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# REScoop.eu's Gender Equality Plan

Prepared in Spring-Autumn 2023  
Next review: by Autumn 2024

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## REScoop.eu, the European federation of citizen energy cooperatives, considers gender equality as a key area of its operation.



Gender equality is covered by the [7 cooperative principles](#) as established by the International Cooperative Alliance. More specifically, the principle of [voluntary and open membership](#) requires that anyone can use the services of a cooperative, without any sexual, social, racial, political or religious discrimination, as long as they are prepared to accept the responsibilities of membership. [Democratic governance](#) provides for one vote per person, regardless of gender (or number of shares). Cooperatives also focus on [education, training](#) and the provision of empowering information. All actions of cooperatives are driven by the [concert for the community](#).

All cooperatives wish to contribute to building [inclusive economies and societies](#) and, to fully accomplish this, they [seek to embody inclusion in their very structure and operation](#).

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### charter of commitments

The commitment to a fair and sustainable development, a pillar of the European cooperative movement, includes, among the 17 SDGs, Goal no.5 devoted to gender equality.

It is only through the inclusion, participation, cohesion and enhancement of differences that we can proceed on the path of change, which we know is a crucial element in responding to the social and economic challenges that the world is facing.



CHARTER ADOPTED BY THE GENERAL ASSEMBLY OF COOPERATIVES EUROPE

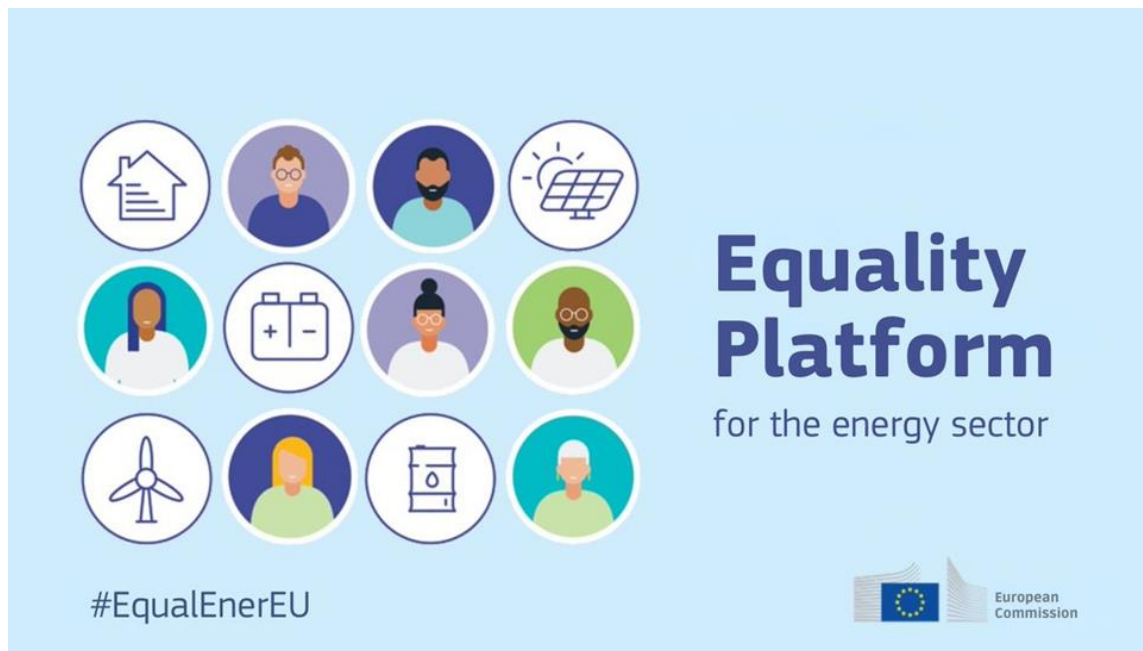
In **2020**, REScoop.eu adopted, within the framework of the General Assembly of Cooperatives Europe, the **Charter of Commitment on Equality between Women and Men in Cooperatives**: *“Cooperatives provide decent employment and help reduce inequalities which affect the most vulnerable people, including women. The equality between women and men and for all is at the core of the cooperative identity and as well as of the European Union.”*

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One year later, in **2021**, REScoop.eu launched the **Gender power** working group. This working group aims to identify the needs and challenges faced by energy cooperatives and to provide a space for reflection and exchange on good practices, as well as tools and instruments that energy communities can apply to diversify their boards and membership base, and reflect the principle of gender justice in their overall functioning. It should be stressed that when working on inclusion, the **intersectional identities** of people are included (think age, indigenous status/ ethnicity or religion, gender identity, educational background, disability, sexual orientation, etc.).

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In **2022**, REScoop.eu was among the **first** signatories of the **Equality platform for the Energy Sector**, launched by the European Commission. By joining this platform we joined a wider forum to discuss equality-related issues and exchange good practices, to inspire ourselves and others to jointly contribute to achieving equality in the energy sector.

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In **2023**, the [Ambition statement](#) of the Gender Power working group was signed by the REScoop.eu Board in the context of the federations' Annual General Assembly. With the ambition to strengthen the diversity and inclusiveness of the REScoop.eu team, in 2023, the collaborative process of to develop of our Gender Equality Plan was launched. This plan will be reviewed once a year to evaluate the progress on the identified indicators. If necessary, adaptations to the indicators will also be made.

# Key gender indicators before the GEP workshops

At the beginning of developing our Gender Equality Plan, we looked into our statistics regarding gender balance and equality in our team. The data reflects the status by 2023. When different it is marked with an asterisk (\*) and clarified . Some key KPIs:



- **Staff members:** 60% men 40% women (9/6)
- **Decision-making bodies:**
  - Coordinator: M
  - Working group coordination: 50% - 50%
  - **Strategic decision making** (board): 50% men/50% women
- **Recruitment\*** boards:
  - 40% men, 60% women - Final decision making: 100% men (President and Coordinator)
- **Remuneration Committee:** (HR through evaluation framework): 75% W/25% M
- **No wage gap** for same job
- **Equal career advancement** opportunities

\* Round performed in 2022



# Background indicators

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**01**

**REScoop.eu  
team**

**02**

**Share of women  
and men in boards**

**03**

**Internal  
decision making  
power**

**04**

**Measures against  
gender-based violence,  
including sexual  
harassment**

# 1

## REScoop.eu team

- Gender balance in team: 9M – 6W
  - Comms : 2 (50/50%)
  - Advocacy: 2 (50/50%)
  - Admin: 2 (50/50%)
  - Technical: 9 (33F%)
- Wage gap: 0 - 15% highest rank in salary framework (end responsibility)
- Number of absence days taken by women and by men: 31 (M) & 22 (W)
- Number of training (outside of REScoop.eu) hours: 42 h (M)



# 2

## Share of women and men in boards

- Recruitment\* boards:
  - 40% men, 60% women  
Final decision making: 100% men (Presidency\* and Coordinator)
- Strategic decision making (board): 50% men/50% women
- Remuneration Committee: (HR through evaluation framework): 75% W/25% M
- Gender balance in Board:  
“...at least one member identifying as a female”



\* Round performed in 2022

# 3

## Internal decision making power

- Share of women and men among heads of **WG panels** and on **funding decision-making** bodies: 50/50%

HR & AGM: women, Projects & Finance: men

- Share of men and women principal project manager in **submitted and selected projects\*** and their respective success rates:
  - 74 (M) & 16 (F)
  - 69% (M) & 59% (F)
- The **integration of the gender dimension** in submitted and funded projects\*; 3 proposals



\* Application rounds of 2022 - 2023

## 4

# Measures against gender-based violence, including sexual harassment

- REScoop.eu adopts specific Internal rules & regulation on the matter.
- *“The employer and employees must refrain from any act involving a psychosocial risk, including acts of violence, bullying or sexual harassment at work.”*
- *Art.11 Preventive measures*
  - *Prevention adviser for psychosocial aspects (EXTERNAL SERVICE FOR PREVENTION AND PROTECTION AT WORK – IDEWE)*
- *Art.12 Request for psychosocial intervention*
- *Art.16 Psychological support*



# New action plan

Our team, through a series of workshops and collaborative work, has also identified a list of measures across four thematic areas as introduced by the European Commission (with slight adaptations):

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integrating the gender dimension into training content

The concrete action plan with measures and responsibilities, resources, timeline and indicators for tracking follows.

# Measures

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**01**

**Work-life  
balance**

**02**

**Leadership &  
Decision-making**

**03**

**Gender equality  
in recruitment  
and career  
progression**

**04**

**Integrating the gender  
dimension into training  
content**

## 1

# Work-life: HR WG, AGM WG, @ll

	Measures & Actions	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 /2026 +)
Work- Life Balance and organisational culture	Provide equal chances for men and women to take parental leave.	HR WG	Infringement complains	Ongoing
	Try to accommodate men and/or women who wish to take off longer after having kids.	HR WG	Number of days off after motherhood vs. after fatherhood (considering M/F balance)	Ongoing
	Strengthen planning and follow up when people take position again	HR WG	Number of preparatory/ welcoming meetings as well as depth of re-integration processes	Ongoing
	Avoid meetings or calls between 5-6 and schedule emails after 7 pm.	Individual level + HR WG	Infringement complains	Start now
	Avoid the organisation of an AGM between 5-7 pm and ensure that there is the possibility for online participation.	AGM WG	AGM agenda	Starting in 2024



## 2

# Internal operation: Leadership & Decision-making: HR, Coordinator & President

	Measures & Actions	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 / 2026 +)
Gender balance in leadership and decision-making	Institutionalise emotional sharing (by checking, for instance, how people feel before starting a meeting)	HR WG	Infringement complains	Ongoing
	Appoint a <b>person of trust</b> , responsible to handle any possible reported instances of harassment, abuse or any form of violence in the work place.	HR WG	Y/N	By end of 2025
	Arrange an official female representation in the day-to-day decision-making of the team (beyond informal arrangements)	Coordinator & Presidency	Plan developed / Process established? (Y/N)	By end of 2025

# 3

## Internal operation: Gender equality in recruitment and career progression: HR WG (&Comms)

	Measures & Actions	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 / 2026 +)
Gender equality in recruitment and career progression	Aim to achieve a gender balance in the REScoop.eu team	HR WG & Comms team	Detailing the process for achieving it	Ongoing
	Clarify in the job offer that REScoop.eu encourages applications from all genders and ethnic diversity, and explicitly request no photo on the candidates' CV	HR WG & Comms team	Promotion posts	Ongoing
	Emphasize in the job offer complementary (to technical) skills in the area of <ul style="list-style-type: none"> <li>a. Comms</li> <li>b. Training</li> <li>c. Policy</li> </ul>	HR WG & Comms team	Promotion posts	Ongoing
	Exclude gender bias in evaluation framework by means of 360 degrees feedback	HR WG	Infringement complains	Ongoing

# 3

## Internal operation: Gender equality in recruitment and career progression: HR WG

	Measures & Actions	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 / 2026 +)
Gender equality in recruitment and career progression	Apply the principle of gender equality as a selection criterion in the recruitment process, after experience and skills	HR WG	Y/N	Ongoing
	Ensure equal representation of men and women in selection committee and overall recruitment process	HR WG	Gender balance in selection committees	By end of 2023
	Consider 80% (or lower % FTE) assignments when consistent with role and project assignment	HR WG	Y/N	By end of 2023
	Post and advertise the job offer on the websites and platforms of dedicated feminist / antiracist organisations and networks connected to potential candidates from <b>underrepresented backgrounds</b> (e.g., trans women, migrant, disabled people, etc.) and ensure that these communities are reached	HR WG	Number of organisations contacted	By end of 2024

# 4

## Integrating the gender dimension into training content: Comms & @ll, Power Pitch Team

	Measures	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 / 2026 +)
Integrating the gender dimension into training content	Increase visibility and awareness of gender justice in energy communities through at least 2 gender-justice campaigns per year on our social media and our related project assignments.	Comms team & Project managers	Number of gender-just campaigns and posts	Ongoing
	Publish stories and testimonials of (female and male) colleagues focusing on what it is like to work at REScoop.eu.	Comms team	Number of posts on the matter	By end of 2024
	Mention the <b>Ambition Statement of the Gender Power</b> WG and REScoop.eu 's <b>Gender Equality Plan</b> (where appropriate) when introducing the organisation, and show relevant <b>visuals</b> prepared for by the comms team.	Individual level Comms team	Number of events the slide has been shown	By end of 2023
	Institutionalise a ' <b>gender power pitch lens</b> ', where in at least every second presentation the organisers will ask the question: "Is there a gender perspective in your topic?" and the presenter will be invited to reflect 5 min after the presentation.	Power Pitch team	Number of Gender Power pitches the process has been followed	Start now

# 4

## Integrating the gender dimension into training content: Gender Power WG, @ll

	Measures	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 / 2026 +)
Integrating the gender dimension into training content	Collect and share best practices on gender justice in energy communities/	Gender Power WG & Special project	Number of publications prepared	Ongoing
	Create a <b>gender training module with required templates:</b> <ul style="list-style-type: none"> <li>- The work in a cooperative environment</li> <li>- The problems associated with gender imbalance</li> <li>- Best practice of gender justice in energy communities</li> <li>- How to achieve Gender-balanced membership base</li> </ul>	Gender Power WG & Special project	Plan developed? (Y/N)	By end of 2024
	Extend the gender training (above) to members	Gender Power WG & Special project	Plan developed? (Y/N)	By end of 2024
	Create a larger pool of female experts / trainers	Gender Power WG	Progress on extending the list	By end of 2024
	Always try to organise trainings with a gender-balanced team of trainers – reach out to request support from the team if needed	Project manager	Gender balance in WSS	Start now

## 4

# Integrating the gender dimension into training content: Gender Power WG, Projects

	Measures	Sources & Responsibility of	Indicator for tracking	Timeline (now - end 2023/ end 2024 / end 2025 / 2026 +)
Integrating the gender dimension into training content	Investigate the inclusivity measures our members have put in place, share them (in the <a href="#">SCCALE inclusivity guide</a> ) and set-up a training around the topic	SCCALE project	Y/N	Ongoing
	Illustrate the tangible benefits of enacting a gender equality plan in a communication campaign	Gender Power WG	Plan for project development	By end of 2024
	Highlight a specific tool for community organising with a focus on inclusivity (including gender aspects)	Special project?	Plan for project development	By end of 2025
	Organise a training on sensitivity and how we should communicate around certain groups in vulnerability	Special project?	Plan for project development	By end of 2025

# Monitoring

## Public document

This final version of the GEP will be signed by REScoop.eu' s Coordinator and then it will be disseminated via our Comms team.

## Dedicated resources

The time the REScoop.eu team will invest in these activities will come partly from existing and new projects, and partly from work time allocated to support the federation.

## Data collection and monitoring

Data on the indicators on staff across roles and leadership as well as on the measures identified in the Gender Equality Plan will be assessed. The progress will be evaluated annually.

## Training and capacity building

Training and capacity building on gender and inclusion is organized at least twice a year with the involvement of the entire REScoop.eu team, as well as with the Federation in the context of our European Energy Communities Forum and our Annual General Meeting.

# Conclusion

The [REScoop.eu Charter](#) outlines the environmental, societal, geopolitical, economic and political challenges Europe and the world are faced with. The global energy transition is unavoidable if we are to ensure our livelihoods in the years and decades to come. We believe that citizens are key to achieving this transition. Energy democracy is a way to rebalance power and to reorganise our market system.

**This transition is not just about renewables,  
but about creating a more just and democratic energy system and economy.**

This is why REScoop.eu promotes the energy transition to energy democracy. And to achieve this energy democracy we need to involve and engage a more diverse group of citizens.

In line with the key priorities of the federation to grow the movement and promote the cooperative principles, governance and values, during 2023, the REScoop.eu team engaged in the development of this Gender Equality Plan, identifying measures at all organisational levels and intersecting different teams. Some measures can be achieved faster, while some others will require more coordination and follow up. By developing this plan in a collaborative manner, everyone shares ownership and responsibility for its implementation.



# REScoop.EU

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

For info on the Gender Equality Plan contact:  
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 [@rescoop.eu](https://www.facebook.com/rescoop.eu)

 [REScoopVideos](https://www.youtube.com/REScoopVideos)

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