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# Deep Dive Workshop USAID/USG Partnerships for Southeast Asia's Clean and Inclusive Energy Future Asia Clean Energy Forum 2023

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**USAID ENHANCING EQUALITY IN ENERGY  
FOR SOUTHEAST ASIA  
(E4SEA) ACTIVITY**

USAID/RDMA  
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# WORKSHOP AGENDA (11:00 am -12:30 pm)

## **1. Setting the Scene for a Clean and Inclusive Energy Sector in SEA**

- Vinod Shrivastava, Lead Program Advisor, USAID E4SEA and Director, CORE International, Inc. USA

## **2. Private Sector Role in Developing Inclusive Energy Sector Workforce of the Future**

- Agnes De Jesus, Chief Sustainability Officer, First Philippines Holdings Corporation/First Gen, Philippines

## **3. Role of the Academic Sector and STEM Education in Inclusive Energy Sector Transition**

- Dr. Maria Teresa Fajardo, Director, Extension & Community Relations Division, University of Science and Technology of Southern Philippines (USTP), Philippines

## **4. Women in Global Power Sector Transformation (G-PST) Program**

- Ms. Sadie Cox, Director of International Partnerships, National Renewable Energy Laboratory (NREL), U.S. Department of Energy (DOE), USA

## **5. Inclusive Transition in Corporate Governance**

- Dr. Dynah Avigail Basuil, Executive Director, Ramon V. Del Rosario Sr. Center for Corporate Responsibility, Asian Institute of Management (AIM), Philippines

## **6. Q&A and Closing Remarks**

- Vinod Shrivastava, Lead Program Advisor, USAID E4SEA and Director, CORE International, Inc. USA

# SETTING THE SCENE FOR A CLEAN AND INCLUSIVE ENERGY SECTOR IN ASIA

- ASIA Clean Energy Forum (ACEF 2023) is the premier annual event for knowledge sharing, forging partnerships, and building networks to accelerate the just clean energy transition.
- A rapidly transitioning energy sector from fossil energy-based sector to a clean energy-based future
- Structure of sector transforming along with financial institutions (e.g., Accelerating Coal Transition (ACT) Investment Program)
- Retooling of the current workforce and deployment of a new set of trained workers, managers, executives, and leaders



Image credit: Asia Clean Energy Forum

# SETTING THE SCENE FOR A CLEAN AND INCLUSIVE ENERGY SECTOR IN ASIA

- A key component of the energy challenge in Asia is to enhance gender-inclusive development of the workforce for the future to ensure just transition of the sector



- **To ensure sustainability, the transition must be just, gender inclusive, and gender equitable**
- **All stakeholders** have a role to play in shaping this future – **“the challenge is Retooling and Transforming”**

# SETTING THE SCENE FOR A CLEAN AND INCLUSIVE ENERGY SECTOR IN ASIA

- Need for capacity building and training of **energy companies (the demand side)** to make the transition (reduce bias, more women, more all genders)
- **Banking and finance** sector also to transform to cater to new demand for financing. Need to broaden products and services to engage small, medium, and large independent power producers (IPPs) and other project finance products
- The **academic and vocational schools (the supply side)** for both STEM and non-STEM curricula and programs to establish a gender equitable pipeline of qualified and trained graduates



***How do we start a journey towards this goal – A Just and Gender Equitable Energy Transition?***

# SETTING THE SCENE FOR A CLEAN AND INCLUSIVE ENERGY SECTOR IN ASIA

- Body of knowledge purports to the benefits of gender equitable transformation of societies and organizations - considerable correlation and causation evidence
- GESI and ESG are in harmony and bilateral and multilateral donors, private foundations, universities, and think tanks are furthering, public policy development, corporate governance, and education/capacity building
- Research and studies specific to demonstrating the business case and value proposition for gender-inclusive **energy sector governance** are still limited, and this gap needs to be filled urgently

# SETTING THE SCENE FOR A CLEAN AND INCLUSIVE ENERGY SECTOR IN ASIA

- CORE, Implementing Partner (IP) of the Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity, is supporting a defining regional program designed by USAID Regional Development Mission for Asia (RDMA)
- E4SEA directly addresses the need to enhance opportunities for women and girls to enter and prosper in the transitioning energy sector through forging, creative goal-oriented, and committed partnerships





# USAID ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA (E4SEA): 2020 - 2023



## 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
- Promote Inclusive Workplace Environment
- Equitable Promotion Opportunities



## 5 Focus Countries:

- Indonesia
- Laos
- The Philippines
- Thailand
- Vietnam



## Key Stakeholders:

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

*Note: Scan the QR code above for the E4SEA fact sheet*



# USAID 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

# E4SEA PARTNERS



## 7 Energy Employers in 3 ASEAN Countries

### Indonesia



### Thailand



20,000+  
employees  
(2022)



10.2 Gigawatts  
(2022)



## 10 Tertiary Educational Institutes in 4 ASEAN Countries

### Laos



National  
University of  
Laos  
Faculty of  
Engineering\*

### Indonesia



Politeknik  
Negeri Tanah  
Laut

### Thailand



PRINCE OF  
SONGKLA  
UNIVERSITY



### The Philippines



University of  
Science and  
Technology  
Southern  
Philippines



Politeknik  
Negeri  
Bengkalis

\* - To be signed

## Collaboration Activities

- ToT Unconscious Bias
- Internship Programs
- Mentorship Programs
- Social Media/Community Outreach
- School Engagement
- Leadership Development
- Others

Image Credit: PNGPLAY - energy icon

# USAID E4SEA – SELECTED INTERVENTIONS



**Workforce Gender Equality Accelerated Program for Energy Employers  
(Accelerated Course) - Followed by Customized Coaching**



**Gender Responsive Regional Energy Internship Program for Southeast Asia - to place aspiring interns at energy companies in the region**



**Unconscious Bias Training of Trainers to Increase Gender Equitable Recruitment, Retention, and Promotion - governance reform**



**Gender Responsive Regional Energy Mentorship Program for Southeast Asia - career enhancement and leadership path for women**



**Creative Social Media Campaigns and Platforms for Leadership Dialogue - continued learning, dialogue, and transformation**

# CONTACT

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THANK YOU

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