

BRIDGE THE EDUCATION GAP

- Support youth and women and work with educational institutions, private sector, and governments with a view to narrow the education gap by providing entry level training and re-skilling on technical, entrepreneurial, and soft skills and competencies relevant to the clean energy transition and the job market of tomorrow, including in the fields of science, technology, engineering, and mathematics (STEM).
- Foster the enhancement of transferable skills, such as communication, creativity, and emotional intelligence, in addition to business incubation and acceleration.

PROMOTE RESPONSIBLE INVESTMENTS AND PROCUREMENT

- Provide equal access to affordable financial mechanisms as well as tenders and other business opportunities for women and youth-led enterprises, non-profit projects, and other initiatives, e.g. through gender-responsive procurement and budgeting.
- Integrate a gender lens into investment decisions in clean energy projects.

BRIDGE THE GENDER DIGITAL DIVIDE

- In developing countries, girls and women often have less access to technology and the internet compared to boys and men. To achieve gender equality, girls and young women need equal access to technology, digital training and online safety. Therefore, we must ensure that girls and women have equal access to relevant technical skills and digital literacy to be able to take advantage of the essential technology and digital tools for the clean energy transition.

ENSURE EQUAL OWNERSHIP OF ASSETS

- Shed light on the importance of access to and ownership of renewable energy assets, knowledge and information resources as critical tools to change social perceptions and gender norms, particularly in rural areas, where the energy access gap for women is wider than that of men.

ENHANCE ENGAGEMENT AND CAREER ADVANCEMENT AVENUES

- Create awareness and enhance the visibility of women and youth leaders and experts to inspire through role models, mentoring and networking to promote solidarity and overcome common issues and challenges.
- Foster collaboration between the government and the private sector to establish innovation labs that are accessible to women and youth and promote social enterprises that deliver societal and environmental impact.
- Foster young talents: institutionalize programmes, including at the graduate level, that provide young women and men with ample job opportunities at entry-level.
- Develop and implement policies, frameworks and programmes that enhance gender equality in the workforce and at managerial level, such as flexible working arrangements, paternity leave, targeted qualification campaigns, preparatory courses and policies that support the entry, retention and development of women in careers in the clean energy sector.

CHANGE SOCIAL NORMS

- Challenge social norms and redefine the role of men to empower women and youth. Gender diversity, equality and inclusion in the clean energy transition is not just a women's issue - it is central to long-term value creation and sustainability and to leaving no-one behind.

DEVELOP INCLUSIVE POLICIES

- Put women and youth at the center of the economic recovery. Integrate incentives into program funds and green recovery packages to encourage employers to employ, retain and advance more women and youth in the clean energy sector.
- Provide equal opportunities for women to lead, participate in, and benefit from decision-making and the development of inclusive policies for climate action and green recovery.
- Open avenues for youth activists, associations and advocates to channel their voices to high levels of decision making in climate action and green recovery and provide youth an equitable share in the decision-making process.

IMPLEMENT RESULTS ACCOUNTING AND MONITORING

- Adopt tools, targets and metrics to track gender mainstreaming, youth engagement and equitable access, and enforce regular and transparent reporting on adopted targets and indicators, both quantitative and qualitative.

