



# Asia Clean Energy Forum Side Event:

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



# Opening Remarks

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Energy and Infrastructure Team Lead

USAID/Regional Development Mission for Asia (RDMA)





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# ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA (E4SEA) ACTIVITY

## ASIA CLEAN ENERGY FORUM 2021

June 14, 2021

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USAID/RDMA

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# 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

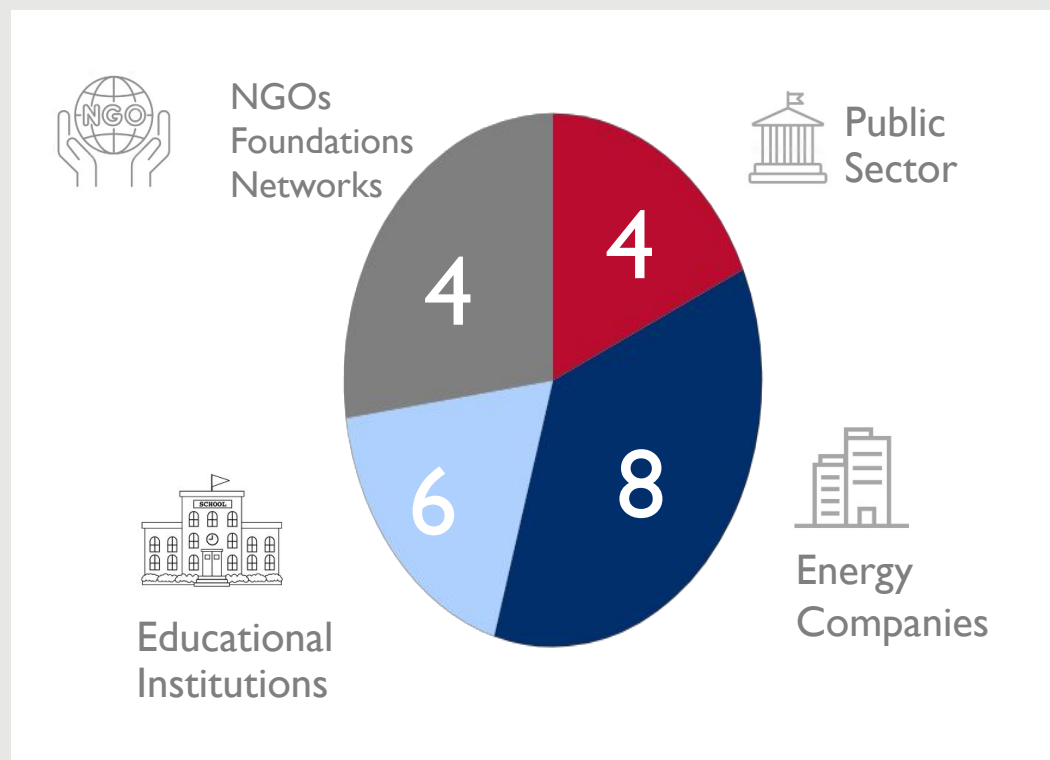
Increase mentorship and leadership opportunities for women in the energy sector

## Objective 5

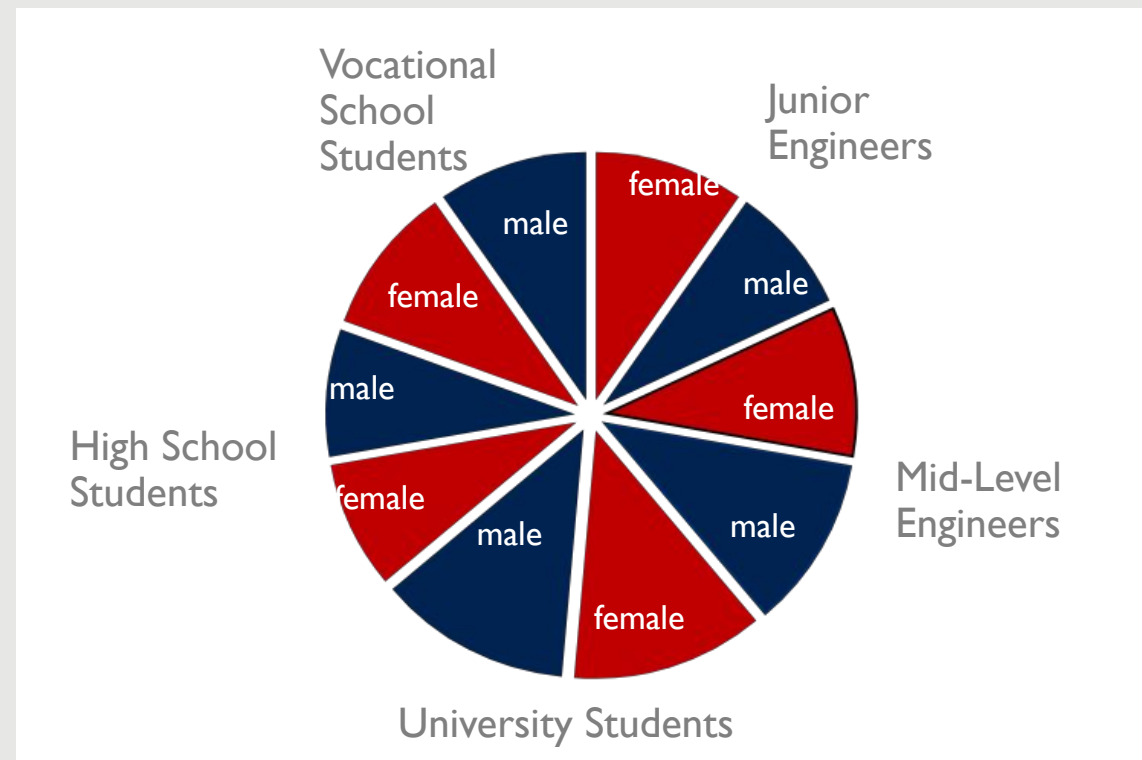
Enhance communication, collaboration, and learning

# SUMMARY OF IN-DEPTH INTERVIEWS AND FOCUS GROUP DISCUSSIONS

IN-DEPTH INTERVIEWS: 22



FOCUS GROUP DISCUSSIONS: 10





# PUBLIC SECTOR

## Barriers:

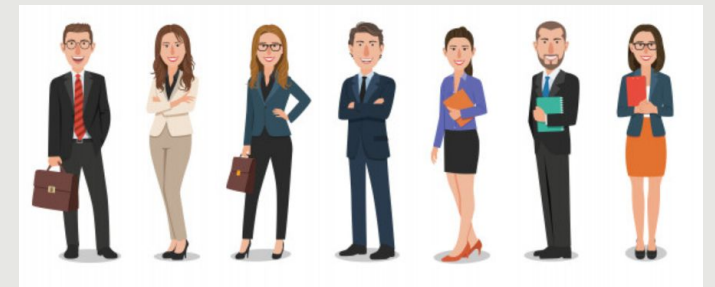
- Laws, policies, and mechanisms are in place, but operational practices could be strengthened
- Lack of strategies to promote women into senior leadership positions
- Lack of mechanisms to measure the progress of gender equity and women in senior leadership positions

## 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](http://youthincmag.com/international-womens-day-gender-gap)



Source: [www.freepik.com](http://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



# THANK YOU

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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

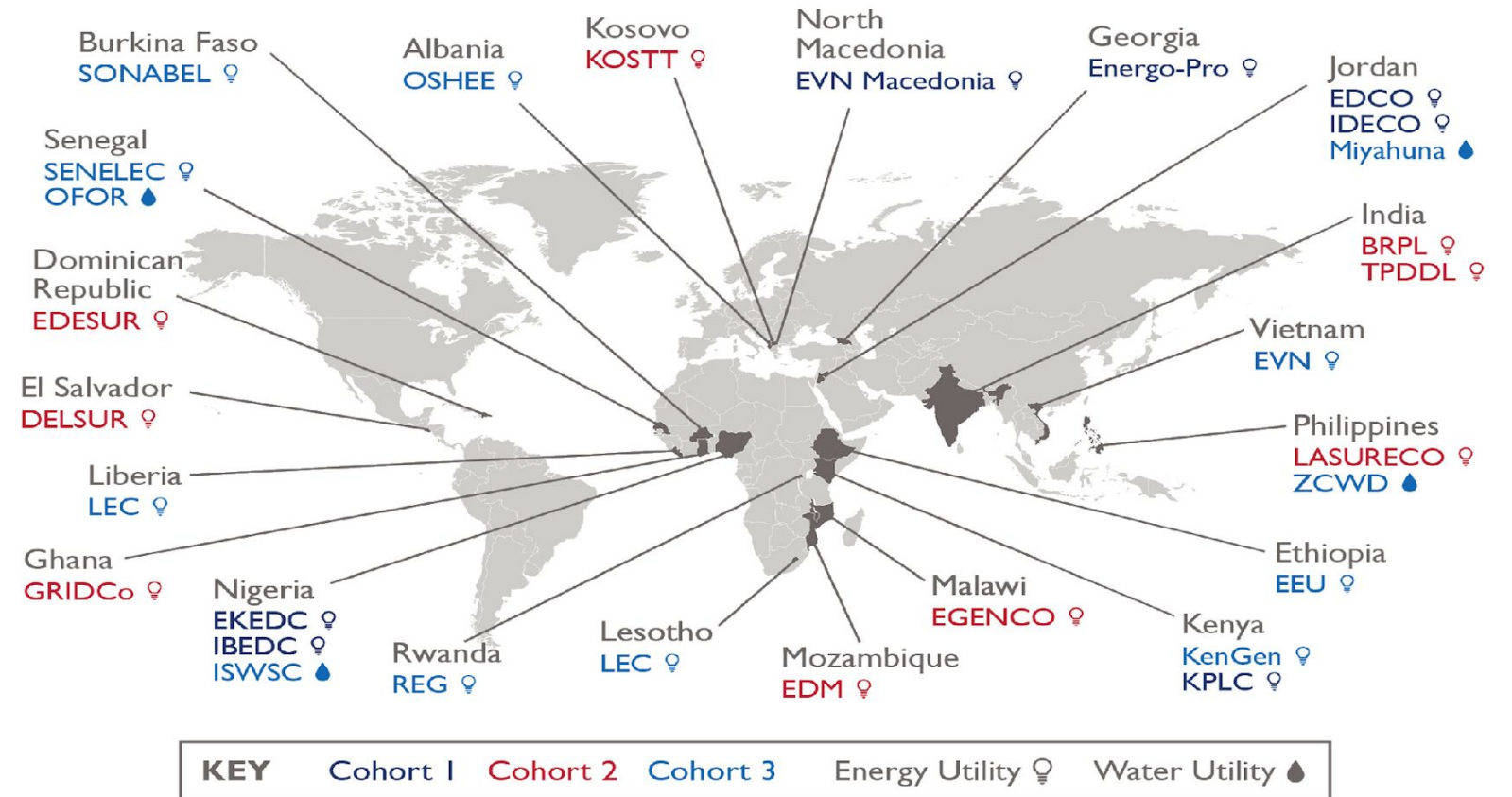


# ENGENDERING UTILITIES

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



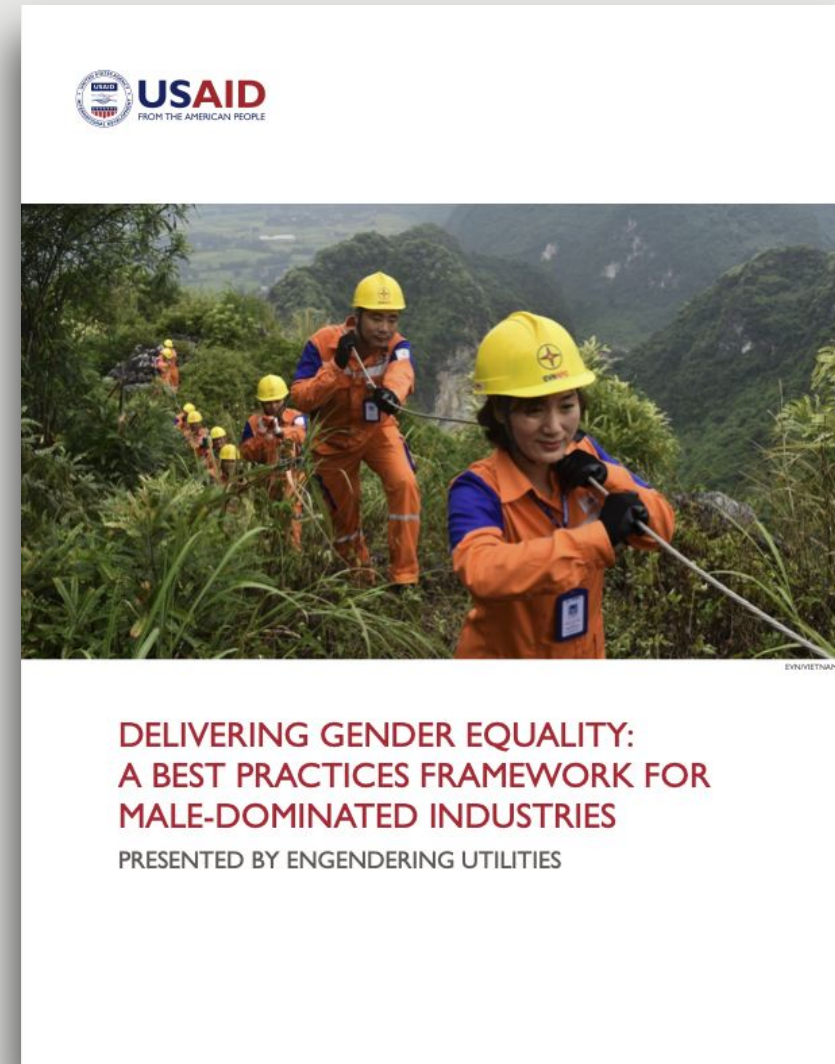
# The Engendering Utilities Best Practices Framework



IBEDC

- 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



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