

Gender & Energy

The effects of the energy transition on women

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JRC Forthcoming Report

Gender and Energy: The effects of the energy transition on women

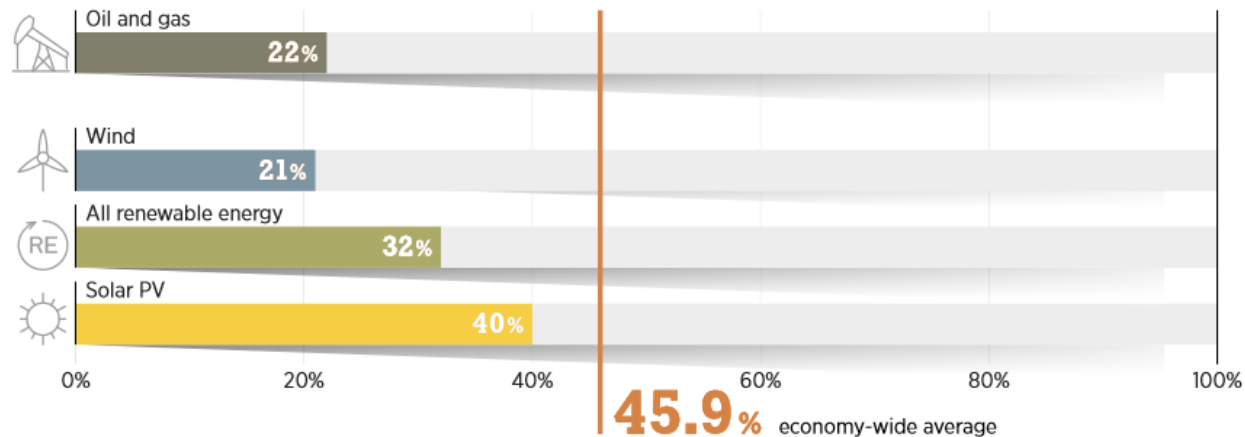
Topics covered:

- Women's representation in the energy sector
- Women's vulnerability to energy poverty
- Data gaps
- Key determinants for women in energy poverty
- Specific EU policy development needs

Women's representation in the energy sector

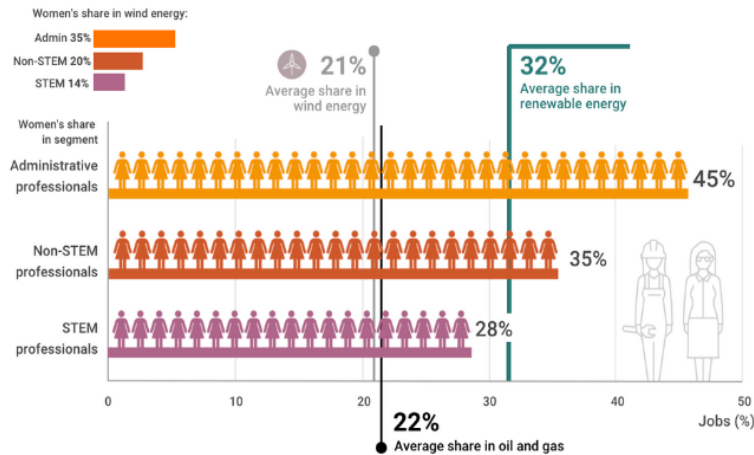
IRENA (2019): 32% of the workers in the renewable energy sector are female globally, but numbers differ for EU member states and the energy sector

The number of women working with RES is higher than for the traditional energy sector



Women's representation in the Dutch energy sector

Women make up 22% of the Dutch energy sector, dropping to 16% at leadership levels



Source: Based on IRENA, 2019, 2020b.

Women's share in oil and gas, renewables, and wind power, with breakdown by STEM, non-stem and administrative positions in renewables

Women in the Dutch Energy sector



7% of the technical professionals identifies as female



< 22% of the employees is female.

16% of all energy professionals over 45 years old identifies as female



Source: Topsector Energie and CBS 2020

Corporate initiatives to increase the representation of women in the energy sector



Stimulate starters

- Storytelling, branding and narrative
- Onboarding and trainee programmes
- Role models, mentoring and coaching
- Intersectionality of HR

Facilitate switchers

- Recognise cross-sectoral mobility
- Stimulate professional networking
- Onboarding and coaching
- Stimulate diversity in experiences

Source: M. Feenstra and A. Creusen, 'Rapportage Vrouwen in de Energietransitie', Topsector Energie, Rapportage, 2021.

The gender face of energy poverty

Economic

- Low wage
- Informal economy
- Unpaid care work
- Longer workdays
- Longevity

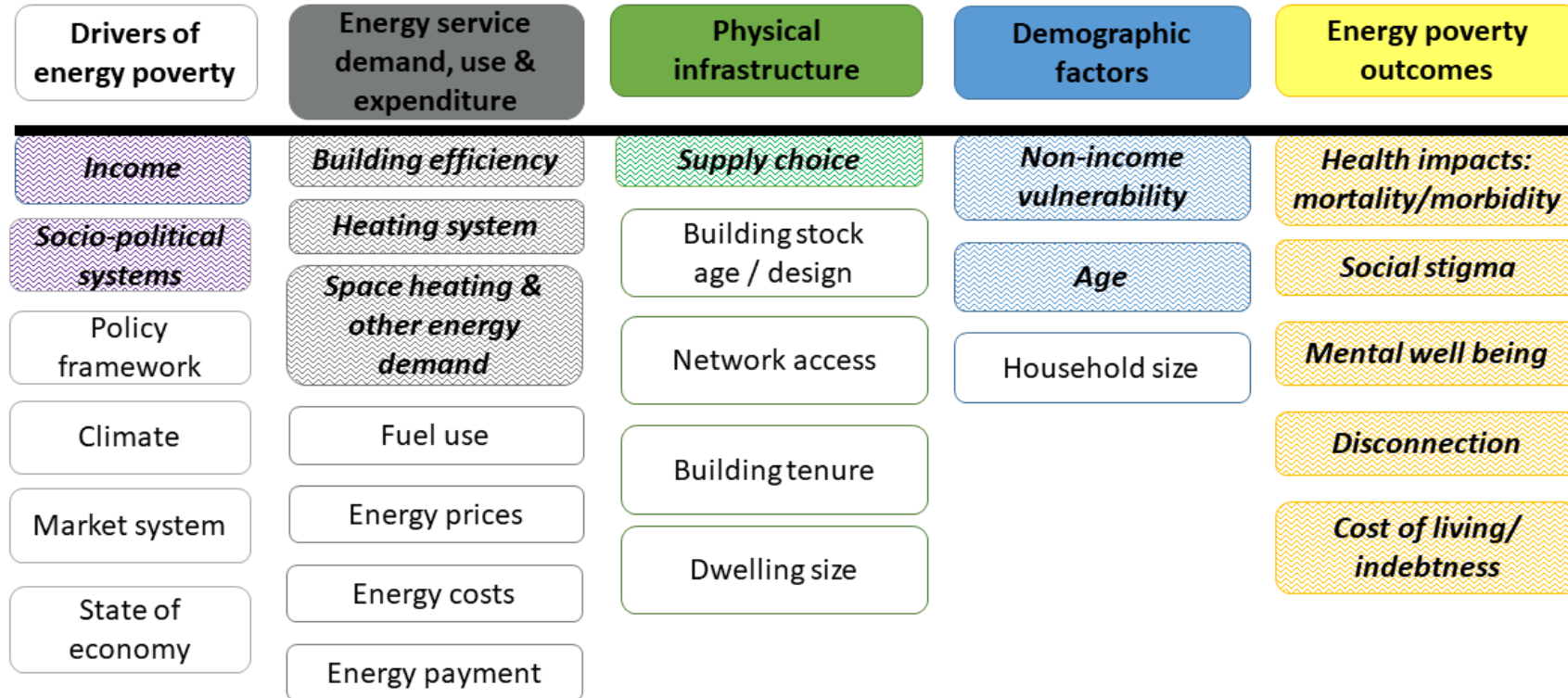
Health


- Higher mortality
 - Cold
 - Heat stress
- Physiological aspects

Socio-cultural

- Household and caregiving tasks
- Consumption patterns
- Literacy rate

Women's vulnerability to energy poverty: indicators



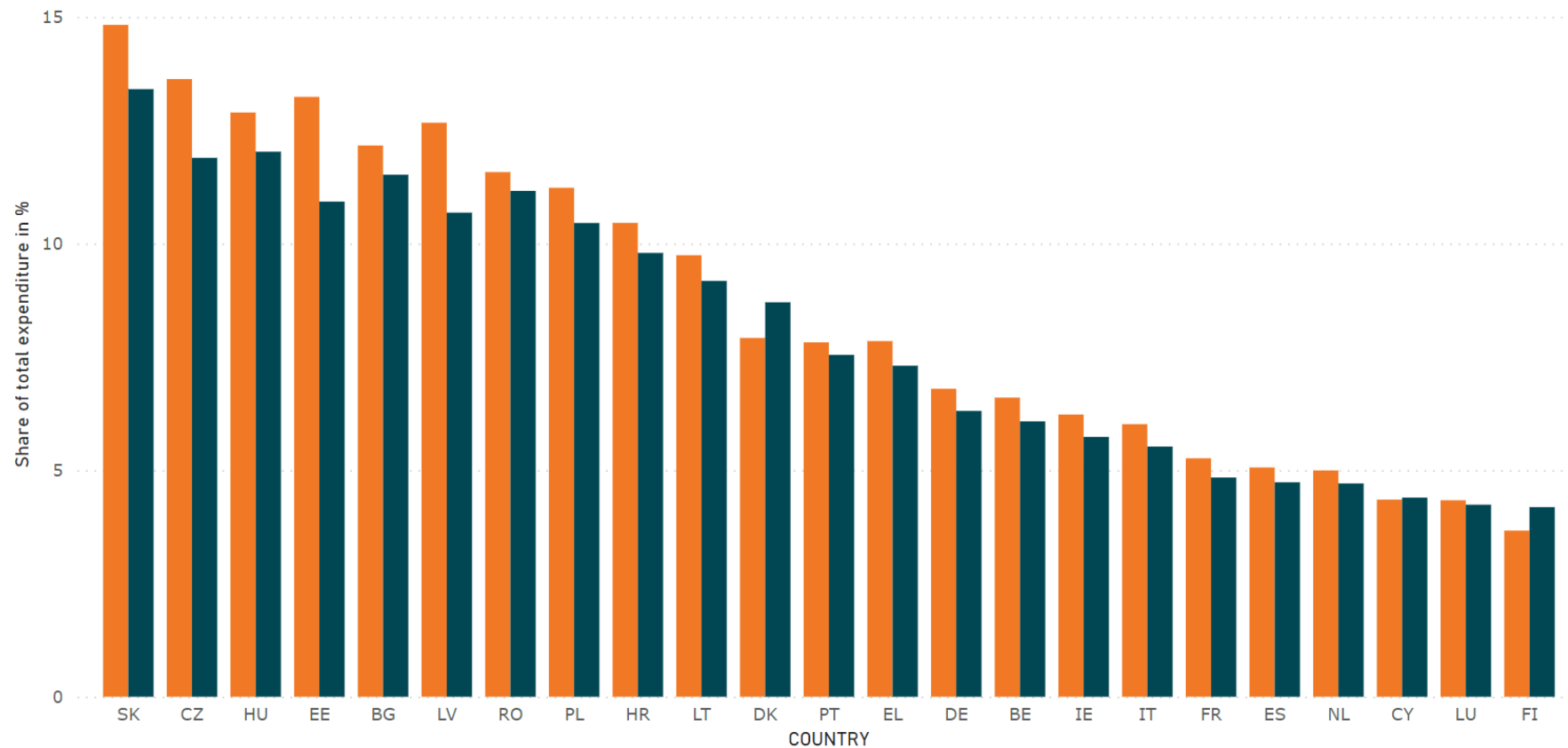
Legend:  (text bold and italics) indicates gender as a factor

Source: Clancy et al. (2017)

Share of energy expenditure by gender

Share of expenditure for energy by gender of reference person

● Female ● Male



Energy poverty in the EU by gender



Households led by women experience higher rates of energy poverty

Recommendations

- Mitigate the gender inequalities in access to affordable and sustainable energy services in policies, instruments and mechanisms across the energy system and all governance levels;
- Acknowledge the intersecting and cross-cutting structural causes of the gender face of energy poverty by breaking the silo's in policy formulation and implementation;
- Collect, report and monitor gender-segregated data on the inclusive energy transition at macro, meso and micro level;
- Stimulate political and managerial engagement of governments and corporate partners in the energy system to ensure the equal participation and representation of women in the energy transition.

Thank you & keep in touch



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