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

Agnes C. de Jesus
FPH/First Gen Corporation
(June 14, 2023)
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

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

Rexie Marie Abad
abad.rmb@energy.com.ph
Head Wind /Solar Operations & Maintenance Facility
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

Clean Energy Systems
- Generation
- Transmission
- Distribution
- Renewables
- Hydrogen
- Storage and charging
- Biofuels

Clean Energy Use
- Electrification and new fuels
- Transport
- Machinery and production
- Cooking and heating

Enabling Clean Energy
- Research
- Teaching
- Legal and finance
- Manufacturing technology and exports

Reaching Net Zero
- Efficiency workforce
- Agriculture and land management
- Carbon capture and credits
- Recycling and waste

Source: Jobs and Skills Australia (2023)
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

By Occupation:

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

Legend: Technical | Non-Technical

Clean Energy Council (2023). Workforce dev.
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 & PBCWE\(^1\)).

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).

---

\(^1\) PBCWE- Philippine Business Coalition for Women Empowerment
5. Conduct social marketing of STEM\textsuperscript{2} for women.

6. Deploy interns in First Gen and Energy Development Corp.

7. Formulate professional development plans.

\textsuperscript{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

acdejesus@fphc.com