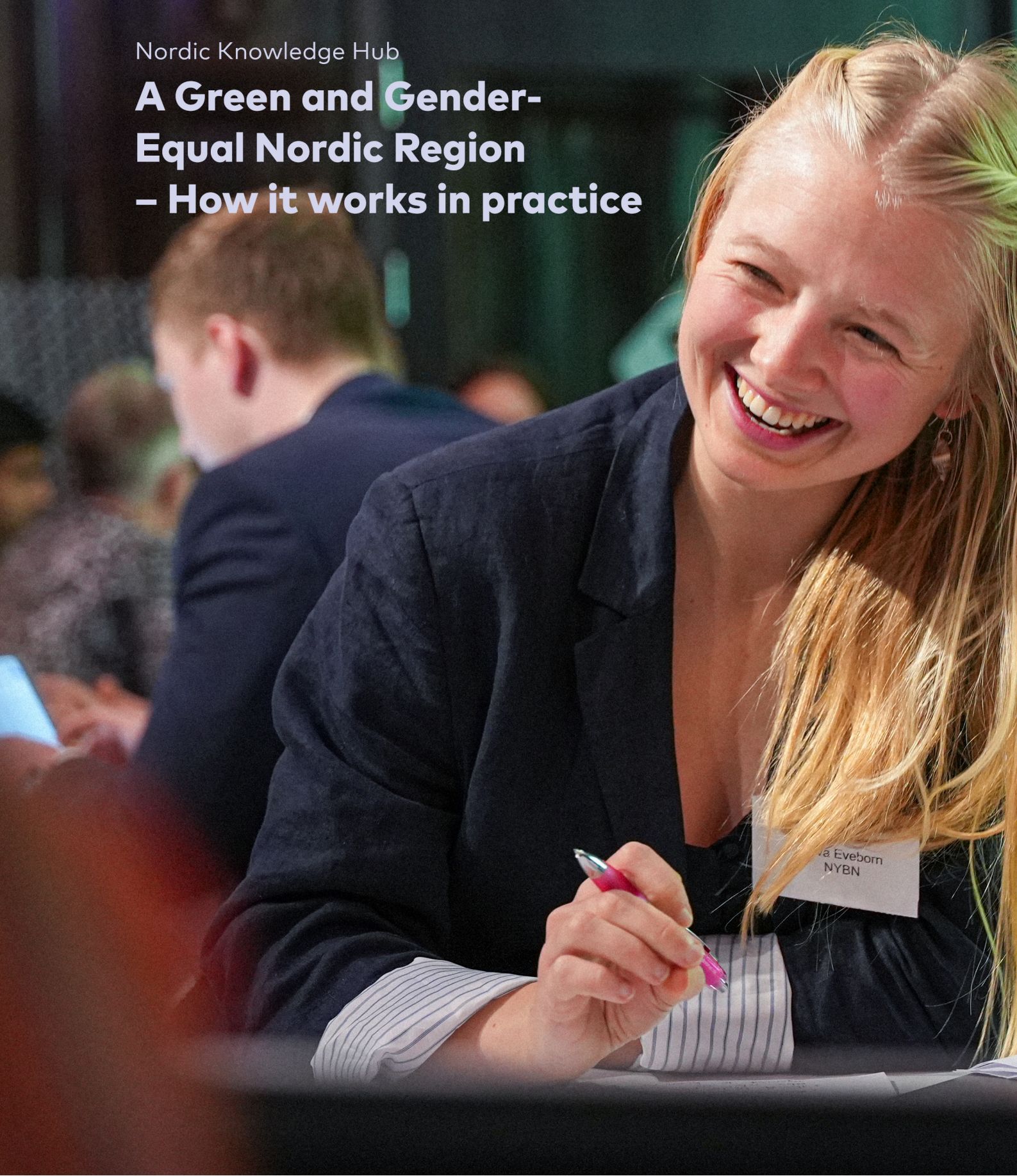


Nordic Knowledge Hub

A Green and Gender- Equal Nordic Region – How it works in practice



Contents

A Green and Gender-Equal Nordic Region – How it works in practice	3
Sustainable Consumption – A matter of gender norms	6
Transition to fossil-free energy requires power women	10
New female leadership in the blue-green economy	14
Why green jobs also need to be gender-equal	18
Youth Voices in the Green Transition	22
Climate Policy in Practice	25
Swedish version	28
About this publication	29

This publication is also available online in a web-accessible version at:
<https://pub.norden.org/genderclimate>



Photo: freepik

A Green and Gender-Equal Nordic Region – How it works in practice

In the Nordic region we are good at coming up with climate-smart solutions, but for quite some time now we've been relatively unaware of how these solutions are affecting gender equality.

In 2022, the Nordic ministers for gender equality and LGBTI decided to acquire more knowledge about the link between gender equality and climate in the Nordic Region.

They began by consulting businesses, trade unions, civil society, and experts in the field of gender equality and climate. The main question was: What should a gender-equal green transition look like in the Nordic Region?

A few months later, the ministers for gender equality received broad political support from the Nordic governments for the ambitions in *A Green and Gender-Equal Nordic Region*, namely that Nordic co-operation must develop knowledge in order to integrate gender equality into climate policy.

We've now made progress. This knowledge bank is for those of you who work nationally, regionally, or in a municipality. Here you'll find knowledge about how climate action affect gender equality and vice versa, and which gender equality measures that are needed in order to make climate solutions more effective.

The Nordic Region aims to become the most sustainable and integrated region in the world by 2030. On our shared journey towards that goal, the gender equality perspective needs to be embedded in every step.

“Widespread political support from the Nordic governments.”



[Nordic Council of Ministers](#)

A Green and Gender-Equal Nordic Region

Commitment by the Nordic Council of Ministers under Generation Equality's Action Coalition: Feminist Action for Climate Justice



Towards a Nordic Alliance for Gender Equality and Climate Justice

22 Takeaways from the Nordic Roundtable in Oslo, January 2022





Photo: Plattform/Scandinav/imagebank.sweden.se

Sustainable Consumption – A matter of gender norms

Travel, shop, and eat like a woman to reduce climate emissions!

Women are more engaged in climate issues than men – and usually have a smaller carbon footprint, according to several research reports.

In a new Nordic research overview from the University of Gothenburg, the conclusion is expressed differently:

Individuals who take greater responsibility for care work – regardless of sex – tend to be more engaged in sustainability and climate issues.

Being climate friendly has of course nothing to do with sex as a statistical variable per se, but is linked to gender norms about what women and men should be

interested in and work with.

This different approach opens the door to change, and change is what's needed if we're to achieve our climate goals.

We need to reduce our overconsumption, eat less meat, and travel more sustainably.

According to the UN climate panel IPCC, such lifestyle changes can reduce global emissions between 40 and 70 percent by 2050, as long as the necessary policies, infrastructure, and technology are in place. The greatest potential lies in regions such as the Nordic Region, where overconsumption is a major issue.

The research overview shows that men as a group have a greater carbon footprint than women, especially when it comes to food consumption and transport.

The same gender norms that, for example, make women primarily responsible for unpaid care work at home have consequences for individuals' carbon footprint and impact on the climate.

Promoting men's responsibility and care for the home, children, and the elderly would likely have an effect on their carbon footprint!

Learn more in the research overview below, to solve the climate crisis quicker!

"Individuals who take a greater responsibility for care work, regardless of sex, tend to be more engaged in sustainability and climate issues."

SUSTAINABLE | LIVING



Climate, Gender and Consumption

A research overview of gender perspectives on sustainable lifestyles



Explainer: Gender Norms and Consumption





Photo: Unsplash.com

Transition to fossil-free energy requires power women

Fossil-powered energy is the single biggest contributor to global warming, both in the Nordics and worldwide.

At the same time, the energy sector sustains societies, which is why it plays such a key role in solving the climate crisis.

Right now, the entire Nordic Region is making huge investments in smart solutions for renewable and fossil-free energy.

New Nordic research shows that in this crucial transformation of society, women and men are participating on different terms.

Only five percent of leadership positions in Nordic energy companies are held by women, and women have only 16 percent of seats on boards, according to a report from Nordic Energy Research.

Women account for a third of energy companies' full-time employees. This uneven distribution is due in part to fewer women studying STEM subjects (science, technology, engineering, and mathematics).

The transition to sustainable energy systems is a growth engine in the green economy.

A strong underrepresentation of women in the energy sector not only risks widening the gender pay gap, but also risks reducing efficiency when it comes to achieving climate goals.

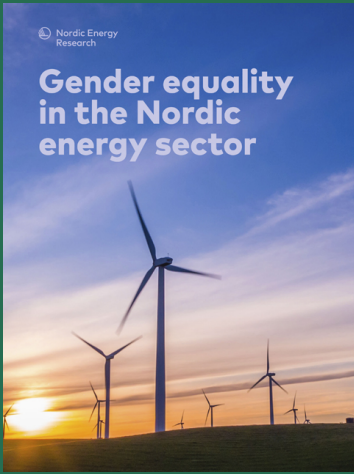
A lack of diversity and gender equality results in fewer perspectives, less innovation, and a narrower spectrum of solutions and results.

Put differently, the Nordic countries have so far mobilised only a fraction of their innovation power in the energy transition.

We can change that.

Read more below about how the Nordics can accelerate the energy transition by investing in gender equality.

“In this crucial transformation of society, women and men are participating on different terms.”



A Gender-Equal Energy Sector



Photo: Mammut Media / norden.org



Photo: Gorm Just

New female leadership in the blue-green economy

Women are more engaged in climate issues than men - but men have greater influence in the industries where climate issues have to be solved.

Greenland blue industries are good examples of this paradox, two giant industries with a major impact on the climate. They are hugely important to our economy and self-sufficiency, but at the same time, also deeply gender segregated.

Seas and forests are crucial for solving both the climate crisis and biodiversity crisis. They absorb substantial amounts of the carbon dioxide we emit and provide renewable raw materials that can replace fossil fuels and materials.

In the Nordic Region – world-renowned for its gender-equal societies – access to natural resources and influence in marine and forest management are unequally distributed between women and men.

Just like in all other parts of society and the economy, a systemic shift is needed in these industries to stop the climate crisis. Here, offshore wind power is now being established, wave power utilised, seaweed cultivated, forests replanted, and renewable fuel extracted.

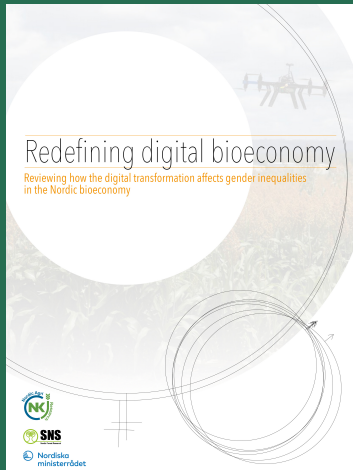
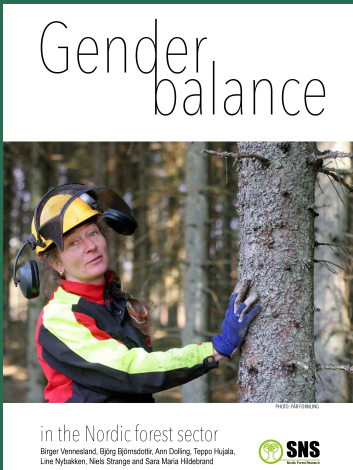
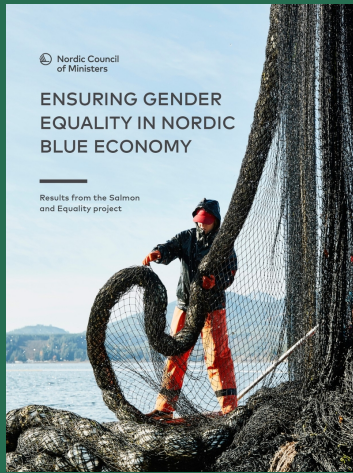
The climate crisis requires the blue economy to be a source of new, more sustainable ways of fishing, maritime transport, biotechnology, tourism, fish farming, and extracting renewable energy from the sea.

This often requires a more educated workforce, and here lies a great potential to increase diversity and innovation by recruiting more women.

A new Nordic research overview shows that Nordic policy for the marine industries has so far been largely gender-blind and that gender equality has therefore lagged behind.

Nordic co-operation supports both the accumulation of knowledge and strengthened collaboration to promote change.

“Women are more engaged in climate issues than men - but men have greater influence in the industries where climate issues have to be solved.”



Explainer: Sustainable Green and Blue Economies





Photo: Sofia Sabel/imagebank.sweden.se

Why green jobs also need to be gender-equal

Green jobs are key to achieving the climate goals. We now need to produce goods and services in a completely new way that replaces our outdated dependence on fossil fuels.

Right now, 25 percent of people in the Nordics are employed in green jobs, a good figure compared to the rest of the OECD.

But only one in three green workers in the Nordic region is a woman.

So far, "green jobs" have referred to tasks requiring technical expertise – building energy-efficient homes, mining metals for EV batteries, installing solar panels, and building wind farms. In these jobs, men make up 70 percent of the workforce.

Women are thus underrepresented in the professional jobs that are crucial for the Nordic region to deliver on the climate goals.

For this reason, new Nordic research is therefore highlighting that the green transition will widen the gender pay gap. But does it really have to come at the expense of gender equality?

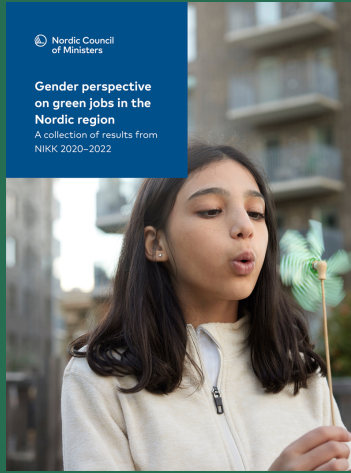
Something is happening right now with how we view green jobs. More companies are calling for green skills that can change people's habits and behaviours. Research shows that women have adapted their lifestyles more quickly towards becoming sustainable.

The Nordic region is striving to become the most sustainable and integrated region in the world. This vision also covers sustainable schools, education, and healthcare. Women make up the majority of the workforce in these sectors.

What would happen if healthcare and care jobs were also considered green jobs?

Read more in the publications below about how green jobs can become gender-equal.

"Only one in three green workers in the Nordic region is a woman."



Green and Gender-Equal Jobs





Photo: Andreas Omvik

Youth Voices in the Green Transition

Since the UN climate conference Stockholm +50, the cooperation between Baltic and Nordic youth organisations on climate, gender equality and rights issues has grown progressively stronger.

The cooperation is the way of becoming a powerful voice to put pressure on governments' climate policies and ensure that international climate negotiations benefit also gender equality and justice.

At a youth conference on 27 October 2023 at UN City in Copenhagen, organised in partnership with UN Women and The National Council of Swedish Children and Youth Organisations (LSU), over 100 youth representatives from 59 youth organisations gathered to discuss how to ensure a gender-equal and just green transition.

Vid konferensens slut hade 10 krav för en jämställd och rättvis klimatomställning till beslutsfattare i Norden och förhandlare vid klimatkonferensen COP28 tagits fram.

By the end of the conference, 10 demands for a gender-equal and just green transition to Nordic decision-makers and negotiators at COP28 had been formulated.

These are demands for carbon-free societies that make greater use of indigenous knowledge, are gender-equal and include young people in decision-making.

"The first thing is to recognize that there is a gender equality problem that needs to be addressed in everything we do"

Read the 10 policy demands [here](#).

Disclaimer

This publication was funded by the Nordic Council of Ministers. However, the content reflects the views, opinions, attitudes and recommendations of Nordic, Baltic and international youth and does not necessarily reflect that of the Nordic Council of Ministers.

Youth Voices in the Green Transition





Climate Policy in Practice

Although the Nordic countries are considered to be among the most gender-equal in the world, Nordic climate policy has, until recently, been gender-blind.

A Nordic report shows that there's a lack of knowledge about the interconnections between gender equality and climate in the Nordics.

It also shows that women and men in the Nordic Region are affected differently by climate policy. In industries where climate solutions are being developed, women and men have a different level of influence and there are also differences in women's and men's carbon footprint.

An example: The most carbon dioxide-heavy industries such as transport, energy, agriculture, and construction are male-dominated.

A green transition of these industries will thus have the greatest impact on men's working lives. This is not something that has been addressed directly in the political debate, with the exception of Finland, which conducted a gender impact assessment of their 2021 Climate and Energy strategy.

With greater political awareness, the green transition could be an opportunity for employers to leverage more out of innovation by focusing on encouraging more women – often both highly educated and climate-aware – into these industries, while also breaking down the heavily gender-segregated labour market.

If we miss this opportunity, the green transition risks widening the gender pay gap.

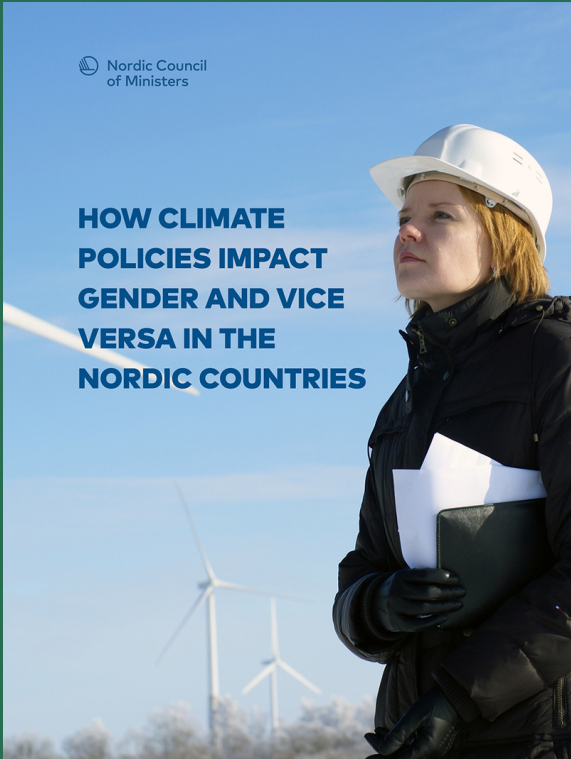
Another example: Men as a group drive more and eat more meat, while women as a group are more climate-conscious, travel more using public transport, buy more second-hand items, and eat more vegetarian food.

A gender-equal and effective climate policy therefore needs to take account of differences in lifestyles by, for example, promoting lifestyle changes in men, and ensuring that transport solutions cater for women, men, and children on equal terms.

Read more below.

“The Nordic countries are considered to be among the most gender-equal in the world, but Nordic climate policy has, until recently, been gender-blind.”

**HOW CLIMATE
POLICIES IMPACT
GENDER AND VICE
VERSA IN THE
NORDIC COUNTRIES**



Swedish version

pub.norden.org/genderclimate-svensk

About this publication

Nordic Knowledge Hub: A Green and Gender-Equal Nordic Region – How it works in practice

Think knowledge hub is a collaboration between the Nordic Council of Ministers for Gender Equality and LGBTI (MR-JÄM) and Nordic Working Group for Climate and Air (NKL). It collects publications and contributions from Nordic Information on Gender (NIKK), Nordic Energy Research, The Sisters in the Arctic Blue (SAB), Nordic Forest Research (SNS), Iselin Løvslett Danbolt and Norion.

The Knowledge Hub has been developed by Mikaela Thuresson and Anna Rosenberg.

Nord 2023:042

ISBN 978-92-893-7725-6 PDF

ISBN 978-92-893-7726-3 ONLINE

<http://dx.doi.org/10.6027/nord2023-042>

© Nordic Council of Ministers 2023

Published: 24.10.2023

Updated: 31.1.2024

Cover photos: imagebank.sweden.se, Gorm Just, Elias Rasch

Layout: Louise Jeppesen

Nordic co-operation

Nordic co-operation is one of the world's most extensive forms of regional collaboration, involving Denmark, Finland, Iceland, Norway, Sweden, the Faroe Islands, Greenland, and Åland.

Nordic co-operation has firm traditions in politics, the economy, and culture. It plays an important role in European and international collaboration, and aims at creating a strong Nordic community in a strong Europe.

Nordic co-operation seeks to safeguard Nordic and regional interests and principles in the global community. Shared Nordic values help the region solidify its position as one of the world's most innovative and competitive.

Nordic Council of Ministers

Nordens Hus

Ved Stranden 18

DK-1061 København

pub@norden.org

Read more Nordic publications: www.norden.org/publications