



European
Institute for
Gender
Equality



GREEN DEAL &
GENDER EQUALITY



Gender Mainstreaming

**Good practices on gender mainstreaming
in the European Green Deal:**
Towards a more gender-equal and greener Europe

European Institute for Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

EIGE's unique expert knowledge, research, data and tools help policymakers design measures that are inclusive and transformative and promote gender equality in all areas of life. We communicate our expertise effectively and work closely with partners in order to raise awareness at the EU and national levels, as well as in EU candidate countries and potential candidate countries.

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Abbreviations

AMS	Public Employment Service (Austria)
CAP	common agricultural policy
CER	Community of European Railway and Infrastructure Companies
EGD	European Green Deal
EIGE	European Institute for Gender Equality
EU-27	27 EU Member States
JTI	Just Transition Institute
LRF	Federation of Swedish Farmers (Lantbrukarnas Riksförbund)
NGO	non-governmental organisation
NRRP	national resilience and recovery plan
OECD	Organisation for Economic Co-operation and Development
PNACC	national climate change adaptation plan (plan nacional de adaptación al cambio climático)
PRTR	recovery, transformation and resilience plan (plan de recuperación, transformación y resiliencia)
RHC	renewable heating and cooling
STEM	science, technology, engineering and mathematics
W4RES	women for renewable energy sources
WECF	Women Engage for a Common Future

EU Member State codes

BE	Belgium	LT	Lithuania
BG	Bulgaria	LU	Luxembourg
CZ	Czechia	HU	Hungary
DK	Denmark	MT	Malta
DE	Germany	NL	Netherlands
EE	Estonia	AT	Austria
IE	Ireland	PL	Poland
EL	Greece	PT	Portugal
ES	Spain	RO	Romania
FR	France	SI	Slovenia
HR	Croatia	SK	Slovakia
IT	Italy	FI	Finland
CY	Cyprus	SE	Sweden
LV	Latvia		

Executive summary

Climate change is one of the greatest environmental and development challenges facing the world today, and it has critical impacts on human rights and inequalities, including gender equality. To overcome these challenges, in 2019 the EU launched the European Green Deal (EGD) strategy, which sets out targets of no net emissions of greenhouse gases by 2050 and economic growth decoupled from resource use, and states that no person and no place should be left behind (European Commission, 2019).

The EU's 2020–2025 gender equality strategy recognises that the core challenges affecting the EU today, including the green and digital transitions, all have a gender dimension, and that women and men are affected by and affect the climate differently, that environmental behaviours, attitudes and consumption are gendered and that women remain under-represented in environment-related areas, notably in decision-making. The strategy reinvigorates the EU's commitment to the dual approach to gender equality, combining targeted measures to achieve gender equality with strengthened gender mainstreaming (European Commission, 2020).

The European Institute for Gender Equality (EIGE) develops, analyses, evaluates and disseminates methodological tools to support gender mainstreaming in all EU and national policies (Regulation (EC) 1922/2006). Gender mainstreaming is a major global strategy to promote gender equality and redress gender inequalities in policies, services and public interventions.

Gender mainstreaming methods and tools can be of vital assistance in offering clear guidance on how to implement gender mainstreaming in practical terms, which includes improving policy implementation by sharing good practices. This is particularly important in the EGD policy areas, as efforts to incorporate a gender perspective into EU environmental policy have been largely fragmented and there is room to translate the EU commitments in this area into concrete actions (EIGE, 2020; EIGE, 2024).

This report presents 12 good practices on how to mainstream gender in the EGD policy areas to simultaneously promote a more gender-equal and greener world. The term 'good practice' refers to a project, programme or initiative that is successful in addressing equal representation of women and men, demonstrates gender-responsive content, is transferable to other countries and contexts and is inspirational in displaying solutions to addressing gender equality challenges. The practice also shows how to address intersecting inequalities⁽¹⁾ and implement a transformative⁽²⁾ and participatory⁽³⁾ approach, and it contributes to broader gender mainstreaming strategy, innovation and sustainability.

The collection, assessment and selection of good practices followed EIGE's multi-step approach to good practices (see Chapter 1), which concluded with the selection of 12 good practices. The practices were selected in consultation with members of EIGE's Thematic Network on Gender Mainstreaming⁽⁴⁾, practice owners/implementers and other stakeholders. These good practices illus-

(1) Intersecting inequalities capture how gender is manifested when combined with other characteristics such as age, (dis)ability, migrant background, ethnicity, sexual orientation or socioeconomic background. An intersectional perspective highlights the complexity of gender equality.

(2) The practice addresses the structural causes of gender inequalities and works to transform negative or harmful gender roles, norms and power relations with the aim of increasing gender equality.

(3) The practice allows stakeholders to take part in or become involved in an activity. Stakeholders may include practitioners, experts on gender mainstreaming, beneficiaries of the practice or other interested individuals or groups.

(4) The Thematic Network on Gender Mainstreaming is a space for practitioners (experts in gender mainstreaming) from the governmental bodies on gender equality in the Member States and the EU institutions to exchange information on the progress made in the implementation of gender mainstreaming strategies, and a channel for providing support on the development and use of methods and tools. The members of the network benefit from wider knowledge on approaches, processes and tools for effectively implementing their gender mainstreaming actions.

trate concrete and effective tools for implementing gender mainstreaming in the EGD and can serve as a positive recognition of the policies and actions developed.

The exercise of identifying good practices has shown that gender mainstreaming is being applied in the EGD areas, but the embedding of gender mainstreaming strategies and use of tools needs to be further strengthened at the EU and Member State levels.

The practices comprised a wide variety of approaches covering rural and urban areas, public and private stakeholders and various sectors and industries, often dominated by men, such as forestry, agriculture or the railway sector. Most practices identified include gender analyses and awareness-raising, gender competence development, sex-disaggregated data and gender indicators, and equal participation of women and men in employment.

- The collected good practices illustrate the importance of gender mainstreaming for a green and gender-just transition under the EGD while providing effective and transferable examples for policymakers and practitioners of achieving both ecological sustainability and gender equality. The assessment of the good practices identified highlights the importance of following a strategic approach when mainstreaming gender in the EGD areas.
- Sex-disaggregated data and gender indicators in the fields of the EGD are key tools for gender mainstreaming the green transition.
- An equitable distribution between women and men of jobs created by or supporting the green transition is essential for achieving a just transition.
- (Gender budgeting) and gender-responsive public procurement are critical for an equita-

ble allocation of the funds available for the green transition.

The following key recommendations for policymakers and practitioners at the EU and Member State levels have been drawn from the assessment of the practices and the findings of this study:

- base EGD policies on sound statistical information, including gender statistics, and ground them in UN and EU statistical standards, including gender indicators;
- encompass quantitative and qualitative aspects in gender analysis of EGD policies, and draw on expert knowledge and stakeholder consultations;
- integrate gender equality objectives into environmental policies for a just transition, with monitoring and evaluation mechanisms to assess progress;
- adopt gender-responsive public procurement to ensure that public contracts financed through the EGD's efforts have a gender perspective and leave no one behind;
- ensure that EGD policies adopt gender and intersectional approaches to addressing structural inequalities and promoting targeted initiatives;
- enhance the participation and representation of women in decision-making bodies related to environmental planning, finance and negotiations as a precondition to reaching a social consensus on the goal of, and pathways to, sustainability;
- invest in stakeholder engagement and awareness-raising efforts for buy-in and scalability of gender mainstreaming initiatives within the EGD.

Introduction

The EU strategy to overcome climate change and environmental degradation, the European Green Deal (EGD), recognises that all EU actions and policies should work together to help the EU to achieve a successful and just transition towards a sustainable future (European Commission, 2019).

The European Institute for Gender Equality (EIGE) uses a sound, multi-step methodology for identifying and selecting good practices that provide successful, transferable and inspirational examples and enhance the effective implementation of gender mainstreaming in the EU Member States. In 2023–2024, EIGE collected good practices to increase the practical know-how of policymakers and practitioners in the EU on gender mainstreaming in the context of the EGD. The practices showcase how gender mainstreaming can be effectively implemented in the EGD policy areas of climate, environment and oceans, energy, transport, agriculture, finance, regional development, industry and research and innovation.

The study covered 10 Member States: Belgium, Bulgaria, Germany, Estonia, Spain, Italy, Lithuania, Malta, Austria and Sweden. When choosing which countries to collect practices from, geographical balance, country size and track record in implementing gender mainstreaming methods and tools were all considered, based on EIGE's 2023 report *The Pathway to Progress: Strengthening*

effective structures for gender equality and gender mainstreaming in the EU (EIGE, 2023a), which assesses the situation of institutional mechanisms for the promotion of gender equality and gender mainstreaming in the EU-27.

The research results included the following.

- **An update of EIGE's methodology on good practices.** This included desk research, the revision of the methodology for the collection and assessment of good practices and testing of the revised methodology in consultation with stakeholders in five Member States.
- **Identification and selection of good practices on gender mainstreaming in the EGD areas.** This comprised three crucial steps: (1) the identification and collection of practices with potential in 10 Member States, (2) the assessment of the practices and preselection of 20 practices with potential by senior researchers or experts and (3) the selection of at least 10 good practices in consultation with members of EIGE's Thematic Network on Gender Mainstreaming and practice owners or implementers.

This report starts with a brief overview of the methodology of the study. Chapter 2 presents the good practices selected, Chapter 3 introduces the main findings and conclusions, and Chapter 4 provides recommendations.

1. Methodology

The starting point of the study was reviewing and updating EIGE's methodology on good practices and then tailoring the methodology to the EGD policy area. This included desk research,

developing a new methodology for the collection and assessment of good practices and testing it in five Member States. Figure 1 describes the methodological approach taken.

Figure 1. Methodological steps for reviewing EIGE's methodology on good practices



EIGE's revised methodology on good practices consists of guidelines, criteria and methodological steps for collecting data on and assessing practices with potential; identifying promising practices; and selecting, in a participatory manner, a final set of gender mainstreaming good practices. EIGE's multi-step approach is system-

atic and consistent (applying the same criteria to all topics) and at the same time flexible (including criteria specially developed for a certain topic or tool/method). The following sections describe the methodology as adapted to good practices in the EGD areas.

1.1. Collection of practices with potential

The term ‘practice with potential’ refers to all practices collected in Member States in a certain field that fulfilled all basic criteria (Table 1). National researchers collected practices with potential in 10 Member States: Belgium, Bulgaria, Germany, Estonia, Spain, Italy, Lithuania, Malta, Austria and Sweden⁽⁵⁾.

The collection criteria for practices with potential in the EGD were deliberately formulated rather

broadly. The aim was to have a wide range of different practices, working in various contexts and EGD area. In total 33 practices with potential were collected.

The use of a template to collect the gender mainstreaming practices with potential in the EGD (see Annex 1) ensured compliance and consistency throughout the process. To qualify as a practice with potential, a practice had to **fulfil all** the following **basic collection criteria** (see Table 1). Thus, the practice had to be successful in advancing gender mainstreaming and one or several goals of the EGD, as well as transferable and inspirational.

Table 1. Basic collection criteria for practices with potential

Criterion	Yes
1. Successful. According to its own monitoring or evaluation, the practice is producing positive results (or is highly likely to produce positive results if it is ongoing) in relation to the following.	
1.1 Advancing the two dimensions of gender mainstreaming, that is, addressing the issue of equal representation of women and men and the gender-responsive content of policies, programmes or projects through, for example: <ul style="list-style-type: none"> • creating enabling conditions for gender-responsive content and equal representation throughout the policy/programme or project cycle (e.g. through a gender mainstreaming plan, resources, stakeholder involvement, accountability mechanisms, capacity building and knowledge generation); • using one or more gender mainstreaming tools that focus on gender-responsive content and address the equal representation of women and men; • addressing the gender dimension of its organisational structures and working procedures to make the practice gender responsive. 	✓
1.2 Advancing one or more of the goals of the EGD by meeting one or more of the following criteria: <ul style="list-style-type: none"> • reducing climate impact (e.g. reducing greenhouse gas emissions, advancing renewable energy and environmentally friendly transport); • protecting the planet and health (e.g. reducing waste, safe chemical management); • enabling a green and just transition (e.g. ensuring that the transition towards a climate-neutral economy happens in a fair way, leaving no one behind). 	✓

⁽⁵⁾ When choosing countries, criteria such as geographical balance, size of the country and thematic coverage of the EGD areas were considered. We also sought to establish a certain variety in terms of these countries’ track records in implementing gender mainstreaming methods and tools. This was based on EIGE’s report *The Pathway to Progress: Strengthening effective structures for gender equality and gender mainstreaming in the EU* (EIGE, 2023a), which assesses, among other indicators, the integration of gender perspectives into all areas of policy, legislation, public programmes and projects. Indicator H3: gender mainstreaming consists of the sub-indicators H3a on the status of governmental commitment to gender mainstreaming, H3b on governmental gender mainstreaming structures and consultation processes, H3c on the commitment to and use of methods and tools for gender mainstreaming and H3d on consultation of independent bodies. We therefore included two countries with the highest scores regarding the combined gender mainstreaming indicator H3 (Spain and Sweden), one country in the upper middle field (Austria), one country in the middle field (Germany) and Lithuania, which has rather low scores in this field.

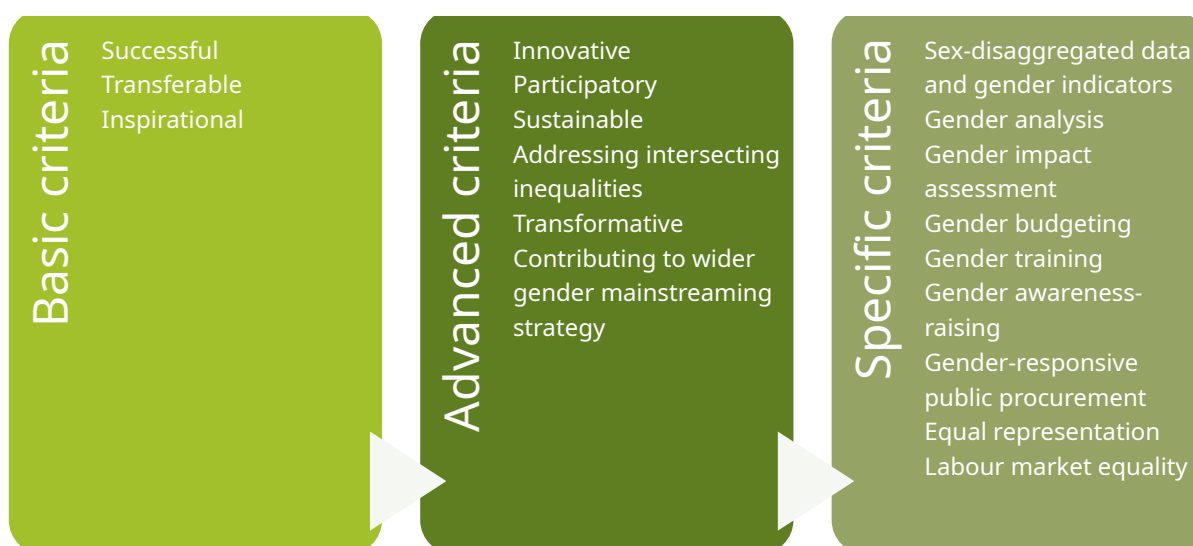
2. Transferable. The practice includes lessons learned and can be replicated or adapted to other fields, countries or regions.	✓
3. Inspirational. The practice demonstrates solutions to address existing gender equality challenges and obstacles and thus supports stakeholders in further developing and strengthening their skills in applying gender mainstreaming in the EGD fields.	✓

1.2. Assessment of practices with potential

The collected practices with potential were assessed according to a developed assessment grid (Annex 2). The assessment grid distinguishes

between basic, advanced and specific criteria (Figure 2). For each criterion, 0–3 points can be allocated, indicating how well that criterion is met. The assessment is used to determine **how well** the practices meet the criteria listed in Figure 2.

Figure 2. Assessment criteria



Twenty practices, with the highest scores, were preselected as ‘promising practices’. The term ‘promising practice’ refers to a practice that, following an assessment process, is considered a strong or innovative example of gender mainstreaming. These practices were presented and discussed at an expert meeting. **Promising practices that were not selected** as final good practices still provide valuable examples for gender mainstreaming in the EGD areas. Thus, they are briefly presented in Annex 3.

1.3. Selection of the final set of good practices

The term ‘good practice on gender mainstreaming’ refers to a project, programme or initiative that is successful in addressing the equal representation of women and men, has gender-responsive content, is transferable to other countries and contexts and is inspirational in displaying solutions to addressing existing gender equality challenges. The practice also shows how to address intersecting inequalities, implements a transformative and participatory approach, and contributes to a broader gender mainstreaming strategy, innovation and sustainability.

Members of EIGE's Thematic Network on Gender Mainstreaming, practice owners, practice implementers and additional experts and stakeholders discussed the practices in participatory consultations. During these discussions, the participants considered the varieties of experience, different project typologies, different methods and tools used across countries, territories and institutions, and the inspirational aspects of the practices.

As a result of the participatory consultations, 12 practices were selected as good practices on gender mainstreaming in the EGD. An overview of these practices is provided in Chapter 2. Table 2 lists the selected good practices and the respective EGD areas in which they operate.

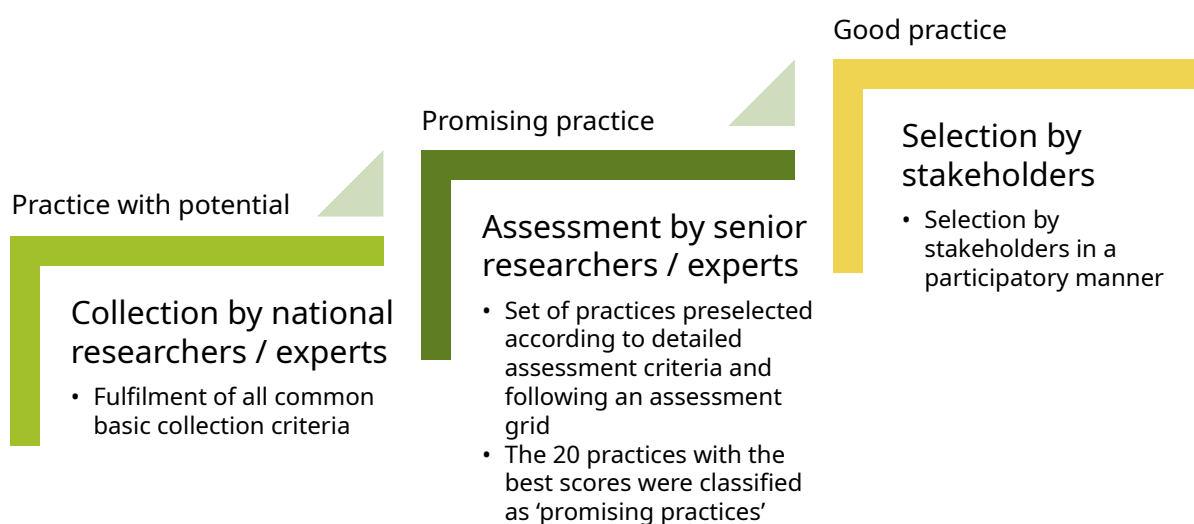
Table 2. Good practices on gender mainstreaming in the EGD

Country	Title	Lead organisation	EGD area(s)
BE	Educational tool gender and climate – women at the heart of climate justice	Oxfam (non-governmental organisation (NGO))	Climate, environment, agriculture
DE	Women for market uptake of renewable heating and cooling (W4RES)	W4RES (EU-funded project)	Climate, energy
DE	Ökotheek	Life e.V. (non-profit organisation)	Climate, energy, transport/mobility
ES	Spanish 2020–2024 just transition strategy	Just Transition Institute (governmental)	Energy
ES	Ministry for the Ecological Transition and the Demographic Challenge (Miteco) database with indicators on women's green entrepreneurship	Gender Equality Unit of Miteco (governmental)	Climate, environment, energy, transport/mobility, agriculture, finance and regional development, industry, research and innovation
ES	Guides for incorporating the gender perspective in projects funded by the Spanish recovery, transformation and resilience plan	National Institute of Women, embedded in the Ministry of Equality (governmental)	Climate, environment, energy, transport/mobility, agriculture, finance and regional development, industry, research and innovation
ES	Biodiversity Foundation	Biodiversity Foundation (governmental)	Climate, environment, energy, transport/mobility, agriculture, research and innovation
IT	Milan Gender Atlas	Sex and the City (NGO)	Research and innovation
AT	Environmental Foundation	Environmental Foundation (social partners, public employment service, governmental)	Climate, environment

Country	Title	Lead organisation	EGD area(s)
AT	Agenda Railway Industry Women	Agenda Railway Industry Women (NGO)	Transport/mobility, industry
SE	Gender Equality Academy in agriculture	Federation of Swedish Farmers (independent interest organisation)	Agriculture, finance and regional development
SE	Gender equality in the forestry sector	County Administrative Board of Västernorrland (regional authority)	Forestry

In a nutshell, to become a good practice in gender mainstreaming in the EGD, the practices had to pass the three stages described in Figure 3.

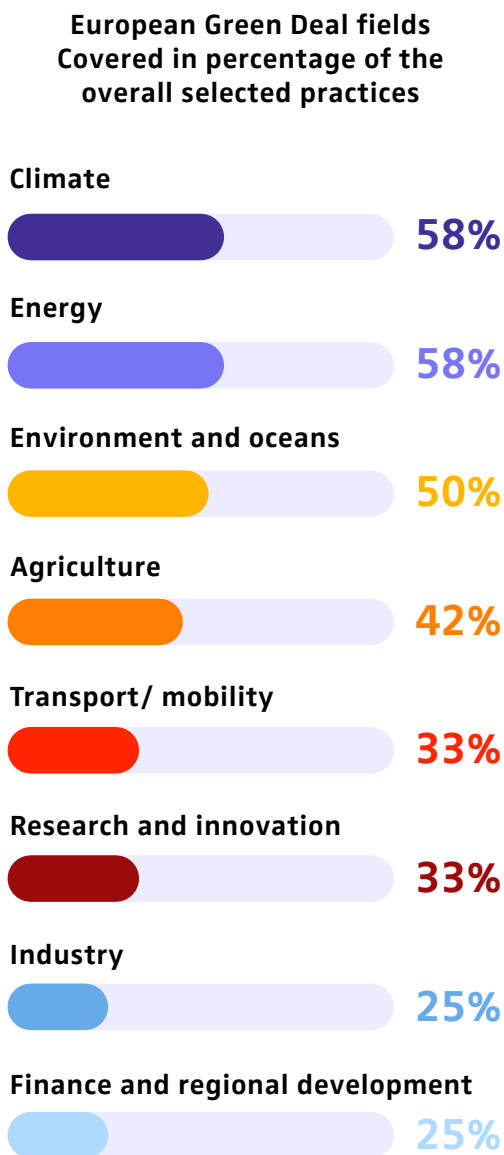
Figure 3. Overview of the three stages for qualifying as a good practice



2. Good practices on gender mainstreaming in the European Green Deal

The selected good practices cover a wide range of gender mainstreaming tools and EGD areas, as summarised in Figures 4 and 5. Most good practices address several EGD areas and gender mainstreaming tools.

Figure 4. EGD areas covered as a percentage of overall practices selected



The good practices referenced in this report originate from various organisations, countries and regions with diverse levels of gender mainstreaming⁽⁶⁾ and diverse levels of achievement of gender equality⁽⁷⁾.

Each practice reflects the prevailing level of gender equality and gender mainstreaming within its own context. It is important to acknowledge that these differences exist and may impact the effectiveness and applicability of the practices across different settings. Although some practices may require adaptation to suit specific contexts, they nonetheless offer valuable insights into the ways in which gender considerations can be integrated into environmental policies and initiatives. We recommend considering the specific sociocultural, economic and political contexts in which these practices operate.

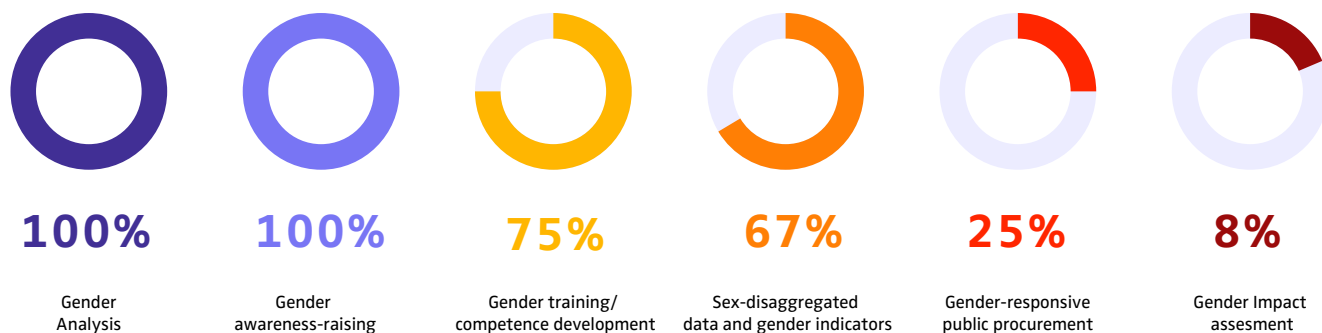
The presentation of each practice starts with a brief introduction covering the objectives, resources and target groups, followed by a description of the policy context and enabling conditions. Next, we present the core activities aimed at promoting gender mainstreaming, followed by an overview of key outcomes. We then discuss strengths and lessons learned before providing links to further information.

⁽⁶⁾ For more information on the different implementation levels of gender mainstreaming in the EU Member States, see EIGE's measurement framework for Area H of the Beijing Platform for Action in the reports *The Pathway to Progress: Strengthening effective structures for gender equality and gender mainstreaming in the EU* (EIGE, 2023a) and *Data collection on institutional mechanisms for gender equality and gender mainstreaming* (EIGE, 2023b).

⁽⁷⁾ For more information on the different levels of gender equality in the EU, see EIGE's Gender Equality Index (EIGE, 2023c).

Figure 5. Gender mainstreaming tools applied by the good practices as a percentage of the overall practices selected

**Gender mainstreaming tools used
in the good practices in percentage of the overall selected practices**



Belgium: educational tool gender and climate – women at the heart of climate justice



Copyright: Oxfam Belgium

With this tool I can link two very complicated topics (gender and climate) and make it tangible and real for my students.

(High-school teacher, Belgium)

In Belgium, Oxfam has launched an innovative initiative titled 'Educational tool gender and climate – women at the heart of climate justice', aimed at intertwining gender equality with environmental education. This initiative, introduced in March 2023, seeks to illuminate the interconnectedness between gender inequality and climate justice. The tool, which is easily accessible online, serves as a resource for educators to raise awareness about the dual challenges of gender inequalities and climate change.

Supported financially by the Belgian Ministry of Development Cooperation and the European development, education and awareness-raising project, this initiative operates on a budget of approximately EUR 4 000. Despite limited resources, Oxfam Belgium has managed to devel-

op pedagogical materials for secondary schools that are ready to use and freely downloadable by teachers. These materials include print work and are the result of the dedicated efforts of three part-time staff and several contributing experts. The project reflects a strong commitment to promoting sustainable and equitable global citizenship.

Policy context and enabling conditions

At the core of Oxfam's endeavours lies a steadfast commitment to addressing and eradicating all forms of inequality and injustice. This is pursued through a dedication to upholding every individual's right to dignity and sustainable development. Adopting a rights-based approach, Oxfam Belgium strives to dismantle injustice that prevents people from claiming their rights. As a constituent of Oxfam International, which has a presence in 87 countries worldwide, Oxfam Belgium's efforts are part of a larger, global endeavour.

Gender equality represents one of the three foundational pillars of Oxfam's work, alongside economic justice and climate justice. The educational department of Oxfam Belgium takes charge of creating educational resources for young people (aged 15–30) focusing on these critical areas. Oxfam aims to highlight the interconnectedness of these issues, adopting a systemic approach in all its operations. Oxfam has developed a tool on gender and climate to clarify this link for high-school students.

Within Oxfam Belgium, gender justice is emphasised as a central theme, which is reflected in the organisation's comprehensive gender action plan. Furthermore, every staff member is encour-

aged to incorporate feminist principles into their work and behaviour, which is subject to evaluation. Gender considerations are mainstreamed through all projects, as well as being the specific focus of actions. The educational tool is an example of such a specific action, as its main focus is on gender.

Core activities aimed at promoting gender mainstreaming

The primary aim of this innovative educational tool is to highlight the intersection between gender inequalities and the climate crisis, with a particular focus on perspectives from the Global South. Targeted at high-school students in their final 2 years and extending into tertiary education, the programme is designed to raise awareness among young people of the vulnerabilities women in particular face in regions impacted by climate change.

Facilitated through various teacher engagement events and made accessible via Oxfam's website, the tool serves as a medium for enlightening Belgium's young people on the critical link between gender equality and climate change. This digital resource is freely available online and can be easily download from the Oxfam website in both Dutch and French, ensuring wide accessibility.

The tool adopts an interactive approach consisting of the following steps.

Introduction to climate and gender. The session commences with a general introduction to the pivotal themes of climate change and gender inequalities. Students select pictures from a set of printed images and discuss them, which sets the stage for a nuanced exploration of these issues.

Subgroup discussions. Students are then organised into subgroups, each receiving the testimony of a woman who has been profoundly impacted by both climate change and entrenched gender stereotypes. These testimonies, predominantly from women in the Global South, highlight sel-

dom-heard voices striving to carve out meaningful lives amid formidable challenges. In response to feedback from practitioners, to emphasise the universality of the climate crisis, the tool now also includes testimonies from individuals in the Global North, including that of a man from Belgium affected by flooding. This approach underlines a poignant message: while we may all face the same storm, we are not all in the same boat.

Journalistic role play. Adopting the role of a journalist, students are then tasked with crafting a news item about a woman, the specific climate-related challenges she faces (such as land grabbing or flooding) and her success in overcoming them. This step enhances not only students' investigative skills but also their capacity to empathise and articulate complex human stories. To enrich their reports, the aspiring young journalists have access to a range of sources: the testimony of a woman, information about her country, a video accessible via a QR code and a news article. This array of resources aims to provide a comprehensive understanding of the subject matter, encouraging a deep and empathetic engagement with the topics of gender and climate change.

Classroom presentation. In the concluding step, each subgroup presents its news item to the entire class. This collective sharing enables students to appreciate the diverse impacts of climate change and gender inequalities through the lens of personal narratives.

Key outcomes

The project's outcomes are promising, with potential ripples across gender equality and environmental stewardship. By highlighting the disproportionate impact of climate change on women, especially in the Global South, the tool not only educates young people but also calls on the Global North to act on its responsibility to address these disparities. This initiative is anchored in Oxfam Belgium's overarching commitment to gender justice, supported by a robust gender action plan and the integration of feminist principles across its operations.

Sol Témoignage



Sol Chouei

Âge : 55 ans
Lieu de résidence : Cambodge, province du Ratanakiri (Nord-Est)
Activité : Culture vivrière

Récit de vie

« Mère à bascule le jour où plusieurs bulldozers ont fait irruption dans notre ferme familiale. C'était en 2012. Le seul règlement de planification d'arras à Kauchhouch, Huang Arit Qua Lu (HAGL) venait d'être en concession. Fortes pour récupérer nos terres. Avec le soutien d'une association locale qui nous informait de nos droits, nous avons mené une enquête sur l'accaparement de terres par HAGL. Nous avons découvert qu'ils n'ont des

Article de presse

Déforestation au Cambodge et au Kenya

Qu'est-ce que la déforestation ?

Cambodge

Le Cambodge est le 1er pays du monde le plus affecté par la perte des terres agricoles. On croit à tort qu'il s'agit d'un pays à faible croissance humaine de Ratanakiri Le déclin de 20%. La déforestation à Ratanakiri est responsable d'une importante responsabilité de CO₂.

Kenya

En 2015, les terres agricoles plus que 10% du pays. Elle n'est pas plus que 10% de son pays. Selon une étude du Département des Nations Unies pour les

En cas de destruction de ces

Sol Vidéo

Pour réaliser votre reportage, visionnez à présent la vidéo suivante sur l'accaparement des terres au Cambodge :



Sol Fiche Pays

Cambodge

Le Cambodge sort d'une période de son histoire marquée par des conflits et des troubles. La majorité des Cambodgiens et Cambodgiennes habitent dans les régions rurales où 85 % de la population vit principalement de l'agriculture, de la pêche et de la sylviculture.

Climat

Depuis plusieurs années, le Cambodge est confronté à des inondations, chaleurs extrêmes, sécheresses et fortes tempêtes. En 2020, près de 800 000 personnes ont été affectées par des inondations. Cela a un impact majeur sur l'agriculture : dans certaines régions, jusqu'à 75% des récoltes de riz ont été dévastées, ce qui expose

Superficie : 181 035 km²



Examples of educational material. Copyright: Oxfam Belgium.

Strengths and lessons learned

Feedback from the educational practitioners led to thoughtful revisions, including diversifying the testimonies to encompass a broader spectrum of climate crisis victims (including testimonies from the Global North and about men). However, the initiative maintains a focus on women’s experiences in the Global South to highlight the precarious situation women find themselves in when they become victims of environmental disasters and at the same time have to overcome gender stereotypes in countries particularly affected by the climate crisis.

In this project, Oxfam Belgium targets the secondary education sector. It does so by offering accessible, downloadable teaching packages, a strategy that significantly reduces the preparatory load on educators. Nonetheless, it is imperative to acknowledge that teachers might not always be experts on these nuanced topics, highlighting the necessity of a well-crafted manual to accompany the teaching packages.

This educational tool not only enriches the discourse on gender equality and climate justice but

also sets a precedent for similar initiatives across Europe and beyond. By offering detailed, accessible resources and fostering collaboration, Oxfam Belgium highlights a way of weaving gender perspectives into environmental education. The initiative stands as a testament to the transformative power of education in driving forward the agenda of a more equitable and sustainable world.

Further information

- [The educational tool \(French version\).](#)
- [The manual \(French version\).](#)
- [The tool \(Dutch version\).](#)
- [The manual \(Dutch version\).](#)
- [More on the gender policy of Oxfam Belgium.](#)

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Germany: Ökothek vocational education and counselling to boost women's participation in the climate and environmental sector



Copyright: GoodStudio/Shutterstock.com

With Ökothek women are discovering climate and environmental protection for their career.

(Heidemarie Kollatz, LIFE Education, Environment, Equal Opportunities)

In Germany, the Ökothek initiative, led by the non-governmental organisation (NGO) LIFE Education, Environment, Equal Opportunities, exemplifies the integration of gender equality into the climate, energy and transport/mobility fields of the EGD. Operating for over a decade, with a special focus on environmental and climate protection for the last 3 years, Ökothek has been allocated an annual budget of EUR 150 000 from the Berlin Senate Department for Labour, Social Services, Gender Equality, Integration, Diversity and Anti-Discrimination. Currently, five staff members work for the project. Aiming to develop adaptable training formats and strategies to engage a dispersed target audience, the project focuses on matching companies and participants to dismantle gender-specific barriers. Addressing women and non-binary individuals, it showcases a model for fostering gender inclusivity and competence in professional activities in environmental and climate protection.

Policy context and enabling conditions

Ökothek is a response to the labour market's evolving demands due to climate change, resource scarcity and the necessity for stricter environmental standards. The 'greening of professions' has begun, in the energy, water, construction and waste management sectors, in Berlin's growth industries such as transport, IT and communications, health and the cultural industries and in the service and retail sectors. Recognising the urgent need for skilled individuals adept in sustainability and environmental protection, Ökothek seeks to prepare its participants for the emerging green economy.

The participation of women in shaping the ecological transformation process and the equality of women in the labour market in the field of climate and environmental protection are at the core of Ökothek's mission.

Core activities aimed at promoting gender mainstreaming

Ökothek employs a multifaceted approach to combine gender equality with environmental education.

Continuing professional education. This segment comprises a 6-week hybrid training programme, enhanced by an e-learning platform, tailored for women from various professional backgrounds, aiming to deepen their environmental knowledge and skills.

Workshops. Ökothek organises career courses, including practical workshops in technical and craft disciplines, empowerment sessions for setting personal goals, excursions and multiplier workshops elucidating the gender-specific impacts of climate change and adaptation.

Specialist days. These events delve into current labour market trends, offering participants the chance to learn from role models and engage in networking, thereby broadening their professional horizons in the environmental sector.

Individual coaching. Ökothek provides personalised professional guidance and, where necessary, social counselling to meet the distinct needs of women and non-binary participants, supporting them in overcoming challenges.

Online resources and social media. The project maintains an online 'infothek' and social media account to disseminate information about the green economy and climate protection careers, and to offer gender-specific labour market advice.

Key outcomes

The Ökothek initiative has made significant strides in equipping its participants with a comprehensive understanding of the green economy and the skills necessary for thriving in it. From grasping environmental concepts and sustainability skills to self-analysis and overcoming gender-specific hurdles, the programme has fostered a supportive community for women and non-binary individuals aspiring to make a difference in the environmental sector. The inclusion of role models and networking events further bolsters confidence and opens up new professional avenues in fields dominated by men. From 2021 to 2024, more than 1 000 women took part in Ökothek's activities, across six training courses,

48 workshops and 250 coaching sessions. In addition, four or five networking events and specialist days were held each year.

Strengths and lessons learned

Advocacy is key to effectively opening doors for women and non-binary people in the environmental and climate protection sectors. This requires not only promoting the cause but also actively engaging with multipliers to draw in participants, highlighting the vast potential these individuals bring to the table.

There is a growing need for dissemination of the Ökothek approach. Amid a growing skills shortage and a push towards greater equality, Ökothek has received numerous requests to spread these effective activities to other German federal entities and beyond, on a European scale, and has already taken the first steps towards this expansion.

Central to tackling climate change is the establishment of robust educational and networking infrastructures, designed to connect like-minded individuals from varied backgrounds, thereby creating a supportive ecosystem. The power of role models in this setting cannot be overstated: seeing women break new ground in environmental careers can inspire others to follow suit. This comprehensive strategy not only enhances access and opportunities within these sectors for under-represented groups but also injects a diverse range of talents into the fight against climate change, enriching the field with fresh perspectives and innovative solutions.

Further information

[More information on the Ökothek project.](#)

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Germany/cross-country: W4RES – a cross-country initiative for pioneering gender equality in renewable heating and cooling



Copyright: W4RES.

The W4RES perspective is that women as agents of change can make a difference in the energy transition. To be truly transformative, energy access and the energy sector must be linked with an agenda that challenges the stereotypes of women. And that also advances their rights, dignity and visibility in their various roles as consumers, producers, investors, experts and agents of change.

(Ioannis Konstas, W4RES coordinator)

Women for market uptake of renewable heating and cooling (W4RES) was a 3-year EU-funded project, aiming to scale up the involvement of women in the renewable energy market. Financially supported by the Horizon 2020 programme, this cross-country project involved Belgium, Bulgaria, Denmark, Germany, Greece, Italy, Norway and Slovakia⁽⁸⁾. Implemented from October 2020 to October 2023, the project was funded with a budget of EUR 2 999 658.75 and engaged 24 staff members overall. It falls under the EGD climate and energy sectors and was targeted at the private sector (including energy communi-

ties), people in decision-making positions and women in the energy sector. The objective was to enhance the involvement of women in the renewable energy sector, specifically in renewable heating and cooling (RHC), recognising them as pivotal agents of change; the project focused on heating and cooling solutions as critical components for achieving the EU's climate and energy targets for 2030.

Policy context and enabling conditions

RHC solutions represent a significant portion of the EU's underexploited renewable energy source potential. Heating and cooling accounts for 50 % of the EU's final energy consumption (European Commission et al., 2022). Despite its heavy reliance on fossil fuels, the integration of renewable energy technologies in this sector has lagged behind others. Although there has been a steadfast commitment, along with plans and Member States' efforts to advocate for RHC, progress has remained slow. This stagnation highlights not only a pressing need but also an opportunity to bolster RHC adoption, aiming to contribute to the EU's ambitious energy and climate objectives. Simultaneously, this shift promises economic growth, industrial leadership, job creation and social and environmental advantages for EU citizens.

A paradigm shift is required: from perceiving women merely as energy consumers to acknowledging them as pivotal figures within the energy

⁽⁸⁾ Lead organisation: Q-Plan International, Greece. Project partners: the Association of European Renewable Energy Research Centres (EUREC), Belgium; White Research SPRL, Belgium; Energy Agency of Plovdiv, Bulgaria; European Green Cities ApS, Denmark; Women Engage for a Common Future (WECF), Germany; Steinbeis 2i GmbH, Germany; Hochschule für Technik Stuttgart, Germany; Agenzia per la promozione della ricerca europea (APRE), Italy; CiviESCo Srl, Italy; European Centre for Women and Technology (ECWT), Norway; and Pedal Consulting SRO, Slovakia.

value chain, encompassing roles as entrepreneurs, prosumers, innovators and decision-makers. By incorporating their perspectives into the energy system's design, planning, exchange and utilisation, we can achieve a deeper understanding of gender-specific energy consumption needs and technology use (W4RES, 2023).

Women, as social or business entrepreneurs, possess a remarkable potential to establish and oversee local renewable energy value chains, often due to their proximity to community needs and a deep understanding of local contexts. Furthermore, women typically act as the primary energy decision-makers in households (International Energy Agency, 2018) and significantly influence purchasing choices for energy technologies, exhibiting a higher propensity to adapt their energy consumption behaviours (EIGE, 2012).

Yet gender considerations remain conspicuously absent from energy directives, underlining an urgent need to integrate gender dimensions into this sector. This entails setting explicit gender targets within the energy domain, requiring implementation at both the national and the international (EU) levels, and establishing binding targets and reporting deadlines in national energy and climate plans.

A notable obstacle in this endeavour is the prevailing scarcity of sex-disaggregated data in the energy sector, which hampers our ability to accurately assess barriers hindering women's access to energy sector employment and to monitor progress towards gender equality (Energy Community Secretariat, 2022). To truly democratise the energy model, fostering a distributed and socially and environmentally equitable framework, it is vital to implement gender mainstreaming and gather sex-disaggregated data. Such measures are crucial for devising and enacting targeted, gender-responsive policies and programmes. The W4RES project offered support and provided guidelines and exemplary practices for achieving these goals.

Core activities aimed at promoting gender mainstreaming

The main gender mainstreaming tools applied as part of the W4RES framework were the collection of sex-disaggregated data, gender analysis, gender training and gender awareness-raising. More specifically, the core activities involved the following.

Assessing RHC market uptake challenges and women-driven solutions. W4RES conducted thorough analyses into the framework conditions and regional specificities of eight diverse, yet representative, markets in Europe, assessing both enablers of and barriers to RHC uptake. This approach highlighted the unique challenges and opportunities present across different European regions, providing valuable insights into effective strategies for promoting RHC solutions.

Support service (business and technical) gender audits and co-evaluation. To address the complexities of project development in the RHC sector, W4RES provided targeted business and technical support to 56 women-led RHC projects, aiming to reduce development time and effort and help navigate through legal, institutional and financial hurdles. In addition, W4RES offered gender audit services to 30 entities (companies, civil-society organisations and research institutes) within its scope, delivered a recommendations toolkit and organised a joint event to initiate the drafting of a gender action plan.

Awareness-raising campaign. Through its awareness-raising campaign, W4RES enabled decision-makers to incorporate a gender perspective into their projects and policies, enhancing acceptance and fostering demand for RHC. A gender-responsive monitoring and evaluation framework was employed to assess the effectiveness and impact of these solutions in addressing local challenges and meeting the diverse needs of policies and markets across Europe.

Capacity-building programme on women's empowerment in the RHC sector.

W4RES strengthened the capabilities of regional RHC market actors and stakeholders to integrate gender considerations into their strategies and practices. The programme, comprising 12 seminar modules, provided a comprehensive toolkit on building a gender-responsive private energy sector, complete with guidelines and practical examples for tool implementation. A series of webinars further supported international stakeholders with gender mainstreaming in the RHC sector.

Co-creation, mutual learning and good practice exchange.

Serving as a facilitator for co-creation, mutual learning and international cooperation at the various governance levels, W4RES promoted cost-effective support schemes and reduced the costs of financing RHC facilities. Tools and strategies were shared to encourage the reapplication of successful outcomes, ensuring their viability and long-term sustainability as solutions for RHC adoption.

Replication guide, toolkit and policy recommendations.

W4RES produced practical guides for replication and offered policy recommendations to inform more gender-responsive EU policies, business models and societal approaches. These resources aimed to establish cost-effective support and financing frameworks tailored to the requirements of a gender-inclusive EU policy landscape, thereby facilitating broader adoption of RHC solutions.

Key outcomes

The W4RES project marked several achievements, including training 450 individuals on women's empowerment and gender equality within the RHC sector and increasing the visibility of gender dimensions at energy conferences and events and through dedicated articles and papers. A notable impact is the enhancement of sex-disag-

gregated data availability and research on gender barriers in the RHC market, including a study on needs, perceptions and challenges for women in the RHC landscape⁽⁹⁾.

The project increased awareness and the involvement of women in the RHC sector, alongside the provision of actionable data and policy recommendations for fostering a more gender-responsive energy sector. The European private energy sector is using the W4RES capacity-building programme to implement gender equality objectives in its workplaces. The train-the-trainer format of the capacity building also enabled W4RES partners to gain and strengthen gender expertise and further mainstream gender in their internal structures.

The W4RES observatory is an online inventory of tools and resources for supporting the engagement of women along with the development and operation of RHC communities.

Strengths and lessons learned

The W4RES project showcased several core **strengths** that have significantly contributed to achieving its objectives:

- practical orientation and implementation: the project stood out for its focused approach to practical applications and their effective execution;
- in-depth analysis of women's status in the energy sector: a comprehensive examination of the situation of women in the energy sector laid a solid foundation for targeted interventions;
- wide-ranging interviews: engaging with a diverse array of stakeholders in the energy sector ensured a comprehensive understanding and broad perspective;

⁽⁹⁾ For instance, the data collected in the German hub highlighted that women in management positions are more likely to be replaced than their male counterparts, with a lower tolerance for mistakes made by women (both in private sector and in local administrations). It also showed that 10 % of women are mostly active at the margins (finance, marketing), but not at core positions, such as engineering, planning or technical consultancy.

- diverse expertise within the W4RES consortium: the consortium brought together a wide range of expertise to support women-led RHC projects, aiding them in reaching their objectives and enhancing their visibility both within the sector and at the European level;
- application of gender instruments: the project used various gender-focused instruments, including gender analysis, indicators, training for women, capacity building on gender mainstreaming for the private sector and decision-makers, gender-fair communication and policy recommendations.
- Changing the mindsets of society as a whole: men wield influence in either perpetuating gender disparities or fostering equality in the energy transition. By challenging stereotypes, supporting women's participation and advocating for equal opportunities, they become crucial allies in promoting inclusivity and sustainability in the energy sector.
- The experiences of, and the outcomes from, the W4RES project underline the importance of gender-inclusive policies and practices in driving forward the renewable energy sector's evolution, with a focus on achieving a more equitable and sustainable future.

The following **lessons learned** can be shared for further application of W4RES methods.

- Need for implementation of gender justice: despite growing awareness of gender justice, there is a critical need for its integration into policy and the energy sector. Stronger regulations and coherent policies that incorporate gender aspects are essential to ensure gender justice.
- Broader application of gender tools: gender tools should extend beyond individual projects to encompass policy contexts. Transforming existing data into actionable policies, such as establishing binding targets, is vital.
- Opportunity for industry transformation: the renewable energy sector is experiencing significant shifts that present an opportunity to implement holistic and transformative changes. This period of transition offers a chance to integrate gender justice and sustainability principles more deeply into the industry's fabric.

Further information

[W4RES website.](#)

[Study on needs, perceptions and challenges in the RHC landscape.](#)

[Case studies of women leading RHC market uptake.](#)

[Capacity-building programme and toolkit.](#)

[Policy recommendations.](#)

[Video.](#)

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Spain: Biodiversity Foundation spearheads gender mainstreaming in Spain's ecological transition



Copyright: Biodiversity Foundation.

The Biodiversity Foundation aims to contribute to the creation of a new model of prosperity that is respectful of nature, decarbonised, resilient and inclusive.

(Guide to include the gender perspective in the projects developed by actors with whom the Biodiversity Foundation collaborates (natural, private and public entities, for profit and not for profit))

In an ambitious move to integrate gender equality into environmental conservation and climate action, Spain's Biodiversity Foundation (Fundación Biodiversidad (BF)) is a key pillar of the Ministry for the Ecological Transition and the Demographic Challenge (Ministerio para la Transición Ecológica y el Reto Demográfico (Miteco)). The activities of the BF expand across the EGD areas, encompassing climate, environment and oceans, transport/mobility, agriculture and research and innovation. It is an excellent example

of Spain's commitment to infusing gender mainstreaming into its ecological policy.

The BF traces its origins back to 1998 and has a staff of 160 (112 women and 48 men); in 2022, it had a budget approaching EUR 65 million, provided by national and NextGenerationEU funds, which it spent on all its environmental activities. The BF aims to shape an ecological transition viewed through a gendered prism. This intensified focus since 2020 aspires to enshrine gender equality as a central tenet across all activities related to EGD areas. It recognises women as pivotal architects of change and seeks to address the different nuanced impacts climate change exerts on the sexes.

Policy context and enabling conditions

In the dynamic landscape of Spain's environmental policy, the 2021–2030 national climate change adaptation plan (plan nacional de adaptación al cambio climático (PNACC)) is weaving gender mainstreaming into its fabric as a core principle. This approach not only encourages the active participation of women, including through women's organisations but also places a keen focus on addressing the impacts of climate change that are felt differently by different genders. At the heart of PNACC's commitments is the development of sex-disaggregated data, aiming to shed light on the varied exposure to, vulnerability to and impacts of climate change for different sexes. Moreover, the plan acknowledges women as pivotal agents of change, promoting close collaboration between Miteco and the Ministry of Equality to champion this cause.

In tandem with PNACC, the Spanish recovery, transformation and resilience plan (plan de recu-

peración, transformación y resiliencia (PRTR)), buoyed by NextGenerationEU funds, is based on the pillars of energy transition, digital transformation, social and territorial cohesion and gender equality. This robust framework underlines the importance of integrating gender equality measures into all PRTR-funded projects, aiming to significantly reduce gender inequalities.

Adding another layer to this comprehensive approach is the Spanish just transition strategy, which specifically outlines ensuring equal access to opportunities in the energy transition for both women and men as its second strategic objective. Furthermore, the [2022–2025 Spanish strategic plan for the effective equality of women and men \(plan estratégico para la igualdad efectiva de mujeres y hombres\)](#) dedicates a significant portion of its efforts towards the ‘ecologic and social transition’ through a gendered lens. Under this plan, the BF is set to roll out targeted measures to bolster women’s green entrepreneurship, especially in rural areas, enhance their visibility, track progress, and foster women’s participation in training and capacity-building programmes within eco-transition-related economic activities. This also includes the gender mainstreaming of the action plan for environmental education for sustainability (2021–2025) and various sensitisation, training, research, employability, and entrepreneurship activities.

Moreover, the BF’s dedication to integrating gender into its operations signifies a transformative shift towards a more inclusive, sustainable and equality-driven approach. This commitment was formally recognised in 2019 with the signing of the ‘Commitment to equality of the Biodiversity Foundation’ by the BF’s president. Following this, 2020 saw the inauguration of the BF’s equality plan, which, among other initiatives, introduced a protocol against gender-based violence, implemented gender equality training for staff and ensured the use of non-sexist language and the avoidance of gender stereotypes in job advertisements. This comprehensive strategy embodies BF’s vision of transformation through a systemic, global and sustainable approach rooted in equality.

Core activities aimed at promoting gender mainstreaming

The BF is devoted to reversing the loss of biodiversity and promoting the green economy. It manages public funds and promotes transformative projects. The BF promotes projects led by stakeholders at the national, regional and local levels, including public and (for-profit and not-for-profit) private stakeholders. In so doing, it stands as a beacon of gender equality, embedding this core value deeply within its mission and daily operations. This commitment shapes both the internal culture and external partnerships of the BF. More specifically, the core activities involve the following.

Human resources development and empowerment. Central to the BF’s ethos is human resources development and empowerment, underlined by the implementation of the 2020 equality plan. This plan provides a comprehensive framework to address harassment and gender-based violence, creating a nurturing environment for all. It emphasises gender-focused training for staff, aiming to cultivate an informed and sensitive workforce. Furthermore, the BF consciously uses inclusive language in job advertising to avoid perpetuating stereotypes.

Formation of a cross-departmental gender group, comprising 14 dedicated members. This group is a testament to the BF’s dedication to fostering gender equality, guiding its efforts in this critical area.

Promotion of gender-sensitive communication, exemplified by the creation of a ‘Guide to non-sexist language and dialogue’. This guide is instrumental in revising the BF’s documents and serves as a basis for staff training. The BF also leverages significant international days to highlight gender equality, producing specialised content to commemorate events such as International Women’s Day, the International Day of Women and Girls in Science and the International Day of Rural Women. It hosts expert meetings, such as the Environment and Gender Seminar in

2021, to generate insights on integrating gender perspectives into the ecological transition.

Gender-responsive public procurement. Beyond its internal efforts, the BF's commitment extends to its public procurement practices, in which it has begun incorporating social clauses that advocate for gender equality in contract calls. These calls are supported by a detailed manual of indicators and gender factsheets designed to assess the degree of integration of the gender perspective in the projects funded by the BF and in the project proposals submitted to the BF funding calls. They enable a thorough, intersectional analysis through sex-disaggregated indicators. The BF also incorporates the gender perspective into its public calls for grants to finance projects, establishing that the actions included in them must specifically contribute to the reduction of gender gaps and to equal opportunities for and treatment of women and men. To facilitate this task, it has developed a [guide to including the gender perspective in the projects of entities with which the BF collaborates](#). Gender impact assessments are diligently performed for financed initiatives, ensuring that they contribute meaningfully to reducing gender disparities and addressing inequalities. It also organises gender equality and mainstreaming training for stakeholders and plans to continue these sessions, underlining its role as a leader in infusing gender equality into environmental conservation.

Key outcomes

The BF has a strong proven commitment to promoting gender mainstreaming throughout the entity, not only in the projects it finances but also in its strategy, mission and vision, human resource development processes (equality plan, staff training), job advertisements and communications (internal and external).

The public procurement process and public call to finance projects together with guides for

stakeholders enhance the visibility and acknowledgement of the gender dimension in the green and just transition and increase capacity among stakeholders to recognise and address gender equality and gender mainstreaming in their projects.

There is already some evidence of how beneficiaries and potential beneficiaries are changing the design, implementation, communication and monitoring and evaluation processes to integrate gender equality and gender mainstreaming in their projects. There is also an increasing demand for training in these aspects.

Strengths and lessons learned

The initiative's success lies in its multifaceted approach, combining internal capacity building with external advocacy, guidance and training for stakeholders.

Key strengths of the BF are as follows:

- strong leadership commitment to gender equality;
- the establishment of a dedicated gender group to champion gender mainstreaming across all areas of work;
- development of comprehensive training and knowledge transfer mechanisms to ensure widespread understanding and implementation of gender mainstreaming practices;
- an intersectional approach to programme design, considering the nuanced challenges faced by women and young people, especially in green employment, rural environments and science, technology, engineering and mathematics (STEM) fields, such as in the empleaverde programme⁽¹⁰⁾;

⁽¹⁰⁾ The empleaverde programme of Miteco is an initiative of the BF to promote and improve employment, entrepreneurship and the environment. More information (in Spanish) can be found on the empleaverde website.

- alignment with national strategies and at the international level with the 'Feminist Action for Climate Justice' action coalition in the framework of the Generation Equality Forum, thus enhancing the initiative's credibility and impact;
- the BF's programmes are developed with the financial support of European funds (European Social Fund Plus; European Maritime, Fisheries and Aquaculture Fund; and Recovery and Resilience Facility), which enables the replicability of its practices to other entities/countries working with European funds.

Some **lessons learned** from the practice include the following:

- continuous awareness-raising and training are crucial for the natural integration of gender perspectives;
- practical tools and guides significantly facilitate the mainstreaming process (e.g. the internal newsletter 'SoyBio' and coffee sessions for debate);
- there is a pressing need to amplify women role models in green economy sectors and all types of technical, research and managerial activities to inspire broader participation of women;

- more monitoring and evaluation of the effective incorporation of the gender approach in funded projects is needed, assessing the effects of reducing gender gaps;
- there is a need to reinforce the evaluation criteria regarding the incorporation of the gender perspective in the funded programmes.

Further information

[Website of the BF.](#)

[Overview of the focus areas of the BF.](#)

[LinkedIn profile of the BF.](#)

[Guide to including the gender perspective in the projects of entities with which the BF collaborates.](#)

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Spain: making women visible – Spanish database and report on women’s green and rural entrepreneurship



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[Women] are essential to guarantee a more sustainable, egalitarian and inclusive model, in which green entrepreneurship becomes a strategic issue. However, only one in ten green entrepreneurs in Spain is a woman, although their income is similar to that of male green entrepreneurs.

(Women’s green entrepreneurship and women’s entrepreneurship in rural areas report)

The initiative, led by the Gender Equality Unit of Miteco in Spain and focusing on women’s green entrepreneurship and women’s entrepreneurship in rural areas, stands as a prime example of effective gender mainstreaming within the ambit of the EGD and rural development sectors. Funded by the Spanish national budget, the project, which spanned from 2022 to 2023 with a budget of EUR 18 000, aimed to enhance gender-sensitive statistical information on the participation of women entrepreneurs in the ecological transition’s economic activities, with a particular focus on rural areas. It encompassed the development of sex-disaggregated indicators and in-depth analysis and reporting.

Policy context and enabling conditions

The backdrop of this initiative is the commitment made by Miteco in 2021 under the framework of two action coalitions convened by UN Women under the [generation equality](#) campaign (Feminist Action for Climate Justice Action Coalition and Economic Justice and Rights Action Coalition) to promote women’s green entrepreneurship and women’s entrepreneurship in rural areas. Consequently, several measures aligned with this commitment were included in the [2022–2025 Spanish strategic plan for the effective equality of women and men](#), which sets out a dedicated work package for ‘ecological and social transition’ through a gender lens. Miteco bears the responsibility for numerous measures within the scope of the EGD areas. In addition, the [Spanish PRTR](#) recognises gender equality as a foundational pillar, with the [Spanish just transition strategy](#) aiming to balance the opportunities in the energy transition between women and men.

Spain scores the maximum score on EIGE’s Indicator H4 on the production and dissemination of sex-disaggregated statistics, which is nearly double the EU average. This achievement is attributed to robust measures, including the legal mandate of the National Statistics Institute to collect sex-disaggregated data and the availability of a dedicated gender statistics section on its website (EIGE, 2023a).

Core activities aimed at promoting gender mainstreaming

The initiative's primary activities revolve around the creation and dissemination of an extensive array of sex-disaggregated and gender-sensitive indicators and analyses, encompassing several key areas.

Entrepreneurship among women in the green economy. This dimension involves gathering and analysing data related to the personal (age, gender, education level, household composition, country of origin) and familial characteristics of both women and men entrepreneurs, in contrast with those of wage earners. It also examines their working conditions, their social security contributions and specific features of green economy entrepreneurship.

Women's entrepreneurship in rural settings. Similar to the green economy focus, this aspect scrutinises the personal and familial traits of entrepreneurs, their employment conditions, their social protections and their overall entrepreneurship characteristics. Furthermore, it delves into the perceptions and attitudes towards entrepreneurship in rural versus urban and semi-urban areas, thus offering insights into the distinctive challenges and opportunities present in these settings.

Integrating green and rural entrepreneurship. This section merges data from the above two focal points to provide a comprehensive picture of women's entrepreneurship in the green economy and rural areas, aiming to underline both the hurdles and prospects unique to this nexus.

Comparative analysis. An integral part of the initiative is a study comparing Spain with other EU countries, incorporating regional details where statistically significant. A temporal analysis, comparing figures from 2015 with those from 2021/2022, is also conducted to observe trends and measure progress on green entrepreneurship.

There are 110 theoretical (sex-disaggregated and gender-sensitive) indicators in the database; 83 are presented in tables and graphs.

The project has used various statistical sources at the microdata level, such as the Spanish Labour Force Survey, the EU Labour Force Survey, the register of self-employed individuals within the social security framework, the agrarian census and the Global Entrepreneurship Monitor (GEM) survey.

The related **analysis report** highlights gender barriers to women's entrepreneurship in the green economy and in rural areas, enriched by in-depth interviews with experienced women in these fields. It also offers insights into how gender is being mainstreamed across public funding programmes related to entrepreneurship in the green sector or in rural areas. Recommendations are presented on how to accelerate progress towards effective equality between women and men in the green and rural economies.

The report has been presented and discussed at a [public event](#) with an analysis of the most relevant indicators. The Organisation for Economic Co-operation and Development (OECD), EIGE, the Spanish National Statistics Institute, the Institute of Women, GEM and several directorates-general of Miteco took part in the discussion.

Key outcomes

A key outcome from this initiative is making visible the disproportionately lower rate of engagement of women entrepreneurs than of men entrepreneurs in the green economy and rural areas. This analysis is vital for the crafting of more nuanced policies aimed at bridging gender disparities in these critical sectors. Moreover, by identifying the economic activities aligned with the green economy based on the NACE Rev. 2 (general industrial classification of economic activities within the EU), it allows a more profound gender analysis in EGD areas at both the EU and the national levels, using official statistics that amalgamate NACE Rev. 2 codes with sex-disag-

gregated data from, for example, the Labour Force Survey.

The database and the report's holistic approach to understanding women's entrepreneurship in green and rural areas lays solid groundwork for advancing gender mainstreaming in policy formulation and green economy initiatives. By providing detailed, gender-sensitive statistical insights and highlighting gender-specific obstacles, this project markedly furthers gender equality in ecological transition-related economic activities.

Strengths and lessons learned

The key project's core strengths include the following.

- The sustainability and transferability of the indicator system and database. These tools can be continually updated for comparative and evolutionary studies at the national and the European levels, promoting a more nuanced understanding of gender dynamics within the green economy.
- Methodologies and findings. The initiative's methodologies and findings hold the potential to shape policies and strategies aimed at achieving gender equality in the green economy and rural entrepreneurship. By spotlighting the unique challenges and opportunities faced by women in these sectors, the project paves the way for a more inclusive and equitable ecological transition.
- Holistic strategy that combines sex-disaggregated data and intersectional gender analysis. This practice not only highlights the critical role of sex-disaggregated data in shaping the future of green and rural economies but also sets an example for other EU countries to follow. It underlines the necessity of an intersectional gender analysis, considering variables such as age, education and country of birth, to fully grasp the multifaceted nature of gender disparities in entrepreneurship. The comprehensive approach adopted by Miteco, from

the meticulous development of gender-sensitive indicators to the in-depth analysis and public discussion, exemplifies a holistic strategy for gender mainstreaming in environmental policy areas.

- Awareness-raising about gender equality in the EGD. The initiative's commitment to raising awareness about the gender dimensions of the EGD policy areas and to integrating gender mainstreaming more effectively, including in public funding programmes, is commendable. By laying down a foundation of gender-sensitive statistical information, the project facilitates informed decision-making that can significantly impact women's participation in the green economy.
- Stakeholder involvement. The collaborative efforts arising from involving key stakeholders illustrate the power of collective action in advancing gender equality. Such collaboration not only enriches the data and analysis but also enhances the overall effectiveness of policies designed to support women entrepreneurs in the green and rural economies.

Key lessons learned include the following.

- It is important to integrate gender perspectives from the outset of policy and programme design to ensure that gender equality objectives are woven into the fabric of ecological and rural development strategies.
- Focusing on detailed, sex-disaggregated data collection and gender-sensitive analysis: the Spanish database and the report on women's green entrepreneurship and women's entrepreneurship in rural areas represent a significant step forward in the journey towards gender equality in the ecological transition. By focusing on detailed, sex-disaggregated data collection and gender-sensitive analysis, the initiative provides a basis for crafting more inclusive policies that not only address current gender gaps but also pave the way for sustainable development that benefits all members of society. It serves as a good-practice example of gender mainstreaming, inspiring

similar efforts across Europe and beyond to create a more equitable and environmentally sustainable future.

Further information

[2023 Women's green entrepreneurship and women's entrepreneurship in rural areas](#) (executive summary in English).

[2023 Women's green entrepreneurship and women's entrepreneurship in rural areas](#) (full report in Spanish).

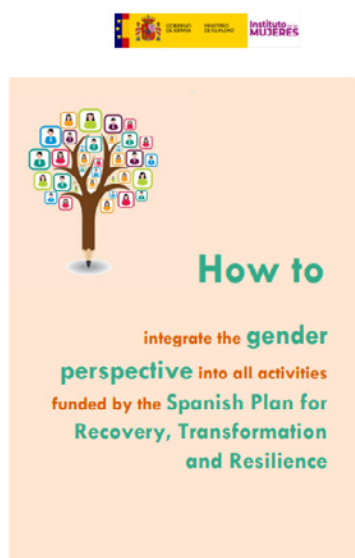
[Database 2023](#) (excel file).

[Presentation of the database and report \(10 March 2023\) on YouTube.](#)

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Spain: Strategic Guide – How to integrate the gender perspective into all activities funded by the Spanish plan for recovery, transformation and resilience



Copyright: Institute of Women.

Gender equality in PRTR [Spanish recovery, transformation and resilience plan] funding projects is key for social justice and sustainable growth. (Spanish Institute of Women)

Spain is stepping up its efforts in sustainable development with two strategic guides on adding a gender perspective to projects funded by the Spanish PRTR. This project was started in 2021 by the Spanish Institute of Women under the Ministry of Equality to facilitate making gender equality a big part of public procurement and the EGD efforts. With a budget of EUR 24 000 from national funds, the main goal is to ensure that public grants and contracts, subsidies and public-private deals financed through the PRTR have a gender perspective, not only in their project definition and evaluation criteria but also in their implementation and monitoring. This means that when designing, running and assessing projects,

including the approximately 40 % that are aimed at environmentally sustainable improvements, incorporating a gender perspective is a must. The target group includes public servants in charge of public procurement processes, private companies, NGOs and other public-private partnerships/institutions bidding for, and developing projects funded with, PRTR funds.

Policy context and enabling conditions

Around 40 % of Spain's PRTR budget for 2021–2026 is set aside for green transition, climate and environmental initiatives, with gender equality being one of its main focal points and goals. The [2022–2025 Spanish strategic plan for the effective equality of women and men](#) includes a section focusing on combining environmental and social progress with a focus on gender. According to the Law for the Effective Equality between Women and Men ([Organic Law 3/2007](#)), when public authorities buy goods or services, they should think about how these purchases can help improve gender equality.

A crucial aspect of the PRTR is its emphasis on gender equality as a fundamental principle. This means that every project funded by the PRTR is encouraged to consider reducing gender inequalities; this also applies to projects related to the EGD.

The PRTR's progress reports regularly highlight projects aimed specifically at closing the gender gaps in these areas. On EIGE's indicator 'H3 gender mainstreaming', Spain scored 10 out of 12, above the EU average of 5.1, for integrating gender equality into its policies, showing significant commitment and progress in this area (EIGE, 2023a).

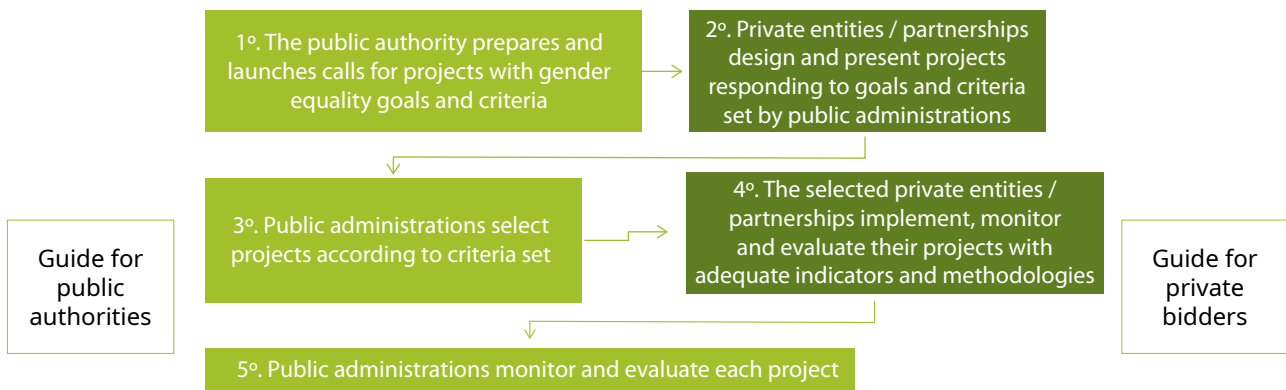
Core activities aimed at promoting gender mainstreaming

No matter what instrument the government uses to support projects under the PRTR, it is important that it sets goals and standards focused on achieving gender equality. This includes **working to close the gap between women and men and making gender equality a main goal in public procurement announcements and grant opportunities**. Private companies and

organisations that get involved later on are expected to follow these guidelines, adjusting them to their own objectives.

The two guides, one targeted at public authorities (at the national, regional or local level) and the other at private bidders/entities and partnerships, together embrace the whole public procurement process, addressing public authorities and bidders along five consecutive phases (Figure 6).

Figure 6. The five phases of the strategic guides to integrating the gender perspective into all activities funded by the Spanish PRTR



Source: EIGE, based on the Strategic Guide – How to integrate the gender perspective into all activities funded by the Spanish plan for recovery, transformation and resilience.

In all five phases, the two guides are organised into three sections:

- 1) relevant questions on the contents of the analysis to be carried out by the public authority or bidder (depending on the specific phase) from a gender perspective;
- 2) operational guidance and recommendations on what to do to incorporate the gender perspective in the respective phase;
- 3) real examples of public procurement processes (some of them in areas linked with the EGD) and real examples of private projects that mainstream gender equality.

The guides also refer to valuable resources (legal, documentation, etc.). A video was produced to summarise the guides to enhance dissemination.

The guides were presented at two public events, with close to 300 participants each. They were also included in a training course organised by Miteco for public sector staff.

Key outcomes

The guides are designed to be an invaluable resource for those involved in the tendering and bidding process, not only for individuals and organisations but also for public authorities that

may not have extensive knowledge or experience of incorporating gender perspectives, including in the context of ecological transition efforts. They offer essential insights to address the existing gender disparities in environmental sectors and demonstrate how these disparities can be effectively addressed through the adoption of gender-sensitive procurement practices and the development of projects that are mindful of gender differences.

Public procurement emerges as a powerful instrument that the public sector can leverage to effect tangible changes in society. With the Spanish PRTR allocating a significant budget of EUR 14.3 million specifically for initiatives aimed at promoting environmental sustainability until February 2023, the importance of integrating gender equality into these efforts cannot be overstated. Indeed, gender equality constitutes one of the four foundational pillars of the Spanish PRTR, underlining the commitment to ensuring that the benefits of the green transition are shared equitably between women and men.

The guides emphasise the crucial understanding that, without a deliberate focus on closing gender gaps through public procurement, the substantial investment of EU funds into green initiatives risks perpetuating existing inequalities rather than contributing to a more balanced and inclusive progress. By advocating for public procurement to consistently aim at bridging gender disparities, regardless of the project's primary focus, the guides play a pivotal role in highlighting how gender considerations can and should be integrated into the broader agenda of ecological transformation. This approach not only advances the cause of gender equality but also enhances the overall effectiveness and sustainability of environmental projects, ensuring that they cater for the diverse needs and contributions of all members of society.

Strengths and lessons learned

Key strengths and lessons at the heart of this pioneering initiative include the following.

- Recognition of the existing knowledge gaps that public servants and private sector participants face concerning gender mainstreaming, including in areas related to the EGD. This recognition has catalysed the development of the guides aimed at equipping these key actors with the necessary knowledge and tools to champion gender equality in their respective domains.
- Development of targeted resources for public authorities. The guide for public authorities serves as an educational beacon, illuminating the critical need for public servants to integrate gender equality objectives and indicators into the fabric of project calls. This integration goes beyond mere acknowledgement: it requires the formal and explicit inclusion in the projects of the overarching objective of bridging gender gaps. The guide meticulously outlines the importance of this process, emphasising that the omission of this objective not only undermines the pursuit of gender equality but also exposes the projects to potential legal challenges. Through this insight, the guide sets the stage for a transformative approach to public procurement, one that inherently prioritises gender sensitivity and ensures that the projects foster an inclusive and equitable environment.
- Development of targeted resources for the private sector. Conversely, the guide for private bidders addresses a parallel need within the private sector. As entities operating in the EGD areas seek to expand their understanding of gender considerations and their capacity to integrate gender considerations into their projects, this guide emerges as a crucial resource. It provides private sector entities with an exploration of the gender disparities prevalent in their fields and offers practical advice on effective strategies to address and ultimately close these gaps. By doing so, the guide equips private bidders with the expertise necessary not only to meet the gender mainstreaming requirements of project calls but also to contribute meaningfully to the advancement of gender equality through their initiatives.

- Holistic approach. Together, these two guides form a comprehensive narrative, designed to engage, inform and inspire public and private stakeholders involved in the PRTR funding activities including in the EGD areas. They underline the PRTR's commitment to ensuring that gender mainstreaming is not an optional adjunct, but a central, indispensable element of all projects funded. This approach promises to pave the way for a future in which environmental sustainability and gender equality are inextricably linked, fostering a more inclusive, equitable, sustainable and resilient society.

Further information

[Guides to incorporate the gender perspective in the actions financed within the framework of the](#)

[plan for the recovery, transformation and resilience \(Spanish version\).](#)

[Guides to incorporate the gender perspective in the actions financed within the framework of the plan for the recovery, transformation and resilience \(English version\).](#)

[YouTube video with voice-over presentation of the guides \(in Spanish\).](#)

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Spain: the 2020–2024 just transition strategy: Spain’s path to a gender-equitable green transition



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[The second strategic objective of the just transition strategy is] [t]o ensure equal distribution of opportunities, through gender equality measures that reduce labour inequalities for women in the ecological transition and, on the other hand, through measures for groups with special difficulties.
(Spanish just transition strategy)

Spain’s 2020–2024 just transition strategy is an exemplary policy initiative aimed at combining ecological sustainability with gender equality principles. Led by the Just Transition Institute (JTI) within Miteco, this strategy aims to reshape the energy transition in 15 Spanish territories in a way that ensures that no one is left behind. With a strong commitment of EUR 700 million, stemming from national, NextGenerationEU and EU just transition funds, Spain is creating a model for integrating gender equality into environmental efforts.

One key objective of the Spanish just transition strategy is to ensure that women have equal access to opportunities in the energy transition. This involves implementing measures to address and close employment gaps for women in this sector.

Local just transition agreements have been established in 15 participating territories affected by the closure of coal mines and of coal and nuclear power plants, promoting inclusive and equitable territorial development while emphasising the need to enhance women’s employment.

Policy context and enabling conditions

In Spain, the [2022–2025 Spanish strategic plan for the effective equality of women and men](#) devotes one work package to the ‘ecological and social transition’ based on a gender perspective. A key player in this initiative is Miteco, overseeing 29 measures across all strategic objectives of the strategic plan aimed at fostering women’s entrepreneurship in green sectors and enhancing their visibility, thereby generating important sex-disaggregated data and gender-sensitive indicators in green activities. These actions are critical in promoting women’s role in the ecological transition and assessing its impact on women.

The JTI, embedded within Miteco, spearheads the implementation of measures focused on addressing gender inequalities, identifying and analysing gender gaps through sex-disaggregated data and gender-sensitive indicators and regularly monitoring the gender impact of the coal phase-out process linked to the energy transition in the country. The JTI thereby engages in a strategic collaboration with the Institute of Women, ensuring comprehensive gender mainstreaming across the just transition strategy.

The [2021–2023 PNACC](#) further underlines the importance of gender mainstreaming as a transversal principle, advocating the inclusive participation of women and women’s organisations in combating climate change impacts and address-

ing its differentiated impacts. Specifically, the PNACC commits to developing sex-disaggregated data on climate change exposure, vulnerability and impacts. This is aligned with the [Spanish PRTR](#), funded by NextGenerationEU funds. The plan emphasises gender equality across four critical pillars: energy transition, digital transformation, social and territorial cohesion and gender equality, which means that all projects receiving PRTR funds should aim to reduce gender inequalities, thus seeking to mitigate gender disparities in the green and digital transitions.

The [Spanish 2020–2024 just transition strategy](#), which benefits from EUR 300 million of PRTR funding, underlines the commitment to gender equality by including the strategic objective of ensuring equal opportunities through mainstreaming gender across all measures. The aim is to reduce employment gaps during the energy transition and to regularly analyse related employment opportunities based on sex-disaggregated data and gender-sensitive indicators.

Core activities aimed at promoting gender mainstreaming

The JTI is aligned with the 2022–2025 Spanish strategic plan for the effective equality of women and men, emphasising gender equality through several initiatives.

Gender clauses in public calls. JTI offers grants for both large and small businesses for investments that generate employment, with a focus on projects that prioritise hiring women. Financial support is also available for infrastructure projects addressing digital and social gender gaps. In the project’s application assessment score, gender equity criteria represent up to 18 out of 100 points.

Quantitative and qualitative data collection and analysis. The JTI has collected and analysed gender-sensitive indicators and sex-disaggregated data in the employment growth sectors linked to the clean energy transition. The report [The employment of women in the just energy transition in Spain](#), published in 2023, quantifies for

the first time the employment of women in the energy sector, identifies the elements behind their low participation in the sector and issues recommendations for improvement.

Vocational training and employment support. The JTI actively promotes green skills for women and provides guidance. It focuses on training and access to employment with the aim that women represent at least 30 % of participants. An example is the just transition tender in Teruel (Aragón), which involves a EUR 1.5 billion investment, encompassing five solar plants, five wind plants, ecotourism projects, the primary sector, technical training and the creation of 3 500 temporary and 380 permanent jobs, with a target of 25–30 % employment for women.

Awareness-raising, stakeholder consultation and networking. The JTI collaborates with other entities in the fields of joint research activities, skills development and job creation. This includes research institutions, the electricity companies that own the coal mines and power plants and that have committed to contributing to the alternative local development of the territories affected, women’s associations, trade unions and the Spanish Institute of Women.

Key outcomes

The JTI emphasises gender equality in its project calls, with gender equality-related criteria accounting for up to 18 % of the evaluation in some instances. As a result, it supported more than 300 businesses, and approximately 42 % of new jobs created from 2019 to 2021 were for women. The JTI also supported more than 200 local infrastructure projects aimed at job training, promoting employment and entrepreneurship, networking and combating the social isolation of women in just transition territories.

The JTI supports training programmes in sectors associated with the green economy, such as solar and wind energy, green infrastructure and the energy-efficient renovation of buildings, to prepare individuals, both women and men, for employment in these growing fields.

Efforts to increase women's participation in the transition process are supported by the just transition agreements. In addition, specific events and training programmes, often organised by NGOs, target gender equality and are designed to empower rural women.

As a result of the gender gaps identified, the Spanish government has adhered to the 'equal by 30' international commitment seeking gender equality in energy through reinforced visibility of women in the energy sector, support for (re)training, employment and leadership of women, production of sex-disaggregated data and gender-sensitive indicators and collaboration with institutions that promote gender equality through mutual learning and sharing good practice.

Strengths and lessons learned

Key strengths of and lessons to be learned from the implementation of the just transition strategy include the following.

(High-level) determination and commitment are crucial. Success hinges on the dedication and strong support of administrative bodies, particularly at the national level, to integrate gender equity as a core principle of just transition and broader climate policies.

Leadership should be exercised through an institution dedicated to the just transition such as the JTI, that champions, visualises and advances gender equity, both within the realm of just transition and in wider societal contexts.

Enhanced support and dialogue. Recognising and responding to the unique characteristics and needs of territories and their inhabitants is crucial. This involves implementing policies that improve people's lives and, at the same time, aiming to eliminate gender gaps as a key element of the process. The just transition agreements have proved to be key effective tools.

Acknowledgement. Acknowledging the contributions of those who have been at the forefront of the energy transition is essential. Expressing

gratitude to the women and men in these areas for their past and present contributions highlights the value of their efforts and sacrifices in the transition process.

The **key strength** of the just transition strategy lies in its comprehensive approach: it provides visibility and support to women workers, engages with women's organisations, and promotes training, entrepreneurship, employment and local social and cultural infrastructures that address the needs of women. This is achieved through, among other things, heavy green investments articulated with highly participatory governance processes in the affected territories (just transition agreements), sex-disaggregated data collection and gender analysis and the inclusion of gender clauses in public procurement.

Further information

[The 2020–2024 just transition strategy. JTI website.](#)

[LinkedIn profile of the Spanish JTI.](#)

[Report: The employment of women in the just energy transition in Spain.](#)

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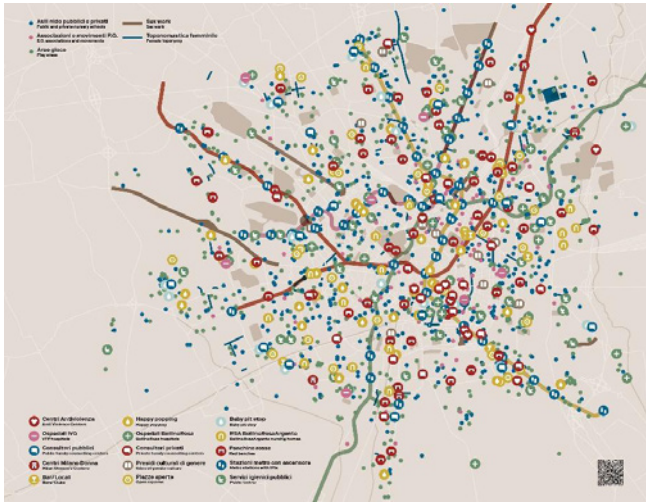
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Italy: Milan Gender Atlas – a manual for a more inclusive city



Copyright: Milan Gender Atlas.

Observing the urban context from the point of view of gender opens up horizons of interpretation that are certainly not unheard of, but that until now remain rather unexplored. The city, with its spaces, is the concrete representation of society that, over the years, has determined its characteristics: every urban choice, every political decision is the reflection of a dominant structure that supports the social order.

(Florencia Andreola and Azzurra Muzzonigro, *Sex and the City*)

Through the *Milan Gender Atlas* (Andreola and Muzzonigro, 2023), the city of Milan positions itself at the forefront of progressive urban planning. This innovative endeavour, implemented by the non-profit association Sex and the City for the Municipality of Milan in partnership with Triennale Milano (Milan Urban Centre), embarks on a journey beyond the conventional boundaries of urban planning. By intertwining gender studies and urban city design, the atlas aims to create urban spaces that are more attentive and inclusive to the diverse needs of the city's inhabitants.

Spanning from 2020 to 2022, this project examined, through data, interviews and questionnaires, the life of women outside and inside the home, carving out the specific needs of women

and the limitations and obstacles the city presents to them. With a budget of EUR 50 000 and two staff members from Sex and the City, the initiative set forth a clear objective: to develop a nuanced methodology capable of analysing and observing the city through a gender-inclusive lens. This resulted in a mapping of city services supporting the everyday life of women and gender minorities, including anti-violence centres, sites for safe breastfeeding, public toilets, lifts in subway stations, playgrounds, nurseries, family counselling centres and hospitals with a gender focus. The project also collected sex-disaggregated data, which is useful for understanding needs and perceptions in a gender comparison. The main targets were women and minority groups.

Policy context and enabling conditions

In 2019, the Milan Urban Centre initiated the 'urban factor' call for ideas. This initiative aimed to foster a series of discussions, conferences and workshops designed to explore and critically examine the city's evolution in response to environmental, urban, cultural and social shifts.

The invitation, which was extended to a broad range of participants, including partnerships and consortia, was to engage in a comprehensive programme that would facilitate in-depth discussions and foster exchanges on pivotal urban issues. The objective was to encourage and develop research that could offer insights into the complexities of urban transformation and regeneration.

The focus areas for this exploration included a variety of contemporary urban challenges, such as the circular economy, sustainable mobility and transport, infrastructure development, urban forestry, the competitive dynamics between glob-

al cities and an analysis of their distinct urban policies.

As potential outputs, the Milan Urban Centre envisioned the establishment of observatories dedicated to future urban development and land management strategies. These would include a focus on circular economy practices, initiatives aimed at the rejuvenation of suburban areas and public spaces and the orchestration of major events. This comprehensive approach sought to integrate diverse perspectives in the examination of Milan and the envisioning of its urban future.

In response to this call, the non-profit association Sex and the City received funding for its proposed research project aiming to map the city of Milan through a gender-sensitive lens. The outcomes of the research were published as a book in 2021 by Lettera Ventidue Edizioni.

Core activities aimed at promoting gender mainstreaming

The lenses through which Milan has been observed through the project include violence and insecurity in domestic and public spaces, the uses of the city, the symbolism of the city, sex work and health. Violence against women was a central issue: the *Milan Gender Atlas* focuses on public space, recognising fear and perception of insecurity as a key issue of the difference between genders in everyday life. The **research on the uses of the city** led to a mapping of services that aim to respond to the needs related to women's daily life, such as sites for safe breastfeeding, public toilets, lifts in subway stations, playgrounds, nurseries and open squares and to the investigation of differences in mobility between genders. However, public space is also examined in its symbolic dimension, for instance how many streets, squares, parks, gardens, statues and civic buildings are named after women or gender minorities. The research also investigates the dimension of sex work, its urban dynamics and what its presence implies from the point of view

of public policies. The last observation lens, women's healthcare services, highlights local healthcare facilities with a focus on gender medicine⁽¹¹⁾.

The project involved **gathering and analysing gender-specific data** from various sources, including the Italian National Institute of Statistics (Istat) and related studies. The data is presented in infographics and as maps of the geographical distribution of services and places; the project also explored perceptions of urban liveability and safety based on a general survey and interviews with key city stakeholders.

To **increase awareness**, La Triennale (Milan Urban Centre) hosted conferences to discuss the atlas and its insights. The *Milan Gender Atlas* introduces a research methodology that applies gender analysis to urban planning, aiming to identify disparities and to suggest gender-informed solutions for the issues highlighted.

In summary, **key aspects** of the project include the following.

- Developing a new research method to collect and analyse gender-specific quantitative and qualitative data, previously unexplored in Milan or other Italian cities, to spotlight inequalities and gender-related challenges. This methodology is designed to be adaptable for similar city-focused atlases.
- Conducting awareness-raising activities, including workshops and discussions at the Milan Urban Centre, to emphasise the importance of integrating gender considerations into urban planning and of adopting gender-responsive local policies for equitable urban development.
- Presenting the *Milan Gender Atlas* to Milan's local government as comprehensive research highlighting gender inequalities and proposing solutions to enhance gender equality. The atlas aims to influence urban policy discussions, promoting policies that improve Milan's overall liveability and establishing a versatile

⁽¹¹⁾ For more information, see Andreola and Muzzonigro (2023).

research methodology applicable in various contexts.

- Publishing the outcomes of the project in a nationally distributed book in both Italian and English.

Key outcomes

The publication of the *Milan Gender Atlas* is an important step in advocating for gender-sensitive urban planning. By spotlighting the discrepancies in public representation, safety perceptions and access to healthcare, the atlas offers an incisive critique of Milan's urban landscape. It also highlights the city's potential to evolve into a space where gender equality is not an aspiration but a reality. The atlas's findings serve as a cornerstone for dialogues on urban inclusivity, providing a robust platform for developing strategies that embrace diversity in all its forms.

Strengths and lessons learned

The *Milan Gender Atlas* stands as a testament to the transformative power of collaborative research and digital innovation. Key strengths and lessons learned include the following.

- A dynamic model of urban planning. Its capacity to illuminate the services and networks supporting women and gender minorities lays the groundwork for informed policymaking. The atlas champions a dynamic model of urban planning, in which adaptability and inclusivity are paramount, paving the way for future endeavours in gender-sensitive urban development.

- Gender inclusivity. The journey of the *Milan Gender Atlas* from conception to realisation embodies a profound reimagining of urban spaces, where gender inclusivity is the keystone of development. It brings together urban planners, policymakers and citizens to partake in a collective quest for cities that honour the diversity of their inhabitants. The *Milan Gender Atlas* not only maps the present but also charts a course towards an inclusive, equitable urban future, inviting us to envisage and build cities that are truly meant for all.

For those drawn to the intersection of urban planning and gender inclusivity, the *Milan Gender Atlas* offers rich insights and a framework for action. This project does not mark an end but a beginning: a call to explore, understand and reimagine our urban environments through a lens of inclusivity and equity. By fostering dialogue and collaboration, the atlas encourages us to contribute to the collective construction of urban spaces where diversity is not just acknowledged but celebrated.

Further information

[Milan Gender Atlas](#).
[Sex and the City website](#) (in Italian).

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Austria: Agenda Railway Industry Women: a women's network to boost gender equality in the railway sector



Agenda Bahnindustrie Frauen* with Leonore Gewessler, Austrian Federal Minister of Climate Action, Environment, Energy, Mobility, Innovation and Technology.

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Agenda Railway Industry Women shapes the railway industry, makes women experts visible and connects experts throughout the whole sector.

Ruth Boyer and Lara Spendier,
Presidents of the Agenda Bahnindustrie Frauen*
(Agenda Railway Industry Women)

Agenda Railway Industry Women (Agenda Bahnindustrie Frauen*) is an important step towards gender equality in Austria's railway sector. By leveraging scientific studies, networking and advocacy, it paves the way for a more inclusive and equitable industry. Initiated by the NGO of the same name, and with the support of the Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology, complemented by a blend of membership fees and sponsoring, this network, inaugurated in November 2020, has set forth an ambitious agenda: it aims to bring more gender equality to a field traditionally dominated by men.

The network has set clear objectives for enhancing gender equality in the sector:

- increase the proportion of women in the rail industry to 25 % by 2030;
- raise the share of women in management positions to 30 % by 2030, in line with the Gender Equality Act;
- improve working conditions for all employees, thereby benefiting women in particular;
- influence the Austrian rail industry to achieve more inclusive mobility.

The main target group of the network is women experts in the railway industry.

Policy context and enabling conditions

Women account for only 21.4 % of the railway workforce in the EU, which is considerably below the economy-wide participation rate of women in the labour market, which stands at 46 %. This is the result of a survey in 2018 among 28 railway companies from 21 European countries (CER, 2020). According to the survey, Austria has the smallest proportion of women working in the railway sector (12.8 %).

In 2023, Agenda Railway Industry Women commissioned a study⁽¹²⁾ with the aim of obtaining data and insights on the actual situation of women in the railway sector in Austria. The study revealed that only 13.7 % of employees in the

⁽¹²⁾ The study 'Mehr Frauen* in der Bahnindustrie!' Quantitative Analyse und qualitativen Exploration zu bestehenden Barrieren und Ansatzpunkten was commissioned to L&R Social Research in 2023.

railway industry and railway operators are women; for technical apprenticeships and specialist areas, it is 10 %. According to the study, 25 % of the companies surveyed, representing a total of over 60 000 employees, completely forgo equality-oriented approaches and inclusive initiatives. As part of the study, women employed in the industry were interviewed in focus groups. The focus group discussions show that women's experience of the industry is that it is outdated, there is a lack of flexibility for people with care obligations, company culture is no longer up to date, and there is a lot of pressure on women to prove themselves in occupations designed for men.

The Agenda Railway Industry Women Network aims to change this situation through collecting sex-disaggregated data, promoting good-practice examples, networking, awareness-raising and issuing recommendations for making the rail industry more attractive for women and ensuring a better gender balance.

The Agenda Railway Industry Women Network profits from the political commitment of the Austrian Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology to promote a more gender-inclusive railway sector. At the European level, the Community of European Railway and Infrastructure Companies (CER), of which Austria is a member, which represents railway sector employers, and the European Transport Workers' Federation, which represents employees, started social partner negotiations to promote the employment of women in the rail sector. The negotiations took place in the framework of the sectoral social dialogue set up by the European Commission and resulted in the Women in Rail autonomous agreement signed by CER and the European Transport Workers' Federation on 5 November 2021. This binding agreement made history as the first of its kind on gender equality in any sector at the EU level. It was also the first binding agreement between rail social partners in 15 years and marked a major achievement and a key milestone of the European Year of Rail.

Core activities aimed at promoting gender mainstreaming

The network undertakes various activities to promote gender equality.

- **Awards and prizes.** The Agenda Railway Industry Women award honours projects that encourage the rail industry to include the perspective of women and thus advance the entire sector. The prize is awarded in two categories. The prize for women (individuals or teams), rewards outstanding technical innovation. Evaluation criteria include degree of innovation, improvements for users of the rail industry, innovation for the rail system, environmental innovation, contribution to climate protection, biodiversity, sustainability, inclusive mobility and product design. The prize for companies rewards special commitment to advancing women in the railway industry.
- **Women's visibility.** The network also enhances the visibility of women experts and role models in all areas of green mobility. This includes an online database of women experts.
- **Mentoring.** The organisation of networking events and programmes for women's career development are further activities of Agenda Railway Industry Women.
- **Research.** The network also commissions research studies, collecting and analysing sex-disaggregated data. The aforementioned study on women in the rail industry for the first time collected comprehensive qualitative and quantitative data on the situation of women in the railway industry in Austria. By means of an online survey, the authors of the study asked how many women work in which positions and areas in the rail industry. Using the results of this survey, statements can be made about almost 60 000 employees from 25 companies. In addition, the authors used focus groups to have in-depth discussions with women employees in the railway industry about their workplace

experiences and recommendations for improvements. Women from different areas of the rail industry and rail operators (apprentices, technicians, managers, human resources managers) contributed their points of view⁽¹³⁾.

Key outcomes

Though relatively new, the network has already made significant strides. It has established itself as the first women's network in the Austrian railway industry and gained broad membership and support. The network is actively assisting its member companies in setting and pursuing gender equality goals.

The study commissioned in 2023 collected vital sex-disaggregated data, which was then analysed. The results were disseminated at numerous events, raising awareness about gender equality needs in the sector. The Agenda Railway Industry Women awards events organised in 2021 and 2022 highlighted the contributions of women in the railway sector.

Strengths and lessons learned

The strength of the network lies in its combination of awareness-raising and support for women, coupled with in-depth research and data

collection to provide a robust foundation for promoting women in the railway industry. Its success is bolstered by the commitment and support of high-level business, political representatives and decision-makers. The network benefits from the involvement of all relevant stakeholders and a broad alliance to boost gender equality in the railway sector.

One lesson learned from the initiative so far is that there is a broad acceptance of the need to support women in the railway industry, and dedication to providing such support, but it is still difficult to get long-term financial commitment. There is great interest from women in the railway sector in supporting each other and gaining more visibility. To achieve this, an overarching alliance with top-level support is crucial.

Further information:

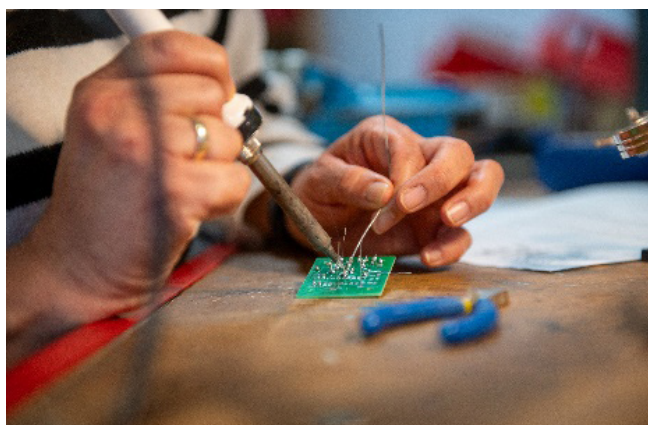
[Agenda Railway Industry Women website](#) (in German).

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⁽¹³⁾ See note 12, page p. 52.

Austria: Environmental Foundation – green skills, bright futures: elevating gender equality in Austria’s labour market



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Our future lies in a diverse working world in which women have the same career opportunities in technical professions as men. As a society we have to work together to ensure that everyone is ready for a career in technology. No matter who you are or what qualifications you have. This is the only way to ensure economic stability and growth.
(Paul Köfler, Director of Aufleb Ltd)

From April 2022 to April 2025, the Austrian Federal Ministry of Labour and Economy, in collaboration with the Public Employment Service (AMS), is dedicating EUR 10 million to equip approximately 1 000 individuals who lack vocational qualifications with skills relevant to the environmental sector, thereby enhancing their employability. The initiative is facilitated by the Environmental Foundation (Umweltstiftung), which is managed by Aufleb Ltd. This entity, established in 1995 by social partners, focuses on vocational education and training for the unemployed. During their training, participants are entitled to financial support from the AMS. This initiative specifically targets jobseekers who struggle to secure employment in the labour market or lack the necessary qualifications for jobs in the environmental sector, with a special emphasis on women, older individuals and those

who have been out of the workforce for an extended period.

Aiming to foster gender balance within these training programmes, the Environmental Foundation has set itself a target to ensure that at least 40 % of participants are women. ABZ* Austria (Arbeit, Bildung, Zukunft (Work, Education, Future)), a non-profit organisation specialising in labour promotion, with a strong background in gender mainstreaming and equality, has been commissioned to assist with the foundation’s activities in Austria’s eastern regions.

Policy context and enabling conditions

The inception of Aufleb can be traced back to the mid 1990s, a period marked by the significant loss of over 9 000 jobs in the Austrian food and beverage industry. At that juncture, women constituted 44 % of the workforce in this sector. Formed by the Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund (ÖGB)) and the Austrian Federal Economic Chamber (Wirtschaftskammer Österreich (WKO)) in 1995, Aufleb embarked on a mission to facilitate the reintegration of those affected into the workforce through vocational orientation and training programmes. Since its establishment, Aufleb has successfully assisted approximately 11 000 individuals in securing new employment opportunities or completing apprenticeships via various work foundations that offer vocational education alongside financial support. Currently, the organisation places an emphasis on aiding women, young individuals, asylum seekers and beneficiaries of subsidiary protection in their integration or reintegration into the Austrian labour market.

The Environmental Foundation represents the latest endeavour by Aufleb, developed in collaboration with the AMS, the Federal Ministry of Labour and Economy and the Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology. This initiative underlines a commitment to partnering with businesses in environmental growth sectors such as energy supply, building technology, waste and resource management, mobility, production processes, digitalisation, and agriculture and forestry.

Despite women making up approximately half of Austria's labour force, the employment landscape in these fields remains markedly gender segregated. For instance, in the energy sector, women account for only 19.3 % of the workforce, a figure significantly lower than the international average of 25 %. As the level of responsibility in a position increases, the proportion of women decreases further to a mere 11 % ⁽¹⁴⁾.

Core activities aimed at promoting gender mainstreaming

The Environmental Foundation supports unemployed individuals who are registered with the AMS, eligible for unemployment benefits, facing difficulties in securing new employment, motivated to pursue a career in the environmental sector and eager to acquire the necessary qualifications. The foundation has set itself a target of ensuring that 40 % of the beneficiaries of its **training programmes** are women, thereby advancing the participation of women in technical and environmental professions.

Participants undergo **specialised training** in collaboration with companies from environmentally relevant growth sectors that express an intent to hire them. This training includes both theoretical lessons and practical, on-site training within the company. The training offerings are detailed in an extensive catalogue and are tailored to the prior knowledge of the participants. Depending on the required qualification level,

the duration of training ranges from 3 months to 3 years.

Throughout the training period, participants are guided and supported by counsellors from AB-Z*Austria, who specialise in labour market support and gender mainstreaming. Trainees receive financial support from the AMS and a supplementary monthly training allowance of at least EUR 200 from the employing company. Public funds subsidise the costs associated with theoretical training (e.g. courses, vocational schools) up to a maximum of EUR 7 000 net.

All the measures of the foundation are implemented in a way that promotes gender equality in terms of content and methodology:

- use of role models: successful examples of women in 'green jobs' are integrated into the implementation of the project;
- visualising and addressing the topics of income security and career paths in non-traditional professions for women;
- teaching and learning materials are gender inclusive and use gender-sensitive language;
- promotion of self-confidence (especially among women) in their own professional skills and in questioning gender-specific divisions of labour;
- empowerment, especially of women, to counter the often too self-critical view of their competences in relation to technical/craft skills;
- addressing challenges such as care responsibilities;
- stereotypical constructions and attributions are scrutinised, discussed and deconstructed.

Raising awareness is a further crucial component of the project, especially efforts aimed at promoting the participation of women in technical fields. This is directed not only towards wom-

⁽¹⁴⁾ <https://www.equality-energytransitions.org/approaches-for-women-to-break-through-the-glass-ceiling/>.

en but also towards companies and AMS counsellors. Achieving the goal of a 40 % participation rate by women involves close collaboration with women-focused projects sponsored by the AMS and targeted information campaigns. Efforts to engage women include outreach through women's vocational centres, networking events and education opportunities, such as German language courses, to appeal to women with migration backgrounds. In partnership with the AMS's equal opportunities officers, AMS counsellors receive training to encourage women clients to explore careers in technical fields. Companies are sensitised to the added value of creating a more diverse workforce by hiring women. To further these awareness-raising efforts and promote women in technical jobs, the Environmental Foundation has produced various video clips, which are used by the Chamber of Labour, the ÖGB, the Chamber of Commerce and the AMS.

Key outcomes

The foundation is still in its early stages, and the quota of 40 % women is a long-term objective, so the ultimate impact of it remains to be seen. Yet it is the first project of its kind with an explicit quota for women in Austria and thus an important step towards a more gender-equal labour market in the sectors concerned.

Strengths and lessons learned

Key strengths include the following.

- Collaborative framework: the Environmental Foundation operates within a robust collaborative framework, engaging with the AMS, social partners, federal ministries, training providers and companies experiencing labour shortages. A key benefit of the foundation's training programme is the clarity and security it offers to unemployed individuals: participants not only get to know their future workplace on joining the programme but also are provided with financial stability during their training.
- Private sector involvement: the project presents a valuable opportunity to collaborate with companies, particularly small and medium-sized enterprises, to heighten their recognition of the contribution women can make in technical and environmental professions. Through this engagement, the foundation also plays an important role in challenging and dismantling gender biases and stereotypes, paving the way for a more inclusive and equitable labour market in Austria's ecological sector.

An important lesson learned is that, for effective engagement with women, it is essential to employ an approach that recognises and respects the diversity of women's experiences. This entails using specialised methodologies and tools designed to foster inclusivity and consider the multifaceted aspects of women's identities.

Further information

[More information about the Environmental Foundation](#) (in German).

[Video clip](#).

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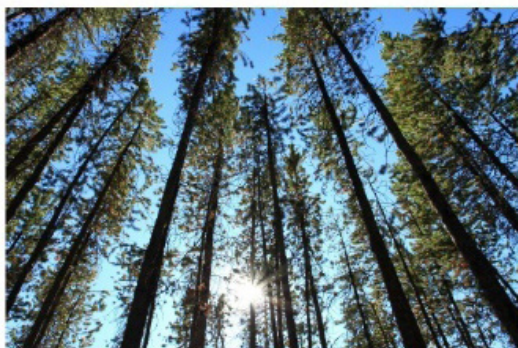
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Sweden: gender equality in the forestry sector: a Swedish initiative pioneering sustainable change



Så stärker vi attraktionskraften i skogsbranschen utifrån ett jämställdhetsperspektiv
Handlingsplan



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The conclusions and lessons learned in the project contribute to the progress of the entire county and I hope that the work done can inspire others, in the forest sector but also in other areas. We need more gender equality in many industries.
(County Governor Berit Högman, Chair of the project)

This visionary project, backed by a broad alliance of diverse organisations in the fields of education and science, federations of forest owners, governmental authorities and the business sector, embarked on a mission to integrate gender equality into the very essence of the forestry sector. Spearheaded by the County Administrative Board of Västernorrland, a heavily forested region in the north-east of Sweden, the project stands as a testament to Sweden's strong commitment to both environmental protection and gender equality.

Implemented between 2020 and 2023, with a budget of SEK 2.8 million (approximately

EUR 243 000), split equally between regional development grants and contributions from private sector organisations, the overarching goal was ambitious yet clear: to catalyse gender equality in the forestry industry, acknowledging the critical need for a sector that is not only competitive and sustainable but also inherently equitable. By collaborating with a diverse range of stakeholders, the initiative sought to dismantle the traditional gender norms that have long influenced the forestry sector. The main target groups included organisations in the forestry sector, their employees, contractors, owners, boards and management teams.

Policy context and enabling conditions

Sweden's commitment to gender equality is long-standing: gender mainstreaming became a political priority in 1994 and the Swedish Gender Equality Agency was established in 2018. The Swedish government characterised itself as a 'feminist government', committed to building a society in which women and men have the same power to shape society and their own lives, to be achieved, among others things, by gender mainstreaming throughout all policy fields. This includes the forestry sector.

In 2011, the Swedish Ministry of Enterprise and Innovation set forth a gender equality strategy for the forestry sector, 'Competitiveness requires gender equality', stating that women and men must have equal conditions, rights and opportunities to work in the forestry sector and be active forest owners. The national forest programme (2018) specifies that the forest should contribute to jobs and sustainable growth throughout the country and to the development of a growing bioeconomy. It also states that gender equality

work in the forestry sector needs to be strengthened. In 2019, the Swedish Forest Agency issued 'Measures for an equal forestry sector', evaluating past strategies and proposing new measures for achieving a gender-equal forestry sector.

It is within this progressive framework that the 'Gender equality in the forestry sector' project was conceived. It is rooted in the vision that, for Sweden's 'green gold' (the forest) to fully contribute to jobs, sustainable growth and a bioeconomy, gender equality must be a key driver. Despite a national commitment to gender equality, the forestry sector has remained markedly gender segregated, prompting this initiative to foster a more inclusive industry. The project drew inspiration from previous gender equality work in the forestry and construction sectors.

Core activities aimed at promoting gender mainstreaming

The project adopted a two-pronged approach: gender mainstreaming with sector-wide measurable goals and addressing norms related to men and masculinity. Through activities such as **training, workshops and webinars** and with the support of **research reports and task force committees** with representatives from participating organisations, a joint understanding was reached of the current situation and future needs in terms of achieving gender equality in the sector. Shared definitions of gender equality and sector-wide measurable goals for enhancing gender equality were established to be implemented by the participating organisations.

Comprehensive training in gender mainstreaming and understanding and overcoming prevailing masculinity norms were the underlying strategies of the initiative. The project invited a wide array of stakeholders in the forestry sector in Västernorrland to these courses, including workers, students, executives, forest owners and companies. During the spring of 2021, the project conducted the following three courses.

- 1) 'The current situation in the industry – what does gender equality in the forestry industry look like today and why?' The training aimed to provide facts about the current state of gender equality in the industry and the background explaining why it is dominated by men.
- 2) 'What is equality – and when are we equal?' This course, offered on six occasions, served as an introduction to equality, with definitions and facts.
- 3) 'Myths and resistance'. The training addressed the following questions: why does equality work arouse resistance in people and organisations? How can we make visible and respond to resistance when it arises, and what strategies can we use to deal with resistance before it occurs? How do we make myths about women, men and gender equality work visible, and how can we dismantle these myths?

Training conducted specifically for managers, elected representatives and employees working in the forestry industry included topics such as gender-sensitive recruitment, developing and implementing gender equality goals within the company, mainstreaming gender into internal business processes and gender-sensitive communication. In addition, the management teams of the organisations participating in the project were offered a workshop to make visible how masculine norms affect their own organisations, how such norms influence the ability of their organisation to pursue gender equality work and what they can do to enhance the attractiveness of the sector.

Key outcomes

The project succeeded in elevating the discourse on gender equality within the national agenda of the forest sector. Overall, the project had 1 191 participants (620 unique participants: 51 % women and 49 % men) from 128 different organisations. The engagement of leading forest companies in the steering group underlined the project's impact, broadening the scope of gender equality

ty work within the sector and facilitating collaboration across different industry players.

The companies that were part of the steering group highlighted that, although they were already working on gender equality before entering the project, the project gave this work a boost and broadened their view. The group of co-financiers reported that the project helped them gain better knowledge and understanding of gender equality work and helped them move towards gender equality work that is more mainstreamed and strategically implemented within their organisations. Supported by the project, gender equality goals were integrated into the steering documents of the participating organisations, and criteria for equal opportunity procurement and service contracts have been designed.

The decision to work with norms around men and masculinity shifted the focus from 'recruiting women' to dealing with leadership and organisational culture. This shift created ripple effects throughout the Swedish forest sector and also gained wide attention beyond the project.

The outcomes of the project in Västernorrland led to the establishment of the National Equality Board of the Forestry Sector, funded by stakeholders nationwide, and it will be used as a 'test bed' and good-practice example for other regions and nationwide actions.

Strengths and lessons learned

- Strengths of the project include the following.
- Embeddedness in the Swedish national gender equality goals and strategies. From the outset of the project, the plan was to establish a model for transforming the sector, first in Västernorrland and then nationally. The work was driven by the participants' senior management level, thus raising the status of the gender equality work and making it easier to work on these issues within the organisations.
- Stakeholder collaboration. This project created a new space for collaboration among stakeholders typically competing with each other, thereby enabling mutual learning across organisational boundaries.

The following are the key lessons learned from the project.

- Leadership. The project underlines the necessity of leadership commitment to gender equality, revealing that outcomes are more readily achieved when leaders champion gender mainstreaming and participate in the activities.
- Resources. It highlighted that gender equality, like any organisational change, requires time, training and a structured approach.
- Replicability in the private sector. The initiative demonstrated that gender mainstreaming can be effectively applied within the private sector.

Further information

[County Administrative Board of Västernorrland website.](#)

[Så stärker vi attraktionskraften i skogsbranschen utifrån ett jämställdhetsperspektiv Handlingssplan](#) (How to strengthen the attractiveness of the forestry sector from a gender perspective action plan) (in Swedish).

[Final report Equality in the Forestry Industry](#) (in Swedish).

[Video 'Gender equality in the forest industry'](#) (in Swedish).

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Sweden: the Gender Equality Academy in agriculture: a Swedish vanguard for inclusive green development



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The green business sector has good growth opportunities and an important role in a sustainable society. We need new business opportunities, more growth and more entrepreneurs in the green business sector. In order to achieve this, women and men must have equal opportunities as entrepreneurs – and this is what LRF's Gender Equality Academy is working for!
(Federation of Swedish Farmers report on gender equality in the green business sector)

Initiated by the Federation of Swedish Farmers (Lantbrukarnas Riksförbund (LRF)), the Gender Equality Academy was established in 2009 with the aim of fostering gender equality within agriculture and forestry and is still ongoing. The LRF is a politically independent interest and business organisation, operating at the national, regional and local levels. The organisation has over 120 000 members, representing more than 60 000 businesses in total, including some of the largest food and agriculture businesses in Sweden.

The academy is financially backed by the board of LRF, with an annual budget earmarked at approximately SEK 300 000 (EUR 26 000). It sets

forth clear priorities and objectives, focusing on amplifying the visibility and roles of women and men in the green agricultural sector. This includes research activities, advocating for financial rights, particularly for family-owned businesses, and ensuring that women's and men's contributions are accurately reflected in sector statistics. The main target groups are members of the LRF, business owners and entrepreneurs in the green agricultural sector and companies working in or related to the sector.

Policy context and enabling conditions

Rooted in Sweden's strong institutional framework for gender equality, the academy's strategy is aligned with national strategies that champion equal opportunities and combat gender-based violence. The LRF's internal dedication to gender equality aims to foster economic growth and prosperity through a gender-equitable approach. The academy's mission is to spotlight gender disparities in the green agricultural sector and to cultivate an environment where equality transcends traditional norms.

In addition to the various national strategies and goals that exist and impact Swedish society at large, the LRF statutes stipulate that gender equality is to be mainstreamed at all levels of the organisation and its operations. The definition of gender equality being used corresponds to the official definition provided by the Swedish government. The LRF also has its own gender equality strategy that supports its goal of becoming a gender-equal organisation. It sees gender equality as a prerequisite for achieving the LRF's overall mission of promoting prosperity, economic growth and quality of life for its members. The strategy sets out three measurable goals for

gender equality to be achieved by 2030: (1) equal distribution of women and men in the organisation's activities, (2) equal distribution of women and men at the leadership level of the organisation and (3) the inclusion of a gender equality perspective in all policies, plans and strategies presented by the organisation.

The fact that the president of the LRF is also the president of the academy demonstrates a strong commitment, and the academy benefits from cooperation between representatives of the agriculture and forestry cooperatives with researchers and gender experts. All this forms a strong enabling policy context for the operation of the LRF's Gender Equality Academy.

Core activities aimed at promoting gender mainstreaming

The Gender Equality Academy uses a comprehensive approach to promote gender equality in the green agricultural sector. This encompasses a variety of methods, including publishing reports on gender inequality, conducting seminars to facilitate discussions among stakeholders, engaging in in-depth gender analysis and collecting sex-disaggregated data. These activities are designed to transform perceptions and motivate the integration of gender-sensitive practices throughout the sector.

A key activity of the academy involves the detailed analysis and presentation of gender equality issues through reports that are made publicly available. These reports not only shed light on prevailing gender imbalances but also offer recommendations for dismantling gender-related norms and provide sex-disaggregated data. Thematically, these reports cover topics such as access to financing, the economy, parenting, leadership, gender statistics, health and sexual harassment within the sector. Members of the LRF frequently contribute to the development of these reports, through either consultations or interviews, ensuring that the insights and expe-

riences of the sector's stakeholders are adequately reflected.

In addition, the academy organises seminars, events and activities to engage in discussions on the topics addressed in the reports. Good-practice examples and role models are promoted through the LRF website. This fosters a collaborative environment for addressing gender inequalities and exploring potential solutions.

Described as a think tank, the academy's mission extends beyond merely disseminating information; it aims to raise awareness and foster understanding of the importance of gender mainstreaming. Before the publication of any report, a gender analysis is conducted to ensure that the findings and recommendations are grounded in a detailed understanding of the gender dynamics within the sector. This methodical approach underlines the academy's commitment to promoting gender equality by informing, engaging and inspiring stakeholders to adopt more equitable practices.

Key outcomes

Over the years, the academy has played a pivotal role in bringing to the fore critical questions and issues surrounding gender equality in the green agricultural sector. One of the key contributions of the academy so far has been its collection and analysis of sex-disaggregated statistics, which has changed the official methodology for collecting and presenting agricultural statistics in Sweden. This has led to a more accurate depiction of farming, increased visibility of women and closer alignment with the reality in the sector. It proved the importance of working with sex-disaggregated data and ensuring that the correct data is being collected.

In addition, the academy has made issues related to gender equality visible and highlighted the inequality that exists within the sector. The academy has also worked actively to ensure a more gender-equal environment.

Strengths and lessons learned

Key strengths of the academy are as follows.

- Knowledge generation to inform policymakers. When the academy started in 2019, there was a considerable lack of knowledge about gender inequalities in farming, forestry and related green industries. Today, the academy has assembled much information about the challenges women face in these sectors. This knowledge encompasses various dimensions, including the economic uncertainties faced by women farmers compared with men farmers, the desire among men farmers for more family time, the discrepancy in investments received by women farmers compared with men farmers, the issue of sexual harassment, and an increase in both women and men pursuing education in agricultural and green fields.
- The academy's findings have served as revelations not only for the industry but also for policymakers and other stakeholders, sparking a growing interest in green entrepreneurship by women in agriculture and forestry and in green, rural, women-led enterprises. It has become easier to push for reforms and to be more relevant to both women and men members of the LRF.
- Leadership involvement. A key strength of the academy is its leadership by the president of the LRF, which elevates the status of its work

and ensures that it is accorded the attention it merits. The alignment of the academy's efforts with the LRF's overarching vision, to lead in growth, profitability and sector attractiveness, underlines the necessity of the academy's existence and clarifies its purpose. Today, the academy is a recognised entity, with its contributions sought after, leading to tangible actions to promote gender equality.

Lessons learned include the following:

- making sure that the work done feels relevant for members and cooperatives and that a project like the academy is linked to the activities of the main organisation;
- it also proved crucial to disseminate solutions and good examples of how to challenge and act on inequalities.

Further information

[Project overview](#) (in Swedish).
[More about the LRF](#) (in English).

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3. Main findings and conclusions: gender mainstreaming in the European Green Deal

The practices analysed in the context of this study comprise a wide variety of approaches that cover rural and urban areas and public and private stakeholders, in various sectors and industries, often dominated by men, such as forestry, agriculture or the railway sector. The practices identified include gender analyses, addressing gender stereotypes, decision-making, gender statistics, and representation and participation in employment, among other issues. The exercise of identifying good practices has shown that gender mainstreaming is, to some extent, being applied in the EGD areas, but the institutionalisation of gender mainstreaming is lacking and the whole range of gender mainstreaming tools is not yet exhaustively used. Therefore, the EU has still to live up to its commitment to gender mainstreaming in the EGD.

Our **conclusions** on the state of the art and the challenges faced when applying gender mainstreaming tools include the following.

The good practices identified highlight the importance of following a strategic approach when mainstreaming gender in the EGD areas.

- The alignment of the good practices with gender equality strategies and action plans is a strong enabling factor for mainstreaming gender equality effectively, as demonstrated, for instance, by the Spanish and Swedish good practices, which are embedded in a strong political framework and commitment.
- Good practices can be replicated more easily in institutions, authorities, companies or sectors where gender policies are already in place, as the Swedish and Spanish practices show.

- Awareness-raising, which is a strong component in all practices, and holistic approaches, such as those of the Spanish just transition strategy or the Spanish BF, help to tackle structural barriers and gender stereotypes, which are particular obstacles to any gender mainstreaming process.
- The green transition needs to address existing inequalities to ensure that no one is left behind. Seven of the good practices (educational tool gender and climate, W4RES, Ökothek, Environmental Foundation, Agenda Railway Industry Women, the Gender Equality Academy in agriculture and Gender equality in the forestry sector) address the gender gap in the green transition workforce.
- There is a need to take a gender and intersectional approach to further reduce existing gender inequalities and provide a holistic picture, as done by the *Milan Gender Atlas*, Agenda Railway Industry Women, Ökothek, the BF and the Miteco database on women's green and rural entrepreneurship.

Sex-disaggregated data and gender indicators in the fields of the EGD are key tools for gender mainstreaming the green transition.

- Sex-disaggregated data provides evidence of existing inequalities and is an important requirement for gender mainstreaming.
- This collection of good practices puts show-cases concrete examples of projects through which sex-disaggregated data is being collected (Miteco database) and used (Just transition strategy) and shows how much more effective these projects are in reaching both gender equality and sustainability targets.

- Data on women in green jobs and women studying STEM subjects allows targeted awareness-raising, capacity building and training actions (see Agenda Railway Industry Women, W4RES, Ökothek and Gender equality in the forestry sector).
- Other good practices (such as the Miteco database, *Milan Gender Atlas* or Just transition strategy) collect sex-disaggregated data within a specific area of the EGD and thus provide a solid basis for more gender mainstreaming activities and evidence-based policymaking.

An equitable distribution between women and men of jobs created by or supporting the green transition is essential for achieving a just transition.

- Many good practices address masculinised jobs within the EGD areas by upskilling women, tackling sexism and gender stereotypes in the workplace and creating better and more gender-responsive working environments in these sectors (Miteco database, Just transition strategy, W4RES, Ökothek, Environmental Foundation, Agenda Railway Industry Women, Gender equality in the forestry sector, Gender Equality Academy in agriculture).
- The promotion of women’s employment in green economic activities where there is an over-representation of men, such as railway (Agenda Railway Industry Women) and forestry sectors (Sweden) or in territories affected by the ecological transition (such as in the Just transition strategy), is an effective way of closing existing gender gaps.
- Existing labour shortages in economic activities linked to the ecological transition (e.g. railway, forestry or energy) ease the employment of women into these activities, thereby overcoming the labour shortages (just transition strategy, W4RES, Ökothek, Environmental Foundation, Agenda Railway Industry Women, gender equality in the forestry sector).

(Gender budgeting) and gender-responsive public procurement are critical to an equi-

table allocation of the funds available for the green transition.

- A significant amount of public national and EU funding is being allocated to the green transition in economic sectors dominated by men. Gender-responsive public procurement contributes to an equitable distribution of resources, addressing gender equality gaps and leading to the fair participation of women in the opportunities arising from public funding (Spanish strategic guide to integrating the gender perspective into all activities funded by the Spanish PRTR).
- When the public procurement processes in the field of the green transition include formal, explicit and specific gender equality objectives, all stakeholders involved in the funded projects, often private entities, act in accordance with these objectives, thereby contributing to closing gender gaps (Spanish strategic guide to integrating the gender perspective into all activities funded by the Spanish PRTR, the just transition strategy and the BF).
- Civil servants in charge of public procurement processes and private entities responding to bids need sex-disaggregated data, gender statistics and gender equality training (Spanish strategic guide to integrating the gender perspective into all activities funded by the Spanish PRTR).

According to existing evidence and the lessons learned through the good practices identified, some of the difficulties in making the commitment to gender mainstreaming a reality over time relate to the absence of the necessary mechanisms for implementing and monitoring gender mainstreaming and the fact that these commitments are not always legally binding (European Court of Auditors, 2021; Mergaert and Minto, 2021; EIGE, 2023a).

The 2020–2025 EU gender equality strategy recognises the mandatory nature of the link between gender equality and environmental policies; there are incipient examples of gender mainstreaming in some EGD policy areas, such

as the EU strategy on climate adaptation, which acknowledges the different impacts on women and men of climate change (European Commission, 2021), and the European Climate Law, which mentions gender equality when referring to participation and in relation to the composition of the management board of the European Scientific Advisory Board on Climate Change (Regulation (EU) 2021/1119). Another example is the recast of the energy efficiency directive (Directive (EU) 2023/1791), which sets out, in Article 24(4), gender balance within the networks that Member States are to establish to develop strategies to support local and national decision-makers to alleviate energy poverty. A final example is the [2023–2027 common agricultural policy \(CAP\)](#), which sets a focus on fairness by improving gender balance. The national strategic plans, which underpin CAP implementation, highlight the need to increase the participation of women in farming and improve the socioeconomic situation of women in rural areas (European Commission, 2023). Therefore, it can be said that, in some policy areas of the EGD, gender equality and mainstreaming are being considered, at least to some extent.

This lack of gender mainstreaming institutionalisation is more evident in the EGD, which indicates the following:

- environmental and gender policies remain largely isolated from each other, with very little consideration of gender in environmental policies and very little analysis of intersecting inequalities (Perkins, 2018; Johnson et al., 2020; EEB and WECF, 2021, Jodoin, 2022; Yarlaga, 2022; EIGE, 2023d; EIGE, 2024);
- gender equality is not integral to the objectives of environmental policies (EEB and WECF, 2021; ILO, 2022; EESC, 2022), and gender analysis of the budgets and gender impact assessments of the EGD policies and stimulus packages remain underused (Tostado and Wiese, 2021; EESC, 2022; EIGE 2023b);
- the shortage of sex-disaggregated data (OECD, 2021; EIGE, 2023a, 2023c;) limits the establishing of monitoring systems to track progress towards the set goals and limits efficient policymaking addressing the needs of women and men;
- efforts to measure, monitor and evaluate the double gender and green mainstreaming and bring together the gender and environmental sustainability agendas are limited (EIGE, 2024);
- gender imbalances in the representation of women and men in relevant decision-making positions for climate action at both the EU and the national levels, particularly in agriculture, transport, and finance and regional development, remain a challenge for ensuring a just and equal green transition (EIGE, 2023d; EESC, 2022).

4. Recommendations for strengthening gender mainstreaming in the European Green Deal

The research findings and the findings of the assessment of the good practices set out in this report reveal several lessons that can be learned in advancing the pursuit of gender mainstreaming across EGD areas and that serve as a basis for the following recommendations for EU institutions and Member States.

- **Base gender-transformative green policies on sound statistical information and ground them in UN and EU statistical standards, including gender statistics and indicators.** Analysing ‘green’ employment and the entrepreneurship of women and men can reveal some gender inequalities, but other focuses need to be included, such as attitudes and behaviours, consumption and mobility patterns, and impacts on health, leadership and decision-making. The owners of many of the practices identified have made efforts to analyse existing data disaggregated by sex and/or gender statistics and/or produce their own data.
- **Integrate quantitative and qualitative gender analysis into EGD-related areas, drawing on varied expert knowledge and stakeholder consultations.** A gender analysis can focus on policy areas (employment/skills, social protection, etc.) and/or on specific sectors (coal, energy, transport, agriculture, etc.), but it should adopt a comprehensive and systemic approach to fully understand the differentiated impacts of climate change, environmental degradation, pollution and the related policies on women and men in all their diversity. Many of the good practices identified include research studies, which are solid bases for understanding and visualising gender-based inequalities and addressing them.
- **Adopt gender and intersectional approaches in EGD policies to address structural inequalities and promote targeted initiatives** that reflect a better understanding of the outcomes and impacts of policies among groups of women and men subject to various categories of structural disadvantage that lead to vulnerability or discrimination.
- **Integrate gender equality into the objectives of environmental policies/programmes/projects to achieve a just transition.** A good practice in the field of the EGD is one that identifies gender gaps and aims to reduce them through adequate means. A good practice is also one that, in an ecosystem that tends to be focused on the dimension of environmental sustainability, identifies how gender mainstreaming in climate mitigation and adaptation efforts can be truly transformative.
- **Monitor and evaluate the effective incorporation of the gender approach in every policy, programme or project, and assess the effects on reducing gender gaps.** The evaluation criteria, methodologies and data sources need to address and be able to assess progress towards the gender equality-related objectives, as has been done in some of these good practices and as promoted in EIGE’s framework for gender-responsive evaluation for a sustainable future for all: [GREENA step-by-step toolkit](#).
- Given the considerable amount of public economic resources being invested in the ecological transition through, inter alia, the national resilience and recovery plans (NRRPs) and the Social Climate Fund, **adopt gender-responsive public procurement to link public calls for tender with gender equality objectives, thus ensuring that no one is left behind.** One of

the good practices identified is a guide for the integration of the gender perspective into all activities funded by an NRRP, thus implementing gender equality in public procurement. EIGE has issued [step-by-step guidance](#) to promote gender equality through public procurement.

- Governance of and accountability to citizens in the green transition needs strong social consensus on the goal and pathways to sustainability. **Consult stakeholders in advance, including women's and gender equality organisations, and ensure women's participation and representation.** EIGE monitors women's and men's representation in decision-making processes in the EGD, as data indicates the need to pursue **gender parity in decision-making** bodies related to environmental planning, finance and budgeting, and in representation at international, national and local environmental negotiations (OECD, 2021; ILO, 2022; EIGE, 2023d).
- **Ensure stakeholder engagement and awareness-raising efforts for buy-in and scalability of gender mainstreaming initiatives in the EGD.** When it comes to concrete practices in some specific EGD areas, buy-in from stakeholders is crucial, that is, the stakeholders involved in the practice acknowledge that it is important to address gender inequalities in the EGD area and that the approach of the specific practice is worth supporting and promoting. For this to happen, it is often necessary to provide information and raise awareness among stakeholders, **even within the organisations promoting the initiative.** This is especially true when it comes to decision-making stakeholders who can scale up the practice or replicate it in other contexts. For this, it is useful to develop and disseminate practical and instructive tools on how to integrate the gender perspective into the EGD areas and to strengthen gender equality and women's visibility.

Glossary of good-practice terms

Advanced criteria	Assessment criteria measuring how much a practice goes beyond the basic criteria and also meets further criteria providing additional value. They include innovative, participatory, sustainable, addressing intersecting inequalities, transformative and contributing to a wider gender mainstreaming strategy.
Basic criteria	Collection and assessment criteria that must be met by all practices to be eligible. They include successful, transferable and providing learning potential.
European Green Deal (EGD) areas (European Commission, n.d.)	Climate, environment and oceans, energy, transport, agriculture, finance and regional development, industry and research and innovation.
Gender analysis (EIGE, n.d.)	Critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys in a given policy area, situation or context.
Gender awareness-raising (EIGE, n.d.)	A process that aims to show how existing values and norms influence our picture of reality, perpetuate stereotypes and support mechanisms (re)producing gender inequality.
Gender budgeting (EIGE, n.d.)	Application of gender mainstreaming in the budgetary process. It entails a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures to promote gender equality.
Gender impact assessment (EIGE, n.d.)	Policy tool for the screening of a given policy proposal to detect and assess its differential impact or effects on women and men, so that these imbalances can be redressed before the proposal is endorsed.
Gender indicators (EIGE, n.d.)	Tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals.
Gender mainstreaming (EIGE, n.d.)	Major global strategy to promote gender equality and redress gender inequalities in policies, services and public interventions. Gender mainstreaming involves applying a gender equality perspective in each phase of the policymaking cycle and in all areas within policies and processes such as procurement or budgeting. It systematically considers the differences between the conditions, situations and needs of women and men in all policies and actions.
Gender-responsive public procurement (GRPP) (EIGE, 2021, 2022)	GRPP is procurement that promotes gender equality through the goods, services or works being purchased. This means that buyers and suppliers examine the impact of all contracted activities on women's and men's needs, interests and concerns, and design and deliver contracts in a way that reduces gender inequalities.

Good practice in gender mainstreaming	<p>A gender mainstreaming good practice is a project, programme or initiative producing outcomes coherent with the definition of gender mainstreaming that are successful in addressing the equal representation of women and men, demonstrate gender-responsive content, are transferable to other countries and contexts and are inspirational in displaying solutions for addressing existing gender equality challenges. The practice also shows excellent results in fields such as innovativeness, participatory implementation, sustainability, addressing intersecting inequalities, providing a transformative approach and contributing to a wider gender mainstreaming strategy.</p>
Innovative (UN Women, 2019)	<p>Identifying new and more effective solutions that explicitly meet practical and strategic gender needs and could accelerate impact in terms of addressing gender inequalities / promoting gender equality. The practice goes beyond acknowledging the need for gender equality and acts throughout the implementation cycle.</p>
Intersecting inequalities (EIGE, 2019)	<p>Intersecting inequalities capture how gender is manifested when combined with other characteristics such as age, (dis)ability, migrant background, ethnicity, sexual orientation or socioeconomic background. An intersectional perspective highlights the complexity of gender equality.</p>
Participatory	<p>Allowing stakeholders to take part in or become involved in an activity. Stakeholders may include practitioners, experts on gender mainstreaming, beneficiaries of the practice or other interested individuals or groups.</p>
Practices with potential	<p>Practices collected in Member States in a certain field fulfilling all basic criteria. From the pool of practices with potential, the practices with the most potential are selected as 'good practices' and published.</p>
Procurement needs assessment (EIGE, 2022)	<p>Pre-tender activity in which the needs of users are identified to inform the subject matter, scope and choice of the tender procedure. This may involve formal or informal consultation with internal and/or external users.</p>
Promising practice	<p>Refers to a practice that, following an assessment process conducted by independent senior researchers / experts, is considered a strong or innovative example of gender mainstreaming. The assessment is done along the tailored assessment grid. Based on the assessment results, a predefined number of 'promising practices' are selected to be presented in an expert meeting and, from these, good practices will be selected. Particularly innovative and novel practices that did not pass all the necessary criteria in the assessment process might be given 'wild card' status (i.e. be included in the list of promising practices despite not meeting all criteria).</p>
Replication	<p>A practice is replicable when it can be duplicated or reproduced in a new context without any significant modifications. In other words, replicable practices are those that can be implemented in a nearly identical way in different settings, following the same procedures, steps and conditions.</p>

Specific criteria	Criteria related directly to the specific areas / policy priorities that are the focus of good-practice identification. They allow the identification and assessment of a good practice, focusing on one single specific dimension, and they characterise the good practice. The specific criteria identify and support the effectiveness of the good practice. They represent the reason why the approach has proven to be effective and has provided achievements in terms of gender equality. For EGD good practices, they include sex-disaggregated data and gender indicators, gender analysis, gender impact assessment, gender budgeting, gender training, gender awareness-raising, gender-responsive public procurement, equal representation and labour market equality.
Sustainable	Likelihood of the practice's continuation and/or continued use of the project's results after the completion of the project.
Transferable	A practice is transferable when it includes lessons learned and can be adapted and applied to a new context, country or region, even if it requires some adjustments or modifications to suit the unique conditions, characteristics or needs of that context, organisation, country or region.
Transformative	The practice addresses the structural causes of gender inequalities and works to transform harmful gender roles, norms and power relations, with the aim of increasing gender equality.
Upscaling/downscaling	Upscaling/downscaling means expanding/decreasing the practice to include a larger or more specific group or geographical area.

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Annex 1. Template for collection of practices with potential in the European Green Deal

Title of the practice:	
Background and general information	
Country:	
Area(s) of the European Green Deal concerned Please tick all areas of relevance	<input type="checkbox"/> Climate <input type="checkbox"/> Environment and oceans <input type="checkbox"/> Energy <input type="checkbox"/> Transport/mobility <input type="checkbox"/> Agriculture <input type="checkbox"/> Finance and regional development <input type="checkbox"/> Industry <input type="checkbox"/> Research and innovation <input type="checkbox"/> Other (please specify):
Gender mainstreaming tool(s) used: Please tick all tools that are included in the practice. Please see a definition of the tools here .	<input type="checkbox"/> Gender analysis <input type="checkbox"/> Awareness-raising <input type="checkbox"/> Competence development (e.g. gender training) <input type="checkbox"/> Gender budgeting <input type="checkbox"/> Gender impact assessment <input type="checkbox"/> Gender planning <input type="checkbox"/> Gender-sensitive data collection and analysis (gender statistics and sex-disaggregated data) <input type="checkbox"/> Gender monitoring and evaluation <input type="checkbox"/> Gender-responsive public procurement <input type="checkbox"/> Institutional transformation <input type="checkbox"/> Stakeholder consultation <input type="checkbox"/> Promoting women in decision-making <input type="checkbox"/> Other (please specify):
Implementation level	<input type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
The sector the example is drawn from	<input type="checkbox"/> Public sector <input type="checkbox"/> Private sector <input type="checkbox"/> Social/voluntary/charitable sector

Name of lead organisation/body implementing the practice Please also indicate the type of organisation/body (e.g. national / regional / local authority, employers' organisation, trade union, individual company, NGO)	
Project partners (contractual) Please name the partner(s) and indicate for each of them the type of organisation/body (see above)	
Consulted stakeholders Please indicate if relevant stakeholders have been consulted in any phase of the project cycle (tick all relevant phases)	<input type="checkbox"/> No <input type="checkbox"/> Yes: <ul style="list-style-type: none"> <input type="checkbox"/> in the planning phase of the project <input type="checkbox"/> in the implementation phase of the project <input type="checkbox"/> in the evaluation phase of the project They have been consulted: <ul style="list-style-type: none"> <input type="checkbox"/> ad hoc <input type="checkbox"/> regularly <input type="checkbox"/> systematically involved in all project phases
Period of implementation	
Funding / financial resources (amount and origin of funding, for example national, EU)	
Human resources (e.g. number of staff involved, if available)	
Context analysis	
Policy context of the example (concrete policy setting, environment in which it is implemented, including institutional framework for gender equality and gender mainstreaming, any relevant sex-disaggregated data) Length: 0.5–1 page	
Which existing gender inequalities in the EGD field(s) does the practice address? Which gender issue(s) are addressed?	
What is the link (if any) with EU strategies and policies/priorities?	
Were there previously any similar practices on which this practice is building or has been inspired by? If so, please name them.	
Description of the practice	
Who initiated and designed the practice? How did it come into existence?	

Key priorities and objectives related to gender equality	
Target groups	
Main activities and methods/tools used (Please provide a detailed description of activities and tools used to promote gender equality)	
Innovative/novel elements in the design or in the implementation of the measure	
Are there any <u>intersectional</u> elements in the practice? If yes, please describe them.	
Are there any <u>transformative</u> elements in the practice? If yes, please describe them.	
Basic collection criteria	
(1) Works well	
Main achievements of the practice in terms of promoting gender equality (in terms of relevance to achieve set objectives, efficiency, effectiveness, impact and sustainability)	
Main contributions and achievements in advancing the goals of the <u>EGD</u>	
Which evaluation and/or monitoring methodology was used? (Please briefly describe and provide a link to relevant documents if possible)	<input type="checkbox"/> Monitoring: <input type="checkbox"/> Evaluation: <input type="checkbox"/> internal: <input type="checkbox"/> external (if applicable):
(2) Transferability	
Success factors of the practice	
Main challenges and obstacles encountered (and how they were addressed)	
Actual replication or spin-off effects (if any, for example scaling, geographical, to different sectors)	
(3) Learning	
Lessons learned	
Ways in which the practice could be improved	
(4) Embedded within wider gender mainstreaming strategy	
Is the practice embedded in a wider gender mainstreaming strategy of the implementer or at governmental level?	
(5) Gender equality impact and future plans	

What have been the main outcomes on gender equality? How (and how much) did the practice contribute to the advancement of gender equality and/or reduction of gender inequalities?	
Sustainability: plans and possibilities to continue the measure in the future (including financial resources and institutional arrangements)	
Sources and contact	
Sources and links (in national language and EN – if available)	
Contact person (full details of 'practice owner')	

Annex 2. Assessment grid

Basic criteria (Assessment of how well the basic collection criteria, which must be fulfilled in any case, are met)			
Successful 1: advancing the two dimensions of gender mainstreaming , that is, addressing the issue of equal representation of women and men and the gender-responsive content of policies , programmes or projects, through, for example: <ul style="list-style-type: none"> • creating enabling conditions for gender-responsive content and equal representation throughout the policy/programme or project cycle (e.g. through a gender mainstreaming plan, resources, stakeholder involvement, accountability mechanisms, capacity building and knowledge generation); • using one or more gender mainstreaming tools that focus on gender-responsive content and address equal representation of women and men; • addressing the gender dimension of its organisational structures and working procedures to make the practice gender-responsive. 			
0 points: no tangible results, no results likely to be positive or no information available	1 point: results likely to be positive, but no data (yet)	2 points: evidence of positive results according to monitoring, but no evaluation (yet)	3 points: positive results evidenced by evaluation results
Successful 2: producing positive results in advancing one or several of the goals of the EGD by doing at least one of the following: <ul style="list-style-type: none"> • reducing climate impact (e.g. reducing greenhouse gas emissions, advancing renewable energy and environmentally friendly transport); • protecting the planet and health (e.g. reducing waste, safe chemical management); • enabling a green and just transition (e.g. ensuring that the transition towards a carbon-neutral economy happens in a fair way, leaving no one behind). 			
0 points: no tangible results, no results likely to be positive or no information available	1 point: results likely to be positive, but no data (yet)	2 points: evidence of positive results according to monitoring, but no evaluation (yet)	3 points: significant positive results evidenced by evaluation results
Transferable: the practice includes lessons learned and can be replicated or adapted and used in other EGD fields, countries or regions.			
0 points: not transferable because it is specific to a given context or no information available	1 point: the practice owners have identified lessons learned and the strengths and weaknesses of the implementation of the practice. They highlight the intervention process, the outcomes and key findings and provide recommendations	2 points: there is a plan to replicate the practice in a similar context or a plan to upscale/downscale or expand it to include a larger or more specific group or geographic area or a plan to transfer the practice, that is, to reproduce the whole practice or some features of it in other fields, organisations, countries or regions	3 points: some features of the practice have, or the full practice itself has, already been transferred, replicated or upscaled/downscaled

Inspirational: the practice demonstrates solutions to addressing existing gender equality challenges and obstacles. It thus provides examples to support stakeholders in further developing and strengthening their skills in applying gender mainstreaming in the EGD fields.			
0 points: no solutions for existing gender equality challenges can be drawn from the practice or no information available	1 point: the practice provides solutions and examples for applying gender mainstreaming tools in the EGD field(s)	2 points: the practice provides solutions and examples, and the practice owners also mention obstacles. This can contribute to a better understanding of the challenges	3 points: the practice provides solutions and examples, and the practice owners mention obstacles and show how these obstacles can be overcome
Advanced criteria (Assessment of criteria that do not necessarily have to be met, but provide additional value to a practice)			
Innovative: the practice identifies new and more effective solutions that explicitly meet practical and strategic gender needs and have the ability to accelerate impact. In terms of addressing gender inequalities / promoting gender equality in the EGD field(s), the practice is going beyond acknowledging the need for gender equality and acts throughout the implementation cycle to ensure that women play a key role at every phase.			
0 points: no innovative/novel elements or no information available	1 point: innovative for the relevant organisation/implementer	2 points: innovative for the relevant sector/country	3 points: innovative and new approach in the sector and for most countries
Participatory elements: stakeholders are involved in the design, implementation and/or evaluation of the practice. Stakeholders may include practitioners in the EGD areas, experts on gender mainstreaming, beneficiaries of the practice or other interested individuals or groups.			
0 points: no stakeholder involvement at any point of the project cycle or no information available	1 point: implementer asks stakeholders for comments occasionally and ad hoc	2 points: implementer consults stakeholders regularly, but no systematic involvement in all phases of the project cycle	3 points: stakeholders are involved in all stages of the project cycle
Sustainable: how likely is the continuation of the practice or a continued utilisation of the practice's results in terms of promoting gender mainstreaming in the EGD areas after the completion of the practice?			
0 points: not likely or no information available	1 point: some ideas but no explicit plan to continue the practice or embed the results in a wider strategy or internal processes	2 points: plans to continue the practice or a realistic strategy for the continued utilisation of the practice's results, for example by embedding them in a wider strategy or internal processes	3 points: continuation of the practice is already secured, or its results became embedded in a wider strategy or internal processes
Addressing intersecting inequalities: the practice is raising awareness of how, analysing how and addressing ways in which sex intersects with other personal characteristics (e.g. gender, age, disability, migrant background, ethnicity, sexual orientation or socioeconomic background).			
0 points: intersecting inequalities are not addressed or no information available	1 point: the practice raises awareness of relevant intersecting inequalities	2 points: the practice also analyses data about intersecting inequalities	3 points: the practice also includes concrete measures to address intersecting inequalities
Transformative: the practice addresses the structural causes of gender inequalities in the EGD field(s) and works to transform harmful gender roles, norms and power relations, with the aim of increasing gender equality.			

<p>0 points: the practice fails to recognise that the roles and responsibilities of women/girls and men/boys are assigned to them in specific social, cultural, economic and political contexts and backgrounds. The practice does not consider these distinct roles and diverse needs, or no information available</p>	<p>1 point: the practice acknowledges women's and men's specific needs and the importance of addressing gender discrimination</p>	<p>2 points: the practice acknowledges structural causes of gender inequalities, but includes no concrete measures to address them</p>	<p>3 points: the practice also includes concrete measures to address the causes of gender inequalities and works to transform harmful gender roles, norms and power relations between women and men in all their diversity</p>
<p>Contributes to a wider gender mainstreaming strategy of the implementer or at the governmental or sectoral level: the practice is linked to wider gender mainstreaming objectives or a gender mainstreaming strategy at the governmental (national, regional or local), sectoral or institutional level that involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination ⁽¹⁵⁾ in the EGD field(s).</p>			
<p>0 points: not linked nor embedded or no information available</p>	<p>1 point: the practice is linked to gender mainstreaming objectives/measures at the governmental, sectoral or institutional level</p>	<p>2 points: the practice is linked to a gender mainstreaming policy or action plan at the governmental, sectoral or institutional level</p>	<p>3 points: the practice is part of / fully embedded in a wider gender mainstreaming strategy at the governmental, sectoral or institutional level</p>
<p>Specific criteria</p>			
<p>(Assessment criteria referring to specific gender mainstreaming tools/methods or areas of concern)</p>			
<p>The practice collects sex-disaggregated data and defines gender indicators for the relevant EGD field(s). The indicators monitor gender gaps, gender-related changes over time and progress towards gender equality goals in the EGD field(s).</p>			
<p>0 points: no sex-disaggregated data is collected and no gender indicators are defined or no information available</p>	<p>1 point: some sex-disaggregated data is collected, some gender indicators are defined and relevant information is collected, but critical aspects of gender equality in the EGD field(s) are left out (e.g. equality in decision-making, employment, training in the EGD field(s))</p>	<p>2 points: some sex-disaggregated data is collected, some gender indicators are defined, relevant information is collected and critical aspects of gender equality in the EGD field(s) are addressed, but there is no monitoring of the gender equality outcomes of the practice</p>	<p>3 points: sex-disaggregated data and gender indicators form a comprehensive system that allows monitoring of the gender equality outcomes of the practice in relation to the EGD field(s) concerned</p>
<p>The practice includes an analysis of the gender equality needs and gaps in the relevant EGD field(s) and plans and monitors how to address them. The gender analysis critically examines how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys in the EGD field(s).</p>			

⁽¹⁵⁾ EIGE, 'What is gender mainstreaming' (https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming?language_content_entity=en#:-:~:text=It%20involves%20the%20integration%20of,and%20men%2C%20and%20combating%20discrimination).

0 points: the practice does not include such analysis or no information available	1 point: the practice analyses gender equality needs and gaps, but it does not aim to address them	2 points: the practice analyses the needs and gaps and sets at least one explicit gender equality objective, but no planning or monitoring is in place	3 points: the practice clearly identifies gender equality needs and gaps in the relevant EGD field(s) and includes several related objectives. It designs and monitors measures through sex-disaggregated data and gender indicators
The practice includes a gender impact assessment to analyse if an action reduces, maintains or increases gender inequalities in the relevant EGD field(s).			
0 points: there is no gender impact assessment or no information available	1 point: the assessment is mainly a 'tick-the-box' exercise, requiring no justifications for the choice	2 points: the assessment is structured, that is, systematic, analytical and documented	3 points: the assessment is used in a transformative way as a tool for defining gender equality objectives and formulating the policy to proactively promote gender equality
Gender budgeting is used with the aim of achieving gender equality goals in the relevant EGD field(s). It entails a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures to promote gender equality.			
0 points: no gender budgeting or no information available	1 point: there is a gender budget analysis, but no further action	2 points: changes are promoted to advance gender equality based on the results of the gender budget analysis (e.g. linking gender budgeting to overall gender equality objectives, restructuring budgets and amending policies or introducing the use of other gender budgeting tools, such as gender impact assessments, tagging, budget statements)	3 points: gender budget analysis, restructuring and amendments are integrated, monitored and evaluated throughout the budget cycle
The practice includes gender training and competence development and builds capacity in gender mainstreaming in the relevant EGD field(s).			
0 points: the practice does not include such training or no information available	1 point: the practice includes gender training at the beginning of the practice	2 points: the practice includes gender training throughout the implementation of the project	3 points: the practice includes gender training, and the relevant training expertise is/becomes embedded in the organisation
The practice raises awareness inside or outside the organisation/implementer about the gender dimensions of policies in the EGD areas and the need to embed gender equality in the EGD policies. The awareness-raising aims at showing how existing values and norms influence our picture of reality, perpetuate stereotypes and support mechanisms (re)producing gender inequalities in the relevant EGD field(s).			

<p>0 points: no awareness-raising or no information available</p>	<p>1 point: the awareness-raising is relevant for addressing gender implications in the EGD field(s); it is evidence-based and combats gender stereotypes</p>	<p>2 points: the awareness-raising is relevant, evidence-based, combats stereotypes and, furthermore, includes issues such as the following:</p> <ul style="list-style-type: none"> • using different tools (e.g. stories, videos, infographics and other multimedia tools) and channels (e.g. TV, radio, social media, newspapers); • collaboration with stakeholders 	<p>3 points: in addition to the characteristics mentioned under 1 and 2 points, the awareness-raising has mobilised public discourse about gender equality and gender implications in the relevant EGD field(s).</p>
<p>Public procurement in the relevant EGD field is gender responsive.</p>			
<p>0 points: public procurement does not mention nor address any gender inequalities or no information available</p>	<p>1 point: public procurement identifies gender inequalities and the potential gender impact of the contract (possibly through consultations with gender experts when conducting the procurement needs assessment)</p>	<p>2 points: in addition to the characteristics mentioned under 1 point, it states as an objective linked to the subject matter of the contract, in a proportionate manner, that gender inequalities in the EGD field are addressed</p>	<p>3 points: in addition to the characteristics mentioned under 1 and 2 points, it applies selection criteria, award criteria or contact performance conditions that target specific gender issues</p>
<p>The practice contributes to equal representation of women and men and to gender equality in decision-making, by promoting women until gender balance (40:60) is reached.</p>			
<p>0 points: gender equality in decision-making is not addressed or no information available</p>	<p>1 point: the practice aims at increasing gender equality in internal decision-making processes and/or equal representation of women and men at the project or organisational level</p>	<p>2 points: the practice has clear targets for ensuring gender equality in internal decision-making processes and/or equal representation of women and men at the project or organisational level</p>	<p>3 points: the practice aims at increasing gender equality in decision-making and/or equal representation of women and men in the relevant EGD area/sector</p>
<p>The practice enhances the attractiveness of EGD jobs in which women are under-represented and/or promotes education and (re)training. It thus addresses the need for the skilling and reskilling of women and men workers for the transition to a carbon-neutral ('green') economy'.</p>			
<p>0 points: there is no training specifically dedicated to women or giving preference to women or no information available</p>	<p>1 point: training for skilling and reskilling workers for a green economy is open to women and men</p>	<p>2 points: training for skilling and reskilling workers for a green economy is flexible and adapted to women's needs (e.g. considering childcare responsibilities)</p>	<p>3 points: There is further support for women, such as specific financial support, quotas for the participation of women in training or women-only training, or promotion of women into dedicated jobs (or self-employment) after the training</p>

The practice constitutes a **strategy in the EGD field(s)** that effectively addresses gender issues. The strategy provides a comprehensive and integrated approach that prioritises both gender equality and environmental sustainability.

<p>0 points: there is no strategy or no information available</p>	<p>1 point: the strategy identifies gender inequalities and needs in the sector in a holistic and comprehensive way</p>	<p>2 points: the strategy also includes measures to address these inequalities</p>	<p>3 points: the strategy explicitly sets gender equality objectives/targets to address the identified gender inequalities and needs in the relevant EGD field(s) and includes clear measures to meet them and accountability mechanisms to monitor progress</p>
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Annex 3. List of promising practices on gender mainstreaming in the European Green Deal

Germany: gender equality toolkit (EQT)

Timing: 2020–ongoing

Lead: Institute for Climate Protection, Energy and Mobility (IKEM) (non-profit association)

The gender equality toolkit (EQT) addresses gender inequality in an informative and engaging way with facts, arguments and statistics. The goal is to empower women and allies to speak up against sexism and raise awareness of challenges and opportunities for improvement. The toolkit keeps a positive and light tone and aims to draw a wide range of people into the conversation about equality. The tools used include the following:

- an informative infographic booklet with information that educates, argues and encourages people to engage in discussions about equality;
- a card game that tackles structural challenges in an engaging way;
- a poster featuring inspirational women and empowerment of women throughout history.

All these are used in interactive, participatory workshops with various groups within companies and research institutes. The tools and the workshops are aimed at inducing organisational change by organisational learning and, as a long-term goal, inducing a culture change within the targeted companies, industries and working entities.

Link for more information: [gender equality toolkit](#).

Estonia: women's leadership of Tallinn city government in the framework of European green capital Tallinn 2023

Timing: 2023

Lead: Tallinn city government (local authority)

Tallinn was the European green capital for 2023 and had activities planned related to gender mainstreaming, designed to promote gender equality and to ensure that everyone can participate in and benefit from the city's green transition. One of the key activities was the development of a gender equality plan for the European green capital Tallinn 2023 setting out specific targets and actions for promoting gender equality in all aspects of the green transition, from urban planning and transportation to waste management and energy efficiency. Another important activity was the organisation of events and workshops on gender and the environment. These events provided a platform for people to learn about the gender dimensions of the green transition and to discuss how to ensure that everyone can participate and benefit equally.

Tallinn worked to raise awareness of the importance of gender mainstreaming in the green transition. This included public education campaigns and working with local businesses and organisations. Specific examples of gender mainstreaming activities included (1) a workshop on gender and sustainable urban planning, (2) a training course on gender and climate change for city officials, (3) a public awareness campaign on the gender dimensions of energy efficiency and (4) a grant programme for projects that promote gender equality in the green transition.

Link for more information: [European green capital for 2023](#).

Estonia: together for a green and sustainable world

Timing: 2021–2023

Lead: Business and Professional Women Organisation (BPW) Estonia (NGO)

The project aimed to support women in promoting environmentally friendly and sustainable economic development through self-improvement, educating others and initiating sustainable entrepreneurship. It enhanced awareness of sustainability and trained women to make their businesses more environmentally friendly, thus inspiring others to embark on sustainable entrepreneurship as well.

A strong network of more than 500 women emerged, who became advocates for sustainability and the green world in all regions of Estonia. Nearly 5 300 women have participated in various training seminars, workshops and a women entrepreneurs' hackathon for starting sustainable businesses. Furthermore, the project included a mentoring programme, networking, collection of green business examples, round tables, conferences and a manifesto for a green and sustainable Estonia, which was presented to the wider public.

Link for more information: [women in business – practical tools for green entrepreneurship](#).

Italy: Bologna Civic Observatory

Timing: 2022–ongoing

Lead: Period (NGO)

Period Think Tank, Libera Bologna and Legambiente Bologna have joined forces to create a civic observatory to monitor the use NRRP funds and the impact of projects on local communities. The three associations monitor the gender impact, the environmental impact and contracted and subcontracted companies for the risk of criminal infiltration.

Activities include the following:

- monitoring: the initiative aims to obtain open data from the local authorities and monitoring indicators on the implementation of the projects of the municipalities of the metropolitan area;
- participation: the initiative intends to solicit the participation of representatives of the third sector in monitoring and directing the NRRP in the metropolitan area of Bologna;
- education: information and training initiatives for citizens.

Link for more information: [Civic observatory](#).

Lithuania: training for local communities

Timing: 2016–2019

Lead: Centre for Equality Advancement (NGO)

All project activities (training, practical workshops, creation of videos) formed a complex entity of interrelated measures that reinforced synergies. The key objectives of the project were to develop and sustain behaviours and habits that aim to protect the environment, to integrate a gender perspective in environmental policies and to highlight the gender dimension in climate change. Thus, project activities for local communities were held that considered the insights of behavioural theories. The activities were planned and implemented taking into account the main factors that determine the choices of women and men, the so-called mindspace tool. Training for local communities was arranged in three steps.

1. Introductory seminar, aimed also at team building.
2. Thematic practical workshops, aimed at forming new behaviours and habits.
3. Self-dependent practical homework task, aimed at assessment of the community environment from the gender perspective. The participants were encouraged to conduct monitoring and 'research' of resources of the surrounding environment, using gender audit methodologies.

Furthermore, two short video films were created. All project results were presented in a final conference to ensure more visibility for the subject of environment protection and sustainability, assessed from a gender perspective.

Link for more information: [workshops in local communities on sustainable development and environmental awareness from the point of view of gender equality](#).

Lithuania: energise equality and related gender equality initiatives

Timing: 2022–ongoing

Lead: Ignitis Group (state-owned enterprise)

To promote a culture of dialogue on the topic of equal opportunities and a better understanding of the Ignitis Group's strategic objectives related to gender balance, Ignitis Group launched the 'energise equality' project in 2022 with the aim to create a platform for employees to discuss and share views and experiences about the importance of gender equality in Ignitis Group and in life. The project is based on the UN Women barbershop toolbox methodology.

The company also initiated an inclusive recruitment programme, which is part of the Ignitis Group's action plan for female leadership, that aims to increase the share of women among shortlisted candidates for new/vacant top management positions.

In addition, the initiative 'visibility and voice for women energy experts' was launched to increase the share of the company's women experts cited in the media. A list of relevant women experts was set up; they received media communication training and were proactively encouraged to comment in public and the media. Thus, the number of women quoted in the media on behalf of the company rose from 4 % to 30 %.

Link for more information: Ignitis Group, '[Diversity, inclusion and wellbeing](#)'.

Lithuania: new opportunities for women through sustainable environmental entrepreneurship (NOW SEE)

Timing: 2022–2024

Lead: Asociatia Inovatrium (NGO)

The key priority of the project was the promotion of women's entrepreneurship in sustainable environmental areas. The project's main activities were the following.

- Development of an e-learning platform to create awareness of sustainable environmental entrepreneurship, to motivate women to participate in the green transition and to improve their competences and skills for starting their own business.
- Production of three nano open online courses (NOOCs) on sustainable environmental entrepreneurship.
- Development of a multiple-choice assessment test based on a matrix of competences and skills. The assessment tool is equipped with a possibility to evaluate the competences of the participants and to issue a digital badge with micro-credentials for successful graduates.

Link for more information: [project website](#).

Sweden: gender equality and climate adaptation in Norrbotten

Timing: 2009–ongoing

Lead: County Administrative Board (CAB) of Norrbotten (regional authority)

The CAB in Norrbotten works to guide the climate adaptation work of the municipalities, taking a gender equality perspective. First, the 'idea report' on gender mainstreaming and climate adaptation was drafted by a consultancy company, including an extensive gender analysis of the climate adaptation work in the county. After the report had been published, an assessment of the climate risk and vulnerability for all municipalities in the county was conducted using a gender equality lens, which includes an intersectional understanding of gender, including categories such as age, disability and socioeconomic vulnerability. The analyses resulted in recommendations for their climate adaptation work.

One key achievement of the practice is that people at the municipalities and at CAB now insist that gender equality is more considered. The most concrete achievement is the integration of a gender perspective into the climate risk assessment at the municipal level.

Link for more information: [regional action plan on adaptation to climate change](#).

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