



# WOMEN IN ENERGY CONFERENCE 2020

*“Building Resilience and Growing our Strengths”*

30th November - 2nd December, 2020.



Masters of Ceremony: Ing. Benedicta Opoku-Mensah, ECG WinE / Frank Boadi (MiDA)		
DAY 1		
Session	Details	Time
• <b>Arrival and Registration</b>		8:00 a.m. – 9:00 a.m.
• <b>Opening</b>	<ul style="list-style-type: none"> <li>• Welcome MC</li> <li>• Opening Prayer –</li> <li>• Opening Address – <i>Mr. Martin Eson-Benjamin</i>, CEO, MiDA</li> <li>• Messages:               <ul style="list-style-type: none"> <li>○ Chief Director, Min. of Energy</li> <li>○ CEOs and representatives of the Power Utilities</li> </ul> </li> </ul> <p>Musical Interlude</p> <ul style="list-style-type: none"> <li>• Address on the theme: <b>“Women in Energy: Building Resilience and Growing our Strengths”</b> – <i>Prof. Aba Bentil Andam</i>, Immediate Past President, Ghana Academy of Arts and Sciences</li> <li>• Hon. Minister, Ministry of Gender, Children and Social Protection (MoGCSP) - <i>Hon. Cynthia Morrison</i></li> <li>• Group picture</li> </ul>	9:00 a.m. – 11:00 a.m.
<b>Refreshments: 11:00 a.m. – 11:30 a.m.</b>		

DAY 1		
Session	Details	Time
<b>SESSION 1 – BRIDGING THE GENDER DIGITAL DIVIDE</b>	<p><b>Presentation on “Women In ICT Space In The Energy Sector: Policy Issues”</b> <i>Ing. (Dr. Mrs.) Enyonam Kpekpena</i>, Manager, ICT PM, Electricity Company of Ghana</p> <p><b>Panel Discussion on Experiences from the Field: Challenges, Gaps, Best practices, and the Way Forward</b></p> <ul style="list-style-type: none"> <li>• <i>Mrs. Luvina Sandra Atsu</i>, ECG</li> <li>• <i>Ms Anna Bama Awuni</i>, VRA</li> <li>• <i>Naa Ayikailey Okletey</i>, System Analyst, GRIDCo</li> <li>• <i>Ing. Salma Adam</i>, GRIDTel</li> </ul> <p><b>Moderator:</b> <i>Mrs. Genevieve Baah Mante</i>, Head, Material Science Department, Ghana Standards Authority (GSA)</p>	11:30 a.m. – 1:00 p.m.
<b>Lunch (1:00 p.m. – 2:00 p.m.)</b>		
<b>SESSION 1 (contd) - SKILLS BUILDING</b>	<p><b>Training on Information Technology and Virtual Conferencing Tools</b></p> <p><b>Trainer:</b> <i>Ms. Joy Eugenia Quarshie</i>, GRIDCo</p>	2:00 p.m. – 3:00 p.m.
<b>CLOSING</b>		

DAY 2		
Session	Details	Time
Reflections on Day 1: Ms. Naa-Aku Acquaye-Baddoo, Independent Consultant		9:00 a.m. - 9:15 a.m.
<b>SESSION 2: BUILDING RESILIENCE DURING COVID-19 AND BEYOND</b>	<p>(1) <b>Panel Discussion on The New Normal: Working Effectively from Home</b></p> <ul style="list-style-type: none"> <li>Ms. Angela Olanrewaju, Ibadan Electricity Distribution Company (IBEDC), Nigeria</li> <li>Ms. Oyinlola Osinubi, Eko Electricity Distribution Company (EKEDC), Nigeria</li> <li>Mr. Richard Asante, <i>GRIDCo</i></li> </ul> <p>(2) <b>Presentation on Stress and Mental Health Issues:</b> <i>Nortey Dua</i>, Clinical Psychologist, University of Ghana Medical School, Host on Joy FM's Ultimate Health</p> <p><b>Moderator:</b> <i>Ms. Joyce Caitlyn Ocansey</i>, USAID Power Africa's West Africa Energy Program (WAEP)</p>	9:20 a.m. – 11:00 a.m.
<b>COFFEE BREAK (11:00 a.m. – 11:30 a.m.)</b>		
<b>SESSION 3: CREATING AN ENABLING WORK ENVIRONMENT</b>	<p>(1) <b>Presentation on Addressing Unconscious Bias in the Workplace</b></p> <ul style="list-style-type: none"> <li><i>Mr. Daniel Iyoha-Ojie</i>, Ibadan Electricity Distribution Company (IBEDC), Nigeria</li> </ul> <p>(2) <b>Presentation on Addressing Sexual Harassment: Beyond the Policy</b></p> <p>i. <b>An Overview:</b> <i>Dr. Mrs. Angela Dwamena-Aboagye</i>, The ARK Foundation</p> <p>ii. <b>Panel Discussion</b></p> <ul style="list-style-type: none"> <li><i>Dr. Mrs. Angela Dwamena-Aboagye</i>, The ARK Foundation</li> <li><i>Prof. Akosua Darkwah</i>, Dept. of Sociology, University of Ghana</li> <li><i>Prof. Kwadwo Appiagyei Atuah</i>, Faculty of Law, University of Ghana</li> <li><i>Mr. Daniel Iyoha-Oji</i>, Ibadan Electricity Distribution Company (IBEDC), Nigeria</li> </ul> <p><b>Moderator:</b> Rosemond Asamoah-Frimpong, GSI Manager, ECG</p>	11:30 a.m. – 1:00 p.m.
<b>LUNCH (1:00 P.M. – 2:00 P.M.)</b>		
Session	Details	Time
<b>Session 4: ACTION PLANNING BY ASSOCIATIONS/ ORGANIZATIONS</b>	<p>(1) <b>Presentations on Progress made on the implementation of 2020 Action Plans</b></p> <p>(2) <b>Action Planning for 2021 Associations/Organizations</b></p> <p><b>Moderator/Facilitator:</b> <i>Mrs. Ivy Mawuko</i>, Head for Africa, Learning &amp; Development, Stanbic Bank, Accra</p>	2:00 p.m. – 4:00 p.m.
<b>CLOSING</b>		

DAY 3		
Session	Details	Time
<b>Reflections on Day 2</b>	<i>Ms. Naa-Aku Acquaye-Baddoo</i>	9:00 a.m. – 9:15 a.m.
<b>SESSION 5: RESEARCH ON ATTRACTING YOUNG WOMEN IN STEM AND BUILDING RESILIENCE</b>	<p><b>(1) Presentations:</b></p> <ul style="list-style-type: none"> <li><b>Career Aspirations of Females Studying STEM courses: Factors Influencing their Aspirations.</b> <i>Prof. Charlotte Wrigley-Asante</i>, Head, Centre for Gender and Advocacy Studies (CEGENSA), University of Ghana</li> <li><b>Building Resilience: Experiences of Women in Mining,</b> <i>Dr. Rufai Kihu</i>, Department of Business Administration and Centre of Research and Consultancy, UPSA</li> </ul> <p><b>(2) Training on Mentor-Mentee Interactions.</b> The training is a case study centered, focusing on mentorship principles; LEC’s mentor-mentee approach; and two successful cases, <i>Ms. Famatta Sirleaf and Team</i>, LEC, Liberia.</p> <p><b>Moderator:</b> <i>Mrs. Ellen Dzah</i>, MiDA</p>	9:15 a.m. – 11:00 a.m.
<b>COFFEE BREAK (11:00 a.m. – 11:30 a.m.)</b>		
<b>Session 6: SUSTAINING THE POWER COMPACT’S INSTITUTIONALIZING GENDER RESPONSIVENESS ACTIVITIES IN ENERGY ORGANIZATIONS</b>	<p><b>(1) Presentation: Overview of Power Compact Institutionalizing Gender Responsiveness activities</b> <i>Dr. Cherub Antwi-Nsiah</i>, Director Gender and Social Inclusion, MiDA</p> <p><b>(2) Presentation on GPCIMP Sustainability Strategy</b> <i>Dr. Esi Sey</i>, Organizational Development Consultant</p> <p><b>(3) Plenary Discussion on Sustaining Gender responsiveness activities in Utilities</b> <i>Representatives of Employers, Educators &amp; Mentors</i></p> <p><b>Moderator:</b> <i>Naa-Aku Acquaye-Baddoo</i>, Independent Consultant</p>	11:30 a.m. – 1:00 p.m.
<b>LUNCH (1:00 P.M. – 2:00 P.M.)</b>		
Session	Details	Time
<b>Session 7: THE HARVEST</b>	<p>Moderators report on highlights and learning from their sessions</p> <ul style="list-style-type: none"> <li>Keynote Address: <i>Ms. Adwowa Boohene</i>, Independent Consultant</li> <li>Session 1: Bridging the Digital Divide - <i>Mrs. Genevieve Mante</i>, Ghana Standards Authority (GSA)</li> <li>Session 2: Building Resilience During Covid-19 and Beyond - <i>Ms. Joyce Ocansey</i>, WAEP</li> <li>Session 3: Creating an Enabling Work Environment - <i>Mrs. Rosemond Asamoah-Frimpong</i>, ECG</li> <li>Session 4: Progress on Implementation of 2020 Action Plan and Highlights of Action Plans for 2021 – <i>Mrs. Ivy Anan</i>, Head of Learning, Stanbic Bank</li> <li>Session 5: Research on Attracting Young Women in Stem and Building Resilience – <i>Mrs. Ellen Dzah</i>, MiDA</li> <li>Session 6: Sustaining the Institutionalizing Gender Responsiveness Activities in Energy Organizations, <i>Ms. Naa-Aku Acquaye-Baddoo</i>, Independent Consultant.</li> </ul> <p><b>Moderator:</b> <i>Ms. Jayne Kumi</i>, Human Resources, VRA</p>	2:00 p.m. – 3:00 p.m.

	<b>DAY 3</b>	
<b>CLOSING:</b>	<ul style="list-style-type: none"> <li>• <b>Conclusion and The Way Forward</b> – <i>Mrs. Benedicta Carr</i>, Immediate Past National Secretary, ECG Power Queens</li> <li>• <b>Vote of Thanks</b> – <i>Ing. Miriam Amponsah</i>, President, ECG WinE</li> </ul>	3:00 p.m. – 3:30 p.m.
	<b>DEPARTURE</b>	

# OPENING



**CYNTHIA MAMLE MORRISON**  
*Minister for Gender, Children and Social Protection*  
 (Guest of honour)



**MARTIN ESON-BENJAMIN**  
*CEO of MiDA*

# KEYNOTE

## PROF. ABA BENTIL ANDAM



Professor ABA Bentil Andam is a Chartered Physicist and fellow of the UK Institute of Physics, the Ghana Institute of Physics, and the Ghana Academy of Arts and Sciences, of which she is the immediate past President. Educated at Mfantseman Girls' Senior High school, Aburi Girls' Senior High School, and the University of Cape Coast, she pursued graduate studies at the University of Birmingham (UK) and graduated with a Ph.D. in Cosmic Radiation Physics from the University of Durham in the UK. Prof Andam is the first recipient of the prestigious UNESCO Chair for Women in Science in Africa (West Africa Region). She has held research and teaching appointments at universities and research institutions in Italy, Germany, and Ghana. Prof Andam was President of the Ghana Academy of Arts and Sciences from 2017-2018; prior to that she was Vice President from 2013-2016, Council Member, and is member of various committees of the Ghana Academy of Arts and Sciences from 2008 to date.

She is President of Ghana Institute of Physics, since September 2019; Member, Committee on Physics and Development (C13) of the International Union of Pure and Applied Physics (IUPAP), 2018 to date; She was Foundation Chairman, Council of University of Energy and Natural Resources, Ghana, (2012-2015); Foundation Chairman, Council of Koforidua Polytechnic, Ghana, (1997 – 2002); Member, Governing Board of Ghana Atomic Energy Commission, (1997-2001, then 2002 -2008); Foundation Member of the First IUPAP Working Group on Women in Physics and Leader of the Ghana Team of the IUPAP Conferences on Women in Physics to date.

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## DR. CHERUB ANTWI-NSIAH

Dr. Cherub Antwi-Nsiah is a Gender Specialist and Organization Development practitioner with over 30 years of extensive and varied international experience in delivering capacity enhancement services to government institutions, universities, and civil society organizations. She was the Board Chair of Women in Law and Development (WILDAF) Ghana from 2006 to 2010. Dr. Cherub is the Director of Social and Gender Inclusion at the Millennium Development Authority (MiDA). In this role, Cherub has been instrumental in promoting gender and social inclusion policy reforms in Ghana geared towards enhancing women's career mobility and addressing barriers

women face in the Energy sector. Her work in the Energy sector has also focused on advancing young women's participation in STEM careers. She is passionate about promoting social justice, gender equality, and women's rights.



## ING. DR ENYONAM KPEKPENA

An astute Information Technology Project Manager with a strong passion to be of service to humanity. Starting with her Bachelor's Degree from the Kwame Nkrumah University of Science and Technology, where she specialised in telecommunications and computers, she discovered my love for academia. she obtained a Master of Science Degree in Management with Information Technology and Project Management concentration from Colorado Technical University, USA, and followed it up with a doctorate in management from the same university, with a concentration in Project Management. Her career spans local and foreign markets, with over 15 years of experience

in various capacities including roles as Manager (ICT Project Management), Manager (IT Support), Senior Electrical Engineer (IT), Electrical Engineer (IT) and Assistant Electrical Engineer (IT), all for Electricity Company of Ghana (ECG). She has also worked as a Network Engineer at Arrow Network Systems and a Telecommunications Engineer at Kasapa Telecommunications Company. Her pursuit for excellence has led her to the memberships of professional bodies. These include certifications as a Project Management Professional (PMP), IT Service Management (ITIL Foundation) Expert, and IT Security (Certified Ethical Hacker) Expert. She is a member of the Ghana Institution of Engineering (GHIE), Women in Engineering (WINE), Ghana, and the Project Management Institute (PMI), Ghana and USA. She serves on various leadership capacities for the Female Leadership and Empowerment theme of the Women in Engineering Committee, World federation of Engineering Organizations (WIE-WFEO), the federation of African Engineering Organizations (WIE-FAEO), the Project Management Institute, Ghana, and the Women in Engineering, Ghana.



## LUVINA SANDRA ATSU

Luvina Sandra Atsu provides IT support to computer users of the Region in the Electricity Company of Ghana. She has worked as an IT Officer in the Electricity Company of Ghana for about 10 years. She received a BSc. in Computer Science and Physics from the University of Ghana with focus on Software, Hardware and Systems Administration.

Luvina has developed a strong sense of Devotion to the IT User Support unit as a beneficiary of several trainings over the years with key interest in ensuring that all staff are abreast with the new trends in Technology. The practical experience she had gained over the years coupled with her academic background

makes her a rounded entrepreneur and consultant. She initiated and led a team to plan and execute the first annual ICT Expo this year (2020). She is married with four children.

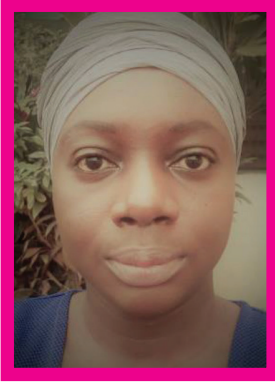


## NAA AYIKAILEY OKLETEY

Naa Ayikailey Okletey is a Systems Analyst who has worked with VRA/GRIDCo for over 30 years, in the fields of business application development and support, and staff training. She has also consulted on numerous key IT projects within the company for about two decades. The highlight of her journey as the head of the Business Applications unit has been working with her team to design information systems solutions and seeing the impact it has on its users in the company, as well as encouraging her team to overcome tough challenges by leaning on support from one another.

Naa graduated from KNUST with a BSc degree in Computer Science. She also holds an MBA (MIS) from the University of Ghana/Vrije Universiteit Brussel, and is a PRINCE2 certified Project Management specialist. She is married with her one daughter, who is her pride and joy. In her free time, she enjoys cooking and spending time with a close circle of family & friends. Her life's mission is to serve others, support her family and live life to the fullest.





## ING. SALMA ADAM

Salma Adam is an SLA compliance and Technical Support Officer with the GRIDTel Business Unit of the Ghana Grid Company. She has over a decade's experience in the Telecommunication and Energy Sector having previously worked with the Telecom Giant Scancom Gh. Ltd. She has worked on major negotiations involved in GRIDCo's new uTelco business and has the key responsibility of merging the technical and legal aspects of these engagements. She has an Electrical/ Electronic Engineering degree from the KNUST and an LLB from the University of London. She is a lawyer called to the Ghanaian Bar and a member of the Ghana Institute of Engineers (GhIE).



## JOY EUGENIA QUARSHIE

Joy Eugenia Quarshie works with the Ghana Grid Company Limited (GRIDCo). She provides applications solutions to her organization. With about 11 years in the IT space including both public and private sectors, she has gained valuable experience in the industry. She is a supervisor, a data privacy advocate and IT trainer who has worked with both external and internal teams to deploy enterprise solutions as well as in-house solutions. She loves science and spends time researching recipes for good health. She is an avid believer that in order to succeed, your desire for success should be greater than your fear of failure. She has a BSc. in Computer Science from the Kwame Nkrumah

University of Science and Technology.

PREPARED



## **MR. RICHARD G. ASANTE**

**Principal Administrative Officer In The Hr,  
Gridco/Ghana**

Richard Asante is a Principal Administrative Officer in the Human Resources Consulting Services section of GRIDCo. He oversees staff training and development with the primary role of conducting training programs for all levels of personnel and evaluating training outcomes at the company. Prior to this role, in 2016 Mr. Asante worked as a system administrator to provide support services for Human Resources staff on the Oracle Human Resource Information Systems. He has worked on several projects within GRIDCo including a manpower audit and business process re-engineering projects for GRIDCo. Mr. Asante is currently a gender champion at GRIDCo and has over 10 years' experience working at the company.



## **PROF. CHARLOTTE WRIGLEY-ASANTE**

Charlotte Wrigley-Asante is an Associate Professor at the Department of Geography and Resource Development, University of Ghana. She is also the current Director of the Centre for Gender Studies and Advocacy (CEGENSA) at the same University. She has previously worked as a community development officer and trainer with the Gender Development Institute in Accra, Ghana. Her research areas include gender, poverty and empowerment issues; gendered livelihoods in urban Ghana focusing specifically on cross-border traders; gender, crime and safety issues in urban public spaces. She has published in peer-reviewed journals including *Gender, Space and Place: A Journal of Feminist Geography*, *Journal of Gender Studies*; *International Development Planning Review*; *African Geographical Review* among others. Charlotte believes in empowering women and is a member of Women Organizing for Change in Natural Resources Management (WOCAN), an international network of professionals who are dedicated to increasing rural women's access to and control of resources so as to enhance their livelihoods and reduce poverty. She has also been supporting the Gender and Social Integration work of the Ghana Power Compact implemented by the Millennium Development Authority (MiDA).



## **ANGELA DWAMENA-ABOAGYE, PhD**

Executive Director, The Ark Foundation, Ghana

Angela Dwamena-Aboagye is a Christian lawyer and the Executive Director of The Ark Foundation, Ghana, an advocacy and services-based organization which established the first Domestic Violence Shelter in Ghana in 1999. The Ark Foundation has been involved in addressing issues of violence against women and children through direct services provision, policy and legislative advocacy, training and public education. Angela holds a Bachelor-of-Laws (LL.B) degree from the University of Ghana, and a Qualifying Certificate to practice law (B.L) as a Barrister and Solicitor (1989). She also has a Masters-in-

Law (LL.M) degree from the Georgetown University Law Centre, Washington D.C, USA (1995), a Master-of-Arts (M.A) degree in Theology (2006), a Master of Theology (MTh) degree in African Christianity (2013) and a Doctor of Philosophy (PhD) Degree (2018), from the Akrofi-Christaller Institute of Theology, Mission and Culture, Ghana. She has won a number of awards including the Micah Award, Millennium Excellence Award for Women's Empowerment and the Martin Luther King Jnr. award for Social Justice. Angela is also a conference speaker, consultant, lecturer and a registered para-professional counsellor with the Ghana Psychological Council. She is a licensed Minister of the International Central Gospel Church. Her interests are young women's leadership development, working with survivors of violence, women's mental health advocacy, Christian Discipleship and Pastoral Care. She is married to Kwame Dwamena-Aboagye, an international civil servant. They have three grown up girls, a boy, and two lovely grandchildren.



## **DR. ESI EDUAFOWA SEY**

Organization Development Practitioner

Esi Eduafowa Sey (PhD) is an Organization Development Practitioner. She has over 18 years' experience of guiding civil society and private sector organizations through their strategy-development exercises, organizational culture change efforts, team-building and leadership development processes. Esi Sey is currently Chief of Operations of the Institute for Democratic Governance. Esi Sey worked closely with the Gender and Social Inclusion department of MiDA over the period 2018 to mid-2020, supporting them to review and develop the Ghana Power Compact Internship and Mentoring Program

(GPCIMP), and to develop a sustainability strategy for the GPCIMP.



## DR RUFAI HARUNA KILU

Dr Rufai Haruna Kilu is a Senior Lecturer at the Faculty of Management Studies, Department of Business Administration, University of Professional Studies Accra. His research interest centers on a number of areas including Organizational Gender Perspectives, Policy Analysis, Gender & Technology and Creative Entrepreneurship. Rufai is a product of University of Ghana and Lulea Technology University in Sweden. He has a wide range of research, teaching and consultancy experience. Rufai has made significant contribution to knowledge production through journal publications, conferences and workshops. His

recent scholarly contribution has drawn collective attention to women miners, who are crossing barriers and building bridges in a solidarized motion towards a shift in the historical male-dominant and masculinity cultures in Ghanaian mines. Dr Kilu is currently a DANIDA Post-Doctoral Fellow on ‘Advancing the Creative Industry for Development, Ghana.’ The project is a collaboration between University of Ghana Business School, Copenhagen Business School in Denmark and Loughborough University in UK.



## MS. J FAMATTA KALLON SIRLEAF

**Deputy Managing Director, Commercial Services,  
LEC/Liberia**  
[fsirleaf@lecliberia.com](mailto:fsirleaf@lecliberia.com)

J Famatta Kallon Sirleaf is the Deputy Managing Director for Commercial Services at the Liberia Electricity Corporation (LEC). Ms. Sirleaf has worked with the LEC for almost seven (7) years in different capacities including: Head of Customer Service and manager of Commercial Technical, Head of Distribution, Head of Revenue Management, and now Acting Customer Service Senior. Manager. Her varied roles have afforded her the opportunity to interact with

women at all levels of the utility and with different women’s groups across the nation. Her mission is to promote education and sensitization on the efficient use of electricity and the danger of power theft. Ms. Kallon Sirleaf has twelve (12) years work experience in both the private and public sectors. Her passion is to develop young women who will positively impact their and the world at large.

Philosophy: “Women of substance make the world goes round, not women of representation or numbers”.



## **PROF. KWADWO APPIAGYEI-ATUA**

**LL.B (Hons) (UG), BL (GSL), LL.M (Dal), DCL (McGill)**  
**kappiagyeiatua@ug.edu.gh**

Kwadwo Appiagyei-Atua is Associate Professor at the School of Law, University of Ghana, Legon, Accra where he teaches Public International Law and International Human Rights Law. He is also the representative lecturer from University of Ghana in the LL.M Programme in Human Rights and Democratisation, Centre for Human Rights, University of Pretoria, South Africa. Kwadwo is a member of the Ghana Bar Association. He completed his LLB at the University of Ghana, Legon and his professional law degree at the Ghana School of Law. There-

after, he proceeded to Dalhousie University and McGill University, both in Canada, for his LLM and DCL programmes. He was a Bank of Ireland Post-Doctoral Research Fellow at the Irish Centre for Human Rights, National University of Ireland. Kwadwo recently completed his Marie Curie International Incoming Fellowship at Centre for Educational Research and Development, Lincoln University, UK where he conducted a research on “Building Academic Freedom and Democracy in Africa.” He is a member of the Global Alliance for Justice Education (GAJE), USA and executive member, Jacobs-Abbey Global Institute for Leadership Studies, Woodbridge, VA, USA. Kwadwo has served as a consultant for various inter-governmental organisations – in recent times, for the United Nations Office on Drugs and Crime (UNODC) on its Education for Justice (E4J) initiative as well as for the African Union Commission on International Law. He is a gender activist and was a member of the committees that developed the Anti-Sexual Harassment Policy and the Gender Policy for the University of Ghana.



## **MS. ANGELA OLANREWAJU**

**Marketing Communications Practitioner, IBEDC/Nigeria**  
**Angela.Olanrewaju@ibedc.com**

Angela Olanrewaju is a marketing and communications practitioner with over 19 years’ experience across various sectors of the economy including banking, manufacturing, advertising and currently power. She is the head of the Branding & Corporate Communication department at IBEDC, one of the leading distribution companies in Nigeria. In this role she manages the visibility and reputation of IBEDC as well ensuring cordial relationships and conducive environment within host communities. Ms. Olanrewaju is a member of the Chartered Institute

of Marketing (CIMN) and Advertising Practitioners Council of Nigeria (APCON). She is a healthy living enthusiast, loves reading, spending time with family and mentoring young people.



## **PROF. AKOSUA K. DARKWAH**

Akosua K. Darkwah is Associate Professor of Sociology and current head of the Department of Sociology at the University of Ghana where she has taught for the last 18 years. She holds a PhD in Sociology from the University of Wisconsin-Madison. Her research focuses primarily on the ways in which global economic policies and practices re-configure women's work in the Ghanaian context. Beyond her research interests in gender issues, she served a three year term on the board of Gender and Society, the flagship journal for Sociologists for Women in Society (SWS), of which she is a member.

Her commitment to gender issues goes beyond the academic arena. She commits her time to working on gender issues in both an administrative fashion and in the policy arena. She served for four years as the Director of the Centre for Gender Studies and Advocacy (CEGENSA) at the University of Ghana. In that capacity, she was a member of the Anti-Sexual Harassment Committee of the University of Ghana, which heard cases of sexual harassment at the University. During her time on the committee, they also revised the policy. She is currently the Deputy Convenor of the Network for Women's Rights (NETRIGHT), Ghana and is also a member of both the Domestic Violence Coalition and the Affirmative Action Bill Coalition. In 2014, together with Prof. Dzodzi Tsikata from Ghana, she contributed to the UN Women's publication titled "Paid Work, Women's Empowerment and Inclusive Growth: Transforming the Structures of Constraint."



## **MS. OYINLOLA OSINUBI**

**Human Resource Executive, EKEDC/Nigeria**  
[oyinlola.osinubi@ekedp.com](mailto:oyinlola.osinubi@ekedp.com)

Oyinlola Osinubi is a Human Resource Executive with over 19 years' experience in the Financial Services, ICT and Power Sectors, currently heads the Organizational Development Department at the Eko Electricity Distribution Company. She is responsible for the initiation, development and implementation of initiatives/policies and promoting best practice and consistency across EKEDP. Oyinlola holds a Bachelor of Science degree in Industrial Relations and Personnel Management from the University of Lagos, Nigeria, an MBA from Lagos State

University, specializing in Human Resource Management, and recently concluded the one-year Gender Equity Executive Leadership Course from the George Town University, McDonough School of Business Executive Education.



## **MR. DANIEL IYOHA-OJIE**

**Learning & Development Specialist, IBEDC/Nigeria**  
daniel.ojie@ibedc.com

Coach Daniel, as he is popularly called, applies his experience and training in Personnel Psychology and Human Resources to helping employees of IBEDC manage their careers successfully. Currently, Daniel is the Learning & Development Specialist for the company. He has worked in many companies across several industries like N.G.O., ICT, Insurance, Consulting & Manufacturing etc. Daniel is an active advocate for Gender Equality and Diversity Management in the Workplace, an inspirational speaker, professional training facilitator and career

coach. Daniel is passionate about helping people succeed in their careers.



## **BENEDICTA CARR (MRS)**

Benedicta Carr, a Finance Personnel with over 20 years of experience in that field. She is currently a District Accountant with the Electricity Company of Ghana, where she manages the finance of the District as well as staff in the Finance section. She holds a Bachelor's degree in Accounting and Sociology from the University of Ghana and an MPA from the Kwame Nkrumah University of Science and Technology. She has held Leadership Positions to mention a few in her social life like, The Noble Lady of the Ladies of Marshall, The Accra East Regional Secretary of the Ladies of Marshall, The Vice President of St Theresa of the Child Jesus Society, all female

societies in the Catholic Church, The Welfare Chairperson of the St John the Evangelist Catholic Church and the Immediate Past National Secretary of the Power Queens Club.



## **MRS. GENEVIEVE BAAH MANTE**

Mrs. Genevieve Baah Mante is the Head of the Materials Science Department at the Ghana Standards Authority (GSA) and has oversight responsibility for the Petroleum, Water, General Chemistry, Plastic and Plastic Products, Textiles as well as Gold and Hall Marking Laboratories at GSA.. She holds an MBA (Project Management Option) from the Ghana Institute of Management and Public Administration and a BSc. (Hons) Degree in Biochemistry from the Kwame Nkrumah University of Science and Technology, Kumasi-Ghana. She has twenty four (24) years experience in the fields of Standardisation, Conformity Assessment, Food Safety and Project Management.

For fourteen (14) years she was the Codex Contact Point Officer for Ghana handling all food safety issues from the Codex Secretariat and has been involved with the planning and coordination of activities/projects on food safety amongst the Forty seven (47) countries of FAO/WHO Coordinating Committee for Africa. Also as the Manager of the World Trade Organization National Enquiry Point (NEP) for Technical Barriers to Trade for seven (7) years, she was also Ghana's delegate to the TBT Committee. For six years she was head of the Food and Drinks Laboratories. Mrs. Genevieve Baah Mante has served on a number of Committees including the National Committees responsible for the formulation of Food Safety and Nutrition Policies for Ghana, Technical Committee for Agriculture responsible for the development of national standards for agricultural produce, Technical Committee for Precious Minerals, Technical Committee for Textiles and Clothing as well as the Technical Working Group for the development of a certification scheme for household water treatment systems in Ghana. She has also been Secretary to the National Codex Committee which is an advisory body to Government on food safety issues.



## **MS. ROSEMOND ASAMOAH FRIMPONG**

Ms. Rosemond Asamoah Frimpong, is Manager, Gender and Social Inclusion, Electricity Company of Ghana. She has 5 years' work experience in Management Information Systems and 10 years' work experience in Commercial Operations in ECG. She holds a Bachelors of Arts degree in Political Science and Information Studies and an MBA in Marketing from University of Ghana. She is also an associate member of the Institute of Human Resource and Management Practitioners. In her Social Life, she has held positions like Vice Chairperson of Public Utilities Workers Union(PUWU), Head Office, President

Head office Power Queens Club, Club Admin Director – Rotary Club of Cantoments and the immediate past National President of the Power Queens Club of Electricity Company of Ghana.



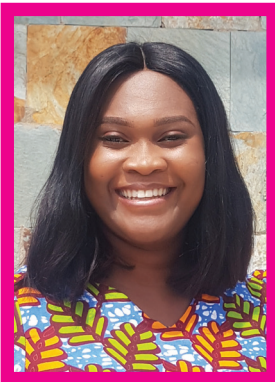


## MRS JAYNE KUMI

Jayne has worked with the Volta River Authority since 1989 starting as an Assistant Administrative Officer in the Personnel Department. Since then she has worked in various capacities in the Office of the Deputy Chief Executive, (Corporate Planning & Finance) and in the Human Resources Department. She was appointed Manager Training and Succession Management in 2016 and is currently the Manager, Areas Human Resources, responsible for staff in all the Authority's locations, namely Akosombo, Ada, Akuse, Tema, Kpone, Accra and Aboadze. Jayne holds a BA (HONS) French and English and a Diploma in Education obtained from the University of Cape Coast in 1986.

She has a Master degree in Public Administration (MPA) from the Kennedy School of Government, (now Harvard Kennedy School), Harvard University Cambridge, Massachusetts, USA obtained in 2002.

Jayne, a member of the Accra Ridge Church (Tudu Branch) is married to Dr. Kofi Kumi, a Clinical Pharmacologist, and they have three children. She is interested in God's work, reading, cooking and baking.



## JOYCE CAITLYN OCANSEY

Joyce is the Gender Specialist for the USAID West Africa Energy Program (WAEP). She is an energy & environmentalist by training and an energy & gender specialist by passion. She graduated from the University of Melbourne, Australia with an MSc in Environmental Science and has extensive professional experience in environmental & social impact assessment and gender within the energy sector in Ghana and West Africa. She has professional experience working within energy regulation, policy decision making & formulation, assessing environmental, health, social and gender impacts of policies, programs within the energy and climate change space. She is a member

of IAIA international, member of the GHANA-NDCs National Gender Working Group, and was the environmentalist & gender specialist for the Energy Commission, Ghana. She also served as the co-chair and gender rep for the IUCN coordinated program PLUS, Ghana and the ECREEE focal point for Ghana. She has expertise working with NGOs / CSOs on gender mainstreaming into decision-making, developing concept & technical advisory notes within local and national government structures.

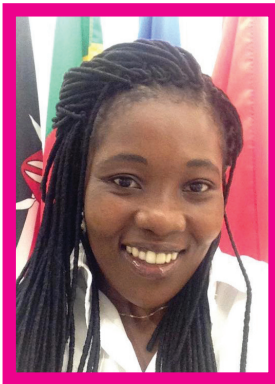


## IVY ANAN MAWUKO

Ivy has 20 years of progressive experience in capacity building and human resource development with expertise in modern workplace learning, organizational and individual cultural transformation work. She is a professional Coach with experience in providing coaching to senior management.

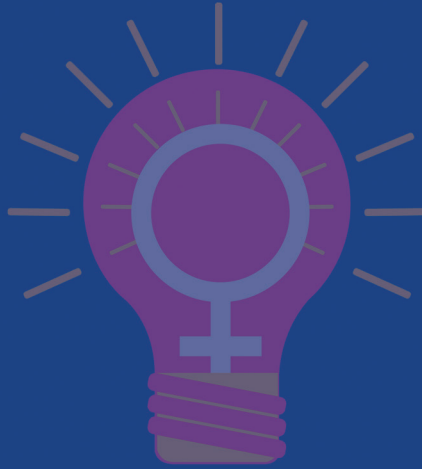
Currently, she is the Head for Africa, Learning and Development at Stanbic Bank, a member of the Standard Bank Group in South Africa. In this role, Ivy is responsible for integrating the Africa Learning and Development strategy and learning initiatives into broader in-country Business Units and HR strategies to facilitate improved performance of the market in

Africa. Ivy studied at the University of Bergen in Norway and completed with an action research on girl's education: a capability appraisal of outcomes of education. She is passionate about development and volunteer time for startups, church activities and the education sector.



## ELLEN D. EYISON DZAH

Ellen D. Eyison Dzah is the Gender and Social Inclusion Officer at the Millennium Development Authority (MiDA). She is an International Development practitioner with sixteen years working experience in the non-profit and public sectors. Her work has focused on promoting women's rights and gender equality in governance processes, climate change and the energy sector. Before joining MiDA in 2015, she was the Program Manager for ABANTU for Development, a sub-regional gender and policy advocacy Non-Governmental Organization (NGO). She managed varied projects funded by bilateral and multilateral development agencies which contributed to enhance women's participation and representation in Ghana's governance processes. She also coordinated training and mentoring programs for young women in second cycle and tertiary educational institutions to strengthen their leadership competences and professional development. Ellen holds a Master's Degree in International Development with specialization in Women, Gender and Development from the Institute of Social Studies (ISS) of the Erasmus University of Rotterdam, Netherlands and a Bachelor of Science degree in Agricultural Science from the Kwame Nkrumah University of Science and Technology (KNUST) Kumasi. As a member of the Association of Women in Development (AWID), the Network for Women's Rights in Ghana, and the Women's Manifesto Coalition, Ellen has participated in international, regional and national advocacy initiatives on ensuring gender responsiveness in development policies and programmes.



# PARTICIPATING ORGANIZATIONS



ATLANTIC ENGINEERING

