

Built to Lead

Closing the gender gap in energy regulation

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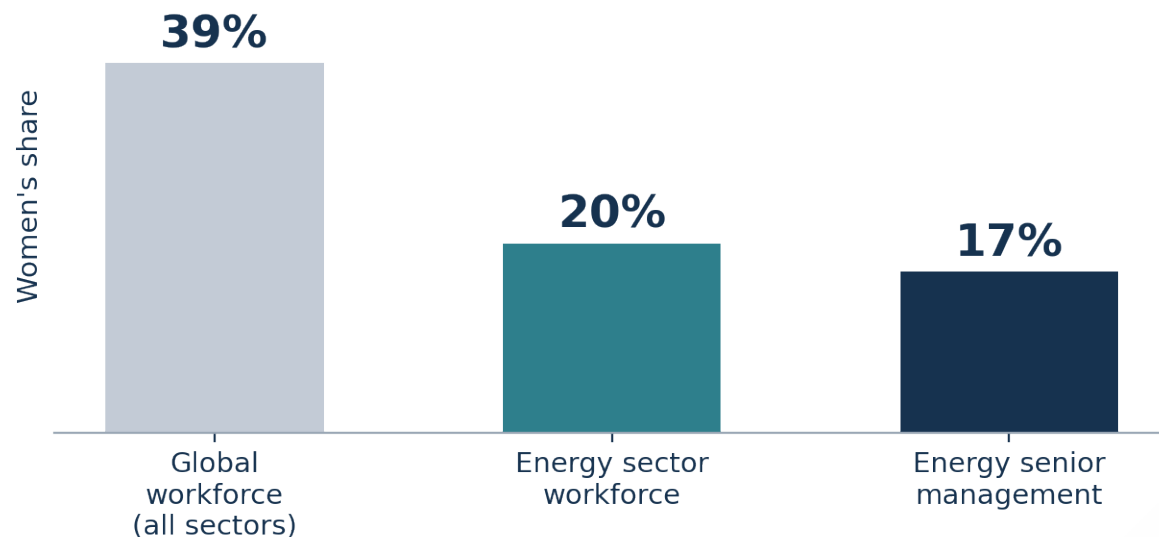
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The gap is not talent. It is access.



Sources: ILO / IEA Gender and Energy Data Explorer

The pipeline narrows at every step — and narrows fastest at the point of promotion.

AND IN REGULATION SPECIFICALLY

- Regulatory authorities set tariffs, licences and market rules, the decisions that shape who gets energy, at what price.
- Women are thinly represented in the technical, and leadership ranks that make those decisions.
- Fewer women in the room means a narrower evidence base for regulation that affects women most.

Fix the regulator, and you change what the whole sector is allowed to look like.

Four barriers' women in regulation actually face

01

Access

Training is advertised through networks women are not in, priced beyond junior salaries, and rarely funds travel. The barrier is the entry fee, not the aptitude.

02

Drop-off

Women enrol and then disappear mid-course, not from lack of interest, but because evening study competes with a second, unpaid shift at home.

03

Promotion

Certificates accumulate; job titles do not. Without sponsorship and visibility inside the institution, training stops at the individual.

04

Childcare

A residential week is impossible for a nursing mother if no one has planned for the child. Most programmes simply never ask.

These four barriers compound. A programme that solves only one of them solves none of them.

Africa is already responding

WEN-Africa

World Bank / ESMAP

Regional network launched 2024 to raise women's employment and leadership in power utilities across member countries; convenes annually and runs training-of-trainers.

Gender & Renewable Energy Diagnostics

AfDB with Climate Investment Funds

Country diagnostics for Ghana, Liberia, Mali, Lesotho, Madagascar and Malawi, giving governments data-driven pathways for women's leadership and participation.

GET.invest and gender-lens finance

EU and partners

Blended finance and technical assistance de-risking women-led clean energy enterprises — alongside facilities such as Beyond the Grid Fund for Africa and EEP Africa.

AFUR

Pan-African regulators' forum

Harmonises regulatory frameworks and delivers capacity building across 40 member countries — the institutional home the pipeline must eventually feed.

Strong on enterprise, finance and networks. Thinner on one thing: a structured leadership pipeline inside the regulators themselves.



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ASR's answer: design the barriers out

AWER-LP

African Women in Energy Regulation – Leadership
Programme

65 women • 23 countries • two cohorts

Delivered by the African School of Regulation with the support of
GET.transform, in collaboration with the Florence School of
Regulation and its “Lights on Women” initiative.

1 Fully funded

Travel, accommodation and fees covered — selection on merit, not means.

2 Crèche and caregiver support

On-site childcare during the residential week and the option to travel with a
young child.

3 Hybrid sequencing

An online week builds trust and foundations before an intensive in-person week
in Accra.

4 Technical fused with leadership

Tariff design and renewable integration taught alongside negotiation, bias and
impostor syndrome.

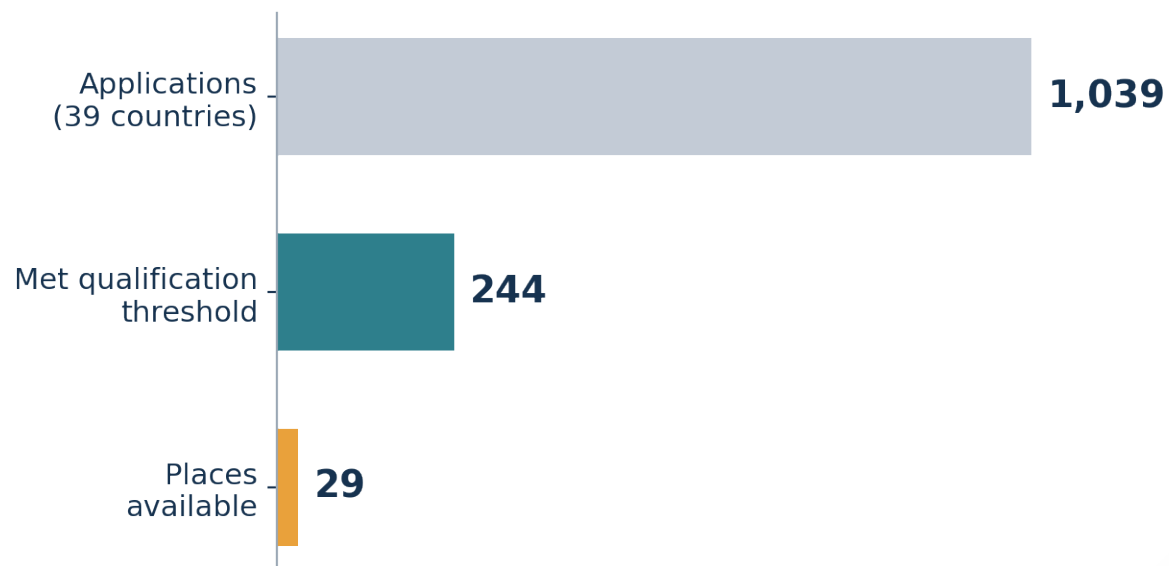
5 Mentorship, not just teaching

A named bench of senior women mentors, peer circles and the FSR “Lights on
Women” network.



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Demand was never the problem



First call, September 2025 — a 2.8% acceptance rate.

1,039

applications to
the first call

65

women trained
across two cohorts

23

African countries
represented

93%

live online session
attendance

The constraint on women's advancement in this sector is opportunity - not interest, and not talent.



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Each barrier, answered by design — and measured

BARRIER	DESIGN RESPONSE	EVIDENCE
Access	Full funding + open, scored selection	1,039 applications screened on a 100-point framework; regional top-scorers awarded to guarantee geographic balance.
Drop-off	Hybrid sequencing + platform access	93% live attendance across the online week — unusually high for professionals in full-time roles.
Promotion	Leadership content + structured mentorship	Bias, negotiation and impostor-syndrome modules; senior women mentors; alumnae now briefing their own commissions.
Childcare	Crèche and travel-with-child options	Every alumna rated crèche support essential or very important — including those who did not personally need it.

Six months on: promotions, mandates, reform



Composite scores, Cohort 1 follow-up survey (n = 28), six months after training

89% of alumnae had applied or partially applied their learning at work.

● *“Promoted from Tariff Analyst to Manager: Economic Regulation — now leading a national tariff restructuring.”*

— Alumna, public sector, Eswatini

● *“Promoted to Principal Regulatory Engineer, with expanded responsibilities within the Commission.”*

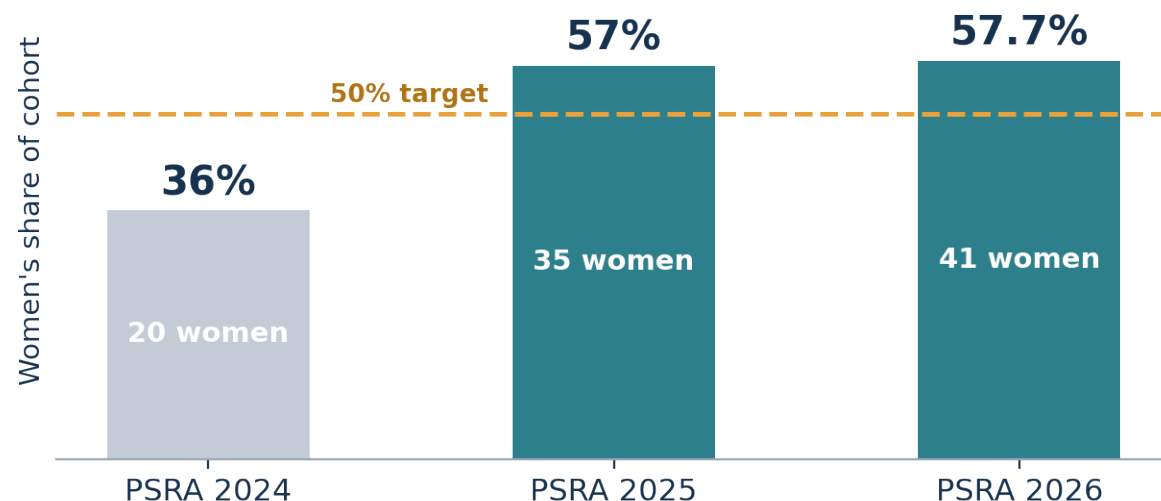
— Alumna, public sector, Ghana

● *“Entrusted by the President of my institution with leading the review of national energy regulations.”*

— Alumna, public sector, Mozambique

Six months after training. Not aspiration — outcomes.

Funded pathways change the numbers fast



20 GET.transform scholarships awarded in 2026 = nearly half of all women enrolled

20 scholarships

funded by GET.transform on ASR's flagship Power Sector Regulation in Africa course — every recipient a serving regulator, from 10 countries.

- Women's share of the flagship course rose from 36% in 2024 to 57.7% in 2026 — past the 50% target for a second year running.
- Excluding the scholars, women are 41% of the 2026 cohort. The instrument is what lifts the cohort over the line.
- 75% of the scholars have already earned a certification level; nine at Distinction or Excellence.
- The two instruments compound: an AWER-LP alumna won a 2026 scholarship and completed at Excellence.

What Africa's experience offers this panel

1

Fund the whole barrier set

Scholarships without childcare, or training without mentorship, leave the pipeline leaking somewhere else.

2

Anchor training inside institutions

Engage employers before and after, so alumnae return to environments that let them apply what they learned.

3

Measure outcomes, not satisfaction

Track promotions, mandates and application at six and twelve months — or you cannot prove the model.

The invitation

The model is tested. What it now needs is co-financing — sponsoring cohorts or individual participants, funding country and regional windows, underwriting scholarship windows on flagship courses, or investing in the alumnae network. Every funded place converts documented, unmet demand into regulatory capacity.



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