

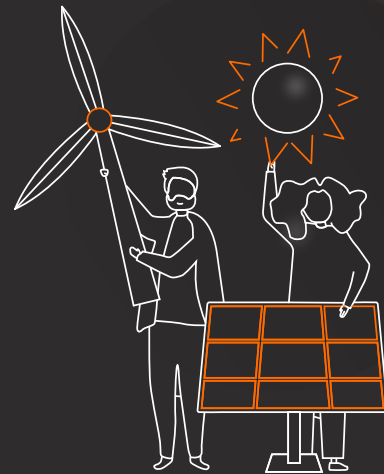
Factsheet

Introduction to Gender & Energy

DIALOGUES partner GenderCC - Women for Climate Justice undertook a comprehensive review of literature focusing on **gender and energy** within the framework of the DIALOGUES project.

This review explores gender aspects of energy which are relevant to the project such as energy poverty, gender roles & technology, gendered energy consumption, gender-responsive energy policy, etc.

Access the complete literature review [here](#).



Exploring Gender in the Citizen Action Labs (CALs)

Citizen Action Labs are built on the concept of living labs and real-world laboratories, as creative environments where participants co-create the research space with scientists and other stakeholders to test innovations in a real-world setting.

[Meet DIALOGUES 9 Citizen Action Labs](#)

Recruitment process in the Citizen Action Labs (CALs)

Before introducing the gender challenges of the CALs, it is deemed of high importance to clarify the recruitment process that was followed by the partners of the DIALOGUES project.



Utilizing Existing Networks

Many countries recruited the participants of their CALs through the help of pre-existing contacts and/or contacts of implementation partners.

Our partners suggested that this tactic was proven quite a helpful strategy when trying to recruit “hard-to-reach groups”.

Countries that used this approach

- Turkey
- Norway
- Switzerland
- Germany
- Italy

Compensating CAL Participants with Monetary Incentives

An analysis was conducted to track underrepresented groups and monetary incentives were used to reimburse participants for their time spent at the CAL.

Building Trust in Community Relationships

Another tactic utilised by Greece was the establishment of long-term and trusting relationships with the communities involved.

Despite the efforts of creating a fruitful environment for exchange, certain barriers were still encountered **during/after** the recruitment process:

- **Language barrier**

In the CALs, many stakeholders were involved that come from different backgrounds. To ensure that there is no language barriers, it was understood that academic and/or technical language should be avoided.

- **Recruitment Challenges for LGBTIQ+ Women* Participants**

Certain groups (e.g., LGBTIQ+ women*) were not successfully recruited due to a possible interference of a heteronormative bias.

- **Meaningful participation of all participants**

One has to be mindful of establishing the equal involvement of all participants to ensure that all voices will be heard. In other words, participants with, for example, neurodivergent participants should be given the space to express and voice their needs. This was proven to be a challenge in the CALs deemed important to overcome.



Explore our recommendations below on how to address or minimise these barriers

Gender Challenges in the CALs

It is important to specify that gender was not the main component on which the recruitment process was based on. However, certain gender aspects were taken into consideration while conducting the CALs.

Most of the DIALOGUES partners found it less relevant to have a transversal discussion solely on gender because the focus was shifted on other aspects of identity

For example:

Geneva CAL

In Geneva, the focus was on high income groups, with a high female representation nonetheless

Berlin CAL

One of the focus groups in Berlin specifically addressed women*/mothers*

However, underlying gender dynamics were pointed out as a problem which the DIALOGUES partners had to deal with.

It was often the case that some practices are normalised to the point that are not reflected further upon.

The challenge of that problem is that people only become aware that there are **gender disparities** - or in other words **gender blindness** - and many related misconceptions - after it has been highlighted to them.

For example, at the household level:

Bulgaria CAL

The division of labour within the household is not reflected, due to the strong presence of gender roles that must be filled in.

More specifically, at the CAL in Bulgaria they in fact tried to collect data on gender vulnerabilities, but this was deemed quite challenging since the participants had not reflected on power asymmetries before.



What is intersectionality?

Background in Theory

• Origins of the Term “Intersectionality”

The term “intersectionality” was coined in 1989 by the American scholar Kimberlé Williams Crenshaw.

If we were to define the term then, from an intersectionality standpoint:

- human beings experience multidimensional and complex lives, therefore, they cannot be assigned to a single category.



• The term “Intersectionality” in these days

In 2014, Hankivsky defined intersectionality as “ (...) an understanding of human beings as shaped by the interaction of different social locations (e.g. ‘race’/ethnicity, indigeneity, gender, class, sexuality, geography, age, disability/ability, migration status, religion). These interactions occur within a context of connected systems and structures of power (e.g., laws, policies, state governments and other political and economic unions, religious institutions, media)

Embracing Intersectionality in the Energy Transition

Adopting an intersectional lens allows to:

- Conduct a more complex analysis of gender and to move beyond the treatment of gender as binary which seems to be a reoccurring issue when looking at the literature review we conducted.
- No longer viewing men* and women* as a homogeneous and universal groups/category.¹
- Promote critical thinking which goes beyond “one-size fit all approaches”.
- Welcome everyone in safe spaces which are considerate of not being exclusive nor restricted without the interference of biases.

¹Hankivsky, O. (2014). Intersectionality 101. The Institute for Intersectionality Research & Policy, SFU, 1- 34.

Intersectionality is a great approach both in theory and in practise

Intersectionality in Action

The conductors of workshops, focus groups, trainings, etc should question their tools and resources in order to make sure they are inclusive.

There are many types of disabilities which vary from blindness, deafness, mental health conditions, intellectual disability and physical disability.

Therefore, it is important to not assume that people who fall under the category “people with disabilities” also share the same needs.

Furthermore, they should have in mind the meaning behind the word intersectionality; Women* (and men*) are not to be treated as a homogenous group.

For example, different categories of women* should be acknowledged.

Some examples would be:

- cis women
- trans women
- LGBTIQ+ women
- women with disabilities
- migrant women
- refugee women
- poor women
- indigenous women
- parents and pregnant people

These different identities are likely to **intersect**, however, it is also important to **understand that people who may belong in the same “category” are unique individuals themselves and their needs might differ.**



Recommendations

Workshop Setup

- Organisers ought to be respectful of the way that the workshop venue is accessible e.g., ramps, disability-friendly bins, gender neutral restrooms, accessible parking spaces, frequent breaks, etc.
- It is of high importance to consider extra recourses to address the needs of the participants which can be for example; whisper translation, sign language interpreters, etc².

During the workshop

- Organisers ought to be respectful of the way that the workshop venue is accessible e.g., ramps, disability-friendly bins, gender neutral restrooms, accessible parking spaces, frequent breaks, etc.

Addressing gender inclusiveness in workshops

During the recruitment process

- One must be mindful of the accurate representation of WLINTA* people in the CALs. It is important to:
 - Avoid making WLINTA* people feel invisible or subordinate.
 - Challenge gender stereotypes by addressing people beyond their traditional gender roles (in occupations, participation, household roles)
 - Use gender sensitive language (e.g., spokesperson instead of spokesman)

During the event

- Opener Topics to Engage Participants

Opener topics should be adjusted accordingly in order to spark the interest of the participants

- **For example:** when dealing with childcare/care work, the sustainability topic could be a more appropriate opener instead of the energy topic.

²Georgiadi, E. (2023). Gender and Climate Change Discourses in Uganda. Insights from women representatives of CSOs, Radboud University, Netherlands



- **Accessible Language**

Language should not be technical nor academic (depending on the target group) so as to make conversations more accessible.

- **For example:** instead of generally talking about energy practices one could share an example to start the conversation such as, washing/drying clothes in a washing machine/dryer, vacuum cleaning, etc.)

- **Prioritising Meaningful Participation**

The meaningful participation of all participants is ought to be hold to a high standard. Therefore, the introduction of alternative methods/formats to collect inputs can be highly beneficial.

- **For example:** an “Idea Box” can become available for people who feel more comfortable expressing themselves and thoughts on the matter in writing.

- **Observing gender blindness tendencies**

Collecting data on gender blindness can be challenging since people may not have previously reflected on the matter.

One solution could be to have observers in trainings/workshops similar to the CALs who can observe gender blindness tendencies and report back.

- > **However, it is essential that the agency of the participants remains intact.**

Hence, it is always advisable to make the effort and collect data directly from the participants despite the difficulty.



Glossary

Gender

Refers to roles, behaviours, attributes and opportunities that society considers appropriate for 'women' and 'men'. Genders are socially constructed, learned through socialization processes and vary across culture/societies and change over time.

Sex

It is assigned at birth on the basis of a binary medical norm in conceptions of women and men.

LGBTIQ+

Acronym for Lesbian, Gay, Bisexual, Trans, Intersex, Queer, Asexual. The '+' sign is used to describe all the other gender and sexual identities which are not explicitly included in the LGBTIQ term.

Gender Binary

A traditionally Western concept classifying gender into two distinct, supposedly "opposite" forms, labeled men/boys and women/girls.

Wlinta*

German term beyond the gender binary which stands for "Women, Lesbians, Inter*, Non-Binary*, Trans*, Agender*"; distinction to endo cis-men.

Citizen Action Lab (CAL)

Citizen Action Labs build on the concept of living labs and real-world laboratories, as creative environments where participants co-create the research space with scientists and other stakeholders to test innovations in a real-world setting.

Disclaimer

It is important to mention that existing research on gender and energy perpetuate a binary view of gender in terms of men/women and does not yet regard the views of non-binary, trans and gender non-conforming people. We, therefore, urge more scholars to reconsider their approach to gender in this field of research as an attempt to move beyond the binarity of data and the lack of inclusion of the perspectives of more diverse identities and genders.



About GenderCC-Women for Climate Justice e.V.

GenderCC-Women for Climate Justice is a global network of organisations, experts and activists working on the intersection of gender and climate justice.

GenderCC has evolved in the context of the international climate negotiations (UNFCCC) and it aims to achieve its goals by raising awareness and building capacity to improve climate policies, empowering women*, enhancing cooperation on gender and climate issues at all levels and advocating for gender and climate justice. The organisation was formally founded in 2007, and it consists of more than 160 members which makes it one of the largest networks in the field, globally. As an international network, GenderCC has a unique governance structure as it is made up of several bodies; an international steering committee, the GenderCC board and the international secretariat which is based in Berlin, Germany.



References

- Georgiadi, E. (2023). Gender and Climate Change Discourses in Uganda. Insights from women representatives of CSOs, Radboud University, Netherlands
- Hankivsky, O. (2014). Intersectionality 101. The Institute for Intersectionality Research & Policy, SFU, 1- 34.

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