

# National Advocacy Plan

GERMANY

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## Introduction to the advocacy plan

Women are still highly underrepresented in all spheres of the energy sector, in political, economic and academic positions. According to the International energy agency (IEA), “the energy sector remains one of the least gender-diverse sectors”<sup>1</sup>. Already in their own homes, women tend to have less decision-making power when it comes to choosing energy supply, but even more so gender stereotypes in school and society lead to a reduced share of women in technical and energy-related studies, which results in a lower share of women in leadership positions and the workforce of energy companies.

Equal opportunity for all EU citizens is one of the most critical pillars of current energy and climate policies of the European Union, but still, women are facing unequal treatment in many sectors, including energy and climate. Therefore, EUWES aims to support women in creating opportunities for taking leadership in the energy sector.

The purpose of this document is to fine-tune the plans for activities needed for making the role of women in the energy sector more visible, envisioning feminist solutions and bringing gender-just recommendations to relevant stakeholders.

The National Advocacy Plan for Germany developed by WECF, summarises the different activities that will be carried out to reach out to the stakeholders and target groups and to communicate the key messages and recommendations of EUWES to bridge the gap of women underrepresented in the decision-making process, especially in areas deemed more technical such as energy and in higher management structures of utility companies, grid providers and further relevant energy companies. First, it presents the status quo of the German national policy context, including the legislative and strategic framework, the objectives of EUWES' policy work in Germany and the key stakeholders that will be targeted and mobilised. Secondly, it lists key activities such as an interdisciplinary support group, roundtables, social media campaign and policy recommendations. Finally, it outlines how the national advocacy plan will be taken a step further to reach EU institutions and influence EU policies. Some risks that might be encountered along the way have been identified and mitigation strategies have been listed.

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<sup>1</sup> Tam, Cecilia (2018): Gender diversity in energy sector is critical to clean energy transition, Gender diversity in energy sector is critical to clean energy transition – Analysis – IEA (last accessed 8<sup>th</sup> of January 2024).

# 1 National policy context

- The German policy context in terms of national gender and energy policies has been analysed in [Deliverable D1.2](#). This Deliverable analysed the status quo of gender mainstreaming in the energy sector, looking at the economic, political, and academic spheres. An in-depth analysis of main energy policies was conducted, such as the Energy Industry Act (EnWG), the Energy Efficiency Strategy for Buildings (EES), the Building Energy Act (GEG) and the Renewable Energy Sources Act (EEG).
- The main finding here is that Germany has several strategies to pursue gender mainstreaming and avoid discrimination, i.e., by implementing international frameworks such as CEDAW, the Istanbul Convention, or the National Action Plan on the UN-Resolution 1325, as well as by enacting gender law such as the General Equal Treatment Act.
- However, the main energy laws or strategies do not consistently consider the integration of the social or gender dimension and the identified gaps should therefore be filled by energy and climate policy makers in the political decision-making process. Despite most of the analysed energy documents neglecting social aspects, the Energy Efficiency Strategy for Buildings mentions demographic factors (i.e., gender or age) on a minimal basis and target-group specific communication.
- Gender mainstreaming in Germany seems to focus on international relations, foreign policies, and development policies. For example, in the framework of UNFCCC, Germany has elected National Gender Focal Points, it has declared a feminist foreign policy and a feminist development policy. For internal politics, no gender budgeting strategy is planned, i.e., by the ministry of finance. Furthermore, political parties aiming for a progress gender strategy perceive a gender backlash caused by more conservative parties and increasing shares of right-wing parties.
- Laws on gender equality such as the German Act on Equal Participation of Women and Men in Leadership Positions (FüPoG I and II) strengthened the representation of women in different sectors and different positions (i.e., in political ministries or in companies). The share of women in the 24 supreme federal authorities of Germany in 2022 was 55%, in leading positions in ministries 41%<sup>2</sup>. In leadership positions in German energy companies, the share of women was 15.5% in 2021<sup>3</sup>.
- Despite institutional endeavours on implementing gender into the political and economic sphere, several subtle barriers seem to persist to increase the representation of WLINTA<sup>4</sup> in the German energy sector. This is for example reflected in a male-dominated working atmosphere with

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<sup>2</sup> Meißner, Christian (2023): Gleichstellungsindex 2022. Gleichstellung von Frauen und Männern in den obersten Bundesbehörden. In: Statistisches Bundesamt, 2023.

<sup>3</sup> PwC (2021): Frauen in der Energiewirtschaft, frauen-in-der-energiewirtschaft-warum-die-branche-mehrfrauen-power-braucht.pdf (last accessed 30th of Novem

<sup>4</sup> At the centre of our considerations are people who personally perceive themselves as women regardless of which gender they were assigned at birth. WLINTA stands for the expansion of the category of woman to include intersexual, non-binary, trans and asexual identities, which we include in the analysis of marginalization and exclusion processes.

discriminatory comments towards women or men speaking most of the time in assemblies. Also, gender stereotypes in school education are perceived as main reason for the underrepresentation of women in the energy sector (due to interviews with relevant stakeholders working in the energy sector).

### **External strategic context (political, public, business)**

To place the advocacy activities and reach out to the main actors in the different spheres of the energy sector, the external strategic context must be recognised.

As mentioned beforehand, the energy legislation of Germany does not consider gender aspects. The main entry points for placing gender-just policy recommendations are political decision-makers working on climate and energy topics, but who are also interested in gender equality or women's promotion.

The strongest allies who have been identified by WECE e.V. during the process of stakeholder mapping (see D1.3 and D1.2) were politicians from the party Alliance 90/The Greens, since the party is known for their high interest in environmental topics as well as gender topics. However, the Social Democratic Party of Germany (SPD) as well as the Left (Die Linke) can be approached, too, since they are often concerned about social justice and equality of all citizens.

Most likely to oppose the EUWES work or the work of WECE e.V. on a more concrete basis are more conservative parties such as the Christian Democratic Union of Germany (CDU) as well as the Alternative for Germany (AfD). The latter is known for their right-wing populist opinions, their climate skepticism and for opposing gender topics. Furthermore, one of the recent campaigns had been against the GEG and the proposition of the current German government that 65% of all new installed heating systems should be run by renewable energies<sup>5</sup>.

Besides politicians in different positions, i.e., as parliament members, also employees from relevant ministries, such as the Federal Ministry for Economic Affairs and Climate Action (BMWK), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), or the Federal Ministry for Economic Cooperation and Development (BMZ) can be approached to advocate for a stronger cross-sectoral and interministerial dialogue and collaboration on gender-energy-topics. The BMFSFJ strives for equal participation of women in politics, business and society, the overcoming of stereotypes and the fight against sexism are central tasks of gender equality policy in their equal opportunities strategy<sup>6</sup>. Also, the BMWK shows gender-political willingness for gender equality and implements various plans and programs like "Strong Women Strong Economy"<sup>7</sup>.

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<sup>5</sup> AfD (2023): Ampel aufhalten – Heizhammer stoppen!, [Heizhammer stoppen - Alternative für Deutschland \(afd.de\)](https://afd.de), (last accessed 5.01.2024).

<sup>6</sup> BMFSFJ (2022): Die Gleichstellungsstrategie der Bundesregierung, 30.12.2022, [BMFSFJ - Die Gleichstellungsstrategie der Bundesregierung](#) (last accessed 10.01.2024).

<sup>7</sup> BMWK (2020): Starke Frauen. Starke Wirtschaft – Wie Digitalisierung Frauen neue Chancen im Berufsleben ermöglicht, 04.03.2020, [BMWK - Starke Frauen. Starke Wirtschaft – Wie Digitalisierung Frauen neue Chancen im](#)

A feminist climate and energy policy can only be implemented if it is supported by different ministries, highlighting the importance of the BMZ as well as the Ministry of Finance (BMF). Acknowledging the need and relevance of gender transformative energy and climate policy, instruments and concepts are proposed for this sector, being aware that for example gender budgeting or a just tax policy needs to include the ministry of finance or further authorities.

Regarding the business sector, the share of women in energy companies was 32% in 2021, in leadership positions 15,5% (see also D1.2)<sup>8</sup>. On one hand, ministries such as the BMWK are strengthening programs to increase the share of women in the renewable energy sector, i.e. together with Global Women's Network for the Energy Transition (GWNEN) and the Gesellschaft für Internationale Zusammenarbeit (GIZ), the BMWK implemented the mentoring program "Energising Women to Advance the Energy Transition" as well as the communication campaign "Women Energize Women"<sup>9</sup>. Energy companies are also reinforcing mentoring programs, special trainings, and networking events to mobilise women. To increase diversity, focus on different gender identities (not only women) as well as LGBTQIA\* individuals, but some companies are also subscribing to the Charta of Diversity<sup>10</sup>. These renewable energy companies can be identified as allies to promote a strategy for bringing gender-just concepts to companies which have not been progressing on these topics so far. Furthermore, in stakeholder interviews for D1.2 and D1.3, it was identified that one reason for the underrepresentation of women lies in the educational sector. WECF e.V. sees a huge opportunity in bringing stakeholders from the economic sphere together with those of the academic sphere to implement solutions for strengthening the share of women in STEM disciplines and technical apprenticeships.

## 1.1 Legislative and strategic framework

As mentioned in the chapter before, main energy policies were analysed in D1.2, such as the Energy Industry Act (EnWG), the Energy Efficiency Strategy for Buildings (EES), the Building Energy Act (GEG) and the Renewable Energy Sources Act (EEG), showing that all these strategies do not include gender aspects.

Hence, a first recommendation is to ensure that energy policies and energy efficiency programmes are implemented in a gender-transformative way, considering the different needs and experiences of all gender and distinct social groups to guarantee the human right to clean, affordable energy for all. This means designing specific programmes targeting women with concrete measures relating to energy

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[Berufsleben ermöglicht](#) (last accessed 5.01.2024).

<sup>8</sup> Irena Online Solar PV Survey, adapted in BMWK (2023), BMWK - Für mehr Geschlechtergerechtigkeit und Diversität im Energiesektor; PwC (2021): Frauen in der Energiewirtschaft, [frauen-in-der-energiewirtschaft-warum-die-branche-mehrfrauen-power-braucht.pdf](#) (last accessed 30th of November).

<sup>9</sup> BMWK (2022): Für mehr Geschlechtergerechtigkeit im Energiesektor, BMWK - Für mehr Geschlechtergerechtigkeit und Diversität im Energiesektor (last accessed 26.10.2023).

<sup>10</sup> Charta der Vielfalt; [Charta der Vielfalt - Für Diversity in der Arbeitswelt \(charta-der-vielfalt.de\)](#)

needs, energy technologies, promotion and education programmes for STEM disciplines, and energy poverty. A Pan-European cross-sectoral strategy is needed (more coherent policy, gender-disaggregated data, more research on effects for women/different genders, and monitoring).

A recent development in climate policy in Germany had been the reduction of budget from climate and transformation fund<sup>11</sup>, for example the EEG is mainly financed by the fund since 2022. Important is that this should not affect ambitions to increase the gender or a social dimension to energy programmes, and even more so it should not affect those who are already excluded from energy policy-making.

The following paragraphs shall shortly give an overview of the EEG and the GEG, two of the most relevant energy laws. Targeted recommendations how to change these laws will be presented in Deliverable 3.2 in M13.

#### **1.1.1 Renewable Energy Act (EEG):**

The Renewable Energy Act is the main instrument for the expansion of renewable energies. The aim of the EEG is to restructure the energy supply and increase the share of renewable energies in the electricity supply to at least 80 per cent by 2030. The expansion of renewable energies is particularly in the interests of climate and environmental protection for the development of a sustainable energy supply. In addition, the economic costs of energy supply are to be reduced, fossil energy resources are to be conserved and technological development in the field of renewable energies is to be driven forward. Renewable and decentralised energy production allows citizens to invest and to operate power plants. Including gender perspectives and instruments in the EEG as the main energy law will increase gender equality and push a socially and gender-just decentralised energy transition.

#### **1.1.2 Building Energy Act (GEG):**

The Building Energy Act (GEG) from 2020 outlines the energy standards governing constructions. The GEG was designed to establish a consolidated, standardised, and synchronised set of regulations for new and existing structures and the application of renewable energies for building heating and cooling. The core aim of the Building Energy Act is to rationalise energy-saving regulations for buildings and alleviate bureaucratic processes. Numerous businesses will be obliged to disclose their strategies and statistics. Some clarity about the legislative process is missing, for example, providing a precise definition of the term “company”. Consequently, corporate groupings, including holding structures and private equity entities, are unregulated.

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<sup>11</sup> [Bauchmüller, Michael/Hulverscheidt, Claus \(2023\): Energiewende. Wundertüte der Nation, Klimafond KTF: Nach Urteil klafft riesiges Loch - was bedeutet das für die Zukunft - Politik - SZ.de \(sueddeutsche.de\), 15.November 2023 \(last accessed 08.01.2024\).](#)



## 1.2 Objectives of policy work

WECF has identified the following three objectives of the policy work that will be conducted in Germany:

### **Objective 1:**

Raise visibility of EUWES project and its results, raise awareness about gender-energy-nexus and the role of women in the German energy sector.

#### **Measures:**

- Reach out to 1 to 2 stakeholders of each 4 stakeholder groups to inform about EUWES project and present the results and potential impact of a gender-aware energy sector.
- Social media campaign as described in Chapter 3.
- Boost participation in WECEF events related to EUWES by monitoring social media posts about events, tracking participation rate and online-registration system and by using offline and online promotional material (i.e., leaflets).

### **Objective 2:**

Expand the network of women already working in the energy sector and bring them together with women interested in a profession or activity in the sector.

#### **Measures:**

- Invite women from STEM disciplines to workshops of WP2 and encourage them to exchange contacts with each other. Evolve interactive methods to strengthen the exchange, i.e. through group discussions.
- Collaborate with existing networks and inform about them, i.e., Women in Green Hydrogen (WIGH), FemNet, Femtec, GWNETH, etc.

### **Objective 3:**

Place gender-just recommendations in dialogues with relevant stakeholders to influence the policy-making process in regard of mentioned energy policies as strategies such as the EEG.

#### **Measures:**

- Invite main policy-makers from political parties and ministries to workshop on gender-mainstreaming as part of WP2.
- Engage in 1-on-1 meetings with minimum 2 political decision-makers.

## 1.3 Analysis of key actors

The following key stakeholders have been identified with a potential important role and impact for the project's objectives and will be encouraged to be engaged in the advocacy activities.

## LIST OF KEY ACTORS N°

Key actor name	Why is it important?	How can they be engaged?
Lisa Badum	Member of German Parliament for Alliance 90/The Greens and chairwoman of the Subcommittee on International Climate and Energy Policies. Also, she had been working for the green energy provider Naturstrom.	She had been interviewed for D1.2 and D1.3. Contacting her as a follow-up and pitching new policy recommendations is a valid option.
Nicole Schrön	Working for the BMWK in the field of energy, her focus is on gender diversity in multilateral climate and energy forums.	Schrön is already working on gender-energy-nexus; WECF e.V. is in contact with her, one can recontact her via E-Mail to spread the workshop for political decision-makers among her channels.
Magdalena Weigel	Working for N-ENERGIE and VAG, two important energy and/or mobility companies, she is a role model.	Weigel had been interviewed for D1.2 and D1.3. Aim is to contact her as a follow-up and reach her company for the workshop with private sector stakeholders.
Luisa Maria Ladwig	Business Analyst Hydrogen, Baywa r.e.Global, especially important to add to the current evolvments on green hydrogen and the potential of bringing women into the workforce.	Reach her company for the workshop with private sector stakeholders.
Sarah Rosmann	Working for EWS Schönau, an important renewable energy company also providing small funds for RE projects, in some cases related to gender. EWS Schönau is quite connected in the RE sector in Germany and can support spreading the key messages among their employees and partners.	Rosmann is responsible for cooperation management of EWS; WECF e.V. has been in contact with her and will try to reach out again via e-mail/telephone.
Christine Lins	Global Women´s Network for the Energy Transition (GWNET), a longstanding partner of WECF e.V., who has several contacts and mutual partners. It is important to invite Christine Lins to the interdisciplinary group and the stakeholder dialogue as an expert on the gender-energy nexus.	Approach her as an expert for interdisciplinary group and stakeholder roundtable.
Sylwia Andralojc-Bodych	Working for GermanWatch on climate and energy topics and has been involved in advocating within the German NECP process. She had been interviewed for D1.2 and D1.3 and is a partner.	She had been interviewed for D1.2 and D1.3, contacting her as a follow-up, even with the idea to develop mutual policy recommendations.

Rainer Lange	Working for EnergiewendeJetzt and an energy cooperative based in Heidelberg, working on different projects to mobilise more women for energy communities in Germany. A strong partner of WECF e.V., and well connected within the citizen energy scene in Germany.	Reach out to him so that key messages of EUWES are shared among energy communities in Germany.
Uta Zähringer	RENAC, the institute Uta Zähringer is working at, is a training and further education institute interfacing with the private sector. Hence, it is not a “classic” academic institute, but also a private company for the fields of energy efficiency and renewable energy. But it is important to reach more women for further education, women who have formerly worked in another field and could be motivated for changing their profession.	Zähringer had been interviewed for D1.2 and D1.3 and can be recontacted for a follow-up or even organising training together.
Uta Zybell	Working as the coordinator of the gender equality office of Technical University Darmstadt which is considering to apply a chair for Gender & STEM to work on interlinking gender topics with STEM subjects.	Reach out to offer workshop concept for academic sector, mainly for professors and lecturers at the University to integrate a gender approach into their energy study programmes.

## 2 Activities

Different advocacy activities and strategies can be implemented, either as a single activity or as a combination of activities. The EUWES project partners have chosen a combination of complementary activities to reach our stakeholder group and to develop practical recommendations together with the stakeholder group to be adopted and implemented.

### SUMMARY ACTION PLAN N°1

Activity	For whom?	When?	Who?
Policy brief composition and dissemination	Policy makers and decision makers	February 2024 – March 2025	WECF
Roundtable on gender equality in energy sector	Private sector, policy makers (national and/or local), civil society and academia	Between June and November 2024	WECF
Social media advocacy campaign	Wide public	February 2024 – March 2025	WECF
Bilateral meetings	National decision-makers	October-December 2024	WECF

## 2.1 National support group

A national support group will be created to support the EUWES key beneficiaries: women employed in the energy sector and female students enrolled in technical studies. When conducting the trainings for beneficiaries on one hand and stakeholders from the private sector and academic sector on the other hand, the participants will be invited to join an e-mail group to exchange their contacts with each other and inform each other about current projects and opportunities.

The group's primary focus is to provide support through various activities:

- Sharing information related to employment and internship opportunities within the energy sector,
- Sharing information related to market update trends,
- Disseminating information about key policies affecting labor market,
- Disseminating information about key policies affecting energy sector,
- Encouraging mentoring between members of group,
- Encouraging networking through EUWES events,
- Ensuring that members receive invitations to relevant EUWES events, workshops, seminars, and conferences.

## 2.2 Policy brief composition and dissemination

### General recommendations

**A first recommendation** for this is to acknowledge different genders in different roles within the energy sector, not only as employees or leaders (i.e., as policymakers) but also as consumers and prosumers. That would contribute to integrating a gender perspective in terms of energy demand, raise awareness on phenomena such as energy poverty, and influence the shaping of energy technologies. In consequence, this can raise the acceptance of energy transition and mobilise more citizens to actively engage in this transition.

This means to provide:

#### **A) Gender-disaggregated data on the energy and gender nexus national level:**

Collecting the relevant data on energy production, consumption, investments, health impact of energy supply to aim for thorough gender-disaggregated data on the gender-energy-nexus, in relation to intersectional aspects (age, race, health, economic status). It was evident that hardly any data existed about non-binary genders or other gender identities as well as the role of diversity and intersectionality in the energy sector. Collecting this data allows gender impact assessments and to unpack the differentiated impacts of the energy sector.

#### **B) Strengthen gender-transformative policy design and implementation:**

Ensuring that energy policies and energy efficiency programmes are implemented in a gender-transformative way and considering the different needs and experiences of all genders and distinct social groups to guarantee the human right to clean, affordable energy for all. This means designing

specific programmes targeting women with concrete measures relating to energy needs, funding, energy poverty. A Pan-European cross-sectoral strategy is needed (more coherent policy, gender-disaggregated data, more research on effects for women/different genders, and monitoring, including gender- and energy-related sectors such as the mobility and building sector, as well as social care and welfare policies).

**C) Advocate on the German government to become a role model for gender-responsive energy and climate policy**

There is a high potential for the German Government to function as a role model (using tools like communication, financing gender training and gender-budgeting strategies in all energy and climate funds) and pursue an impact assessment.

**D) Establish an advisory board on gender equality within the energy transition**

An interministerial board and expert group, between the ministries BMBF, BMFSFJ, BMWK, BMZ, BMF, can be established to ensure gender mainstreaming and impact assessments in regard to energy topics. This board would ensure that relevant findings from gender-related climate and energy research are incorporate into discussions and statements of all national bodies.

**E) Gender indicators in climate and energy funds (i.e. BMWK and BMZ)**

Aiming for a structural transformation, projects funded by BMWK/PtJ can enable sustainable and gender-just structures. Hence, more support from these funds is needed for research and innovation on gender and energy, i.e. as in the project [AKZEPT](#).

**F) Include civil society, especially organisations working on gender topics or women's rights in decision-making processes about energy and climate policies such as the NECP.**

The continuous exchange with civil society actors on new strategies ensures that the most diverse perspectives possible can be incorporated into the new policy, especially since civil society actors are working closely together with people most affected by discrimination.

One recommendation **directed towards leaders in energy companies**, is to apply a regular gender self-assessment to check and improve the current status quo of gender equality in their company. As the stakeholder interviews and the desk research showed, many companies are already fulfilling several strategies according to German law. However, to tackle the subtle barriers, training on gender-just communication, and on anti-discriminatory working atmosphere (i.e., feminist moderation, awareness person, safer spaces) are needed to create welcoming structures for all genders. Furthermore, as mentioned in stakeholder interviews, energy companies lack on trainings on diversity and intersectionality, i.e., to balance conflicts between people from different cultural backgrounds or people with different political positions.

One recommendation **directed towards academic institutions**, is to include modules on gender, energy politics and social aspects in their energy curricula (mainly for the technical disciplines). On the one hand, this would emphasise the importance of gender. On the other hand, working towards a gender-just and non-discriminatory study atmosphere would become obligatory for everyone; hence,

the engagement for gender topics would not be doomed to leisure time and would not only be organised mainly by people who are already affected by (gender) discrimination.

Furthermore, academic institutes are required to work closer together with secondary schools to inform all genders about energy-related disciplines. The already existing programs such as open-house days, Girls´ Days/WLINTA Days as well as summer academies could be strengthened. But teachers should also be trained in awareness about gender stereotypes and ways to strengthen MINT potential in all kids. Antidiscrimination and gender awareness would need to be integrated even stronger in study programmes preparing for the teaching profession.

These recommendations will serve as a basis to develop further recommendations. They will be complemented by the outcomes of the exchange of good practices, training, and support activities.

The final policy recommendations will be categorized in two sections:

- Recommendations on how to develop gender-responsive energy policies,
- Recommendations on how to address women underrepresentation in the energy sector,

and will be available in Deliverable 3.3 in Month 13.

In order to disseminate the recommendations of the policy brief widely, WECF will mobilise its wide network such as CAN Europe, REScoop, RHC ETIP platform, BayFor, etc. to send the policy brief by email, and will use the opportunity of the various events WECF participates in, such citizen energy convention in Germany, Berliner Energietage, COP, EUSEW, etc. to disseminate the recommendations of the policy brief widely. In addition, the stakeholder mapping carried out in the first phase of the project will be used and activated to disseminate the results widely. The participants of the Interdisciplinary Support Group and their network will be activated. In addition, local media will be contacted to organise an interview and publish the policy recommendations in an article or podcast.

## 2.3 Roundtable on gender equality in energy

The roundtable will be organised by WECF online in October/November 2024 (M19/M20) or in person during an energy conference. The roundtable will bring together several experts from the renewable energy sector and will have as its main objective to answer to the questions: "How to accelerate gender equality in the energy sector? What are the concrete solutions? What is needed to change attitudes?" The 1h30 session will bring together 5-6 experts from different backgrounds to promote constructive discussion and identify unmet challenges.

## 2.4 Social media advocacy campaign

In addition to the previously mentioned advocacy activities, WECF will organize a social media advocacy campaign to widely disseminate the policy recommendations at the national and EU level. This campaign will include key messages and experiences shared by interviewed stakeholders and role

models in the energy sector, as well as figures, recommendations, key messages, etc.

In addition, WECF will reach to several media to organize either articles or podcast together. The following national media have been identified and will be mobilised to disseminate EUWES key messages and recommendations:

- Landesfrauenrat Niedersachsen e.V.
- Missy magazine
- Emma magazine
- Lila podcast
- enPower Podcast
- Der Podcast zur Energiezukunft
- Bayerischer Rundfunk, youth formats
- Deutscher Naturschutzring
- Article in Energiezukunft, newspaper of NaturStrom, big green energy provider with focus on citizen participation
- Newsletter of Bündnis Bürgerenergie, umbrella organisation of renewable energy communities)
- Newsletter of GreenPlanet Energy eG, Elektrizitätswerke Schönau
- GIZ, programme: Women energize Women

At the end of the COP28 negotiations, it is clear that countries will accelerate their transition to renewable energy and that national strategies to achieve this transition will be present in the media. This will be an opportunity for EUWES and these media to join the discussion and promote an inclusive transition to renewable energy.

## 2.5 Bilateral meetings with national decision makers

Finally, WECF will organize two bilateral meetings with national decision-makers of the energy sector, to present and discuss the recommendations and various dissemination strategies. The outcomes of these activities will result in fine-tuned policy recommendations.

## 3 Up-scaling policy work to EU level

The policy work at EU level will be implemented in parallel with the national advocacy work. WECF will scan EU conferences (e.g., EUSEW, etc.) and sister project's events to jointly organise conferences, panel discussions, etc. In addition, the final conference of the project in Zagreb will be a great opportunity to disseminate the EUWES recommendations to a broad audience.

The recommendations that will be widely disseminated at EU level will be the results of the D1.4 Comparative Analysis due in M10, thus, and will be presented in the Deliverable 3.2 – Joint policy

recommendations in M13.

## 4 Managing risks

WECF has identified the following 4 risks that may arise during the advocacy campaign and that may trigger adaptation and management.

### RISK MANAGEMENT PLAN N°1

Risk	Level of risk (small, medium, high)	Importance of risk (highly important, important, less important)	Mitigation activities
Decision-makers are not engaged and/or interested	Medium	Important	Include experts in policy dialogs and promote benefits of gender equality. Receive advice from policy and advocacy experts in the field as well as from project partners engaging in similar activities.
Stakeholders do not answer and do not disseminate advocacy messages	High	Less important	WECF has a wide network and good visibility on social media and at EU level. Adapt and expand scope of stakeholders engaged.
Poor media coverage of project activities and results	Medium	Important	Direct communication with media and focusing more on story telling – shift focus on immediate issue and create the need for positive change.
The advocacy campaign requires more resources than planned	Medium	Important	Adapt advocacy plans and work further in partnership with sister projects and similar campaigns.





# EUWES