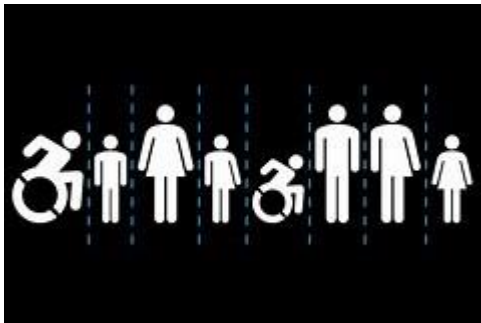


# GENDER AND SOCIAL INCLUSION IN ECG

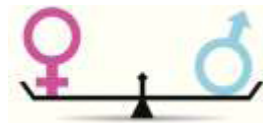
*Promoting socially inclusive and gender-responsive electricity service delivery*

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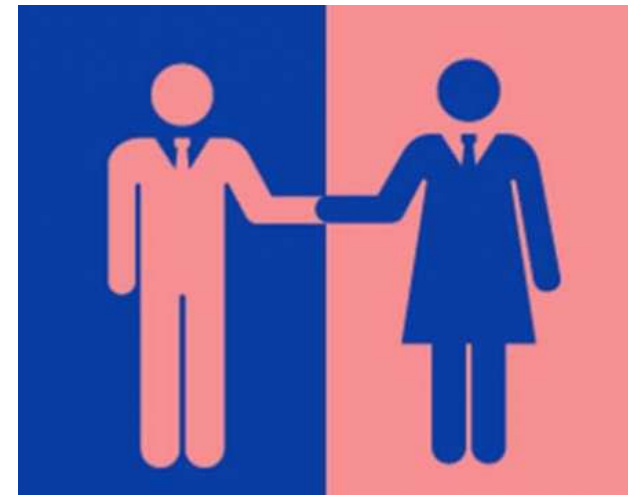


GENDER = EQUALITY



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## Background

Considering the gender and social inclusion gap that exists in the company and its services, the Gender and Social Inclusion Policy has been developed as a matter of compliance with international, continental, regional and domestic legal and policy mandates.

## Purpose

To improve organizational culture and operational performance in line with international best practices and standards by advancing gender equality, diversity and social inclusion.

## Policy Statement

The company will make concerted efforts to ensure that its strategies, policies, plans, activities, budgets, programmes, projects, systems, and structures promote gender equality, diversity and social inclusion.

## Guidelines

The policy institutionalizes Gender and Social Inclusion (GSI) in the following six core elements of the company:

- a) **Organizational Strategy**
- b) **Policies, systems and procedures**
- c) **Decision making and staffing**
- d) **Organizational structure**
- e) **Human and Financial Resources**
- f) **Relationships (customers and other stakeholders)**

## Mission Statement

We exist to ensure gender responsive equity and social inclusion in the Electricity Company of Ghana and its operations:

- Integrating gender and social inclusion in providing quality, safe and reliable power supply to support socio economic growth of Ghana.
- Act as an agent to ensure gender parity through recruitment, job alignment, or placement where possible.

## Team Vision

To lead in gender-responsive and social inclusive drive in the Ghana power sector.

## Target Audience

Employees, customers and stakeholders.

## Values

**Equity** – Provide equal access to opportunities for men, women and all marginalized groups in ECG and its operations.

**Openness** – Ensure effective communication and transparency which are key in safeguarding gender equity and social inclusion.

**Excellence** – Execute outstanding performance in GSI activities for the benefit of women, men and marginalized groups in ECG and its operations.

**Integrity** – Uphold honesty, truthfulness and strong ethical principles in our operations.

**Teamwork** – Create an environment for cooperation, active participation and open communication to achieve gender parity.

**Discipline** - Ensure effectiveness through strict adherence to GSI and ECG policies, regulations and best practices for the wellbeing of staff and stakeholders.

## Outcomes:

Increase in number of female staff in the top hierarchy.

Increase in number of female staff in the technical field.

A disaggregated Contractors' database to reflect male, female and disabled contractors (owners of businesses).

Increase in number of male staff in the female-dominated jobs.

Gender disaggregated data.

Elimination of discrimination at the workplace.

Zero tolerance of sexual harassment at the workplace.