

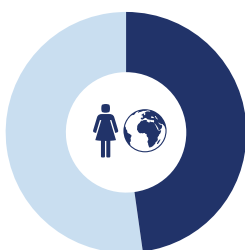


SUPPORTING GENDER EQUITY IN THE ENERGY SECTOR

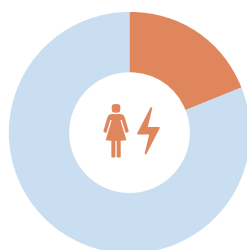


THE NEED FOR WOMEN'S EMPOWERMENT IN THE WORKFORCE:

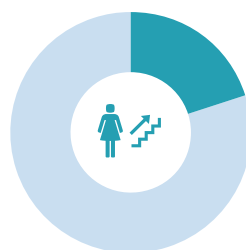
The energy sector is widely regarded as one of the least gender diverse industries.



48%
Women in the
global workforce¹



19%
Women in the
energy sector²



less than **20%**
Women in senior
leadership at energy
companies around
the world³



NARUC'S GLOBAL INITIATIVES

By creating and supporting opportunities for the advancement and employment of women in the energy sector, NARUC's gender initiatives promote their ability to fully participate as decision makers.



*"We assist women to transition from being
OPINION MAKERS to
DECISION IMPLEMENTERS
to **DECISION MAKERS.**"*

Maia Melikidze
Commissioner - Georgian National Energy and
Water Supply Regulatory Commission



¹ Zsófia Beck and Andrea Pánczél, "Women in Energy: Gender Diversity in the CEE-SEE Energy Sector," *Women in Energy*, The Boston Consulting Group, Inc., 2018. https://www.womeninenergy.eu/wp-content/uploads/2018/12/Women_in_Energy_in_the_CEE-SEE_Region_Dec2018_final.pdf

² "Women in Energy Regulation Internship Program Works to Advance Gender Equity in Africa," NARUC, n.d. https://www.naruc.org/international/news/women-in-energy-regulation-internship-program-works-to-advance-gender-equity-in-africa/#_ftn10.

³ "New USAID & NARUC 'Advancing Women Leaders in Energy' Project to Promote Gender Equity within Energy Regulatory Agencies in Europe and Eurasia," NARUC, November 2020. https://www.naruc.org/international/news/new-usaid-naruc-advancing-women-leaders-in-energy-project-to-promote-gender-equity-within-energy-regulatory-agencies-in-europe-and-eurasia/#_ftn3.



USAID
FROM THE AMERICAN PEOPLE



National
Association of
Regulatory
Utility
Commissioners



ADVANCING WOMEN LEADERS IN ENERGY PROJECT

Focus region: Europe and Eurasia

This project supports mid-career professionals in energy regulatory agencies to transform socio-cultural norms and policies within their organizations in order to build a more inclusive workforce and provide tailored training and mentorship to advance their careers as leaders of the region's energy sector.

- Institutional Track: NARUC works with leadership and HR departments to assess hiring and promotion practices, implement anti-discriminatory policies, and provide gender awareness training.
- Mid-Career Track: This development initiative for mid-career professionals improves participants' communications and public speaking skills, provides advanced management training, and develops leadership expertise.



"Data shows that women's participation in the energy sector, particularly as high-level decision makers, remains low. Therefore, I strongly support the USAID and NARUC Advancing Women Leaders in Energy project as it promotes women's empowerment through trainings and mentorship. This is a great opportunity to show that together, we can fight to break stereotypes and prove that men and women can participate equally in the energy sector."

Andrijana Nelkova Chuchuk
Commissioner - Energy and Water Services Regulatory Commission of the Republic of North Macedonia



WOMEN IN ENERGY REGULATION INTERNSHIP PROGRAM

Focus countries: Ethiopia, Kenya, Senegal, Tanzania, Zambia

Launched in 2017, this program creates opportunities for the advancement and employment of women in energy regulation by facilitating short-term placements within host countries' energy regulatory commissions.

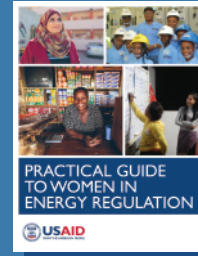
Interns acquire the foundational technical skills, professional experience, and institutional knowledge needed to become attractive candidates for employment in the sector.

"I love engineering because of how impactful it is in bettering people's lives on a daily basis and providing life-changing solutions. Today I am capable of doing so much in my career because of the exposure I have attained from working with the Energy Regulation Board (ERB). I started my career journey as an intern at the ERB under the USAID and NARUC Women in Energy Regulation Internship program, and I can't wait to do more in my new role."

Fridah Nkunde
Engineer - Renewable Energy
2020 Women in Energy Regulation Intern
Energy Regulation Board of Zambia



LEARN MORE:



Practical Guide to Women in Energy Regulation

[VIEW THE GUIDE](#)



Gender-diverse workforces are good business practice.



Gender equity improves economic prosperity for all citizens.



Integrating women into the energy sector provides agency to women affected by energy decisions.



Gender-sensitive energy regulatory policies can improve policy outcomes for women.



Improving gender equity in energy regulation helps to advance the UN human rights principle of gender equality.

