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APUA-ANCEE PRESS RELEASE

« I have more awareness about the importance of mainstreaming gender in my company. That is not only social but about the business performance of the company. Diversity in managements leads to better decisions'.

For the first time in the history of the African power sector, the topic of gender equality has brought together over 80 CEOs and executive managers from 30 power utilities for a 2 day seminar. The event was held on June 25th and 26th, 2019 in Brazzaville during the Annual Meetings of APUA, the Association of the Power Utilities in Africa with ANCEE, the African Network of Training Centers of Excellence for Electricity created by APUA, and benefited from the support of Energie Electrique du Congo (E2C), the French Development Agency, and the African Development Bank.

Gender equality on the workplace is about giving the same opportunities of recruitment, training, career development and salary regardless of gender.

Based on **APUA and ANCEE Roadmap for Gender Equality in the African Power sector**, the leaders of the power utilities have committed to meet **2 strategic targets by 2025** in order to boost gender equality in their companies: reach the proportion of 30% of women in their staff against 20% in average today, and reach the proportion of 30% of women in their top management against 10% currently.

To support the power utilities, APUA and the 8 training centers members of ANCEE, will train more women for the generation, transportation and distribution of electricity. APUA and ANCEE will also provide individual support to help the

utilities develop gender equality strategies that are adapted to the legal framework and culture of the country.

Importantly, the leaders of gender equality among the African power utilities, including SONELGAZ in Algeria, ESKOM in South Africa and KENGEN in Kenya, will also share their good practices, such as STEM programs for girls, outreach programs in schools, quotas for women on the jobs where they are under-represented and leadership programs for the female and male high potential staff.

Because the companies that give equal opportunities to women and men are more innovative, performant and sustainable, the African power utilities will be able through their gender equality strategies to provide their users with better services.

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