



ENERGY COMMUNITY'S COMMITMENTS ON GENDER EQUALITY

Vienna, 10 November 2025

The Energy Community Secretariat affirms its commitment to gender equality by:

1. Raising awareness on **integrating gender equality and equity** in all aspects of energy policy and interventions when providing support and assistance to the institutions of the Energy Community and the Contracting Parties. Gender perspectives, needs and inequalities are to be considered to the greatest extent possible in planning, policy-making, project implementation and monitoring.
2. Endorsing **gender-responsive procurement**, intended as acknowledgment of the potential impact on gender equality and women's empowerment of the Secretariat's procedures for the procurement of services and works. While maintaining rigorous quality standards, procurement policies will make the utmost use of the flexibility offered by the applicable procurement law, with the aim to achieve gender balanced procurement practices by systematically insisting on women's workforce participation.
3. Aiming for a **gender balanced representation in all events**, in-person or online, and that no gender is restricted to the moderator or facilitator role. Exceptions are permitted for events with only one speaker and events focusing on women's empowerment, where all-female lists of speakers are permitted. It is important to engage men in events on gender equality to maximize the discussion's impact.
4. Raising awareness on the importance of collecting **gender-disaggregated data** in the energy sector to inform energy analysis and develop appropriate, evidence-based



responses, policies and legislation. Facilitating gender-disaggregated data collection is essential to evaluate and track the pivotal role of women, also as prosumers, in the energy sector.

Signed on behalf of the Energy Community Secretariat

A handwritten signature in black ink, which appears to read "Artur Louchevski".

Director
Energy Community Secretariat