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FY 2021 Q3 QUARTERLY PERFORMANCE REPORT APRIL 01 – JUNE 30, 2021

USAID/RDMA Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity

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CONTENTS

ACRONYMS AND ABBREVIATIONS	1
EXECUTIVE SUMMARY	1
Active Focus Actions	1
Significant Achievement During The Reporting Period	2
Progress Towards Implementation Of Activity Objectives	3
Objective 1: Implementation Progress.....	3
Objective 2: Implementation Progress.....	4
Objective 3: Implementation Progress.....	4
Objective 4: Implementation Progress.....	4
Objective 5: Implementation Progress.....	5
Planned Activities For The Next Quarter	5
Objective 1: Activities Planned During The Next Quarter (July 1 – September 30, 2021)	5
Objective 2: Activities Planned During The Next Quarter (July 1 – September 30, 2021)	6
Objective 3: Activities Planned During The Next Quarter (July 1 – September 30, 2021)	6
Objective 4: Activities Planned During The Next Quarter (July 1 – September 30, 2021)	6
Objective 5: Activities Planned During The Next Quarter (July 1 – September 30, 2021)	6
Proposed Indicators To Measure Results.....	7
Other Items Required As Part Of The Quarterly Report.....	7
INTRODUCTION	8
Southeast Asia And Energy	8
Enhancing Equality In Energy For Southeast Asia (E4SEA) Activity	9
Theory Of Change And Results Framework	10
Results Framework.....	10
Performance Work Statement (PWS)	10
Key Elements Of The Approach To Achieve The Outcomes.....	11
Outcome 1: Increased workplace diversity.....	12
Outcome 2: Improved inclusive workplace environment.....	13
Outcome 3: Expanded equitable promotion opportunities.....	13
Contractual Requirements For The Quarterly Performance Report.....	14
Organization Of The Quarterly Performance Report.....	15
SUMMARY OF OPERATIONS AND START-UP ACTIVITIES	16
Start-Up Activities	16
Activity Coordination – Internal And External	16
Weekly Internal Coordination Meetings	16
Weekly Coordination Meetings With RDMA.....	16

Weekly Management Meeting With The Major Subcontractor (Tetra Tech).....	17
Personnel Mobilization, Recruitment And Onboarding.....	17
Summary Of Bangkok Office Staffing.....	21
Progress With Establishing The Bangkok Office.....	21
Other Related Mobilization Activities.....	21
Other Issues Related To Activity Operations.....	22
Delivery And Status Of Contractual Products	22
ACTIVITY PROGRESS TOWARDS OBJECTIVES	24
Progress Towards Implementing Objective 1	24
Progress Towards Implementing Objective 2	24
Progress Towards Implementing Objective 3	25
Progress Towards Implementing Objective 4	25
Progress Towards Implementing Objective 5	26
Progress Towards Communications And Outreach Plan Implementation	27
Progress Towards Bilateral Missions Engagement And Outreach.....	27
Follow UP with the BILATERAL Missions AND IPS IN Indonesia and THE Philippines.....	27
USAID Mission in Laos And The LOI With NUOL.....	27
Overall Progress Towards Designing And Conducting IDI And FGD In Thailand	28
Summary of IDI in Thailand	28
Overall Summary Of FGD Completed In Thailand.....	29
Overall Progress Towards Designing And Conducting IDI In Indonesia	31
Progress Towards Designing And Conducting Focus Group Discussions (FGD) In Indonesia	32
Overall Progress Towards Designing And Conducting IDI In The Philippines.....	33
Progress Towards Designing And Conducting Focus Group Discussions (FGD) In The Philippines.....	34
Progress Towards Designing The Baseline Citizen Survey.....	34
Progress Towards Removing Gender Related Constraints	34
New Opportunities Pursued To Create Greater Gender Equity	35
Opportunities pursued in quarters 1 and 2.....	35
Summary of opportunities pursued in quarter 3.....	35
COMPLETED INTERVENTIONS AND PROGRESS TOWARDS RESULTS	37
Summary Of Progress Towards Results Under Various Interventions	37
ISSUES AND PROPOSED SOLUTIONS.....	39

CURRENT STATUS OF ONGOING INTERVENTIONS AND PLANNED INTERVENTIONS FOR THE NEXT QUARTER	40
Objective 1: Identify Core Challenges To Gender Equality In The Energy Sector In Southeast Asia.....	40
Intervention 1.1 – Collect Country-Specific Data.....	40
Intervention 1.2 – Map Existing Programs And Document Key Challenges And Lessons Learned In Bilateral And Regional USAID Programs	41
Intervention 1.3 – Engage Energy Stakeholders To Document Core Challenges In Advancing Women’s Engagement And Leadership In The SEA’s Energy Sector.....	42
Objective 2: Increase The Number Of Women And Girls Pursuing Careers In The Energy Sector	47
Intervention 2.1 – Reverse Negative Perceptions About Women And Girls In Energy Sector Jobs Via Training And Education Programs.....	47
Intervention 2.2 – Support An Enabling Environment In Vocational Schools And Academic Institutions To Increase The Number Of Women And Girls In The Energy Sector.....	48
Intervention 2.3 – Increase Internship And Mentorship Opportunities For Women And Girls Pursuing Entry-Level Energy Sector Careers.....	50
Objective 3: Increased Recruitment, Retention, And Promotion Of Women In The Energy Sector Workplace.....	52
Intervention 3.1 – Improve Data Driven Decision-Making Tools To Track Gender Data And Outcomes	52
Intervention 3.2 – Create Tangible Opportunities For Women In The Workplace Through Policy And Gender Equality Interventions	53
Intervention 3.3 – Systematically Address Conscious And Unconscious Bias That Negatively Impact Women And Girls In Recruitment, Hiring, Promotion And Retention	55
Objective 4: Increase Mentorship And Leadership Opportunities For Women In The Energy Sector	56
Intervention 4.1 – Strengthen Opportunities For Mentorship Of Women To Facilitate Advancement Into Senior Roles	56
Intervention 4.2 – Strengthen Women And Men’s Roles To Advance Into Senior Roles	57
Objective 5: Enhance Communication, Collaboration, And Learning.....	59
Intervention 5.1 – Develop An Evidence Base For Linking Gender And Business Outcomes.....	59
Intervention 5.2 – Increase Collaboration And Coordination On Gender Equality Topics	60
Intervention 5.3 – Increase Capacity Of USAID And Implementing Partners To Incorporate Gender Equality Considerations Into Energy Programs	61
SUCCESS STORIES.....	64
ANNEX A: INDICATORS AT THE GOAL, OUTCOME, OBJECTIVE, AND INTERMEDIATE RESULT LEVELS	65
ANNEX B: OTHER ISSUES RELATED TO GENERAL OPERATIONS	69
Status Of Short-Term Consultants.....	69
Status Of Budget Expenditures.....	69

Projected USAID Approvals, Waivers, Or Deviation Requests	70
Staff Approvals	70
Waivers	71
Deviations	71
Status Of Required Audit Processes Including For Sub-Awardees	71
Status of Implementing The Conditions Of The IEE	71

ACRONYMS AND ABBREVIATIONS

ASEAN	Association of Southeast Asian Nations
Asia EDGE	Asia Enhancing Development and Growth through Energy
BoD	Board of Director
CMC	Change Management Committee
CO	Contracting Officer
COP	Chief of Party
COR	Contracting Officer's Representative
DCOP	Deputy Chief of Party
DJSI	Dow Jones Sustainability Index
EDGE	Enhancing Development and Growth through Energy
E4SEA	Enhancing Equality in Energy for Southeast Asia
EPPO	Energy Policy and Planning Office, Thailand
ESCO	Energy Service Company
ESP	Energy Secure Philippines
EU	Engendering Utilities
FGD	Focus group discussion
FY	Fiscal Year
GBV	Gender Based Violence
GESI	Gender Equality and Social Inclusion
GIDAP	Gender and Inclusive Development Action Plan
GW	Gigawatt
GWEC	Global Wind Energy Council

GWNET	Women in Wind Global Leadership Program
ICT	Information and Communication Technology
IDI	In-depth interview
IR	Intermediate Result
JHU	Johns Hopkins University
LES	Laos Energy Security
LOA	Letter of Agreement
LOC	Letter of Collaboration
LOI	Letter of Intent
MSDHS	Ministry of Social Development and Human Security, Thailand
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation, and Learning
MoL	Ministry of Labor, Thailand
MOU	Memorandum of Understanding
NGO	Non-Governmental Organization
NUOL	National University of Laos
PEA	Provincial Electricity Authority, Thailand
PIRS	Performance Indicator Reference Sheets
PITT	Performance Indicator Tracking Table
PWS	Performance Work Statement
Q	Quarter
RDMA	Regional Development Mission in Asia
REO	Regional Environment Office
RF	Results Framework
RFP	Request for Proposal

SEA	Southeast Asia
SEE-Change	Self-Empowerment and Equity for Change Initiative
SGBV	Sexual Gender-Based Violence
SINAR	Sustainable Energy for Advancing Resilience
STEM	Science, Technology, Engineering and Mathematics
STTA	Short-Term Technical Assistance
TCA	Thai Counterpart Agency
TICA	Thai International Cooperation Agency
TO	Task Order
TOCOR	Task Order Contracting Officer's Representative
ToC	Theory of Change
ToT	Training of Trainers
TU	Thammasat University
USAID	United States Agency for International Development
USG	United States Government

EXECUTIVE SUMMARY

CORE International was awarded the contract for the Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity on August 12, 2020. The Activity aims to enhance USAID's energy outcomes by improving gender equality in the Southeast Asia energy sector workforce, which contributes to both a sustainable and secure energy sector and overall women's empowerment. This Activity is part of Asia Enhancing Development and Growth through Energy (Asia EDGE), a U.S. government-wide initiative launched in July 2018 as a key component of the Administration's Indo-Pacific strategy. The primary and initial countries of focus for this Activity are Burma, Cambodia, Indonesia, Laos, the Philippines, Thailand, and Vietnam.

Based on a realignment of targets in the Performance Work Statement (PWS) approved by RDMA as part of the Year 1 Work Plan, during year 1, E4SEA is focusing on three countries – Thailand, Indonesia, the Philippines with a possibility to extend to Laos. During the reporting period, E4SEA made substantial progress to deliver impactful interventions in Thailand where USAID/RDMA is located. In Indonesia, through strong support and guidance from USAID/RDMA, the E4SEA Activity has coordinated closely with USAID/Indonesia and its relevant implementing partner to begin implementation of certain activities in the country. With guidance from USAID/Philippines, E4SEA has also started to reach out to a few stakeholders in the Philippines as part of Objective 1 of the Activity.

In Laos, USAID/Laos has indicated a strong interest in collaborating with the E4SEA Activity and has assisted the Activity in connecting with the National University of Laos (NUOL), which could serve as a key partner in the country. The General Cooperation Framework between NUOL and E4SEA is expected to be signed in Quarter 4, after which E4SEA shall initiate the implementation of interventions within Laos.

ACTIVE FOCUS ACTIONS

In accordance with USAID instructions, this Quarterly Report 3 provides a summary of all activities completed during the April 1, 2021 – June 30, 2021 period. Throughout this reporting period, E4SEA focused on the following key activities:

- **Completion of field office mobilization in Bangkok, Thailand:** Office establishment is complete with some additional furniture that E4SEA received from Abt Associates in June 2021.
- **Continuation of staff recruitment and onboarding of staff in Thailand:** Recruitment of all full-time staff was completed by the end of the Quarter. Recruitment of part-time Country Gender Specialists is complete for Thailand and the Philippines and is under way for Indonesia. **The staffing highlight of the Quarter is the recruitment and approval by RDMA of the Activity's Chief of Party who took post on May 1, 2021.**
- **TICA process and development and execution of an MOU with Thammasat University (TU) to serve as the Thai Counterpart Agency (TCA) for CORE as part of the Activity.** The MOU has been executed. The Contracting Officer's Representative (COR) for the Activity has had an initial coordination meeting with the Vice Rector for International Programs. In addition, a meeting for the RDMA Mission Director and the Rector of Thammasat University was planned on April 19, 2021 in order to enhance collaboration

between TU and RDMA to further the goals of the E4SEA Activity. However, with the new wave of the Covid-19 pandemic, the meeting was postponed.

- **Preparation and submission of all contractual deliverables including deliverables required during the first ninety (90) days:** During Quarter 3, E4SEA continued its focus on completing and receiving approval on ten (10) key contractual deliverables.
- **Completion of work under Intervention 1.1 (Objective 1):** All work under Intervention 1.1 in accordance with the PWS has been completed.
- **Planning and preparations for Activity implementation – Interventions 1.2 and 1.3 (Objective 1):** Work under Interventions 1.2 and 1.3 has proceeded expeditiously. Following the completion of stakeholder mapping, the E4SEA Activity developed IDI and FGD questions, completed IDIs and FGDs in Thailand, began to conduct IDIs in Indonesia and the Philippines, and started planning for FGDs in Indonesia and the Philippines. An RFP for procuring a contractor to conduct the Baseline Citizen Survey in the focus countries was developed and posted online, and the Activity has received one qualified bid.
- **Objective 2:** Work on the School Engagement Toolkit, Social Media Toolkit, and Internship Toolkit is proceeding as planned.
- **Objective 3:** Letter of Collaborations (LOCs) for targeted energy companies and the Coaching Plan are being developed.
- **Objective 4:** A repository of continuing education programs for energy sector employer partners is being developed.
- **Objective 5:** The Outreach and Collaboration Action Plan for Thailand has been submitted, and the plan is being updated for Indonesia and the Philippines. One webinar as part of the E4SEA webinar series has been successfully organized via the American Chamber of Commerce (AMCHAM) Thailand.

SIGNIFICANT ACHIEVEMENT DURING THE REPORTING PERIOD

Despite the mobilization challenges coupled with the COVID-19 challenges, the E4SEA Activity made significant headway towards the implementation of the objectives under the Activity. Table 1 provides a summary of all key actions during the reporting period.

TABLE 1: E4SEA CONTRACTUAL PRODUCTS AND OTHER DELIVERABLES SUBMITTED IN FY21 Q3

NAME OF ACTIVITY AND PRODUCT	STATUS
1. STAKEHOLDER CONSULTATION REPORT (Intervention 1.3)	The Stakeholder Consultation Report for Thailand was delivered in two separate parts, with the IDI Summary Report submitted on May 30, 2021 and the FGD Summary Report on June 28, 2021. Stakeholder Consultations in Indonesia and the Philippines are in progress.
In-Depth Interviews (IDIs)	IDIs with 23 key stakeholders in Thailand were successfully conducted. IDIs in Indonesia and the Philippines have started.
Focus Group Discussions (FGDs)	FGDs were conducted with 10 stakeholder groups in Thailand. FGDs in Indonesia and the Philippines are in planning.
2. CONTRACTUAL DELIVERABLES	

TABLE 1: E4SEA CONTRACTUAL PRODUCTS AND OTHER DELIVERABLES SUBMITTED IN FY21 Q3

Quarterly Performance Report 2	The Quarterly Performance Report 2 covering the period January 1, 2020 – March 31, 2021 was submitted on April 14, 2021. Revised Quarterly Performance Report and the Quarterly Financial Reports were submitted on June 27, 2021. The Report was approved by RDMA on July 2, 2021.
Quarterly Financial Report 2	The Quarterly Financial Report 1 was submitted on April 14, 2021. The Report was approved by RDMA on July 2, 2021, along with the Quarterly Performance Report.
3. ADDITIONAL DELIVERABLES SUBMITTED DURING THE REPORTING PERIOD (APRIL 1, 2021 – JUNE 30, 2021)	
Additional Outreach Materials – Activity Fact Sheet, Draft Letter of Collaboration (LOC), Stakeholder Selection Process, and Stakeholder Selection Criteria	Additional Outreach Materials were submitted on May 3, 2021.
Presentation of E4SEA at the Asia Clean Energy Forum (ACEF) gender side event	Khan, the new Chief of Party (COP) introduced the Activity and presented initial findings of the stakeholder consultations in Thailand at a gender side event organized by Engendering Utilities on June 14, 2021.
Webinar as part of the E4SEA webinar series (Intervention 5.3)	A webinar titled “Women in Leadership” was organized with AMCHAM, featuring speakers from USAID, Chevron Thailand, Esso Thailand, and Thai Solar Energy.
4. STAFF RECRUITMENT AND ONBOARDING	
Country Gender Specialists	Recruitment of Country Gender Specialists in Thailand and the Philippines was completed and is under way in Indonesia.
Interns	Two interns have been recruited from Thammasat University (TU) to assist in stakeholder research and other tasks.

PROGRESS TOWARDS IMPLEMENTATION OF ACTIVITY OBJECTIVES

OBJECTIVE 1: IMPLEMENTATION PROGRESS

The following is a summary of the activities planned under Objective 1:

- E4SEA is coordinating and collaborating closely with USAID bilateral missions in Indonesia, the Philippines, and Laos as well as other USAID activities and Implementing Partners (IPs):
 - Tetra Tech for Sustainable Energy for Advancing Resilience (SINAR), Indonesia
 - RTI for Energy Secure Philippines (ESP), the Philippines
 - Numark Associates for Laos Energy Security (LES)
- E4SEA completed stakeholder mapping for Thailand and initially selected 21 key stakeholders for In-depth Interviews (IDIs).
- Detailed questions and standardized guides for In-depth Interviews (IDIs) and Focus Group Discussions (FGDs) were developed.
- 23 IDIs and 10 FGDs in Thailand and 9 IDIs in Indonesia were conducted.
- E4SEA has reached out to stakeholders to request IDIs in the Philippines

- An IDI Summary Report and a FGD Summary Report on Thailand were submitted to the CORE and were approved. These reports will serve as models for similar reports for Indonesia and the Philippines.
- The Activity has reviewed existing survey tools and technical requirements to prepare for the development of a Baseline Citizen Survey tool. The Request for Proposal (RFP) was advertised, and the procurement process is ongoing. It is expected that the survey can be rolled out in Q4.
- Draft Letter of Collaborations (LOCs) to engage selected stakeholders were prepared.

OBJECTIVE 2: IMPLEMENTATION PROGRESS

The following is a summary of the implementation progress for Objective 2:

- The School Engagement Toolkit is being developed.
- The Social Media/Community Outreach Campaign Toolkit is being developed.
- E4SEA has begun to conduct a review on the latest research on unconscious bias training to identify the most compelling and technically sound approaches for delivering the Training of the Trainer (ToT) at selected educational institutions.
- The Internship Toolkit is being developed. E4SEA has started to examine existing internship programs to identify what has and has not worked, especially through the gender lens. It has also conducted research into best practices for the design, development, and implementation of inclusive internship programs.

OBJECTIVE 3: IMPLEMENTATION PROGRESS

The following progress has been as part of implementing Objective 3:

- E4SEA made considerable progress in reaching out to energy companies in SEA who could serve as LOC partners. A few companies expressed their strong interest on the Activity and would like to join the partnership.
- E4SEA is in regular communication with Engendering Utilities (EU) on the revision of the Engendering Utilities scorecard, which is being adapted to be more streamlined without diminishing its value for data-driven assessment and monitoring.
- The Coaching Plan that E4SEA will use to document the coaching process has been developed. E4SEA has begun the identification of compelling and technically sound approaches for the ToT of unconscious bias training for energy sector employers.

OBJECTIVE 4: IMPLEMENTATION PROGRESS

The following is the implementation progress for Objective 4:

- Efforts are currently under way to develop the Mentorship Toolkit, both from researching existing mentorship programs in the energy sector and the Best Practices Framework.
- A preliminary review of successful mentorship programs has started.
- E4SEA has already begun compiling a database of existing networks, both global and regional, with primary focus on women in the energy sector. The networks relevant to E4SEA's beneficiaries, partners and stakeholders have been selected with next steps planned to organize

meetings and introduce E4SEA Activity to explore possible collaboration and document continuing education opportunities to share with partners.

- A repository of continuing education programs for energy sector employer partners is being developed.
- E4SEA is closely collaborating with EU on the roll out of Johns Hopkins University's Self-Empowerment and Equity for Change Initiative (SEE Change) training for LOC partners. The ToT organized by EU for the institutions that will be teaching the Workforce Gender Equality Accelerated Course, which includes the Fulbright University of Vietnam, is currently underway. The change management coach from E4SEA is participating in the ToT that began in May and will conclude in July.

OBJECTIVE 5: IMPLEMENTATION PROGRESS

The following is the implementation progress for Objective 5:

- The Outreach and Collaboration Plan has already been submitted and approved by USAID/RDMA.
- Together with USAID Engendering Utilities, E4SEA organized a side-event workshop titled "Leading the Energy Sector into the Future by Harnessing the Power of Gender Equality" at the Asia Clean Energy Forum 2021 on June 14, 2021. E4SEA's COP introduced the Activity, discussed findings and insights from the consultations, and presented plans for the next few months.
- E4SEA, in partnership with the American Chamber of Commerce (AMCHAM) in Thailand, co-organized a panel discussion titled "Women in Leadership" on June 22, 2021, which focused on gender equality in the energy sector. The panel included Khun
- Natt Kraipet, USAID/RDMA's Gender and Inclusive Development Advisor, Dr. Adisak Jangkamolkulchai, Chairman & MD of Esso Thailand, Dr. Cathleen Maleenont, Chairman & CEO of Thai Solar Energy, and Duanthem Voradejviseskrai, ASBU Wells Manager from Chevron Thailand.
- The draft Learning Plan has already been developed and is currently under review for submission.

PLANNED ACTIVITIES FOR THE NEXT QUARTER

This section summarizes the planned activities for Quarter 4 of the Activity (July 1 – September 30, 2021).

OBJECTIVE 1: ACTIVITIES PLANNED DURING THE NEXT QUARTER (JULY 1 – SEPTEMBER 30, 2021)

The following activities are planned under Objective 1 during the fourth quarter:

- IDIs and FGDs with key stakeholders in Indonesia and the Philippines
- Development of Baseline Citizen Survey tools for the selected consulting firm to roll out surveys in the three focus countries: Thailand, Indonesia, and the Philippines
- Additional IDIs (field research) for updating GESI findings and expanding opportunities for engagement with stakeholders in Thailand

- Further desk research for updating GESI findings, which would feed into the Assessment Report of the status of gender equality in three focus countries: Thailand, Indonesia, and the Philippines.
- Continued drafting of LOCs to engage selected stakeholders in Thailand, Indonesia, and the Philippines

OBJECTIVE 2: ACTIVITIES PLANNED DURING THE NEXT QUARTER (JULY 1 – SEPTEMBER 30, 2021)

The following activities are planned under Objective 2 during the fourth quarter:

- Continued development and finalization of the School Engagement Toolkit, which will include guidance on role model best practices
- Continued development and finalization of the Social Media/Community Outreach Campaign toolkit
- Selection of one tertiary educational institution to be the pilot for the unconscious bias ToT training.
- Identification of an individual from among the pilot institution's faculty, career counselors, and administration who will serve as the champion for embedding the training within the institution
- Continued preparation of the training material for the pilot ToT for unconscious bias training at an educational institution.
- Continued development and finalization of the internship toolkit

OBJECTIVE 3: ACTIVITIES PLANNED DURING THE NEXT QUARTER (JULY 1 – SEPTEMBER 30, 2021)

The following activities are planned under Objective 3 during the fourth quarter:

- Finalization of Scorecard by end of July.
- Continued collaboration between the Change Management Coach and Engendering Utilities on the ToT for the Accelerated Course.
- Continued preparation of the training material for the ToT for unconscious bias training at energy companies.

OBJECTIVE 4: ACTIVITIES PLANNED DURING THE NEXT QUARTER (JULY 1 – SEPTEMBER 30, 2021)

The following activities are planned under Objective 4 during the fourth quarter:

- Ongoing research for the mentorship toolkit
Continued research on national, regional, and international networks promoting women's leadership in the energy sector.
- E4SEA partners will be provided access to the Accelerated Course taught by Fulbright University of Vietnam in September/October
- Finalization of the repository for continuing education programs for Year 1.

OBJECTIVE 5: ACTIVITIES PLANNED DURING THE NEXT QUARTER (JULY 1 – SEPTEMBER 30, 2021)

The following activities are planned under Objective 5 during the fourth quarter:

- Development of the Knowledge Management Plan

- Organization of one Semi-annual virtual meeting with development partners (other donors, other IPs)
- Organization of Year One annual virtual training and exchange workshop for USAID programs
- Development of the help desk concept
- Publishing of one online tool on USAID's website

Detailed tasks and approaches for activities to be conducted during Quarter 4 of FY 21, including performance results (outputs) and deliverables, are described in detail in the Annual Year 1 Work Plan and summarized later in this Quarterly Report.

PROPOSED INDICATORS TO MEASURE RESULTS

The proposed indicators to measure results have been finalized through several rounds of discussions and revisions based on comments from RDMA officials. These indicators were approved by the COR during Quarter 2 (May 17, 2021). No revision to the indicators was made during Quarter 3.

Annex A of this Quarterly Report provides details of the final indicators for measuring Intermediate Results (IRs), Outcomes, and the Goal of the Activity.¹

OTHER ITEMS REQUIRED AS PART OF THE QUARTERLY REPORT

Annex B provides details of other items required as part of the contents of the Quarterly Performance Report under the contract. These include the Activity budget, expenditure-to-date, and any anticipated waivers/approvals that may be required. It also addresses other items as per the contractual requirements.

¹ Annex A: Indicators at the Goal, Objectives, Interventions, and Intermediate Results Level is repeated as part of this Quarterly Report for the sake of completeness in the event that RDMA shares this report with other partners and USAID officials who may not have seen the Activity's previous Quarterly Reports.

INTRODUCTION²

SOUTHEAST ASIA AND ENERGY

Energy is an essential input to sustain economic growth, and, in turn, demand is driven by growing economies. Throughout Southeast Asia, primary energy demand is projected to grow 2.1 percent per annum until 2040, which is higher than the world average. This will require large investments in new power generation capacity and in the systems that sustain this growth. Analysts estimate that the power generating capacity in SEA will need to double by 2035 to accommodate the growing demand; it will require an addition of 270 gigawatts (GW) of additional capacity and an investment of \$500 billion.³ According to the IEA Southeast Asia Energy Outlook 2017, the cumulative energy investment needed (in energy supply and efficiency) to sustain growth to 2040 ranges from \$2.7 trillion to \$2.9 trillion depending on the policy scenario.

Functioning utilities are the backbone of national security and economic growth. Unfortunately, in SEA, many utilities are not financially viable and suffer from mismanagement, tariffs are not cost reflective, and there are high levels of both technical and commercial losses.⁴ These factors make it increasingly challenging for SEA utilities to attract additional private sector investment, leaving critical infrastructure even more vulnerable to unsustainable forms of investment, including high interest loans from China.

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. Globally, women comprise only five percent of executive board members in power companies and only 14 percent of senior management leadership teams.⁵ Increased gender equality can improve business performance and help energy agencies meet their bottom-line goals by improving employee retention rates, increasing productivity, and enhancing financial returns.⁶ Moreover, well-functioning energy agencies create stronger and more resilient national energy sectors that are critical for economic growth and setting a path to self-reliance. Increasing the number of women working in the energy sector also provides a significant opportunity to improve gender outcomes within developing economies. Expanding women's participation in the traditionally male-

² This entire section is repeated from the Q2 Quarterly Report and is included here for the sake of completeness and context. In the event RDMA shares this report with other USAID officials who may not have seen the previous Quarterly Reports, this section will provide them with the relevant background and context of the E4SEA Activity.

³ Wood Mackenzie, <https://www.woodmac.com/news/opinion/southeast-asia-Ing-power/>

⁴ World Bank, Financial Viability of the Electricity Sector in Developing Countries.

http://ieg.worldbankgroup.org/sites/default/files/Data/Evaluation/files/lp_financial_viability_electricity_sector.pdf

⁵ BMO Financial Group. "Report: The Bottom Line: Connecting Corporate Performance and Gender Diversity." *Catalyst*. January 2004. <https://www.catalyst.org/research/the-bottom-line-connecting-corporate-performance-and-gender-diversity/>

⁶ EY.COM "Talent at the Table Women in Power and Utilities Index." 2016. [https://www.ey.com/Publication/vwLUAssets/ey-talent-at-the-table-women-in-power-and-utilities-index-2016/\\$FILE/ey-talent-at-the-table-women-in-power-and-utilities-index-2016.pdf](https://www.ey.com/Publication/vwLUAssets/ey-talent-at-the-table-women-in-power-and-utilities-index-2016/$FILE/ey-talent-at-the-table-women-in-power-and-utilities-index-2016.pdf)

dominated energy sector leads to tangible economic empowerment outcomes for women, such as increased opportunities for formal employment and higher income.

ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA (E4SEA) ACTIVITY

In Southeast Asia, gender inequality is a critical consideration when maximizing opportunities to achieve critical development outcomes. In general, gender disparities throughout Southeast Asian countries are quite prominent. Each country in Southeast Asia has its own unique challenges associated with establishing more gender-equitable socio-economic structures; however, many countries face similar challenges within the energy sector that are applicable region-wide.

Gender imbalance in the energy sector stems mostly from two related faces: women's unequal social position and the overall male-dominated character of energy institutions. 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. Men tend to hold decision-making power within households and in community institutions as well. This trend holds true for the energy sector, which is a male-dominated space. This reality is in part due to the energy industries' demand for heavy physical labor and manual work, including operation of heavy machinery, work in shifts and demanding hours, geographical isolation, and relocation/migration that takes a household member away from the family. Understanding and addressing gender inequality and social exclusion will be essential for developing a sustainable energy sector in Southeast Asia.

In the energy sector, there are many underlying factors that cause gender imbalance and lead to more men being employed in lucrative technical and leadership positions. Globally, women are more likely than men to be responsible for unpaid care work, such as cooking, cleaning, caring for children and elders, and collecting clean water. These practices often prevent women from obtaining education, training, and skills needed to enter higher-wage, high-growth occupations, such as science, technology, engineering, and mathematics (STEM). Even with education, women face multiple barriers when attempting to enter the workforce, including bias in recruiting, and hiring. Companies lack gender specific data to assess the impacts of their recruitments and hiring practices. Once in the workforce, women face overt discrimination, bias in promotions, unequal pay and benefits, and lack of additional education and training opportunities.

To better understand the gender challenges in the SEA region and address the challenges through targeted interventions to enable a more gender equitable and inclusive energy sector workplace environment, the U.S. Agency for International Development Regional Development Mission for Asia (USAID/RDMA) launched Enhancing Equality in Energy for Southeast Asia (E4SEA), a three-year Activity, in 2020 as an Activity aimed to enhance USAID's energy outcomes by improving gender equality in the Southeast Asia energy sector workforce, which supports both a sustainable and secure energy sector and overall women's empowerment. This Activity is part of Asia Enhancing Development and Growth through Energy (Asia EDGE), a U.S. government-wide initiative launched in July 2018 as a key component of the Administration's Indo-Pacific strategy.

E4SEA plans to enhance USAID's energy outcomes by improving gender equality in the Southeast Asia energy sector workforce. E4SEA envisions a unified regional intervention that includes all USAID-supported countries within Southeast Asia and the Pacific region. The primary and initial countries will be Burma, Cambodia, Indonesia, Laos, the Philippines, Thailand, and Vietnam.

THEORY OF CHANGE AND RESULTS FRAMEWORK

The Theory of Change (ToC) is a logical representation behind how this Activity will bring about its projected results and meet the Activity goal. The USAID/RDMA E4SEA Activity's goal is to improve gender equality in the energy sector, which supports both a sustainable and secure energy sector and overall women's empowerment.

In summary, the Activity development hypothesis is as follows:

- **If** diversity of the energy sector workplace is increased, including an increased pipeline of women and girls with energy sector relevant education and recruitment into energy sector institutions;
- **If** energy sector workplace environments are inclusive, including through the development of workplace policies that are gender equitable, and management that is adaptive;
- **If** women have equitable promotion and leadership opportunities, including access to these opportunities through training, mentorship, and unbiased promotion; and

Then gender equality in the energy sector will be improved.

RESULTS FRAMEWORK

Figure I presents the Results Framework (RF) for the Activity based on extensive discussions with the COR and the Program Management and Operation Team Lead at the RDMA, who provided many valuable suggestions and substantial guidance in the finalization of the RF. At the request of USAID/RDMA, E4SEA consulted with the Asia EDGE Hub Team to seek their input to the RF.

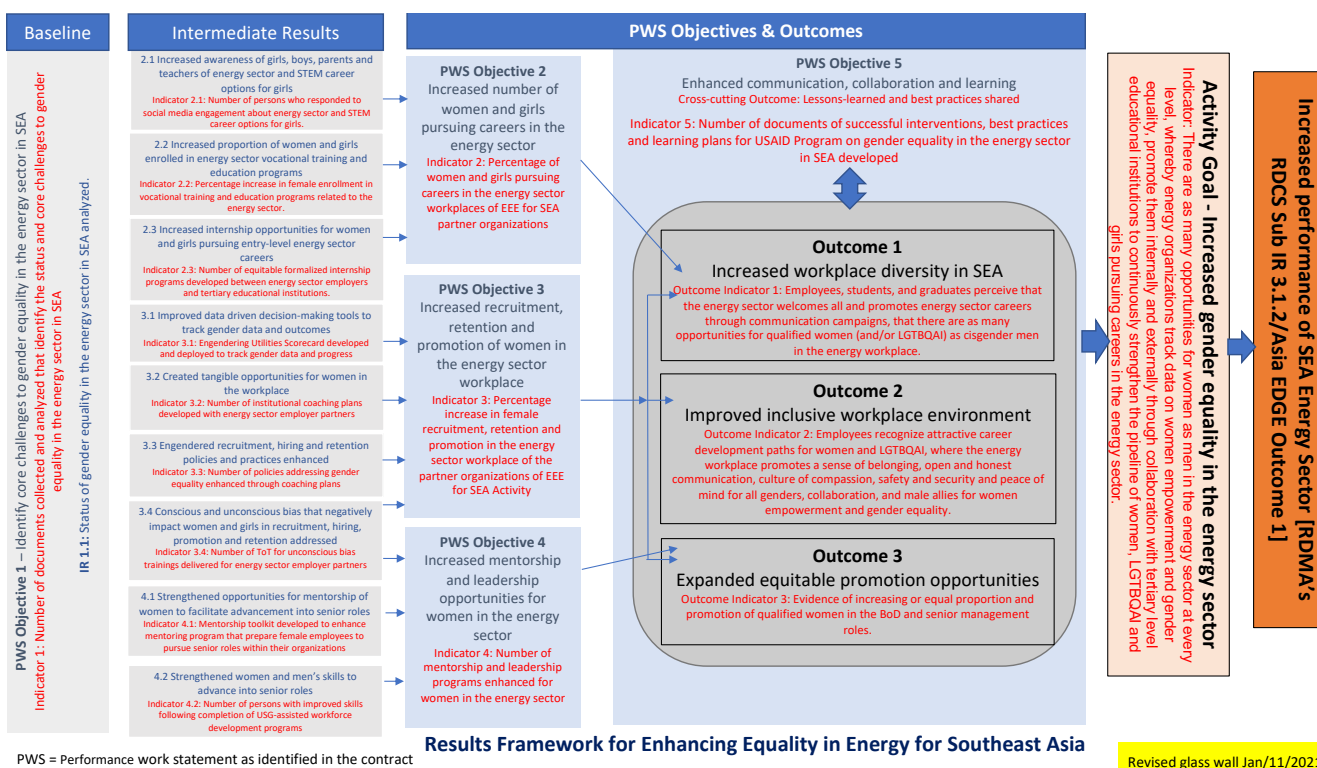
PERFORMANCE WORK STATEMENT (PWS)

As part of the solicitation process, E4SEA, as required under the solicitation, developed, and submitted a Performance Work Statement (PWS) to USAID. This PWS is part of CORE's contract and provides the details of the interventions and tasks to be completed to achieve the Activity "Objectives" and "Outcomes". The PWS includes the following five "Objectives" that need to be implemented to achieve the three Activity "Outcomes".

1. **Objective 1:** Identify core challenges to gender equality in the energy sector in Southeast Asia
2. **Objective 2:** Increase the number of women and girls pursuing careers in the energy sector
3. **Objective 3:** Increase the recruitment, retention, and promotion of women in the energy sector workplace
4. **Objective 4:** Increase mentorship and leadership opportunities for women in the energy sector
5. **Objective 5:** Enhance communication, collaboration, and learning

The PWS includes (i) interventions for implementing each of the five Objectives, (ii) expected results, (iii) performance standards (outputs), (iv) acceptable quality standards, and (v) yearly targets. For the three-year Activity.

Figure 1. Results Framework (RF) – E4SEA Activity



KEY ELEMENTS OF THE APPROACH TO ACHIEVE THE OUTCOMES

E4SEA's approach for Activity implementation is informed by the following assumptions:

- Increasing the diversity of the energy sector workplace is enabled by an increased pipeline of women and girls with energy sector relevant education, that are recruited into energy sector employers. Transforming attitudes and removing biases are key to strengthen this pipeline.
- Energy sector employers are defined as energy sector public and private employers including government ministries, utilities, regulators, educational institutions with energy programs, rural electrification entities, energy project developers, energy goods and services providers, and the broader civil society organizations involved in energy sector activities.
- Female and male employees in the energy sector increasingly share a common understanding about the status of gender diversity in their institutions and are increasingly likely to believe that promoting gender equality does not come at the expense of meritocracy and/or wider inclusion (race, ethnicity, age, and others).
- Energy employers and leaders are increasingly aware of the need for an inclusive workplace environment, although it may vary by institution.
- An inclusive workplace environment is enabled by gender equitable workplace policies which requires management to be receptive to adopting and promoting an equitable workplace. To

cultivate workplaces that attract and retain women, there needs to be openness and willingness to make organizational change, leadership development, personal agency, and male engagement.

- Equitable access to promotion and leader opportunities requires access to high quality leadership and management training, mentorship, unbiased promotion opportunities, professional networks, external leadership, and speaking opportunities.
- There are inherent negative cultural perceptions held by girls and families of girls that prevent girls from applying to jobs in the energy sector.

The Activity goal will be achieved through the effective implementation of evidence-based gender equality practices and policies within partner organizations. E4SEA has started working with potential partner organizations (through extensive IDIs) to identify core challenges to gender equality to inform implementation and decision making (under Performance Work Statement Objective I – Identify core challenges to gender equality in the energy sector in Southeast Asia) as well as utilize best practices from established frameworks throughout the life cycle of the Activity, and consider relevant assumptions, as outlined above.

As part of start-up under Objective I, as mentioned earlier, E4SEA has completed and submitted the GESI Analysis and GIDAP, based on literature search, to RDMA. Both the GESI and GIDAP have been approved by RDMA and will be updated based on in-country data collection in the focus countries as part of the second phase of Objective I implementation. The second phase of Objective I includes Interventions I.2 and I.3. During this quarter, E4SEA has completed extensive work under these two interventions as discussed later in this report.

The Activity goal “Improved gender equality in the energy sector” can be achieved if three key outcomes, as described below, are achieved.

OUTCOME 1: INCREASED WORKPLACE DIVERSITY

To increase workplace diversity, it is important to increase the pipeline of women and girls with relevant energy education. This can be achieved through the implementation of interventions under PWS Objective 2: Increasing the number of women and girls pursuing careers in the energy sector. To this end, E4SEA has started working with stakeholders including target beneficiaries to reduce their negative perceptions about women and girls in energy sector jobs; support the enabling environment in vocational schools and academic institutions; and seek ways to increase internship and mentorship opportunities for women and girls pursuing entry-level energy sector careers. As the Activity progresses, it is expected that these interventions will lead to the intermediate results of increasing the awareness of girls, boys, parents, and teachers of career opportunities in the energy sector and in STEM and increasing the proportion of women and girls enrolled in vocational training, education programs, or internship programs related to the energy sector. A detailed approach to implementing the interventions under Objective 2 is provided in the Year 1 Annual Work Plan for the Activity submitted to USAID/RDMA separately.

OUTCOME 2: IMPROVED INCLUSIVE WORKPLACE ENVIRONMENT

To improve inclusivity in the workplace environment in Southeast Asia, the Activity has begun to identify the core challenges to gender equity in region (PWS Objective 1) and plans to implement targeted interventions to increase recruitment, retention, and promotion of women in the energy sector workplace (PWS Objective 3).

To achieve Objective 1, E4SEA will work with partner organizations to collect country-specific data; map existing energy and gender in energy programs; document key challenges and lessons learned in bilateral and regional USAID programs; and engage energy stakeholders to specifically document core challenges in advancing women's engagement and leadership. In the medium-term, these interventions are expected to lead to an increased understanding of the status of women's participation in the energy sector.

To achieve Objective 3, E4SEA will work with partners and stakeholders to improve data-driven decision-making tools to track gender data and outcomes; create tangible opportunities for women in the workplace through policies and gender equality interventions; and systematically address conscious and unconscious bias that negatively impacts women and girls in recruitment, hiring, promotion, and retention. Intermediate results expected from these interventions includes increased recruitment, hiring, promotion, and retention of women into technical and managerial roles and an enhanced, inclusive workplace environment, for non-utility, private or public sector energy institutions. A detailed approach to implementing the interventions under Objective 3 is provided in the Year 1 Annual Work Plan for the Activity submitted to USAID/RDMA separately.

OUTCOME 3: EXPANDED EQUITABLE PROMOTION OPPORTUNITIES

To expand equitable promotion opportunities in the workplace environment in the energy sector Southeast Asia, E4SEA will work to increase mentorship and leadership opportunities for women in the energy sector (PWS Objective 4) and enhance communication, collaboration, and learning in the sector (PWS Objective 5). Interventions under Objective 4 will include strengthening opportunities for mentorship of women to facilitate advancement into senior roles and improving women's and men's skills to advance to these roles. It is expected that in the medium-term, these interventions will help increase continuing education opportunities to prepare women for management and leadership positions in the sector. It is also expected that these interventions will lead to increased mentorship of managers and human resources (HR) professionals to promote gender equality in the energy sector workplace.

To achieve Objective 5, the E4SEA Activity will develop an evidence base for linking gender and business outcomes; increase collaboration and coordination on gender equality topics; and increase the capacity of USAID and implementing partners to incorporate gender equality considerations into energy programs. Expected intermediate results under Objective 5 include increased collaboration on gender equality and women's empowerment programming in the energy sector; and increased capacity of USAID and implementing partners in region to incorporate gender into energy programs.

The Year 1 Annual Work Plan provides a detailed discussion of the approach to implementing the interventions under the PWS Objectives 4 and 5.

This quarterly report highlights program activities implemented during Fiscal Year 2021 Quarter 3 (April 1 – June 30, 2021). It also highlights issues/challenges posed by the persistence of COVID-19 and proposed solutions and plans for the next quarter. Given the current status of COVID-19, it is anticipated that many of the challenges and related travel restrictions may continue for a while with further extension in remote working. This situation makes it very difficult for travel in and out of Bangkok to Activity focus countries. Accordingly, continued remote work and virtual meetings are anticipated throughout most of the next Quarter – Quarter 4 of FY 21.

CONTRACTUAL REQUIREMENTS FOR THE QUARTERLY PERFORMANCE REPORT

CORE International's contract with USAID specifies that the Contractor shall submitted a Quarterly Report for each Quarter of each Fiscal Year (FY) except for the fourth Quarter which will be replaced by the Annual Report for the FY. specifically, the contract requires the following:⁷

The Contractor will submit brief quarterly performance reports and financial allocation summaries to USAID to reflect progress and activities of the preceding quarter. The report shall describe the tasks completed in the last quarter relative to what was anticipated by the approved work plan and will assess overall project impact to date relative to the performance indicator targets.

The quarterly reports will highlight any issues or problems affecting the schedule or impact of services provided by the Contractor. The reports will include financial information on the expenses incurred, available funding for the remainder of the activity and any variances from planned expenditures. All data and output reporting will disaggregate data, at a minimum, by sex. The format for these reports will be established between the Contractor and the TOCOR. The reports must be presented in English.

Quarterly performance reports will present progress on all Activity interventions and will include the following:

- Brief outline of activity purpose and activity approach;
- Overall status of activity progress towards objectives (narrative);
- Status of overall activity progress per the approved indicators as defined in the MEL Plan, and if relevant the targets set out for the reporting quarter;
- Summary of completed interventions and progress towards results under this award during the timeframe of the report;
- Status of progress in implementation of the GIDAP and the Communications and Outreach Plan;
- List of reports/deliverables completed in the reporting period;
- Explanation of quantifiable outputs of the tasks, if appropriate and applicable;
- Reasons why established targets were not met, if applicable;
- Description of any short-term consultants' progress and observations, identifying any significant issues, and a description of follow-on interventions;

⁷ This text is taken directly from CORE's contract for the E4SEA Activity.

- Status of budget expenditures and analysis of any cost overruns or high unit costs (the Contractor must immediately notify USAID of developments that have a significant impact on award-supported interventions);
- Identification of problems, delays or adverse conditions that impair the ability to meet the objectives of the award, including a statement of the action taken or contemplated, and any assistance needed to resolve the situation;
- Description of progress towards removing gender-related constraints and new opportunities pursued to create greater gender equity;
- List of major interventions planned for the next quarter;
- Projected USAID approvals, waivers or deviation requests anticipated during the next quarter;
- The status of required audit processes including for sub-awardees, if applicable;
- Success stories (if available) in the proper USAID format and a brief analysis on the general economic context; and
- Status of implementing the conditions of the IEE.

ORGANIZATION OF THE QUARTERLY PERFORMANCE REPORT

Given the requirements of the contract with USAID, the structure of the Quarterly Report 3 – FY 2021 includes all applicable topics from the above list of requirements. The following is the structure of the Quarterly Report 3 – FY 2021:

Section 1: Executive Summary

Section 2: Introduction

Section 3: Summary of General Operations

Section 4: Activity Progress Towards Objectives

Section 5: Completed Interventions and Progress Towards Results

Section 6: Issues and Proposed Solutions

Section 7: Planned Interventions for Next Quarter

Section 8: Success Stories

Annex A: Indicators at the Goal, Outcome, Objective, and Intermediate Result (IR) Levels

Annex B: Other Issues Related to General Operations

SUMMARY OF OPERATIONS AND START-UP ACTIVITIES

This section is maintained in this Quarterly Report for Q3 but has been substantially reduced in its contents as the details for activities completed in Q1 and Q2 are already included in the Quarterly Reports for Q1 and Q2 respectively.

START-UP ACTIVITIES

Soon after the award of the contract, E4SEA began a host of start-up activities and the preparation of foundational deliverables required under the contract with USAID. The main activities during this period were mobilization, preparation and submission of activity plans and fundamental documents, as well as coordination with USAID to align E4SEA to the specific technical needs of USAID. All of the activities were managed by the Interim COP (Lois Varrick, based in the US) and the Deputy COP (Pae Piromya, based in Bangkok). All technical oversight and the management of the preparation and delivery of foundational documents was provided by the Senior Activity Advisor (Vinod Shrivastava, based in the US).

Detailed discussion of the start-up activities completed under Quarter 1 and 2 were described in detail in the Quarterly Reports for Quarter 1 and 2 which has been approved by the COR. Also, as mentioned in Table 1, all of the required foundational deliverables were submitted on time and have been approved by the COR.

ACTIVITY COORDINATION – INTERNAL AND EXTERNAL

In keeping with the practice during quarters 1 and 2, E4SEA continues to manage the Activity with extensive and very focused internal and external coordination as discussed below.

WEEKLY INTERNAL COORDINATION MEETINGS

Given the COVID-19 challenges, E4SEA continues to hold a Weekly Virtual Meeting of the entire team. During this meeting, the progress of the work and any challenges during the previous week and plan for activities and milestones for the following week are discussed. In addition, these meetings are used to discuss progress towards all deliverables and Activity implementation assignments.

WEEKLY COORDINATION MEETINGS WITH RDMA

Simultaneously, E4SEA has established a regular Weekly Progress Review Meeting with the Activity COR and other members of RDMA and USAID offices, as deemed appropriate by the COR. During these virtual meetings that last for 60-90 minutes, all subjects relevant to Activity planning and implementation, as well as the status of the deliverables already submitted and those to be submitted, are discussed.

As part of focused management and timely tracking of all actions, meeting notes that include action items are kept and are shared among all personnel along with specific responsibilities assigned to each specialist.

WEEKLY MANAGEMENT MEETING WITH THE MAJOR SUBCONTRACTOR (TETRA TECH)

In order to coordinate all of the planning, task assignments, scheduling, deliverables preparation, and communications with stakeholders, E4SEA holds a weekly coordination meeting with the Activity's major subcontractor, Tetra Tech. During these meetings, a review of the Activity's progress on various fronts is discussed. In addition, any key issues and challenges are discussed in order to ensure timely performance.

PERSONNEL MOBILIZATION, RECRUITMENT AND ONBOARDING

Table 2 summarizes the status of staffing and the roles/responsibilities of various Home Office and Bangkok Office staff. In addition to a dedicated team of Home Office and Bangkok Office personnel, E4SEA also has an Advisory Committee that provides overall oversight for all Activity planning and implementation tasks and deliverables. This is an updated Table since the last one which was submitted as part of the Quarterly Report Q 2.

TABLE 2: E4SEA: PERSONNEL ROLES AND RESPONSIBILITIES

NAME	STATUS AND ROLE	RESPONSIBILITY
BANGKOK OFFICE LONG-TERM		
Khan Ram-Indra	Chief of Party (COP) Full time and based in Bangkok	The COP joined the Activity's team in the Bangkok Office and began work on May 1, 2021.
Prae Piromya	Deputy Chief of Party (DCOP) Full Time and Based in Bangkok	<ul style="list-style-type: none">Assists in implementation and day-to-day operations of the Bangkok officeServes as the Lead for stakeholder engagement and outreach activities in close coordination with the COPWill be in regular contact with the 7 Country Gender Specialists as and when they are onboardedCoordinates all activities with the CORE team including Tetra Tech and Cadmus under guidance from the Interim COP and COP as soon as the COP joins the CORE Team on May 1, 2021.
Napapan Der Kinderen	Senior Gender Specialist Full Time and Based in Bangkok	<ul style="list-style-type: none">Serves as the lead gender specialist and supports all interventions and activities fostering enhanced gender equalityCoordinates the work of all Country Gender SpecialistsCoordinates the development and updating of GESI and GIDAP
Sandee Pyne	Change Management Coach Full Time and Based in Bangkok	<ul style="list-style-type: none">Serves as the Lead Change Management CoachWorks with the Learning and Training Specialist to institutionalize best practices, tools, methodologies, and

		<ul style="list-style-type: none"> curricula in gender equality and enhancement in the energy employers Coaches energy sector employers
Suttida Vanaphongsai	Learning and Training Specialist Full Time and Based in Bangkok	<ul style="list-style-type: none"> Lead Learning and Training Specialist Develops ToT modules and/or adapts Engendering Utilities courses Works closely with the Change Management Coach Serves as the focal point for coordinating all deliverables, supporting the COP and the Senior Activity Advisor (Vinod Shrivastava)
Ekkapong Saenwan	Monitoring, Evaluation and Learning Specialist Full Time and Based in Bangkok	<ul style="list-style-type: none"> Provides support in data collection, analysis, and reporting across the Activity Leads the development and updating of the MEL Plan Has left the team to take another position as of June 30, 2021. Recruitment of a replacement is underway. Ekkapong has left the Team and E4SEA is recruiting a replacement candidate.
Supakorn Suesatsakulchai	Communications, Outreach, Social Media Specialist Full Time and Based in Bangkok	<ul style="list-style-type: none"> Provides communications, outreach, and social media support Leads the development of all communications products
Jurane "Mui" Paiwattananupun	Project Coordinator and Scheduling and Administration Specialist Full Time and Based in Bangkok	<ul style="list-style-type: none"> Provides support in project coordination, Human Resources Management, scheduling, office management Provides administration support
Dulyapon Somsri	Finance Specialist Full Time and Based in Bangkok	<ul style="list-style-type: none"> Provides support in payables, account management, and expense compilation Provides support of Activity financial reporting and documentation
PART-TIME COUNTRY GENDER SPECIALISTS IN THE SEVEN ACTIVITY FOCUS COUNTRIES		
Dilsy K. Arbutante (for the Philippines)	Country Gender Specialists	<ul style="list-style-type: none"> Supports the team in all country-level interventions, opportunities, and program roll-out Overall plan is to recruit one part-time Country Gender Specialist in each of the 7 focus countries. However, during Year 1, based on RDMA guidance on the Year 1 Activity Work Plan, the focus will be on three countries – Thailand, Indonesia, and the Philippines. Therefore, E4SEA is focusing on selecting Country Gender Specialists in these priority focus countries first.
Rungrot Tatiyawongwiwat Vichupong Ausavasereenont	Interns	<ul style="list-style-type: none"> The two interns have successfully recruited and started their assignments.

		<ul style="list-style-type: none"> Provides necessary supports on E4SEA's work on Objective I
CORE HOME OFFICE/SHORT-TERM FIELD SUPPORT		
Lois Varrick	Officer-in-Charge, E4SEA Activity Capacity Building and Transition Management Specialist	<ul style="list-style-type: none"> Advises on technical content design and transition management workshops/work sessions, aimed at opening opportunities for women across the full energy sector chain
Vinod Shrivastava	Senior/Lead Activity Advisor	<ul style="list-style-type: none"> Advises on all aspects of the Activity planning and implementation Leading the development of all key deliverables until the function is transferred to the COP Providing internal QA/QC of all products delivered to COR even after the COP takes over the day-to-day responsibility for the deliverables Leading all Activity performance coordination with COR until transferred to the COP at which time serves as the Lead Activity Advisor
Dinesh Wahi	Manager of Procurement, Logistics, and Contract Support	<ul style="list-style-type: none"> Provides support for the setup of E4SEA Field Office in Bangkok including office leasing, furnishing, IT installation, corporate registration, banking, and accounts set up, and equipment and supplies procurement
Veronica Pohls	Home Office Support Specialist	<ul style="list-style-type: none"> Provides support to Field Office in record keeping, finance and accounting, logistics, coordination, and meeting organization
TBD (Multiple Persons)	Cross-cutting Specialists: Gender Specialist; Monitoring, Evaluation and Learning Specialist; Social Impact Specialist, Graphics Specialist (Mid-Level)	<ul style="list-style-type: none"> Provides backstopping support to Field Office in cross cutting areas of gender; monitoring, evaluation, and learning; social impact, graphics
ADVISORY COMMITTEE		
Vinod Shrivastava	Senior/Lead Activity Advisor	<ul style="list-style-type: none"> Coordinates with the members of the Advisory Committee on all key aspects of Activity planning and implementation Supports the ICOP who is overseeing the performance of all Activity personnel Leads the Weekly Review Meeting with the COR and makes presentations to the bilateral Mission and other partners on the Activity goal and progress, as directed by the COR
Jeannelle Blanchard	Senior Project Advisor	<ul style="list-style-type: none"> Advises on the development of key deliverables, conceptualization of activities, and adapting of Engendering Utilities activities Oversees Tetra Tech's subcontract performance

Jessica Menon	Gender Advisor	<ul style="list-style-type: none"> Advises on the development of key deliverables, conceptualization of activities, and adapting of Engendering Utilities activities
Ryan Kilpatrick	Communications Advisor	<ul style="list-style-type: none"> Advises on the development of key communication related deliverables such as the Communications and Outreach Plan and outreach and engagement toolkit
Arai Monteforte	Energy Sector Advisor	<ul style="list-style-type: none"> Advises on the development of key deliverables, conceptualization of activities, and adapting of Engendering Utilities activities
Jasmine Boehm	Change Management Advisor	<ul style="list-style-type: none"> Advises on the conceptualization of coaching activities and deploying the Engendering Utilities approach to coaching
Agathe Gondinet	Adult Learning Advisor	<ul style="list-style-type: none"> Advises on the development of unconscious bias training and support the ToT for the Engendering Utilities Accelerated Course
Jan Reynders	Male Engagement Advisor	<ul style="list-style-type: none"> Supports the deployment of the ToT for the Activity based on the Engendering Utilities Accelerated Course and the Engendering Utilities of male engagement course
SHORT TERM TECHNICAL ASSISTANCE (STTA)		
Monica Simarmata	Energy Sector Associate	<ul style="list-style-type: none"> Supports the development of key contractual deliverables and supports research activities Completes required operational project management and financial items under Tetra Tech subcontract
Elisa Perry	MEL Specialist II	<ul style="list-style-type: none"> Supported MEL Specialist I in developing a robust M&E plan Provides substantial support on the MEL plan revision Provides support on training, and guidance to Field Office MEL Specialist
Ziza Machado	Cross-Cutting Specialist	<ul style="list-style-type: none"> Provides support in gender and energy research, survey development and data compilation and summation, report preparation, training module design, and other project support activities
Kara De Kretser	Gender and Social Inclusion Specialist	<ul style="list-style-type: none"> Provides support to develop gender equality and social inclusion assessment and analyses based on literature review, stakeholder engagement, primary data collection, surveys, and/or collaboration with gender specialists

TBD	Senior Training Specialist	<ul style="list-style-type: none"> Works with Field Office Learning and Training Specialist to develop training materials, conduct training and training survey analysis, as required
TBD	Senior Cross-Cutting Specialists (Communications and Outreach)	<ul style="list-style-type: none"> Works with Field Office Communications, Outreach and Social Media Specialist to develop communications and outreach campaigns, success story write ups, and other outreach
TBD	Senior Cross-Cutting Specialist (Public and Private Sector Governance and Change Management Specialist)	<ul style="list-style-type: none"> Works with Field Office Change Management Coach to provide support in public private sector governance and change management

SUMMARY OF BANGKOK OFFICE STAFFING

The E4SEA has proposed a total of nine full-time staff for the Bangkok Office. At the time of preparing the report, all 9 full-time positions have been filled. The recruitment of the last and ninth full time employee – the Activity COP was completed in April 2021. The COP joined the team on May 1, 2021. Therefore, as of May 1, 2021, the staffing for the Bangkok Office was complete.

PROGRESS WITH ESTABLISHING THE BANGKOK OFFICE

E4SEA's Bangkok office is fully operational. However, given the COVID-19 situation, most of the staff are working remotely.

OTHER RELATED MOBILIZATION ACTIVITIES

In addition to rapid staff recruitment and the selection of a suitable location for the field office in Bangkok, the following key mobilization activities have also been completed:

1. Recruitment of a Thai Law Firm
2. Recruitment of an Accounting Firm
3. Registration of Thai Company
4. Opening of a Company Bank Account
5. Procurement of Office Equipment
6. Procurement of Office Furniture and Supplies
7. Registration of CORE and All Employees with the Required Thai Government Agencies and Compliance with All Thai Laws and Regulations

Accordingly, the E4SEA Activity is fully staffed, mobilized and operational. As of the writing of this report, the Activity is on a highly accelerated pace of implementation, including extensive IDIs, completed for Thailand and started in Indonesia and the Philippines and FGDs already completed in

Thailand and to be completed in Indonesia and the Philippines during the next Quarter. In addition, the procurement of a firm to conduct the baseline citizen survey is nearly complete with the selected contractor to start the survey in Thailand, Indonesia, and the Philippines later this month.

OTHER ISSUES RELATED TO ACTIVITY OPERATIONS

Annex B provides a summary of other issues related to Activity operations which include the following items:

1. Description of short-term consultants' progress and observations, identifying any significant issues;
2. Status of budget expenditures;
3. Identification of any problems/challenges and mitigation measures;
4. Projected USAID approvals, waivers or deviation requests anticipated during the next quarter; and
5. Status of required audit processes including for sub-awardees, if applicable.

DELIVERY AND STATUS OF CONTRACTUAL PRODUCTS

During this reporting period, E4SEA incorporated comments from the RDMA on the deliverables submitted during the previous quarter and finalized most of the deliverables. Table 3 provides the status of all contractual deliverables prepared and submitted to RDMA/USAID during the third quarter.

TABLE 3: E4SEA CONTRACTUAL PRODUCTS SUBMITTED IN FY21 Q3

NAME OF CONTRACTUAL PRODUCT	STATUS
Outreach and Collaboration Action Plan	Submitted on May 12, 2021 (on schedule) Approved by RDMA/USAID on July 8, 2021
In-depth Interview (IDI) Summary Report – Thailand.	Submitted on May 31, 2021 (on schedule) Approved by RDMA/USAID on July 8, 2021
Focus Group Discussion (FGD) Summary Report – Thailand	Submitted on June 28, 2021 (on schedule) Approved by RDMA/USAID on July 8, 2021
Monitoring, Evaluation & Learning (MEL) Plan	Draft MEL Plan and PITTs submitted on October 09, 2020 (on schedule). A Partial MEL Plan Deliverable (RF and Indicators), as requested by Khun Ke at RDMA, submitted on November 05, 2020. Feedback received from Khun Ke on November 13, 2020 suggesting a discussion with the Asia EDGE Hub team to update the RF and Indicators. Third Revised MEL Plan based on Asia EDGE Hub input submitted on December 16, 2020 including an alternate RF. Additional comments received from Khun Ke on December 24, 2020 and a meeting took place with her on December 30, 2020 to discuss the comments further. Submitted the next (fourth) revision to the RF and indicators for the goal, outcomes, objectives, and IRs for further discussion. Team meeting with Khun Ke took place on January 05, 2020 to discuss the RF and the Indicators.

TABLE 3: E4SEA CONTRACTUAL PRODUCTS SUBMITTED IN FY21 Q3

	<p>Fifth Revision: Revised RF and Indicators submitted to Khun Ke and Rashane on January 11, 2021.</p> <p>Sixth Revision: Revised MEL Plan with updated Indicators submitted on February 27, 2021.</p> <p>Seventh Revision: Revised MEL Plan submitted to Asia EDGE Hub personnel for input on March 16, 2021.</p> <p>Revised PIRS submitted to Asia EDGE Hub personnel on March 25, 2021 and received feedback on March 30, 2021</p> <p>Eighth Revision: The Eighth Revised MEL Plan (including PIRS and PITT) was submitted to the COR on March 31, 2021 for approval.</p> <p>Approved by RDMA/USAID on May 17, 2021</p>
Quarterly Performance Report II	<p>Quarterly Performance Report II covered the period January 1, 2021 – March 31, 2021.</p> <p>Approved by RDMA/USAID on July 2, 2021</p>
Quarterly Financial Report II	<p>Quarterly Financial Report II was submitted in parallel with the Quarterly Performance Report II.</p> <p>The contract did not specify a deliverable due date for the Quarterly Financial Report. Therefore, this report was submitted at the same time as the Quarterly Performance Report II.</p> <p>Approved by RDMA/USAID on July 2, 2021</p>

ACTIVITY PROGRESS TOWARDS OBJECTIVES

This section summarizes the highlights of the progress towards the objectives of the Activity. A more detailed discussion of the progress made under each intervention within the various objectives is provided in the next section. Table 4 summarizes the progress achieved towards each objective after a brief discussion of the implementation progress for each objective individually.

PROGRESS TOWARDS IMPLEMENTING OBJECTIVE 1

The following is a summary of the progress towards implementing Objective 1 of the E4SEA Activity:

- Additional outreach materials have been submitted and approved by USAID/RDMA: Draft LOCs, partner selection criteria, E4SEA presentation to potential partners
- IDI Summary Report for Thailand has been submitted and approved by USAID/RDMA
- FGD Summary Report for Thailand has been submitted and approved by USAID/RDMA
- RFP for the Baseline Citizen Survey has been posted and resulted in one qualified bidder
- The Baseline Citizen Survey tools are being developed.
- Additional IDIs have been carried out to update GESI findings and expand opportunities for engagement with stakeholders in Thailand
- Further desk research is being carried out to update GESI findings for the development of the Assessment Report of the status of gender equality in three focus countries: Thailand, Indonesia, and the Philippines
- Assessment Report for the first three focus countries will commence once the stakeholder consultations and Baseline Citizen Survey are completed.

The next section provides more details on the progress of the tasks and expected results of the Interventions implemented under Objective 1 during Quarter 3.

PROGRESS TOWARDS IMPLEMENTING OBJECTIVE 2

The following is a summary of the progress towards implementing Objective 2 of the E4SEA Activity:

- E4SEA is working on developing three Toolkits:
 - School Engagement Toolkit
 - Social Media/Community Outreach Campaign Toolkit
 - Internship Toolkit

In developing these toolkits, E4SEA draws on key findings from research as well as relevant guidelines from the Engendering Utilities Best Practices Framework.

- E4SEA is laying the groundwork for delivering the ToT for unconscious bias training to educational institutions by examining the latest research on unconscious bias training, including best practices.

The next section provides more details on the progress of the tasks and expected results of the Interventions implemented under Objective 2 during Quarter 3.

PROGRESS TOWARDS IMPLEMENTING OBJECTIVE 3

The following is a summary of the progress towards implementing Objective 3 of the E4SEA Activity:

- E4SEA made considerable progress in reaching out to energy companies in SEA who could serve as LoC partners. A few companies expressed their strong interest on the Activity and would like to join the partnership. It is expected that LoCs could be signed in Quarter 4.
- E4SEA is in close communication with EU on the revision process of the Engendering Utilities (EU) scorecard, which will be deployed with support from the Change Management Coach upon completion of its revision.
- The E4SEA institutional coaching plan template is complete. It is the same as the Engendering Utilities' Gender Equality Action Plan in order for there to be symmetry between the curriculum and resources of the Accelerated course and the tools utilized by Engendering Utilities and E4SEA. The Gender Equality Action Plan is the roadmap of E4SEA partners' goals, opportunities and gaps and appropriate best practices.
- The Coaching Plan, utilized by the Change Management Coach to document the coaching sessions, including gaps, opportunities and types of coaching inputs required, has been completed.
- E4SEA has begun the identification of compelling and technically sound approaches for the ToT of unconscious bias training for energy sector employers.
- Efforts are currently under way to develop the mentorship toolkit, both from researching existing mentorship programs in the energy sector and the EU Best Practices Framework.

The next section provides more details on the progress of the tasks and expected results of the Interventions implemented under Objective 3 during Quarter 3.

PROGRESS TOWARDS IMPLEMENTING OBJECTIVE 4

The following is a summary of the progress towards implementing Objective 4 of the E4SEA Activity:

- In order to broaden access of women to professional women's networks and continuing education, E4SEA has begun compiling a database of existing networks, both global and regional, with a primary focus on women in the energy sector. The networks relevant to E4SEA's beneficiaries, partners and stakeholders have been selected with next steps planned to organize meetings and introduce E4SEA Activity to explore possible collaboration and document continuing education opportunities to share with partners.
- A repository of continuing education programs for energy sector employer partners is being developed.
- E4SEA is closely collaborating with EU on the roll out of the SEE Change training for LOC partners but does not anticipate implementation until year 2 of project year.
- The ToT for the institutions that will be teaching the Workforce Gender Equality Accelerated Course is currently underway. The change management coach from E4SEA is helping to facilitate in the ToT. E4SEA aims to send participants from LOC partner organizations to the Workforce Gender Equality Accelerated Course planned to take place in Vietnam in September/October.

The next section provides more details on the progress of the tasks and expected results of the Interventions implemented under Objective 4 during Quarter 3.

PROGRESS TOWARDS IMPLEMENTING OBJECTIVE 5

The following is a summary of the progress towards implementing Objective 5 of the E4SEA Activity:

- The Outreach and Collaboration Plan has already been submitted and approved by USAID/RDMA.
- Together with USAID Engendering Utilities, E4SEA organized a side-event workshop titled “Leading the Energy Sector into the Future by Harnessing the Power of Gender Equality” at the Asia Clean Energy Forum 2021 on June 14, 2021. E4SEA’s COP introduced the Activity, discussed findings and insights from the consultations, and presented plans for the next few months.
- E4SEA, in partnership with the American Chamber of Commerce (AMCHAM) in Thailand, co-organized a panel discussion titled “Women in Leadership” on June 22, 2021, which focused on gender equality in the energy sector. The panel included Khun Natt Kraipet, USAID/RDMA’s Gender and Inclusive Development Advisor, Dr. Adisak Jangkamolkulchai, Chairman & MD of Esso Thailand, Dr. Cathleen Maleenont, Chairman & CEO of Thai Solar Energy, and Duanthem Voradejviseskrai, ASBU Wells Manager from Chevron Thailand.
- The draft Learning Plan has already been developed and is currently under review for submission.

The next section provides more details on the progress of the tasks and expected results of the Interventions implemented under Objective 5 during Quarter 3.

Table 4 below provides a concise summary of the highlights of the progress made under each objective of the E4SEA Activity.

TABLE 4: PROGRESS OF IMPLEMENTATION UNDER VARIOUS OBJECTIVES – E4SEA ACTIVITY

OBJECTIVE	IMPLEMENTATION PROGRESS
Objective 1:	During Q3 of 2021, E4SEA delivered substantial progress towards accomplishing Objective 1. The IDIs and FGDs for Thailand have been completed. Both the IDI Report Summary and FGD Report Summary for Thailand were submitted on time with high-quality. At the same time, E4SEA made significant progress in reaching out to potential stakeholders in the Philippines, Indonesia, and Laos. It has already completed a few IDIs for these countries. Despite the pandemic challenge, E4SEA is on track to achieve Objective 1.
Objective 2:	E4SEA had a few rounds of constructive discussions with potential LoC partners (e.g., National University of Laos) for Objective 2. It is expected that the partnership will be formalized in Q4. In parallel, E4SEA is making good progress with the development of the School Engagement Toolkit, sample Social Media/Community Outreach Campaign Toolkit, Internship Toolkit, and materials for the ToT for unconscious bias training.
Objective 3:	E4SEA successfully prepared materials for stakeholder outreach and made considerable progress in reaching out to energy companies in SEA who could serve as LoC partners. A few companies expressed their strong interest on the Activity and would like to join the partnership. It is expected that LoCs could be signed in Q4. In addition, the Coaching Plan was developed. It will serve as a key document in collecting many data points and information that emerge as part of the coaching process.
Objective 4:	E4SEA is laying a solid foundation for the mentorship toolkit through research into existing mentorship programs and mentorship program best practices. E4SEA has also made strong progress towards developing a repository for continuing education programs that can help women and men develop the skills and knowledge required for more senior roles within their organization.
Objective 5:	E4SEA successfully launched a joint webinar with the American Chamber of Commerce (AMCHAM) on the topic of “Women in Leadership”. Also, E4SEA cohosted a side event at the 2021 Asia Clean Energy Forum titled “Leading the Energy Sector into the Future by Harnessing the Power of Gender Equality”. The event provided an opportune moment for E4SEA to introduce the Activity to a broader audience.

PROGRESS TOWARDS COMMUNICATIONS AND OUTREACH PLAN IMPLEMENTATION

E4SEA is continuing to develop and deliver the following materials per the Communication and Outreach Plan:

- Outreach materials for IDIs and FGDs for Indonesia and the Philippines
- Outreach materials for engaging potential LOC energy employers such as B. Grimm Power Public Company Limited, WHA Utilities and Power Public Company Limited, and Energy Absolute Public Company Limited.
- A Social Media Toolkit which will provide guidelines for energy sector employers and educational institutions on the development and implementation of social media campaigns that would encourage more girls and women to enroll in STEM subjects and pursue careers in the energy sector.
- A toolkit that will serve to guide energy sector employers and educational institutions in engaging with primary and secondary schools, especially through role models, in order to inform young students, parents, and school faculty about career opportunities in the energy sector as well as inspire and empower young students, particularly girls, to enroll in STEM subjects and pursue careers in the energy sector.

PROGRESS TOWARDS BILATERAL MISSIONS ENGAGEMENT AND OUTREACH

During Q3, E4SEA engaged with relevant bilateral missions and Implementing Partners (IPs) to coordinate the Activity and explore areas of mutual cooperation. For these engagements, customized PowerPoint presentations were developed and used as tools to engage the bilateral Missions in three focus countries – Indonesia, the Philippines, and Laos. In each case, additional follow-up virtual meetings were conducted to further explore areas of collaboration.

FOLLOW UP WITH THE BILATERAL MISSIONS AND IPS IN INDONESIA AND THE PHILIPPINES

With strong support from USAID/RDMA, E4SEA has coordinated closely with the USAID bilateral missions in Indonesia and the Philippines. The missions, including their IPs, helped to identify and provide useful recommendations on potential stakeholders for IDIs and FGDs for the two countries.

USAID MISSION IN LAOS AND THE LOI WITH NUOL

The USAID Mission in Laos has been very supportive and actively engaged with the E4SEA Activity. A number of constructive meetings were organized between USAID/Laos, USAID/RDMA, the National University of Laos (NUOL), and E4SEA to discuss potential collaboration and activities in Laos. An overall cooperation framework between E4SEA and NUOL as well as a Framework Agreement were developed and discussed. It is expected that the partnership will be formalized during Quarter 4, after which E4SEA can begin implementing the Activity in Laos.

OVERALL PROGRESS TOWARDS DESIGNING AND CONDUCTING IDI AND FGD IN THAILAND

SUMMARY OF IDI IN THAILAND

During this Quarter, CORE made a significant progress in designing and conducting IDI with key stakeholders. The following is a quick summary of the status of the IDIs:

- Total Number of Stakeholders Selected for IDI 24
- Total Number of IDIs Conducted 23

Table 5 summarizes the current status of the IDI in Thailand (From March-June 2021).

TABLE 5: OVERALL PROGRESS TOWARDS DESIGNING AND IMPLEMENTING IDI IN THAILAND				
ENTITIES	NO	NAME	FIRST OUTREACH DATE	IDI COMPLETION DATE
Government ministries	1	Ministry of Energy - Director of Energy Policy and Planning Office - EPPO	Mar-12-2021	Mar-25-2021
	2	Department of Women's Affairs at the Ministry of Social Development and Human Security	Feb-25-2021	Mar-18-2021
	3	Ministry of Labour	Feb-24-2021	Mar-18-2021
Energy supply industry	4	CEO of SPCG	Mar-03-2021	Mar-29-2021
	5	CEO of Banpu	Mar-12-2021	Mar-26-2021
	6	EGAT SVP Strategy	Mar-30-2021	May-7-2021
	7	EGAT Capacity Building	Mar-30-2021	May-11-2021
	8	PTT HR	Mar-22-2021	
	9	Gulf HR	Mar-04-2021	Mar-16-2021
Regulators	10	Energy Regulatory Commission (ERC)	Mar-22-2021	Apr-29-2021
Rural Electrification Entities	11	PEA SVP Operations	Mar-10-2021	Apr-01-2021
	12	PEA Manager (female)	Apr-02-2021	Apr-04-2021
Tertiary educational institutions	13	Hat Yai Technical College	Apr-6-2021	Apr-27-2021
	14	Fang Vocational Education College	Apr-07-2021	Apr-28-2021
	15	IRPC Technological College	Apr-23-2021	Apr-29-2021
	16	Chulalongkorn University Dr. Jessica Vechbanyongratana	Mar-03-2021	Mar-17-2021
	17	JGSEE, King Mongkut's University (KMUTT), Assoc. Prof. Dr. Suneerat Fukuda	Mar-03-2021	Mar-03-2021
	18	School of Renewable Energy, Maejo University, Chiang Mai	May-06-2021	May-06-2021
	19	Chitralada Technology Institute	June-10-2021	June-18-2021

TABLE 5: OVERALL PROGRESS TOWARDS DESIGNING AND IMPLEMENTING IDI IN THAILAND

Energy services company	20	Chairman of Neoclean	Mar-22-2021	Mar-24-2021
	21	Rockefeller	Mar-04-2021	Mar-23-2021
Association/NGO foundation/network	22	ASEAN (ACWC) Dr. Ratchada Jayagupta	Mar-01-2021	Mar-09-2021
	23	Sexuality Studies Association - Dr. Varaporn	Mar-12-2021	Mar-24-2021
	24	APPP Chair (Vice Chairperson of BGRIM)	Mar-4-2021	May-6-2021

Note

Total outreach: 24

Total IDI completion: 23

Pending: 1 (PTT)

The IDI Summary Report for Thailand was submitted to RDMA on May 31, 2021 and the FGD Summary Report for Thailand was submitted on June 28, 2021. Both documents have received COR's approval.

OVERALL SUMMARY OF FGD COMPLETED IN THAILAND

Table 6 provides a summary of the Focus Group Discussions (FGD) completed in Thailand.

TABLE 6: OVERALL PROGRESS TOWARDS DESIGNING AND IMPLEMENTING FGD IN THAILAND

GROUP	NO	ORGANIZATION (NO. OF PERSONS)	FIRST OUTREACH DATE	FGD COMPLETION DATE
Female Junior Engineers	1	Neo Clean Energy Co. Ltd. (1)	Apr-01-2021	Mar-25-2021
	2	Banpu Public Company Limited (PCL.) (1)	Mar-30-2021	
	3	South Pole (2)	Apr-02-2021	
Male Junior Engineers	1	Gulf Energy Development Public Company Limited (PCL.) (1)	Mar-16-2021	May-25-2021
	2	Neo Clean Energy Co. Ltd. (1)	Apr-01-2021	
	3	Banpu Public Company Limited (PCL.) (1)	Mar-30-2021	
Female Mid-Level Engineers	1	Gulf Energy Development Public Company Limited (PCL.) (2)	Mar-16-2021	May-25-2021
	2	Banpu Public Company Limited (PCL.) (1)	Mar-30-2021	
	3	South Pole (2)	Apr-02-2021	
Male Mid-Level Engineers	1	Gulf Energy Development Public Company Limited (PCL.) (1)	Mar-16-2021	May-25-2021

	2	Banpu Public Company Limited (PCL.) (1)	Mar-30-2021	
	3	South Pole (1)	Apr-02-2021	
Female University Students	1	Faculty of Economics, Chulalongkorn University (1)	May-11-2021	May-15-2021
	2	Faculty of Management Science (1) Faculty of Engineering (1) Prince of Songkla University (PSU)	Apr-21-2021	
	3	Institute of Engineering, Suranaree University of Technology (1)	Apr-02-2021	
	4	Faculty of Engineering (Environmental Engineering Program), KMUTT (King Mongkut's University of Technology Thonburi) (1)	May-06-2021	
Male University Students	1	Faculty of Economics, Chulalongkorn University (1)	May-11-2021	May-15-2021
	2	Faculty of Management Science (1) Faculty of Engineering (1), Prince of Songkla University (PSU)	Apr-21-2021	
	3	Institute of Engineering, Suranaree University of Technology (1)	Apr-02-2021	
	4	Faculty of Engineering (Environmental Engineering Program), KMUTT (King Mongkut's University of Technology Thonburi) (1)	May-06-2021	
Female High School students	1	Kamnoetvidya Science Academy (KVIS) (1)	Apr-19-2021	Jun-02-2021
	2	PSU Witthayanusorn Demonstration School (1)	Apr-30-2021	
	3	Don Bosco (2)	Apr-22-2021	
Male High School students	1	Kamnoetvidya Science Academy (KVIS) (1)	Apr-19-2021	Jun-02-2021
	2	PSU Witthayanusorn Demonstration School (1)	Apr-30-2021	
	3	Don Bosco (1)	Apr-22-2021	
Female Vocational School Students	1	Hatyai Technical College (1)	Apr-06-2021	Jun-08-2021
	2	Fang Vocational Education College (1)	Apr-07-2021	
	3	Saraburi Vocational Education College (1)	May-06-2021	
Male Vocational School Students	1	Hatyai Technical College (1)	Apr-06-2021	Jun-08-2021
	2	Fang Vocational Education College (1)	Apr-07-2021	
	3	IRPC Technological College (1)	Apr-23-2021	

Note
Total FGD planned:10 Total FGD completed:10

In addition, E4SEA has started the stakeholder identification process in the Philippines and Indonesia. With strong support from USAID, E4SEA has been working very closely with USAID bilateral missions in the two countries and their relevant IPs to ensure strong coordination and seek their feedback on key stakeholders and assistance in introductions.

OVERALL PROGRESS TOWARDS DESIGNING AND CONDUCTING IDI IN INDONESIA

During this Quarter, E4SEA made a significant progress in designing and conducting IDIs with key stakeholders. The following is a quick summary of the status of the IDIs:

- Total Number of Stakeholders Selected for IDIs 19
- IDIs Conducted 7

Table 7 summarizes the current status of the IDI in Indonesia

TABLE 7: CURRENT STATUS OF IDI IN INDONESIA				
ENTITIES	NO	ORGANIZATION	FIRST OUTREACH DATE	IDI COMPLETION DATE
Government ministries	1	Ministry of Energy's Agency of Human Resources Development	Jul-01-2021	Jul-14-2021
	2	Ministry of Energy and Mineral Resources / Directorate General of New, Renewable Energy, and Energy Conservation	Jul-01-2021	
	3	Ministry of Women Empowerment	Jul-06-2021	
	4	Ministry of Social Affairs		
	5	Ministry of Education		
	6	Ministry of Manpower		
Energy supply industry	7	ITMG	Jun-07-2021	response to interview questions received on Jun-28-2021, meeting on Jul-14-2021
	8	PertaminaPowerIndonesia (subsidiary of Pertamina)	Jun-16-2021	Jun-28-21
	9	PT Pembangkitan Jawa Bali (PT PJB) subsidiary of PT PLN	Jun-16-2021	
	10	PT. Tripatra Multi Energi (TIME) - Indika Energy	Jun-16-2021	
	11	Medco Power Indonesia		
	12	Akuo Energi		
	13	GE Power Indonesia	Jun-16-2021	

TABLE 7: CURRENT STATUS OF IDI IN INDONESIA

Rural electrification entity	14	Schneider Electric Indonesia	Jun-16-2021	
Renewable energy	15	PT Surya Utama Nuansa	Jun-16-2021	
Tertiary educational institutions	16	Institut Teknologi PLN	Jun-16-2021	
	17	Pertamina University	Jun-16-2021	
	18	Gadjah Mada University		
	19	University of Indonesia		
Association/NGO/foundation/network	20	Indonesia Association of Engineers	Jun-16-2021	Jul-06-2021
	21	IBEKA	Jun-16-2021	
	22	WING (Women in Geothermal)	Jun-17-2021	Jun-30-2021
	23	Society of Renewable Energy (SRE)	Jun-17-2021	Jun-23-2021
	24	Women in Mining and Energy (WIME)	May-27-2021	Jun-10-2-21
	25	New Energy Nexus Indonesia	Jun-30-2021	Jul-07-2021
	26	Indonesia Renewable Energy Society	Jun-16-2021	
Influencer	27	Tri Mumpuni, champion of rural electrification.	Jun-16-2021	
	28	Sripeni Inten Cahyani, former CEO of PT Indonesia Power subsidiary of PLN	Jun-16-2021	Jun-29-2021
	29	Indika Foundation	Jun-17-2021	Jul-06-2021

Note

Total outreach: 21
 Total IDI completion: 10
 Pending: 11

PROGRESS TOWARDS DESIGNING AND CONDUCTING FOCUS GROUP DISCUSSIONS (FGD) IN INDONESIA

Contacts at universities and vocational schools in Indonesia have been identified. Identification of contacts at energy companies is under way. FGDs are planned in the same way as in Thailand, consisting of 10 groups:

1. Female energy company junior engineers
2. Male energy company junior engineers
3. Female energy company mid-level engineers
4. Male energy company mid-level engineers
5. Female university students
6. Male university students
7. Female vocational school students
8. Male vocational school students

9. Female high school students
10. Male high school students

OVERALL PROGRESS TOWARDS DESIGNING AND CONDUCTING IDI IN THE PHILIPPINES

E4SEA is in the process of gathering information on organizations, individuals, and contacts in order to reach out to key stakeholders for IDIs in the Philippines. Table 8 summarizes the current status of IDIs in the Philippines.

TABLE 8: OVERALL PROGRESS TOWARDS DESIGNING AND IMPLEMENTING IDI IN THE PHILIPPINES				
ENTITIES	NO.	NAME	FIRST OUTREACH DATE	IDI COMPLETION DATE
Government ministries	1	Department of Energy (DOE)		
	2	Department of Labor and Employment (DOLE)		
	3	Department of Social Welfare and Development (DSWD)		
	4	Department of Education (DoE)		
	5	Energy Regulatory Commission		
	6	Department of Budget and Management		
	7	Advanced Science and Technology Institute Department of Science and Technology		
	8	Philippines Commission on Women		
Energy supply industry	9	Aboitiz Power		
	10	Meralco		
	11	One Renewable Energy		
Regulators	12	Energy Regulatory Commission		
Rural Electrification Entities	13			
Tertiary educational institutions	14	De La Salle University Manila		
	15	University of Science and Technology of Southern Philippines		
	16	Asian Institute of Management (AIM) – Center for Corporate Responsibility	May-11-21	Jul-12-21
	17	Don Bosco Technical Institute of Makati		
	18			
Energy services company	19			
Association/NGO/ foundation/network	20	New Energy Nexus	Jun-16-21	Jun-29-21
	21	Developers of Renewable Energy for AdvanceMent, Inc. (DREAM)	Jun-09-21	Jun-16-21
	22			
	23			

PROGRESS TOWARDS DESIGNING AND CONDUCTING FOCUS GROUP DISCUSSIONS (FGD) IN THE PHILIPPINES

FGDs in the Philippines are planned in the same way as in Thailand, consisting of 10 groups listed above. During the drafting of this report, E4SEA has already compiled a list of contacts in the Philippines for potential high schools to approach for FGDs. The identification of contacts at companies, universities, and vocational schools is under way.

PROGRESS TOWARDS DESIGNING THE BASELINE CITIZEN SURVEY

The baseline citizen survey follows the in-depth individual interviews (IDIs) and focus group discussions (FGDs) to capture the attitudinal context of the larger population and support the curating of behavior change communication strategies and messaging under Objective 2 of E4SEA. It will survey the beliefs and perspectives of gender equality from the representative population of each of E4SEA's targeted demographic: students of all genders at secondary school and university levels, parents, and energy sector employees.

During the reporting period, an RFP was issued with key technical areas prioritized per the following: proven excellence in research; excellent conceptual and analytical capabilities with strong capacity in data management and statistics; proven knowledge, experience, and capacity in conducting phone-based surveys; capability to implement the survey in local languages using statistically representative methods; and experience with conducting data crawl on social media platforms. It is also important that the chosen firm be able to deliver high-quality reports in English.

The RFP has now closed, and evaluations of bidders is under way. It is anticipated that the survey will be conducted in Q4.

PROGRESS TOWARDS REMOVING GENDER RELATED CONSTRAINTS

E4SEA's major focus since the start of the Activity has been to fortify the gender team. Specifically, E4SEA has implemented the following actions related to developing a strong team to address gender challenges and remove gender-related constraints through implementing the objectives under the Activity:

1. Appointed and onboarded the Senior Gender Specialist (key personnel) based in the Bangkok Office.
2. Appointed a STTA Senior Gender Expert to support all of the GESI and GIDAP tasks.
3. Appointed a STTA Gender Expert to support all of the GESI and GIDAP tasks.

In addition, as mentioned earlier in this Quarterly Report, E4SEA has recruited two part-time Gender Experts in Thailand and one part-time Gender Expert in the Philippines. In addition, we plan to bring a Gender Expert from Indonesia and another from Laos as soon as the way is cleared to begin work in Laos, will be on boarded expeditiously. Candidates have already been identified and discussions are underway to finalize the arrangements.

As a result of a pro-active approach to recruitment and staffing, there are no gender-related constraints.

NEW OPPORTUNITIES PURSUED TO CREATE GREATER GENDER EQUITY

This section briefly summarizes E4SEA activities to collaborate with other gender programs/entities to create greater gender equity.

OPPORTUNITIES PURSUED IN QUARTERS 1 AND 2

In order to enhance the visibility of the E4SEA Activity and to explore new opportunities to create greater gender equity, E4SEA has explored numerous avenues for coordination and collaboration with other gender programs. Specifically, with guidance from the COR, E4SEA is engaging a wide circle of stakeholders including various energy/gender networks.

During Quarter 1, E4SEA engaged with a number of entities/programs that included the following:

1. The TALKS at SIRI HOUSE: Women Empowerment, PART TWO on November 26th, 2020
2. UN WEPs Awareness Training at the Sukosol Hotel on December 17th, 2020.

During Quarter 2, E4SEA initiated discussions with a number of stakeholders and networks to explore new relationships and build visibility for the E4SEA Activity. Specifically, E4SEA Activity engaged with the following organizations and discussed potential knowledge sharing and collaboration with their respective gender programs:

1. Asia Foundation, Laos
2. Johns Hopkins University – SEE Change Training and Personal Empowerment
3. National Science Foundation – Women and Girls in STEM Program
4. Tetra Tech - Water and Energy for Food (WE4F) Program
5. Women in Wind Global Leadership Program co-sponsored by the Global Women's Network for Energy transition (GWNET) and Global Wind Energy Council (GWEC)
6. USAID Asia Bureau – Gender Program
7. Tetra Tech – Engendering Utilities Partner Utilities in the Philippines

Summary of discussions with these entities/programs has already been provided in the two previous Quarterly Reports for Q1 and Q2, respectively.

SUMMARY OF OPPORTUNITIES PURSUED IN QUARTER 3

During Quarter 3, E4SEA engaged with a number of entities/programs that included the following:

1. Energy Community Secretariat: Energy Transition through the Lens of Gender Equality Workshop, on April 27, 2021
2. Africa-EU Partnership (AEEP): Empowered Actors of Change—A Successful African-European Energy Transition Depends on Women, on April 28, 2021
3. AMCHAM Joint Legal Committee & CSR Committee: Human Rights & Supply Chain Due Diligence, on April 21, 2021
4. Asia Clean Energy Forum (ACEF) Side Event: Leading the Energy Sector into the Future by Harnessing the Power of Gender Equality, on June 14, 2021
5. ACEF Spotlight Session: Women Powering the Future: Innovation and Resilience, on June 16, 2021

6. AMCHAM Women: Advocating Real Change, on June 17, 2021
7. AMCHAM Joint CSR, HR, and Women's Committee: Women in Leadership, on June 22, 2021
8. ENERGIA & SEWA: Women-led rural development through renewable energy, on June 24, 2021
9. DEVEX LGBTQ+ Inclusion in Global Development on June 24, 2021

COMPLETED INTERVENTIONS AND PROGRESS TOWARDS RESULTS

The Section entitled: Current Status of Ongoing Interventions and Planned Interventions for the Next Quarter, which follows, includes a detailed discussion of the work completed under various intervention and planned work for the next quarter. This section, therefore, is rather brief and highlights the results achieved under the various interventions or the progress made to achieve the results.

SUMMARY OF PROGRESS TOWARDS RESULTS UNDER VARIOUS INTERVENTIONS

Table 9 summarizes the progress towards achieving outputs and results from various interventions under the five (5) E4SEA Activity objectives.

TABLE 9: PROGRESS TOWARDS RESULTS UNDER VARIOUS OBJECTIVES AND INTERVENTIONS		
OBJECTIVE	INTERVENTION	PROGRESS TOWARDS RESULTS
Objective 1: Identify Core Challenges to gender equality in the energy sector in Southeast Asia	Intervention 1.1: Collect country-specific data	GESI and GIDAP were submitted on November 10, 2020 and have been approved.
	Intervention 1.2: Map existing programs and document key challenges and lessons learned in bilateral and regional USAID programs.	The Stakeholder Mapping Report for Thailand was submitted and will be updated for Indonesia and the Philippines. The Program Coordination Dashboard has been developed for the three focus countries and will be updated quarterly.
	Intervention 1.3: Engage energy stakeholders to document core challenges in advancing women's engagement and leadership in SEA's energy sector.	The Stakeholder Consultation Report has been submitted for Thailand and will be submitted for Indonesia and the Philippines by the end of Quarter 4. The RFP for the Baseline Citizen Survey in the first three focus countries has been posted, resulting in one qualified bidder. The Assessment Report on the status of women's participation in the energy sector in SEA will be submitted after completing the Stakeholder Consultations in Indonesia and the Philippines and the Baseline Citizen Survey in the first three focus countries.
Objective 2: Increase the number of women and girls pursuing careers in the energy sector	Intervention 2.1: Reverse negative perceptions about women and girls in energy sector jobs via training and education programs.	The School Engagement Toolkit and the Social Media/Community Outreach Campaign Toolkit are being developed.
	Intervention 2.2: Support an enabling environment in vocational schools and academic institutions to increase number of women and girls in the sector.	The ToT for unconscious bias training will be tailored for each partner based on identified gaps.
	Intervention 2.3: Strengthen equitable formalized internship programs that help young girls to familiarize themselves with energy sector and potential careers.	The Internship Toolkit is being developed.

Objective 3: Increased recruitment, retention, and promotion of women in the energy sector workplace	<p>Intervention 3.1: Adapt and localize Engendering Utilities scorecard framework and tools for energy sector employers/partners.</p> <p>Intervention 3.2: Coach energy sector partners/organizations on how to improve talent attraction and outreach.</p> <p>Intervention 3.3: Strengthen policies and practices related to recruitment, hiring, and retention of women in the energy sector.</p> <p>Intervention 3.4: Develop ToT on conscious and unconscious bias in the energy sector.</p>	<p>The Engendering Utilities' Scorecard d is being adapted to develop a Scorecard to the specific context of E4SEA</p> <p>The Coaching Plan to be used to document the coaching process at each partner organization has been developed.</p> <p>A summary of discussions with energy employers will be developed after signing an LOC and collaborating with them for some time.</p> <p>The ToT for unconscious bias training will be tailored for each partner based on identified gaps.</p>
Objective 4: Increase Mentorship and Leadership opportunities for women in the energy sector	<p>Intervention 4.1: Support establishment of mentorship programs within energy employer organizations.</p> <p>Intervention 4.2: Build personal agency and leadership skills and provide the Engendering Utilities accelerated course as a continuing education.</p>	<p>The mentorship toolkit is being planned, and research is being conducted on existing mentorship programs and mentorship program best practices.</p> <p>A repository of continuing education programs for energy sector employer partners is being developed via Airtable, a spreadsheet-database hybrid platform that allows for the development of a user friendly and visually appealing repository.</p> <p>E4SEA's Change Management Coach has attended the training of trainers of the Accelerated Course, while the Senior Gender Specialist has attended as a participant.</p>
Objective 5: Enhance communication, collaboration, and learning	<p>Intervention 5.1: Develop an evidence base for linking gender and business outcomes.</p> <p>Intervention 5.2: Increase collaboration and coordination on gender equality topics.</p> <p>Intervention 5.3: Increase capacity of USAID and implementing partners to incorporate gender equality considerations into energy programs.</p>	<p>The Knowledge Management Plan will be developed after completion of the Assessment Report under Objective 1.</p> <p>The Outreach and Collaboration Action Plan for Thailand has been submitted. It will be continuously updated for the three focus countries; Thailand, Indonesia, and the Philippines.</p> <p>A Learning Plan for USAID and its implementing partners has been developed.</p> <p>A webinar as part of the E4SEA webinar series has taken place in collaboration with AMCHAM on June 22, 2021, titled "Women in Leadership".</p>

ISSUES AND PROPOSED SOLUTIONS

Without a doubt, COVID-19 and the consequent travel restrictions as well as the necessity to work remotely have been very challenging since the start-up of the Activity. Virtually all aspects of program planning and implementation had to be reconfigured using virtual meetings and remote discussions. As a result, there have been some challenges in mobilization activities and staffing. However, both the mobilization and staffing have been completed.

During Quarter 2, E4SEA accelerated the implementation that included extensive IDIs and FGDs in Thailand, most of which were conducted virtually. E4SEA Activity plans to continue additional IDIs and FGDs in Indonesia and the Philippines mostly remotely.

Table 10 lists potential challenges that E4SEA may face in Quarter 4 and the proposed mitigation measures if the third wave of COVID-19 continues.

TABLE 10: E4SEA ISSUES AND PROPOSED SOLUTIONS

ISSUE	LEVEL OF IMPACT (LOW/MEDIUM/HIGH)	IMPACT	MITIGATION
Persistent Fourth wave of COVID-19 in Thailand and the Activity focus countries	Medium	Delays in completing IDIs and FGDs	Continue with the IDIs and launch FGDs in Indonesia and the Philippines virtually
		Travel restrictions in SE Asia resulting in the need for virtual interviews and training delivery	
		Compromised ability to conduct face-to-face focus group discussions	Prepare process for online FGDs, similar to the FGDs in Thailand
		Delays in recruitment of Country Gender Specialists	Establish a pool of regional Gender Specialists and alternates in order to meet surge demand and mobilize resources expeditiously
		Limited distribution of Baseline Citizen Survey	Select an experienced survey firm with multiple capabilities for conducting baseline surveys
		Impact on in-person Training of the Trainer (ToT) delivery	Develop plans for virtual training

Other than the unpredictability of the COVID-19 situation and the consequent travel and work-related restrictions, E4SEA does not anticipate any significant issues related to the implementation of the Activity.

CURRENT STATUS OF ONGOING INTERVENTIONS AND PLANNED INTERVENTIONS FOR THE NEXT QUARTER

E4SEA has already developed the tools, questions, survey guides, and stakeholder mapping needed for the implementation of Interventions 1.2 and 1.3 under Objective 1. IDIs and FGDs have been completed in Thailand, and IDIs have begun in Indonesia and the Philippines.

During the next Quarter, E4SEA is planning on implementing the following tasks in accordance with the approved Year 1 Work Plan and the PWS:⁸

OBJECTIVE 1: IDENTIFY CORE CHALLENGES TO GENDER EQUALITY IN THE ENERGY SECTOR IN SOUTHEAST ASIA

INTERVENTION 1.1 – COLLECT COUNTRY-SPECIFIC DATA

TASKS

As per the PWS, the tasks under Intervention 1.1 include (i) GESI Analysis and (ii) GIDAP based on secondary information derived from extensive literature search.

Status as of Quarter 3: Both tasks under Intervention 1.1 have been completed.

OUTPUTS

- The outputs for Intervention 1.1 were (i) GESI Analysis and (ii) GIDAP.

RESULTS

Results achieved from the implementation of Intervention 1.1 are as follows:

- Increased understanding of the status of women's participation in the energy sector in SEA
- Increased understanding of potential gender equality influencers in the energy sector

CURRENT STATUS

Both the GESI and GIDAP have been approved by the RDMA. Additional desk research is being carried out to update GESI findings for further refinement of E4SEA's interventions.

ACTIVITIES PLANNED DURING QUARTER 4

⁸ The interventions included here are exactly the same as those in the PWS.

No further activities are planned under Intervention 1.1 as all tasks have been completed.

INTERVENTION 1.2 – MAP EXISTING PROGRAMS AND DOCUMENT KEY CHALLENGES AND LESSONS LEARNED IN BILATERAL AND REGIONAL USAID PROGRAMS

TASKS

Intervention 1.2 includes the following tasks as per the PWS:

1. Task 1: Collaborate with relevant USAID programs

The Activity will collect information from relevant USAID programs and develop a database of relevant contacts, from bilateral and regional programs, including those from the SEA EDGE Hub and other programs, by organizing a series of calls with the identified points of contact (POCs) and reviewing program plans, evaluations, and final reports. E4SEA will also collaborate with the USAID SEA EDGE Hub project to engage USAID gender and energy specialists in USAID country missions of the seven focus countries to map gender equality interventions implemented within current USAID energy programs. For each program E4SEA will collect information on the type, budget, external funds leveraged, partnerships, barriers, results, successes, and opportunities.

Status as of Quarter 3: E4SEA has closely coordinated with relevant USAID bilateral missions in the region and their IPs to ensure strong coordination and to leverage their presence and experience in the countries.

2. Task 2: Develop stakeholder maps

The Activity will identify key contacts in energy, gender, and other ministries, public institutions, donors, tertiary educational institutions, non-governmental organizations, and other public and private organizations who could provide relevant information in each of the focus countries. E4SEA will map and assess various stakeholders, identifying the level of influence and the direction of influence on the success of implementation and their suitability and interest as potential counterparts and indirect partners. The results of stakeholder mapping will guide partnership development, collaboration across existing programs, and provide sources for primary data collection such as interviews and focus group discussions to support the reinforced GESI and GIDAP.

Status as of Quarter 3: Stakeholder mapping in Thailand has been completed and stakeholder identification and mapping in Indonesia and the Philippines have begun.

3. Task 3: Develop a program coordination dashboard

To help track gender equality programs by USAID and other donors, the Activity will develop a program coordination dashboard. This dashboard will inform the user of the most recent gender programs, implementers, stakeholders involved, and their scope. E4SEA will update this dashboard on a quarterly basis. This information will also support the Activity's outreach and collaboration action plan that will be developed under Intervention 5.2.

Status as of Quarter 3: A dashboard for Thailand has been presented to the COR. Draft dashboards for Indonesia and the Philippines are being developed while stakeholder information is being gathered.

OUTPUTS

The outputs of this intervention during Quarter 3 were as follows:

- A tool for engagement with bilateral missions
- Stakeholder mapping report submitted to the COR
- Outreach materials
- Draft Dashboard for Program Coordination (to be updated each Quarter)

RESULTS

The results from Intervention 1.2 are as follows:

- Increased understanding of the status of women's participation in the energy sector in SEA
- Increased understanding of potential gender equality influencers in the energy sector

CURRENT STATUS

Collaboration with USAID bilateral missions, their IPs, and Asia EDGE Hub has already begun. During the reporting periods, E4SEA received useful guidance and suggestions from the bilateral missions on ways to deliver the Activity's interventions in the focus countries.

ACTIVITIES PLANNED DURING QUARTER 4

All tasks under Intervention 1.2 have been completed. However, E4SEA will continue to engage with the Missions and their respective IPs to explore areas for collaboration and coordination. Also, the Program Dashboard will be updated regularly.

INTERVENTION 1.3 – ENGAGE ENERGY STAKEHOLDERS TO DOCUMENT CORE CHALLENGES IN ADVANCING WOMEN'S ENGAGEMENT AND LEADERSHIP IN THE SEA'S ENERGY SECTOR

TASKS

As per the PWS, following tasks are part of Intervention 1.3 under Objective 1:

- 1. Task 1: Create standardized guides for interviews and focus group discussions (FGDs)**
Based on the baseline assessment in Intervention 1.1, the Activity will create a standardized interview protocol and in-depth interview (IDI) and focus group discussion (FGD) guides to uncover gender equality challenges and opportunities within the organizations and within the energy sector in the SEA. The topics to be addressed will include the talent pipeline, workplace practices such as recruitment, retention, and promotion, workplace culture, social norms, and the enabling environment.

Status as of Quarter 3: The guides and questions including templates for note taking have been developed and finalized. In addition, 23 IDIs and 10 FGDs have been completed for Thailand.

2. Task 2: Organize virtual country-level consultations

Using the stakeholder mapping report developed under Intervention 1.2, the Activity will identify participants from each of the seven focus countries representing different types of stakeholders to be invited to virtual consultations. E4SEA will consult with the local USAID missions in each country as to the timing of the consultation and their preferred level of involvement. E4SEA will provide a 2-page overview that explains the Activity and the purpose of the consultation to be shared as part of the invitation. The Senior Gender Specialist and relevant in-country Gender Specialist will utilize the IDI and FGD guides to facilitate the virtual consultations with the identified stakeholders. The consultations will have a mix of organizations representative of the full breadth of the energy sector including government ministries, utilities, regulators, rural electrification entities, project developers, tertiary educational institutions, and energy goods and services providers. As a follow-up to the consultations, E4SEA will also share the “E4SEA Activity Options for Collaboration” factsheet, developed earlier, and approved by RDMA/USAID.

Status as of Quarter 3: A total of 23 IDIs and 10 FGDs with stakeholders in Thailand have been completed. A similar effort for Indonesia and the Philippines will be undertaken and completed in Q4.

3. Task 3: Develop and conduct a baseline citizen survey

The Activity will develop a statistically representative online citizen survey that collects critical data on information gaps identified in the secondary research and the stakeholder engagement phase, with an emphasis on beliefs and attitudes on gender equality. The survey questionnaire will be tested and validated by deploying it to a select group comprising of virtual consultation participants, USAID gender specialists, and other stakeholders with appropriate expertise (identified during Intervention 1.2) to allow fine tuning before full deployment of the citizen survey in the focus countries. The survey will then be revised to incorporate the feedback from the testing phase. While the preference is to deploy the survey online, E4SEA will work with a service provider to identify the best mechanism to reach a good representation of school-age girls, university graduates, parents, and energy sector professionals ranging from entry-level roles to mid-to-senior roles, to be targeted for full deployment of the survey and how to overcome literacy, technology access and other issues that may skew results. As part of the deployment of the survey E4SEA will work with the Ethics Review Board or equivalent in each country for any approval that is required for the survey.

Status as of Quarter 3: The RFP for the survey was advertised and received strong interest. E4SEA is currently reviewing the proposals and a firm will be selected and brought onboard during the third week of July 2021 to begin the survey.

4. Task 4: Develop the assessment report

The Activity will compile all the information collected into an assessment report on the status of women’s participation in the energy sector in SEA. This assessment report will be an update to the GESI analysis and GIDAP produced in section 2.1. The assessment will include a synthesis of the findings from direct stakeholder engagement through the virtual consultations and the results of the online citizen survey. It will also include a chapter on each focus country that will include

reviews of national energy sector policies and strategies; country-level gender equality plans addressing gender equality priorities within the energy sector that identify barriers and opportunities to achieving gender equality. The country-specific reports will be shared with select stakeholders for review. The assessment will inform the deployment of gender equality and social inclusion interventions to be implemented within Objectives 2-4.

Status as of Quarter 3: The IDIs and FGDs for Thailand have been completed with insightful findings. Similar efforts are being carried out for Indonesia and the Philippines. The preparation of the Assessment Report is ongoing and should be completed by Q1 of 2022.

5. Task 5: Develop and adapt outreach materials to establish partnerships

E4SEA will adapt existing Engendering Utilities partnership materials and develop outreach materials for engagement with educational institutions and energy sector employers in order to establish partnerships and engaging partners. While E4SEA has a preference that this engagement be conducted in person with visits conducted by the Country Gender Specialists, this may be done virtually if needed, given the uncertainty surrounding the disposition of COVID-19.

Status as of Quarter 3: The outreach materials are being adapted to suit each key stakeholder. Based on the IDIs in Thailand, Indonesia, and the Philippines, E4SEA is making preliminary selection of stakeholders with whom E4SEA plans to establish partnerships.

6. Task 6: Initiate and establish partnerships with tertiary educational institutions and energy sector employers.

E4SEA will identify target institutions and energy sector employers using insights from direct stakeholder engagement and the citizen survey conducted in Objective 1 to be E4SEA counterparts. Several tertiary educational institutions in the region offer degrees, vocational training, and continuing education designed for careers in the energy sector. Institutions will be targeted that show the most willingness and capacity to make administrative policy, practices, and curricula changes, and that have the potential to serve as role models to other tertiary educational institutions in the country and the SEA region. To initiate engagement with the institutions, E4SEA will send an official introduction letter requesting a meeting where E4SEA can present options for collaboration, to include training of trainers (ToT) unconscious bias training, strengthening of internship programs and adopting a local school as described above.

Once a set of candidate education sector partners is developed, E4SEA plans to use a power point presentation and a brief description of the options for collaboration to initially begin the discussions and narrow down the focus of collaboration with several partners. Under the guidance of RDMA, E4SEA has already begun this process with the Thammasat University in Thailand and will design a similar customized approach for recruiting universities and vocational institutions in other focus countries.

A similar process will be used to engage energy sector employer partners. Using the Engendering Utilities Program Utility Selection Criteria and Engendering Utilities Program Utility Selection Process adapted for use by the Activity, E4SEA will engage one energy sector employers that demonstrate a commitment and genuine interest in improving gender equality at their respective organizations. Potential partners will be informed about the options for collaborations including

coaching sessions, Training of Trainers (ToT) of the unconscious bias training, development of a male engagement strategy, partnerships with tertiary educational institutions to establish or strengthen internship programs, strengthening of mentorship within the organization, and offering of an Empowered Employee Training. E4SEA will discuss the need to solidify the partnership and the details of the engagement with a Letter of Cooperation (LOC). E4SEA expects to sign up to 4 tertiary educational institution partners and 4 energy sector employer partners in Year 1. In Thailand, again under the guidance of the COR, E4SEA initiated discussions with the Petroleum Authority of Thailand (PTT) who has shown a strong interest to RDMA on the E4SEA Activity.

Status as of Quarter 3: E4SEA has developed LOC drafts to be finalized and agreed upon between the Activity and potential partners: 4-5 universities and vocational schools and 4-5 energy employers in each focus country (Thailand, Indonesia, and the Philippines).

7. Task 7: Co-select change agents in each energy sector employer partner

E4SEA will follow the Engendering Utilities methodology to select three strategically placed female and male mid- to senior level managers from each energy sector employer that will be the main points of contact or “change agents” for making policy and practice changes, supported with virtual coaching sessions that will kick-off bi-weekly once the partner LOC is signed demonstrating full commitment. The Activity will also ensure a balance of male and female employees and a balance between operations and support services such as human resources and other departments in the composition of the change agent at each energy employer location. E4SEA will ensure that one of the change agents is from the organization’s human resources department to pick up the task for affecting policy changes and building organizational commitment to change to a more gender equitable and inclusive approach to public sector or corporate governance depending on whether the employer is a public or a private organization. The change agent is expected to spearhead the change management initiatives in Objective 3. Therefore, it is important that the three selected change agents command an influence in the organization and an understanding of the organization’s business strategy to maximize lasting impact. Experience confirms that this is achieved if the commitment to change management comes from the top, typically from the CEOs and the Executive Management.

Status as of Quarter 3: E4SEA has started internal discussions on the composition of the change agent cohort within each energy company with whom E4SEA plans to sign an LOC.

OUTPUTS

The outputs of this intervention will be as follows:

- Stakeholder Consultation Report (one each for each of the three countries)
- Baseline Citizen Survey Report documenting findings and analysis
- 1 LOC signed with an energy employer partner
- 4 LOCs signed with tertiary-level educational institution partners
- Assessment report on the status of women’s participation in the energy sector in SEA – one report for each focus country

RESULTS

Expected results from Intervention 1.3 are as follows:

- Increased understanding of the status of women's participation in the energy sector in SEA
- Strengthened understanding of attitudes and beliefs that women, men, girls, and boys have about gender equality in SEA

CURRENT STATUS

E4SEA has begun the development of the tools needed for the implementation of Interventions 1.3. These include the following:

- In-depth Interview (IDI) Guides **(completed)**
- Focus Group Discussion (FGD) Guides **(completed)**
- E4SEA Activity overview and fact sheet for virtual consultation with key USAID bilateral missions, Implementing Partners (IPs), and the full breadth of the energy sector including government ministries, utilities, regulators, rural electrification entities, project developers, tertiary educational institutions, and energy goods and services providers **(Completed)**.
- Baseline citizen survey tools are being developed. An RFP has already been finalized, and the Activity will soon wrap up the selection process for the survey firm that will carry out the baseline citizen survey.
- Draft LOCs are being finalized as E4SEA prepares to enter into formal partnerships with energy employers and universities/schools.

ACTIVITIES PLANNED DURING QUARTER 4

In Quarter 4, E4SEA plans to conduct the following activities under Intervention 1.3:

- Complete additional IDIs for updating GESI findings in Thailand
- Complete IDIs and FGDs for Indonesia
- Select stakeholders and begin IDIs and FGDs in the Philippines
- Complete IDIs and FGDs for the Philippines
- Finalize LOC drafts and begin signing LOCs
- Select a contractor for the baseline citizen survey to conduct the surveys in Thailand, Indonesia, and the Philippines—to be completed by September-October 2021
- Sign 1 LOC with an energy employer partner
- Sign 4 LOCs with tertiary-level educational institution partners

OBJECTIVE 2: INCREASE THE NUMBER OF WOMEN AND GIRLS PURSUING CAREERS IN THE ENERGY SECTOR

INTERVENTION 2.1 – REVERSE NEGATIVE PERCEPTIONS ABOUT WOMEN AND GIRLS IN ENERGY SECTOR JOBS VIA TRAINING AND EDUCATION PROGRAMS

TASKS

As per the PWS, Intervention 2.1 includes the following tasks:

1. Task 1: Develop a standard outreach toolkit for engagement with schools

The Activity will develop a standard outreach toolkit for tertiary-level education partners and energy sector employer partners to engage with primary and secondary schools. The toolkit will also include guidance on selecting and training female and male role models.

Status as of Quarter 3: E4SEA has gathered resources on role model best practices and begun to develop the School Engagement Toolkit.

2. Task 2: Support social media campaigns

E4SEA will prepare toolkits and templates to support partners with the development of social media campaigns targeting girls, boys, families, and communities associated with specific schools who might have negative perceptions that prevent girls from entering energy sector education programs and careers. Implementation of the campaigns will be carried out by partners, with support from the Activity in a pilot planned in Year 2 explained in the following task.

Status as of Quarter 3: E4SEA has begun to develop the Social Media Toolkit.

3. Task 3: Design a pilot for implementation in Year 2

The Activity will design a pilot for this outreach and engagement with one energy sector employer and one tertiary education institution from Thailand after they have signed a LOC to participate in E4SEA Activity. The role model and social media campaign will be part of the LOC. The pilot will be implemented in Year 2.

Status as of Quarter 3: There is no major update to be reported for Quarter 3. The due date was moved to December 2021, and E4SEA is planning to start working on this task in October 2021 given that the outreach plan would benefit from the insights gleaned from the IDIs, FGDs, and the baseline citizen survey which is rescheduled to be conducted in Q4.

OUTPUTS

The outputs of Intervention 2.1 are as follows:

- School Engagement Toolkit, including guidance on role model best practice developed (June-August 2021)
- Sample social media/community outreach campaign toolkit developed (June - August 2021)
- Pilot outreach model design completed and implemented (October – December 2021)

EXPECTED RESULTS

Expected results from Intervention 2.1 are as follows:

- Increased understanding of the status of women's participation in the energy sector in SEA
- Strengthened understanding of attitudes and beliefs that women, men, girls, and boys have about gender equality in SEA

CURRENT STATUS

As per the Year 1 Annual Work Plan, E4SEA has begun developing two key tools needed for the implementation of Intervention 2.1. The current status is as follows:

- The School Engagement Toolkit is being developed.
- The Social Media/Community Outreach Campaign Toolkit is being developed.

ACTIVITIES PLANNED DURING QUARTER 4

- Continued development and finalization of the School Engagement Toolkit, which will include guidance on role model best practices
- Continued development and finalization of the Social Media/Community Outreach Campaign toolkit

INTERVENTION 2.2 – SUPPORT AN ENABLING ENVIRONMENT IN VOCATIONAL SCHOOLS AND ACADEMIC INSTITUTIONS TO INCREASE THE NUMBER OF WOMEN AND GIRLS IN THE ENERGY SECTOR

TASKS

As per the PWS, Intervention 2.2 under Objective 2 includes the following tasks:

I. **Task 1: Develop Training of Trainers (ToT) of the unconscious bias training course**

The E4SEA Activity will develop a ToT unconscious bias training course that will facilitate an equitable, safe, and non-discriminatory learning environment for female and male students in tertiary-level educational institutions such as vocational schools and universities. The unconscious bias training course is intended to educate academic faculty and program administrators on how to overcome gender-based biases in curriculum language, materials, and readings, as well as in teaching style, program administration, and student recruitment/ career guidance. The course will guide the participants on ways to embed the course in their organization and on how to deliver it to others. It will include guidance on ways in which the institutions can utilize the material to then design their own module on gender equality and unconscious bias training for their students.

Status as of Quarter 3: E4SEA has begun to conduct a review of the latest research on unconscious bias training and best practices. The due date for the ToT content was moved to November 2021 in light of the delays with the IDIs, FGDs, and baseline citizen survey, whose insights are critical for E4SEA in designing targeted training that will best suit the needs of partners in the region.

2. Task 2: Deploy ToT of the unconscious bias training course.

The Activity will deploy the ToT unconscious bias training at one selected tertiary educational institution as a pilot. E4SEA will work with the institution to identify a champion among its faculty, career counselors, and administration who will be tasked to, committed to, and be supported with embedding the training within the institution. As part of the selection process of that champion E4SEA will work with the institutions to have their staff or faculty formally apply by writing their plan for embedding the training within the organization. Once the training has been delivered to the trainers, the Activity will support them through their delivery to a group of faculty members, program administrators, and career counselors within their organizations. Based on feedback through both surveys and focus groups, the ToT material will be revised for further deployment at other programs within the institution and other institutions in the various focus countries. There is a possibility that there would be multiple ToT trainings delivered in one partner institution. The Activity will evaluate whether the partner institution has strong science, technology, engineering, and mathematics (STEM) programs and strong non-STEM programs that makes it plausible to hold separate ToT trainings.

Status as of Quarter 3: There is no update to be reported on this task. The pilot ToT has been postponed to November 2021.

OUTPUTS

The outputs of this intervention include the following:

- A total of four (4) Letters of Commitment signed with tertiary educational institutions (vocational training institutes and universities)⁹ – PWS Output
- ToT unconscious bias training materials – Intermediate Output
- A total of seven (7) ToT unconscious bias training delivered to selected faculty, career counselors, and administrators¹⁰

EXPECTED RESULTS

The expected results of Intervention 2.2 are as follows:

- Enhanced understanding of the unconscious biases challenging the entry of women in the energy sector
- Improved knowledge and ability to address biases

⁹ It is worth noting that the E4SEA Activity intends to have one letter of commitment (LOC) with one organization. Nonetheless, under that LOC, several objectives and interventions could be achieved. This suggests that one LOC could contribute to more than one intervention under the work plan and PWS.

¹⁰ (Note: more than 1 ToT—STEM and non-STEM—can be given at any of the stakeholders).

- Increased proportion of women and girls enrolled in energy sector vocational training and education programs

CURRENT STATUS

- E4SEA has begun to conduct a review of the latest research on unconscious bias training and best practices.

ACTIVITIES PLANNED DURING QUARTER 4

- Selection of one tertiary educational institution to be the pilot for the unconscious bias ToT training.
- Identification of an individual from among the pilot institution's faculty, career counselors, and administration who will serve as the champion for embedding the training within the institution
- Continued preparation of the training material for the pilot ToT.

INTERVENTION 2.3 – INCREASE INTERNSHIP AND MENTORSHIP OPPORTUNITIES FOR WOMEN AND GIRLS PURSUING ENTRY-LEVEL ENERGY SECTOR CAREERS

TASKS

This intervention will focus on strengthening equitable formalized internship programs that help young girls to familiarize themselves with energy sector and potential careers. Specifically, this intervention will focus on strengthening the role of internships to feed in talent to energy sector employers. The E4SEA mentorship support is focused on promoting employees to advance into senior roles within an energy sector employer, which is explained in Objective 4.

The following tasks are required under Intervention 2.3:

I. Task 1: Develop a formal internship toolkit for use by tertiary educational institution and energy sector employer partners

To increase young women's exposure to STEM careers and hiring managers, the Activity will develop an internship toolkit that tertiary educational institutions can utilize to develop new partnerships and strengthen existing partnerships with energy sector employers with clear structures, sufficient/dedicated resources, targets, and quality standards. A first step to the development of the toolkit will be a review of the existing internship programs at the E4SEA partner educational institutions and the convening of focus group discussions with faculty, administrators, students, and employers as to assess and review what has and has not worked. The Activity will also explore the option of developing a public-facing resource that documents existing energy internship opportunities in the region, if it is needed by faculty, administrators, students, and employers. This data will be utilized along with best practices of promoting gender equality in entry-level talent recruiting, drawing from the Engendering Utilities Best Practices Framework to fully develop the toolkit with guides and templates. The toolkit will include ways to both establish new internship programs and strengthen existing internship programs to be more gender-aware and structured in a way that promotes a pathway for full-time employment.

Status as of Quarter 3: E4SEA has begun to develop the internship toolkit. It is examining existing internship programs to identify what has and has not worked, especially through the gender lens. It has also conducted research into best practices for the design, development, and implementation of inclusive internship programs.

2. **Task 2: Support strengthening of equitable formalized internship programs embedded within tertiary educational institutions and energy sector employers.**

Once the toolkit is finalized it will be presented in a training webinar to the partner tertiary educational institutions. The presentation would be specifically provided for campus career advisors and others who administer internship programs.

Status as of Quarter 3: There is no update to be reported on this task. The internship toolkit webinar is scheduled for early 2022.

3. **Task 3: Support engagement between energy sector employers and tertiary educational institutions, including creation of formalized programs, and training of partners on the toolkit**

The Activity will work to match the educational institutions with the partner energy sector employers that E4SEA will be engaging with under Objectives 3 and 4 through a joint meeting where the institutions can present the requirements of the internship programs and profiles of the students, and the employers can present their needs. In addition, the Activity will support the signing of a partnership agreement between entities that express interest by using the agreement letter included in the toolkit.

E4SEA will also coordinate with the career advisors to identify existing curriculum where guest speakers from the energy sector can be integrated as recurring presenters. This will be formalized into the partnership agreement. The selected guest speakers will be the same role models that will be identified through our work under Objective 4 who have speaking and leadership skills and demonstrated success in breaking down stereotypes to mentor women and girls with diverse social identities in pursuing entry-level sector careers.

Status as of Quarter 3: There is no update to be reported on this task.

OUTPUTS

- A total of four (4) Letters of Commitment signed with tertiary educational institutions (vocational training institutes and universities)¹¹

¹¹ It is worth noting that the E4SEA Activity intends to have one letter of commitment (LOC) with one organization. Nonetheless, under that LOC, several objectives and interventions could be achieved. This suggests that one LOC could contribute to more than one intervention under the work plan and PWS.

- Internship toolkit developed for energy sector employers
- Training webinar on the internship toolkit for four (4) tertiary educational institutions in the focus countries

EXPECTED RESULTS

The following is the expected result of Intervention 2.3:

- Increased internship and mentorship opportunities for women and girls pursuing entry-level energy sector careers

CURRENT STATUS

- The Internship Toolkit is being developed.
- Existing internship programs are being examined to identify what has and has not worked, especially through the gender lens.
- Research on best practices for the design, development and implementation of inclusive internship programs is being conducted.

ACTIVITIES PLANNED DURING QUARTER 4

- Continued development and finalization of the internship toolkit

OBJECTIVE 3: INCREASED RECRUITMENT, RETENTION, AND PROMOTION OF WOMEN IN THE ENERGY SECTOR WORKPLACE

INTERVENTION 3.1 – IMPROVE DATA DRIVEN DECISION-MAKING TOOLS TO TRACK GENDER DATA AND OUTCOMES

TASKS

The following tasks are part of Intervention 3.1 under Objective 3:

I. Task 1: Develop and deploy the Engendering Utilities scorecard

The Activity will review the upcoming publicly facing Engendering Utilities MEL guide and scorecard and identify whether it requires further adaptation to a SEA context or whether it can be deployed as is to the partner energy sector employers. The scorecard will 1) identify gender gaps and 2) institutionalize and embed tracking of sex-disaggregated data periodically within the 4 energy sector employers that have been identified in Objective 1 and solidified as partners.

The Activity will distribute the scorecard tools to partner organizations and conduct virtual consultations to assist them to collect and analyze data to understand the organization's gender gaps and monitor and evaluate progress using the scorecard framework. In addition, E4SEA will oversee the utilization of the scorecard to support partner organizations make data-driven strategic decisions on prioritization based on each organization's individual goals and gaps. The data collected

using the scorecard framework plays an instrumental role in guiding the process of updating workplace policies.

Status as of Quarter 3: The scorecard is being adapted to be more streamlined without diminishing its value for data-driven assessment and monitoring.

The Activity will review the upcoming publicly facing Engendering Utilities MEL guide and scorecard and identify whether it requires further adaptation to a SEA context or whether it can be deployed as is to the partner energy sector employers. The scorecard will 1) identify gender gaps and 2) institutionalize and embed tracking of sex-disaggregated data periodically within the 4 energy sector employers that have been identified in Objective 1 and solidified as partners.

OUTPUTS

The outputs from this intervention include the following:

- Scorecard framework and tools for energy sector employers/partners adapted for use with partners

EXPECTED RESULTS

The following are the expected results of Intervention 3.1:

- Framework and tools for energy institutions to track gender equality data and outcomes adapted

CURRENT STATUS

- The scorecard is being adapted to be more streamlined without diminishing its value for data-driven assessment and monitoring

ACTIVITIES PLANNED DURING QUARTER 4

- The scorecard will be completed in Q4.

INTERVENTION 3.2 – CREATE TANGIBLE OPPORTUNITIES FOR WOMEN IN THE WORKPLACE THROUGH POLICY AND GENDER EQUALITY INTERVENTIONS

TASKS

The following tasks will be conducted as part of Intervention 3.2:

I. Task 1: Develop a roll-out plan for coaching sessions

The Activity will develop a plan to roll-out the coaching plan. Similar to the Engendering Utilities methodology, the Activity will engage 3 participants selected from each energy sector employer to

participate in the coaching sessions. These individuals are expected to commit to make time to be direct beneficiaries of the coaching to help them drive change in their respective organizations.

Status as of Quarter 3: The Coaching Plan that the E4SEA Activity will use to document the coaching process has been developed.

2. Task 2: Develop institutional Coaching Plan

The team will utilize the Engendering Utilities Coaching Guide to guide coaching activities at energy sector employers that have committed to implementing policies, practices, and interventions that increase recruitment, retention, and promotion of women in the energy sector workplace by the signing of the LOC. Using the Engendering Utilities coaching tools, E4SEA will develop a coaching plan in partnership with each of the 4 energy sector employer partners. The plan will detail the actions the employer partner will take to address the gaps identified by the scorecard framework completed in Intervention 3.1, utilizing tools, policies, templates, and practices from USAID's Delivering Gender Equality: A Best Practices Framework for Utilities.

Status as of Quarter 3: The E4SEA institutional coaching plan is the equivalency of Engendering Utilities' Gender Equality Action Plan, which is ready to be used.

OUTPUTS

The following are the outputs of Intervention 3.2:

- One (1) Letter of Collaboration signed with an energy sector employer
- Coaching roll-out plan developed
- Baseline assessments identifying institutional gender and social inclusion gaps developed
- Institutional coaching plan developed

EXPECTED RESULTS

The following is the expected result of Intervention 3.2:

- Increased recruitment, hiring, promotion, and retention of women into technical and managerial roles within 2-5 non-utility private or public sector energy institutions in SEA

CURRENT STATUS

- Coaching Plan and the institutional coaching plan (EU's Gender Equality Action Plan) are completed.

ACTIVITIES PLANNED DURING QUARTER 4

- E4SEA will prioritize the signing of LOCs as this is the partnership platform from which key activities to increase recruitment, retain and promote women in the energy sector workplace will occur.
- After the signing of the LOC, E4SEA will immediately work on the process of co-selecting three change agents from the energy employer so the process of onboarding, preliminary data

collection and Accelerated Course preparation can begin. The course will be taught by Fulbright University in Vietnam in September/October and will be organized virtually.

- The activities that immediately follow the selection of LOC partner participants are led by the Change Management Coach: coordinating closely with participants to be informed about organizational structure; engaging with stakeholders to address any questions; documenting key constraints and opportunities; establishing the format and frequency of coaching sessions; and introducing the Engendering Utilities Best Practices Framework (BPF). The change management coach also ensures the participants complete the Engendering Utilities' Rapid Organizational Gender Equality Assessment pre-requisite as part of Accelerated Program participation

INTERVENTION 3.3 – SYSTEMATICALLY ADDRESS CONSCIOUS AND UNCONSCIOUS BIAS THAT NEGATIVELY IMPACT WOMEN AND GIRLS IN RECRUITMENT, HIRING, PROMOTION AND RETENTION

TASKS

The following task is required under Intervention 3.3:

I. Task 1: Engage partners to discuss best practices in engendered recruitment, hiring, and retention policies and practices

The Activity will work with selected energy employers to share with them best practices in engendered recruitment, hiring, and retention policies and practices. This intervention will be implemented in conjunction with Intervention 3.4 and the results of this intervention will be documented and reported under Intervention 3.4.

Status as of Quarter 3: There is no major update to be reported. E4SEA is working on LOC signing.

OUTPUTS

This intervention will have the following output:

- Documentation of discussions with energy employers (Internal Document. Summary included in the Intervention 3.4 output)

EXPECTED RESULTS

The following are the expected results from this intervention:

- Energy employers' HR policies for recruitment, hiring, and promotion enhanced
- Engendered recruitment, hiring and retention policies and practices enhanced

CURRENT STATUS

- E4SEA is finalizing the LOC with potential partners.

ACTIVITIES PLANNED DURING QUARTER 4

- E4SEA will share with energy employers partners the global best practices in recruitment, hiring, and retention policies and practices to advance gender equality through a curated Gender Action Equality plan that uniquely responds to gaps and opportunities in the partner organization.

OBJECTIVE 4: INCREASE MENTORSHIP AND LEADERSHIP OPPORTUNITIES FOR WOMEN IN THE ENERGY SECTOR

INTERVENTION 4.1 – STRENGTHEN OPPORTUNITIES FOR MENTORSHIP OF WOMEN TO FACILITATE ADVANCEMENT INTO SENIOR ROLES

TASKS

The following task will be conducted as part of Intervention 4.1:

I. Task 1: Develop the Mentorship Toolkit

To support the partner energy sector employers to create mentorship programs and/or strengthen existing mentorship programs that prepare female employees to pursue senior roles and support career pathing within their organization, the Activity will develop a mentorship toolkit with templates and guides. A first step to the development of the toolkit will be a review of successful mentorship programs undertaken by other energy sector employers' organizations such as Tata Power's Women in Leadership League (WILL) mentoring program supported under Engendering Utilities and professional networking organizations. When complete, E4SEA will present the toolkit through a webinar series targeted toward the partner energy sector employers and support the employers to develop and roll out their individual mentorship programs as part of their change management initiatives in Intervention 3.2.

Status as of Quarter 3: The mentorship toolkit is being planned.

OUTPUTS

- The output of this Intervention will be the Mentorship Toolkit.

CURRENT STATUS

- The mentorship toolkit is being planned, and research is being conducted on existing mentorship programs and mentorship program best practices.

ACTIVITIES PLANNED DURING QUARTER 4

- Continued research related to best practices for mentorship program design, development, and implementation.
- Continued planning for the development of the Mentorship Toolkit.

INTERVENTION 4.2 – STRENGTHEN WOMEN AND MEN’S ROLES TO ADVANCE INTO SENIOR ROLES

TASKS

The following tasks are planned under this Intervention:

1. **Task 1: Broaden access of women to professional women’s networks and continuing education**

In order to facilitate linkages between professional women’s networks in the region and the partner energy sector employers, E4SEA will create a profile summary of the networks including membership requirements, other energy sector members, and continuing education opportunities. E4SEA will then support the energy sector employer partners to create a formal linkage with at least one organization.

E4SEA will work with the professional women’s networks and other programs to identify all continuing education opportunities in different technical and management areas within the energy sector and compile this information into a repository that can be accessed by the Activity partners and updated consistently. As part of coaching and change management under Intervention 3.2 E4SEA will work with energy sector employers to identify men and women on the management and leadership track within their respective organizations to complete the identified training.

Status as of Quarter 3: A repository of continuing education programs for energy sector employer partners is being developed.

2. **Task 2: Support energy sector employer partners to build personal agency and leadership skills**

The Activity will collaborate with the Engendering Utilities program to organize for the delivery of the ToT of the Engendering Utilities-supported Empowered Employee Training being developed by John Hopkins University (JHU) under its Self-Empowerment and Equity for Change Initiative (SEE Change) and scheduled for piloting in August 2021. The training is targeted at men and women on the management and leadership track in order to build personal agency and leadership skills to strengthen effectiveness and resilience. The E4SEA Activity will explore with the Engendering Utilities program the best option for the delivery of the course to the energy sector employer partners whether that be directly, by JHU or through a regional center of excellence or another training institute. The Activity will then develop a roll-out plan for the delivery of the Training of Trainers to the partners utilizing the Empowered Employee Training to guide partners to deliver the training to employees within their own organizations and others as part of the coaching and change management under Intervention 3.2.

Status as of Quarter 3: E4SEA is closely collaborating with EU on the roll out of Johns Hopkins University's Self-Empowerment and Equity for Change Initiative (SEE Change) training for LOC partners.

3. **Task 3: Support partners’ direct program participants to develop skills to promote gender equality in emerging leaders**

The Activity will plan for energy sector employer partners to send employees to attend the planned Engendering Utilities Workforce Gender Equality Accelerated Course at Vietnam Fulbright that will

be implemented in Q1 of FY 2022. The course will provide practical hands-on approaches and tools to help female and male managers develop and implement gender equality best practices throughout the employee life cycle. This training will be delivered at participating energy sector employers to men and women on the management and leadership track employers as well HR professionals responsible for recruitment, hiring, retention and promotion. E4SEA will then support the organizations to deliver the training to employees within their own organizations and others as part of the coaching and change management under Intervention 3.2.

Status as of Quarter 3: The ToT organized by EU for the institutions that will be teaching the Workforce Gender Equality Accelerated Course, which includes the Fulbright University of Vietnam, is currently underway. The change management coach from E4SEA is participating in the ToT that began in May and will conclude in July.

OUTPUTS

The following outputs are expected under this Intervention:

- A repository of continuing education programs in place, to be updated annually
- Roll-out plan for the delivery of the Empowered Employee Training

CURRENT STATUS

- A repository of continuing education programs for energy sector employer partners is being developed.
- E4SEA is closely collaborating with EU on the roll out of Johns Hopkins University's Self-Empowerment and Equity for Change Initiative (SEE Change) training for LOC partners.
- The ToT organized by EU for the institutions that will be teaching the Workforce Gender Equality Accelerated Course, which includes the Fulbright University of Vietnam, is currently underway. The change management coach from E4SEA is participating in the ToT that began in May and will conclude in July.

ACTIVITIES PLANNED DURING QUARTER 4

- Continued research on national, regional, and international networks promoting women's leadership in the energy sector.
- Finalization of the repository for continuing education programs for Year 1.
- E4SEA partners will be provided access to the Accelerated Course taught by Fulbright University of Vietnam in September/October

OBJECTIVE 5: ENHANCE COMMUNICATION, COLLABORATION, AND LEARNING

INTERVENTION 5.1 – DEVELOP AN EVIDENCE BASE FOR LINKING GENDER AND BUSINESS OUTCOMES

TASKS

The following task is required under Intervention 5.1:

I. Task 1: Collect and share data linking gender and business outcomes

As the assessment under Objective 1 is completed, E4SEA will collect data that further supports the evidence base linking gender equality and business outcomes. The Activity will also determine gaps and areas that need further research that can be converted into knowledge products and will consolidate the plan for sharing of new data and for conducting research into a knowledge management plan for discussion with USAID and its implementing partners to determine who is best placed to conduct that research.

OUTPUTS

The output from this intervention is expected to be as follows:

- A Knowledge Management Plan

EXPECTED RESULTS

The following results are expected from this intervention:

- Partnership with academic institutions to further gender equality research
- Research conducted in coordination with Engendering Utilities; non-proprietary primary data integrated
- Evidence base linking gender and business outcomes strengthened in SEA region

CURRENT STATUS

- E4SEA is leveraging findings from the IDIs and FGDs to identify knowledge gaps related to gender equality and knowledge products that can be developed to fill the gaps.

CURRENT STATUS

ACTIVITIES PLANNED DURING QUARTER 4

- E4SEA will continue to leverage findings from its interventions, including early results from the Baseline Citizen Survey, to identify knowledge gaps.
- It will work closely with EU to prepare a Knowledge Management Plan based on identified gaps.

INTERVENTION 5.2 – INCREASE COLLABORATION AND COORDINATION ON GENDER EQUALITY TOPICS

TASKS

Under Intervention 5.2, the following task is required as part of this intervention:

1. Task 1: Develop an outreach and collaboration action plan

Using the information gathered through the stakeholder mapping and outreach to USAID programs, the Activity will develop an action plan that documents the agreed upon areas for collaboration and coordination of activities implemented under objectives 2 through 4 with the various stakeholders such as:

- Potential co-funding of participant costs to attend workshops,
- Co-development of knowledge products, and
- Linkages with E4SEA participating organizations.

The plan will also present the proposed outreach mechanisms that E4SEA will utilize to foster information exchanges, share learning, and disseminate best practice findings such as:

- Quarterly virtual meetings of participating organizations in peer-to-peer network/South-South learning program, and
- Semi-annual virtual meetings with regional development partners led by USAID with E4SEA Activity's support.

The plan will be shared with RDMA/USAID for comment and concurrence before proceeding to implementation.

Status as of Quarter 3: The Outreach and Collaboration Action Plan for Thailand has been submitted. It will be continuously updated for the three focus countries; Thailand, Indonesia, and the Philippines.

2. Task 2: Plan and host the semi-annual virtual meeting with development partners

Based on the outreach mechanism outlined in the outreach and collaboration plan, the Activity will plan a semi-annual virtual meeting with development partners that are also active in the gender and energy nexus. The meeting will be an opportunity for development partners to share lessons learned from challenges they had faced during implementation.

Status as of Quarter 3: There is no major update to be reported in Q3.

OUTPUTS

The following are the two outputs under Intervention 5.2:

- Outreach and collaboration action plan
- One (1) Semi-annual virtual meeting with development partners

EXPECTED RESULTS

The expected results of this Intervention are as follows:

- Increased understanding of the status of women's participation in the energy sector in SEA
- Strengthened understanding of attitudes and beliefs that women, men, girls, and boys have about gender equality in SEA

CURRENT STATUS

E4SEA has completed the development of the Outreach and Collaboration Action Plan during Quarter 1 and developed additional customized materials for outreach during Quarter 2. These materials were approved by the COR.

ACTIVITIES PLANNED DURING QUARTER 4

- E4SEA plans to organize the semi-annual meeting with development partners in Q4.

E4SEA has completed the development of the Outreach and Collaboration Action Plan during Quarter 1 and developed additional customized materials for outreach during Quarter 2. These materials were approved by the COR.

INTERVENTION 5.3 – INCREASE CAPACITY OF USAID AND IMPLEMENTING PARTNERS TO INCORPORATE GENDER EQUALITY CONSIDERATIONS INTO ENERGY PROGRAMS

TASKS

As per the PWS, the following tasks are required as part of Intervention 5.3:

I. Task 1: Develop Learning Plan for USAID Programs

The Activity will coordinate with USAID to develop a complementary gender-focused learning plan for USAID programs that incorporates training courses, webinars, and dissemination of best practices. The learning plan will be focused on sharing and scaling USAID's online suite of tools, best practices, lessons learned, training materials and case studies to target gender-specific challenges and barriers in the region. Most sessions will be via virtual webinars targeted to USAID and its SEA implementing partners to highlight available resources. E4SEA will coordinate with learning events, coordination efforts, and knowledge sharing platforms hosted by Engendering Utilities to ensure complementarity of E4SEA's contributions to USAID's knowledge products on these topics and to the field at large.

Status as of Quarter 3: The Learning Plan has been developed and is being reviewed before final submission on July 15, 2021.

2. Task 2: Develop concept for Help Desk

The on-call help desk is designed to provide guidance and address questions related to gender-specific challenges and barriers. E4SEA will develop a concept to operationalize the help desk including identifying the operator and the platform.

Status as of Quarter 3: There is no major progress to be reported in Q3.

3. Task 3: Plan and launch annual virtual training and exchange workshop

Using the assessment report compiled under Objective 1, learning plan, and outreach and collaboration plan, the Activity will plan the focus of the training that fits with the needs of stakeholder in the SEA region. The meeting will be an opportunity for partners to engage with each other and learn from their experience implementing E4SEA interventions in their organizations.

Status as of Quarter 3: There is no major progress to be reported in Q3.

4. Task 4: Publish an online tool on USAID Website

As part of sharing and scaling the tools E4SEA developed for its partners, the E4SEA team will select a public-facing tool or knowledge product to be published on USAID's website. The team will work with USAID DOC to develop the necessary items needed to publish the tool and inform stakeholders via e-mail.

Status as of Quarter 3: There is no major progress to be reported in Q3.

5. Task 5: Plan and launch E4SEA's webinar series

At the end of the first year of implementation, E4SEA will launch a webinar series to share lessons learned and the suite of tools it developed. The webinar will also announce upcoming activities in the next year, as part of engagement to establish new partnerships. If possible, USAID Missions from the remaining 4 focus countries will be invited to spread the word and pave the way for planned partnerships in the next year of implementation.

Status as of Quarter 3: E4SEA, in partnership with the American Chamber of Commerce (AMCHAM) in Thailand, co-organized a panel discussion titled "Women in Leadership" on June 22, 2021, which focused on gender equality in the energy sector. The panel included Natt Kraipet, USAID/RDMA's Gender and Inclusive Development Advisor, Dr. Adisak Jangkamolkulchai, Chairman & MD of Esso Thailand, Dr. Cathleen Maleenont, Chairman & CEO of Thai Solar Energy, and Duanthem Voradejviseskrai, ASBU Wells Manager from Chevron Thailand.

OUTPUTS

The outputs from Intervention 5.3 include the following:

- Learning Plan for USAID programs
- Annual virtual training and exchange workshop
- Help desk concept

- One (1) On-line tool published on USAID's website
- One (1) Webinar delivered as part of the E4SEA webinar series

EXPECTED RESULTS

The expected results of this Intervention are as follows:

- Increased understanding of the status of women's participation in the energy sector in SEA
- Strengthened understanding of attitudes and beliefs that women, men, girls, and boys have about gender equality in SEA

CURRENT STATUS

- The learning plan has been developed and is being reviewed for final submission.
- One (1) Webinar was successfully delivered as part of the E4SEA webinar series on June 22, 2021 months ahead of the due date, featuring speakers from USAID, Chevron Thailand, Esso Thailand, and Thai Solar Energy. The webinar titled "Women in Leadership" was co-organized with the American Chamber of Commerce (AMCHAM) in Thailand.

ACTIVITIES PLANNED DURING QUARTER 4

- E4SEA plans to organize an annual virtual training and exchange workshop for USAID by using the assessment report compiled under Objective I, learning plan, and outreach and collaboration plan, E4SEA will plan the focus of the training that fits with the needs of stakeholders in the SEA region.
- E4SEA will discuss with relevant parties and select a tool to be published on USAID's website
- E4SEA will work closely with EU to develop the help desk concept.

SUCCESS STORIES

During the third quarter of Contract Year I, the E4SEA Activity successfully transitioned from mobilization to full implementation phase. With the arrival of the Chief of Party and the completion of critical office operational setup, the E4SEA Activity is well-positioned to deliver impactful interventions. Several milestones were accomplished during the reporting period.

E4SEA made substantial progress towards accomplishing Objective 1. 23 IDIs and 10 FGDs for Thailand were completed. Both the IDI Report Summary and FGD Report Summary were submitted on time with high-quality. At the same time, E4SEA made considerable progress in reaching out to potential stakeholders in the Philippines, Indonesia, and Laos and has conducted a few IDIs for those countries. Despite the pandemic challenge, E4SEA is on track to achieve Objective 1.

Under Objective 2, E4SEA had a few rounds of constructive discussions with potential LOC partners (e.g., National University of Laos). It is expected that the partnership will be formalized in Quarter 4. In parallel, E4SEA is making good progress with the development of the School Engagement Toolkit, sample Social Media/Community Outreach Campaign Toolkit, Internship Toolkit, and materials for the ToT for unconscious bias training.

Under Objective 3, E4SEA successfully prepared materials for stakeholder outreach and made significant progress in reaching out to energy companies in SEA who could serve as LOC partners. A few companies expressed their strong interest on the Activity and would like to join the partnership. It is expected that LOCs could be signed in Quarter 4. In addition, the Coaching Plan was developed. It will serve as a key document in collecting many data points and information that emerge as part of the coaching process.

As part of Objective 4, E4SEA is laying a solid foundation for the mentorship toolkit through research into existing mentorship programs and mentorship program best practices. E4SEA has also made strong progress towards developing a repository for continuing education programs that can help women and men develop the skills and knowledge required for more senior roles within their organization.

There were several notable accomplishments under Objective 5 in Quarter 3. E4SEA successfully launched a joint webinar with the American Chamber of Commerce (AMCHAM) on the topic of “Women in Leadership”, which featured prominent speakers from USAID, Chevron Thailand, Esso Thailand, and Thai Solar Energy.

Furthermore, E4SEA, in partnership with USAID Engendering Utilities, cohosted a side event at the 2021 Asia Clean Energy Forum titled “*Leading the Energy Sector into the Future by Harnessing the Power of Gender Equality*”. The event was an opportune moment for E4SEA to introduce the Activity to and share initial achievements with a broad audience. Thammasat University (TU), which is E4SEA’s Thai Counterpart Agency, was also featured at the event, represented by Dean Ruth Banomyong of Thammasat Business School, who shared insights on how TU is proactively addressing gender equality and diversity at the university.

ANNEX A: INDICATORS AT THE GOAL, OUTCOME, OBJECTIVE, AND INTERMEDIATE RESULT LEVELS¹²

The E4SEA Activity has one (1) Goal, three (3) Outcomes, and five (5) Objectives. As part of the response to the USAID Solicitation, COE developed a PWS which presents the approach to implementing the five Activity Objectives through a series of Interventions to achieve the Activity Outcomes and lead to the overall Activity Goal.

One of the key deliverables required to be submitted within sixty (60) days after the award of the contract was the MEL Plan. CORE submitted the MEL Plan on October 10, 2020, that included the proposed indicators. Through a series of engagements with RDMA officials, E4SEA revised the indicators and fine-tuned them. In addition, targets for some of the indicators were developed as part of the MEL Plan. In some cases, country-specific data and consultation with participating educational institutions and energy employers will be required in order to define the targets.

Table 11 describes the latest indicators (approved by RDMA) for the Activity that are both qualitative and quantitative and are developed as “SMART” indicators. These indicators were finalized based on a number of interactions with RDMA officials and extensive coordination with the Asia EDGE Hub Team. These indicators are also included in the Activity’s Final Revised MEL Plan submitted to RDMA on March 31, 2021. This final submission also includes revised PIRS and PITTs.

TABLE 11: E4SEA INDICATORS AT THE OUTCOME, OBJECTIVE, AND INTERMEDIATE RESULT LEVELS

Activity Goal: Increased gender equality in the energy sector

Activity Goal Indicator: The extent to which gender equality in the energy sector has been increased.

Outcome 1: Increased workplace diversity in SEA

Outcome Indicator 1: Percentage of participants/target beneficiaries reporting increased agreement with the concept that workplace diversity has been increased as supported by USG assistance.

Outcome 2: Improved inclusive workplace environment

Outcome Indicator 2: Percentage of participants/target beneficiaries reporting increased agreement with the concept that the workplace has increased inclusive environment as supported by USG assistance.

Outcome 3: Expanded equitable promotion opportunities

Outcome Indicator 3: Evidence of increasing or equal proportion and promotion of qualified women in the Board of Director (BoD) and senior management roles as supported by USG assistance.

¹² This Annex is exactly the same as that in the Quarterly 2 Performance Report. It documents the indicators already approved by RDMA.

INDICATORS AT THE OBJECTIVE AND INTERVENTION LEVEL¹³

PERFORMANCE INDICATOR	BRIEF DESCRIPTION	INTERVENTIONS AS PER THE PWS UNDER EACH OBJECTIVE
Objective 1: Identify Core Challenges to gender equality in the energy sector in Southeast Asia		
IR 1.1: Status of gender equality in the energy sector in SEA analyzed		
Indicator 1: Number of documents collected and analyzed that identify the status and core challenges to gender equality in the energy sector in SEA as supported by USG assistance.	E4SEA will develop a robust evidence base specific such as GESI analysis, GIDAP, Stakeholder Mapping and Baseline Report to address the core challenges of the gender equality in the energy sector in SEA.	<p>Intervention 1.1: Collect country-specific data.</p> <p>Intervention 1.2: Map existing programs and document key challenges and lessons learned in bilateral and regional USAID programs.</p> <p>Intervention 1.3: Engage energy stakeholders to document core challenges in advancing women's engagement and leadership in SEA's energy sector.</p>
Objective 2: Increase the number of women and girls pursuing careers in the energy sector		
Indicator 2: Percentage change of women and girls pursuing careers in the energy sector workplaces of E4SEA partner organizations as supported by USG assistance.	To increase the percentage of qualified women and girls in the energy sector, the E4SEA team will equip counterparts with the tools and training materials and address gender-based constraints to establish outreach opportunities and recruitment that lead to increased interest and opportunities for girls and women to pursue careers in the sector.	
IR 2.1: Increased awareness of girls, boys, parents and teachers of energy sector and STEM career options for girls		
Indicator 2.1: Number of persons who responded to social media engagement about energy sector and STEM career options for girls as supported by USG assistance.	The E4SEA will develop a standard outreach toolkit for tertiary-level education partners and energy sector employer partners and support them to develop social media campaigns targeting girls, boys, parents associated with specific schools who might have negative perceptions that prevent girls from entering energy sector education programs and careers.	Intervention 2.1: Reverse negative perceptions about women and girls in energy sector jobs via training and education programs.
IR 2.2: Increased proportion of women and girls enrolled in energy sector vocational training and education programs		

¹³ The interventions listed in Table 5 in the last column are directly from the PWS of the Activity. Each of the interventions under the five Activity objectives will be implemented through a series of tasks as described in the Year 1 Annual Work Plan.

Indicator 2.2: Percentage change in female enrollment in vocational training and education programs related to the energy sector as supported by USG assistance.	The E4SEA will develop and deploy a Training of Trainers (ToT) on unconscious bias that facilitates an equitable, safe, and non-discriminatory learning environment for female and male students in tertiary-level educational institutions such as vocational schools and universities.	Intervention 2.2: Support an enabling environment in vocational schools and academic institutions to increase number of women and girls in the sector.
IR 2.3: Increased internship opportunities for women and girls pursuing entry-level energy sector careers		
Indicator 2.3: Number of equitable formalized internship programs developed between energy sector employers and tertiary educational institutions.	The E4SEA will develop an internship toolkit to strengthen existing internship programs and/or establish new programs that promote a pathway for employment and support engagement between energy sector employers and tertiary educational institutions, including creation of formalized programs, and training of partners on the toolkit.	Intervention 2.3: Strengthen equitable formalized internship programs that help young girls to familiarize themselves with energy sector and potential careers.
Objective 3: Increased recruitment, retention, and promotion of women in the energy sector workplace		
Indicator 3: Percentage change in female recruitment, retention, and promotion in the energy sector workplace of the partner organizations of E4SEA as supported by USG assistance.	To achieve Objective 3, E4SEA will work with energy sector employers to adapt tools, policies, and best practices developed and implemented by USAID's Engendering Utilities program that help to hire, promote, retain women, and strengthen gender equality.	
IR 3.1: Improved data driven decision-making tools to track gender data and outcomes		
Indicator 3.1: Number of tools to track gender data and outcomes developed and deployed as supported by USG assistance.	Engendering Utilities scorecard framework and tools will be adapted and deployed for energy sector employer/partners to identify gender gaps and monitor progress.	Intervention 3.1: Adapt and localize Engendering Utilities scorecard framework and tools for energy sector employers/partners.
IR 3.2: Created tangible opportunities for women in the workplace		
Indicator 3.2: Number of institutional coaching plans developed with energy sector employer partners as supported by USG assistance.	The institutional Coaching Plan will be developed with energy sector partners to address the gaps identified by the scorecard framework, utilizing tools, policies, and practices from USAID's Delivering Gender Equality: A Best Practices Framework for Utilities.	Intervention 3.2: Coach energy sector partners/organizations on how to improve talent attraction and outreach.
IR 3.3: Engendered recruitment, hiring and retention policies and practices enhanced		
Indicator 3.3: Number of policies related to recruitment, hiring, and retention - proposed, adopted, or implemented as supported by USG assistance.	Recruitment, hiring and retention policies of energy sector partners will be reviewed and revised to address gender equality.	Intervention 3.3: Strengthen policies and practices related to recruitment, hiring, and retention of women in the energy sector.
IR 3.4: Conscious and unconscious bias that negatively impact women and girls in recruitment, hiring, promotion and retention addressed		

Indicator 3.4: Number of unconscious bias ToT delivered for energy sector employer partners as supported by USG assistance.	ToT on conscious and unconscious bias will be delivered to potential trainers within energy employer organizations to enable change that improves the workplace for women and men.	Intervention 3.4: Develop ToT on conscious and unconscious bias in the energy sector.
Objective 4: Increase Mentorship and Leadership opportunities for women in the energy sector		
Indicator 4: Number of mentorship and leadership programs enhanced for women in the energy sector as supported by USG assistance.	To increase mentoring and leadership opportunities for women in the energy sector, E4SEA will support energy sector partners to launch mentorship programs and provide continuing education (CE) opportunities for women in the organizations.	
IR 4.1: Strengthened opportunities for mentorship of women to facilitate advancement into senior roles		
Indicator 4.1: Number of mentorship toolkit developed to enhance mentoring program that prepare female employees to pursue senior roles within their organizations as supported by USG assistance.	Mentorship toolkit will be developed to support the establishment of the programs using the best practices mentoring program under Engendering Utilities.	Intervention 4.1: Support establishment of mentorship programs within energy employer organizations.
IR 4.2: Strengthened women and men's skills to advance into senior roles		
Indicator 4.2: Number of individuals with improved skills following completion of USG-assisted workforce development programs as supported by USG assistance.	ToT of the Engendering Utilities-supported Empowered Employee Training and the Workforce Gender Equality Accelerated Course will be delivered to E4SEA partners with guidance on delivering the training to employees within their own organizations.	Intervention 4.2: Build personal agency and leadership skills and provide the Engendering Utilities accelerated course as a continuing education.
Objective 5: Enhance communication, collaboration, and learning		
IR 5.1 Strengthened the capacity of organizations to replicate successful gender equality interventions and best practices		
Indicator 5: Number of documents of successful interventions, best practices and learning plans for USAID Program on gender equality in the energy sector in SEA developed as supported by USG assistance.	A report documenting all research on evidence base outcomes, outreach conducted to existing programs, online tools, webinar and virtual meetings and trainings will be developed and shared.	<p>Intervention 5.1: Develop an evidence base for linking gender and business outcomes.</p> <p>Intervention 5.2: Increase collaboration and coordination on gender equality topics.</p> <p>Intervention 5.3: Increase capacity of USAID and implementing partners to incorporate gender equality considerations into energy programs.</p>

ANNEX B: OTHER ISSUES RELATED TO GENERAL OPERATIONS

STATUS OF SHORT-TERM CONSULTANTS

Table 12 provides a summary of the short-term consultants engaged under the Activity for specific contribution to the various deliverables. There have been no additional short-term consultants added to the Activity except the addition 2 part-time Gender Experts from Thailand and 1 part-time Gender Expert from the Philippines, as already noted in this report earlier.

TABLE 12: E4SEA SHORT-TERM CONSULTANTS

CONSULTANT	PROGRESS	ISSUES	PROPOSED ACTION
Ziza Machado	Ziza conducted considerable literature research and provided substantial support to the development of GESI and GIDAP. Ziza will continue to provide support in Phase 2 implementation	N/A	N/A
Kara De Kretser, GESI Specialist	She has provided significant support in developing and revising the GIDAP and GESI and will continue to provide support in phase 2 implementation.	N/A	N/A
Josh Alfonso	Josh provided considerable support for developing the first draft of the MEL Plan submitted to RDMA on October 9, 2020.	N/A	N/A

STATUS OF BUDGET EXPENDITURES

Table 13 below provides the total expenditures under the E4SEA activity for Quarter 3 (April 01, 2021 – June 30, 2021).

TABLE 13: TOTAL FUNDS EXPENDED IN THE CURRENT QUARTER BY MAIN LINE ITEMS (QUARTER 3 FY 2021)

MAIN LINE ITEM	AMOUNT EXPENDED
Direct Costs	\$
Indirect Costs	\$
Fixed Fee	\$
Total	\$

Table 14 provides a summary by line item of the total funds expended from the start of the contract on August 12, 2021 through the end of the third Quarter ending on June 30, 2021.

TABLE 14: TOTAL FUNDS EXPENDED IN QUARTER 1, QUARTER 2, AND QUARTER 3 COMBINED ENDING ON JUNE 30, 2021

MAIN LINE ITEM	AMOUNT EXPENDED
Direct Cost	\$
Indirect Cost	\$
Fixed Fee	\$
Total	\$

The total unliquidated obligations (remaining funds) by main line items are provided below in Table 15. This is based on the total funds expended in Quarter 1 (August 12, 2020 – December 31, 2020), Quarter 2 (January 01, 2021 – March 31, 2021) and Quarter 3 (April 01 – June 30, 2021).

TABLE 15: TOTAL UNLIQUIDATED OBLIGATIONS BY MAIN LINE ITEM

MAIN LINE ITEM AND BUDGET	UNLIQUIDATED AMOUNT
Direct Cost \$	\$
Indirect Cost. \$	\$
Fixed Fee. \$	\$
Total \$	\$

*This represents unliquidated fee based on status of contract deliverables and expenditures until March 31, 2021.

PROJECTED USAID APPROVALS, WAIVERS, OR DEVIATION REQUESTS

STAFF APPROVALS

During Quarter 2, E4SEA received approval of the following staff to be based in the Bangkok Office:

1. Chief of Party (Starting work on May 1, 2021)
2. Learning and Training Specialist (Starting work on April 15, 2021)
3. Financial Specialist (Already on board)

During Quarter 3, E4SEA sought and received approval of RDMA for two Country Gender Specialists in Thailand.

During Quarter 4, E4SEA plans to seek approval for the following positions:

1. Monitoring, Evaluation and Learning Specialist (Replacement for the departure of the current MEL Expert)

2. Part-Time Gender Expert in Indonesia
3. Part-Time Gender Specialist in the Philippines
4. Part-Time Gender Specialist in Laos
5. Finance Specialist at the Home Office

WAIVERS

During Quarter 2, E4SEA sought and received CO approval on a waiver request for the proposed COP candidate. No waiver requests are anticipated during Quarter 4.

DEVIATIONS

CORE does not expect to request any deviations from the contract and the guidance provided by the COR with respect to initially focusing on only three countries – Thailand, Indonesia, and the Philippines.

STATUS OF REQUIRED AUDIT PROCESSES INCLUDING FOR SUB-AWARDEES

The E4SEA Activity is at an early stage of implementation (third quarter on the three-year Activity duration). During Quarter 1, the Activity focused on preparing and delivering seven key contractual deliverables and preparing the fact sheets, concept notes, stakeholder engagement tools, baseline survey design and the related planning documents in preparation for Activity implementation in the second quarter and beyond. During Quarter 2, all of the tools to select key stakeholders and conduct IDIs in Thailand were prepared and finalized. During Quarter 4, E4SEA submitted additional PWS deliverables and intermediate deliverables and completed 23 IDIs and 10 FGDs in Thailand and began stakeholder identification and IDI and FGD process in Indonesia and the Philippines. Furthermore, E4SEA has nearly completed the selection of a contractor to conduct Baseline Citizen Surveys in the three focus countries.

Accordingly, there has been no audit process required by USAID and E4SEA does not have anything to report in this area.

STATUS OF IMPLEMENTING THE CONDITIONS OF THE IEE

Based on a discussion of the Initial Environmental Examination (IEE) and the categorical exclusion based on the low-risk determination, E4SEA received concurrence from USAID that an Environmental Monitoring and Mitigation Plan (EMMP) is not required based on the categorical exclusion. As such, there are no conditions of the IEE that require implementation.