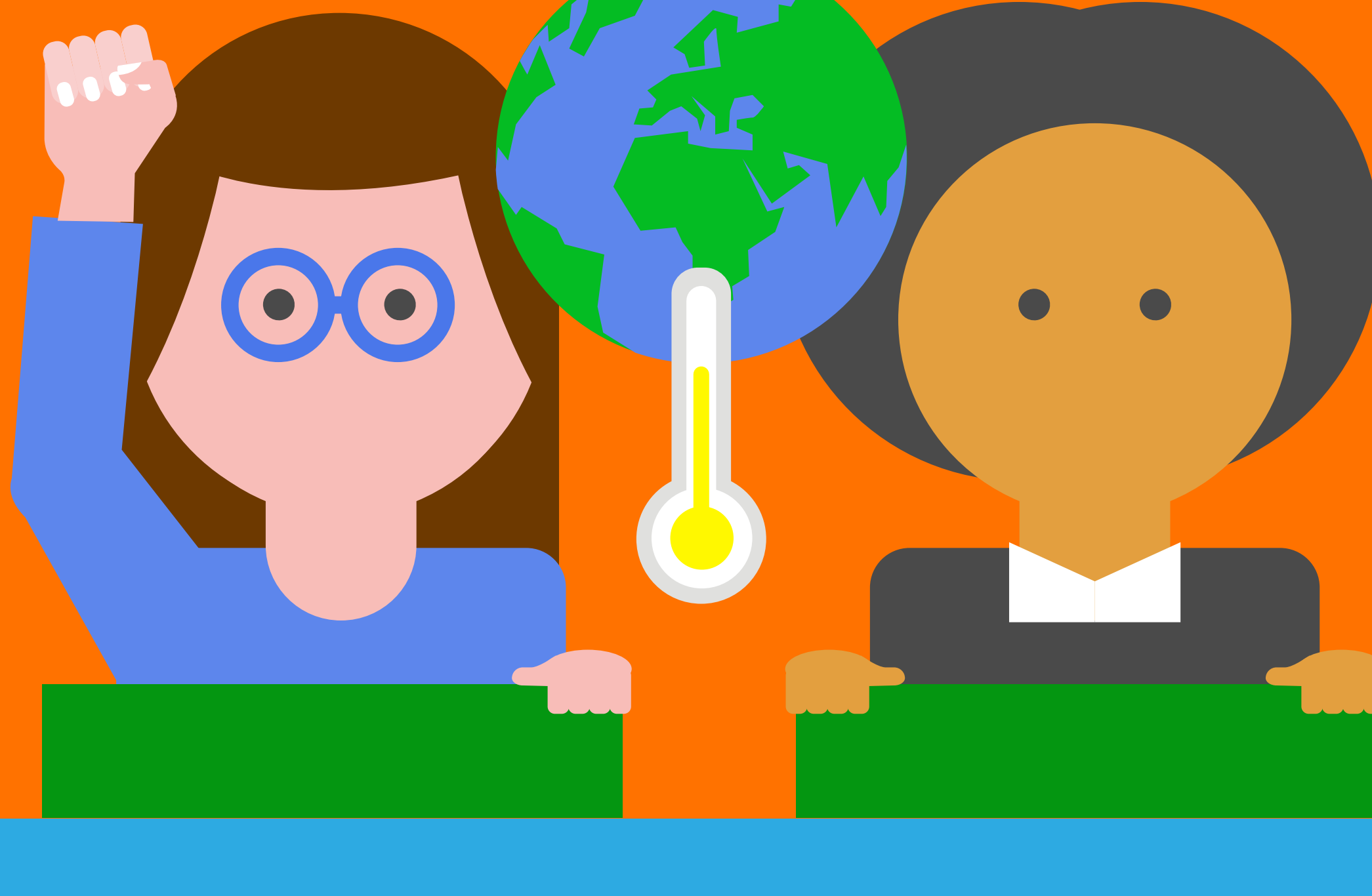


WOMEN LEADERSHIP ON CLIMATE CHANGE

A case-study of civil society organisations in Paris

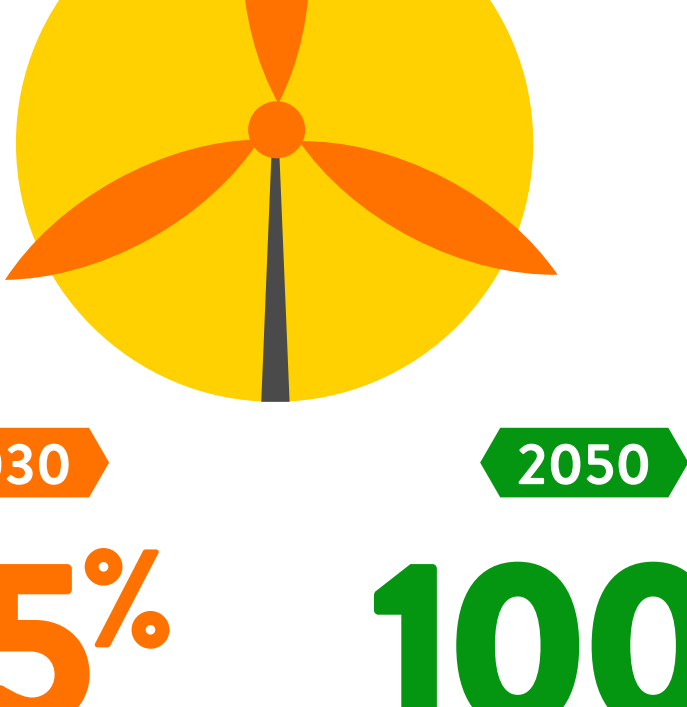
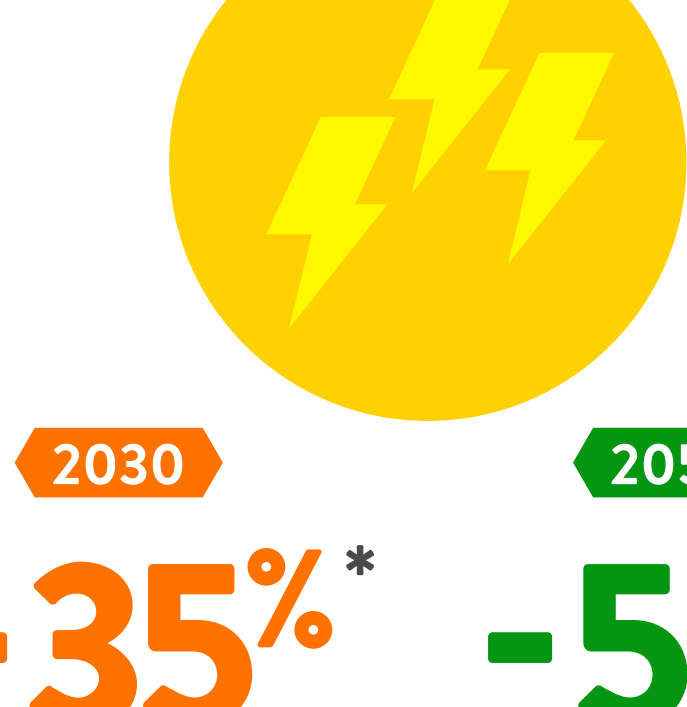
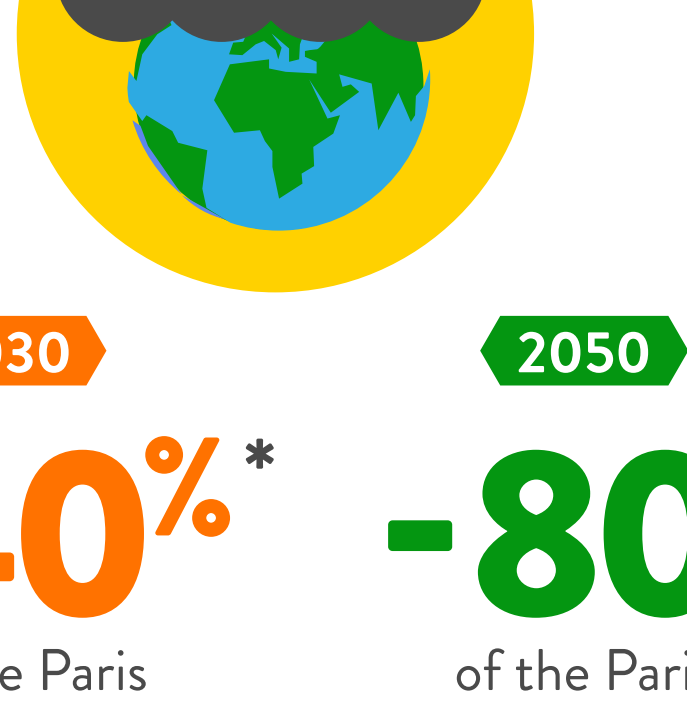
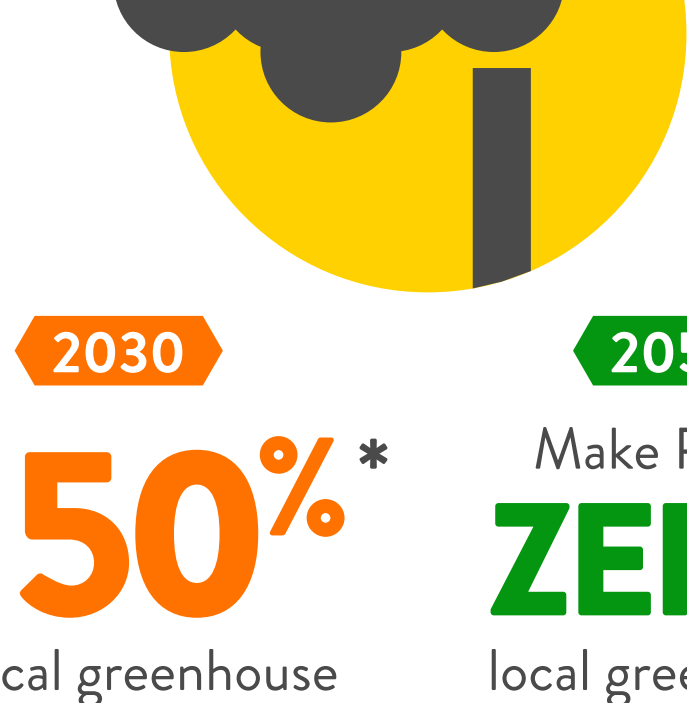


PARIS CLIMATE TARGETS AIM TO REACH CARBON NEUTRALITY IN 2050

The revised edition of Paris Climate Plan was adopted in 2018 and defines an operational action plan for 2020-2030

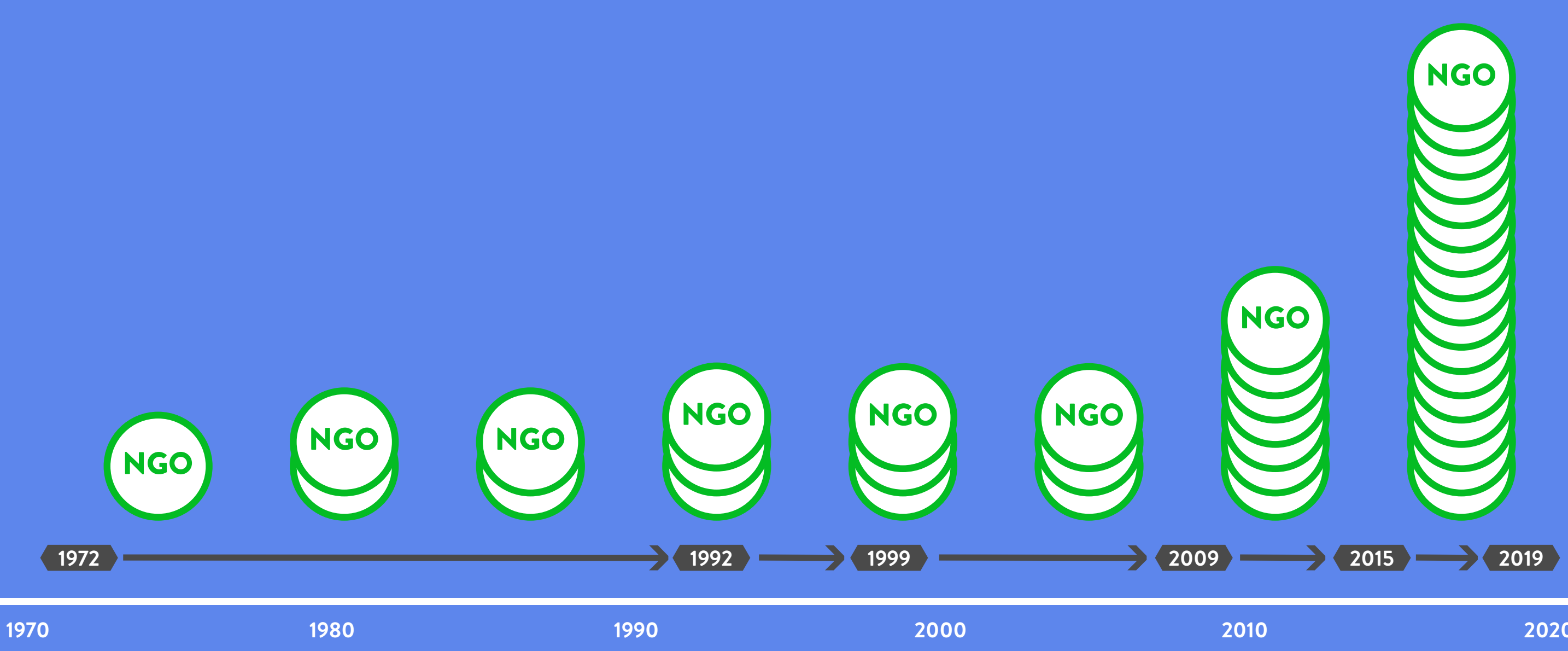
It aims to reduce greenhouse gas emissions by 25% by 2020, and by 50% by 2030 (compared to 2004)

The Paris Climate Plan sets out to achieve carbon neutrality by 2050.



* Compared to 2004

PARIS CLIMATE NGOs : THE SUPPORT FOR AMBITIOUS CLIMATE ACTION IS GROWING



Almost half NGOs (45%) were created less that 5 years ago



About 65,000 civil society organisations registered in Paris, totalling more than 660,000 members – a significant share of the total population (Total population of Paris: 2,140,526 of which 53% are women / Source: Insee)



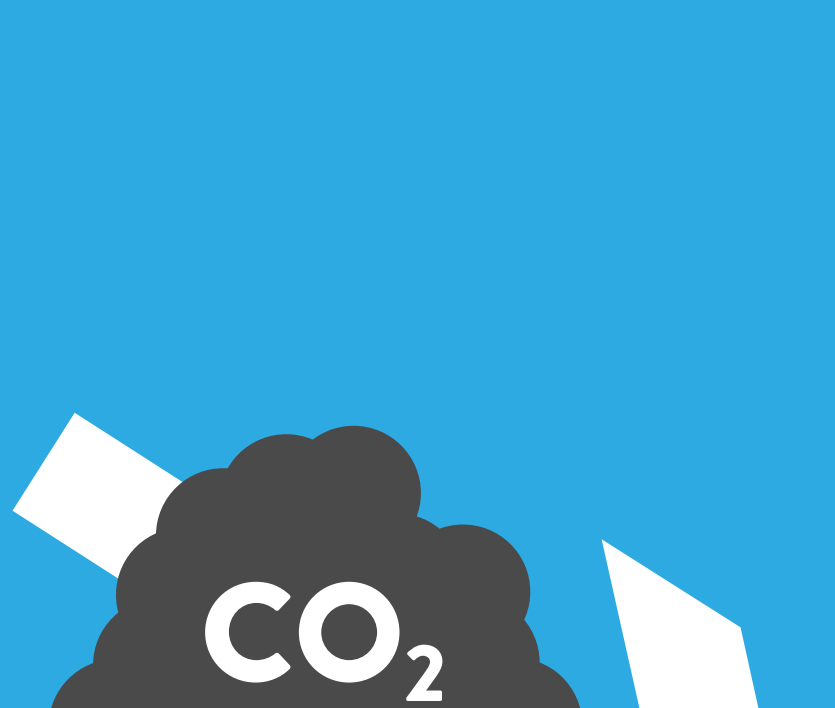
104 civil society organisations engage in climate action in Paris
ranging from large environmental NGOs to small grassroots organisations.



Women lead 43% of environmental organisations and 25% of these women leaders also founded or co-founded the organisation.

Some of them felt that founding an organisation was the only route to leadership positions, which they were denied in their prior/other workplaces.

VOLUNTEERS FOR THE CLIMATE



The aim of the Volunteers programme is to support, disseminate and disseminate the Paris Climate Action Plan and to accelerate the transition to a low-carbon society.



Currently, more than 15,000 Parisians (men and women) have become “Volunteers for the Climate”.

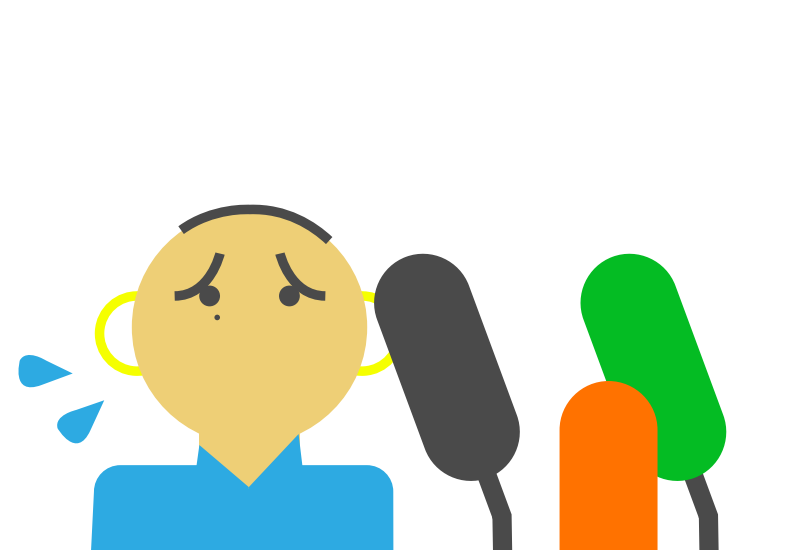


Over 100 Paris-based associations support the programme.

WOMEN'S LEADERSHIP: CHALLENGES & BARRIERS

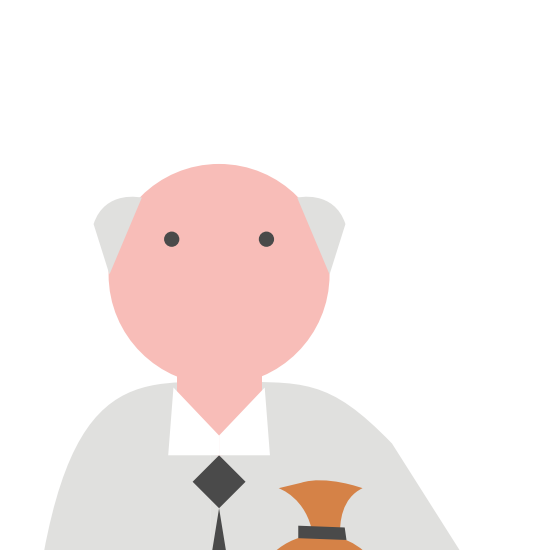
Climate change is predominantly framed as a technical problem that requires scientific, technological, engineering and/or economic solutions. Since these are male-dominated fields, this can be a barrier to women's entry and leadership in climate action.

The three biggest challenges women leaders of environmental organisations face are:



Fear of public speaking:

- Low self-confidence
- Greater reluctance to exposure (fear of judgment on appearance)
- Idea that public speaking comes more naturally to men



Difficulties in managing donor relations:

- Feel they need to work harder
- « Girl power » rhetoric scares off donors



Lack of time:

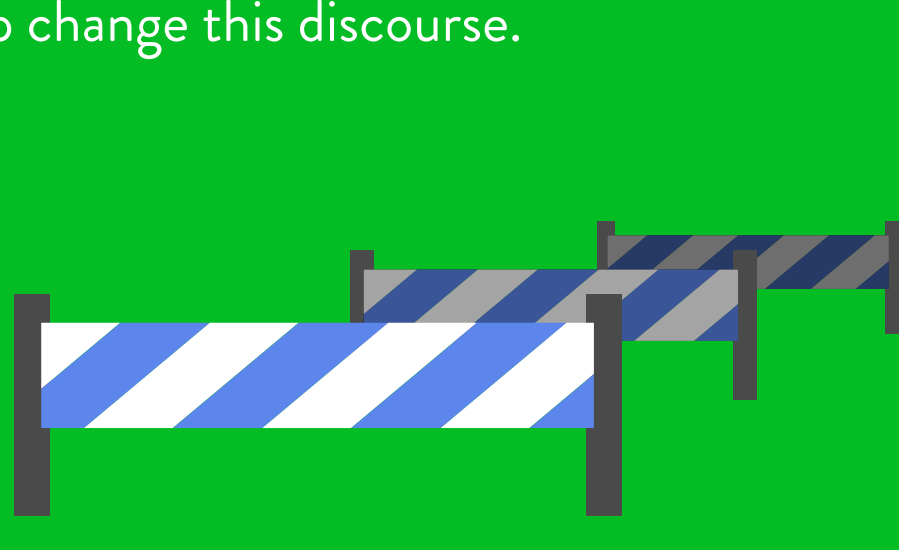
- Already juggling professional, domestic and other community responsibilities

RECOMMENDATIONS

Based on these findings, the researchers recommend the following actions to increase women's leadership in climate action:

1 Pay attention to stereotypes in public debates on climate change

Stereotypes confine women to certain sectors of climate action (such as food and health) and exclude them from others (such as energy and innovation). Public outreach and discussion at climate events can help change this discourse.



3 Identify obstacles to women's leadership in the workplace

Many women leaders who have a job related to climate or environmental issues are not able to seize leadership positions in their organisation, or sometimes feel they are not taken seriously.

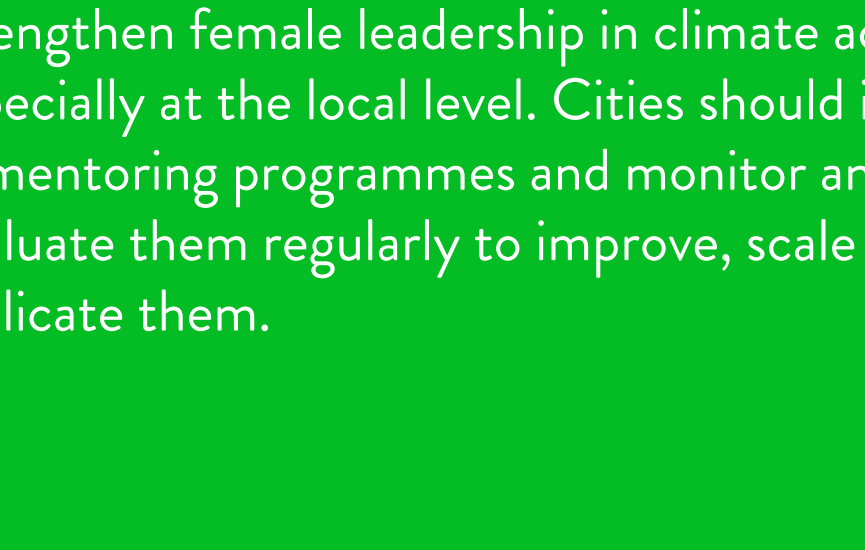


5 Support women with domestic responsibilities to facilitate their participation

Lack of time remains one of the biggest obstacles to women's involvement in climate leadership. Supporting women with domestic responsibilities – such as providing child care and organising meetings and activities in the evening and weekends – would help women to participate.

2 Make women leaders as visible as possible

Women leaders inspire other women to seek leadership positions. Mentoring schemes as C40 Women4Climate therefore should be amplified. These have huge potential to strengthen female leadership in climate action, especially at the local level. Cities should invest in mentoring programmes and monitor and evaluate them regularly to improve, scale and replicate them.



4 Collect gender-disaggregated data and integrate a gender dimension in key official policies

This provides city leaders and other stakeholders with data, indicators and vocabulary to devise strategies that increase women's inclusion in climate action. The integration of a gender dimension in official documents can provide key leverage for civil society organisations to take action.