



# Advancing Gender Justice in the Energy Sector

## Policy Recommendations for Energy Policies in Germany

Globally, gender disparities persist in the energy sector, with women being underrepresented in both employment and leadership roles, while also facing higher rates of energy poverty. In Germany, similar imbalances are evident in STEM education and the workforce, [where only 35% of STEM students are women](#), impacting social justice and innovation. Moreover, despite spending more time at home and utilizing more energy services, women are less likely to make household energy decisions, a trend exacerbated [by the COVID-19 crisis which has seen an increase in unpaid domestic work and disproportionate job losses among women, particularly in precarious sectors](#).

The [Empowering Underrepresented Women in the Energy Sector \(EUWES\)](#) project aims to address these obstacles by promoting gender justice through specific recommendations for inclusive policies and practices. By strengthening [WLINTA's](#) capacities and fostering their participation in decision-making processes across various sectors including energy companies, research, and education, the project seeks to enhance opportunities for women and diverse genders within the energy sector. [Women Engage for a Common Future \(WECF\) e.V.](#), being responsible for implementing EUWES activities in Germany, has tailored policy recommendations for stakeholders in education, in the private sector, and for policy makers to aim for integrating a gender perspective into energy demand, raise awareness of issues such as energy poverty, and ultimately for fostering greater citizen engagement in the (feminist) energy transition.



## Recommendations to disparities address gender in STEM education

### 01 Strengthening gender awareness in STEM education

- Raise the gender competence of teachers and professors through funded training programmes.
- Integrate gender and diversity competence into teacher training programmes and establish equal opportunity officers at universities and schools.
- Integrate gender aspects into STEM curricula by incorporating material produced by women and diverse genders, and by creating interdisciplinary seminars or gender modules.

### 02 Collecting and generating gender-disaggregated data on energy

- Promote research on the gender-energy nexus within STEM curricula to incentivize students to explore this area further.

### 03 Building and funding networks between universities, schools, and educational institutions

- Foster collaboration between academic institutions and secondary schools to promote career paths in STEM and the energy sector.
- Utilize gender funds from initiatives like Erasmus+ projects and leverage networking services like [MINTvernetz](#) to support equitable and inclusive STEM education initiatives.
- Mainstream Gender Equality Plans (GEP) as a best practice so that all universities and schools apply them. Universities that have a GEP are eligible for certain funding opportunities, which can be re-invested into gender funding.

## Recommendations for energy companies

### 04 Gender self-assessment for energy companies

- Conduct regular gender self-assessments to evaluate current gender equality status and policies.
- Develop Gender Action Plans (GAP) with specific measures to promote gender equality and integrate gender-transformative approaches.
- Consider implementing targeted gender quotas or Diversity-Equality-Inclusion (DEI) strategies to enhance diversity in recruitment processes.

## 05 Trainings and reskilling of employees

- Provide gender trainings to address subtle barriers and promote gender-just communication and anti-discriminatory working atmospheres.
- Offer reskilling programs to seize opportunities in workforce migration and promote WLINTA's representation in practical, technical, and decision-making positions.
- Consider factors such as care work, gender stereotypes, and the gender pay gap in job transition plans.

## 06 Creation and funding of equal opportunity offices

- Nominate coordinators for equal opportunities as experts dedicated to gender mainstreaming and creating safe(r) spaces.
- Ensure that equal opportunities officers are properly trained and integrated into the human resources team.

## 07 Establishment of a Diversity, Equity, and Inclusion (DEI) strategy

- Implement DEI approaches to promote equal access, opportunity, and employment for underrepresented groups.
- Consider measures such as subscribing to the [Charta of Diversity](#).
- Check on needs of diverse groups, e.g. by allowing for extra holidays during diverse religious holidays or by providing information in different languages.

## Recommendations for policy makers

### 08 Cross-ministerial strategy and strengthening feminist approaches

- Implement a cross-ministerial strategy to synchronize policies across various sectors, including gender- and energy-related sectors.
- Strengthen collaboration between federal ministries to promote feminist principles and address gender disparities comprehensively.

### 09 Funding gender-disaggregated data

- Allocate funding for gender-disaggregated research to better understand the gender-energy nexus and its intersectional aspects.

- Use gender-differentiated analyses and data to design climate protection and energy strategies that are socially and gender-just.

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## **Raising awareness and communication about a feminist energy transition**

- Redefine the energy transition to consider social aspects and the needs of all citizens.
- Implement targeted communication campaigns to attract more girls and women into STEM subjects and the energy sector.
- Good examples of storytelling and infographics are the [Gender Equity Toolkit](#) and the [Infographic Energy Transition Coloring Book](#) by the Institute for Climate Protection Energy Mobility (IKEM).

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## **Extending collaboration with civil society and gender experts**

- Include citizens and civil society organizations in decision-making processes about energy and climate policies, e.g. in dialogue or roundtable formats.
- Invite gender experts to conduct trainings and workshops for policy makers on gender awareness and mainstreaming in energy policies.
- Properly fund the work of civil society organizations working on the gender-energy nexus.

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## **Supporting specific finance and microcredit schemes for WLINTA entrepreneurs**

- Implement specific finance and microcredit schemes to support WLINTA entrepreneurs in the renewable sector, especially women with diverse backgrounds and skills.
- Enable WLINTA microentrepreneurs to afford business costs and contribute to the development of the renewable sector and creation of green jobs.

**Women Engage for a Common Future e.V. has elaborated these policy recommendations in detail and also formulated specific amendments to the Renewable Energy Act (EEG) and the Buildings Energy Act (GEG). You can find the long version of the recommendations [here](#).**



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