



In 2024 a survey was launched among CEER's NRAs to showcase women's representation within European NRAs.

In total, 21 NRAs participated in the survey. The results show that:

- 80% of NRAs have more than 50% of female employees in the organisation,
- But only 38% have more than 40% female employees in management positions,
- 33% have more than 50% female employees in a management position,
- 52% do not have explicitly a gender policy, but act according law on gender equality, e.g. no gender policy but more than 50% of the employees are female; Organizing Girl's Days; looking at discrimination in payroll
- 57% of NRAs have monitoring process,
- For NRAs with a gender policy = only 50% have a monitoring in place,
- Reporting is not continuous,
- **Majority sees no barriers.**

The results of the questionnaire were already presented at various occasions and exchanges with different organisations were facilitated. Most notably, they were presented at the European Economic and Social Committee meeting in November 2024 and at the German-Turkish Energy Platform meeting in Berlin, November 2024, where views were shared with representatives from Turkish women in energy organisations and further cooperation was agreed upon.

Three main lessons can be named. First, gender policies are needed within organisations. Secondly, a reporting needs to be installed together with a monitoring scheme. Thirdly, it makes a difference who answers the questionnaire (male vs. female perception).