

ANY QUESTIONS ON GENDER EQUALITY?

“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 VRA, have gender-neutral recruitment policies and do not discriminate women intentionally. The limited representation of women in technical and leadership roles stems from gender-based stereotypes that are pervasive in the society and assign different roles to men and women. VRA needs to develop specific targets and activities to attract and retain the best talents, independently from their sex!

Does gender equality benefit women only? What is there for men?

By promoting equal opportunities and better work conditions for all, gender equality benefits both female and male staff. For instance, VRA will develop a paternity leave that will benefit fathers. VRA mentorship program will equally benefit female and male leaders. VRA gender-based violence and sexual harassment policy will create a violence-free work environment for everybody!

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 increased gender equality in the workplace is beneficial for both women and men in the organization.

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 VRA sensitization sessions. Everybody is welcome!

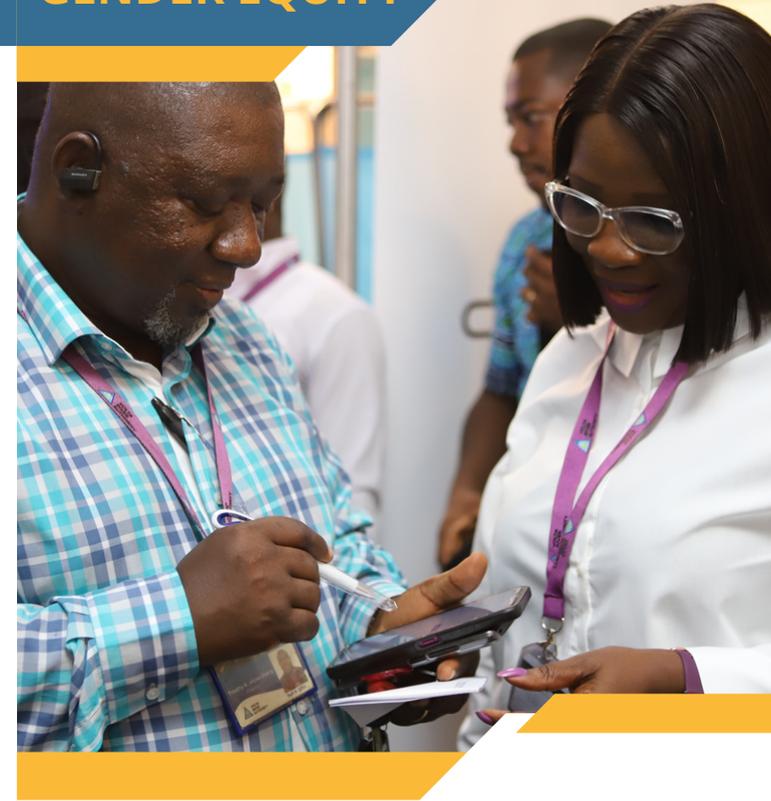
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VRA STANDS FOR GENDER EQUITY



Fostering gender equity to drive business success!



Creating equal opportunities for males and females to contribute!



GENDER EQUALITY: 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 attractiveness and fostering performance-based management!

The 4 pillars of gender equality

1



Equal Workforce

2



Equal Leadership

3



**Positive & Violence Free
Work Culture**

4



Equal Pay

OUR PATHWAY TOWARDS GENDER EQUALITY: BUILDING GENDER KPIs

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



VRA GAP Design Workshop in July 2023

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

- Early 2023: over 50 female and male staff, managers and executives, together with women's organizations and VRA Academy teams, assessed VRA gender gaps, with the support of the consulting firm AETS.
- The GAP analysis pointed out that VRA is still a male-dominated organization with about 24% of women in the workforce, very few women at the technical and leadership roles and gender-based stereotypes still exists at the generating station.
- In July 2023, over 60 female and male participants designed VRA gender KPIs and VRA GAP.

OUR COMMITMENT TO IMPROVE GENDER EQUALITY

From 2023 to 2026, we commit to increase the representation of women:

- In total workforce: from 24% to 28%
- Among executives (C suite): from 0% to 25%
- Among Directors and Managers: from 18% to 25%
- Among female engineers: from 16% to 24% and among technician engineers from 3% to 9%
- 25% of energy Projects Implementation Units (PIU) team will be female
- 70% of procurements will be gender inclusive

The GAP now consists of 40 activities covering:

- Childcare solutions
- Gender inclusive infrastructure (changing rooms for female technicians and engineers)
- Gender sensitization and trainings for VRA staff in partnership with VRA Academy
- A new mentorship program, in partnership with VRA Academy, to boost male and female high potentials' careers
- Gender inclusive job adds to prevent any discriminations
- A paternity leave, a work life balance policy to improve staff well being
- 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
- VRA Gender Steering committee will oversee the implementation of GAP