



The EU Mutual Learning Programme in Gender Equality

The synergies between gender equality and climate action

The Hague, 21-22 February 2024

Summary Report



Ein Unternehmen der ÖSB Gruppe.

The information and views set out in this paper are those of the author(s) and do not necessarily reflect the official opinion of the Commission. Neither the Commission nor any person acting on the Commission's behalf may be held responsible for the use which may be made of the information contained therein.



This publication is supported by the European Union Citizens, Equality, Rights and Values Programme (2021-2027).

This programme is implemented by the European Commission and shall contribute to the further development of an area where equality and the rights of persons, as enshrined in the Treaty, the Charter and international human rights conventions, are promoted and protected.

For more information, see: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/programmes/cerv>.

Introduction

The seminar on the synergies between gender equality and climate action was held in The Hague, 21-22 February 2024. It was co-hosted by the Netherlands and Slovenia, and with the participation of 14 Member States (AT, BE, CY, CZ, DE, EE, ES, FR, IE, IT, MT, PL, PT, RO), the European Commission, the European Institute for Gender Equality and the Nordic Council.

Esther van Dijk, Director General for Equality and LGBTIQ+ Equality, Dutch Ministry of Education, Culture and Science, gave a welcoming address. She emphasised the significance of attaining a just and equal climate transition, strengthening shared knowledge and connections and gaining new insights into a gender-just transition. The participants were welcomed by **Stacy Wrenn, Policy Officer, DJ Justice and Consumers, European Commission**. She reminded participants of the obligations of gender mainstreaming and women's leadership under the European Commission's Gender Equality Strategy 2020-2025. She also highlighted the importance of a gender transformative approach to addressing the root causes of gender inequalities and the objective of integrating gender equality in EU policy on climate action under the European Green Deal, including the "Fit for 55" reduction in emissions by 55% by 2030 and National Energy and Climate Plans, and also the Intergovernmental Panel on Climate Change (IPCC) assessment reports on climate change. Although gender is already mainstreamed into key documents such as the UNFCCC and the Paris Agreement, progress at the national level is slow.

In setting the scene, **Marielle Feenstra, Scientific Director of 75inQ**, argued for better legislation and actions to address the gendered impact of climate change. Women are often left behind when there is a climate crisis. The effect on women's vulnerability and displacement affect girls' access to education and women's more significant risks of energy poverty and gender-based violence. On the one hand, an intersectional approach must address the multiple impacts of climate change on women in health, economic and social policies. On the other hand, action must be taken to address the gender gap in policy-making and to foster women as agents of change in STEM and green jobs. There have been improvements in EU data in recent years, such as the European Parliament's FEMM Committee report on the Gender Impact of the Rising Cost of Living and the Energy Crisis (2024) and EIGE's report on Gender and Energy: The Effects of the Energy Transition on Women (2024). However, not all data collected is reported; it is often fragmented and does not always focus on the lived experiences of different groups of women. Despite this, increasing numbers of women are entering jobs in renewable energy. Climate change mitigation policies must promote the participation of women at all levels, and gender mainstreaming should be carried out in all stages of the policy cycle, supported by institutional, legal, financial and political commitment.

1. Challenges and actions in the Netherlands and Slovenia

1.1 The Netherlands

In the Netherlands, there is an urgency to address climate change because of the potentially catastrophic effects of rising sea levels in a low-lying country. The national framework, outlined in the Climate Policy Plan (2021-2030), prioritises migration, adaptation, damage repair, and compensation through four "fair share" principles: the biggest "win," individual rights and freedom, solidarity, and contribution/benefits. One of the key objectives is to integrate climate justice into climate policy. The Ministry of Education, Culture, and Science's (OCW) Climate & Energy Programme (2022-2025) focuses on education, culture, and science and implements cross-cutting policy on gender equality. This means that climate change is viewed as an issue of gender equality and vice versa. The programme promotes mutual learning through international awareness and envisioning and designing new thinking to influence change through creativity and social capacity. The government's green transition is based on the central theory of change that aims to encourage more women to take green jobs and harness women as change makers through behaviour change, ensuring that no one is left behind. Emphasis has been given to the role of research and data collection to encourage more girls and women to participate in STEM and to improve gender diversity in decision-making.

The next steps for OCW include researching the "Least future-proof living areas in the Netherlands & Bonaire" by collecting intersectional gender-disaggregated data on income (low/middle), housing, age and migration background. OCW also aims to anchor climate justice and gender equality in the national Climate plan (2025 – 2035), accelerating gender equality in the work of study advisors in secondary schools and analysing gender diversity in decision-making in climate sectors. This highlights the importance of having a budget and the OWC's presence at the decision-making table.

Aside from this, progress must be made on collecting, reporting or monitoring gender-disaggregated data for a just transition and how diverse groups can contribute to the just transition workforce. Data on the labour market workforce has only recently been monitored due to increased political attention to the human capital agenda of the just transition. With the highest proportion of women working part-time in the EU and one of the lowest levels of women in green jobs, various initiatives are aimed at enhancing the participation of women in green jobs. They include a pilot project to promote better access to flexible working arrangements in sectors where male workers work full-time, including in the climate and energy sectors, and support for skills development and lifelong learning under the National Growth Fund. Furthermore, government programmes promote a coordinated approach to energy transition through coalitions of local authorities, network operators and energy companies. Measures are being examined with the social partners and educational organisations to address skills shortages, strengthening the labour market by making work pay more, and measures to increase labour supply and support for switching to sectors with labour shortages.

The Action Plan for Green and Digital Jobs, submitted to Parliament on 3 February 2023, contains measures to address technological, technical, and digital skill shortages in climate and energy transition sectors. Further measures are proposed under the Green and Digital Jobs Plan across four pillars: to increase the number of students in STEM, stimulate starters to enter the tech sector and retain existing tech workers, boost labour productivity, strengthen governance and avoid fragmentation in programmes and policies. Specific initiatives include skills-refresher courses for workers and job seekers from less well-off areas and secondary vocational education and higher education initiatives to combine work and learning.

1.2 Slovenia

The Slovenian government has implemented a range of policies to promote gender equality. The Resolution on the National Programme for Equal Opportunities for Women and Men until 2030 includes the principle that the gender-differentiated impacts of climate change need to be systematically recognised in government climate and foreign policy. Recent enhancements in women's political representation are helping to progress the ambition to ensure gender equality is fully integrated into just transition policies and programmes. In 2022, Slovenia elected its first woman President of the Republic and the first woman President of the National Assembly. Five of the nine members of the advisory Climate Council to the Government of Slovenia are women. Slovenia has also developed a Feminist Foreign Policy Strategy, prioritising climate change and food security. The project "Empowering Women in Active Society" aims to enhance opportunities for girls and women's participation in the political and civil spheres. Despite this progress, the government recognises that there is a need for continued efforts to close the gender gap. At the same time, women's participation in policy and decision-making is essential to overcome challenges connected to climate change and environmental degradation.

The Integrated National Energy and Climate Plan includes measures that benefit women, such as subsidising public transport services, providing financial incentives for alternative fuels, developing e-mobility infrastructure, and constructing pedestrian and cycling infrastructure. The National Programme on Strategic Guidelines for the Development of Slovenian Agriculture and Food also aims to promote social inclusion, care for vulnerable groups, and empowerment of rural women. This is crucial for the livelihoods of rural women, who make up 29% of agricultural holders in Slovenia.

The government has also taken small but significant steps towards a holistic approach. For instance, they introduced the constitutional right to drinking water, which resulted from a public campaign. The EmpowerMed project on energy poverty has targeted women living in coastal areas through an EU-funded project with partners in Croatia, Spain, France, Albania, and Italy. The project builds on a previous initiative focused on poverty amongst women in single and single-parent households from 2019-2023. The project has empowered over 9000 people, with more than half of the participants being women, and has had far-reaching energy-saving effects. Another initiative is the project for women beekeepers, aimed at preserving the tradition of beekeeping in Slovenia in partnership with Bangladesh and North

Macedonia. Honey has become an essential part of Slovenian Food Day and a focus on the Slovenian Breakfast Day with schools, including locally grown organic food. Moreover, Slovenia has launched a campaign called “Women Engineers,” which aims to promote female role models in engineering companies. The campaign includes an annual Women Engineer of the Year prize, which has had a significant impact on young women's awareness.

2. General debate on initiatives from participating countries

Lučka Kajfež Bogataj, University of Ljubljana, discussed the barriers and opportunities in achieving a gender-responsive green and just transition. She noted that the climate crisis affects men and women differently and that it amplifies existing gender inequalities. The climate crisis poses unique threats to livelihoods, health and safety, making it essential to tackle gender inequality issues. Women's priorities concerning climate protection may differ from those of men. For example, women are more willing to alter environmentally harmful behaviour, reduce energy consumption, use public transport, and change nutrition and shopping habits. However, we lack data on these phenomena, and gender stereotypes, women's lower representation in decision-making, and unequal access to resources (land, education, mobility, technology) compound these issues.

The lack of gender-responsive climate finance mechanisms and gender-disaggregated data makes it challenging to address these issues adequately. Women's representation in national parliaments and corporate boards positively impacts climate change policies. Better coordination of policies, such as strengthening health systems and policies on women's sexual and reproductive rights, is crucial to the gender-climate action nexus. The UN Women's approach, in its report “Feminist climate justice: A framework for action”, focuses on recognising, redistributing, representing, and repairing inequalities and historical injustices, providing a helpful framework. However, gender equality is no panacea for the climate crisis, and we need to question assumptions that competition leads to economic progress and that more income equals more happiness. Human values and key gender equality issues in the care economy must be brought into the centre of policy debates. A collective effort, with gender equality as a prerequisite, is essential for making progress in tackling the climate crisis.

Marianne Berger Marjanovic of the Nordic Council highlighted the Nordic Council's priorities regionally and internationally, as set out in the Nordic Leadership Initiative for Gender Equality and Climate Action 2022-2030. This aims to build new regional and international alliances and deliver a green and gender-equal Nordic region. This priority was established at the Summit on Gender and Climate Change in 2009, declaring that gender equality is essential for sustainability and wellbeing. The Nordic Council adopts a multistakeholder approach, an example of which is the roundtable held in January 2022, which led to the publication of “A Green and Gender-Equal Nordic Region”, committing Nordic governments to gender-just climate

leadership under the UN's Generation Equality Action Coalition. It was created in preparation for the CSW66 and a joint initiative with UN Women and the African Union. Furthermore, the Council's recommendations to COP28 were informed by a youth-led conference of Baltic and Nordic countries, which aimed to promote youth empowerment and climate action.

Research has been conducted to understand gender and sustainable living, documented in the report "Climate, Gender and Consumption". The Nordic Knowledge Hub includes a sub-theme on climate and gender that sets out how to implement a green and gender-equal region. Another research has focused on the maritime sector. The research report "Ensuring Gender Equality in Nordic Blue Economy" collected evidence on the state of play on gender equality, with recommendations to harness the potential of women in this sector.

The following summarises practice examples as discussed during the seminar from participating countries:

Austria: The Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK) has implemented various initiatives to promote gender equality in green jobs. They include the Just Transition Process, based on the Just Transition Action Plan for Education and Training (2023), which focuses on gender and diversity. The Environmental Foundation provides training to achieve a 40% quota of women in green jobs, and the study "More Women in the Railway Industry!" has identified barriers women face in the railway sector. BMK has also supported initiatives such as the Austrian NGO Peregrina to provide workshops for migrant women on "Climate Protection in Everyday Life," the annual Girls' Day aimed at giving girls an insight into STEM subjects, and various research networks.

Belgium: The government is currently working on a strategy to implement the new climate law, and research has been conducted on the impact of new green jobs on the job market. However, these jobs will occur in sectors where women are underrepresented at all levels, which raises concerns about the gendered effects of just transition. In addition, good practices include the integration of gender equality in the climate financing strategy for cooperation with countries in the global south. The Federal Equality Body for Discrimination in Belgium (UNIA) is also exploring ways to defend the rights of those discriminated against by climate policy measures, focusing on people living in poverty. In a case taken by UNIA, it was found that the introduction of charges in low-emission zones had negatively affected women in inner city areas, which helped to shift focus to finding better solutions, such as affordable and reliable public transport.

Czechia: Slow progress has been made in reducing gender inequalities in relation to climate action and just transition, partly due to the lack of gender-disaggregated data and accountability. However, the forthcoming updated gender equality strategy will include concrete gender-sensitive policies and gender mainstreaming. The aim is to raise awareness about gendered social impacts for all ministries, including construction, energy, transport and the environment. Funding conditions linked to energy communities and EU programmes (Social Climate Fund and the Operational

Programme Just Transition) will be further drivers to support gender mainstreaming. The "New Green Savings - Light Programme" provides financial support for home insulation and solar water heaters for older people, people receiving an invalidity pension and lower-income households, with gender-disaggregated data collected. The Faculty of Nuclear Sciences and Physical Engineering at the Technical University offers a special day for high school female students to introduce them to science.

Cyprus: Amongst the actions in the National Gender Equality Strategy are those to collect, monitor, and report on gender-disaggregated data. The government recognises that climate and energy crises affect women and men differently. However, there are stark gender disparities in STEM education and employment, exacerbated by the pervasive "leaky pipeline" phenomenon. Good practices include initiatives on equal pay and women in STEM, recommendations for systematic data collection, combating gender stereotypes at all levels, awareness-raising campaigns, institutional state support and social policies to support gender equality. Attempts have been made to address gender stereotypes in students' educational choices, focussing on gender bias and perceptions, an example of which is the provision of scholarships for girls in the School of Engineering at Frederick University.

Estonia: The government has established a new climate ministry incorporating the environment ministry and some departments from the Ministry of Economics in preparation for a new climate law. To promote gender knowledge in other ministries, a gender mainstreaming model has been developed with training programmes and e-learning for policymakers on gender equality, equal treatment, and accessibility. Steps have been taken to encourage more girls to study STEM subjects. Good practices exist among different stakeholders, such as the TV science broadcast Raket69 and the Superheroes initiative, which showcases female scientists as positive role models to encourage women and girls to enter tech jobs. It is encouraging that there has been progress in that 40% of managerial positions were held by women in 2022. However, no information about women's share in green jobs and decision-making is available.

France: The government has implemented gender-responsive initiatives in the energy policy sector, including a commitment to gender mainstreaming for just transition. Energy is viewed as a health issue, which considers the ability of different groups to adapt to climate change, as well as the additional energy costs incurred by people with various health conditions, such as those with disabilities using electric wheelchairs. Since 2019, France has adopted a feminist foreign policy, and the next strategy is expected to include climate justice. To co-construct priorities, a working group with representation from civil society has been established. In relation to STEM, women's networks and ambassador programmes have been established, but women still only represent 35% of those working in STEM. However, progress has been made since the introduction of quotas for executive committees of large companies in 2011, resulting in 46% of these positions being held by women. Good practices can be seen in the energy company Engie, where the social and work-life balance policies have helped women reach high-level positions.

Germany: While Germany has implemented various policies on a just transition, gender-disaggregated and intersectional data are largely absent, and women's participation in STEM jobs remains low. The campaign "#ParitätJetzt" advocates for equal representation of women and men in federal and regional parliaments. The goal of achieving equal representation of women in management positions by 2025 is being actively pursued. Gender equality in the private sector is progressing under the Second Management Positions Act (FüPoG II), which came into force in August 2021. The energy industry acknowledges the importance of training, networking and mentoring, and the creation of 20 women's networks and a range of government and NGO-provided training programmes. Women in Green Hydrogen (WIGH) and the Global Women's Network in the Energy Transition (GWNET) are examples of networks. A further example is BMWK's digital communication campaign "Women Energize Women", launched in 2021, which aims to generate interest in careers in energy transition. A further example of challenging stereotypes and raising awareness in the working environment is the EQT by IKEM, a game to reveal gender roles and discriminatory behaviours. These initiatives have promoted career opportunities and business relationships with and for women, leading to more women entering STEM jobs and top management positions.

Ireland: Various initiatives have been introduced to address climate change in a fair and empowering way, with a gender perspective. These initiatives are outlined in the Territorial Just Transition Plan (2022) and the Climate Action Plan (2023), while recommendations on human rights and gender are included in the Irish Human Rights and Equality Commission's Policy Statement on a Just Transition (2023). The government has a National Gender and Climate Change Focal Point, which has helped raise awareness across the government and the wider community. Gender-relevant examples include social protection measures, retrofitting low-income homes, agri-environmental projects, and transport projects that consider women's travel needs. The government has funded civil society initiatives such as a feminist climate justice project run by the National Women's Council of Ireland and collaboration between Community Work Ireland and the Traveller organisation, Pavee Point, on climate justice awareness. In STEM, Ireland has introduced the Athena Swan Awards and is carrying out a Gender Equality Review through the Higher Education Authority. These initiatives are expected to inform future STEM policy.

Malta: No specific policies recognise and/or mitigate the gendered impact of climate change. Part of the problem is the absence of gender-disaggregated data. In Malta's Draft National Energy and Climate Plan 2021-2030, there is no specific reference to the gendered impact of climate change, although there has been a 7% increase in women holding management positions in green jobs. Despite the recognition of energy poverty and vulnerability, women are not explicitly mentioned. While there have been certain developments, such as the appointment of a female Ambassador for Climate Change in 2011, women are not named as part of the vulnerable electricity consumers who have access to certain energy benefits. There is progress in STEM, with women and men studying STEM subjects, although women remain underrepresented at the post-graduate level and predominate in feminised sectors

such as health. Measures have been introduced to promote women ambassadors in science to counter this.

Poland: In December 2023, the new government appointed women in key ministries for gender and climate action and established a new Ministry for Equality, which will help to develop a gendered analysis of climate change and just transition. Women hold 42,9% of management positions across all sectors, and efforts continue to be made to promote women's role models in business world and to recognise the different qualities that women bring to STEM and leadership roles. More women are entering STEM subjects. However, they predominate in healthcare research. Good practices include the role of mentors and career advisors so that STEM can be a real choice for girls and promoting positive examples of female entrepreneurs around sustainability, for instance, under the "25 women leaders of sustainable development" initiative by Forbes. Support for NGOs and civil society building includes the initiative "Kongres Kobiet", which in 2009 created a nationwide movement to promote gender equality. The "Women for Climate" initiative promotes women from different fields of environmental action through youth activism, culture and agriculture.

Romania: Climate action is an emerging political issue in Romania. A new strategy to tackle this issue will be formulated in 2025. Coupled with this is the slow progress in mainstreaming gender in climate change and just transition. This is further complicated because Romania remains one of the most unequal countries in the EU and faces high outward migration of students and skilled workers. High levels of inequality can lead to increased vulnerability to environmental hazards among vulnerable populations, such as the Roma community and rural populations. The 2018 National Strategy for Sustainable Development does not mention gender or regional disparities. Similarly, there needs to be data available on energy poverty that considers these factors. Women in Romania have lower participation in STEM subjects, while many women are employed in agriculture, forestry, and fisheries. To improve women's political participation and gender mainstreaming in public policy, several initiatives have been introduced since early 2024.

Spain: The National Framework for Energy and Climate, providing an excellent legal and policy framework for climate change and energy transition, contains gender-sensitive instruments. The strategic framework for gender equality between women and men (2022-2025) addresses ecofeminism and gender equality challenges in just transition. Several good practices contribute to mainstreaming gender, including promoting synergies between gender equality, ecological transition, and green jobs. Sex-disaggregated and gender-sensitive information is regularly published on women and the green transition. The report "Employment of Women in the Just Energy Transition in Spain", published in 2023 with the Just Transition Institute and the Naturgy Foundation, analysed gender employment gaps linked to the energy transition. Attention is given to attracting women into STEM and green jobs, an example of which is the "STE(A)M Alliance for female talent" by the Ministry of Education and Vocational Training. Further good practices include territorial projects on ecological transition and gender equality, the "Equal by 30" initiative to increase women's visibility in energy transition fields, and a database and report on "Women's

green entrepreneurship and women's entrepreneurship in rural areas". Measures to enhance gender mainstreaming in bodies such as the Just Transition Institute and the Biodiversity Foundation have been implemented, along with training under the Action Plan on Environmental Education for Sustainability (2021-2025).

3. Key issues discussed during the seminar

Participants engaged in thoughtful, active and wide-ranging discussions around some common themes. Although many Member States have committed to climate change agreements and have implemented a range of policies aimed at a just transition, there is broad agreement that gender-responsive laws and policies, including gender mainstreaming and women's participation in STEM jobs and green transition, are lagging behind. Climate change education is needed at all levels and amongst young people. Several participants stressed the need to focus on the root causes of the gendered barriers to climate justice and promote women's roles as change agents.

Overall, strategies are needed to ensure that gender sits at the centre of the intersection with climate and energy policy, including ongoing capacity building, implementation of concrete actions and more exchanges of good practice to inform policy developments and build gender-responsive climate policies. Participants believe that these discussions are at a formative stage and that further efforts need to be made to discuss the vision of what a feminist climate and energy policy would look like. This will need to determine how gender equality can be effectively integrated into specific actions and policies, and to ensure that women can be agents of change, for example, in just transition policies and STEM and green jobs.

The discussion focused on how to stimulate better collection, reporting, and monitoring of **gender-disaggregated data** at the national and European levels and the kind of data that policymakers need to make gender-sensitive decisions in their transition policy interventions. Overall, participants overwhelmingly agreed that gender-disaggregated data is essential for analysing the gendered effects of climate change and the participation of women in just transition jobs at all levels and across the policymaking cycle. This is often difficult to achieve because of the absence of political will, expertise, capacity and comparable pan-European definitions, indicators and data around green jobs and climate change action.

Regarding women in **STEM and green jobs**, discussions were held on stimulating a more gender-equal and diverse workforce in just transition sectors, attracting and retaining women in STEM jobs, and engaging broader and more diverse communities in just transition. Good practices that challenge stereotypes, facilitate cross-sectoral mobility in green jobs, and build networks and capacities amongst young women in energy jobs are crucial to retaining women in the sector and ensuring their involvement in the long-term energy transition. Progress is being made by making links with schools, forging partnerships with women's organisations and engaging in new policies to support the direct recruitment of women.

Discussing ways to **increase women in top positions** to ensure a gender-just green transition highlighted the need to build strategies to promote female leadership in the just transition sector, including women's roles in leadership and decision-making in the political and public sectors. Participants agreed that it becomes easier to advance gender-responsive climate policies when women enter political leadership positions. Increasing the gender and diversity of government ministries dealing with energy and climate is crucial.

4. Conclusions and recommendations

4.1 General comments

- Gender-responsive policies need to consider how to address the structural barriers to gender equality and the collection and reporting of gender-disaggregated and intersectional data. Structural barriers to equality must be overcome, and policymakers should consider multi-dimensional action to embed gender-transformative approaches alongside institutional enabling mechanisms.
- New ways of communicating the benefits of gender equality and just transition are needed in light of the backlash against gender equality. Strong women role models are essential to this.
- More emphasis needs to be given to cross-sectoral work on gender equality and to more effectively embedding gender mainstreaming in areas such as the national strategies and the European Green Deal and related policies.
- Achieving gender transformative change requires new thinking, including men's engagement in transformational change.
- Emphasis must continue to be put on tackling structural inequalities that impact women's participation, taking into account occupational segregation, the undervaluing of the work carried out by women, the gender pay gap and women's disproportionate care roles.
- Several participants highlighted the importance of engaging women from disadvantaged and disenfranchised groups and communities through deliberative processes around the European Green Deal and related policies, which will help to ensure that women participate in these developments and are not left behind.

4.2 Gender disaggregated data

- Eurostat should mandate the collection of gender-disaggregated data and intersectional data. This would lead to gender-responsive and socially inclusive monitoring and evaluation of measures under the European Green Deal.
- To achieve this, data on the impact of climate change on women and just transition data must be available and comparable. For this reason, it would be helpful to establish clear indicators and standard definitions, for example, of STEM and green jobs, in consultation with EIGE, drawing on the OECD and UN initiatives.

- It was also suggested that Eurostat launch a new EU survey on gender and climate action and that EU framework research programmes make collecting and reporting on gender-disaggregated data obligatory.
- Additional human and financial resources and better collaboration between ministries of energy, climate, transport and gender equality on data collection should accompany any new climate change-related data collected by national statistics offices.
- This approach needs to recognise vulnerability by taking an intersectional perspective, such as young or older women, women living in poverty, and migrant women.
- New strategies are needed to address gaps in gender-disaggregated data, improve gender analysis of and reporting on existing qualitative and quantitative data and data in existing EU surveys, and improve coordination by linking datasets and exploring learning from different sources of official and unofficial data.
- Other recommendations include improved gender-responsive reporting on the UN Sustainable Development Goals, making reporting on gendered data obligatory and clarifying how to collect data on the third non-binary gender category.

4.3 Women and STEM

- A multi-layered approach is needed to address gender stereotypes from a young age and support young women's participation in STEM subjects and jobs through quotas at university and vocational levels.
- More robust measures are needed as women's participation in STEM jobs has not improved in the last ten years. New thinking is required about retaining women in STEM jobs, for example, by ensuring an inclusive working environment and investing in and promoting women's networks to support women's participation and retention in STEM careers at all levels.
- Enhanced focus needs to be given to women's leadership roles in companies to improve the image of women in STEM roles and to build on the improvements in women's representation on company boards that have been achieved since the introduction of Directive 2022/2381 on increasing the representation of women on boards, and through ongoing projects such as "go-circular for Women in STEM".
- Innovative measures should link women in energy poverty to job opportunities in green jobs, quotas and opportunities for switcher and starter training programmes, and an improved job profile that balances work and care roles.
- Further consideration must be given to the hidden economies of women's work surrounding large mines and rural areas, which may affect women's opportunities to work during transitions to new energy sources and industries.

4.4 Women in Leadership

- It is essential to differentiate between strategies for women in leadership and women in decision-making. For example, women in political decision-making roles face worrying levels of violence and harassment, including cyber violence, that need to be tackled seriously.
- It is important to highlight good leadership and the values women can bring to leadership and support these roles through networks.
- Set targets through quotas or zipper lists in politics and ensure better representation of women in major climate conferences. For an impact, it is essential to reach a critical mass of 35% to 40% of women in political leadership and management positions in STEM.
- Move from a situation where women are tolerated but not supported to ensuring women's active participation and change the discourse in companies that value male characteristics in leadership.

5. Lessons learned and what participants took back

The final session explored lessons learned and what participants would take back from the event. The following summarises the responses:

- Overall, the seminar reinforced participants' strength and empowerment to work towards effective responses to the gender-climate nexus.
- Participants also noted the importance of teamwork, shared knowledge and daring to question the obvious to progress the agenda, especially in pushing for systems change and breaking silos on gender and climate, while also improving understanding of gender and climate at all levels and advocating for funding and institutional support for gender and climate networks.
- The importance of building on women's leading roles as consumers and working in less carbon-intensive jobs, and to enhance women's roles as change makers.
- A key point of learning is the importance of bringing women's multiple and intersecting discrimination and a lifecycle approach into the picture, along with bringing men on board as allies.
- Building capacity is crucial in inter-ministerial cooperation, effective implementation of gender mainstreaming, a gender-transformative approach, and developing a feminist climate policy.