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Steps to Gender Equality and Social Inclusion Mainstreaming in NEA

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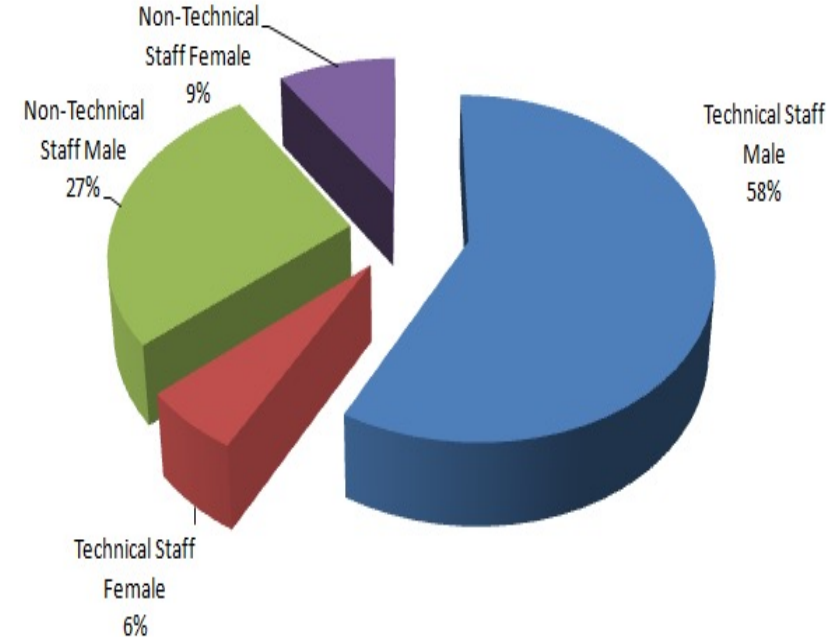
Nepal Electricity Authority (NEA)

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Project: Loan 3542
Power Transmission and
Distribution Efficiency and
Enhancement Project
(PTDEEP)

TA 9334 NEP:
Strengthening the Capacity
of the Energy Sector to
Deliver Gender Equality and
Social Inclusion Results

- TA supported by Japan Fund for Poverty Reduction (JFPR)
- TA aims to support Nepal Electricity Authority (NEA) in achieving its indicators related to Gender Equality and Social Inclusion (GESI)
- **Nepal Electricity Authority (NEA)**
 - State own utility
 - Scope: Generation, Transmission and Distribution through its 9 directorates
 - 8934 employees, of which 1193 (12.64%) are women



TA: Output 1 Strengthened capacity of the NEA, its ESSD and NACEUN in mainstreaming GESI in energy programs and Project

Achievement so far:

- ***GESI strategy and operational guidelines*** endorsed by the board of NEA in March 2020
- Publication of ***GESI strategy and operational guidelines*** in English and Nepali Language as well as its ***Implementation Manual***
- Nomination of ***GESI focal persons*** from all the directorates
- GESI mainstreaming actions suggestions in Community Rural Electrification Bylaw to be endorsed by its steering committee



Gender gaps addressed by project

GESI guidelines particularly looks into:

- GESI mainstreaming in project cycle of NEA (from design phase to implementation phase to post construction phase)
- Service delivery in terms of customer and demand side
- Inclusive, diverse and safe work environment within the NEA

Current approach to address the gaps

- Orientation on GESI and GESI guidelines to the staff at different levels
- Awareness videos on efficient/safety use of electric appliances and energy-based livelihoods to be broadcasted by TV, local FM's in process



Challenges and Opportunities

Challenges

- Technical oriented organization, GESI was less prioritized
- No GESI person across the organization
- Took more time for convincing

Opportunities

- Unique organization of being recognized as GESI friendly utility
- Affiliation opportunity with like headed organizations and network and opportunity for cross learning
- To showcase in the region on GESI mainstreaming in utility and its advantages and achievements

What has worked towards success

- Dedicated social and environmental safeguard unit at Project Management Directorate
- Coordination by Director with all directorates of NEA
- One-to-one meeting with senior management to sensitize on GESI and to convince on requirement of GESI guidelines
- Formation of core group with representatives from each directorates for developing GESI strategy and operational guidelines



Way forward

Institutionalization of GESI in NEA

Implementation of GESI Strategy and Operational Guidelines

Engaging GESI focal persons of all directorates actively as a strategy

long-term impacts in improving women's participation in energy-based livelihoods



Corn thresher machine



New electrical machines at bakery