European Committee
of the Regions

ENVE

Equal opportunities and responsibilities in the implementation of the European Green Deal

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Abbreviations

CEMR	Council of European Municipalities and Regions
CLLD	Community-led local development
CoR	European Committee of the Regions
CPMR	Conference of Peripheral Maritime Regions
DG MOVE	Directorate-General for Mobility and Transport
EASPD	European Association of Service providers for Persons with Disabilities
EC	European Commission
EDF	European Disability Forum
EEB	European Environmental Bureau
EGD	European Green Deal
EIGE	European Institute for Gender Equality
ENVE	Commission for the Environment, Climate Change and Energy
EPRS	European Parliamentary Research Service
EU	European Union
FARNET	Fisheries Areas Network
FLAG	Fisheries Local Action Group
GCF	Green Climate Fund
GIA	Gender Impact Assessment
GPS	Global Positioning System
ICT	Information and Communications Technology
ICTC	Information and Communications Technology Council
IPCC	Intergovernmental Panel on Climate Change
KSP2050	Klimaschutzplan 2050 (Climate protection plan 2050)
LEADER	Links between actions for the development of the rural economy (European Initiative)
LGBTIQ	Lesbian, Gay, Bisexual, Trans, Non-Binary, Intersex and Queer
LRAs	Local and Regional Authorities
MS	Member State
NGO	Non-governmental organisation

NKI	Nationale Klimaschutzinitiative (National climate protection initiative)
OECD	Organisation for Economic Co-operation and Development
SALAR	Swedish Association of Local Authorities and Regions
SDGs	Sustainable Development Goals
SME	Small and medium-sized enterprises
SSATP	Sub-Saharan African Transport Policy Programme
TEN-T	Trans-European Network-Transport
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDP	United Nations Development Programme
URBACT	European exchange and learning programme promoting sustainable urban development
WHO	World Health Organisation

Summary

The European Green Deal (EGD) provides an over-arching strategy to transform the EU economy and society towards a climate neutral position by 2050, backed by a Roadmap to convert strategic intentions into actions and positive outcomes. At the same time the EU has a raft of policies that cover gender equality (the EU Gender Equality Strategy 2020-2025) as well as equal opportunities for a range of societal groups (including Roma, migrant communities, and disabled people). The study shows that the nexus between these two key policy strands – tackling the effects of climate change and equal opportunities – remains weak; the EGD for example has no explicit reference to gender or equal opportunities. The Committee of the Regions (CoR) seeks to address this, notably through its own initiative opinion on 'Gender equality and climate change: towards mainstreaming the gender perspective in the EGD'.

Multilevel governance is critical to the effective implementation of the EGD and local and regional authorities (LRAs) have a significant role to play, with the backing of CoR. It is estimated that LRAs implement 70% of climate mitigation measures and 90% of climate adaptation policies. Some LRAs are very active in bringing together the twin policy strands of climate change and equal opportunities, with the study highlighting several examples at the regional and local level, from cities to rural communities, from ambitious strategies (including Emilia-Romagna (IT) and Amsterdam (NL)), to small scale projects (including fishing communities in remote parts of Finland). However, there are more examples where climate change policies do not have an explicit gender or wider equal opportunities dimension.

To effect positive change, there are existing tools – although more so in respect of gender – that can be applied by LRAs. Some regions are implementing gender impact assessment, a methodology that assesses the effects of legal instruments, policies, programmes or concrete actions, on men and women. This allows policies – including those covered by the EGD – to be reviewed and adjusted where necessary to better reflect the gender perspective. This methodology can also be applied to policies relating to a range of societal groups. Other tools include baselining and monitoring policies, dissemination and communication to help raise awareness, as well as pilot projects to provide a demonstration of practical measures and help to form the basis for the mainstreaming of gender and wider equal opportunities perspectives. Governance models can also be changed to better reflect the interests of societal groups and to give those groups a voice in the design and implementation of policies from safer bus routes for women to housing

refurbishment schemes that target and support low income households with improved energy efficiency measures. The report provides examples of policies that can be replicated across LRAs in different contexts.

The study concludes with two groups of recommendations. The first addresses the need to integrate different societal perspectives in strategies and actions of the EGD by strengthening, exploiting and communicating the importance of the nexus of EGD and equal opportunities policies. The second concerns the development and application of methods and tools for supporting EGD strategies at Member State, regional and local level in integrating policies and actions with a gender and equal opportunities dimension.

1 Introduction

This study was carried out with the aim of supporting CoR's mobilisation campaign for the implementation of the Green Deal at regional and local level, as well as feeding into CoR opinions (such as the ENVE commission's own initiative opinion on 'Gender equality and climate change: towards mainstreaming the gender perspective in the European Green Deal') and informing the activities of the 'Green Deal Going Local' Working Group. The CoR is already active in the context of the European Green Deal (EGD) as well as in connection with gender and equal opportunities policies. Moreover, it considers important that these two strands of EU policy strategies should be brought together and it is taking steps to contribute in this direction[1].

The focus of this study is on the contribution that different societal perspectives could make in the implementation of the EGD, especially from the local and regional point of view. The study considers perspectives such as the age and gender of citizens, belonging to a minority or being a person with disabilities, and how these can be integrated into the EGD and its implementation. The Request for Services for this study was signed on 1 September 2021. The study commenced following an online kick-off meeting on 8 September 2021 and is concluded with the present Final Report on 5 November 2021. An Interim Report was delivered on 30 September 2021.

The study relied on desk research to explore global trends and European perspectives, and on an analysis of relevant best practices, with a view to drawing up recommendations and policy proposals on how different societal perspectives can contribute to enriching the debate and improving the effectiveness of the implementation of the EGD. A number of local and regional authorities (LRAs) and European level associations of LRAs and networks were contacted in connection with these case studies and the study team is grateful for their contribution and support[2].

The report is structured in four main sections. **Section 2** offers an overview of the EGD and equal opportunities strategies and their links, while **Section 3** examines methods and tools for empowering different societal groups. The nexus of climate strategies and equal opportunities policies is explored in **Section 4** through 12 case studies at regional and local level. The key points of different parts of the study are brought together in the conclusions and recommendations of **Section 5**.

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[1] See Working Paper 'Gender equality and Climate change: towards mainstreaming the gender perspective in the European Green Deal', 7 June 2021
[2] Including CPMR, Eurocities, URBACT and FARNET

2 Equal opportunities strategy and the Green Deal: main links

2.1 The European Green Deal

The European Green Deal (EGD) is the new growth strategy of the EU for transforming the European economy and society towards a climate neutral continent by 2050. The first milestone is an at least 55% reduction of the greenhouse gas emissions by 2030, compared to 1990 levels. Presented on 11 December 2019, the EGD provides a roadmap with actions in order to move to a clean, circular economy, stop climate change, revert biodiversity losses, cut pollution and use resources more efficiently – see Figure 1, below. The transformation will create jobs and growth, reduce emissions, address energy poverty and improve energy security and improve the health and wellbeing of all people.

Figure 1. The various elements of the Green Deal
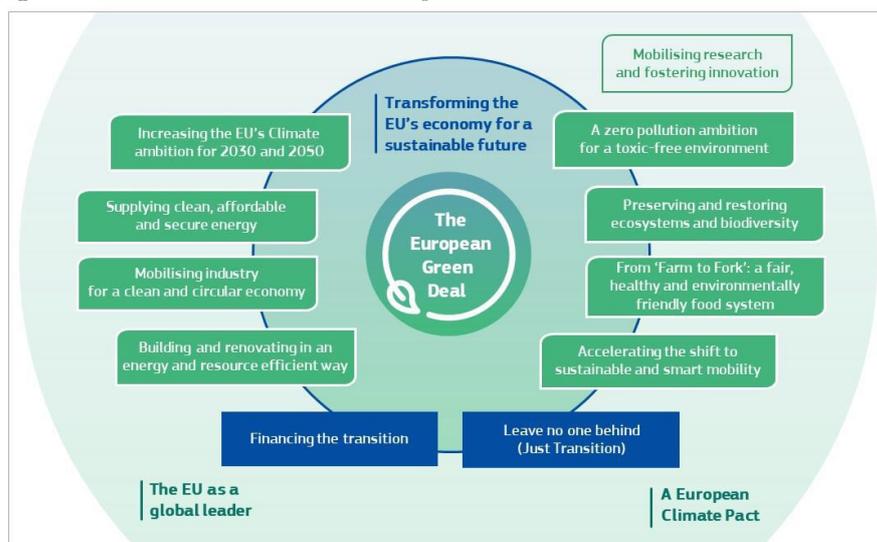
Source: European Commission, The European Green Deal (COM(2019) 640 final), p.3

A large number of initiatives have been proposed under the Green Deal and several of them already have been progressed. They include[3]:

- European climate law
- EU biodiversity strategy for 2030
- 'Farm to fork' strategy
- European industrial strategy and the circular economy action plan

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[3] As highlighted at https://www.consilium.europa.eu/en/policies/green-deal/

- ■ Just Transition Mechanism
- ■ Clean, affordable and secure energy
- ■ EU chemicals strategy for sustainability
- ■ Sustainable and smart mobility
- ■ Renovation wave

The European Commission and the other EU institutions have been active in advancing these initiatives. Recent landmark steps worth noting are:

- ■ The **'Fit for 55%'**[4] package, which was launched on 14 July 2021 by the European Commission with the first tranche of measures that will support Europe's climate policy framework and put the EU on track for a 55% reduction in carbon emissions by 2030 and net-zero emissions by 2050. The interconnected proposals cover areas of climate, land use, energy, transport and taxation to bring them into line with the targets agreed in the European Climate Law. The package comprises thirteen proposals, five of which are new proposals and include a **Social Climate Fund**[5] to help citizens and micro-businesses finance investment in energy efficiency, clean mobility and renewable energy.

- ■ The adoption of the **European Climate Law,** which came into force on 29 July 2021[6] sets into law a legally binding target of net zero greenhouse gas emissions by 2050. The EU institutions and the Member States are bound to take the necessary measures at EU and national level to meet the target, taking into account the importance of promoting fairness and solidarity among Member States. The Climate Law includes measures to keep track of progress and adjust actions accordingly, and makes provision for progress to be reviewed every five years, in line with the global stocktake exercise under the Paris Agreement. It also addresses a series of necessary steps to get to the 2050 target.

- ■ The **New European Bauhaus** is a new initiative, launched by the Commission on 15 September 2021, aiming to translate the EGD into "*a tangible, positive experience in which all Europeans can participate and progress together*".[7] It seeks to inspire a movement that will facilitate and steer societal transformation along three inseparable values: **sustainability**, from climate goals, to circularity, zero pollution,

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[4] https://www.interregeurope.eu/policylearning/news/12610/commission-launches-the-fit-for-55-package/?no_cache=1&cHash=a371af17736f1f2f09030ee45e7dd6f2

[5] COM(2021) 568 final, 14.7.2021

[6] https://ec.europa.eu/clima/policies/eu-climate-action/law_en

[7] https://europa.eu/new-european-bauhaus/delivery_en

and biodiversity; **aesthetics**, quality of experience and style, beyond functionality; and, **inclusion**, from valorising diversity, to securing accessibility and affordability. This movement focus on three **interconnected transformations** of the places on the ground, the environment that enables innovation, and our perspectives and way of thinking.

2.2 EGD in partnership with LRAs

The EGD is now generally accepted as the overarching strategy for transforming the European economy and society towards a climate neutral continent. It is a multi-faceted strategy encompassing multiple policy fields and it is being pursued by a wide range of legislative measures, policy instruments and funding mechanisms across the relevant policy fields. It is the magnitude of the problems the EGD is called upon to address that makes imperative the fullest use of the powers and resources of all tiers of government, as well as the active engagement and contribution of all societal groups.

Regarding the former, the CoR has already put down a marker that the role of the Local and Regional Authorities (LRAs) has not so far been sufficiently recognised. Reacting to the Commission's 'Fit for 55%' package (see above), the CoR called for "*the new and updated rules to secure a central role and ensure direct financing for cities and regions who have legal competences and proximity to people in the transition towards climate-neutrality*".[8]

There is a strong case for an explicit role of LRAs since they are the most appropriate tier of government to deliver EGD on the ground. LRAs implement 70% of climate mitigation measures, 90% of climate adaptation policies, and 65% of the Sustainable Development Goals (SDGs). They represent one third of public spending and two thirds of public investment.[9] Recent research by CPMR[10] has shown the significant extent to which regions contribute to the EGD and Paris Agreement focusing, among others, on mitigation, adaptation, just transition. Furthermore, the case studies presented in Section 4 show the varied involvement of the local and regional level. The

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[8] https://cor.europa.eu/en/news/Pages/FIT-FOR-55-PACKAGE.aspx

[9] CoR (2019): Resolution on "The Green Deal in partnership with local and regional authorities" RESOL-VI/038, 137th plenary session, 4-5 December 2019. According to the latest OECD figures (CFE/RDPC/RD(2021)3, 9 November 2021), the share of subnational government climate expenditure in total public government expenditure was in the region of 75% in several EU countries (DE, ES, NL, BE, FR).

[10] Regions Act! CPMR Regions acting for climate-neutrality - https://cpmr.org/wpdm-package/regions-act-cpmr-regions-acting-for-climate-neutrality/

many areas of the EGD in which the CoR and LRAs can make a major contribution are illustrated in the following figure.

Figure 2. Areas of the Green Deal Going Local

Source: CoR, Green Deal Going Local Roadmap 2021, Annex 1, 16.03.2021

The EGD is not confined to the European level policy but needs to be reflected at national, regional and local level. This breadth and complexity of the EGD needs to be expressed clearly and be understood and acted upon at all levels of government in order to achieve its goals and objectives. This is presented in an indicative way, for selected policy fields, in the following figure.

Figure 3. EGD fields, instruments, partners
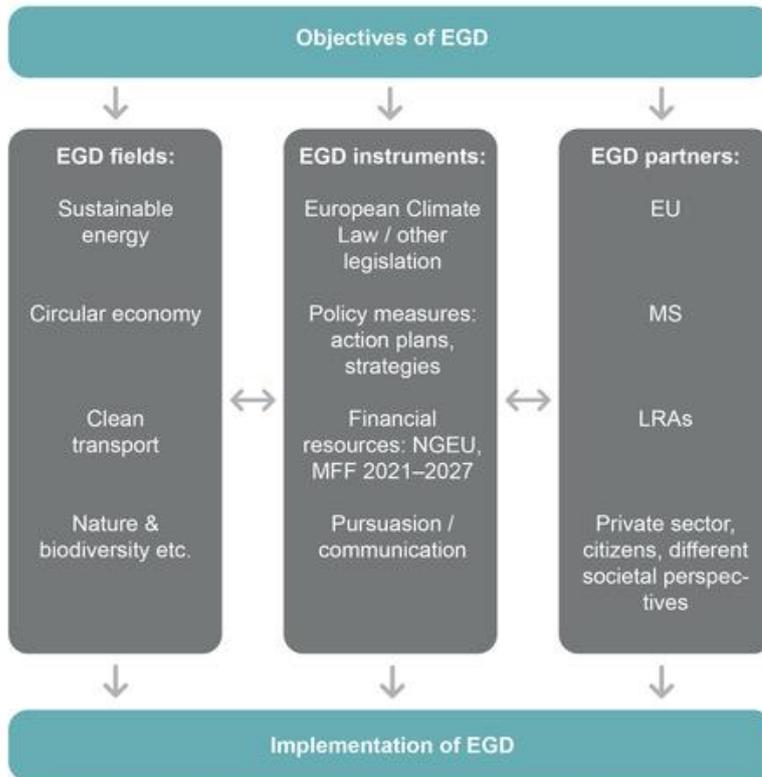
Source: Metis study team

2.3 Equal opportunities strategies

The EGD is about transformation of the economy and society that will need to be cost-effective, just and socially balanced. In this context, different social perspectives[11] – gender, age, minorities, disabilities, various vulnerable groups – need to be taken into account.

Equality and non-discrimination are a cornerstone of EU law and policy-making. This is enshrined in Article 21 of the EU Charter of Fundamental Rights. They are reflected in different policy areas and are also considered in the European Pillar of Social Rights, in which the chapter 'Equal opportunities and access to the labour market' covers areas such as education, training, gender equality, and active support to employment, alongside equal opportunities as a key principle itself. This key principle is defined as:

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[11] Although 'gender' is part of 'equality / equal opportunities' policies the study uses 'gender and equal opportunities' where appropriate to stress the importance of 'gender', e.g. regarding methods and tools.

"*Regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation, everyone has the right to equal treatment and opportunities regarding employment, social protection, education, and access to goods and services available to the public. Equal opportunities of under-represented groups shall be fostered*".[12]

The EU's commitment to equal opportunities and non-discrimination is in all its policies, including those closest to the regions and cities of the EU.[13] A number of provisions of the EU Treaties cover the fight against inequalities, discrimination and social exclusion. Several Directives[14] specify the prohibition of discrimination on the aforementioned grounds.

More recently, the EU **Gender Equality Strategy 2020-2025**[15] has come to represent the pinnacle of the efforts towards the ambition of achieving a **Union of Equality**. The strategy presents policy objectives and actions towards the goal of a Union where women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead the European society.

The **objectives** of the strategy 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 gaps;
- closing the gender care gap;
- achieving gender balance in decision-making and in politics.

Some of these objectives – regarding labour market gaps, participation in economic sectors, pay and pensions and participation in decision-making – are of a cross-cutting nature and can be seen as applying equally to all the groups and perspectives addressed by this study.

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[12] https://ec.europa.eu/commission/priorities/deeper-and-fairer-economic-and-monetary-union/european-pillar-social-rights/european-pillar-social-rights-20-principles_en
[13] https://ec.europa.eu/regional_policy/en/policy/what/glossary/e/equal-opportunities
[14] E.g. Directives 2000/78/EC (Employment Equality Directive), 2000/43/ EC (Racial Equality Directive), Directive 2006/54/ EC (Gender Equality Directive).
[15] https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

The Gender Equality Strategy pursues a dual approach of gender **mainstreaming** combined with **targeted actions and funding support**, while **intersectionality** is a horizontal principle for its implementation:

- **Gender mainstreaming,** including a gender perspective in all policy areas, at all levels and at all stages of policy making. For example:
  - Specific needs, challenges and opportunities in different sectors, such as transport, energy and agriculture, should be addressed within the Commission's gender mainstreaming actions.
  - The Commission will address the gender dimension in its major initiatives responding to European challenges such as climate change and digitalisation.

- **Dedicated policies and funding for a gender equal future**:
  - In the new EU budget (2021-2027), gender equality related projects will be supported and funded through a number of EU programmes: from dedicated grants under the Citizens, Equality, Rights and Values Programme to the large structural and cohesion EU funds.
  - Intersectionality – Women may face discrimination based on several personal characteristics. For instance, a migrant woman with a disability may face discrimination on those three grounds. The intersectionality of gender with other grounds of discrimination will be addressed across EU policies.

This strategic approach is backed up by the experience of other strategies pursued by international organisations outside the EU context. For instance, the **World Bank Gender Strategy**[16] builds on a conceptual framework that claims that households, markets, and institutions, and the interactions between them, influence gender equality and economic development. The strategy focuses on four objectives:

- improving human endowments – health, education, and social protection;
- removing constraints for more and better jobs;
- removing barriers to women's ownership of and control over assets;
- enhancing women's voice.

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[16] World Bank Group Gender Strategy (FY16-23): Gender Equality, Poverty Reduction and Inclusive Growth

Other equality strategies and related methodologies and tools exhibit similarities, including the **OECD Gender Equality Policy Marker's** criteria,[17] the **SSATP** transport projects checklist on gender[18] and the **ICTC** Equity, Diversity and Inclusion Spectrum.[19]

The EU ambition of building a **Union of Equality** is now being pursued by a host of equality strategies and action plans.

The **EU anti-racism action plan 2020-2025**[20], announced at the State of the Union Address by President Ursula von der Leyen on 16 September 2020, is a key initiative in the field of racial equality in which the Racial Equality Directive[21] has shaped the legal protection against discrimination on the grounds of racial or ethnic origin for over two decades.

The Action Plan sets outs a number of actions to tackle racism through EU law but also other means – working with Member States, including national law enforcement, media and civil society; harnessing available and future EU tools; and looking into Commission's own human resources. Among others, it calls for:

- Better enforcement of EU law;
- Closer coordination;
- Fair policing and protection;
- Reinforced action at national level;
- Increased diversity of EU staff.

The first direct contribution to the implementation of the EU Action Plan against racism 2020-2025 was the **EU Roma strategic framework for equality, inclusion and participation**[22] which was adopted by the European Commission on 7 October 2020. The framework includes a 10-year plan and a proposal for a Council Recommendation to support Roma in the EU. There

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[17] https://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm

[18] https://www.ssatp.org/sites/ssatp/files/publications/HTML/Gender-RG/module5/index-p8.html

[19] https://www.ictc-ctic.ca/equity-diversity-and-inclusion-spectrum-new/

[20] https://ec.europa.eu/commission/presscorner/detail/en/ip_20_1654

[21] It prohibits direct and indirect discrimination on the grounds of racial or ethnic origin in the areas of employment and occupation, education, social protection including healthcare, social advantage, and access to and supply of goods and services available to the public, including housing. (Council Directive 2000/43/EC)

[22] https://ec.europa.eu/info/publications/new-eu-roma-strategic-framework-equality-inclusion-and-participation-full-package_en

are seven key areas of focus: equality**,** inclusion**,** participation**,** education**,** employment**,** health**,** and housing. For each area, the Commission has put forward new targets and recommendations for Member States on how to achieve them.

A further initiative of the Commission is the **LGBTIQ Equality Strategy 2020-2025,** adopted on 12 November 2020. It addresses the inequalities and challenges affecting people who identify as LGBTIQ[23], setting out a number of targeted actions, including legal and funding measures focused on: tackling discrimination; ensuring safety; building inclusive societies; and leading the call for LGBTIQ equality around the world. Key actions outlined in the Strategy include:

- Fighting discrimination;
- Ensuring safety;
- Protecting rights of rainbow families;
- LGBTIQ equality around the world.

On 3 March 2021, the European Commission presented an ambitious **Strategy for the Rights of Persons with Disabilities 2021-2030**[24] to ensure that people with disabilities have the right to take part in all areas of life, just like everyone else. It builds on its predecessor for the 2010-2020 period which contributed to improving the situation in a number of areas, in particular accessibility for persons with disabilities and promoting their rights by putting disability high on the EU agenda.

The new strategy sets out key initiatives around three main themes: **EU rights**, **independent living and autonomy**, and **non-discrimination and equal opportunities**; and relies on four strands of action for its delivery:

- Better Regulation – UNCRPD[25] compliance in policy-making;
- Stepping up cooperation of EU institutions and Member States;
- Working with Member States, regional and local authorities;
- Supporting implementation through EU funding.

There are also considerable initiatives at national, regional and local level in the fields of equality within the EU. An example is URBACT's Gender Equal Cities[26] which brings together cities, researchers and partner organisations like

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[23] lesbian, gay, bisexual, transgender/transsexual, intersex and queer/questioning
[24] https://ec.europa.eu/social/main.jsp?langId=en&catId=1137&furtherNews=yes&newsId=9938
[25] United Nations Convention on the Rights of Persons with Disabilities
[26] https://urbact.eu/gender-equal-cities

CEMR to examine the reasons for ongoing structural and political inequalities in cities.

2.4 Specific relevance of societal group perspectives in policy fields of the Green Deal

The linkages between equal opportunities and climate change and, hence, between equal opportunity strategies and green deal-type strategies are evidently very strong.[27] They were recognised in the recent (November 2021) joint statement published by the Scottish Government and UN Women at COP26 calling for the role of women and girls to be advanced in addressing climate change. This, inter alia, called "*for all climate actions to recognise the differentiated impact of climate change by factors such as age, gender, disability and location, and ensure women's and girls' voice and agency and their full and effective participation and leadership in policy and decision-making at community, national and international levels, and increase ambition in all sectors*".[28]

These linkages were also touched upon in the European Gender Equality Strategy with specific reference to the EGD: "*upcoming policies under the **European Green Deal**, such as the **Building Renovation Wave** or the **EU Strategy on Climate Adaptation**, can impact women differently to men. As regards **climate change**, the role of young women in particular has been remarkable in leading the push for change. Women and men are not equally affected by green policies tackling climate change (there are less possibilities for women as climate refugees), or the clean transition (there are more women in energy poverty), emission-free transport (more women use public transport). Addressing the gender dimension can therefore have a key role in leveraging the full potential of these policies*".[29]

Nevertheless, these missing links have not yet been established in any meaningful way in the context of the implementation of the EGD, despite the strong commitment of the current Commission to "*integrate a gender*

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[27] Gender and Climate Change, Policy Brief 1, Overview of the linkages between gender and climate change UNDP, 2013

[28] https://www.gov.scot/publications/glasgow-womens-leadership-statement-gender-equality-climate-change/

[29] European Commission, A Union of Equality: Gender Equality Strategy 2020-2025, COM(2020) 152 final p.15

perspective in all major Commission initiatives during the current mandate".[30]

Regarding vulnerable groups, the "Fit for 55" package establishes the Social Climate Funds (see Section 2.1), to support vulnerable households, micro-enterprises and transport users, and to cover the increase in costs for the renovation of buildings and the transition in the transport sector[31]. The overall allocation proposed by the EC for 2025 to 2032 is EUR 72 billion in EU funding to be paid for mainly by EU Emissions Trading System credits in the building and road transport sector. Member States need to finance at least 50% of the total costs. The CoR already has pointed out that "*Europe's regions and cities must be recognised within the Social Climate fund, as over centralisation can threaten territorial cohesion and the social fairness of the green transition*"[32].

Indeed, in relation to the EGD policy fields in which the LRAs play a prominent role, we observe that, not only, there is generally no equal opportunities dimension in the EGD, but also the multilevel governance dimension, as regards the role of LRAs, is inadequately defined.

However, from a CoR perspective, some of the policy fields stand out[33] as being the areas where LRAs have both the competences and the space to best contribute to the Green Deal. This is also supported by the experience of the existing local climate pacts[34] or locally driven partnerships, working towards clear climate goals with civil society, businesses and other relevant stakeholders. These include: Sustainable Energy, Clean Transport, and Circular Economy.

To better explore the potential links between equal opportunities and EGD policy fields with considerable scope for LRAs, we can 'sharpen up' the focus on specific areas in selected policy fields. For instance:

■ Under Sustainable Energy, **energy poverty** is a key area of concern with lone female-headed households and lone and older women at a

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[30] *Ibid*

[31] EPRS (2021): Social Climate Fund: Fit for 55 Package. Briefing. European Parliament Research Service, Author: Alex Wilson

[32] Press release 14/07/2021, https://cor.europa.eu/en/news/Pages/FIT-FOR-55-PACKAGE.aspx

[33] https://cor.europa.eu/en/engage/Pages/green-deal.aspx?utm_source=SharedLink&utm_medium=ShortURL&utm_campaign=Green%20Deal%20Going%20Local

[34] For example, see the 'Amsterdam Climate Neutral 2050 Roadmap' which has identified the major building blocks that are needed to create a climate-neutral city: the built environment, mobility, electricity, industry and harbour (City of Amsterdam, 15th January 2019)

higher risk of fuel poverty than men. Likewise, in the case of the **renovation wave** older people and minorities are in a more disadvantaged position.

■ Under Transport, sustainable **public transport** is a key area of EGD and the design and planning of transport systems in cities should take more into account the gender imbalance, since women tend to use public transport more. This is also relevant in the case of certain age groups, such as young people in cities and old people in rural areas, and it also affects people with disabilities.

■ Under the transition to Circular Economy, incentivising new **circular economy business models**[35] in the context of the EGD is of relevance to the participation of women and minority groups, while **circular procurement** promoting and encouraging SMEs in their transition to a circular economy is pertinent and has been pursued by European regions[36] in BE, FR, NL and PT, as is the link between **women and consumption patterns**[37].

The case studies in Section 4 provide ample evidence that LRAs have been considering, initiating and pursuing strategies and actions that encompass multiple fields of EGD and different societal groups. For instance, gender aspects are explicitly referenced in the buildings, economy and employment, and transport sections of Vienna's Smart City Strategy (see Box 3 in Section 4). Likewise, Amsterdam's post-Covid-19 sustainable recovery plan proposes investments in clean energy sectors to reduce CO2 emissions but also to create jobs and to reduce heat loss in social housing that will have a positive impact on low-income households (see Box 5). Emilia-Romagna's Pact for Work and Climate seeks to address inequalities and social exclusion and the worsening position of vulnerable groups, including migrants and young people seeking work (see Box 6). Moreover, LRAs cooperating in multi-country projects are jointly addressing specific links, such as between regeneration/renovation and gender (The Rock project, see Box 9) and mobility patterns based on gender and age (User-Chi project, see Box 8).

All these and other policy fields of the EGD are particularly relevant for both the LRAs and different societal groups. For the former, as they need the involvement of all groups of the society, and for the latter, because they rely

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[35] https://ec.europa.eu/environment/ecoap/events/incentivising-new-circular-economy-business-models-context-european-green-deal_en

[36] https://s3platform.jrc.ec.europa.eu/w/green-deal-on-circular-procurement-in-the-centro-region#main-content

[37] Trends in the Fashion Industry. The Perception of Sustainability and Circular Economy: A Gender/ Generation Quantitative Approach, 2020 https://www.mdpi.com/2071-1050/12/7/2809

on local and regional policies and services and these have a big impact on the quality of life, albeit differently for different groups.

2.5 Key points and conclusions

From the overview of the EGD and equality strategies provided in this section we can draw the following key points:

Strategic perspective:

- There are two hugely important and fast developing policy strands in the EU:
  - The EGD as the new growth strategy for transforming the European economy and society towards a climate neutral continent by 2050.
  - The ambition of a Union of Equality encompassing a series of equality strategies and action plans, concerning gender, anti-racism, Roma, LGBTIQ, and other societal aspects.

- There are strong inter-relationships between equal opportunities and climate change, and hence strong links between equal opportunity strategies and green-deal type strategies are to be expected.

- So far, these are very weak or lacking altogether, notwithstanding the expressed intention, for instance, in the European Commission's own Gender Equality Strategy, to integrate a gender perspective in all major Commission initiatives.

- The Social Climate Fund is designed to mitigate the impacts of price increases for fossil fuels on vulnerable groups, who need to spend larger parts of their income on housing and transport. However, the involvement of cities and regions still needs to be assured.

Translating strategies into action:

- The implementation of the EGD is pursued through multiple institutional levels and instruments and a wide range of stakeholders and societal partners.

- Gender and equal opportunity strategies are pursued through mainstreaming in policies and policy processes, as well as specific interventions through dedicated policy measures, funding and pilot actions.

- Integrating a contribution from different societal perspectives can strengthen the implementation of EGD. This can also contribute towards the goals of equal opportunities and social equality in the EU.

LRAs are building strong links between EGD and equal opportunities:

- The crucial missing link between EGD and gender/equal opportunities, can be established in a more tangible way in the EGD policy areas where the LRAs play a prominent role, such as clean transport, sustainable energy and the circular economy.

- LRAs have both the competences and space to best contribute to the EGD and to integrate different societal perspectives in the implementation of the EGD. There is plenty of evidence that they are already moving decisively in this direction bringing a gender/equal opportunities dimension into their green deal strategies.

3 Societal groups

The Gender Equality Strategy[38] emphasises that *"The Commission will enhance gender mainstreaming by systematically including a gender perspective in all stages of policy design in all EU policy areas, internal and external."* The green and digital transition is explicitly mentioned. The strategies, actions and instruments related to the EGD hardly mention a gender sensitive approach. This also holds true for all vulnerable groups. For example, the Strategy for the Rights of Persons with Disabilities[39] supports the EGD and asks for accessibility (e.g. removal of barriers in buildings) and equal access to healthcare, goods and services including housing. Although both gender equality and Green Deal policies are high up on the political agenda of the current Commission, gender and social inclusion remain as separate domains from the EGD.

In this section we will explore how these domains could be better integrated and what methods and tools could be used to integrate a gender perspective into the policy cycle. From an in-depth analysis of relevant guides on gender perspectives in the EGD policy fields we extracted the most relevant issues for methods and tools to integrate a gender perspective into EGD policies. Guidance and tools on other aspects of equal opportunities are much less developed, but the same approaches, principles and tools can be applied more generally.

3.1 Mapping the nexus between EGD policies and gender/social inclusion policies

The crucial point is to define the appropriate policy nexus between the EGD policy and gender and other equal opportunities policies. While gender policies are usually considered in the context of social inclusion policy, labour market and qualifications, other policies, such as health care and preventing violence, environment and climate related policies, have not considered

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[38] COM (2020) 152: A Union of Equality: Gender Equality Strategy 2020-2025. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. Brussels, 5th March 2020
[39] COM (2021), Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. European Union, 2021.

gender and equal opportunities at European level so far. The EEB (European Environmental Bureau) states "*The European Green Deal policies that this report analyses remain largely dominated by an androcentric perspective. Beyond gender-blindness, androcentrism[40] assumes that the masculine model is the neutral and objective point on which to base policies*" [41].

The definition of appropriate links between **gender equality and EGD policies** need to look beyond European strategy documents and consider relevant analytical and guidance documents from EIGE, OECD and other institutions. Many of the guides mainly relate to development policies and target countries where gender gaps are much wider than in European countries[42]. Nevertheless, they offer tools and methods that can be adapted to the European context[43].

An OECD publication[44] explores the links between gender equality and environmental sustainability in nine environment related SDGs (2, 6, 7, 9, 11, 12, 13, 14 and 15) and provides the rationale and evidence for the need to consider gender equality in economic, social and environmental goals. The report stresses the role of women as **agents of change** in the transition to low-carbon economy, which refers to their **labour market participation**, their role as **consumers** and **decision makers**. It highlights the challenges of developed countries where women face **greater opportunity costs** from inadequate and unsafe transport and pollution that might impact harder on women. Circular economy, management of natural resources and digital innovation are further key areas addressed here. A set of policy measures is presented that could support more systematic evidence gathering on gender differentiated environmental impacts (e.g. empowerment, design of national and local policies that apply a gender lens, mainstreaming gender in policies that impact upon these fields like trade, responsible business conduct etc.).

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[40] The tendency to place the male or masculine viewpoint and experience at the centre of a society or culture.
[41] EEB (2021): Why the European Green Deal Needs Ecofeminism. Moving from gender-blind to a gender-transformative environmental policies. Report by the European Environmental Bureau and WECF, p.7
[42] GCF (2017): Mainstreaming Gender in Green Climate Fund Projects. A practical manual to support the integration of gender equality in climate change interventions and climate finance. Published by the Green Climate Fund (GCF) and UN WOMEN
[43] E.g. a matrix on Gender, adaptive strategies and interventions in WHO (2014): Gender, Climate Change and Health. http://www.who.int
[44] OECD (2021): Gender and the Environment. Building Evidence and Policies to Achieve the SDGs. Published on 21st May 2021

The IPCC (Intergovernmental Panel on Climate Change)[45] stresses the **unequal participation in research and decision making**, as women continue to face multiple barriers and discriminations along their career path. Moreover, gender often intersects with other factors that influence participation including race, ethnicity, language, disability, age or nationality. **Equal opportunities**, as regards to disabilities, are closely linked to accessibility to the built and virtual environments and ICT. Accessibility requirements are part of EU rules for Cohesion policy. Member States are encouraged to mainstream accessibility into all relevant policies and actions, especially in the EGD. The 'Renovation Wave'[46] is of particular importance, as this has an impact on accessibility improvements as a result of renovation requirements. Also, the legislative framework related to the energy performance of buildings has an impact on accessibility improvements as a result of renovation requirements[47].

3.2 Impacts on gender and vulnerable groups

A gender and equality sensitive policy cycle needs to be based on an analysis of existing relevant differences (between men and women, between different social groups). Such differences may differ in nature:

- They could impact on the **quality of lives** and possibilities of participation in economic and social life of these groups who face higher opportunity costs; and/or
- They could refer to these groups' role as agents of change, meaning that they are not able to **participate in decision making** about the design and implementation of the policies that affect them.

If significant differences are identified, it is important to understand the **effects an EGD policy will have** on reducing inequalities and improving their quality of life and on mobilising and enhancing the chances of participation for various groups.

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[45] IPCC (2019): Report from the IPCC Task Group on Gender. Intergovernmental Panel on Climate Change. 49th Session of the IPCC, Kyoto, Japan, 8-12th May 2019. https://www.ipcc.ch/about/gender/

[46] The European Commission published is Renovation Wave Strategy in 2020, to improve the energy performance of buildings. The Commission aims to at least double renovation rates in the next ten years and make sure renovations lead to higher energy and resource efficiency.

[47] COM (2021), Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. European Union, 2021.

Gender impact assessment (GIA) is a methodology that assesses the effects of a legal instrument, a policy, a programme or a concrete action on men and women[48]. The aim is to improve the design and planning of a policy, and adapt it so as to avoid negative effects but also actively enhance gender equality and thus improve efficiency, effectiveness, sustainability and its impact on all groups of the population.

It is an *ex-ante* **assessment** that may be applied in a very broad context (e.g., strategic policies), but also for policies at local and regional level (e.g., urban planning, local masterplans and transport policies) or individual actions. The European Institute for Gender Equality (EIGE) guide on GIA stresses that ministries initiating a new policy and regional or local authorities implementing actions or developing specific planning and development schemes should be involved in a GIA[49]. In some Member States gender equality units ensure that a GIA is carried out for every relevant regulation at national (examples can be found in DK, FI and SE) or at regional level (Lower Saxony, DE; see Box 1, Section 4). In other cases, GIA is part of a broader impact assessment where specific questions address gender related aspects.

The EIGE guide distinguishes five steps within the GIA process, which also can be adapted to other cases of equal opportunities:

In Step 1, the **definition of the policy purpose** asks for the context, i.e., for the social issue to be addressed by the policy and whether the intervention contributes to gender equality.

Step 2 is the **checking of the gender relevance**. This implies that the ultimate target group are people (including individuals and legal entities) and that an impact on the social situation of the target group is given, with differences between women and men. Impacts may be direct or indirect.

Step 3 is a **gender-sensitive analysis,** including the identification of gender inequalities.

Step 4, in **weighing the gender impact**, assesses whether the policy/legislation contributes to gender equality in terms of participation and access to control of resources.

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[48] EIGE (2016): Gender impact assessment. European Institute for Gender Equality, http://www.eige.europa.eu
[49] *Ibid*

Step 5 are **findings and proposals for improvement** on how the gender equality could be strengthened (e.g. by mentioning this as objective, specific actions to reduce imbalances, identification of indicators to monitor progress).

Figure 4. Five steps for Gender Impact Assessment

Source: EIGE (2016): Gender impact assessment. European Institute for Gender Equality

A study on interdependencies between climate and gender policies by three German research institutes[50] looked into the specificities of actions and distinguished several approaches of **how gender is addressed**. This may vary from a pure description of gender differences up to a policy design targeted to change gender differences. Three types of approaches might emerge from the analysis, which – in the five steps presented in Figure 4 – would help to characterise the policy in Steps 1 and 5:

- **Gender sensitive approach**: Gender is recognised as a category and taken into account to the extent where it makes policies more effective but without touching the causes of inequalities.
- **Gender responsive approach**: The promotion of gender equality is an explicit criterion in policy-making. It aims at fulfilling gender mainstreaming objectives, considers causes of gender differences and addresses the dynamic factors that perpetuate or reduce inequalities.
- **Gender transformative approach**: In order to move towards gender equality, the causes of disadvantages by gender are addressed. The policy tries to overcome male dominated norms, structures, and participation and policy mechanisms.

The same study applied a GIA to several climate related policy instruments and identified **seven gender dimensions** that are relevant for analysing the impact of a policy. They refer to societal order, the care economy, work and

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[50] Spitzner M, Hummel D. et al (2020): Interdependente Genderaspekte der Klimapolitik. By Wuppertal Institute for Climate, Environment, Energy, ISOE Frankfurt and Gender CC, Berlin. Financed by Umweltforschungsplan des Bundesministeriums für Umwelt, Naturschutz und nukleare Sicherheit. Forschungskennzahl 3716 41 1190 EB012079, Dessau-Roßlau, February 2020

employment, public resources and infrastructures, the power of definition, political participation and physical integrity.

In this study these seven gender dimensions were used to analyse interactions between climate and gender policy (which is defined as Step 2 and 3 above), as they go beyond a descriptive level and offer insights into interdependencies. The following table provides an overview of the definition of the seven gender dimensions and shows the results emerging from an assessment of the German Climate Protection Plan 2050 (KSP2050)[51]. Another assessment with the same approach for the Municipal Masterplan Programme is provided as a case study (Box 2 in Section 4).

Table 1. The seven gender dimensions, definition and analysis for the German Climate Protection Plan 2050

Gender dimension	Definition of the dimension	KSP2050
Symbolic societal order	Gender hierarchies, attributions, gender stereotypes, gender narratives.	No mention of GM, transformation is described as being free of societal conflicts ➜ continuation of symbolic order.
Care economy and caring work	Attribution of tasks to men and women, significance in society, for persons providing services, availability of resources to this sector.	No consideration of care economy ➜ gender-responsive potential is not used, although transport and housing (cooling, heating, renovation) is substantially affected and actions in this sector would contribute to the climate targets.
Work and employment	Potential labour market segregation, earnings.	Unequal income from work and pension are not considered, services of public interest, acknowledgement of basis needs and reduction of gender-based disadvantages are not considered. ➜ The KSP2050 may lead to an increase in inequalities.
Public resources/ infrastructures	Provision, alignment, prioritisation, accessibility, usability.	Lack of financial planning for infrastructures and public services that support care-related work and mobility of women and vulnerable groups. The focus is on e-mobility by cars ➜ but e-mobility also should be applied to public transport in combination with e-bikes and other support (like e-wheel chairs). Pedestrian and cycle paths need to be designed to serve also

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[51] The KSP2050 sets long-term objectives of the German climate policy, identifies spheres of activities (energy, housing, mobility, industry, agriculture, land use, forestry, transversal actions). It defines milestones, strategic actions and transformative paths with learning processes. In a broad participatory process a wide range of actions has been developed.

Gender dimension	Definition of the dimension	KSP2050
		elderly persons, and other vulnerable groups.
Power of definition	Masculine models set as the standard and benchmark in specific rationalities, problem of perceptions and methods to solve them.	KSP2050 prioritises technical solutions and neglects addressing factors, that accelerate climate change (transport[52], energy[53]), whereas social and care activities are neglected. Social aspects are set equal to affordability but neglect other aspects (like embeddedness in the neighbourhood etc). ➜ This perpetuates gender hierarchies.
Political participation	Participation and consideration of gender expertise in decision-making in science, technology and politics.	Drafting of the KSP2050 was based on a broad participatory process with experts and representatives of the citizens. As the gender aspect was not considered to be relevant, relations between gender and climate were not raised as an issue. ➜ The participation process continued the exclusion of women and vulnerable groups from decision making processes.
Physical integrity	Social organisation health, freedom from violence, privacy, sexual self-determination.	No mention of gender biased transport and urban planning ➜ policy strategies to prioritise public transport, renovation of buildings for low income groups and limit climate damaging behaviour are missing.

Source: Compilation from Spitzner M, Hummel D. et al (2020)

According to the same study a strong obstacle in the application of this approach is a lack of relevant data that makes the analysis of gender dimensions quite difficult. For example, there is a considerable deficit on data on the gender dimension of emission production. So far, it has not been quantified to what extent the symbolic significance of a car (which is more important to men than to women) is responsible for the choice of car as a means of transport. Also, the support to company cars (by tax and status considerations) impedes the choice of more environmentally friendly means of travel. This and similar topics are not considered in scientific studies, nor is there a political will for change at the level of taxation and income generation, where a reflection of unequal gender relationships and wider social impacts is missing. Therefore, this is not only an issue about lack of data, but also about a lack of maintaining unequal gender structures in public

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[52] E.g. e-mobility is considered to be e-mobility by cars and thus oriented on mobility of men

[53] E.g. investment for energy relevant renovation of flats and houses is much less feasible for low-income households (where older women are highly represented) an puts pressure on them to leave the neighbourhoods and move to other places (where they have much less social contacts)

and private spheres. This study concludes that successful climate policies must consider gender related vulnerability, analyse the potential of men and women in reducing emissions, put emphasis on gender balanced representation in participation and decision mechanism and should include a GIA for the impact assessment of climate related actions. Gender is one dimension of equal opportunities. However, this is a wide field, as it covers **different groups**: older and younger people, migrants, minorities, persons with disabilities, and other disadvantaged people. The level of consideration as to how to take account of different groups of society is much more general and **no specific methodologies or tools** have been developed.

One sector that is very relevant at the intersection of equal opportunities and the Green Deal are **social services**[54]. A study commissioned by European Association of Service providers for Persons with Disabilities[55] investigates the impact of social services[56] on environmental and climate change. It concludes that the impact will concern two major aspects:

First, climate change presents a **higher threat to vulnerable groups** than to others, which in turn affects the need for an expanded provision of social services. The increasing frequency of severe weather related hazards, heat and cold weather waves, droughts, floods, diseases, the impact of climate change on food production exposes regions with poverty and low access to essential services and disadvantaged people. Economic crises resulting from climate change may worsen working conditions for people with disabilities, low income households, older or low qualified persons and migrants. The last group is expected to grow in numbers due to instability in other world regions. Rising energy costs will increase the number of households facing energy poverty.

Second, the social care system can have a **considerable impact on the environment**, for example through the need for space and buildings, energy consumption, transport and related emissions, and waste (including pharmaceutical material). The study therefore argues that these links should receive serious consideration in order to avoid conflicts between policy objectives, and to create synergies and facilitate the provision of 'Green Social Services'.

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[54] This is also highlighted in the study (Spitzner and Hummel, 2020) quoted above, where the sector is referred to as 'care sector'.
[55] EASPD (2020), Research on the European Green Deal and Social Services. Conducted by European Association of Service providers for Persons with Disabilities, subcontracted to Kveloce I+D+I (Senior Europa S.L.) and authored by Arantzazu Blanco Bernardeau, Mireia Ferri Sanz and Maite Ferrando García. Financed by the EaSI Programme 2014-2020
[56] Long-term care, social housing, childcare, employment and training services and social assistance services

3.3 Tools and methods to analyse and enhance policy effects on gender/social inclusion throughout the policy cycle

The EIGE has elaborated a set of tools and methods on how to integrate gender aspects into the different stages of the policy process in order to better meet gender equality objectives[57]. For **defining specific policies, programmes or projects,** gender aspects need to be integrated in the analysis, the data used and the stakeholders consulted. The **detailed formulation** of the strategy/programme needs to be based on a solid baseline defining the gender dimension, with indicators, budgeting and if relevant, with requirements to be included in procurement. For the **implementation phase**, awareness raising, training and an equal representation in institutional settings is relevant. For **assessing progress** in monitoring and evaluation exercises it is necessary to check against the baseline and the objectives set, and to analyse effects and impacts.

The following figure from the EIGE handbook illustrates the tool box for the different phases.

Figure 5. Tool box for gender mainstreaming
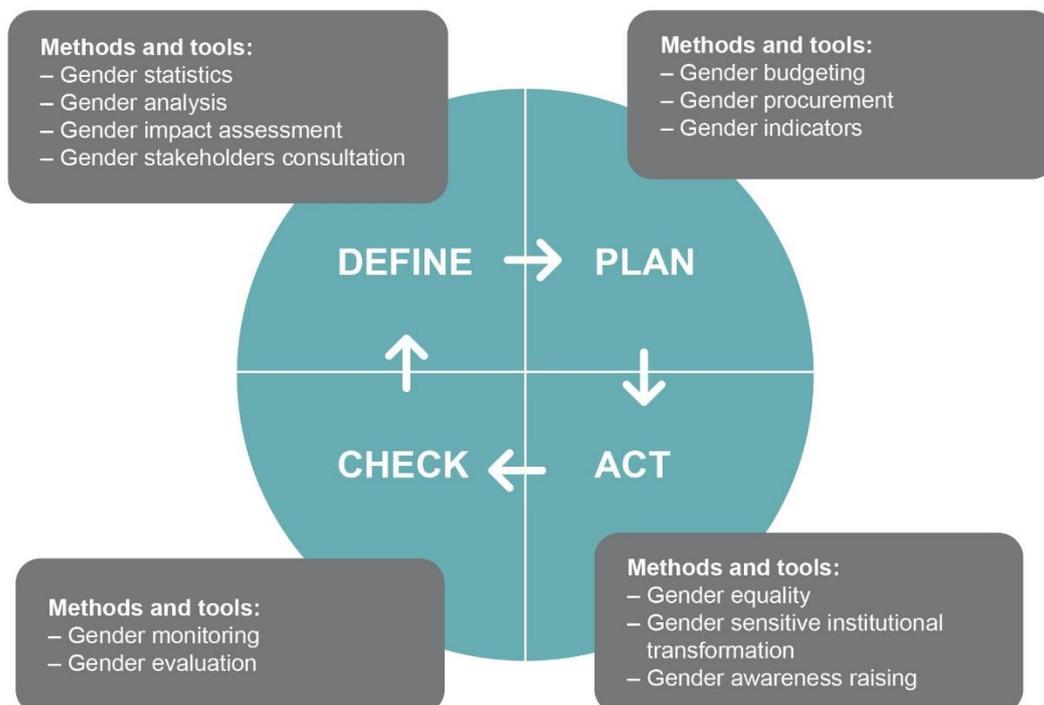
Source: EIGE (2016): Metis, based on EIGE's Methods and Tools. European Institute for Gender Equality. http://www.eige.europa.eu, p.5

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[57] EIGE (2016): EIGE's Methods and Tools. European Institute for Gender Equality. http://www.eige.europa.eu, p.5

These tools should be systematically integrated in the policy process (and not seen as an 'add-on'). The tools and methods need to be adapted to the relevant policy context and serve the purpose of making the gender mainstreaming process visible and understandable (see Table 2).

Table 2. Tools and methods for a gender sensitive policy cycle

Topic	Objective	What should be done
Gender analysis	Explore the dimension of the representation of women and men in different policy sectors at different levels – as beneficiaries, representatives of the labour force and decision makers.	Definition in which way the policy is person related and how the policy affects the everyday lives of men and women or specific groups of men and women (e.g., disabled, ethnical minorities, low-income, LGBTIQ and so on). Definition of gender differences in sector (with regard to rights, participation, access to and use of resources, values and norms that affect gender specific behaviour). Identification of gender gaps among professionals (e.g., wages and access to hierarchical positions) in the main institutions in the sector.
Gender awareness raising	Assess how does the strategy/policy impacts on living conditions of men/women, on existing values and norms, how it influences our picture of reality, perpetuates stereotypes and supports mechanisms (re)producing inequality?	Mention of different gender perspectives in the strategy/programme Use of gender sensitive language Organise events and dissemination activities to include female speakers
Gender sensitive stakeholder consultation	Achieve a close liaison with all policy stakeholders throughout the policy cycle to take on board the concerns, expectations and views of the various target groups.	Include relevant stakeholders (gender experts, women's organisations, other civil society organisations, social partners)
Gender procurement	Use public procurement, as it has a large potential to promote gender equality by introducing principles of equality and non-discrimination, transparency, competition in public contracts	Request a gender balance decision making and project team, specific analysis of gender related concerns, use of sex-disaggregated data and gender indicators

Topic	Objective	What should be done
Gender sensitive pilot projects	Devise pilot and demonstration projects to demonstrate gender-relevance at a very concrete level. They can activate women to participate and reach wider groups.	Initiate pilot projects with an explicit gender dimension, ensure peer review, exchange and dissemination to make the best use of good practices.
Gender monitoring	Measure and compare the situation of women and men over time.	Use of qualitative and quantitative indicators as baseline and targets and for monitoring and assessing potential impacts.
Gender sensitive evaluation	Systematic and objective assessment of the design and planning (objectives, results pursued, activities planned), the implementation and results of an ongoing or completed programme or policy from a gender perspective.	Definition of gender sensitive evaluation criteria (which need a baseline reflecting gender concerns and gender related monitoring).
Gender budgeting	Application of gender mainstreaming in the budgetary process.	Analysis of the budget from a gender-perspective.

Source: EIGE (2016): EIGE's Methods and Tools. European Institute for Gender Equality.
http://www.eige.europa.eu with adaptations by Metis

The EIGE also has published specific guidance on relevant topics like Energy, Transport, Regional and Cohesion Policy and Agriculture.

No comparable guidance is available for other equal opportunity aspects. However, the methodologies and tools can be applied in the same way. We have distilled below the main tenets of such guidance, using the steps of a GIA and adapting it for a wider set of equal opportunity issues (see Table 3).

Table 3. Guidance on methods and tools for integrating gender/equal opportunities dimension in green deal-type policies

Step	Objective	Relevant questions
Step 1	Define policy purpose ➔ Relevance check and mapping the nexus	What is the social issue to be addressed? What are the target groups? Does the policy/action affect different social groups in different ways?
Step 2	Checking the relevance for gender/vulnerable groups	What problems result from the perspective of men/women and different vulnerable groups? Can these groups contribute to make the policy/action more effective?

Step	Objective	Relevant questions
Step 3	Sensitivity analysis	What types of inequalities do exist? Do they refer to the provision of resources, the accessibility or affordability?
Step 4	Weighing the impact of gender/vulnerable groups	What is known about the problems/differences? Are there indicators, surveys and studies to analyse the differences? How do the EGD policies in the relevant field contribute to improve/deteriorate the situation for these groups (as consumers, workers, students etc.)? What rights are attributed to these groups? Are there targets set? Can they be measured? Who are the actors involved that define the policy at local and regional level? How are women/different groups represented?
Step 5	Findings and proposals for improvement	How can the EGD policies be modified to improve the situation for these groups? In what way can a better participation be achieved? How can this strengthen the policy/action? How can implementation contribute to ensure equal opportunities? How can these groups be motivated to contribute to the objectives?

Source: Metis, based on EIGE (2016): Gender impact assessment. European Institute for Gender Equality

3.4 Key points and conclusions

From the review of methods and tools used to empower different social groups we draw the following key points:

Nexus between EGD policies and gender and social inclusion

- The nexus between the EGD and gender/social inclusion is relevant at all government levels. Even if the gender/equality perspective is currently missing in European policy documents these dimensions matter at national and even more at local, urban and regional level.
- Women are important agents of change in the transition to a low-carbon economy and their role as decision makers, consumers, researchers, students and labour market participants needs to be strengthened.
- Improving accessibility to physical and immaterial infrastructures is of particular importance for equal opportunities. For persons with disabilities the renovation wave offers opportunities to improve the accessibility of buildings.

- Local and regional policies need to apply a gender and equal opportunities' lens to their development strategies, actions and projects.

Impacts on gender/social inclusion

- A gender sensitive approach needs to be applied in those cases, when men and women face different impacts on their quality of life, possibilities to participate in social and economic life or have higher opportunity costs. Another important difference results from lower participation of women in decision making.
- The GIA is a proven method to assess the effects of policy instruments of different nature (legal instruments, strategies, funding programmes, concrete actions) at an *ex-ante* stage. There are examples for the use of GIA at regional level.
- For disadvantaged groups the same logic, methods and approaches can be applied, where the GIA method is extended to identify potentially affected disadvantaged groups.
- Social services play an important role as nexus between social inclusion and the EGD. On the one hand, they are challenged as climate change puts higher threats to vulnerable groups. On the other hand, they have a significant impact on the environment and are important agents of change for the EGD.

Tools and methods

- Methods and tools such as gender analysis, development and use of gender-sensitive data and indicators in monitoring and evaluation, gender budgeting, awareness raising and training enhance the gender dimension of EGD policies. They can be adapted for other vulnerable groups.
- A first and illustrative example where a gender sensitive approach could to be applied and a GIA could be implemented at national and regional level are actions supported by the Social Climate Funds.

4 Prospects for an enhanced Green Deal – examples on integrating gender and other equal opportunity perspectives in the Green Deal

The strong but not sufficiently recognised links between climate policies and equal opportunities perspectives were already highlighted in previous sections. Here we focus on practical experiences and best practices, to underline the importance of gender and equal opportunities for climate policies[58].

Several levels are important:

- First, the design and implementation of the policies in response to climate change, where women and vulnerable groups are under-represented in the decision making[59] and in research.
- Second, adaptation and mitigation strategies interfere in a complex environmental and social fabric, where women and many other vulnerable groups are often more vulnerable as they hold less power, often have less income and are less mobile[60].
- Third, there are differences in the effects of climate change on men and women, especially if the gender dimension is combined with other disadvantages (age, health, low education level, etc.), as well as impacting adversely on other societal groups including low income families and older people.

As it has been argued in previous sections, there remains insufficient attention accorded to a gender differentiated approach at European level, or indeed for other vulnerable groups in respect of European Climate Law, which provides the framework for national strategies, implemented to a large extent through regional and local plans, programmes and projects. Currently, the contribution

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[58] As far back as 1995 the United Nations Fourth World Conference on Women in Beijing identified environment as one of 12 critical areas for women, see https://www.unwomen.org/en/news/in-focus/csw59/feature-stories. In November 2021, the joint statement published by the Scottish Government and UN Women at COP26 stressed that "the fight against climate change must be closely connected to the fight against gender inequality" https://www.gov.scot/publications/glasgow-womens-leadership-statement-gender-equality-climate-change/

[59] In 2011, women held 18.2% of positions at the highest levels in ministries dealing with the environment/climate change, transport and energy policy. At managerial or administrative level, this figure was 27%, while among heads of sectoral departments or divisions it was 27.6% on average. Source: https://eige.europa.eu/gender-mainstreaming/policy-areas/environment-and-climate-change

[60] https://eige.europa.eu/gender-mainstreaming/policy-areas/environment-and-climate-change

of the local and regional level to the gender perspective, and equal opportunities more generally, in the implementation of the EGD lacks a strong top-down steer. Nevertheless, the commitment of LRAs to both climate and equality issues and their strong practical experience in these fields due to their closeness to all social perspectives in society have already generated in a largely bottom-up manner, a wealth of practical experiences, and especially in recent times where LRAs are also combatting the impacts of the Covid-19 pandemic.

Hence, the study is aiming to contribute towards redressing the current vacuum by seeking to identify, analyse and present best practices at the intersection of EGD policy fields with gender/equal opportunities policies and LRA fields of activity. This is illustrated in Figure 6, below – the common 'segment' of the three overlapping circles.

We have identified a number of good practices where gender and social inclusion objectives are included in territorial strategies and projects pursuing climate objectives at local and regional level.

Figure 6. Focus of good practices
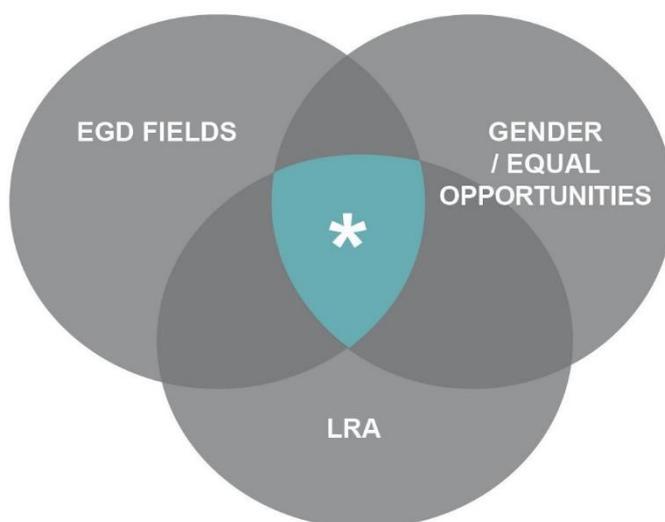
Source: Metis study team

4.1 Case studies

In sourcing examples of good practice, we have made extensive use of material from networks that represent regions, cities and communities, including CPMR, Eurocities, URBACT and FARNET and made contact with these organisations and respective projects, as necessary. The case study examples cover regions, cities and communities, and also key thematic areas

such as transport, energy and the circular economy, bearing in mind that many projects cut across policy 'boundaries'. Similarly, all examples cover gender and/or vulnerable groups. We present a number of examples of practices to help illustrate the potential contribution that such practical experiences can make to the study and, generally, the case being made by CoR in this field.

These case studies present some general characteristics, as well as specific gender and social inclusion dimensions, namely:

- An emphasis on governance and partnership working, with LRAs taking a lead but also involving universities, NGOs and social partners.
- Building in gender and other aspects of equal opportunities into 'green' policy and strategy documentation with legal instruments in some cases.
- Monitoring systems using a variety of methods from GPS tracking to more traditional survey tools, and using the data to inform policy decisions.
- Use of living labs and similar tools to test and refine approaches.
- Collaboration between LRAs across national boundaries, sharing good practice, working collaboratively.
- Extensive dissemination activity through conferences, events, online handbooks and tools, and using established EU networks for wider reach to interested parties and increased impact.

Projects selected as case studies vary in scale from longer-term development projects to strategies, action plans and pilot projects. Some reflect ambitious strategic goals whilst others are relatively modest pilot projects but with the ability to be mainstreamed or replicated elsewhere. The more recent plans and projects also reflect the impact of the Covid-19 pandemic which appears to have provided an impetus for additional actions and a focus on inequalities, recognising that the pandemic adversely affects vulnerable groups more than others[61].

The case studies are grouped accordingly:

- The application of gender impact assessments (4.2.1)
- Integration of gender and social inclusion in local and regional planning and the implementation of climate policies (4.2.2)
- Targeted gender and social inclusion approaches in specific sectors covered by the EGD (4.2.3)

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[61] Some examples predate the pandemic

Table 4. Overview of the case studies

Box Number	Case study and geographic focus	Type of tool or method	Gender/equal opportunities relevance	Policy fields
1	Gender impact assessment at the regional and local level (examples from ES, DE and SE)	GIA with an e-learning programme, training, knowledge pool	Gender – but with a potential to extend this to other disadvantaged groups	EGD policies
2	The potential gender dimension in municipal climate protection masterplans (DE)	Gender impact assessment	Gender – with the potential to apply it to other social groups	Spatial planning, local transport systems, building structures, energy consumption and saving
3	Smart City Strategy and urban planning with a gender lens, Vienna (AT)	Integration of gender in all phases of planning, gender equality and integration monitoring, pilot projects	Gender and disadvantaged groups	Smart City Strategy
4	Gender equal city, Umeå (SE)	Dissemination, pilot projects, gender monitoring	Gender, migrants and age-related issues	Urban planning, Transport
5	Amsterdam's ambitions and implementation Plan and Climate Neutral Roadmap 2050	Integrated Strategy	Low income and disadvantaged households Children and young people	Energy Transport Circular Economy Public Health
6	Regional strategic approaches to integrating green policies with equal opportunities (examples from IT, ES)	Awareness raising, monitoring tools, evaluation and application of legal powers	Gender Older people Low income Migrants	Energy Circular Economy
7	Local development projects promoting	Pilot projects	Young people	Circular

Box Number	Case study and geographic focus	Type of tool or method	Gender/equal opportunities relevance	Policy fields
	equal opportunities (FI *and Multi-country examples)*		Low income households Gender	economy Social inclusion Community resilience
8	E-mobility at the forefront of gender equality – The User-Chi project (Multi-country example)	Gender analysis, public procurement, public awareness campaigns	Gender	Energy, Transport.
9	Cultural heritage at the heart of sustainability and equality – The Rock project (Multi-country example)	Pilot projects, monitoring, peer review process	Various groups	Sustainable regeneration and renovation, circular economy
10	A business case to increase female employment in transport (Multi-country example)	Gender analysis.	Gender	Transport
11	Integrating social and urban rehabilitation – (examples from HU, BE)	Direct investment in housing conditions and linked to social and economic support measures	Roma community Low income households	Housing/urban renovation Energy
12	Greater Madrid Night Bus – Transport (example from ES)	Pilot projects (subsequently mainstreamed and monitored)	Gender Adolescents	Transport

4.1.1 Application of Gender Impact Assessments

The GIA is a very important method for assessing the impact of a legal instrument, a funding scheme or a strategy. In some Member States GIA is used at national level (e.g., AT, BE, DK, FI), in others at the regional level (mostly in combination with legislative competences), as shown in Box 1. SE uses GIA at national and regional level. One crucial question is whether policy fields relevant for the EGD are reached by this instrument. **Box 1** provides three examples of **GIA at the regional and local level,** one for the Basque Region, the second for Lower Saxony and a third for the Swedish Association of Local Authorities and Regions.

Box 1. Gender impact assessment at regional and local level (ES, DE, SE)

In the **Basque Country (ES)** GIA is required by law since 2005. More than 500 decrees and laws have been assessed and GIA can be considered an established and consolidated practice. Responsibility lies with civil servants in charge of formulating a policy or drafting a law. There are gender equality units in all departments of the administration. An impact report template is used as a tool to guide the process. It needs to reflect the administrative act, assess the foreseen impacts on gender equality and has to describe measures to eliminate inequalities. Training courses and the availability of gender-disaggregated data support the GIA. Specific guides have been developed for a number of fields relevant for the EGD (like agriculture, employment, environment, health, industry, transport and mobility). Success factors for this model are the legal obligation, the availability of dedicated units and training and guidance.

GIA is also established in **Lower Saxony (DE)** since 2004. All draft cabinet and other legal acts need to be scrutinised. GIAs are performed by civil servants. A number of tools (guidelines, supporting instruments, e-learning tools, gender training and knowledge pool) have been developed. However, the quality and thoroughness of the analysis varied. Moreover a review of specific examples found that the focus was on involvement of women in fields like qualification and training, management, in social inclusion and other 'traditional gender policies', rather than on policies related to the EGD.

The **Swedish Association of Local Authorities and Regions (SALAR)** supports the work on gender mainstreaming in municipalities and county councils. From 2008 to 2013 SALAR operated a programme (financed by the Swedish government to support local development projects) to introduce gender mainstreaming in local and regional policies. The outcome were several tools and checklists on how to support GIA in the decision-making processes. The roles of politicians and civil servants were clearly distinguished. Evaluation and feedback are important steps in the process. The checklist for a GIA follows several steps: (1) Is the checklist relevant for the topic? (2) Background description – are there disaggregated statistics by gender? (3) GIA: Description of impacts for men and women, and (4) Gender equality analysis – how do suggested decisions relate to gender equality goals? The checklist includes links to more detailed tools and access to training material. It appears that the GIA approach is gradually implemented by some members. Some organisations have developed the checklists further and combined them with other horizontal perspectives, such as children's rights and environmental concern.

Source: EIGE (2016): Gender impact assessment. European Institute for Gender Equality, http://www.eige.europa.eu

Lessons: There are a number of efforts to introduce GIA in local and regional policies, which is a process that takes time and effort to be implemented. A political commitment and the involvement of politicians in these questions, a strategy how to combine gender with other horizontal topics (other forms of disadvantages, environmental topics) and dedicated resources (an institution, training, guidance material) to develop the processes and the content are important success factors. The application of GIA to the themes of the EGD is stronger in some regions than others.

The following case study reflects how **gender could be integrated in Local Climate Protection Master Plans** in the example of Germany **(see Box 2).** The most important fields of climate relevant actions at local and regional level, like spatial planning, local transport systems, building structures, energy consumption and saving have strong gender dimensions. In general, women use space in a different way, are differently affected by climate related actions and are less represented in participatory and decision making processes. This case highlights some key points how gender could be included in local and urban planning.

Box 2. The potential gender dimension in municipal climate protection masterplans (DE)

Since 2012 the National Climate Initiative (NKI[62]) supports a small number[63] of local authorities to implement a masterplan for the reduction of greenhouse emission by 95% by 2050. Funding is provided for a masterplan concept, the establishment of the necessary structures and a process management as well as a comprehensive participation process for the citizens. The latter shall achieve a long-term commitment of the civil society and enhance the necessary engagement of the people living in the area. The masterplan targets all households and enterprises in the area to reduce energy consumption for housing, production and transport.

The research project analysed in which spheres a gender based approach would be beneficial to the achievement of the long-term objectives and how the design of the masterplan programme impacts on gender equality.

Overall, the analysis comes to the conclusion that the guidance implicitly touches many gender relevant dimensions for the development of the masterplan (demography, supply of infrastructure, projection of energy needs, of transport needs etc.). But social issues and gender relevance does not have a high profile.

There are some **key points for the development of the masterplans** that have a clear (but not yet considered) gender dimension:

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[62] Nationale Klimaschutzinitiative, see https://www.ptj.de/klimaschutzinitiative-kommunen/masterplan. The National Climate Protection Initiative is a national funding programme targeted at consumer, enterprises, local authorities and social and cultural institutions. It supports strategies set out in the KSP2050, which is described in Section 3. The "Masterplan action" is one of several funding schemes, where pilot projects are supported.

[63] The project started with 19 local authorities (or associations) in 2012 and was extended by another 22 local authorities in 2016.

'**Sufficiency**' is a guiding principle. This is focused on households (while neglecting all other sectors) and considered to be "the reduction of energy and resource consumption in use of goods and services through a change in the demand. This change will be achieved by changes in consumption decisions, daily routines, social and cultural practices and by changes in lifestyles". There is a gender bias for this transformation, as the type of decisions taken by men and women differs significantly.

'**Acceptance**' of the actions described in the masterplan is key to the success. The stakeholders need to ensure that the citizens participate and contribute to the strategy.

Need of electricity and heating is considered to be defined by people, building and heating systems. However, the focus is only on buildings and heating systems, but possible changes in behaviour of people are not taken into account (where again the perspectives of women would be very relevant).

Transport is mainly dealing with the reduction of individual motor car traffic, but the solutions proposed have the character of car sharing actions and much less of changes in behaviour in order to reduce the overall amount of traffic.

In a **GIA,** the relevance of **masterplan support for the seven gender dimensions** identified for analysing the impact of a policy was assessed. The basis for the analysis were the methodological guidance and other documents provided for the local authorities. These documents – the outcome of the analysis – showed gaps and weaknesses, as the gender dimensions were neglected, although they could be important for achieving the long-term objectives.

1. Symbolic societal order has an impact on roles, perceptions and preferences. In general women are more interested in sustainable consumption, but feel that they are not sufficiently informed. Thus, any changes in consumer behaviour need to be targeted at different groups (men, women, disadvantaged groups).

2. Care economy and caring work: Urban and local planning provides the framework for living conditions, care work, recreation can be performed (in terms of transport mode, lengths of routes, safety, etc.). Women might benefit much more by a change from a car based city/community to a more compact and emission free territory with shorter distances and mixed uses, with ample public spaces, playgrounds, good public transport systems.

3. Work and employment: Factors to be considered are lower income levels for women and disadvantaged groups that reduce their capacities to participate in renovation and energy saving investments and participate in aid schemes. Women should be specifically addressed to benefit from newly created jobs (in transport services, in the 'green economy' in general).

4. Public resources/infrastructures: Planning and provision of public infrastructures are of core importance for gender equality (see item 2, above). Currently, instructions on these dimensions are missing.

5. Power of definition: Technology based approaches usually do not consider specific needs of women and disadvantaged groups and the needs of persons working in the care economy.

6. Political participation: Women are usually under-represented in political bodies at local and urban level. Any climate related planning activity, like urban planning or the transformation of public infrastructures, should be supported by gender experts.

7. Physical integrity: Actions foreseen in the masterplan may have health and safety implications for different groups. Thus, specific needs of disadvantaged groups (LGBTIQ, homeless persons etc.) concerning health and safety should be considered.

The analysis comes to the conclusion that the gender dimension is key to the planning tasks of local and city authorities. A gender perspective increases the efficiency of the masterplan, as women (and other target groups) contribute in different ways and in different spheres to achieving the objectives. A differentiated approach provides better insights in the structural causes for emissions and provides the basis for better planning of climate protection in the spheres of work, care, transport, leisure etc.

Recommendations of the study are directed at local authorities engaging in climate policies. If the strategies only focus on the technical part of climate change, most relevant systemic factors shaping a society are neglected and the success of the strategies is seriously jeopardised. Instead, the strategy needs to be based on an integrated approach that considers how the technical system interacts with the social system. Women are important players, so are different social groups. Transformation need to be considered as social process with support of technologies, not the other way round.

Implementing GIA at local and urban level might be very ambitious, but at least guidance should be made available to understand the most relevant gender impacts of different climate protections actions, especially spatial planning, transport and energy.

Source: Spitzner M, Hummel D. et al (2020): Interdependente Genderaspekte der Klimapolitik. By Wuppertal Institute for Climate, Environment, Energy, ISOE Frankfurt and Gender CC, Berlin. Financed by Umweltforschungsplan des Bundesministeriums für Umwelt, Naturschutz und nukleare Sicherheit. Forschungskennzahl 3716 41 1190 EB012079, Dessau-Roßlau, February 2020

Lessons: Climate protection strategies at local and urban level include spheres, where behaviour, constraints and perspectives of men and women are significantly different. When developing and implementing strategies, gender needs to be considered regarding the impacts of actions, which are shaped by lower participation of women and by different contributions of men and women to behavioural changes. A gender based approach needs to consider interactions between technical solutions (such as electric vehicles, smart meters etc.) and the social system, where transformation is a social process with support of technologies.

4.1.2 Integration of gender and social inclusion in local and regional planning and the implementation of climate policies

There are several examples of regional and local strategies and action plans covering climate change and green growth, and also strategies and plans for gender and social inclusion (targeting vulnerable groups), but integrated plans have been less common to date although more likely in the future.

The **City of Vienna has a Gender and a Smart City Strategy** which are inter-linked **(see Box 3).** They cover different EGD-related fields and use a range of policy instruments and tools, including pilot projects and gender equality monitoring.

Box 3. Smart City Strategy and urban planning with a gender lens in Vienna (AT)

Gender Strategy

The City of Vienna has a comprehensive **Gender Strategy**[64] that is incorporated in urban planning strategies, in housing, labour market, public health, transport policies and many other topics. It goes much beyond the social and employment sphere. As compared to many other Gender Strategies it also covers fields that are relevant for the Green Deal. It includes tools, such as a guidebook for gender mainstreaming in practice, a gender equality monitoring tool, and is implemented by a number of pilot projects. There is a Gender Mainstreaming department to guide the process and develop the tools.

Five principles of gender mainstreaming[65] are applied across the sectors (including the EGD fields) and are considered across the departments of the city administration:

1) Use of a gender sensitive language,

2) Gender-specific data collection and analysis,

3) Equal access to services,

4) Equal involvement in decision making,

5) Equal treatment integrated in steering systems, evaluations and quality management.

Smart City Strategy

Following these principles, gender is an important dimension in Vienna's **Smart City Strategy**[66]. The latest version of the strategy is a long-term vision up to the year 2050 based on a very broad process with participation of many stakeholders (including relevant gender experts and a gender policy unit). Based on the UN sustainable development goals, the strategy includes most relevant policies of the EGD (including circular economy, raw material consumption, energy etc.). It sets out the local response to global challenges. It is noteworthy that it is an umbrella strategy which integrates gender, social inclusion, quality of life and public participation in the wider set of climate related policies. One of the points in the vision for 2050 is to be 'a largely carbon neutral city' of 'short distances', 'well-built' and 'fair' between men and women. Gender aspects are (among others) explicitly referenced in several sections:

- **Buildings** (e.g., by gender and diversity sensitive advisory services on energy consumption to optimise heating and cooling).

- **Economy and employment** (e.g., with gender budgeting a fair distribution of benefits and a fair access to municipal services shall be guaranteed).

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[64] https://www.wien.gv.at/english/administration/gendermainstreaming/examples/

[65] City of Vienna (2011): Gender Mainstreaming made easy. Practical advice for more gender equality in the Vienna City Administration. Executive Group for Organisation, Safety and Security. Section for Gender Mainstreaming.

[66] City of Vienna (2019): Smart City Wien Framework Strategy 2019-2050. Vienna's Strategy for Sustainable Development

- **Transport** (e.g., a shift from individual to public transport, short distances, increase in public space for pedestrians etc.).

Gender equality monitoring reports

Gender and social inclusion dimensions are regularly included in surveys on the Quality of Life policy which have been conducted since the mid-1990s with most questions related to a territorial granulation.

Derived from this, a gender monitoring at city level has been developed, which is an important element of gender mainstreaming. The Vienna Gender Equality Monitoring Report measures and analyses the status quo and development of equality of men and women on the basis of empirical data. The 12 topic areas and the 123 indicators chosen for the report reflect a broad understanding of equality. They are oriented on specific equality goals developed by the Municipal Department for the Promotion and Coordination of Women's Issues in cooperation with other departments and experts. It covers among others the fields of political participation, environment and mobility and health.

Gender equality pilot projects

Some pilot projects have implemented gender mainstreaming in different spheres of life that are relevant for the greening of the city and accommodate the EGD strategy.

- Gender dimensions are relevant for **planning parks and leisure facilities**[67]: A study showed that public spaces are used more often by groups of boys, which claim their interests more successfully. Some 82% of girls (and 47% of boys) were turned away from spaces occupied by elder boys, when they tried to claim access. Often the attempts were accompanied by sexual harassment. The solutions found were that planning and design of parks included features that matter most to girls (e.g., volleyball fields, climbing and balancing devices, niches for privacy, footpaths with lights, clean and functioning toilets).

- **Gender-sensitive transport planning**: Transport modes and habits differ between men and women and different social groups. Women rely more on walking in their neighbourhood (for supply, child care etc.) whereas men rather rely on cars. Traditional transport planning took little care of the need for space for pedestrian traffic and for bicycles. Actions included the conversion of smaller roads to pedestrian zones, to remove barriers for pedestrians, to provide good lighting for pathways and crossings etc.).

Source: Publications from the City of Vienna

Lessons: The city of Vienna uses a comprehensive gender approach, where key issues like data collection, monitoring, dedicated resources for gender mainstreaming are covered. One of the success factors are the combination of a dedicated city administration department for gender issues that develops tools and methods, and the consideration of gender in planning and in developing pilot projects.

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[67] See brochure "Stadt fair teilen. Gleiche Chancen für Mädchen und Burschen in Wiener Parks." (Sharing cities fairly. Equal opportunities for girls and boys in parks) quoted at https://www.wien.gv.at/english/administration/gendermainstreaming/examples/parks.html

The **City of Umeå** (population 130,000) has a well-established **gender approach which encompasses several EGD-related areas**, including urban planning, public transport and gender monitoring **(see Box 4).** This approach also relates to equal opportunities regarding other groups including migrants and age-related issues.

Box 4. Gender equal city, Umeå (SE)

Since 2009, the City of Umeå (population 130,000) has operated guided bus tours as part of its 'gendered landscape' approach, with the objective to highlight aspects of city design, infrastructure and facilities that have tackled gender equalities, as well as areas that still need to be addressed. The tour takes in tunnels, playgrounds, meeting places, recreation centres and other public spaces. It also addresses the **design of public transport systems** and the extent to which gender is a factor in the design of such systems.

The project tackles the **governance structures and partnership principles** required to ensure that the City designs and operates facilities with gender considerations at the forefront. Stakeholders from different levels of government, including regional and national authorities, participate in the tour joining at pre-arranged stops. In addition to the public authorities, other stakeholders are involved including the Centre for Gender Studies, a partnership between Umeå University and the City of Umeå.

One tangible outcome was the development of a city park following consultations with women and girls. In another example, preference was given to women booking sports facilities to tackle under representation by women.

In addition to gender, the project also highlights **equal opportunities in relation to other groups including migrants and age-related issues.**

The work of the project is underpinned by **gender monitoring and research** with the gender landscape approach the subject of some 30 international exchanges.

Source: URBACT & City of Umeå

Lessons: Umeå is one of the leading and most cited examples of a connected urban strategy that highlights gender and has gender at the forefront of policy development and implementation. As such the city promotes its approach through urban networks and study visits. A particular feature is bringing together users (women and girls) of city facilities (e.g. public transport, parks) with politicians and public officials. The focus is getting the 'detail', which impacts on the experience of women and girls, attuned to their experiences and feedback on suggested improvements.

Larger cities, including Amsterdam **(see Box 5)** are developing **comprehensive city plans** that bring together different but closely inter-linked policy themes in the longer-term interests of sustainable cities.

Box 5. Amsterdam's ambitions and implementation plan and associated Climate Neutral Roadmap 2050 (NL)

The **City of Amsterdam has developed and implemented a raft of linked policies for a more sustainable city**. Whilst the plans date back to 2019 updates acknowledge the impact of the pandemic on the life of the city and sub-plans are adjusted accordingly. The overall plan had six inter-linked ambitions:

- Equal opportunities

- Open and tolerant city

- Pleasant neighbourhoods, liveable city

- Freedom and safety

- Healthy and sustainable city

- Participatory and digital

Below the ambitions are a series of policies including policies and goals around sustainability and energy with the central aim of reducing emissions by 95% by 2050 and to make Amsterdam a 'circular city' where 'everything produced and consumed will be reusable'. Practical measures include changing Amsterdam's fleet of vehicles to emission free vehicles. Public buildings will have a programme of energy reduction measures. This includes a Roadmap for a Climate Neutral Amsterdam by 2050 with policies ranging from zero emission public transport, making the city gas free (by 2040), more electric charging points and environmental zones, additional routes and facilities for cyclists, improved waste collection and processing, new urban green spaces and green schoolyards for all children, and programmes to climate proof Amsterdam against floods and drought.

In response to the Covid-19 pandemic a sustainable recovery plan proposes investments in clean energy sectors to reduce CO_2 emissions but also to create jobs and to reduce heat loss in social housing. This will impact positively on low income households.

Low income households are also highlighted in the equal opportunities ambition and implementation plan including debt support, literacy campaigns, and measures to support those with a disability, migrants and asylum seekers. Children of all ages are a key focus of the plan with financial support for schools and parents from low income households. Welfare provision and improved access to healthcare is a related priority.

Source: City of Amsterdam

Lessons: As a leading European City with good credentials in respect of environmental and equal opportunities policies, Amsterdam has taken a further step with integrated strategies and action plans, including additional measures in the light of the Covid-19 pandemic, and provides a lesson for other cities.

Regions are well placed to bring together the various strands – environmental policies, equal opportunities – in strategies backed in some cases by law. **Box 6** provides examples from Emilia-Romagna (IT), Andalucía and Navarre (ES).

Box 6. Regional strategic approaches to integrating green policies with equal opportunities (IT, ES)

The **Pact for Work and Climate** brings together the different levels of regional and local authorities, NGOs, universities and social partners in the Emilia-Romagna region. It is based around the 2030 Sustainable Development Agenda and set in the wider context of the EGD, but with a specific focus on addressing inequalities and social exclusion highlighting the worsening position of vulnerable groups (including migrants, the low skilled/paid and young people seeking work) in the light of evidence of climate change. There is an emphasis on gender and reducing the pay gap in particular, females earning two-thirds of the male equivalent wage for comparable work in the region.

There is a specific focus on the promotion of and transition to renewable energy and reducing waste through the circular economy as well as exploiting the assets of the region's data valley for technological solutions to support a low carbon economy.

While the strategy is relatively high level there is reference to specific tools and legal powers. This includes the establishment of a region-wide monitoring framework with a common database, procurement tools to ensure that vulnerable groups are supported and not further disadvantaged, and the enforcement of laws in respect of illegal employment contracts (combined with the inspection of workplace conditions and employee contracts). As a recent strategy, Pact recognises the disproportional (negative) impact on vulnerable groups as a result of the Covid-19 pandemic, strengthening the policy focus on these groups.

Andalucía introduced new legal powers in 2018 to tie gender equality policies into climate change actions. There are three clauses in the Andalusian Climate Change Action Plan (9.2, 12.2 and 15.2) that highlight gender and are designed to ensure a gender perspective in respect of the evaluation of the impacts of the planned actions, based on gender monitoring, as well as actions to raise awareness and training on climate change and energy transition, incorporating principles of gender equality in the legal clauses of the implementation of the plan.

The **Climate Change Roadmap for Navarre (CCRN)** sets targets for 2020 (it was published in 2017), 2030 and 2050 to mitigate the impacts of climate change on the region and its population, highlighting older people and women as being more adversely affected. It covers all aspects of the climate change agenda including renewable energy and reducing waste through the circular economy, and brings together sectoral strategies and supporting measures to ensure coordinated action. The focus of the targets is the reduction of emissions and the uptake of technological solutions (e.g. adaptations) to combat the effects of climate change. Cross-cutting measures are used for monitoring the impacts on women and other vulnerable groups including the Women and Men Equality Programme of the Autonomous Community of Navarre, which provides benchmarks necessary changes to the plan.

Source: CPMR: Regions Act! CPMR Regions acting for climate-neutrality

Emilia-Romagna: Pact for Work and Climate

https://www.juntadeandalucia.es/boja/2018/199/1

Lessons: There are positive signs that regions are giving active consideration to the position of vulnerable groups in their climate change action plans and the further widening of gaps as a result of the pandemic. Converting ambitious plans into actions presents a challenge but the tools proposed by the above cases (monitoring, evaluation, awareness raising, enforcement of existing labour policies etc.) are a good step to ensure that the perspective of women and other societal groups is integrated into significant investment and development plans.

More modest local actions, demanding fewer financial resources, can make a difference at the local level, including rural and urban areas. There are several examples of **community-led local development (CLLD) and similar local development approaches (see Box 7)** which cover gender and equal opportunities issues. Some have direct or indirect links to green policies including the Ru:rban across several cities (with Rome as the lead partner) and the Lapland FLAG projects centred on the fishing industry in one of Europe's remotest regions. While relatively small in scale the approach of both projects has been publicised as good practice through case study fact sheets, videos and other means.

Box 7. Local development projects promoting equal opportunities (FI & Multi-country)

The **Lapland FLAG project in Finland** has operated over two EU programme funding periods and provides training programmes for male and female young people in the fishing sector. It is one of several FLAG projects across Europe designed to foster cooperation at the local level.

The labour force has aged and the aim is to reinvigorate the sector with new skills with training led by older (around 55 or more on average) experienced fishermen (it has been an almost exclusively male sector and an explicit objective of the project is to open up opportunities for women). The training takes place across four municipalities and involves local fishing cooperatives. The fishing areas are environmentally sensitive and protected. Training introduces young people to the care required to protect the local environment and to foster sustainable fishing stocks. Many of the young people come from other areas and require housing and support in community integration. Overall, 14 young people have been supported.

Source: FARNET

Ru:rban is an example of practices and networks of urban resilience. The participating cities across the EU (with Rome as lead partner) share practices of urban gardens as a tool for social inclusion (food for people in need, opportunities for work and therapy for migrants or people with disabilities) as well as a way to bring life to abandoned areas or underutilised public spaces. Developing rules for such gardens in a bottom-up way makes them more acceptable. The project helped some participating cities (e.g., Krakow) overcome the initial lack of trust between authorities and NGOs and develop new types of

activities (e.g., school gardens). The project helps people from vulnerable groups gain a greater appreciation of the environment and fits with the circular economy theme.

Source: Ru:rban - https://urbact.eu/rurban

Lessons: Small-scale projects in urban and rural communities, delivered by local partnerships and networks can support measures to encourage policies consistent with the EGD and the promotion of equal opportunities. To increase impact, the dissemination of the approaches used and the results achieved is essential.

4.1.3 Targeted gender and social inclusion approaches in specific sectors covered by the EGD

There are sector specific policies and projects that focus on equal opportunities (gender and other societal groups) at a sectoral level. Below we provide examples that cover transport, the circular economy, energy urban renovation and housing.

The **User-Chi project (Box 8)** involves several cities and regions working together to develop and demonstrate solutions designed to increase the uptake of e-mobility across Europe, a theme central to EGD. User-Chi research highlights significant diversity in mobility patterns based on gender and age and points out that women are more conscious of the impact of everyday behaviour on the environment and can play an effective role at the forefront of e-mobility awareness campaigns.

Box 8. E-mobility at the forefront of gender equality – The User-Chi project (Multi-country)

Specific User-Chi projects include the design of electric charging networks, platforms for smart grid integration and promoting regulatory changes for a rapid increase in the uptake of the use of electric vehicles. The project has received funding from the EU (Horizon 2020) and uses the Trans-European Network-Transport (TEN-T) corridors as its spatial focus.

The research project that supports User-Chi notes **significant diversity in mobility patterns based on gender and age.** Women tend to take more frequent but shorter trips than men and whereas the research highlights greater scepticism amongst women towards technology they are also, in general, more conscious of the impact of everyday behaviour on the environment and can play an effective role at the forefront of e-mobility awareness campaigns if safety and other factors are addressed first (e.g. the research highlights that most crash dummies do not distinguish gender differences and also exclude pregnant women, whilst shared mobility companies have tended not to provide safety seats for children.

Source: Eurocities

Lessons: The project shares information and ideas concerning advances in e-mobility across a number of participating cities. There is a commercial imperative as convincing women of the benefits of e-mobility is vital to take-up, whilst a gender perspective on design and safety features will help manufacturers, across Europe, improve their products.

The **Rock Project (Box 9)** brings together a series of urban renovation projects, in different cities, each employing a range of innovative tools, including a tool that measures travel patterns by gender and societal groups.

Box 9. Cultural heritage at the heart of sustainability and equality – The Rock project (Multi-country)

Rock is a programme of projects and good practice tools involving multiple EU cities and partners.[68] It is centred on using historic city centres as living laboratories for sustainable regeneration and renovation, a theme central to EGD, and its practices include gender monitoring to inform policy decisions.

Participating cities fall into two groups – role models who develop and pilot approaches and tools – and replicator cities, who also provide feedback to the role model cities through a peer review process. A common theme is industrial restructuring leaving buildings and zones within cities abandoned or in poor condition, impacting negatively on local economies, social and environmental conditions.

Projects have covered the re-use of buildings for housing, galleries and other purposes, the promotion of creative industries and the restoration of artisan skills, the creative use of ICT to increase the accessibility of heritage.

There is emphasis on governance and partnership models and a range of online tools to support practitioners, as well as work-shadowing and mentoring visits. One specific project involves a model to calculate the carbon emissions performance of cultural and heritage buildings and their surrounding areas, measuring the impact of festivals and other events, comparing year-on-year changes and providing a model for more energy efficient use of buildings. Another project has resulted in a handbook to support the circular economy, as one of several online tools.

Data collection and monitoring is common to several projects with GPS used to track movements and flows (at festivals, historic sites or on public transport). This includes gender monitoring and for other societal groups. One example is the Trace Annotator in Eindhoven that combines user surveys (of travellers in the city) with GPS data that measures travel patterns, mobility behaviours and opinions, how they differ between groups and how the information can be used by policy makers for more environmentally friendly solutions.

Source: Eurocities

Lessons: By involving a network of cities, each piloting different innovative actions around the theme of urban renovation, and sharing the results between

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[68] Part-funded through Horizon 2020. Role model cities: Athens, Cluj-Napoca, Eindhoven, Liverpool, Lyon, Turin and Vilnius. Replicator cities: Bologna, Lisbon and Skopje.

partners, the overall impact can be enhanced. The Rock project is not overtly focused on gender or equal opportunities but through monitoring systems – using GPS technologies – and surveys, the mobility patterns, user journeys and opinions of different groups can be tracked and acted upon.

Transport is traditionally a male dominated sector – in terms of employment – but a study concerning the **role of women in the transport sector** published by the European Commission **(see Box 10)** looked at practical recommendations to redress the balance.

Box 10. A business case to increase female employment in transport (Multi-country)

The transport system is one of the key policies of the EGD. But transport is a sector largely dominated by men – in terms of employment and decision making, whereas availability and access to transport systems are highly relevant for women's access to social and economic life. Women are important agents of change, and can benefit from access to better jobs and services, which is also relevant for the transformation of this sector. This is relevant for the provision of public transport at local and regional level, but also for making progress in greening this sector.

A study commissioned by DG MOVE showed that female employment in the transport sector is 22% (as compared to 46% across all sectors in the EU). Women are under-represented in technical jobs and even more in management positions. The study looked at barriers for female employment (such as discrimination, working conditions, job perceptions, corporate policies, shortage of competences etc.). The business case established in the study highlighted benefits of employing more women by the transport sector (public transport companies, rail and shipping etc.) such as a larger and better workforce availability, a better public image, improved decision making and innovation and a more efficient operation. These measures come at relatively low (some at zero) cost and need little effort to implement them. Though this study has no explicit focus on the EGD policies, it shows a set of activities that are taken to mobilise women in the sectors (like gender strategies in local transport providers, equal pay plans, maternity leave policies, preventive measures against sexual harassment, security measures, electric devices to reduce the need to apply physical strength to lift weights (e.g., for truck drivers), sanitary facilities etc.).

Source: EC (2018): Business case to increase female employment in Transport. Study conducted by Panteia (P. Vroonhof), Ecorys, ISI-Fraunhofer, PWC. Commissioned by DG MOVE

Lessons: The work provided a demonstration of a clear business case for increasing the share of women in the transport sector, which is very low in some transport sub-sectors (e.g. HGV drivers), with relatively 'easy to implement' proposals. Indirectly, this work was carried forward in the EU Platform Women in Transport, designed to strengthen equal opportunities policies in the sector.

Box 11 highlights an example of a project from **Pécs in Hungary improving the urban fabric and housing opportunity** in one of the city's most underprivileged neighbourhoods, with a focus on supporting disadvantaged societal groups (in this case with a focus on the Roma community). **Ghent (BE)** provides a similar example – but with privately owned as opposed to social housing - with an **emphasis on improving living conditions and energy efficiency for low income households**.

Box 11. Integrating social and urban rehabilitation (HU, BE)

This rehabilitation example concerns the neighbourhood of György-telep in the city of Pécs in Hungary's Dél-Dunántúl region. Refurbishment work has been undertaken over several years, and since 2007, with a series of projects, including the social housing support project in Pécs (also known as the 'social nest'). The city has undergone population loss (12% over 20 years) with the closure of mines and factories. The most vulnerable groups were most adversely affected, their disadvantage compounded by poor housing conditions. In addition, the Roma community had low educational attainment and the highest level of unemployment.

The development focus was the refurbishment of some 48 properties, mostly uninhabitable or in very poor condition with sub-standard facilities. The properties have been refurbished with improved facilities including bathrooms and separate kitchens and are designed as social housing for those groups most in need. The project benefited from some EUR 1,672,000 ERDF support from the EU against a total project cost of EUR 1,900,000 (for the housing refurbishment).

The housing project has been coordinated with additional investments (also ERDF supported) designed to help people into employment or community activity (e.g. the HELP – Local Equal opportunities and Housing Programme).

Delivery has involved a range of organisations including the Municipality and the County Government Office, NGOs and the Hungarian Order of Malta). An evaluation has been proposed covering this and similar schemes in Hungary, but some 100 households have been actively supported and the project claims that community cohesion has improved and the levels of energy efficiency has also increased.

There are similar projects in other parts of Europe including the poorer neighbourhoods of relatively affluent cities such as **Ghent where there has been a scheme - the ICCARus project - to support low income households with privately owned homes** but often in poor condition and energy inefficient. The project involves a revolving fund that allows for the rehabilitation of properties (100 initially) with a fund a loan of up to EUR 30,000 per property avoiding the need for pre-financing. The increased value – as properties are re-sold – is shared by the home owner and the project, allowing for further houses to be improved.

Source: ec.europa.eu and Urban Innovative Actions uia-initiative.ec

Lessons: The effectiveness of the housing rehabilitation programme in the György-telep neighbourhood is enhanced by a coordinated approach that joins investments in housing, energy efficiency and targeted economic and social support for disadvantaged communities, in this case the focus is the Roma community. It is one of a number of neighbourhood based schemes in

Hungary and is replicable with the main limitation being the budgets available for rehabilitation. The Ghent example employs financial instruments and targets private households, but has similar objectives, targeting investment to improve the living conditions of low income/vulnerable households, whilst improving the housing stock and especially its energy efficiency.

Not all projects need the investment levels of Pécs or ICCARus to bring about effective change. Relatively small-scale projects can also make a difference and can be replicated.

Box 12 highlights the **night bus in Greater Madrid targeted on women and under-18s**, the latter not gender specific.

Box 12. Greater Madrid Night Bus (ES)

The night bus operates across the Greater Madrid region following a pilot scheme that operated across six bus routes. The night bus scheme was mainstreamed in 2020, in the region and provides a request stop facility for women and adolescents. The objective is to improve safety and reduce the walking time and distances from the bus stops. Scheme users can sit near the front of the bus and use the front door for access and exit, having requested a stop from the bus driver. A limitation of the scheme is that bus has to be able to stop safely (ideally a pavement of 1.5 metres and cannot be diverted to someone's house. Nevertheless, almost 500 people (95% female) used the scheme between January and July 2020. It is estimated that usage would have been much higher was it not for the pandemic and restrictions on travel. The scheme was extended later in 2020 to 40 bus routes, connecting settlements in the region with 10,000 or more inhabitants.

Other European cities have considered similar schemes, Glasgow (UK) currently (2021) reviewing proposals.

Source: thinkSPAIN

Lessons: The night bus is a practical and replicable project that can be implemented using existing public transport infrastructure and routes and achieving improvements in safety for women and adolescents.

4.2 Key points and conclusions

The following key points can be derived from the case studies:

■ Progress, often led by local and regional authorities, is being made in integrating policies designed to tackle the effects of climate change with those promoting equal opportunities. However, there is scope for further progress as there are also disjoined policies (in searching for good practice case studies there were more examples of climate change policies without explicit reference to equal opportunities, and equal opportunities policies without reference to climate change). The case studies show that LRAs have played a key role in initiating change at the local and regional level, both in terms of climate change and equal opportunities policies.

■ The actions promoted by LRAs vary from overarching strategies to relatively small scale pilot and demonstration projects. Both can make important contributions. For the former, Umeå in Sweden is a leading example of gender being placed at the forefront of policy making, and not just policies consistent with the aims of the EGD. For the latter, the immediate outputs can appear modest – e.g., 14 young people trained as part of the Lapland FLAG project – but the impact can be magnified through dissemination. To that end several of the cases listed above have generated good practice lessons using conferences – as in Umeå – established platforms for promoting good practice and new ideas (e.g. FARNET and URBACT) or involving multiple cities to develop and share experiences, as in the Rock and User-Chi projects).

■ In order to ensure that the projects can turn good intentions, with respect to gender and equal opportunities, into positive actions, a set of tools is required including the following:
  - Underpinning research to set a baseline against which to evaluate progress.
  - Monitoring (of gender and other groups, as chosen by the LRA) both in respect of the baseline and subsequent measures of change. This could involve gender specific indicators.
  - Awareness raising through campaigns, conferences, events and publications.
  - Dialogue with the target groups (to establish needs, what works and what should be given priority). This could include, as in Umeå dialogue between target groups (women and girls in this case) and politicians.

- Sharing of experiences both between project stakeholders (which could be LRAs in different country contexts),
- Handbooks and user guides to impart practical information, linked to the wider dissemination process. These can be online tools (as employed by the Rock project and others).
- Training programmes of public officials and others in respect of gender and equal opportunities.
- Gender impact assessments as used in Lower Saxony, the Basque Country and elsewhere, which bring together many of the above actions (including training, awareness raising and monitoring).

■ In general terms, the costs associated with the above actions are modest, relative to the costs of projects of actions related to climate change, especially where infrastructure costs are involved (as in housing rehabilitation in Pécs (HU), or urban renovation actions in the Rock project, but also the implied costs of implementing climate change strategies as in the far-reaching Emilia Romagna, Pact for Work and Climate). Cost, should therefore not be a barrier to gender and equal opportunities policies.

5 Conclusions and Recommendations

5.1 Summary of main conclusions

The previous sections have reviewed the EGD and equal opportunity strategies, delved into methods and tools for empowering different societal groups and considered a series of case studies offering practical examples on integrating gender/equal opportunities perspectives into Green Deal strategies and actions. In each of these sections, we have distilled the main messages from our analyses in the form of key points and conclusions. These can be brought together here on the following points.

First, there are two hugely important and fast developing policy strands in the EU, around the **EGD and the ambition of a Union of Equality**, each with a raft of strategies and action plans (and in the case of the EGD also substantial investments). Both strands are evolving and although the inter-relationships between climate change and equality are well known, there is a **persistent disconnect** in adopted policies and the nexus between these two policy strands remains tenuous and grossly underexploited.

In this context, the LRAs have been playing a valuable – though not fully acknowledged – role. Regions and cities have much to show in both strategic approaches and practical hands-on initiatives on climate change and equal opportunities. The experience on the ground shows that LRAs increasingly are moving beyond the previously disjointed approaches in these fields and their approaches are beginning to coalesce towards more integrated strategies and plans, which also reflect the changed post-pandemic landscape.

Second, to make the shift from the current position in which different societal perspectives are not yet sufficiently recognised and integrated, to **a position in which a gender/equal opportunities perspective becomes the norm for EGD policies**, it will be necessary to develop, share and use the necessary **methods and tools**. These are needed for a two-pronged approach involving, on the one hand, the mainstreaming of the equal opportunities dimension into the broad spectrum of policy processes and, on the other hand, the adoption of dedicated policy and funding measures and the implementation of pilot projects.

In other words, to turn strategic policies and statements of intent into action we need a set of tools including GIA, pilot projects, monitoring, awareness raising, training of trainers, research (including involvement of societal groups), benchmarks and targets. These can be pursued at different spatial

levels and with different resource endowments and budget levels. Pilot projects can be particularly effective, especially if replicated elsewhere, which needs an active dissemination process. Collaboration and dialogue, as part of effective partnership working, is a feature of several projects, especially at local and regional level, which is worth emulating.

Third, neither the Green Deal strategies nor equal opportunities are the exclusive domain of any particular level or sector. **Multilevel governance responses are essential**, as is a meaningful **engagement with stakeholders and societal actors.** Hence, the recommendations for empowering different societal groups in the implementation of the EGD need to be pursued at all levels and in a spirit of partnership.

Fourth, there is a growing awareness of the need to better connect climate change policies with equal opportunities as seen with the proposal for the Social Climate Funds and the declarations from COP26 (see 2.1 and 2.4 above). These and other developments will help to provide substance and impetus to implement the recommendations below.

5.2 Recommendations

The recommendations that follow are derived from the analyses and conclusions of the study. They are addressed, in the first instance, to the CoR. Some require action mainly by the CoR for their implementation and are presented under the heading 'Recommendations for CoR'.

However, most of the recommendations can be realised only through actions undertaken by the European Commission and other EU institutions and, especially, by the Member States and LRAs, since the concrete steps for empowering different societal groups in the implementation of the EGD are mostly in the hands of the national, regional and local levels of governance. Recommendations addressed through the CoR to EU institutions and (through them) to Member states are under the heading 'Recommendations for the EU', while those aimed at LRAs are under 'Recommendations for LRAs'.

It should be noted that although 'gender' is part of 'equality / equal opportunities' policies the study uses 'gender and equal opportunities' where appropriate to stress the importance of 'gender', e.g. in referring to methods and tools.

5.2.1 Establishing and exploiting a stronger nexus between the EGD and equal opportunities policies

The first group of recommendations concern the need to integrate different societal perspectives in strategies and actions of the EGD by strengthening, exploiting and communicating the importance of the nexus of EGD and equal opportunities policies.

Recommendations for CoR:

■ Continual representation by the CoR of gender and other equal opportunities dimensions in EGD policies at all governance levels, including specific activities through the 'Green Deal Going Local' Working Group such as set out in the following recommendations.

■ CoR to request the involvement of cities and regions in design and implementation of actions supported by the Social Climate Funds during the legislative process.

■ Disseminate to LRAs the 'debate' and ongoing developments at EU and local and regional level, including awareness raising conferences/events, use of social media and other communication channels, including an extension of the good practice examples highlighted in the present report.

■ Encouragement of gender mainstreaming and integration of other societal perspectives in EGD and related policies and action plans. This could be developed through regional action plans and promotion of pilot projects in gender justice and other fields of equal opportunities.

■ Promotion of research on interdependent approaches in EGD and equal opportunities policies with a focus on the local and regional level.

Recommendations for the EU:

■ Promote a Council Recommendation to Member States to incorporate an equal opportunities dimension in national and sub-national policies, plans and actions concerning the implementation of EGD.

■ The European Commission to incorporate a gender and equal opportunities dimension in the EGD strategy and implementation actions on the lines of the CoR own initiative opinion on 'Gender

equality and Climate change: towards mainstreaming the gender perspective in the European Green Deal'.

- The European Commission to encourage Member States to incorporate equal opportunities policies and actions as part of its funding plans, including the NextGenerationEU / Recovery and Resilience Facility which is already funding EGD actions – and the Social Climate Funds, which is still under negotiations.

- The European Commission to instigate an awareness programme including:
    - a high-level conference and other such events on EGD to showcase the dimensions of equal opportunities in EGD policies;
    - the further use of platforms (URBACT, ENRD, FARNET, etc.) to promote examples of gender and other equal opportunities in EGD strategies and projects.

Recommendations for LRAs:

- LRAs to apply a 'equal opportunities lens' to all EGD and social and economic development strategies and action plans with climate change implications, including circular economy, renewable energy and public transport, reflecting the role of different societal groups as agents of change in a transition to a low carbon economy.

- LRAs to promote and facilitate stakeholder dialogue and exchange in order to:
    - create a greater understanding of the equal opportunities dimension;
    - bring together societal groups (and their representatives) with project leads and decision makers (including elected representatives) with a view to influencing EGD policy;
    - increase representation of societal groups in governance/decision making processes.

- In the implementation of the EGD LRAs should engage social and welfare services' professionals who work with vulnerable groups, empower them to act as agents for change and, through them, encourage individual citizens to participate in EGD processes, bring in their perspectives and become involved in project implementation and governance.

5.2.2 Methods and tools for integrating an equal opportunities perspective in EGD

The second group of recommendations concerns the development and application of methods and tools for supporting EGD strategies at Member State, regional and local level in integrating policies and actions with a gender and equal opportunities dimension.

Recommendations for CoR:

■ CoR to advise LRAs (through events and other communication activities) on available guidance on integrating an equal opportunities perspective into EGD, including the importance of integrating GIA and related tools into EGD rather than treating them as a 'bolt-on'.

Recommendations for the EU:

■ The European Commission to issue internal guidance to the Commission services, units and officials engaged in monitoring and measuring impacts of funding programmes within the Commission services, on integrating an equal opportunities perspective into EGD.

■ The European Commission to require expert inputs (e.g. through equal opportunities panels) in EU research programmes and studies, especially those relating to EGD policies.

■ The European Commission to provide guidance and tools to support Member States and LRAs in GIAs and other methods for assessing potential impacts of EGD on gender and vulnerable groups.

Recommendations for LRAs:

■ LRAs should be encouraged and assisted to integrate a gender and equal opportunities strategy in EGD policy fields – including the implementation of the Social Climate Fund. Supporting activities like training, dissemination and pilot projects for demonstration and experimentation are essential to integrate an equal opportunities dimension in local and regional policy instruments, as outlined in the following specific recommendations.

■ LRAs should adopt methods and tools for integrating a gender and equal opportunities perspective into EGD related policies, both in the policy development and the implementation phase, especially on:

- collecting data on gender and other equal opportunities criteria to present baseline positions, for an *ex-ante* analysis (GIA) against different equal opportunities dimensions (such as the seven dimensions presented in Section 3), and for measuring change/progress in EGD policies;
- adopting the use of methods and tools, such as gender analysis, development and use of gender sensitive data and indicators in monitoring and evaluation, gender budgeting, awareness raising which enhance the gender dimension of EGD policies (and similarly for different vulnerable groups, as appropriate) in order to make EGD policies more effective at local and regional level.

■ LRAs should be encouraged and assisted (e.g. by the CoR and/or LRA associations) to offer training in:
- GIAs and equal opportunities monitoring for public officials;
- equal opportunities dimensions for elected representatives and public officials involved in EGD and related social and economic development policies.

■ LRAs should ensure that circular economy, transport, energy and other measures of relevance to the climate strategies are integrated in the measurement of quality of life; and that the full participation of different societal groups is treated as an essential element of such a monitoring.

■ LRAs to explore:
- opportunities for small-scale investments with the potential of making a contribution to the EGD and equal opportunities in the short term (e.g. better accessibility to buildings, adapting public transport services to improve usage by women and the young, as illustrated in Section 4);
- the potential use of procurement as a means for advancing EGD aims, as for example through 'circular procurement' tenders in fields such as school meals provision, supply of specialist working clothes, electric vehicles acquisition and purchase of reusable and recyclable materials) and through requesting a gender balance and the consideration of gender aspects in EGD procurement procedures;
- pilot projects for demonstration and experimentation on integrating an equal opportunities dimension in Green Deal policy instruments.

6 Literature

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of the Regions**

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