



USAID
FROM THE AMERICAN PEOPLE

Asia Clean Energy Forum Side Event:

Leading the Energy Sector into the Future by
Harnessing the Power of Gender Equality



Opening Remarks

Amanda J. Van den Dool

Energy and Infrastructure Team Lead

USAID/Regional Development Mission for Asia (RDMA)





USAID
FROM THE AMERICAN PEOPLE

ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA (E4SEA) ACTIVITY

ASIA CLEAN ENERGY FORUM 2021

June 14, 2021

USAID/RDMA
TBD/72048620R00015



AGENDA

- **INTRODUCTION** TO E4SEA
- **HIGHLIGHTS & INSIGHTS FROM STAKEHOLDER CONSULTATIONS:** BARRIERS AND OPPORTUNITIES IN GENDER EQUALITY IN THE THAI ENERGY SECTOR
- **NEXT STEPS**

THE BUSINESS CASE FOR GENDER EQUALITY



Increased Profitability and Organizational Performance

Gender equity could add as much as \$12 trillion to the world economy:

- ✓ Excluding women from the workforce leads to inefficient economies, unequal growth, and missed opportunities for development

Enhanced Organizational Reputation:

- ✓ Sustainability Thought Leadership

Ability to Attract Talent and Retain Skilled Employees:

- ✓ Companies with strong gender inclusion have improved employee satisfaction and reduced employee turnover and absenteeism

Source: McKinsey Global Institute (MGI). 2015. The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion to Global Growth.

E4SEA ACTIVITY IN BRIEF



2020-2023:

A \$9.1 million regional program focused on enhancing opportunities for women and girls in Southeast Asia Energy Sector



Overall Goal:

- Increased Workplace Diversity
- Inclusive Workplace Environment
- Equitable Promotion Opportunities



7 Focus Countries:

- Myanmar
- Cambodia
- Indonesia
- Laos
- The Philippines
- Thailand
- Vietnam



Key Stakeholders:

- Energy Employers
- Universities
- Vocational Schools
- USAID Bilateral Missions
- USAID Implementing Partners
- Ministries
- Energy Sector Regulators
- Civil Society Organizations

E4SEA ACTIVITY – FIVE KEY OBJECTIVES

Objective 1

Identify core challenges to gender equality in the energy sector in Southeast Asia

Objective 2

Increase the number of women and girls pursuing careers in the energy sector

Objective 3

Increase the recruitment, retention, and promotion of women in the energy sector workplace

Objective 4

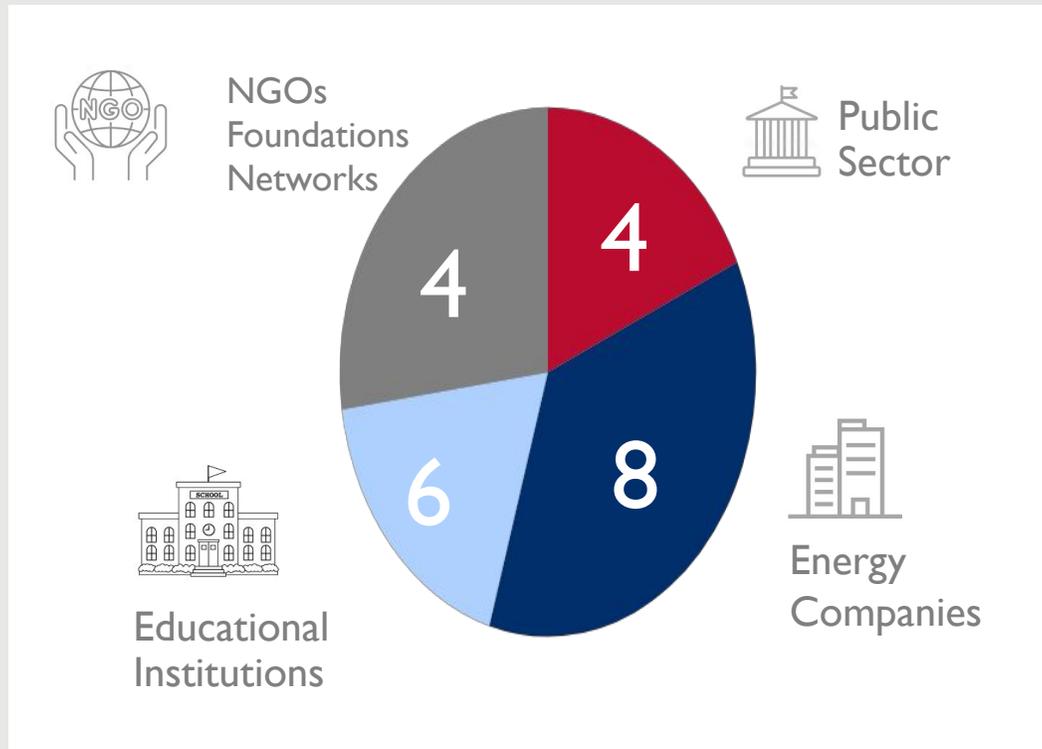
Increase mentorship and leadership opportunities for women in the energy sector

Objective 5

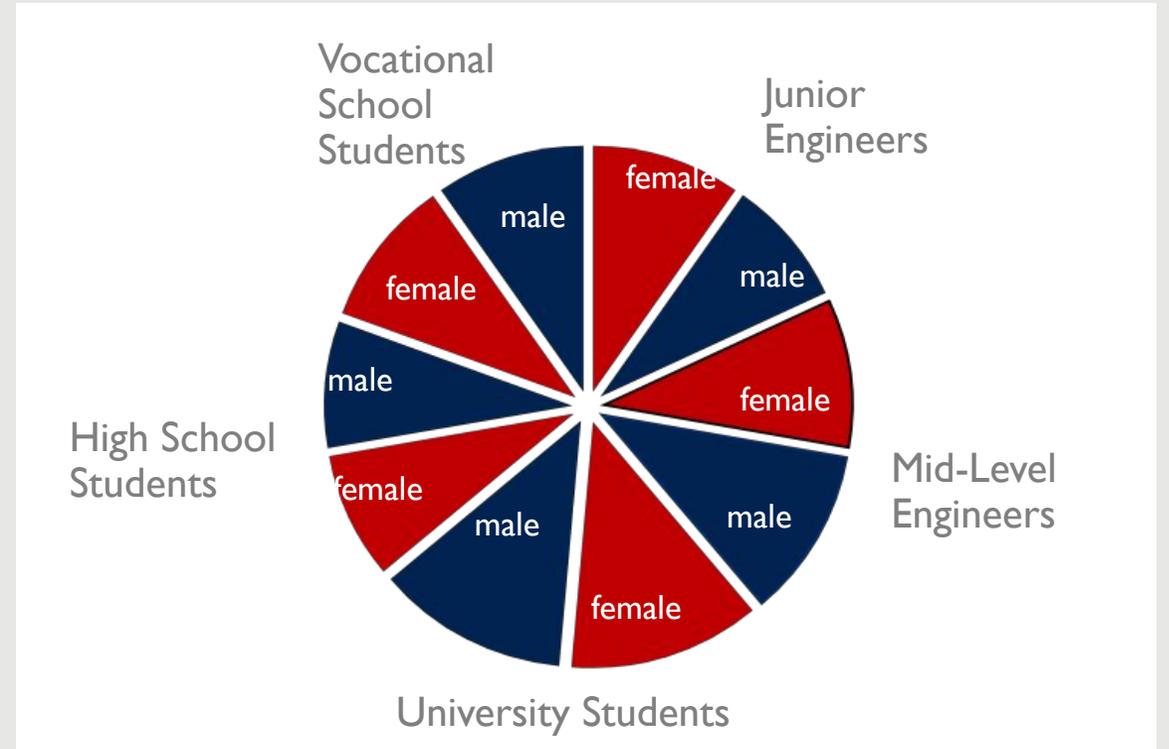
Enhance communication, collaboration, and learning

SUMMARY OF IN-DEPTH INTERVIEWS AND FOCUS GROUP DISCUSSIONS

IN-DEPTH INTERVIEWS: 22



FOCUS GROUP DISCUSSIONS: 10



PUBLIC SECTOR

Barriers:

- Laws, policies, and mechanisms are in place, but operational practices could be strengthened
- Lack of strategies to promote women into senior leadership positions
- Lack of mechanisms to measure the progress of gender equity and women in senior leadership positions

Opportunities:

- Ministry of Labour & Ministry of Social Development & Human Security serve as role models in promoting women into senior leadership positions
- Opportunity for technical support in closing gender gaps, monitoring progress of gender equality and social inclusion (GESI) related programs, meeting international standards, and enhancing gender programming within public sector



Source: youthincmag.com/international-womens-day-gender-gap



Source: www.freepik.com

ENERGY COMPANIES



Barriers:

- There are more male engineers not because of discrimination but because fewer females study engineering.
- Parents do not want their daughters to do technical work in the energy sector out of concern for safety.



Opportunities:

- Gender equality is an integral part of sustainability performance and reporting
- Energy Transition – more career opportunities
- Reframing tertiary-level education for 21st century skills development

EDUCATIONAL INSTITUTIONS

Barriers:

- Good grades don't guarantee professional career opportunities for female technical school graduates. *“Many female technical school graduates from mechanical or electrical degree programs, even when academically successful, were only able to find work in non-technical departments”*
- No gender equality and social inclusion (GESI) issues integrated in student life cycle management

Opportunities:

- Improvement on internship programs
- Provide training to address gender equality & social inclusion issues in student life cycle.



Source: uopeople.edu



Source: freepik.com

NGOS/FOUNDATIONS/NETWORKS

Barriers:

- Sexual harassment and gender-based violence cases in Thailand have not decreased even though there is strong evidence of a wide range of gender advocacy program and initiatives

Opportunities:

- Utilize data from existing initiatives on gender advocacy for further development of a Gender Assessment Report for Thailand e.g. innovative approaches including using GPS technology to create a monitoring and reporting mechanism of harassment and GBV in public spaces such as university campuses, public transport and workplaces.
- Identify positive organizational change in policies, in career development and education for women



Source: <https://www.pinterest.com/pin/442830575852977488/>



Source: Flat Icon

NEXT STEPS

- Assessment Report on the Status of Women's Participation in the Energy Sector in SEA
 - Stakeholder Consultations in Indonesia and the Philippines
 - Baseline Citizen Survey in 3 focused countries: Thailand, Indonesia, the Philippines
- Collaborations with energy companies, universities, vocational schools for impactful interventions



USAID
FROM THE AMERICAN PEOPLE

THANK YOU

Q&A



Creator: Chinnapong | Credit: Getty Images/iStockphoto

— Overview of Engendering Utilities

Presented by Jasmine Boehm, Lead Change Management Coach, USAID Engendering Utilities program



Benefits of Women's Participation in the Energy Sector

- Companies with more women on Board of Directors are more proactive in:
 - Improving energy efficiency
 - Lowering company costs
 - Investing more in renewable power generation
- Companies with more women in their labor force see improved customer satisfaction
- **Improved Revenue:** In India, BRPL found that sending female employees into high theft communities achieved the following increased collection efficiency in pilot areas to nearly 100 percent and over 200 new connections were added.

Source: Berkeley-Haas School of Business



Engendering Utilities Approach and Results



Delivering Gender Equality: A Best Practices Framework for Male-Dominated Industries



Gender Equity Executive Leadership Program



Tailored Change Management Coaching

Empowered
Women

Improved Gender
Equality

Strengthened
Company
Performance

Strengthened,
Resilient Industries

What does the Engendering Utilities Program Do?

- Collect/analyze data on gender equality in male-dominated industries, and curate evidence-based best practices in Delivering Gender Equality: A Best Practices Framework for Male Dominated Industries
- Develop and support partners to use the Best Practices Framework to increase gender equality within organizations
- Deliver the Gender Equity Executive Leadership Program (GEELP)
- Provide change management coaching and gender equality to organizations
- Provide a platform and opportunities for knowledge exchange between partners, including the Participant and Alumni Network which provides a community of practice for program participants
- Provide gender equality trainings and courses to expand reach regionally and in the broader energy and water sector communities
- Develop strategic communications to influence attitudes and establish thought leadership



Focus on the Employee Life Cycle

Societal and Sectoral Context

- National and legal policy framework
- Gender Norms and Values
- Economic Environment and attractiveness of market
- Quality of education system
- Services and infrastructure to enable workforce participation
- Monitoring and regulatory organizations



Example Best Practice from Employee Life Cycle Phases

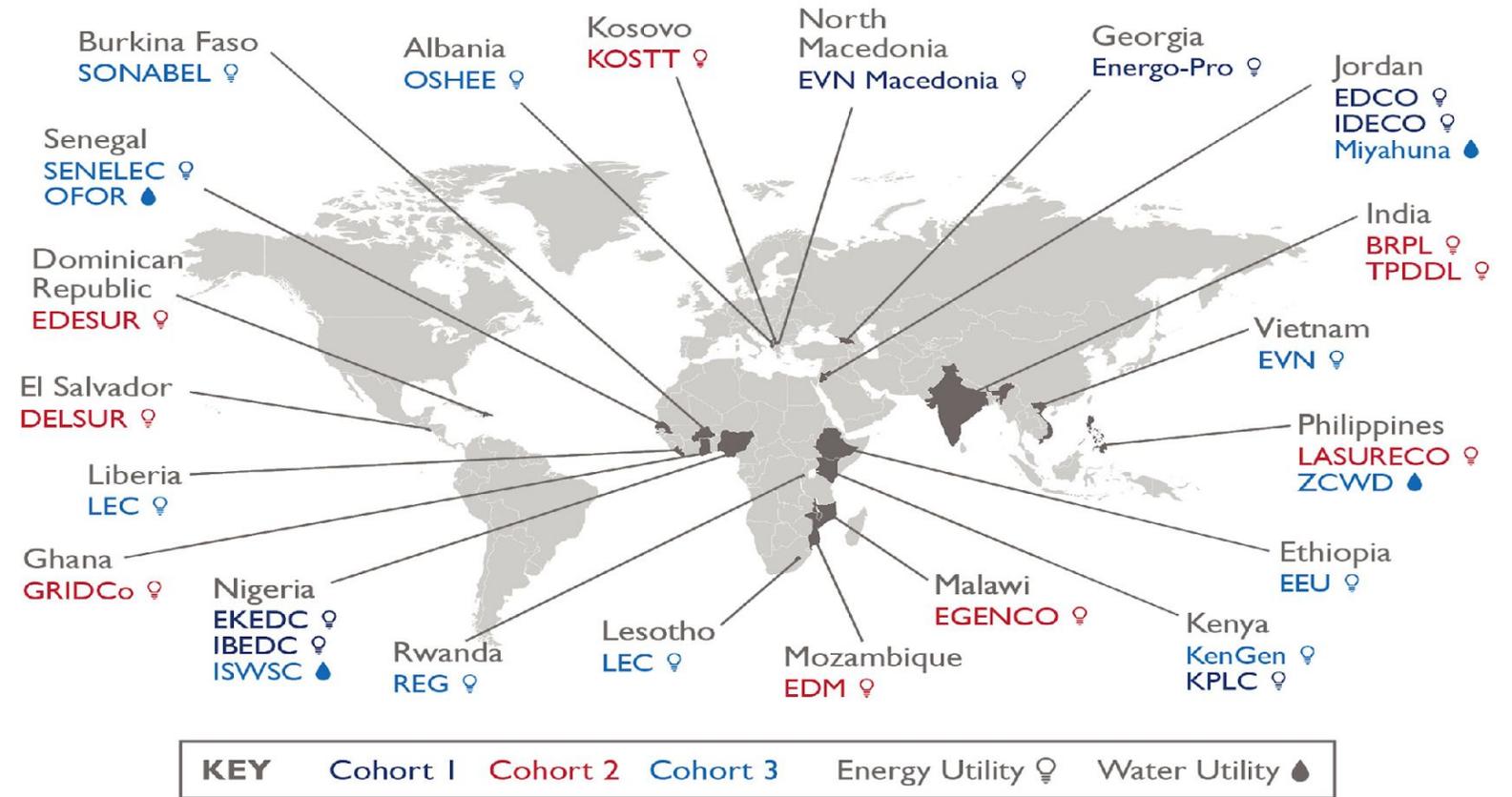
- **Attraction and Talent Outreach**
 - Inspire, motivate, and encourage young girls to study STEM subjects and to strive for a career in STEM industries
- **Recruiting and Hiring**
 - Consider targeted hiring to fill open positions and increase overall percentage of women in the company in general and/or in the technical areas
- **Corporate Culture and Leadership**
 - Develop a business case for gender equality, diversity, and inclusion based on company-specific gender and diversity assessment
- **Policies and Grievance Management**
 - Review company policies with a gender lens
 - Adopt and implement a gender equality and social inclusion policy

ENGENDERING UTILITIES

works with 29+ partners across 21 countries



ENGENDERING UTILITIES PARTNER UTILITY MAP



Engendering Utilities' Gender Equality Results from 2017- 2020

453

Gender equality and women's empowerment activities over the LOP across the 12 ELC phases

57

Policies related to gender equality created

6,105

Women trained on technical and soft skills to advance their careers

220

Girls enrolled in internships and trainee programs

1,115

New women hired; 7% into leadership roles and 22% into technical roles

955

Women promoted; 28% into leadership positions and 29% into technical positions

2,066

Female learners and job seekers reached through school outreach and recruitment events

\$1.27

Million in direct and in-kind funding from utilities to implement gender equality initiatives

Utility Examples from Macedonia, India, and Vietnam



EVN Macedonia

Counteract brain drain by increasing the talent pool



BRPL India

Changing Corporate Culture for women's career advancement



EVN Vietnam

Improving processes and policies to increase gender equality

— Panel Discussion

Facilitated by Corinne Hart

Senior Advisor for Gender and Environment, Office of
Gender Equality and Women's Empowerment, USAID



Panelists



Pramod Mishra
Head Central
Engineering Services
(Distribution Planning)
& Project Management
Office BRPL (BSES
Rajdhani Power Ltd.),



**Aneta Petrovska-
Rusomaroski**
Head of the Human
Resources and
Organization EVN
Macedonia



Luyen Le Thi
Director of Administration
Department, Vice
Chairwomen of
Advancement of Women
Committee Ho Chi Minh
City Power Corporation -
Electricity of Vietnam



**Dr. Ruth
Banomyong**
Dean, Faculty of
Commerce &
Accountancy,
Thammasat University,
Thailand

— Engendering Utilities Best Practices and Tools

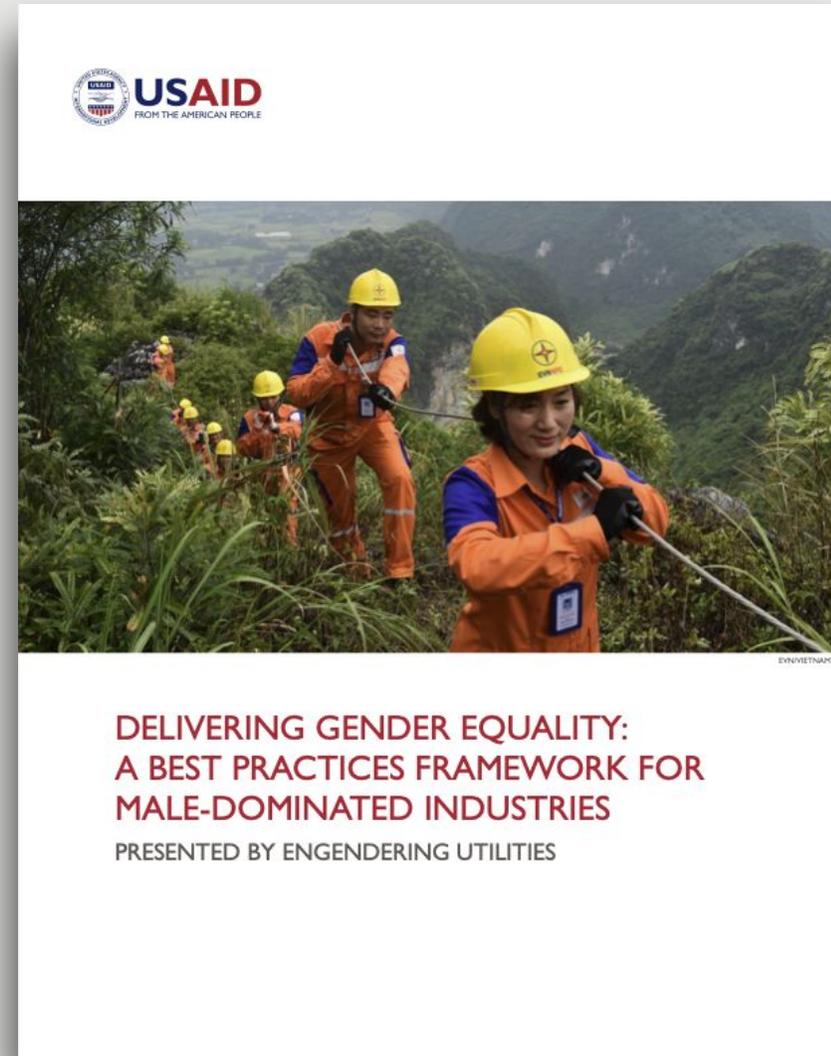
Presented by Jasmine Boehm, Lead Change Management Coach, USAID
Engendering Utilities program

The Engendering Utilities Best Practices Framework



- The Best Practices Framework provides:
 - Tools and resources to implement **gender equality interventions** throughout the employee lifecycle
 - Global best practices
 - Practical resources to identify gaps, define objectives, and establish a road map for progress
- Designed for decision makers in organizations, development practitioners, gender experts, and technical advisors in male-dominated sectors.

[Find the Best Practices Framework V3 here](#)



Gender Equality, Diversity, and Inclusion in Times of Crisis

New chapter included in Best Practices Framework includes:

- **Risks** to gender equality, diversity, and inclusion in times of crisis
 - Layoffs, unequal representation in disaster response planning, unintentional negative impacts to gender equality, deprioritization of initiatives
- **Opportunities** to Strengthen Gender Equality, Diversity, and Inclusion During Times of Crisis: The Silver Linings
 - The business case, prioritizing work-life balance
- **Actions Companies Can Take** to Improve Resilience by Prioritizing Gender Equality, Diversity, and Inclusion
 - Inclusive response plans and measures, ensuring measures do not create adverse effects, prioritizing gender equality, diversity, and inclusion



Additional Engendering Utilities Resources

Guides

- [Change Management Coaching for Gender Equality](#)
- [Developing a Business Case for Gender Equality](#)
- [Organizational Goal Setting for Gender Equality and Inclusion](#)
- [Setting Strategic Gender Equality Targets](#)
- [Integrating Gender into Workplace Policies](#)

Case Studies

- [Women's Leadership Development: Return on Investment at Tata Power-DDL](#)
- [Female Perspectives Raise Revenue for Indian Power Utility](#)
- [In North Macedonia, the Future is Female: A Power Utility Opens Doors](#)



— Q&A



USAID
FROM THE AMERICAN PEOPLE