



:: HIGHLIGHTS ::

FIRST-EVER REGIONAL ENERGY INTERNSHIP PROGRAM IN SOUTHEAST ASIA

OPPORTUNITIES FOR GENDER EQUALITY FOR AN INCLUSIVE ENERGY TRANSITION IN ASIA

UNCONSCIOUS BIAS TRAINING OF TRAINERS (ToT) FOR ENERGY COMPANIES

GRAPHIC DESIGN AND PHOTO CONTEST 2023

Dear Stakeholders:

It's been a year since the first bulletin launched to provide updates on our Activity. We have come a long way, thanks to collaboration from partners and stakeholders on enhancing equality in the energy sector for Southeast Asia. In this quarter, we would like to share updates as follows:

- First-ever regional energy internship program in Southeast Asia
- Gender Equality for an Inclusive Energy Transition in Asia - Potential and Opportunities
- Unconscious Bias Training of Trainers (ToT) for energy companies
- Graphic Design and Photo Contest 2023

FIRST-EVER REGIONAL ENERGY INTERNSHIP PROGRAM IN SOUTHEAST ASIA



Southeast Asia's dynamic energy sector is transitioning towards clean and renewable energy, giving rise to a tremendous expansion and diversification of energy sector jobs, mainly green energy jobs. As energy is a traditionally male-dominated sector, the energy transition in Southeast Asia opens a gateway of opportunities for women in terms of workforce enhancement while delivering tremendous benefits to energy sector entities.

The United States Agency for International Development (USAID) Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity and Thammasat University proudly announced the official partnership and commencement of the first-ever Regional Energy Internship Program dedicated to increasing opportunities for women and other genders to become greater participants in the energy sector in the Southeast Asian region.

The “*Regional Energy Internship Program*” furthers E4SEA's main goal to increase the opportunities for women and members of the LGBTQI+ community in the transitioning Southeast Asian energy sector. Based on a regional assessment, E4SEA learned that besides socio-cultural norms that lead to gender biases and barriers for women, students are not fully informed about the opportunities available to them in this changing and dynamic. This internship program will help address this gap.

Students accepted into the program will not only be allowed to be involved in a professional internship at an energy sector entity in the region, but they will also share their experiences through knowledge-sharing events across their campuses. While the number of interns for this pilot program is limited to 40, E4SEA hopes that the “*Regional Energy Internship Program*” becomes an established program to provide highly qualified undergraduate and graduate students to energy sector entities in the region in the long run. Students from

Indonesia, the Philippines, Thailand, and Vietnam are encouraged to apply for Tranche 1 in February 2023 and Tranche 2 in June 2023, which will announce on the [Office of International Affairs Website](#) and [Thammasat International Office Bangkok Facebook](#). Please stay tuned and follow both the website and page so the students won't miss when the opportunities are available.

The “Regional Energy Internship Program” for Southeast Asia is also featured in the Bangkok Post at this [link](#).

OPPORTUNITIES FOR GENDER EQUALITY FOR AN INCLUSIVE ENERGY TRANSITION IN ASIA

Research shows that an inclusive workforce with more qualified women can produce better outcomes and the direction of the energy transition to clean and renewable energy in Southeast Asia, adding to the prospects for women in the workforce. To support increasing equal opportunities for green jobs, USAID E4SEA collaborated through an online exchange with

The poster features the USAID logo (FROM THE AMERICAN PEOPLE) and the EmPower logo (Women for Climate-Resilient Societies) at the top. The main title is "Gender Equality for an Inclusive Energy Transition in Asia - Potential and Opportunities". Below the title, it states "USAID/RDMA ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA (E4SEA)" and "Year 3 Quarterly South-South Knowledge Exchange Co-organized with EmPower". A central image shows a woman in a yellow top working on a laptop. To the right of the image, the date "November 17, 2022" and time "10:00 AM – 12:00 PM (UTC +7)" are listed. At the bottom right, it says "Co-organized with UN environment programme".

Women for Climate-Resilient Societies: EmPower, a project jointly implemented by the UN Environment Programme (UNEP) and UN Women (with the support of the Swedish International Development Cooperation Agency) that gives a platform for women and marginalized groups to use their voices, agency, and leadership to build resilience and secure sustainable development. The webinar, “Gender Equality for an Inclusive Energy Transition in Asia – Potential and Opportunities” on November 17, 2022, featured speakers from E4SEA and EmPower, as well as representatives of partner organizations of both programs, including Pertamina in Indonesia; EDC and First Gen in the Philippines; CHIASSE Viet Nam; and BRAC University in Bangladesh. With more than 200 attendees, the webinar successfully exchanged findings on opportunities for girls and women’s participation in Asia’s transition to clean energy. It detailed lessons learned from the experience of program partners in integrating gender equality in energy workplaces, increasing women’s participation and leadership in

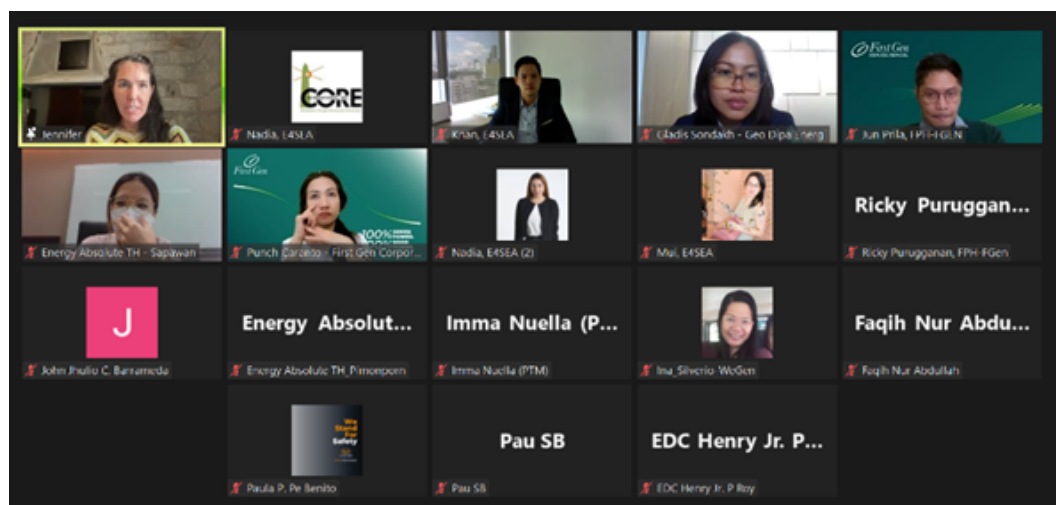
renewable energy, as well as the importance of STEM education and career development opportunities.

The recording of the webinar is available [here](#).

UNCONSCIOUS BIAS TRAINING FOR ENERGY COMPANIES

The energy sector, a primary driver for economic and social development, continues to be male-dominated – from entry-level jobs to boards of directors. Both conscious and unconscious biases limit opportunities for women to

contribute to a vibrant energy sector. Acknowledging and addressing conscious and unconscious biases can improve workforce performance, workplace environment, economic benefits, support team building, and result in greater diversity, equity, and inclusion for better organizational performance.



The USAID Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity delivered the Unconscious Bias Training of Trainers (ToT) to

human resource personnel for them to become trainers. Passing on the knowledge and skills gained to deliver unconscious bias training to individuals within their organizations strengthens the capacity of these partner organizations for the long term. The program provides concrete

tools for “bias habit-breaking” by systematically addressing the conscious and unconscious biases that negatively impact women and girls in education prospects, internship, recruitment, hiring, promotion, and retention. The Program is specifically designed for energy companies in Southeast Asia where, as in other regions, women are underrepresented in engineering, technology, and leadership positions.

After finishing the training, E4SEA ensured that all participants have a clear framework and be equipped with the necessary tools to raise awareness within their organizations of unconscious and conscious biases with follow-up support once required. Offices of personnel management, capacity building, and training will be able to track gender equality data for adapting and validating outcomes suited for organizational change. The ToT in Unconscious Bias is one part of the best practices approach to workforce development throughout the employee lifecycle supported by E4SEA.

GRAPHICS DESIGN & PHOTO CONTEST 2023

USAID E4SEA launched a region-wide graphic design and photo contest on “*Inclusive Clean Energy of the Future.*” The contest gives contestants an outlet of creative freedom to express their perspectives and to visually communicate what an ideal and inclusive clean energy future, with equal participation of women, should be.

The contest aims to involve young people studying in high school, universities, and vocational institutions, as well as graduates and first jobbers.

The winners will receive a cash reward and a one-week regional trip to perform site visits to major energy companies. E4SEA staff members will also accompany them and their parents (if they are minors), and a photojournalist. The work of all awardee would be showcased on QriosityNet.com and



The poster is for the USAID E4SEA Graphic Design and Photo Contest. It features a woman in a yellow safety vest and white hard hat, holding a walkie-talkie and a tablet. The background shows solar panels. The text is in blue and white, with a blue curved banner at the bottom. The USAID logo is in the top left corner.

USAID
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT (USAID)
ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA (E4SEA)

Graphic Design and Photo Contest

Contribute to shaping the future of energy by submitting your creative works under the theme

“Inclusive Clean Energy of the Future”

for Southeast Asia and be part of the change!

WIN A PRIZE

1st Prize Winner USD 500
2nd Prize Winner USD 300
3rd Prize Winner USD 200

Notes: Prize maybe in form of gift card or voucher

SHOWCASE YOUR WORK

A chance to showcase your work in the global network.

BE PART OF THE CHANGE

Support social inclusion, diversity and gender equality in energy sector.

Submit your graphic design or photo depicting the theme “Inclusive Clean Energy of the Future” for Southeast Asia and be part of the change to show the involvement of youth and women in clean energy, energy transition, or energy efficiency.

For more information, including rules and disclaimer, please visit [Enhancing Equality in Energy for Southeast Asia \(E4SEA\) LinkedIn Page](#)
Email: WomenInEnergyArtContest@gmail.com
Deadline: 24 February 2023 (UTC+7 11:59 PM)

E4SEA literature with a chance to become a messaging feature in the USAID Southeast Asia EDGE Hub Newsletter.

The proposed contest will accept work from now through February 24, 2023, at WomeninEnergyArtContest@gmail.com. The announcement of winners will be on or about International Women's Day on March 8, 2023. Interested artists and influencers are encouraged to visit the Activity's LinkedIn page [here](#), where you can find more details, including the rules and disclaimers and submission documentation requirements.

We thank you for your continued engagement in our USAID-funded E4SEA Activity. We welcome any questions or comments and look forward to furthering engagement in the new year.

Sincerely Yours,

Lois A. Varrick
Officer-in-Charge and Interim Chief of Party
USAID/RDMA Enhancing Equality in Energy for Southeast Asia (E4SEA)
CORE International, Inc.

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