



# Are women involved in the energy transition?

*Ioannis Konstas  
Project manager at Q-PLAN and  
Coordinator of W4RES Project*



WOMEN FOR MARKET UPTAKE OF RENEWABLE HEATING AND COOLING

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 952874



Yiannis Konstas, Q-PLAN INTERNATIONAL  
W4RES Coordinator

# Tapping into the potential of women for supporting renewable energy in the heating and cooling market



- 12 partners
- 8 European countries

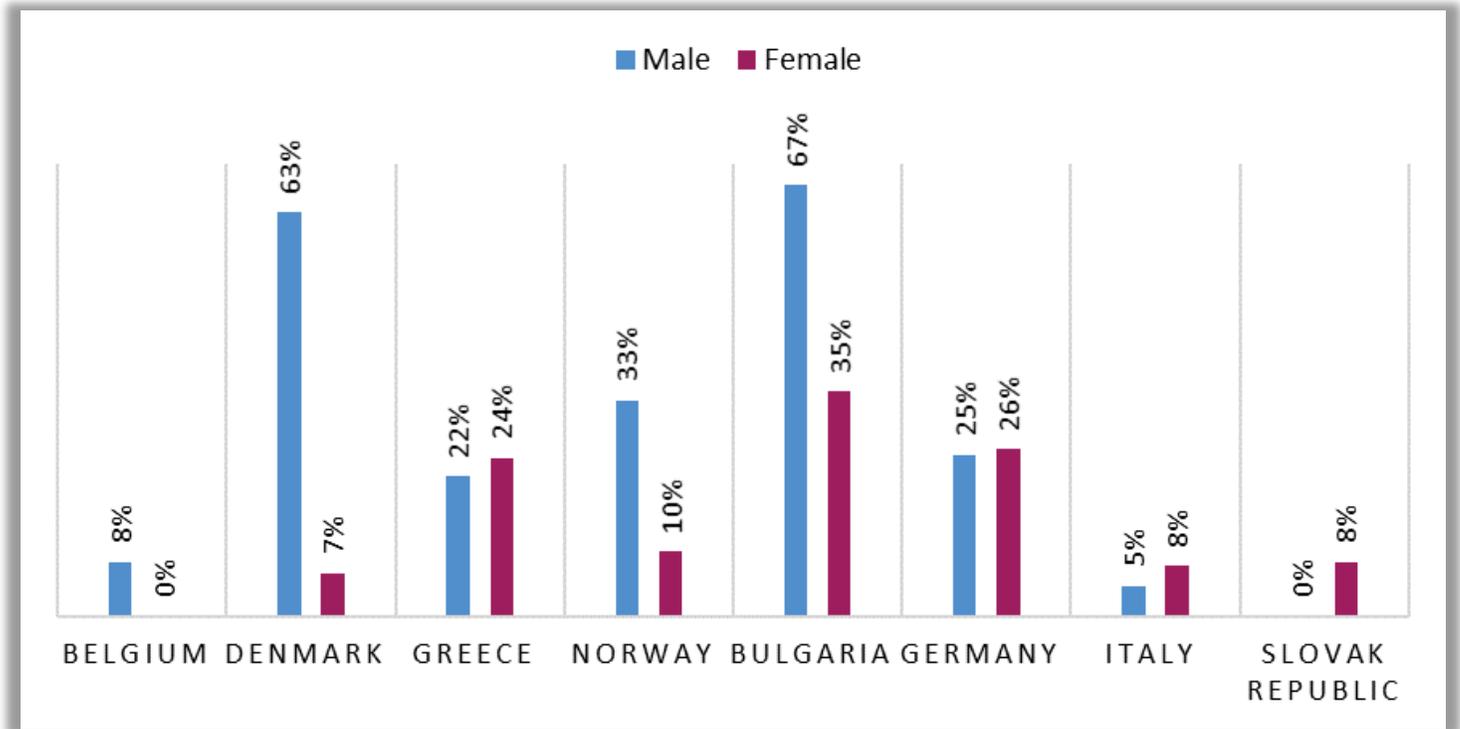


# Perceived female involvement in the RHC sector

Different perceptions between countries

Male respondents overestimate more often female participation

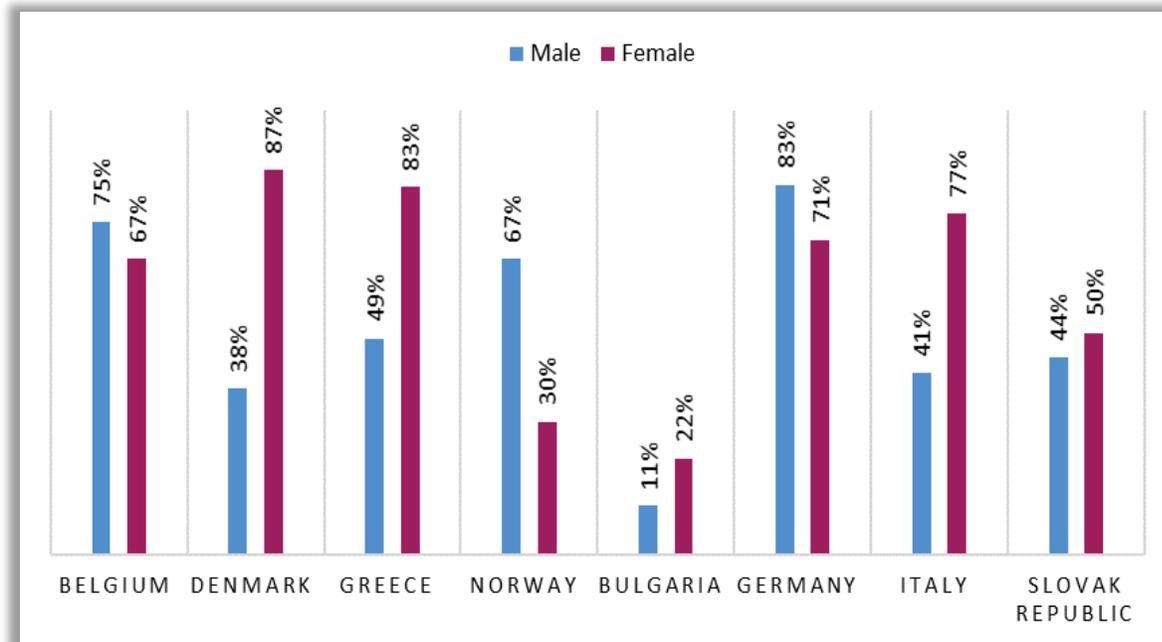
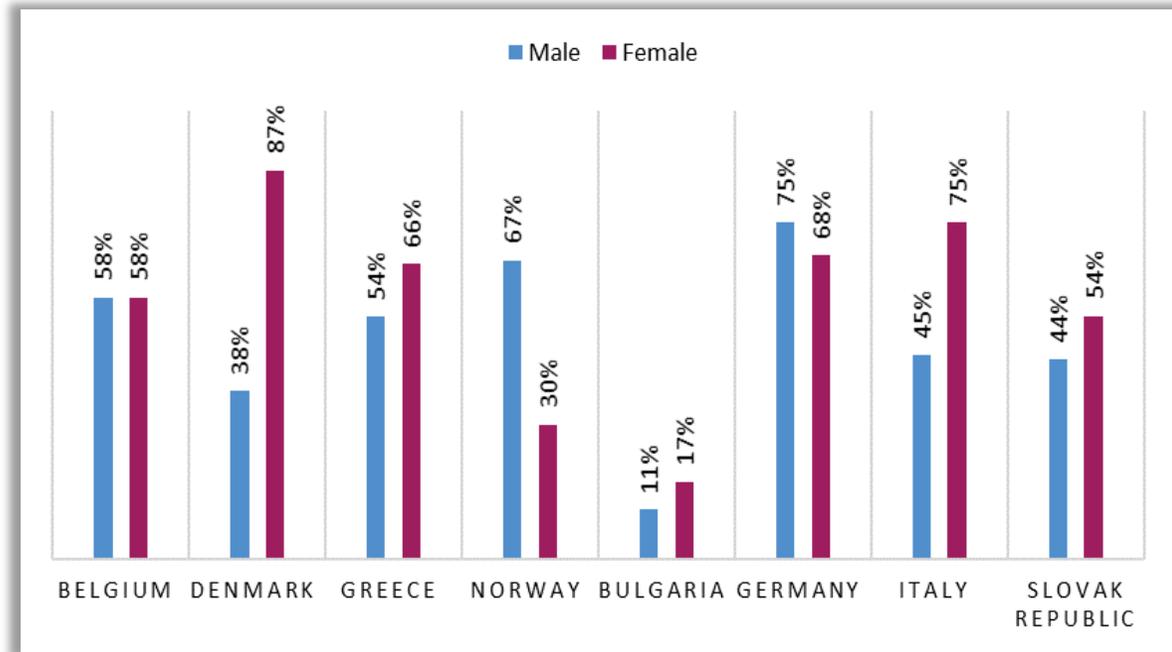
Agreement with the statement  
*“Women participate as much as men in the RHC sector”*  
by country



Agreement with the statement “There is a lack of female participation on decision-making positions” by country

Generally identified as a significant factor

Lack of women participation in public authorities' roles relevant to RHC



Lack of women participation in decision making positions in Businesses relevant to RHC

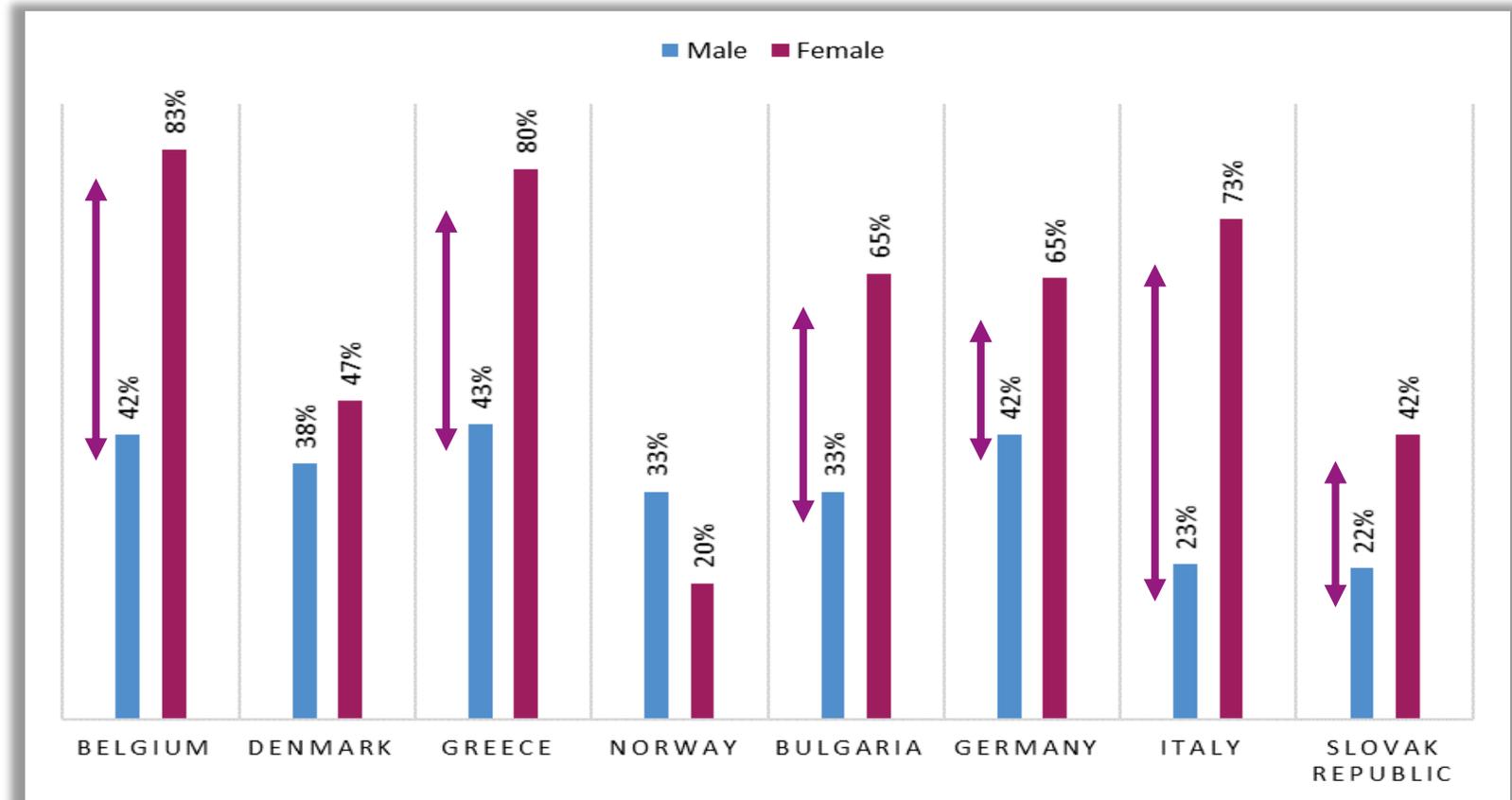
# Perceived barriers to women involvement in the RHC sector

Women perceive hiring practices as biased much more than their male colleagues do

Stereotyped perception of women as lacking the skillset to work in RHC (perpetuated by both genders)

Widely recognized importance of the gender wage gap

### Prevailing hiring practices related to women



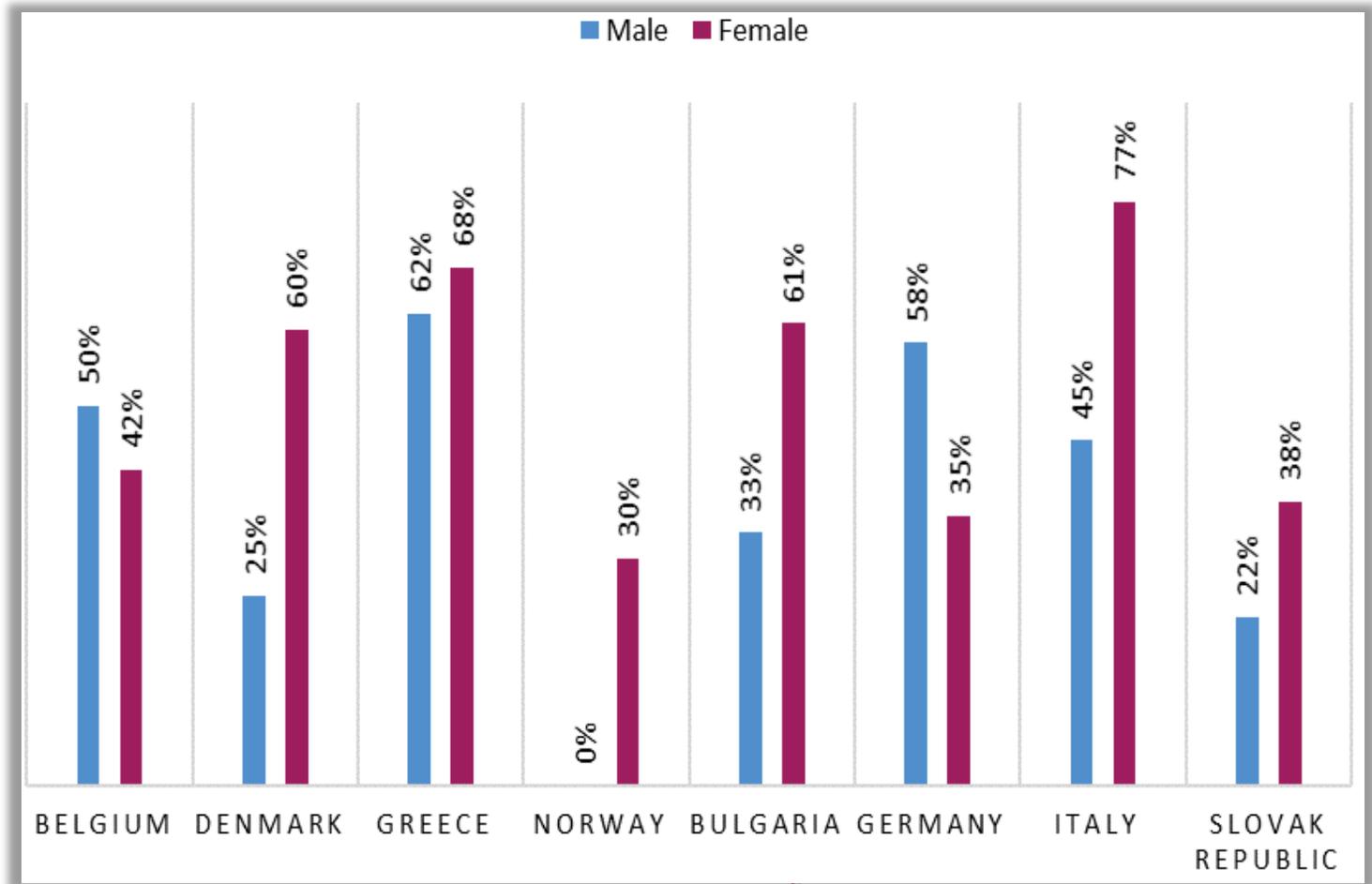
# Perceived barriers to women involvement in the RHC sector

Overall, the barrier recognized the most by male participants

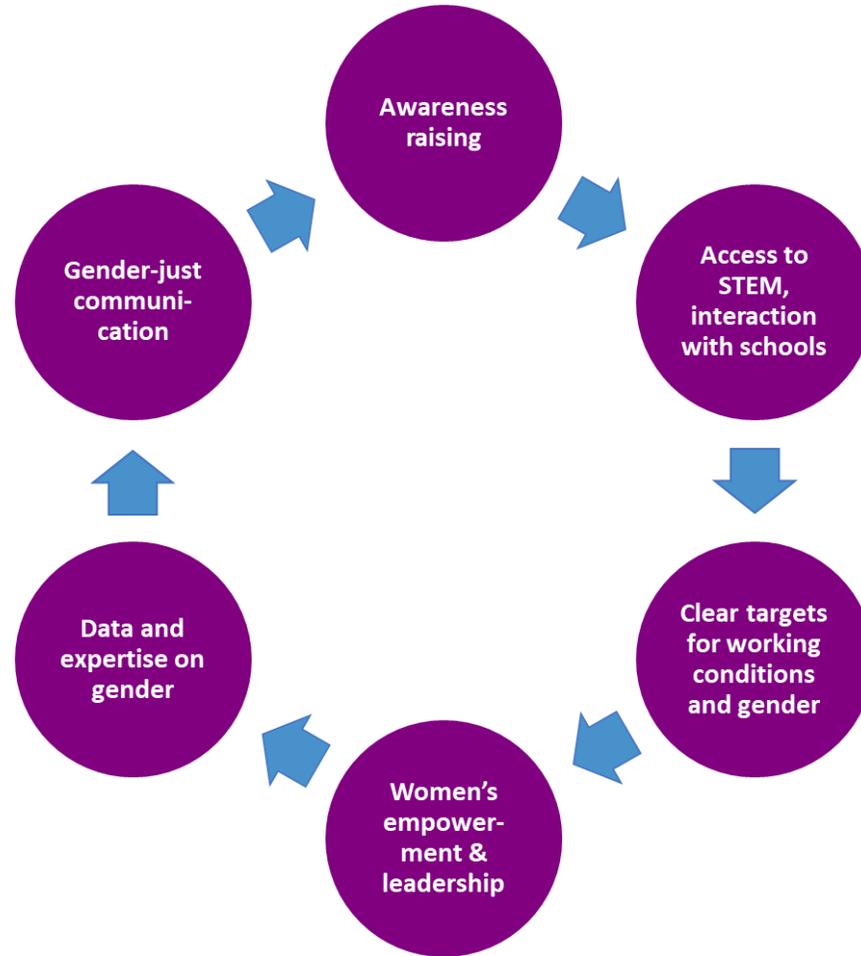
Amplified by the mobility requirements linked to entrepreneurship roles

Linked to the difficult management of work life balance

### Lack of support for female entrepreneurs in the sector



# Needs and instruments to increase the share of women in the energy sector



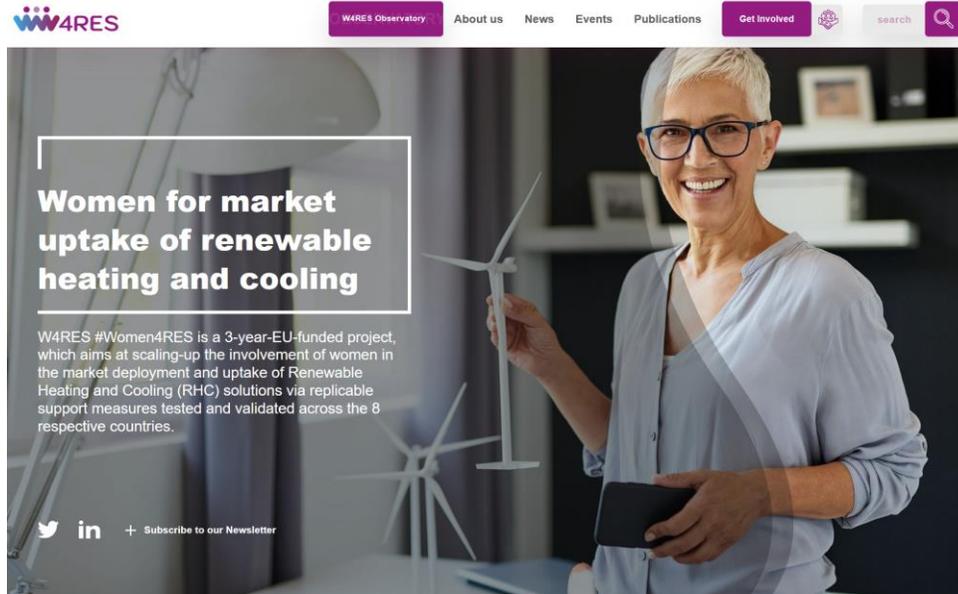
*“..To be truly transformative, energy access and the energy sector must be linked with an agenda that challenges the stereotypes of women and that also advances their rights, dignity and visibility in their various roles as consumers, producers, investors, experts, and agents of change..”*



Follow us and  
get involved!

[www.w4res.eu](http://www.w4res.eu)

<https://w4resobservatory.eu/>



## 4 actions to stay tuned

1-Visit our W4RES  
website and  
Observatory

2-Subscribe to W4RES  
newsletter

3- Attend W4RES  
related events

4-Contact us:  
[welcome@w4res.eu](mailto:welcome@w4res.eu)





Thank you!

Yiannis Konstas, Q-PLAN INTERNATIONAL  
W4RES Coordinator

[www.w4res.eu](http://www.w4res.eu)



[welcome@w4res.eu](mailto:welcome@w4res.eu)

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 952874

