

Advisory Committee on Equal Opportunities for Women and Men

Opinion on the gender equality dimensions of climate change

The Opinion of the Advisory Committee does not necessarily reflect the positions of the Member States and does not bind the Member States

13 April 2022

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1. Introduction

Climate change and climate policies are not gender neutral. Due to structural gender inequalities along with gender norms, women and girls are disproportionately affected by the impacts of climate change. They have less access to and control over resources, information and knowledge, technologies, financing, and decision-making. Yet, women are also effective actors of change. Women have a role to play in combatting climate change and developing alternative strategies, and their needs and interests have to be taken into account to allow for a sustainable path of development. In return, climate policies, which require the formulation of new patterns of life, could create real opportunities to promote gender equality and the empowerment of women and need to be gender-transformative.

The European Union has placed the green transition at the heart of its economic recovery efforts after the pandemic, through the 2021-2027 multiannual financial framework and through the Next Generation EU recovery plan, which requires that 37% of the funds contribute to the achievement of the EU's climate objectives. As outlined in the European Green Deal, the EU aims to become the first climate neutral continent by 2050. This ambitious goal requires a deep transformation of the EU's economy and society, reflected in the "Fit for 55" legislative package.

It is therefore necessary to ensure that the EU green transition will not exacerbate existing inequalities but will strengthen gender equality and the empowerment of women.

In this perspective, the objective of this Opinion of the Advisory Committee on Equal Opportunities for Women and Men is to collect good practices and lessons learned to fully integrate efforts to address both gender inequality and climate change – rather than addressing them in parallel – to strengthen the nexus between gender equality and climate change and make climate action more gender-transformative, in order to help the Commission develop policy further.

The Opinion first recalls the need to address the nexus between gender equality and climate change, especially in the post Covid era. It then identifies the key challenges, good practices and puts forward recommendations.

2. The nexus between gender equality and climate change: a key issue in the post pandemic era

The EU and its Member States are committed to gender mainstreaming in all climate policies both domestically and internationally. As parties to the United Nations Framework Convention on Climate Change (UNFCCC), the EU and its Member States are engaged in the implementation of the Paris agreement, the Sendai Framework on Disaster Risk Reduction, the enhanced Lima Work Programme on Gender and its 5-year Gender Action Plan and the Glasgow Climate Pact. Gender equality and gender mainstreaming are enshrined in the EU treaties and in the EU Gender Equality Strategy 2020-2025 as well as in the EU Gender Action Plan in external action (GAP III) which dedicates one section to the green transition.

At international level it is also worth to highlight the 2018 General Recommendation no.37 of the Committee on the Elimination of all forms of Discrimination Against Women, specifically

focused on the gender-related dimensions of disaster risk reduction in the context of climate change, and consonant to the CSW66 priority theme in 2022.

Despite these key international commitments and strategic frameworks, EU climate policies remain largely gender-blind and still operate in a “silo mode”. According to its international commitments, it is yet urgent for the EU to develop further gender-transformative climate and environmental policies and to carefully look into every policy area connected to climate change such as transport, housing, energy provision, household consumption, waste management, innovation and technology and the labour market.

A recent report finds that the European Green Deal policies don't include references to gender equality and remain largely dominated by an androcentric perspective, stimulating investments and employment in male-dominated sectors, and lacking an intersectional perspective. For example, the Just Transition Mechanism, which aims to ensure that the transition towards a climate-neutral economy happens in a fair way, “leaving no one behind”, provides support to alleviate the socioeconomic impact of the transition in the most affected regions and focuses on supporting the coal workers' shift, who are mainly men, to green industries. It does not directly address the link between gender inequality and energy poverty nor does it address the specific barriers for women to enter the energy sector. The energy sector remains one of the least gender diverse, and closing this gender gap will be vital according to the International Energy Agency (IEA). Additionally a strong push for fair, affordable and safe public transportation is imperative when designing a successful transportation model. For instance, giving subsidies for electric cars disproportionately benefits men, as women in the EU have lower car ownership. To be sustainable and effective, climate-related policies need to be gender-transformative and take into account women and their perspectives and needs. The EEB and WECF report also estimates that the Common Agricultural Policy, which amounts to a third of the EU budget, is gender-blind. For example, while female farmers tend to adopt more sustainable farming practices, the funding scheme does not consider women-led farms, which are often smaller.

The number of women in agriculture has increased slowly in recent years. The most recent data (Eurostat 2016) indicate that, on average, 29% of farms in the EU are run by a woman. Given that 42% of women working in agriculture are over 65 years old (in contrast to only 29.2% of men), there is a possibility that the gender gap in agriculture will increase in the coming years.

The Covid 19 pandemic has exacerbated existing gender inequalities. The European Institute for Gender Equality (EIGE)'s Gender equality index 2020 shows that there is a risk that progress achieved concerning gender equality in the past decade will be rolled back. The Eurostat monitoring report on progress towards the SDGs (2021) shows that both SDG 5 and SDG 13 are among those less advanced in the last 5 years at the EU level. Acknowledging this, the EU and its Member States must ensure that climate change adaptation and mitigation strategies promote gender equality and the empowerment of women so that women can play a proactive role and benefit from the green transition. Key to this is also taking into account the unpaid care responsibilities that predominantly fall on women and reconsidering the care economy. The green transition must be seized as an opportunity to address the gender pay-, women's labour force participation, long-term earnings and pensions gaps, to guarantee women's economic empowerment and to promote more women in STEM-fields. The care economy must be embedded into the European Green Deal and seen as a sustainable economic model which not only responds to caring needs throughout the life-cycle but offers opportunities for men to consider care as a viable career option and move towards an equal-earner-equal-carer model.

Recommendations

- The Advisory Committee recommends that the EU and its Member States enhance gender mainstreaming by systematically including a gender equality perspective in all climate policies and strategies, as well as climate-related policies (such as energy, transport, agriculture, production, household consumption, technological innovation and research, etc) at all stages from definition to implementation, monitoring and evaluation. They should be systematically subject to a gender analysis, and gender impact assessment and include gender equality goals and indicators. These assessments should be fully integrated into existing work programmes of policy design and implementation, so as to maintain the effectiveness and speed needed in the face of an ongoing energy crisis and increasing impacts of climate change. They should be based on consultations with gender equality experts and relevant stakeholders, including women's rights organisations and those representing indigenous groups of women.
- In the context of the pandemic, the Advisory Committee recommends that the EU and its Member States ensure a high level of ambition in gender mainstreaming of national recovery and resilience plans and in gender mainstreaming of the European Green Deal policies and the "Fit for 55" initiatives. They should include gender equality goals and indicators and targeted financing. An accountability mechanism for assessing and monitoring of compliance and gender impact assessment should be considered.

3. Addressing the nexus between gender equality and climate change: challenges, good practices and recommendations

The Advisory committee wishes to highlight the following challenges that it deems necessary to tackle to strengthen the nexus between gender equality and climate policies.

3.1. Developing gender analysis, data and research

As highlighted in the UNFCCC enhanced Lima work program and its gender action plan, collecting more sex-disaggregated data on climate change impacts, mitigation policies, citizens' attitudes towards climate change and adaptation capabilities, is essential for sound policy-making. Adequate up-to-date data and resources along with gender analysis are underlying requirements for gender mainstreaming in climate policies.

However, as several studies show, gender analysis, and adequate data on which to base it, are not always available. A recent study commissioned by the Nordic Working Group for Climate and Air argues that the knowledge on how climate policy and gender mutually impact each other is currently insufficient. The study recommends supporting the generation of more systematically collected data and analyses, while also developing a common platform for information and resources on the intersecting issue among Nordic countries.

Currently the EU and several Member States have initiated work to collect gender-differentiated data and to drive gender impact assessment of climate strategies. Sweden, along with Norway, Denmark, Finland and Iceland launched a Nordic project aiming at among others identifying which sectors and data are relevant to strengthen gender mainstreaming in climate change policies. In Spain, the new national adaptation plan 2021-

2030 explicitly includes the gender approach to be considered in the development of all climate change and sectoral policies (including energy, water, etc.) and identifies specific measures for the collection of sex-disaggregated data and the development of specific indicators. Germany developed guidance for a gender impact assessment on gender equality impacts of climate change.

At the EU level, the European Institute for Gender Equality (EIGE) plans to focus on climate change and environment in the next Gender Equality index 2023. EIGE also regularly monitors the gender balance in key positions of power in the environment and climate change arena within the EU. Key datasets with a time-series back to 2012 provide data for monitoring progress with implementation of Area H of the Beijing Platform. Recently, working closely with the Commission, EIGE has expanded its data on environment and climate change in three ways:

- Firstly, by further disaggregating existing datasets to highlight decision-making in organisations or bodies working in relevant areas: committees in national parliaments, European agencies, and European level social partner organisations.
- Secondly through additional data collection to cover new areas of decision-making; European level NGOs.
- Thirdly by exploiting existing data provided by Eurostat: data on farm managers.

At the international level, the Action Coalition on Feminist Action for Climate Justice, launched during the Generation Equality Forum in Paris (2021), estimates that “climate interventions fail to adequately account for women’s and girls’ realities in climate crises, such as violence, healthcare needs, fraught economic resilience, and unpaid care and domestic work. This is partly due to the paucity of data on the impacts of climate change disaggregated by sex, age and other intersectional considerations, which inhibits gender-transformative climate programming”. One of their main objectives is therefore to increase by 2026 the collection and use of data in the gender environment nexus.

In the UNFCCC enhanced Gender Action plan for 2020-2024, capacity building and knowledge sharing remain the first priority area, along with gender mainstreaming and policy coherence.

Recommendations

- **The Advisory Committee recommends that the EU adopt a structured, resourced and systematic long-term approach to gender mainstreaming in climate change, based on gender analysis, data and research:**
- **The EU and its Member States should develop systematic collection (e.g. through Eurostat), analysis and dissemination of sex- and age-disaggregated data and gender analysis. The analysis, possibly undertaken or supported by EIGE, should focus on the gender dimensions of climate change and the opportunities of gender-transformative climate policies. This exercise should cover a broad range of socio-economic characteristics and allow an intersectional analysis. It should lead to the development of robust policy indicators.**
- **The EU and its Member States should develop and disseminate guidance tools and training for public administrations and other stakeholders at national and regional levels on how to adequately apply gender mainstreaming in climate policies and frameworks and to increase policy coherence.**

- **The EU should finance research projects (for example through the Horizon Europe research programme) to further explore the interlinkages between gender and climate change. Areas could include sectoral policies and emerging opportunities for transformation such as innovation and technology along with transport, farming practices, energy poverty, etc... Member States should consider strengthening financing research at national level in priority gender and climate related fields.**

3.2. Fostering policy coherence and inclusiveness

The EU has developed a sound framework to address gender mainstreaming in all EU policies and initiatives, notably through the Gender Equality strategy 2020-2025, the Gender Equality Action Plan in EU external action 2021-2025 (GAP III) and the creation of a Task Force on Equality in 2019.

Several Member States have also set up coherent integrated frameworks to strengthen the implementation of gender mainstreaming. Sweden has a comprehensive system for gender mainstreaming both within ministries and government agencies, with focal points, strategic learning and networking, and designated advisory support from the Gender Equality Agency. This includes agencies involved in the climate-related work and the energy sector, on how to improve outcome both with regard to climate and gender policy goals. A key ongoing initiative is the joint work on gender responsive new National Climate Policy Action Plan. Sweden has also developed a draft strategy for gender mainstreaming of the implementation of the Paris agreement in Sweden. In Spain, each ministry, including the ministry for the Ecological Transition and the Demographic Challenge (the Environment ministry), has an Equality unit. The Institute for Women is strengthening its collaboration with the Environment ministry and edited in 2020 a report on Gender and climate change¹ with support of the Spanish climate change office. In Finland, the Climate and Energy Strategy was assessed for its gender impacts during its preparation. Six sectors are included: energy production, construction and buildings, transport, industry, the service sector and agriculture. The impact assessment was part of the Government's Gender Equality Action Plan and its gender mainstreaming projects.²

At the international level, the EU and several Member States have appointed a gender and climate change focal points to the UNFCCC. However, not all EU Member States have yet designated one, and even where focal points have been designated, they often have limited time or resources to devote to the subject. More training opportunities could also be developed to strengthen their skills and expertise on the gender and climate nexus.

Recommendations

- **The Advisory Committee recommends that Member States strengthen coordination and collaboration between their gender equality ministry and/or institutions and their ministries in charge of climate change and related sectoral policies, notably through mutual learning and exchange and**

¹ https://www.inmujeres.gob.es/disenov/novedades/Informe_GeneroyCambioClimatico2020.pdf

² https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/163440/TEM_2021_52.pdf?sequence=1&isAllowed=y (with a summary in English).

networking in climate-related sectors, along with focal points. Similar collaboration should also cover sub-national level.

- **The Advisory Committee recommends including gender equality goals in climate policy and frameworks. Strategic climate related policy frameworks and documents should be reviewed and revised to include gender at both EU and MS level.**
- **The Advisory Committee recommends that the EU organizes inclusive consultation of stakeholders on climate policies, including climate change policy makers, gender institutions, gender experts, and feminist organizations.**
- **The Advisory Committee recommends that the EU and its Member States support and fund capacity development initiatives for key stakeholders as well as campaigns and awareness-raising actions on gender equality and climate change.**
- **To facilitate coherence between the national, EU and international levels, the Advisory Committee recommends that each Member State appoints a gender and climate focal point to the UNFCCC. It also highlights the gender decision at UNFCCC COP 26 in Glasgow where Parties and observers have been invited to submit information on the progress of implementation of the activities contained in the gender action plan, areas for improvement and further work to be undertaken. Focal points should have the requisite expertise and allocated time, with access to gender experts and relevant networks, including networking opportunities that could be promoted at EU level between Focal Points.**
- **The Advisory Committee recommends that the EU provides regular training to and consultation between EU gender and climate focal points.**

3.3. Resources: Developing Gender budgeting

Advancing gender equality and the empowerment of women requires allocating resources in a way that benefits both women and men, girls and boys, promotes gender equality; that is why gender budgeting is an integral part of gender mainstreaming. Gender budgeting are not separate budgets for gender equality. It is budgeting that includes a gender analysis and a gender impact analysis of budgetary and policy decisions based on gender-equality goals, and use this information to adjust for inequalities by introducing changes to public expenditure and revenue.

The recent report by the European Court of Auditors entitled “Gender mainstreaming in the EU budget: time to turn words into actions”, highlights that gender equality has not been adequately integrated into the EU budget. Out of the 58 programs in the 2014-2020 budget, only 5 had gender-related indicators (29 indicators out of a total of more than 1,000 indicators). The European Court of Auditors recommends inter alia using gender-related goals and indicators and developing a robust monitoring system, applicable to all budgetary programs, including under the Recovery and Resilience Facility. The Commission has committed to set up a methodology to measure gender related expenditure in the 2021-2027 MFF.

Complementing Commission's work, EIGE has developed a methodology to track spending on gender equality objectives within 2021–2027 EU cohesion policy funds and more specifically the European Regional Development Fund (ERDF), the European Social Fund Plus (ESF+), the Cohesion Fund (CF) and the Just Transition Fund (JTF). The methodology is being integrated into EIGE's step-by-step toolkit for gender budgeting into the EU Funds. This toolkit presents guidance to mainstream gender into the EU's renewed policy objectives under the EU Funds' common provisions regulation, including a greener, low-carbon Europe. Public procurement contracts are an important element of public spending into which the gender dimension can be integrated. In this way, gender-responsive public procurement can be considered a means of implementing gender budgeting.³ Public bodies can ensure a 'just and fair transition' to a greener economy by applying gender-responsive public procurement into the tenders that seek environmental objectives. EIGE has issued a toolkit to support the application of gender-responsive public procurement across the different stages of the procurement cycle.⁴

In some Member States, gender budgeting is already being implemented and in other others regulations and guidance are being developed. In Spain, the Institute for Women has edited specific Guidelines for implementing the gender approach in the Spanish Recovery Plan⁵. Additionally, the Technical Committee for the Recovery Plan has also elaborated a specific guidance document to incorporate the four cross-cutting criteria (including gender mainstreaming) in the implementation of the Recovery Plan⁶. In Austria, gender budgeting has been enshrined in the constitution in 2009.

Recommendations:

- **The Advisory Committee recommends that the EU strengthens its framework for supporting gender budgeting in the 2021-2027 multiannual financial framework and systematically carries out gender analyses of needs and impacts based on sex-disaggregated data; use gender-related objectives and indicators to monitor progress.**
- **The Advisory Committee recommends that the EU and its Member States promote and monitor the use of Commission's and EIGE's systems to track resource allocations for gender equality in the EU budget and EU cohesion policy funds respectively; asses and use the reported data to set a baseline and inform decisions to earmark funds for gender equality in the next MFF.**
- **The Advisory Committee recommends that the EU and its Member States share experience and support capacity development on gender budgeting, including on the integration of gender-responsive budgeting into national and sectoral budgets to advance gender-responsive climate policies, plans, strategies and action.**
- **The Advisory Committee recommends that the EU monitors and assesses Member States' national recovery and resilience plans and their**

³ <https://eige.europa.eu/publications/gender-responsive-public-procurement>, p. 4

⁴ <https://eige.europa.eu/publications/gender-responsive-public-procurement-step-step-toolkit>

⁵ <https://www.igualdadenaempresa.es/actualidad/en-destacado/docs/Guia.PerspectivaDeGenero.PRTR.WEB.pdf>

⁶ <https://femp-fondos-europa.es/blog/documentos/orientaciones-para-la-incorporacion-de-criterios-transversales-para-la-ejecucion-del-plan-de-recuperacion-transformacion-y-resiliencia-comite-tecnico-de-la-comision-ministerial-del-prtr/>

implementation, and report on how they have contributed to gender equality according to gender equality indicators set up in the scorecard.

- **The Advisory Committee recommends that the EU provides guidance on the use of gender-responsive public procurement, including for environment and climate action contracts implemented under the EU cohesion policy funds and the Recovery and Resilience Facility.**

3.4. Increase women’s participation and leadership

“The full, meaningful and equal participation and leadership of women in all aspects of the UNFCCC process and in national- and local-level climate policy and action is vital for achieving long-term climate goals.”⁷

According to UN Women, “women’s voice, agency, and participation are under-supported, under-resourced, under-valued and under-recognized. Furthermore, women’s grassroots organizations, with their vast knowledge of the specific needs of women, girls and communities, are key to combating climate change and environmental degradation and building resilience at the local, national and global levels. Yet too often, these groups face multiple barriers from shrinking democratic space, diminishing funding, and threats to their physical security as they defend land, environmental and indigenous peoples’ rights.”⁸

Currently, only 27% of the EU environmental ministers in Member States are women⁹. Among the European diplomats that the EU sends to the United Nations Framework Convention on Climate Change Conference of the Parties, 40% were women in 2020, while they represented only 27% of head delegates. The European Green Deal does not mention political representation nor include measures to address the gender imbalance in environmental policymaking.

Hence, concrete actions are needed to improve women’s participation and leadership in all climate actions, in climate-related ministries, in European bodies and in negotiations.

Several Member States have developed measures and policies to increase women’s representation in decision making processes, including quotas. This allowed a much faster increase in women’s representation: according to the EIGE¹⁰.

At the international level, France in partnership with Canada co-organized training workshops for women negotiators in Francophone Africa to strengthen the participation and contribution of Francophone women in the United Nations Framework Convention on Climate Change Conference of the Parties and the work of the UNFCCC. Around fifty women negotiators benefited from this training, the content of which focused on deepening knowledge on international negotiations at the UNFCCC and the acquisition of negotiation skills. They also made it possible to forge links between negotiators of the Africa group.

⁷ UNFCCC Enhanced Lima work programme on gender

⁸ <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/66/EGM/CSW66%20EGM%20Concept%20Note.pdf>, page 7

⁹ <https://eige.europa.eu/gender-statistics/dgs>

¹⁰ <https://eige.europa.eu/news/quotas-can-turbocharge-progress-gender-balance-politics-and-business>

Recommendations:

- **The Advisory Committee recommends that the EU and its Member States promote greater representation of women in climate decision-making, negotiations and leadership, aiming for gender parity, including through the implementation of temporary special measures such as quotas.**
- **The Advisory Committee recommends that the EU and its Member States reinforce their collaboration with other governments and stakeholders to ensure gender is effectively mainstreamed in COP27 and subsequent COPs. In particular, the Committee recommends spearheading gender equal delegations and the adoption of a gender equality lens in all discussions.**
- **The Advisory Committee recommends that the EU and its member States promote and support initiatives for capacity building in leadership and negotiation for women and briefings or capacity development on gender equality and gender mainstreaming in climate change for senior management in climate related fields including negotiators.**
- **The Advisory Committee recommends that the EU and its Member States support, fund and protect women’s grassroots, feminist and indigenous women’s organizations to lead, advocate for and safely engage in climate action.**

3.5. Strengthening gender-transformative climate finance, women’s access to technologies and “green jobs”

Gender-transformative climate finance is key to gender equality and the empowerment of women, including their ability to adapt to climate change, build resilient futures and benefit from the green transition’s opportunities. However, climate finance is often gender blind and women’s access to climate finance and technology and their participation in the STEM fields are currently insufficient.

According to the OECD, bilateral ODA for gender equality and women’s empowerment is steadily increasing and is now at an historical high level¹¹. DAC members committed USD 53 billion ODA in total on average per year in 2018-19 for gender equality. This represents 44.5% of bilateral allocable ODA. However, out of the climate-related aid that also addresses gender equality in 2018-19 (USD 18.9 billion per year), only USD 43 million (0.23%) went to “feminist, women-led and women’s rights organizations, movements and institutions¹²”.

One of the challenges identified is that the projects are deemed too small to meet the requirements of financial support of international climate funds. To enable women and grassroots organizations accessing climate finance, financing mechanisms should create specific accreditation pathways to support smaller-scale interventions. Gender-responsive approaches would moreover include, for example, the provision of long term, and deeply concessional credit lines to women entrepreneurs or strengthening the accountability and monitoring of the “big players” in climate finance for gender responsive actions.

¹¹ <https://www.oecd.org/development/gender-development/Development-finance-for-gender-equality-2021.pdf>

¹² OECD, Development finance for gender equality, 2021

In order to increase women's organizations access to finance, France has set up a Solidarity Fund for feminist organizations, one of whose components is devoted to gender and climate projects, which aims to financially support feminist civil society organizations operating in partner countries of France's development policy. In November 2020, during the first Finance in common summit in Paris, France also contributed to the negotiation of a Declaration of development banks for gender equality signed by 25 development banks. The signatories pledged to increase funding resources dedicated to gender equality and to improve dialogue and collaboration with all stakeholders on the issue of gender, including feminist civil society organizations. Following the Summit, UN Women and the French Development Agency (AFD) launched the "Public Development Banks Driving Gender Equality" report, providing analysis on how to foster gender mainstreaming approaches in the programming and funding cycles of the banks.

Further strengthening gender mainstreaming and the capacity and commitments to gender-transformative climate finance in the global climate financing facilities and funds including those under the UNFCCC is also key, as well as increasing the implementation and accountability of the gender policies of the funds.

Recommendations:

- **The Advisory Committee recommends that the EU and its Member States strengthen gender-transformative climate funding and expand access to climate finance for women and women's climate resilient enterprises, including by :**
 - **promoting gender balance and gender expertise among fund decision-making bodies and staff to ensure that gender equality principles are fully integrated in the development of funding, accreditation and programming guidelines;**
 - **fostering approaches to increase the access of local women's groups to fund resources, such as through small grant approaches.**

Access to technologies and green jobs: towards new gender-transformative growth models

Climate policies tend to be framed in a technical and culturally masculinized way. One of the reasons is that sciences in particular STEM (Science, Technology, Engineering, and Mathematics,) occupations are highly dominated by men.

In order to promote gender equality and to allow women to benefit from the green jobs created by the low-emission developments, as well as to allow the invention of new gender-transformative growth models, the participation of women in the STEM sectors must be strengthened.

According to data from 115 countries, women comprise only 27% and 28% of total higher education student enrolment in the fields of information and communication technologies (ICT) and engineering, manufacturing, and construction, respectively.¹³ Gender gaps at these earlier stages of education build up into disproportionately fewer women employed in

¹³ Christina Kwauk and Olivia Casey, [*A new green learning agenda: Approaches to quality education for climate action*](#), Center for Universal Education at Brookings (2021).

scientific research and development (29.3%) and represented among board directors of technology companies (17.9%).¹⁴

According to the IEA¹⁵, women are listed in less than 11% of patent applications related to the energy sector and around 15% for climate change mitigation technologies. Only 11% of energy sector startups founders are women.

The EU is committed to increasing girls' participation in Science, Technology, Engineering, and Mathematics (STEM). Several initiatives have been developed among Member States. In Sweden, all publicly funded Swedish higher education institutions have had government assignments about Gender Mainstreaming in Academia since 2016 with positive results in the form of more gender sensitive working methods. In Spain, the Ministry for the Ecological Transition and the Demographic Challenge as well as the Institute for Women have joined a network launched on 2021 by the Ministry of Education and Vocational Training, which is aimed at promoting the interest of girls and young women for STEM studies and careers. Additionally, the Institute of Women and the Institute for Just Transition signed a joint protocol to promote entrepreneurship and improve the employability and working conditions of women in the territories affected by the energy transition¹⁶, consonant to the Spanish Just Transition Strategy¹⁷ which requires considering women's participation in the Just Transition Agreements¹⁸.

Recommendations

- **The Advisory Committee recommends that the EU and its Member States, including through their recovery and resilience plans, strengthen the promotion of gender-transformative technical and vocational education, training in climate related or green economy fields as well as gender-transformative curricula for climate change and sustainable development-related fields of education. These programmes should also address the transition from education to the professional environment and include mentoring programmes to build women's leadership in STEM and green jobs.**
- **The Advisory Committee recommends that the EU and its Member States develop and finance strategic and long-term initiatives to tackle discriminatory gender norms, stereotypes and barriers around women's and girls' leadership, for instance showcasing women's input into the green transition, promoting women role models in STEM or challenging cultural norms.**

¹⁴ 2014-2016 figures from Catalyst, "[Women in Science, Technology, Engineering, and Mathematics \(STEM\): Quick Take](#)," 4 August 2020.

¹⁵ IEA, *Energy and gender. A critical issue in energy sector employment and energy access*, 2019, <https://www.iea.org/topics/energy-and-gender>

¹⁶ https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/transicion-ecologica/Paginas/2021/040621-empleabilidad_transicion_mujeres.aspx

¹⁷ ETJ, available in English at: https://www.transicionjusta.gob.es/common/ETJ_ENG.pdf

¹⁸ A booklet on the Spanish Just Transition Agreements is available in English at: https://www.transicionjusta.gob.es/Convenios_transicion_justa/common/Folleto_Convenios_Transicion_Justa_EN.pdf

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<https://unfccc.int/gender>

UN Women website for CSW66 2022¹⁹

<https://www.unwomen.org/en/csw/csw66-2022>

Women and Gender Constituency

<https://womengenderclimate.org/>

¹⁹ For which the priority theme is *Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes*