

National Advocacy Plan

SPAIN

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TABLE OF CONTENTS

- 1 National policy context 5**
 - 1.1 Legislative and strategic framework6
 - 1.2 Objectives of policy work7
 - 1.3 Analysis of key actors7
- 2 Activities..... 8**
 - 2.1 Interdisciplinary support group8
 - 2.2 Policy brief composition and dissemination8
 - 2.3 Round table on gender equality in energy10
 - 2.4 Bilateral meetings10
 - 2.5 Media and communication plan for advocacy activities10
- 3 Up-scaling policy work to EU level 10**
- 4 Managing risks 11**

Introduction to the advocacy plan

Women are still highly unrepresented in all aspects of the energy sector. According to the International Energy Agency (IEA), “the energy sector remains one of the least gender-diverse sectors.” Before women enter the workforce – they are already underrepresented in decision making in their own homes, and they are underrepresented as students of technical and energy-related studies. They are not equally represented in the decision-making process or the leadership of energy sector 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.

This document aims to refine the strategies for enhancing the visibility of women in the energy sector. The ESF advocacy plan is designed to align with the third objective of the project, which focuses on translating the findings from the national mapping of gender policies into actionable policy recommendations. EUWES project aims to commit 100 key stakeholders and decision-makers in the energy sector, 100 key stakeholders and decision-makers in the education sector and 100 key stakeholders and decision-makers to increase gender equality and create more favourable opportunities for women in the energy sector.

ESF advocacy plan includes the national policy context -legislative and strategic framework, objectives of the policy work and an analysis of key actors- and the activities that will be executed in order to implement the plan. Finally, the ESF advocacy plan also builds on some up-scaling policy work to EU level and the risks that the project might face.

1 National policy context

The Spanish State's legislative framework on gender equality has been enriched since the approval of the first Organic Law 3/2007¹, for effective equality between men and women. This law regulates aspects such as parity in public and private administration, in positions of responsibility, equal opportunities in the workplace, non-discrimination based on sex, the fight against harassment at work, and the conciliation of personal, family and working life.

The Organic Law 3/2007 has been supplemented in recent years and, as a result of this regulatory process, progress has been made towards the equalization of paternity/maternity leave to 16 weeks, the obligatory nature of equality plans for companies with more than 50 workers (which must also include a pay audit), the requirement for companies to have a wage register and exercise pay transparency, and the creation of a register of equality plans.

As far as the energy sector is concerned, the III Strategic Plan for the Effective Equality of Women and Men 2022-2025² defines a line of work aimed at building a quality and equal labor market for women, which specifies the promotion of the presence of women in scientific-technological areas and in sectors linked to the green economy (in which we could also include the energy transition). There are also plans to support the entrepreneurship of women promoters of employment and self-employment (with especial attention to rural and migrant women), as well as developing specific measures for the participation of women in training and capacity building to access new jobs linked to renewable energies, among other measures.

On the other hand, in 2021, the Ministry for Ecological Transition and the Demographic Challenge and the Women's Institute signed a general collaboration protocol to reinforce the gender equality approach in all their actions and areas and thus reduce the existing gender gap. The agreement was therefore intended to facilitate gender-sensitive input into the drafting of new strategic and policy initiatives.

However, as the deliverable 1.3 “Mapping on energy and gender policies in Spain”³ reports, although the roadmap encourages such a paradigm shift, the energy sector in Spain, following the global trend, continues to be strongly masculinised. In this case, ESF needs an extended net of allies which can support us in our policy work. Mainly, this would be through social actors, NGOs, energy communities and key stakeholders in politics and academia sectors that align with our perspective on the matter. On the other hand, it is likely that utility companies with a dominant position in the energy sector, such as

¹ Organic Law 3/2007, of March 22, for the effective equality of women and men. *Official State Gazette*, 71, March 23, 2007. Available at: <https://www.boe.es/buscar/act.php?id=BOE-A-2007-6115>

² Ministry of Equality (2022). *III Strategic Plan for the Effective Equality of Women and Men 2022-2025*. Gobierno de España. Available at: https://www.inmujeres.gob.es/elinstituto/PlanesEstrategicos/docs/Plan_Estrategico_2022_2025.pdf

³ González Pijuan, Irene and Vides de Dios, Andrea (2023). *Mapeo de las políticas de energía y género en el Estado español*. Ingeniería sense Fronteras. Available at: <https://esf-cat.org/en/blog/2023/11/08/report-mapping-of-energy-and-gender-policies-in-spain/>

Endesa or Iberdrola, are going to oppose our policy work.

1.1 Legislative and strategic framework

The updated and extended version of the National Integrated Energy and Climate Plan 2021-2030⁴ (Spanish acronym: PNIEC), the PNIEC 2023-2030⁵, still [January 2024] in a public consultation phase, incorporates a chapter regarding gender mainstreaming as a transversal aspect in the ecologic transition. The PNIEC 2023-2050 draft specifically highlights gender disparities within the energy sector, emphasizing gaps in terms of employment, leadership roles, entrepreneurship and innovation.

PNIEC 2023-2050 primary objectives are to promote an equal representation of women in all facets of the ecological transition, as well as integrate gender mainstreaming in all policies and measures related to this transition. To achieve these goals, the proposed mechanisms include:

- ✦ Developing studies to deepen the knowledge of the state of the energy sector, in terms of employment, impact and perceptions, in order to design measures and public policies that promote the reduction of the gender gap.
- ✦ Implementation of the gender equality axes and measures in the current national strategic framework⁶, especially with a focus on ensuring access to the clean energy needed to care for people in different types of households, including those affected by energy poverty and those in rural settings.
- ✦ Promoting women's participation and leadership in the new green jobs arising from the energy transition.
- ✦ Integrating the gender dimension in the design of reforms and investments.
- ✦ The Spanish government's adherence to the public sector commitments included in the *Equal by 30* initiative.
- ✦ Promoting gender equality in mobility and transport policy planning to ensure adequate accessibility to mobility and transport infrastructures and services.

⁴ Ministry of Ecological Transition and Demographic Challenge (2020). *National Energy and Climate Plan 2021-2030*. Government of Spain. Available at: https://www.miteco.gob.es/content/dam/mitesco/es/ministerio/planes-estrategias/plan-nacional-integrado-energia-clima/plannacionalintegradoenergiasyclima2021-2030_tcm30-546623.pdf

⁵ Ministry of Ecological Transition and Demographic Challenge (2023). *National Energy and Climate Plan 2023-2030*. Government of Spain. Available at: https://www.miteco.gob.es/content/dam/mitesco/es/energia/files-1/_layouts/15/Borrador%20para%20la%20actualizaci%C3%B3n%20del%20PNIEC%202023-2030-64347.pdf

⁶ The current national strategic framework might include the Just Transition Strategy, the National Climate Change Adaptation Plan, the Long Term Decarbonisation Strategy 2050, the Energy Storage Strategy, the Self-consumption Roadmap, the Recovery, Transformation and Resilience Plan and the Strategic Plan for the Effective Equality of Women and Men 2022-2025.

1.2 Objectives of policy work

- ✦ Place women and gender justice at the center of the energy transition debate, policies and strategies
- ✦ Counterbalance the underrepresentation of women in the energy sector
- ✦ Give visibility to the structural causes and impacts of this underrepresentation
- ✦ Engage key stakeholders and actors in the collective construction of measures, policies and campaigns aimed at those goals.
- ✦ Train and transform utilities dynamics in terms of gender justice, with focus on public or cooperative utility companies.
- ✦ Inspire future generation of women aimed at STEM and the Energy Sector, for their training and empowerment, as well as their future male coworkers
- ✦ Include intersectionality and different axis of inequality that overlap with gender during the advocacy work process.

1.3 Analysis of key actors

LIST OF KEY ACTORS N°1

Key actors name	Why is it important?	How can they be engaged?
Teresa Ribera	Minister of Ecology Transition (MITECO), Spanish government	Advocacy work at national level (letters, PRs, etc.)
Anna Barnadas	Secretary of Climate Action, Catalonia Government	Advocacy work at national level (meetings, letters, PRs, etc.)
Assumpta Farran	Director General of Energy, Catalonia Government	Advocacy work at national level and trainings (meetings, letters, PRs, etc.)
Marta Morera	Director of ICAEN	Expert consultation, advocacy work at national level and trainings (meetings, interviews, trainings, etc.)
Esther Izquierdo	President of the Cluster for Catalonia Energy Efficiency	Expert consultation (meetings, interviews, trainings, etc.)
Gaia D'Elia	Coordinator of Batec, Cooperative pole for energy transition	Expert consultation, advocacy work at local level (meetings, interviews, trainings, etc.)
Aina Barceló	President of cooperative utility company Som Energia	Expert consultation, advocacy work at national level (meetings, interviews, trainings, etc.)
Iu Gallart	Director of municipal utility company Barcelona Energia	Advocacy work at local level (meetings, interviews, trainings, etc.)
Mar Reguant	President of Advisory Board at Catalonia Energy utility company "L'Energètica"	Advocacy work at national level (meetings, interviews, trainings, etc.)

2 Activities

SUMMARY ACTION PLAN N°2

Activity	For whom?	When?	Who?
Interdisciplinary support group	(1) Energy sector employees and (2) Female students	March - October 2024	ESF
Policy brief composition and dissemination	Policy makers	February 2024 - March 2025	ESF
Round table on gender equality in energy	Policy makers, civil society, managers and employees of energy companies, energy communities, research and education sector	October-November 2024	ESF
Bilateral meetings	Policy makers	May-September 2024	ESF

2.1 Interdisciplinary support group

The training of the beneficiaries -energy sector employees and female students- will be an opportunity for creating a safe space for sharing and networking into different interdisciplinary support groups, one for energy sector employees and another for female students. ESF will take the *Red de Mujeres por una Transición Energética Ecofeminista* as an example and a possible ally to which both employees and students might want to contribute. Both groups will have an immediate effect on the women included in the activities. However, it should also create a spillover effect, which should result in long term impact on the women in the energy sector.

2.2 Policy brief composition and dissemination

- ◆ Democratization of the energy system to ensure women's participation in the decision-making process, changing the very decision-making structures.
 - Include organisations and social movements in the field of energy, environmental justice and the defense of energy rights -which are highly feminised- in the definition of energy policies and plans.
 - Support community-based energy projects that actively involve women in planning, implementation, and management.
 - Provide training and capacity building programs to enhance women in the energy sector.
 - Conduct specific training for men in the private sector that addresses gender issues, feminism or power analysis. Also promote segregated spaces that strengthen the situation of women working in the sector.
- ◆ Recognition of the sectors of women that have been most harmed and excluded by the energy-related decisions taken, such as: women with low incomes, unemployed, with precarious jobs, the elderly, families with dependent children, people with functional diversity, migrants, or single mothers.

- Implement policies that promote universal energy access, particularly for marginalized groups.
 - Adopt definitive and structural reforms and investment to put an end to energy poverty, such as a ban on cuts, debt cancellation or a real social tariff. Energy poverty has a strong impact on women and devastating consequences on their mental and physical health.
 - Integrate gender considerations into the configuration of the most appropriate energy technologies and their territorial implementation and management, considering specific needs and priorities of women.
 - Include the gender perspective in the sector beyond parity, within the framework of ecofeminism and environmental and social justice. This means to integrate the gender perspective in the processes of assessing energy demand.
- ✦ Raise awareness of the energy system impacts on women and adapt to a better management in a way that is appropriate to their ecological, social, economic and cultural circumstances.
 - Develop awareness campaigns and educational programs to promote energy literacy among women, empowering them to make informed choices and contribute to sustainable practices.
 - Implement gender-disaggregated data collection and analysis to better understand the specific challenges faced by women in the energy sector. It is also essential to publish data disaggregated by age, social position and other variables to capture social inequalities arising from racialisation or functional diversity, among others.
- ✦ Create a gender-inclusive environment in the energy sector -academia, private sector, institutions and civil society-, free of gender bias and stereotypes where all voices are heard and valued.
 - Encourage initiatives that promote the recruitment, training, and advancement of women in the energy transition, fostering a more diverse workforce.
 - Integrate professionals from other areas into the energy sector, beyond technology and economics, recognising the value of care and social issues in the sector. It is necessary to promote diversity in all areas of energy, beyond the gender gap.
 - Implement equal pay measures and workplace policies that address gender-based discrimination and harassment within the industry.
 - Establish monitoring and evaluation frameworks to track progress in achieving gender equality goals within the energy industry.
 - Broaden curricula in all energy-related studies to be transformative, situating energy as essential to life and therefore in care, and recognising its social and environmental impacts. While policies to promote parity in STEM studies are necessary, it is also essential to rethink and broaden energy education beyond the technical and/or economic spheres.

The dissemination of the policy brief will be developed through different means and strategies: social media and websites; email distribution of the policy brief to relevant policymakers and other advocacy groups encouraging to share it with their networks; press releases and other in-person or virtual events.

2.3 Round table on gender equality in energy

ESF will organize a round table to which all main key stakeholders groups will be invited -policy makers,

civil society, managers and employees of energy companies, energy communities, and research and education sector-. Each group will be represented by a speaker, who will introduce the main barriers and policy solutions to the audience. After that, ESF will facilitate an open discussion so that all participants have the chance to ask questions and elaborate on any previous statement.

2.4 Bilateral meetings

ESF will have bilateral meetings with policy makers at the national and local level to present their recommendations and call them for action.

2.5 Media and communication plan for advocacy activities

ESF will use their media contacts to inform and motivate them to support the advocacy activities and to increase visibility of the topic. Some specific energy or gender related media will be primarily prompted to engage in the project dissemination.

LIST OF KEY MEDIA N°3

Key media name	How to engage them?	When?	Who?
Climàtica (Marea)	Mail	Project execution span	ESF
El Periódico de la Energía	Mail	Project execution span	ESF
Sentit Crític	Mail	Project execution span	ESF
El Salto	Mail	Project execution span	ESF
Pikara Magazine	Mail	Project execution span	ESF

3 Up-scaling policy work to EU level

The EU up-scaling policy initiatives will be aligned with national advocacy efforts. ESF will actively

engage in EU-level activities to amplify the impact of our initiatives.

- ◆ Participation in EU conferences, such as EUSEW.
- ◆ Ensuring representation from key EU stakeholders at project events to facilitate the exchange of ideas and garner support.
- ◆ Establish networks with project partners to sustain advocacy efforts beyond the project duration.

4 Managing risks

RISK MANAGEMENT PLAN N°4

Risk	Level of risk (small, medium, high)	Importance of risk (highly important, important, less important)	Mitigation activities
Higher profiles of stakeholders and key actors diminishing or postponing the importance of gender justice	medium	highly important	A thorough follow up of the news and agenda of the current policies and debates to help identify key momentums.
Risk of a new wave of energy price crises related to geopolitical or climate situations	medium	highly important	Deep analysis of the geopolitical and energy sector context to foresee those potential situations.
Public opinion on gender justice is not able to make the link with the energy sector importance	medium	important	Work on simplification and divulgation of key concepts on energy and gender justice. Work on friendly channels and formats
Press and media not answering / disseminating our content and demands	small	less important	Use of own means and social networks as well as direct communication with key actors and stakeholders
Complexity of messages does not reach women in situation of vulnerability	small	important	Work on inclusive vocabulary and communication strategies that include intersectionality. Work on friendly channels and formats



EUWES