



GENDER4POWER



Gender-responsive action manual incl. Gender action plan

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Manual for the demonstrators

Gender Equality Plans (GEP) and Gender Action Plans (GAP): Framework

Gender equality is a core value of the European Union which is also promoted in research and innovation. In Horizon Europe, this has been anchored through the **Gender Equality Plan (GEP)**, introduced in 2022.¹ Since then, the existence of a GEP has become a binding eligibility criterion for funding applying to a broad range of research performing institutions. To comply with this criterion, institutions are required to establish a formal plan that is publicly available on their website, endorsed by top management and actively communicated within the organization. Its implementation must be supported by sufficient resources and expertise, and progress is monitored through the systematic collection of sex- and gender-disaggregated data on staff (and students) accompanied by annual reporting. Furthermore, GEPs must foster organizational learning through awareness-raising and training activities that address gender equality more broadly and unconscious bias in particular, targeting both staff and decision-makers. Beyond these process-related requirements, the European Commission encourages institutions to embed gender equality more firmly in their organizational structures. Recommended thematic priorities include creating an organizational culture that promotes work-life balance, promoting gender equality in leadership positions and decision-making processes, ensuring equal opportunities in recruitment and career development, and systematically incorporating the gender dimension into research content and curricula. Equally important are measures to prevent and combat gender-based violence including sexual harassment. The GEP thus functions as a long-term strategic framework, firmly integrated into the overall strategy of the institution and addressing the organization in its entirety.

In contrast, a **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP, focusing on individual projects, programs or departments and setting out short-term, operational measures that are topic-specific and object-related. While GAPs may be required in certain EU funding contexts, in others they remain optional instruments. The structure and thematic orientation of a GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

¹ <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en>





Steps to develop a GAP

The following section outlines specific **steps to develop a GAP**:

Conduction of a gender analysis

The GAP development process starts with a gender analysis, which includes the collection of sex- and gender-disaggregated quantitative and qualitative data and their examination from an intersectional gender perspective. The analysis looks at aspects such as the division of tasks and responsibilities, access to and control of resources, decision-making structures, gender-specific needs and priorities, and institutional capacities, all while considering multiple dimensions of diversity such as age, socio-economic status, cultural background and disability. It identifies existing structural inequalities and highlights where action is required, thereby forming the basis for the objectives and thematic areas of the GAP.

Identification of thematic areas

Based on the analysis, relevant thematic fields for the GAP are outlined that reflect the specific project context and areas where actions are needed, such as capacity-building, participation and gender balance, means of implementation, and monitoring. This way, a foundation for subsequent action is established.

Development of actions

Next, for each thematic field, actions are defined that translate the identified objectives into practice. These can include the formulation of quotas, targets, timelines, and specific activities. The actions should be concrete and feasible, embedded in the project's operational structures, and clearly assigned to responsible actors.

Monitoring and evaluation

Finally, mechanisms to track implementation and results are integrated into the GAP, including indicators and reporting formats through which progress can be measured. This ensures accountability and allows the evaluation of measures as well as the integration of lessons learned into the GAP.





Checklist for demonstrators – guiding questions to develop a GAP

Gender analysis

- Data collection: what to gather?
 - Who participates? (sex- and gender-disaggregated data: members, leadership, decision-making roles; complemented by other relevant diversity dimensions such as age, socio-economic status, cultural background, disability)
 - Who has access to resources? (training, technology, financial or organisational support)
 - Which socio-economic characteristics matter? (income situation, household structure, care responsibilities)
 - Are there existing data sources to complement our own (statistics, studies, reports)?
- Data analysis: what to look for?
 - Are there gender gaps in participation, access to resources or decision-making? How do they intersect with other factors such as age, socio-economic status, cultural background, migration experience or disability?
 - Which intersecting structural inequalities or barriers can be observed?
 - Are there specific needs or priorities for women, men or other groups?
 - How heterogeneous is the group (e.g. age, socio-economic status, language, cultural background) and what does that mean for the design of measures?

Identification of thematic areas

- What do the results mean for our project context and objectives?
- What do we want to change and address?
- Which of the identified issues are most urgent or most feasible to address within the scope of the project?
- How can the main issues be grouped into 3–5 coherent thematic areas that make sense operationally?
- What are the key target groups, and how are they composed?





Development of actions

- What actions in each thematic area would help improve the identified issues?
- Who can act, and who should be responsible?
- Within what timeframe should the actions be implemented?
- Which indicators would show progress?
- What resources are required?
- How do we make sure that actions are gender-sensitive in design and delivery (e.g. language, format, accessibility)?

Monitoring and evaluation

- What mechanisms can we implement to track progress systematically?
- How can we ensure that intersectional sex- and gender-disaggregated data are collected?
- What survey or feedback methods could be used to measure change (e.g. in knowledge, confidence, participation)?
- How can we organise regular reviews of progress (e.g. in project or community meetings)?
- How can lessons learned be integrated into ongoing implementation?
- How do we make sure that both the overall GAP objectives and the thematic goals are assessed?





Table of content of a GAP

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Reduce energy poverty of women
- Gender balance in decision making
- Gender dimension in decision making
- Include a gender dimension / perspective in energy communities
- Increased participation of women in project activities
- More equitable access to project and program resources (including training, technology and government services)
- Improved practical benefits for women (e.g. income, financial security, ...)

Baseline

Findings based on the gender analysis and needs analysis of the demonstrator (women, households, communities ...)

Thematic area #1

Main Issues

Brief description

Goals

- # #
-

(Planned) actions / activities

Table 1: Actions / activities

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Item 1				
Item 2				

Monitoring & Evaluation

Brief description





Annexe

Gender Action Plan (Austria)

Gender Action Plan (Germany)

Gender Action Plan (Greece)

Gender Action Plan (Lithuania)

Gender Action Plan (Slovenia)

Gender Action Plan (Spain)

Gender Action Plan

Schweizer Haus

Hadersdorf (SHH)

Demonstrator

Austria

Version 1.0



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Gender Action Plan

Schweizer Haus Hadersdorf (SHH) Austria

About the project: GENDER4POWER

The GENDER4POWER project aims to improve the living conditions of people and households affected by energy poverty by addressing multiple interlinked dimensions such as financial stability, health, well-being, and the energy performance of buildings. Recognizing that energy poverty disproportionately impacts vulnerable groups, the project puts a strong emphasis on gender-responsive and socially inclusive approaches.

Its overall objective is to enhance resilience and quality of life through the dynamic demonstration and implementation of holistic, people-centred solutions that are co-created with and supported by a broad range of stakeholders. By integrating technical, social, and economic perspectives, GENDER4POWER seeks to generate practical pathways that can effectively reduce energy poverty while ensuring social equity.

The project focuses particularly on the fields of renewable energy and energy efficiency, where innovative interventions and collaborative models can simultaneously contribute to climate goals, sustainable urban development, and the empowerment of communities. In this way, GENDER4POWER builds bridges between energy transition and social justice, ensuring that no one is left behind.



About the Austrian demonstrator: Schweizer Haus Hadersdorf (SHH)

The Schweizer Haus Hadersdorf (SHH) is a non-profit inpatient and outpatient therapy facility for addiction orders, located in Vienna, the capital of Austria. The facility pursues the goal of supporting people with addiction disorders on their way to a stable, self-determined life through short- to medium-term therapies, medical-psychiatric treatment and social work support. Thanks to the proximity to the city of Vienna and good accessibility, the clients remain integrated, as visits and outings maintain contact with family and friends.

The SHH main house is a historic villa located in Vienna's 14th district. Alongside the outpatient clinic, it provides accommodation for inpatient clients in residential groups, including one group specifically for women. SHH follows the principle of autonomous self-care: responsibilities such as cooking, laundry, and cleaning lie with the clients themselves. Accordingly, the residential groups are fully furnished and equipped. Therapeutic treatment at the main house combines milieu-therapeutic groups, individual therapy sessions, and regular medical consultations in a structured daily routine. A central component of the program is occupational therapy, which takes place in the garden during summer and in the annex workshops during winter. The areas of work include garden maintenance, creative activities, housekeeping, laundry, and woodworking.

The SHH is also operating six satellite branches across Vienna, one of which is the Gesundheitsgreisslerei in Vienna's 11th district. This branch is an outpatient therapy facility run by women for women with addiction disorders, including alcohol and illegal substances. Its treatment concept builds on long-standing, evaluated methods that are continuously adapted to the specific needs of women with dependency problems. Alongside psychotherapeutic and medical care, the program emphasizes health promotion, the strengthening of self-efficacy, and social work support to help clients move toward a self-determined life. Gesundheitsgreisslerei wants to offer women a place of retreat with a wide range of services that support clients in getting healthy in a friendly, open atmosphere.

Gender Action Plan: A definition

A **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP (Gender Equality Plan), focusing on individual projects, programs or departments and setting out short-term operational measures that are topic-specific and object-related. The structure and thematic orientation of GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

Gender Action Plan of SHH

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Include a gender dimension / perspective in the planned energy community at/with SHH premises
- Increased participation of women in project activities
- More equitable access to project and program resources (including training, technology and government services)
- Improved practical benefits for women (e.g. income, financial security, ...)
- Reduce energy poverty of women

A Gender Analysis as a Baseline

The gender and needs analysis of the SHH reveals several challenges and requirements that should be addressed within the Gender Action Plan (GAP).

The target group of SHH is particularly vulnerable to the impacts of energy poverty, as many clients come from disadvantaged socio-economic backgrounds. Limited financial resources often coincide with high energy costs, placing a considerable burden on household budgets. At the same time, poor energy efficiency in their homes, such as inadequate insulation or insufficient heating, further aggravates the situation and contributes to health problems. These challenges are compounded by limited knowledge about energy consumption, commonly referred to as energy literacy. In many cases, mental health issues also arise, which can be both a cause and a consequence of energy poverty. However, these challenges do not affect all

clients equally. Gender plays a crucial role in shaping vulnerability to energy poverty and should always be kept in mind, as structural inequalities related to income, care responsibilities, housing security, and domestic power dynamics often intersect with these issues. Women at SHH have also reported feeling uncomfortable in mixed-gender groups, highlighting the impact of gender dynamics on women's confidence in group settings. More broadly, all clients represent a hard-to-reach group when it comes to energy poverty, which makes the role of SHH staff in building trust and reaching them particularly valuable.

The vulnerabilities of SHH's clients become especially visible in SHH's day-to-day operations, where the interaction between clients' energy behaviour and the organizational framework poses significant challenges. The principle of autonomous self-sufficiency leads to diverse consumption patterns in the residential groups. Inefficient use of household devices, window ventilation while heating, and excessive water consumption indicate considerable potential for energy savings. At the same time, many clients lack basic knowledge about energy, underlining the need for targeted energy education and alternative forms of motivation, as financial incentives do not apply in this context. These vulnerabilities are not confined to the facility, where energy-related behaviours pose significant challenges, but extend beyond, as limited energy literacy continues to affect clients in their everyday lives.

To support clients in adopting more sustainable practices, staff also require capacity building. Their professional expertise lies primarily in therapeutic and social support, not in energy management, which means they often lack the tools and confidence to address inefficient behaviours constructively. Moreover, structural conditions such as nighttime quiet hours, weekend regulations, and the fluctuating presence of clients make it difficult to continuously accompany and reinforce energy-saving measures. The gender and needs analysis revealed that staff are highly receptive to strengthening their energy literacy and eager to develop approaches tailored to the specific organizational context at SHH.

Consequently, the analysis indicates that clients require capacity building, particularly in the field of energy literacy, to strengthen their ability to participate in the energy transition and to empower them to take small but meaningful measures against energy poverty. Moreover, it is equally important to train staff in these topics so they can effectively support clients and communicate key messages in a consistent and competent way. Concepts are needed that address organizational constraints and ensure that sustainable energy practices can be effectively embedded in everyday life. A gender-sensitive approach including gender-sensitive communication strategies ensures that both the specific vulnerabilities of women and the broader social inequalities shaping energy poverty are adequately addressed, thereby enabling more inclusive and effective pathways out of energy poverty.

Thematic area: Gender dimension & energy literacy for SHH staff

Main Issues

SHH staff possess strong therapeutic and social expertise but lack knowledge, confidence, and methodological tools to address energy-related behaviours in a constructive and gender-sensitive way. Structural conditions (e.g. shift schedules, quiet hours) make it difficult to reinforce energy-saving practices consistently, highlighting the need for targeted training and empowerment.

Goals

- Equip SHH staff with skills and confidence to act as multipliers for gender-sensitive energy knowledge
- Enable SHH staff to support clients in adopting and maintaining energy-saving behaviours
- Strengthen SHH staff's capacity to integrate sustainable energy practices within organizational constraints

(Planned) actions / activities

Table 1: Actions / activities of thematic area: Gender dimension & energy literacy for SHH staff

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Gender-sensitive train-the-trainer seminars (focus on method and gender awareness)	B-NK	2027	Implementation of at least two seminars during the project period	Staff time, training materials, venue and equipment
Conduct training sessions on energy savings and efficiency potentials at SHH (focus on technical knowledge)	B-NK	Q1/2026	Implementation of at least two training sessions during the project period	Staff time, training materials, venue and equipment

Thematic area: Gender dimension & energy literacy for SHH clients

Main Issues

Clients are vulnerable to energy poverty and show limited energy literacy, often engaging in inefficient energy use due to lack of knowledge, motivation, and accessible information. Women in particular may feel less comfortable in mixed-gender settings, underlining the importance of safe and inclusive formats.

Goals

- Improve clients' gender-sensitive energy literacy to strengthen participation in the energy transition
- Promote sustainable energy behaviour and strengthen the use of energy-saving measures
- Create safe spaces for women in the context of energy poverty

(Planned) actions / activities

Table 2: Actions / activities of thematic area: Gender dimension & energy literacy for SHH clients

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Develop "light" info brochures/handouts tailored to clients' life circumstances	B-NK	QU2/2026	Development of info brochure including testing with clients	Staff time, design and content development, printing budget, translation resources
Conduct gender-sensitive energy literacy workshops for clients	SHH staff trained by B-NK	QU2/2026	Implementation of at least three workshops during the project period	Staff time, training materials, venue and equipment
Conduct women-only workshops on energy literacy	SHH staff trained by B-NK	QU3/2026	Implementation of at least two workshops during the project period	Staff time, training materials, venue and equipment

Thematic area: Gender-sensitive and inclusive communication processes

Main Issues

Inclusive and gender-sensitive communication is essential to ensure that SHH's diverse clients can fully understand and engage with information. Without targeted approaches, messages may not reach all groups equally, and opportunities for participation and trust-building can be limited.

Goals

- Strengthen SHH's communication processes to ensure they are gender-sensitive and inclusive
- Increase staff awareness and skills in applying inclusive communication methods

(Planned) actions / activities

Table 3: Actions / activities of thematic area: Gender-sensitive and inclusive communication processes

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Develop gender-sensitive communication guidelines for SHH	B-NK	QU4/2025	Creation of a guideline document	Staff time, design and content development
Conduct a staff training workshop on inclusive and gender-sensitive communication	B-NK	QU1/2026	Implementation of at least one workshop during the project period	Staff time, training materials, venue and equipment

Thematic area: Spread the word about gender & energy

Main Issues

In addition to SHH itself, the SHH supporters Wiener Wohnen and the Federation of Limited-Profit Housing Associations also benefit from capacity building on gender and energy. Their awareness and capacity in gender-sensitive energy literacy are essential to ensure that approaches tested at SHH can have a broader impact and be sustained beyond the organization itself.

Goals

- Strengthen the capacity of SHH supporters to integrate gender-sensitive energy perspectives into their work

(Planned) actions / activities

Table 4: Actions / activities of thematic area: Spread the word about gender & energy

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Conduct seminars with supporters on key topics related to gender and energy	SHH, AEA, B-NK	Q4/2025 onwards	Implementation of three seminars with different thematic foci in cooperation with each supporter organization	Staff time, workshop concepts and materials, venue and equipment

Monitoring & Evaluation

The implementation of the GAP at SHH will be systematically monitored to ensure that the defined goals are achieved. Evaluation activities will track progress through quantitative indicators and qualitative feedback, allowing for continuous adjustment and improvement. Monitoring and evaluation activities include:

- Collecting gender-disaggregated participation data for all workshops and seminars (staff, clients, supporters)
- Using pre-/post-surveys to assess changes in energy literacy and confidence levels among staff and clients
- Gathering qualitative feedback from participants on gender-sensitivity, inclusiveness, and relevance of activities
- Collecting feedback from staff on the relevance and usability of the communication guidelines
- Reviewing progress against targets and indicators in project meetings
- Adjusting and redefining planned actions based on evaluation results and stakeholder feedback

Annexe

Development of the GAP at SHH

While the overall goals of the GAP in our project GENDER4POWER are largely the same across all demonstrators, for example raising awareness on the interconnection of gender and energy poverty, increasing the participation of women, and ensuring more equitable access to resources, each demonstrator has to create their own context-specific GAP to identify gender-related issues in their specific setting and to translate the overarching objectives into concrete measures tailored to their needs. The following steps describe how a GAP was developed for the Austrian demonstrator SHH.

Conduction of a gender analysis

At SHH, the development of the GAP started with a gender analysis drawing on qualitative data such as staff interviews as well as secondary sources such as existing literature on energy poverty. The analysis examined clients' socio-economic backgrounds, living conditions and levels of energy literacy, and considered therapeutic routines, staff practices and challenges in SHH's daily operations, including gender-related structures such as a women's residential group and a women-run outpatient facility.

The analysis revealed that clients are highly vulnerable to energy poverty, that women are more strongly affected due to structural inequalities (income, housing, care responsibilities), and that many lack energy literacy resulting in energy-intensive routines. It also showed that women often feel less confident in mixed-gender settings, while staff have on one hand awareness and knowledge about the situation but on the other hand only a few tools to address inefficient energy behaviours. Moreover, the analysis underlined both the heterogeneity of SHH's client group and the fact that they represent a hard-to-reach population. These findings highlighted structural inequalities and provided the basis for the GAP objectives: raising awareness of gender and energy poverty, improving energy literacy among staff and clients, ensuring equitable access to resources, and creating safe spaces for women in the context of energy poverty.

Identification of thematic areas

Based on the analysis, four thematic areas were defined for SHH:

1. **Gender dimension & energy literacy for SHH staff** – derived from the finding that staff had strong therapeutic expertise but little knowledge and few tools to address energy-related behaviours in a gender-sensitive way.
2. **Gender dimension & energy literacy for SHH clients (including women-only workshops)** – based on the finding that clients generally showed limited energy literacy and that women often felt less confident in mixed-gender settings.
3. **Gender-sensitive and inclusive communication processes** – developed in response to the finding that SHH's clients form a highly heterogeneous group and that women in particular are often affected differently by energy

poverty, requiring communication formats that are accessible and inclusive for all.

4. **Spread the word about gender & energy** – derived from the finding that SHH's clients are a hard-to-reach group, making it essential to involve partners such as "Wiener Wohnen" and "GBV" to broaden impact beyond SHH.

Moreover, specific goals were formulated for each thematic area to translate the findings of the gender analysis into targeted objectives aimed at addressing the identified issues.

Development of actions

For each thematic area, concrete measures were formulated, developed by considering which actions were necessary to achieve the specific objectives of that area. At SHH, these include train-the-trainer seminars and technical workshops for staff; tailored brochures, handouts and workshops for clients; women-only workshop formats; guidelines and training on gender-sensitive communication; and seminars with supporter organizations. Each action was linked to clear responsibilities, timelines, indicators and required resources to ensure accountability.

Monitoring and evaluation

Finally, mechanisms for monitoring and evaluation were integrated into the GAP to ensure that progress is systematically tracked towards both the overall objectives of the GAP and the goals of each thematic area. These actions include the collection of gender-disaggregated participation data, the use of pre- and post-surveys to assess changes in energy literacy and confidence, and the gathering of qualitative feedback from staff and clients, with results regularly reviewed in project meetings to ensure that activities remain responsive to emerging needs.

This step-by-step development of the GAP at SHH illustrates how overarching objectives can be translated into context-specific measures. While the concrete actions differ according to the needs, structures and target groups of each demonstrator, the process of conducting a gender analysis, defining thematic areas, formulating actions and setting up monitoring provides a common framework. Following these steps ensures that each demonstrator develops a GAP that is both tailored to its own context and aligned with the overall objectives of GENDER4POWER. Below, a checklist with guiding questions is provided to support demonstrators in designing a GAP.

Gender Action Plan

Energie- gemeinschaften München Demonstrator Germany

Version 1.0



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Gender Action Plan

Energiegemeinschaften

München, Germany

About the project: GENDER4POWER

The GENDER4POWER project aims to improve the living conditions of people and households affected by energy poverty by addressing multiple interlinked dimensions such as financial stability, health, well-being, and the energy performance of buildings. Recognizing that energy poverty disproportionately impacts vulnerable groups, the project puts a strong emphasis on gender-responsive and socially inclusive approaches.

Its overall objective is to enhance resilience and quality of life through the dynamic demonstration and implementation of holistic, people-centred solutions that are co-created with and supported by a broad range of stakeholders. By integrating technical, social, and economic perspectives, GENDER4POWER seeks to generate practical pathways that can effectively reduce energy poverty while ensuring social equity.

The project focuses particularly on the fields of renewable energy and energy efficiency, where innovative interventions and collaborative models can simultaneously contribute to climate goals, sustainable urban development, and the empowerment of communities. In this way, GENDER4POWER builds bridges between energy transition and social justice, ensuring that no one is left behind.

In Germany, GENDER4POWER In Germany, we are collaborating with the Energy Community Munich from Neuperlach. This newly established community, officially registered in 2025, is committed to implementing a Gender Action Plan — a living document designed to evolve flexibly over time. Our goal is to support this young initiative in integrating gender perspectives into its work without overwhelming its development process.



About the German demonstrator: Energiegemeinschaften München

Neuperlach is a district in Munich facing significant challenges in urban renewal and renovation, particularly for structurally vulnerable households. As a post-war expansion area, it includes a high proportion of multi-apartment buildings in need of modernization. Socially, it is diverse and multiethnic, with many low-income residents. Existing renovation programs aim to improve housing conditions, but financial and structural barriers often limit access for the most vulnerable.

Building on the former European Union funded NEBourhood project, the newly formed Energy Community aims to tackle these challenges by fostering local energy autonomy. As a prototype, it empowers residents to realize a pilot energy installation—a visible flagship that motivates participation and demonstrates the potential of community-led energy initiatives. One of the first urban energy cooperatives in Munich, it provides a model for other districts and creates experience that can inform similar projects across Germany and Europe. By promoting a democratic, decentralized, and decarbonized energy system, the cooperative supports sustainable urban living while helping households, local businesses, and the climate.

Gender Action Plan: A definition

A **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP (Gender Equality Plan), focusing on individual projects, programs or departments and setting out short-term operational measures that are topic-specific and object-related. The structure and thematic orientation of GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

Gender Action Plan of Energiegemeinschaften München

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Reduce energy poverty of women
- Gender balance in decision making and gender dimension in decision making
- Include a gender dimension / perspective in the energy community
- Increased participation of women and all genders in project activities
- More equitable access to project and program resources (including training, technology and government services)
- Improved practical benefits for women and all genders (e.g. income, financial security, ...)

A Gender Analysis as a Baseline

The Energy Community Munich aims to strengthen its Diversity, Equity, and Inclusion (DEI) approach across financial accessibility, inclusive communication, and community engagement.

To enhance financial inclusion, the group is developing a solidarity-based membership model allowing people with limited means to contribute as volunteers and receive membership in return. This approach reflects their commitment to social justice.

In communication, they seek to use gender-just language and authentic, diverse visuals while avoiding tokenism, acknowledging that their current team composition limits true representation, while intending to diversify their team.

They also face difficulties engaging the local community and increasing event attendance, despite offering measures such as childcare. Priorities include the recruitment of diverse members, improving the social media strategy, event planning, and obtaining legal and financial advice for their solidarity membership system.

Overall, the organisation needs targeted support in communication, DEI training, and sustainable financial planning to build a more inclusive and accessible community.

Thematic area: Gender sensitive and inclusive communication processes

Main Issues

Currently, the energy community is focused on managing resource constraints and is facing challenges to conduct outreach to its target group. This also results in the problem that they are unable to reach local people for their events. Consequently, there are also limited opportunities in terms of inclusivity.

Goals

- Co-work with stakeholders, supporters, municipalities
- Develop a good social media strategy to promote their solidarity membership system
- Using gender just language within their communication
- Recruit a more diverse group
- Create inclusive events with barrier-free access (Current focus on small steps and very concrete and tangible targets)

(Planned) actions / activities

Table 1: Actions / activities of thematic area: Gender sensitive and inclusive communication processes

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Development of a gender sensitive social media strategy	GENDER4POWER team	February 2026	Gender just communication strategy is designed	Staff time WEFC,
Development of a gender sensitive social media template	GENDER4POWER team	March 2026	Social Media Template is designed	Staff time WEFC, Canva-tool
Implementation of the gender sensitive communication strategy	Board of Energy Community with support of GENDER4POWER team	April 2026	Outreach took place with predetermined channels (according to strategy) to reach a more diverse group	Staff time WEFC and Energy Community
Inclusive and gender sensitive Event Planning Strategy	Board of Energy Community with support of GENDER4POWER team	February 2026	Diverse stakeholders and groups are participating at events	Staff time WEFC and Energy Community

Thematic area: Gender balance in teams and boards

Main Issues

The board of the Energy Community currently consists of two members and is gender balanced. But at present, the general membership is still predominantly male, with fewer women and non-binary members, a situation the community aims to address in the future. Special attention will also be given to actively inviting and including structurally vulnerable households to ensure broad and equitable participation.

Goals

- Ensure gender balance in members, teams, meetings, workshops, boards, decision making

(Planned) actions / activities

Table 2: Actions / activities of thematic area: Gender balance in teams and boards

Description of action	of Responsibilities	Timeline	Targets / indicators	Resources required
Recruitment of more women and non-binary members with targeted outreach. Measures: - Social media strategy Implementation - Campaign about getting a membership with volunteer work	Board of Energy Community and GENDER4POWER-Team	03/2026	Increase female and nonbinary members to 30% Increase members from structurally vulnerable households to 20%	Staff time WECD and Energy Community, Printed Material (Flyer, Poster)

Thematic area: Gender dimension in decision making & internal procedures

Main Issues

The statutes of the Energy Community München are focusing on inclusivity as it is mentioned that the cooperative strives to be an inclusive community that does not exclude anyone due to financial or social circumstances. While the statutes are not explicitly focusing on gender aspects, it ensures fair distribution of costs, benefits, and decision-making opportunities, providing all members equal access to resources regardless of their individual situations. Special measures are designed for members with limited financial means, and the inclusive approaches in the Neuperlach energy community are continuously developed and adapted to meet the changing needs of its members.

Goals

- Integrate gender dimension in decision making, leadership, meetings
- Gender sensitive onboarding of (new) vulnerable members in the energy community
- Safe space within energy communities

(Planned) actions / activities

Table 3: Actions / activities of thematic area: Advancing gender-responsive research on demand-side flexibility

Description of Responsibilities	Timeline	Targets / indicators	Resources required
Design of internal policy to foster a gender-just energy community	Board of Energy Community, GENDER4POWER-Team	03/2026 Internal Policy signed by the board	Staff time WEFC and Energy Community

Monitoring & Evaluation

As the Energy Community is newly founded, it is important to implement actions without overwhelming the team or members. Monitoring is conducted in close cooperation with the GENDER4POWER team, which organizes monthly meetings with the board of the Energy Community. During these meetings, progress on ongoing tasks is reviewed, and measures are evaluated to ensure objectives are being met effectively. This iterative approach allows for timely adjustments and ensures that actions are implemented in a manageable and sustainable way.

(Planned) actions / activities

Table 4: Actions / activities of monitoring and evaluation

Description of Responsibilities	Timeline	Targets / indicators	Resources required
Monthly meetings between GENDER4POWER-Team and Energy Community	Board of Energy Community, GENDER4POWER-Team	monthly Monitoring Implementation of actions Evaluation of actions	Staff time WEFC and Energy Community

Gender Action Plan

Hyperion Energy Community Demonstrator Greece Version 1.0



Maria Bellou, Ioanna-Mirto Chatzigeorgiou,

Sandy Familiar

October 2025



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Gender Action Plan

Hyperion Energy Community, Greece

About the project: GENDER4POWER

The GENDER4POWER project aims to improve the living conditions of people and households affected by energy poverty by addressing multiple interlinked dimensions such as financial stability, health, well-being, and the energy performance of buildings. Recognizing that energy poverty disproportionately impacts vulnerable groups, the project puts a strong emphasis on gender-responsive and socially inclusive approaches.

Its overall objective is to enhance resilience and quality of life through the dynamic demonstration and implementation of holistic, people-centred solutions that are co-created with and supported by a broad range of stakeholders. By integrating technical, social, and economic perspectives, GENDER4POWER seeks to generate practical pathways that can effectively reduce energy poverty while ensuring social equity.

The project focuses particularly on the fields of renewable energy and energy efficiency, where innovative interventions and collaborative models can simultaneously contribute to climate goals, sustainable urban development, and the empowerment of communities. In this way, GENDER4POWER builds bridges between energy transition and social justice, ensuring that no one is left behind.



About the Greek demonstrator: Hyperion Energy Community

The Hyperion Energy Community, located in the Attica region of Athens, was established in 2019 by a group of citizens committed to energy democracy, cooperative governance, and resilience amid rising energy costs. From its inception, addressing energy poverty has been a foundational principle, formally embedded in the cooperative's statute and detailed in its business plan.

This commitment translates into practical mechanisms for engaging vulnerable households and promoting inclusivity across all community operations. Among its internal structures, the Energy Poverty Working Group (WG) plays a central role in designing and implementing initiatives aimed at alleviating energy poverty, defining fair participation criteria, and fostering collaboration between local stakeholders and affected households. Within the GENDER4POWER project, this working group serves as a key partner in integrating gender-sensitive approaches into energy poverty interventions.

A distinctive feature of Hyperion's model is the allocation of free cooperative shares to vulnerable beneficiaries, enabling their participation in the energy community without financial barriers. To date, nine low-income households and two social organizations have been included as beneficiaries. Their collective shares represent 5% of the energy generated by Hyperion's 500 kW solar park, corresponding to roughly 25 kW of installed capacity. Each participating household receives an average of 1.9 kW, meeting approximately 75 to 80% of its electricity needs, while the remainder supports the two social organizations.

Within the framework of the GENDER4POWER project, Hyperion Energy Community will strengthen its commitment to social inclusion and gender equity by expanding the participation of female-led energy-poor and vulnerable households. In close collaboration with the Energy Poverty Office of the Municipality of Athens, Hyperion will develop actions that will integrate technical, social, and economic dimensions, combining renewable energy, demand-side flexibility and building renovation measures with participatory engagement strategies that empower beneficiaries to take an active role within the community.

Through these efforts, Hyperion will contribute to the creation of gender-responsive and socially just models of community energy, reinforcing resilience, well-being, and equitable access to the benefits of the energy transition.

Gender Action Plan: A definition

A **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP (Gender Equality Plan), focusing on individual projects, programs or departments and setting out short-term operational measures that are topic-specific and object-related. The structure and thematic orientation of GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

Gender Action Plan of Hyperion Energy Community

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Reduce energy poverty of women
- Gender balance in decision making
- Gender dimension in decision making
- Include a gender dimension / perspective in energy communities
- Increased participation of women in project activities
- More equitable access to project and program resources (including training, technology and government services)
- Improved practical benefits for women (e.g. income, financial security, ...)

A Gender Analysis as a Baseline

This gender analysis provides a detailed baseline assessment of Hyperion's composition and activities, offering quantitative and qualitative data on gender representation in leadership, participation, and access to resources. The analysis also explores existing challenges, revealing four key thematic areas for the GAP, and providing the basis for future actions and activities to promote greater inclusivity and address energy poverty in a gender-responsive manner that can be flexibly embedded to the cooperative's existing operations and reality.

Currently, 3 out of 5 members of the Board of Directors are women, and 2 out of 3 members of the Supervisory Council are women. Among the 122 voting members of the General Assembly, 47 are women (approximately 15 of the remaining 75 members are legal entities). Hyperion is also represented by a woman on the Board of Desmi, the Greek Energy Communities' Coalition. This composition reflects a strong gender balance in governance, ensuring that women are well represented in decision-making spaces, as well as the institutionalisation of gender considerations in the cooperative's governance framework - a key foundation for implementing gender-responsive approaches across all thematic areas. Another existing challenge, however, lies in extending this inclusivity beyond formal structures - finding effective ways to reach and involve more vulnerable, especially women-led, households both within the community and in participatory or decision-making processes.

The Energy Poverty Working Group of Hyperion is coordinated by two women and includes 7 core members, of whom 4 are women. This group leads Hyperion's gender-sensitive energy solidarity actions and provides insights into gendered needs and barriers to participation. Hyperion currently supports 11 beneficiaries receiving free electricity from the community photovoltaic installation, of which 9 are households, 8 of which are women-led. Beneficiaries were identified in collaboration with local municipalities, based on their official vulnerability registries. While this approach ensured a structured selection process, it also limited Hyperion's direct contact with the households. Moving forward, the cooperative aims to improve transparency and professionalism and foster more direct and participatory engagement with vulnerable beneficiaries to better align support mechanisms with their needs and circumstances.

All training materials, brochures, and invitations are equally available to all members. Survey data of the community's members (sample: 76 respondents) showed that the main motivation for participation across genders was saving money on energy bills - suggesting that economic incentives resonate broadly and can be used to directly engage women in energy poverty alleviation schemes. Especially when it comes to stereotypically considered male-dominated areas, such as in "technical" demand-side flexibility solutions, women's consumption patterns and decision-making roles in household energy management should be taken into consideration. Doing so not only enhances program inclusivity but also ensures that demand response strategies reflect the diverse realities of energy use across households - including the persistent gender gap in unpaid domestic work, which often places a greater energy-related burden on women.

While detailed socio-economic data is limited, available information suggests that most members belong to the middle-income group and hold higher education

degrees (university level or above). The age distribution is concentrated between 40–50 years, followed by the 30–40 age group. Some members have children, though most are not currently responsible for intensive caregiving. This socio-economic profile could be used to tailor gender-specific educational initiatives for energy literacy for all members of the community. All members can be empowered with accessible, gender-sensitive knowledge on energy use, savings, and sustainability, through inclusive educational materials considering gendered access to information and digital skills.

Nevertheless, Hyperion has already formally adopted measures to increase gender equality. Firstly, it has signed the REScoop Gender Power Working Group Ambition Statement Gender Equality Declaration¹, embedding gender equality principles in its statutes. Furthermore, in the elections, women are proactively encouraged to run through personal outreach and clear mentions in general invitations. To support inclusivity, Hyperion often provides childcare facilitation during community meetings, enabling parents - particularly women, who typically assume the primary responsibility for childcare. Within the context of GENDER4POWER activities - Hyperion plans to include only women beneficiaries (at least 20), further addressing the gendered dimension of energy poverty and access to clean energy.

Thematic area: Reaching out to vulnerable members beyond the community

Main Issues

While Hyperion Energy Community has successfully included a group of vulnerable households, many others remain excluded due to lack of awareness, information barriers, or limited trust in collective energy initiatives. Women from vulnerable households are particularly affected by barriers such as time poverty, care responsibilities, limited access to information channels, social norms and lower visibility and representation in outreach activities.

Goals

- Promote gender-balanced participation in energy community outreach and membership expansion.
- Empower women from vulnerable households to become active participants and beneficiaries of community energy schemes.
- Address gender-specific barriers that hinder women's involvement in collective energy actions.
- Enhance visibility and representation of women in communication, awareness campaigns, and energy poverty alleviation activities.

¹ <https://www.rescoop.eu/news-and-events/news/ambition-statement-of-our-gender-power-working-group>

(Planned) actions / activities

Table 1: Actions / activities of thematic area: Reaching out to vulnerable members beyond the community

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Collect gender-disaggregated local data on vulnerable households to better understand the target group	Electra Energy, Hyperion Energy Community, Energy Poverty Office of the Municipality of Athens	QU1/2026	1 overview document of data gathered	Staff time, short coordination meetings, possible data-sharing agreement
Develop a gender-responsive recruitment strategy for new energy community members	Hyperion Energy Community, Energy Poverty Office of the Municipality of Athens	2026	1 completed strategy document / 1 outreach toolkit (templates, scripts, FAQs etc.)	Staff time, gender expert, design printing/digital budget
Run targeted outreach campaign to reach female-led vulnerable households	Energy Poverty Working Group of Hyperion, Electra Energy	2027	At least 20 new energy-poor households reached	Outreach budget, travel/home-visit allowance, informational materials

Thematic area: Updating engagement strategies with vulnerable households

Main Issues

Current engagement lacks standardisation, transparency and consistent gender sensitivity. Direct, trust-based communication with beneficiaries is limited, and beneficiaries have little input into engagement processes. The Energy Poverty Working Group will play a key coordinating role in developing, implementing, and monitoring improved practices, ensuring that gender equality and social inclusion remain central.

Goals

- Institutionalize gender-responsive and transparent engagement procedures, co-designed with the EPWG and beneficiaries.
- Strengthen direct, trust-based communication between Hyperion and energy-poor households, particularly women-headed or women-dominated ones.

- Ensure participation mechanisms are accessible and responsive to women's time and care constraints.

(Planned) actions / activities

Table 2: Actions / activities of thematic area: *Updating engagement strategies with vulnerable households*

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Conduct a short internal review of currently supported vulnerable households to identify patterns and tailor future contact and support	Energy Poverty Working Group of Hyperion	QU1+2/2026	1 summary table and 1 note on main findings	Staff time, training for meetings (possibly with gender expert or social worker), participant incentives
Co-develop a standardized engagement framework of vulnerable households	Energy Poverty Working Group of Hyperion and GENDER4POWER ambassadors	QU3+4/2026	1 framework co-designed and formally adopted	Facilitation of co-creation meetings, staff time,
Collect, test and evaluate, different engagement methods and workshop formats to identify which approaches best encourage participation and comfort	Energy Poverty Working Group of Hyperion and GENDER4POWER ambassadors	2027	At least two engagement formats tested / 1 summary of participant feedback and key take-aways	Staff time, small facilitation budget, gender expert/social worker, venue or outdoor space access

Thematic area: Advancing gender-responsive research on demand-side flexibility

Main Issues

Women often carry a greater share of household and care work, shaping energy consumption schedules and flexibility potential. Research must integrate these insights to design fair, effective, and inclusive demand-side flexibility mechanisms.

Goals

- Integrate gender analysis into all stages of demand-side flexibility research.
- Generate gender-disaggregated data on energy use, decision-making, and time-of-use behaviour.
- Identify gendered constraints and opportunities for flexibility participation.
- Design flexibility measures that are fair, feasible and relevant for women-led or care-intensive households.

(Planned) actions / activities

Table 3: Actions / activities of thematic area: Advancing gender-responsive research on demand-side flexibility

Description of action	of Responsibilities	Timeline	Targets / indicators	Resources required
Development of a gender-responsive pilot research framework for demand-side flexibility	Electra Energy	2026 onwards	1 framework with gender disaggregated qualitative and quantitative data collection strategies	Research budget, gender expert, data tools
Collect gender-disaggregated data according to the framework from vulnerable households of Hyperion	Electra Energy, Energy Poverty Working Group of Hyperion	Q3+4/2026	1 dataset and 1 summary	Staff time, meetings, data entry, Participant incentives
Co-design a pilot demand-response flexibility scheme adjusted to gendered realities	Electra Energy, Energy Poverty Working Group of Hyperion and G4P ambassadors	Q1+2/2027	1 document with the demand-response flexibility scheme created	Staff time, Co-design sessions

Thematic area: Gender-sensitive energy literacy for beneficiaries and community members

Main Issues

Many beneficiaries and community members have limited energy literacy or limited confidence in their energy literacy - understanding of energy bills, energy-saving opportunities, or how energy poverty relates to gendered responsibilities is low. This reduces their capacity to benefit from community energy solutions and to identify or articulate gender-specific needs.

Goals

- Improve energy literacy among beneficiaries and all Hyperion members with gender-sensitive content.
- Enable beneficiaries (especially women) to recognise, articulate and address energy-poverty issues.

(Planned) actions / activities

Table 4: Actions / activities of thematic area: Gender-sensitive energy literacy for beneficiaries and community members

Description of Responsibilities action	Timeline	Targets indicators	/	Resources required
Development of a gender-responsive pilot research framework for demand-side flexibility	Electra Energy 2026 onwards	1 framework with gender disaggregated qualitative and quantitative data collection strategies		Research budget, gender expert, data tools
Collect gender-disaggregated data according to the framework from vulnerable households of Hyperion	Electra Energy, Energy Poverty Working Group of Hyperion QU3+4/2026	1 dataset and 1 summary		Staff time, meetings, data entry, Participant incentives
Co-design a pilot demand-response flexibility scheme adjusted to gendered realities	Electra Energy, Energy Poverty Working Group of Hyperion and G4P ambassadors QU1+2/2027	1 document with the demand-response flexibility scheme created		Staff time, Co-design sessions

Monitoring & Evaluation

The implementation of the GAP at Hyperion Energy Community will be systematically monitored to ensure that its goals are achieved and that all actions are carried out in a gender-sensitive and inclusive manner. Monitoring and evaluation activities are designed to support continuous learning and improvement, helping to adapt the planned actions as needed throughout the project period.

Monitoring and evaluation will be done through the collection and analysis of quantitative and qualitative data and feedback. All data will be collected in a gender-disaggregated manner and, where relevant, differentiated by household type to better understand the impact of activities on women-led and other vulnerable households.

Key monitoring dimensions include:

- Participation and reach: number of beneficiaries and women-led households reached; number of workshops and sessions delivered (mixed and women-only) and attendance by gender.
- Knowledge and capacity: changes in energy literacy and participants' confidence to take energy-saving actions (measured through short pre- and post-surveys).
- Governance and process: adoption of the engagement framework; number of co-creation sessions held; staff and ambassador confidence in applying gender-sensitive engagement methods.
- Quality and satisfaction: qualitative feedback from participants on inclusiveness, accessibility, and relevance of activities; staff reflections on the usefulness of materials and trainings.

Monitoring data will be collected through participation registers, internal reports and short feedback sessions conducted and maintained by the Energy Poverty Working Group (EPWG) and Hyperion members. Electra Energy will support the collection and analysis of gender-responsive data. Monitoring and evaluation will take place mid-term and at the end of the project. The mid-term review will assess progress towards targets and allow for adjustments of activities, while the final evaluation will summarise achievements, challenges, and lessons learned.

Many of the activities can be grouped, and shared results can be produced, utilising opportunities at the intersection of participation, capacity building, and communication. This approach ensures efficiency, coherence, and greater impact across the Gender Action Plan's objectives.

Annexe

While the overall goals of the GENDER4POWER project are shared across all demonstrators, each demonstrator has developed a context-specific Gender Action Plan. The GAP for the Hyperion Energy Community was tailored to its cooperative model and social setting to fit into the already planned activities and ongoing capacities of the energy community.

The process began with a gender analysis, drawing on membership, governance and project data, provided by Hyperion staff. The analysis confirmed a strong representation of women in decision-making structures but revealed gaps in outreach to vulnerable households, limited direct engagement with beneficiaries, lack of gender-specific considerations in demand-response measures and low levels of practical energy literacy among members.

Based on these findings, four thematic areas were identified for Hyperion:

- Reaching out to vulnerable members beyond the community,
- Updating engagement strategies with vulnerable households,
- Advancing gender-responsive research on demand-side flexibility, and
- Promoting gender-sensitive energy literacy for beneficiaries and community members.

For each thematic area, concrete and attainable actions were developed built on Hyperion's existing structures and practices, such as the women-led Energy Poverty Working Group, while remaining realistic in terms of scope and resources.

Mechanisms for monitoring and evaluation were integrated from the outset to ensure that implementation remains transparent and responsive. Hyperion staff will track participation data, collect short feedback forms, and review progress. Lessons learned will be used to refine activities and guide future actions, ensuring that Hyperion's approach to energy poverty reduction continues to strengthen both social inclusion and gender equality.

Gender Action Plan
Atnaujinkime
miestą (Amiestas)
Demonstrator
Lithuania
Version 1.0



Lina Bubulyte, Lukas Bunkus (Amiestas)

October 2025



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Gender Action Plan

Atnaujinkime miestą (Amiestas), Lithuania

About the project: GENDER4POWER

The GENDER4POWER project aims to improve the living conditions of people and households affected by energy poverty by addressing multiple interlinked dimensions such as financial stability, health, well-being, and the energy performance of buildings. Recognizing that energy poverty disproportionately impacts vulnerable groups, the project puts a strong emphasis on gender-responsive and socially inclusive approaches.

Its overall objective is to enhance resilience and quality of life through the dynamic demonstration and implementation of holistic, people-centred solutions that are co-created with and supported by a broad range of stakeholders. By integrating technical, social, and economic perspectives, GENDER4POWER seeks to generate practical pathways that can effectively reduce energy poverty while ensuring social equity.

The project focuses particularly on the fields of renewable energy and energy efficiency, where innovative interventions and collaborative models can simultaneously contribute to climate goals, sustainable urban development, and the empowerment of communities. In this way, GENDER4POWER builds bridges between energy transition and social justice, ensuring that no one is left behind.



About the Lithuanian demonstrator: Atnaujinkime miestą (Amiestas)

Atnaujinkime miestą (Amiestas) is a One-Stop Shop (OSS) initiative dedicated to facilitating the renovation of multi-apartment buildings and the wider regeneration of urban areas in Vilnius, Lithuania. It provides residents, homeowners' associations, and municipal stakeholders with coordinated assistance in planning, financing, and implementing energy-efficient renovation projects that improve living quality and contribute to the city's climate goals.

By combining technical expertise, financial guidance, and participatory tools under a single coordination framework, Amiestas simplifies renovation processes and strengthens collaboration between citizens and institutions. The initiative contributes to the objectives of the European Green Deal, the Renovation Wave, and the EU Urban Agenda, positioning Vilnius as a model for inclusive and sustainable urban transformation.

As part of the GENDER4POWER project, Amiestas integrates gender-sensitive and inclusive approaches into renovation and governance processes. The initiative promotes equal participation in decision-making and ensures that women's perspectives are represented in the city's energy transition and urban development.

Gender Action Plan: A definition

A **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP (Gender Equality Plan), focusing on individual projects, programs or departments and setting out short-term operational measures that are topic-specific and object-related. The structure and thematic orientation of GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

Gender Action Plan of Amiestas

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Reduce energy poverty of women
- Gender balance in decision making
- Gender dimension in decision making
- Include a gender dimension / perspective in energy communities
- Increased participation of women in project activities
- More equitable access to project and program resources (including training, technology and government services)
- Improved practical benefits for women (e.g. income, financial security, ...)

A Gender Analysis as a Baseline

Since its establishment, Atnaujinkime miestą (Amiestas) has acknowledged the need to embed gender equality considerations into its operations as a One-Stop Shop (OSS) for multi-apartment building renovation in Vilnius.

Within the Amiestas team, gender representation is relatively balanced overall, with women holding key roles in project coordination, stakeholder engagement, and communication, while men are more represented in the technical, engineering, and financial domains. This division reflects broader sectoral patterns, where construction and energy efficiency remain male-dominated fields, while social and participatory components attract more women professionals.

Amiestas collaborates closely with condominium associations and individual homeowners, where gender dynamics play a significant role. Traditionally, the formal leadership of these associations is often occupied by men, while women—though highly engaged in household-level decision-making—tend to participate less in formal governance structures or renovation-related financial planning. The initiative has identified a need to strengthen women's representation in homeowners' association boards and to ensure that their priorities, especially around safety, comfort, and affordability, are reflected in renovation decisions.

Women also face several indirect barriers to participation. Many are less likely to attend technical meetings or consultations scheduled outside of typical working hours, particularly those with care responsibilities. Furthermore, technical documentation and administrative procedures around renovation tend to be written in complex or highly technical language, discouraging active involvement from residents without specialized knowledge. Elderly women, widowed homeowners, and single mothers—who often live in older, energy-inefficient housing—are especially vulnerable to energy poverty yet may lack access to clear information, financial instruments, or institutional support to initiate renovations.

Through its participation in the GENDER4POWER project, Amiestas has begun to integrate a gender lens into outreach, communication, and capacity-building activities. Early measures include the use of inclusive communication materials, participatory meeting formats, and targeted information sessions that address diverse needs and literacy levels. However, more systematic efforts are required to ensure that gender perspectives are mainstreamed into all stages of renovation project design, decision-making, and implementation.

Thematic area: Availability and use of gender-disaggregated data

Main Issues

Municipal institutions and homeowners' associations in Vilnius often have limited access to gender-disaggregated data, which constrains the ability of Amiestas to design fully inclusive renovation programs. The lack of systematic data collection on residents' gender, age, household composition, and social vulnerability makes it difficult to target women, elderly, and single-parent households effectively.

Goals

- Improve the collection, availability, and use of gender-disaggregated data to inform renovation planning and prioritization
- Support evidence-based decision-making to ensure equitable access to resources and benefits
- Increase awareness among municipal partners of the importance of gender data for urban planning and energy efficiency initiatives

(Planned) actions / activities

Table 1: Actions / activities of thematic area: Availability and use of gender-disaggregated data

Description of Responsibilities action	Timeline	Targets / indicators	Resources required
Conduct a baseline assessment of existing gender-disaggregated data in municipal institutions and homeowner associations	Amiestas QU1/2026	Inventory report detailing available data and gaps	Staff time, data access permissions
Develop a standardized template for collecting gender-	Amiestas/municipal partners QU2/2026	Template adopted by at least 60% of participating associations	Staff time, design

disaggregated data from residents and associations	Implement systematic collection and monitoring of gender-disaggregated data during renovation projects	Amiestas	QU3/2026 onward	Data collected for all participating households; regular reporting on gender indicators	Staff time, digital tools
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Thematic area: Gender balance in participation of homeowners and residents

Main Issues

Women, elderly residents, and single-parent households are often underrepresented in homeowners' associations and renovation decision-making. Technical or financial aspects of renovation projects are predominantly led by men, which may reinforce gendered barriers to participation.

Goals

- Ensure balanced participation of women and vulnerable households in all OSS consultations and renovation decisions
- Address barriers preventing women from active involvement, including scheduling, childcare, and technical literacy
- Strengthen outreach to marginalized groups

(Planned) actions / activities

Table 2: Actions / activities of thematic area: Gender balance in participation of homeowners and residents

Description of action	of Responsibilities	Timeline	Targets / indicators	Resources required
Review and adapt communication materials to be inclusive and gender-sensitive	Amiestas	QU2/2026	Updated materials tested with residents	Staff time, design
Offer family-friendly meeting formats, including childcare options	Amiestas	QU2/2026 onward	At least one meeting per quarter with	Staff time, external service costs

			childcare support	
Recruit women and vulnerable residents for participation in workshops and committees	Amiestas	QU3/2026 onward	Increase female participation to 40–50% of attendees	Staff time, outreach materials

Thematic area: Gender-sensitive and inclusive communication

Main Issues

Residents often face challenges accessing technical renovation information. Communication strategies must be inclusive, accessible, and consider literacy, language, and gender-related barriers.

Goals

- Strengthen outreach to women, elderly, and vulnerable residents
- Promote inclusive and participatory formats for workshops and consultations
- Ensure all materials use gender-sensitive language and visuals

(Planned) actions / activities

Table 3: Actions / activities of thematic area: Gender-sensitive and inclusive communication

Description of Responsibilities	Timeline	Targets / indicators	Resources required
Develop a gender-sensitive communication guideline for residents	Amiestas QU2/2026	Guideline document completed and approved	Staff time, design
Disseminate practical guides and visual aids for renovation processes	Amiestas QU4/2026 onward	Guides distributed to 60% of participating households	Staff time, printing

Monitoring & Evaluation

Monitoring will track the implementation of Amiestas' Gender Action Plan to ensure that renovation activities in Vilnius are inclusive, gender-sensitive, and responsive to residents' needs. Progress will be assessed using both quantitative data and qualitative feedback, and results will be reviewed regularly to adjust actions and improve effectiveness. These include:

- Collecting gender-disaggregated participation data from workshops and other events
- Conducting pre- and post-surveys to measure changes in energy literacy and confidence among residents
- Gathering feedback from residents, homeowners' associations, and Amiestas staff on inclusiveness and usefulness of materials
- Informing municipal partners and/or Gender4Power stakeholders about the overall progress

Gender Action Plan

Focus

Demonstrator

Slovenia

Version 1.0



Lidija Živčič, Luka Mofardin (Fokus)

October 2025



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Gender Action Plan

Focus, Slovenia

About the project: GENDER4POWER

The GENDER4POWER project aims to improve the living conditions of people and households affected by energy poverty by addressing multiple interlinked dimensions such as financial stability, health, well-being, and the energy performance of buildings. Recognizing that energy poverty disproportionately impacts vulnerable groups, the project puts a strong emphasis on gender-responsive and socially inclusive approaches.

Its overall objective is to enhance resilience and quality of life through the dynamic demonstration and implementation of holistic, people-centred solutions that are co-created with and supported by a broad range of stakeholders. By integrating technical, social, and economic perspectives, GENDER4POWER seeks to generate practical pathways that can effectively reduce energy poverty while ensuring social equity.

The project focuses particularly on the fields of renewable energy and energy efficiency, where innovative interventions and collaborative models can simultaneously contribute to climate goals, sustainable urban development, and the empowerment of communities. In this way, GENDER4POWER builds bridges between energy transition and social justice, ensuring that no one is left behind.

About the Slovenian demonstrator: Focus

The project partner in Slovenia is Focus, an association for sustainable development. Focus's expert staff will support the Zeleni Hrastnik Energy Cooperative in developing a self-sufficient energy community with 10-15 vulnerable households, addressing financial and social barriers throughout the entire process – from planning to the construction of a community solar power plant. With the help of ambassadors, groups that are usually excluded (based on gender, disability, age, or income) will be included in both the implementation and social integration.

Gender Action Plan: A definition

A **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP (Gender Equality Plan), focusing on individual projects, programs or departments and setting out short-term operational measures that are topic-specific and object-related. The structure and thematic orientation of GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

Gender Action Plan of CELB

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Reduce energy poverty of women
- Gender balance in decision making
- Gender dimension in decision making
- Include a gender dimension / perspective in the energy communities
- Increased participation of women in project activities
- More equitable access to project and program resources (including training, technology and government services)
- Improved practical benefits for women (e.g. income, financial security, ...)

A Gender Analysis as a Baseline

In Slovenia, the development of energy communities is still at an early stage, with only a few examples in practice. These initiatives have so far not addressed gender-related issues and have not included households experiencing energy poverty. Consequently, the gender gaps in participation need to be investigated further and supported in new energy communities to be developed as there are not current measures in place to ensure access to resources or decision-making for women or households facing energy poverty.

According to the Statistical Office of the Republic of Slovenia, the energy poverty rate among single men living alone was 17.5% in 2014, rose to 19.1% in 2018, and declined to 13.9% by 2024. There were considerable fluctuations after 2019, but the overall trend is a moderate decline. **Single women had higher rates than men** at the start, with 20.0% in 2014 and a stable period around 20% during 2017–2018. By 2024, the rate had decreased to 14.7%. After relatively high rates until 2019, this group has seen a steady decline.

Energy poverty among older men rose to a peak of 20.4% in 2018, but dropped significantly to 12.9% by 2024, representing the largest improvement across all groups. **Older women had the highest energy poverty rates at the start, with 19.3% in 2014, spiking to 24.5% in 2015.** By 2024, the rate had decreased to 14.5%. Although this group remains the most vulnerable, the long-term trend is downward, with some variability after 2020.

We can conclude that single-person households are consistently more exposed to energy poverty than multi-person households. **Women, especially the elderly, are the most vulnerable group.** The trend in all subgroups is slowly going down, which probably means that the measures have started to work.

The energy sector in Slovenia remains a traditionally male-dominated field, reflecting broader patterns of gender inequality in STEM disciplines. Women encounter structural barriers, such as few visible role models and workplace cultures that reinforce gender stereotypes. As a result, many women adopt coping strategies, downplaying the impact of gender on their career progress in order to succeed in a male-dominated environment. Although Slovenia has a high overall share of female graduates — 61.1% in 2014 — only 32.4% of graduates in STEM fields were women. Gender disparities persist at higher education levels, with men outnumbering women in tertiary programs (5.9 men vs. 4.8 women per 1,000 inhabitants) and in doctoral programs (0.4 men vs. 0.3 women per 1,000 inhabitants). These gaps are further reflected in employment: in the energy supply sector, there are 7.0 men versus only 1.5 women per 1,000 employees, while leadership positions show 25.7 men compared to 14.7 women per 1,000. Despite legal frameworks like the Equal Opportunities Act and Slovenia's ratification of CEDAW, women remain underrepresented in decision-making roles, and targeted measures are needed to address structural barriers and gender-segregated labour markets, particularly in innovative sectors like energy.

Thematic area: Gender balance in teams and boards

Main Issues

Define clear rules and procedures to ensure that women and households facing energy poverty are included in the decision-making boards of energy communities established under Gender4Power.

Goals

- Ensure gender balance in members, teams, meetings, workshops, boards, decision making
- Draft statutes or internal rules co-created with potential members of the new energy communities that clarify gender principles in the governance structure, voting rights and decision-making process

(Planned) actions / activities

Table 1: Actions / activities of thematic area: Gender balance in teams and boards

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Conduct workshop with pre-identified members of the energy community	Focus	QU2/2026	Level of participations to the workshop	Conduct workshop with pre-identified members of the energy community
Draft statutes or internal rules of energy community or adjust the existing community statutes	Energy community	QU3/2027	Creation of a founding document of the energy community or revision of the existing statutes with a lens of gender equality. Progress toward pre-defined gender balance targets (e.g., 40–60% representation).	Draft statutes or internal rules of energy community or adjust the existing community statutes

Thematic area: Gender dimension in decision making & internal procedures

Main Issues

Women and marginalized groups may be underrepresented in leadership positions or boards. Power dynamics may marginalize certain voices, especially women or vulnerable members. Existing decision-making processes may unconsciously favour certain groups, limiting equitable participation. Lack of awareness or training on gender-sensitive facilitation can reduce effective inclusion in meetings.

Goals

- Integrate gender dimension in decision making, leadership, meetings
- Gender sensitive onboarding of (new) vulnerable members in the energy community
- Safe space within energy communities

(Planned) actions / activities

Table 2: Actions / activities of thematic area: Gender dimension in decision making & internal procedures

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Implement gender quotas or balanced representation in leadership roles and boards. If needed, recruit more women for leadership roles	Focus with ambassadors	QU2/2026	Percentage of leadership or board positions held by women or other underrepresented groups	Staff time, design and content development
Provide training on gender awareness and inclusive decision-making for all members and leaders	Focus with ambassadors	QU2/2026	Number of training sessions delivered. Number and proportion of members who attend gender awareness and inclusivity training.	Staff time, design and content development of the training
Regularly monitor participation by gender and adjust participation practices to address disparities, if they are detected	Focus with ambassadors	QU3/2027	Number of adjustments made to meeting practices or community processes based on participation monitoring	Staff time, design and content development

Thematic area: Gender dimension & energy literacy

Main Issues

Households, particularly those vulnerable to energy poverty, often have limited energy literacy and may engage in inefficient energy use due to gaps in knowledge, motivation, or access to clear information. Women, in particular, may feel less confident in mixed-gender settings, highlighting the need for safe, inclusive, and supportive formats for learning and participation.

Goals

- Enhance clients' energy literacy in a gender-sensitive manner to support active participation in the energy transition.
- Promote sustainable energy behaviours and encourage the adoption of energy-saving measures.

(Planned) actions / activities

Table 3: Actions / activities of thematic area: Gender dimension & energy literacy

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Develop inclusive educational materials tailored to different literacy levels, languages, and learning preferences	Focus with ambassadors	QU3/2026	Number of participants	Staff time, design and content development
Implementation of a workshop or participative event for women on energy literacy and energy behaviour.	Focus with ambassadors	QU4/2026	Implemented workshop for about 10 women	Staff time, workshop venue and catering
Distribute practical guides for energy-saving practices tailored to different household types.	Focus with ambassadors	QU3/2026	Number of participants reporting sustained behaviour change in follow-up surveys.	Staff time, design and content development

Thematic area: Exploring funding mechanisms for supporting gender equity and households affected by energy poverty

Main Issues

Current funding mechanisms or business models may favour wealthier or already well-connected members, limiting access for households affected by energy poverty. Women and vulnerable groups may face barriers to participation, such as upfront costs, lack of information, or financial decision-making power. Lack of targeted incentives or subsidies reduces engagement of marginalized groups and may perpetuate inequality in benefits and decision-making. Limited transparency in revenue sharing and cost allocation can reduce trust and hinder equitable participation.

Goals

- Ensure funding and business models are inclusive and accessible to women and households affected by energy poverty.
- Promote equitable participation in economic benefits and decision-making within the energy community.

(Planned) actions / activities

Table 4: Actions / activities of thematic area: Exploring funding mechanisms for supporting gender equity and households affected by energy poverty

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Seeking for exemplary business models that effectively address energy poverty and promote gender equity.	Focus and ambassadors	QU1/2026	Identification of at least one exemplary model	Staff time
Discuss the possible business models with relevant stakeholders.	Focus and ambassadors	QU2 2026	Identified suitable model for Slovenia that ensures participation of vulnerable people and women	Staff time, design and content development

Thematic area: Gender sensitive and inclusive communication processes

Main Issues

Lack of awareness or training on gender-sensitive facilitation can reduce effective inclusion in meetings. Onboarding materials and processes may not address diverse needs or literacy levels.

Goals

- Strengthen Focus's materials on communication with vulnerable people with adding a gender aspect
- Increase Focus staff and energy community members' awareness and skills in applying inclusive communication
- methods (Co-work with stakeholders, supporters, municipalities)

(Planned) actions / activities

Table 5: Actions / activities of thematic area: Exploring funding mechanisms for supporting gender equity and households affected by energy poverty

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Ensure meeting practices are inclusive, e.g., rotating chairpersons, accessible times/locations, structured speaking opportunities	Focus with ambassadors	QU2/2026	Proportion of meetings scheduled at times and locations accessible to all members. Percentage of participants who actively contribute to discussions (can be measured via meeting minutes or observation). Participant satisfaction score on inclusiveness of meetings (via post-meeting survey, e.g., 1-5 scale).	Staff time, design and content development
Create small group or topic-specific spaces where	Focus with ambassadors	QU2/2026	Number of small group or topic-specific	Staff time, design and

vulnerable members can engage more comfortably		sessions organized. Participant feedback on comfort level and willingness to contribute	content development
Internal capacity building for Focus and energy community on gender sensitive communication with focus on vulnerable populations	Focus with ambassadors, energy community	QU3/2026	Implemented capacity building for at least 10 people in key role in the project and energy community

Monitoring & Evaluation

The implementation of the GAP at Focus will be systematically monitored to ensure that the defined goals are achieved. Evaluation activities will track progress through quantitative indicators and qualitative feedback, allowing for continuous adjustment and improvement. Monitoring and evaluation activities include:

- Collecting gender-disaggregated participation data for all workshops and activities
- Gathering qualitative feedback from participants regarding gender sensitivity, inclusiveness, and the relevance of activities
- Soliciting staff input on the usefulness and applicability of communication guidelines
- Reviewing progress against targets and key indicators during project meetings
- Adjusting and fine-tuning planned actions based on evaluation findings and stakeholder feedback

Annexe

The emergence of energy communities in Slovenia is still at an early stage, and there is currently limited experience to draw upon regarding the integration of gender perspectives or the inclusion of households affected by energy poverty. The survey conducted received few responses related to gender, highlighting a general lack of knowledge and possibly even awareness about the gender-related inequalities that may arise within energy communities. While some communities reported no issues in this regard, their conclusions are largely based on recent pilot initiatives, which may not yet reflect the broader social, financial, technical, and legal barriers present in the Slovenian context. Furthermore, available statistical data clearly provide evidence on how older women are overrepresented among the situation of energy poverty in Slovenia (SURS, 2024).

Based on insights gained from the interviews and analysis, we propose the following recommendations that are addressed by the action plan:

- Capacity building for collective action: Build the understanding of inclusivity and gender or intersectional issues among variety of actors that can tackle energy poverty, from NGOs to social actors, from experts and researchers to policy- and decision-makers. The capacity building would also empower households by offering training on public speaking at council meetings, cooperative management, and forming solidarity networks.
- Accessible education approaches: Prioritize popular education techniques such as storytelling, visual tools, and community assemblies over reliance on formal webinars or manuals.
- Equitable governance: Establish rotating leadership structures, implement quotas for marginalized groups, and provide childcare support to make participation more accessible and representative.
- Inclusive participation models: Enable meaningful involvement by valuing non-financial contributions such as time, caregiving, and local expertise without stigma or bias linked to ownership status. They should also explore ways to empower people affected by energy poverty, particularly women, to become better organized and more vocal in shaping national energy poverty policies and in designing programmes to address it.
- Promote gender equity: Build local coalitions with housing unions, feminist groups, and seniors' associations to co-create inclusive energy policies. Apply a "do no harm" regulatory approach that prevents community energy initiatives from reinforcing existing inequalities. Support women's ownership of cooperative shares and ensure all leadership and decision-making roles are open and accessible to women, avoiding gendered hierarchies in organizational structures.
- Shift from market-based to solidarity-based funding: Introduce welfare-oriented mechanisms that offer economic advantages to vulnerable households. These may include income-based shareholding, cooperative equity pools, shared energy schemes, and guaranteed free energy access for those in need.



- Integrated justice framework: Link energy justice efforts to intersecting issues like housing, mobility, and public services to reflect the full scope of community needs.
- Collaborative recruitment: Design recruitment strategies in partnership with local social workers and feminist organizations to ensure grounded, community-informed outreach.
- Grants for upfront investments and share purchase: Reinforce financial support at national and local levels for energy communities' initiatives setting clear goals for gender perspective and energy poverty mitigation. In addition, the EU could provide direct funding streams for community-led anti-poverty energy initiatives with no match-funding requirement. EU institutions should actively support knowledge exchange between grassroots movements, not just municipalities or corporations.



Gender Action Plan
Comunitat
Energètica de La
Bordeta (CELB)
Demonstrator
Spain
Version 1.0



Giulia Torri (CELB)

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Gender Action Plan

Comunitat Energètica de La Bordeta (CELB), Spain

About the project: GENDER4POWER

The GENDER4POWER project aims to improve the living conditions of people and households affected by energy poverty by addressing multiple interlinked dimensions such as financial stability, health, well-being, and the energy performance of buildings. Recognizing that energy poverty disproportionately impacts vulnerable groups, the project puts a strong emphasis on gender-responsive and socially inclusive approaches.

Its overall objective is to enhance resilience and quality of life through the dynamic demonstration and implementation of holistic, people-centred solutions that are co-created with and supported by a broad range of stakeholders. By integrating technical, social, and economic perspectives, GENDER4POWER seeks to generate practical pathways that can effectively reduce energy poverty while ensuring social equity.

The project focuses particularly on the fields of renewable energy and energy efficiency, where innovative interventions and collaborative models can simultaneously contribute to climate goals, sustainable urban development, and the empowerment of communities. In this way, GENDER4POWER builds bridges between energy transition and social justice, ensuring that no one is left behind.



About the Spanish demonstrator: Comunitat Energètica de La Bordeta (CELB), Spain

Comunitat Energètica de La Bordeta (CELB) is an energy community based in La Bordeta neighbourhood, in Barcelona. It is a citizen-driven initiative born in 2021 with a bottom-up approach, thanks to the motivation of local people and entities. The aim is strengthening energy rights access and addressing social and environmental challenges with a fair, inclusive and community-led approach.

The cooperative members have the ownership and the real control of the entity; the access to the entity is open, transparent and inclusive. The CE, being a non-profit organization, wants to respond to real needs of the La Bordeta neighbourhood, in the context of a climate and environmental emergency that urges us to move towards decarbonization with a social justice perspective.

Nowadays the cooperative already 59 members, including individuals (81%) and local entities (48%), and is now in a significant expansion phase, expecting to grow to around 200 members at the end of 2026. This diverse and participatory base is key to promoting innovative projects that address problems such as energy poverty and promote social inclusion.

CELB already has and operates 48 kW of PV plants, in the form of collective-self consumption within its members. In addition, it is working to address energy poverty in the neighbourhood; a Solidarity Fund was created at the end of 2024 and is currently in a test phase, with the goal of allowing free participation to the services to members in a situation of energy poverty or vulnerability. In parallel, the cooperative works to promote energy literacy and get energy topics closer to the people, through the organization of workshops, presentations and cultural activities such as projection of documentaries.

Between the end of 2025 and the beginning of 2026 new PV plants will be installed, and a new service of shared e-mobility, including an e-vehicle and 2 EV charger, will be launched. In addition, CELB is working to start the renovation process of a whole old building with low energy efficiency conditions, where one of the active PV plants is installed and where many of the cooperative members live. All these activities will be accompanied by an important new members' campaign, that needs to be designed with a significant sensitivity to gender & energy nexus and inclusivity.

Gender Action Plan: A definition

A **Gender Action Plan (GAP)** can be understood as a more targeted version of the GEP (Gender Equality Plan), focusing on individual projects, programs or departments and setting out short-term operational measures that are topic-specific and object-related. The structure and thematic orientation of GAP broadly follow the GEP and aligns with overall gender equality goals but remains more flexible to address the project specific requirements. For instance, unlike a GEP, a GAP does not necessarily have to operate at the organizational level. Instead, it **works at the project level**, translating the results of a gender analysis into concrete project measures. It defines quotas, targets and activities and provides a roadmap for implementation. The actions typically cover areas such as capacity-building and awareness, participation and gender balance during implementation, gender-responsive means of implementation, and systematic monitoring and reporting. The overall goal of a GAP is to advance gender equality within the specific project context by ensuring that a consistent gender perspective is integrated across all phases of a project. At the same time, it enhances the quality and accountability of project delivery.

Gender Action Plan of CELB

Overall objectives

- Awareness raising on the interconnection of gender & energy poverty & energy communities
- Reduce energy poverty of women and other vulnerable collectives in La Bordeta neighbourhood
- Gender balance in decision making in the cooperative
- Maintain the gender dimension/perspective in the energy community during the expansion
- More equitable access to project and program resources (including training, technology and government services)

A Gender Analysis as a Baseline

Since the beginning of its operation, Comunitat Energètica de La Bordeta (CELB) feels the importance of being permeated by the gender perspective.

Currently, out of the 48 physical persons members of the cooperative 48% recognize themselves as women (23 persons) and 52% as men (25 persons).

The Governing Body (Counsell Rector in local language) is composed by 4 members, where gender balance is maintained (50% women and 50% men). The technical staff of the cooperative is represented by 1 woman working as EC coordinator.

Within the internal Working Groups (WG) of the cooperative, an interesting trend is noticeable: depending on the activity performed, there is a different response in terms of gender. The "New Members Campaign WG" is mixed, but in some cases, when more technical tasks needed to be performed, a predominance of young men was noticed (for example cutting and building a mobile wooden structure and creating an electronic circuit that could connect a PV panel and a battery and integrate them to the structure). On the other hand, the "Energy Rights WG", more focused on cares, inclusivity and social aspects, is mainly participated by women. Specific statistics are not available since participation is voluntary and can be very different throughout the year.

CELB, thanks to the activities of the Energy Rights Working Group, created the Solidarity Fund and is now developing a protocol based on criteria for the selection and prioritization of potential members; this process needs to be permeated by a gender perspective, since it needs to be as inclusive as possible, especially considering that energy poverty is more widespread within women and single-mothers.

Thematic area: Consolidate the gender dimension in the internal structure

Main Issues

The EC structure is getting strong and consolidated in these months; it is important to dedicate internal resources to ensure that the gender dimension is integrated in all the cooperative dynamics, from monthly meetings to long-term planning, dedicating a space and boosting discussions, related issues and proposals for improvements.

Goals

- Integrate an explicit gender dimension in the daily operation of the cooperative (including decision making, leadership, meetings...)
- Create a dedicated space where issues, concerns or ideas can be collectively discussed
- Identify the current needs in terms of internal structure, in order to design strategies on the specific situation of the EC

(Planned) actions / activities

Table 1: Actions / activities of thematic area: Consolidate the gender dimension in the internal structure

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Perform an internal diagnostic on current situation and potential needs	CELB, Energy Right WG	QU3/2026	Interviews with EC board and members, survey for the diagnostic, response analysis	Staff time
Create a specific space during the monthly meetings for discussing gender-related topics	CELB	QU1/2026 onwards	New point to the meeting agenda	Staff time
Collection of gender specific data on the EC	CELB	QU4/2025 onwards	Gender-based EC data	Staff time

Thematic area: Ensuring gender balance in participation during the expansion phase

Main Issues

Currently, CELB can count on gender balance in its members, as well as in the decision-making bodies and in terms of hired personal. Nevertheless, in the following months a significant growth of the cooperative is expected to occur; it is crucial that, during this process, the entity will be able to keep the balance and sensitivity to gender topics as high as they have been in its first stage, when the social base was smaller and, thus, more permeated of activists. Information has to be vehiculated in the most conscious way and the participation to the campaign events need to be facilitated.

Goals

- Make sure that gender balance (both in terms of community members and governing bodies) is maintained during the upcoming cooperative growth
- Review and upgrade the EC communication style to reach women and other social groups, being more inclusive and sensitive (during the new members campaigns upcoming and onward)

- Provide solutions to the obstacles that could prevent women, single-mothers and other vulnerable collectives to join the informative sessions and the long-term participation to the cooperative

(Planned) actions / activities

Table 2: Actions / activities of thematic area: Ensuring gender balance in participation during the expansion phase

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Review of communication language, image and style of the new members campaign	CELB	Q4/2025 onwards	Analysis and upgrade of existing communication material, creation of a guideline document	Staff time, content modification
Ensure family-balance-facilitation by offering the possibility of kids care during presentations and events, through community-based shared care or a hired service	CELB/other providers	Q1/2026 onwards	Kids care service offered	Staff time, or other experts time

Thematic area: Energy & Gender literacy

Main Issues

The EC wants to be a crucial actor working to improve sensitivity on the energy and gender nexus, by providing training, workshops and by boosting dynamization both within its members and in the neighbourhood on these topics. Because of this, and in order to ensure that the spaces created within the cooperative are coherently used, it will organize sessions and materials in order to achieve this goal.

Goals

- Promote awareness and knowledge on the energy & gender nexus, within the EC members and in the neighbourhood
- Empowerment of women and other vulnerable collectives, who are the ones that mainly suffer energy poverty, through the increase of their energy literacy and knowledge on concrete energy topics such as efficient energy use, bills reading, etc.
- Ensure all the EC members receive specific training on gender topics

(Planned) actions / activities

Table 3: Actions / activities of thematic area: Energy & Gender literacy

Description of action	Responsibilities	Timeline	Targets / indicators	Resources required
Conduct open trainings/ workshops designed with a gender sensitive approach and on key topics	CELB	Q1/2026 onwards	Implementation of at least 2 seminars	Staff time, training materials, venue and equipment
Conduct trainings on energy efficiency, energy use and savings (open to EC members and to the neighbourhood)	CELB/ESF	Q1/2026	Implementation of at least 1 training during the project period	Staff time, training materials, venue and equipment
Conduct specific onboarding training including gender aspects in the EC to new members	CELB	3 times per year, Q2/2026 onwards	Implementation of onboard trainings every 4 months	Staff time, training materials

Monitoring & Evaluation

The implementation of the GAP at CELB will be systematically monitored to ensure that the defined goals are achieved. Evaluation activities will track progress through quantitative indicators and qualitative feedback, allowing for continuous adjustment and improvement. Monitoring and evaluation activities include:

- Collecting gender-disaggregated participation data for all workshops and activities
- Using pre-/post-surveys to assess changes in energy literacy and confidence levels among staff and clients
- Gathering qualitative feedback from participants on gender-sensitivity, inclusiveness, and relevance of activities
- Collecting feedback on the relevance and usability of the internal guidelines
- Reviewing progress against targets and indicators in project meetings
- Adjusting and redefining planned actions based on evaluation results and stakeholder feedback