

The World Economic Forum chooses Iberdrola's School of Electricians in Brazil as a model of diversity, equity and inclusion

- *More than 1,000 women have already trained as electricians and more than 70% of them work for the company*
- *The initiative has increased the recruitment of female electricians from 1.7% of the total in 2019 to 36.4% today*

The Electricians School for women of Neoenergia, Iberdrola's subsidiary in Brazil, has been chosen by the World Economic Forum (WEF) as one of the eight great international success stories in diversity, equity and inclusion, and an inspirational model for other organisations.

In its Diversity, Equity and Inclusion Lighthouses insight report 2025, the Forum distinguishes Iberdrola as one of the eight lighthouses, or Diversity, Equity and Inclusion Lighthouses, for the initiative launched and developed by its Brazilian subsidiary.

Among the aspects highlighted by the agency is the evolution of female representation in the annual electrician hires, from 1.7% in 2019 to 36.4% in 2024, and that 76% of the graduates of the training programme have secured stable employment with a full benefits package (including medical and dental insurance, childcare and school care, and life insurance).

The initiative, which is part of the Forum's annual Diversity, Equity and Inclusion Lighthouse programme, represents an effort to identify and make visible impactful projects that are effective in promoting diversity, equity and inclusion, making it possible to make faster progress in organisations and public bodies based on shared knowledge.

The eight lighthouses were selected by a panel of independent experts for their demonstrated impact (significant, scalable, measurable and sustained for one or more under-represented groups) and their ability to inspire others.

International example

Previously, the school had already been recognised as a global example by WeEmpower, a programme of UN Women together with the International Labour Organization (ILO) and the European Union.

The School of Electricians for Women opened its doors in 2013. In total, more than 1,000 professional women have already been trained through this project. The initiative was pioneering in the electrical sector by creating classes exclusively for women to promote diversity and inclusion.

In total, the Electricians School has already trained more than 6,000 people. Free of charge, it is present in all the states where Neoenergia has an electricity distribution concession. The classes have a classroom and a hands-on component for 360° student training. Anyone over 18 with a high school degree and a National Driving Licence (CNH) can enrol.

Investing in Brazil

Iberdrola reaffirmed its commitment to Brazil in 2024, announcing an investment of more than €7 B by 2028. Neoenergia is the country's leading distributor and is present in 18 states and the country's federal district. The company supplies electricity to more than 40 million Brazilians, has almost 730,000 kilometres of power lines and is divided into five electricity distributors: Neoenergia Coelba (BA), Neoenergia Pernambuco (PE), Neoenergia Cosern (RN), Neoenergia Elektro (SP/MS) and Neoenergia Brasília (DF).