

Regional Conference on Gender and Energy in Central Asia

Almaty, 17-18 October 2024

Mainstreaming Gender into European Energy Policies

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75inQ: Institute for Diversity in Energy



Community

- >1200 female professionals in the energy transition
- Recruitment & retention
- Network & coaching

Advocacy

- Municipal, National, European and Global level
- Dutch delegate COP and CSW
- Public-private partnership

Research

- Academic research
- (Master) thesis supervision
- Contract research & consultancy

Agenda

1. The Gender and Energy Nexus: a global commitment
2. Gender matters in European energy policy
3. Observations for policy makers



1. THE GENDER AND ENERGY NEXUS: A GLOBAL COMMITMENT



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SDG 7 & SDG 5



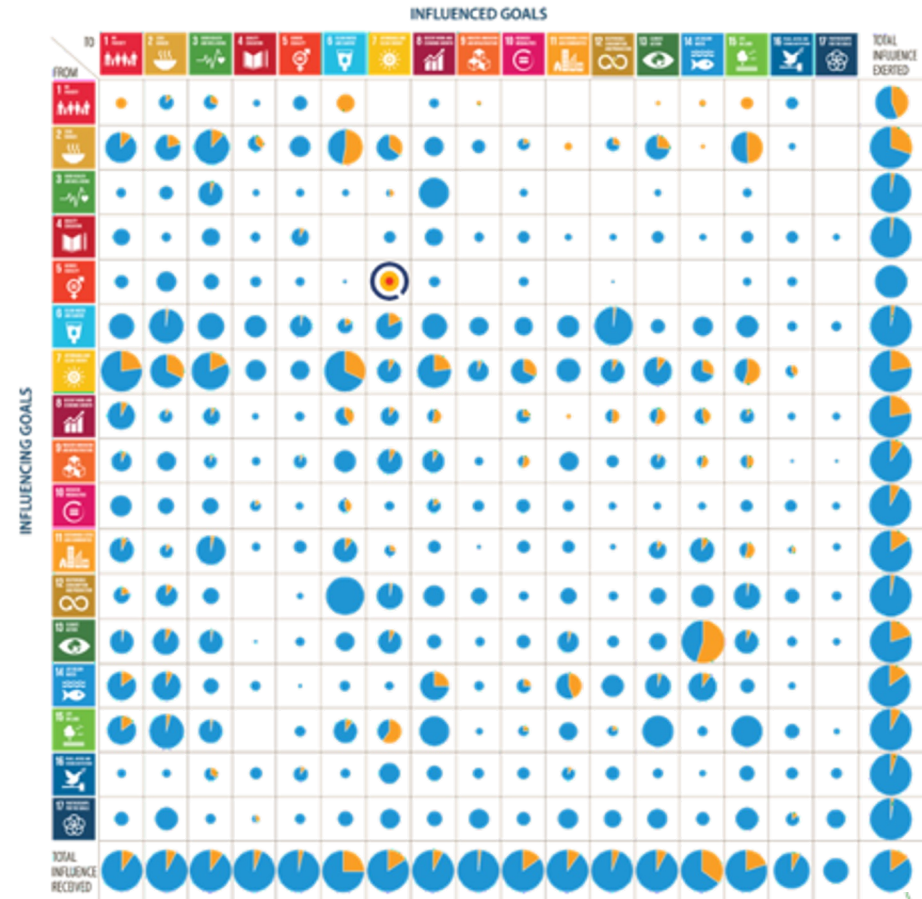
SUSTAINABLE DEVELOPMENT GOALS



TOTAL STRENGTH



Trade-offs to be addressed Co-benefits to be harnessed



GENDER & ENERGY NEXUS

global commitment & national responsibility
local action & cross-sectoral partnerships



5 GENDER
EQUALITY



7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES



6 CLEAN WATER
AND SANITATION



10 REDUCED
INEQUALITIES



1 NO
POVERTY



13 CLIMATE
ACTION



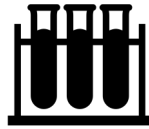
17 PARTNERSHIPS
FOR THE GOALS



ENERGY JUSTICE

ENERGY JUSTICE TENETS

DISTRIBUTION



RECOGNITION



PROCEDURAL



GENDER & ENERGY JUSTICE

Tenets	Evaluative	Normative	Gender
Recognitional	Who is ignored?	Who should be recognised ?	Intersectionality of users and their needs
Distributive	Where are the injustices?	How should we solve them?	Gender equality and gender equity in access
Procedural	How fair is the process?	Which new processes to develop ?	Inclusive representation and acknowledgements of inclusive rights

RECOGNITIONAL GENDER ENERGY JUSTICE



Address the health issues of women and children in collecting firewood



Acknowledge fundamentally that women and men have different roles, responsibilities and decision-making powers over energy usage



Recognise women's financial needs for access to clean energy sources and technology



Target smart energy subsidies and welfare support measures to vulnerable groups in society to ensure affordability of energy services

DISTRIBUTIVE GENDER ENERGY JUSTICE



Support national policy implementation with regional and local programmes



Phase out use of firewood and unsustainable and polluting household energy sources



Increase household access to electricity and clean cooking



Target proactively female headed households with awareness raising campaigns, information AND subsidies to use sustainable energy sources



Tailor energy efficiency campaign for the Hard to Reach Energy User

PROCEDURAL GENDER ENERGY JUSTICE



Assure equal rights between women and men as stated in the constitution



Gender budgeting and gender auditing as tools to facilitate and monitor implementation gender mainstreaming



Support women to work in the energy sector by facilitating flexibility and mobility to combine care-responsibilities for men and women



Mainstream gender concerns across energy planning processes



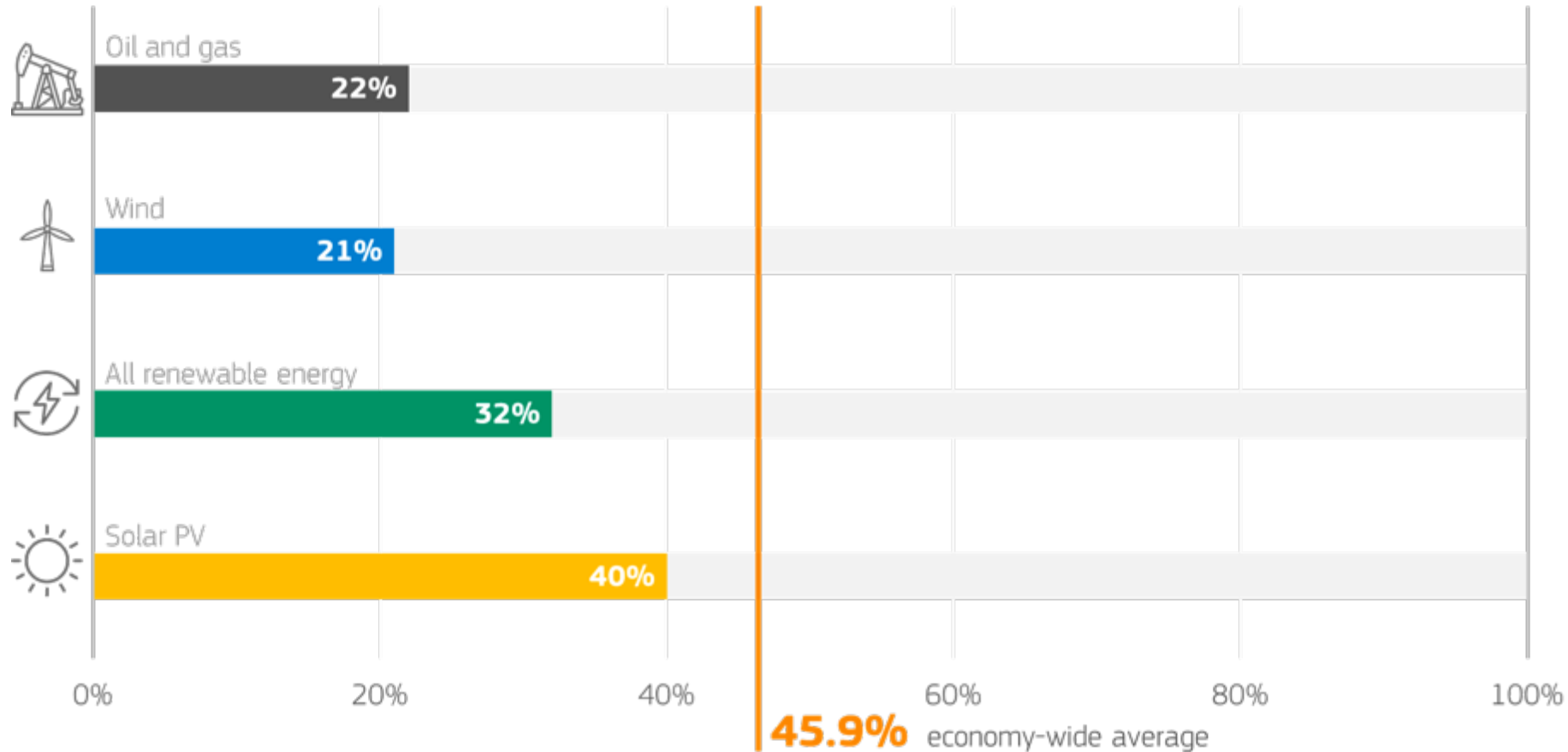
Inclusive representation of actors in all energy processes

2. GENDER MATTERS IN EUROPEAN ENERGY POLICY



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WOMEN WORKING IN THE ENERGY SECTOR



Source: 'Women in oil and gas, renewables overall, wind, solar PV, and economy-wide average', IRENA online solar PV survey, 2021.

GENDER & GREEN JOBS IN THE EU

Gender balance in Green transition jobs (EIGE 2022):

- Women 23% in transport workforce
- Women 27% in electricity, gas, steam and air conditioning supply
- Women 32% in renewable energy sectors

Around 29 million jobs in renewable energy in 2050.



THE ENERGY STUDENT

Tertiary education graduates (EIGE 2022):

57% women, 43% men

- Engineering, manufacturing and construction:

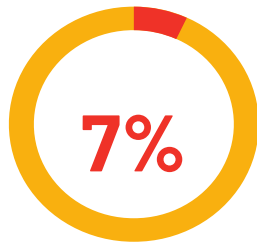
28% women, 72% men

- Information and communication technologies:

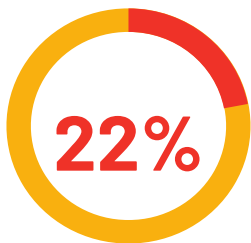
21% women, 79% men



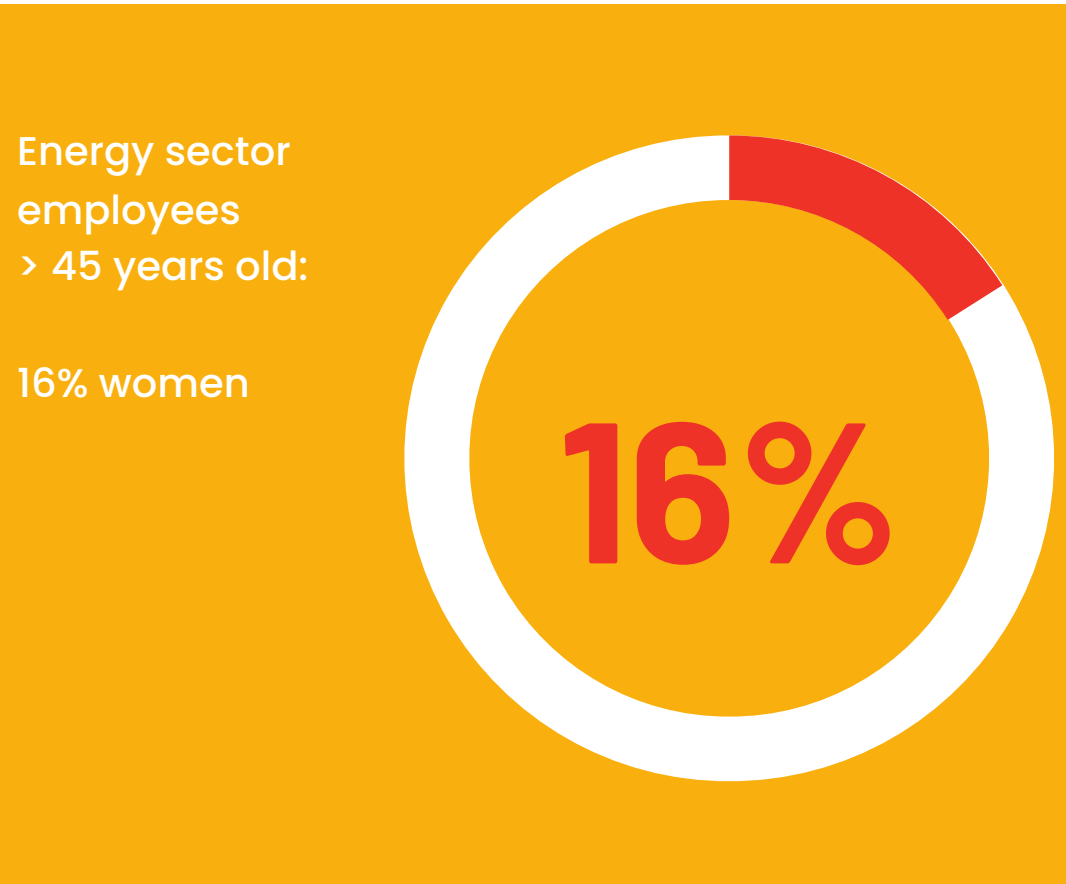
WOMEN WORKING IN THE DUTCH ENERGY SECTOR



7% of the STEMs jobs occupied by women



< 22% of the energy jobs are occupied by women



Energy sector employees > 45 years old:

16% women

16%

Source: Feenstra & Creusen (2021)

THE ENERGY CONSUMER IN THE EU



People doing cooking and/or housework every day:

36% men, 63% women

People caring for depending family members every day:

25% men, 74% women,

High-intensity carers (>5 hours a day):

34% men, 66% women

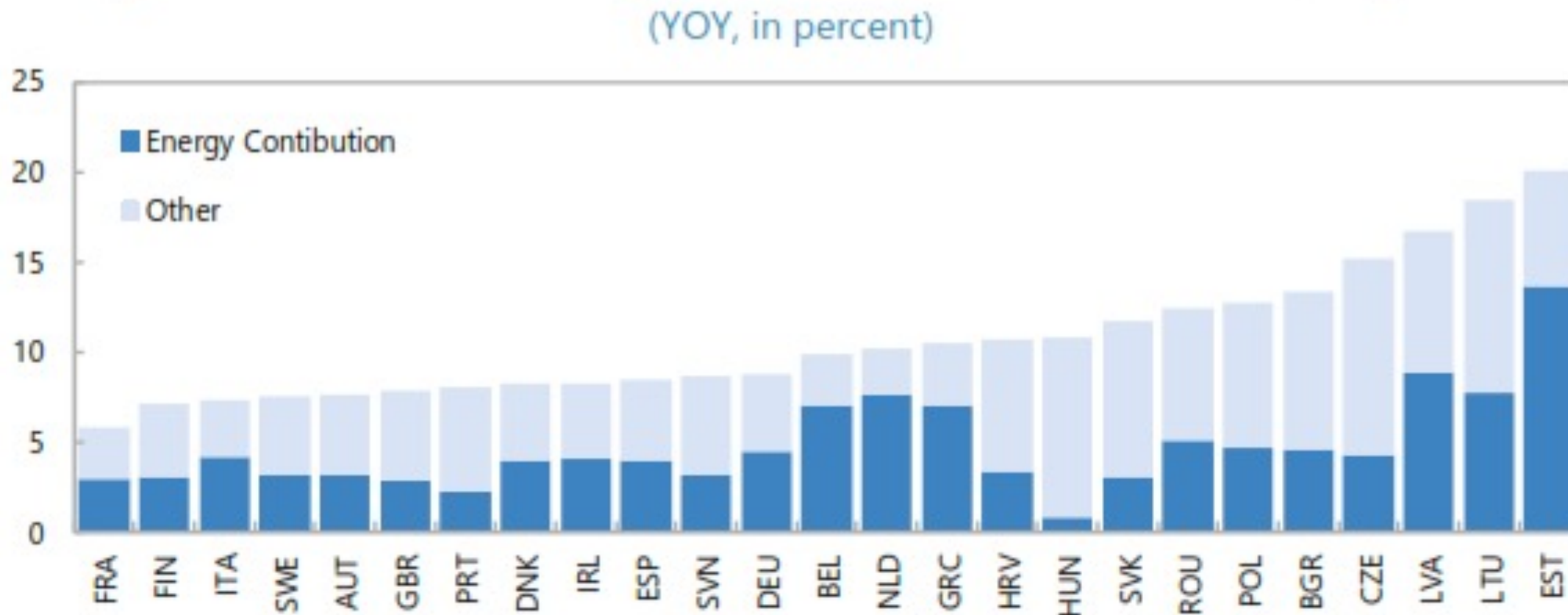
Source: EIGE Care survey (2022)

ENERGY POVERTY

“The situation in which individuals or households are not able to adequately heat or cool their homes or meet other required energy services at affordable cost. “ *Energy Poverty Observatory*



Contribution of energy prices to consumer price inflation in the EU by May 2022



Sources: Haver Analytics, and IMF staff calculations

3 GENDER DIMENSIONS OF GENDER AND ENERGY POVERTY

Economic: e.g. women with low incomes are disproportionately found as heads of households either as single parent families or, due to their greater longevity than men, living alone at pensionable age

Health: e.g. age is a significant factor in dealing with heat and cold stress, with young children and older people being particularly vulnerable. Women are also considered to be more sensitive to ambient temperature than men.

Socio-cultural: women's energy needs and consumption patterns differ compare to men but also among women, factors like marital status and employment influence energy consumption.



social



health



economic

GENDER & ENERGY POVERTY

Energy Poverty

Focus: households



Cooking
Heating/cooling
Electric appliances



Composition of households
Fluidity of households



Intersectionality
e.g. age, education, cultural background



Affordability



Transport & mobility
Often not included in energy poverty data



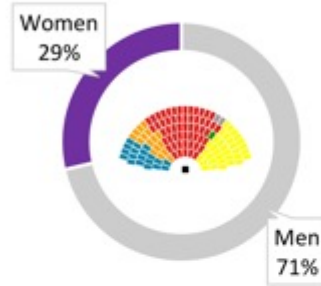
THE ENERGY DECISION-MAKER IN THE EU



EIGE's Gender Statistics Database Latest data on women and men in decision-making

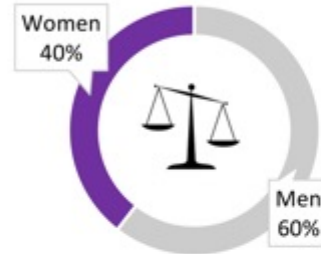
1. Politics

National Parliaments



2. Judiciary

Supreme Court judges



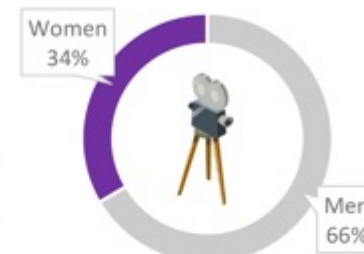
3. Public administration

Senior public servants



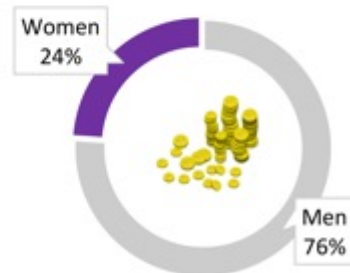
4. Media

Decision-making bodies of public broadcasters
(TV, radio, news agencies)



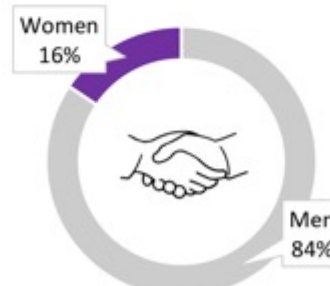
5. Business and finance

Boards of the largest listed companies in the EU



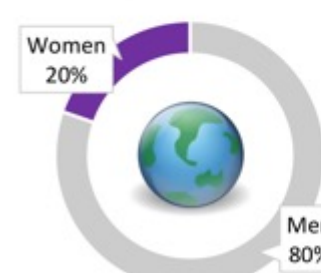
6. Social partners

National organisations representing
employers and employees



7. Environment and climate change

Ministers/ State secretaries

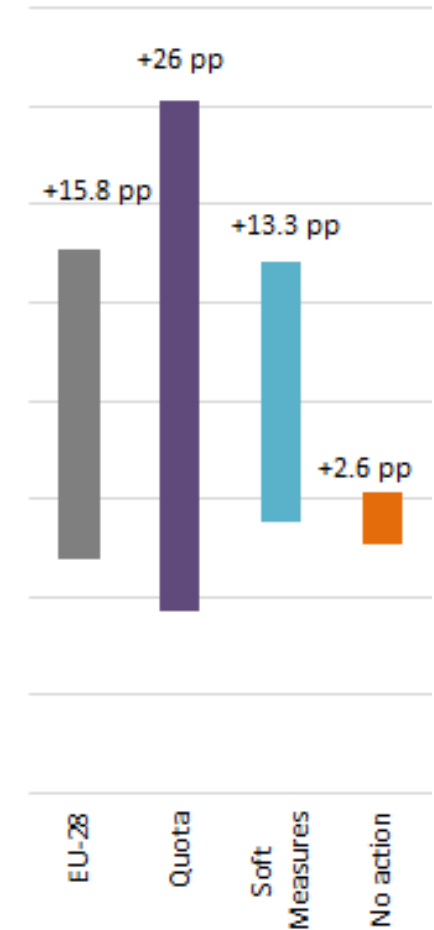
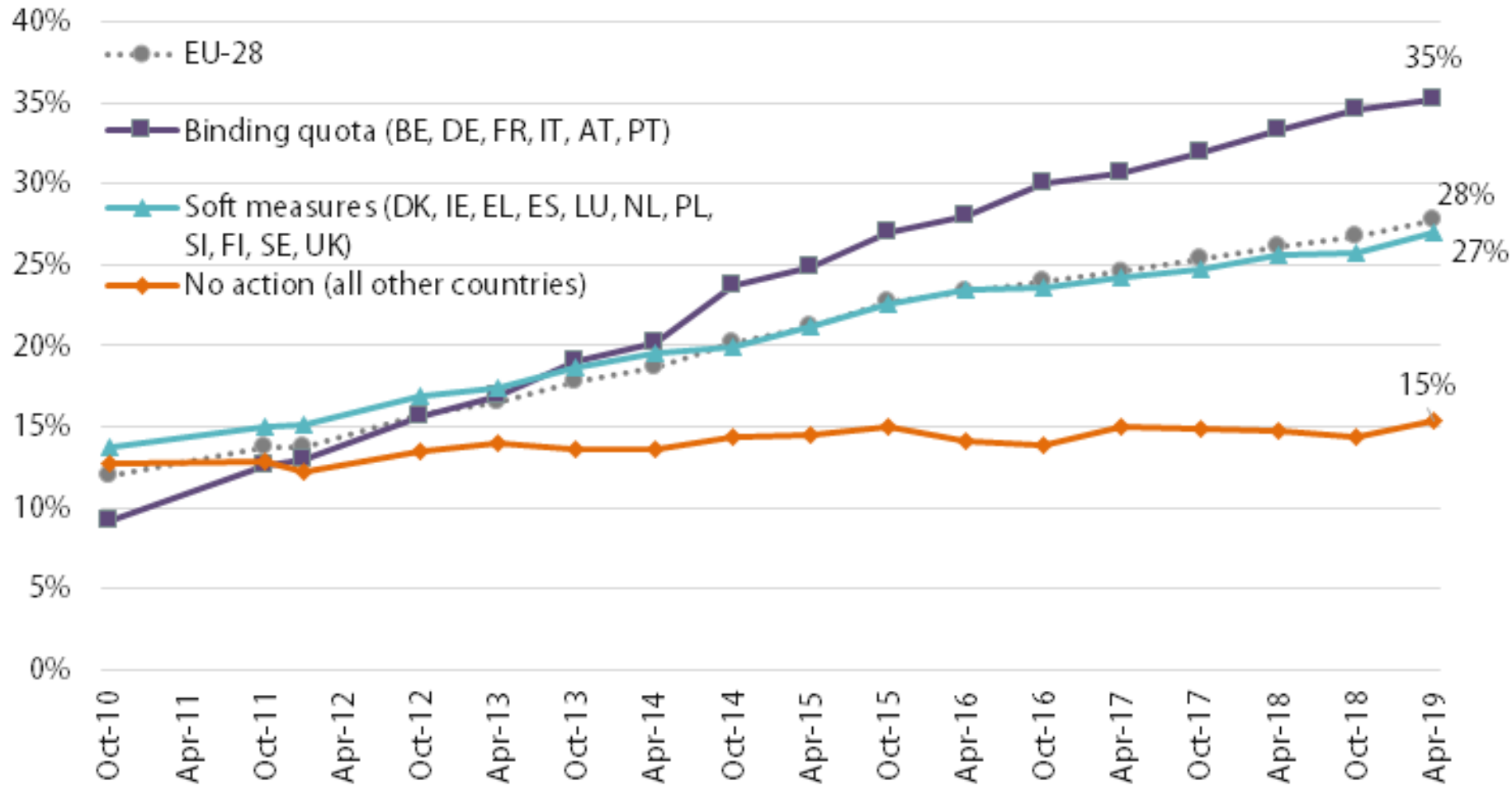


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The statistics reflect the average of the 28 Member States of the EU
<http://eige.europa.eu/gender-statistics/dgs>



THE EFFECT OF QUOTAS IN THE EU



3 ROLES OF ACTORS IN THE ENERGY SECTOR



Consumer

- Differences between **needs** and **use** of energy, water and food
- Freedom of choice to make **sustainable** choices: i.e. access to affordable and sustainable energy and differences in energy use
- **(Energy) poverty**



Producer

- **Underrepresentation** in energy related professions
- Women & **STEM**



Policy maker

- Gender inequality at the **decision making** table, in the public sector and in the private sectors.
- Gender gap in **participation** in policy processes as stakeholder and/or actor



THE ENERGY PROSUMER?

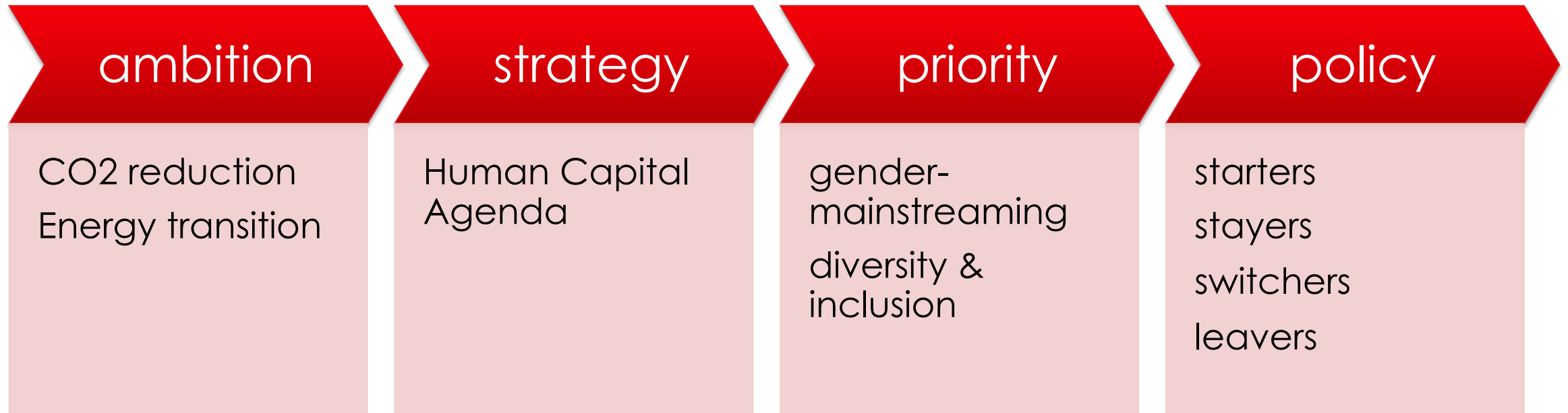


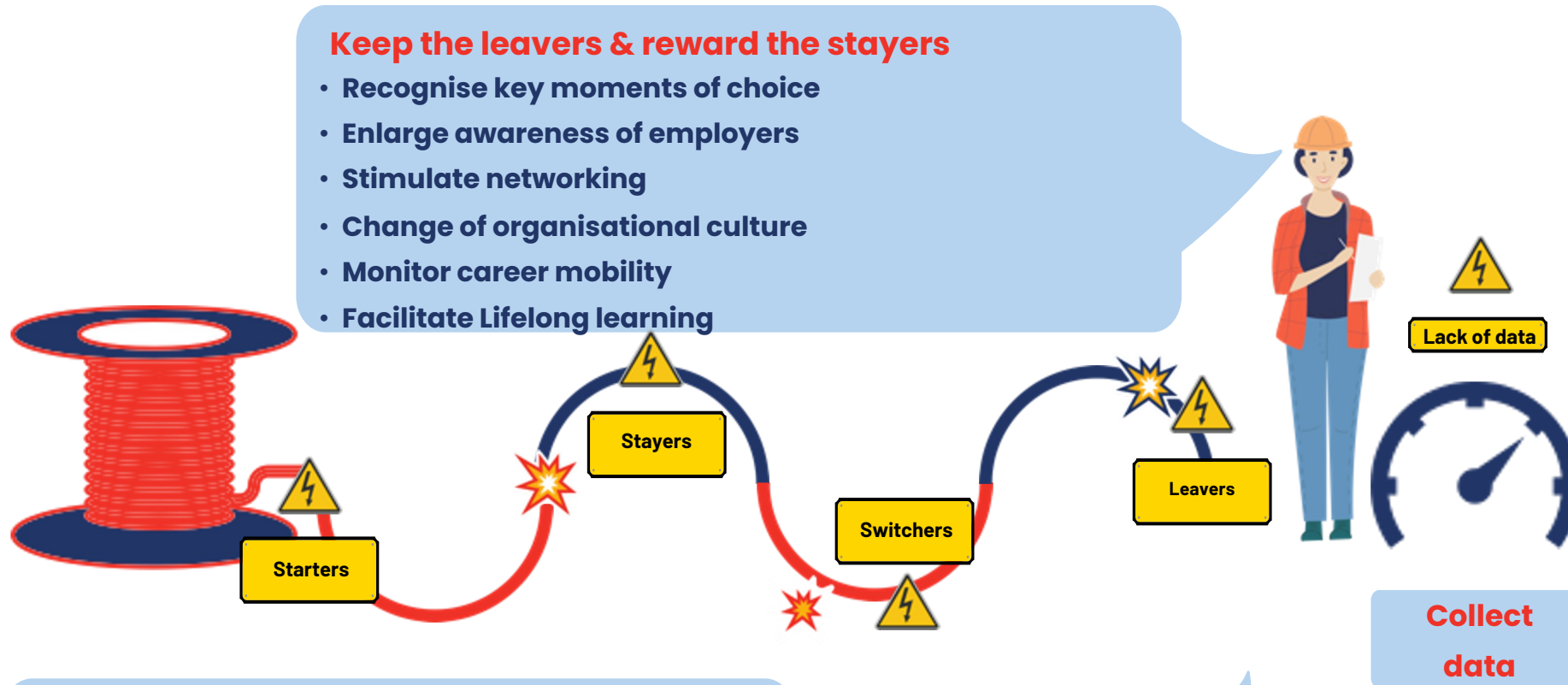
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3. OBSERVATIONS FOR POLICY MAKERS



1. HUMAN CAPITAL AGENDA





Stimulate starters

- Storytelling, branding and narrative
- Onboarding and trainee programmes
- Role models, mentoring and coaching
- Intersectionality of HR

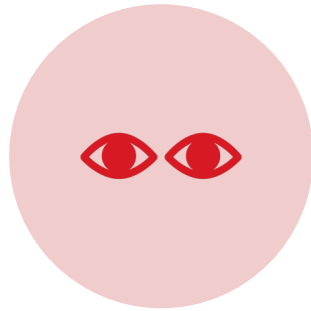
Facilitate switchers

- Recognise cross-sectoral mobility
- Stimulate professional networking
- Onboarding and coaching
- Stimulate diversity in experiences

2. GENDER DISAGGREGATED DATA



*NO DATA –
NO VISIBILITY;*



*NO VISIBILITY –
NO INTEREST;*



*NO INTEREST –
NO ACTION;*



*NO ACTION –
NO ACCOUNTABILITY*

EU DATA – EIGE & EUROSTAT

Requested by the FEMM committee



European Parliament

Gender Impact of the Rising Cost of Living and the Energy Crisis

STUDY
JANUARY 2024




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DIVERSITY IN ENERGY


JRC science for policy report




European Commission

Gender and Energy: The Effects of the Energy Transition on Women

REPORT
2024

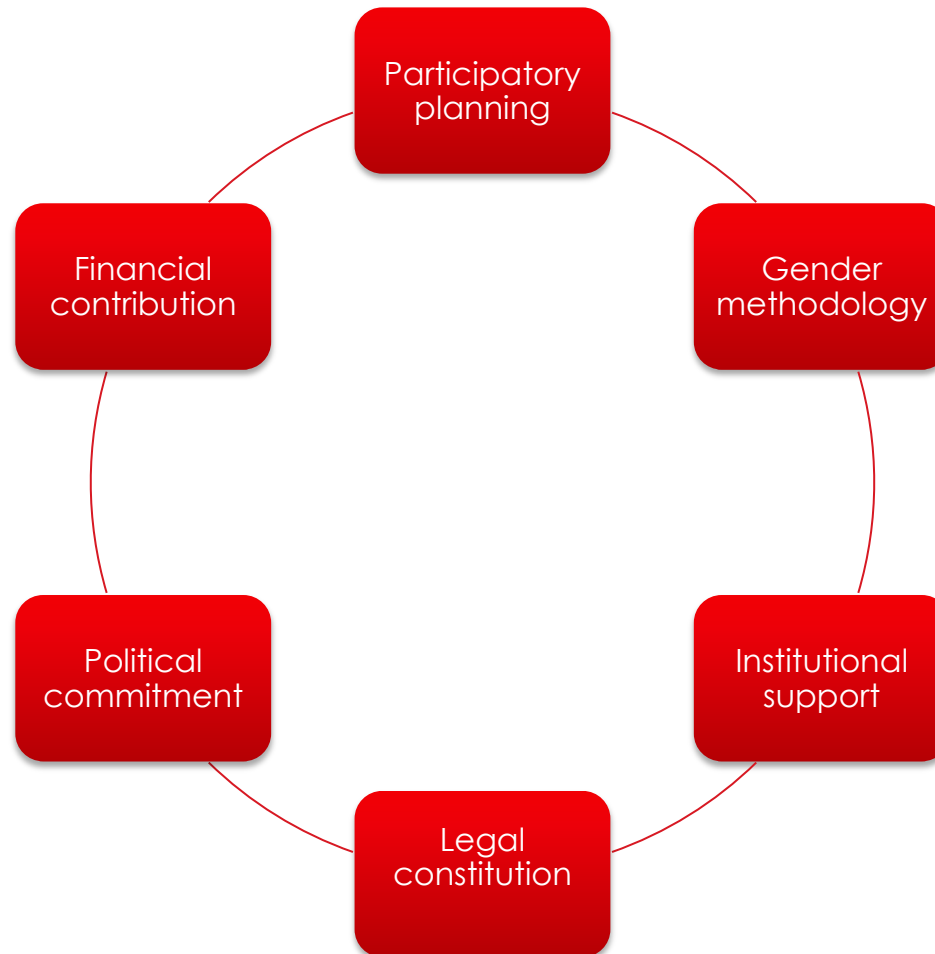


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DIVERSITY IN ENERGY

3. POLICY CYCLE



GENDER ENERGY JUSTICE

Justice	Distributive justice	Recognition justice	Procedural justice
Agency role			
Consumer	Lack of access to services and poverty is gendered	Recognizing gender differences in needs and uses	Give women and men an equal voice in interactive policy formulation
Producer	Closing the gender gap in employees	Create support systems for women working in the sector	Equal pay and equal career opportunities for women and men
Decision-maker	Equal distribution of services for women and men	Acknowledging the gender difference in needs and uses	Equal rights for women and men to participation in policy design

RECOMMENDATIONS

Holistic approach towards a just energy transition ->

Identify actors involved in the energy transition ->

Participatory action research towards new transition pathways

Gender disaggregated data to inform evidence based policy making ->

Longitudinal data and monitoring ->

Context (political, legal, socio-cultural, economical, etc) matter



THANK YOU!

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