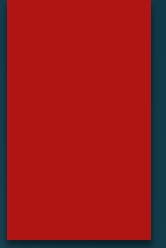


PPA Gender Network



INTRODUCTION

- ▶ The PPA benchmarking report released in June 2017 showed that:
 - ▶ the number of females employed as a proportion of total staffing in the Pacific power utilities has decreased to 21.3% in the 2015 FY, as compared with 23.1% in 2014.
 - ▶ In technical positions, there are only 4% women
 - ▶ Among senior staff there are 69.4% male and 30.6% female.
- ▶ Utilities face two major challenges: aging infrastructure, and an aging workforce.
- ▶ PPA's focus on gender is part of its commitment to help utilities build a strong, qualified workforce for the future – with access to the best talent on the market.

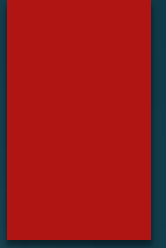
PROJECT UPDATE

- ▶ World Bank gender consultant presented at 2017 PPA conference
- ▶ Research pointed towards the need throughout the sector – from management to trainees.
- ▶ PPA worked with its members to select and appoint Gender Champions – 2 men and 2 women from utilities across the region - who exemplify leadership on gender issues.
- ▶ June 2018, Gender Champion meeting in Suva.

Gender Champions Consultation:

- ▶ Gender Champions met in Fiji to prepare content for a gender web portal and develop the project workplan.
- ▶ Gender Portal aims to provide resources and support PPA's member utilities.
 - ▶ Web portal provides a virtual learning community for sharing data, best practices, training and policy resources.
- ▶ The Gender Champions' Role: Peer supporters, role models and leaders both internally within the regional workforce, and externally in engagement with key partners including schools and the wider community.

PPA Gender Portal



<https://www.ppa.org.fj/gender-portal/ppa-gender-champions-profiles>

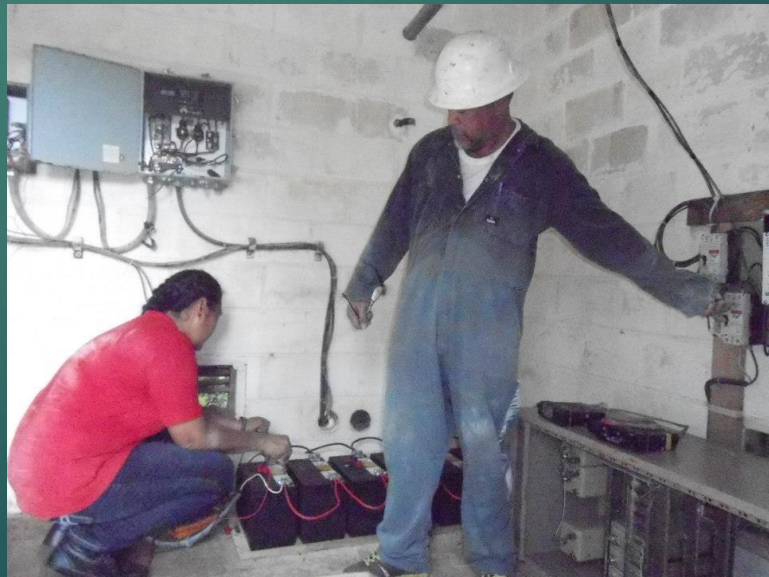
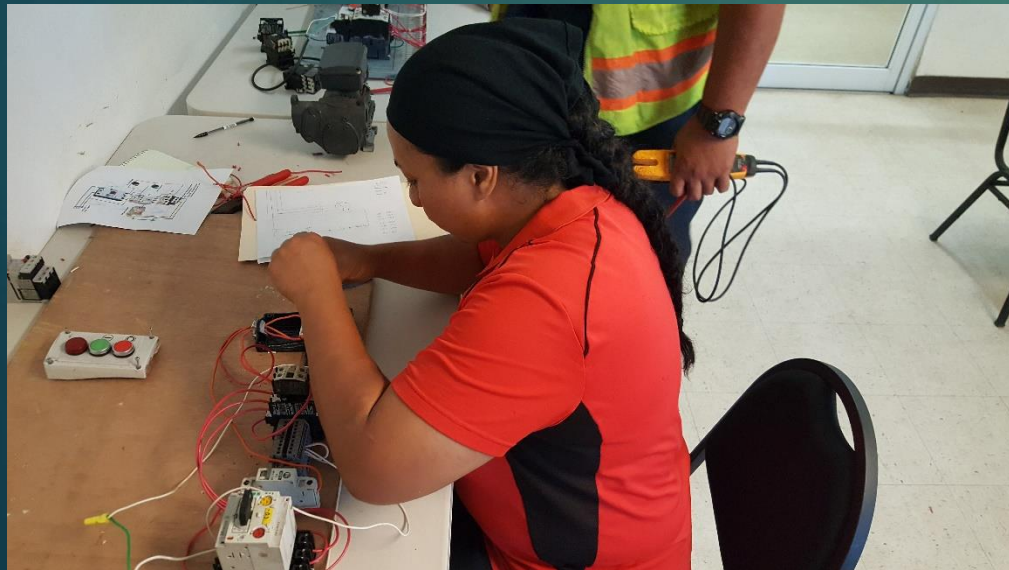
PPA 2018 Goal:

- ▶ Survey

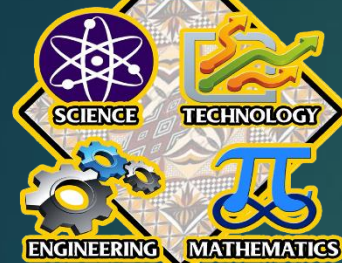
- ▶ Perceptions, attitudes, experiences and beliefs around women's employment, recruitment channels and workforce development issues.
- ▶ Responses to feed into development of a work program that PPA can roll out to support its members.

- ▶ Survey Link

- ▶ <https://www.surveymonkey.co.uk/r/B3XJZQQ>



AMERICAN SAMOA STEM



SUMMIT



American Samoa Power Authority - ASPA

June 3, 2017

<http://www.talanei.com/.../aspa-boss-urges-equal-opporunitie.../>



TALANEI.COM

ASPA boss urges equal opporunities for girls in STEM

Executive Director of the American Samoa Power Authority Utu Abe Mala...

