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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





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) Profile

- Collects general information, incl. operational sector focus [energy subsectors and systems (incl. [decentralized energy systems](#))*, workforce, gender and disability data

(2) Operational Policies

- Examines organizational direction, priorities, strategies, rules (e.g. [policy advocacy and regulatory compliance](#)), and guidelines

(3) Internal Operations

- Looks at policies, programs, procedures, and practices to reflect GESI in [workforce composition and development](#), 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., [customer engagement and services](#)), and beneficiaries

(5) GESI Mainstreaming Facilitating 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]

Energy Transition Trends Shaping Thematic Areas



Profile	Operational Policies
<p>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?</p>	<p>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?</p>
Internal Operations	External Engagements
<p>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.</p>	<p>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?</p>

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

Survey Grouping
Thematic Area

Question Set

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

Intro **GESI Core** GESI Core + Results

Profile **Operational Policies** Internal Operations External Operations Mainstreaming

This section examines organizational direction, priorities, strategies, rules, and guidelines relevant to GESI.

Policy and Regulatory Context

Question 4.
Does your organization have an instrument* explicitly promoting gender equality and social inclusion?

No
 Yes

* 'Instrument' may refer to a regulation, internal policy/strategy, guidelines, or other mechanism.

GESI Legal Frameworks

Please list all laws and regulations pertaining to gender equality and social inclusion that are applicable to your organization, e.g., regulations for separate sanitary facilities for women and men, or regulations to accommodate people with disabilities.

Existing files

File Attachments
Choose Files No file chosen

If you would like to share your policy, please upload it here.

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Self-Assessment Tool Components



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

Intro GESI Core GESI Core + Results

Profile Operational Policies Internal Operations External Operations Mainstreaming

Policy and Regulatory Context

Question 4.

Does your organization have an instrument* explicitly promoting gender equality and social inclusion?

- No
- Yes

Clear selection

* 'Instrument' may refer to a regulation, internal policy/strategy, guidelines, or other mechanism.

If yes:

- Stand-alone GESI strategy or related regulation, internal policy/strategy, guidelines, and/or mechanism.
- Vision, mission, and values statement.
- Human resource management manual (specifically, human resource planning, recruitment and selection, and training and development, promotions, employee relations and well-being, and compensation and rewards).
- Manual of operations.
- Communications policy that ensures policies, documents, and internal and external communications are written in a gender-balanced, inclusive, and non-biased language (both words and images).
- All of the above

Please identify which aspects of your organization commit to gender equality and social inclusion.
Select all that apply.

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Self-Assessment Tool Components

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

Intro GESI Core GESI Core + Results

Profile **Operational Policies** Internal Operations External Operations Mainstreaming

Policy and Regulatory Context

Question 4.
Does your organization have an instrument* explicitly promoting gender equality and social inclusion?

No [Clear selection](#)

Yes

**'Instrument' may refer to a regulation, internal policy/strategy, guidelines, or other mechanism.*

If no:

This is outside of the organization's concern and interest. [Clear selection](#)

We are interested to learn and assess the potential benefits of such an instrument.


We have plans to formulate such an instrument.

Please select the statement that best describes your organization.

GESI Legal Frameworks

Please list all laws and regulations pertaining to gender equality and social inclusion that are applicable to your organization, e.g., regulations for separate sanitary facilities for women and men, or regulations to accommodate people with disabilities.

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Responses to self-assessment 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

Core Thematic Areas - Aggregated

Organizational Policies: 2.97

L3

Internal Operations: 3.68

L4

External Operations: 0.9

L1

Gender Mainstreaming: 3.48

L4

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

- A4. Policy/commitment to promoting gender equality and women's empowerment: 4.42
- A5. Guidelines and regulations facilitating access of the poor and 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: 0
- 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
- 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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Featured Speaker

