

# SUMMARY OF RECOMMENDATIONS



Around the world, both women's rights and climate policies are losing ground to the forces of deregulation. But women and girls are often on the front-lines of climate impacts, especially among marginalised groups or those facing poverty and conflict. Climate policies that do not take this into account are flawed. To address this, the European Women's Lobby carried out a two-year project called **Women in Climate**, collecting research and evidence from a diverse range of stakeholders in six EU Member States and putting together a collection of policy recommendations from the ground. This document seeks to elevate and translate these recommendations into actionable proposals centred around greater institutional integration at the EU level.

To effectively combat climate change without undermining women's rights, the European Women's Lobby has developed a set of recommendations focusing on: institutional integration of gender equality; women's representation and meaningful participation in environmental policymaking; financing, employment, and the green economy; education and training; as well as evaluation and monitoring mechanisms.

## Institutional integration

**Intersectional gender impact assessments must become a mandatory ex-ante and ex-post requirement across the EU's climate legal framework**, including the European Climate Law, the Green Deal, and National Energy and Climate Plans (NECPs). The European Commission should also embed gender indicators into programme regulations, requiring Member States to submit an "equality chapter" in all implementation plans. Compliance should be monitored so that findings inform policymaking rather than becoming a procedural formality.

To ensure the accuracy of gender impact assessments and NECPs, robust sex-disaggregated data and methodology is essential. **The European Environment Agency and Eurostat must define and publish harmonised sex-disaggregated indicators for the green transition**, including employment, accessible funding, time spent on unpaid care, and energy poverty. The European Institute for Gender Equality should lead on a common gender impact assessment template, monitor Member States' progress, and create and coordinate an EU Observatory on Gender and Climate. The European Commission should establish a permanent inter-service body to ensure policy coherence and integrate social and health considerations. The EU should also develop and disseminate gender-sensitive participation toolkits to support organisations and NGOs in consultation processes.

In addition, **the protection of women and girls affected by climate-induced displacement must be integrated into EU and national migration and climate change policies**. People displaced by climate change must be recognised as a priority group under the EU Pact on Migration and Asylum, with gender-responsive protection and support aligned to international human rights standards. Emergency planning must include standard clauses on sex-based violence, and climate adaptation and disaster preparedness policies should explicitly address the specific vulnerabilities of elderly women and women with disabilities.

## Representation and participation

Women remain under-represented in decision-making across the EU. Governance in climate policies is no exception. **The EU must promote 50/50 gender parity across all levels of decision-making and in all sectors of society**, and institutionalise gender-parity governance in EU and national climate mechanisms. The EU should set targets for women's representation in male-dominated sectors connected to climate.

To enable this, **EU programmes should work more closely with grassroots women's organisations**, and go beyond traditional consultation (e.g., citizens assemblies). The EU must invest in inclusive public communication on climate policy, and the European Commission should also develop a European Civil Society Gender and Climate Action plan.

## Financing, employment and the Green Economy

**Gender budgeting must be made mandatory across all EU climate financing mechanisms**, with a dedicated budget line for gender equality and feminist climate action in the Multiannual Financial Framework. EU spending should also adopt a gender marker system modelled on the OECD Development Assistance Committee's, with annual reporting to the European Parliament and Council. All public procurement and EU green funding programmes should include clauses on equal pay for equal work, and reskilling and new green skills should prioritise women. Research on the impacts of climate change on women's health should be funded to inform evidence-based policy measures.

**Dedicated funding lines, across instruments such as the Just Transition Fund, Social Climate Fund, Cohesion Funds, CERV, LIFE, and Horizon Europe, should support women-led initiatives, with particular attention to rural areas.** Multiannual operating grants and a dedicated fund to provide rapid support and protection for women human rights defenders should be created. EU programmes should fund mentorship, leadership, and capacity-building schemes for women in green sectors, and funding programmes should resource research on the impacts of climate solutions on different groups, including marginalised women.

In addition, **funding instruments supporting the green and just transitions must allocate resources to the care economy**, recognising care as essential, low-carbon work crucial for social resilience and sustainability. The EU should develop gender- and care-sensitive tax reforms, and explicitly link climate adaptation to social protection within the European Pillar of Social Rights and the European Social Fund+. Funding information should be accessible and application processes feasible for all, including marginalised women and women from diverse backgrounds. A public EU database on gender-responsive climate finance should be created, listing supported projects and specifying their gender impact ratings.

## Education and training

**The EU should launch EU-wide literacy and awareness campaigns on gender and climate justice**, and support Member States in producing accessible educational materials on climate policy and gender mainstreaming, taking into account the mental health impacts of climate change, including climate anxiety among young women. The European Education Area and Erasmus+ should promote education for sustainability and equality across curricula, including financial incentives for intergenerational participation. The EU should also establish and enforce misinformation guidelines for large tech companies, recognising that emerging technologies can help or harm public information on these issues.

## Monitoring and evaluation

**Based on viable sex-disaggregated data collection processes, the European Commission should publish an EU Women and Climate Annual Report reviewed by the European Parliament**, and introduce inter-institutional dialogue and annual public hearings on women and climate.