

Tackling gender stereotypes for a greenand gender-equal EuropeEuropean Institute for Gender EqualityAlexandrina Satnoianu



European Institute for Gender Equality



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

The only EU agency focusing on gender equality

Provides knowledge and expertise to address gender inequalities

Supports evidence-based policy-making





EU Gender Equality Strategy 2020 - 2025

European Commission's Campaign #EndGenderStereotypes

Career choices



Work-life balance



Decision-making



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!

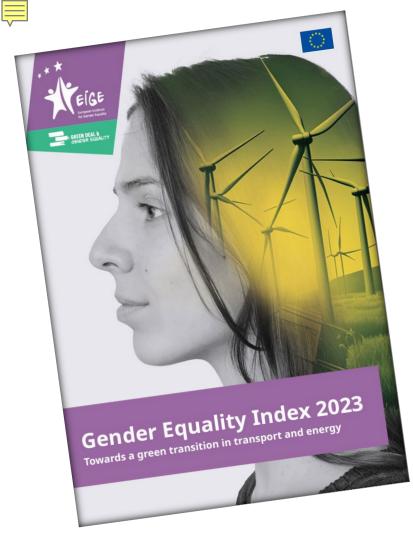
Listen to the evidence. The Gender Equality Index shows the links between existing gender and intersectional inequalities and the green transition.

Engage in conversations. Join the debate.



Steps

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

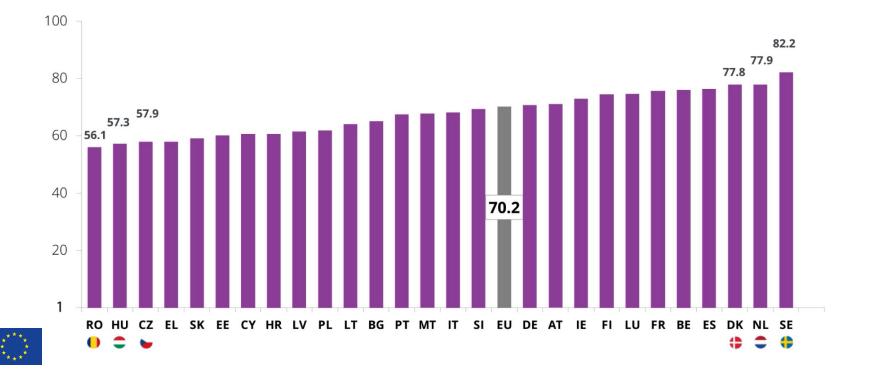
What do we know?

- 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

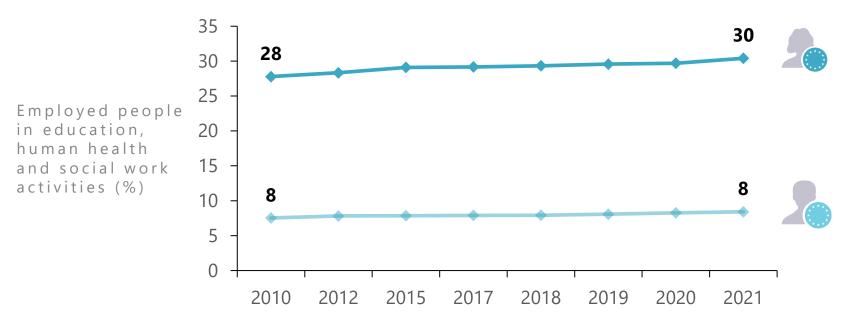








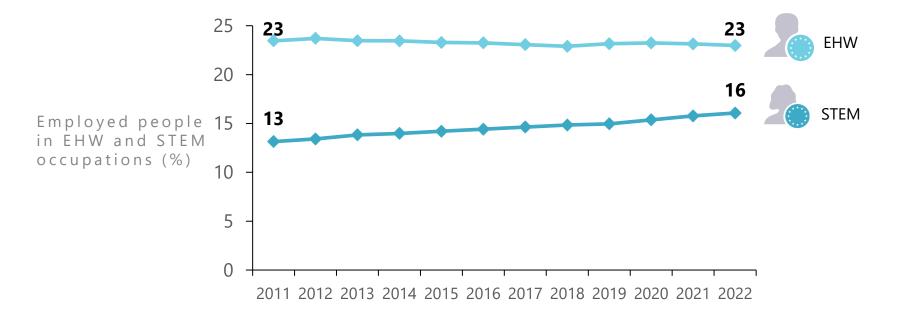
Increases in women's employment have not challenged gender segregation



Eurostat, EU-LFS



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

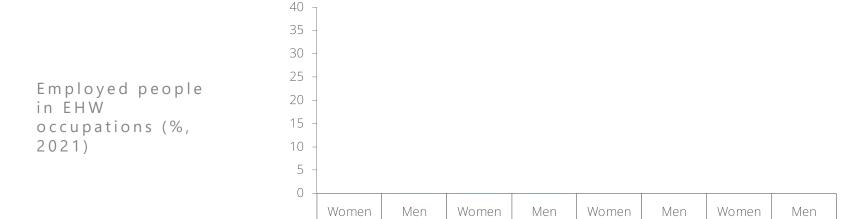




Care sector is not attractive to young men

50-64

65+



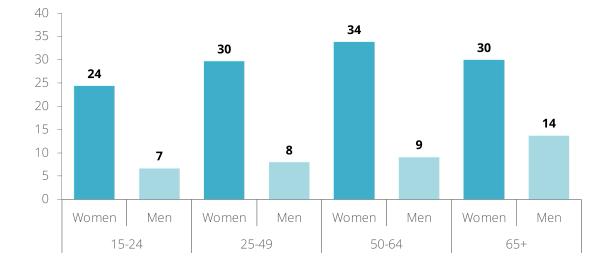
25-49

15-24



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.

In December 2019, the European Commission adopted the European Green Deal ('), a growth strategy with the overarching goal to make Europe climate neutral by 2050 and transform the EU into an equitable and prosperous society where no one is left behind. Alongside climate as the main focus, the EU action to deliver the European Green Deal includes energy, environment and oceans, agriculture, transport, industry, research and innovation, and finance and regional development (2).

- GREEN DEAL &

initiatives to make significant progress towards a gender-equal Europe by 2025. One of its key objectives is to achieve gender balance in decision-making and in politics (with a representation of at least 40 % of each sex), which is a precondition for a properly functioning democracy and crucial for a successful leadership that can solve complex challenges.

This statistical note presents key findings on women's and men's representation in decision-making processes in the European Green Deal as a whole, and in the eight areas for action at the national and EU levels (*).

In March 2020, the European Commission adopted the EU gender equality strategy (3) presenting policy objectives and

Gender-balanced representation in national governments for climate and energy portfolios, but agriculture and transport dominated by men

Gender Statistics Database Gender balance in

the European Green Deal

ministers in national governments (i.e. those with a seat on allocation of portfolios is not gender neutral. Compared to gender balance (at least 40 % of each set) in the area of energy the cabinet). A breakdown by function (*) suggests that the their overall share of senior ministers (32 %), women are underrepresented among ministers with basic (29 %) and economy portfolios and over-represented in sociocultural portfolios with responsibilities for **agriculture** (under Economy, 15 %

In the eight areas of the European Green Deal there is variation dealing with research and innovation (36 %), the only Green within these broad categories of government function. In the Deal area categorised as a sociocultural portfolio.

In November 2022, women accounted for 32 % of senior infrastructure portfolio, some Green Deal areas have a better ministers with responsibilities for climate (50 % women), and in the area of environment and oceans (35 % v 32 %). However, women are under-represented among ministers Women accounted for more than a third of senior ministers

 Commission communication - The European Green Deal, COM(2019) 640 Fruit, https://european.europea Unary end trans how been identified based on the areas displayed in the European Green Deal landing page, https://tommescen.europa

- Commission communication A literan of equality: Gender equality strategy 2020-2025, COM(2020) 152 Final, https://euriles.nunopa.eu/egal.co
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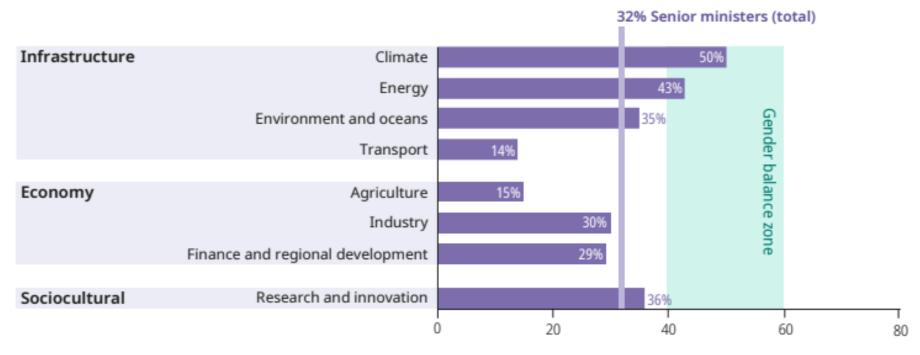
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women and men in decision-making, https://eige.ouropa.nu/gents.etc.j. Inn classifi EIGE Gender Statistics Database - National governments: ministers by senionity a



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



EIGE's Gender Statistics Database, EU-27, November 2022

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

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Who is this toolkit for?	→ <u>downloadabi</u> calculating th	stap-by-step toolkin, is context as a excel file to support Member States in eir expenditures for gender equality.
What is gender budgeting? Why is gender budgeting important in the EU Funds? New can we apply gender budgeting in the EU Funds? Practical tools and Member State sumption		

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 up

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.