

# **ADB CONFERENCE ON INCLUSIVE COMMUNITY ENERGY RESILIENCE BANGLADESH**

**Session 8 and Topic: “Gender Diversity & Equality realities of the industry and the private sector in Bangladesh”**

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# Renewable Power State in LDCs & Bangladesh

- ▶ Electrification rate is only 38 percent in LDCs and one half of the world's un-electrified population is located in LDCs. (UN-OHRRLS).
- ▶ 82 percent of the people lacking access to electricity in rural areas of LDCs. Deployment of renewable-based mini-grids and other off-grid technologies have transformational effects.
- ▶ Bangladesh has topped global list of countries which installed the highest number of Solar Home Systems (SHS) having 4.5 million systems so far. Bangladesh is also a forefront nations using clean stoves, biogas plants promoting renewable energy.
- ▶ As of 2016, more than 6 million SHS and kits were in operation worldwide, with 25 million people benefiting from them. (Renewables 2017 Global Status Report).
- ▶ Markets for both mini-grids and stand-alone systems are evolving rapidly. Bangladesh is role model for many African nations.
- ▶ Conventional process of electricity access through grid extension enables the development of off-grid markets. Access to low-cost electricity and usage in agriculture reduced crop production cost and dependence on imported fuel in agriculture.

# Access to Technology Challenges to Women

- ▶ Rural electrification in homes has enlightened the women in many ways and women contribution to GDP is on the rise which is currently 27%. (IFC)
- ▶ Women access to technology and finance did not improve substantially in rural areas due to many social challenges and limited participation of women in decision making.
- ▶ Women's enterprises suffer when they are unable to afford the choice of technology.
- ▶ Accessing transport for renewable energy training for the installation and maintenance of small-scale off and on-grid renewable energy can be challenging in rural areas where discriminatory norms and practices limit women's mobility. (IEA and World Bank, 2015)
- ▶ Limited education reduced women's opportunities to enter technical sector employment or to operate their energy enterprises. Gender biases may also limit the inclusion of women in technology design, making systems less attuned to women's needs.
- ▶ Lack of Gender diversity is the route challenge for access to technology.



# Gender Equality & Diversity Issues

- ▶ A more diverse workforce and management structure enhances creativity and innovation, making businesses more successful. Some countries require companies to report on progress in promoting gender equality in Europe introduced gender diversity quotas for company boards.
- ▶ Business reputation is enhanced by greater gender diversity.
- ▶ Globally, women are 40 percent of the workforce and run 30 percent of businesses, therefore, women hold significant personal wealth and control large proportion of consumer market.
- ▶ **UN SDG Goal 5 -Gender equality is promoted** for empowering women and girls helps economic growth and development.
- ▶ Closing the male-female employment gap has massive economic implications for developed economies, boosting US GDP by 9 percent and Euro zone GDP by 13 percent.
- ▶ Asia and the Pacific lose US\$42 billion to US\$47 billion annually as a region because of women's limited access to employment. **Source: World Economic Forum: Global gender gap index, 2014 & ILO GENDER DIVERSITY JOURNEY: COMPANY GOOD PRACTICES REPORT 2017**



# Gender Equality & Diversity Issues – contd.

- ▶ According to World Economic Forum, companies with strong track record of gender diversity are 15% more likely to earn than their peers. The Fortune 500 companies with the highest representation of women on boards significantly outperform others.
- ▶ In the S&P 500 global companies, women's presence on boards has remained at 18.7% for the past decade.

## **McKinsey study Excerpt:**

- ▶ Many factors contribute to a lack of gender diversity in the workplace. Report 2018 highlighted those that play role—Management support, discrimination, sexual harassment.
- ▶ The majority of companies say they're highly committed to gender and racial diversity—yet the evidence indicates that many are still not treating diversity.
- ▶ Report mentioned during 2015-2018, the progress of women in senior management positions from Manager to senior Manager/Director and Vice President and President is insignificant by 1 percent.
- ▶ Half of employees think that companies see Gender diversity as a priority. And, few companies made strong business case for gender diversity while 76 percent of companies have articulated.



# Gender and Ethnic diversity

- Gender and Ethnic Diversity brings in enterprise experience, skills, approaches, talents, innovation. Workplace diversity initiatives improve organizational adaptability, competitive advantage and increase image of enterprise.
- Bangladesh does not have range of ethnic community and almost 96% belongs to single Bangladeshi ethnicity, therefore ethnic diversity at workplace is not important.
- Gender diversity is in nascent stage in Bangladesh but taking shape though Constitution of Bangladesh reserves the equal rights of gender but not largely reflected.
- The findings of McKinsey 2018 report are not reflected in Bangladesh. As business enterprises are mostly sole traders. Private companies are more than Public limited companies, Policies and Guidelines are not enough in corporate field though women concentration in workplace is growing due to large population and livelihood needs.
- Media, Teaching, Government jobs, Banking and service sectors have more women at work but diversity across all levels of management is not visible

# Gender Diversity Issues in Bangladesh

- ▶ About 85 percent of jobs are in the informal labor market. According to the Bangladesh Labor Force Survey 2016, labor force participation for men is 80.5 percent and women is 36.3 percent whereas in East Asia and Pacific is 64 percent.
- ▶ Around 90 percent of working women are in informal employment sector like construction, domestic work, graphic designers, and mobile phone repair services.
- ▶ World Economic Forum Global Gender Gap 2018 Index ranks Bangladesh 48 among 149 countries - the highest in South Asia whereas Nepal 105, India 108, Maldives 113 and Sri Lanka 100. 3 parameters in the gender gap -- political empowerment, economic participation and opportunity and educational attainment - Bangladesh has shown good progress except industrial labor force.
- ▶ Of 300 companies of Dhaka Stock Exchange, 10 have woman CEOs. According to DSE in 2018, 18% of directors on company boards were women, while 13% for India and 8% for Sri Lanka. IFC's corporate governance project found women representation increased from 17% in 2016 to 18% in 2018.
- ▶ In manufacturing sector, gender diversity is not encouraging in higher and senior Managerial positions but in functional level diversity is relatively well.
- ▶ Government took various moves for underprivileged women empowerment in rural area and provides Reserved Quota for women in Administration, Judiciary, Defense service, UN peace keeping Missions.



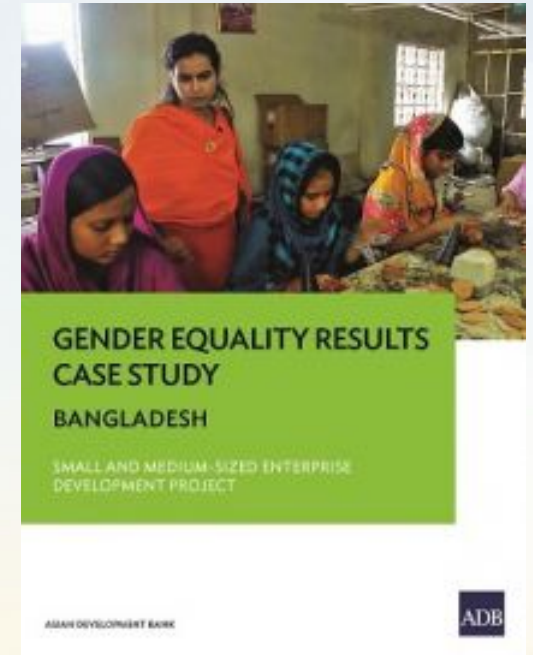
# Recommendations for Improving Gender Diversity

- ▶ Introducing mandatory quotas for female representation on boards. India's Companies Act 2013 incorporated the same provision.
- ▶ Legal environment of gender equality is to be improved making the environment more gender-sensitive by reviewing corporate governance codes and related laws.
- ▶ Focus need to be made on regulatory support, training opportunities, networking platforms and capacity for women in the corporate world.
- ▶ Women's representation on boards bring skill, knowledge that support the business for a gender-balanced board as it has a positive correlation with the companies' financial performance.
- ▶ Addressing gender based discrimination and domestic violence against women, changing gender roles, empowering women and knowledge, attitude to reduce the gender discrimination.
- ▶ **9 Targets of SDG Goal 5 need** to be implemented in workplace.



# Gender Equity and Social Inclusion Examples

- ▶ Private sector is a key partner to advance gender equity and women empowerment. The empowerment principles emphasize- high level corporate leadership for gender equality at workplace with respect, human rights and professional development.
- ▶ **Gender Equality and Social Inclusion (GSI) of Sudokkho** works to help women and people from disadvantaged communities into decent employment through the development of sustainable training systems.
- ▶ Informal Micro and Small cottage enterprises on different economic activities in rural area brought economic changes and improvement rural economy.
- ▶ Women in the Ready-made Garments industry impacts social inclusion. Given the important changes lead to gender equity and women's sustainable social inclusion.
- ▶ Solar power system in rural area brought multi dimensional changes with rural women and ensured gender equity, women empowerment and inclusion in many socio-economic fronts to some extent.



# Global Examples of Gender Equity

## Nestlé, Nigeria leaps ahead with maternity initiatives

- ▶ The company considers that diversity in their business and in supply chain process. The new maternity policy and benefits women employees enjoy at Nestlé Nigeria increased productivity women retention.



## Beverage Company in Kenya

- ▶ Mentoring women in an African regional company involved in Alcoholic and non-alcoholic beverage business. The company adopted Maternity, paternity leave, Sexual harassment policy, Equality of opportunity in recruitment, selection, training ,career development and Diversity and Inclusion Strategy. The diversity strategy resulted in improved productivity, revenue and shareholder returns in past years.



**Source: ILO GENDER DIVERSITY JOURNEY: COMPANY GOOD PRACTICES REPORT 2017**

# How JPL promotes the Gender Equity and Social Inclusion

**JPL follows the following standard and practices adhering to Gender equity :**

- ▶ **Equality of Opportunity Policy.**
- ▶ **Strict Sexual Harassment Policy.**
- ▶ **Maternity leave guideline**
- ▶ **Provisions/ guidelines for Women workplace safety in line with relevant law.**
- ▶ **Practicing all labor standard as per Labor Act 2013 revised.**
- ▶ **Ensuring women friendly working ambiance at project and Corporate sites.**
- ▶ **Prioritizing Gender diversity almost in all respects** through fair recruitment, promotion, ensuring accountability and creating respectful culture.
- ▶ Institutional policy is designed aiming at gender group in society ensuring women's social, economic and administrative empowerment aligning with National Women's Development Policy.
- ▶ **CPD like on-Job professional, personal development and operation management skill development training and workshops intermittently.**
- ▶ Diversity and inclusiveness strategy irrespective of race, color, gender, caste or sexual preferences, individual personality traits.





THANK

YOU

