



European  
Commission

# Considering gender in regional transformations

A toolkit for just transition regions

November 2023

ISBN: 978-92-68-06711-6

DOI: 10.2776/569882

Catalogue number: KN-07-23-316-EN-N

*Regional and  
Urban Policy*

# Considering gender in regional transformations – A toolkit for just transition regions

## Contents

1. Aims and scope	2
2. Who is this toolkit for?	2
3. Background information	2
4. Considering gender in just transition implementation	3
5. Gender and the just transition: Key action areas	4
6. Conclusion – Key messages	9

## 1. Aims and scope

The aim of this toolkit is to provide guidance on managing the gendered impacts of the just transition at the local and regional level. The toolkit focuses on the different challenges women, girls, men, and boys face as regions that receive support from the Just Transition Fund (JTF) transform to become climate neutral. It provides a first look at gendered impacts that might be relevant in a JTF region and encourages regions to identify and address the gender challenges relevant to their local context.

While the toolkit recognises the spectrum of gender identity, the information provided by the available resources was too limited to include distinct guidance for every gender identity.

## 2. Who is this toolkit for?

**The toolkit is aimed at local governments in JTF regions.**



## 3. Background information

### KEY DEFINITIONS

**Gender mainstreaming:** A framework that systematically considers the differences between the conditions, situations and needs of different genders in policies and actions.

**Gender budgeting:** Applies gender mainstreaming in the budgetary process. Gender budgeting entails a gender-based assessment of budgets and aims to ensure that a gender perspective is incorporated at every stage of the budgetary process.

**Intersectionality:** A framework for studying, understanding, and responding to the ways in which sex and gender intersect with other personal characteristics, and how these intersections contribute to unique experiences of discrimination.

**Horizontal gender segregation:** The concentration of men and women in different sectors and professions.

**Vertical gender segregation:** The concentration of men and women in different salary grades, levels of responsibility, or positions.

Source: European Institute for Gender Equality (2016). Gender equality glossary and thesaurus.

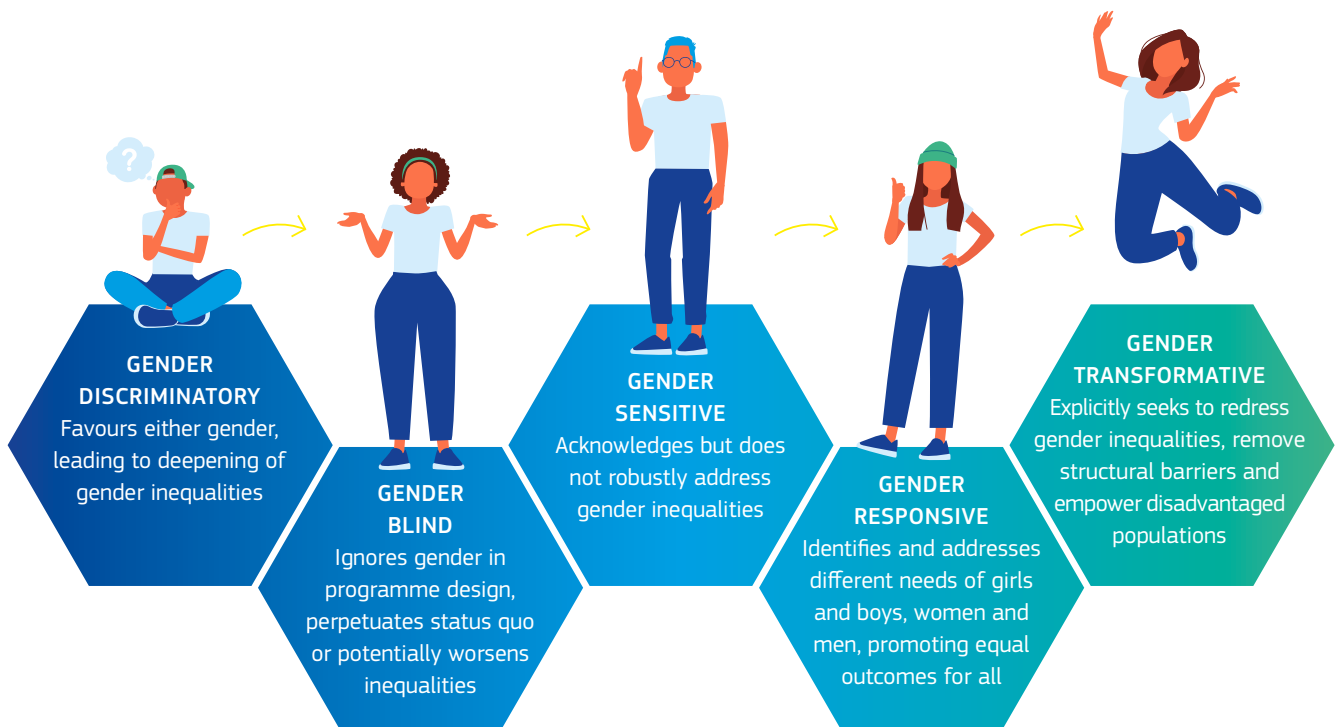


Figure 1: The gender integration continuum. Source: UNICEF (2022).  
Gender-transformative programming in UNICEF – Selected case studies.

Gender inequality is a social and an economic challenge. However, improving gender equality would contribute to an increase in GDP per capita of up to 9.6% in 2050 in the EU.<sup>1</sup> Although women are increasingly entering the labour market, they still have lower representation in the workforce, work fewer hours or have part-time roles, and tend to work in lower-paying service industry roles. This is amplified in JTF regions, where gender roles are more entrenched, and women are more often involved in service and care work.<sup>2</sup>

The EU Gender Equality Strategy aims to significantly advance gender equality in the EU by 2025.<sup>3</sup> Its main objectives are:

- Ending gender-based violence,
- Challenging gender stereotypes,
- Closing gender gaps in the labour market,
- Achieving equal participation across different sectors of the economy,
- Addressing the gender pay and pension gap,
- Closing the gender care gap,
- And achieving gender balance in decision-making and in politics.

## 4. Considering gender in just transition implementation






Incorporating gender mainstreaming in the just transition is important to address pre-existing gender inequalities and to ensure that policies for the just transition actively improve gender equality. Social impacts are often seen as a by-product of climate policy; however, “green” energy systems are not automatically fairer than previous systems. Gender mainstreaming must therefore be addressed more directly, as it will otherwise remain at the margin of conversations. The transformation of JTF regions offers the opportunity to create a society that is more just by eliminating gender inequalities rather than allowing them to continue in a new form.<sup>4</sup>

JTF regions have developed Territorial Just Transition Plans (TJTJs) to access funding from the [Just Transition Fund](#). The TJTJs describe the challenges in each territory and set out the development needs and objectives to be met by 2030. At the time of writing, roughly half of EU Member States recognise the different roles and responsibilities of men and women in their TJTJs. Reference is often made to women’s lower participation in the labour market, and twelve Member States also point to the need for quality childcare services in their TJTJs. The TJTJs of Greece, for example, include investments in infrastructure to enable childcare services and elderly care. The majority of TJTJs, however, lack actionable measures to address gender inequality in their transitions.

## 5. Gender and the just transition: Key action areas

The following section offers an outline of common gender equality challenges in JTF regions and describes strategies to move towards gender equality when implementing the just transition. Key action areas have been identified based on the existing literature. Table 1 provides an overview of the identified action areas and the related challenges and strategies.

**Table 1: Overview of identified action areas and related challenges and strategies for JTF regions.**

Key action area	 Identity	 Political processes	 Education	 Labour	 Finance
<b>Challenges</b>	Identity and the workplace	Women’s exclusion from decision-making	Gender stereotyping	Increased unemployment	Gender pay gap
	The double burden of work and care	Lack of inclusive scheduling	Shortage of women in STEM	Gender employment gap	Low levels of female entrepreneurship
<b>Strategies</b>	Redefine identity in a community	Build on grassroots movement	Dismantle gender stereotyping	Branch out from carbon-intensive sectors	Introduce green and gender-just budgeting and taxation
	Introduce participatory budgeting	Involve trade unions	Focus on gender-transformative upskilling and reskilling	Improve conditions in the care sector	Activate inclusive entrepreneurship
		Analyse the local context		Improve representation	



### 5.1 Identity

#### Challenges

- **Men’s identity is often linked to coal mines and carbon-intensive plants.** As Europe moves towards climate neutrality, coal mines and plants, as well as carbon-intensive plants, need to transition, and workers are sometimes laid off due to restructuring or the need for different skills. Men represent an estimated 85% of the mining workforce globally.<sup>5</sup> After being laid off, they may struggle not only with unemployment but also with their identity, which is often linked to their work and to being part of a community developed in their workplace. In addition, their identities are often tied to traditional notions of ensuring financial security in the home, exacerbating the effect of losing their mining community.<sup>6</sup>
- **Women experience the double burden of work and domestic responsibilities.** Care work in the home – which is unpaid and significantly undervalued – is predominantly borne by women, lowering their participation in the labour market. 94% of employed women in the EU are involved in unpaid care work several times per week, compared to only 70% of employed men.<sup>7</sup> Women’s identities in JTF regions are frequently tied to the domestic sphere.

They often take up extra responsibilities as wage earners due to layoffs of predominantly male workers, causing them to experience the double burden of work and domestic responsibilities. The double burden is exacerbated by the fact that men often do not take on more domestic work following a layoff.<sup>8</sup>

#### Strategies

- **Re-define identities with communities.** Communities in JTF regions are often characterised by the prevailing industry of their region. These communities display a high sense of attachment, particularly to the industrial and mining heritage that has defined and built their region for generations. As a result, many individuals and communities find it difficult to disassociate their identities from the industry in need of transition.<sup>9</sup> Emphasis must be placed on re-defining the identity of the region together with the affected community, in a manner that considers both men and women’s roles. Citizen-participation processes are a helpful tool for this.

**Example:**

→ **Loos-en-Gohelle** in **France** is an example of a successful transition from coal mining to community-owned renewable energy production. To address the community's deeply engrained affinity with the coal mining industry, co-creation and citizen participation in the implementation and financing of the renewable energy project was established. A group of committed citizens is continuously involved in the project and engages other members of the community. Allowing local leadership, administration, and citizens to take a leading role provides citizens with a feeling of ownership and responsibility. This leads to a sense of identity surrounding the transformation of the region, thereby shifting citizens' identities away from the affinity with the mining industry. In Loos-en-Gohelle, citizen engagement also extends to other fields, such as **environmental preservation**.

- **Use participatory budgeting to stimulate community activity.** Community involvement is reported to decrease as women become wage earners.<sup>10</sup> To keep communities involved, local governments should consider participatory budgeting, in which community members decide how to spend part of the municipal budget. To ensure that participatory budgeting meets men and women's needs and priorities equally, gender representation in the group of deciding community members is vital. Hence, participatory budgeting can ensure that all members of the community participate equally, while gender budgeting goes a step further to ensure the gender perspective is incorporated at every stage of the budgetary process (see Section 5.5 Finance).

**Examples:**

- In **Portugal**, **Lisbon** introduced participatory budgeting in 2008 to promote green projects. Allowing citizens to use budgets for projects that would benefit their community empowers and engages community members in activities to develop environmental consciousness.<sup>11</sup>
- In the **United Kingdom**, **North East Scotland** introduced the Just Transition Participatory Budgeting Fund to involve citizens in the transition to climate neutrality. This allows communities to have a say in the choice of just transition projects and ensures that they reflect the local needs.<sup>12</sup>



## 5.2 Political processes

### Challenges

- **Women's exclusion from policy and decision-making.** Gender inequality in political processes is particularly prevalent at the local level: data demonstrate that only 35% of elected members in municipal counties in the EU are women, and women are often excluded from decision-making.<sup>13</sup> Women's roles in JTF regions are often overlooked,

and the limited recognition for their work is reflected in the lack of inclusion of women in formal decision-making spheres. This limits the opportunity for women's perspectives and concerns to be considered in decisions and policies that could benefit them.<sup>14</sup> However, the just transition provides an opportunity to ensure that men and women are equally represented and benefit from decisions that are made.

- **Lack of inclusive scheduling.** The scheduling of public stakeholder meetings often does not consider diverging schedules. Men, for example, may be impacted by fluctuating work schedules in coal mines, steel plants, etc. Women, on the other hand, often have to consider work hours as well as domestic responsibilities.<sup>15</sup> These timings may be different between genders and for individuals, therefore meeting scheduling should be as inclusive as possible and organisers should consider offering digital participation tools for online and asynchronous engagement.

### Strategies

- **Build on women's participation in grassroots movements.** Historically, grassroots groups are dominated by women, and therefore provide a platform for women's voices to be heard.<sup>16</sup> Providing funding to grassroots organisations and community-based work amplifies the influence women have in political movements and decision-making processes. Engaging gender-conscious grassroots movements in JTF regions can provide an indication of the main concerns and interests of women and can inform local governments on how to make transition policies more gender-inclusive.

**Examples:**

- In **Cambodia**, **ActionAid** is recruiting women involved in grassroots movements to become advocates for disaster risk reduction, offering them modest grants and training. A similar principle can be employed in the EU, by making women advocates for the just transition in their local community while ensuring that their needs and concerns are also met.
- The **European Women's Lobby** is the largest European umbrella network of women's associations, representing more than 2000 organisations in the EU. The network aims to inform the public and influence policies in support of gender equality. Local governments should implement inclusive consultation with women's associations to ensure that women are involved in decision-making. Additionally, engaging with women-led cooperatives, such as **WenCoop** in **Greece**, would be beneficial to local authorities and community members as it would enable them to learn from female entrepreneurs in a traditionally male-dominated sector.

- **Involve trade unions** as a strong actor that can help to improve gender equality in labour markets and social policy. In particular, gender equality committees in trade unions can help move the needle. For example, greater collaboration between local governments and trade unions can improve access to information on pay transparency. In some countries – such as Germany, Denmark and Belgium – access to information from employers is linked to employee representatives such as workers’ councils or trade unions.<sup>17</sup>

#### Examples:

- In **Denmark**, the Danish Union of Metalworkers is a key actor in developing green technologies, while emphasising the need for reskilling in the country. The Danish Union of Metalworkers also collaborates with other **Danish unions** to offer education, conferences, and networking activities about equality – including gender equality and equality for ethnic minorities and disabled people.
- **IndustriALL** – a global trade union federation founded in Copenhagen – has made key steps towards gender equality, establishing a **gender equality task force** in 2022. The task force aims to integrate gender equality into just transition debates. By putting forward an IndustriALL action plan to advance gender equality, key actions are being planned to promote women’s rights and reduce inequalities. Local governments should seek out trade unions centring gender equality as a partner in the climate transformation.

- **Develop an analysis of the local context.** JTF regions are undergoing transitions that are widely divergent between the regions themselves. To be effective, policies and local initiatives should consider local contexts, such as the impact on relevant sectors and communities. This includes effective consultation and collaboration between different stakeholders on different levels. It is crucial to pursue gender inclusion in the consultation process to ensure that all stakeholders’ views are represented, and their needs are eventually met.<sup>18</sup>

#### Example:

- **Asturias in Spain** implemented a comprehensive sectoral assessment strategy, in which a multi-stakeholder committee evaluated the impact of a coal phase-out on the region. Setting up the multi-stakeholder committee allowed for the development of a strategy supported by all regional and local actors. The strategy promotes inclusivity to ensure equal opportunities.



## 5.3 Education

### Challenges

- **Gender stereotyping in education** limits women’s role in society and pushes men to participate more actively in the labour market than in caregiving. A study by the European Institute for Gender Equality (EIGE) found that girls and boys tend to choose study subjects in line with traditional gender roles.<sup>19</sup> While gender stereotyping starts from early childhood, expectations in school reinforce stereotypes. For example, six-year-old girls already undervalue their abilities in mathematics, and boys who want to become nurses, librarians or childcare workers will not always find acceptance.<sup>20</sup> The effects of gender stereotyping are apparent in tertiary education: EIGE found that only 33% of graduates in the Science, Technology, Engineering and Mathematics (STEM) fields in the EU are women, and their share in ICT studies is even declining. On the other hand, men constitute only 23% of EU graduates in the Education, Health and Welfare (EHW) fields.<sup>21</sup>
- As a result of gender stereotyping in education, there is a **shortage of women in STEM positions**. Only two out of five scientists and engineers in the EU are women, and the gender gap widens for senior positions.<sup>22</sup> The energy sector requires many STEM profiles – ranging from plant operators to technicians and engineers – and that will remain the case as the energy sector transforms. The gender disparity



in STEM fields is particularly apparent in JTF regions, where male employment dominates in the current fossil-fuel based energy and industry sectors. Many regions see the need for upskilling and reskilling measures to help the workforce transform. However, these programmes do not always account for gendered differences in participants' ability to take part, such as care responsibilities.

## Strategies

- **Dismantle gender stereotyping in education.** Gender stereotyping in education needs to be addressed in several ways – including by updating study programmes, capacity building for teachers, and adapting school policy and practices – to ensure that students feel free to choose a study field based on their interests and more women find their way into STEM jobs.

### Examples:

- Many countries have implemented policies and practices to help teachers promote gender equality. For example, **Mind the Gap** was a project run in **Belgium, Italy, Portugal and Spain** to prepare teachers to recognise and act on unconscious gender biases. The **European Commission** has also developed a **toolkit for primary school teachers** to address gender stereotypes in the classroom.
- In the French Community of **Belgium**, the **Girls Day, Boys Day** project encourages primary and secondary school students to choose a field of study or profession based on their interests, and not on prevailing gender stereotypes. Organised by the Directorate for Equal Opportunities, Girls Day, Boys Day invites students to share their views on traditionally male and female professions in a moderated discussion and organises meetings with professionals working in jobs that are not seen as typical for their gender. The project also includes guidance for teachers to challenge students' gender biases. The **Girls' Day** project in **Hungary** has a similar aim – it is a day for girls in primary and secondary school to visit companies, universities, and research institutes and learn about the possibilities of choosing a STEM profession.

**Key resource:** The **Gender Stereotypes in Education** report of the Organisation for Economic Co-operation and Development (OECD) gives an overview of gender stereotyping in education and provides examples of policies and practices in place.

- **Focus on gender-transformative upskilling and reskilling measures.** The transition away from carbon-intensive production will lead to a shift in desired skills in the workplace. That shift can be seen as an opening for workers to reconsider their work life based on their interests. By engaging students, workers, companies and labour unions, local governments can help their workforce adapt to a climate-neutral future and defy potential skill shortages in the region. In doing so, local governments should take

steps to ensure that everyone can participate in upskilling and reskilling efforts. Selecting a time and location that is advantageous to many participants is a first precaution organisers should take.

### Examples:

- The **TechConnect** initiative in Amsterdam, **the Netherlands** aims to upskill and reskill 50,000 persons from vulnerable groups in four years' time. In practice, thousands of women and persons from socially disadvantaged neighbourhoods will receive the necessary training to take up a position in the ICT sector, which is currently male dominated.
- In **Ireland**, **Back to Work Connect** acts as a hub to provide persons returning to the workforce with the necessary reskilling, upskilling, and employment options. The initiative pays particular attention to women returning to the workforce. For example, the Returner Friendly Employment Badge is a certification programme that helps employers highlight that they are open to age and gender diversity in their workforce.



## 5.4 Labour

### Challenges

- Moving away from the carbon-intensive industry can lead to increased **unemployment** in just transition regions. The International Energy Agency (IEA) predicts that 5 million jobs in fossil fuel production will be lost by 2030 globally. While the organisation estimates that 30 million jobs in clean energy production and industry – such as the automotive and construction industry – can be created in that same timeframe, new jobs will not necessarily be in the same location or industry.<sup>23</sup> Given that the mining industry is often the predominant employer in coal+ regions, there are not that many alternative employment options and job losses can have an especially severe impact on local economies. As mining and power plant jobs are largely held by men, they are the first to lose their jobs as the region undergoes a transition.
- The **gender employment gap** remains significant in the EU. In 2021, 78.5% of men were employed, compared to 67.7% of women.<sup>24</sup> Women are increasingly participating in the labour market but remain largely responsible for domestic and caregiving work. As a result, when also counting the amount of time spent on private and care responsibilities, women work more hours than men.<sup>25</sup> A 2021 German Institute for Economic Research study states that coal+ regions often have scarce employment options outside of the coal industry, leading many women to mainly perform unpaid domestic labour. When taking on work outside the house as the region transforms, women often end up in low-paid and unstable jobs in the service sector and experience the double burden of care (see **5.1 Identity**).<sup>26</sup>

## Strategies

- **Branch out from energy and carbon-intensive sectors.** Not every coal region of today can become the centre for renewable energy of the future: while building renewable energy plants requires many workers, operating and maintaining them is not as labour intensive. Every sector of the economy will however need to transform to limit global warming to 1.5°C – a closer look at the strong points of a region can provide inspiration for transforming to being a frontrunner in regenerative agriculture, innovative transportation, or sustainable waste processing. Incorporating gender-transformative measures from the start of planning ensures that a diverse talent pool can contribute to the economy.

### Example:

→ The city of Leipzig in **Germany** is quite advanced in its phaseout of lignite mining. As the fastest growing city in Germany, Leipzig is actively working to transform into an attractive place to live with a diversified economy. Next to transitioning its energy activities, the city is becoming an arts and tourism hub. Leipzig encourages citizen engagement in urban planning to attract and retain innovative companies and talent. The city's Advisory Board for Gender Equality also identifies involvement in urban planning as a priority area in its [Gender Equality Action Plan](#), which is updated every two years and states that “women and men should develop Leipzig jointly so that it becomes an internationally recognised business and academic location with cosmopolitan views.”

- **Improve conditions in the care sector.** Women make up 76% of formal care workers, and care jobs are characterised by poor wages and precarious work conditions.<sup>27</sup> Improving conditions in the care sector has two distinct advantages: good care services and social protection policies – such as maternity and paternity leave, childcare and elder care – will give more women the chance to participate in the formal economy, promoting employment. On the other hand, the care sector can also be a source of employment for regions in transition. As the decarbonisation aims of the European Green Deal cover the whole of society, the definition of green jobs should be expanded to include the low-carbon and society-building jobs that already exist. Care jobs are green jobs – they have a limited impact on the environment and require little extraction of natural resources, especially if they are carried out in private spheres. As the risk of climate disasters and pandemics increases with every degree of warming, the need for care will also increase. If no additional quality care jobs are created, inequalities will continue to widen.



### Example:

→ Barcelona, **Spain** is a pioneer in placing the care sector at the heart of its climate transformation. 375,000 residents (almost a quarter of the city's population) will be older than 65 before 2030. Today, there are about 6,000 places available in public care homes for older people, underlining the need for quality care jobs. [Vila Veïna](#), for example, is a municipal initiative that aims to improve care at home and address the social aspects of growing older in a city. Each Vila Veïna serves a community of 10,000 to 30,000 inhabitants and includes an urban transformation plan to adapt the surrounding area to become a calming public space, building on feminist care principles.

**Key resource:** The [Climate-Resilient Care for Older People in the Context of the Global Green New Deal and Just Transition](#) report of C40 Cities provides guidance on how to address ageing, care, and the climate crisis in cities.

- **Improve representation in the workplace.** Greater diversity in the workplace increases profits and stimulates the innovative abilities of an organisation. A recent study from the European Investment Fund found that firms with women in leadership positions score higher on environmental, social, and governance indicators and have better track records of implementing climate-friendly practices.<sup>28</sup> Next to a focus on gender-just education and labour policy, local governments should empower women to take on leadership positions.

**Key resource:** [Developing Skills for Women Leadership in Climate Action](#) is a free online course by C40 Cities that aims to empower and inspire women and girls to develop leadership skills and support climate action rooted in inclusion and equity.



## 5.5 Finance

### Challenges

- Data demonstrate that women's hourly earnings are on average 13% lower than those of men in the EU – a number that has only changed minimally over the last decade. In 2020, Latvia had the highest **gender pay gap** (22.3%) and Luxembourg the lowest (0.7%) (see Figure 2).<sup>29</sup> The mining sector has one of the highest pay gaps of any industry. In general, women in the coal industry are poorly paid and typically engaged as low-level staff, informal, or daily-wage labour.<sup>30</sup> If no plan is put in place to remedy the gender pay gap, the benefits of the green transformation will not be shared equitably.





Figure 2: Gender pay gap in the EU - 2020 data. Source: European Commission (2020).

- While **female entrepreneurship** has grown steadily in recent decades, women still only account for 29% of the 40.6 million entrepreneurs in the EU.<sup>31</sup> Women are less likely to report that they can access the financing they need to start and develop a business, which can be linked to gender stereotyping in credit scoring and investment decisions.<sup>32</sup> A study from the European Central Bank also found that in countries that have a persistent gender bias, female-owned firms are more frequently discouraged from applying for credit and more likely to rely on informal finance.<sup>33</sup>

## Strategies

- Move towards green and gender-just budgeting and taxation.** Today, many gender inequalities have become rooted in the baseline of policy and the allocation of resources. While laws treat men and women as equals, in reality women still do not always have the same access to and control over resources and assets as men. As a result, laws and policy impact men and women differently. To ensure that laws and policy respond to their different needs, people should be placed at the centre of policy design.<sup>34</sup> The tax system also perpetuates gender disparities in unpaid care work, employment rates, pension, income, and poverty.<sup>35</sup> Governments can use gender budgeting to ensure that their budget promotes gender equality goals, such as closing the gender pay gap and the gender employment gap. Gender budgeting can also increase stakeholder participation by way of consultations.

### Example:

→ Austria enshrined gender budgeting in the Constitution in 2009. The federation, states, and municipalities all commit to gender equality in their budgeting. While implementation depends on the political commitment of the various governments and administrations, Austria scores higher than the EU average on the gender mainstreaming indicator of the Beijing Platform for Action. A point of improvement for Austria is that the governmental Gender Equality Body is only consulted on the gender impact of new or existing policies in some instances, and relevant adjustments to policies are not always made.

**Key resource:** EIGE's Gender Budgeting: Step-by-step Toolkit assists managing authorities in the EU to apply gender budgeting tools.

**Key resource:** EIGE also has a Gender-responsive Public Procurement: Step-by-step Toolkit which helps public sector bodies promote gender equality through the purchase of works, supplies or services.

- Activating entrepreneurship** can be a strategy for regions to move away from overdependency on one or two large industries. Providing access to finance, innovative technologies and training on green entrepreneurship can help displaced workers redefine their identity and increase productivity in the region. It is vital to target an increase in women-led businesses when fostering entrepreneurship.

### Examples:

- In **Spain**, the **Just Transition Institute** has launched business and investment support specifically for female entrepreneurs in its JTF regions to ensure that everyone can benefit equally in the green transformation of regions.
- **AgriFood Lithuania** is a digital innovation cluster aiming to encourage the digital transformation of the agriculture and food sectors in **Lithuania**. Through their work with researchers, businesses and public stakeholders, they stimulate SMEs and entrepreneurs as the drivers of the just transition. AgriFood Lithuania participates in **GRASS Ceiling** (Gender equality in Rural and Agricultural Innovation Systems), an EU project aiming to empower women to develop and lead innovations in agriculture, rural economies, and rural communities. The project will train 72 female farmers in different regions of Europe in social and ecological innovations, which can range from smart farming to ecotourism and community garden initiatives. GRASS Ceiling will establish living labs in the selected regions, aiming to train between six and eight women each. The living labs are hands-on, women-led, interactive innovation initiatives with the goal to increase knowledge and present tools to assist female innovators.

## 6. Conclusion – Key messages

- Social and gender inclusion needs to be at the centre of the climate-neutral society of the future. Local governments in JTF regions have the opportunity to eliminate gender inequalities in planning for their transformation.
- Community activity is vital to reimagine the identity of individuals and regions performing a climate transformation. Participatory budgeting can be a helpful tool for this.
- Gender parity and strong stakeholder engagement in political processes will ensure that everyone's needs are met as the region transforms.
- Gender stereotyping in education limits women's role in society and discounts men as caregivers. Actively training educators to dismantle gender stereotypes will help reshape the future labour force in JTF regions.
- There are more green jobs than you think: the decarbonisation aims of the European Green Deal cover the whole of society and offer an opportunity to elevate traditionally female care work.
- Gender needs to be considered when formulating a municipal budget or entrepreneurship measure. Supporting women-led enterprises, which are often innovative and climate-friendly, will contribute to a diverse economy.

This document was prepared by researchers at Guidehouse having conducted desk research, interviews and surveys. Any information and views contained in the present document do not reflect the official opinion of the European Commission. Reuse is authorised provided the source is acknowledged.

This document is part of a series presenting information and lessons learned on policy approaches at national, regional or local level supporting a just transition to a climate-neutral economy. The Just Transition Platform (JTP) assists EU Member States and regions to unlock the support in this transition. Visit the [JTP website](#).

### Endnotes

- 1 European Institute for Gender Equality (2017). [Economic benefits of gender equality in the European Union](#).
- 2 German Institute for Economic Research (2021). [Strengthening gender justice in a just transition: A research agenda based on a systematic map of gender in coal transitions](#).
- 3 European Commission (2020). [Gender Equality Strategy 2020-2025](#).
- 4 Green Finance Platform (2023). [Financing pathways for gender-just energy transitions](#). Webinar.
- 5 International Institute for Sustainable Development (2023). [Women and the mine of the future: Global report](#).
- 6 German Institute for Economic Research (2021). [Strengthening gender justice in a just transition: A research agenda based on a systematic map of gender in coal transitions](#).
- 7 European Institute for Gender Equality (2021). [Gender inequalities in care and consequences for the labour market](#).
- 8 German Institute for Economic Research (2021). [Strengthening gender justice in a just transition: A research agenda based on a systematic map of gender in coal transitions](#).
- 9 European Commission (2022). [Coal and carbon-intensive regions in transition\(s\) in Europe and beyond](#). Webinar.
- 10 German Institute for Economic Research (2021). [Strengthening gender justice in a just transition: A research agenda based on a systematic map of gender in coal transitions](#).
- 11 Centre for Public Impact (2021). [Green participatory budgeting: Lisbon, Portugal](#).
- 12 NESCAN Hub. [Just Transition Participatory Budgeting Fund](#).
- 13 European Institute for Gender Equality (2020). [Gender statistics database](#).
- 14 World Bank (2022). [Just transition for all: A feminist approach for the coal sector](#).
- 15 Ibid.
- 16 Energy Research and Social Science. (2022). [Power in transitions: Gendered power asymmetries in the United Kingdom and the United States coal transitions](#).
- 17 International Labour Organisation (2022). [Pay transparency legislation: Implications for employers' and workers' organisations](#).
- 18 World Bank (2022). [Just transition for all: A feminist approach for the coal sector](#).
- 19 European Institute for Gender Equality (2018). [Study in the EU: Set apart by gender](#).
- 20 OECD (2022). [Gender stereotypes in education: Policies and practices to address gender stereotyping across OECD education systems](#).
- 21 European Institute for Gender Equality (2018). [Gender Statistics Database](#).
- 22 European Commission (2022). [Towards a manifesto for gender-inclusive STEM education and careers](#).
- 23 International Energy Agency (2021). [The importance of focusing on jobs and fairness in clean energy transitions](#).
- 24 European Commission (2021). [Women's situation in the labour market](#).
- 25 Ibid.
- 26 German Institute for Economic Research (2021). [Strengthening gender justice in a just transition: A research agenda based on a systematic map of gender in coal transitions](#).
- 27 European Institute for Gender Equality (2021). [Gender inequalities in care and consequences for the labour market](#).
- 28 European Investment Fund (2023). [Female access to finance: A survey of literature](#).
- 29 European Commission (2020). [The gender pay gap situation in the EU](#).
- 30 World Bank (2022). [Just transition for all: A feminist approach for the coal sector](#).
- 31 European Parliament (2015). [Women's entrepreneurship: Closing the gender gap in access to financial and other services and in social entrepreneurship](#).
- 32 OECD (2016). [Do women have equal access to finance for their business?](#)
- 33 European Central Bank (2015). [Working Paper Series – Gender bias and credit access](#).
- 34 European Institute for Gender Equality (2016). [Gender impact assessment – Gender mainstreaming toolkit](#).
- 35 Heinrich Böll Stiftung (2021). [European Green Deal: Integrate gender and intersectional approach into green budgeting and taxation](#).

ISBN: 978-92-68-06711-6

DOI: 10.2776/569882

Catalogue number: KN-07-23-316-EN-N

Authors: Clara Casert (Guidehouse) and Josephine Simon (Guidehouse)

Reviewers: Emma Krause (Guidehouse), Moritz Schäfer (Guidehouse), Barbina Gluza-Czyczerska (European Commission), European Institute for Gender Equality

Thank you to local expert Dr. Zsuzsa Piskóti-Kovács (Hungarian Coal Commission Secretariat) for her review and input.