



Replicating the WePOWER Approach Globally

Business Meeting P.2

Festival of Resources

3rd WePOWER Regional Conference

Bangkok, Thailand (Dec 6-8, 2022)



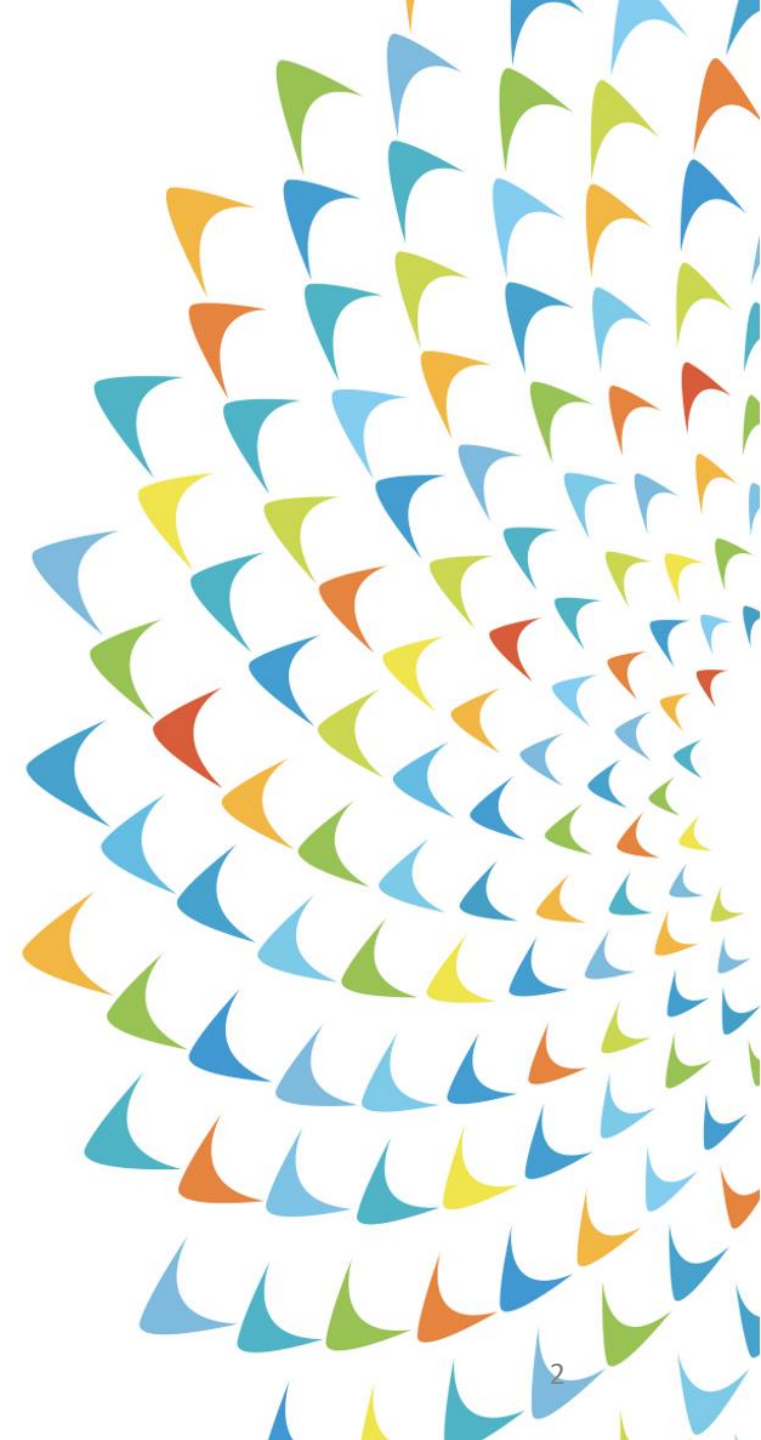


GESI Self-Assessment for Energy Sector Agencies and Power Utilities

<https://surveyslate.adb.org/GESI-Self-Assessment.html>

Aaron Dennis, SAEN

December 8, 2022



Introduction

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

Questions are grouped in two sections:

1. GESI Core

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

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

2. GESI Core +

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

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Why this survey?

The **GESI Self-Assessment Tool for Energy Sector Agencies and Power Utilities** aims to facilitate dialogues between the ADB South Asia Regional Department, Energy Division (SAEN), energy sector agencies and power utilities.

The tool comprised of a set of questions intended to assess how gender equality and social inclusion are mainstreamed in ADB development partners' policies and procedures, operations, external engagements, and other aspects of organizational performances and service delivery.

Responses help guide collaborations in achieving gender equality and social inclusion (GESI) in the energy sector.



What does it cover?

Survey Sections

- GESI Core
- GESI Core +

Thematic Areas

- Profile
- Operational Policies
- Internal Operations
- External Operations
- GESI Mainstreaming Facilitators

Survey Sections

ADB

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

Intro

GESI Core

GESI Core +

Results

Introduction

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Proceed →



Survey Groupings

GESI Core

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

GESI Core +

- Covers groups that are excluded and vulnerable due to their sexual and gender identities (i.e., [LGBTI+](#)), other social identities (e.g., ethnicity, caste, religion, nationality), and their specific situation (e.g., age, occupation, and being in disaster-prone, conflict-affected, and/or remote areas).
- Objective is to pave opportunities for inclusion or engagement of these excluded and vulnerable groups into the energy sector.

- ❖ ADB considers the results of the survey confidential and will not release information to the public.
- ❖ Collaborative GESI endeavors between ADB and energy sector agencies and power utilities will be aligned with national policies and development agenda and with [ADB Strategy 2030](#), particularly [Operational Priority 1](#) 'addressing remaining poverty and reducing inequalities' and [Operational Priority 2](#) 'accelerating progress in gender equality'.

Thematic Areas

ADB

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

Intro GESI Core GESI Core + Results

Profile Operational Policies Internal Operations External Operations Mainstreaming

This section collects general information, including operational focus (energy sub sectors) and workforce gender and disability data.

General Information

Question 1.

Operational Focus

- Electricity Generation
- Electricity Transmission
- Electricity Distribution
- Other

How long has your organization been working with ADB?

- 1 year or less
- 1-5 years
- 5 + years

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Thematic Areas

Profile

- Collects general information, including operational focus (energy subsectors) and workforce gender and disability data

Operational Policies

- Examines organizational direction, priorities, strategies, rules, and guidelines

Internal Operations

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

External Operations

- Looks at how organizations promote and observe GESI principles in dealing with partners, clients, and beneficiaries

GESI Mainstreaming Facilitators

- Examines cross-cutting systems and mechanisms for facilitating GESI mainstreaming

Survey Components

Survey Grouping
Thematic Area

Question Set

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

Intro **GESI Core** GESI Core + Results

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

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

Policy and Regulatory Context

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

No
 Yes

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

GESI Legal Frameworks

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

Existing files

File Attachments
Choose Files No file chosen

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

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Survey Components



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

Intro **GESI Core** GESI Core + Results

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

Policy and Regulatory Context

Question 4.

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

No

Clear selection

Yes

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

If no:

This is outside of the organization's concern and interest.

Clear selection

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

We have plans to formulate such an instrument.

Please select the statement that best describes your organization.

GESI Legal Frameworks

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

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Show desktop

Survey Components

ADB

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

Intro

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Results

Profile

Operational Policies

Internal Operations

External Operations

Mainstreaming

Policy and Regulatory Context

Question 4.

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

No

Clear selection

Yes

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

If yes:

Stand-alone GESI strategy or related regulation, internal policy/strategy, guidelines, and/or mechanism.

Vision, mission, and values statement.

Human resource management manual (specifically, human resource planning, recruitment and selection, and training and development, promotions, employee relations and well-being, and compensation and rewards).

Manual of operations.

Communications policy that ensures policies, documents, and internal and external communications are written in a gender-balanced, inclusive, and non-biased language (both words and images).

All of the above

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

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How to interpret the results?

Responses to survey question are scored using a five-point rating scale.

Low scores indicating perceived non-relevance of GESI. **High scores** indicate significant and sustainable integration of GESI. The **average (mean) score** for each area of assessment is also computed.

Scores are not 'grades'. Survey responses do not affect borrower or project status in any ADB classification or rating system.

Visual Analysis

External Operations

Q1 Promote increasing the number of women in the energy sector

3

Q2 Promote increasing the number of PWD in the energy sector

3

Q3 Gender-sensitive contractor selection

2

Q4 Employment of local people (with set % of women) for skilled and semi-skilled work

4

Q5 Gender sensitive community engagement

2

Q6 Orienting and training served communities on the safe and productive use of electricity

1

Q7 Support for energy-based livelihoods or enterprises

2

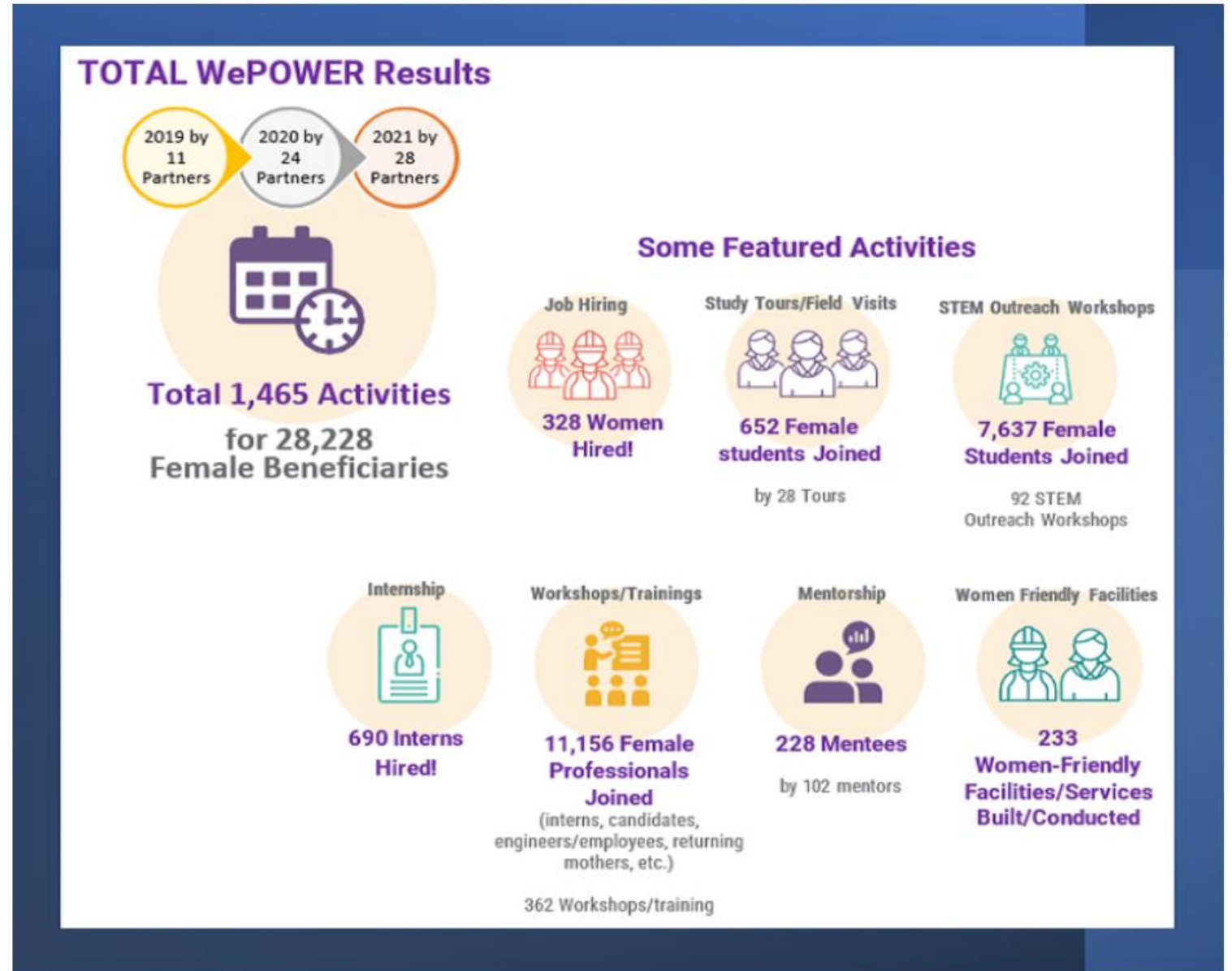
Scores are assigned numerical and color values. Colors facilitate visual inspection. Light colors are those on the highest end of the scale.

Scores in the middle of the range are often those areas where additional partnership between ADB and borrowers offers the greatest return on investment.

Lower scores may indicate areas where the borrower is legally encumbered from acting, or where borrower reliance on national legal frameworks is high. A zero indicates that a question has not been answered.

Link to the South Asia WePOWER Network

- ADB encourages **participation in testing & concept refinement** in collaboration with developing member countries—piloting first in South Asia.



Who will participate?

Bangladesh

- Bangladesh Power Development Board (BPDB)
- Power Grid Company of Bangladesh
- Bangladesh Rural Electrification Board

Bhutan

- Bhutan Power Corporation
- Druk Green Power Corporation Limited

India

- West Bengal Distribution Co.
- Bangalore Electricity Supply Co.
- Tripura Power Company Limited

Maldives

- Fenaka Corporation Ltd.
- State Electric Company Limited

Nepal

- Nepal Electrical Authority

Sri Lanka

- Ceylon Electricity Board
- Lanka Electric Company (Pvt) Ltd.

Blue – already included in list of WePOWER partners
Black – to be included in SAEN GESI Self-Assessment

Links to the ADB-SARD GESI Self-Assessment Tool for Power Utilities

Stand-Alone Web Version

<https://www.surveylate.adb.org/GESI-Self-Assessment.html>

Embedded Version with Context Notes

<https://www.surveylate.adb.org/GESI-Self-Assessment-Overview.html>



Thank you!

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