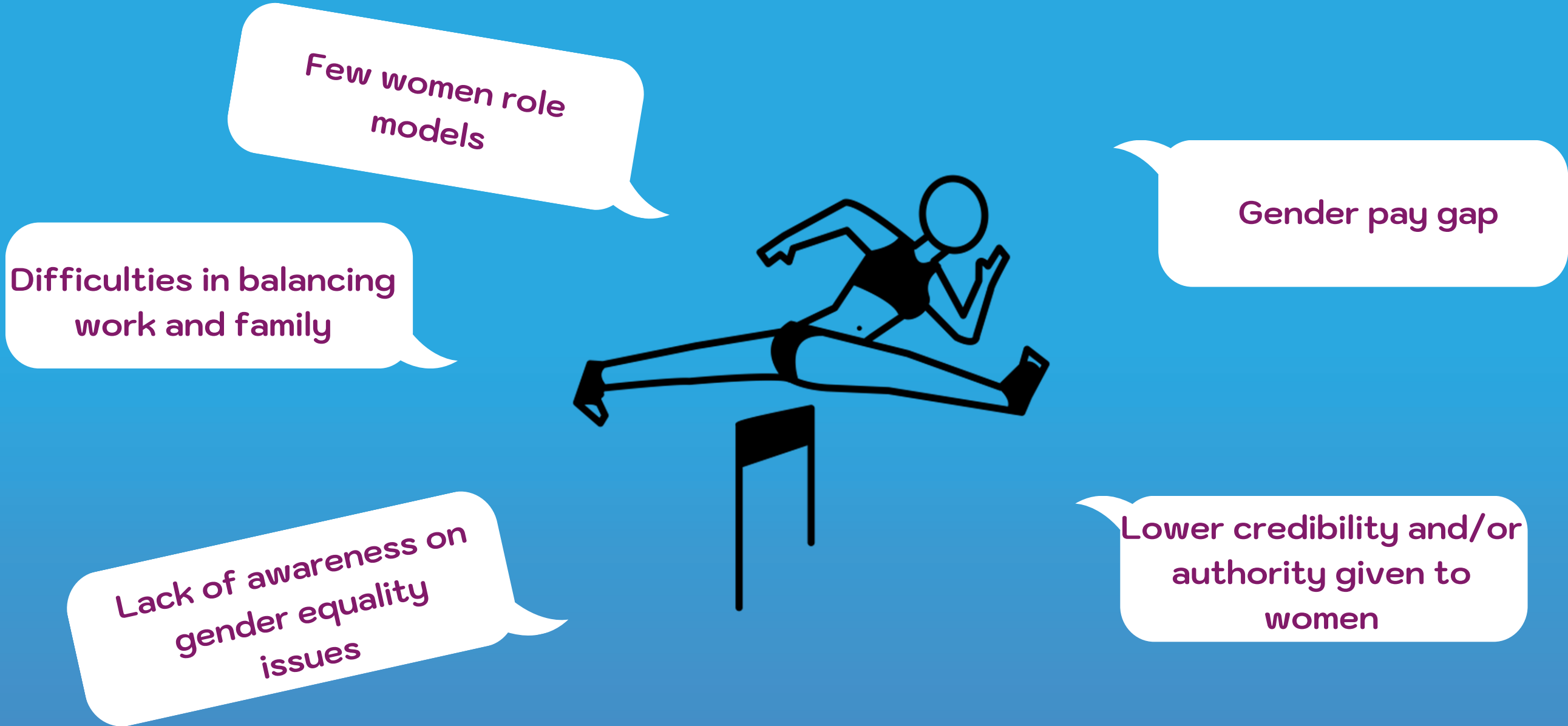


Overcoming gender barriers in the RHC sector

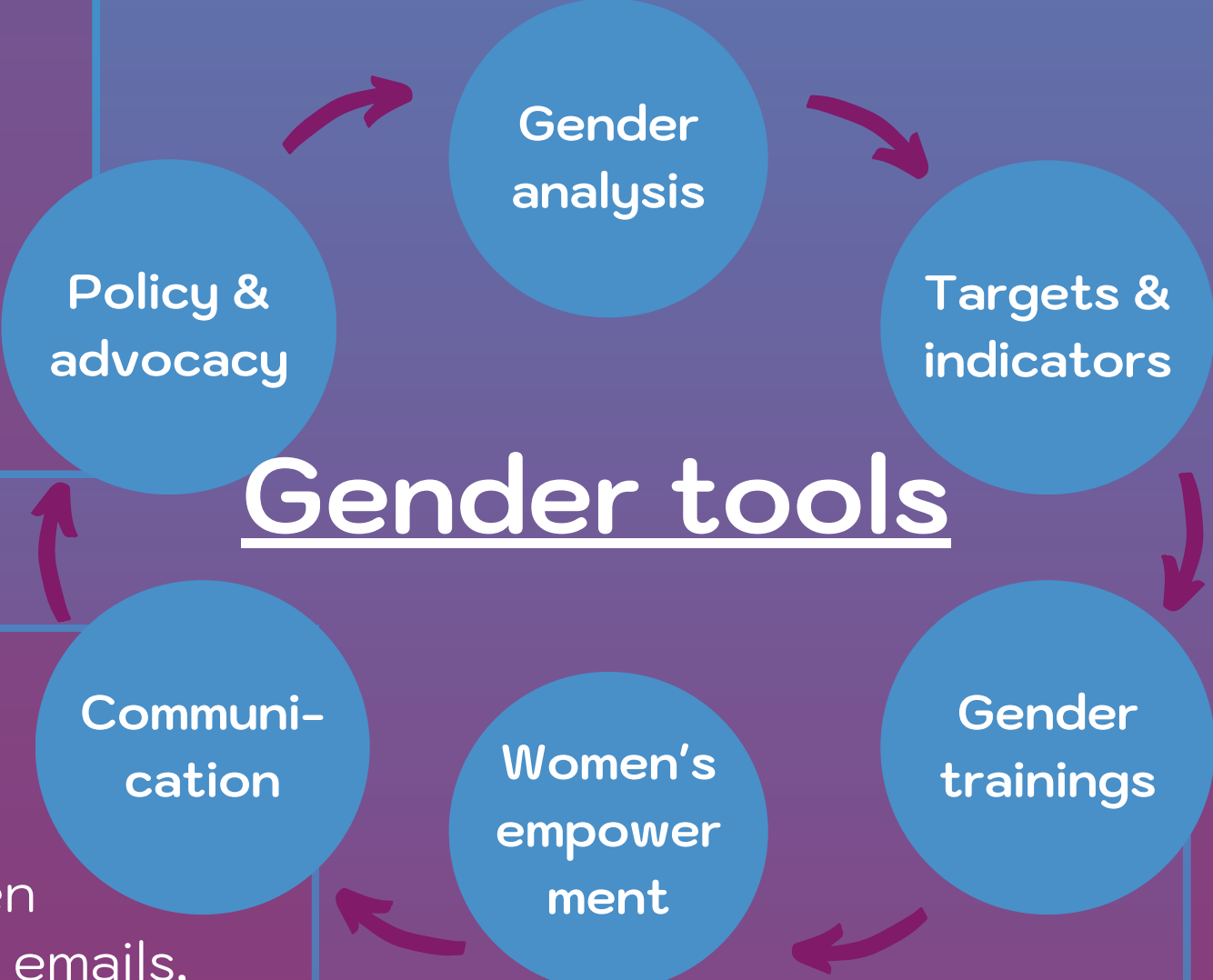
Produced by WECF



- Active policy recommendation for gender-just energy policy
- Provision of data and research results
- Participation in political decision-making positions
- Participation in conferences
- Networking with feminist associations
- SDGs, NDCs, NECs

- Sex-disaggregated data
- Gender-disaggregated data
- Analysis of material/plans
- Stakeholder analysis
- Gender audits
- Gender action plans
- External factors: consumer needs, external perception

- Qualitative and quantitative indicators, e.g., quotas, time poverty, satisfaction of employees of all genders
- Gender-specific goals in mission statements, policies and projects
- Gender budgeting
- Gender monitoring
- Gender procurement



Gender tools

- Gender-inclusive language and design
- Visibility and representation of women
- Internal communication: emails, chats, conversations (no sexist jokes, no discrimination)
- External communication: Website, social media, newsletters, products, promotional material, communication with partners and clients, results
- Gender-just communication in recruitment processes
- Visibility of role models

- Active recruiting of women and diverse genders
- Mentoring, coaching, networks
- Technical, entrepreneurship, leadership trainings
- Rhetoric and argumentation trainings

- Gender expertise, arguments, data
- Anti-discrimination training, prevention of sexualised violence
- Awareness person, mediation, safe spaces

