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GENDER EQUALITY AND SOCIAL INCLUSION (GESI) ANALYSIS

USAID/RDMA Enhancing Equality In Energy For Southeast Asia (E4SEA) Activity

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ACRONYMS

Activity	Enhancing Equality in Energy for Southeast Asia Activity
CDCS	Country Development Cooperation Strategy
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
E4SEA	Enhancing Equality in Energy for Southeast Asia
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GESI	Gender Equality and Social Inclusion
GIDAP	Gender and Inclusive Development Action Plan
GPI	Gender Parity Index
HR	Human Resource
ILO	International Labour Organization
IPV	Intimate Partner Violence
M&E	Monitoring and Evaluation
MSME	Micro, Small, and Medium Enterprise
NGO	Non-Governmental Organization
PLWD	People Living with Disabilities
RDMA	Regional Development Mission for Asia
SDGs	Sustainable Development Goals
SEA	Southeast Asia
STEM	Science Technology Engineering & Mathematics
TO	Task Order
USAID	United States Agency for International Development

VAW/G

Violence Against Women/Girls

EXECUTIVE SUMMARY

The Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity (Activity), implemented by CORE International (the CORE Team), which supports the USAID Regional Development Mission for Asia (RDMA), aims to improve gender equality and inclusion in the energy sector. The Activity will be implemented across several focus countries in the SEA region: Cambodia, Indonesia, the Philippines, Thailand and Vietnam, and with future implementation potential in Burma (a.k.a. Myanmar) and Lao PDR. The E4SEA Activity's goal, in support of existing RDMA programming in the SEA Region, is 1) to improve gender equality in the energy sector and 2) to achieve a sustainable and secure industry and one which contributes to women and socially excluded person's empowerment. To achieve this goal, the Activity has the following overall goals:

- Increase diversity of the energy sector workforce
- Support inclusive workplace environments
- Increase promotion and leadership opportunities for women.

This Gender and Social Inclusion (GESI) Analysis synthesizes literature review findings focused on the assessment of gender and social inclusion gaps and challenges within the energy sector regionally and across the focus countries under the Activity. It also identifies opportunities to leverage and address identified challenges. Specifically, the GESI analysis explores gender and social inclusion issues specific to the already employed women's ability to advance in leadership and technical positions in the energy industry, government organizations (ministries and energy regulators), universities and schools, and energy sector civil society organizations. It also analyzes available data on the pipeline of women and girls in the energy sector whose entry into the energy sector is hampered because of broad societal beliefs about gender equality and perceptions that certain professions are not suitable for women and girls.

The CORE Team's GESI analysis is carried out across six GESI domains: 1) Law & Policy, 2) Access to Resources, 3) Power and Decision-Making, 4) Roles and Responsibilities, 5) Knowledge and Beliefs, and 6) Human Dignity. The key findings of this analysis across the six GESI domains are summarized below:

- 1. Law & Policy:** It was noted that both within the developing country and emerging market contexts that the needs of women and socially excluded persons are integral, both as part of a growing workforce and as users of resources and services. The GESI analysis found that the inclusion of women and socially excluded persons in the design of policies related to energy sector products and services is critical.¹ USAID highlighted that policy and planning within the energy sector is overwhelmingly dominated by men, the majority of whom have technical backgrounds, and without the representation of women and others as workforce participants and users, the sector may proceed to be unable to meaningfully include them and derive important benefits.² The strength of legal, policy and institutional frameworks for GESI, and the protection of fundamental rights, are generally present across the E4SEA focus countries. However, laws and policies regarding GESI, specific to the energy sector, vary widely across SEA and so do the perceptions, biases, and the status of girls and women in the energy sector.

¹ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaidcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

² Ibid.

2. **Access to Resources:** Gaps and barriers to women's, girls', and socially excluded persons' equal access to resources such as education, health services, livelihood and employment opportunities, financial services, social protection, and technology, continue to persist across all focus countries. Access to education and access to employment opportunities are two of the major challenges required to be overcome in order to strengthen the participation of women and socially excluded persons within the energy sector. Furthermore, individuals who have multiple and intersecting identity characteristics may be facing additional challenges in accessing essential resources.
3. **Power and Decision-Making:** The issues of gender, social inclusion, and power and decision-making are critical to understanding not only the energy sector as an employer and a workplace but also the policy landscape that may dictate how the industry, investments, business viability, users et al. should function. Due to women's perceived position in SEA society often being considered less than that of men, the result is a context where men are advantaged to be in positions of authority and power to not only dominate decision-making at the household level and the corporate level but also at national policy levels.
4. **Roles and Responsibilities:** In many contexts across the SEA region, the traditionally assigned gendered roles and responsibilities are being challenged, as cultural and social norms have been transformed through growing awareness of, and national and international support and commitments to, the rights to gender equality and social inclusion. However, despite these advances, around the globe, women continue to take on a 'double-role', comprising 1) reproductive responsibilities for the provision of care and maintaining the well-being of the family and the home and 2) working in paid productive employment due to economic necessity, making women more 'time-poor' than men.³ Regional data shows that 1) the trends in male dominance in the energy industry and 2) the necessity for gender equality and social inclusion to be actively supported at the corporate and the practical workplace and community levels to encourage women's engagement in the sector require a better understanding of the roles and responsibilities of men and women and the energy sector employers⁴.
5. **Knowledge and Beliefs:** Gender norms that reinforce the role of the man as the breadwinner and the woman as the caregiver persist across parts of SEA, with almost as many women as men believing that a man is more entitled to a job and that men make better business executives than women, within certain focus countries.⁵ Cultural and social norms will need to be challenged, through activities tailored to the local contexts that will work with local community members through unconscious bias training and workshops to raise awareness on gendered stereotyping and its impact on educational and employment opportunities for women and socially excluded persons. The gendered norms and value attributed to women's and girl's education could promote positive change that will garner familial support for young women seeking education and careers leading to the energy sector.
6. **Human Dignity:** Despite commitments to human rights and global targets to ensure that all people can live in accordance with the values of human dignity, gender and social inequalities

³ ILO. 2018. Care work and care jobs for the future of decent work. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf

⁴ USAID Clean Power Asia. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaaidcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

⁵ UNDP. n.d. Share of people biased by dimension: Economic (% of women). http://hdr.undp.org/sites/default/files/hd_perspectives_gsn.pdf

persist in the SEA region, having different impacts in various dimensions of individual's lives such as their ability to attend school, gain employment, and live a life in safety without fear of poverty, discrimination, or Gender -Based Violence (GBV).⁶ The empowerment of all persons, the prevention of poverty (in particular, multidimensional poverty which includes factors such as access to energy), and the assurance of social protections (including access to critical health services related to HIV-treatment), comprise a series of critical challenges to overcome in order to ensure that the human dignity of all beneficiaries is assured.

The potential for energy sector expansion in the Activity focus countries in the coming years is evident, and including women, girls and socially excluded persons in energy sector development and expansion is a critical step to ensuring the achievement of the Sustainable Development Goals and fostering economic and social growth in SEA. This GESI analysis informs the E4SEA Activity's Gender and Inclusive Development Action Plan (GIDAP), submitted as a separate report, which highlights how the CORE Team and the RDMA can overcome identified challenges and positively impact gender equality and social inclusion in the energy sector to achieve USAID's broader energy sector and economic development goals in the region.

⁶ UNESCAP. 2018. Subregional perspectives on inequality in Asia and the Pacific and update on subregional activities for development. https://www.unescap.org/commission/74/document/E74_30E.pdf

I. INTRODUCTION

Globally, policies and regulations promoting the expansion of energy access have emerged, creating an enabling environment across the world for energy-access improvements, and demonstrating the critical necessity for the provision of reliable and affordable energy to 1) foster economic-growth, 2) alleviate many factors correlated to multidimensional poverty, and 3) meet increasing demands on supply networks from an ever-increasing population.⁷ However, until women and socially excluded persons are meaningfully included in the processes of strengthening the energy sector, including 1) the development of sector policies and regulations, 2) participation in the transformation of human resources management policies in the private sector, 3) equitable involvement in decision-making processes, and 4) active participation in the transformation of sector planning, the potential for this sector to strengthen gender equality, alleviate poverty and improve welfare, will be in the balance.⁸

The E4SEA Activity's goal is to improve gender equality and inclusion in the energy sector, supporting both a sustainable and secure energy sector and overall empowerment of women and socially excluded persons. The Activity will focus its effort on this goal across the Activity's focus countries in the SEA region; Cambodia, Indonesia, the Philippines, Thailand and Viet Nam, and with future implementation potential in Burma (a.k.a. Myanmar) and Lao PDR. While gender equality and social inclusion is a cross-cutting theme for all USAID development programming, for the E4SEA Activity, it is the central focus in all objectives, outputs and activities. This GESI analysis synthesizes literature review findings focused on the assessment of gender and social inclusion gaps and challenges within the energy sector regionally and across the focus countries relevant to the E4SEA Activity. It also identifies opportunities to leverage and address identified challenges. Specifically, the GESI analysis explores gender and social inclusion issues specific to the already employed women's ability to advance in leadership and technical positions in the energy industry, government organizations (ministries and energy regulators), universities and schools, and energy sector civil society organizations. It also analyzes available data on the pipeline of women and girls in the energy sector whose entry into the energy sector is hampered because of broad societal beliefs about gender equality and perceptions that certain professions are not suitable for women and girls.

The insights gleaned through this GESI analysis are used to formulate the Gender and Inclusive Development Action Plan (GIDAP), an important guide for the E4SEA Activity implementation. The objectives of this GESI analysis are as follows:

- Provide an overview of gender and social inclusion issues within the energy sector across the region, and within the focus countries for the E4SEA Activity.
- Highlight current barriers and gaps within the energy sector which are restricting women and socially excluded persons from equally participating and benefiting from entering into 1) STEM education programs, 2) internships and mentorship programs, and 3) being hired into technical and leadership positions in the energy sector organizations (industry, academic institutions, policy-making entities, energy regulatory entities, and other organizations).

⁷ RISE World Bank. 2018. https://rise.esmap.org/data/files/electricity_access-two_pager.pdf

⁸ IRENA. (2019). Renewable Energy: A Gender Perspective. https://irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

- Identify opportunities to overcome challenges and promote gender and social inclusion within the sector and within the educational institutions to increase career opportunities for women and persons from socially excluded backgrounds.
- Develop recommendations for the promotion of gender equality and social inclusion in the sector, to guide the formulation of the GIDAP, and ultimately the implementation of the E4SEA Activity.

This report presents the literature review findings of existing available data relevant to gender equality and social inclusion in the energy sector in the focus countries in the SEA region. Following USAID's ADS 205, analysis, the results of the GESI analysis are organized by the following domains: 1) impact on law and policy, 2) access to resources, 3) power and decision-making, 4) roles and responsibilities, 5) knowledge and beliefs, and 6) human dignity, including gender-based violence. The potential for energy sector expansion in the coming years is evident, and meaningfully including women, girls and socially excluded persons in the full chain of energy sector planning and implementation is a critical step to achieving USAID's broader energy sector, economic growth, and social development goals across the region.

2. BACKGROUND

Energy is an essential input to sustain economic growth and social well-being and economic growth is dependent on adequate supply of reliable and affordable energy.⁹ Throughout Southeast Asia (SEA), primary energy demand has grown by over 60% in the past 15 years and is projected to continue to grow.¹⁰ This will require large investments in new energy supply and infrastructure systems that will be required to sustain this growth. It is increasingly challenging for the SEA energy industry to attract additional private sector investment due to several factors, such as lack of financial viability of new investments, the need for a strong enabling environment, challenges associated with local institutional capacity and skill sets, non-cost-reflective tariffs, and high levels of both technical and commercial losses in energy distribution chain.¹¹

There is a growing body of evidence that correlates the increased representation of women in corporate leadership roles with stronger business outcomes; companies with more women on their boards perform better with regards to their return on investment, sales and equity, and performance during times of crisis or volatility.¹² Studies show that improved female representation in the energy sector is not only good for businesses, but specific to the energy sector, great for advocacy towards meaningful sector reform and sound energy sector governance.¹³ For example, women are reported to be more open to acknowledge the human impact on climate change; the case for transformation from traditional energy sources to renewables is stronger within companies with more women leaders.¹⁴

However, despite overall gender equality advances across Southeast Asia over the past several years, women's access to and control over assets and resources—and control over their own lives—remains weaker than those of men. Gender imbalance in the energy sector stems mostly from two related factors: 1) women's unequal social position and 2) the overall male-dominated character of energy institutions.¹⁵ Understanding and addressing gender inequality and social exclusion is essential for developing a sustainable energy sector in Southeast Asia. USAID recognizes that tapping into women's unique contributions and experiences can strengthen the power sector, improve the energy industry's competitive advantage, accelerate development outcomes, and add trillions to the global GDP.¹⁶ The enabling environment for investment in the energy sector is enhanced when more women are involved in the energy workforce and have parity in employment and wages – resulting in increased economic productivity, growth, and competitiveness.

⁹ IRENA. 2018. Renewable Market Analysis: Southeast Asia. https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2018/Jan/IRENA_Market_Southeast_Asia_2018.pdf

¹⁰ International Energy Agency. 2017. Southeast Asia Energy Outlook 2017. <https://www.iea.org/reports/southeast-asia-energy-outlook-2017>

¹¹ World Bank. 2016. Financial Viability of the Electricity Sector in Developing Countries.

https://ieg.worldbankgroup.org/sites/default/files/Data/reports/lp_financial_viability_electricity_sector.pdf

¹² https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_701767/lang--it/index.htm

¹³ <https://www.woodmac.com/news/feature/can-women-speed-up-the-energy-transition/>

¹⁴ Ibid.

¹⁵ IRENA. (2019). Renewable Energy: A Gender Perspective. https://irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

¹⁶ USAID. 2020. The Business Case for Gender Equality. <https://www.usaid.gov/energy/engendering-utilities/business-case#:~:text=A%20McKinsey%20study%20shows%20if,trillion%20to%20global%20annual%20GDP.>

The E4SEA Activity's goal is to improve gender equality in the energy sector, which supports both a sustainable and secure energy industry and overall women and socially excluded person's empowerment. To achieve this goal, the Activity will work to:

1. Increase diversity of the energy sector workforce;
2. Support inclusive workplace environments; and
3. Increase promotion and leadership opportunities for women in the energy sector.

The Activity will initially focus on five developing Southeast Asian countries (with the potential to work in two additional countries in the future), which will be referred as the "Activity focus countries": Cambodia, Indonesia, the Philippines, Vietnam, and Thailand, plus the possibility for future implementation in Burma and Lao PDR. The CORE Team is implementing the E4SEA Activity based on the Performance Work Statement (PWS) included in the contract which has the following five specific objectives:

1. Identify Core Challenges to Gender Equality in the Energy Sector in Southeast Asia (SEA),
2. Increase the Number of Women and Girls Pursuing Careers in the Energy Sector,
3. Increase the Recruitment, Retention and Promotion of Women in the Energy Sector Workplace,
4. Increase Mentorship and Leadership Opportunities for Women in the Energy Sector, and,
5. Enhance Communications, Collaboration and Learning.

As discussed in the PWS, these objectives involve multiple targeted interventions designed by the CORE Team in order to achieve the expected results.

2.1 E4SEA ACTIVITY AND FOCUS COUNTRIES

The E4SEA Activity aims to contribute to the acceleration of sustainable economic development, growth, and the empowerment of women and socially excluded persons within the energy sector in 5-7 USAID-supported focus countries within the Southeast Asia and Pacific (SEA) region. Table I provides a high-level summary of the key relevant statistics in all seven countries.

TABLE I. FOCUS COUNTRIES OVERVIEW

COUNTRY	POPULATION ¹⁷	%WOMEN ¹⁸	%YOUTH (UNDER 15) ¹⁹	SCHOOL ENROLLMENT (PRIMARY AND SECONDARY) (GENDER PARITY INDEX (GPI)) ²⁰
Burma	54,045,420	51.8	25.9%	1.01
Cambodia	16,486,542	51.2%	31.1%	0.91

¹⁷ World Bank. 2019. World Bank Open Data: Population, total. <https://data.worldbank.org/indicator/SP.POP.TOTL>

¹⁸ World Bank. n.d. World Bank Open Data: Population, female (% of total population). <https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS>

¹⁹ World Bank. n.d. World Bank Open Data: Population ages 0-14 (% of total population). <https://data.worldbank.org/indicator/SP.POP.0014.TO.ZS>

²⁰ World Bank. 2019. School enrollment, primary and secondary (gross), gender parity index (GPI) <https://data.worldbank.org/indicator/SE.ENR.PRSC.FM.ZS>

Indonesia	270,625,568	49.6%	26.2%	0.99
Lao PDR	7,169,455	49.8%	32.3%	0.95
The Philippines	108,116,615	49.8%	30.5%	1.03
Thailand	69,625,582	51.3%	16.8%	0.98
Vietnam	96,462,106	50.1%	23.2%	0.94

The following discussion provides a brief summary of the relevant background of the focus countries and sets the context for the GESI analysis.

BURMA²¹

Burma has a population diverse in both rural and ethnic identities. The country remains in political and economic transition, and in 2011 the nation had their first democratic elections in 20 years.²² Conflict persists between military and local armed groups, which has been noted for causing widespread displacement internally and into neighboring countries.²³ Whilst the country's National Strategic Plan for the Advancement of Women (NSPAW) (2013-2022) is based on the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) principles, the Burmese government's law for the prevention of gender-based violence remains to be implemented.²⁴

Despite identified opportunities to maximize domestic resources to create renewable energy supplies, Burma relies heavily on, and is increasing its demand for, gas-fired power generation.²⁵ It is reported that less than one-third of the country's population has access to the electricity grid,²⁶ negatively impacting women and socially excluded persons' time-use, health risks, education, knowledge, and safety and well-being. With a National Electrification Plan 2016-2030 that aims to achieve universal electricity access by 2030 through electrification of approximately 7.2 million households²⁷, support is critical to ensure that the rights of women and socially excluded persons are strengthened to participate in and benefit from the planned development of the sector. Furthermore, the Government must ensure that the benefits of increased energy access reach all persons in all regions of the country, including those in areas where conflict and displacement may persist.

CAMBODIA

²¹ Possible country for future implementation.

²² World Bank. 2020. The World Bank in Myanmar. <https://www.worldbank.org/en/country/myanmar/overview>

²³ Human Rights Watch. 2019. Myanmar (Burma). <https://www.hrw.org/asia/myanmar-burma>

²⁴ CEDAW. 2019. Concluding observations on the report of Myanmar submitted under the exceptional reporting procedure. <https://digitallibrary.un.org/record/3800291#record-files-collapse-header>

²⁵ IEA. n.d. Myanmar. <https://www.iea.org/countries/Myanmar>

²⁶ World Bank. 2016. Myanmar Enterprise Survey. <https://microdata.worldbank.org/index.php/catalog/2874>

²⁷ The Republic of the Union of Myanmar National Energy Management Committee. 2014. MYANMAR: National Energy Policy (NEP). <https://policy.asiapacificenergy.org/node/2924#:~:text=The%20main%20objective%20of%20the,that%20are%20currently%20without%20electricity>

Cambodia has a population that is largely rural. Despite its history of human rights abuses and conflict under the Khmer Rouge, Cambodia has made great improvements in women's participation in politics, girls school enrolment rates,²⁸ and protections under the law for survivors of gender-based violence.²⁹ While positive changes are visible, harmful gender and cultural norms continue to persist and disadvantage women and socially excluded persons across social, economic, and political institutions.³⁰

Cambodia's location in the Lower Mekong Region presents key opportunities to strengthen its national energy sector, and complement the country's rural electrification plan, as well as opportunities for renewable energy sources to increase energy access to the country's unserved population. Traditionally high electricity costs have made access to energy unaffordable for persons experiencing poverty.³¹ There is a growing need in the country to enhance the supply of reliable and affordable energy, while ensuring that environmental and social impacts are considered in energy sector planning. In addition, the necessity to consider women and youth in the development of the energy industry is critical to ensure that there are sufficient jobs and livelihood opportunities to employ the country's youth population.³² Overall, women's participation in the labor market is positive,³³ though their representation in high-skilled professional or technical positions remains low.³⁴ The promotion of gender and socially responsive human resource and education initiatives within the energy sector, in collaboration with both public and private sectors, is necessary to expand economic and leadership opportunities for women and socially excluded persons. Through a strategy to enhance women's participation in the energy sector, the Cambodian Government can be enabled to meet its goal of attaining middle-income status by 2030.³⁵

INDONESIA

The USAID/Indonesia Country Development and Cooperation Strategy (CDCS) (2020-2025) aligns to Indonesia's plan to be an "advanced, just, prosperous, and self-reliant Indo-Pacific partner".³⁶ The emphasis on self-reliance signals a focus on fostering the country's capacity and supporting their commitments to planning and implementing development solutions themselves.³⁷ Indonesia is the largest E4SEA focus country by population. Despite commitments made to international conventions³⁸ and women holding almost one-quarter of ministerial level positions,³⁹ there remain high levels of gender and religion-based violence and a lack of government protection, especially for those in minority groups.⁴⁰ The Sexual Violence Eradication Bill was created in 2019, but with their national parliament

²⁸ World Bank. n.d. World Bank Gender Data Portal: Cambodia: Public life and decision making.

<http://datatopics.worldbank.org/gender/country/cambodia>

²⁹ Human Rights Watch. 2019. What hell feels like: Acid violence in Cambodia. <https://www.hrw.org/report/2019/02/04/what-hell-feels/acid-violence-cambodia>

³⁰ OHCHR. n.d. UN Treaty Body Database. https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?

³¹ ADB. 2018. Cambodia Energy Sector Assessment, Strategy, and Road Map. <https://www.adb.org/sites/default/files/institutional-document/479941/cambodia-energy-assessment-road-map.pdf>

³² USAID. n.d. USAID-Cambodia, Country Development Cooperation Strategy, 2014-2018.

<https://www.usaid.gov/sites/default/files/documents/1861/CDCS%20Cambodia%20Public%20Version%20%28approved%29.pdf>

³³ CIA. n.d. World Factbook. <https://www.cia.gov/library/publications/the-world-factbook/geos/cb.html>

³⁴ Ibid.

³⁵ World Bank. 2020. Cambodia Overview. <https://www.worldbank.org/en/country/cambodia/overview>

³⁶ USAID CDCS. 2020. Results Framework to the Indonesia CDCS 2020-2025.

https://www.usaid.gov/sites/default/files/documents/Results_Framework_to_the_Indonesia_CDCS_2020-2025.pdf

³⁷ Ibid.

³⁸ OHCHR. n.d. UN Treaty Body Database. https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?

³⁹ World Bank. 2018. Gender Data Portal: Indonesia. <http://datatopics.worldbank.org/gender/country/indonesia>

⁴⁰ Human Rights Watch. n.d. Indonesia. <https://www.hrw.org/asia/indonesia>

not passing it into law, it has resulted in survivors of GBV being left without legal protection.⁴¹ Furthermore, same-sex and consensual relations are criminalized in parts of the country, meaning socially excluded persons may remain vulnerable to violence and discrimination.⁴²

As part of Indonesia's efforts towards their self-reliance goals, priority areas were identified for international support, which included government effectiveness, human capital, inclusive economic growth, and environmental sustainability.⁴³ A key component of their ambitions towards inclusive economic growth is the increase of reliable, equitable and sustainable energy.⁴⁴ With an estimated 80 million people living without electricity access⁴⁵ and in order to achieve their ambitions for economic growth, Indonesia will need support to overcome some of the key challenges and barriers to gender equality and social inclusion identified within the energy sector. Empowering women and socially excluded persons is a necessary step towards the energy goals, and it has been identified that this may be achieved through improved access to education, greater employment opportunities, and support to micro-level entrepreneurship, with the aim to help women support their families, reduce the plethora of issues linked to inadequate energy supplies, and improve quality of life indicators.⁴⁶

LAO PDR⁴⁷

Lao People's Democratic Republic (PDR), a country within the Mekong Region, is recognized as having one of the fastest growing economies in the region. Improved access to electricity, education and roads are signals of Lao PDR's recent development progress.⁴⁸ Despite evidence of progress, issues such as maternal mortality, malnutrition, poverty, and gender-disparity within education and employment sectors continue to persist and highlight the necessity for further attention to issues concerning gender equality and social inclusion, specifically in the remote areas of the country's mountainous geography.⁴⁹

Although the country is being led by its Five-Year National Socio-economic Development Plan (NSED) 2016-2020, a guiding document to Lao PDR's targets for sustainable energy systems (notably hydropower) and power stability across the country, the Plan does not specifically include gender equality, women's empowerment, and social inclusion.⁵⁰ Women's under-representation in Lao PDR's workforce participation is largely attributed to barriers to equal access to education,⁵¹ which, in turn, are impacted by cultural and socio-norms which relegate women to reproductive labor, a role and responsibility which has contributed to a perpetuation of child-marriage, and high-levels of gender-based violence.⁵² Despite these challenges, the country has recently succeeded in expanding its national

⁴¹ Amnesty International. 2019. Indonesia 2019. <https://www.amnesty.org/en/countries/asia-and-the-pacific/indonesia/report-indonesia/>

⁴² BBC. 2015. Indonesia's Aceh introduces strict anti-gay law. <https://www.bbc.com/news/world-asia-34612544>

⁴³ USAID. n.d. USAID-Indonesia, CDCS 2020-2025. <https://www.usaid.gov/indonesia/cdcs>

⁴⁴ Ibid.

⁴⁵ IRENA. 2018. Indonesia's 'Superheroines' Empowered with Renewables. <https://irena.org/newsroom/articles/2018/Apr/Indonesias-Superheroines-Empowered-with-Renewables>

⁴⁶ Ibid.

⁴⁷ Possible country for future implementation.

⁴⁸ World Bank. 2020. Lao Overview. <https://www.worldbank.org/en/country/lao/overview>

⁴⁹ Ibid.

⁵⁰ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaidcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

⁵¹ Ibid.

⁵² CEDAW. 2018. Concluding observations on the combined eighth and ninth periodic reports of the Lao People's Democratic Republic. https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Countries.aspx?CountryCode=LAO&Lang=EN

electricity access, from 16% in 1995, to 90% in 2017.⁵³ A focus on female-headed households, cited as the poorest in the nation, was part of the implementation of the country's Power to the Poor Program.⁵⁴ With Lao PDR now emerging as an important energy exporter within the SEA region,⁵⁵ focus is needed to strengthen women's and socially excluded persons' participation in the sector and decision-making and planning, in order to sustain national development and its positive impacts.

THE PHILIPPINES

The Philippines, located in the Indo-Pacific area of SEA, has decade-long ties with the USA; a partnership that is based upon democratic values, open trade, and support to advancing the country's journey towards self-reliance.⁵⁶ The country enjoys a strong and growing economy and is expected to transition from a lower middle-income country to an upper middle-income country in the near future.⁵⁷ A healthy labor market, strong consumer demand, and successful business activities, notably in the private sector, have all contributed to strong economic growth.⁵⁸ Despite the growing state of the economy, gender and cultural norms persist, and the country's social, economic, and political institutions present disadvantages towards women and socially excluded persons.⁵⁹

Women and girls in the country may have stronger access to education and essential services than other nations in SEA; however, the USAID-Philippines CDCS notes that the RDMA can support the advancement of the country's development objectives through an increase of opportunities for women of lower middle-income status, and for members of other socially excluded groups.⁶⁰ It has been reported that socially excluded persons, and women, especially Muslim women, remain underrepresented within the Philippines political institutions, and in addition, experience heightened risks of GBV.⁶¹ The necessity to 1) support the strengthening of government policies and resources to help prevent GBV, 2) improve women's economic empowerment and leadership opportunities, and 3) work with socially excluded persons is critical to ensure that the Philippines and USAID can collaborate in their mutual development objective to support the country's efforts to ensure environmental and community resilience through advancement of the energy sector, and improved performance of energy sector entities.⁶² Support to the Philippines Government's initiatives to encourage more young women to join the energy sector and to pursue energy-related technical degrees is a step towards strengthening the workforce, creating a strong pipeline of future employees and leaders in the sector, and in breaking down some of the persistent gender stereotyping and norms, with an aim to ensure that all women and socially excluded persons can harness their potential and develop within the energy field.⁶³

⁵³ World Bank. 2017. Why Measuring Energy Access for Women Makes Smart Business: The Case of Lao PDR. <http://documents1.worldbank.org/curated/en/54730150653359927/pdf/120104-BRI-PUBLIC-PI51262-M-E-Laos-Energy-and-Gender-Note.pdf>

⁵⁴ Ibid.

⁵⁵ World Bank. 2020. Lao Overview. <https://www.worldbank.org/en/country/lao/overview>

⁵⁶ USAID. 2020. USAID-Philippines CDCS 2019 – 2024. <https://www.usaid.gov/philippines/cdcs>

⁵⁷ World Bank. 2020. Philippines: Overview. <https://www.worldbank.org/en/country/philippines/overview>

⁵⁸ Ibid.

⁵⁹ OHCHR. n.d. UN Treaty Body Database. https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?

⁶⁰ USAID. 2020. USAID-Philippines, CDCS 2019 – 2024. <https://www.usaid.gov/philippines/cdcs>

⁶¹ CEDAW. 2016. Concluding observations on the combined seventh and eighth periodic reports of the Philippines. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fPHL%2fCO%2f7-8&Lang=en

⁶² USAID. 2019. USAID-Philippines. CDCS 2019 – 2024, <https://www.usaid.gov/philippines/cdcs>

⁶³ Government of The Philippines, Department of Energy. 2018. DOE Encourages Young Women to Join the Energy Workforce. <https://www.doe.gov.ph/press-releases/doe-encourages-young-women-join-energy-workforce?ckattempt=1>

THAILAND

Thailand has been recognized as one of Asia's success stories, with a fast growing, strong economy, and a history of social programming to improve access to essential services.⁶⁴ Thailand has seen rapid growth paired with a reduction of poverty and increasing educational equality.⁶⁵ While development planning in the region has often focused on concern towards the economic and social gaps in several other SEA countries - particularly within the Mekong Region - activities leveraging middle-income nations such as Thailand remain a key component of secure, sustainable development across the region as a whole. USAID has recognized in the Regional Development Cooperation Strategies (RDCSs) for SEA that the improvements in public provision of services may have resulted in reduced financing opportunities for the small-scale NGOs and community organizations which are required to ensure that positive development impacts continue.⁶⁶ Working with governing institutions, strengthening public participation in decision-making, and building civil society and stakeholder networks are critical components to combat unfair gender discrimination, which is evident in many sectors, including energy, despite the country's efforts to ensure that the Gender Equality Act (2015) and Women Development Strategy (2017-2021) are implemented across the nation.

With several policies and laws to promote the equal rights of women, a key focus of development program implementation in Thailand will be empowering socially excluded persons, in particular those in rural areas, who remain subject to the challenges of poverty, exploitation, discrimination, and vulnerable employment opportunities.⁶⁷ Working together with the energy sector entities and supporting education institutions to transform to promote gender equality and eliminate social stereotyping will be necessary to strengthen the sector. Additionally, understanding the correlations between violence against women and girls (VAW/G), the barriers to women and socially excluded persons empowerment, and migration challenges, will be necessary. Majority of migrants - women and socially excluded persons - employed in low-skilled and low-wage positions, remain vulnerable and face potential exploitation, and even human trafficking, due to limited awareness of their rights, limited education, and limited access to protection services.⁶⁸ While Thailand is seen as a role model within the energy industry with the highest proportion of women in senior energy leadership posts in the region (at 23%), support is required to help the country continue to make such great strides in the sector as the energy sector moves towards large-scale deployment of renewables.⁶⁹ Assessing existing Government policy implementation needs, and discovering how women and socially excluded persons, including migrants and those at risk of trafficking, can benefit from employment opportunities in the sector, can shed light on how gender equality and empowerment can be attained within the energy industry.⁷⁰

VIETNAM

⁶⁴ USAID. n.d. Regional Development Cooperation Strategy for Asia 2014-2018. <https://www.usaid.gov/sites/default/files/documents/1861/RDMA%20RDCS%20Public%20Version%20Final%2012-2014.pdf>

⁶⁵ OPHI. 2019. Child multidimensional poverty in Thailand. https://ophi.org.uk/wp-content/uploads/NESDC_UNICEF-Thailand_2019_Child_MDP_in_Thailand.pdf

⁶⁶ USAID. n.d. Regional Development Cooperation Strategy for Asia 2014-2018. <https://www.usaid.gov/sites/default/files/documents/1861/RDMA%20RDCS%20Public%20Version%20Final%2012-2014.pdf>

⁶⁷ UN Women. 2020. Asia and the Pacific: Thailand. <https://asiapacific.unwomen.org/en/countries/thailand>

⁶⁸ UN Women. 2020. Asia and the Pacific: Thailand. <https://asiapacific.unwomen.org/en/countries/thailand>

⁶⁹ IEA. 2020. Thailand. <https://www.iea.org/countries/thailand>

⁷⁰ Bangkok Post. 2019. Energy companies failing to tap gender diversity. <https://www.bangkokpost.com/opinion/opinion/1749709/energy-companies-failing-to-tap-gender-diversity>

Located on the south-eastern edge of the Indochina peninsula, with flat deltas in the South, and highlands in the North, Vietnam is a diverse country within the Mekong Region.⁷¹ While the country has adopted measures in recent years in order to improve inclusivity across Vietnam,⁷² harmful gender and social norms continue to persist. This includes discriminatory practices such as prohibitions for women in certain occupations, and issues experienced by working mothers.⁷³ Despite equal rights in the country's Constitution, equality in practice is yet to be achieved.⁷⁴ Gender equality and inclusivity are part of the USAID/Vietnam CDCS, a strategy which underpins the country's mutual objective to support Vietnam to become an open, prosperous, and secure nation that is both effective and inclusive in tackling development challenges on its own.⁷⁵

With the ambition towards furthering self-reliance, the USAID/Vietnam CDCS notes that local champions must own the results of their development challenges.⁷⁶ The three central pillars of Vietnam's journey towards self-reliance include the Government, private sector and local organizations.⁷⁷ In addition, it is recognized that citizen engagement, including women and men, girls and boys, the elderly, people living with disabilities (PLWD) and socially excluded persons is a necessity to invigorate development activities and ensure inclusion through development program implementations.⁷⁸ In Vietnam, at the individual level, women's age and engagement in employment are associated with lower risk of intimate partner violence, and women with no education, or primary education only, are at significantly higher risk of experiencing violence.⁷⁹ The Government of Vietnam recognizes the need to improve the country's higher education system, noting that this is one of their most critical steps to ensure economic growth and innovation in the future.⁸⁰ The USAID/Vietnam CDCS outlines the development objective to improve environmental security, with a focus on growing a clean, market-driven energy sector, in addition to a necessity to curb environmental pollution.⁸¹ By tapping into the potential of the Vietnam population and ensuring equal access to education, the country will be better positioned to reach the goal to achieve collective action by working with the education providers, and to promote increased stakeholder capacity and decision-making. In doing so, there is the aim to systematically promote gender equality and inclusion to improve women's leadership and economic opportunities, and to both prevent and respond to GBV.⁸²

2.2 PURPOSE AND FOCUS OF E4SEA GENDER ANALYSIS

Strengthening the energy sector in SEA is essential for sustainable economic growth across the region.⁸³ By enhancing equality within the energy sector in countries which have historically been male-dominated

⁷¹ U.S. Department of the Army. 1989. Country Studies: Vietnam Geography. <http://countrystudies.us/vietnam/33.htm>

⁷² CEDAW. 2015. Concluding observations on the combined seventh and eighth periodic reports of Viet Nam. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fVNM%2fCO%2f7-8&Lang=en

⁷³ Ibid.

⁷⁴ Ibid.

⁷⁵ USAID. 2020. USAID-Vietnam CDCS 2020-2025. <https://www.usaid.gov/vietnam/cdcs>

⁷⁶ Ibid.

⁷⁷ Ibid.

⁷⁸ Ibid.

⁷⁹ UNFPA. 2019. National Study on Violence Against Women in Viet Nam 2019. https://vietnam.unfpa.org/sites/default/files/pub-pdf/1_eng_summary_report.pdf

⁸⁰ USAID. 2020. USAID-Vietnam CDCS 2020-2025. https://www.usaid.gov/sites/default/files/documents/CDCS-Vietnam-2_Page_Summary_Final_Eng.pdf

⁸¹ Ibid.

⁸² Ibid.

⁸³ IRENA. (2019). Renewable Energy: A Gender Perspective. https://irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

and largely inaccessible to women and socially excluded persons, the E4SEA Activity has a significant opportunity to contribute to gender equality and social inclusion within these developing economies. Conducting a GESI analysis is a critical component of this initiative, as it strengthens the understanding of the energy sector and its impact on women, girls, and socially excluded persons. By identifying the GESI issues relevant to the Activity, both within the focus countries and across the SEA region, the analysis identifies how gender equality and social inclusion challenges may impact upon the success of Activity implementation. In addition, the analysis identifies areas where Activity implementation can impact positively upon efforts towards gender equality and social inclusion at local and regional levels. The purpose of this GESI analysis is to understand the challenges and risks to exacerbating gender and social inequalities, so that challenges may be overcome, risks may be mitigated, and opportunities may be leveraged to support the intended Activity outcomes.

With the E4SEA Activity spanning a range of countries, all of which experience their own unique gaps, barriers and challenges to gender equality and social inclusion, this GESI analysis presents analysis at both regional and country levels as well as within the energy sector. The specific focus of the GESI analysis is on analyzing differences between women, girls, men and boys, and socially excluded persons who are members (or have the potential to be) of the energy workforce, or whose lives and well-being may be personally impacted by the developments in the sector. The analysis findings support a deeper understanding of what opportunities can be leveraged in the different focus countries, energy sector segments, and specific population groups in order to tailor interventions to their specific socio-cultural context in a way that promotes sustainable growth in the energy sector as well as transformative change and ownership of results. The specific gender and social inclusion Activity recommendations identified and documented through the GESI analysis inform the development of the E4SEA GIDAP which describes how the GESI interventions will be structured, implemented, and monitored to ensure maximized and sustainable impact of the Activity outcomes.

3. METHODOLOGY

This GESI analysis aims to identify gender and social inclusion-based challenges, constraints and opportunities, in accordance with USAID ADS 205⁸⁴, and has been produced in compliance with the USAID Policy on Gender Equality and Female Empowerment (2012)¹³. The GESI analysis was conducted, synthesizing and analyzing qualitative and quantitative data collected through a literature review of publicly available data sources. The findings of the GESI analysis, outlined in this report, have been used to inform and develop the E4SEA GIDAP, which has been developed in parallel and submitted separately as requested by RDMA/USAID.

The GESI analysis process is guided by an analytical framework, compliant with ADS 205, based on the following six gender and inclusion domains, used throughout the literature review process, and analyzed at both regional and country-levels. Using the following framework, emphasizes both gender equality and social inclusion, fostering an understanding of the energy sector that is sensitive to the local contexts. Also, this framework encourages identification of potential participatory and empowering approaches using an intersectional lens by analyzing each domain from the perspective of gender and social inclusion.

i. Law and Policy

Identifying and analyzing the extent to which formal and informal legal systems, policies, regulations, and institutional practices may contain or impact on explicit, or implicit, gender and identity biases, related to gender equality within the energy sector.

ii. Access to Resources

Examining the ability for persons of different genders and social identities to own and/or have access to and use of productive resources, in addition to the degree of social acceptance of their respective abilities to access and control resources.

iii. Power and Decision-making

Assessing how persons of different genders and social identities may decide, influence, and have control over various resources at both local and national levels, in addition to through representation in decision-making positions relevant to the energy sector (in public, private and civil organizations).

iv. Roles and Responsibilities

Analyzing the productive and reproductive activities that persons of different genders and social identities may be involved in, in addition to their roles and responsibilities, and time-used in both paid and unpaid work, to understand barriers and opportunities to their involvement within the energy sector.

v. Knowledge and Beliefs

Assessing the cultural norms and beliefs, within each of the Activity's target countries, and how these may influence perceptions of gender and social identities, in addition to how this may impact the way in which people behave and participate in relevant activities.

⁸⁴ USAID ADS 205. Integrating Gender Equality and Female Empowerment in USAID's Program Cycle. <https://www.usaid.gov/sites/default/files/documents/1870/205.pdf>

vi. Human Dignity, including Gender-Based Violence (GBV)

Analyzing the quality or state of being respected, honored, and able to live a life free from discrimination, harm, violence and to be protected from the same. It may include being safeguarded from conflict, crises including natural disasters, crimes, and other identity-specific needs, including physical, spiritual, and mental well-being for groups such as ethnic or religious minorities, socially excluded persons or people living with disabilities (PLWD), and includes data related to GBV and the prevention of GBV.

3.1 LITERATURE REVIEW

The literature review is based upon publicly available reports and data sources directly relevant to the E4SEA Activity. Country-specific reports and papers, national and international databases, in addition to USAID and other donor publications or program documentation, were prioritized in the literature review process. A complete list of resources included within the literature review are outlined within the Reference list. Where gaps in availability of relevant data sources have been identified, the GESI analysis has utilized regional and international literature and information sources to inform the identification of gender equality challenges and best practices relevant to the energy sector and highlighted as priority areas to fill gaps via primary data collection.

3.2 PLANS FOR PRIMARY DATA COLLECTION

Objective I of the E4SEA Activity Workplan outlines the plan to conduct primary data collection within all of the Activity's focus countries. In the implementation of Objective I, the CORE Team is expected to collect data from national and local sources specific to the energy sector and relevant to issues of gender equitable human resource policies, practices, work environments, employee experiences, and employee data, as well as community perceptions on gender equality and knowledge, beliefs, and attitudes within education institutions. Primary data will also include observations by the research team, and interview records for further analysis with the intention to inform and confirm the design and implementation of the Activity's sub-activities. The full, detailed plan for primary data collection is available in the Activity's GIDAP submitted separately as well as in the Year I Work Plan under tasks for Objective I.

3.3 DATA LIMITATIONS

This GESI analysis is based upon an assessment of publicly available literature relevant to the E4SEA Activity objectives, without incorporating primary data collection findings as this is planned to take place in the future. Not all sources had statistical data for all of the E4SEA focus countries. Missing data means that for certain indicators comparative analysis findings across countries is not possible until additional data is collected through field work in the focus countries. Additionally, almost all global sources for statistical data use binary 'male' and 'female' categorizations, and do not include disaggregated data based on other social identifiers such as gender, sexuality, people living with disability (PLWD), or age. This makes it difficult to have a deeper understanding of the intersectionality of gender and other social identifying attributes necessary to provide more detailed analysis of how the energy sector has barriers, or opportunities, to inclusively engage with a broad range of people with diverse social identities.

The GESI analysis and accompanying GIDAP are intended to be a starting point with flexibility to update both based upon supplementary analysis and recommendations emerging from the primary data collection activities in the focus countries as outlined in Objective I of the E4SEA Activity plan.

4. CONTEXTUALIZING GENDER EQUALITY AND SOCIAL INCLUSION IN THE ENERGY SECTOR IN SEA

As energy demand continues to grow within the SEA region, investments in both the technology and the people to meet the needs of this fast-growing sector are critical.⁸⁵ Promoting resilience, and inclusive growth in the SEA energy sector requires the transformation of a traditionally male-dominated sector, in addition to taking into consideration how the interests of women and socially excluded persons can be incorporated in order to ensure long-term viability and sustainability of results. In Asia, women in energy represent only three to fifteen percent of the industry workforce, and their numbers in technical engineering positions or leadership roles are even lower.⁸⁶ Efforts have been made to diversify and promote women's participation in the SEA energy sector in the past, however it remains as one of the least gender-diverse industries in the regional economy.⁸⁷ Investments in people to drive the energy industry forward and to create the pipeline of educated and technical staff necessary for the energy sector to thrive and expand is a critical necessity across the E4SEA focus countries.

Data reveals that in the Asia-Pacific region alone, close to \$90 billion in lost productivity each year can be attributed to limits to women's economic empowerment.⁸⁸ Improving the workforce availability, and workplace conditions within the energy sector is critical, especially for an industry that is so integral to sustaining the economic growth within each of the E4SEA focus countries. Across SEA, energy demand is expected to increase at an average rate of 4.7% per annum until 2035. Without growth in available technology, energy supply, energy infrastructure, and qualified workers, SEA will not be able to meet the growing demand for energy resources, with direct corresponding adverse economic and social impacts.⁸⁹

4.1 COVID-19 AND GESI IN THE ENERGY SECTOR

Sustainable Development Goal 7 aspired to ensure access to affordable and clean, sustainable, modern energy for all persons by 2030.⁹⁰ Prior to the global pandemic, the United Nations recognized that efforts towards scaling up sustainable energy supplies were a necessity across the globe.⁹¹ Now, in 2020, the Coronavirus (COVID-19) has created a global health emergency, as governments and international organizations rush to expand knowledge on the virus, and work to prevent and control its spread.⁹² The impact of COVID-19 on constraining energy access has knock-on effects that impact other sectors and gender equality. One such example of the knock-on effect is the prevalence of gender-based violence

⁸⁵ IRENA. (2019). Renewable Energy: A Gender Perspective. https://irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

⁸⁶ GWNET, 2019. 'ASEAN needs more women in the energy sector'. <https://www.globalwomensnet.org/asean-needs-more-women-in-the-energy-sector/>

⁸⁷ Ibid.

⁸⁸ USAID. n.d. Results Framework Paper: Regional Development Cooperation Strategy for Asia, 2014-2018. <https://www.usaid.gov/sites/default/files/documents/1861/RDMA%20RDCS%20Public%20Version%20Final%2012-2014.pdf>

⁸⁹ IRENA. 2018. Renewable Market Analysis: Southeast Asia. https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2018/Jan/IRENA_Market_Southeast_Asia_2018.pdf

⁹⁰ UN. 2020. Department of Economic and Social Affairs. <https://sdgs.un.org/goals/goal7>

⁹¹ Ibid.

⁹² UN.2020. Coronavirus global health emergency. <https://www.un.org/en/coronavirus>

(GBV), with reports stating that in the context of lockdowns, school closures, and job losses, reported incidences of GBV have increased by 40%.⁹³

The following is a summary of some of the key impacts of the COVID-19 pandemic specific to the energy sector:

- Despite limited data sources specific to the energy implications of the COVID-19 pandemic, it is already reported that the affordability and the reliability of energy within the health sector globally, specifically in rural areas with limited connectivity, is presenting disastrous potential for health facilities. These facilities are unable to provide essential services to COVID-19 sufferers, due to lack of electrification.⁹⁴ Data from 2018 highlights that in some developing countries, 1 in 4 health facilities were not electrified.⁹⁵ Energy is critical in ensuring that all persons have access to quality health services, and to safeguard the abilities of the health professionals to meet critical needs and use the health infrastructure accordingly.⁹⁶
- Similarly, the urgency for affordable and reliable energy within the context of the pandemic has highlighted how integral energy is to ensure access to essential resources such as water (through electrified water pumping systems), a critical nutritional and health resource usually collected by women in remote regions, and a reproductive task for which women spend an average of 200 million hours every day.⁹⁷
- In addition, energy sector influence on access to information (through electrified communication systems such as television or radio) and for students to gain an education remotely through online learning systems, particularly for girl students (on an average in rural regions, only 39% are enrolled in school in comparison to 45% of boys), an issue that is already enshrined in challenges linked to gendered social and cultural norms.⁹⁸

Disruptions to existing energy supply chains due to COVID-19 highlight these necessities, and in the absence of a foreseeable end-date to the pandemic situation and its after-effects, the need for energy to adapt to the current situation within urban and rural contexts, must be considered and planned for as the countries forge their plans to deal with COVID-19.

The impact that the double burden of productive and reproductive labor pressures has placed on women during the COVID-19 context must be recognized within E4SEA Activity.⁹⁹ The constraints felt especially by women as they encounter the dual demands in many contexts, being responsible for both the household and care duties, in addition to workforce participation and livelihood opportunities, have

⁹³ Nyamu and Wu. 2020. Opinion: The parallel pandemic – sexual violence. <https://www.devex.com/news/sponsored/opinion-the-parallel-pandemic-sexual-violence-98512>

⁹⁴ UN. 2020. Department of Economic and Social Affairs. <https://sdgs.un.org/goals/goal7>

⁹⁵ Ibid.

⁹⁶ Puliti. 2020. Energy access takes center stage in fighting COVID-19 (Coronavirus) and powering recovery in Africa.

<https://www.worldbank.org/en/news/opinion/2020/04/22/energy-access-critical-to-overcoming-covid-19-in-africa>

⁹⁷ UNICEF. 2016. UNICEF: Collecting water is often a colossal waste of time for women and girls. <https://www.unicef.org/press-releases/unicef-collecting-water-often-colossal-waste-time-women-and-girls>

⁹⁸ UN Women. 2012. Facts & Figures:

Poverty and Hunger. <https://www.unwomen.org/en/news/in-focus/commission-on-the-status-of-women-2012/facts-and-figures>

⁹⁹ OECD. 2014. Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes.

https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

been exacerbated in the pandemic situation.¹⁰⁰ In some situations, the prevalence of perceptions that women have a choice between staying in paid employment or staying home to care for the family, support home-schooling, or attend to sick or at-risk family members, highlight the inequalities of the pandemic context.¹⁰¹ Furthermore, common perceptions about the choice women have to prioritize reproductive duties over productive duties, coupled with gendered social and cultural norms, plus common industry downsizing activities to prevent economic losses and abide by social distancing, has led to biases in personnel redundancy selections and more women than men reportedly losing their jobs.¹⁰² The realization that efforts towards global renewable energy had to be stepped-up before the pandemic, are now under increasing pressure to ensure efficient and reliable energy is available to all persons and all communities, in order to make certain COVID-19 response services do not fall short, simply because of a lack of energy.

4.2 LAW AND POLICY

FINDINGS

The strength of legal, policy and institutional frameworks for GESI, and the protection of fundamental rights aligned with both, are generally present across all of the E4SEA focus countries. However, laws and policies regarding GESI specific to the energy sector vary widely across SEA, and attention to embedding these rights within government policies related to the energy sector is generally weak. For a few of the E4SEA focus countries, policy frameworks to promote employment opportunities and the strengthening of the energy entities are sound; however, the strength of their frameworks is not reflected in implementation, highlighting an energy industry environment that lacks harmony with national and regional development objectives at a practical level. As USAID noted in their report on Gender Equality in Renewable Energy in the Lower Mekong in 2017, the development country contexts, in addition to the emerging market demands, present a situation where the needs of women and socially excluded persons are integral, both as part of a growing workforce and as users, and their consideration into the design of policies related to energy sector products and services is critical.¹⁰³

Renewable energy as part of overall energy sector planning is becoming increasingly important in SEA, and many countries have set targets to ensure clean energy solutions for their nations.¹⁰⁴ However, most of the focus country governments are yet to enact specific policies and programs to outline the rights and inclusion of women workers and users, and the obligations of their employers (including the government) and service providers in an industry largely driven by the private sector.¹⁰⁵ It remains unclear how energy sector planning, and the development of policies, laws, regulations, and the monitoring of their implementation, will ensure the inclusion of women and socially excluded persons in

¹⁰⁰ Solar Sister. 2020. The Voices of Solar Sister Entrepreneurs: Understanding the challenges of women entrepreneurs in the world of COVID-19. <https://solarsister.org/learn/the-voices-of-solar-sister-entrepreneurs-understanding-the-challenges-of-women-entrepreneurs-in-the-world-of-covid-19/>

¹⁰¹ OECD. 2020. Women at the core of the fight against COVID-19 crisis. https://read.oecd-ilibrary.org/view/?ref=127_127000-awfnqj80me&title=Women-at-the-core-of-the-fight-against-COVID-19-crisis

¹⁰² UN Women. 2020. COVID-19 and its economic toll on women: The story behind the numbers. <https://www.unwomen.org/en/news/stories/2020/9/feature-covid-19-economic-impacts-on-women>

¹⁰³ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaidcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

¹⁰⁴ Ibid.

¹⁰⁵ Ibid.

the energy sector growth and expansion in the SEA at all levels and across the full value chain. The USAID Lower Mekong assessment highlights that policy and planning within the energy sector is overwhelmingly dominated by men, the majority of whom are engineers.¹⁰⁶ Although technical knowledge may be an important necessity for persons involved in policy development, without the representation of women and others such as workforce participants and users, the sector may be unable to meaningfully include them both as an imperative workforce to meet the industry's growing needs, and to understand the different priorities and demands that women and others as energy users require based on their daily activities.

Understanding actual or potential discriminatory practices within workplace policy and regulatory frameworks, and specific to the energy sector, such as lack of equal pay for equal work, career advancement barriers, gaps in social security provisions, and OHS standards is crucial. Such knowledge is necessary to inform tailored and collaborative development strategies to support governments to strengthen their legal and policy protections for women and socially excluded persons within the sector to protect all energy users and ensure that there is an environment conducive to a fast-growing industry with increasing consumer demands and potential to support national economic growth indicators.

Table 2 provides an overview of the broad gender equality and social inclusion provisions in legal policy and regulatory frameworks within each of the E4SEA focus countries.

TABLE 2. STRATEGIC AND CONSTITUTIONAL GENDER EQUALITY PROVISIONS ACROSS THE FOCUS COUNTRIES

COUNTRY	STRATEGIC AND CONSTITUTIONAL GENDER EQUALITY PROVISIONS
Burma	In Burma the Constitution guarantees equal rights within the law and equal legal protection for all persons. ¹⁰⁷ The country's ratification of the major international conventions and agreements on gender equality and women's rights reaffirms their commitment to gender equality. The National Strategic Plan for the Advancement of Women (NSPAW) (2013–2022) is founded on the 12 priority areas of the Beijing Platform for Action (1995), with implementation occurring through inter-ministerial collaborations, in addition to gender mainstreaming in sectoral planning and program implementation. ¹⁰⁸ Burma's Framework for Economic and Social Reforms and the Comprehensive National Development Plan (2011–2030) mention women, for instance, within the framework for addressing GBV, human trafficking, health financing and maternal and child health, however it does not address gender equality and women and socially excluded persons rights directly. ¹⁰⁹
Cambodia	In Cambodia several laws and policies have been passed to reflect the country's commitments to CEDAW. The National Strategic Development Plan (NSDP) (updated in 2010) defined gender mainstreaming as strategic to all sectors and emphasized the need to focus on gender mainstreaming at all levels of government and in the national budgeting process. NSDP targets include tackling domestic violence and trafficking of women, increasing women's access to productive assets, reducing gender-based discrimination in the workforce and market, and increasing women's participation in decision-making and in higher-level positions in public administration. ¹¹⁰ Cambodia's NSDP update calls for strengthened national capacity, more extensive research, and improved advocacy to overcome the challenges remaining such as sectoral strategic

¹⁰⁶ Ibid.

¹⁰⁷ ADB, UNDP, UNDPF, and the UN Entity for Gender Equality and the Empowerment of Women. 2016. Gender Equality and Women's Rights in Myanmar: A Situation Analysis.

https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

¹⁰⁸ Ibid.

¹⁰⁹ Ibid.

¹¹⁰ ADB. 2012. Cambodia: Country Gender Analysis. <https://www.adb.org/sites/default/files/institutional-document/33752/files/cambodia-country-gender-analysis.pdf>

	<p>planning, gender mainstreaming, and implementation monitoring mechanisms.¹¹¹ The Constitution of 1993 affirms that all Khmer citizens shall be equal before the law and have the right to enjoy the same freedom and the same obligations regardless of sex, race, social status, or birth origin.¹¹² These rights were reaffirmed in the Neary Rattanak, a strategic plan developed in 1999 by the Ministry of Women's Affairs, which emphasizes the necessity for gender equality, and stresses that women's empowerment in all aspects is critical for the development of Cambodia and in order to ensure sustainable gender-responsive development processes across all sectors.¹¹³ The Government of Cambodia has paid attention to the necessity to promote gender equality, and all 28 national ministries or agencies have received national budget allocations to support implementation of activities focused on their sector's gender roles.¹¹⁴</p>
Indonesia	<p>In Indonesia, there is no one overarching anti-discrimination law. However, a selection of laws and sector-specific regulations are in place which promote equality and prohibit discrimination. This includes the 1945 Constitution, which states that all citizens shall have equal status before the law, be entitled to work, and have a reasonable standard of living.¹¹⁵ It also includes the Presidential Instruction No. 9/2000 on Gender Mainstreaming, which mandates that the heads of Government agencies and cabinet ministries are required to integrate the needs, concerns, and interests of men and women in all stages of Indonesia's development activities, from planning to implementation to M&E.¹¹⁶</p>
Lao PDR	<p>Lao PDR has committed to gender equality and the promotion of equal rights between men and women, articulating the same within the country's goals in the National Growth and Poverty Eradication Strategy (NGPES). The NGPES outlines the nation's gender strategy, with an aim to improve the conditions of its people to reduce poverty, and the Strategy is founded on the importance of Lao women's role in society.¹¹⁷ Women's effective and equal participation in society, in particular women from poor, ethnically, or socially excluded minorities, is recognized as essential for Lao PDR to achieve its development goals. The Lao PDR Constitution, rights upheld through the Law on Women Development and Protection (2003), and through institutions such as the Lao Commission for the Advancement of Women, are examples of the enabling environment established by the country to support efforts to achieve gender equality and social inclusion, and affirms the Government's commitments to CEDAW and the Beijing Platform for Action.¹¹⁸ The Lao PDR's Penal Code does not specifically address intimate partner violence; however, it states an exemption from penal liabilities may be granted if physical violence has occurred between close relatives without serious injuries, damages, slander or outrage.¹¹⁹ The law reflects cultural and social norms, whereby violent behavior between spouses is considered a family matter if the victim is not seriously harmed (the victim usually being a woman). In reported cases where support has been sought following incidences of domestic violence, it has been claimed that women are oftentimes counseled to stay with their husband, understand their roles, and make efforts to improve the relationship. In Lao society, domestic or sexual violence is rarely discussed, and rarely reported.¹²⁰</p>

¹¹¹ Ibid.

¹¹² Ibid.

¹¹³ <http://extwprlegs1.fao.org/docs/pdf/cam167591.pdf>

¹¹⁴ Kingdom of Cambodia, FiA Working Group for Gender and Child Labour in the Fisheries Sector. 2015. ACTION PLAN FOR GENDER EQUALITY PROMOTION AND CHILD LABOUR ELIMINATION IN THE FISHERIES SECTOR 2016-2020.

https://mediamanager.sei.org/documents/Publications/Bangkok/SEI_2017_Report_USAID-CleanPowerAsia-GenderEquality-WhitePaper.pdf

¹¹⁵ Republic of Indonesia. 2002. The Constitution of the Republic of Indonesia of 1945.

<http://www.unesco.org/education/edurights/media/docs/b1ba8608010ce0c48966911957392ea8cda405d8.pdf>

¹¹⁶ UNFPA. 2015. Women and girls in Indonesia: Progress and Challenges. <https://indonesia.unfpa.org/sites/default/files/pub-pdf/Women%20and%20Girls%20in%20Indonesia.pdf>

¹¹⁷ World Bank. 2005. Lao PDR Gender Profile.

<http://documents1.worldbank.org/curated/en/653921468276561976/pdf/453750WP00BOX0334096B01PUBLIC1.pdf>

¹¹⁸ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities.

https://mediamanager.sei.org/documents/Publications/Bangkok/SEI_2017_Report_USAID-CleanPowerAsia-GenderEquality-WhitePaper.pdf

¹¹⁹ World Bank. 2005. Lao PDR Gender Profile.

<http://documents1.worldbank.org/curated/en/653921468276561976/pdf/453750WP00BOX0334096B01PUBLIC1.pdf>

¹²⁰ Ibid.

The Philippines	In the Philippines, the Constitution (1987) asserts that the State recognizes the role of women in nation-building, and that women and men shall be ensured fundamental equality before the law. ¹²¹ The Constitution states that it is the State that shall protect women, in so far as ensuring that safe and healthful working conditions are provided, conditions which take into consideration maternal functions, and facilities necessary for their welfare and to enable them to realize their full potential. ¹²² In subsequent efforts to broaden these principles, the Government enacted further legislation, including the Gender and Development Law (requiring 5% of government agency budget allocations to gender issues), the Anti-Sexual Harassment Law and Anti-Rape Laws, the Anti-Mail-Order-Bride Law, and the Women in Nation-Building Law, all of which have an aim to prevent GBV, protect the fundamental rights of women and girls, prevent unlawful conduct, and ensure women's rights and representation in national development initiatives. ¹²³ The 1995-2025 Philippine Government's Plan for Gender-Responsive Development recognized this issue, acknowledging that VAW/G had become a serious issue in their country which requires urgent attention as a human rights concern. ¹²⁴
Thailand	In Thailand, Section 4 of the Constitution (2017) states that human dignity, rights, liberties and equality of the people shall be protected, and furthermore, Section 27 states that all persons are equal before the law. ¹²⁵ Any unjust discrimination against a person because of differences in race, language, gender, age, disability, social standing, education, political affiliations etc. shall not be permitted under the Constitution (2017). The Constitution states (Section 71) that the State should provide assistance to women, youth, children, the elderly, PLWD or other underprivileged persons to enable them to have quality of life, and to protect them from any unfair treatment, or violence. ¹²⁶ It has been reported that greater awareness raising may be required amongst government officials on CEDAW and gender mainstreaming in development program implementation. ¹²⁷ In 2007, the Thai Government passed the Protection of Victims of Domestic Violence Act. Despite this, GBV remains a problem, particularly domestic violence, which many be perceived as a family matter and one that often goes unreported due to shame or lack of knowledge on the availability of support services. ¹²⁸
Vietnam	In Vietnam, the National Strategy on Gender Equality (NSGE) 2011-2020, included as a key component of the Social Economic Development Strategy 2011- 2020, highlights several key challenges to gender equality and social inclusion. ¹²⁹ Such issues include increasing the number and representation of women leaders, increasing opportunities available for women to participate in political decision-making, improving women's employment opportunities, eliminating gender differences in educational outcomes, improving women's health care, and a range of cultural issues including domestic violence and trafficking, the skewed sex ratio at birth, and men's engagement in household/reproductive tasks. ¹³⁰ In 2006, the Law on Gender Equality was enacted, and in 2007, the Law on Domestic Violence was also enacted. Despite the enactment of these two important Laws, it has been reported that the implementation of these policies has been weak and ineffective, and further support may be required to ensure government agencies can gender mainstream critical issues into their implementation practices. ¹³¹

Table 3 provides a summary of gender mainstreaming in energy laws and policies across the E4SEA Activity focus countries.

¹²¹ Friedrich Ebert Stiftung. 2000. An Overview of the Gender Situation in the Philippines. <http://library.fes.de/pdf-files/bueros/philippinen/50069.pdf>

¹²² Ibid.

¹²³ Ibid.

¹²⁴ Ibid.

¹²⁵ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>

¹²⁶ Ibid.

¹²⁷ FAO. n.d. Review of policies related to gender-responsive technology. <http://www.fao.org/3/ae538e/ae538e09.htm>

¹²⁸ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>

¹²⁹ World Bank. 2011. Vietnam Country Gender Assessment.

<http://documents1.worldbank.org/curated/en/894421468321306582/pdf/655010WP0P12270essment-0Eng-0Final.pdf>

¹³⁰ USAID. 2012. USAID/Vietnam Gender Analysis. <https://2012->

17.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf

¹³¹ Ibid.

TABLE 3. GENDER MAINSTREAMING IN ENERGY LAWS AND POLICIES ACROSS THE FOCUS COUNTRIES

COUNTRY	GENDER INTEGRATION IN LABOR LAWS AND POLICIES ACROSS COUNTRIES
Burma	In Burma the Energy Sector Policy ensures that the country shall have energy security to foster their sustainable economic development, and that affordable and reliable energy should be made available and supplied to all forms of energy consumers, in particular to those that are living in remote areas of the country and who are without electricity at present. Special attention is being placed on community-based energy development activities located within the remote areas of Burma, in order to support the expansion of rural development initiatives, and to help provide livelihood opportunities to the rural poor. Burma's National Energy Policy (2014) framework aims to increase women's participation in community-based renewable energy development through the implementation of special programs where rural women entrepreneurs qualify for microfinance credits and favorable financing terms, in order to promote women's participation and investments in renewable energy development.
Cambodia	Cambodia's National Energy Sector Development Policy (1994) outlines the government's ambition to create an affordable and sustainable energy supply in support of economic development across the country. ¹³² The National Climate Change Strategic Plan 2014-2023 promotes usage of renewable energy sources in order to mitigate the impacts of climate change, and the Plan recognizes the important role of women in promoting green energy through aspects such as human resources development and improved access to education, in order to support the future industry and workplace participation. ¹³³
Indonesia	Indonesia has committed to reduce its greenhouse gas emissions by 2030, and in 2014, the National Energy Policy was revised. ¹³⁴ Although the Policy does not specifically address GESI established targets were increased with the aim to have a near-100 percent electrification across the country by 2020, and to achieve its renewable energy share in the national energy mix to 23% by 2025. ¹³⁵
Lao PDR	Policies such as the National Policy on Environmental and Social Sustainability of the Hydro Sector (2006), Investment Promotion Law (2009), Renewable Energy Development Strategy (2011), and the Policy on Sustainable Hydro Development (2013) regulate activities within the energy sector, ¹³⁶ but there are no specific references to GESI within these documents.
The Philippines	In 2016 the Philippines' Department of Energy took steps to launch a Gender Toolkit specific to the energy sector ¹³⁷ , reaffirming the important role that all people play in the nation's development of the energy industry, integrating gender equality and women's empowerment through energy, and providing guidance and practical tools to support public and private sector entities operating within the sector to ensure they mainstream gender. The Gender Toolkit provides a mechanism to ensure that energy activity initiatives are aligned with national priorities and support practical implementation of GESI-responsive actions within the sector. ¹³⁸
Thailand	While national development plans recognize the importance of involving women and local community members in their development processes, a comprehensive policy framework for gender-responsive energy development or regulation does not exist. ¹³⁹

¹³² Kingdom of Cambodia, FiA Working Group for Gender and Child Labour in the Fisheries Sector. 2015. ACTION PLAN FOR GENDER EQUALITY PROMOTION AND CHILD LABOUR ELIMINATION IN THE FISHERIES SECTOR 2016-2020. https://mediamanager.sei.org/documents/Publications/Bangkok/SEI_2017_Report_USAID-CleanPowerAsia-GenderEquality-WhitePaper.pdf

¹³³ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. https://mediamanager.sei.org/documents/Publications/Bangkok/SEI_2017_Report_USAID-CleanPowerAsia-GenderEquality-WhitePaper.pdf

¹³⁴ UNFCCC. 2016. First Nationally Determined Contribution: Republic of Indonesia. https://www4.unfccc.int/sites/ndcstaging/PublishedDocuments/Indonesia%20First/First%20NDC%20Indonesia_submitted%20to%20UNFCCC%20Set_November%20%202016.pdf

¹³⁵ WRI, Indonesia. n.d. ENERGY: Fueling the growth of clean, affordable power. <https://wri-indonesia.org/en/our-work/topics/energy>

¹³⁶ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. https://mediamanager.sei.org/documents/Publications/Bangkok/SEI_2017_Report_USAID-CleanPowerAsia-GenderEquality-WhitePaper.pdf

¹³⁷ ADB. 2012. Gender Tool Kit: Energy, Going Beyond the Meter. <https://www.adb.org/sites/default/files/institutional-document/33650/files/gender-toolkit-energy.pdf>

¹³⁸ Republic of the Philippines, Department of Energy. 2020. Establishing a gender sensitive Energy Sector. <https://www.doe.gov.ph/press-releases/establishing-gender-sensitive-energy-sector>

¹³⁹ FAO. n.d. Review of policies related to gender-responsive technology. <http://www.fao.org/3/ae538e/ae538e09.htm>

Vietnam	Vietnam enacted the country's National Energy Development Strategy 2007-2020, the National Power Development Plan 2011-2020, and the Renewable Energy Development Strategy 2015-2030, but there are no specific requirements addressing GESI within the energy sector. ¹⁴⁰
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Table 4 provides a summary of gender integration and labor laws and policies across the E4SEA Activity focus countries.

TABLE 4. GENDER INTEGRATION IN LABOR LAWS AND POLICIES ACROSS THE FOCUS COUNTRIES

COUNTRY	GENDER INTEGRATION IN LABOR LAWS AND POLICIES ACROSS COUNTRIES
Burma	Despite explicitly prohibiting gender discrimination, Article 352 supports sex-based discrimination, stating that “nothing in this section shall prevent appointment of men to positions that are naturally suitable for men only.” ¹⁴¹ However, priority number 6 of the National Strategic Plan for the Advancement of Women (2013–2022) ensures fairness and equal treatment for women in relation to employment, access to credit resources, assets, and economic benefits, highlighting potential contradictions between Constitutional rights and legal strategy implementation concerning gender equality. ¹⁴²
Cambodia	The Labor Law of 1997 addresses gender equality by prohibiting discrimination based on sex and recognizing gender-specific concerns with provisions on countering human trafficking and affording women rights in employment and inheritance. ¹⁴³ Article 122 states that when hiring, defining, or assigning work, vocational training, advancement, promotion, remuneration, granting of social benefits, discipline, or termination of employment, a person's sex shall be disregarded. However, the Labor Law lacks clarity on what constitutes discrimination and sexual harassment. Furthermore, the 1997 Labor Law does not provide special measures for women to achieve equality and only covers Khmer citizens. ¹⁴⁴ Article 36 of the Cambodia Constitution states that citizens of both sexes shall have the right to choose any employment (subject to their ability and the needs of society) and that they shall be entitled to equal pay for equal work. ¹⁴⁵
Indonesia	Indonesian labor laws reflect anti-discrimination policies, stating that all employees shall have equal opportunity to obtain work and shall be entitled to equal treatment from the employer without discrimination. Law No. 21 of 1999 ratifies the International Labour Organization (ILO) Convention No. 111 concerning Discrimination in Respect of Employment and Occupation, and Law No. 80 of 1957 ratifies the ILO Convention No. 100 concerning Equal Remuneration for Men and Women for Work of Equal Value. ¹⁴⁶ Article 3 of the Government Regulation No. 8 of 1981 regarding Protection of Wages states that in determining an employee's wage, an employer may not discriminate between men and women workers in terms of equal work of equal value. ¹⁴⁷ The right to work for PLWD is addressed within Indonesia's Law No. 4 of 1997 on Disabled People, which mandates that an employer must employ a minimum of one disabled person for every 100 people employed in total, but that the disabled employee must be able to meet the applicable work requirements and qualifications for the position. ¹⁴⁸ High-technology companies must employ one PLWD, despite the number of employees they have in total. ¹⁴⁹ The anti-discrimination framework for Indonesia is based upon the 2008 Law on the Elimination of Racial and Ethnic Discrimination, which prohibits discrimination based on a person's race or ethnicity. There are no specific laws against sexual

¹⁴⁰ Ibid.

¹⁴¹ ADB, UNDP, UNFPA, and UN Women. 2016. Gender Equality and Women's Rights in Myanmar: A Situation Analysis. https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

¹⁴² Ibid.

¹⁴³ ADB. 2013. Gender Equality in the Labor Market in Cambodia. <https://www.adb.org/sites/default/files/publication/31193/gender-equality-labor-market-cambodia.pdf>

¹⁴⁴ Ibid.

¹⁴⁵ The Constitution of the Kingdom of Cambodia. 2010. <https://www.wipo.int/edocs/lexdocs/laws/en/kh/kh009en.pdf>

¹⁴⁶ Global Business Guide. 2014. Legal Update: Discrimination Law and Equality in Indonesia.

http://www.gbfindonesia.com/en/main/legal_updates/discrimination_law_and_equality_in_indonesia.php

¹⁴⁷ Ibid.

¹⁴⁸ Ibid.

¹⁴⁹ Ibid.

	harassment in an employer-employee relationship, although it has been reported that most company regulations specify that this form of conduct is considered a violation of workplace standards. ¹⁵⁰
Lao PDR	The Lao PDR Labor Law of 1994 establishes labor standards such as equal wages for men and women, minimum wage, provision of maternity leave, and right to form labor unions, but such conditions apply only to public sector workers and there does not exist strong national enforcement mechanisms to extend this to the private sector. ¹⁵¹
The Philippines	In 2009 the Philippines passed into law the Magna Carta of Women Act which promotes gender equality within the government by creating gender quotas to promote women's employment in the public service sector, and to encourage gender diversity in the private sector (although mandatory quotas in the private sector are not legally required). ¹⁵²
Thailand	Under the Labour Protection Act, B.E. 2541 (1998), all employers are obliged to treat male and female employees equally, except where the employer may be prevented from doing so because of gender equality in nature or conditions of the work tasks. ¹⁵³ The law entitles women to maternity leave of up to 98 days, paid by the employer. Thailand's social security system also covers 45 days of maternity leave at 50% of the normal earnings rate. ¹⁵⁴
Vietnam	The Labor Code 2002 and associated regulations does not include paternity leave, only maternity leave, and leave to care for a sick child is only available to mothers. ¹⁵⁵ Chapter 10 of the Labor Code 2002 provides, amongst other things, positive discrimination in favor of women. For a position where both men and women are suitable, employers are to give preference to women. The Code also entitles women to a four- to six-month maternity leave period. Reports highlight that these entitlements and benefits can be interpreted as disincentives to hiring and promoting women. ¹⁵⁶

Table 5 provides a summary of laws and policies across countries and themes for the E4SEA Activity focus countries.

TABLE 5. OVERVIEW OF LAWS AND POLICIES ACROSS THE FOCUS COUNTRIES AND THEMES							
LAWS AND POLICIES	BURMA	CAMBODIA	INDONESIA	LAO PDR	THE PHILIPPINES	THAILAND	VIETNAM
WORKFORCE							
Does the law prohibit discrimination based on gender? ¹⁵⁷	No	Yes	Yes	Yes	Yes	Yes	Yes

¹⁵⁰ Ibid.

¹⁵¹ JICA. 2006. LAO PDR: COUNTRY GENDER PROFILE.

https://www.jica.go.jp/english/our_work/thematic_issues/gender/background/pdf/e05lao.pdf

¹⁵² Human Capital Leadership Institute. 2017. The Gender Gap: What Asia Can Learn From The Philippines.

<http://www.hcli.org/articles/gender-gap-what-asia-can-learn-philippines>.

¹⁵³ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>

¹⁵⁴ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>

¹⁵⁵ Vietnam Labour Code. 2002. http://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=38229&p_country=VNM&p_classification=01.02

¹⁵⁶ ADB. 2005. Viet Nam: Gender Situation Analysis

¹⁵⁷ World Bank. 2020. Women, Business, and the Law: Does the law prohibit discrimination in employment based on gender?

https://databank.worldbank.org/indicator/SG.LAW.NODC.HR?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

Is there sexual harassment legislation? ¹⁵⁸	No	Yes	No	Yes	Yes	Yes	Yes
Can a woman get a job in the same way as a man? ¹⁵⁹	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Are women able to work in the same industries as men? ¹⁶⁰	No	Yes	Yes	Yes	Yes	No	No
Is paid leave of at least 14 weeks available to women? ¹⁶¹	Yes	No	No	Yes	No	No	Yes
Is paid leave available to fathers? ¹⁶²	Yes	No	Yes	Yes	Yes	No	Yes
Are there legal mandates for equal remuneration? ¹⁶³	No	No	No	No	Yes	Yes	Yes
ENTREPRENEURSHIP							
Does the law prohibit discrimination in access to credit based on gender? ¹⁶⁴	No	Yes	No	Yes	Yes	No	Yes

¹⁵⁸ World Bank. 2020. Women, Business, and the Law: Is there legislation on sexual harassment in employment?

https://databank.worldbank.org/indicator/SG.LEG.SXHR.EM?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁵⁹ World Bank. 2020. Women, Business, and the Law: Can a woman get a job in the same way as a man?

https://databank.worldbank.org/indicator/SG.GET.JOBS.EQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶⁰ World Bank. 2020. Women, Business, and the Law: Are women able to work in the same industries as men?

https://databank.worldbank.org/indicator/SG.IND.WORK.EQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶¹ World Bank. 2020. Women, Business, and the Law: Is paid leave of at least 14 weeks available to women?

https://databank.worldbank.org/indicator/SH.MMR.LEVE.AL?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶² World Bank. 2020. Women, Business, and the Law: Is paid leave available to fathers?

https://databank.worldbank.org/indicator/SH.PTR.LEVE.AL?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶³ World Bank. 2020. Women, Business, and the Law: Does the law mandate equal remuneration for work of equal value?

https://databank.worldbank.org/indicator/SG.LAW.EQRM.VK?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶⁴ World Bank. 2020. Women, Business, and the Law: Does the law prohibit discrimination in access to credit based on gender?

https://databank.worldbank.org/indicator/SG.LAW.CRDD.GR?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

Does the law ensure a woman can register a business in the same way as a man? ¹⁶⁵	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the law allow a woman to open a bank account in the same way as a man? ¹⁶⁶	Yes	Yes	Yes	Yes	Yes	Yes	Yes
GENDER BASED VIOLENCE							
Does the law clearly establish criminal penalties for domestic violence? ¹⁶⁷	No	Yes	Yes	Yes	Yes	Yes	Yes
Is a woman required to obey her husband? ¹⁶⁸	No	No	No	No	No	No	No
Are there penalties for child marriage? ¹⁶⁹	Yes	No	Yes	Yes	Yes	No	Yes
PERSONAL AGENCY							
Does the law allow a woman to be "head of household" in the same way as a man? ¹⁷⁰	Yes	Yes	No	Yes	Yes	Yes	Yes
Does the law allow a woman to apply for a passport in the same way as a man? ¹⁷¹	No	Yes	Yes	Yes	No	Yes	Yes

¹⁶⁵ World Bank. 2020. Women, Business, and the Law: Can a woman register a business in the same way as a man?

https://databank.worldbank.org/indicator/SG.BUS.REGT.EQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶⁶ World Bank. 2020. Women, Business and the Law: Can a woman open a bank account in the same way as a man?

https://databank.worldbank.org/indicator/SG.OPN.BANK.EQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶⁷ World Bank. 2019. Women, Business, and the Law: Does the legislation establish clear criminal penalties for domestic violence?

<https://wbl.worldbank.org/en/wbl-data>

¹⁶⁸ World Bank. 2020. Women, Business, and the Law: Is there no legal provision that requires a married woman to obey her husband?

https://databank.worldbank.org/indicator/SG.LAW.OBHB.MR.NO?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁶⁹ World Bank. 2019. Women, Business, and the Law: Are there penalties for authorizing or entering into child or early marriage?

<https://wbl.worldbank.org/en/wbl-data>

¹⁷⁰ World Bank. 2020. Women, Business, and the Law: Can a woman be "head of household" or "head of family" in the same way as a man?

https://databank.worldbank.org/indicator/SG.HLD.HEAD.EQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

¹⁷¹ World Bank. 2020. Women, Business, and the Law: Can a woman apply for a passport in the same way as a man?

https://databank.worldbank.org/indicator/SG.APL.PSPT.EQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

Does the law allow a woman to travel outside of their home in the same way as a man? ¹⁷²	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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SIGNIFICANCE FOR E4SEA

The E4SEA Activity has ambition to support and collaborate with national authorities across the focus countries to build capacities and ensure the sustainability of efforts towards a gender equal and socially inclusive energy sector. It is critical to be aware of the legislative and policy frameworks within each country to understand potential partners' obligations and requirements, as well as the operating environment and support, to emphasize GESI within its work with partners and the industry at large. While each of the Activity's focus countries affirm the equal rights of its citizens either through Constitutional decree or through gender equality legislation, not all have energy policies or frameworks which protect the rights of all persons to equal employment opportunities within the energy industry, or for workplaces to have minimum requirements to ensure protection of the gender-responsive needs of all persons at work. Key takeaways include the following:

- There may be opportunity in working with partners to support their work to influence relevant ministries to make positive changes to strengthen national laws and policies where there are existing GESI gaps identified. Transformative industry-wide change towards the positive inclusion of women and socially excluded persons in the energy workforce may be maximized when partners role model gender equality best practices within their own organizations and encourage a pipeline of future workforce participants through improved gender parity and equality within enrollment rates in STEM and energy-specific education institutions. Opportunities may be identified within E4SEA to hold broader inter-ministerial discussions with participating partners to highlight their advancements and results and encourage broader national change.
- Further field research will be required under Objective I with a broad range of stakeholders from government, energy employers, NGOs, and others to complement the data available on country-level laws, policies and regulatory frameworks, to strengthen understanding of the degree of implementation of the various laws in practice and discover where further support may be required among potential partners.
- It will be important to ensure that all national legal and policy rights that are protected are upheld and deepened through E4SEA partnerships, in particular regarding employment practices and potential risk of discrimination within the energy sector. Where there are existing national legal and policy gaps, or where discrimination is legally upheld or laws are weak, E4SEA technical support for partners will focus on supporting the organizations to go beyond national compliance and adhere to international best practice.

4.3 ACCESS TO RESOURCES

¹⁷² World Bank. 2020. Women, Business, and the Law: Can a woman travel outside her home in the same way as a man? https://databank.worldbank.org/indicator/SG.HME.TRVLEQ?id=2ddc971b&report_name=Gender_Indicators_Report&populartype=series

FINDINGS

Women and socially excluded groups may face additional challenges in accessing essential resources. Characteristics such as age, ethnicity, migrant status, income level or profession, disability status, or sexuality, may be confronted with a series of heightened barriers to access resources necessary to enjoy a life that is equal with an active social and economic role in society.¹⁷³ Gaps and barriers to women's, girls', and socially excluded persons' equal access to resources such as education, health services, livelihood and employment opportunities, financial services, social protection, and technology, continue to persist within the SEA region. Access to education has improved in the region; however, 62.9% of illiterate adults around the globe are women.¹⁷⁴ While workers in Asia and the Pacific have experienced the highest real wage growth amongst all other regions in the world during the period 2006–17, the gender wage gap continues to be a challenge both across the energy sector and the region.¹⁷⁵ Across the globe, it is estimated that close to one billion women are excluded from financial services, creating very real barriers to entrepreneurship activities and accumulation of assets and savings.¹⁷⁶ Today, and especially considering the COVID-19 context, access to start-up support and education, mobile technology and connectivity is critical for self-employed or small business owners to stay informed, to continue education, and to work-from-home or manage a business remotely; encouragingly, gender gaps in South Asia in access to mobile technology are narrowing from 67% in 2017 to 51% in 2019.¹⁷⁷ Despite the progress made, additional work is needed to ensure that access to resources, particularly those required to produce, deliver, and use energy, is a key point of analysis for the E4SEA Activity. Key findings relevant to the Activity include the following:

- Women and socially excluded groups face challenges in accessing education and employment opportunities to participate in the full value chain of the energy sector in the SEA Region. The lack of access to education, combined with more limited access to financial resources to fund schooling, is reported to be the main causes for women and socially excluded persons being pushed into the informal work sectors and small-scale enterprises.¹⁷⁸ By improving women's access to basic services, namely education, the E4SEA Activity has the potential to contribute towards creating mechanisms to alleviate women and their families from poverty and empower them to work as skilled laborers in the formal economy.¹⁷⁹
- The data analyzed on education attainment and literacy reveals the contrasts across the E4SEA focus countries; from the Philippines where statistics show a nearly 100% literacy rate for both men and women, to Burma, Cambodia and Lao PDR where women's literacy rates still lag far behind men.¹⁸⁰ Access to tertiary education remains low across all persons in the majority of the focus countries, yet the numbers are skewed when gender-disaggregated for STEM-graduates,

¹⁷³ MULTIPLE, COMPOUND AND INTERSECTIONAL DISCRIMINATION: BRINGING THE EXPERIENCES OF THE MOST SOCIALLY EXCLUDED PERSONS TO THE FORE By LL.M Timo Makkonen: <https://www.abo.fi/wp-content/uploads/2018/03/2002-Makkonen-Multiple-compound-and-intersectional-discrimination.pdf>

¹⁷⁴ UNESCO. 2020. UIS.Stat: Illiterate population, 25-64 years, % female. <http://data.uis.unesco.org/?lang=en&SubSessionId=cf8bab4d-09aa-46db-86c4-0d9cfe594bba&themetreeid=-200>

¹⁷⁵ ILO. 2018. Global wage report 2018/2019: What lies behind gender pay gaps. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_650553.pdf

¹⁷⁶ IFC. 2017. MSME finance gap: Assessment of the shortfalls and opportunities in financing micro, small and medium enterprises in emerging markets. <http://documents1.worldbank.org/curated/en/653831510568517947/pdf/121264-WP-PUBLIC-MSMEReportFINAL.pdf>

¹⁷⁷ GSMA. 2020. The mobile gender gap report 2020. <https://www.gsma.com/mobilefordevelopment/wp-content/uploads/2020/05/GSMA-The-Mobile-Gender-Gap-Report-2020.pdf>

¹⁷⁸ P. Siliphong, O. Khampoui and Z. Mihyo, "Lao PDR Gender Profile," World Bank, 2005.

¹⁷⁹ Ibid.

¹⁸⁰ UNESCO. 2016 UIS.Statistics. <http://data.uis.unesco.org/index.aspx?queryid=166>

with women clearly outnumbered. Working with educational institution partners to improve women's and socially excluded persons' access to education, and in particular, to education that can lead to career prospects with the energy sector, is critical to the success of the E4SEA Activity, in order to create balance in educational attainment, literacy and tertiary studies, which will impact employment opportunities in the energy industry thereafter.

- Access to entrepreneurial training opportunities, micro-finance credit, and favourable loan terms linked to energy sector growth, has been reported to be a strong possibility for industry development, improvements in rural connectivity, and employment possibilities for women and socially excluded persons within the SEA region.¹⁸¹
- E4SEA potential partners, including energy regulators, must appreciate the gendered dimensions of energy access. Women and socially excluded groups may face additional challenges in accessing energy. Limited access to energy within rural households or settlements presents grave challenges for many people. For example, lack of sufficient energy supplies for households can impact on the nutrition and health of members of poorer families, or those living in displacement contexts where access to critical resources is even more challenging.¹⁸²
 - When energy is not available and cannot be accessed, it often results in women using time to collect alternative energy fuels or firewood, reducing their time available for reproductive care and cooking responsibilities which often fall on them to complete for the family's well-being. A lack of energy can mean that people turn to alternative cooking mechanisms which can increase the risk of respiratory illness in poorly ventilated spaces or may result in lack of complete cooking of foods, decreasing nutritional value and creating a risk for food- or water-borne illnesses.¹⁸³
 - Within and around communities without reliable access to energy, safety and personal issues can become heightened, particularly for women working nightshifts, sex-workers, persons at risk of discrimination or harassment, due to factors such as lack of electrification sources necessary for streetlights, for transportation, and for emergency systems and health-care facilities.¹⁸⁴
 - Access to energy resources has been recognized as an important part of multidimensional poverty; a development measurement that combines and assesses a series of indicators linked to a variety of deprivations experienced by people such as poor health, lack of education, inadequate living standards, threat of violence, etc.¹⁸⁵ Reliable and safe access to clean energy is a critical synergy between a lack of multidimensional poverty and the experience of environmental impacts such as access to services that are fundamental for well-being and health.¹⁸⁶ A lack of access to clean energy, and the necessity to substitute for solid cooking fuels, has a negative affect both

¹⁸¹ <https://www.usaid.gov/sites/default/files/documents/1865/iucn-egi-energizing-equality-web.pdf>

¹⁸² IUCN Global Gender Office. 2017. Energizing Equality: The importance of integrating gender equality principles in national energy policies and frameworks. "<https://www.usaid.gov/sites/default/files/documents/1865/iucn-egi-energizing-equality-web.pdf>"<https://www.usaid.gov/sites/default/files/documents/1865/iucn-egi-energizing-equality-web.pdf>

¹⁸³ WHO. 2018. Household air pollution and health. <https://www.who.int/news-room/fact-sheets/detail/household-air-pollution-and-health>

¹⁸⁴ ICED. 2017. Violence against Women and Girls, Infrastructure and Cities.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/620485/Infrastructure-Cities-briefing-note.pdf

¹⁸⁵ University of Oxford. 2020. Policy – A Multidimensional Approach. <https://ophi.org.uk/policy/multidimensional-poverty-index/>

¹⁸⁶ UNDP. 2020. Charting pathways out of multidimensional poverty: Achieving the SDGs. http://hdr.undp.org/sites/default/files/2020_mpi_report_en.pdf

on household air quality, in particular for women who bear the majority of household cooking responsibilities in the region, in addition to negative impact on the local environment through deforestation and degradation.¹⁸⁷

In order to strengthen the participation of women and socially excluded persons within the energy sector, access to education and access to employment opportunities – two of the key objectives of the CORE Team in implementing the E4SEA Activity – must be tackled. The situation regarding access to education varies across the Activity focus countries and, therefore, strategies to 1) promote an enabling environment, 2) motivate education choices towards the STEM sector, 3) create a strong pipeline of workers to support the fast-growing energy industry, and 4) ensure professional development and leadership opportunities for all persons is critical. Understanding the access to education and employment challenges within each of the Activity focus countries, from a GESI perspective, is a necessary step to ensure that tailored interventions/approaches for outreach and engagement are designed and implemented by the Activity team across the SEA region.

Figure 1 shows the comparison of electricity access across the seven focus countries for urban and rural populations as well as total energy and clean energy.

Figure 1. Access to Electricity Across the Focus Countries¹⁸⁸

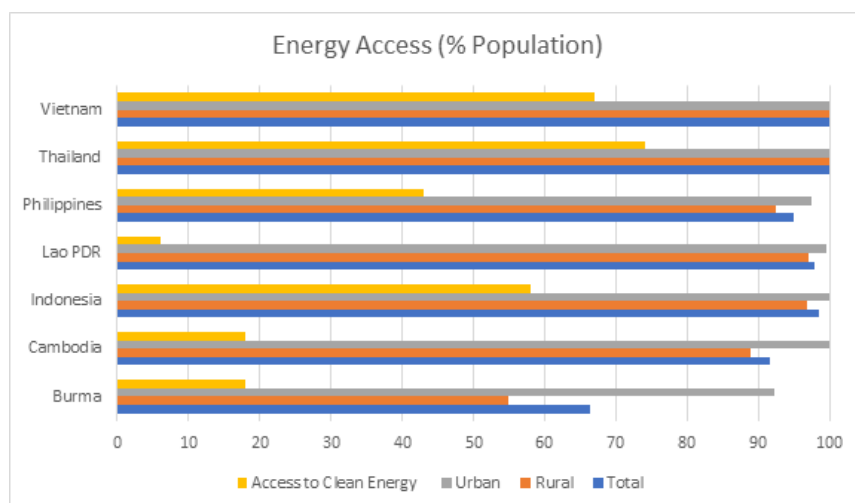


Table 6 presents a general overview of the access to energy situation in the focus countries:

TABLE 6. ENERGY ACCESS OVERVIEW ACROSS THE FOCUS COUNTRIES

COUNTRY	ENERGY ACCESS SITUATION SUMMARY
Burma	With the poorest level of access to energy across Asia and the Pacific, women are particularly impacted due to their reproductive role in family meal preparation and cooking. For example, exposure to harmful smoke and fuels through alternative energy usage in cooking disproportionately impacts them. ¹⁸⁹ The lack of access to energy also disproportionately impacts women through the substantial amount of time they must use for collecting fuelwood for household use, with some reports estimating the time spent by women to be approximately 20 hours every month. ¹⁹⁰ Investments in energy and improved access to electrification are recognized in Myanmar as necessary to improve quality of life and to increase access to education, knowledge, and livelihoods,

	and reducing women's time poverty. ¹⁹¹ Developing the energy sector and improving access to energy for all persons is recognized as a central objective to the development of the country. ¹⁹²
Cambodia	Nearly 5 million Cambodians still have no access to grid electricity, ¹⁹³ but Cambodia could achieve universal access to electricity in the near term if the supply and demand measures are pursued in parallel. While grid solutions can potentially supply the total urban population, off-grid electrification could result in a faster expansion path for the rural areas. ¹⁹⁴ 91.8% of female-headed households and 93.9% of male-headed households in the urban area are connected to the grid, yet female-headed households have better access to off-grid solutions such as solar devices. ¹⁹⁵ Still, approximately 62% of households use firewood for cooking followed by 31% liquefied petroleum gas, 5% charcoal, and only 2% use electricity. ¹⁹⁶ The high tariffs on electricity make it unaffordable for those experiencing poverty and at the same time, constrains economic competitiveness and discourages investment. Recognizing the many issues, the Government of Cambodia in its National Strategic Development Plan (NSDP), 2014–2018 and Industrial Development Policy (IDP), 2015–2025 has prioritized the development of an affordable and sustainable energy sector that also seeks to minimize adverse social and environmental impacts. ¹⁹⁷
Indonesia	Despite high access to energy nationally, households connected to the electrical grid in Indonesia often experience low power voltage levels and frequent electricity service interruptions, which limits the consumers' access to reliable electricity service and results in a host of adverse impacts. ¹⁹⁸ Access to energy is especially relevant in the context of cooking, a reproductive role culturally and socially assigned to the female caregiver in most Indonesian households, as the potential exposure to toxic smoke from traditional cooking practices (using kerosene or liquid propane) is a major cause of adverse health impacts and death in developing countries. ¹⁹⁹ Access to energy is of particular importance, as toxic smoke disproportionately affects women and children who spend disproportionately more time in household cooking environments. ²⁰⁰ Initiatives have been in place in Indonesia to promote increased access for women to education on entrepreneurship and electricity access through off-grid solutions, targeting poor households in rural areas to enhance their capacities to use and maintain energy technology and to sell their energy. ²⁰¹ This program, entitled Wonder Women, empowers both women and their families through livelihood development and clean energy solutions, with almost half of the program participants perceiving an improvement in their status through participation in the program. ²⁰²

¹⁸⁷ Ibid.

¹⁸⁸ World Bank. 2018. Access to Electricity. <https://data.worldbank.org/indicator/EG.ELC.ACCS.ZS>

¹⁸⁹ Ibid.

¹⁹⁰ Ibid.

¹⁹¹ Ibid.

¹⁹² ADB, UNDP, UNFPA, and UN Women. 2016. Gender Equality and Women's Rights in Myanmar: A Situation Analysis. https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

¹⁹³ ADB. 2018. Cambodia Energy Sector Assessment, Strategy, and Road Map. <https://www.adb.org/sites/default/files/institutional-document/479941/cambodia-energy-assessment-road-map.pdf>

¹⁹⁴ IDB, World Bank. 2018. Cambodia Beyond Connections: Energy Access Diagnostic Report Based on the Multi-Tier Framework.

<https://openknowledge.worldbank.org/bitstream/handle/10986/29512/124490.pdf?sequence=5&isAllowed=y>

¹⁹⁵ Ibid.

¹⁹⁶ Ibid.

¹⁹⁷ ADB. 2018. Cambodia Energy Sector Assessment, Strategy, and Road Map. <https://www.adb.org/sites/default/files/institutional-document/479941/cambodia-energy-assessment-road-map.pdf>

¹⁹⁸ UNESCAP. 2018. Gender Analysis of GIZ Activity "Integrated Resource Management in Asian cities: the urban Nexus" – Indonesia. https://www.unescap.org/sites/default/files/Study_ID_Pekanbaru_GenderAnalysis_2018.pdf

¹⁹⁹ Ibid.

²⁰⁰ Ibid.

²⁰¹ IRENA. 2019. Renewable Energy: A Gender Perspective. HYPERLINK "https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf"https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

²⁰² Ibid.

Lao PDR	The Lao Rural Electrification Program has increased national electricity access from 16% in 1995 to 71% in 2010. ²⁰³ However, large gender disparities were evident because of the lack of access to financial means to fund electrification for women-headed households in remote rural areas. The Power to the Poor scheme focuses on gender disparities and affordability of connectivity and usage, to ensure that households headed by women or those below the poverty line could have access to energy. ²⁰⁴
The Philippines	As of 2016, the country achieved 90% electricity access rate across its population; however, the average for rural areas remained at 85% and only 77% in the archipelago of Mindanao. ²⁰⁵ With over one thousand islands in the archipelago, the area is isolated and dependent on diesel generators which increases electricity rates and air pollution. The electricity rates in rural areas of the Philippines are higher than those in urban areas, making electricity unaffordable for persons experiencing poverty. ²⁰⁶ Mindanao and Mindoro regions are likely to gain grid access in the coming years with the government's target to reach 100% electrification across the country by 2022. ²⁰⁷
Thailand	The Thailand Accelerated Rural Electrification Programme established a reliable electric power grid infrastructure providing nearly universal electricity access in the country. ²⁰⁸ The country has relied on domestic natural gas following its discovery in the 1970s. Thailand is nearing its natural gas depletion which has forced diversification of the power mix by including solar photovoltaic and wind power generation. ²⁰⁹
Vietnam	Despite the role that the minority ethnic women play in subsistence agriculture and animal breeding, lack of access to energy in the areas where they live increases their workloads, and limits their earning capacities, putting extra challenges on their socioeconomic situation. ²¹⁰

Table 7 summarizes access to business opportunities across the seven focus countries. Women, particularly those in rural communities, and socially excluded persons such as ethnic minorities, experience challenges in SEA in accessing economic opportunities and financing services in order to support their businesses.²¹¹ Understanding the different individual business opportunity situations within the E4SEA Activity focus countries is necessary to strengthen access to skills-training, financing and energy sector entrepreneurial support mechanisms that can promote women's employment prospects and contribute towards energy industry development in rural contexts.

²⁰³ IBD, World Bank. 2017. Energy Access and Gender Getting the Right Balance.

<http://documents1.worldbank.org/curated/en/463071494925985630/pdf/115066-BRI-PI48200-PUBLIC-FINALSEARSGenderweb.pdf>

²⁰⁴ Ibid.

²⁰⁵ ADB. 2018. Philippines: Energy Sector Assessment, Strategy, and Road Map.

<https://www.adb.org/sites/default/files/publication/463306/philippines-energy-assessment-strategy-road-map.pdf>

²⁰⁶ ADBI. 2019. Securing Access to Electricity with Variable Renewable Energy in the Philippines: Learning from the Nordic Model.

<https://www.adb.org/sites/default/files/publication/529771/adbi-wp1009.pdf>

²⁰⁷ ADB. 2018. Philippines: Energy Sector Assessment, Strategy, and Road Map.

<https://www.adb.org/sites/default/files/publication/463306/philippines-energy-assessment-strategy-road-map.pdf>

²⁰⁸ IRENA. 2017. Renewable Energy Outlook: Thailand. <https://www.irena.org/newsroom/pressreleases/2017/Dec/Thailand-Energy-Outlook#:~:text=Abu%20Dhabi%2C%20United%20Arab%20Emirates,new%20report%20published%20by%20the>

²⁰⁹ Ibid.

²¹⁰ Ibid.

²¹¹ ASEAN.2016. Projected Gender Impact of the ASEAN Economic Community. <https://library.fes.de/pdf-files/bueros/singapur/12676.pdf>

TABLE 7. ACCESS TO BUSINESS OPPORTUNITIES ACROSS THE FOCUS COUNTRIES

COUNTRY	ENERGY ACCESS SITUATION SUMMARY
Burma	With the poorest level of access to energy across Asia and the Pacific, women are particularly impacted due to their reproductive role in family meal preparation and cooking. For example, exposure to harmful smoke and fuels through alternative energy usage in cooking disproportionately impacts them. ²¹² The lack of access to energy also disproportionately impacts women through the substantial amount of time they must use for collecting fuelwood for household use, with some reports estimating the time spent by women to be approximately 20 hours every month. ²¹³ Investments in energy and improved access to electrification are recognized in Myanmar as necessary to improve quality of life and to increase access to education, knowledge, and livelihoods, and reducing women's time poverty. ²¹⁴ Developing the energy sector and improving access to energy for all persons is recognized as a central objective to the development of the country. ²¹⁵
Cambodia	Nearly 5 million Cambodians still have no access to grid electricity, ²¹⁶ but Cambodia could achieve universal access to electricity in the near term if the supply and demand measures are pursued in parallel. While grid solutions can potentially supply the total urban population, off-grid electrification could result in a faster expansion path for the rural areas. 91.8% of female-headed households and 93.9% of male-headed households in the urban area are connected to the grid, yet female-headed households have better access to off-grid solutions such as solar devices. ²¹⁷ Still, approximately 62% of households use firewood for cooking followed by 31% liquefied petroleum gas, 5% charcoal, and only 2% use electricity. ²¹⁸ The high tariffs on electricity make it unaffordable for those experiencing poverty and at the same time, constrains economic competitiveness and discourages investment. Recognizing the many issues, the Government of Cambodia in its National Strategic Development Plan (NSDP), 2014–2018 and Industrial Development Policy (IDP), 2015–2025 has prioritized the development of an affordable and sustainable energy sector that also seeks to minimize adverse social and environmental impacts. ²¹⁹
Indonesia	Despite high access to energy nationally, households connected to the electrical grid in Indonesia often experience low power voltage levels and frequent electricity service interruptions, which limits the consumers' access to reliable electricity service and results in a host of adverse impacts. Access to energy is especially relevant in the context of cooking, a reproductive role culturally and socially assigned to the female caregiver in most Indonesian households, as the potential exposure to toxic smoke from traditional cooking practices (using kerosene or liquid propane) is a major cause of adverse health impacts and death in developing countries. Access to energy is of particular importance, as toxic smoke disproportionately affects women and children who spend disproportionately more time in household cooking environments. ²²⁰ Initiatives have been in place in Indonesia to promote increased access for women to education on entrepreneurship and electricity access through off-grid solutions, targeting poor households in rural areas to enhance their capacities to use and maintain energy technology and to sell their energy. ²²¹ This program, entitled Wonder Women, empowers both women and their families through livelihood

²¹² IRENA. 2017. Renewable Energy Outlook: Thailand. <https://www.irena.org/newsroom/pressreleases/2017/Dec/Thailand-Energy-Outlook#:~:text=Abu%20Dhabi%2C%20United%20Arab%20Emirates,new%20report%20published%20by%20the>

²¹³ Ibid.

²¹⁴ Ibid.

²¹⁵ ADB, UNDP, UNFPA, and UN Women. 2016. Gender Equality and Women's Rights in Myanmar: A Situation Analysis. https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

²¹⁶ ADB. 2018. Cambodia Energy Sector Assessment, Strategy, and Road Map. <https://www.adb.org/sites/default/files/institutional-document/479941/cambodia-energy-assessment-road-map.pdf>

²¹⁷ IDB, World Bank. 2018. Cambodia Beyond Connections: Energy Access Diagnostic Report Based on the Multi-Tier Framework.

<https://openknowledge.worldbank.org/bitstream/handle/10986/29512/124490.pdf?sequence=5&isAllowed=y>

²¹⁸ Ibid.

²¹⁹ ADB. 2018. Cambodia Energy Sector Assessment, Strategy, and Road Map. <https://www.adb.org/sites/default/files/institutional-document/479941/cambodia-energy-assessment-road-map.pdf>

²²⁰ UNESCAP. 2018. Gender Analysis of GIZ Activity "Integrated Resource Management in Asian cities: the urban Nexus" – Indonesia. https://www.unescap.org/sites/default/files/Study_ID_Pekanbaru_GenderAnalysis_2018.pdf

²²¹ IRENA. 2019. Renewable Energy: A Gender Perspective. HYPERLINK "https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf" https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

	development and clean energy solutions, with almost half of the program participants perceiving an improvement in their status through participation in the program. ²²²
Lao PDR	The Lao Rural Electrification Program has increased national electricity access from 16% in 1995 to 71% in 2010. However, large gender disparities were evident because of the lack of access to financial means to fund electrification for women-headed households in remote rural areas. The Power to the Poor scheme focuses on gender disparities and affordability of connectivity and usage, to ensure that households headed by women or those below the poverty line could have access to energy. ²²³
The Philippines	As of 2016, the country achieved 90% electricity access rate across its population; however, the average for rural areas remained at 85% and only 77% in the archipelago of Mindanao. ²²⁴ With over one thousand islands in the archipelago, the area is isolated and dependent on diesel generators which increases electricity rates and air pollution. The electricity rates in rural areas of the Philippines are higher than those in urban areas, making electricity unaffordable for persons experiencing poverty. ²²⁵ Mindanao and Mindoro regions are likely to gain grid access in the coming years with the government's target to reach 100% electrification across the country by 2022. ²²⁶
Thailand	The Thailand Accelerated Rural Electrification Programme established a reliable electric power grid infrastructure providing nearly universal electricity access in the country. The country has relied on domestic natural gas following its discovery in the 1970s. Thailand is nearing its natural gas depletion which has forced diversification of the power mix by including solar photovoltaic and wind power generation. ²²⁷
Vietnam	Despite the role that the minority ethnic women play in subsistence agriculture and animal breeding, lack of access to energy in the areas where they live increases their workloads, and limits their earning capacities, putting extra challenges on their socioeconomic situation. ²²⁸

Figure 2 below shows the education rates for women and men, including educational attainment and literacy rates for the seven focus countries in the E4SEA Activity. The data presented in Figure 2 on education attainment and literacy reveals the contrasts across the focus countries. It also highlights that access to tertiary education remains low across all persons in most of the focus countries, and that efforts will be required to improve women and socially excluded persons equitable access to education, and in particular, to education that can lead to career prospects within the energy sector.

²²² Ibid.

²²³ IBD, World Bank. 2017. Energy Access and Gender Getting the Right Balance.

<http://documents1.worldbank.org/curated/en/463071494925985630/pdf/115066-BRI-PI48200-PUBLIC-FINALSEARSGenderweb.pdf>

²²⁴ ADB. 2018. Philippines: Energy Sector Assessment, Strategy, and Road Map.

<https://www.adb.org/sites/default/files/publication/463306/philippines-energy-assessment-strategy-road-map.pdf>

²²⁵ ADBI. 2019. Securing Access to Electricity with Variable Renewable Energy in the Philippines: Learning from the Nordic Model.

<https://www.adb.org/sites/default/files/publication/529771/adbi-wp1009.pdf>

²²⁶ ADB. 2018. Philippines: Energy Sector Assessment, Strategy, and Road Map.

<https://www.adb.org/sites/default/files/publication/463306/philippines-energy-assessment-strategy-road-map.pdf>

²²⁷ IRENA. 2017. Renewable Energy Outlook: Thailand. <https://www.irena.org/newsroom/pressreleases/2017/Dec/Thailand-Energy-Outlook#:~:text=Abu%20Dhabi%2C%20United%20Arab%20Emirates,new%20report%20published%20by%20the>

²²⁸ Ibid.

Figure 2. Education, Literacy and Gender Across the Focus Countries²²⁹

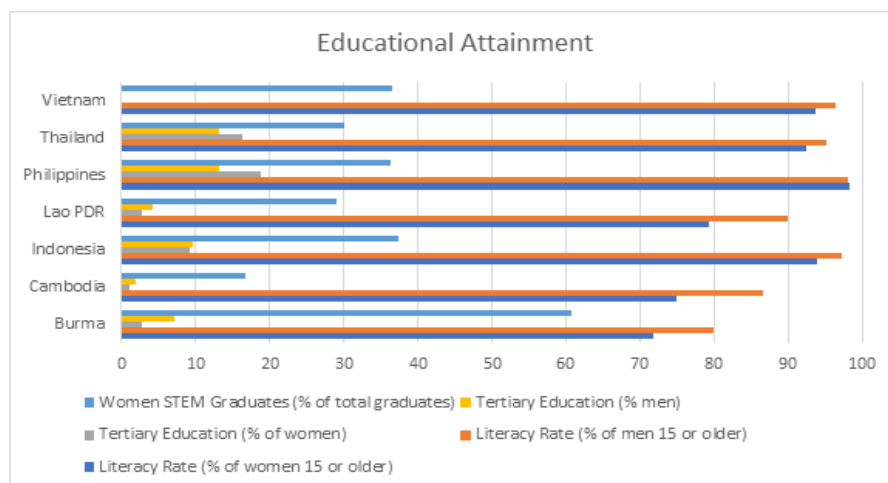


Table 8 provides a summary of gender mainstreaming in education across the E4SEA Activity focus countries. Understanding gender equality, inclusion and mainstreaming within education systems across the E4SEA Activity focus countries needs to be appreciated as ambitions to create a pipeline of workers to support the growing energy sector across the region relies on girls, young women, and socially excluded youth's access to education systems and related resources (school fees, supplies, transportation) to provide for school attendance. Without access to education, young women and girls will not be able to achieve the literacy targets and the level of schooling necessary to enroll in technical studies related to the energy sector and enter the energy sector employment field.²³⁰

TABLE 8. GENDER MAINSTREAMING IN EDUCATION ACROSS THE FOCUS COUNTRIES

COUNTRY	GENDER MAINSTREAMING IN EDUCATION SUMMARY
Burma	Access to scholarship, stipends, and awards have promoted increased education opportunities for women, girls and socially excluded persons. ²³¹ Yet despite these efforts, in addition the constitutional guarantee to the right to education, many girls attend primary school in Burma, but then their numbers decrease in secondary and higher education levels. ²³² School supply costs and transportation fees have been reported to be causes for parents to prioritize a male child's education over that of a female child. ²³³
Cambodia	The Ministry of Women's Affairs, and corresponding gender working groups in each ministry office, have been preparing and implementing gender action plans to tackle some of the challenges to women and girls' equal access to critical resources, with the aim to reduce poverty, improve health and enhance access to education opportunities. ²³⁴
Indonesia	In Indonesia, the government has mainstreamed gender equality in the National Long-Term Development Plan (2005-2025), the National Medium-Term Development Plans (2004-2009 and 2010-2014), the National Annual Development Plans, and the documents of the State Budget. Gender parity has been achieved at all levels of education, and there is parity for young people (15-24 age group) in literacy rates. ²³⁵
Lao PDR	Over the past decade, gender gaps in school enrollment rates have narrowed in Lao PDR, with improved enrollment rates for girls in primary school (from 77% in 1991 to 88% in 2009) and that of women's adult literacy. ²³⁶ Despite these improvements, fewer girls remain enrolled than boys at all levels of the education system, and the gap increases significantly at higher levels of education. ²³⁷
The Philippines	In the Philippines the National Economic and Development Authority has provided support to gender mainstreaming in various government mechanisms in order to expand access to resources

	for women and girls. ²³⁸ Access to education was a major component of the Authority's focus, with women's studies in tertiary education, and the importance of access to higher education, being recognized by more training and education providers, creating gender advocates who have been able to influence policies and programs to promote women's access to education. ²³⁹
Thailand	In Thailand, the ability to access essential resources can be dependent on a person's rural or urban status, with reports stating that women in rural areas have less access to education, despite a free-basic 12-year education being guaranteed by the Constitution. ²⁴⁰ Thailand has been considered a success in promoting girl's right to education and in decreasing the gender gaps in school enrollments. ²⁴¹ However, it has been reported that challenges continue to hinder girl's education, including discrimination, gender stereotyping and reinforcement of gender norms in education materials, poverty, language skills, and access to transportation to get to and from school. ²⁴²
Vietnam	In Vietnam, women and girls from the rural poor and ethnic minorities face particular challenges in accessing resources. Ethnic minority women generally have lower social status in the country, and thus, less access to education ²⁴³ Furthermore, women remain outnumbered in tertiary education, especially within STEM fields. ²⁴⁴

Table 9 provides a summary of ICT access in urban and rural areas and the ICT/Gender nexus across the E4SEA Activity focus countries. The adequacy of ICT access and service availability has been analyzed in terms of the energy sector and how women and socially excluded persons engage with the industry. This analysis provides a deeper understanding of how people access information regarding job prospects and training opportunities. The ability to access reliable field information, especially in the COVID-19 environment, is particularly relevant to data collection processes and surveys for initiatives such as the E4SEA Activity (Objective I).

²²⁹ UNESCO. 2016 UIS.Statistics. <http://data.uis.unesco.org/index.aspx?queryid=166>

²³⁰ IRENA. (2019). Renewable Energy: A Gender Perspective. https://irena.org/-/media/Files/IRENA/Agency/Publication/2019/Jan/IRENA_Gender_perspective_2019.pdf

²³¹ Ibid.

²³² UNESCO. 2017. <https://bangkok.unesco.org/content/myanmar%E2%80%99s-gender-challenges-education-what-boys-have-say>

²³³ Ibid.

²³⁴ World Bank. 2018. Access to electricity (% of population). <https://data.worldbank.org/indicator/EG.ELC.ACCS.ZS>

²³⁵ BAPPENAS. 2013. Review of a Decade of Gender Mainstreaming in Education in Indonesia.

<https://www.adb.org/sites/default/files/publication/176601/ino-gender-mainstreaming-education-summary.pdf>

²³⁶ ADB, IBRD, and The World Bank. 2012. Country Gender Assessment for Lao PDR. <https://www.adb.org/sites/default/files/institutional-document/33755/files/cag-lao-pdr.pdf>

²³⁷ Ibid.

²³⁸ Friedrich Ebert Stiftung, 2017. Feminism and the Women's Movement in the Philippines. <https://library.fes.de/pdf-files/bueros/philippinen/14072.pdf>

²³⁹ Ibid.

²⁴⁰ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>.

²⁴¹ The World Bank. 2019. <https://data.worldbank.org/indicator/SE.SEC.ENRR?locations=TH>

²⁴² The Borgen Project. N.d. <https://borgenproject.org/facts-about-girls-education-in-thailand/>

²⁴³ ADB. 2010. Viet Nam: Powering Ethnic Minority Women in Remote Communes - 2010. <https://www.adb.org/results/viet-nam-powering-ethnic-minority-women-remote-communes-2010>

²⁴⁴ USAID. 2017. Gender Equality and Female Empowerment. <https://2012-2017.usaid.gov/asia-regional/fact-sheets/gender-equality-and-female-empowerment>

TABLE 9. ICT ACCESS ACROSS THE FOCUS COUNTRIES

COUNTRY	ICT ACCESS SUMMARY
Burma	The ICT services in Burma are inadequate due to poor infrastructure and unreliable supply of electricity. ²⁴⁵ The availability of ICT services is especially limited in rural areas. ²⁴⁶
Cambodia	Despite legal provisions for equal treatment, women and ethnic minorities remain at a disadvantage in accessing ICT services due to social norms. ²⁴⁷ While 27% of households led by men have access to communication devices, only 15% of households headed by women do. ²⁴⁸
Indonesia	In Indonesia there is high disparity between women and men's access to ICT. Reports have highlighted that only 20% of internet users are women. ²⁴⁹
Lao PDR	Challenges remain for persons living in rural areas of Lao PDR, especially in regions with no road access, as they are unable to access ICT in addition to other essential services. ²⁵⁰
The Philippines	In the Philippines, there is a striking ICT divide between the urban middle class and the rural population. The gender gap is visible in terms of using ICT for productive use. Men have higher access than women in the rural zones, and reports show that ICT services are more accessible to those who study STEM careers, most of whom are traditionally men. ²⁵¹
Thailand	Several Thai ministries have policies in place to promote the use of ICT to improve access to information and communications, with a focus on poor households in rural areas. ²⁵² The Thailand Institute of Scientific and Technological Research has been supporting rural women in access to education on energy-saving agricultural approaches and through awareness raising on relevant technologies. ²⁵³
Vietnam	Over the last decade, Vietnam has seen an increase in accessibility to ICT. ²⁵⁴ Despite this progress, only a small percentage of the population, and mostly men, have the necessary ICT skills to effectively utilise ICT-related services and resources. ²⁵⁵

SIGNIFICANCE FOR E4SEA

Of particular significance for the E4SEA Activity is the necessity to understand how the local situation in terms of access to critical resources can impact upon the way in which the Activity is designed and delivered in each of the focus countries. These key takeaway points include the following:

²⁴⁵ ADB. 2015. Developing Myanmar's Information and Communication Technology Sector toward Inclusive Growth.

<https://www.adb.org/sites/default/files/publication/176518/ewp-462.pdf>

²⁴⁶ Ibid.

²⁴⁷ Sida. 2015. Gender and ICT. <https://www.sida.se/contentassets/3a820dbd152f4fca98bacde8a8101e15/gender-and-ict.pdf>

²⁴⁸ ADB. 2015. Promoting women's economic empowerment in Cambodia.

<https://www.adb.org/sites/default/files/publication/156499/promoting-womens-economic-empowerment.pdf>

²⁴⁹ Sida. 2015. Gender and ICT. <https://www.sida.se/contentassets/3a820dbd152f4fca98bacde8a8101e15/gender-and-ict.pdf>

²⁵⁰ UN. 2018. Lao People's Democratic Republic Voluntary National Review on the implementation of the 2030 Agenda for Sustainable development. https://laopdr.un.org/sites/default/files/2019-08/2018%20VNR_0.pdf

²⁵¹ UN ESCAP. 2019. Women ICT Frontier Initiative (WIFI) in the Philippines. <https://www.unapcict.org/sites/default/files/2019-12/WIFI%20Case%20Study%20-%20The%20Philippines%20-%20Final.pdf>

²⁵² FAO.n.d. Review of policies related to gender-responsive technology. <http://www.fao.org/3/ae538e/ae538e09.htm>

²⁵³ FAO.n.d. Review of policies related to gender-responsive technology. <http://www.fao.org/3/ae538e/ae538e09.htm>

²⁵⁴ ADB. 2018. Do Information and Communication Technologies Empower Female Workers? Firm-Level Evidence from Vietnam.

<https://www.adb.org/sites/default/files/publication/423306/ewp-545-do-icts-empower-female-workers-viet-nam.pdf>

²⁵⁵ ADB. 2018. Do Information and Communication Technologies Empower Female Workers? Firm-Level Evidence from Vietnam.

<https://www.adb.org/sites/default/files/publication/423306/ewp-545-do-icts-empower-female-workers-viet-nam.pdf>

- Across the SEA region there are stark differences in energy access and reliability. Whereas 90-100% of populations across most of the Activity focus countries have access to energy, Burma has only a 66.3% population with access to energy, for example.²⁵⁶ It will be important for support to focus countries with more energy access challenges to work with partners at regulatory agencies or utility companies to ensure they understand the importance of electrification and energy access to enable women and socially excluded persons to benefit both from workforce opportunities as well as users of energy, and how their policies and practices within those organizations need to be tailored with this in mind.
- Under Objective I, the E4SEA Activity will need to prioritize research topics and further analyze the extent to which women have access to leadership and decision-making within the energy sector writ large and within partner organizations.
- Specifically, under Objective I, the research focus will be to better understand how partner organizations might be able to work to address challenges to ensure access to and women's engagement in entrepreneurial opportunities within the energy value chain to support electrification of hard-to-reach areas within the country. This insight will be a direct input for finetuning interventions and tasks under Objective I during in-country field work.
- Focus countries have varying levels of ICT access for women and men, which may impact plans for ICT-based survey data collection methodologies planned for Objective I, as well as planned ICT-based behavior change communication campaigns. When designing data collection and communication modalities that engage the general public, E4SEA will consider for each country how data may be skewed, and plan to mitigate this. In addition, the tasks under Objective I will focus on ways to reach targeted populations with behavior change communication in areas with more limited ICT access.

4.4 POWER AND DECISION-MAKING

FINDINGS

Gender equality, social inclusion, power and decision-making, are critical to understanding not only the energy sector as an employer and a workplace, but also the policy landscape that may dictate how the industry should function. Specifically, a greater understanding of the energy sector entities' behavior related to 1) public and private sectors investments in large-scale energy developments, 2) business viability, 3) energy use patterns, and 4) patterns of earnings and spending will be needed to get a better sense of the opportunities for gender mainstreaming in the sector. USAID has highlighted two factors which are inter-linked contributors to a lack of gender awareness generally throughout the energy sector. These factors are women's social position, as well as the attitude of energy institutions towards gender issues.²⁵⁷ Due to women's perceived position in society being considered less than that of men, the result is a context where men are advantaged to be in positions of authority and power to dominate decision-making at a household level, the corporate level, and at the national policy levels. Other critical points to be considered in a GESI analysis of power and decision-making include the following:

²⁵⁶ World Bank. 2018. Access to Electricity. <https://data.worldbank.org/indicator/EG.ELC.ACCS.ZS>

²⁵⁷ USAID. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaiddcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=07333fc18ffa57ebcf7df29f69d4662d2

- Policymakers are predominantly men, and the energy sector itself tends to be male dominated, in particular related to technical areas and positions within the energy sector entities.²⁵⁸ This may be linked to social and cultural norms regarding appropriate productive labor for men as opposed to women. Yet, the male-dominated structure within the industry can result in harmful consequences for both the community members as users and potential workforce, as well as the energy businesses themselves who may suffer from business losses due a lack of participation of women across functions and levels of responsibility. Global data highlights the corporate benefits of having a diverse workforce which are lost in an entity that does not have a gender equitable human resources policy
- If decision-making and authority sits primarily with men in the energy sector, it can result in lack of progress in creating a thriving and equitable workplace and enabling environment for equality and growth. It can also result in access to energy challenges for socially excluded persons without a full picture and understanding offered by diverse and representative people with a seat at the table. If decision-makers do not have first-hand experience or knowledge of GESI challenges, those issues are much less likely to be tabled, and thus, not resolved.
- Gender equality and social inclusion require the amplification of voices from women and socially excluded persons in order to ensure their ability to participate in decision-making across economic, social and political matters integral for their well-being. This requires a transformation of the traditional decision-making approach both in public and private sectors (a type of change in the mind set).
- At the household level, women and socially excluded persons are less involved in household decision-making concerning earnings, finances, and investments due to cultural or social norms. Decision-making and control over earnings are key indicators of personal agency. Women and socially excluded persons' control over their earnings signify strengthened participation in household decisions, lower levels of poverty, improved social standing, and potential to invest in health resources or in their own or their children's education. Furthermore, control over one's own earnings can have a large impact on shared prosperity for the family and mobilization towards the reduction of GBV.²⁵⁹ Women and socially excluded persons greater decision-making and authority allows them to pursue their own goals, which benefit them personally, but also the society and the economy at large.
- The share of women in managerial positions across the SEA region and within the E4SEA focus countries is increasing. An average of 28.3% of all managerial positions in the SEA Region are held by women.²⁶⁰
- The average percentage of national parliamentarians who are women, depicted in Figure 3, is low across the Activity's focus countries, at 21.4%.²⁶¹ This is a detriment to women as their equal rights and inclusion are not represented in national policy development and decision-making and is also a detriment to society at large. Women parliamentarians are more likely to prioritize social issues that concern the family and the whole community, such as childcare

²⁵⁸ Ibid.

²⁵⁹ World Bank. 2014. Voice and agency: Empowering women and girls for shared prosperity. https://www.worldbank.org/content/dam/Worldbank/document/Gender/Voice_and_agency_LOWRES.pdf

²⁶⁰ ILO. n.d. ILOSTAT: Female share of employment in managerial positions (%) - Annual. https://www.ilo.org/shinyapps/bulkexplorer2/?lang=en&segment=indicator&id=SDG_0552_OCU_RT_A

²⁶¹ World Bank. 2020. Inter-Parliamentary Union: Proportion of seats held by women in national parliaments (%). <https://data.worldbank.org/indicator/SG.GEN.PARL.ZS>

provisions, equal pay, poverty reduction, and access to education. These are all fundamental elements of ensuring the economic empowerment of women and socially excluded persons.²⁶²

- The benefits of improved inclusion of women and people from diverse backgrounds within corporate decision-making are well established. Gender diversity in the ownership of business is linked to strengthened innovation and improvements in problem-solving, and companies with ethnic and culturally diverse executive teams are 33% more likely to be profitable, with gender-diverse executive teams being 21% more likely to be above-average in terms of profitability.²⁶³

Figure 3. National Parliament Seats Held by Women Across the Focus Countries²⁶⁴

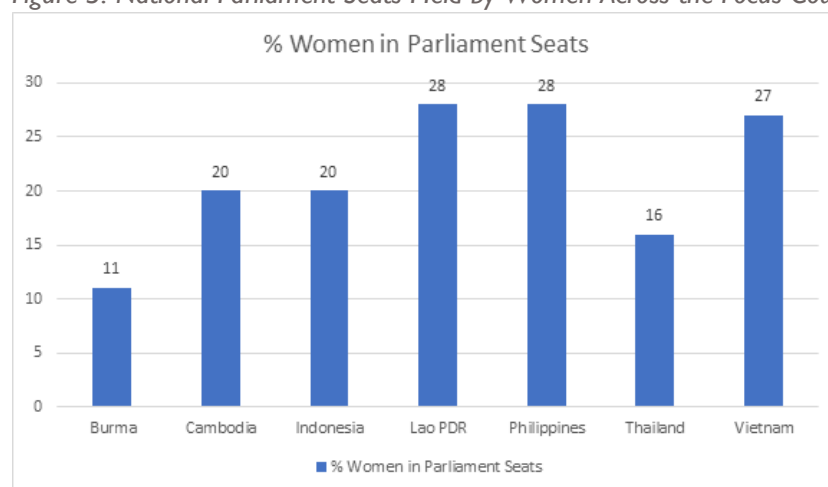


Figure 4 illustrates the percent of women in managerial and executive positions in the seven focus countries of the E4SEA Activity. Women have been recognized as playing a key role as drivers of innovation and inclusivity within the economy and having women in managerial and leadership positions encourages and promotes women's participation in the sector.²⁶⁵ Structural and cultural challenges have been reported as factors compounding challenges for women and socially excluded persons to be both recruited and retained within the energy industry²⁶⁶, and will require further analysis as part of the E4SEA Activity implementation of Objective I.

²⁶² World Bank. 2014. Voice and agency: Empowering women and girls for shared prosperity. https://www.worldbank.org/content/dam/Worldbank/document/Gender/Voice_and_agency_LOWRES.pdf

²⁶³ McKinsey and Company. 2018. Delivering through diversity. https://www.mckinsey.com/~/media/mckinsey/business%20functions/organization/our%20insights/delivering%20through%20diversity/delivering-through-diversity_full-report.ashx

²⁶⁴ World Bank. 2020. Inter-Parliamentary Union: Proportion of seats held by women in national parliaments (%). <https://data.worldbank.org/indicator/SG.GEN.PARL.ZS>

²⁶⁵ IEA. 2018. <https://www.iea.org/commentaries/gender-diversity-in-energy-sector-is-critical-to-clean-energy-transition>

²⁶⁶ Ibid.

Figure 4. Managerial Positions Held by Women Across the Focus Countries²⁶⁷

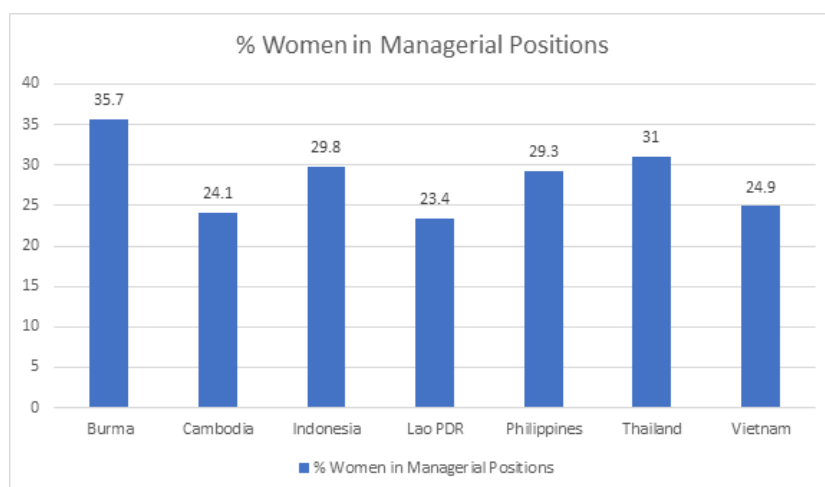


Table 10 below provides a summary of power, authority, and decision-making patterns across the E4SEA Activity focus countries. Understanding the cultural and social differences in power and decision-making norms across the focus countries is necessary in order to tailor approaches to the different contexts, and tackle the specific challenges being encountered by women and socially excluded persons in that location.

TABLE 10. POWER AND DECISION-MAKING SUMMARY ACROSS THE FOCUS COUNTRIES

COUNTRY	POWER AND DECISION-MAKING SUMMARY
Burma	In Burma there has been a slow increase in women's participation in government and public administration, both as staff and in mid-management positions. ²⁶⁸ The country remains far from the 30% women's representation in parliament target outlined in the Beijing Framework for Action. A study of village administrators across Burma concluded that of the 16,743 administrators, only 19, or 0.1%, are women. ²⁶⁹
Cambodia	In Cambodia, women are reported to be under-represented at all socio-political levels and are far-removed from decision-making at the national and sub-national levels. ²⁷⁰ Discrimination has a negative impact on women's abilities to develop within their professions and restricts opportunities for promotion to leadership and higher decision-making posts. ²⁷¹ Women remain concentrated in the sectors that conform to gendered and professional norms, particularly within lower levels within the Government. Challenges recognized as part of women's lack of representation in politics

²⁶⁷ ILO. n.d. ILOSTAT: Female share of employment in managerial positions (%) - Annual.

https://www.ilo.org/shinyapps/bulkexplorer2/?lang=en&segment=indicator&id=SDG_0552_OCU_RT_A

²⁶⁸ ADB, UNDP, UNDPF, UN Entity for Gender Equality and the Empowerment of Women. 2016 Gender equality and Women's rights in Myanmar: A Situation Analysis.

https://www.undp.org/content/dam/undp/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

²⁶⁹ Ibid.

²⁷⁰ Parliamentary Institute of Cambodia. 2016. Progress of Women in Politics in Cambodia

HYPERLINK

https://www.pic.org.kh/images/2016Research/20170523%20Progress%20of%20Women%20in%20Politics_Eng.pdf
https://www.pic.org.kh/images/2016Research/20170523%20Progress%20of%20Women%20in%20Politics_Eng.pdf

²⁷¹ Ibid.

	include a traditionally masculine model of politics, multiple socio-economic obstacles, and lack of confidence and support from society and family members. ²⁷²
Indonesia	A number of major associations of women's organizations bring together women from a range of different religions, ethnicities, and professional organizations and have the potential to support increased representation of women in decision-making. ²⁷³ Women's representation as elected parliamentarians has increased in Indonesia, yet with a 66% turnover rate, it has been reported that few women parliamentarians are able to gain the level of experience necessary to grow as legislators. ²⁷⁴ Gender equality and social inclusion issues have been reported to not have gained the high-level profile they require in Indonesian politics, despite women's representation in parties increasing, exemplified by the repeated budget cuts to the Ministry which is responsible for women's empowerment, now considered one of the weakest ministries in cabinet. ²⁷⁵
Lao PDR	In Lao PDR, men are deemed the heads of households and represent their families in discussions concerning village development decision-making. ²⁷⁶ Because of women's illiteracy, in particular, in the ethnic minority villages, they are unable to participate in many of the village development activities. ²⁷⁷ Women entrepreneurs face additional challenges in gaining power and leadership when they do not have the same level of education or literacy as their male counterparts. Residence after marriage follows a patrilocal, or bi-local pattern; however, the majority of families practice a matrilineal pattern whereby the husband moves in with the wife's family, conferring her a higher status and decision-making authority as the house and property belong to her and her family. ²⁷⁸ Limited data is available on women's engagement and leadership within the energy sector, although the public sector on energy is male dominated. ²⁷⁹ Despite having a high level of women's participation in the Parliament, women remain under-represented in provincial and district authorities, and it is almost entirely male dominated at village committee levels. ²⁸⁰
The Philippines	In the Philippines, two women presidents have been elected within a 20-year period and 42% of senior executive positions in the government are occupied by women, an example of women's increasing representation in politics in the country. ²⁸¹ However, women are reported to be represented at a much lower rate within the local government positions, occupying between 20-25% of all posts. ²⁸² Data on women's representation within the energy sector was not available.
Thailand	In Thailand, an obstacle to the achievement of gender equality is discriminatory social norms and practices such as those that challenge women's participation in public life and decision-making. 55% of the Thai population believes that men make better leaders than women, with stereotypes about women's inferiority perpetuated by the media specific to decision-making. ²⁸³ While the public energy sector is male-dominated, there are several female-run energy enterprises in the renewable energy sector (e.g., solar energy), which are thriving and can be seen as positive role models to encourage more women into leadership and decision-making roles within the industry. ²⁸⁴ Dr. Wandee Khunchornrakong, CEO of Thailand's largest solar farm developer, the Solar Power Company Group (SPCG), is one such example. She has committed herself to supporting the development of the country's next generation of women entrepreneurs in energy, with her company being made up of a 60% female workforce. ²⁸⁵

²⁷² Ibid.

²⁷³ Ibid.

²⁷⁴ <https://onlinelibrary.wiley.com/doi/full/10.1002/app5.299>

²⁷⁵ Perdana & Hillman.2020. Quotas and ballots: The impact of positive action policies on women's representation in Indonesia.

<https://onlinelibrary.wiley.com/doi/full/10.1002/app5.299>

²⁷⁶ World Bank. 2005. Lao PDR Gender Profile.

<http://documents1.worldbank.org/curated/en/653921468276561976/pdf/453750WP00BOX0334096B01PUBLIC1.pdf>

²⁷⁷ Ibid.

²⁷⁸ Ibid.

²⁷⁹ USAID Clean Power Asia. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities.

http://usaidecleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

²⁸⁰ World Bank. 2005. Lao PDR Gender Profile.

<http://documents1.worldbank.org/curated/en/653921468276561976/pdf/453750WP00BOX0334096B01PUBLIC1.pdf>

²⁸¹ Friedrich Ebert Stiftung. 2017. Feminism and the Women's Movement in the Philippines. <https://library.fes.de/pdf-files/bueros/philippinen/14072.pdf>

²⁸² Ibid.

²⁸³ UNDP. n.d. Share of people biased by dimension. <http://hdr.undp.org/en/GSNI>

²⁸⁴ USAID Clean Power Asia. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities.

http://usaidecleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

²⁸⁵ USAID. 2014. Women at the Forefront of the Clean Energy Future. <https://portals.iucn.org/library/sites/library/files/documents/Rep-2014-005.pdf>

Vietnam	In Vietnam women hold fewer managerial and leadership positions within tertiary education institutions in comparison to men. ²⁸⁶ Women have decreased opportunity for participation in local and regional governance and decision-making, such as their forced retirement from the public service at an age earlier than men. ²⁸⁷ While the public energy sector is generally male dominated, there have been indications that some medium and large-scale renewable energy firms in the country are headed by women, although official data in the sector is limited. ²⁸⁸
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Figure 5 illustrates female ownership of enterprises in the seven focus countries which are the focus of the E4SEA Activity.

Figure 5. Firms with Female Ownership Across the Focus Countries²⁸⁹

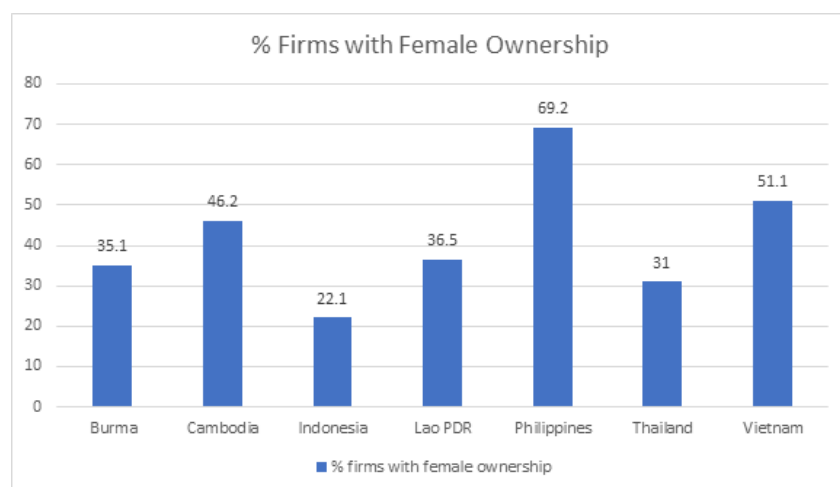


Figure 6 outlines several power and decision-making survey results at the country level regarding the percentage of women who have borrowed from a financial institution, those with preference to stay home rather than work, and those who have decision-making power over their earnings. Analyzing power and decision-making at the individual level was critical to identify where subconscious biases, harmful gendered norms and negative stereotyping may affect women and girl's education and career choices within STEM and energy-specific fields in order to address this with targeted behavior change communication.

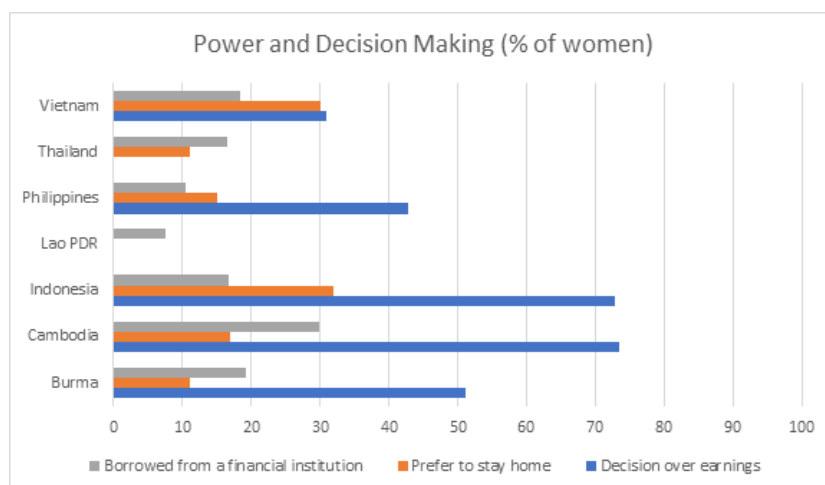
²⁸⁶ USAID. 2017. Gender Equality and Female Empowerment. <https://2012-2017.usaid.gov/asia-regional/fact-sheets/gender-equality-and-female-empowerment>

²⁸⁷ USAID. 2012. USAID/Vietnam Gender Analysis. https://2012-2017.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf

²⁸⁸ USAID Clean Power Asia. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaiddcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

²⁸⁹ World Bank. n.d. World Bank Open Data: Firms with female participation in ownership (% of firms). <https://data.worldbank.org/indicator/IC.FRM.FEMO.ZS>

Figure 6. Women's Power and Decision Making Across the Focus Countries²⁹⁰



SIGNIFICANCE FOR E4SEA

The patterns and trends of women's engagement in positions of leadership and decision-making across the Activity focus countries will be taken into consideration by the E4SEA team as activities are planned with partners. While some of the target countries (Lao PDR, the Philippines and Vietnam) are not yet close to the 30% women's representation in parliament, a critical-mass milestone which has been outlined in the Beijing Framework for Action, the other Activity focus countries remain even further off, such as Burma with only 11% female representation in the Parliament²⁹¹. The story that these numbers depict may be linked closely to knowledge and beliefs, as well as gendered roles and responsibilities. The following findings and conclusions are of significance for the E4SEA Activity and provide valuable information to guide the GIDAP:

- Women's power and decision-making, or lack thereof, must be understood, recognized, and addressed by the E4SEA Activity team members so that they may effectively work with both energy sector and academic institution partners within each focus country to create tailored interventions at practical HR policy and practice levels. Furthermore, these findings and patterns will be imbedded within the planned unconscious bias training and behavior change communications targeting students, potential students, and their families.
- Opportunities will be identified to support partners within the energy sector and academic institutions to identify how women's personal agency may be strengthened within places of employment, including via leadership and empowerment training, as well as how personal agency and leadership may be embedded into STEM programming and communication with potential students and their families.

²⁹⁰ World Bank. 2017 World Bank DataBank: Borrowed from a financial institution, female (% age 15+). <https://databank.worldbank.org/source/global-financial-inclusion>; DHS. 2014 Women who decide themselves how their earnings are used. <https://statcompiler.com/en/>; ILO, & Gallup. 2017. Towards a better future for women and work: Voices of women and men. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_546318.pdf

²⁹¹ World Bank. 2020. Inter-Parliamentary Union: Proportion of seats held by women in national parliaments (%). <https://data.worldbank.org/indicator/SG.GEN.PARL.ZS>

- Due to limited publicly available data on the leadership and decision-making participation of socially excluded persons across the Activity's focus countries, primary data collection under Objective I (See Performance Work Statement – PWS) will be designed to better understand the challenges, barriers, and opportunities for women and socially excluded people to participate in energy sector reform and workplace engagement initiatives, as well as in decision-making concerning the enabling work environment within the energy entities.

4.5 ROLES AND RESPONSIBILITIES

FINDINGS

The traditional roles and responsibilities assigned both in productive labor (formal and informal employment) and reproductive labor (unpaid work such as child-care, cooking, cleaning, and other household activities) are fluid. They vary from one country to another, and from one community to another. Divisions of labor are based on, and reflective of, the local context's gender, social, cultural, and religious norms, assigning responsibilities and accepted roles within the workplace and the home that may guide how men, women, and persons of different social backgrounds allocate their time and energy.²⁹² Key research findings relevant to the E4SEA Activity include the following:

- Traditionally, men have been considered the 'breadwinner' and are encouraged to take on productive employment to generate income for their families. In some contexts, people from socially excluded persons backgrounds, such as PLWD or members of Indigenous or other cultural/social minority groups, have been unable to engage in certain roles and responsibilities employment, due to factors based upon their intersecting identities. Women have traditionally been encouraged to be responsible for the reproductive family duties as the 'caregiver'.
- In many contexts across the region, the traditionally assigned gendered roles and responsibilities are being challenged, as cultural and social norms have been transformed through growing awareness of, and national and international support and commitments to the rights to gender equality and social inclusion. However, despite these advances, around the globe, women continue to take on a 'double-role', comprising reproductive responsibilities for the provision of care and maintaining the well-being of the family and the home, in addition to working in paid productive employment due to economic necessity. The result is that women across the globe are more time-poor than men, with many more women being reported to take on three times the amount of unpaid care work as men.²⁹³
- While many notable energy firms in the SEA region are being led by women, these women continue to balance the double burden, as they remain responsible for the care of their families, in addition to their roles in corporate leadership.²⁹⁴ Due to the sparsity of data, and in particular sex or gender-disaggregated data, on women's engagement in formal or informal employment specific to the energy sector in SEA, it is difficult to understand the specific situation in the industry at the local level for each of the E4SEA Activity focus countries.

²⁹² UN Women Training Centre. n.d. Gender Equality Glossary: Gender (or sexual) division of labor. <https://trainingcentre.unwomen.org/portal/>

²⁹³ ILO. 2018. Care work and care jobs for the future of decent work. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf

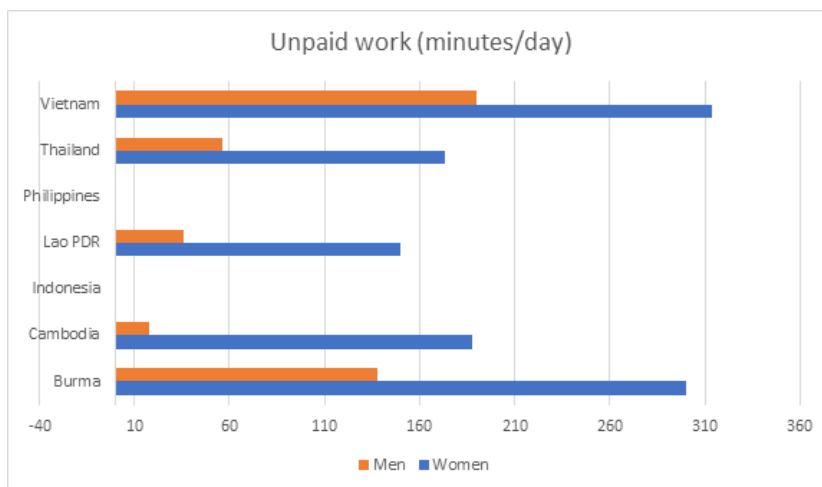
²⁹⁴ USAID Clean Power Asia. 2017. Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities. http://usaidcleanpowerasia.aseanenergy.org/email-before-download/?ebd_dl=0733fc18ffa57ebcf7df29f69d4662d2

- Where data is available at national or regional level, or generally across non-sectoral specific employment indicators, trends indicate that the energy sector is male dominated, requiring gender equality and social inclusion to be actively supported at the corporate and the practical workplace and community levels. There is a need to encourage women's engagement in the sector in a manner that considers the double-burden experienced by many women and does not exacerbate increasing pressure on women and socially excluded persons roles and responsibilities and time-use, while also identifying opportunities within workplace to formulate policies and practices that support women's ability to balance their roles while actively engaging men to better balance their care and productive roles better as well.

Where sex-disaggregated data is available for minutes spent each day on unpaid care work by women and men across the E4SEA focus countries, women spend significantly more time than men in all instances. This indicates that women seeking jobs or desiring career advancement within the energy sector face time constraints requiring review of workplace policies and practices to reduce this double burden disproportionately experienced by women. See Figure 7 for the individual country data.

Figure 8 presents sex-disaggregated data on women and men's participation in part-time and full-time employment across the E4SEA focus countries. The data reveals that across the focus countries, more men than women are engaged in full-time employment, yet some countries have more prospects for part-time workforce participation than others. The reasons for this may be cultural or social and will require further analysis as part of Objective I of the E4SEA project in order to understand the country specific work-hour preferences of employees, or work-time availability from employers within the energy sector.

Figure 7. Average Minutes of Unpaid Work Spent Daily by Women and Men²⁹⁵ Across the Focus Countries



²⁹⁵ ActionAid. 2016. Policy Brief – Unpaid Care Work: Make a House becomes a Home. <https://vietnam.actionaid.org/en/publications/2016/policy-brief-unpaid-care-work-make-house-becomes-home>; World Bank. n.d. Proportion of time spent on unpaid domestic and care work. <https://data.worldbank.org/indicator/SG.TIM.UVRK.FE>; Asia Foundation. 2018. Insight into Urban Well-being in Myanmar: The 2018 City Life Survey. https://asiafoundation.org/wp-content/uploads/2019/02/City-Life-Survey-2018_Myanmar.pdf; ILO. 2018. Care work and care jobs for the future of decent work: How much time do women and men spend on unpaid care work? https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf

Figure 8. Workforce Participation²⁹⁶ and Part-time Labor²⁹⁷ Across the Focus Countries

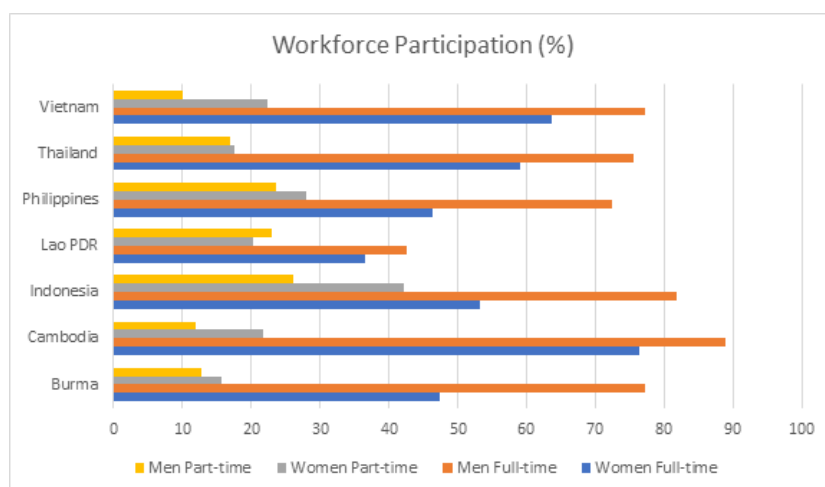


Table I provides a summary of the roles and responsibilities of women across the E4SEA Activity focus countries, which sheds light on the socio-cultural norms of each of the countries, and how the balance of reproductive and productive roles impacts upon the ability of women to benefit from formal employment opportunities potentially available to them within the energy sector. In several of the focus countries, women's potential to participate in the workforce is dependent on their roles and responsibilities as caregivers within the household.²⁹⁸ Working to create employment opportunities and workforce prospects for women and socially excluded persons within the energy sector must take these factors into consideration, in order to create opportunities which will be aligned to women's desires, women's time available, and that are accessible for women in the workforce, be it through potential for part-time employment opportunities or investigating child-care potential.

TABLE II. ROLES AND RESPONSIBILITIES SUMMARY ACROSS THE FOCUS COUNTRIES

COUNTRY	ROLES AND RESPONSIBILITIES SUMMARY
Burma	Despite limited data on the labor force in Burma, in regions experiencing conflict gradual progress continues in terms of women's participation in the labor market, although gender differences remain visible in certain roles and sectors. Many working women in Burma work in the informal sector, and as 'own-account' workers. ²⁹⁹ More rural women work on their own than women in urban areas of the country, with income being generated through direct sales of self-produced goods or services (e.g., snacks, prepared meals, crafts, tailoring, etc.). ³⁰⁰ Employment opportunities to supplement family labor to contribute to family-owned businesses result in many women being employed in vulnerable employment activities where work conditions may be difficult, conditions insecure, and earnings inadequate. ³⁰¹
Cambodia	Although women have high participation rates in Cambodia's labor market, they have much higher participation in vulnerable employment. ³⁰² Women have lowered levels of access to higher-skilled occupations than men, to the public sector, and to business associations. ³⁰³ Women are concentrated in lower-skilled occupations in comparison to men, and are less likely to have decent work conditions, adequate remuneration, or meaningful social security. ³⁰⁴

²⁹⁹ ADB, UNDP, UNPF, UN Entity for Gender Equality and the Empowerment of Women. 2016. Gender equality and Women's Rights in Myanmar: A Situation Analysis. https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

Indonesia	<p>Indonesia, as a G20 member, made a commitment to narrow the gap between men and women's labor participation rates by 25% by the year 2025.³⁰⁵ Despite the allegiance, it is uncertain whether the country will be able to achieve the goal or whether, in contrast, women's productive labor force participation may even decrease.³⁰⁶ The gender wage gap is reported to be 34% in the formal sector, and 50% in the informal sector where the majority of women work.³⁰⁷ The gaps reflect discriminatory practices for which women bear the consequences of their equal work not being compensated with equal pay.³⁰⁸ A low representation of women in Indonesia's workforce occurs despite equal opportunities to access education.³⁰⁹ However, women's participation in the labor market is impacted by their roles and responsibilities within the home and as caregivers. A lack of affordable childcare options has been associated with an inability to facilitate harmonization of home and work responsibilities, and care-giving roles generally result in more women interrupting their work in the market, or never entering the labor market.³¹⁰ The necessity for gender-sensitive workplace policies and practices has been identified in Indonesia; however, the emphasis is on expanding maternity benefits and paid nursing breaks are all covered by the employer, but not through any social security measures under the national budget. This may result in employers being discouraged from hiring women who are of childbearing age, particularly if equal paternity leave benefits are not offered.³¹¹</p>
Lao PDR	<p>The tradition in Lao PDR of women being primarily responsible for reproductive responsibilities in the home has been recognized as a cause for the perpetuation of child-marriage in impoverished families and ethnic communities, women 's inability to secure formal employment opportunities, and high levels of GBV (and no law against marital rape) across the country.³¹² Women's lack of education opportunities is linked to limited abilities to gain employment and progress or develop within their roles. Employment and recruitment practices have discriminated against women in Lao PDR. Despite the law assuring equal rights for women and men, traditional perceptions about gendered roles and responsibilities resulted in women being kept in subordinate positions, preventing equal access to education and employment opportunities.³¹³ The law also prohibits discrimination in marriage and inheritance; however, cultural differences amongst various ethnic groups can result in different systems of land inheritance and household financial control. In Lao PDR's Lao-Tai Group, a matriarchal group, land is passed on to the daughter, not the son.³¹⁴ Limited outreach activity coordination about vocational opportunities, in addition to limited sources of knowledge and information dissemination on employment opportunities in Lao PDR, have also been recognized as potential constraints to women's employment.³¹⁵</p>

²⁹⁷ ILO. n.d. ILOSTAT: Incidence of part-time employment by sex; 'female' and 'male'. <https://ilostat.ilo.org/data/>

²⁹⁸ OECD. 2019. Social Protection System Review of Indonesia

http://www.oecd.org/dev/inclusivesocietiesanddevelopment/SPSR_Indonesia_ebook.pdf; World Bank, 2005. Lao PDR Gender Profile.

<http://documents1.worldbank.org/curated/en/6533921468276561976/pdf/453750WP00BOX0334096B01PUBLIC1.pdf>

²⁹⁹ ADB. UNDP, UNPF, UN Entity for Gender Equality and the Empowerment of Women. 2016. Gender equality and Women's Rights in Myanmar: A Situation Analysis.

https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

³⁰⁰ Ibid.

³⁰¹ ADB. UNDP, UNPF, UN Entity for Gender Equality and the Empowerment of Women. 2016. Gender equality and Women's Rights in Myanmar: A Situation Analysis.

https://www.undp.org/content/dam/unct/myanmar/docs/unct_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

³⁰² ADB. 2015. Promoting women's economic empowerment in Cambodia.

<https://www.adb.org/sites/default/files/publication/156499/promoting-womens-economic-empowerment.pdf>

³⁰³ Ibid.

³⁰⁴ Ibid.

³⁰⁵ Australian Government. 2017. <https://www.monash.edu/business/cdes/our-research/publications/publications2/Womens-economic-participation-in-Indonesia-June-2017.pdf>

³⁰⁶ Ibid.

³⁰⁷ Ibid.

³⁰⁸ Ibid.

³⁰⁹ UNFPA. 2015. Women and girls in Indonesia: Progress and Challenges. <https://indonesia.unfpa.org/sites/default/files/pub-pdf/Women%20and%20Girls%20in%20Indonesia.pdf>

³¹⁰ OECD. 2019. Social Protection System Review of Indonesia

http://www.oecd.org/dev/inclusivesocietiesanddevelopment/SPSR_Indonesia_ebook.pdf

³¹¹ ADB. 2016. Female Labor Force Participation in Asia: Indonesia Country Study.

<https://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1499&context=intl>

³¹² <https://la.usembassy.gov/wp-content/uploads/sites/85/2018-Human-Rights-Report.pdf>

³¹³ World Bank, 2005. Lao PDR Gender Profile.

<http://documents1.worldbank.org/curated/en/6533921468276561976/pdf/453750WP00BOX0334096B01PUBLIC1.pdf>

³¹⁴ Ibid.

³¹⁵ Ibid.

The Philippines	Marriage and childbearing have been linked with declines in female labor force participation, amongst women aged between 25 to 29 years. ³¹⁶ Patriarchal family structures in the Philippines are correlated with a reduction in women's employment rates by as much as 13%. ³¹⁷ Across all levels of education/certification, women's employment levels are lower than men's, implying that men benefit more from tertiary education than women at present. ³¹⁸ Most women workers are employed in jobs which involve lower salaries and lower status, with the presumption that these are the jobs available and attainable by them, or alternatively, that these are employment options that provide a balance between the roles and responsibilities within the workplace and within the family. ³¹⁹
Thailand	In 2015 Thailand adopted the Gender Equality Act and established a committee for the monitoring of employment related gender discrimination. ³²⁰ Yet, despite these efforts at a national level, gender-based discrimination persists in Thailand, including in recruitment and promotional activities in the workplace. Women experience a 22% wage gap in comparison to men in Thailand. ³²¹ Government training and recruitment policies have been reported to not take practical steps to ensure gender inequities are considered as part of recruitment practices. Women continue to be concentrated in traditionally female-dominated fields such as education, social sciences, home economics, and nursing. ³²² Men dominate education and professional opportunities within STEM related fields, whereas women dominate professional roles associated with being employed as support personnel. ³²³
Vietnam	In Vietnam several discriminatory practices have been reported to persist against women, in particular working mothers, affecting their ability to participate in productive labor. ³²⁴ Although the country has made significant progress towards gender equality, such as a comparatively lower gender wage gap in when compared to other SEA countries, women are less likely to be employed in skilled occupations, and their employment is considered highly segregated. ³²⁵ Women's education levels are high in Vietnam; however, because of the double burden, and the impact of the time spent on reproductive roles within the household, this can limit women's work hours in the labor market. ³²⁶ Women are, however, more likely to run their own businesses, although these are primarily small business operated from their home or on the street. ³²⁷

SIGNIFICANCE FOR E4SEA

Gender-disaggregated workforce participation rates across the E4SEA focus countries present a varied degree of women's employment which is inextricably linked to the gendered roles and responsibility norms at the country and local levels. Across the region, women's workforce participation ranges from 36.5% in Lao PDR, up to 76.3% in Cambodia. It is evident from available data that informal workforce participation remains prevalent in SEA, especially in Burma, Indonesia and Lao PDR.

- Given that women across focus countries are typically disproportionately burdened with reproductive roles within the household and are often engaged in lower skilled, informal, and vulnerable employment, it will be important to work with energy sector partners and academic

³¹⁶ NEDA. 2019. Determinants of Female Labor Force Participation in the Philippines.

https://drive.google.com/file/d/1v0j_nD64je8c2Q2I9YEDpCKIIVsXKc94/view

³¹⁷ Friedrich Ebert Stiftung. 2017. Feminism and the Women's Movement in the Philippines. <https://library.fes.de/pdf-files/bueros/philippinen/14072.pdf>

³¹⁸ NEDA. 2019. Determinants of Female Labour Force Participation in the Philippines.

https://drive.google.com/file/d/1v0j_nD64je8c2Q2I9YEDpCKIIVsXKc94/view

³¹⁹ Friedrich Ebert Stiftung. 2017. Feminism and the Women's Movement in the Philippines. <https://library.fes.de/pdf-files/bueros/philippinen/14072.pdf>

³²⁰ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>.

³²¹ Ibid.

³²² FAO. n. d. Review of policies related to gender-responsive technology. <http://www.fao.org/3/ae538e/ae538e09.htm>.

³²³ Ibid.

³²⁴ USAID. 2012. USAID/Vietnam Gender Analysis. [https://2012-](https://2012-2017.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf)

[2012.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf](https://2012-2017.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf)

³²⁵ Ibid.

³²⁶ Ibid.

³²⁷ Ibid.

institutions to identify opportunities for upskilling women to enter the job market, as well as to support changes in workplace policies and practices that address women's double burden and create opportunities for men to embrace increased caregiving roles.

- With STEM education opportunities and jobs within technical sectors across the region being male-dominated, the E4SEA Activity has an opportunity to work with students, their families, education providers, employers, and other stakeholders to raise awareness on the opportunities and advantages for women and girls to engage in high-potential careers within the sector, and to enable them to have a voice and participate in communications and decision-making concerning decisions to study STEM and enter into the field. It will be important for E4SEA to focus on its support to partners to strengthen robust internship, mentorship, and other career development activities to support upskilling of women and girls to competitively enter the job market.
- Transformation of the traditional roles and responsibilities ascribed to women and men will require longer-term behavior change communication efforts via energy sector sectors, academic institutions, and broad-based communication campaigns to create opportunities that shift mind-sets of what is considered women and men's roles.
- E4SEA will focus on supporting energy sector partners to make changes to workplace practices and policies to create enabling environments that are conducive to women's professional development within the energy sector alongside their traditional caregiving roles. Policies and practices concerning flexible work arrangements, child-care arrangements, equitable maternity and paternity leave policies, alongside organizational culture change that engages women and men to break down traditional stereotypes of both genders should be a key area of support for partners.

4.6 KNOWLEDGE AND BELIEFS

FINDINGS

The gender, social and cultural norms – our collective expectations or informal rules concerning what are the appropriate and acceptable behaviors for persons of different genders or identities – shape individual identities, our social experiences, and impact upon what opportunities may be availed to us through our family, our education and our professional or work lives.³²⁸ Knowledge and beliefs link closely to these gender, social and cultural norms, reinforcing ideas regarding white privilege, heteronormativity, ableism and other social dimensions that persons from socially excluded groups or minority backgrounds may experience. Knowledge and beliefs that sustain gender, social, and cultural norms are generally upheld via a social system which rewards those persons who do conform to the norms and/or traditional beliefs and/or values. This is exemplified through gaining others' approval and receiving a greater social status at the community level through conformance, and in contrast, the experience of social sanctions, as extreme as exclusion and violence, for those that may not conform.³²⁹ Several relevant findings are highlighted below:

³²⁸ STRIVE. 2011. What works to prevent partner violence? An evidence overview.

<http://strive.lshtm.ac.uk/system/files/attachments/What%20works%20to%20prevent%20partner%20violence.pdf>

³²⁹ DFID. 2015. Social norms, gender norms and adolescent girls: A brief guide. <https://www.odi.org/publications/9804-social-norms-gender-norms-and-adolescent-girls-brief-guide>

- Damaging beliefs and regressive norms concerning gender and social roles are upheld by men and women, boys and girls, the result of which can have harmful consequences, and bring about challenges to transforming gender inequalities and ensuring social inclusion.
- Gender norms that reinforce the role of the man as the breadwinner and the woman as the caregiver persist across the globe. In some of the E4SEA target countries almost as many women as men believe that a man is more entitled to a job and that men make better business executives than women.³³⁰ When local norms justify GBV, this can result in limited reporting or help-seeking behavior by survivors.³³¹ Norms and beliefs that stigmatize women and girls during menstruation can create barriers to school or work attendance, limiting prospects for education attainment or career progression as they are forced to be away from school or work for multiple days each month.³³²
- PLWD may be subject to stigma and discrimination, oftentimes stemming from cultural and religious misunderstandings about the cause and nature of the disability, which can result in violence, exclusion, and shame.³³³
- Ethnic minorities may be subject to biases, depriving them of employment opportunities and mental and physical health impacts because of discriminatory attitudes and practices.³³⁴
- While transforming gender, social and cultural norms and beliefs and improving knowledge regarding gender equality and social inclusion can be a long-term challenge, the potential impacts of positive change concerning these norms are multiple. Positive impacts include economic growth, improved access for all to education and information, improved representation in political and social activism, and having a voice to represent other minority or discriminated group members. A positive example has been the impact of women's increasing representation in the labor market being linked to positive changes around the gendered division of labor within the household.
- Improved visibility of socially excluded persons over recent decades has led to significant positive impact regarding social acceptance and awareness-raising, thereby expanding the talent pool entering the job market.

Table 12 provides a summary of the gender, social, and cultural norms in the seven focus countries. The research has highlighted that across most of the E4SEA focus countries, social and cultural norms and beliefs concerning gender result in women being considered as lower in status than men. Traditional binary gender norms related to socially acceptable concepts of maleness and femaleness influence the education and career choices of women and men in the various country contexts. Yet despite the research revealing these gendered norms, data also shows that norms are being increasingly challenged at the local levels, a factor which is positively contributing towards women's participation in formal employment and opening up opportunities for more women to be employed in traditionally male dominated sectors such as the energy industry.

³³⁰ UNDP. n.d. Share of people biased by dimension: Economic (% of women). http://hdr.undp.org/sites/default/files/hd_perspectives_gsni.pdf

³³¹ PLOS ONE. 2018. Attitudes towards domestic violence in 49 low- and middle-income countries: A gendered analysis of prevalence and country-level correlates. <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0206101>

³³² UNFPA. 2020. Menstruation and human rights – Frequently asked questions. <https://www.unfpa.org/menstruationfaq>

³³³ UK DFID. 2018. K4D helpdesk report: Disability stigma in developing countries.

https://assets.publishing.service.gov.uk/media/5b18fe3240f0b634aec30791/Disability_stigma_in_developing_countries.pdf

³³⁴ Williams, D. R. 2018. Stress and the mental health of populations of color: Advancing our understanding of race-related stressors. <https://doi.org/10.1177/0022146518814251>

TABLE 12. GENDER, SOCIAL, AND CULTURAL NORMS ACROSS THE FOCUS COUNTRIES

COUNTRY	GENDER, SOCIAL, AND CULTURAL NORMS SUMMARY
Burma	In Burma, cultural norms and beliefs affect both women and men's opportunities to participate in various professions. Leadership roles are associated with 'maleness', and studies show that the majority of Myanmar citizens believe that men are better political leaders than women. ³³⁵ Women in Myanmar have been reported to have less confidence than men, thus limiting their contributions to public discussions, something which has been attributed both to lack of ability to gain experience in public forums, and to cultural norms that associate masculinity with leadership, and femininity with politeness and modest demeanor. ³³⁶
Cambodia	In Cambodia, a hierarchical social structure is in place, and women are considered lower status than men (although other factors such as age and wealth may also determine social standing). ³³⁷ Gender relations remain complex in the country, where on the one hand, women can own assets and are contributors to household decision-making, yet on the other hand, traditional norms persist and low rates of education and literacy limit women and girls' abilities to make choices concerning their future and their empowerment. ³³⁸ In general, it is reported that traditional binary gender norms, emphasizing the man's role as the provider and the women's role as the caregiver, persist in Cambodia.
Indonesia	In Indonesia, the rights of women are often determined by their relationship with men, with marital status being one of the most important. ³³⁹ Women are subject to social and cultural norms that assert their role as the primary caregiver for the family, and both men and women increasingly agree that it is women who are best placed to look after children. ³⁴⁰ However, the same reports also highlight that mothers in Indonesia increasingly desire their partners to handle more childcare responsibilities (according to 6 out of 10 respondents in survey in 2020). ³⁴¹
Lao PDR	In Lao PDR, social and cultural norms have shifted to increasingly accept women entrepreneurs, as the general perception of women in business improves across the country. ³⁴² Respondents of a recent survey claimed that women have greater skills than men in trading; however, women entrepreneurs still face challenges in relation to mobility limitation, family responsibilities, challenges to access higher education, poor health and safety conditions, and difficulties in accessing credit necessary to start new business activities. ³⁴³
The Philippines	In the Philippines long-held beliefs on social and gender norms are increasingly challenged, including the concept of women as family caregivers and that they are subordinate to men, as well as considering GBV a private family matter. Contributing to these shifts are women's increasing participation in formal employment, influence of modern society, and the increasing acceptance of women speaking out and asserting themselves. ³⁴⁴ Despite these advances, some women and socially excluded persons still experience discrimination and in certain cases, are exploited. ³⁴⁵

³³⁵ The Asia Foundation. 2016. Gender inequality in the governance of Myanmar: Past, Present, and Potential Strategies for change. hYPERLINK "https://www.lift-fund.org/sites/lift-fund.org/files/publication/Report%20Gender%20inequality%20in%20the%20governance%20of%20Myanmar%20%28EN%29_0.pdf"https://www.lift-fund.org/sites/lift-fund.org/files/publication/Report%20Gender%20inequality%20in%20the%20governance%20of%20Myanmar%20%28EN%29_0.pdf

³³⁶ Ibid.

³³⁷ ADB. 2012. Cambodia: Country Gender Analysis. <https://www.adb.org/sites/default/files/institutional-document/33752/files/cambodia-country-gender-analysis.pdf>

³³⁸ Ibid.

³³⁹ YouGov. 2020. Gender equality matters 2020: Social norms, attitudes, and practices (SNAP) in urban millennials in Indonesia, Philippines, and Vietnam. https://investinginwomen.asia/wp-content/uploads/2020/09/1.-Gender-Equality-Matters_SNAP-2020-Report.pdf

³⁴⁰ Ibid.

³⁴¹ https://investinginwomen.asia/wp-content/uploads/2020/09/1.-Gender-Equality-Matters_SNAP-2020-Report.pdf

³⁴² ILO. 2006. Gender Issues in Micro and Small Enterprises in Lao PDR. https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_103494.pdf

³⁴³ Ibid.

³⁴⁴ Friedrich Ebert Stiftung. 2000. An Overview of the Gender Situation in the Philippines. <http://library.fes.de/pdf-files/bueros/philippinen/50069.pdf>

³⁴⁵ Ibid.

Thailand	In Thailand, there is a lack of gender sensitivity within the country's justice system, including aspects such as negative attitudes from law enforcement officials towards women. This has led to frequent failure of registration and investigation of complaints. ³⁴⁶ CEDAW notes that social and cultural stigma have a role to play in deterring women from accessing essential services and reporting GBV, with the potential to make socially excluded persons, such as PLWD, Indigenous women, or women from diverse ethnic backgrounds, at greater risk due to their intersecting identities and their compounded risk status. ³⁴⁷ Discriminatory laws in the country, in addition to discriminatory social norms and practices, create great challenges to the achievement of gender equality and social inclusion in Thailand. ³⁴⁸
Vietnam	In Vietnam cultural and social structures undervalue the educational capacities and economic potential of girls and women, and privilege boys over girls by placing the burden of reproductive work, including childcare, on women. As a result, women's career prospects are shorter, they have less opportunity for professional development, have decreased earning potential, and may be exposed to discrimination from employers who may be less enticed to employ women over men. ³⁴⁹ In Vietnam, violence against women is condoned and there is a commonly held belief that women must endure violence, which may be a result of men's drinking habits, or simply a different way of a husband expressing his anger. ³⁵⁰ Cultural perceptions also uphold inequitable beliefs, such as different appropriate working hours for women and men (e.g., for women's productive and reproductive working hours), or condoning women's limited access to resources or engagement in decision-making, and domestic violence. ³⁵¹ Women and girls from ethnic minority groups in Vietnam may face multiple discriminations and increased vulnerability, by virtue of their gender and their ethnic background. ³⁵²

Knowledge and beliefs concerning GBV represent harmful gender norms which can normalize physical, sexual, psychological, and economic violence against women, girls, and socially excluded persons, and contribute towards increased GBV prevalence across a community.³⁵³ GBV impacts on an individual's mobility, their ability to make independent decisions, and can have negative impacts on work productivity.

Figure 9 highlights available focus country, sex-disaggregated data on acceptance of wife-beating (a husband beating their wife) under certain circumstances. The data highlights that although wife-beating is more accepted across certain focus countries than others, statistics also reveal a situation where women were more likely than men to accept and justify wife-beating or GBV. Data such as this emphasizes the need for behavioral change communication and awareness raising for both men and women across the region.

³⁴⁶ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>.

³⁴⁷ Ibid.

³⁴⁸ Ibid.

³⁴⁹ USAID. 2012. USAID/Vietnam Gender Analysis. https://2012-2017.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf

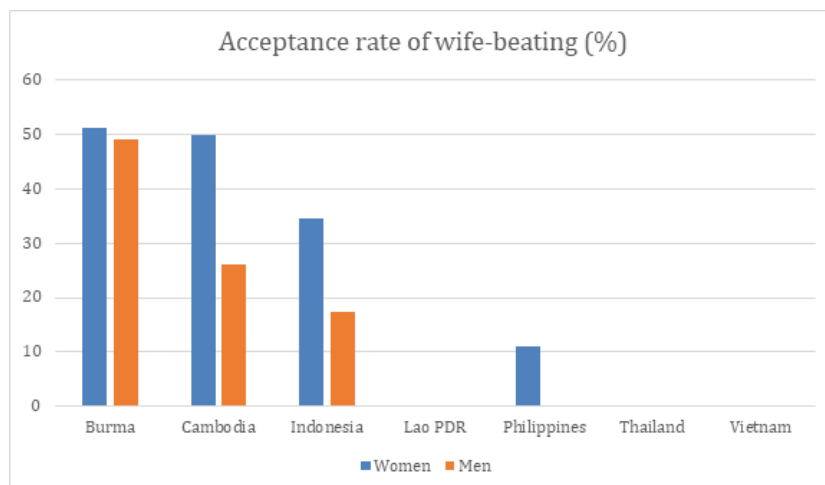
³⁵⁰ Ibid.

³⁵¹ ADB. 2010. Viet Nam: Powering Ethnic Minority Women in Remote Communes - 2010. <https://www.adb.org/results/viet-nam-powering-ethnic-minority-women-remote-communes-2010>

³⁵² ADB. 2018. Gender budgeting to empower ethnic minority women in Viet Nam. <https://www.unwomen.org/en/news/stories/2018/8/feature-viet-nam-empowering-ethnic-minority-women>.

³⁵³ Sardinha, L., & Nájera Catalán, H. E. 2018. Attitudes towards domestic violence in 49 low- and middle-income countries: A gendered analysis of prevalence and country-level correlates. *PLoS One*, 13(10), e0206101. <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0206101>

Figure 9. Percentage of women and men who agree that a husband is justified in beating his wife under certain circumstances.³⁵⁴



SIGNIFICANCE FOR E4SEA

In E4SEA's support to partner energy institution and academic institutions, there is opportunity to embed within planned trainings and modifications to workplace and school practices and policies to support transforming several damaging and regressive beliefs and norms which, reports show, are being upheld by both men and women in various Activity focus countries, in order to be able to challenge the gender inequalities and social exclusions which persist. These include:

- Damaging norms are not just perpetuated by men or those in higher social statuses, but women too hold beliefs that they are inferior to or less entitled than men, which may translate to work opportunities. E4SEA has an opportunity to support its partners within the energy sector workplaces to challenge and change harmful norms and beliefs. This can be done systematically by ingraining unconscious bias training into workplace employee trainings, as well as into standardized mentorship and internship programs. Workplace policies and practices will be reviewed with partners to identify how they are fostering, enabling, or combating existing norms, to strategically make workplace changes that challenge the status quo (Objective 1 in-country research).
- Showcasing and creating opportunities for women and girls' enrollment in STEM educational programs is integral, ensuring that formalized outreach programs with academic partners are systematically challenging norms in culturally appropriate ways, among students, teachers, administrators, and parents of potential students. This can be done by ensuring both female and male role models are in place and delivering talks within the school, integrating gender equality, GBV-prevention topics and unconscious bias into curriculum materials and reviewing STEM curriculum materials to remove biased language and photos, and ensuring that social media academic institutions use and promote culturally appropriate messages depicting women, girls, men, and boys in non-traditional roles.

³⁵⁴ DHS. 2020. Wife-beating justified for at least one specific reason. <https://www.statcompiler.com/en/>

- Addressing GBV in the school context, with particular focus on the prevalence of GBV in STEM education courses where women and girls students may be outnumbered. This will be a priority to tackle vulnerabilities that female students and students from socially excluded backgrounds may face in the school environment itself, as well as on the way to school and in the community.³⁵⁵ These activities will be implemented with the ambition to positively impact enrolment numbers of girl and socially excluded persons in STEM courses, as well as to reduce drop-out rates. Context-specific actions will be discovered further during the implementation of Objective I of the E4SEA Activity, and may include the following:
 - Reaching out to young people as part of campaign management to address school-related GBV, which may be a barrier to girls enrolment in some/many of the focus countries.
 - Using social media/TV, and features such as local language and visual communications to engage young students in GBV prevention campaigns, and in peer education movements.
 - Partnering with teachers, parents as well as students to increase their awareness of students, and girls/women's and socially excluded persons rights, and complaint mechanisms available to report incidences of GBV.
- Behavior change communication campaigns supported by the program will be culturally tailored to each focus country context, targeting harmful beliefs and stereotypes and promoting women, girls, men, and boys in non-traditional roles (e.g., caregiving roles for men, STEM and leadership roles for women).

The gendered norms and value attributed to women's and girl's education and career is a particular area where the E4SEA Activity will target initiatives to promote positive change that will garner familial and community support for young women seeking education and careers in STEM related professions and supporting women to thrive in energy sector careers. By challenging unconscious biases and raising support for working women, and for those who choose to have families and continue in their careers, and generally for those that are employed within the energy sector and seeking professional development opportunities, can yield long-term positive impacts on women's education and employment prospects within the industry.³⁵⁶ It is critical that challenging social norms and beliefs not only target how women and girls are perceived, and perceive themselves, but also how men and boys perceive themselves and their roles, especially in their role as caregivers.

4.7 HUMAN DIGNITY, INCLUDING GENDER BASED VIOLENCE

FINDINGS

Human dignity may be defined as the ability for every individual to be respected, be honored, and be a valued member of society, able to pursue their goal and experience well-being, including through the prevention of gender-based violence. Despite human rights and global targets to ensure all people can live in accordance with these values, gender and social inequalities persist, with impacts on various dimensions of individual's lives. Such impacts may include their ability to attend school (due to risk of

³⁵⁵ UNESCO. 2014. School-related Gender-Based Violence in the Asia-Pacific region. <https://unesdoc.unesco.org/ark:/48223/pf0000226754>

³⁵⁶ Filut, Kaatz, and Carnes. 2017. The Impact of Unconscious Bias on Women's Career Advancement. https://www.spf.org/publication/upload/Unconscious%20Bias%20and%20Womens%20Careers_2017_en.pdf

school-related GBV and bullying), gain employment, and live a life in safety without fear of poverty, discrimination, or abuse. Some important findings relevant to the E4SEA Activity include the following:

- GBV is a common problem across the SEA region, and occurs most commonly as intimate partner violence, but can also manifest as school-related GBV, sexual and street harassment, dowry-related violence, forced marriage, cyber-violence, marital rape, menstruation stigmatization, and has even been noted to be exacerbated by lack of access to justice and survivor-support systems.³⁵⁷ Reports highlight that there is a cost to GBV that directly impacts the economy, businesses and society at large, through repercussions such as lost earning capacity, lost productivity, lost workdays, and survivors' children's lost school attendance.³⁵⁸ Women's mobility can be affected by GBV, social norms, perceived risk of workplace safety, in turn, impacting their choice of school, skill attainment, employment prospects or income-earning potential and engagement in businesses outside of their home.³⁵⁹
- Perceived differences in physical appearance and/or identity characteristics such as race, nationality, skin color, ability status, and perceived gender non-conformity raise the risk of an increase in the vulnerability of children from these groups to bullying at school.³⁶⁰ Available data reveals that on average 29.2% of girls and 32.9% of boys in the target countries have been bullied at least once in the last month.³⁶¹ Such high prevalence of bullying not only can undermine students' sense of belonging at school, but can be a cause for early drop-out, lower school marks, and negative health impacts³⁶², and needs to be considered in terms of women and girls' enrolment in course leading to careers in the energy sector. Because of an identified need for more detailed and contextual information data on school-related violence and its potential to negatively impact STEM education enrolment from women, girls and socially excluded persons³⁶³, further research through Objective I of the Activity will be necessary. This is to facilitate a detailed understanding of the societal norms, gender expectations, and prevalence of violence in school environments and in the home as experienced by students to develop solutions to tackle the problem.
- Women and girls from poorer households have been reported to be less likely to finish school, have reduced earning-capacity, face worse health outcomes, and are at an increased risk of violence.³⁶⁴ In comparison to men and boys, women and girls experience increased risk of child-marriage and human trafficking for sexual exploitation.
- Gendered stigma towards working mothers for leaving children and traditional roles to participate in the workforce negatively impacts their confidence, their behavior, and their agency.³⁶⁵

³⁵⁷ UN Women. 2020. <https://asiapacific.unwomen.org/en/focus-areas/end-violence-against-women/evaw-facts-and-figures>

³⁵⁸ Ibid.

³⁵⁹ <http://documents1.worldbank.org/curated/en/483621554129720460/pdf/Gender-Based-Employment-Segregation-Understanding-Causes-and-Policy-Interventions.pdf>

³⁶⁰ UNESCO. 2019. Behind the numbers: Ending school violence and bullying. <https://www.unicef.org/sites/default/files/2020-03/Behind-the-Numbers.pdf>

³⁶¹ UNICEF. 2013. Percentage of students aged 13-15 years who reported being bullied on one or more days in the past 30 days (by sex). <https://data.unicef.org/resources/dataset/peer-violence/>

³⁶² UNESCO. 2019. Behind the numbers: Ending school violence and bullying. <https://www.unicef.org/sites/default/files/2020-03/Behind-the-Numbers.pdf>

³⁶³ UNESCO. 2014. School-related Gender-Based Violence in the Asia-Pacific region. <https://unesdoc.unesco.org/ark:/48223/pf0000226754>

³⁶⁴ Bureau of International Information Programs, United States Department of State. 2014. Women and poverty. <https://opentextbnc.ca/womenintheworld/chapter/chapter-1-women-and-poverty/>

³⁶⁵ World Bank. 2012. On norms and agency: Conversations about gender equality with women and men in 20 countries. <https://openknowledge.worldbank.org/handle/10986/13818>

- Socially excluded groups including ethnic minorities, or PLWD, may face additional identify-specific stigma and impacts from discrimination.
- While HIV new infection rates have reduced drastically in SEA, an estimated 3.8 million people in the SEA region are living with the virus, only 2 million of whom are receiving anti-retroviral treatment.³⁶⁶ The Philippines and Indonesia are two of the E4SEA target countries where new infections and death rates linked to HIV/AIDS are on the rise.³⁶⁷ Gender inequalities, discrimination and stigmatization can all be factors contributing to reluctance or inability to access HIV-treatment services across the region.³⁶⁸ Inequalities, GBV, and discrimination are factors that increase the risk of HIV infection, with socially excluded persons such as PLWD, migrants, and incarcerated persons all being identified as within the 'at risk' groups.³⁶⁹

Multidimensional poverty, which includes access to energy, combined with lack of social protections (including access to critical health services related to HIV-treatment), increase vulnerability and decrease opportunities in education and workforce participation.

Figure 10 shows the percentage of people living in poverty across the focus countries.

Figure 10. Percentage of Population Living in Poverty Across the Focus Countries.³⁷⁰

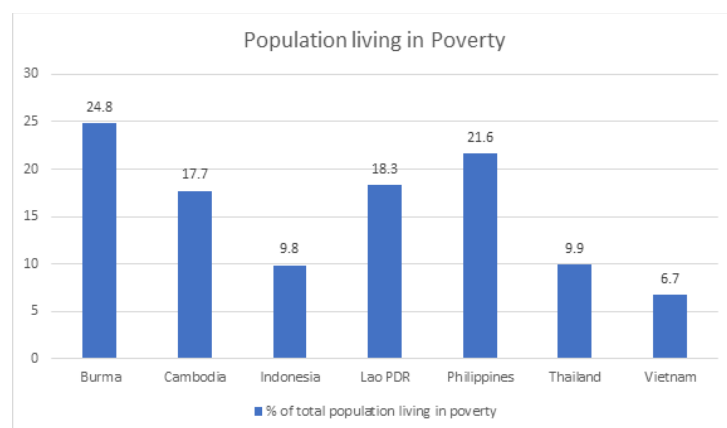


Figure 11 shows the data and findings for percentage of women who have experienced GBV across the focus countries.

³⁶⁶ WHO. 2020. HIV/AIDS in the South-East Asia. <https://www.who.int/southeastasia/health-topics/hiv-aids>

³⁶⁷ Avert. 2019. HIV and AIDS in Asia and the Pacific: Regional Overview. <https://www.avert.org/professionals/hiv-around-world/asia-pacific/overview>

³⁶⁸ UNAIDS. 2016. Prevention Gap Report. https://www.unaids.org/sites/default/files/media_asset/2016-prevention-gap-report_en.pdf

³⁶⁹ UNAIDS. n.d. Key populations. <https://www.unaids.org/en/topic/key-populations>

³⁷⁰ World bank. n.d. Poverty headcount ratio at national poverty lines (% of population) <https://data.Worldbank.Org/indicator/SI.Pov.Mdim>

Figure 11. Percentage of Women who have Experienced GBV Across the Focus Countries³⁷¹

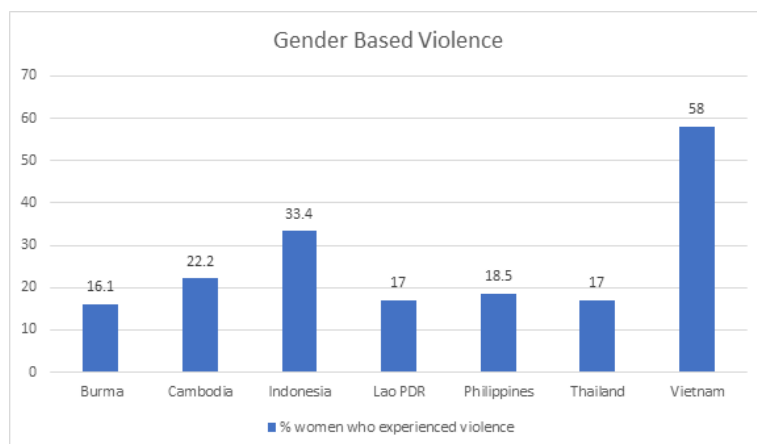
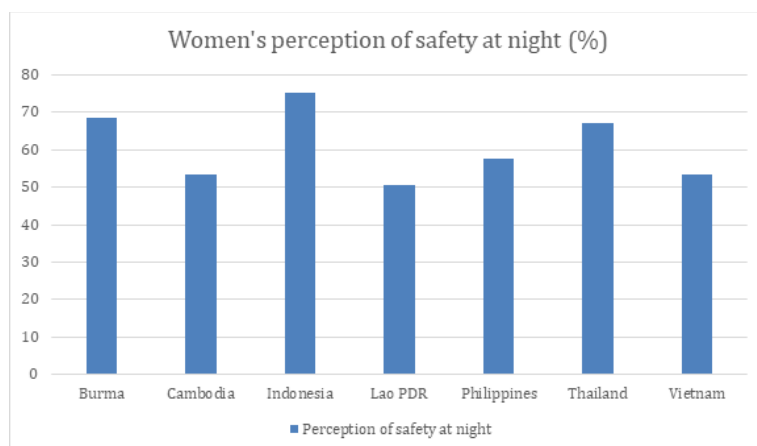


Figure 12 reveals available data across the E4SEA Activity focus countries on perceptions of women's safety (for instance, walking at night); a critical factor that has been analyzed to better understand women's mobility, gendered differences in transportation choices, socio-cultural perceptions of safety of movement, and challenges to gendered mobility, including getting to and from a school or workplace. Mobility choices, and behavioral decisions, including whether to engage in education or employment opportunities outside of the home, depend on perceptions of safety. In the focus countries where perceptions of safety may be lower, there will be additional challenges to consider in engaging women in the workforce such as how to ensure they have safe transportation to get to and from energy industry worksites.³⁷² The data on perceptions of safety in public spaces may be indicative of women's experiences of sexual harassment or abuse on public transport or when walking, or their fear of the same.³⁷³

Figure 12. Percentage of Women Who Feel Safe Walking Alone at Night in the City Where They Live³⁷⁴



³⁷¹ DHS. 2014 Women who experienced physical or sexual violence. <https://www.statcompiler.com/en/>

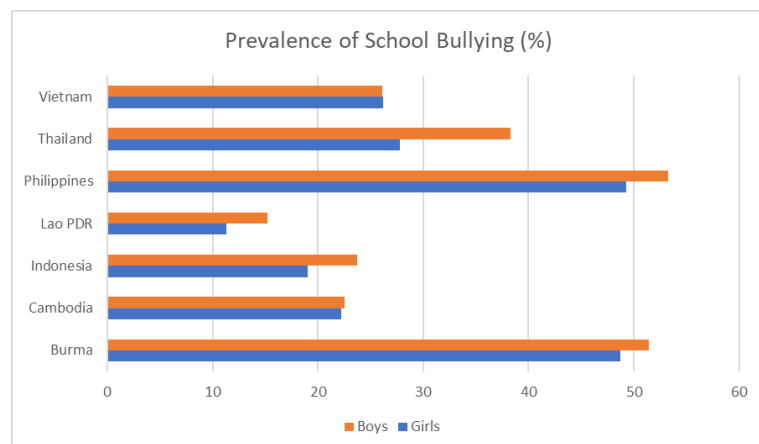
³⁷² <https://www.sciencedirect.com/science/article/pii/S1369847820304514>

³⁷³ Ibid.

³⁷⁴ GIWPS. 2019. Women, Peace, and Security Index. <https://giwps.georgetown.edu/the-index/>

Figure 13 shows data on prevalence of school bullying for the E4SEA Target countries. The graph shows the different average experience rates, for girls and boys, reported within a one-month period of the data collection.

Figure 13. Percentage of Boys and Girls Ages 13-15 who have been bullied at school at least once within the last month³⁷⁵



The differing socio-cultural contexts across the focus countries present different norms related to GBV, the need for continued access to support services, and encourage uptake of services for survivors of GBV. The research revealed that GBV remains a pervasive issue across the E4SEA focus countries, and how prevalence of GBV can impact not only the individual's well-being, but also hamper their experiences in education, in addition to their contributions towards the economy. The current socio-economic stress of the COVID-19 pandemic is likely to intensify risks of GBV.³⁷⁶ Home quarantining enables an environment for abuse with increased isolation from support networks, higher physical proximity, and limited availability of legal services.³⁷⁷ Also, scarcity may result in men overtaking activities that are usually conducted by women, limiting women's access to resources, and potentially diminishing their role at home.³⁷⁸ Closure of schools and senior care centers can increase women's household duties and limit their ability to do paid work. The reduced income and increased workloads escalate tensions and enable violence, placing victims at greater risk.³⁷⁹

Table 13 provides a summary of the general patterns of human dignity and GBV across the E4SEA Activity focus countries, which need to be examined further in the implementation of Activity I in light of GBV prevalence, risk of school-related GBV, and within the COVID-19 context.

³⁷⁵ UNICEF. 2013. Percentage of students aged 13-15 years who reported being bullied on one or more days in the past 30 days (by sex). <https://data.unicef.org/resources/dataset/peer-violence/>

³⁷⁶ IUCN. 2020. Gender-Based Violence and Environment Linkages During COVID-19: Information Note. https://portals.iucn.org/union/sites/union/files/doc/gbv_and_covid-19_information_note_april_2020_1.1_0.pdf

³⁷⁷ Ibid.

³⁷⁸ Ibid.

³⁷⁹ Ibid.

TABLE 13. GBV CHALLENGES SUMMARY ACROSS FOCUS COUNTRIES

COUNTRY	GENDER, SOCIAL, AND CULTURAL NORMS SUMMARY
Burma	Despite limited publicly available data concerning factors that degrade human dignity and exacerbate GBV and its impacts on women's empowerment and participation in the labor market, anecdotal evidence suggests that GBV in both public and private arenas is hampering women's contributions to Burma's economy. ³⁸⁰
Cambodia	High rates of emotional, physical and sexual violence persist in the country, with past reports claiming that 53% of women know someone who had been abused by her husband. ³⁸¹ A multi-country study conducted on men and violence in Asia and the Pacific revealed that more than 1 in 5 Cambodian men between the ages of 18 and 49 admitted to having raped a woman, the highest ratio of men in the region who reported perpetrating more sexual violence than physical violence. ³⁸² In the same study, when asked whether women deserved to be beaten, 32.8% of Cambodia women agreed. ³⁸³ The reports highlight a high acceptance rate of GBV in Cambodia, something which is problematic for women's economic empowerment and well-being as women's increased participation in paid work has been linked back to challenges to fulfill traditional gender roles, which in turn may result in increased risk of violence. ³⁸⁴
Indonesia	The incidence rate of GBV in Indonesia remains high, and the availability of services for survivors of violence are reportedly decreasing. ³⁸⁵ GBV crisis conditions are suspected during the COVID-19 context, due to household tensions, budget cuts to GBV prevention, and lack of response services. ³⁸⁶ Prior to the pandemic, it was reported that 243 million women and girls between the ages of 15 and 49 years had experience IPV. ³⁸⁷ A patriarchal culture is reported to persist in Indonesia and is prevalent in law enforcement systems. ³⁸⁸ Domestic violence is claimed to often be responded to with a lack of understanding of power dynamics between men and women, or husbands and wives, and may be treated as "normal issues," or alternatively, victim-blaming may ensue, whereby women, who are predominantly victims, are blamed for the violence perpetrated against them. ³⁸⁹
Lao PDR	The Lao culture condones violent behavior between spouses and is considered a family matter, especially if the victim is not seriously harmed. ³⁹⁰ In reported cases where support has been sought following incidences of domestic violence, it has been claimed that women are often counseled to stay with their husbands, understand their roles, and make efforts to improve the relationship. In Lao society, domestic or sexual violence is rarely discussed and rarely reported. ³⁹¹
The Philippines	In the Philippines culture and society, it is assumed that men have control over women, resulting in socialization patterns that may encourage male violence against disempowered women. ³⁹² Studies

³⁸⁰ ADB, UNDP, UNDPF, UN Entity for Gender Equality and the Empowerment of Women. 2016. Gender Equality and Women's Rights in Myanmar: A Situation Analysis.

https://www.undp.org/content/dam/undp/myanmar/docs/undp_mm_UNWomen_Report_Gender%20Situation%20Analysis.pdf

³⁸¹ ADB. 2015. Promoting Women's Economic Empowerment in Cambodia.

<https://www.adb.org/sites/default/files/publication/156499/promoting-womens-economic-empowerment.pdf>

³⁸² Ibid.

³⁸³ Ibid.

³⁸⁴ Ibid.

³⁸⁵ CARE. 2020. Indonesia Rapid Gender Assessment in Response to COVID-19. http://www.careevaluations.org/wp-content/uploads/INDONESIA-RAPID-GENDER-ASSESSMENT_FINAL.pdf

³⁸⁶ Ibid.

³⁸⁷ UN Women. 2020. Violence against women and girls: the shadow pandemic. <https://www.unwomen.org/en/news/stories/2020/4/statement-ed-phumzile-violence-against-women-during-pandemic>

³⁸⁸ CARE. 2020. Indonesia Rapid Gender Assessment in Response to COVID-19. http://www.careevaluations.org/wp-content/uploads/INDONESIA-RAPID-GENDER-ASSESSMENT_FINAL.pdf

³⁸⁹ UN Women. 2020. Violence against women and girls: the shadow pandemic. <https://www.unwomen.org/en/news/stories/2020/4/statement-ed-phumzile-violence-against-women-during-pandemic>

³⁹⁰ P. Siliphong, O. Khampoui and Z. Mihyo, "Lao PDR Gender Profile," World Bank, 2005.

³⁹¹ UN Women. 2020. Violence against women and girls: the shadow pandemic. <https://www.unwomen.org/en/news/stories/2020/4/statement-ed-phumzile-violence-against-women-during-pandemic>

³⁹² Friedrich Ebert Stiftung. 2017. Feminism and the Women's Movement in the Philippines. <https://library.fes.de/pdf-files/bueros/philippinen/14072.pdf>

	show that women who identify or are perceived as homosexual are at even greater risk of violence and discrimination, including from their own family members. ³⁹³
Thailand	Recent reports reveal that 1 in 6 Thai women, either married or cohabiting, have experienced domestic violence within their lifetime. ³⁹⁴ Calls have been made for greater awareness raising amongst government authorities in response to growing GBV incidence rates, to ensure cases are responded to promptly, and to overcome the culture of domestic violence being treated as a family issue only. ³⁹⁵
Vietnam	GBV remains a pervasive issue in Vietnam, and studies have highlighted that 58% of women between the ages of 18 and 60 experienced intimate partner violence at some point in their lives. ³⁹⁶ Women with less years of education are more likely to report physical violence than educated women, demonstrating a correlation between educational attainment levels and shame around GBV resulting in non-reporting. ³⁹⁷ Women in Vietnam are reported to be 3 times more likely to experience IPV than violence from someone they do not know. ³⁹⁸

SIGNIFICANCE FOR E4SEA

The E4SEA Activity aims to empower women and socially excluded persons in the energy sector, through increased opportunities in STEM-related educational programs and within workplaces within the industry. Human dignity, including experience of GBV, is a threat to girls and women thriving and accessing these opportunities. Several areas requiring attention by the E4SEA team include:

- In the provision of support to energy sector employers, E4SEA can support the development and implementation of workplace policies and practices to prevent discrimination and GBV, including sexual harassment and domestic violence that impacts workplaces.
- Supporting partners to develop strong policies, grievance mechanisms, practices, and awareness raising on these issues will be critical to creating safe and thriving workplace environments. In the provision of support to academic institutions, partners will be encouraged to embed within trainings regarding gender equality GBV and sexual harassment and identify opportunities to strengthen academic institution policies and practices on handling GBV and sexual harassment.
- Working with STEM education providers to ensure the school environment is safe and conducive to encourage women, girls and socially excluded persons to pursue education that can lead to careers in the energy sector will be necessary. Further research as to context specific education facility challenges that may result in school-related GBV risk will be investigated within Objective I of the Activity. Coordination with education facility designers and school management will be beneficial to mitigate school-related GBV risk by reducing dark, isolated areas in the school, ensuring safe water, sanitation and hygiene facilities, providing for long sightlines, secure lighting and fencing, and ensuring there are safe public transportation systems in place for commuting to and from school, as examples.³⁹⁹

³⁹³ Ibid.

³⁹⁴ Ibid.

³⁹⁵ OECD. n.d. Thailand: Gender Budgeting Action Plan. <http://www.oecd.org/gov/budgeting/gender-budgeting-action-plan-thailand.pdf>.

³⁹⁶ USAID. 2012. USAID/Vietnam Gender Analysis. https://2012-2017.usaid.gov/sites/default/files/documents/1861/USAID_Vietnam_Gender_Analysis_Final_Report_Nov_2012.pdf

³⁹⁷ Ibid.

³⁹⁸ Ibid.

³⁹⁹ UNOPS and UN Women. 2019. Guide on Integrating Gender into Infrastructure Development in Asia and the Pacific: Vertical Structure. https://www2.unwomen.org/-/media/field%20office%20easia/docs/publications/2019/03/ap-bls19062_vs_web.pdf?la=en&vs=5728

5. CONCLUSION

This GESI Analysis of the gaps, challenges, and opportunities to integrate and improve gender equality and social inclusion in the E4SEA Activity across the focus countries informs the Activity's accompanying GIDAP, submitted separately. Key findings of the GESI analysis include the following:

- That across the focus countries, the strength of legal, policy and institutional frameworks for GESI, and the protection of fundamental rights, are generally present across SEA. For a few of the E4SEA focus countries, policy frameworks to promote employment opportunities and the strengthening of the energy entities are strong; however, the strength of their frameworks are not reflected in implementation, highlighting an energy industry environment that lacks harmony with national, regional, and development objectives at a practical level. Understanding, and thus tackling, the actual, or potential, discriminatory practices within workplace policy and regulatory frameworks, and specific to the energy sector, such as lack of equal pay for equal work, career advancement barriers, gaps in social security provisions, and OHS standards, is crucial. Such knowledge is necessary to inform tailored and collaborative development strategies to support Activity partners to strengthen their legal and policy protections for women and socially excluded persons within the sector, to protect all energy users, and ensure that there is an environment conducive to a fast-growing industry with increasing consumer demands and potential to support national economic growth indicators.
- Gaps and barriers to women's, girls', and socially excluded persons' equal access to resources such as education, health services, livelihood and employment opportunities, financial services, social protection, and technology, continue to persist. Access to tertiary education remains low across all persons in the majority of the E4SEA focus countries, yet women remain clearly outnumbered in terms of tertiary education and as graduates from STEM-degrees. Access to entrepreneurial training opportunities, micro-finance credit and favourable loan terms can be positively linked to energy sector growth, in addition to potential to impact on improvements in rural energy connectivity and employment possibilities for women and socially excluded persons within the SEA region.
- The issues of gender, social inclusion, power and decision-making, are critical to understanding not only the energy sector as an employer and a workplace, but also the policy landscape that may dictate how the industry, investments, business viability, users et al. should function. Due to women's perceived position in SEA society being considered less than that of men, the result is a context where men are advantaged to be in positions of authority and power to not only dominate decision-making at a household level, the corporate level, but also at national policy levels. The male-dominated structure within the energy industry can result in harmful consequences for both the community members as users and potential workforce, as well as the energy businesses themselves who may suffer from business losses due a lack of participation of women across functions and levels of responsibility. Various studies showed that a lack of a diverse workforce can have negative business consequences.
- Research revealed that divisions of labor are based on, and reflective of, the local context's gender, social, cultural, and religious norms, assigning responsibilities and roles within the workplace and the home that guide roles and responsibilities ascribed to men and women and persons of different social backgrounds. In many contexts across the SEA focus countries, the traditionally assigned gendered roles and responsibilities are being challenged, as cultural and social norms have been transformed through growing awareness of, and national and

international support and commitments to the rights to gender equality and social inclusion. Despite these advances, the research revealed that across the region, women are more often engaged in lower skilled, informal, and vulnerable employment. It will be necessary to work with energy sector partners and academic institutions to identify opportunities for upskilling women to enter the job market, as well as to support changes in workplace policies and practices that address women's double burden and create opportunities for men to embrace increased caregiving roles.

- Knowledge and beliefs link closely to gender, social and cultural norms, reinforcing ideas regarding white privilege, heteronormativity, ableism and other social dimensions that persons from socially excluded or minority backgrounds may experience. Gender norms and beliefs were found to reinforce the role of the man as the breadwinner and the woman as the caregiver with almost as many women as men believing a man is more entitled to a job and that men make better business executives than women, within certain focus countries. PLWD may be subject to stigma and discrimination, and ethnic minorities may be subject to biases, depriving them of employment opportunities and subjecting them to mental and physical health impacts, because of discrimination. Across the E4SEA focus countries, traditional binary gender norms related to socially acceptable concepts of maleness and femaleness were found to continue to influence the education and career choices of women and men. Yet data also shows that norms are being increasingly challenged at the local levels, a factor which is positively contributing towards women's increased participation in formal employment and opening opportunities for more women to be employed in traditionally male dominated sectors such as the energy industry.
- Despite commitments to human rights and global targets to ensure all people can live in accordance with the values of human dignity, gender and social inequalities persist in the SEA focus countries. This has different impacts in various dimensions of individuals' lives such as their ability to attend school, gain employment, and live a life in safety without fear of poverty, discrimination or abuse. GBV remains a common problem across the SEA region, with reports highlighting the negative cost that GBV has on the economy, businesses and society at large, through repercussions such as lost earning capacity, lost productivity, lost workdays, and school attendance. Multidimensional poverty, which includes access to energy, combined with lack of social protections (including lack of access to critical health services) increases vulnerability and decreases opportunities in education and workforce participation across the region.

The potential for energy sector expansion in the coming years is evident, and including women, girls and socially excluded persons in this growth is a critical step to ensuring achievement of USAID's goals to foster economic and social development in SEA. The Activity's GIDAP, a separate document accompanying this GESI Analysis, provides an outline of the actions which the CORE Team, in implementing the E4SEA Activity, will implement to ensure it reaches its objectives to enhance equality within the energy sector in the region. The GIDAP also highlights the missing data and scarcity of sources regarding social inclusion and marginalization issues directly linked to the energy sector within the Activity's focus countries, as discovered in the GESI Analysis. As outlined within the GIDAP, these factors will be taken into consideration and incorporated into Objective I focused on primary data collection to supplement this analysis with complementary information tailored to the local context of each focus country. GESI research shows that data limitation at the sector level will be the greatest challenge to the implementation of targeted interventions under the various Activity objectives.

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