



**GREEN DEAL &  
GENDER EQUALITY**

# Tackling gender stereotypes for a green and gender-equal Europe

European Institute for Gender Equality | Alexandrina Satnoianu



# European Institute for Gender Equality

**The only** EU agency focusing  
on gender equality

Provides **knowledge and expertise** to  
address gender inequalities

Supports **evidence-based**  
policy-making



Making  
equality between  
women and men a  
reality for all  
Europeans  
and  
beyond

# EU Gender Equality Strategy 2020 - 2025

European Commission's Campaign  
#EndGenderStereotypes

Career choices



Work-life balance



Decision-making



# Priorities

- 1 Free from violence and gender stereotypes
- 2 Gender-equal economy
- 3 Gender balance in top positions
- 4 Gender mainstreaming
- 5 Funds for gender equality

# Why Gender Equality is important for the Green Deal?



A sustainable future means that  
**no one is left behind**

The **climate revolution** we need can  
only be powered by representation  
and diversity

A successful green transition requires  
us all to play an active part  
– **acting against gender stereotypes**





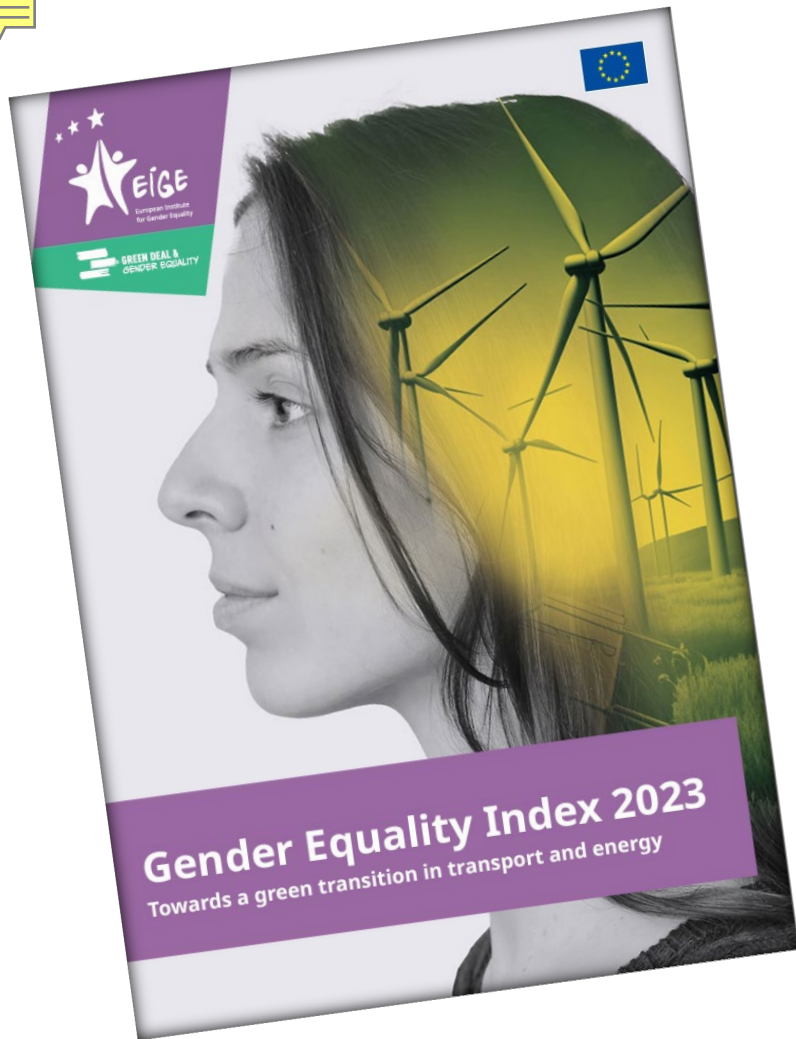
**Institute's campaign –  
launched in October 2023,  
running until June 2024**



# Towards a green and gender-equal Europe. Join us!

## Steps

- 1 Listen to the evidence.** The Gender Equality Index shows the links between existing gender and intersectional inequalities and the green transition.
- 2 Engage in conversations.** Join the debate.
- 3 Action.** The Institute develops tools and good practices that help take the gendered impact of climate change and climate action into account. This is how we ensure no one is left behind.

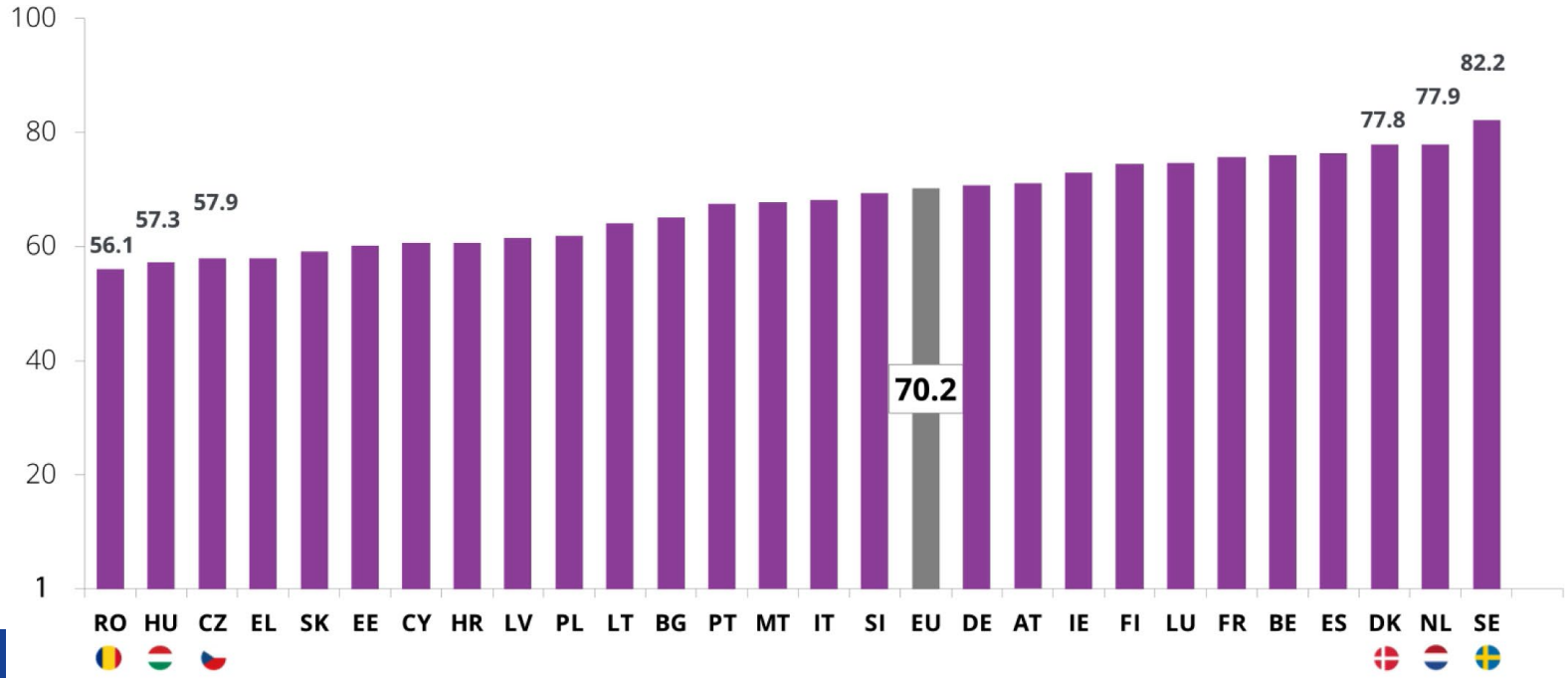


## STEP 1 - Evidence

### What do we know?

- The gender care gap is shrinking. But not because men are shouldering more of the care work. Women are doing less.
- For the first time in 10 years, the number of women in parliaments and women on boards has converged at 33%.
- The labour market remains as gender-segregated today as it was 10 years ago.
- The green transition will not just create the demand for STEM skills, but it will also create new demands in the care sector where there is a shortage of people.

# Gender Equality Index 2023

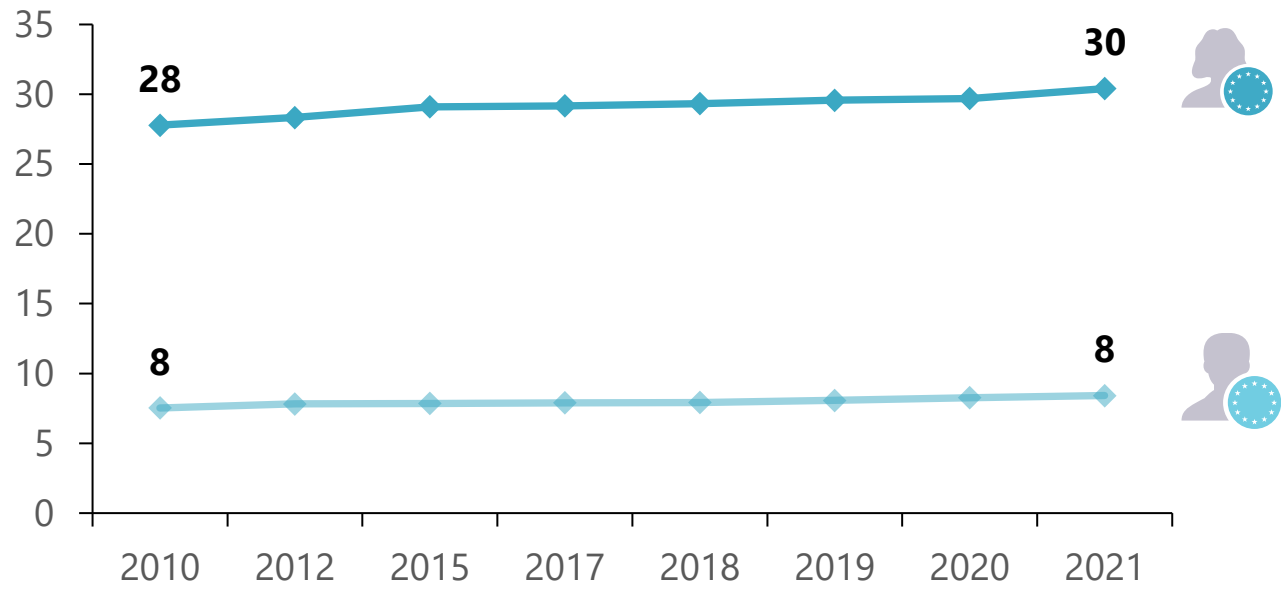






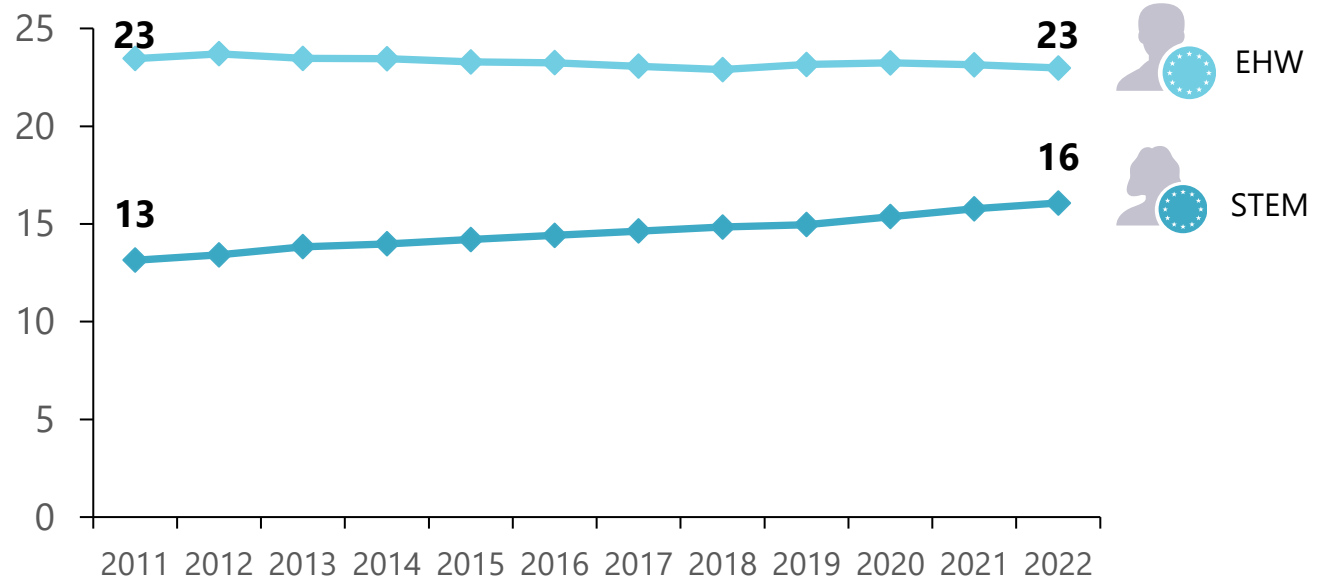
# Increases in women's employment have not challenged gender segregation

Employed people  
in education,  
human health  
and social work  
activities (%)



# Share of women in STEM grows faster than men's share in Care sector

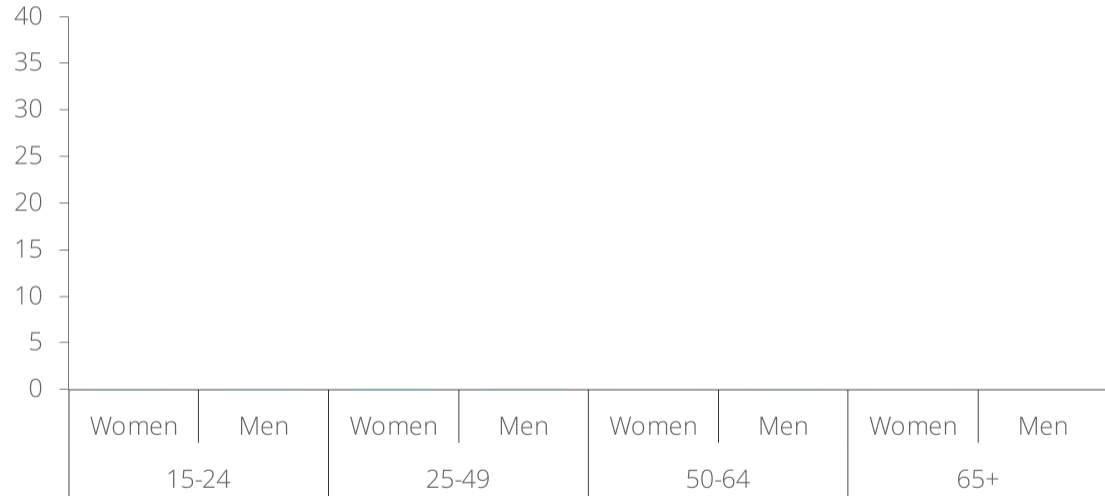
Employed people in EHW and STEM occupations (%)





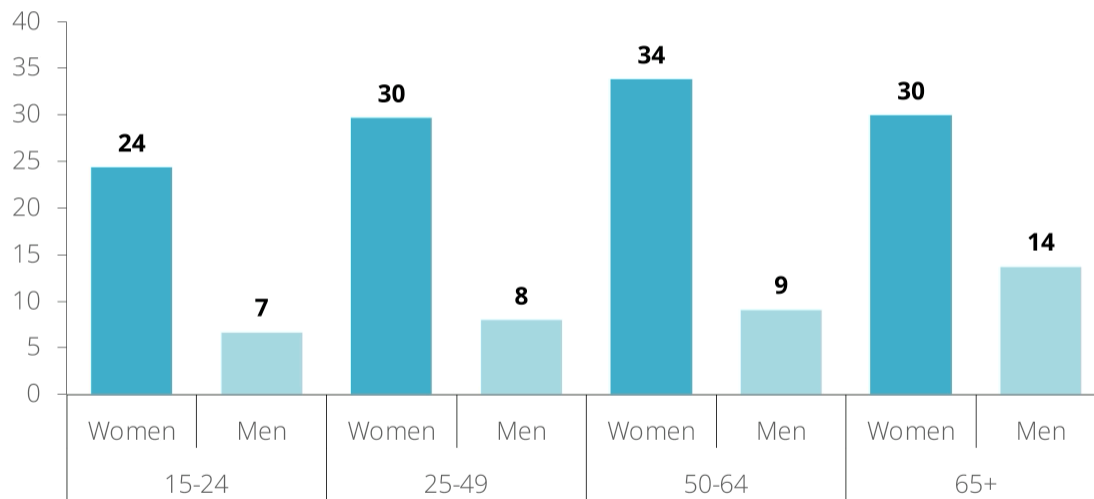
# Care sector is not attractive to young men

Employed people  
in EHW  
occupations (%,  
2021)



# Care sector is not attractive for young men

Employed people in EHW occupations (% , 2021)



# STEP 1 - Evidence

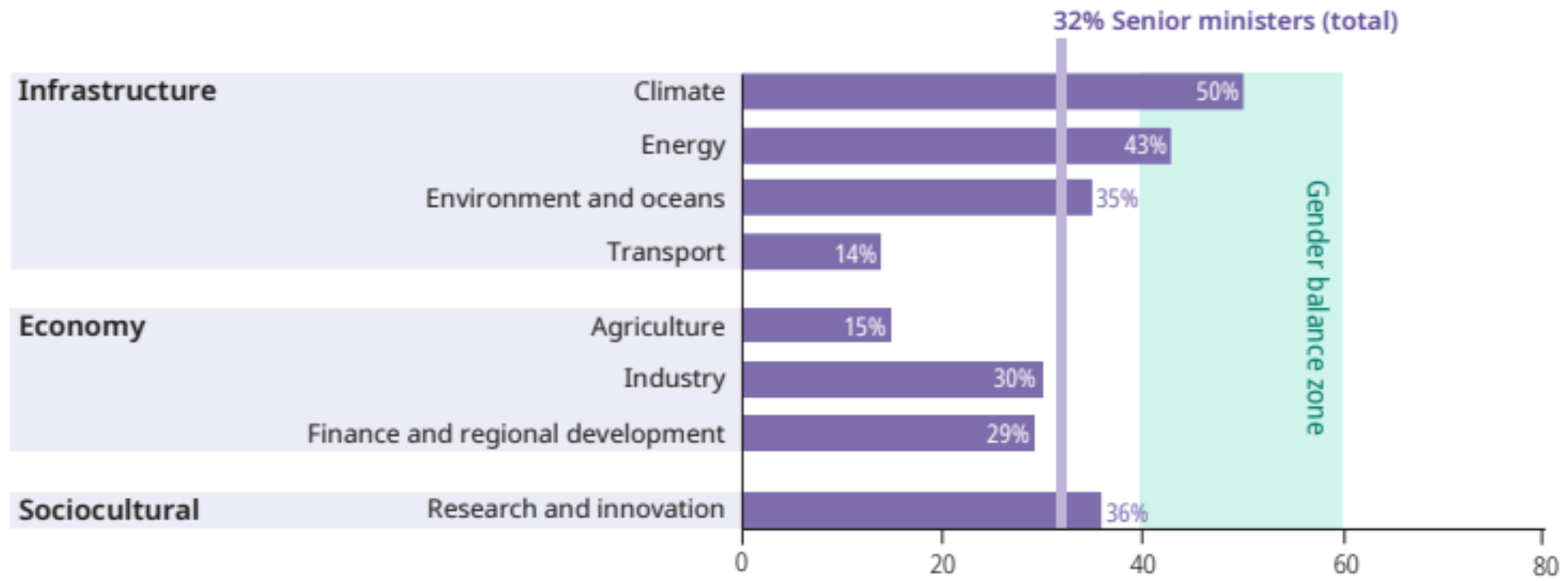
Who makes the decisions about climate policy and action?

## What do we know?

- More women and diverse representation in the decision-making process is critical for the fight against climate change.
- Fewer than one in three senior ministers responsible for the policy areas of the European Green Deal are women.
- The areas with the lowest proportion of women in senior minister roles are transport and agriculture. Only two out of the eight areas of the European Green Deal reached gender balance: energy and climate.



# Women senior ministers responsible for the eight areas of the EU Green Deal



## STEP 2 - Engage

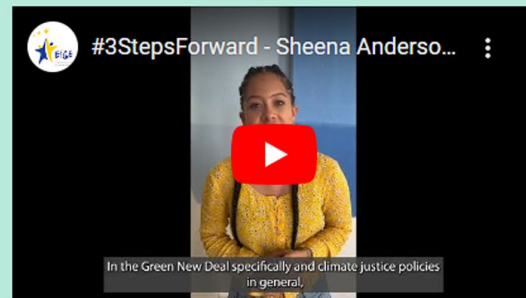
# Find inspiration for gender & climate action



**#3StepsForward - Paloma Aba Garrote, CINEA Director**



**#3StepsForward - MEP Alice Kuhnke**



**#3StepsForward - Sheena Anderson, Programme Manager at CFFP**





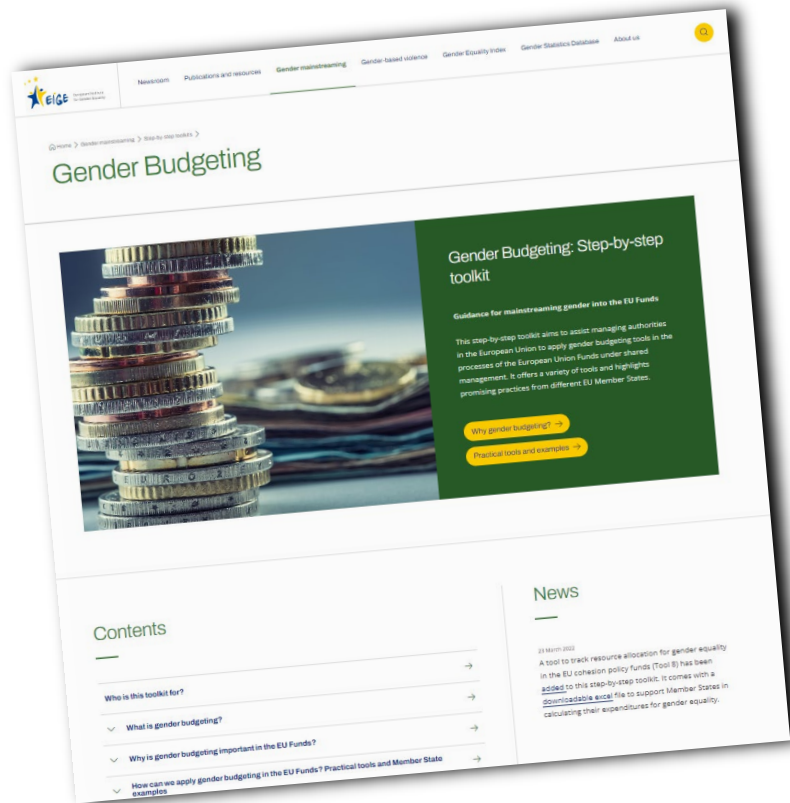
## **STEP 3** – Take action

**A green, fair and inclusive transition must start with understanding the existing gender gaps to build and finance targeted adaptation measures.**



# STEP 3 - Action

## What do we know?

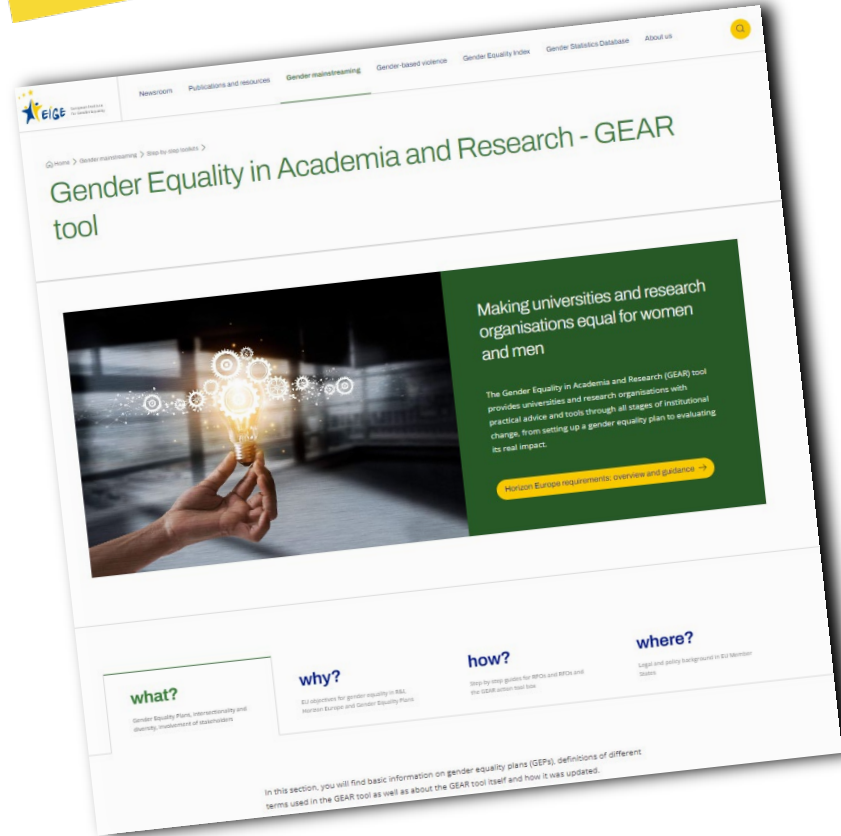


- The impacts of climate change are not gender neutral and neither should the funds' allocation.
- A green, fair and inclusive transition must start with understanding the existing gender gaps to build and finance targeted adaptation measures.
- This is precisely the moment when EIGE's toolkits come in handy.
- They help public authorities keep in mind the different needs of women and men throughout the development of EU-funded projects

# STEP 3 - Action

## What do we know?

- With the introduction/start of Horizon Europe, the European Commission made gender equality plans (GEPs) a basic requirement for participation in its research framework programme.
- If you want to find out more about the reasons for promoting gender equality and its potential benefits, read the relevant parts of this section of the gender equality in academia and research (GEAR) tool.





# Gender equality + climate action = our future

## Sum ups

Climate change is a race against time and **gender equality is part of the solution.**

The **impacts of climate change are not gender-neutral.** Climate action shouldn't be either.

Representation and diversity can boost a **climate revolution.**