

# How will the climate and nature crises impact women and girls?

A briefing for women's organisations, funders and decision-makers.

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**EVERYONE'S  
ENVIRONMENT**  
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**‘These groups are not inherently more vulnerable, but intersections between gender, power dynamics, socio-economic structures and societal norms result in the impacts of climate change and environmental degradation being experienced more severely.’** *UK International Climate Finance (ICF): gender equality, disability and social inclusion guidance*




## Who is this briefing for?

This briefing summarises research examining how the climate and nature crises affect women and girls in the UK and identifies policy opportunities to mitigate these impacts while maximising positive opportunities. It provides UK-based women's organisations with relevant evidence of how climate change may affect the communities they serve, and shows where their knowledge is essential to achieving a fair transition.

The findings are also intended for funders and decision-makers who support, resource or influence climate and social policy. Climate and environmental organisations may likewise find insights into why embedding gender justice in their work is vital to building a more equitable and effective response to the climate crisis.



# What is this briefing and how was it developed?



This briefing explores how the climate and nature crises are impacting women and girls in the UK. Drawing on existing research and policy analysis, it highlights how women and girls are disproportionately affected by climate and environmental change due to existing gender inequality. While outlining how women and girls are already being affected by the climate and nature crises, the briefing also identifies opportunities to address existing inequalities, mitigate harm and ensure women and girls benefit from climate action.

In partnership with Women's Environmental Network (Wen), this briefing was produced as part of Everyone's Environment, an alliance of social purpose and environmental organisations championing community voices and lived experience. Together with communities experiencing inequalities, the alliance works to shift who is included in decisions about climate, nature, and our collective future.

Many of the risks highlighted in this briefing mirror those identified in [previous Everyone's Environment briefings](#) on minoritised ethnic communities, Disabled people, people living in financial insecurity, those experiencing health inequalities, young people, and people in prison. Recognising these intersecting inequalities is essential to understanding how environmental change will affect different groups of women and girls, and to identifying where targeted action and support are most needed. We recommend reading this briefing alongside those related papers to gain a fuller understanding of the impacts, priorities, and crosscutting themes.

When we use the term 'women and girls,' we mean everyone who identifies as a woman, and girls up to age 18, including transgender women and transgender girls. In a small number of places, where impacts or interventions relate specifically to biological processes (for example, menstruation, pregnancy and menopause), we describe risks that disproportionately affect people assigned female at birth. It is important to note that this report and its findings are rooted in a Western and largely binary understanding of gender, including the traditional gender roles and patriarchal structures that shape the social norms associated with femininity, women, and girls. In imagining a more inclusive

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and equitable future, further work would be needed to deconstruct these systems and the social conditioning that sustains them, enabling everyone to flourish without the constraints imposed by gendered assumptions.

This briefing was informed by a rapid literature review of the impact that the climate and nature crises have on women and girls, as well as considering the potential of government policies. Given the rapid nature of the review, we did not review the methodology or findings of the research referenced in detail. In addition, some findings, particularly emerging issues, may require further investigation and/or time for the evidence base to evolve further. When strong UK data is available, we use it. When the best evidence comes from other countries or is still developing, we spell out how far it applies here and how confident we are.

# What are the key takeaways?



The climate and nature crises are not gender-neutral. Women and girls in the UK face the consequences of the climate and nature crises while having fewer opportunities for recovery and adaptation. Women and girls who face intersecting barriers based on race, disability, migration status, age, and economic stability face the worst of the climate and nature crises.

The gendered differences in the climate and nature crises can be observed across several aspects of life. These include homes that overheat in summer, transport systems that do not reflect women's everyday journeys, gaps in menstrual and reproductive health responses, safety concerns in green spaces and during emergencies, and the undervaluing of care-based work alongside barriers to women entering technical green roles.


These gaps are built into the infrastructure and the system. Women's needs are rarely explicitly designed for, measured, or funded. So, when the UK's policy approach continues to be gender-neutral, the lack of intersectionality in terms of outcomes, whether intentional or unintentional, perpetuates the gaps that exist. The pathways for change are real, and through using local commissioning, procurement, training, standards, and security, we can design for women and girls. Designing systems around those facing multiple barriers leads to solutions that are safer, fairer and more effective for everyone while accelerating progress towards climate and nature goals.

In terms of health and wellbeing, the pressures are immediate and cumulative. Heat and poor air quality are increasing the risk in pregnancy and early years. The environment can impact hormonal and reproductive health. Climate change is increasing the need for mental health and unpaid caring.


When emergencies happen, the risk of safeguarding failures in shelters and evacuations is common, yet preventable. The financial vulnerability, insecure housing, and caring responsibilities that limit choice and freedom are increased, particularly for single parent households and those who are renters, both private and social.

The outcomes we are working towards are:

- **Health systems** that think about heat and air quality risks in pregnancy and lactation, and provide early, practical guidance, not just crisis advice.
- **Transport** that is designed with women's travel in mind, including evening services, safe interchange, and safe connections for local, multi-stop journeys.
- **Homes** particularly those that are rented, that provide a safe, cool, warm, dry space, protecting against risks of damp, mould, and cold.
- **Parks and waterscapes** that are safe and accessible, so that all women, not just those who feel safe, can access the health benefits of nature.
- **Food support** that reduces time burdens, time risks, without compromising choice, including cultural considerations.
- **Green transition** that recognises care as a foundation of low-carbon infrastructure, including technical access, and access to all kinds of jobs, including those considered 'men's jobs' that women can access and progress in.
- **Emergency responses** that are safe, survivor-centred, so that women and girls can move away from danger, find safe places, and recover with dignity.



**It's an ambitious but doable goal: to put women's safety, health, mobility, housing, and work into the very fabric of decision-making. And it's a foundation for long-term equitable resilience that can be felt in the daily lives of women and girls.**



# Why does this matter now for women and girls in the UK?

Environmental change will shape the lives of every woman and girl in the UK, from rising health pressures linked to heat and air pollution, to increased living costs, disrupted services and growing safety concerns. Because we live within patriarchal systems that already produce gendered inequalities, the climate and nature crises are set to have a disproportionate impact on women and girls.

These compounding inequalities mean that some groups of women, including those experiencing financial insecurity, minoritised ethnic women, Disabled women, migrants, younger and older women, and those in insecure housing, face the greatest risks and the fewest resources to cope. In the UK, [women face greater barriers to financial security than men](#), leaving them disproportionately vulnerable to the costs and disruptions of climate change. These intersecting vulnerabilities shape who is most exposed to environmental harms and who has the least capacity to recover.

Household circumstances further compound risk. [Women are more likely to head single parent households](#) and [to rely on social or privately rented housing](#). [A significant proportion of these households report lacking the means and agency](#) to address poor housing conditions or invest in resilience measures such as insulation, repairs or draught-proofing.

# 89%

of single-parent families are single-mother families, increasing their exposure to wider climate-related financial pressures

How will the climate and nature crises impact women and girls?

Beyond the cost of home adaptation, women, particularly single mothers, [are disproportionately exposed to wider climate-related financial pressures](#), including:

- Inflated gas and energy bills.
- Rising food prices linked to climate-related disruptions.
- Unexpected household repair costs following extreme weather.
- [Loss of income when heatwave-related school closures increase childcare responsibilities](#).

These pressures compound existing gendered inequalities in financial security, reducing women's capacity to absorb or adapt to climate shocks. As a result, women and girls in the UK face a greater risk of living in housing that is unsuitable for coping with climate-related extreme weather.



Beyond the direct impacts, a major factor underpinning these inequalities is the underrepresentation of women, and the limited influence their perspectives hold, in the political, economic, and community spaces where climate and environmental decisions are shaped. This limits the extent to which decisions reflect women's lived experience and restricts their ability to access and shape opportunities emerging from the transition to a greener economy.

These participation gaps are uneven. Financially insecure, Disabled, or minoritised ethnic, migrant, and LGBTQ+ women face the highest barriers to participation and influence. Strengthening intersectional involvement at all levels is therefore essential to ensure that women broadly, and women's organisations in particular, can meaningfully influence, adapt to environmental change and benefit from the related transition.

The climate and environmental sector plays a key role in shaping public understanding, policy and practice. When these organisations do not apply a gender and intersectional lens, the resulting decisions can unintentionally deepen the inequalities women and girls already face.

In practice, this requires:

- Designing participation and accountability mechanisms that centre the women most affected.
- Resourcing women's organisations as partners in adaptation and transition planning.
- Tracking outcomes disaggregated by financial security, race, disability, migration status and age.

These steps will help decisionmakers avoid importing assumptions from other regions, focus on UK indicators where evidence is limited, and ensure that emerging investment and resilience measures work for the women and girls who will rely on them most.

**It is therefore important to deepen our understanding of how women and girls, particularly those from communities experiencing inequalities, will be impacted by environmental crises, and to act on that understanding through decisions that reduce exposure and vulnerability while increasing participation, safety and opportunity.**

**How will the climate and nature crises affect women and girls?**



# How do the climate and nature crises affect the health of women and girls?

## Why does climate and environmental change matter for women's health?

Climate and environmental change are already affecting health in the UK. These impacts are not distributed equally. Women and girls face particular risks across their life, especially where climate pressures interact with structural inequalities such as low income, racialised discrimination, disability, insecure housing, migration-related barriers and age-related vulnerability.

### Pregnancy and reproductive health

[Climate change harms sexual and reproductive health and rights](#). Rising temperatures, air pollution and heat exposure are associated with preterm birth, low birth weight, poorer maternal health and [pregnancy complications](#).

Environmental changes are also linked to worsening menopausal symptoms, increased prenatal maternal stress and abnormal immune function in newborns. Research also links these exposures to neurodevelopmental delay and neuropsychiatric disorders. [Outdoor air pollution is associated](#) with decreased fertility and a higher risk of preeclampsia.

Pregnant women are more prone to heat exhaustion and heat stroke; extreme heat is associated with low birth weight, preterm birth and infant mortality. Heat exposure can cause dehydration and kidney failure in pregnancy. These risks are disproportionately big for South Asian and Black women, [who are more likely to have pre-pregnancy diabetes](#) than White or other groups. [Lactating women face](#) an additional dehydration risk, which is exacerbated during severe heatwaves.

## Air pollution exposure and racialised disparities

In London, Black communities are [three times more likely to breathe illegal levels of air pollution](#) than White or Asian communities, worsening risks for [expectant Black mothers](#) and compounding the Black maternal health crisis, where [maternal mortality for Black women is roughly two to three times higher than for White women](#), despite the UK's overall low maternal mortality.

This reflects a [broader injustice](#): people who produce the least pollution are often most exposed to its harms.

[Research conducted in the Global South shows that women and girls](#) are more likely than men and boys to be exposed to dangerous levels of both indoor and outdoor air pollution. This heightened exposure is strongly linked to gendered roles and responsibilities. No research was identified that disaggregates air pollution exposure by gender in the UK. While the fivefold disparity observed in some Global South contexts is unlikely to be replicated here, some level of genderbased variation in exposure is still probable. These risks are further amplified for Disabled women and girls, those from minoritised ethnic communities, those experiencing financial insecurity, and others facing structural disadvantage.

## Menstruation and endocrine disruption

Climate events such as droughts and extreme heat affect [menstrual cycles, bleeding patterns and urogenital discomforts and infections](#). The impact of this being felt more and more as [extreme weather intensifies and becomes more frequent in the UK](#). Longterm exposure to air pollution and heat can disrupt hormones and [increase endocrine disorders](#) including polycystic ovarian syndrome, endometriosis and [urinary tract infections](#). Research links [air pollution to premature puberty](#) (menstruation before age 11) and earlier menopause.

Harmful environmental chemicals from particulate matter (for example, from construction, power generation and vehicle emissions) [have been found accumulating in the placenta, foetal tissues and ovaries](#).

Exposure is often higher for women from minoritised ethnic communities and other communities experiencing inequalities, as these groups are more likely to live in areas with significantly higher levels of pollution. Once in the bloodstream, these chemicals

can interact with androgen and oestrogen receptors, triggering pathways that lead to early puberty. Earlier puberty increases lifetime exposure to growth stimulating reproductive hormones, which is consistently associated with higher risks of some reproductive cancers and tumours.

## Changing disease patterns, mental health and unpaid care

Environmental change is already altering disease risks in the UK. Lyme disease is rising with warming temperatures, and if current trends continue, the impact of this will be hardest felt by women who already experience longer diagnostic delays, more severe symptoms and higher disability rates than men.

Flooding, an increasing challenge, has severe, long-lasting mental health impacts, particularly Post Traumatic Stress Disorder (PTSD), which disproportionately affects women.

Climate related illness will also intensify unpaid care. Children, older people and those with chronic conditions face greater risks from extreme heat, pollution and infectious diseases. Women already carry most unpaid care, and during crises, including climate shocks, they tend to shoulder an even greater share.

**These health pathways show how climate pressures interact with existing inequalities, increasing risks for women and girls across physical health, mental wellbeing and care responsibilities.**



## What needs to change

Climate change is already reshaping health risks for women and girls, and without intentional action, these risks will continue to deepen. Gendered health risks are not yet consistently visible in UK adaptation and health policy, and until they are, national and local systems cannot embed the gender-responsive planning that preparedness, response and recovery all require.

- **Treat pregnancy and lactation as a priority ‘at-risk’ pathway in hot weather planning.** Clear and consistent guidance is needed for pregnancy and lactation, with local resilience plans setting out straightforward advice on hydration, safe cooling and escalation routes. This should be supported by integrated reproductive and mental health pathways that recognise the additional risks created by extreme weather and environmental disruption.
- **Reduce racialised and deprivation-linked exposure to air pollution.** Reducing women’s and babies’ risk requires environmental and transport decisions that cut pollution where exposure is highest. [London evidence shows persistent ethnic and deprivation disparities in pollution exposure](#). Analyses commissioned by City Hall find that [without further action, harmful pollution levels remain widespread and inequalities persist](#). Policymakers, combined authorities and local councils must prioritise air quality interventions in high-exposure areas and assess whether actions reduce unequal burdens (including on pregnant people and new mothers).
- **Build surge capacity and climate-aware training across health and care systems.** Extreme heat, flooding and poor air quality can drive spikes in demand across urgent care, maternity, mental health and social care. [UKHSA’s adverse weather planning framework](#) explicitly expects coordinated preparedness across sectors and services. The practical implication is that [NHS trusts, primary care, social care providers and ICBs should include climate-regulated surges](#) in operational planning and ensure staff can recognise and respond to heat illness, dehydration risk, respiratory complications and post-incident mental health impacts.

**Taken together, these steps, though not exhaustive, will create a health system that is equipped to anticipate climate pressures, reduce unequal risks and protect the wellbeing of women and girls before, during and after environmental shocks.**

# How are safety, violence and emergency risks changing?

## Why risks are rising

Climate change is increasing the frequency and severity of extreme weather and environmental disruption. These events do not affect everyone equally. Women and girls often face heightened risks to safety, security and economic stability during and after climate-related emergencies.

Climate change is amplifying safety and emergency risks for women and girls. They are more likely to die in extreme weather, and make up the majority of people displaced by environmental change, exposure that increases exploitation and abuse.

In the UK's 2022 heatwaves there were almost twice as many excess deaths among females (2,159), compared to males (1,115). Older women were particularly affected because of both biological factors (reduced heat tolerance) and social factors (higher poverty rates and poorer quality housing). Flooding also heightens danger. As women are more likely to be in low paid, part-time or precarious work, it's harder to recover from climate-related disruptions such as floods or energy price spikes.

**Climate change is amplifying safety and emergency risks for women and girls. They are more likely to die in extreme weather, and make up the majority of people displaced by environmental change, exposure that increases exploitation and abuse.**

## Displacement, precarity and everyday safety

The climate and nature crises are already disproportionately harming women and girls worldwide. International evidence shows they are more likely than men to die in climate-related disasters, to be displaced by climate change (around 80% of those displaced). Displacement also heightens risks of poverty, violence and unintended pregnancy as people move in search of safety.

Although the UK has not experienced climate disasters on the scale seen in parts of the Global South, existing gender inequalities indicate similar patterns are likely as impacts intensify. UK evidence remains limited, so systematic monitoring of exposure, displacement risk and protection outcomes is needed.

Displacement (short-term evacuations, relocation after flooding, or moving due to unliveable homes) creates layers of risk. Women and girls face greater risks of gender-based violence, harassment and domestic abuse during high rainfall and flooding, in transit, and in temporary accommodation where safeguarding is often weakest. Evidence shows that extreme weather events like floods can exacerbate violence due to stress, disrupted services, reduced law-enforcement presence and enabling environments that increase vulnerability to aggression and abuse. The combination of insecure work, higher care responsibilities and rising costs (energy, repairs, transport) leaves many women with fewer buffers, raising exposure to coercion, unsafe housing arrangements, or returning to abusive partners to avoid homelessness.

## Gender based violence during crises

Gender based violence (GBV) consistently rises after extreme weather and displacement. Risks can include intimate partner violence, sexual exploitation, child marriage and trafficking. During disease outbreaks (Ebola, Zika, COVID19), lockdown and control measures have heightened GBV risks, and where pathogens can be transmitted sexually, GBV can also increase disease spread.

In evacuations and shelters, risks escalate further; evidence shows sexual violence rates can be several times higher in post-disaster settings than in stable conditions, especially when privacy, lighting, staffing and safeguarding are inadequate.

**These patterns show how climate shocks can intensify existing inequalities and create conditions where violence and exploitation become more likely.**



## What needs to change

Climate shocks consistently intensify risks of violence, abuse and exploitation for women and girls. However, current UK emergency and adaptation systems are not designed with these realities in mind. To protect safety and uphold rights before, during and after climate-related incidents, action is needed across national, regional and local systems.

- **Explicitly connect climate shocks and Violence Against Women and Girls (VAWG) in national approaches.** Climate adaptation and emergency planning in the UK need to recognise how climate shocks increase gender-based violence and safety risks for women and girls. [The national VAWG approach](#) does not currently account for climate-related risks, leaving a gap that local systems can address by developing survivor centred plans, strengthening safeguarding and ensuring support reaches those most at risk. This also means giving women's organisations a defined role in shaping and delivering local resilience plans.
- **Build safeguarding into evacuation and shelter planning.** Local authorities and resilience partnerships should build safeguarding into evacuation and shelter planning by default. Using the [Cabinet Office guidance](#) on identifying and supporting vulnerable people, safeguarding must be built into evacuation and shelter planning from the start. Clear standards for safety, privacy and trauma-informed support should be developed and tested in advance so that services are ready rather than reactive. Climate NGOs and resilience organisations can help ensure that emergency planning includes gender-based violence risks and safer shelter standards.
- **Embed domestic abuse/VAWG response pathways into incident planning.** Disclosures and risk escalations during heatwaves, floods or displacement must be met with a consistent multi-agency response. [NICE PH50 already sets expectations for multi-agency planning, commissioning and training](#). Services and workforces must also be prepared for the additional pressures created by extreme weather. Providers should plan for increased demand, protect staff wellbeing and ensure surge capacity is in place across health, social care and specialist services.

**Taken together, these actions ensure that climate and emergency responses uphold safety, dignity and rights, and that women and girls are protected not only from environmental harms, but also from the preventable violence and exploitation that too often accompany them.**

# How is travel working for women and girls?

## Why transport systems matter for women and girls

Women and girls are more likely than men to rely on public transport, walking and cycling, the very modes central to a low carbon future. When bus frequencies are cut, routes are poorly connected, or interchanges feel unsafe, everyday journeys become longer, costlier and riskier, narrowing access to education, work, care and community life. After dark, poor lighting, limited sightlines and low staff presence compound the sense, and reality, of risk, especially in underserved areas.

These are not edge cases. They reflect the most common journeys women and girls make and the times services are most needed.



## Everyday travel patterns and care responsibilities

Travel patterns also differ. Women's trips tend to be shorter, more frequent and 'trip chained', school drop-offs, work, caring visits, errands, reflecting unequal unpaid care responsibilities. Yet transport has often been designed around linear commuter flows more typical of men, which leaves buses too infrequent for chained trips, interchanges that prioritise throughput over safety and visibility, and cycling networks that skip the local, off-peak, cross-neighbourhood routes girls and women actually use. The result is public transport that is less convenient, less safe and less accessible precisely for those who depend on it.

## Access to low-carbon transport technologies

Private vehicle transitions matter too. Women are currently less likely to buy an electric vehicle (EV) not due to lower interest, but because marketing and product design frequently emphasise technology over the factors many women prioritise, especially safety, reliability and total cost to run. Where EV incentives are tied mainly to new car purchases, women can miss out because they are more likely to rely on public or shared transport or buy used vehicles. This linear commuter focused transport design can also inaccurately capture the potential benefits of switching to low carbon alternatives. When green industries and campaigns aren't designed with diverse users in mind, the consequences are predictable: missed markets, slower uptake of sustainable technologies and reduced trust.

**Transport systems therefore play a central role in shaping whether women and girls can access work, education, care and community life safely and affordably. As the UK transitions to a low-carbon transport system, there is an opportunity to design mobility systems that reflect women's everyday journeys and safety needs. Embedding gender-responsive planning now would both accelerate decarbonisation and improve safety, access and reliability for women and girls.**

## What needs to change

Climate change is already reshaping how women and girls move through their communities, and the design of transport systems will determine whether they can access work, education, care and safety in a warming world. To build mobility systems that support both decarbonisation and gender equity, transport policy and investment must reflect the real journeys, safety needs and lived experiences of women and girls.

- **Make gender-responsive transport planning a default requirement.** National transport policy should require local authorities to design services around how women travel and their after dark safety needs, prioritising frequency, affordability and safety, especially in evenings and off-peak times. Delivering this effectively will require major public investment in both public transport and active travel.
- **Local and transport authorities should design active travel for real everyday journeys.** Not only commuter corridors: women cycle less often than men, and perceptions of safety remain low, so authorities should invest in continuous, protected routes to schools, shops and care destinations, as well as secure parking and step-free access for prams and wheelchairs.
- **Publish sex-disaggregated ‘access and safety’ metrics locally,** including evening service coverage, reported harassment high-risk areas, perceived safety, step-free access, trip-chaining journey times, and use them to steer spending and contract requirements. [TfL’s evidence](#) already documents gendered patterns and safety concerns.

**Taken together, these changes will create transport systems that are safer, more reliable and more accessible for women and girls, enabling full participation in daily life while accelerating the shift to low carbon mobility.**

# How does housing shape risk and resilience for women and girls?

## Why housing conditions matter

Housing is a critical determinant of women's and girls' safety, health and climate resilience. Poor quality homes, particularly those that are damp, mould prone, overcrowded, energy inefficient or at risk of overheating, create direct health harms and additional care burdens. Renters and single parent households (predominantly women) face these risks most acutely, often with little power to demand repairs or improvements and face higher exposure to fuel poverty.



**Housing quality, security and affordability shape both everyday wellbeing and women's ability to withstand climate impacts**

Single mothers and women-led households face higher fuel poverty risks, which are aggravated by extreme weather that increases heating or cooling needs. The high cost of energy means many women, especially women facing financial insecurity, Disabled women, or women from minoritised ethnic communities, are forced to ration heating and cooling, increasing exposure to respiratory illness, stress and heat related health conditions.

Women are also more likely to live in insecure, temporary or overcrowded accommodation, including in the private rented sector, social housing waiting lists, or informal living arrangements after relationship breakdown. Structural inequalities mean women from minoritised ethnic communities, migrant women and women with unstable immigration status are disproportionately represented in the poorest quality housing, with limited access to legal protections and greater vulnerability to landlord exploitation. For Disabled women, inaccessible homes and reliance on equipment or temperature controlled environments compound the risks.

As a result of women shoulder the majority of unpaid care, poor housing intensifies their workload. Damp and mould create more cleaning, more laundry, and more health related caring duties for children or older relatives. Overheating requires constant monitoring, shading and adaptation, while overcrowding removes private space needed for rest, remote work or safety.

In short, housing quality, security and affordability shape both everyday wellbeing and women's ability to withstand climate impacts, especially during extreme heat, cold snaps, floods or air pollution events.

**Housing therefore acts as both a risk multiplier and a resilience foundation. As climate impacts intensify in the UK, ensuring that homes are safe, healthy and climate-ready will be essential to protecting women's health, safety and economic security.**

## What should change

Housing is one of the strongest predictors of whether women and girls can stay safe, healthy and resilient as climate impacts intensify. To reduce risk and prevent avoidable harm, housing policy and practice must place woman's lived experience at the centre of adaptation and enforcement.

- **Align retrofit, fuel poverty and PRS standards.** [The Warm Homes Plan](#) provides

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the framework for upgrading homes and cutting bills; it should explicitly prioritise households most exposed to poor housing and climate shocks (including renters and single-parent households), and link delivery to enforcement so improvements actually happen.

- **Shift from reactive complaints to proactive enforcement in high-risk PRS pockets.** Evidence shows PRS enforcement can be inconsistent and capacity-constrained. while tenants may avoid reporting due to fear of repercussions. Councils should use improved powers and data infrastructure (as PRS reforms phase in) to target worst-condition stock and landlords with repeat issues.
- **Make poor housing a routinised safeguarding and prevention pathway.** Health services should treat damp/mould and unsafe temperatures as preventable drivers of respiratory illness, stress and perinatal risk, with referral and escalation routes to local authority enforcement and housing support (rather than leaving families to navigate alone). The scale of PRS damp/cold/mould problems (including impacts on children) supports treating housing as a health determinant.

**By treating housing quality as core climate adaptation infrastructure these actions turn housing from a major driver of climate-related harm into a foundation for resilience, reducing health risks, lowering energy costs and giving women and girls a safe, stable base from which to withstand a changing climate.**



# How does nature access vary for women and girls?

## Why access is unequal

Women and girls already have less access to green and blue spaces because safety risks, rooted in gender-based and intersecting inequalities, including race and disability, shape where and when they feel able to go outside. Sexual harassment in public spaces is routine and begins early; many girls and young women report feeling unsafe alone outdoors, and identities such as ethnicity, disability, age, gender identity and sexual orientation can increase harassment.

Parks are used less by women and girls when they feel unsafe, and studies consistently show that girls report lower perceived safety than boys when exercising in local parks. The result is lost physical and mental health benefits: nature exposure supports activity, wellbeing and social connection, so being deterred from parks and waterways can increase mental health issues, drive down activity levels and deepen social isolation and inequality, effects that hit girls in communities facing wider inequalities the hardest. These effects are often most pronounced for girls living in communities already facing wider disadvantage.



A connection to nature and a sense of belonging are key to caring for, working in, and protecting one's environment, natural spaces, and the climate. When women and girls are excluded from these experiences, it further entrenches the gap between men and women participating in and influencing the climate sector and exacerbates existing gender and other inequalities.

**Access to nature therefore shapes not only wellbeing, but also participation in environmental stewardship and climate action. Ensuring safe and inclusive access to green and blue spaces is a necessary foundation for both public health and climate engagement.**

## What should change

As climate impacts intensify, ensuring safe, inclusive outdoor environments becomes essential for health, equality and participation.

- **Make women and girls' safety an explicit access requirement in nature policy, not a 'nice to have'.** [Government has already acknowledged that women and girls face disproportionate barriers](#) to green/blue space access and points to national tools like the [Green Infrastructure Planning and Design Guide and the Green Flag Award scheme](#). These frameworks should translate into clear expectations and measurable standards for safety and inclusion in parks and waterscapes.
- **Adopt 'Safer Parks' as the practical baseline.** [UK guidance developed with local authorities and police partners sets out concrete measures](#) (openness/visibility, escape routes, lighting, staff presence, inclusive programming) and is designed for park managers, councils, police and community groups. Local authorities should embed this into park management plans, maintenance schedules and capital works.
- **Treat safe access to nature as a mental health and inequalities lever.** Health systems increasingly recognise the benefits of nature exposure. NHS England positions green social prescribing as [a way to improve mental and physical health and reduce loneliness](#), including green and blue activities. However, uptake will be limited if women and girls avoid parks for safety reasons. Commissioners should link social prescribing pathways to local 'safer parks' improvements and accessible routes.

**Making nature safe and accessible for women and girls strengthens wellbeing, reduces inequalities and ensures that the benefits of green and blue spaces are shared widely, building a foundation for healthier, more resilient communities in a changing climate.**

# How are food systems and food security changing for women and girls?

## Why gender matters in food security

Across every region, women and girls are more food insecure than men because of structural gender inequality. That gap widened after the pandemic and is intensified by conflict, financial insecurity, economic shocks and climate change. As the Intergovernmental Panel on Climate Change (IPCC) highlights, the relationship is mutually reinforcing gender inequality as both a cause and a consequence of food insecurity.



## Structural inequality in food systems

This dynamic plays out through who controls land, credit and inputs, whose labour is recognised, and who gets to decide how food assistance is designed and delivered.

Women are often underrepresented and overlooked in food production, which limits their access to key resources and reduces overall food availability. During crises, evidence shows women and girls are more likely to eat last and eat less. In contexts of extreme hunger, unequal gender norms increase pressure on women and girls to source food, raising exposure to GBV while searching or queueing, increasing time burdens, and reducing participation in public life. Although many studies draw on international examples, the same norms and power dynamics operate in the UK and will increasingly shape women's food security as climate impacts deepen.

Wen's Feminist Green New Deal research underscores a triple burden: women are most impacted by climate change, face structural inequality within food systems, and shoulder everyday household food provisioning, sourcing, purchasing, preparation and meal management.

## UK-specific evidence and climate impacts

In the UK, communities experiencing wider inequalities are overrepresented among those facing food insecurity. Trussell Trust data indicate a slight overrepresentation of women among people referred to food banks, with intersecting racial and gender inequality (for example, higher risk among women from ethnic minority backgrounds). Higher food bank use among women is driven in part by unequal pay and by unpaid caring responsibilities that make fulltime work, and therefore stable income, less accessible all of which will be exacerbated by extreme weather or climate displacement.

**Women's daily responsibility for food, combined with structural inequities, means they absorb rising costs, reduce their own intake first, and manage the household's resilience during shocks. Addressing food insecurity therefore requires gender-aware, systemic solutions rather than relying solely on emergency food aid.**



## What needs to change

Food insecurity is already rising in the UK, and climate shocks will intensify pressures on household budgets, nutrition and care. The goal should therefore be to move from food aid to income security. Because women and girls, especially those facing intersecting inequalities, are more likely to manage food, absorb rising costs, and reduce their own intake first, ensuring a just and resilient food system is essential.

- **Build a credible ‘cash-first’ crisis safety net across the UK.** [Scotland has set out a national Cash-First plan](#) rooted in dignity and rights, aiming to reduce reliance on emergency food parcels by improving access to cash and advice in crisis; this approach should inform UK-wide and English local crisis support (where provision is uneven).
- **Use child nutrition levers to reduce household pressure.** In England, government has announced [expansion of Free School Meals](#) to all children in Universal Credit households from September 2026, with published analysis of impact of financial insecurity, this should be implemented with high up-take support.
- **Treat maternal/early years nutrition as climate and inequality resilience.** [Healthy Start](#) is a core nutritional safety net for eligible pregnant people and families, but uptake remains materially below eligibility; evidence-based options already on the table include shifting from ‘opt-in’ to automatic or easier enrolment approaches.

**Taken together, these actions shift the focus from emergency food aid to prevention, building an income-secure system in which women and girls can reliably access nutritious food, and where climate pressures deepen neither inequality nor hunger.**

# Where are the risks and opportunities for women and girls in work, skills and the green caring economy?

## Why gender matters in the green caring economy

Women's paid and unpaid care work is already fundamental to a low carbon economy. Social care, childcare, health, community support and other forms of reproductive labour, the paid and unpaid work involved in maintaining and reproducing human life and the labour force, are inherently low emission and critical for resilience and wellbeing. Yet current transition planning often sidelines this work because 'green jobs' are defined narrowly around technical and engineering roles. The result: essential sectors dominated by women are under recognised, underfunded and excluded from green investment, despite being indispensable to climate resilience and community stability.



## Gender inequality in formal green industries

Significant gender inequalities persist in formal green industries. Women remain a minority in UK green jobs, at just 18% as of 2018, and are underrepresented in Science Technology Engineering and Maths (STEM) pathways and green apprenticeships. Barriers include workplace cultures, limited flexible working, stereotypes (including perceptions among some male workers that women are less suited), and the structural constraints of unpaid or parttime care that make fulltime, inflexible roles hard to access.

## Narrative and access barriers

In addition, the language and narrative around 'green jobs' often alienates young people, especially women from disadvantaged background, because it leads them to believe jobs in the green economy are either not for people like them or would disadvantage them in pay or status. Unless these barriers are addressed, women risk being excluded from the benefits of green growth.



## What needs to change

A just and effective transition depends on valuing the work that already sustains communities and ensuring women can access the opportunities created by a low carbon economy. To close longstanding gender gaps and prevent new inequalities emerging, both the care economy and technical green sectors must be reshaped with women's real lives and responsibilities in mind.

- **Recognise care as essential green infrastructure.** Social care, childcare, health and community support should be treated as core resilience building sectors, with investment linked to better pay, secure contracts and clear career progression for the largely female workforce. These are essential public services and require significant government investment. Investing in social infrastructure is an essential part of transitioning to a low-carbon economy and is fundamental to a just transition. Positioning care as part of the low carbon economy ensures women's work is valued and funded on equal terms with technical sectors.
- **Create access to technical green roles must also reflect women's realities.** Training and progression routes need to offer flexible, part-time options, childcare support and local or remote delivery so that carers and returners can participate. Recruitment into publicly funded programmes should follow gender inclusive standards, backed by mentoring and sponsorship that help women move into leadership across green industries. The framing and language around 'green jobs' must also change.
- **Use public spending is a major lever for change.** Green procurement and commissioning should require inclusive workforce practices and transparent reporting on women's participation, progression and retention. Tracking these outcomes enables funders to shift resources toward approaches that genuinely open green jobs to women and improve workplace culture.

**Together, these changes elevate the care economy as indispensable green infrastructure and remove structural barriers to women entering technical green work, while also opening care and community roles to men, helping to break down the occupational segregation that holds both sectors back. The result is a stronger low carbon workforce, more resilient communities and meaningful gains in gender equality, achieved through tools and levers that UK institutions already have.**



# What is missing from the evidence and the response?



Despite growing recognition of climate risks, there are significant gaps in the UK evidence base and policy response for women and girls. Addressing these gaps is essential to ensure that climate action and resilience measures do not deepen existing inequalities.

## We lack UK-specific research and data on gendered climate impacts

Significant gaps remain in UK data on how climate and environmental risks affect women and girls. There is no routine, disaggregated reporting of climate-related health, housing, transport or safety outcomes by gender, pregnancy, disability, ethnicity or income, making it difficult to identify who is most affected or whether interventions are reducing inequalities. The UK evidence base on gendered climate impacts is limited and often relies on international studies that may not translate to UK contexts. Addressing this requires commissioning UK-specific, intersectional research and improving routine data collection across health, housing, transport and emergency planning. A small set of national indicators, aligned with UKHSA guidance and published regularly, would support consistent tracking, while local authorities should monitor access, safety and resilience outcomes in real time. Without this data, climate actions risk reproducing inequities rather than reducing them.

## The organisations best placed to help are the ones least likely to have a seat at the table.

Women's organisations are largely absent from formal climate and resilience planning, despite being key to reaching women and girls most at risk. Their expertise in pregnancy, reproductive health, violence against women and girls, disability, migration,

financial insecurity and safety means they are well placed to advise on safeguarding, accessible services and culturally competent outreach during climate-related events. They can act as trusted intermediaries, support co-design, help shape transport and housing decisions, and amplify lived experience that would otherwise be missed. However, they are often relied upon informally and without sustainable funding. To close this gap, women's organisations should be commissioned as core partners and resourced to engage in policy development, support communities and hold systems to account.

## The care economy is missing from net-zero and green transition policies

Social care, childcare, health and community support should be treated as core resilience building sectors, with investment linked to better pay, secure contracts and clear career progression for the largely female workforce. These are essential public services and require significant government investment. Investing in social infrastructure is an essential part of transitioning to a low-carbon economy and is fundamental to a just transition. Positioning care as part of the low carbon economy ensures women's work is valued and funded on equal terms with technical sectors. This is essential if we want to address gender and other inequalities.

## Menstrual and reproductive health is largely absent from UK climate and health strategies

Despite growing evidence linking climate change and air pollution to menstrual disorders, early puberty, fertility issues and pregnancy complications, these topics rarely appear in national planning. We need more UK relevant research on how environmental stressors affect hormonal health, menopause and gender specific illnesses, and we should address the environmental and health impacts of menstrual products as part of a joined-up climate and health approach. Women's Environment Network (Wen) and Birth Companions' [work calls for integrated action](#) on menstrual health, reproductive justice and sustainability, which remains a gap in mainstream policy.

## Intersectionality is acknowledged but rarely applied in policy or practice

Women and girls are not a homogeneous group. Impacts are intensified by race, disability, age, income, migration status and sexual orientation. For example: Black and ethnic minoritised women are more likely to live with higher air pollution and less access to green space; Disabled women face additional barriers to mobility, healthcare and safe housing during climate emergencies; LGBTQ+ women and girls encounter exclusion in public spaces and services. Despite this, UK environmental decisions are largely genderblind and seldom apply an intersectional lens in practice.

**Closing these gaps requires UK-specific research, recognition of the care economy, inclusion of reproductive health and safety considerations, and application of gender-sensitive, intersectional approaches across transport, food, and emergency planning. Only then can women and girls participate fully in, and benefit from, a climate-resilient future.**

# How do current UK decisions help (or hinder) women and girls?

Current UK policy shows some progress on climate, green skills, transport, and public spaces, but gaps remain in recognising and addressing the specific needs of women and girls, particularly those facing intersecting inequalities.

## Low-carbon policy: still gender-neutral by default

The UK has committed to a low carbon economy by 2050, yet there is no comprehensive policy that systematically addresses the gendered impacts of climate change on women's health, safety, financial stability and wellbeing. Climate adaptation and mitigation strategies remain largely gender-neutral, overlooking how impacts intersect with race, disability, LGBTQ+ status, migration and lower incomes. The [UK's Women, Peace and Security National Action Plan](#) recognises the disproportionate impacts of conflict and climate crises on women and girls globally, but this framing has not been extended to domestic climate policy.

On public health, the UKHSA has made progress through the Centre for Climate and Health Security, its [Health Effects of Climate Change \(HECC\) work](#) (heat, flooding, air quality, allergens, infectious and vector borne diseases), the [Adverse Weather and Health Plan](#) and impact-based Weather Health Alerts. However, these approaches remain insufficiently gender-responsive and intersectional. As the [Health Foundation](#) argues, achieving low carbon care requires a more inclusive, gender-sensitive approach. Without targeted policy and services, women and girls, especially those from communities experiencing inequalities, remain more exposed to climate harms.



## Green and blue spaces: progress on access, gaps on safety for marginalised women

Government initiatives are expanding access to nature (e.g., [new national river walks and forests](#)), and the Green Flag Award promotes safety, accessibility, environmental management and community involvement across thousands of parks and open spaces. The [cross-government Violence Against Women and Girls strategy](#) and [Safer Streets](#) mission commit to safer public places. Yet there is still no dedicated national policy focused specifically on the safety and access needs of women and girls, particularly those facing financial insecurity, Disabled people, LGBTQ+ communities, or women from minoritised ethnic communities, in parks and open spaces.

The national [Green Infrastructure Planning and Design Guide](#) highlights inclusive, welcoming design but gives only brief attention to women and girls and lacks targeted guidance on their safety needs. This omission is notable amid rising far right hostility and recent incidents of racist, gendered violence. [The Mayor of London's Green Roots Fund](#) invests in greener, more resilient neighbourhoods and seeks to tackle the injustice of poor access among Black, Asian and minority ethnic communities, but again does not explicitly mention women and girls. Sustained, intersectional investment and locally

codesigned measures are needed so women and girls can safely use, and benefit from, parks and waterscapes.

## Green skills: care is green infrastructure, but policy doesn't treat it that way

Paid and unpaid care work (social care, childcare, health and community support) is predominantly carried out by women and other marginalised groups. This work is inherently low-carbon and foundational to resilience, yet is rarely recognised or funded as 'green' in low-carbon strategies. At the same time, women remain underrepresented in formal green sectors: only [18% of UK workers in green jobs are women \(as of 2018\)](#), and representation by ethnicity is not routinely published ([available evidence suggests green roles are disproportionately held by men and White workers](#)). In STEM, the gap is wider: only [12% of engineering professionals are women](#). Surveys also show that [20% of men in green jobs believe that women are less suited to these roles](#).

Gendered stereotyping, male-dominated cultures, inflexible roles and caring responsibilities limit women's access to technical green jobs. When STEM subjects become optional, [female participation drops to 39%](#), and weak and/or expensive childcare and social care further entrench barriers. A just transition requires investment in affordable care infrastructure alongside workplace reforms, flexible, secure, fairly paid roles; inclusive recruitment and leadership; and targeted pathways for women (and for men into undervalued, low carbon care sectors).

There are UK initiatives, Green Apprenticeships Advisory Panel, Green Jobs Delivery Group, Local Skills Improvement Plans, Department of Energy and Net Zero's (DESNZ) [Clean Energy Jobs Plan](#), and Green Skills Bootcamps, but they are not gender-targeted and remain too small scale to shift outcomes. Greater investment and inclusive design are needed so these programmes reach women and girls effectively and account for caring responsibilities and intersectional disadvantage.

Importantly, we should tackle both divides: increase girls' entry into STEM and expand boys' entry into care, education and social work, sectors dominated by women and people of colour, typically low paid and undervalued despite being central to a sustainable, low carbon society.

## Transport: embed gender responsive planning

Transport choices should prioritise safety, accessibility and reliability for women and girls: better route coverage and frequency in underserved areas; upgraded lighting, sightlines and wayfinding at stops and interchanges; and visible staff (or trained community safety officers) at the locations and times women report the highest risk.

[The government's Bus Services Bill](#) aims to protect vital routes and give local authorities more control over service planning, critical for women, who [disproportionately rely on buses](#) for essential journeys. However, the bill does not include gender-specific provisions or require gendered impact assessments. Gender-responsive planning, including robust Equality Impact Assessments, user-centred timetables, and safety standards, should be embedded in national guidance and local implementation.

Investment should follow use. Investing in a fully electrified bus service across the UK, with frequent and low-fare services would disproportionately benefit women (especially those on low incomes) and deliver larger carbon reductions than strategies focused mainly on private EV ownership. This investment would also create green jobs beyond driving including roles in customer support, station staffing and community safety.

Alongside better buses, policy should support affordable EV car clubs and incentives that work for people who don't buy new cars; high quality cycling infrastructure that is continuous, well-lit and designed around girls' and women's trip patterns; and inclusive EV and micromobility design and marketing that prioritises safety, usability and affordability.

## Where UK decisions fall short


While there are pockets of progress, UK climate and low-carbon policy rarely account for women's lived experiences, intersectional disadvantage, or the role of care work as green infrastructure. Public spaces, transport, and green jobs initiatives often fail to integrate gender-sensitive planning or inclusive design. Closing these gaps requires embedding gender and intersectionality into national strategies, co-designed local interventions, targeted investment in care and green skills, and transport that centres women's safety, accessibility, and everyday travel realities.

# What does this mean for women's organisations, funders and decision makers?




## Women's organisations: from advocates to essential infrastructure

Women's organisations ought to be resourced and funded as key partners in facilitating an equitable and fair transition. These organisations are ideally placed in the community to ensure services are designed to reach and benefit those most in need. They should frame their offerings as essential components of the resilience framework, taking on a formal role in the transition. Formal roles could include: an involvement in Local Resilience Forums; in Integrated Care Boards (safeguarding in rest centres, heatwave outreach with midwifery teams, trauma-informed support after floods). Alongside this, practical small-scale delivery in housing, parks, food, transport and skills initiatives. These organisations should be supported to document their impact using measures that matter to decision-makers: time saved, safety improved, complications prevented, access widened, and disaggregated by income, race, disability, migration status and age. Then the data collected can go on to be used to influence decisions regarding commissioning, standards and enforcement for initiatives such as retrofitting and ventilation for renters, safer by design for parks, cash first food support designed at co-location with advice, after dark bus standards, etc.



**These organisations should be supported to document their impact using measures that matter to decision-makers: time saved, safety improved, complications prevented, access widened, and disaggregated by income, race, disability, migration status and age.**



## Environmental and climate organisations: drive gender responsive climate action across the transition

A wide range of non-government organisations (NGOs) work on the environment and climate in the UK. Collectively, and individually, they do great work informing, communicating, advocating and holding the government accountable in respect of its policies. To ensure a fair transition, it is essential that these organisations make gender responsive practices and intersectional practices fundamental to how they gather evidence, design services, engage communities, and influence policy. This means embedding gender equity within their own governance and workforce, partnering with women's and equalities organisations to co design solutions, using their national and local influencing power to ensure climate policy is reflective of the realities of women and girls facing intersecting inequalities, and disaggregating data to track who benefits. As key shapers of the transition, they have both the responsibility and the opportunity to ensure climate solutions reduce inequality, not reproduce it.

## Funders: finance the backbone of care, safety and evidence

Prioritise work that makes resilience possible by supporting multiyear core funding, rapid response grants during emergencies and capital investment for cool and warm spaces, ventilation and protection upgrades in women's shelters. Combine research relevant to the UK like menstrual and reproductive health, food security, and mental health or ecoanxiety with practical pilots like cash first food access, antenatal heat risk screening and safe shelter standards, all supported by independent evaluation that can feed directly into guidance, commissioning and procurement.

Use match funding to unlock local commissioning and de-risk inclusive apprenticeships that offer childcare and paid learning time, while also supporting preventative work and campaigning organisations that raise awareness of climate impacts with women, communities and policymakers. Funders ought to mandate an intersectional gender approach crosswise the fields of environment, rights and social action; while some are commencing this, bigger yet more strategic long term approaches are now required.

## Policymakers, decision makers and system leaders: embed gender responsiveness into core plans

Incorporate gender and intersectionality as inherent design parameters and not extras. In emergency planning, make use of survivor-centred shelter and evacuation standards and perinatal and mental health pathways. In health, feature pregnancy and lactation heat protocols, menstrual/air quality considerations, and gender monitoring of climate-sensitive disease. Housing must standardise renter eligible retrofit and ventilation Enforcement and target fuel poverty support at single parent households. In transportation, establish minimum evening frequency, maintain safe interchange standard and conduct gendered Equality Impact Assessments for route change, and design cycling link with girls' and women's journey in mind. Make investments in park projects that are safer by design. In the green economy, recognise care as green infrastructure—demand flexible, inclusive recruitment and leadership across publicly funded programmes. Release separate results and allow them to determine order placement.

# Where should we focus for the greatest impact?

1. Make emergencies safe by design, because harm spikes in crises and is preventable  
The largest and quickest strategy for efficient risk management is survivor centred emergency planning. When floods, heatwaves or evacuations take place, the women and girls face the greatest dangers of safety and sexual abuse. Changing the outcome immediately by using a short Safe Shelter and Evacuation Standard, that includes: Women only; lockable, well-lit homes; female staff on every shift; safeguarding protocols; confidential registration; clear referral routes. If we integrate this in Local Resilience Forum exercises, it can help in practice at moment of most vulnerability, building trust, and increasing uptake of official support in an incident.
2. Protect pregnancy and early years from heat and air quality risks, because minutes matter  
Heat and air quality risk in pregnancy and early years is time-critical and highly preventable. Simple additions like incorporating heat risk into antenatal contact, amplifying Met Office/UKHSA messages through SMS to GPs, and providing advice on hydration and safe cooling in pregnancy and breastfeeding can be rolled out rapidly across Integrated Care Systems. Providing escalation routes for heat symptoms, fast-track mental health support in the aftermath of climate-related incidents, can save lives and prevent complications. The mechanism is simple and is currently in the system; the benefit is measurable in terms of heat-related incidents in pregnancy.
3. Retrofit for renters, enforce ventilation, because the worst homes create the worst health  
Overheating, damp, and mould affect renters and single parent families disproportionately. This places many women in a situation where they have few options to mitigate the situation. Easy access to grants that help private renters retrofit their homes, enforcing ventilation in homes, and prioritizing single parent families in fuel poverty initiatives would help. However, it is imperative that the onus is on the landlord to provide healthy homes. This is a basic human right. It is imperative that the government makes sure that this is enforced. Women's organizations can play an important role in helping to ensure that the health of private renters is protected by being an intermediary between the government and the people. They can help in screening, application processes, and even

providing cool or warm spaces in homes during extreme weather. This would ensure that homes not only cause ill health but actually protect against climate shocks.

4. Fix evening buses and interchanges first, because access, safety and decarbonisation meet here

Women use buses most, make multi tri stops, and travel off-peak. If frequency in the evening on buses to work, education, care, and social activities reduces or interchanging becomes risky, women's access to these essential activities collapses. All buses need to be electric. Determining minimum frequencies for priority routes in the evening, better lighting and sightlines, ensuring staff presence at peak times, and co-auditing transport hubs with women's organizations can produce rapid wins that people can feel quickly. These are interventions that transport authorities can control now through Bus Service Improvement Plans and Enhanced Partnerships. And it's a climate winner too – increasing the reliability and safety of buses can move people to the lowest-carbon form of transport most quickly, ahead of private electric vehicle initiatives.

5. Recognise care as green infrastructure and open technical doors, because this unlocks everything else

Care, health, and community support are low carbon by their very nature and the foundation of resilience. However, these areas are not typically considered 'green' in terms of funding or strategies. Highlighting 'care' as green infrastructure, linked to pay, contract, and progression, anchors the workforce that underpins the entire economy, keeping it functioning during shocks. At the same time, green skills must address gender equity by including part-time options, childcare provisions, learning time being paid, and inclusive recruitment and leadership. Reporting on gender-disaggregated data on participation, retention, and progression in each program ensures accountability. This supports both gender equity and other equality groups, increasing the skills pipeline into technical professions while equitably funding the industries that enable women to participate in the first place.

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## Project partners



### Everyone's Environment

Everyone's Environment is an alliance of social purpose and environmental groups championing community voices and life experiences. Together with communities experiencing inequalities, we are changing who is included in decisions about the climate, nature and our futures. NPC enables the alliance, working alongside more than 80 ambitious organisations.

[www.thinknpc.org/everyones-environment/](http://www.thinknpc.org/everyones-environment/)



### NPC

New Philanthropy Capital is a think tank and consultancy working with individuals and organisations to maximise their impact. Established in 2003 by far-sighted philanthropists, we have spent over 20 years at the heart of the impact economy, helping funders, practitioners and policymakers identify promising initiatives, measure and evaluate impact, design effective philanthropic structures, and direct hundreds of millions of pounds towards lasting social and environmental outcomes.

[www.thinknpc.org](http://www.thinknpc.org)



### Women's Environmental Network (Wen)

Wen is an environmental charity working on issues that connect women, health, equity and environmental justice. We take an intersectional feminist approach to tackling the climate and nature emergencies. Our vision is a world where women, communities and the planet flourish because our society is equitable, collaborative and caring.

[www.wen.org.uk](http://www.wen.org.uk)

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# About Everyone's Environment

We have published similar briefings on other social groups in the UK, for example young people, Disabled people, and older people.

These briefings help build a clearer understanding of how environmental impacts are felt by communities facing inequality, shaped by multiple and overlapping lived experiences.

[www.thinknpc.org/everyones-environment/](http://www.thinknpc.org/everyones-environment/)

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