



## Advancing Women Leaders in Energy

As part of a whole-of-Government effort to advance women's economic empowerment globally, the U.S. Agency for International Development (USAID) and the National Association of Regulatory Utility Commissioners (NARUC) are launching a new two-year project, Advancing Women Leaders in Energy.

### **The Need for Gender Equity in the Energy Sector**

When women participate in the workforce, organizations broaden perspectives, increase creativity and innovation, and improve decision-making. However, across the energy industry, there are very few women in top-tier positions. Only 15 percent of senior management positions are held by women in the power and utilities industry.

In the Europe & Eurasia region, socio-cultural norms – such as a deficit in training, a lack of anti-discrimination policies, and ingrained barriers to pursuing science, technology, engineering, and mathematics (STEM) – have precluded many women from advancing to senior-level positions. Women more often hold positions in public relations and human resources, and are less likely to be considered for leadership roles. For mid-level career women, inadequate career development support in their organizations, including limited training and mentoring opportunities and insufficient workplace flexibility, combined with inequitably shared household obligations, often leads to a departure from the workplace or even the workforce.

### **The Solution: Training, Mentorship, and Workplace Transformation**

Through the Advancing Women Leaders in Energy project, NARUC will support promising mid-career professionals in energy regulatory agencies of Europe and Eurasia to transform socio-cultural norms and policies within their organizations to build a more inclusive workforce, and provide tailored training and mentorship to advance their careers as leaders of the region's energy sector.

### **Human Resources Track**

At an institutional level, NARUC will work with Human resources (HR) departments within energy regulatory agencies to change prevailing socio-cultural norms by assessing current hiring and promotion practices, implementing anti-discriminatory policies, and providing gender awareness training.



## **Mid-Career Track**

At an individual level, NARUC will support mid-career professionals through an eight-month capacity development initiative which will hone participants' communications and public speaking skills, provide advanced management training, and develop critical leadership expertise.

## **Expected Results**

- Increased gender awareness and improved Human Resource practices that create inclusive and unbiased policies and procedures;
- Flexible work schedules established to support mid-level female employees and their career development;
- Mentoring programs established to support more junior female employees. These programs will be integrated with U.S.-European networks to sustainably assist female career development;
- Increased capabilities of mid-career professionals, enabling them to become future women leaders in the Europe & Eurasia region.