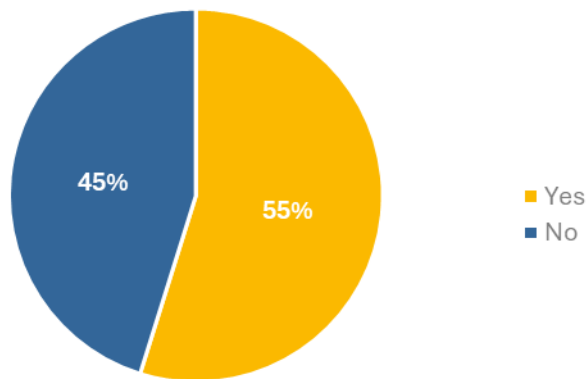


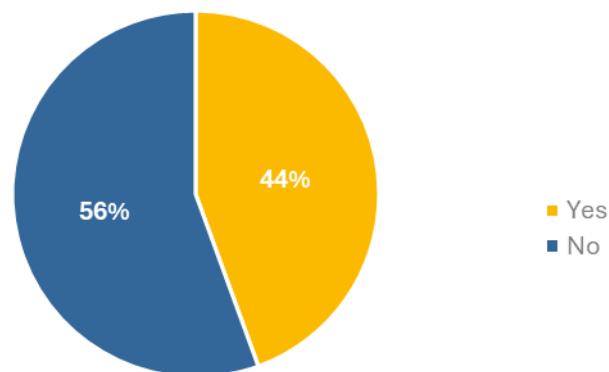
## Woman in Energy Awayday – 30 April 2026

### Slido Activity Answers

**Question 1:** Does your organisation have a formal gender equality policy in place?  
(n=31)



**Question 2:** Is there a dedicated role or team responsible for gender equality in your organisation? (n=27)



**Question 3:** What's the one measure to support gender equality that truly made a difference in your organization? (n=17)

- Ensure fair and bias free hiring processes. Including continuous monitoring of these processes.



- Legal obligations could help
- Legal obligations (at local/EU level) could make a real difference
- Diverse hiring teams (to off-set biases of hiring managers)
- Targets on gender equality in management positions
- Opportunities to young women to be empowered (seminars, more leadership roles)
- Our director and deputy directors modelling male parental leave, special leave for family needs, women encouraged to speak up and apply.
- Training and KPIs
- Full transparency: of salaries and of annual evaluations
- Mentoring
- Equality Committee
- We don't have any for now, but hopefully in the future we will
- A target for gender equality within management team
- One measure I'd want: internal coaching
- Parental leave / support
- Teleworking
- Flexible (i.e. family friendly) working hours

**Question 4:** What's the hardest barrier to gender equality in your organization right now? (n=21)

- "Current legislation does not permit remote work for those in managerial positions (junior, senior, etc.)."
- Only men managers and unequal representation on salaries
- Poor management skills
- Equal representation in the Plenary
- Lack of perception of the real issue. Unfortunately, also the management line composed by women
- Women do the soft skills and men are productive mentality.
- Lack of access to power networks, mainly informal ones.
- Agree with boys club mentality
- "Boys Club" mentality
- Lack of mentorship on leadership skills
- Lack of promotion opportunities (few management positions and low turnover for these)



- Mentality about the skills needed for the higher positions descriptions that are historically design for men
- Lack of visibility within the organization
- In my current organisation, none. In my previous organisation, the managing line (which was actually composed by women)
- Lack of interest/involvement in women empowerment initiatives from men
- Equal pay
- Fear of failure
- Recent management appointments being male
- The hardest barriers are probably the ones that women set to themselves...
- Promotion opportunities
- Recruitment (very small pool of women from STEM / econ backgrounds)