

# Gender at the Heart of the EU Energy Transition

## Key learnings from the French case

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This policy brief identifies the energy transition's potential to strengthen gender equality. Living up to this potential requires intentional policy. Using examples from France, the brief showcases that, while gender has entered the energy transition policy discourse here and there, more needs to be done to avoid repeating inequalities of the past. Gender mainstreaming and equal participation of all genders across demand, supply and decision-making spaces within the transition is critical and EU policymakers can lead the way.

## Summary for policymakers

- Our **relationships to energy** – as consumers, producers, and governance actors – are gendered. Energy needs are gender-specific, and representation in both the energy sector and its governance institutions varies strongly for different genders. The **fossil fuel-based energy system** is an important part of this, due to **its built-in gender inequalities**.
- Energy transition policies present an **unparalleled opportunity to fight social inequalities**, including gender. They are key levers to deliver more fairness and equity, and thereby improvements to quality of life.
- However, **poor policy design** can undermine this potential, by repeating or creating gender gaps and exacerbating existing problems caused by structural inequalities, such as energy and transport poverty. This missed opportunity was strongly visible in the implementation of the French Energy Sufficiency Plan. This plan successfully delivered reductions **in energy demand and significant energy savings**, thus making an important contribution to the green transition, while not sufficiently taking gender aspects into account. A **gendered approach to policymaking** is missing.
- Experts note that this gap is unsurprising, as gender mainstreaming within policymaking on energy in France is hindered by the following issues:
  - In spite of the legal basis for gender mainstreaming at a ministerial level in France, awareness and/or acknowledgement of the need for its application in all policies is low among policymakers. The male perspective is often seen as the norm.
  - Energy is considered a “gender-neutral” issue, with work on the gender-energy nexus at the EU level failing to feed into the French approach.

- Learning from the French case, we argue that to take advantage of the opportunity to fight gender inequality with the energy transition, a **strong and shared narrative** on the transformative potential of decarbonisation is needed, and so are concrete, intentional approaches to **tackle gender inequalities**.
- Tackling these inequalities needs to happen within each of the roles that define our relationships to energy (consumption, production and governance) and can be structured around five key political priorities:
  - Centring local circumstances in a systemic energy transition-gender-approach;
  - Gender mainstreaming in budgets and broader policy frameworks;
  - Gender-equal and gender-conscious governance;
  - Gender-specific data and research about energy;
  - Gender equality in sectors related to the energy transition.
- **A range of existing and new EU-level measures** in these areas could provide the leadership that is needed - bringing about an energy transition that is fair and just for all genders.

## Introduction

Decarbonising the energy system is at the heart of EU policymaking. It is essential to tackling the climate emergency and relieving the pressures on planetary boundaries as well as creating a more energy secure future. Researchers, decision-makers, and civil society actors alike have pointed to the enormous potential of the green transition for the EU. In addition to its environmental benefits, decarbonisation can also transform society by delivering good jobs and healthy living conditions and by distributing wealth and political power more equitably, thus tackling social inequalities including the gender gap<sup>1</sup>. For this opportunity to be grasped, new ways of thinking will be needed, as well as additional social and economic safeguards and policies to steer the transition.

This policy brief aims to spark political debates on the underexposed relationship between gender and energy. It is the output of discussions within the Green European Foundation's Knowledge Community on Energy and Gender Equality, made up of researchers, experts, activists, and elected representatives working to reduce gender inequalities while making our societies more sustainable. The brief uses examples from the French context, collected from literature and interviews with experts conducted by the authors, to ultimately provide inspiration for changes to EU and national-level policymaking to better deliver a just, fair transition that consciously works to eliminate gender inequalities.

The paper begins by exposing the gendered nature of our relationships to energy and specifically at the link between our current, fossil-based energy systems and gender inequalities. It examines gender-based disparities within the three key roles that define our relationships with energy: as consumer, producer, and governance actor. Using the case of the French National Energy Sufficiency Plan (Plan de sobriété énergétique, PSE), the next section examines the use of sufficiency as a demand reduction tool with high impacts on both CO<sub>2</sub> emissions and consumption<sup>2</sup>. It highlights the importance of and obstacles to developing and implementing gender-aware energy transition policies. It then sets out a range of measures needed to tackle gender inequalities in energy use, production, and governance, illustrated by examples of good practice from French municipalities and civil society actors. The last chapter builds on these lessons to propose gender-sensitive policy developments at the EU level and includes a series of political priorities for EU policymakers.

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<sup>1</sup> For the purpose of this paper, gender is understood as a system of socially defined roles, privileges, attributes and relationships between, men women and non-binary persons, which are learned and not biologically determined. Both women and nonbinary people experience significant gender-based inequalities.

<sup>2</sup> Greenhouse gas (GHG) emissions can be reduced in three ways: by developing clean energy sources, by increasing energy efficiency, and by reducing demand for energy services (UCL, 2021).

In examining the links between current energy models and gender inequalities, we also acknowledge the interconnections with other disadvantaged groups and the need to adopt an intersectional approach when tackling gender related challenges.

## Gender inequalities and energy: an overview

### Gender and fossil fuel energy systems

Energy plays a key role in our everyday lives via its use for heating, cooling, lighting, household appliances, communications, transport, economic activities and technology. The relationships people maintain with energy – as consumers, producers, suppliers, and decision-makers – are far from gender-neutral. Instead, energy consumption, the energy sector, and its governing bodies are all deeply connected with the issue of gender (inequality) in our societies.

When we explore the historical relationship between fossil-fuel-based energy systems and gender, many such inequalities are evident. The work of ecofeminist pioneers Françoise d'Eaubonne and Carolyn Merchant, and more recently of political scientist Cara New Daggett and political theorist Timothy Mitchell, identifies a strong correlation between the use of fossil fuels, capitalism, patriarchal social systems, and the persistent economic and social inequalities between genders. The dominance of fossil fuels across virtually all areas of life, including heating and mobility, did not come out of nowhere and is not a natural process, despite it often being perceived that way.

This phenomenon of the invisibility but wide infiltration of fossil fuels in our daily lives has been summarised under the term “petroculture”. The emergence of a European petroculture has deep historical roots, which can be uncovered by looking at what makes fossil fuel energy systems possible, namely the infrastructure through which oil and gas flow. Groß et al. (2023), for example, have outlined how the Marshall Plan enabled these systems by building fossil fuel infrastructure and subsidies, organising dependable oil supplies and driving consumer change through price decreases. In a more abstract sense, the post war reconstruction of Europe was driven by a credo of reconstruction through economic growth fuelled by fossil fuels – creating deep path dependencies for European petroculture.

Building on this, Daggett has coined the term petromasculinities, which speaks to the identity-building function of petroculture. Fossil fuel production and consumption have historical links to a specific ideal of masculinity and its power relations, of patriarchal men, who produce and consume fossil fuels without guilt. At its core an imagined past, this identity inspires romantic political sentimentalism and drives regressive politics, posing a risk to the just transition.

The gender inequalities linked to fossil fuels are still very much evident for women and LGBTQIA+ persons today in access to education, employment, pay and political representation within the energy sector (EIGE, 2023). The intersection of economic, social and gender inequalities furthermore increases vulnerability to the impacts of the climate crisis – creating a vicious circle. According to UN Women (2023), up to 158.3 million more women, girls and gender minorities around the world will be pushed into poverty by 2050 in a worst-case climate scenario. At the same time, these groups are the least responsible for the climate emergency<sup>3</sup>.

### Seizing the opportunity through the energy transition

The energy transition in Europe offers an opportunity to tackle and eliminate these energy-related gender inequalities. Building new relationships in terms of consumption, production, supply, and governance can eliminate the inequalities so evident in our old – fossil fuel-based – energy system. In short: the energy

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<sup>3</sup> As an example, Swedish research shows that men’s average spending on goods causes significantly more emissions than that of women for the same amount of spending (Carlsson Kanyama et al., 2021).

transition can be conceptualised as a tool to amplify gender equality. Doing so recognises and reaffirms the deeply political nature of energy systems (change).

Awareness of the risks and opportunities at the heart of the gender–energy nexus has been raised thanks to environmental and feminist NGOs<sup>4</sup> and research requested and produced by the European Parliament's Committee on Women's Rights and Gender Equality (FEMM) and the European Commission's Joint Research Centre. These organisations have laid out why an intentional, intersectional approach to the energy transition and policies enacted to achieve it is critical to eradicate existing inequalities as well as prevent new inequalities from forming (Bell et al., 2020). However, these insights have so far not been adequately reflected in policymaking, as demonstrated in recent policy developments in France.

## Learnings from France

### Gender in the French energy transition – the National Energy Sufficiency Plan and beyond

#### Background

The 2022 energy crisis, triggered by Russia's full-scale invasion of Ukraine and the use of energy as a political weapon, exposed the risk of disruptions in energy supplies and saw sharp rises in prices, forcing governments across the EU to speed up their energy-saving and other transition measures. Given its structural surplus of electricity, France appeared well-placed to ride out the crisis. However, as a result of the unavailability of part of its nuclear power fleet, low water levels in hydroelectric dams, and a consistent delay in the development of renewable energies (France is the only EU Member State not to have achieved the 2020 renewable energy production targets), the country faced possible power cuts.

The energy crisis in France, just like in other European countries, sparked an acceleration of the already ongoing transition. In general, these measures helped Europe to move away from reliance on Russian gas and reduce greenhouse gas emissions. According to Eurostat, European consumption of gas dropped by 18 per cent between August 2022 and December 2023<sup>5</sup>. In France, electricity and gas consumption between the summer of 2022 and 2023 fell by more than 12 per cent compared to before the pandemic, with gas consumption dropping by 17 per cent and electricity consumption decreasing by 8 per cent.

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<sup>4</sup> For example, Oxfam, Women Engage for a Common Future, REScoop.eu, and WWF.

<sup>5</sup> Nevertheless, consumers still faced skyrocketing prices for gas and electricity; many domestic consumers experienced difficulties in paying their energy bills, and some energy-intensive businesses including bakeries and glass manufacturers were forced to close. In response to these difficulties, in late 2022 and early 2023, governments often committed to costly non-means-tested support policies such as price caps on electricity, gas, and petrol, failing to recognise and address underlying energy poverty issues and ultimately subsidising fossil fuel consumption.

## The National Energy Sufficiency Plan (PSE): An unqualified success?

The French case is particularly interesting, as this crisis context, unlike many other European countries, cleared the way for a “sufficiency” approach<sup>6</sup>.

Sufficiency policies are described by the Intergovernmental Panel on Climate Change (IPCC) as a “set of measures and daily practices that avoid demand for energy, materials, land, and water while delivering human well-being for all within planetary boundaries”. Sufficiency is a way of reimagining our relationship with energy, space, time, wealth, and well being – delivering greater equality in a context of limited resources.

In the spring of 2022, several businesses and companies in the energy sector called on the French government to put in place an energy-sufficiency plan to secure France’s energy supply. A few months later, President Macron declared the “end of abundance” and announced the implementation of a National Energy Sufficiency Plan (Plan de sobriété énergétique, PSE), calling on all public institutions, local authorities, businesses, and citizens to cut energy use by changing their behaviour.

This plan, which aimed to reduce the country’s total energy consumption by 10 per cent within two years, included a multitude of effective measures to incentivise reducing consumption. Despite work done by négaWatt and other French NGOs, research centres, and agencies including Virage Énergie and the Agency for Ecological Transition (ADEME) to enable a systemic energy sufficiency approach, the plan fell short of delivering this.

This shortcoming is reflected in the Plan’s apparent lack of awareness of the social implications of its recommendations, including at the level of gender - illustrated by the following examples:

1. The PSE recommended state employees work from home to reduce transport-related fuel use, without centring risks of exacerbating energy poverty and other social and gendered side-effects.
2. To deliver on the energy reduction targets, most French municipalities decided to suspend the provision of public lighting at night.
3. The plan recommended that heating not be used for temperatures above 19°C (18°C for state employees) and that the traditional winter heating period, applied in apartment buildings, be shortened. Such policies have an unequal impact on building users, especially women and older people.
4. Various French public facilities and institutions such as swimming pools, libraries, and universities closed their doors to the public for varying periods to reduce energy use. These local authorities appear to have failed to consider the vulnerable groups affected by these closures: people experiencing energy poverty (the majority of them either women over 65 or single women with children) relying on these heated facilities (including showers), people in need of a safe, heated location to engage in physical activity, and people for whom such facilities are crucial for their social contact.

## The gender-blind spot in French energy (transition) policy making

That gender was a blind spot within the PSE is regrettable but unsurprising, as it is rooted in cultural, political and governance factors. Culturally, the male perspective is seen as a universal norm in France, as in most countries in the world. And while the 2014 Act on Real Equality between Women and Men, serves as a legal

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<sup>6</sup> The fact that France was able to take a “sufficiency approach” has a historical context. The NGO négaWatt, established in 2001, was the first to introduce the concept of energy sufficiency in French public debate. Just over a decade after the concept was introduced in France, energy sufficiency was enshrined in the first article of the country’s 2015 energy transition bill.

basis for gender mainstreaming<sup>7</sup> across French ministries, local authorities, and public services, according to EIGE its implementation “increasingly relies on goodwill and inter-ministerial cooperation”. Many decision-makers appear to be unaware or to not acknowledge that gender mainstreaming is needed.

The fact that the field of energy policy is widely seen as gender-neutral in France (and elsewhere) leads to a lack of gender-specific data and research about its impact on gender. Without this evidence, it is not possible to properly illustrate the reality of gender inequalities, further disguising the gender dimension for energy policy (making). For example, while France has adopted energy poverty indicators, gender remains absent from its national roadmap to combat the issue. And this lack of attention is also apparent in energy policymaking: the national low carbon strategy, for example, fails to mention gender mainstreaming.

A further hindrance is the reclassification of energy at a governmental level. Historically part of the portfolio of the Ecology Ministry, since January 2024, energy has been under the aegis of the Economy and Industry Ministry. Energy policies are more and more focused on the revival of the nuclear industry, the development of hydrogen, electric batteries, and the renewables sector. This has given further rise to fears that the social and gender dimensions of the energy transition are unlikely to become a priority for the French state anytime soon. And to make things worse, two billion euros of budget cuts in the areas of building renovation, local transition, mitigation and adaptation policies, and international development aid were announced in February 2025.

The lack of gender awareness and mainstreaming in French energy policy – and, more broadly, of an ambitious view on the potential of the energy transition to act as a lever for reducing social and gender inequalities – is a clear obstacle to the future development of transformative energy transition policies in France.

## Tackling gender inequalities with the energy transition: best practices within the French context

Despite the above-mentioned policy gaps, our interviews and desk research also showed that there are plenty of good policy practices to be found in France. At the national level, as well as in cities, municipalities, and within associations, federations, and NGOs, examples are showing how to centre gender equality within the energy transition.

### The importance of the local level for inclusive transitions

A successful example of gender-informed transition policy can be found in the small town of Quesnoy-sur-Deûle in northern France. Public lightning policy has been made the centre of a major public awareness campaign, in which local authorities, in close collaboration with the local police and fire brigade, seek to address and answer any concerns the population may have – with good results. The municipality switches off public lighting only after the last bus has passed and ensures that it is switched on again for the first bus. Visibility kits are available for pedestrians and cyclists, and special urban walks are organised with women and non-binary people to identify unlit areas that could be problematic.

Another effective way to advance gender equality while achieving environmental benefits at the local level is through inclusive and sustainable mobility planning. The development of well-connected cycle paths linking suburban and rural areas to urban centres can provide safer and more accessible commuting options, particularly for women, who often face mobility barriers due to safety concerns and limited transport availability. Investing in open and accessible public infrastructure - such as well-lit pedestrian walkways, secure bike parking, and gender-sensitive urban planning - ensures that women, caregivers, and marginalized groups can move freely and safely. Strengthening public transport systems is also crucial; increasing service frequency, improving affordability, and implementing concrete safety measures - such as

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<sup>7</sup> Defined by the Council of Europe (2022, p.12) as “the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policy-making.”

designated safe spaces, better lighting, and the presence of trained staff - can significantly enhance both social inclusion and public confidence in transit systems, reducing dependence on private vehicles and lowering emissions. Additionally, expanding the availability of electric vehicle charging points in rural and underserved areas ensures that sustainable mobility options are not limited to urban centres, benefiting women who may have fewer transportation choices.

### Centring gender in energy transition policy and spending

A vital weapon in the fight against energy poverty is building renovation, but many of those affected by energy poverty do not have the financial resources to have their homes renovated by professionals. In Faches-Thumesnil, near Lille, a group of social workers, designers, engineers, and local decision-makers are working together through the CASBAH project to help single women with children (in particular) implement low-tech solutions to cool their homes during heatwaves without having to resort to ventilation or air conditioning, which they cannot afford.

Another approach is to help individuals at risk of energy poverty develop the skills they need to take control of their living space and energy consumption. For example, the NGO Les Bâisseurs helps single women with children experiencing energy poverty to insulate their homes while training them in building renovation. Some of them undergo further training, which qualifies them to work in the building sector. To carry out their work, these NGOs require sufficient funding. The Enercoop cooperative, a renewable electricity supplier, has launched an energy donation scheme in partnership with the Énergie Solidaire endowment fund. This enables households experiencing energy poverty to benefit from the solidarity of renewable energy producers throughout France. In practical terms, the producer gives a portion of the energy it has produced to Enercoop free of charge; the cooperative then donates the monetary equivalent to associations working to combat energy poverty, whose priority target groups are often elderly women and single-parent families.

Examples of gender mainstreaming can be found in public spending too, as in the cities of Lyon, Strasbourg and Rennes. By analysing the impact of public spending on reducing or exacerbating gender inequalities, these cities have learned to rebalance investments in favour of gender equality. By introducing gender-sensitive budgets, it has been ensured that public funding is spent on projects and infrastructure that are equally accessible to everyone.

### Enabling gender equality in governance

As part of the gender mainstreaming process, the consultation of gendered user groups of all social classes and diverse backgrounds during policy development is crucial. Measures may need to be taken to fully enable this. For example, the Fédération Française des Usagers de la Bicyclette (French Federation of Bicycle Users, FUB) has published a range of recommendations to municipalities and citizen's groups to enable women to play a greater role in the development of cycling policies. These include meetings during lunchtime or in the evenings, childcare solutions, and bike rides focusing on learning how infrastructure is perceived from a non-male perspective.

### Data for evidence-based policymaking

It is essential to collect and publish data to identify the gender inequalities that may exist in relation to energy consumption, supply and within the energy sector's governance. Sound research into the gendered impacts of energy policies is of critical value in both the public and private sectors.

There are best practices in that regard: the French 2018 Law on the Freedom to Choose One's Professional Future introduced mandatory annual public reporting on gender diversity in companies with more than 50 workers. A 'women-men equality index' records the wage gap, but also the gaps in wage increases and professional advancement, the wage growth after maternity leave and the number of women receiving the top salary scale.



## A seat at the table in the energy sector

Giving women and nonbinary people a greater role in the companies, cooperatives, and institutions that are helping to deliver the energy transition both reduces gender inequalities in society<sup>8</sup> and boosts the development of innovative and inclusive energy solutions and policies.

The French government is currently planning to introduce mandatory gender representation requirements to encourage equal representation in decision making bodies and management positions in the private and public spheres, which would clearly also impact gender equality within energy decision-making and governance.

Moreover, in both France and the EU, certain renewable energy actors are doing excellent work to increase gender equality within the sector. Following the transposition of the EU Renewable Energy Directive into French law at the end of 2023, the state began supporting the development of renewable energy communities. This opportunity has been used to centre genuine participation by French renewable energy actors, who acknowledged the need to ensure that people of all genders are involved and represented in the development of this new energy system. For example, *Énergie Partagée* – a movement that federates, supports and finances citizen projects for the production of 100 per cent renewable energy – contributes to projects aiming to increase women’s involvement in citizen renewable energy projects run by REScoop.eu, the Federation of European renewable energy cooperatives. Besides being a signatory of the Charter of Commitment on Equality between Women and Men in Cooperatives, REScoop.eu has created a Gender Power working group to encourage the exchange of good practices to enable more women to become involved in cooperatives, in particular at the board level.

## Gender and Energy in the EU

Like in France, there is much room for improvement in bridging gender equality and energy policy in the EU. Energy is, for example, not mentioned in the current EU Gender Equality Strategy 2020-2025; and the Green Deal alludes to European people and vulnerable European citizens or households, but does not specifically emphasise gender or sex. It has therefore been criticised for being largely gender-blind (EEB, 2022). And while gender mainstreaming is cited as a successful methodology for the advancement of gender equality in the EU, it is only applied to a few initiatives<sup>9</sup> within the Fit for 55-package. Moreover, there is virtually no assessment of the impacts of many local, national, and European energy transition policies on gender inequalities, undermining a fully systemic approach to the intersection between gender and the just energy transition.

Gender equality appears to remain a priority for the 2024-2029 European mandate. A new post-2025 gender equality strategy is being prepared to strengthen women’s rights across the board, from the fight against gender based violence to empowering women in politics and the labour market. The new Commissioner for Equality will also be tasked with proposing an updated strategy for LGBTIQ+ equality. And while early signs from von der Leyen 2.0 suggest a less ambitious approach to some green policies, the energy transition will remain a priority through legislation such as the Clean Industrial Deal, the Affordable Energy Action Plan and the Citizen’s Energy Package.

While both gender and energy transition are thus set to feature in the EU’s work over the coming years, the

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<sup>8</sup> Many experts believe that the reproduction of economic and social inequalities between genders is partly due to unequal representation and participation in corporate and public sector decision making bodies. See European Institute for Gender Equality (2023). Gender Equality Index 2023: Towards a Green Transition in Transport and Energy. Luxembourg: Publications Office of the European Union.

<sup>9</sup> Proposals for the Energy Efficiency Directive (recast); for the Energy Trading Scheme II; for the amended Regulation on strengthening CO2 emission performance standards for new passenger cars and new light commercial vehicles; and for the Social Climate Fund.



nexus between the two is overlooked: in the political guidelines for the next European Commission 2024-2029, presented by Ursula von der Leyen in July 2024, gender equality and the announced energy transition policy plans are not connected.

## Lessons for the EU

To achieve an energy transition that honours the Union's commitment to gender equality, the EU will need to take measures to strengthen the gender and equality dimensions of all transition policies and their implementation. The gender-energy nexus therefore has to enter political discourse and complement techno-scientific understandings of energy policy, which have historically sidelined gender issues. The following lessons drawn from the French case identify key connections between gender equality and the energy transition that can be applied at EU level.

- **Local circumstances matter:** People's homes and living environments are crucial when it comes to understanding intersectional risks and inequality factors (e.g. when it comes to energy poverty). Local expertise, insights and policy impacts are needed to understand these factors, and thus critical in adopting a gender-sensitive approach to the energy transition – also at EU level. At the beginning of a new legislative cycle, citizen and local participation processes are crucial levers for the success of new energy-related policy initiatives such as the Citizens Energy Package.
- **Standard-setting of gender-sensitive budgets and systemic policy** can guide public and private action, including spending, in the energy transition towards greater gender equality. Policy on buildings and renovation in particular possesses enormous leverage potential to close gender equality gaps through the energy transition. Policymakers need to understand and use this potential by applying a systemic lens.
- **Gender equality in energy governance (structures) is critical** and requires an intentional approach. Time poverty, care work, and socio emotional barriers have to be recognised and addressed, and specific tools and processes are required to tackle existing biases and imbalances. The EU must lead by example through mainstreaming gender throughout its governance tools, including the National Energy and Climate Plans.
- **Gender-related data** has to be collected systematically and intentionally to take gender perspectives into account in energy transition policymaking. This data should inform policy, structurally and with accountability, to mitigate gender inequality and actively increase gender equality.
- **Gender equality in representation** within the energy (transition) sector and its decision-making bodies is a key point of attention. It both reduces gender inequalities in society and boosts the development of innovative and inclusive energy solutions and policies.

## Conclusion

The energy transition presents an unprecedented opportunity to advance gender equality, but this potential can only be realised through intentional and inclusive policymaking, as demonstrated by the lessons from France. Reflecting on the French experience, two critical insights emerge. First, achieving a just and fair energy transition across the EU and its Member States requires the genuine integration of gender mainstreaming into all aspects of policy. Adopting a feminist and inclusive approach not only aligns with the recognition of basic human needs and the rational management of natural resources but also ensures more democratically representative and equitable decision-making. Second, this transition demands a robust, unifying narrative – and corresponding practices – that position decarbonisation as a tool to address all forms of inequality, including those based on gender, rather than perpetuating or exacerbating them. The new political mandate represents a transformative opportunity to place gender mainstreaming at the core of European policymaking and funding initiatives. By doing so, the European Union can lead its Member States by example, driving a fair, inclusive, and sustainable energy transition over the next five years. To fully realize this vision, policymakers must prioritize actionable measures such as collecting and utilizing gender-specific data, improving representation in sectors critical to the energy transition, and fostering governance frameworks that are both gender-conscious and equitable. Deliberate, evidence-based approaches are essential to avoiding missed opportunities and ensuring that the energy transition becomes a catalyst for social justice. By embracing this challenge, the EU has the chance to demonstrate global leadership in creating a decarbonised future that is not only environmentally sustainable but also fundamentally fair and inclusive for all genders. And at the same time, by centring gender in the energy transition it can carve out political space for an accelerated, systemic and well-designed transition.



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# About GEF's Policy Hub

The Green European Foundation (GEF) is a European-level political foundation whose mission is to contribute to a lively European sphere of debate and to foster greater citizen involvement in European politics. GEF strives to mainstream discussions on European policies and politics both within and beyond the Green political family. The foundation acts as a laboratory for new ideas and offers cross-border political education and a platform for cooperation and exchange at the European level.

GEF's Policy hub is centred on a Knowledge Communities methodology, fostering networks for knowledge production, exchange, and dissemination. It tackles key European issues, particularly related to the intersecting domains of energy, climate, social, and economic affairs. Ultimately, our Policy Hub aims to deliver ideas and proposals that can inform and incentivise policies for an equitable and systemic green transition.

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