



**Gender Equality, Disability, and Social
Inclusion (GEDSI) Tools and Procedures for
Electricity Distribution Companies (DisCos)
Across Renewable Embedded Generation (REG)
Development, Construction and Operation Phases**

Prepared by: Distill Inclusion

March 2026

Context and How to Use This Guide:

This document offers a **practical reference guide** to support DisCos in integrating GEDSI considerations into REG projects. RMI and the UK PACT programme **strongly encourage the integration of GEDSI principles wherever feasible**, recognizing that inclusive approaches can improve project outcomes, including enhancing community acceptance, strengthening workforce participation, improving customer engagement, and ultimately contributing to more sustainable and impactful energy solutions.

The level of GEDSI integration will vary by project depending on context, capacity, and commercial considerations. For DisCos, a key role is to oversee the GEDSI entry points per project phase. Rather than prescriptive requirements, this document serves as a programmatic tool to help DisCos and developers to identify, structure and monitor GEDSI actions across project lifecycle.

DisCos are encouraged to:

- Use the **summary table** as a quick-reference overview to identify key e GEDSI entry points of the REG project across development, construction, and operations phases.
- Draw from the more **comprehensive checklist** with indicators and examples to inform developer requirements, due diligence and ongoing supervision of GEDSI commitments
 - Note that many of the developer requirements should be considered during developer procurement processes (e.g., via Request for Proposals [RFP]), contractual agreements (e.g., the power purchase agreements [PPA]), or the requested GEDSI Action Plans from developers

This guide is not intended to be applied in full in all cases. Users should select and adapt relevant components based on project needs, while balancing ambition with feasibility. Even incremental steps toward GEDSI integration can deliver meaningful improvements in both development impact and project performance. Additional resources and case studies are provided at the end of this document for users seeking to deepen their knowledge and approach over time.

GEDSI Entry Points Overview

The summary table below provides a high-level overview of key GEDSI entry points across each phase of REG project lifecycle—development, construction, and operations. The questions listed assume some GEDSI commitments have been made by developer as part of contract negotiated GEDSI Action Plan and/or PPA and are structured to support the DisCo in supervising those commitments across employment, skills-development, gender-based violence (GBV) issues, and community engagement and customer care. Commitments and areas of focus will vary project by project and depend on budget and capacity of the developer to execute GEDSI actions.

Table 1 Summary of GEDSI Entry Points and Considerations

GEDSI Checklist	Development Phase (Questions for developer to be posed by DISCO)	Construction Phase (Questions for developer to be posed by DISCO)	Operations Phase (Questions for developer to be posed by DISCO)
1. Employment-related issues	<p>Have they established quotas for female and youth recruitment?</p> <p>Have they developed a plan for sourcing local women and youth for recruitment?</p> <p>What is their track record for adhering to recruitment quotas on other sites in the past and have they shown continuous signs of improvement over the years?</p>	<p>Have they implemented an equal pay policy that is adhered to?</p> <p>Is there an established workers' protection that explicitly covers all workers and employees, with special consideration for vulnerable employees?</p>	<p>Is the equal pay policy being adhered to during the operations phase?</p> <p>Is the workers' protection being adhered to during the operations phase?</p> <p>Are there female and youth employment retention plans that take into account the decrease in labour opportunities in the post-construction phase?</p>
2. Skills development	<p>Do they have a learning programme for female engineers, technicians and similar roles, developed in partnership with local TVET colleges/schools or universities and</p>	<p>These programmes should be monitored to ensure compliance with the partnership, compliance with the gender/youth/local employment quotas and that training is being facilitated well.</p>	<p>Has the developer established clear pathways from learning/apprenticeship/learnership opportunities to job creation at the site?</p> <p>For unsuccessful students/trainees, are there identified alternative pathways and job support?</p>

	incorporating gender and youth quotas?		
3. GBV issues	<p>Do they have risk screening mechanisms in place to identify any GEDSI red flags amongst potential employees that may put other employees at risk on the site?</p> <p>Do they have Codes of Conduct for all employees related to age of consent and expected conduct? This should be developed during the development stage and signed by all employees before work begins. These codes must be adhered to during all phases.</p> <p>Is the physical site design GEDSI inclusive? E.g. the toilet infrastructure, lighting at night, safe transportation options.</p>	<p>Do they have company GBV policies on-site including risk screening mechanisms to proactively scan and identify employees at risk of GBV?</p> <p>Are there safeguarding measures in place for women and girls working on the site?</p> <p>Do they have anti-GBV training for all employees? If so, what is included in the training sessions and how frequently is training conducted?</p> <p>Do they have anonymous and accessible grievance redress processes to address GBV-related issues at the project site? And who is in charge of receiving and monitoring these?</p> <p>Have all GEDSI measures and accessible grievance processes been communicated to all employees and the local communities and is there evidence that these tools/mechanisms are being actively implemented?</p>	<p>Are the on-site company GBV policies maintained during operations phase? Including risk screening mechanisms to proactively scan and identify employees at risk of GBV?</p> <p>Are there safeguarding measures in place for women and girls working on the site?</p> <p>Is GBV training for all employees being conducted during the operations phase, and (at least) on an annual basis?</p> <p>Anonymous and accessible grievance redress processes should remain in place during the operations phase as a focal point for dealing with GBV-related issues and ensuring that the site remains a safe environment.</p> <p>Do all GEDSI measures and accessible grievance processes continue to be communicated to all employees and the local communities and is there evidence that these tools/mechanisms are being actively implemented?</p>
4. Community engagement and customer care	Are there local procurement opportunities (if applicable) to enhance economic	Are there any instated mechanisms to deal with local communities affected during construction of the	Are there clear community and customer care grievance mechanisms to deal with local communities affected during operation of the site,

	<p>opportunities?</p> <p>Is there a community engagement point person who liaises and touches base with community leaders, including women’s group leaders and religious leaders during all phases of the project?</p> <p>Does the developer engage in periodic community forums and discussions? If so, how often?</p> <p>Does the developer conduct Free, Prior and Informed Consent (FPIC) processes prior to any infrastructure development affecting local communities, in particular in accordance with IFC Performance Standards 4 and 7?</p> <p>Has a Do No Harm Policy been developed covering the resettlement and construction phase before any construction takes place?</p> <p>Does the developer collect customer sex-disaggregated data during the development stage?</p>	<p>site?</p> <p>Is there periodic engagement in community forums and discussions during the construction phase?</p> <p>Are they adhering to the Do No Harm Policy that was developed during the development stage?</p>	<p>relay concerns regarding safety, wiring, metering issues as well as bill dispute mechanisms? Are these anonymous and accessible to all customers, including those with disabilities?</p> <p>Is the developer engaging in periodic community forums and discussions during the operations phase to receive feedback?</p> <p>Does the developer deliver educational workshops on the productive use of energy and general energy literacy to the community? Are these accessible to all customers?</p> <p>Does the developer organise any educational engagements throughout the year with local schools on renewable energy and gender inclusion?</p> <p>Does the provider provide prepayment functionality and accessible billing in local languages, large print, and braille on request, including remote payment options for mobility-impaired consumers?</p> <p>Is the developer periodically collecting customer sex-disaggregated data?</p>
--	--	--	--

1. Employment/labour checklist

Development phase:

STRONGLY RECOMMENDED:

Does the developer have quotas outlined for female and youth recruitment on site and what are they?

- A typical quota in the workplace for female recruitment is often 30-40%- although the percentage may be much lower for the kind of jobs in energy in a rural setting. Establishing quotas is important during the development and construction phases.
- Is there a youth-specific quota defined (e.g. percentage of workforce under 35) separate from the female quota, or is there a combined women and youth target?

Do they have a plan in place for sourcing local women and youth for recruitment?

- For example, have they established a working relationship with local community leaders who can help create a relationship between the developer and potential employees? Is there an established recruiter who works with local community organisers?
- Are job advertisements distributed through channels specifically accessible to women (e.g. women's cooperative meetings, female-led WhatsApp groups, announcements at churches/mosques, local radio in relevant languages)?
- Do they have an established relationship with any female-run NGOs in Nigeria? Such as:
 - [Solar Sister Nigeria](#) - a nonprofit organisation which empowers local women by helping them become entrepreneurs in the clean energy sector. They provide essential services, training and support women to deliver clean energy directly to homes in rural communities. They also provide support to enable female entrepreneurs to build sustainable businesses in their their own communities.
 - [Women in Energy, Oil and Gas Nigeria](#) (a forum created to promote gender diversity and inclusion in the energy, oil and gas industry, creating opportunities for women. Provide education, promote business collaboration opportunities, host networking events, provide formal leadership for women in STEM, work in advocacy and liaise at the international, national and local level).

ADDITIONAL (GOOD TO HAVE):

What is their track record for adhering to recruitment quotas on other sites in the past and have they shown continuous signs of improvement over the years?

- Is workforce data from previous projects available and independently verified? E.g. in 2023, they reached a quota of 20% female employment, 2024 they reached 25% female employment, 2025 they reached 30% female employment etc.
- Are youth employment track record data similarly documented and available for review?

Construction phase:

STRONGLY RECOMMENDED:

Do they have an equal pay policy and is it being adhered to?

- Is the equal pay policy documented in writing and signed off at board or senior management level?
- Does the policy cover not only base salary but also allowances, bonuses, benefits, and non-monetary compensation such as training opportunities and promotions?
- Is a gender pay gap analysis conducted periodically (at minimum annually) and will results be shared internally with staff and externally with the DisCo?
- Are there mechanisms for employees to raise equal pay concerns confidentially without fear of retaliation?
- Does the policy explicitly cover contractor and subcontractor workers, or only direct employees?

ADDITIONAL (GOOD TO HAVE):

Do they have workers' protection that explicitly covers and protects employees and workers, with special consideration for vulnerable employees such as women and youth?

This should carry over into the operations phase.

- Is workers' protection policy aligned with Nigerian Labour Act 2004 requirements as a minimum, and does it go beyond minimum requirements for vulnerable groups?
- Are there explicit protections against pregnancy-related discrimination, including a maternity leave policy that meets or exceeds Nigerian law (12 weeks minimum) and a no-dismissal protection during pregnancy?
- Are young workers (under 18) explicitly protected from hazardous work in line with Nigerian Child Rights Act 2003 and ILO Convention 182?
- Is there a workers' committee or union recognition that includes female and youth representatives with a formal voice in workplace conditions?

Operations phase:

STRONGLY RECOMMENDED:

Is the equal pay policy being adhered to during the operations phase?

Do they have mechanisms in place for female and youth employment retention during the operation phase?

Note: There will be fewer labour opportunities during the operation phase.

- Is there a transition plan for women and youth employed during construction to move into operations-phase roles, including any reskilling needed to make that transition?
- Potential roles to retain women and youth during operations may include: site cleaning and janitorial opportunities, grounds maintenance, gardening, kitchen staff for site

workers, laundry services for site workers, security guards and traffic management at entry and exit points, administrative support, community engagement officers who serve as a point person for relations with the community, female bill collectors.

ADDITIONAL (GOOD TO HAVE):

Is the workers' protection being adhered to during the operations phase?

Employment retention considerations and actions

- Is there a retention rate indicator tracked i.e. what percentage of women employed during construction are still employed 12 months into operations?
- Are there flexible working arrangements available during operations (e.g. part-time shifts, job sharing) that can accommodate women with caregiving responsibilities?

2. Skills development checklist

Development phase:

STRONGLY RECOMMENDED:

Do they have a learning programme for female engineers, technicians and similar roles, developed in partnership with local TVET colleges/schools or universities and incorporating gender and youth quotas?

- Is the programme co-designed with the partner institution, or is it developed unilaterally by the developer with limited institutional input?
- Does the programme lead to a recognised qualification or certification at the end, rather than only informal experience?
- Are stipends or allowances provided to female participants to cover transport and living costs, helping to remove a common barrier to participation?
- Is there a conversion rate target, i.e. what percentage of programme graduates are offered employment at the site or with partner organisations?
- Partnership arrangements with institutions may include dual training arrangements where students spend part of their education on site and part at the college; sponsoring students for trades relevant to embedded generation such as electrical installation; and preferential hiring systems with gender quotas. Gender quotas for female students could be set at 30–40%.
- Is there a named coordinator at both the developer and the institution responsible for managing the relationship and tracking student progress?
- Is there a formalised agreement with the institution signed by both parties?

Construction phase:

STRONGLY RECOMMENDED:

Are these programmes being monitored to ensure compliance with the partnership, and with gender, youth and local employment quotas?

- Programmes should be reviewed regularly to confirm that training is being facilitated effectively and that agreed quotas are being met.

Operations phase:

ADDITIONAL (GOOD TO HAVE):

Do these apprenticeship/learnership opportunities translate into sustained pathways to job creation during the operations phase? Is there evidence of this from past projects and do they have a plan for this project?

- For example, from a cohort of 30 students, 50% will have a secured job offer at the end of the traineeship/apprenticeship.
- For students who are unsuccessful in receiving a job at the end of their apprenticeship etc. does the developer help to find alternative forms of employment in and around the site/sector?
- Is this formalised and written in the written agreement between both the developer and college?

3. GBV risk mitigation checklist

Clear GBV risk mitigation and response measures in place that align with the approaches and principles outlined in the World Bank Good Practice Note on Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH).

Development phase:

STRONGLY RECOMMENDED:

Do they have risk screening mechanisms in place to identify any GEDSI red flags amongst potential employees that may put other employees at risk on the site?

- These can include pre-employment checks, reliable reference checks, background checks where legally permissible, structured interview questions asking about workplace respect- what do they think workplace respect means? What types of behaviours are not acceptable in a workplace setting? How do they treat female or minority colleagues?

Do they have Codes of Conduct for all employees related to age of consent and expected conduct?

- Codes of Conduct should be signed by every employee and contractor before site access is granted. They should explicitly prohibit SEA/SH, define age of consent under Nigerian law (18 years), prohibit transactional sex, and outline consequences up to and including termination and criminal referral.

Is the physical site design GEDSI inclusive?

- This could refer to separate bathrooms and changing rooms and washing facilities; adequate lighting across the site; safe transportation options for women and youth working in the evenings.

ADDITIONAL (GOOD TO HAVE):

Considerations on Codes of Conduct

- Codes of Conduct should be available in Hausa, Yoruba, Igbo, and Pidgin as relevant to the workforce, and would depend on the prevalent ethnic groups and languages on the regions and workforce where the REG project takes place.

Construction phase:

STRONGLY RECOMMENDED:

Do they have company GBV policies on site including risk screening mechanisms to proactively scan and identify employees at risk of GBV?

- The GBV policy must clearly state what GBV/SEAH/SH is, demonstrate clear consequences for inappropriate behaviour and clear accessible signage posted on site etc.

Are there safeguarding measures in place for women and girls working on the site?

- There should be an established safeguarding protocol in place. Measures include:
 - Properly fitted protective equipment (PPE) designed and fitted for women and girls,
 - separate washing; changing and toilet facilities including a proper hygienic disposal unit for sanitary pads
 - Strict anti-harassment and safety policy, including definition of sexual harassment, bullying, or discrimination and developer response if such issues arise.
 - Workplace culture training for all staff teaching employees about sexual harassment prevention, gender bias awareness, respectful communication
 - Clear access to referrals for psycho-social, medical and legal support in the event that something happens

Do they have anti-GBV training for all employees? If so, what is included in the training sessions and how frequently is training conducted?

- Regular, mandatory training is encouraged- once to twice a year with all employees present.
- Content should cover definitions of GBV/SEA/SH, how to intervene as a bystander, how to report, survivor confidentiality, and what the referral options are.
- Being able to record training sessions and keep them for regular auditing is also recommended.

Internal GBV Grievance Mechanism: do they have anonymous and accessible grievance redress processes at the project site? And who is in charge of receiving and monitoring these?

- Grievance mechanisms should be available in multiple formats, written, verbal, digital, and via a third-party, in order to accommodate for varying literacy levels and comfort levels.
- Having an external auditor /gender expert who is separate to onsite management may be important to employ here

Have all GEDSI measures and accessible processes been communicated to all employees and the local communities and is there evidence that these tools/mechanisms are being actively implemented?

- Evidence could include copies of signed Codes of Conduct by all employees, dated training attendance registers, grievance logs showing cases reported, received and resolved, site inspection reports
- These are relevant across the development, construction and operations phases

Operations phase:

STRONGLY RECOMMENDED:

Are the company on-site GBV policies maintained during operations phase? Including risk screening mechanisms to proactively scan and identify employees at risk of GBV?

Are there safeguarding measures in place for women and girls working on the site?

- Safeguarding measures established during construction should be carried over in full into the operations phase.

GBV training for all employees must be upheld during the operations phase and conducted on (at least) an annual basis.

Anonymous and accessible grievance redress processes should remain in place during the operations phase as a focal point for dealing with GBV-related issues and ensuring that the site remains a safe environment.

Do all GEDSI measures and accessible grievance processes continue to be communicated to all employees and the local communities and is there evidence that these tools/mechanisms are being actively implemented?

4. Community engagement and customer care checklist

Development phase:

STRONGLY RECOMMENDED:

Are there local procurement opportunities (if applicable) to enhance economic opportunities?

- What is the % of contracts awarded to women-owned or youth-owned businesses?
- Are procurement opportunities shared via relevant information channels at the community levels, such as through community leaders, women's groups, religious leaders etc?
- Are contract sizes broken up into smaller lots to enable local/smaller supplier participation?

Is there a community engagement point person who liaises and touches base with community leaders, including women's groups' leaders and religious leaders during all phases of the project?

Does the developer engage in periodic community forums and discussions? If so, how often?

- These are cost-effective measures that developers could easily implement.

Does the developer conduct Free, Prior and Informed Consent (FPIC) processes prior to any infrastructure development affecting local communities, in particular in accordance with IFC Performance Standards 4 and 7? And do they have any instated mechanisms to deal with local communities affected during construction and operation of the site?

- Have they provided documented evidence that FPIC processes were conducted before any land acquisition, infrastructure development, or activity affecting local communities?
- Have they ensured that there is community consent documented through signed agreements or formally minuted community resolutions?
- Are FPIC processes also conducted in local languages where applicable?
- Are women and marginalised groups specifically included in FPIC consultations, not only male community leaders?

Have they implemented a Do No Harm policy during the resettlement /construction phase to avoid affecting local communities?

- This could include a documented Do No Harm policy covering the resettlement and construction phase, aligned with IFC Performance Standard 5 (Land Acquisition and Involuntary Resettlement)

ADDITIONAL (GOOD TO HAVE):

Actions related to the Do No Harm Policy

- It could also include a Resettlement Action Plan (RAP) or Livelihood Restoration Plan (LRP) in place where displacement occurs, with gender-sensitive provisions
- Construction management measures documented (dust suppression, noise curfews, site access controls, traffic management)

Do they collect customer data that is sex-disaggregated and if not, recommend that the DisCo itself collects this data.

- This could include a customer registration form to collect sex, age, and customer type (household, MSME, institution) data
- Periodic reports produced showing percentage of female versus male account holders, female-headed household connections, and female MSME customers
- Where the developer does not collect this data, a formal recommendation could be made to the DisCo to collect and maintain it.

Construction phase:

STRONGLY RECOMMENDED:

Community/customer care grievance mechanism: are there clear community grievance mechanisms to relay concerns regarding safety, wiring, metering issues, bill dispute mechanisms? Are these anonymous and accessible to all customers, including those with disabilities?

- This could include a documented grievance mechanism with multiple intake channels (physical complaint box, phone/SMS line, a WhatsApp number publicised via community leaders, in-person at a designated office, third-party submission on behalf of someone)
- A grievance mechanism displayed publicly in local languages at accessible locations
- Grievance log maintained and reviewed regularly, with trends reported to management.

Is there periodic engagement in community forums and discussions during the construction phase?

- These are cost-effective measures that developers could easily implement.

Are they adhering to the Do No Harm Policy that was developed during the development stage?

- Evidence that community impacts were monitored and mitigated throughout construction

ADDITIONAL (GOOD TO HAVE)

Actions related to grievance mechanisms:

- A defined turnaround time for acknowledging and resolving grievances (e.g. acknowledgement within 3 days, resolution within 30 days)
- Specific provisions for customers with disabilities (e.g. verbal reporting option, large print materials)
- Evidence that billing dispute resolutions are tracked and resolved fairly. This could be through periodic feedback meetings with the community to provide updates on resolved issues.

Operations phase:

STRONGLY RECOMMENDED:

Community/customer care grievance mechanism: are there clear community grievance mechanisms to deal with local communities affected during operation of the site as well as relay concerns regarding safety, wiring, metering issues, bill dispute mechanisms? Are these anonymous and accessible to all customers, including those with disabilities?

Is the developer engaging in periodic community forums and discussions during the operations phase to receive feedback?

ADDITIONAL (GOOD TO HAVE):

Does the provider provide prepayment functionality and accessible billing in local languages, large print, and braille on request, including remote payment options for mobility-impaired consumers?

Does the developer deliver educational workshops on the productive use of energy and general energy literacy to the community? Are these accessible to all customers?

- E.g. are they given in local languages, included in braille, hosted at different times to accommodate for women and men who may be working, and offering female-only educational workshops?

Does the developer organise any educational engagements throughout the year with local schools on renewable energy and gender inclusion?

- This could include at least one school engagement per academic term with local primary or secondary schools
- Content which covers renewable energy basics and includes gender inclusion messaging (e.g. women in energy careers, girls in STEM)
- Girls specifically targeted and encouraged to participate actively, not only boys
- Plant site visits offered to school groups with appropriate safety measures

Is the developer periodically collecting customer sex-disaggregated data?

Additional Resources and Case Studies

Name and resource type	Link	Description
UN Women Nigeria: Gender Responsive Energy Access and Transition Toolkit (2026)	https://africa.unwomen.org/sites/default/files/2026-02/energy_toolkit.pdf	<p>The aim of the Gender-Responsive Energy Access & Transition Toolkit is to advance gender equality across Nigeria’s energy sector by equipping national and subnational institutions with evidence-based tools, templates, and strategies for inclusive planning, budgeting, monitoring, and governance at national and state levels.</p> <p>UN Women Developed with Nigerian stakeholders and based on global best practice, it is designed for ministries, energy agencies, power utilities, renewable energy companies, financial institutions, and civil society groups. It includes simple assessments, real-life examples, planning guides, and reporting tools that help institutions identify gender gaps and act on them.</p>
IFC Gender and Infrastructure Toolkit	https://ifcsia.org/infra-gender-toolkit/business-case-energy/	<p>A practical guide and toolkit for the entire infrastructure sector, including a business case study on energy and energy access. It includes multiple real-life examples and practical implementation strategies and recommendations.</p>
Transformation Energy Access GESDI toolkit	https://tea.carbontrust.com/wp-content/uploads/2025/06/GESI-Toolkit-May2025.pdf	<p>The TEA GESDI Toolkit includes a Guide and Overview master document, a GESDI risk matrix in Excel format, a GESDI Support Services checklist in Word format, and tool templates designed to be completed and adapted for specific projects and programmes. It is structured into two tiers: the first helps organisations get started, while the second enables them to take GESDI knowledge to the next level.</p>
Case study: IFC Energy2Equal, (Africa-wide operations) Lekela Power case study (Senegal, Egypt, South Africa)	https://www.ifc.org/en/insights-reports/2023/the-power-of-sex-disaggregated-data-in-prioritizing-interventions	<p>The IFC conducted a full gender assessment of Lekela covering workforce, leadership, supply chain, and community engagement, using sex-disaggregated data at board, senior management, and technical levels.</p> <p>Lekela then established a Diversity and Inclusion Working Group, provided training to reduce unconscious gender bias, and worked to increase the number of women in leadership positions. Lekela has undertaken efforts to support women in the field of</p>

<p>Detailed data-driven implementation with published results</p>		<p>engineering and renewable energy through education and training. The company holds itself accountable by publishing annual public reports on corporate sustainability that includes gender data.</p>
<p>Case study: IFC Energy2Equal- ENGIE PowerCorner (including Nigeria)</p>	<p>https://www.ifc.org/content/dam/ifc/doc/2023-delta/ifc145-e2e-case-studies-engie-v3.pdf</p>	<p>Under the Energy2Equal initiative, ENGIE PowerCorner committed to increasing female representation in management positions from 20 percent in 2019 to 40 percent by 2021.</p> <p>Having achieved that goal, it set a new target of 50 percent by 2030. As part of its multi-country expansion, four women were appointed to Head of Mini-grid positions in Benin, Nigeria, Tanzania, and Zambia.</p> <p>They discuss easy and practical measures that can be incorporated to encourage more women to work in the energy sector. E.g. Onyinye Anene-Nzelu, the Head of mini-grids in Nigeria, mentioned ensuring separate changing rooms for women, mentoring for women, internal gender targets and maternity leave.</p>
<p>USAID Engendering Industries: Eko Electricity Distribution Company (EKEDC), Nigeria</p>	<p>https://www.icrw.org/wp-content/uploads/2019/09/ICRW_EKEDC-Nigeria_CaseStudy.pdf</p>	<p>Directly relevant as this is one of Nigeria’s 11 electricity distribution companies.</p> <p>USAID helped complete a baseline assessment and worked with EKEDC to develop a gender strategy, implementing it into various parts of the company. This included (but is not limited to) reforming its HR policies, developing an inclusive community outreach approach, engaging with schools to encourage female students to take part in STEM-related/energy related courses, implementing gender equitable hiring and promotions, as well as setting explicit gender targets.</p>