

Private Sector Role in Developing an Inclusive Workforce for a Clean Energy Future

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Leyte Geothermal Plant



Burgos Wind & Solar Project





DISCUSSION POINTS

- ❑ Efforts for gender-inclusive energy operation
- ❑ Preparing our future workforce
- ❑ Gender-inclusive workforce issues in clean energy future transition

PROFILE OF FIRST GEN CORPORATION



Mission: To forge collaborative pathways to a decarbonized and a regenerative future

Business Strategy: Generate low carbon electricity to reduce the Philippines' carbon intensity

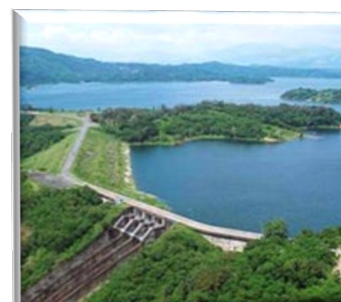
Power Segments: 3,501.4 MW (19% of Phil. gross power generation)



Natural gas

+

RE: (Geothermal)



(Hydropower)



(Wind)



(Solar)



9,000 MW RE by Yr. 2030
(30 % of Philippine RE target)

BUILDING A GENDER-INCLUSIVE ENERGY OPERATION

1. Policies

- 16 social safeguards
- Human rights
 - Gender equality & diversity

2. Trainings

- Safe workspaces
- Unconscious bias

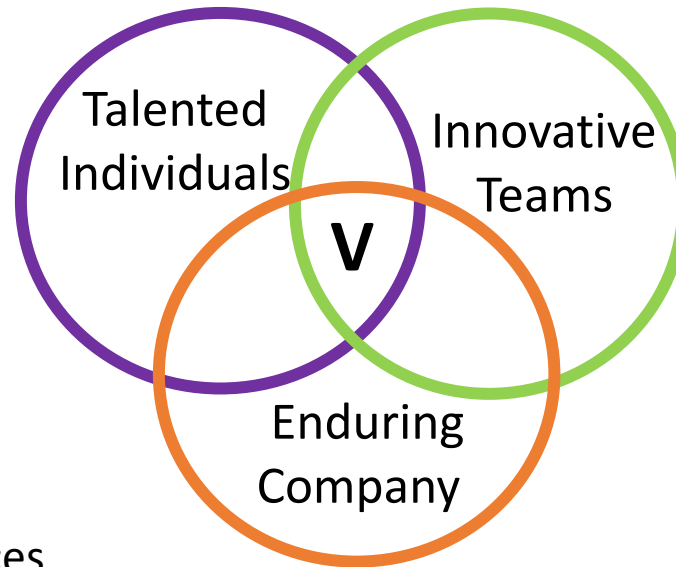
3. Recruitment

- Competency-based
- Gender neutral comm.
- Review of hiring practices

4. Professional Dev.

- Coaching women leaders
- Employee driven training

Values for Business
Values for Others



5. Performance Review

- Target-based evaluation
- Staff feedback

6. Workplace Culture

- Work & family balance
- Equal conditions for genders
- Phased return (maternity)

7. Responsible Procurement

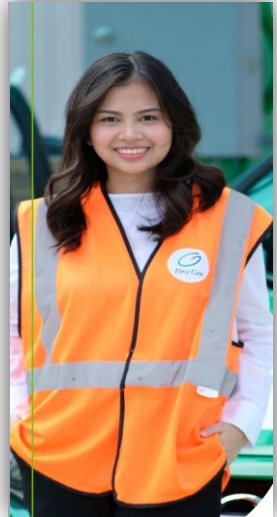
- Vendor screening
- Supplier engagement

8. Gender Equality in Host Communities

- Opportunities for women employment & leadership

9. Special Project

- Review current leaders' competencies



RESULTS OF OUR ACTIONS

In the Workplace:

- 43.3 % Women population
- 39.6 % Women in Management
- 14.7 % Women in technical work



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Electrical Engineer*

In Host Communities:

- 21 % Female leaders in associations
- 30 % Funds directly released to women groups
- 60 % Female scholars



FUTURE CLEAN ENERGY ECOSYSTEM

Centralized Plants



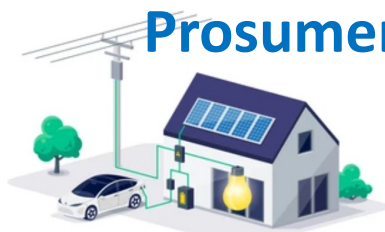
Smart Grid



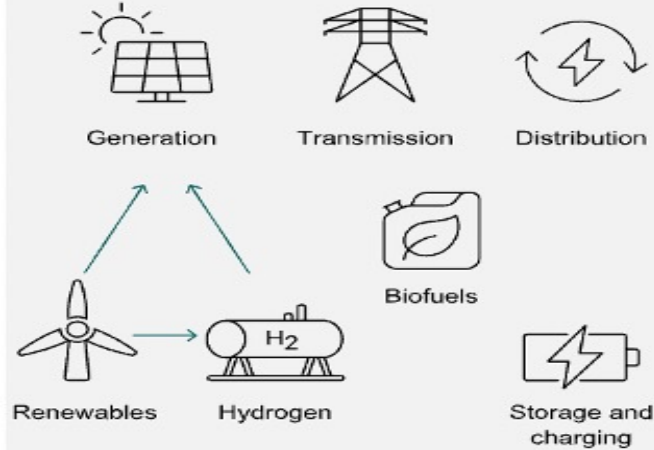
Microgrid



Prosumers

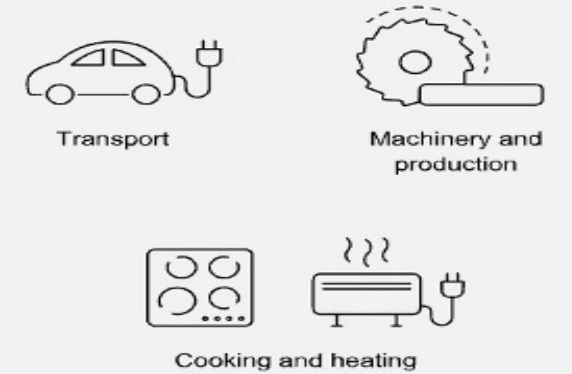


Clean Energy Systems

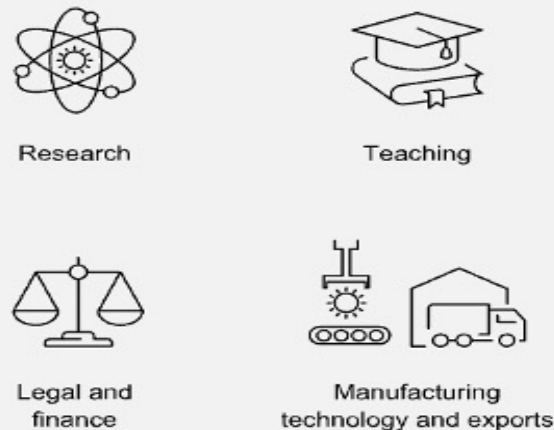


Clean Energy Use

Electrification and new fuels



Enabling Clean Energy



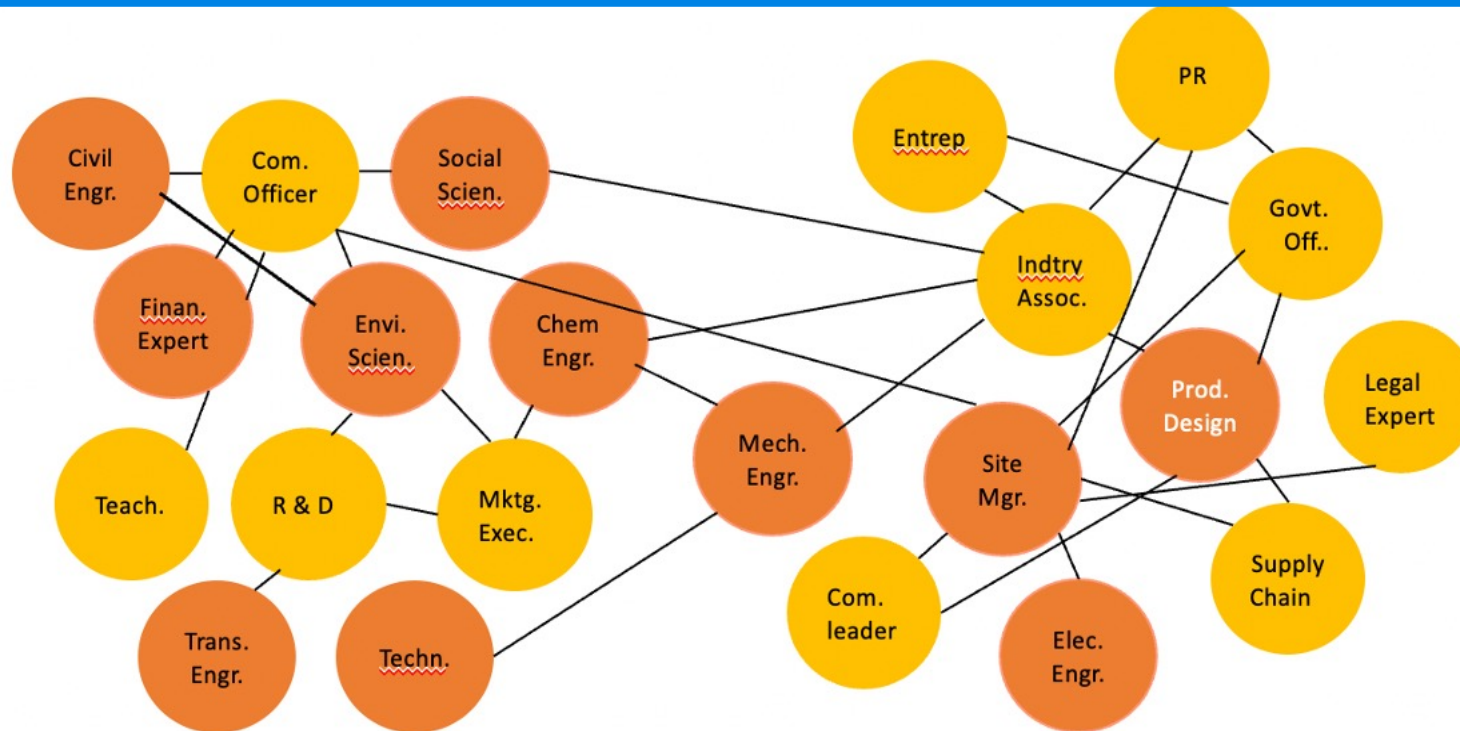
Reaching Net Zero



FUTURE WORK FORCE IN CLEAN ENERGY SECTOR

- ✓ Clean energy transition will require diverse backgrounds and perspectives
- ✓ Will entail both technical and non-technical skills

WOMEN ALSO HAVE THE CAPACITY, PASSION & LEADERSHIP SKILLS TO ENABLE A CLEAN ENERGY FUTURE



Legend: ● Technical ● Non-Technical

By Occupation:

1. *Engineers and scientists*
2. *Trades or technicians*
3. *Community & stakeholder engagement*

PREPARING FOR GENDER-INCLUSIVE WORK FORCE

Overall Goal: Create an enabling environment
Ensure access to equal opportunities

1. Mainstream gender in main corporate functions at head office, operations, supply chain & community.
2. We will complement our basic gender knowledge with guidance from networks (USAID, UN Women & PBCWE¹).
3. Install an embedding program on gender-inclusivity.
4. Inventory opportunities for women by analyzing the the future FGen workforce and to network with affiliates and other universities for support:
 - Kananga-EDC Institute of Technology (tech-vocational)
 - First College (supervisory and vocational).



PREPARING FOR GENDER-INCLUSIVE WORK FORCE

5. Conduct social marketing of STEM ² for women.
6. Deploy interns in First Gen and Energy Development Corp.
7. Formulate professional development plans.



² STEM- Science, Technology, Engineering and Mathematics

WORKFORCE ISSUES IN CLEAN ENERGY TRANSITION

1. We need basic transformation in males--- how to make them champions of gender equality.
2. Organizational shift to increase women will need to be accelerated to align with the climate emergency. (e.g., 7 years before we reach some tipping points).
3. The demand for clean energy will increase 10-12x by 2050. The women talents in the pipeline may not be enough.
4. The energy system change will introduce a new work ecosystem which will cover many disciplines. Multiple career paths for women will need support from universities.





Thank you

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