

Powering Equality – Insights and Action from CEER and EU4Energy Phase III project

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EU4Energy Phase III Project- Promoting the clean energy transition and connectivity in the Eastern Partnership Countries
Chair CEER Women in Energy Initiative

EU4Energy Phase III – Supporting the Clean Energy Transition and Connectivity in the Eastern Partnership Countries

EU4Energy Phase III Project – Key Facts

2026-2029 | Budget €6 million | funded by EU,
implemented by CEER

AM Armenia · AZ Azerbaijan · GE Georgia · MD Moldova ·
UA Ukraine

- Supporting the development of **secure, sustainable, interconnected and low-emission energy systems** across the Eastern Partnership Countries

Key areas of action:

- Energy sector & regulatory reforms
- Electricity market development
- Regional energy connectivity
- Regulatory cooperation & capacity building

EU4Energy Phase III on Women in Energy

Promoting the participation and visibility of women in the energy sector has been a cross-cutting element of CEER's work under EU4Energy since Phase II.



Showcase

Female professionals and their achievements across the energy sector



Share

Personal career paths, experiences and perspectives through the **Women in Energy blog series**



Inspire

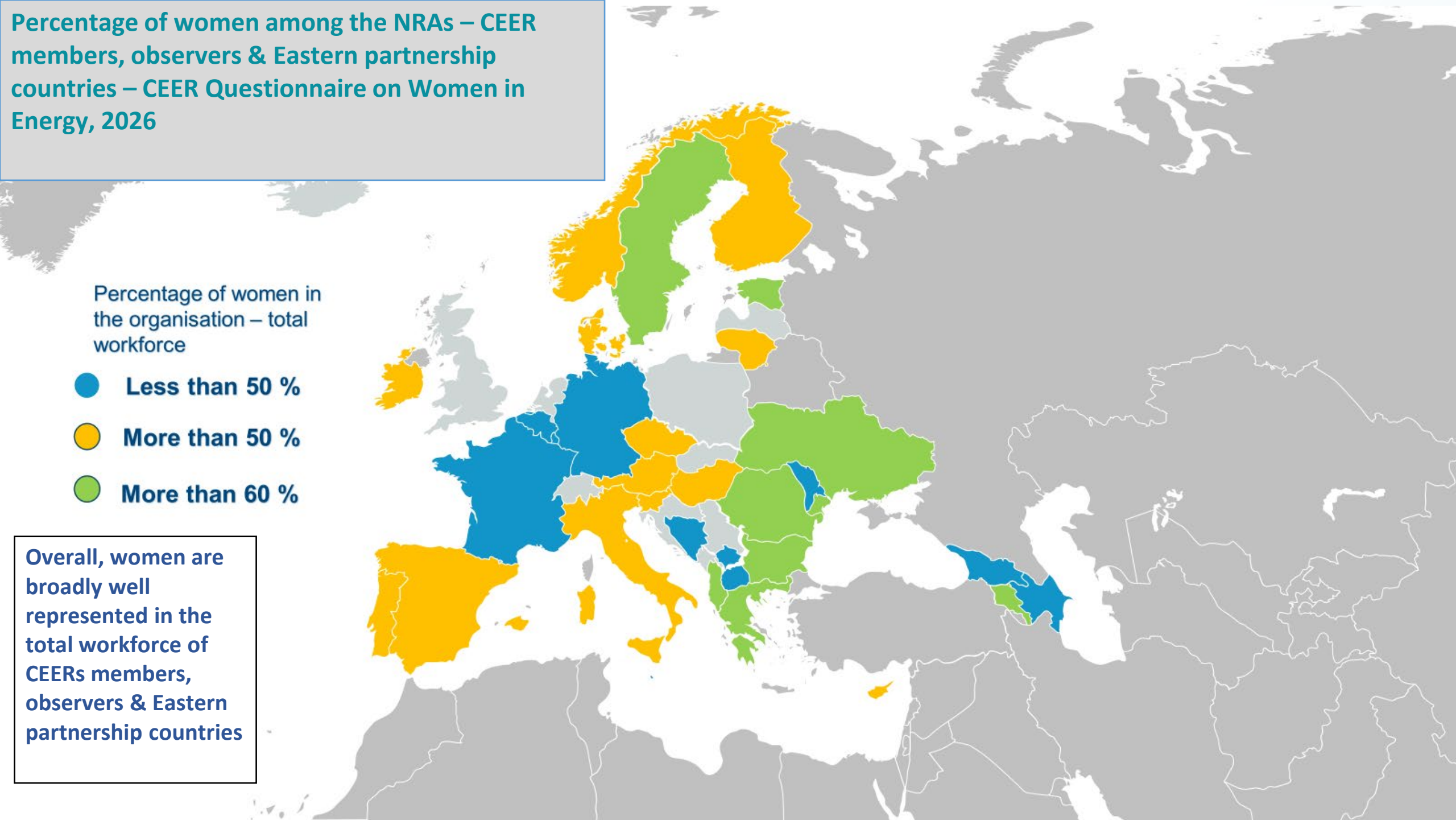
Female role models and encourage young women to pursue careers in energy

Why do regulators have a role to play? And what can they actually do?

Regulators cannot achieve gender equality throughout the energy sector on their own
→ **But: they have a special role, as they are actors at the intersection of government, industry and citizens**
Therefore: they can lead by example, create opportunities and use their networks to contribute change

The regulators role	What we can do
Lead by example	Inclusive workplaces • Equal opportunities • Diverse leadership
Measure & understand	Collect data • Monitor progress • Identify gaps
Empower & create opportunities	Mentoring • Training for men and women on gender equality • Networking • Role models
Connect & influence	Share good practices • Build partnerships • Foster dialogue

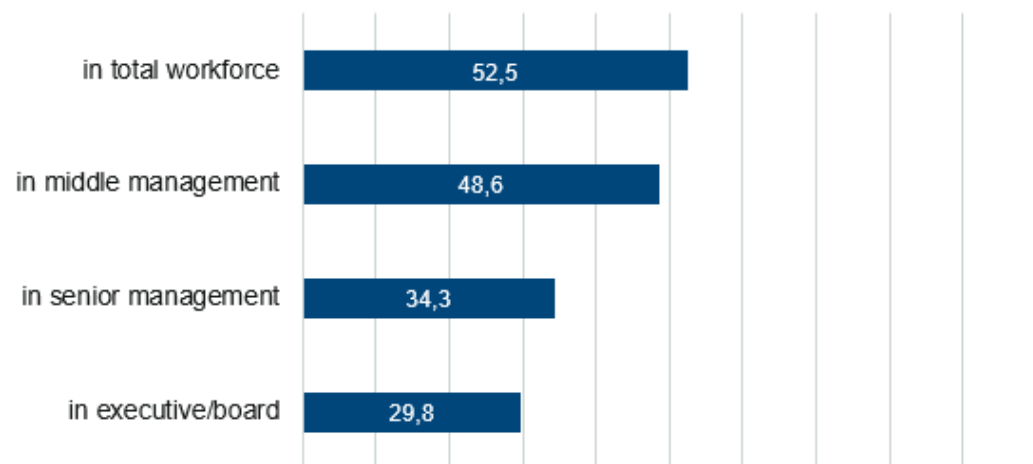
Percentage of women among the NRAs – CEER members, observers & Eastern partnership countries – CEER Questionnaire on Women in Energy, 2026



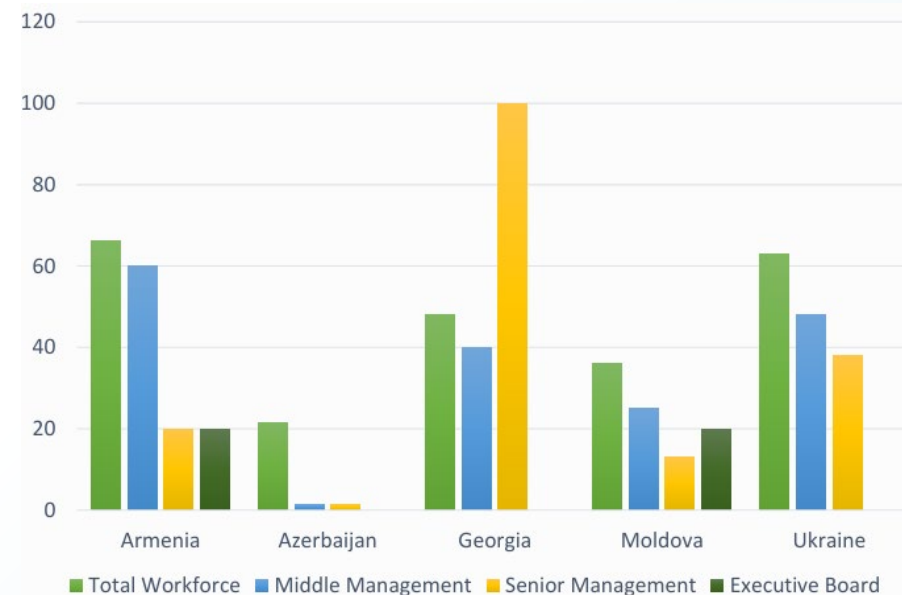
Well representation in total workforce- but leadership gaps remain!

Since 2024, CEER has conducted an annual survey on gender equality

Average Share of Women



CEER Questionnaire on Women in Energy, 2026



EU4Energy Questionnaire on Gender Equality, 2026

→ Women's representation declines further up the leadership pipeline

Main pillars of the CEER Women in Energy Initiative

1

Connecting people

- **Women in Energy Breakfast & Awayday** as annual flagship event
- Full day format with an exchange of experiences and good practices as well as dedicated training sessions

2

Learning & knowledge sharing

- Training sessions on gender equality and leadership
- CEER Women in Energy Newsletter
- **Publication of a CEER Women in Energy Initiative Progress Report**

3

Building Partnerships

- Women in Energy Committee among CEER members and observers
- Cooperation with ICER WIE, the Equality Platform for the Energy Sector and the GatE project

4

Strengthening commitments

- CEER Women in Energy Charter, reflecting a shared commitment to equal opportunities, fair representation and inclusive workplaces.

Counclusion...:

A sector in transition needs diverse perspectives



Gender Equality in the European Energy Sector: Progress, but persistent gaps



24%

of EU's energy sector workforce are women, making it one of the most male-dominated sectors in the EU economy

5%

Increase in the share of women in the EU energy sector workforce between 2010 and 2022 (19% → 24%)

200.000

additional women will need to be employed in the EU energy sector to achieve a minimal gender balance of 40% female participation by 2050

The energy transition needs all available talent





WFER IX



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<https://www.ceer.eu/>

<https://www.ceer.eu/eu4energy-phase-iii/>

