



A new CEER survey was launched in early 2025 among CEER's NRAs as a follow-up activity from last year's questionnaire.

In total, 18 NRAs responded to the survey. The main results are:

- Almost 50% NRAs have an internal gender policy
- 80% NRAs are committed to an external gender policy
  - For almost all NRAs those are national laws by which the NRAs are bound
- 56% do not have a monitoring in place
- Main actions to help women empowerment are:
  - flexible work arrangements
    - they are given at almost every NRA, for both women and men including: part-time, flexible work hours, home office, conditions for parental leave
  - adapted recruitment rules -selection notices are often done in gender-neutral voice
- mentoring or leadership measures - are often bound to external programs
- awareness raising activities - mostly include workshops, events, policies etc.
- technical measures, i.e. data collection on imbalances are not even present in half of the NRAs
  - Most NRAs would deem it useful to have a training organised by CEER (61%)
  - Many NRAs think that both women and men should participate

The results of the survey have already been presented at various events and exchange meetings, such as a CEER General Assembly and during the "Women in Energy Awayday" organized by CEER.