



GWNET
Global Women's Network
for the Energy Transition



2024 GWNET Annual Report



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ABOUT GWNET

The Global Women's Network for the Energy Transition (GWNET) is a non-profit, international association based in Austria. Since 2017, it specialises in:

- Connecting women working in energy through its networking events and Member Directory;
- organising mentoring programmes to boost the careers of women working towards the energy transition;
- conducting research to identify and overcome barriers to gender equality in the energy sector;
- collaborating with national/regional women in energy networks from all around the world and;
- advocating for gender equality in the energy transition at regional and global fora.

This report summarises GWNET's activities and achievements in 2024.

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FOREWORD

As we stand at the crossroads of a global energy transition, we find ourselves presented with an opportunity to reshape not only the way we generate and consume energy but also the way we envision inclusive growth and progress. This annual report delves into one of the most crucial elements of that transformation—empowering women in the energy sector.

The energy transition is not just about adopting new technologies, systems, and policies; it is also about ensuring that all voices are heard, that all communities benefit, and that the transition is inclusive. Women have historically been underrepresented in the energy sector, but this is beginning to change. Across the globe, women are leading initiatives, driving innovation, and shaping policies that will define the future of sustainable energy.

Our work in the past year has been focused on advancing the role of women in this space. From supporting women entrepreneurs in the renewable energy sector to advocating for equal access to education and leadership opportunities, we have witnessed firsthand the transformative impact of empowering women. This report highlights these stories of change, perseverance, and leadership.

However, there is still much to be done. Achieving gender equality in the energy sector requires a long-term commitment to breaking barriers and dismantling the systemic challenges that women face. Our journey is far from complete, but each step we take brings us closer to a more equitable and sustainable energy future.

As you read through this report, we invite you to reflect on the progress we've made, the challenges that remain, and the immense potential of women to drive the energy transition forward. Together, we can create a future where women's leadership in energy is not an exception but a norm, and where sustainability and empowerment go hand in hand.

Thank you for your continued support in this vital work.



Christine Lins
Executive Director



GWNET-OSCE Study Tour in Vienna (October, 2024)

EXECUTIVE SUMMARY

In 2024, GWNET's network grew to over 4,800 individual and corporate members from 150+ countries. Our organisation counts over 18,000 followers on social media, and we have continued to engage in numerous partnerships.

The Gender and Energy Compact, initiated by UNIDO, ENERGIA and GWNET, has attracted 14 new partners. This brings the total number of signatories to 109. The signatories include 12 countries, 40 actors from the NGO/CSO sector, 15 multilateral bodies/intergovernmental organisations, 12 actors from the academic/scientific community, 24 private sector entities, 2 financial institutions/foundations and 4 youth organisations. Since 2024, the Compact has been supported by a new coordinating member, SEforALL.

We have also signed a cooperation framework with MENALINKS, a programme that aims to support the integration of renewable energy to the grid in the MENALINKS countries (Morocco, Tunisia, Egypt, Jordan and Türkiye) by leveraging sector coupling, smart grid and flexibility options.

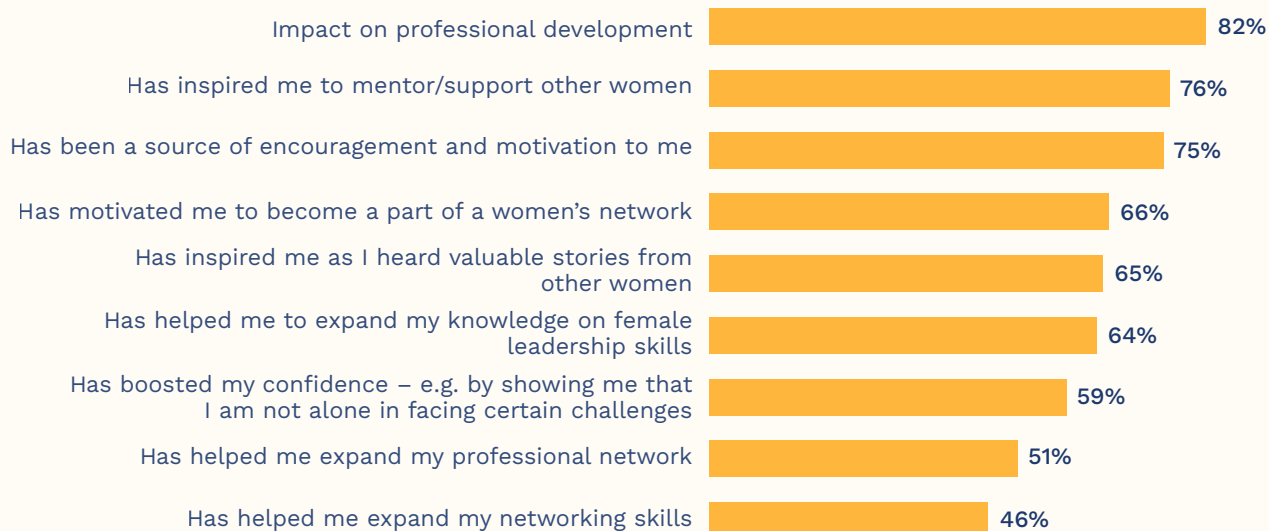
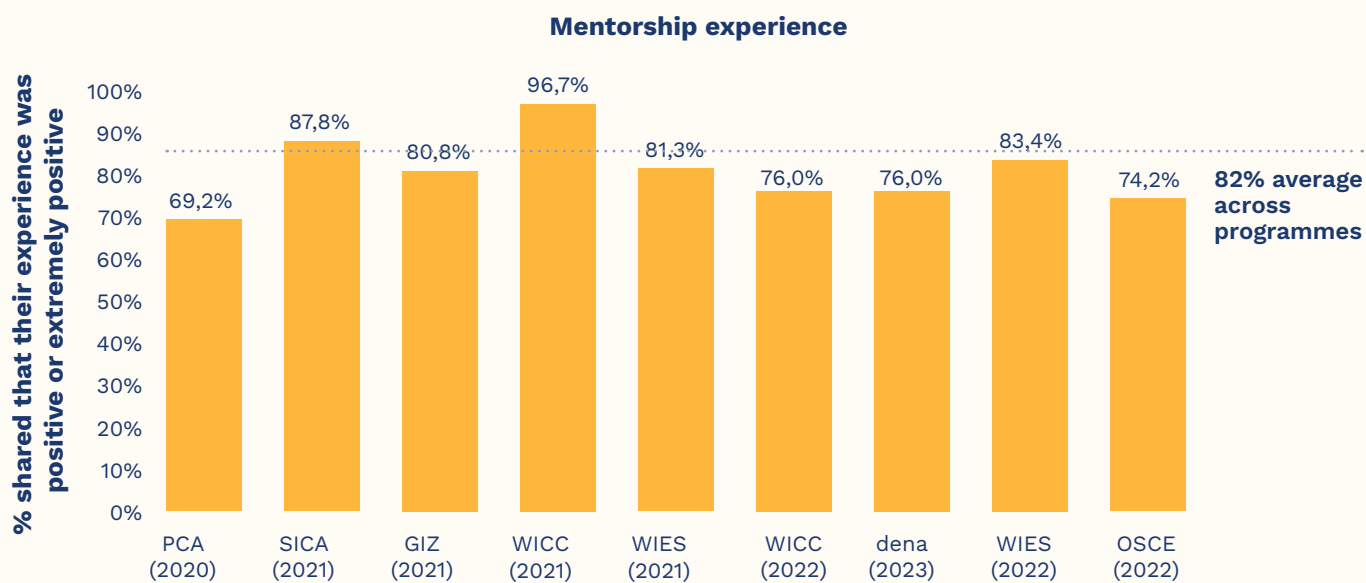
GWNET has also authored and contributed to several publications. We have advocated for inclusive and gender-just energy transitions at events around the world.

Likewise, throughout the year, with the support of funding organisations and the network at large, GWNET has continued to lead the development of mentoring **programmes** designed to accelerate the careers of women in energy, support their pathway to leadership positions and foster a global network of mentorship, knowledge-sharing and empowerment.

In 2024, 220 mentees completed their mentoring programme, bringing the total of women mentored since 2018 up to more than 945. 34 mentees participated in study tours to Hamburg and Vienna.

By supporting women active in the energy sector through mentoring and networking, GWNET has contributed to mobilising women's potential for transformational change. We have improved the availability of gender-disaggregated data and in-depth studies of specific regions. The diversification of our funding base ensures that our work can be carried out seamlessly. The following pages present some of GWNET's priorities and achievements in 2024.

High satisfaction of participants across programmes



[Find out more](#)

01 FROM GROWTH TO ENGAGEMENT

During the first 7 years since its founding in 2017, GWNET has worked hard to attract a large and growing international membership, which now stands at around 4,800 individuals from 150 countries. Our social media activities reach approximately 18,000 followers.

In 2024, while continuing to attract new members, our focus was on nurturing and engaging our existing community. We have strived to do this by publishing 5 member-only newsletters, called 'Members' Digest'. Each edition was sent to more than 4,800 recipients, sharing valuable resources for women energy professionals such as job vacancies, training opportunities, and events.

We also hosted 3 exclusive online events, 'GWNET Member Power Sessions', covering topics such as key takeaways from COP29, building confidence in the workplace, and strengthening LinkedIn skills. Over 340 members registered for these webinars.



GWNET's New Website

In 2024, GWNET also embarked on a new goal—redesigning our website. With a rapidly growing membership and more than 25 mentoring programmes delivered worldwide, we recognised that it was time for a much-needed revamp. We launched the [new website](#) in the second quarter of 2025.

Our hope is that this move will not only enhance the experience and accessibility for our network but also make it easier to amplify our impact and reinforce our mission to empower women in the energy transition.

GWNET MEMBERS

Here is what our members say about being part of this network:

“

As the founder of the EnergyTalk Initiative and lead of the Somaliland Women in Clean Energy Initiative, the support and encouragement from this community have been invaluable. GWNET connected me with inspiring mentors and peers, strengthening my ability to make a lasting impact.”

Fahima Hassan
CEO EnergyTalk Initiative

“

As a GWNET member and mentor, my journey has been incredibly rewarding and enriching. Witnessing the progress of my mentees has been truly fulfilling, reaffirming the importance of support and empowerment in achieving gender equality in energy.”

Ayleen Sadvakassova
Business Development Manager
Power & Renewables (North Asia)
at NES Fircroft

“

Being a part of GWNET has been transformative for my professional growth. As an individual member of GWNET and a mentor, I've gained invaluable insights and made connections that inspire me daily.”

Sorayadebie Jhagroe
Regulatory Specialist
Energie Autoriteit Suriname (EAS)

“

Being part of this amazing network empowers me to support and mentor women across the industry, connecting with professionals worldwide. Together, we share knowledge, explore growth opportunities, and work to break barriers for other women entering the sector.”

Shqipe N. Vela
Co-Founder and Chairperson
Kosovo Women in Energy and Mining

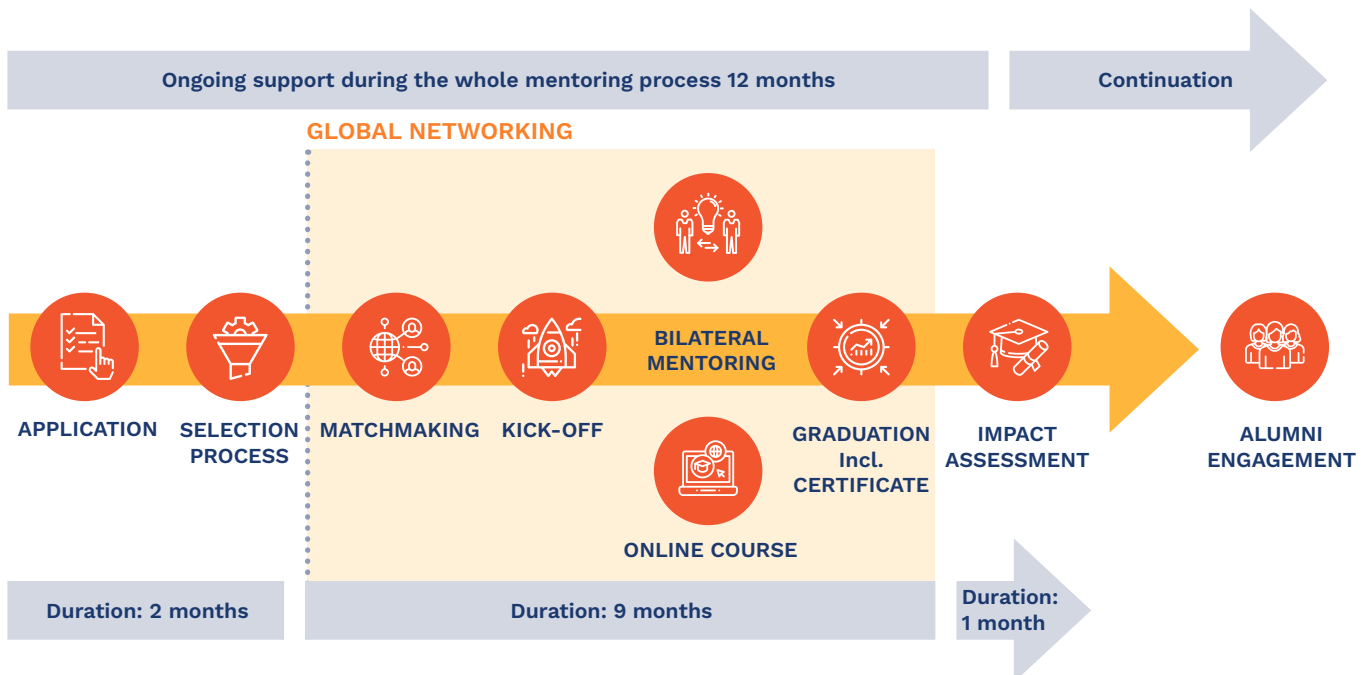
02

HARVESTING THE TALENT WITHIN THE NETWORK

One of GWNET's greatest strengths is our pool of more than 1,000 mentors.

GWNET mentors are individuals with recognised standing in the field of sustainable energy, who are willing to volunteer their time and expertise to engage with mentees over a year-long period in a structured mentoring programme. We welcome mentors of all genders who are eager to inspire and guide women energy professionals.

Become a mentor



Supporting the Next Generation of Women Leaders in Hydropower

Launched in 2024, the 'Women in Sustainable Hydropower' (WISH) network is an informal alliance of women's organisations focused on creating space for women working in the hydropower sector and related industries. To close the gender gap in hydropower, the International Hydropower Association (IHA), in collaboration with the GWNET, initiated WISH.

Its aim is to connect women across the hydropower landscape and support their role in driving the clean energy transition.

With women making up only around 25% of the workforce, there is a clear need to uplift, encourage, and retain women in the sector. WISH seeks to build a global support network where women can engage with one another, exchange knowledge, and share best practices.



GWNET MENTORS

We see it as a testament to the relevance and value of GWNET's programmatic approach that we continue to attract outstanding individuals as mentors.

Throughout 2024, we placed particular emphasis on developing our mentor talent pool and providing opportunities for mentors to grow professionally and personally, through four yearly mentor networking sessions and an online mentoring course.



“

I cannot express how rewarding this experience has been for my personal and professional growth. GWNET created a supportive and empowering environment where we feel safe to share our aspirations and challenges. Later I was thrilled to learn that my mentee stepped into a mentor role herself and will carry forward the dedication to navigate the complexities of the energy sector with confidence and purpose.”

Laura Loeffen
HR Officer



“

Mentoring women professionals has enriched my perspective and given me a sense of achievement. The GWNET mentoring program transcends boundaries, fostering a global outlook for both mentors and mentees. The networking sessions for mentors helped me connect with experienced and motivated individuals, creating mutual values.”

Aniket Kumar
Programme Manager
Energy Efficiency Services Limited



“

Mentoring is an enriching and highly rewarding experience. [...] You become a better person and learn from the mentees when you dedicate time to that mentorship opportunity.”

Mobola Atobatele
Lead Consultant
Cee-W Global Consulting

03

NEW REGIONAL FOCUS: SADC

2024 marks GWNET's entry – in a significant way – into the Southern African region.

GWNET has signed a four-year-long contract with the Austrian Development Agency (ADA), the operational unit of the Austrian Development Cooperation (ADC), to strengthen women's participation and leadership in the energy sector in Southern Africa.

The **'Energising Women to Advance the Energy Transition in the SADC Region'** project is carried out by GWNET and the SADC Centre for Renewable Energy and Energy Efficiency (SACREEE).

Running through June 2028, the initiative will support women through mentoring programmes, communication campaigns, and capacity-building activities, fostering economic empowerment and strengthening their role in the region's energy transition.

The project was launched online in December 2024, with over 250 people registered for the webinar.





04 THE FUTURE IS FEMALE

Most GWNET programmes focus on women in energy, but do not yet provide offerings for (young) women and girls who might be interested – or could be attracted – to consider careers in sustainable energy. GWNET is, however, acutely aware of the need to reach these younger audiences. In 2024, we conducted a “Women and Youth Empowerment Programme” together with UNIDO’s network of clean energy centers around the globe (UNIDO GN-SEC).

The programme combined targeted mentoring for the gender and youth focal points of the participating centres. These included a knowledge transfer component, addressing topics such as integrating gender and youth considerations into energy policy, developing effective gender mainstreaming action plans, and engaging men as allies to drive change. Collaboration with youth networks, such as Student Energy and the UN Youth Caucus, was also strengthened.



GWNET
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GN-SEC
Global Network
Regional Sustainable
Energy Centres

GN-SEC-GWNET WOMEN AND YOUTH EMPOWERMENT PROJECT



GN-SEC Participating Centres



The Energising Women to Advance the Energy Transition in the SADC Region project (mentioned in **Chapter 3**) contains a major component that specifically targets younger women and girls, through a communications campaign to be rolled out across the SADC region.





05

FINANCIAL INFORMATION

In 2024, GWNET managed to increase and diversify its funding base. GWNET's work is funded through contributions from corporate members plus funding from a series of organisations such as:



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GOVERNANCE

GWNET is governed by statutes. The organs of GWNET include:



**The General
Assembly of its
members**



**The Governing
Board**



**The International
Secretariat**

[Read statutes here](#)

07

INTERNATIONAL
SECRETARIAT

Christine Lins
Executive Director



Eva Hauser
Project Assistant



Irene Giner-Reichl
Senior Advisor



Maria van Veldhuizen
Project Manager



Nandini Venkata
Communications
Manager



Natalia Weber
Project Manager

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MEMBERSHIP

GWNET is a membership association which is open to individual and corporate members from all around the world.

Individual membership is open to women energy professionals. Individual members can join the network free of charge and can create a profile to present themselves on GWNET's [Member Directory](#).

Renewable energy companies and other businesses and organisations engaged in the energy transition can join as [corporate members](#). The fee for a corporate membership is 1,000 € per year.

In addition, corporate members are invited to sponsor GWNET's Leadership Programme, SHE LEADS ENERGY, thereby benefitting from the following opportunities:

- **Showcase Industry Leadership:** Align your company with a renowned global initiative that champions diversity, equity, and inclusion (DEI) in energy transition sectors
- **Lead Industry Change:** Position your company as a leader in advancing meaningful change within the energy sector
- **Support Workforce Development:** Contribute to the growth of a skilled and diverse workforce, essential for driving the global energy transition
- **Tap into Top Talent:** Connect with emerging professionals who are shaping the future of the energy transition globally

In addition, GWNET cultivates a series of partnerships with leading international organisations active in energy as well as with national/regional women in energy networks from all around the world.



HOW TO GET INVOLVED

There are various ways in which you can engage and keep up with GWNET's work:

- Become an individual member by signing up for GWNET'S [Member Directory](#). Members receive regular Members' Digest newsletters and are invited to GWNET Member Power Sessions, which are dedicated to an energy topic or professional development. Individual members are also invited to nominate speakers for these webinars.
- [Become a corporate member](#) to support our work and get access to our network of women professionals in the energy sector. Corporate members are also highlighted in our newsletter and on social media. In addition, they are invited to sponsor a new GWNET programme.
- [Become a mentor](#) to share your expertise and support the career progression of young women in the energy sector in low- and middle-income countries.
- [Apply to one of our mentoring programmes](#) as a mentee to boost your career – keep an eye on our website and social media for information about open calls for applications.
- Join GWNET's 'network of networks': Do you represent a regional or national women in energy network? Then join us to benefit from peer-to-peer learning, networking, and other support.
- Other partnership opportunities with GWNET: We are always happy to hear from potential partners interested in funding a new mentoring programme, initiating a research project on women in the energy sector, or forming a consortium for larger programmes.
- [Follow us on LinkedIn](#) and subscribe to GWNET's quarterly newsletter, which provides a platform for partners and stakeholders to share news updates, highlight research and spotlight success stories to enhance work in the global energy transition.

“

ANDRITZ Hydropower proudly collaborates with GWNET, recognizing them as a dynamic hub of expertise, best practices, and invaluable connections. Together, we are making meaningful strides in advancing gender balance within Hydropower, while shaping the talent pool that will drive the energy transition forward. This partnership empowers us to enable growth that truly matters—for ANDRITZ, for the industry and for society.”

Fernanda Smith Bastian Brunetto
VP Global HR
HRBP ANDRITZ HYDROPOWER

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newsletter



GET IN TOUCH



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