

# Equality Platform for the energy sector



Launch in  
October  
2021

23  
members  
within the  
first year

3<sup>rd</sup> and 4<sup>th</sup>  
meetings, 20  
April and 26  
Sept 2023

36  
members,  
12 EU  
countries



1<sup>st</sup>  
meeting, 7  
April 2022

2<sup>nd</sup>  
meeting,  
25 Nov  
2022

5<sup>th</sup>  
meeting,  
16 May  
2024

Gender  
equality

LGBTQI+  
people

People  
living  
with  
disability

Racial  
discrimination  
/ ethnic  
background



**emener**  
Asociación española de mujeres de la energía

**ecoserveis E.D.S.O.**  
SHAPING SMARTER GRIDS FOR YOUR FUTURE

**elia group enagas**  
GTS



RETE ASSIST

**ARERA**  
Autorità di Regolazione per Energia Reti e Ambiente

**WORLD ENERGY COUNCIL** | **ape**  
Associação Portuguesa da Energia



wecf



XEnergy

**ENGIE**  
Impact

**WIENER STADTWERKE**

**Energy Community**

**EU** FLORENCE SCHOOL OF REGULATION

**EDISON**  
EDF GROUP

IRPPS

Renewables Grid Initiative

**RWE**

**RESCOOP.EU**

**IRPPS**

**75in**  
DIVERSITY IN ENERGY

**cen CENELEC**



**GWNET**  
Global Women's Network for the Energy Transition

**SEGE**  
GREEK ASSOCIATION OF WOMEN ENTREPRENEURS

**SolarPower Europe**

**CEER**  
Council of European Energy Regulators

**ENERGIA**  
INTERNATIONAL NETWORK ON GENDER & SUSTAINABLE ENERGY

**redeia**

**FuseNet**

**EZS** ENERGETSKA ZBORNICA SLOVENIJE

**COMITATO ELETTOTECNICO ITALIANO**

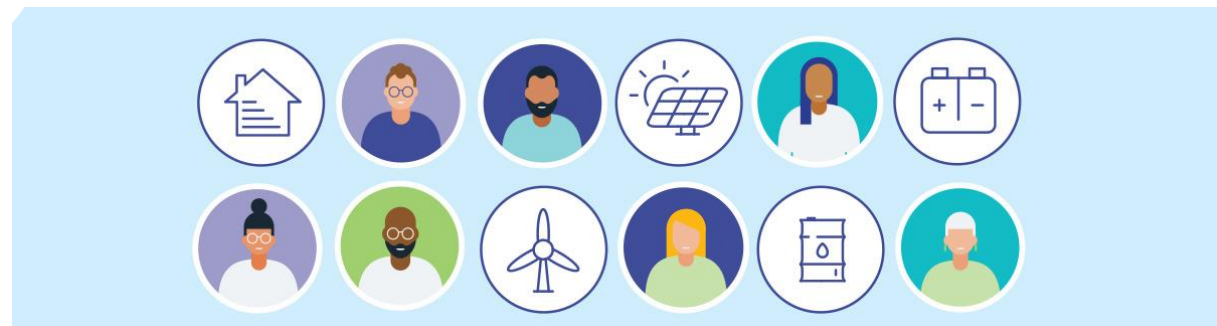
**cleanwatts**

**LANDWÄRME**

**NEXT ENERGY CONSUMER**

**etra I+D**

**Deloitte.**



## 5<sup>th</sup> meeting

- ❖ How to support women to become sustainable energy entrepreneurs and intrapreneurs
- ❖ Barriers and challenges for women in the sector, notably access to finance

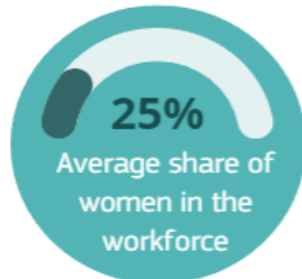


- In March 2024, a [study](#) commissioned by the Directorate-General for Research and Innovation, found that:
  - Women make up only 25% of the workforce in EU energy companies, marginally higher in senior roles.
  - Women's involvement in research and innovation stands at 22%, with significant variations across EU states.
  - To achieve minimum gender balance (40%) by 2050, the number of women in the sector in the EU27 would need to grow by 200,000.
  - [Gender Balance in the R&I Field to Improve the Role of Women in the Energy Transition - European Commission \(europa.eu\)](#)

## Key Findings

Strong representation of women in the energy industry is essential not just as a matter of gender equality, but as a strategic imperative to harness diverse perspectives, skills, and experiences crucial for innovative and effective solutions for the energy transition.

### Gender balance in the EU27 energy sector today:



No indications that the share of women is higher in renewables than in the conventional energy sector in Europe



The shift from fossil to green energy sources and related infrastructures will **not** automatically lead to a higher share of women in the energy sector

## Where to next?

- ❖ Communication materials
- ❖ Strategic advice
- ❖ Mentorship programme
- ❖ Cooperation with other initiatives – IEA/CEM Equality Initiative
- ❖ Fall 2024: 6<sup>th</sup> meeting



## How to find out more about ENER Equality Platform, and contact us:

[https://energy.ec.europa.eu/topics/energy-strategy/equality-platform-energy-sector/news-and-events\\_en](https://energy.ec.europa.eu/topics/energy-strategy/equality-platform-energy-sector/news-and-events_en)

We would be happy to have your organization joining the Equality Platform. You can find all the information on how to become a member here:

[https://energy.ec.europa.eu/topics/energy-strategy/equality-platform-energy-sector/our-members\\_en#how-to-become-a-member](https://energy.ec.europa.eu/topics/energy-strategy/equality-platform-energy-sector/our-members_en#how-to-become-a-member)

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