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## ENGENDERING UTILITIES PARTNER PROFILE EDM, MOZAMBIQUE

USAID is proud to work with Electricidade de Moçambique, E.P. (EDM) in their commitment to improve gender equality in the energy sector as part of their path to long-term success.

When women serve as leaders and employees of companies – including those in the energy and water sectors – businesses benefit and performance improves. **USAID’s Engendering Utilities program seeks to strengthen these sectors by increasing economic opportunities for women and improving gender equality in the workplace.** EDM is working with USAID through the Engendering Utilities program to collaboratively design tailored interventions that directly increase opportunities for women within the company and enhance the utility’s operations.

EDM has been Mozambique’s electricity company since 1977, two years after Mozambique gained independence. In 1995, EDM transformed into a public company and inherited the debt burden from earlier and ongoing capital investments.<sup>1</sup> The company currently has over 2,600 megawatts (MW) of installed capacity and a network of more than 5,000 km of high-voltage lines. EDM currently services around 28 percent of the population but aims to achieve universal access to electricity by 2030.<sup>2</sup> While EDM employs around 3,340 staff, only 16 percent are women. Most women work in senior management (26 percent). Around 17 percent of engineers and 18 percent of technicians employed at EDM are women, whereas only nine percent of field/line workers are women.<sup>3</sup> **As part of its strategic vision, EDM hopes to achieve gender balance and be a model for other utilities. In the coming years, the utility will focus on achieving 40 percent female participation in the workforce.**

PHOTO: MEREDITH WATERS / USAID

## MOZAMBIQUE'S ENERGY SECTOR

Mozambique has the largest power generation potential in Southern Africa, with an estimated 187 gigawatts (GW) of untapped coal, hydro, gas, wind, and solar resources. Hydropower currently accounts for around 81 percent of installed capacity, but natural gas and renewable energy sources are growing within the country's energy mix. Despite Mozambique's energy potential, only 28 percent of the population has access to electricity, due to the limited transmission and distribution networks and unfavorable market conditions for new generation.<sup>4</sup>

## GENDER EQUALITY IN MOZAMBIQUE

Overall female participation in the labor market is 45 percent compared to 76 percent for men.<sup>5</sup> Most women (82 percent of female workforce) work in the agricultural sector and often face obstacles when they seek non-traditional employment.<sup>6</sup> Only roughly three percent of women work in industry compared to 14 percent of men.<sup>7</sup> However, almost 16 percent of firms in Mozambique have female top managers.<sup>8</sup> The gender pay gap in Mozambique also persists: On average, a man earns 17 percent more than a woman.<sup>9</sup>

The primary school attendance rate is nearly equal between girls and boys,<sup>10</sup> but according to UNDP, only 16 percent of adult women have reached at least a secondary level of education, compared to 27 percent of their male counterparts.<sup>11</sup> According to the World Bank, the share of female graduates of Science, Technology, Engineering, and Mathematics (STEM) programs in Mozambique amounts to only 27 percent.<sup>12</sup> However, according to UNESCO, there are a sizable share of women engineers in Mozambique (34 percent).<sup>13</sup> Only 29 percent of researchers and 30 percent of technicians and equivalent staff are women in Mozambique.<sup>14</sup>

Women in Mozambique are also strongly affected by the high incidence of domestic violence – UNESCO data shows that 54 percent of all women in the country have been abused.

## GENDER EQUALITY IN ACTION

EDM considers gender equality a key part of their three strategic priorities: (1) achieving universal access to electricity in Mozambique, (2) establishing Mozambique as a Southern African energy powerhouse, and (3) becoming a model smart utility epitomizing gender equality and managerial and operational excellence.

To achieve these strategic goals, EDM is working with USAID through the Engendering Utilities program to assess and identify high-impact interventions that can improve gender equity within the organization. Through Engendering Utilities, USAID is providing tailored coaching to EDM staff on gender equity and business best practices and select utility personnel will participate in a 12-month Gender Equity Executive Leadership Program (GEELP) in collaboration with Georgetown University.



PHOTO: EDM

A dedicated change management coach provided by the Engendering Utilities program is supporting the creation of a tailor-made Gender Strategy and Action Plan to support EDM's goal of achieving a workforce that is at least 40 percent female by 2030. An EDM change management team comprised of

leaders from across the organization will develop the gender strategy, define the gender action plan, and lead the operationalization of related measures. EDM will also place a strong emphasis on engaging influential male leaders as champions of gender equality.

## IMPACT

Prior to working with Engendering Utilities, EDM had already taken initiative to improve gender equity, illustrated most notably by incorporating gender as a key pillar of their overall business strategy. This strategy includes a goal to achieve a workforce of at least 40 percent women by 2030. EDM's commitment to gender equity is further exemplified through company programs and efforts, such as:

- **Gender Roadshows:** EDM has hosted interactive learning projects in schools to familiarize and expose girls to the professional technical sector, with the hope of increasing their participation in vocational technical training. EDM's goal is that girls participating in this initiative will commit to vocational training or to study engineering in areas related to the electricity sector.
- **Bring Your Daughter to Work Day:** To further encourage girls to pursue careers in the electricity sector, EDM has hosted Bring Your Daughter to Work Day. This day allows girls to learn about what their parents do, see what working for an electric company is like, and spark interest in energy sector careers.
- **Maputo Thermal Power Plant (CTM):** This power plant was inaugurated in August 2018, and constitutes the largest investment the government of Mozambique and EDM have made in power generation infrastructure in the past 30 years. CTM is operated by 48 people, recently recruited and trained, 41 percent of whom are women. The plant will generate 106 MW of energy to supply the southern region of the country.

## FOR MORE INFORMATION

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## NOTES

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