally from policy/programs/projects.

Gender Analysis

Gender analysis is the process of analyzing gender data and gender dynamics in order to ensure that policy/program /project development benefits equally and that resources are effectively and equitably targeted to all genders. A gender analysis enables to successfully anticipate and avoid any negative impacts that development interventions may have on women and men and other genders or on existing gender relations. A gender analysis is conducted through a variety of tools and frameworks. It includes a methodology for collecting and processing information about gender.[4]

Gender awareness raising

The process that aims at showing how existing values and norms influence our picture of reality, perpetuate stereotypes and support mechanisms (re)producing inequality. It challenges values and gender norms by explaining how they influence and limit the opinions taken into consideration and decision-making. Besides, awareness-raising aims at stimulating a general sensitivity to gender issues.[5]

Gender balance

This is a human resource issue calling for equal participation of women and men and all genders in all areas of work (international and national staff, panels, delegations, etc. at all levels, including at senior positions) and in programs that agencies initiate or support (e.g., food distribution programs). Achieving a balance in staffing patterns and creating a working environment that is conducive to a diverse workforce improves the overall effectiveness of our policies and programs, and will enhance agencies' capacity to better serve the entire population.[6]

Gender bias

Gender bias is behavior that shows favoritism toward one gender over another. Most often, gender bias is the act of favoring men and/or boys over women and/or girls. However, this is not always the case. The term gender bias is more inclusive and includes both prejudice

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[3] Gender Spectrum, Understanding Gender, https://genderspectrum.org/articles/understanding-gender
[4] European Institute for Gender Equality, Gender analysis, https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-analysis

[5] European Institute for Gender Equality, concept and definitions, https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions
[6] UNICEF, United Nations Children's Fund, 2017, Gender Equality: Glossary of Terms and Concepts

(attitudes) of and discrimination (behavior) towards all gender in its definition.[7]

Gender binary

System in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.[8] We want to move beyond binary thinking for all identities, which are often used to place one group in a hierarchy over others (e.g., straight-queer, white-not white, abled-disabled, man-woman).

Gender blind

Gender blind refers to the concept of not recognizing the difference between all genders, gender roles, gender opportunities, needs, etc. It can be considered a negative concept when the specific needs of women and all non-cis male genders are neglected. It must be strengthened that gender blindness is a controverse term that might be discussed: This has to do with the fact that the perception of our world or society is mainly shaped by a patriarchal system dominated by men. Hence, the perception of world itself is not gender-blind but rather reproduces a cis-male point of view.

Gender budgeting

Gender budgeting is the application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets,

incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.[9]

Gender gaps

Refers to the disparities between different genders in terms of their position and roles in the society. It also includes disparity in gender pay, pension, care, their participation in different areas, access to opportunities, exercising their basic rights, financial conditions, access to resources, etc.[10]

The Gender Care Gap shows the different amount of time that women and men spend on unpaid care work. These activities include household and gardening work, caring for children and adults, as well as volunteering and unpaid help for other households. Travel time is also included in the calculation of the gender care gap.

The Gender Care Gap shows that women often spend more time on housework and care than men. Consequently, women work more often part-time which results in lower incomes over the course of their lives leading to lower independent pension entitlements, called gender pension gap. Sharing care work between partners can therefore be a prerequisite for equal opportunities for women and men on the labor market.[11]

Gender disaggregated data or gender statistics

[7] Sociology Research, 2022, Gender Bias, http://sociology.iresearchnet.com/sociology-of-gender/gender-bias/
[8] HRC foundation, Glossary of terms, https://www.hrc.org/resources/glossary-of-terms
[9] European Institute for Gender Equality, Concept and definitions, https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions

[10] Ibid.
[11] Bundesministerium für Familie, Senioren, Frauen und Jungen, Gender care gap ein indicator für die gleichstellung,https://www.bmfsfj.de/bmfsfj/themen/gleichstellung/gender-care-gap/indikator-fuer-die-gleichstellung/gender-care-gap-ein-indikator-fuer-die-gleichstellung-137294

Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification, (b) data are reflecting gender issues, (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives, and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.[12]

Gender equality

Gender equality is the state in which all people, regardless of their gender, have equal rights, freedoms, conditions and opportunities. It does not mean that people – for example women and men – become the same, but rather that they have equal life chances and are valued equally. This applies not only to equality of opportunity but also to equality of impact and benefits arising from economic, social, cultural and political development – as well as opportunity to shape and influence those values, norms and systems.[13]

Gender Equality Plan

A Gender Equality Plan (GEP) is a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change. A GEP is a systematic and strategic instrument that establishes priorities and concrete objectives (based on a thorough status quo assessment),

and the specific measures that will be implemented to improve gender equality within an organisation. The timelines of the measures to be implemented and for measuring progress and success need to be included in the GEP. GEPs are to be designed as tools promoting reflexibility and learning by encompassing monitoring and evaluation activities. Finally, a GEP needs to establish clear responsibilities for different activities and to specify the general governance and leadership accountability for steering the GEP implementation and for the GEP's progress and results.[14]

Gender Impact Assessment

Examining policy proposals, activities and measures to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralized and that gender equality is promoted. It is an ex-ante procedure that should be performed before the final decision on the policy proposal is taken. It involves comparing and assessing, according to gender relevant criteria, the current situation and trends in relation to the expected outcome resulting from the introduction of the proposed policy. Gender impact assessment is used to assess the impact

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[12] European Institute for Gender Equality, Concept and definitions, https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions

[13] IUCN – International Union for Conservation of Nature and Natural Resources, 2021. Gender Analysis Guide: A technical tool to inform gender-responsive

environmental programming for IUCN members, partners and peers.

[14] European Institute for Gender Equality, What is a Gender Equality Plan, https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep

of a given policy proposal on women and men and on gender relations in general.[1516]

Gender indicators

Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings). Gender-sensitive indicators allow changes to be measured in the relations between women and men in relation to a certain policy area, a specific programme or activity, or changes in the status or situation of women and men.[17]

Gender Mainstreaming

The process of ensuring that women and men and all genders have equal access to and control over resources, development benefits and decision-making, at all stages of development process, projects, programmes or policy. It means the integration of equality concerns into all policies, programmes and activities.[18]

Gender Needs

Leading on from the fact that women and men have differing roles based on their gender, they will also have differing gender needs. These needs can be classified as either strategic or practical needs.[19]

Gender responsiveness

Gender responsiveness is identifying and understanding gender gaps and biases, and then acting on them, developing and implementing actions to overcome challenges and barriers toward improving and achieving gender equality. In comparison to gender sensitive, gender responsive has come to mean more than "doing no harm"; it means "to do better".[20]

Gender Roles

Social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls. Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions.[21]

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

[15] European Institute for Gender Equality. https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions
[16] WECF. 2018. The Gender impact assessment and monitoring tool, https://www.wecf.org/de/the-gender-impact-assessment-and-monitoring-tool/
[17] European Institute for Gender Equality. https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions
[18] WECF and ALGA, 2017. Gender in Sustainable Development Collection of Exercises for Training of

Trainers (ToT). http://www.wecf.org/wp-content/uploads/2018/11/GenderTOTinstrumentsupdatedversion.pdf
[19] Ibid.
[20] IUCN – International Union for Conservation of Nature and Natural Resources, 2021. Gender Analysis Guide: A technical tool to inform gender-responsive environmental programming for IUCN members, partners and peers.
[21] UNICEF -United Nations Children's Fund, 2017. Gender Equality: Glossary of Terms and Concepts.

safe environment. The self- assessment study becomes the foundation of gender equality plans such as gender action plan (GAP) or gender equality plan (GEP).

Gender transformative approach

A gender transformative approach is an approach that challenges the root causes of gender inequality and addresses structural gender inequalities, gender roles, norms and behaviour. A gender transformative approach applies an intersectional framework and pays attention to intersectional identities: modes of discrimination and privilege depend on a person's multiple social and political identities including gender and further include caste, race, class, sexuality, religion, disability, physical appearance, age, etc. It recognizes historical and social/colonial systems of oppression, and the valuing and reorganizing of care work as central to the sustainability of life, Indigenous peoples and local communities, nature, biodiversity and territory/landscape.[22]

Gender-based violence (GBV)

GBV is violence directed against a person because of that person's gender or violence that affects persons of a particular gender disproportionately. Violence against women is understood as a violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in physical harm, sexual harm, psychological, or economic harm or suffering to women. It can include

violence against women, domestic violence against women, men or children living in the same domestic unit. Although women and girls are the main victims of GBV, it also causes severe harm to families and communities.[23]

Gender-sensitive language

Language not only reflects the way we think; it also shapes the thinking of listeners or readers and influences their beliefs and behaviour. Gender-sensitive language relates to the use of the written and spoken language so that women and men are equally treated and considered. It requires avoiding talking in generic masculine terms, excluding women or reflecting stereotyped assumptions about gender roles.

Being aware of the importance of gender-sensitive language could lead to the promotion of gender sensitivity, and also to a higher degree of precision.[24]

Gender-stereotypes

Gender stereotypes ascribe certain attributes, characteristics and roles to people based on their gender. They can be negative (i.e., women are bad drivers, men can't change diapers) or benign (i.e., women are better caregivers, men are stronger). Gender stereotypes become harmful when they limit a person's life choices, such as developing personal abilities or pursuing a specific professional path. Wrongful gender stereotyping frequently leads to discrimination against women. Compounded gender

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[22] WECF, 2022, Towards a Gender transformative Organisation: Toolkit for an assessment of organisational gender policies and practices

[23] European Commission, 2022. What is gender-based violence?. https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-based-violence/what-gender-based-violence_en

[24] IUCN – International Union for Conservation of Nature and Natural Resources, 2021. Gender Analysis Guide: A technical tool to inform gender-responsive environmental programming for IUCN members, partners and peers.

stereotypes occur when layered with stereotypes about other characteristics of the person, such as disability, ethnicity or social status.[25]

Glass ceiling and walls experience

Artificial impediments and invisible barriers that militate against women's access to top decision-making and managerial positions in an organization, whether public or private and in whatever domain.[26]

Glass Cliff

Phenomenon whereby individuals belonging to particular groups are more likely to be found in leadership positions that are associated with a greater risk of failure and criticism.[27]

Intersectionality

Intersectionality examines the intersections of racism/colonialism, capitalism, and patriarchy; and their by-products: classism, homo- and transphobia, cis- and ableism. The concept is used to highlight the fact that people can experience multiple forms of discrimination at the same time. The concept of intersectionality, coined by Kimberlé Crenshaw, is grounded in decades of activism that battled the simultaneous challenges of racism and sexism throughout the 20th century. The core idea is that you cannot separate a person's identity markers, but these

coexist and affects the opportunities available to them in society.

LGBTQIA+

Acronym for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more. The "+" sign is to recognize the limitless sexual orientations and gender identities used by members of the community.[28]

Productive roles

The productive role of women relates to work performed by women and men for pay in cash or kind (market production, informal production, home production, subsistence production).[29]

Prosumer

The word "prosumer" combines the words "producer" and "consumer" and refers to an individual who can produce, sell and consume a certain good, e.g. energy. As prosumers, consumers actively participate in the energy market. This means, the electricity generated by a solar system on the roof of a private household is directly used and the excess electricity is fed into the grid. If, on a cloudy day, the demand for electricity is higher than the electricity generated by the solar system, additional electricity is purchased from the market.[30]

Reproductive role

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[25] UNICEF, Gender Equality: Glossary of Terms and Concepts, 2017, https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf
[26] European Institute for Gender Equality. https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions
[27] Ibid.
[28] HRC foundation, glossary of terms, https://www.hrc.org/resources/glossary-of-terms

[29] European Institute for Gender Equality, Women's triple role, https://eige.europa.eu/thesaurus/terms/1442#:~:text=The%20productive%20role%20of%20women,home%20production%2C%20subsistence%20production).
[30] BMWI, Energiewende Direkt, 2016, Was ist ein "Prosumer"?, https://www.bmwi-energiewende.de/EWD/Redaktion/Newsletter/2016/06/Meldung/direkt-erklaert.html

The reproductive role of women includes the care and maintenance of the actual and future workforce of the family.[31] Reproductive work is mainly unpaid care work such as taking care of children, older persons, household chores and community work.

Unpaid care work in mostly provided by women. This contributes to gender differences in energy consumption patterns since care work is mostly home based. Even though women tend to use less energy overall (for the gendered use of transport see the following section), they consume more within the household given their care activities. [32]

Structural discrimination

Word 'structure' here implies that such systems have existed for a long time, and therefore the way they oppress and discriminate against groups is not always overt. Patriarchy and (Neo-)Colonialism are examples of such structures that are embedded into every-day life, meaning that some forms of racism and sexism are often invisible to those not affected. Name the structure not the person, e.g., being a woman is not a barrier, but patriarchy itself is.

Unpaid care work

Historical stereotypical gender roles have meant that women in all their diversity have been expected to perform care tasks without being renumerated for them. Women and girls undertake more than three-quarters of unpaid care work in the world, when valued at

minimum wage this would represent a contribution to the global economy of at least $10.8 trillion a year[33]. This burden is compounded by inter alia the:

- Gender Pay Gap: The disparity in earnings between women and men that are due to the care burden, as well as the fact that women are less likely to receive promotions.
- Gender Pension Gap: women receive less in their pension due to the gender pay gap and the time taken away from income generating activities (since care work is most of the time not generating income).

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[31] European Institute for Gender Equality, Women's triple role, https://eige.europa.eu/thesaurus/terms/1442#:~:text=T he%20productive%20role%20of%20women,home%20pr oduction%2C%20subsistence%20production).
[32] Rose H., Patrizia H., Gabriele K., Anke S., Katy W., 2022, A Feminist European Green Deal: Towards an

Ecological and Gender Just Transition, https://www.wecf.org/a-feminist-european-green-deal/
[33] OXFAM, Not all gaps are created equal: the true value of care work, https://www.oxfam.org/en/not-all-gaps-are-created-equal-true-value-care-work

Annex 3 – Gender-just communication toolkit

SKILLS HAVE NO GENDER

CORNER INFO

Women, non-binary persons as well as men can be competent engineers, energy experts, or consultants. Being part of the energy transition, installing a solar panel or creating an energy community has nothing to do with gender. Anybody can do it!

HOW-TO address the key message

Follow a gender-responsive approach to address everyone and to not reinforce gender stereotypes. Use inclusive language, images and icons that portray women as active agents at the workplace and address women when explaining technical aspects and not only for assistance.

USE 100% OF THE TALENT POOL
TO ACHIEVE 100% OF YOUR OBJECTIVES

Use 100 % of the talent pool to achieve 100% of your objectives

CORNER INFO

Because women represent 32% (IRENA, 20 of the RE workforce and occupy only 1/3 of leadership positions in Europe, you should act to increase these statistics at your own level – this will lead to more effectivity, sustainability, return on equity, lower earning risks investment, good management, and it will ensure that underserved groups' needs are taken into account.

HOW-TO address the key message

Use gender-just communication such as inclusive language in recruitment processes, and show diversity on pictures in your job offers and website, newsletters, annual reports and internal communication. Also, use women role models, and fix quotas at all levels (administrative, technical, management, etc.).

Annex 4 - RLI Charter

Equality at RLI

▸ It's about fairness and our values

▸ We support the goal of equal access to resources, power, money, participation independent of gender, race, class, sexual orientation, able-bodiedness etc.

▸ We stand for equality and equity

United Nations Sustainable Development Goals

What are the most important terms and concepts?

- gender equality = state of equal ease of access to resources/opportunities regardless of gender, e.g. economic participation, decision-making etc.

- gender equality is the goal, gender neutrality and gender equity are the means to achieve that goal

- gender parity/gender balance = measure of representation

- minimum requirement: eliminating all forms of gender-based discrimination or division (sexism)

- Keep in mind that non-binary also exists, faces discrimination as well or worse

Typical work-related forms of gender inequality

- Lack of representation of women in places of power or profile, e.g. steering committees, panels, leadership positions etc.

- Lack of networking options, e.g. in all-male after-work pub crawls etc.

- Sexist comments: on women's looks but men's abilities

- Implicit/explicit bias and stereotypes: „she's emotional" vs. „he can take this"

- Unequal distribution of (mental) load, e.g. remembering personal stuff, taking care of the kitchen laundry etc.

- Be aware: This can come from women as well as men

Example stories of your female colleagues

- Studying or working at places without a women's toilet
- Participating at an event as the only woman (out of 5, 50 or 100 people)
- Being told how they were too pretty to have to work hard
- Being asked out by 30 year older professors they didn't know at conferences
- Being mistaken for secretaries, girlfriends etc. of colleauges or bosses
- Being ignored at meetings or not being taken seriously
- In job interviews being asked about personal stuff like family planning or their boyfriend's/husbands professions
- Having medical conditions that they worry to disclose to their colleauges because they relate to menstrual cycles
- Being asked to take care of dishes after meetings etc.

Next steps

- Tipps for action / peer-help: It helps to address sexism when you see it – not only when you're the target. Ask questions: "How do you mean this?" or make clear "At RLI we don't discriminate against people on the basis of sex, this is inappropriate".
- What's there to do for us at RLI? We actively want to get better and less sexist. So we ask our colleagues for feedback, we give feedback, we reflect on the feedback we get.
- You can involve the "persons of trust" if you don't want to address these issues with your colleauges directly.

Suggestion for upcoming equality meetings: classism. How does our individual social background affect our privileges and struggles at work?

Annex 5 – Materials for capacity building sessions

Annex 5a – Webinar n°2 – Results from participants' GAP

Group Session - 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):   _____

Short term objectives (STO) (3+): STO 1: …   STO 2: …   STO 3: …

Guidelines to fill in the table:

Develop 2 strategies (activities to implement) to reach your short-term objectives. The achievements of your short-terms objectives together with measures ensuring the sustainability of your achievements will allow you to reach your long-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. Indicators can be quantitative and qualitative.

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?

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.

Group 1: link: https://jamboard.google.com/d/1GGm7VjYkOUFAAotKWhgsxCQEbMh6CppvYyYe70DMePo/viewer?f=1

Gender Action Plan						
	Measures and Actions	(Gender) Indicators	Resources	Timeline	Responsibilities of	Tracking
Long- term objective: Higher awareness of gender equality in the whole team **Timeline:** 5 years						
Short-term objective 1: Assessing gender specific learning needs and apply gender training						
Strategy 1.1:	Involve top management Design needs' assessment tools	- 70% of top managers on board - Meet 30% of the needs in the first year - At least 1 assessment tool in place	Time for organizing meetings / calls Human resources staff	M1-M3 M12	EDI (Equality Diversity and Inclusion) officer HR (Human Resources) Gender expert	Reporting in 3 months from inception Feedback to assess improvements
Strategy 1.2:	Design and organize trainings Define a timeframe + budget	- Overall budget includes gender topics - 5% of internal training budget dedicated to assess learning needs on gender and deliver training - Increased knowledge about gender bias: staff is able to identify and tackle at least 1 bias in the organization/or daily routine - At least 1 training delivered to 50% of staff	Involve an assessment of the already spent budget and the left over 1 day consultancy with an external gender expert	M3-M6 Planning M6-M12 To deliver	Technical director HR Gender expert	Reporting every 6 months Satisfaction survey after trainings
Sustainability of the GAP	Monitoring Flexibility to adapt					

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Group 2: https://jamboard.google.com/d/1bXejKWk2cskdeKeGk0LhF68ZV-k5a4P1WPbqotbTcZg/viewer?f=1

Gender Action Plan						
	Measures and Actions	(Gender) Indicators	Resources	Timeline	Responsibilities of	Tracking
Long- term objective: Good gender balance at all organisational levels **Timeline:** 7 years						
Short-term objective 1: Establish women and gender friendly work environment						
Strategy 1.1:	Policy and program engagement: - Adopt attractive recruiting methods - Work-life balance policies	- Evolution of status of equal pay for same positions/roles - Increase in recruiting policies / methods - Ratio of women and men and all gender participation	Survey Time and staff resources for assessments	3 years	HR Department leads	- Carrier progress assessment - Regular internal survey - Meeting notes - No. of women invited in events as speakers not only facilitators - Annual assessment of where we are - Flexible working hours for all
Strategy 1.2:	Establish regular meetings/moments for constructive progress and engagement Gender-just communication (internally/externally) Gender analysis of the website	- Organisation of 2 yearly meetings - 1 Gender analysis of the website - One gender-just communication strategy adopted - 1 Website update	Time and staff resources Meeting rooms Budget for gender consultant Communication team resources	1 year	Department leads Office manager HR Communication team	- Meeting notes - Assessment after 6 months - Internal survey - Annual meetings to track and update existing plans / guidelines / strategies etc.
Sustainability of the GAP	Monitoring Flexibility to adapt					

Group 3: https://jamboard.google.com/d/1hXZiT8jtspWvm93rDMUoRsfnCETDN1ukiRCsNVP7oKI/viewer?f=1

<table>
<tr><th colspan="7" align="center">Gender Action Plan</th></tr>
<tr><td></td><td>Measures and Actions</td><td>(Gender) Indicators</td><td>Resources</td><td>Timeline</td><td>Responsibilities of</td><td>Tracking</td></tr>
<tr><td colspan="7">Long- term objective: Positive image of energy company as a modern and gender-just player

Timeline: 5 years</td></tr>
<tr><td colspan="7">Short-term objective 1: Gender education

</td></tr>
<tr>
<td>Strategy 1.1:</td>
<td>Gender trainings

Gender events</td>
<td>- Participation of women/men/divers, number of participants during trainings and events
- Number of female speakers in the events
- Number of gender experts that are conducting the training
- Women in management positions (after the training)</td>
<td>Staff, gender experts

Networking with other companies, peer group

Money, funds, material like posters and flyers</td>
<td>Minimum: Gender training once a year (depending on the company/status quo of company)

Event once a month</td>
<td>HR</td>
<td>Share updates via newsletter

Check in the HR weekly meetings/team meetings if the goals are met</td>
</tr>
<tr>
<td>Strategy 1.2:</td>
<td>Communication on gender aspects (internally / externally)</td>
<td>- Use of gendered language in internal and external communication
- Website shows news about gender position of the company
- X number of gender brochures/material</td>
<td>Gender and communication experts

Money/organizational resources for communication training</td>
<td>Ongoing task, would start now</td>
<td>Communication expert/ PR person</td>
<td>Monitoring of all communication channels, analysis after a certain period</td>
</tr>
<tr>
<td>Sustainability of the GAP</td>
<td>Monitoring
Flexibility to adapt</td>
<td colspan="5"></td>
</tr>
</table>

Annex 5b – Webinar n°3 – Where to start your gender-just communication?

Gender -responsive communication
WHERE TO START?

First steps	1. Identify your **main internal and external channels** for communication. 2. Start with the **three most important channels** and adopt **gender-just communication**. For example, start with your webpage and change the pictures to more gender-sensitive ones. 3. Either consult your **internal communication team** or external **gender & communication experts**.
Support needed?	1. Hire a **gender consultant**, e.g. from WECF, GenderCC, PlanW, Stand*Punkt, gender studies institutions. 2. Conduct **specific communication trainings** led by gender and communication experts, eventually apply for budgets. 3. You can search for **best practices and toolkits**, e.g. by EIGE, GWNET, ENGIE, or others.

www.w4res.eu   welcome@w4res.eu

	Channels	Why
Internally	• In-person communication, e.g. in team meetings • Video and phone calls • Intranet • Vision and mission of company/organization • Internal newsletter or magazine of the company/organization	To create a nice and equal working atmosphere and address your colleagues properly
Externally	• Social Media, Website, Newsletter • Products, Brochures, Papers, Advertisement • In contact with customers • In contact with partners • During events (e.g. PPP)	To present yourself as an gender-aware actor in the RHC sector and to address more women

www.w4res.eu   welcome@w4res.eu

Annex 5c – Module 4.a - T&I: Gender-self assessment for energy actors

Participants have been invited to answer the following question on an ideaboard: Which topics would you consider ensuring gender equality in your workplace?

Gender self-assessment

Which topics would you consider ensuring gender equality in your workplace?

recruitment policy	equal pay	Gender trainings	Parental leave	budget for gender equality	Gender trainings	ensuring work-life balance
+1	+3	+2	+2	+0	+1	+1
life-work balance	Life work balance	Agreement on gender targets	Internal surveys for feelings at work	infrastructure (bathrooms, elevators...things affecting menstration/potentially children in workplace)	Gender targets in product development	safe space
+3	+1	+0	+2	+0	+0	+0
think about the clients: women, men	gender-sensitive communication	harrassment policy	Allow feelings on the work environment	Equal professional resposibilities and "social" benefits	intersectional considerations (treatment of older women vs. older men, for example)	user group identification
+0	+1	+0	+1	+0	+0	+0
marketing	varied types of workshops - aimed at both people with children (offering accomadations for children at events), and people with handicaps	requirements for collaborating partners				
+0	+0	+0				

Example of Gender Self-Assessment

Example of Gender Self-Assessment

Gender Self-Assessment Toolkit			
Goals	Women empowerment promotion in RHC sector	Gender equality at decision-making level	Gender Budgeting
Principles	E.g., *inclusive participation, salary transparency, etc.*		
I/ Step 1: Planning			
Team Roles	- HR - Project manager - Diversity and inclusion strategy expert	- Department manager - Gender expert - Training and mentoring experts	
Level of Application	*Attitude and Practice*	*Governance, Responsibilities and Leadership*	*Program Engagement*
Questionnaire	- Do we have gender indicators in our projects? - Do we assess the impact / friendliness of technologies on users of all gender? - Do we use gender-responsive communication strategy? - Do we collect gender on satisfaction surveys?	- My workplace allows flexible working hours - My workplace has governance principles and values in its policies and management covering gender as a cross-cutting dimension - My workplace has policies or programs encouraging men and women and all genders to participate in leadership, mentoring, decision-making, workplaces improvement - My workplace actively promotes gender balance and ensures that women and men with different intersecting identities are well represented in governance systems at all levels	- Is there funding for professional development for women and men and all genders? - Where in the budget is there room for sustained gender focus? - Do our projects budget include gendered considerations / requirements from our partners? - Do we assess the impact of our budget planning on all genders?	

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