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REGIONAL CONFERENCE

INCLUSIVE ENERGY TRANSITION IN SOUTH ASIA AND BEYOND

7–9 MAY 2024 • Galle, Sri Lanka

- Energy Transition involves both technological advancements and significant social and organizational changes.
- In addition to project-specific poverty and social analysis (PSA) it is critical to understand how the principles of social development and inclusion are embedded in the organizational policies, structures, and operations of energy sector agencies and power utilities









GESI Mainstreaming Self-Assessment Tool: What and Why



Consists of a set of questions asking for the extent of integration of GESI principles and features in the organizational framework of energy sector agencies or power utilities:

- Policies and procedures;
- Internal operations;
- External engagements;
- Other aspects of organizational performance and service delivery.

Responses are expected to help

Identify areas for collaboration between the ADB Energy Sector Group, incl. Social Development (GESI) Team and energy sector agencies and power utilities to achieve GESI in the energy sector





Two Main Parts

- **GESI Core:** 34 questions focused on common areas for GESI mainstreaming (equality between women and men, disability considerations)
- **GESI Core +:** 18 questions focused on other excluded and vulnerable groups (social identity groups, sexual and gender minorities, and people affected by intersectionality issues)

Thematic Areas

- Profile
- Operational Policies
- Internal Operations

- External Engagements
- GESI Mainstreaming Facilitating Factors





(1) <u>Profile</u>

 Collects general information, incl. operational sector focus [energy subsectors and systems (incl. <u>decentralized</u> <u>energy systems</u>]*, workforce, gender and disability data

(2) **Operational Policies**

 Examines organizational direction, priorities, strategies, rules (e.g. <u>policy</u> <u>advocacy and regulatory</u> <u>compliance</u>), and guidelines

(3) Internal Operations

 Looks at policies, programs, procedures, and practices to reflect GESI in <u>workforce composition and</u> <u>development</u>, job description, working conditions, and staff development

(4) External Engagements

 Looks at how organizations promote and observe GESI principles in dealing with partners, clients (e.g., <u>customer engagement</u> and <u>services</u>), and beneficiaries

(5) <u>GESI Mainstreaming Facilitating</u> Factors

 Examines cross-cutting systems and mechanisms for facilitating GESI mainstreaming (incl. GESI analysis; GESI-responsive planning, and budgeting, GESI-sensitive M&E; GESI focal points GESI training]









Profile	Operational Policies
Are utilities actively engaged in decentralized energy systems, and if so, are there mechanisms in place to ensure the adequate participation and representation of women and other vulnerable groups?	Are utilities effectively navigating evolving regulatory frameworks and advocating for policies that support affordability, accessibility, and proactive referral to existing pro-poor subsidized schemes and programs?
Internal Operations	External Engagements
Is the agency investing in workforce composition and development to equip employees with the skills and knowledge required for the energy transition? This includes training programs on renewable energy technologies, grid modernization, energy efficiency practices, and the creation of green jobs through skilling, reskilling, and upskilling efforts.	Are utilities actively enhancing their customer engagement strategies and introducing w services to align with changing consumer preferences, such as energy efficiency programs and demand response initiatives?







Self-Assessment Tool Components



Self-Assessment for South Asian Energy Utilities: Gender Equality & Social Inclusion

Intro GESI Core GESI Core + Results

Introduction

This self-assessment inventories how gender equality and social inclusion (GESI) principles and objectives are mainstreamed in ADB development partner policies and procedures, operations, external engagement, and in other aspects of organizational performances and service delivery. The survey is intended specifically for South Asian partner energy sector agencies and power utilities.

Questions are grouped in two sections:

1. GESI Core

The first section assesses GESI mainstreaming topics common in South Asian contexts: (i) balancing women's and men's participation in operations and benefiting from services and resources, and (ii) supporting the inclusion of persons with disabilities (PWDs) throughout organizations and operations. The objective is to determine the readiness or capacity of the agency or power utility to enter into collaborative endeavors with ADB in the topical areas covered by the assessment.

ADB requests all partner energy sector agencies and power utilities to complete this section.

2. GESI Core +

The second section covers groups that are excluded and vulnerable due to their sexual and gender identities (i.e., LGBTI+), other social identities (e.g., ethnicity, caste, religion, nationality), and their specific situation (e.g., age, occupation, and being in disaster-

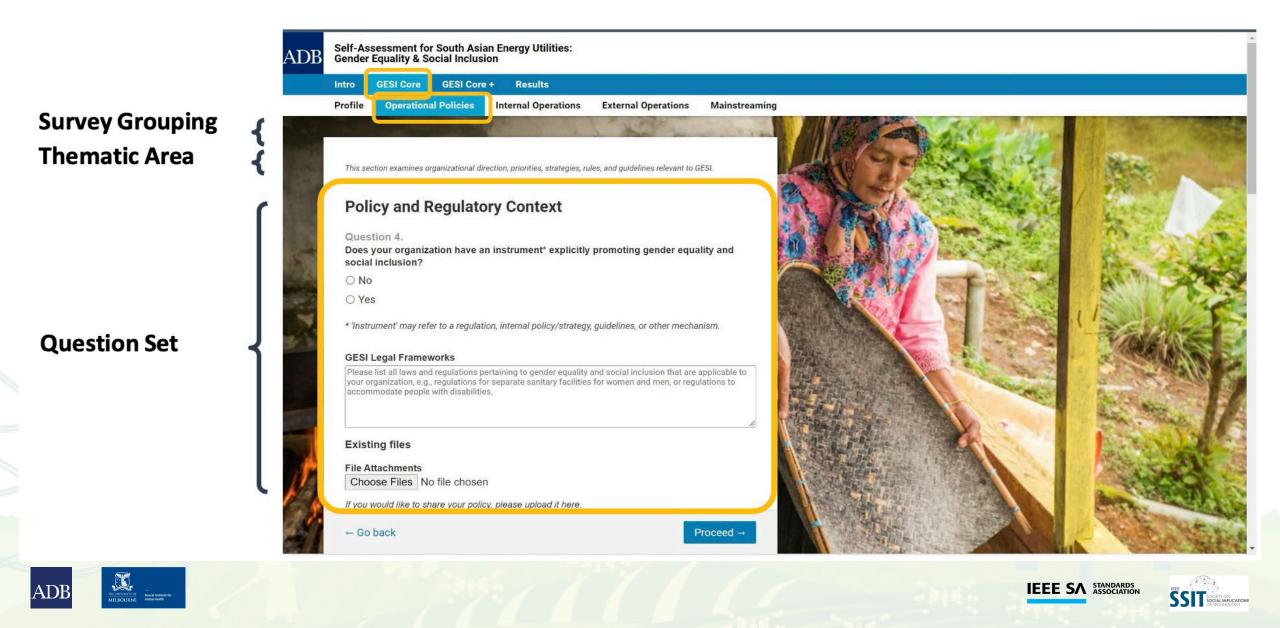
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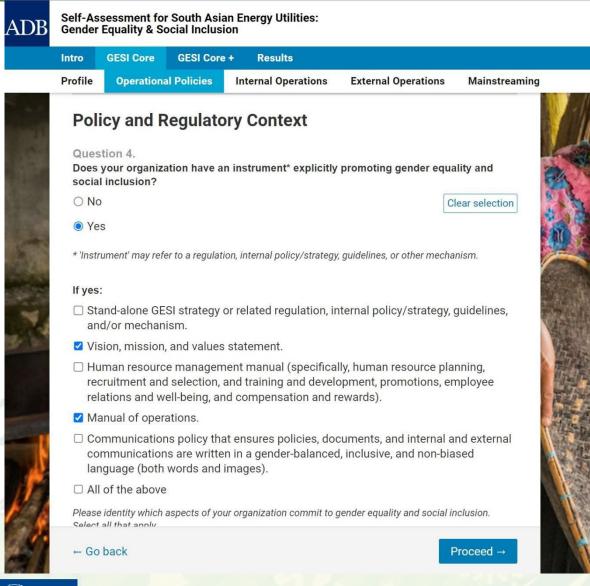




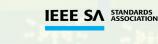




Self-Assessment Tool Components

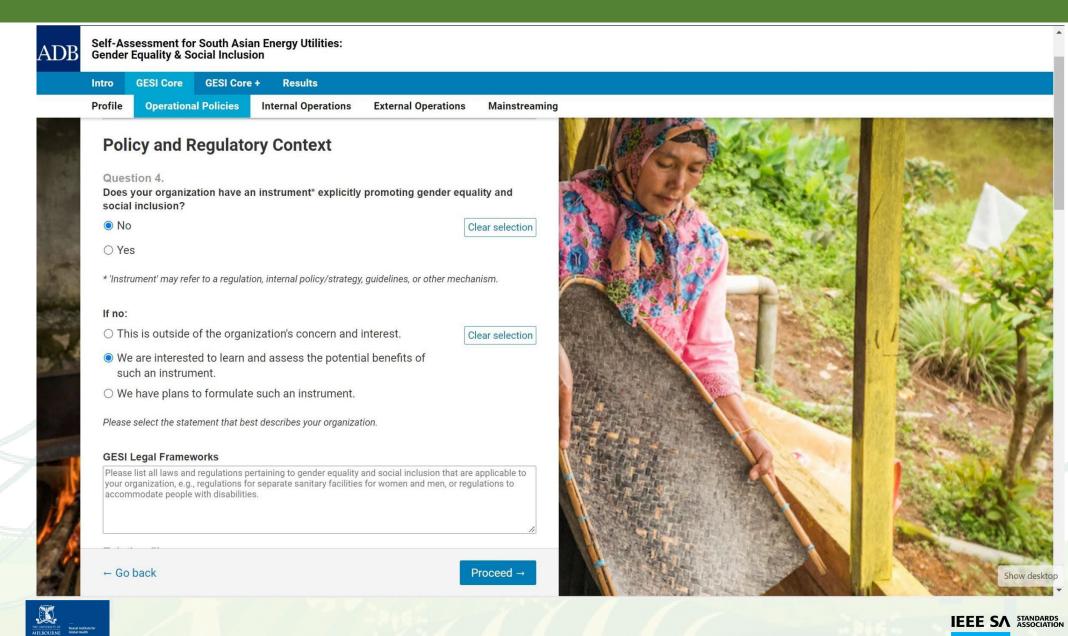








Self-Assessment Tool Components





Responses to selfassessment questions are scored using a five-point rating scale.

- High scores in different elements indicate significant and sustainable integration of GESI.
- Average scores indicate presence of strengths and gaps
- Low scores indicate perceived non-relevance of GESI.

- Scores are not 'grades.'
- Survey responses do not affect borrower or project status in any ADB classification or rating system.
- Overall results indicate capacity development needs and potential areas for assistance and collaboration







Self-Assessment Tool: Results?



The overall level of GESI mainstreaming is assigned numerical and color values. Colors facilitate visual inspection. Light colors are those on the highest end of the scale.

GESI Core - Detailed Scores

Organizational Policies

- Α4. Policy/commitment to promoting gender equality and women's empowerment: 4.42
- Guidelines and regulations facilitating access of the poor and A5. vulnerable: 4.41
- A6. Gender-balanced staffing in office-based operations: 3
- A7. Gender-balanced staffing in field-based operations: 3
- A8. Support the employment of persons with disabilities: 0

Internal Operations

A9. GESI provisions in staff ToR: 0
A10. Hygiene/sanitation for both women and men: 4
A11. Accommodate specific needs of women and men: 4.49
A12. Accommodate specific needs of PWD: 5
A13. Management training and development: 3
A14. Technical training and development: 5
A15. Gender-sensitive occupational safety practices: 2
A16. Equal pay for work for women and men: 4
A17. Equal pay for work for PWD: 5
A18. PWD included in decision-making: 5
A19. Gender-balanced representation in decision-making bodies: 5
A20. Work-life balance: 4.49
A21. Prevention and resolution of sexual harassment: 4.49

A22. Prevention and resolution of domestic violence: 0

External Operations

- A23. Promote increasing the number of women in the energy sector
- A24. Promote increasing the number of PWD in the energy sector: 0
- A25. Gender-sensitive contractor selection: 4.33
- A26. Employment of local people (with set % of women) for skilled and semi-skilled work: 0
- A27. Gender sensitive community engagement: 0
- A28. Orienting and training served communities on the safe and productive use of electricity: 2

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A29. Support for energy-based livelihoods or enterprises: 0

Mainstreaming Factors

- A30. Provides training in gender sensitivity: 4
- A31. Has a designated GESI focal unit or person: 4
- A32. Conducts gender and social analysis: 1
- A33. Maintains a gender responsive planning system: 4
- A34. Maintains a gender sensitive monitoring and evaluation system: 4.41



Who Will Be Invited To Participate?

Bangladesh

- BPDB (Bangladesh Power Development Board)
- BREB (Bangladesh Rural Electrification Board)
- IDCOL (Infrastructure Development Company Limited)

Bhutan

- BPC (Bhutan Power Corporation)
- DGPC (Druk Green Power Corporation Limited)

India

- BRPL (BSES Rajdhani Power Limited)
- BYPL (BSES Yamuna Power Limited)
- FEDCO (Feedback Energy Distribution Company Limited)
- EESL (Energy Efficiency Services Limited)
- POWERGRID (Power Grid Corporation of India)
- Tata Power DDL (Tata Power Delhi Distribution Ltd)

Maldives

FENAKA (FENAKA Corporation Limited)

Nepal

• NEA (Nepal Electricity Authority)

Sri Lanka

- CEB (Ceylon Electricity Board)
- LECO (Lanka Electricity Company Limited)
- SLSEA (Sri Lanka Sustainable Energy Authority)

Pakistan

- CPPA-G (Central Power Purchasing Agency)
- EEL (Engro Energy Limited)
- HESCO (Hyderabad Electric Supply Company)
- KE (Karachi Electric)
- LESCO (Lahore Electricity Supply Company)
- MEPCO (Multan Electric Power Company)
- PEDO (Pakhtunkhwa Energy Development Organization)
- PESCO (Peshawar Electric Supply Company)
- WAPDA (The Water and Power Development Authority)









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7–9 MAY 2024

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