

## ANY QUESTIONS ON GENDER EQUALITY AT NEDCo?

**“Women and men are different. They complement each other”**

Seeing men and women only as “complementary” without opportunity to switch roles maintains strict gender norms where the man is the breadwinner and the woman is the children’s caregiver.

Gender equality does not mean that women and men will become the same.

It means that they will have the same access to rights and opportunities. Gender equality brings more opportunities for individuals to develop their potential and societies to thrive.

**“Women are already welcome in our organization. There is no discrimination”**

Most organizations, like NEDCo, have gender-neutral recruitment policies and do not discriminate against women intentionally.

The limited representation of women in technical and leadership roles stems from gender-based stereotypes that are pervasive in society and assign different roles to men and women.

NEDCo needs to develop specific targets and activities to attract and retain the best talents, independently from their sex!

# QUIZ

## Are you a champion for gender equality?

I believe gender equality does not progress spontaneously but requires constant and targeted efforts and interventions.

YES or  NO

I think that men have a role to play in improving gender equality in the workplace

YES or  NO

I think that men have a role to play in improving gender equality in the workplace.

YES or  NO

If your answers are mostly “yes”, then you’re a champion for gender equality!

If your answers are mostly “no”, we’ll be happy to discuss gender issues with you in one of NEDCo sensitization sessions!

**For more information on NEDCo Gender commitment and GAP, please contact us:**

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# NEDCo: Gender Equality, Our Hallmark



## Gender equality is our priority!



# GENDER EQUALITY AT NEDCo: EQUAL OPPORTUNITIES FOR ALL!



Gender equality means the **same rights, opportunities, and responsibilities** for all individuals, independently from their sex.



**Gender equality is a human right** recognized by Ghana. **The 1992 Constitution of Ghana** prohibits discrimination of persons on the basis of gender.



**Gender equality is good for business:** it benefits public and private companies by improving their reputation and attractivity and fostering performance-based management!

## The 4 pillars of gender equality at NEDCo



# NEDCo PATHWAY TOWARDS GENDER EQUALITY: BUILDING GENDER KPIs

In 2023, NEDCo decided to commit to gender equality by designing a 2023-2026 Gender Action Plan (GAP) in partnership with the Agence Française de Développement (AFD).



NEDCo Gender Action Plan (GAP) was co-designed by NEDCo management and staff and will benefit everybody!

- Early 2023: over 50 female and male staff, managers, and Directors, together with women's organizations and VRA Academy teams, assessed NEDCo gender gaps, with the support of the consulting firm AETS.
- The GAP analysis pointed out that NEDCo is still a highly male-dominated organization with about 9.8% of women in the workforce, only one woman among executive managers, 1.68% in technical departments, and 2% among engineers. NEDCo currently scores below the African average for power utilities.
- In July 2023, over 60 female and male participants contributed to design NEDCo gender KPIs and NEDCo GAP.

# A GAP WITH GENDER KPIs and 40 ACTIVITIES TO IMPROVE GENDER EQUALITY AT NEDCo

From 2023 to 2026, NEDCo commits to increase the representation of women:

- In total workforce: from 9.8% to 15%
- In technical fields: from 1.6% to 5%
- Among middle managers: from 3.85% to 7.14%
- Among engineers: from 2.43% to 6.45%
- 10% of energy projects will be gender inclusive.

The GAP now consists of 40 activities covering:

- Gender inclusive infrastructure
- Gender sensitization and trainings for NEDCo staff in partnership with VRA Academy
- Gender inclusive job adds to prevent any discrimination, a paternity leave, a work life balance policy to improve staff wellbeing.
- A gender-based violence and sexual harassment policy
- Gender inclusive communications
- STEM outreach activities in education institutions to attract female and male students more equally.

NEDCo Gender Steering committee will oversee the implementation of GAP