

A DRAFT ROADMAP FOR A FEMINIST GREEN NEW DEAL - MARCH 2021

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A: POLICY-MAKING AND IMPLEMENTATION

1. MAINSTREAMING INTERSECTIONAL ANALYSIS

GND policies must not be devised according to a one-size-fits-all approach. An intersectional approach enables the recognition and inclusion of the needs and concerns of a diversity of constituencies (such as women, BAME people, im/migrants, LGBTQI people, youth, elders, disabled people, etc.). To be socially just, intersectional analysis should be mainstreamed into every stage of the decarbonisation transition, from research, innovation and design to implementation, monitoring and evaluation.

2. DEVOLVING POWER

A feminist green new deal requires an overhaul of democratic practices, starting with devolving power to communities wherever possible and appropriate. Local services such as care and transport must be coordinated by local people to ensure that their distinct needs are met. This does not mean leaving communities to fend for themselves; it means working with national governments to enable a fair distribution of resources and opportunities whilst empowering communities to shape their own economic and political environments. Citizens' assemblies, participatory budgeting and the co-production of services are essential. Local authorities and policy-making processes must actively encourage, and provide the necessary measures for enabling, the [meaningful participation](#) of a wide diversity of marginalised groups such as standard provision of childcare, translators, accessible venues and so on for all public events.

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3. INVESTING IN COLLECTIVE SOCIAL INFRASTRUCTURE

Affordable and accessible social infrastructure, such as health care, childcare and adult social care, should be the bedrock of a decarbonised economy. The pandemic has shown how essential the provision of basic services are for meeting people's fundamental needs. Investing in public services and facilities that reduce and redistribute the time, work and energy required to meet people's needs will contribute not only to [gender equality](#) but also to a good quality of life for all (1). It is also an investment in green jobs: [as demonstrated in WBG research](#), compared to construction-led recovery, building back from the Covid-19 pandemic through investing in care would create 2.7 times as many jobs and produce 30% less greenhouse gas emissions.

4. GREENING CARE

The care economy is already relatively [low-carbon](#) but it could be made significantly greener by reducing energy throughput (e.g., from travel) and waste (e.g., from single-use plastic). This greening process will require innovation and changes in how, where and by whom care is delivered. Employment practices in the caring industries must be improved through higher wages, continuing professional development, and secure career prospects to ensure that a career in care is adequately valued, rewarded and gender inclusive. It also means increasing funding for educating people around their own health and healthy lifestyles and prioritising other preventative measures across the [population](#).

C: JOBS, JOB CREATION AND EMPLOYMENT PRACTICES

5. MAKING AUTOMATION AND HIGH TECH WORK FOR EVERYONE

Before the Covid-19 pandemic, women's jobs made up 70% of those at high risk of [automation](#). The pandemic has brought about increased technological changes, which have exacerbated threats to women's jobs, particularly in [retail](#). Post-Covid, it is likely that an increased reliance on high tech will remain, meaning that thousands of new jobs will be created in the tech and [digital industries](#). However, jobs in these largely male-dominated sectors will do little to offset the job losses in the female-dominated service sector during the pandemic, or to redress existing [gender employment gap](#)

There are many real and potential environmental benefits of moving work online, although the carbon footprint of ICT is far from insignificant (2) It is as important to avoid overestimating the green gains of high tech as it is to ensure that moves to entrench greater online working do not exacerbate existing social (gender) inequalities. The move to online/remote working could also threaten the intangible and often feminised aspects of working such as emotional support, relationship maintenance, and community building. It is important that these aspects of work are reimagined and afforded greater space rather than undermined or removed through online working and automation.

6. REBUILDING AFTER COVID-19

Rebuilding after Covid-19 in ways that simultaneously reduce carbon emissions and respond to a transformed job market will require retraining and upskilling thousands of unemployed workers and those in at-risk sectors such as hospitality, retail and the arts. This retraining drive must not only focus on male dominated, often high polluting industries, but also on 'key workers' in care, education, food distribution and other essential services. Concerted effort must be made to avoid gender segregation in these newly created jobs in the post-Covid, green economy.

7. ENSURING INCLUSIVE EMPLOYMENT PRACTICES AND A LIVING WAGE

A just transition will be one that has tangible benefits for the majority of workers. The benefits of a 30-hour paid workweek for both social (gender) equality and decarbonisation are [well documented](#). Paid leaves for care and education can be part of a virtuous circle of making employment more inclusive, rewarding and sustainable. (3) The trend towards more flexible work patterns and remote working must continue, along with increased job-sharing options for those with caring responsibilities. The efficiency and redistributive effects of a high social wage in the form of public service provision, including a guaranteed income floor, make a strong argument from both an environmental and intersectional feminist standpoint. (4)

D: BUILT ENVIRONMENT AND SPATIAL PLANNING

8. RETHINKING HOUSING SUPPLY AND DESIGN

Radical changes are needed to address the housing crisis, and these should be informed by [feminist](#) and [environmental](#) perspectives. Research is needed into potential solutions that enable more affordable, sustainable and equitable housing such as co-housing (5) and [common ground trusts](#). Housing design should better reflect 21st century life/work patterns (including 'working from home') and demographic changes/diversity and accessibility, as well as facilitating a fair division of domestic labour and greater energy [efficiency](#). Such changes would benefit women who shoulder an unequal burden of domestic work.

9. REDESIGNING PHYSICAL INFRASTRUCTURE

Decarbonisation demands significant reductions in car use, which can be facilitated by redesigning towns and cities to allow for more walking and cycling. Large-scale investment in low-carbon public transport systems is also [required](#). These changes must be planned with the needs of women and underrepresented groups in mind, meaning, for example, that vehicles, routes and schedules must be designed to serve the needs of those with physical impairments (6) and variable work and care [patterns](#). Energy generation must not only be decarbonised but also decolonised and [democratised](#). The extraction of cheap fossil fuels from the Global South must be replaced with democratically controlled public energy generation using renewables. Local energy needs should be decided collectively with affordable energy for all as a baseline.

10. REVITALISING LOCAL COMMUNITIES TO PROMOTE JUST SUSTAINABILITY

There are innumerable opportunities to redress existing inequalities while promoting the transition to a low carbon society by revitalising local communities. These opportunities include using [anchor institutions](#) to promote sustainable businesses and retain wealth created in underserved rural and urban areas. Cooperatives and community owned enterprises should be supported, alongside women-led and BAME (7) -led small businesses, as a strategy for responding to local needs for jobs as well as for sustainable sources of food, transport, maintenance and care. Co-locating the provision of goods and services in walkable local areas, such as on high streets, reduces fuel use and air pollution from cars, frees up spaces for greening and growing, and creates a shared sense of place. This 'city of proximity' concept has been well established as beneficial for women, elders, people of colour and other marginalised groups.(8)

E: MONEY AND BANKING

11. GREENING FINANCE AND CENTRAL BANKING

Finance must be diverted away from fossil fuel companies and more investment needs to be channelled into green industries, including care, education and other female-dominated, low-carbon sectors. Interventions are needed to create a more purpose-driven financial model for the UK. [Central banks](#) can play a leadership role in influencing financial markets by divesting from fossil fuels, publishing green lending guidelines for commercial banks, and through extending the remit of the Monetary Policy Committee (MPC) to consider the impact of climate change on [price stability](#). A publicly owned [green investment bank](#) could open up lines of affordable credit for green initiatives across the UK, supporting the types of organisations outlined in this paper.

12. DEMOCRATISING BANKING

Small organisations delivering green and care-related goods and services are only possible with access to sustainable finance. Central government must facilitate the creation of a plurality of banking models including community owned banks, mutual banks, cooperative banks and credit unions. This move would ensure that local organisations have access to, and more democratic control over, finance, which is essential for the 'levelling up' agenda, for addressing financial exclusion in an increasingly digital landscape, and for ensuring the viability and resilience of [local businesses](#). It would increase economic democracy and could support financial inclusion through education and protecting [access to cash](#).

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5. Tummers, L. & MacGregor, S. (2019) 'Beyond wishful thinking: a FPE perspective on commoning, care, and the promise of co-housing', *International Journal of the Commons* 13(1) pp. 62-83.
6. We use the social model of disability that proposes that what makes a person disabled is not their impairment, but the attitudes and structures of society, which exclude, ignore, stereotype, or in some other way prevent people from fully participating in society.
7. We recognise that using broad groupings such as 'Black, Asian and Minority Ethnic (BAME)' can homogenise and hide the vast differences in experiences of people within this grouping.
8. Tummers, L. & Wankiewicz, W. 'Gender mainstreaming planning cultures: Why "engendering planning" needs critical feminist theory' *GENDER – Zeitschrift für Geschlecht, Kultur und Gesellschaft*, 1-2020, S. 11-29.