

Gender Equality Plan (D3.4)

Energytran

Research infrastructures cooperation for energy transition between European and Latin American and the Caribbean countries.

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Executive Summary

This Gender Equality Plan (GEP) is built on existing materials and resources that support gender equality in research and innovation (R&I) in particular the [Gender Equality in Academia and Research \(GEAR\) tool and on the eligibility criterion of Horizon Europe related to that certain entities \(such as OEI\) must have a GEP or equivalent strategy](#).

Gender equality is both a fundamental value and a principle of the European Union (([European Gender Equality Strategy 2020-2025](#))¹. In addition, gender equality benefits R&I by improving the quality and relevance of R&I, attracting and retaining more talent, and ensuring that everyone can maximise their potential following the recommendations established on the [Horizon Europe guidance on gender equality plans](#)².

There has been demonstrable progress towards gender equality in the [European Research Area](#) (ERA), but data shows there is still significant work to be done. Gender equality goals can only be achieved through a structural approach to change across the whole European R&I system, entailing the joint commitment of R&I organizations, their funders and national authorities, and the European Commission.

This Gender Equality Plan (GEP) aims to support these efforts, reflecting the Horizon Europe legal basis which strengthens gender equality as a cross-cutting priority³.

This ENERGYTRAN GEP is a set of commitments and actions that aim to promote gender equality in the ENERGYTRAN Consortium through institutional and cultural change. This GEP will present some essential elements – ‘building blocks’ – that any GEP shall include.

Last, it is critical to note, as mandatory information stipulated in the Grant Agreement of this project, regarding the self-declaration submitted at the proposal stage, that OEI has confirmed to have already a GEP in place. In addition, the ENERGYTRAN project included the development of a GEP for the project.

¹ [gender_equality_strategy_2020_2025_en_77C86437-0983-F10D-E0FF41E71D577EE0_68222.pdf](#)

² [Horizon Europe guidance on gender equality plans - Publications Office of the EU \(europa.eu\)](#)

³ https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

1. Introduction

This Gender Equality Plan of the ENERGYTRAN project provides a framework (?) of the main aspects to be followed by the project's gender policy. This Gender Equality Plan (GEP) is conceived both as a strategy for social transformation and as an instrument that allows the articulation of policies for gender equality in the ENERGYTRAN project. It is understood that the guarantee of the rights and freedoms of individuals, as well as effective equality in social and work relations, requires a strong political commitment, gender mainstreaming in the forms of action and the involvement of the entire community.

To move forward in this line, the GEP will be a policy reference that is designed and reviewed through time to prevent and mitigate gender imbalances and inequalities and make the project more inclusive for the diversity of actors involved in ENERGYTRAN, while it promotes collective learning processes in structural and cultural aspects. In this sense, this document presents priorities and concrete objectives as specific measures that will be implemented to improve gender equality within the ENERGYTRAN project.

The UN General Assembly adopted the **2030 Agenda for Sustainable Development**⁴. This Agenda is a plan of action for people, planet and prosperity. Of the 17 goals included on the Agenda, Sustainable Development Goal - *SDG 5 seeks Achieving gender equality and empowering all women and girls*.

Specifically, on women's rights in **1979** the Convention on the Elimination of All Forms of Discrimination against Women (**CEDAW**)⁵ was an international treaty adopted by the UN which defines the concept of discrimination and requires member states to repeal all discriminatory legislation and generate a new one to protect women in areas such as education and the labour market. Many international treaties have emerged after this, but in particular CEDAW marks a present as a milestone in favour of the defence of women against all types of violence.

At the **European level**, the framework documents that legally order the Union are the Treaty on European Union (1992)⁶, which mentions equality between men and women (Articles 2 and 3) and the principle of non-discrimination (Article 3) as values shared by all Member States. Also, the Letter of Fundamental Rights of the European Union prohibits any discrimination on the grounds of sex or sexual orientation (Article 21), as well as guarantees the principle of equality between men and women (Article 23) and the protection of maternity (Article 33). The Letter also recognizes and endorses the concept of positive action and considers it compatible with the principle of equality (Article 23).

Within **the framework of Latin America and the Caribbean (LAC)**, other institutions, such as the Economic Commission for Latin America and the Caribbean (ECLAC) or the Inter-American Development Bank (IDB), have also focused on incorporating a gender perspective. Specifically, in 2020, the member countries of ECLAC approved the Santiago Commitment during the XIV Regional Conference on Women (Aguilar, 2021), which sets out commitments to mainstream gender perspectives in actions aimed at both mitigating and adapting to climate change (ECLAC, 2020a). In the case of the IDB, its Environmental and Social Policy Framework includes Performance Standard 9, focused on gender equality, which applies to the projects it finances, such as green hydrogen energy transition initiatives (Signoria and Barlettani, 2023).

⁴ [Home - United Nations Sustainable Development](#)

⁵ [Introduction to the Committee | OHCHR](#)

⁶ [EUR-Lex - C:2016:202:TOC - EN - EUR-Lex \(europa.eu\)](#)

Inclusive language

- The OEI works actively to promote gender equality within the framework of the Gender Committee of Ibero-American Organizations (OOIB), a working group composed by all Ibero-American international organization.
- The Committee has created three new tools to facilitate the incorporation of the gender perspective in the work of organizations. In this sense, the OEI, as coordinator of the Gender Committee and of the ENERGYTRAN project, will recommend the use of the following tools:
 1. [Guidelines for the use of inclusive language with a gender perspective in Ibero-American Organizations.](#)
 2. [Guidelines to incorporate the gender perspective in the events of Ibero-American organizations.](#)
 3. [Guidelines to incorporate the gender perspective in the purchasing and contracting of services in Ibero-American organizations.](#)

2.About the ENERGYTRAN Gender Equality Plan

The ENERGYTRAN Gender Equality Plan (GEP) is a reference document that publicly acknowledges the goals of gender equality, calling for concrete objectives and specific priorities to be pursued, paving the way for their implementation. In this sense, this GEP will identify a set of actions that aim to promote gender equality through institutional and cultural change in R&I in the framework of its Consortium. This document can also be considered as a diversity & inclusion strategy.

With this GEP the ENERGYTRAN project also wants to raise self-awareness of gender equality issues, and of unconscious biases within the Consortium R&I organizations, lining up with the priority of the European Commission to improve gender equality within these organizations. Diversity with regards to age, sex, culture, physical ability, sexual orientation, and multilingualism, is encourage within our team and promoted towards the stakeholders we partner with.

In this regard, ENERGYTRAN project, renews the importance of an open and inclusive community - in other words, a community which is not only free from discrimination but also one that is able and keen *Not to Leave anyone behind* (LNOB). In this perspective, this Gender Equality Plan wants to reaffirm its commitment to gender equality in research and innovation, creating gender-equal working environments where all talents can thrive, thus contributing to a full integration of the gender dimension in the ENERGYTRAN project, to improve research quality as well as the relevance to society of the knowledge, technologies and innovations produced.

The ENERGYTRAN project is aligned with the principles of Horizon Europe that set **gender equality as a crosscutting principle** and aims at eliminating **gender inequality and intersecting socio-economic inequalities** throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers. Gender equality, equal opportunities, academic freedom and social safety in science are critical issues that are high on the agenda of the political and public debate.

ENERGYTRAN has the responsibility, position and means to exert influence on encouraging inclusion and diversity in the energy transition, compatible with environment protection and social justice, towards climate neutrality.

To lay the groundwork for an inclusive energy transition, ENERGYTRAN will take into account:

- To address gender disparities in accessing affordable and sustainable energy services by trying to integrate gender-sensitive policies across all levels of governance within the energy sector.
- Recognize and tackle the underlying structural factors contributing to gender disparities in energy poverty by fostering interdisciplinary collaboration in policy development and execution.
- Enhance data collection, reporting, and monitoring of gender-specific information throughout the energy transition process, spanning macro and micro levels, to accurately assess its impact on women.
- Encourage active involvement and representation of women in the energy transition by fostering political and managerial commitment by governments and corporate entities operating within the energy sector.

On the other hand, ENERGYTRAN will also promote successful practices in inclusive and equitable energy transitions, trying to offer valuable insights for implementing these recommendations with the aim to contribute and mobilize the inclusion of a gender approach in local partners, energy initiatives, with corresponding political support.

3. Scope of the Gender Equality Plan for the ENERGYTRAN project

The Gender Equality Plan of the project will be focused on equal opportunities between women and men, as established in the Grant Agreement (GA):

The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action and, where applicable, in line with the gender equality plan. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

This deliverable D3.4 “Gender Equality Plan” focuses on the monitoring of gender balance within the Consortium of ENERGYTRAN to ensure gender equality.

In particular, the following aspects will be taken into account:

- i) Gender balance in the ENERGYTRAN consortium researchers involved on the project.
- ii) Proposals for specific actions on gender.
- iii) Proposals with collaborating entities.
- iv) Inclusive language.
- v) Equal participation of women and men.

3.1 Gender balance in the ENERGYTRAN consortium

This project will be carried out by an heterogeneous, and interdisciplinary Consortium composed of eleven partners with wide presence both in the EU and in the LAC region. It includes ERICS and an international organization, among other entities, from different areas of knowledge.

The project and this GEP include a series of actions to be mainstreamed:

-Parity in Research Teams

- **Action:** Ensure gender parity in research teams involved in the project.
- **Details:**
 - involve at least **50% women** among the researchers participating in mobility programs. This includes researchers who travel for conferences, seminars, or collaborative projects.
 - During the selection process for researchers, prioritize diverse candidates to achieve a balanced representation of genders.
 - Monitor the composition of research teams regularly to ensure compliance with these targets.

- Parity Among Speakers and Attendees

- **Action:** Promote gender parity among speakers at events and seminars.
- **Details:**
 - Aim for **at least 40% women** speakers in all organized events, seminars, and workshops related to the project.
 - Establish a diversity committee to oversee the selection of speakers, ensuring that women and underrepresented groups are actively considered.
 - Encourage event organizers to provide training on the importance of gender diversity in speaker line-ups.
- **Attendee Gender Balance:** Strive for **50% female attendance** at all events, implementing outreach strategies to encourage women's participation.

-Parity in Management

- **Action:** Ensure gender parity in management roles associated with the project.
- **Details:**
 - Aim for a minimum of **50% women** in leadership and decision-making positions within the project's management team.
 - Implement mentorship programs for women aspiring to managerial roles, fostering their career advancement.
 - Regularly assess management team composition and provide transparent reporting on gender representation.

-Incorporation of Gender Perspective in Research Methodologies

- **Action:** Integrate gender perspectives into research methodologies.
- **Details:**
 - Develop research frameworks that specifically address gender issues and aim to include perspectives from both women and men equally.
 - Conduct training sessions for researchers on gender-sensitive methodologies, ensuring they are well-equipped to incorporate gender analysis in their work.
 - Set a goal of **at least 30% of research outputs** to explicitly address gender-related issues or implications.

-Use of Inclusive Language with a Gender Perspective

- **Action:** Promote the use of inclusive language throughout the project.
- **Details:**
 - Provide guidelines for all project-related documentation that emphasize the use of gender-inclusive language using the GEP as reference.
 - Conduct workshops on inclusive communication for all team members, with an aim for **100% compliance** in all written and verbal communications.
 - Review and revise project materials regularly to ensure adherence to inclusive language standards.

3.2 Proposal for specific actions on gender equality

- The ENERGYTRAN project will hold several virtual thematic events involving different actors in three specific topics: technological, environmental and social, all of which will include a gender perspective in the energy transition.
- The OEI, as coordinator of the ENERGYTRAN project, will hold a dialogue on Human Rights and climate change as a meeting point between different actors of the “quadruple helix”: academia, public administration, civil society (NGO) and companies (the public sector?). The specific topic on gender and energy transition will be incorporated.
- Incorporation of specific gender analysis in the deliverables (for example, policy recommendations, ethnographic study, etc.).
- Involvement of private and public actors to raise awareness about the importance and need to support actions and projects related to science and gender.
- Within the framework of the ENERGYTRAN social perspective, analyse the impact of the energy transition both regarding indigenous people and in particular, women

3.3 Proposals with collaborating entities on gender equality

- Research infrastructures and universities: The purpose of this relationship is to include an analysis and political recommendations based on the experience of the own entities of the RTD ecosystem from European and LAC countries. which will be incorporated as part of one of the Policy briefs of the EU-LAC ENERGYTRAN project, under the thematic of “*Women and energy transition*”.
- The ENERGYTRAN has established a close collaboration with other European projects, also funded by the Horizon Europe through the European Research Executive Agency (REA). The collaboration has the purpose to establish synergies and common actions, including gender thematic.
- The ENERGYTRAN also propose a collaboration with experts on gender equality, from civil society and women's networks. In this regard, the OEI has created a Platform, called “[Voices of Ibero-American Women](#)” aimed at promoting the influence of women in the setting up of public policies by linking them with public administrations. All women and organisations involved in the project will be invited to register at this platform, thus, contributing to establish bridges between women and the public sector on different topics.

3.4 Equal participation of women and men will be monitored in the ENERGYTRAN project.

The ENERGYTRAN project will ensure equal participation of women and men as a fundamental axe for the initiative's success and sustainability. Project implementation will take into account to promote gender equality at every stage, including at the monitoring and evaluation processes.

Each WP leader from the ENERGYTRAN project will be the gender focal point with the responsibility to oversee parity representation, both horizontal and vertical, in leadership and technical roles.. Additionally, the ENERGYTRAN will try to collect and monitor gender-disaggregated data to assess progress in achieving parity participation. This data collection will be presented in the monitoring reports to ensure real-time adjustments to address any emerging disparities.

4. What are Gender Equality Plans and why are they important?

4.1 Gender equality in European R&I

Gender equality is a fundamental value and principle of the European Union and is critical to attain sustainable development. Gender equality in research and learning ensures that R&I systems support democratic and equal societies. Furthermore, there is evidence that there is a positive correlation between the innovation capacity of a country and the gender equality index in that country⁷. Whilst the reasons for this correlation may be multifactorial, gender equality and women empowerment benefits research and innovation in several ways.

Gender Equality:

- Helps to improve the quality and impact of research and innovation by helping to ensure its reflective and relevant to the whole of society.
- Creates better working environments that enable good quality research and help maximize the potential and talents of all staff and students.
- Helps to attract and retain talent by ensuring that all staff can be confident that their abilities will be valued and recognized fairly and appropriately.
- Ensures that the perspectives of both women and men are equally taking into account, therefore, it legitimizes all the research and innovation process. Furthermore, it ensures that all the talent is taking into account, thus, ensuring better results.

Progress on gender equality to date has been dependent on a structural approach to change across the whole R&I system⁸. Further gender equality goals can only be achieved through clear and concerted action by R&I organizations, national ministries and funders, and in collaboration with the European Commission.

⁷ See November 2018 report by the ERAC Standing Working Group on Gender in Research and Innovation on the implementation of Council Conclusions of 1 December 2015 on Advancing Gender Equality in the European Research Area <https://data.consilium.europa.eu/doc/document/ST-1213-2018-INIT/en/pdf>

⁸ See for example Analytical Review: Structural Change for Gender Equality in Research and Innovation, Ministry of Education and Culture, Finland (2021) (https://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/162958/OKM_2021_4.pdf) and Report by the ERAC SWG on Gender in Research and Innovation on Gender Equality Plans as a catalyst for change (1 June 2021) (<https://data.consilium.europa.eu/doc/document/ST-1202-2021-INIT/en/pdf>)

4.2 The Gender Equality Plan (GEP) eligibility criterion

The introduction of the GEP eligibility criterion derives from the legal basis for Horizon Europe which establishes gender equality as a cross-cutting priority⁹. The approach is linked to the European Commission's [European Strategy for Gender Equality 2020-2025](#) which announced the ambition for a GEP requirement for participating organizations. The Council of the European Union in its [conclusions on the New European Research Area](#) in December 2020 also called on the Commission and Member States to adopt a renewed focus on gender equality and mainstreaming, including through GEPs and the integration of the gender equality dimension into R&I.

To comply with the Horizon Europe GEP eligibility criterion, a GEP must meet **four mandatory process-related requirements**:

1. **Public document:** The GEP must be a formal document published on the ENERGYTRAN website.
2. **Dedicated resources:** a GEP must have dedicated resources (ex. Human resources, , articles...etc.) and expertise in gender equality (focal point for each work-package) to follow-up the plan, and to support an ongoing process of sustainable organizational change. Energytran project does not specifically allocate funds to implement the GEP, however, Energytran project incorporates it, into the budget dedicated to WP3, disposing the OEI a specific area for gender.
3. **Data collection and monitoring:** organizations must collect sex/ gender disaggregated data on personnel with annual reporting based on indicators. Organizations should consider how to select the most relevant indicators, how to collect and analyze the data, including resources to do so, and should ensure that data is published and monitored on an annual basis. This data should inform the GEP's objectives and targets, indicators, and ongoing evaluation of progress.
4. **Training:** The GEP must also include awareness-raising and training actions on gender equality. These activities should engage the whole organization or Consortium of partners and be an evidence-based, ongoing and long-term process. Activities should cover unconscious gender biases training aimed at staff, partners of the project, and decision-makers and can also include communication activities and gender equality training that focuses on specific topics or addresses specific groups.

⁹ REGULATION (EU) 2021/695 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 28 April 2021 establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013 and COUNCIL DECISION (EU) 2021/764 of 10 May 2021 establishing the Specific Programme implementing Horizon Europe – the Framework Programme for Research and Innovation, and repealing Decision 2013/743/EU

5.ENERGYTRAN Gender Action Plan and measures

Working collectively, the results and achievement are greater than by an individual manner. In this sense, and to promote an environment of interdisciplinary and collaboratively work, it is mandatory to preserve gender equity and diversity as a matter of course for ENERGYTRAN.

In this regard, and in addition to the above four mandatory requirements, there are also five recommended content-related (thematic) areas that organizations and projects may wish to consider in their GEP. In this sense, ENERGYTRAN action plan takes into consideration a structure based on **the 5 pillars recommended by Horizon Europe to build a complete GEP**.

As it shows in Figure 1, the pillars are the following:

- i) **Work-life balance and organizational culture.**
- ii) Gender balance in **leadership and decision making**.
- iii) Gender equity in **recruitment and career progression**.
- iv) Integrating the **gender dimension** into research and teaching content.
- v) Measures against **gender-based violence**, including sexual harassment.

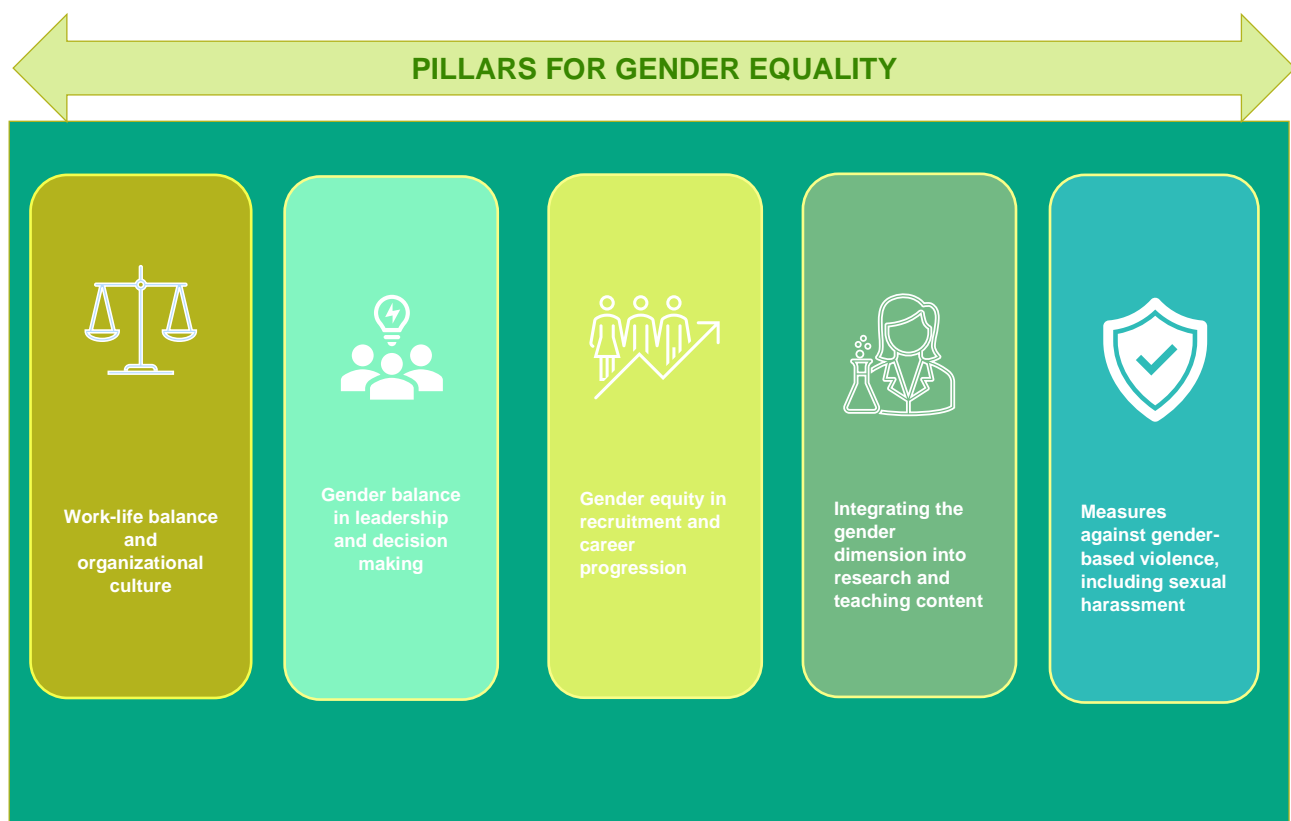


Figure 1. Pillars for Gender Equality: Horizon Europe Eligibility Criterion

5.1 Work-life balance and organizational culture

The aim of this first pillar is to promote gender equity through the sustained transformation of organizational culture, taking into implementation measures to ensure open and inclusive working environment in the ENERGYTRAN project, the visibility of the work team both internally and externally, and that their contributions are properly valued.

A key component of the transformation of an organization's culture for advancing gender equality is work-life balance. Work-life balance is relevant for all members of the Consortium involved in the ENERGYTRAN project, ensuring that **everybody is properly supported** to advance their career alongside personal responsibilities that they may hold outside the project, including care responsibilities.

It is important to highlight that **the whole project benefits** from a more open and respectful organizational culture, and that work-life balance is not 'a women's issue'. Improving organizational cultures also contributes to becoming an attractive employer, and therefore to attracting and retaining the best talent.

Measures in relation to organizational culture will generally include measures to ensure that all members of the ENERGYTRAN Consortium feel valued and welcome at work. **Work-life balance policies and measures** that can be reviewed and addressed in a gender equality plan (GEP) include the following:

- **flexible working time arrangements**, including how departmental processes, procedures and practices impact on the Consortium members with caring responsibilities or part-time work, as well as remote working;
- **support for caring responsibilities**, including childcare and care for other dependents (e.g. people with disabilities, elderly relatives) also based on the effort/workforce assigned;
- **workload management**, including how different tasks are allocated and distributed, such as technical and administrative versus research workloads in research centers.
- **advice and support on work-life balance.**

Measures:

In order to promote an **inclusive organizational culture**, consider the following policies or measures.

- **Policies supporting the active use and encouragement of inclusive language** around the organization in relation to gender equality, but also other forms of identity and diversity (guidelines on gender-sensitive communication can be provided for this purpose);
- **informal aspects** of organizational culture, including whether social practices are welcoming and inclusive for all members and partners of the Consortium.

SUMMARY:

Measures for enhancing organizational culture at ENERGYTRAN include ensuring all consortium members feel valued and welcome. The gender equality plan (GEP) addresses work-life balance through:

- Flexible working arrangements and support for remote work, especially for those with caring responsibilities or part-time work.
- Workload management, ensuring fair task distribution.
- Advice and support on work-life balance.

To promote inclusivity, the following actions are recommended:

- Harassment and dignity policies outlining behavior expectations.
- Use and promotion of inclusive language concerning gender equality and diversity.
- Ensuring social practices are welcoming and inclusive for all consortium members.

5.2. Gender balance in leadership and decision making

Efforts to promote gender balance in leadership and decision-making have been undertaken in numerous countries. However, despite the policies and measures taken, data shows that women remain under-represented in academic, research and administrative leadership and decision-making positions in universities and research institutions across Europe¹⁰ as well as in Latin American countries¹¹.

Improving gender balance in leadership and decision-making is therefore a **key objective for gender equality plans (GEPs)**. Aspects considered in a GEP may include:

- **how** women are represented in decision-making at the top of the organization, across academic/research departments and administrative functions;
- **what** types of barriers exist to ensuring women are represented in decision-making and leadership positions, including structural, institutional and individual barriers;
- **what** targets could be set to promote gender balance in leadership and decision-making roles across the organisation;
- **which** steps can be taken, and by **whom**, to achieve these targets.

Measures:

The EU project 'Female empowerment in science and technology academia' (FESTA) identified specific policies and practices that can be considered to [improve organizational processes, procedures and culture](#), so that more women can take on and stay in leadership and decision-making positions. In this regard, the ENERGYTRAN project will try as much as possible to align its actions to promote gender balance in leadership and decision-making through the following stages:

- **Examining and adapting processes and procedures for the selection and appointment of staff on committees and other bodies.** This can include assessing the inclusiveness of their practices and outcomes, reviewing the selection processes of committees and decision-making bodies specifically, and making appointments to committees on a fixed-term basis to ensure that membership changes regularly.
- **Making committee membership more transparent.** Ensuring that information on members of key committees is publicly available, and that minutes are published openly on the intranet web project for example.
- **Ensuring that leadership and decision-making roles are properly recognised in evaluations of work.** In this sense, contributions made by women, in leadership positions or decision-making roles should be fairly acknowledged and valued during performance evaluations. This addresses the issue of gender bias, where the leadership efforts of women may be overlooked or undervalued compared to their male counterparts.
- **Providing support to women employees to enable them to achieve leadership and decision-making goals.** This can be done through gender-balanced actions as for example, to help enhance their leadership competences and explore individual leadership styles; leadership mentoring programmes; and peer networking opportunities.

¹⁰ <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1>

¹¹ [OEI | Argentina | Noticias | Papeles del Observatorio N° 26: "Estadísticas, políticas y brechas de género. Las mujeres en la ciencia y la educación superior en Iberoamérica"](#)

SUMMARY:

Efforts to promote gender balance in leadership and decision-making have been made in many countries, but women remain under-represented in leadership roles in universities and research institutions in Europe and Latin America. Improving gender balance is a key objective for Gender Equality Plans (GEPs), which consider women's representation in decision-making, barriers to their participation, targets for gender balance, and steps to achieve these targets.

5.3 Gender equity in recruitment and career progression

As summarized in a 2018 [policy brief](#) by the European Research Area and Innovation Committee (ERAC) Standing Working Group on Gender in Research and Innovation, various studies have shown the existence (and persistence) of implicit gender bias in the evaluation of research and performance. Different gender roles are associated with women and men, and a different value is given to each: evidence shows that the same piece of work is assessed as superior if it is believed to be by a man. **Furthermore, the notion of excellence in science is gendered biased.** The situation in LAC countries is similar and even more unequal in different fields, as highlighted on the conclusions of the [Iberoamerican Congress of Science, Technology and Gender](#). [The situation in LAC countries is similar and even more unequal in different fields, as highlighted on the conclusions of the Iberoamerican Congress of Science, Technology and Gender.](#)

Recruitment, selection and career progression support measures aim to ensure that women and men get equal chances to develop and advance their scientific careers. Measures are needed to avoid and undo the systematic and structural discrimination of women along their career paths in research. **Critically reviewing existing selection processes and procedures at all stages and remedying any biases** are important steps for ensuring gender equality in academic and research careers, including their involvement in research projects related to science. Furthermore, public bodies and research funding bodies also need to consider how their policies and funding programmes can promote gender equality in research careers¹².

This third pillar consist of critically reviewing selection processes and remedying any biases in order to ensure that every person working in the ENERGYTRAN project gets equal chances to develop and advance their careers.

Measures:

- **Partnership process:** Gender equality promotion begins with new partnership members. A measure for future partnership will be to include a non-discrimination policy statement both on ENERGYTRAN website, and in relevant documents of the partnership process.
- **Diversity and inclusion in the workplace:** At ENERGYTRAN project, members of the Consortium have the same opportunities to develop, to shape their work independently and responsibly and to participate in decisions regardless of their gender, nationality or age.
- **GEP annual objectives:** Commitment of the entire Consortium of the project, with the consolidation of a gender perspective, with appropriate monitoring.

¹² See the chapter on [gender-sensitive research funding procedures](#)

SUMMARY:

Studies show persistent implicit gender bias in evaluating research and performance. Work is often rated higher if believed to be by a man, reflecting the gendered notion of excellence in science in both regions: UE and LAC.

To promote equal career opportunities for women and men in scientific fields, it's essential to:

- Review and correct biases in recruitment, selection, and career advancement processes.
- Ensure fair evaluation of all stages of research careers, including involvement in scientific projects.
- Implement policies that promote gender equality within public and research funding bodies.

For the ENERGYTRAN project:

- Partnership Process: Integrate a non-discrimination policy in the partnership documentation and on the website.
- GEP Annual Objectives: The Consortium commits to gender equality, monitoring progress, and allocating resources to embed a gender perspective in their activities.

5.4 Integrating the gender dimension into research

The inclusion of the sex/gender dimension means that differences are taken into account in research and teaching. Their knowledge is the basis on which future generations will build their societies. It is therefore crucial that the **knowledge** that is **created through research** and **transferred** is free of gender bias.

Looking at potential sex and/or gender differences and at issues related to gender equality generates added value in terms of research excellence, rigor, reproducibility and creativity; and enhances the societal relevance of R & I. Integrating the gender dimension into research, including public engagement, is essential for real equality and for the proper training of the next generations of researchers and innovators.

Measures:

- In this regard, all the ENERGYTRAN research outputs or deliverables shall be reviewed in such a way that the gender perspective is systematically integrated. This way, it can set out the Consortium commitment to ensure that the gender dimension is considered in research, and the support and capacity provided for researchers to develop methodologies that incorporate sex and gender analysis.
- project
- **Policies relating to harassment and dignity at work** that set out expectations for the behavior of the members and partners of the ENERGYTRAN Consortium.

SUMMARY:

Integrating sex/gender considerations into research ensures gender differences are recognized and addressed. This knowledge foundation is vital for future societal development. Ensuring research are free from gender bias improves research quality, rigor, reproducibility, creativity, and societal impact. Incorporating the gender dimension into research involves addressing sex and gender analysis throughout the entire R&I process. This includes:

- Setting research priorities.
- Defining concepts.
- Formulating research questions.
- Developing methodologies.
- Collecting and analyzing sex-disaggregated data.
- Evaluating and reporting results.
- Applying these results to market innovations and products.

This approach is critical across various R&I fields. For the ENERGYTRAN project, all research outputs will systematically integrate the gender perspective. This demonstrates a commitment to consider gender in research and supports researchers in developing methodologies that include sex and gender analysis.

In this regard, all the ENERGYTRAN research outputs or deliverables shall be reviewed in such a way that the gender perspective is systematically integrated. This way, it can set out the Consortium commitment to ensure that the gender dimension is considered in research, and the support and capacity provided for researchers to develop methodologies that incorporate sex and gender analysis.

5.5 Measures against gender-based violence including sexual harassment

The field of R & is not immune to sexual and gender-based violence, but this issue tends to be underestimated in research organizations and research funding bodies. There is evidence that gender-based violence and sexual harassment are widespread in public institutions and universities, while there is a lack of systematically collected data. For this reason, the European Commission has supported initiatives such as UniSAFE¹³ to improve knowledge about the extent of the problem and ways to address it. Recent analyses and reviews carried out in the framework of EU-funded projects on structural change, among others, show that there is an urgent need for action on this problem. In this regard ENERGYTRAN project take into consideration the relevant European, national or regional laws, regulations, and policies that cover dignity and harassment at work, to treat gender-based violence, to not tolerate abuses.

The fifth pillar recommended of the GEP is the establishment of a serious of steps to ensure clear institutional policies of zero tolerance toward sexual harassment and other forms of gender- based violence. In this sense, the measures taken in this dimension by the ENERGYTRAN project are the following:

- **Milestone dates:** A non-punitive measure that can give visibility to these measures is **the celebration of key dates** such as the international day of Women and Girls in Science (11 of February), International Day of Working Women (March 8), the International Day for the Elimination of Violence against Women (November 25), the fight against LGTBI + discrimination (May 17), etc.

¹³ <https://unisafe-toolkit.eu/>

Measures:

- Providing information regarding sexual and gender-based harassment and offering attention and support to victims and witnesses of misconduct, with a commitment to putting an end to such behavior, ensuring that potential victims or witnesses of harassment are not deterred from reporting incidents.
- The gender equality plan (GEP) will be the based-document to consider what measures the Consortium takes to combat gender-based violence and sexual harassment, including behavior that violates any individual's dignity or that creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Disciplinary measures for and prosecution of perpetrators can be implemented at the Consortium level.
- The GEP can also consider how the whole Consortium can be mobilized to establish a culture of zero tolerance towards sexual harassment and gender-based violence. This includes communication activities that identify the problem, but also measures to ensure that all members of the Consortium are empowered to change attitudes, intervene when necessary and create an inclusive and safe culture for the whole Consortium.

SUMMARY:

The field of R & I is not immune to sexual and gender-based violence, but this issue tends to be underestimated in research organizations and research funding bodies. In this regard ENERGYTRAN project take into consideration the relevant European, national or regional laws, regulations, and policies that cover dignity and harassment at work, to treat gender-based violence, to not tolerate abuses.

- Information and Support on Harassment: The Consortium provides information on sexual and gender-based harassment and supports victims and witnesses, encouraging them to report incidents without fear.
- Gender Equality Plan (GEP): The GEP serves as the foundation for the Consortium's measures against gender-based violence and harassment, aiming to prevent any behavior that undermines dignity or creates a hostile environment.
- Disciplinary Measures: The Consortium can enforce disciplinary actions and prosecute perpetrators of harassment.
- Zero Tolerance Culture: The GEP promotes a culture of zero tolerance towards harassment and gender-based violence. It includes initiatives to identify issues, empower members to foster change, intervene when needed, and ensure a safe and inclusive environment for all.

6. Developing the Gender Equality Plans Steps

For the successful implementation of the ENERGYTRAN GEP, dedicated expertise in gender equity has been prioritized. In this context, within the framework of the ENERGYTRAN project Consortium, the leader of each work package will be responsible for gender and equity, supporting the ongoing process of sustainable organizational change within ENERGYTRAN and monitoring the implementation of the measures across all five pillars of the GEP, according to their respective work package responsibilities.

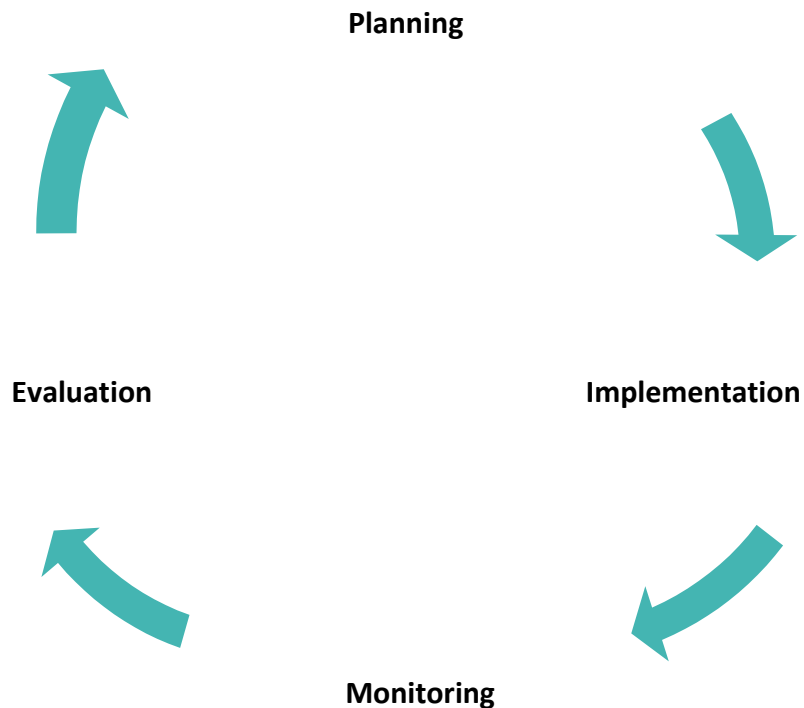
An effective GEP should support **an ongoing process for improving gender equality** to the benefit of the entire Consortium. A GEP should encourage self-reflection by members and partnerships and an ongoing review of the processes and practices. Following approval by the partners of the Energytran Consortium, the development of a GEP typically involves organizations undergoing a standard planning process.

For example, the *Gender equality in academia and research (GEAR)*, has developed a [GEAR tool](#) which sets out four principal steps in the lifecycle of a GEP.

The ENERGYTRAN project steps in the lifecycle of its GEP include some of the steps of the GEAR tool:

- **Planning phase:** During this phase, the Consortium of ENERGYTRAN has set the objectives and targets for the GEP alongside a roadmap of actions and measures. This phase also includes allocating resources, in terms of leaders responsible for each Work-package of the project, to monitoring the accomplishment of the GEP.
- **An implementation phase:** The members of the Consortium of ENERGYTRAN has setting the leaders of each work package of the project to follow the develop and monitoring of the actions of the GEP across the Consortium and partnership of the projects, and also as a way to give visibility internally and externally to the GEP.
- **A monitoring and evaluation phase:** through this phase, the progress of the GEP will be carried out for learning and improvements to interventions regarding the ENERGYTRAN project, in terms of gender equity. Evaluation of the GEP will involve an assessment of the five pillars mentioned that will be taken into account for monitoring and evaluating the Gender equity of the project.

Figure 2: GEP cycle



7. Promote gender equality plan support and collaboration within and outside the organization

Almost every organizational endeavour is more likely to succeed if it is a collective effort. In this regard, the following success factors can be considered relevant to ensure gender equality in the framework of ENERGYTRAN project:

- **Awareness and capacity building:** Implementing a gender equality plan (GEP), in any type of project, needs awareness, knowledge and expertise, not only at the time of designing and planning measures, but also when implementing and monitoring the measures. Staff members can support transformational change by gaining knowledge of gendered processes and practices. Staff can also increase the understanding of gender equality aspects and the need for (certain) action and reduce resistance to the active promotion of gender equality and structural, as well as cultural, change in the project. Awareness-raising and capacity building, which transfer and enhance knowledge among a great number of stakeholders (including senior/middle management) through multiple lines of communication (e.g. specific events, training, social media), should therefore be pursued. For more support, the communications / public relations department and/or gender researchers throughout the organization can be involved. However, awareness-raising and capacity building should be accompanied by structures, policies and practices to lead to real change.
- **Senior management support:** explicit, clearly communicated and reiterated support and backing from the coordinator leader over time provides legitimacy to gender equality work. This legitimacy in turn offers the opportunity to sustainably integrate the changes into the internal procedures and systems, that is it can be easier for the gender equality practitioners to establish structures, adopt strategies and implement activities, as they are the ones taking the decisions. It also significantly reduces the chances that gender equality initiatives are rejected. When the top explicitly supports gender equality, it signals its importance and makes it easier to mobilise all components, levels, stakeholders, communities, and financial and human resources within the organization. Support from the top can also reduce the fear of individuals that their scientific reputation may be harmed by engaging with gender equality work and increase individuals' motivation and engagement.
- **Stakeholder involvement in planning and further cooperation for implementing the gender equality plan:** stakeholder participation in planning and implementation is key, as it creates a feeling of ownership. Collaborative planning processes lead to measures that are likely to have a greater impact. Bringing together different stakeholders, with different expertise and types of knowledge about the (formal and informal) functioning of the organization/consortium, is productive. It helps in building more targeted policies, anticipating potential resistance, and creating greater acceptance and support. A mixed team (in terms of positions within the organization/consortium, genders, seniority or disciplinary backgrounds) can provide more diverse impulses and also more easily initiate strategies for gender equality that permeate the whole organization. A positive change in organizational and personal attitudes and a greater understanding of gender equality is achieved through work at senior management level/ coordination level and in other areas (i.e. academics, researchers, administrative staff, human resources, students...etc). Addressing all genders and awakening interest in gender issues among all those different groups creates collective responsibility. A collaborative process provides time for dialogue and for clarifying objectives and responsibilities, thus generating synergies and increased legitimacy and ownership of the implementation of proposed measures. For the implementation, cooperation among stakeholders is paramount to achieve sustainable changes in all components of the organization/consortium. Building alliances with key stakeholders is not sufficient. Broader networks between the organization's units/ consortium members and partnerships, spanning different

organizational and/or disciplinary subcultures, are also necessary.

- **External networks to enable exchange on gender equality:** while every GEP is unique, there is still a lot of potential in learning from others. Thus, the involvement in international, national or subnational networks (e.g. communities of practice) with other organizations can help your organization to acquire knowledge, exchange experiences, give and receive feedback, and get inspiration. It can also be motivating to hear perspectives from other projects and feel solidarity with other gender equality practitioners. For some, the participation in structural change projects within the Horizon Programme fulfilled this purpose¹⁴

8. Follow an evidence-based gender equality work approach

Evidence from your own project can give you orientation on where to start and how to shape the future direction of the project. Regular dissemination of data and the impact of activities can also be beneficial to uphold stakeholders' attention and engagement. In this regard, the following success factors can be considered as relevant for gender equality work.

8.1 Availability of sex-disaggregated data

Sex-disaggregated data and as far as possible, other data (e.g. on intersecting inequality dimensions, such as age or ethnicity) relevant to document the status of gender (in)equality within the project are indispensable for designing effective strategies. The availability (i.e. existence and accessibility) of such quantitative and qualitative data is a precondition for the impact of measures and initiatives. Indeed, making proposed measures evidence-based allows for not only the appropriate distribution of resources and tackling of problems, but also the monitoring of achievements. Having organization-specific data can also help to raise awareness, increase understanding and overcome resistance. Without data, the launch of in-depth auditing processes, in the form of surveys, focus groups or pilot interviews, are a way to identify organization-specific issues, thus providing a starting point and base for further work.

8.2 Monitoring instruments

Creating implementation follow-up mechanisms is paramount. The mechanisms can take the form of regular monitoring meetings with the implementing leaders of the work packages of the project as focal gender points, regular surveys, or data collection and indicators. Follow-up indicators increase the validity and sustainability of gender mainstreaming strategies and should be tailored to the GEP's objectives and activities. For example, quantitative indicators can be used to monitor goals regarding recruitment and upwards mobility, and work environments can be monitored by means of a survey. These methods provide key instruments for the overall assessment of gender equality work. Available data can promote the implementation of gender equality policies and strengthen the engagement of different stakeholders interested in being part of the progress.

8.3 Evaluation

Mid- or long-term evaluation of GEPs is not possible when monitoring mechanisms are absent or insufficient. This is detrimental to the effectiveness of future strategies, because evaluations allow to draw upon lessons learnt from previous initiatives. Evaluations also provide visibility and measurability of actual progress, which cannot always be formally attributed to the implementation of specific measures. If there are no monitoring and evaluation processes implemented, it undermines the capacity of the practitioners to assess their achievements and communicate them. Evaluations, as monitoring,

¹⁴ [\(GEAR\) action toolbox.](#)

are especially important because changing institutions in prospect for greater equality and the integration of a gender perspective in research content are two overarching objectives that require time to be achieved. In the evaluation process of ENERGYTRAN (intermediate and final) that will be carried out with a mix methodology (with external and internal experts) these essential aspects will take into account such as specific data collection.

9.Sustainability

Sustainability represents another overarching challenge. Gender equality is a long-term process, and the corresponding measures have to be designed in a way to ensure that gender equality activities persist (e.g. also after the completion of a specific project). Progress and achievements related to gender equality and the implementation of a GEP can be fragile, as decisions or advancements may face the risk of being reversed or interrupted. This is the case of, e.g., when key supporters or drivers at senior management level or coordinator level change functions/roles or leave. Budget changes, cutbacks, restructuring and apathy / gender equality fatigue can also lead to reduced or limited sustainability of a GEP. To overcome this challenge, embedding commitment to both gender equality and the work related to the GEP in multiple projects is key.

10.How can we integrate gender in renewable energy policies?

Renewable energies represent a key opportunity to improve access to energy in Ibero-America, especially in rural areas and disadvantaged communities. This access has a particular impact on women, who are often the most affected by energy poverty due to their predominant role in household and family care tasks. By facilitating sustainable and affordable technologies, renewables can reduce dependence on costly and polluting fuels, freeing up time and resources that many women currently allocate to obtaining traditional energy sources. Additionally, promoting training and employment programs in the clean energy sector can open new economic opportunities for women, contributing to their economic autonomy and reducing the feminization of energy poverty in the Ibero-American region.

Based on the Gender integration in renewable energy policy as a developed guideline for renewable energy policy and decision makers, elaborate by the UN Environment Programme we wish to share in this Gender Plan of the Energytran project, different steps to support renewable energy policy to integrate gender in a practical way. It should be understood that while it provides the entry points, tips and general recommendations to gender integration, we have decided to include three major steps:

-Step 1: Identify and understand the gender dimensions to renewable energy.

-Step 2: Integrate gender equality into the renewable energy policy.

-Step 3: Address the lack of women's participation in decision making in the energy sector.

STEP 1. Identify and understand the gender dimensions to renewable energy.

Renewable energy policy development	Women's and men's energy needs and use	Can the policy refer to the vulnerable situation of women and or girls and the related implications (e.g. due to gender inequalities what specific challenges are women and girls facing)?
		Can the policy refer to the different energy needs and use of women and girls/men and boys at the household level (e.g. cooking, cleaning, income generating activities, education, etc.)?
		Can the policy refer to the impact of energy poverty on women's situation (e.g. what is the implication of no energy security)?
		Can the policy address indirect benefits to education, health, reduced in-door air pollution, and wellbeing of men and women and girls/men and boys?
		Can the policy include specific references to men or males, women or females, across age, ability, ethnicity, sexuality? If yes, in what context can women and men be referred to, and are they described as active agents of change, as vulnerable, or more or less impacted by the energy policy?
	Women's and men's access to energy, services and appropriate technologies	Can the policy refer to the enabling role of energy in women's economic empowerment (e.g. saving time from collecting fuel and cooking)?
		Can the policy refer to the role of energy in women's income-generating activities and savings (e.g. entrepreneurship activities, such as food processing, improved agricultural production, etc.)?
		Can the policy identify solutions to address gender inequalities related to household energy access, roles and related implications? (e.g. in terms of work burden, income and financial access, improved security, health etc.)
		Can the policy refer to gender integration as an important aspect in achieving energy policy goals? If yes, can the goals, targets and indicators reflect a gender perspective to better measure the results? (See more in step 2 on examples of gender targets and indicators).
	Women's participation in decision making processes and in the energy sector	Can the policy recognize the need to increase women's participation in policy and decision-making processes and in the energy sector at large (e.g. employment and consultation in energy programming)?
		Can the policy recognize women and/or girls as key agents of change in the energy sector?
		Can the policy refer to women's and men's distinct decision-making powers over energy that needs to be considered and inform policy making processes?
		Can the policy identify specific actions on how to enable women to participate in the energy sector and set targets on women can be more involved as stakeholders?
		Can the policy recognize gender equality and women's participation as important to achieving stated goals and targets in various facets of the energy sector?

Table 1: A tool to unpack the linkages and identify the most relevant gender dimensions in renewable energy policy, from the Gender integration in renewable energy policy: a guideline for renewable energy policy and decision makers, UN Environment Programme.

STEP 2. Integrate gender equality into the renewable energy policy

To strengthen the integration of gender equality in renewable energy policy while understanding and analyzing how women and girls, men and boys use and access to energy, services and technologies, the following table provides some practical actions to follow. The below table is very much at the core of gender mainstreaming and can be applied to any sector. The actions below have been applied and adjusted to fit gender integration in renewable energy policy development, explaining the “what and how”.

BOX 1: Examples of targets, activities and indicators measuring gender equality results in renewable energy policies

Targets	Renewable energy technologies are made available and used by communities in X and Y	Increased use of renewable energy in total power system	Households can access off-grid renewable energy sources to support small business	Increase and direct investment in RE programming and implementation
Activities	Provide technical assistance on gender equality to ensure that the implementation is gender inclusive	Conduct gender assessment of the RE deployment (share/generation or deployment of heating and cooking technologies) and in sectors of transport and buildings	Promote women’s active participation (e.g. through tailored activities) in planning and policy development	Promote gender issues in climate financing schemes and facilitate women’s access to credit and RE market.
	Ensuring equal/appropriate representation of women and men in all activities	Awareness campaigns to increase RE adoption with targeted messages to both men and women	Provide capacity building for women to use off-grid renewable energy sources to support small business	Provide capacity building and awareness raising to financial institutions and ministry of finance to why investing in women makes business sense.
	Develop education programmes or training for women on renewable energy technologies	Develop a gender action plan for RE implementation together with Ministry	Provide capacity building for policy makers and energy service providers on gender equality issues	Provide technical support to women as energy managers in the household and community
Indicators	# of women, men or female/male-headed households who accessed renewable energy technologies	<ul style="list-style-type: none"> # of men and women received their renewable energy products # of women involved in the RE share in transport and buildings. 	# of women, men or female/male-headed households with access to off-grid renewable energy sources to support small business	<ul style="list-style-type: none"> Funding received by women entrepreneur’s/ to manage renewable energy enterprises # of men and women received RE subsidy

Source: Gender integration in renewable energy policy: a guideline for renewable energy policy and decision makers¹⁵

¹⁵ https://wrdd.unwomen.org/sites/default/files/2021-11/unep_renewable%20energy%20guideline_v2.pdf

STEP 3. Address the lack of women's participation in decision-making in the energy sector

- **Women's participation in the renewable energy sector is low across the globe:**

Women accounted for an **average of 32%** of the global workforce in the renewables sector in 2019. They should be empowered, not only in their role as consumers, but also as producers and policymakers. Political and managerial engagement is needed to ensure equal participation and representation of women in the energy transition.¹⁶

- **In Europe:**

The European Institute for Gender Equality (EIGE) Index shows that women are interested in working in the green sector. Where women **account for 22 %** of workers in the conventional energy sector in the EU. And, globally, as mentioned above, women represent a little under one-third (32 %) of the workforce in the renewable energy sector¹⁷

Women's representation in the energy sector workforce Studies have addressed gender balance in those industries which are crucial to the fight against climate change (such as the energy sector), and in political representation in the climate change debate.

Across all EU Member States in 2021, a consistent trend reveals a higher concentration of men working in the electricity, gas, steam, and air conditioning supply sector compared to women, accentuating the challenges faced by women in the energy transition (Papadimitriou et al 2023). More women work in RES than in the traditional energy sector (IRENA 2019), though this varies across subsectors.

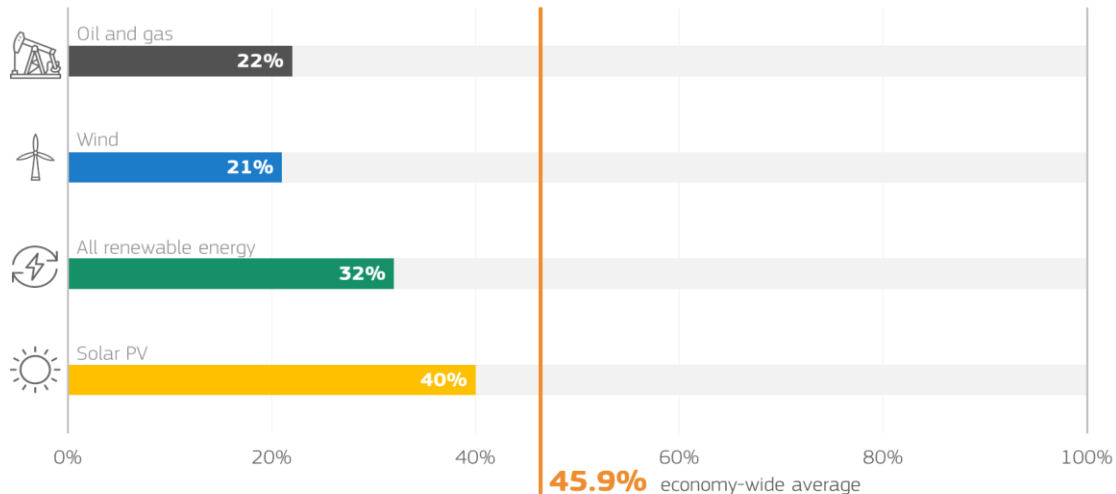
According to the 2022 IRENA report, which tracked the participation of women in the solar PV industry, women make up almost 40% of the labour force in full-time positions within this sector (Figure 3). This is almost double the proportion of women employed in the wind industry (21%) and in the oil and gas sector (22%) (IRENA 2022)¹⁸.

¹⁶ Report: Gender and Energy: The effects of the energy transition on women. Joint Research Centre (JRC) publication <https://publications.jrc.ec.europa.eu/repository/handle/JRC132744>

¹⁷ The European Institute for Gender Equality (EIGE) https://eige.europa.eu/newsroom/news/stem-sustainability-empowering-women-and-girls-science?language_content_entity=en

¹⁸ Report: Gender and Energy: The effects of the energy transition on women. Joint Research Centre (JRC) publication <https://publications.jrc.ec.europa.eu/repository/handle/JRC132744>

Figure 3: Women's representation in renewable energy sectors



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

- **In Latin America and the Caribbean:**

According to the report by the Inter-American Development Bank (IDB), women in the energy sector in Latin America and the Caribbean make up **only 18% of the workforce**, with women's representation in technical and leadership roles even lower¹⁹.

Globally, women are disproportionately affected by energy poverty, often due to their lower disposable incomes and higher representation in single-parent households. This makes them more vulnerable to the adverse effects of energy poverty, such as health issues and social exclusion. Addressing gender disparities in access to energy services and promoting integrated policy development are essential steps toward ensuring a fair and inclusive energy transition²⁰.

- **SDGs: Achieving a just and inclusive energy transition**

With a primary focus on the 5th and 7th Sustainable Development Goals, it's crucial to adapt global agendas to local frameworks to ensure everyone has access to affordable, reliable, sustainable, and modern energy. Energy democratization extends beyond merely providing electricity; it also involves transferring technology from developed to developing nations and considering the local contexts in these transitions.

Achieving an inclusive and sustainable energy transition requires a comprehensive approach. This includes integrating gender perspectives, involving indigenous peoples and local communities, and engaging the younger generation. These elements are essential for the effective implementation of energy programs²¹.

¹⁹ Green recruitment Company: How the Renewables Sector is creating a Framework for Success in Promoting Gender Diversity in LATAM <https://www.greenrecruitmentcompany.com/blog/2023/03/how-the-renewables-sector-is-creating-a-framework-for-success-in-promoting-gender-diversity-in-latam?source=google.com>

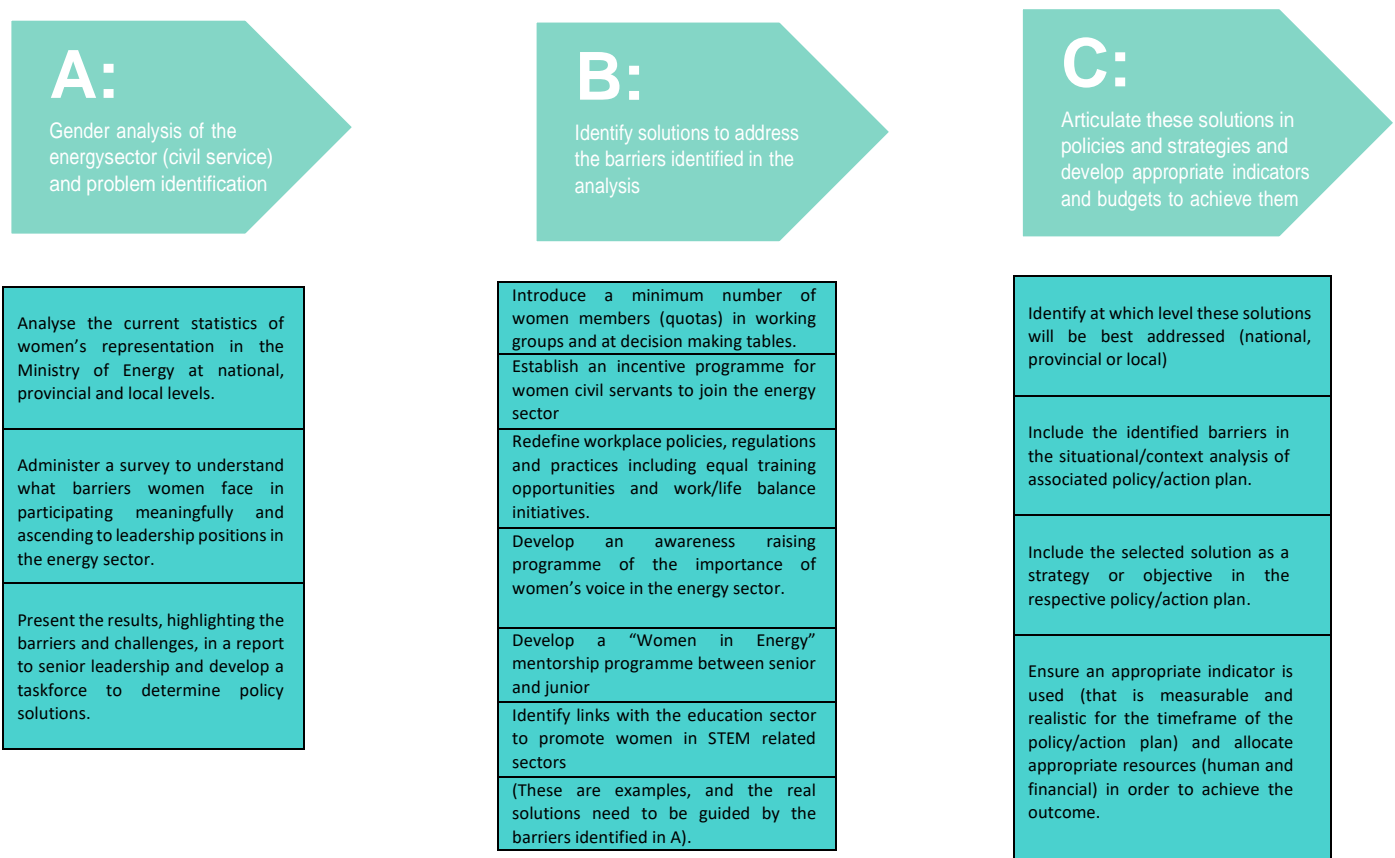
²⁰ Report: Gender and Energy: The effects of the energy transition on women. Joint Research Centre (JRC) publication <https://publications.jrc.ec.europa.eu/repository/handle/JRC132744>

²¹ Inter American development Bank: <https://blogs.iadb.org/sostenibilidad/en/new-podcast-energy-empowerment-women-trailblazing-the-inclusive-energy-transition-in-latin-america-and-the-caribbean/>

National ownership and the meaningful inclusion of diverse stakeholders are fundamental. Empowering these groups increases the feasibility and success of renewable energy projects. True energy democratization can be realized through the sharing of information and knowledge, fostering the creation of networks and learning communities, and supporting decentralized grassroots movements.

Figure 4 is an example of a three-phased process that could be implemented in order to address the deficit of women’s participation in decision making in the energy sector, specifically in the civil service. The different phases include: (A) a gender analysis to identify the barriers to participation, (B) identification of potential solutions based on the barriers identified in phase A, and (C) integration of solutions into policy, including relevant indicators and resources.²²

Figure 4: How to increase women’s participation in decision-making in the energy sector.



Source: Gender integration in renewable energy policy, UNWOMEN.

With the staggering growth in the renewable energy sector, women’s contribution to the sector is integral to not only increase the talent pool of professionals but to improve overall performance through qualified women in leadership positions (IRENA 2019).

²² Gender integration in renewable energy policy, UNWOMEN, November 2020: https://wr.d.unwomen.org/sites/default/files/2021-11/unep_renewable%20energy%20guideline_v2.pdf



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