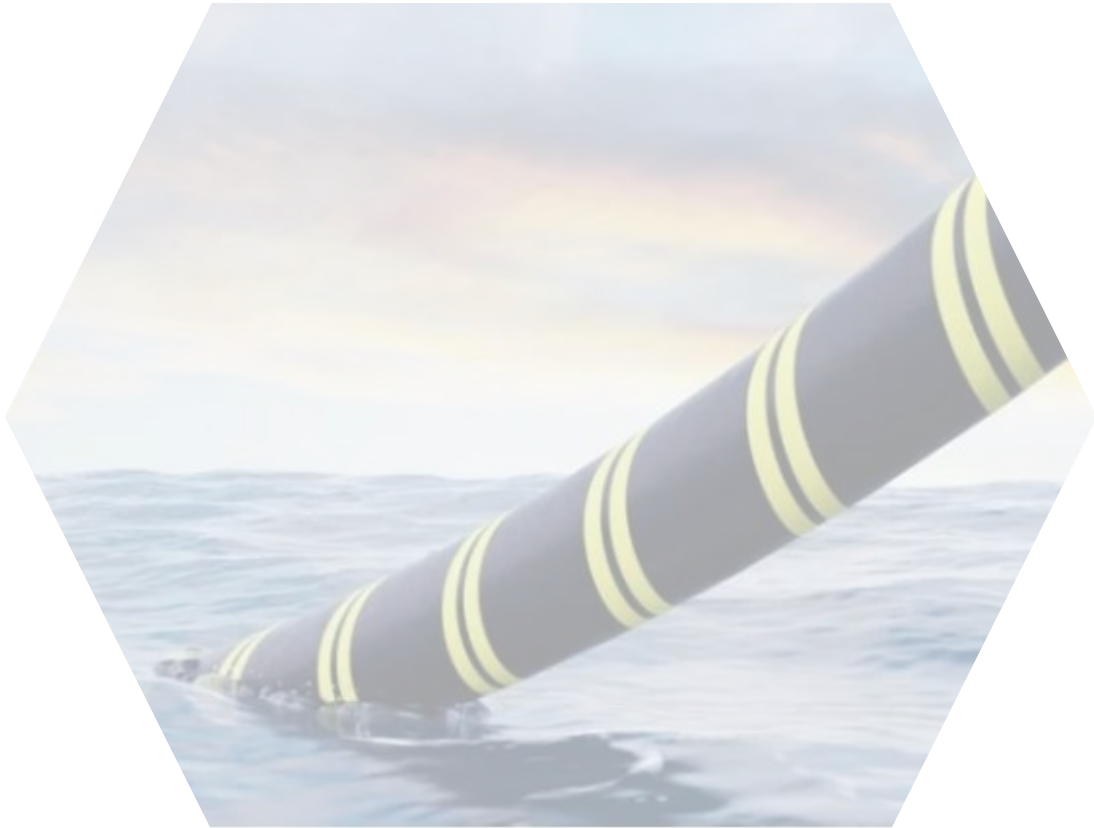




D1.4



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EasyDC-FOS

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Deliverable D1.4

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EXECUTIVE SUMMARY

This deliverable represents the outcome of task 1.4 (WP1), consisting of creating a Gender Action Plan (GAP) for the EasyDC-FOS project development. The importance of including gender perspectives in this project reflects the general European strategy of guaranteeing gender practices to fulfill our equal transition goals. A Gender Action Plan is a document that works as a tool and mechanism for ensuring the gender-inclusive design and implementation of practices and solutions and also to create awareness of the Gender Equality strategy guidelines and objectives of the European Union.

The Gender Action Plan III provides the EU with a **policy framework** with five pillars of action for accelerating progress towards meeting international commitments and a world in which everyone has space to thrive, such as leading by example, measuring results, or ensuring that all new actions contribute to gender equality of women's empowerment.

The energy sector remains one of the minor gender-diverse sectors, **male-dominated, and where women earn lower wages than men**. But to speak beyond gender towards inclusion in the energy sector, we can observe that two of the four "D" objectives regarding energy transition in the world are to digitalize the services and products and democratize access and participation in the energy markets, in addition to decentralizing systems and decarbonizing production and consumption. This means that all individuals should have the option to use renewable energy through democratization and digitalization. This is why our vision of a GAP goes beyond gender. We assume as a working principle that the intersectionality between **gender** and other variables such as **age, cultural background, religion, capabilities, or sexual preferences** should be achieved together as they construct people's identities, and they are so closely interconnected with human rights.

The way to approach the GAP for EasyDC-FOS was creating an initial picture of how EasyDC-FOS is in terms of diversity and inclusion to develop later the guidelines to ensure equal participation during the project.



TABLE OF CONTENTS

DISCLAIMER	3
EXECUTIVE SUMMARY	4
TABLE OF CONTENTS	5
LIST OF FIGURES	5
LIST OF TABLES	6
ABBREVIATIONS AND ACRONYMS	7
1 INTRODUCTION	8
1.1 ABOUT EASYDC-FOS	8
1.2 PARTICIPANTS	8
1.3 DELIVERABLES, OBJECTIVES, WHY A GENDER ACTION PLAN?.....	9
2 WHERE IS THE WORLD ON GENDER	10
3 EUROPEAN GENDER POLICY	13
4 EASYDC-FOS' VISION ABOUT DIVERSITY AND INCLUSION	16
5 GENDER, DIVERSITY, AND INCLUSION IN THE ENERGY SECTOR	17
6 DIVERSITY AND INCLUSION IN EASYDC-FOS.....	20
6.1 ANALYSIS OF THE PROJECT CONSORTIUM	20
6.2 HOW TO WORK TOWARDS INCLUSION: INCLUSION ACTION PLAN	20
6.3 INITIATIVES AND RESPONSIBILITIES.....	21
6.4 MEASUREMENT AND KPIS	22
7 CONCLUSIONS	24
8 REFERENCES	25

LIST OF FIGURES

FIGURE 1. GENDER PARITY SCORE ACROSS REGIONS ACCORDING TO THE GLOBAL GENDER GAP REPORT 2024	11
FIGURE 2. PROPORTION OF THE POPULATION EXPERIENCING DISCRIMINATION, BY SELECTED GROUNDS AND SEX, 2015-2022 (PERCENTAGE)	11
FIGURE 3. POPULATION WITH ACCESS TO ELECTRICITY AND CLEAN COOKING FUELS, 2021-2030 PROJECTIONS (PERCENTAGE)	12
FIGURE 4. CASE STUDIES LOCATIONS FROM THE GAP III MID-REPORT	14
FIGURE 5. IEA ANALYSIS ON GENDER GAP IN EMPLOYMENT AND WAGE WITHIN THE ENERGY SECTOR.....	17
FIGURE 6. WOMEN'S REPRESENTATION IN RENEWABLE ENERGY SECTORS. WOMEN IN OIL AND GAS, RENEWABLES OVERALL, WIND, SOLAR PV, AND ECONOMY-WIDE AVERAGE ¹ , IRENA ONLINE SOLAR PV SURVEY, 2021.	18
FIGURE 7: DEMOGRAPHY OF EUROPE. EUROSTAT.	19
FIGURE 8: EASYDC-FOS CONSORTIUM GENDER AND LEADING SPLIT.....	20



FIGURE 14: INCLUSION ACTION PLAN FRAMEWORK 21

LIST OF TABLES

TABLE 1. INITIATIVES & RESPONSIBILITIES ESTABLISHED FOR THE EASYDC-FOS PROJECT..... 22



ABBREVIATIONS AND ACRONYMS

[illegible]

1 INTRODUCTION

1.1 About EasyDC-FOS

The EU is committed to a sustainable and competitive energy system under the European Green Deal. With the rise of decentralized and renewable energy sources, efficient energy transport across European borders is crucial. Currently, 19% of Europe's energy mix is renewable, but due to its intermittent nature, effective transmission systems are needed to balance supply and demand. The Strategic Energy Technology Plan (SET Plan) aims to modernize the European energy grid, increasing transmission voltage from 220kV–400kV to over 525kV. High Voltage Direct Current (HVDC) systems play a key role in enabling long-distance electricity transmission with minimal losses. Europe is a pioneer in HVDC implementation, with 10,000–14,000 km of HVDC cable systems planned for 2024. However, challenging environments require advanced materials and digital monitoring solutions to enhance system efficiency, durability, and fault detection.

In this framework, the EasyDC-FOS project is committed to the challenge of demonstrating a **new generation of HVDC >525KV cable systems with optimised energy transport capability and longer life period, due to the use of an innovative Cross-Linked Polyethylene (XLPE) insulation material, and paired with the development of a series of intelligent tools for monitoring ageing and efficient fault detection, hosted in a digital environment supported by procedures to manage security and emerging threats by Transmission System Operators (TSOs).**

To reach TRL5, the project will test its innovations through a test bench and two real-world use cases in underground and submarine environments. The optimized insulation will target temperatures up to 90°C, and an improvement of transmission capacity by 6% to 14%. AI-driven algorithms will analyse real-time data from fibre optic-based sensors, such as Distributed Temperature Sensing (DTS), Distributed Acoustic Sensing (DAS), point vibration sensors, and Partial Discharge (PD) analysis, to monitor cable ageing and thermal capacity over distances > 125 km.

A secure Edge Infrastructure will process monitoring data in real time, ensuring low latency, high cybersecurity, and fast response times for TSOs. By advancing sustainable cable production and digital monitoring solutions, EasyDC-FOS aims to strengthen Europe's leadership in energy transmission, reduce the carbon footprint, and support the transition to a smarter and more resilient power grid.

1.2 Participants

EasyDC-FOS is built upon past and ongoing national and international research efforts. The consortium partners count on vast collaborative and previous experiences in each of their areas and European Projects so that we can ensure effective use of knowledge already gathered in initiatives. This consortium brings together 13 partners from 5 different European countries, providing a broad stakeholder approach including the whole value chain of energy systems and cross-sector-related services. The industrial feasibility of EasyDC-FOS solution will be demonstrated in 3 demonstration activities consisting of: Validating in a safe manner the capability of the new cable prototype to transfer bursts of rated capacity (France) and 2 use cases in 2 locations across EU (Denmark, and Norway) using TSOs infrastructure, during the project execution. In sum, EasyDC-FOS is formed by a well-balanced set of partners with vast experience



and differentiated roles that complement each other to ensure project objectives and expected impacts.

1.3 Deliverables, objectives, why a Gender Action Plan?

As we know, in the last few years, countries across the globe realized the importance of working in terms of gender, inclusion, and equality to fulfill our transition goals. We understood that our level of interdependence makes others' welfare works towards our welfare. More specifically, this deliverable has the objective of:

- Be **aligned** with the European Union's goals and work towards gender and inclusion.
- To work as a **tool and mechanism** for ensuring the gender-inclusive design and implementation of EasyDC-FOS services and solutions.
- Create **awareness** (internally and externally) of the Gender Equality Strategy guidelines and objectives of the European Union.

In general, a Gender Action Plan should help to guide and navigate tough inclusion choices, resolve social conflict, prevent backsliding, provide for progressive realization, and build resilience in a world that otherwise risks remaining unequal, unstable, and unsustainable. In a nutshell, this deliverable is a guide to foster innovation and make the energy transition more egalitarian, fair, and inclusive of all stakeholders and social strata by ensuring that the project first applies the best guidelines and approaches regarding inclusion. GAPs are NOT stand-alone projects or separate project components for women with different funding sources. GAPs mirror and are closely aligned with project outputs. They are necessary arrangements and monitoring and evaluation mechanisms. [\[1\]](#)

2 Where is the world on gender

The Sustainable Development Goals (SDGs), developed by the United Nations Department of Economic and Social Affairs and adopted in 2015 by all UN Member States, present a shared blueprint for achieving peace, prosperity, and sustainability—for people and the planet—by 2030. At the heart of the SDG framework are 17 interlinked goals that call for urgent collective action by both developed and developing nations. The SDGs emphasize the need to end poverty and other deprivations through strategies that improve health and education, reduce inequality, stimulate economic growth, and address climate change, while protecting natural ecosystems [\[2\]](#). Central to the success of this agenda is the respect, protection, and fulfillment of human rights. These rights are the foundation for empowering individuals and communities to claim equality and participate in inclusive, democratic societies. In this context, human rights are not only a moral imperative but a catalyst for transformative development [\[5\]](#).

Today, the global conversation around inclusion is gaining renewed momentum. As younger generations enter the workforce and societies become increasingly diverse, expectations for equity and representation grow louder. However, the reality remains stark: significant gender disparities persist in the global economic and political landscape. According to UN Women's 2023 estimates, at the current pace, it will take 286 years to achieve full legal equality, 140 years to reach gender parity in leadership roles, and 47 years for equal representation in national parliaments. The UNCTAD ministerial conference in Bridgetown called for more inclusive policies to empower women and youth and stressed the importance of gender-disaggregated data. In response, UNCTAD launched its first gender equality in trade indicators in July 2024, revealing that women make up only 36% of the workforce in tradable sectors in developed economies and 39% in developing ones [\[3\]](#). In science, technology, engineering, and mathematics (STEM), women account for just 28.2% of the workforce, compared to 47.3% in non-STEM fields—further highlighting systemic imbalances. [\[4\]](#)

According to the **Global Gender Gap Report 2024** [\[4\]](#), Europe leads globally with a gender parity score of 75%, followed closely by Northern America (74.8%) and Latin America and the Caribbean (74.2%). Europe's trajectory has been positive since 2006, although disparities persist within the region. For instance, Türkiye is the only European country with a labour force participation gender parity below 50% (49.2%), while 27 other countries exceed 80%. Only 11 European countries have achieved parity in healthy life expectancy, compared to 22 that have reached full parity in sex ratio at birth. These statistics reflect both progress and the ongoing structural barriers that hinder the achievement of full gender equality.



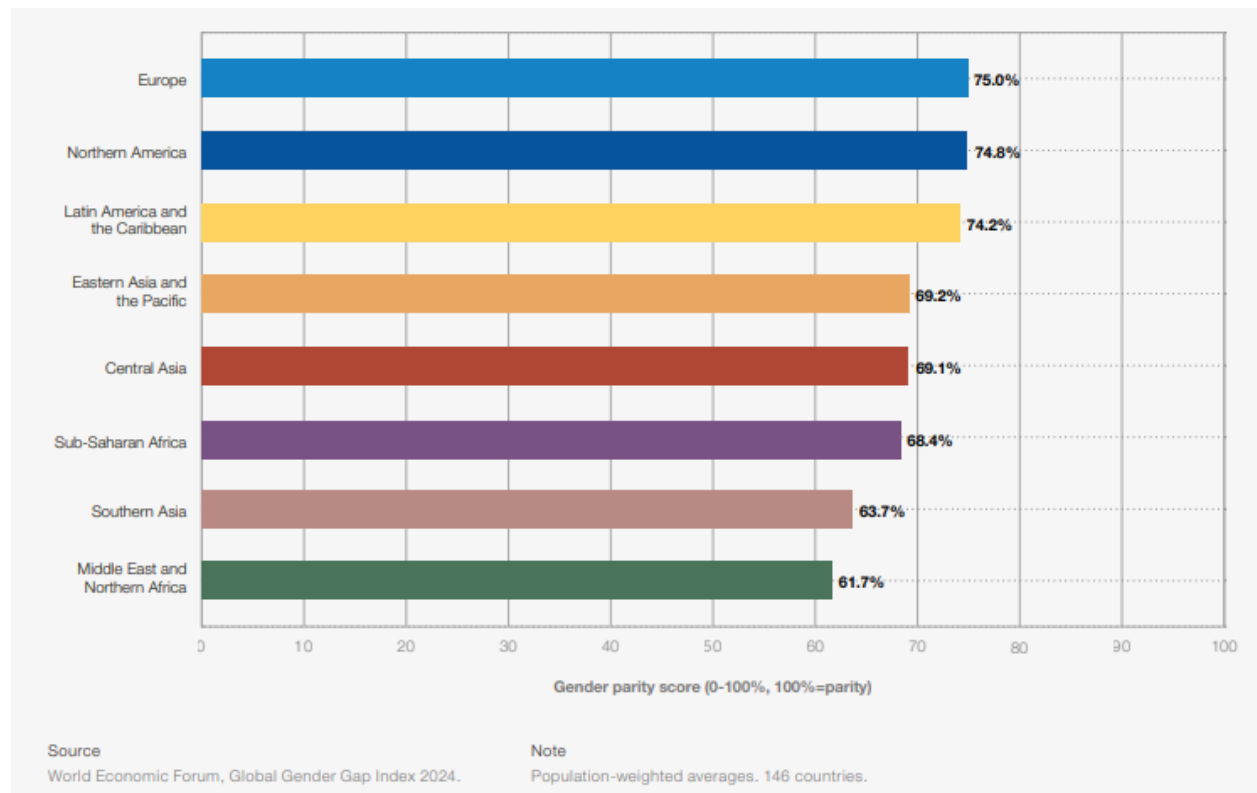


Figure 1. Gender parity score across regions according to the Global Gender GAP report 2024

Despite growing recognition of the need for inclusive development, significant challenges remain across all 17 SDGs [5]. The **2023 Gender Snapshot** [6] revealed persistent disparities that undermine progress toward gender equality.

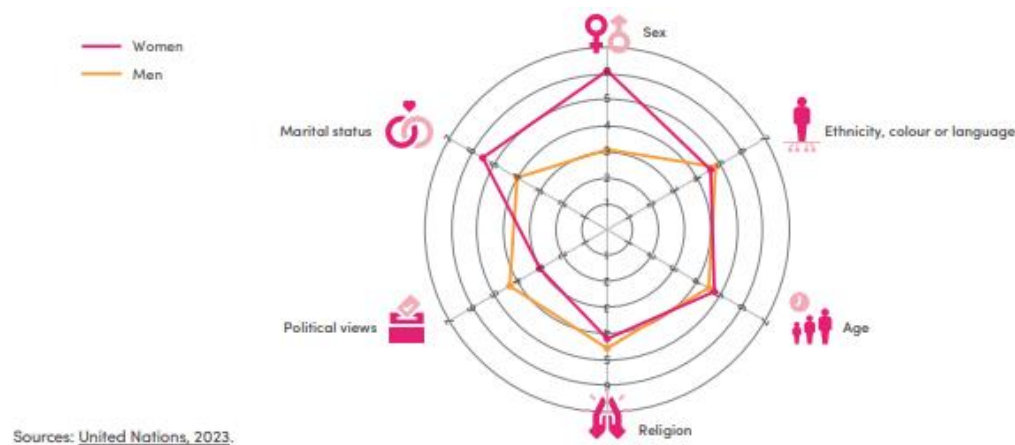
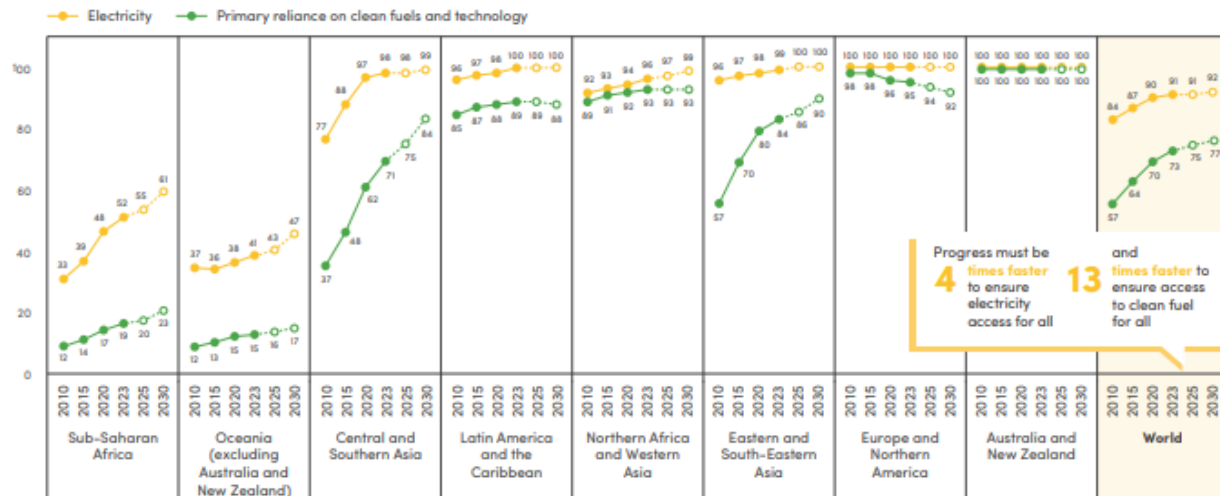


Figure 2. Proportion of the population experiencing discrimination, by selected grounds and sex, 2015-2022 (percentage)

In particular, the link between gender equality and access to energy often goes under-recognized, despite being a critical enabler. Universal access to affordable, reliable, sustainable, and modern energy is essential for reducing poverty, improving healthcare, unlocking information channels (which can challenge gender biased norms), etc... [7]. If current trends continue, 341 million women and girls will remain without electricity by 2030—85% of them in sub-Saharan Africa. Universal electrification could lift 185 million women out of poverty by 2050. Likewise, transitioning to modern cookstoves could prevent 6.5 million premature deaths from indoor air pollution, with significant health benefits for women—especially those who are older, poorer, and less educated, and who are disproportionately exposed to traditional biomass fuels.



Source: UN Women calculations using Stoner et al., 2020; United Nations, 2023; Global SDG Indicators Database; World Bank, 2023; The Energy Progress Report 2023; IEA, 2023, [SDG 7: Data and Projections](#).

Note: Due to the inherent uncertainty in input survey data and modelled estimates, for access to clean fuels monitoring, countries are assumed to have universal access if modelled estimates indicate that 95 per cent or more primarily rely on clean fuels and technology for cooking. Projections for access to electricity are based on IEA, 2023 and the Stated Policies Scenario where available. Where unavailable, the regional and global projections for 2023, 2025 and 2030 use the CAGR method, with 2015 as the base year.

Figure 3. Population with access to electricity and clean cooking fuels, 2021-2030 projections (percentage)

In conclusion, advancing gender equality within the framework of sustainable development requires more than acknowledging disparities—it demands intentional action across policy, data, and practice. Protecting human rights and embracing diversity are not peripheral concerns, but central components of building inclusive, just, and resilient societies. As the global community accelerates efforts toward the 2030 Agenda, integrating gender perspectives into every facet of development—especially in areas like energy access and economic participation—will be key to unlocking equitable and lasting progress.

3 European gender policy

On 25 November 2020, the European Commission unveiled the ambitious Gender Action Plan III (GAP III, 2021–2025) [\[8\]](#) a strategic framework designed to advance gender equality and empower women globally through the integration of gender perspectives across its external actions. The plan emerged in the wake of the COVID-19 crisis, during which adverse socio-economic and health impacts disproportionately affected women—whose job loss rate was 1.8 times that of men due to their overrepresentation in informal and vulnerable sectors. Promulgated through a Joint Communication and detailed in the accompanying 2020 Staff Working Document (SWD), GAP III set clear objectives and indicators for progress. Its approval by most EU Member States in the December 2020 Council Presidency Conclusions underscored a strong political commitment and aligned with the broader EU Gender Equality Strategy and the commitments outlined in President von der Leyen’s political guidelines.

The Gender Action Plan III provides the EU with a **policy framework** with five pillars of action for accelerating progress toward meeting international commitments and a world in which everyone has space to thrive:

- 1) 85% of all new actions throughout external relations will contribute to gender equality and women's empowerment by 2025. GAP III introduces stringent rules for applying and monitoring gender mainstreaming across sectors. All external assistance across all sectors, including infrastructure, digital, energy, agriculture and blended funds, etc., should integrate a gender perspective and support gender equality.
- 2) Shared strategic vision and close cooperation with Member States and partners at multilateral, regional and country level. GAP III makes the case for developing a common approach for all EU actors at country-level and for focusing on selected strategic issues. Careful gender analysis and close consultation with Member States, civil society organisations, women's rights activists, and the youth, will provide a firm foundation for actions on the ground.
- 3) GAP III calls for accelerating progress, focusing on the key thematic areas of engagement, including fighting against gender-based violence and promoting the economic, social and political empowerment of women and girls. It puts a renewed emphasis on universal access to healthcare, sexual and reproductive health and rights, and gender equality in education, as well as on promoting equal participation and leadership. It also fully integrates the EU policy framework on Women, Peace and Security, and brings the gender perspective to new policy areas, such as the green transition and the digital transformation.
- 4) Leading by example. The action plan calls for the European Union to lead by example, including by establishing gender-responsive and gender-balanced leadership at top political and management levels.
- 5) Measuring results. GAP III adopts a new approach to monitoring, evaluation and learning, with a stronger focus on measuring results. The EU will set up a quantitative, qualitative and inclusive monitoring system to increase public accountability, ensure transparency and access to information on its assistance to gender equality worldwide. The Commission, in cooperation with the European External Action Services (EEAS), will monitor progress each year on the implementation of GAP III.



The GAP III is rooted in a set of core principles that seek to address structural causes of inequality, including a gender-transformative approach aimed at reshaping power relations and social norms, and the application of intersectionality¹ to understand how gender interacts with other forms of discrimination—such as race, age, disability, and sexual orientation. Furthermore, the EU’s rights-based approach, as reaffirmed in the 2012 Strategic Framework on Human Rights and Democracy, underpins GAP III, recognizing gender equality as a fundamental human right in line with international commitments, including CEDAW (1979), the Vienna Declaration (1993), and the Beijing Platform for Action (1995).

In 2023, a mid-term report on GAP III was released [\[9\]](#) evaluating progress between 2021 and 2022 through ten case studies, including six country case studies, three thematic case studies on Women’s Economic Empowerment (WEE), Women, Peace and Security (WPS), and Country Level Implementation Plans (CLIPs), and one EU Member State good practice case study. The report highlights that EU financial commitments to gender equality and women’s empowerment increased from approximately €9 billion in 2021 to €13 billion in 2022, with the proportion of external actions prioritizing gender equality rising from 64.71% in 2019 to 72% in 2022—moving closer to the 85% target by 2025.

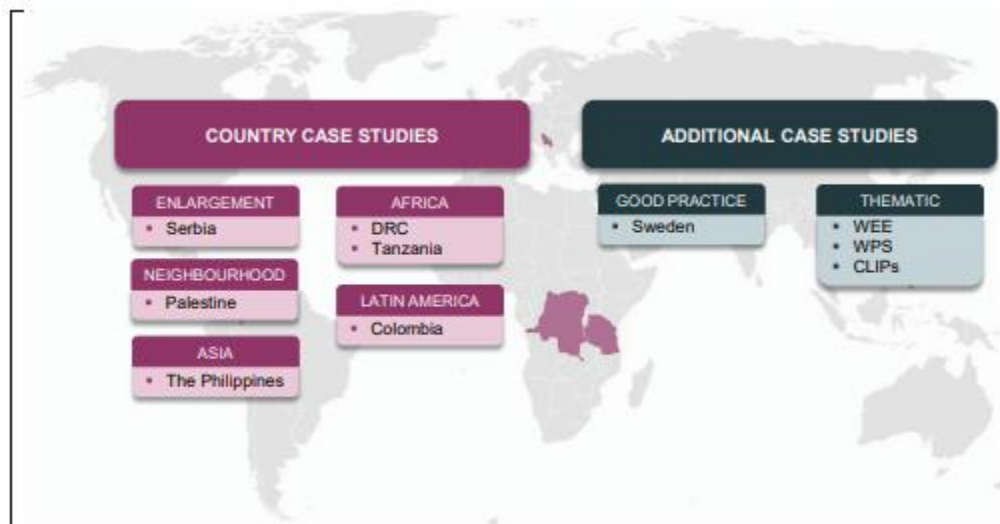


Figure 4. Case studies locations from the GAP III mid-report²

However, the evaluation also pointed out key **challenges** hampering the full realization of GAP III’s ambitions. A primary concern lies in data availability and monitoring capacity. Many actions

¹ Intersectionality refers to the interaction of gender with other forms of discrimination by reinforcing vulnerability and disadvantage. Effectively addressing GEWE requires a good understanding of how various forms of discrimination and living conditions affect the implementation of GEWE measures. An intersectional approach therefore goes beyond focusing on the most vulnerable and disadvantaged to include an assessment of how all these factors interact.

² From the GAP III report: “Throughout the report, the designation “Palestine” shall not be construed as an EU recognition of a State of Palestine and is without prejudice to the individual positions of the EU Member States on this issue”

lack reliable, gender-disaggregated data, making it difficult to assess real-world impact or adjust policies effectively. Despite progress in integrating gender at policy level, inconsistencies remain in how these priorities are translated into programming and resource allocation. Political will—while strong in many cases—is not uniform, and there is a risk of gender equality slipping down the agenda in times of competing crises. Additionally, while funding increased overall, the allocation across sectors and regions remains uneven, and there are concerns about the long-term sustainability of financing for gender-focused actions.

To address these issues, the evaluation made **several strategic recommendations**. First, it urged the EU to strengthen its gender data systems by investing in the collection and analysis of disaggregated data, which is essential for tracking progress and informing responsive programming. Second, it called for more sustained political engagement at both EU and partner-country levels, ensuring that gender equality remains a visible and consistent priority across all areas of foreign and development policy. Finally, it emphasized the need for reliable, long-term funding dedicated specifically to gender equality, warning that without consistent financial backing, even the most well-designed strategies risk falling short. These recommendations aim to reinforce the momentum generated by GAP III and guide its implementation towards deeper, lasting impact.



4 EasyDC-FOS' vision about diversity and inclusion

The consortium's vision on inclusion within the HVDC cable manufacturing project acknowledging that true inclusion must address the complex and interconnected nature of individual identities (what is often described as intersectionality).

In the context of a large-scale industrial sector, such as HVDC cable manufacturing, recognizing these layers of identity is essential not only to **foster equity** but also to **create a genuinely inclusive environment** where all contributors feel valued, respected, and empowered.

Diversity in the energy transmission sector, particularly in areas of advanced manufacturing and engineering, has historically lagged behind other industries due to entrenched norms and a lack of targeted inclusion strategies. **Acknowledging diversity within this space requires a conscious effort to shift both mindset and practice**, from hiring policies to team structuring and leadership representation. Embedding inclusion into the culture of a technological consortium signals a departure from outdated paradigms, positioning the project as a forward-looking example of how industrial innovation can be aligned with social responsibility.

Moreover, **by creating opportunities for individuals to actively participate in shaping and expressing their identities within the workplace, the project aims to cultivate a sense of belonging and personal investment to directly enhance innovation and productivity, nurturing talent development within a sector that requires more creative, sustainable solutions by the moment.** When people feel seen, heard, and supported in their full identities, they are more likely to contribute creatively, collaborate openly, and remain committed to the shared vision of the project. In this way, supporting identity development is not merely a social gesture, but a strategic driver that strengthens the cohesion, resilience, and success of the HVDC and energy transmission industry. Inclusion becomes a catalyst—not only for individual empowerment but for the overall advancement of the energy transmission sector.



5 Gender, diversity, and inclusion in the energy sector

The energy sector has historically been a male-dominated domain, with a workforce that does not reflect the diversity of the general population. As of 2018, data from 29 countries (including 22 IEA member states) revealed that women are underrepresented in the energy sector by an average of 76% compared to men—a stark contrast to the average gender employment gap of 8% in the overall workforce. This disparity underscores the sector's position as one of the least gender-diverse globally. Moreover, gender pay gaps persist: women in the energy sector not only occupy fewer roles but are also paid significantly less than their male counterparts [\[10\]](#).

A report covering Austria, France, Germany, Portugal, and Spain [\[11\]](#) revealed that female employees in energy firms earn nearly 20% less than their male colleagues. Crucially, this wage gap remains even after controlling for factors such as ability, education, and potential experience—indicating that the gap cannot be attributed to skill differences. In fact, the pay inequality in energy firms exceeds that found in non-energy sectors, suggesting that systemic issues are at play.

Average gender wage and employment gaps by sector

Open 

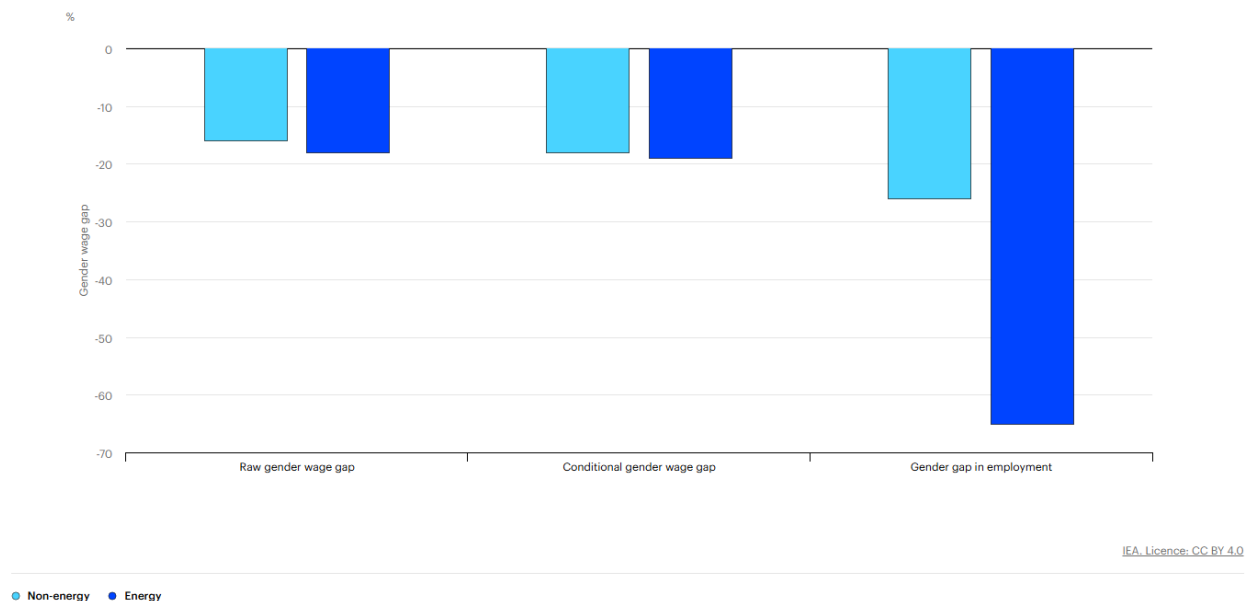


Figure 5. IEA analysis on gender gap in employment and wage within the energy sector

Further analysis conducted by the European Commission's Joint Research Centre (JRC), in collaboration with 75inQ (a Dutch expert centre on diversity in the energy transition) [\[12\]](#) confirmed the concentration of male workers across the electricity, gas, steam, and air conditioning supply sectors in all EU Member States. This gender imbalance highlights the broader challenges women face in the energy transition—challenges that mirror, but also amplify, the structural barriers faced in other economic sectors [\[13\]](#)

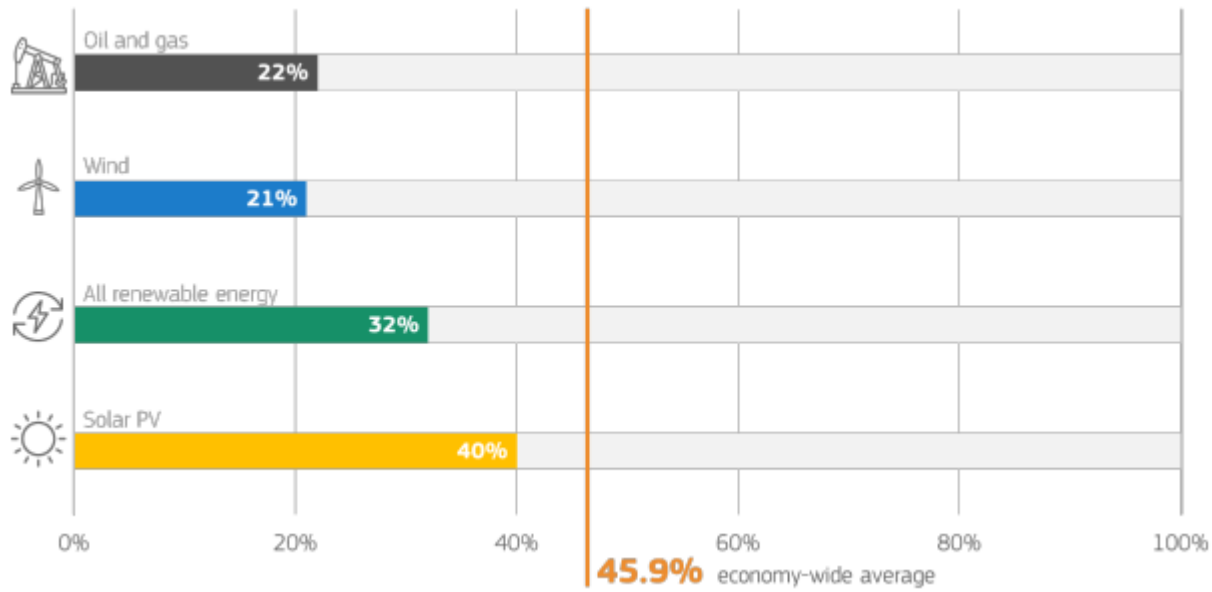


Figure 6. Women's representation in renewable energy sectors. Women in oil and gas, renewables overall, wind, solar PV, and economy-wide average', IRENA online solar PV survey, 2021.

While women comprise 32% of the global renewable energy workforce, they remain significantly underrepresented in technical and leadership roles, particularly within oil and gas, wind, and solar PV sectors. These figures highlight the urgent need to diversify talent pools in order to foster the innovation required for a just and sustainable energy transition [\[14\]](#)

The ongoing transformation of the energy sector offers a significant opportunity to reconfigure workforce dynamics. As the sector transitions toward clean energy sources, it requires the integration of diverse perspectives and skill sets to develop new technologies, inclusive business models, and responsive governance structures. Inclusive participation is essential for the credibility, effectiveness, and sustainability of the energy transition. Without comprehensive inclusion, systemic transformation remains incomplete

One of the key objectives of the energy transition is the digitalisation of services and infrastructure to facilitate broader access and participatory engagement in energy markets. Digitalisation is widely recognised as a critical enabler of energy democratization. Nevertheless, significant barriers persist. Women often face limited access to digital tools, technical training, and financial support for entrepreneurial activities in the energy sector. Addressing these barriers through targeted interventions is essential to remove structural constraints and unlock full participation in the evolving energy economy.

Challenges related to digital inclusion are not limited to gender. Demographic shifts within the European Union reveal an ageing population, with individuals aged 65 and over comprising 21% [\[15\]](#) of the population as of 2020—a figure projected to reach 28.5% by 2050 (Eurostat). The elderly, particularly those aged 80 and above, face pronounced difficulties in adapting to digital technologies, limiting their engagement with new energy services. Furthermore, a substantial proportion of the older population resides in rural areas, where access to digital and energy infrastructure is often constrained. These demographic trends require consideration in energy policy design to ensure equitable access and prevent exclusion

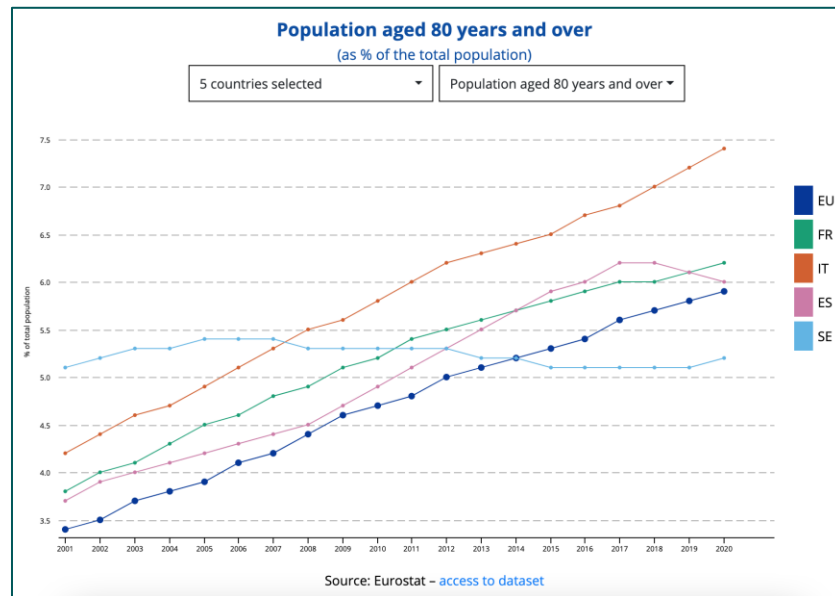


Figure 7: Demography of Europe. Eurostat.

The EU aging reflects in different statistical indicators: the evolution of the share of the elderly population, the old age dependency ratio, and the median age, to give some examples. Looking first at the development of the percentage of the elderly in the population: in 2020, 21 % of the population was aged 65 and over, compared with 16 % in 2001, and it is estimated to get to 28.5% in 2050. The share **of those aged 80+ almost doubled between 2001 and 2020** [15]. Also, a relatively high share of older people in the EU lives in rural areas; this distribution may have an essential bearing on policymakers when assessing access to various services for older people. [16]

In summary, the integration of gender and demographic perspectives into energy policy and practice is vital for ensuring that the benefits of the energy transition are equitably distributed. Addressing intersecting forms of exclusion—whether based on gender, age, geographic location, or socio-economic status—is fundamental to achieving a just and inclusive transformation. Enhanced representation, targeted capacity-building, and inclusive technological development will be critical components in realising this objective.

6 Diversity and inclusion in EasyDC-FOS

6.1 Analysis of the project consortium

The gender distribution within the EasyDC-FOS project consortium has been analysed, with a particular focus on representation in decision-making roles. This analysis was based on data extracted from the consortium's personnel file updated in Month 7. As illustrated in Figure 8, the total number of individuals involved in the project amounts to 60, spanning different countries. Of these, 70% are men and 30% are women. It should be noted that not all participants are equally active in the project's activities, as reflected in the responses to the inclusion questionnaire. Regarding leadership roles, only 3% of the women involved, equating to 2 individuals, hold work package leadership positions.



Figure 8: EasyDC-FOS consortium gender and leading split.

6.2 How to work towards inclusion: Inclusion Action Plan

The consortium analysis goes in line with the energy sector trend, and therefore, relevant initiatives should be implemented in a reachable way to work towards a more inclusive energy transmission sector. They have been categorised to match the deliverable objectives and the European Union goals.

The three categories (Figure 9) proposed have a twofold orientation: inside and outside the consortium (the latter comprising actions towards participants, society, researchers, etc.) Both orientations are reciprocally affected.

- **Empathy:** Empathy is the foundation of inclusivity. Within the EasyDC-FOS project, partners are encouraged to recognize and appreciate the diversity among consortium

members and stakeholders. Emphasising the value of different perspectives and experiences strengthens collaboration and ensures that all participants feel acknowledged and respected. Developing an empathetic culture within the consortium sets the stage for a more inclusive work environment.

- **Connection:** Connection builds upon empathy by fostering meaningful and effective collaboration among project partners, stakeholders, and the broader energy sector. Establishing strong professional relationships through mentorship programs, networking opportunities, and joint initiatives promotes knowledge-sharing and engagement. Encouraging interaction between industry experts, researchers, and underrepresented groups within STEM fields helps create a more inclusive innovation ecosystem.
- **Visibility:** Visibility is essential for sustaining inclusion and reinforcing the project's commitment to gender equality. By showcasing the contributions of diverse individuals and highlighting role models within the consortium, the project promotes transparency and encourages further participation. Sharing success stories and actively engaging in outreach initiatives raises awareness about gender diversity challenges in the energy sector and inspires future generations to pursue careers in HVDC technology, digital monitoring, and engineering simulations. Visualizing it fosters transparency and leads to empathy, closing the loop.



Figure 9: Inclusion Action Plan Framework

6.3 Initiatives and responsibilities

An action plan must be a guide to ensure that the initiatives are considered and practiced during the project. This is why a description of the activities, and the response is key for the Inclusion Action Plan (IAP) monitoring to track the progress and keep the consortium updated. A list of 7 initiatives structured in the three areas and organized under the internal or external focus is

presented in Table 1, to provide a simple but effective Inclusion Action Plan for the EasyDC-FOS project.

The deployment of these initiatives and the responsible of each initiative are suggestions however they will be settled on a specific meeting with the consortium to accept or suggest changes.

AREA	SCOPE	WHAT	HOW	WHO
EMPATHY	INSIDE	EasyDC-FOS one language	Ensure information and complex concepts are communicated in an inclusive and understandable language adapted to the audience in internal communications or events.	All
	OUTSIDE	User friendly language	Ensure complex concepts and words is translated to understandable and inclusive language for the many of the society to allow accessibility to participate and/or learn from the project	All
		Usable services	Ensure EasyDC-FOS services are usable and understandable for all kind of users despite their age, energy literacy, etc. and that are adapted to the local context.	All
CONNECTION	INSIDE	New integrant onboarding	When there is someone new in the meetings, provide space at the beginning to introduce him/herself.	Consortium meeting leaders & all
	OUTSIDE	Accessible communication channels	Ensure we use different communication methods/channels (online and offline) to reach all ages and minority collectives.	Communication (WP9/10)
VISIBILITY	INSIDE	Last but not least	Encourage the use of the hand risen reaction to coordinate participation in online meetings. Meeting coordinators should provide 5-10min at the end of every meeting to allow everyone who wants to participate and contribute to have a last chance.	Meeting leaders & all
	OUTSIDE	Remarkable people in remarkable days	Ensure that EASYDC-FOS publishes on key international days like women day, women in science day, etc. and that we take the chance to show role models in energy, tech and science that are attractive for new generations.	Communication (WP9/10)

Table 1. Initiatives & responsibilities established for the EasyDC-FOS project

6.4 Measurement and KPIs

Project coordinators and established partners with inclusion responsibilities will be advised of their role and the proposed initiative to take into action.

Attitudes on meetings:

- In case there is someone new, let them introduce themselves to the consortium.
- Ask at the end if there is someone who wants to add or share something, anything about the project.

Communication KPIs:



- Review technical language on EasyDC-FOS website and publications.
- Review inclusive language on EasyDC-FOS website and publications.
- At least one publication regarding women in the energy sector and EasyDC-FOS position.
- Search for partnerships with organizations included in the **Equality Platform for the Energy Sector** (EU) [\[10\]](#)

7 Conclusions

EasyDC-FOS Inclusion Action Plan is a path to define how to manage inclusion and gender during the project, both at the consortium level to avoid bias and at the demo level to provide an inclusive solution where diversity is representative. This plan should always be created with people, not for people, so everyone's involvement and acknowledgment are crucial to success. This type of plans inside Horizon Europe projects are an intelligent way to accelerate more sustainable and equitable development. This is why we need to work towards facilitating the path to work on what composes identity. To achieve that, we propose that the intersectionality between gender and other variables such as age, cultural background, religion, capabilities, or sexual preferences should be addressed together as they construct people's identities and are closely interconnected with human rights.

Organizations at all levels should work towards ensuring this in every sector or industry. Indeed, the energy sector has historically been a male-dominated field, and its workforce needs to be more representative of the population and workforce at large, especially in leading positions.[\[9\]](#) There are challenges in the way towards inclusion, such as the persistent gender imbalance in STEM fields, unconscious biases, and limited awareness and engagement from external stakeholders on gender equality efforts. This is why strengthening internal awareness and communication gender bias will be essential in addressing existing inequalities.

Gender impact assessments will be integrated into all project decision-making processes. From the external point of view, EasyDC-FOS will follow-up on universities, training centers, and gender-focused organizations to expand opportunities for women in STEM. Active participation in public discussions, conferences, and industry events will help advocate for gender diversity and encourage sector-wide change.



8 References

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