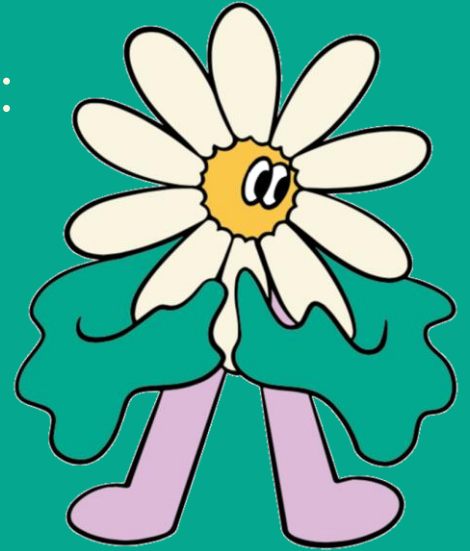


Breaking Barriers and Building Bridges: The Collaborative Project for Mainstreaming GESI in TVET

Society of Renewable Energy Women
x ISED Project GIZ

February 2023



SRE
WOMEN

ISED Project: Empowering Women and Promoting Inclusion - Mainstreaming GESI in the Renewable Energy Sector



implemented by:
giz
Technische Dienstleistung für internationale Zusammenarbeit (TDZ) GmbH



Innovation and Investment for Inclusive Sustainable Development project (ISED) - Phase II

Promoting Green Jobs in the Electricity Sector With Focus on Renewable Energy (RE).
Target Group:
Employees, job seekers, TVET fresh graduates, teachers/instructors

1. Adopting a GESI perspective on renewable energy development is critically important to ensure that underrepresented group needs and contributions – their skills and views – represent an integral part of the growing and innovative industry.
2. Increased engagement expands the talent pool for the renewables sector and can help to reduce inequality and poverty

Three Outputs

1. Private Sector Engagement
2. Skills Development/ TVET
3. Policy & Regulatory Improvement

1

Gender Perspective in RE

The survey by IRENA revealed that women represent 32% of the fulltime employees of responding organisations.

Barriers to entry for women in the RE sector

- Perception of gender roles
- Cultural and social norms
- Prevailing hiring practices

Source: Renewable Energy: A Gender Perspective, IRENA

One of the target indicators is to train 1,000 people (20% women, 50% <35 years old)

Notes: in renewables, women's participation is much lower in science, technology, engineering and mathematics (STEM)

2

Solutions



Mainstreaming gender perspectives 1

Access to adequate education and training opportunities 2

Program objectives: a collaborative project opportunities

The Collaborative Project between ISED and SRE Women: Developing Opportunities of GESI System for internal and external use

SRE
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The Society of Renewable Energy (SRE) Women is a multi-disciplinary organization dedicated to climate action and renewable energy. Comprising women from various fields, it aims to promote and enhance women's involvement in the renewable energy sector.

SRE Women & ISED Collaboration

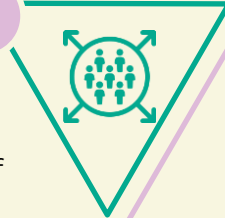
ISED helped facilitate consultant to train SRE women members in understanding GESI Perspective and assist the GESI Division in developing the GESI Audit tool.

Identification of needs

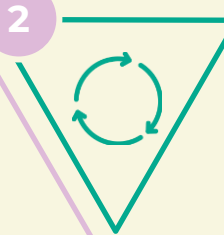


Submission of GESI division proposal by SREW to ISED in developing GESI Assessment Tools and Improving the capacity of the GESI division personnel in SRE women, in doing GESI analysis and incorporating the GESI perspective

1



2



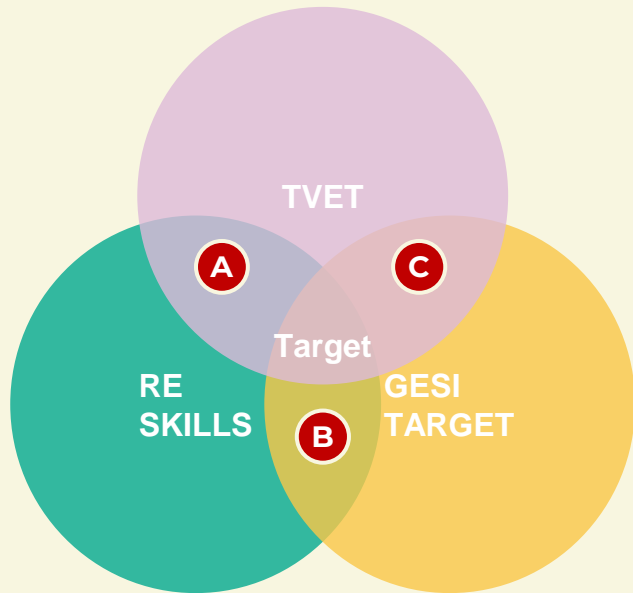
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Sustainability

This GESI Audit tool is used by GESI division to assess renewable company's / organization's position on the GESI continuum (GESI unequal, GESI blind, GESI sensitive, GESI specific, or GESI transformative).

It is expected that **SRE Women personnel will become GESI Audit consultants** who can carry out GESI assessments in various organizations.

SRE Women has formulated a sharing session which focuses on the common needs behind TVET, RE, and GESI



A Renewable Skills in TVET

Technical and vocational education and training (TVET) plays a crucial role in the transition to cleaner energy, as the skills needed in the provision of sustainable energy by making sure future worker ready for the transition

B GESI in RE

- By promoting GESI in the RE sector, underrepresented groups, including women, marginalized communities, and people with disabilities, can be provided equal opportunities to participate. Addressing this can lead to an increase in innovation, growth, and competitiveness.
- Promoting gender equality can also address gender-based inequalities in access to energy, leading to an improvement in the quality of life for marginalized communities while promoting social inclusion can create a more equitable and just society.

C GESI in TVET

Using DualTVET as the main platform to engage with companies and industry in ensuring the needs and demands of the existing labor market and enabling equal access for vocational training by encouraging women's participation in fields that might be considered male-dominated.



Program Objectives

Mainstreaming gender perspectives through **audits and awareness training** can change broad perceptions as well as specific workplace practices.

Access to adequate education and training opportunities can be enhanced through adjustments in curricula, targeted scholarships and internships, and vocational training opportunities for women.

GESI Audit Tool for Company

This tool is specifically developed for an assessment of how well an organization or a company incorporates the perspective of Gender Equity and Social Inclusion (GESI). The tool is made as simple as possible and easy to administer.

The tool consists of 5 main sections:

- A. Company Profile
- B. Human Resources
- C. Policy
- D. Infrastructure
- E. Corporate Culture

The result of this assessment will be communicated to the company through workshops, detailing the results and the recommendations.

B. Human resource
B.1 Recruitment and hiring

Indicator	No/ Never	Progressing	Yes/ Always	Additional information
1. The recruitment uses competency-based approach.				
2. Affirmative approach is used to recruit the under-represented group: <input type="checkbox"/> age <input type="checkbox"/> gender <input type="checkbox"/> race/ethnicity <input type="checkbox"/> disability <input type="checkbox"/> religion <input type="checkbox"/> other minority group (you can add more to accommodate the characteristic of the respective society)				
3. Interviews in the recruitment process include questions about the candidate's position on gender equality, equity, workplace diversity and social inclusion. Open-mindedness and positive attitude to different important qualities employee should have. The candidates are given a choice of time for interview that suits their schedule to ensure they are comfortable.				

A. Company Profile

- Company's name : _____
- Established since : _____
- Address : _____
- Phone number : _____
- Company's email : _____
- Business sector : _____
- Company's visions, missions, and values : _____

B.2 Salary and Level of employment
Sex ratio
 1. Please fill in the table about sex and level of employment below

Level of employment	Number of Female (x)	Number of Male (y)	Female to Male Ratio (x/y)

*Counting sex ratio is important to identify the proportion of men and women in each level of employment. The closer to 1 the value of female to male ratio, the better gender balance in the organization/company.

Example

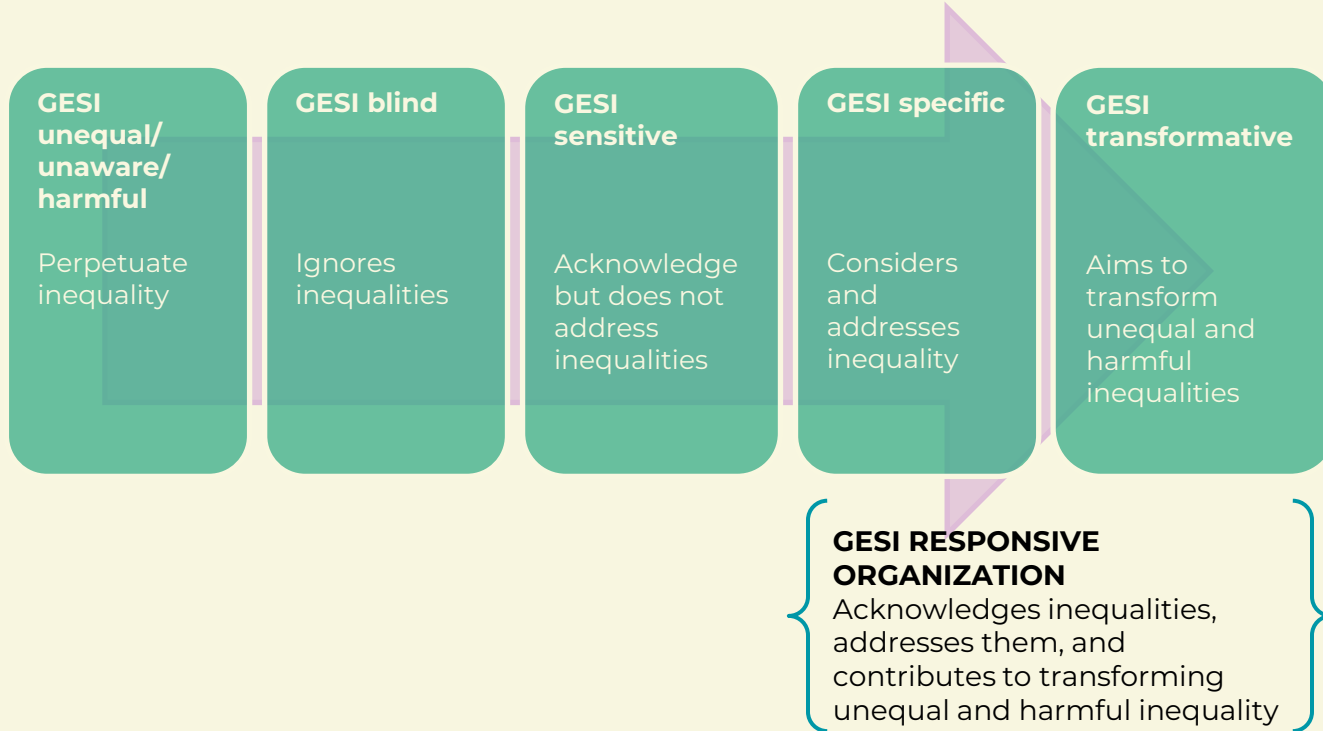
Level of employment	Number of Female (x)	Number of Male (y)	Female to Male Ratio (x/y)
Entry Level	100	104	0.96
Intermediate Level	54	75	0.72
Mid-Level	20	50	0.4
Senior or Executive Level	2	7	0.28

*The closer to 1 the value of female to male ratio, the better gender balance in the organization/company.

C. Policy

Indicator	No/ Never (1)	Progressing (2)	Yes/ Always (3)	Additional information
1. Non-discriminatory principle is explicitly stated in the policy				
2. The company has a safe-guarding policy (includes prevention and treatment) about: a. anti-gender-based violence b. anti-sexual violence (including harassment) c. anti-bullying				
3. The company has equal parental leave policy for male and female employees. Male or female employees are eligible for at least 3 months paid parental leave for new parents.				
4. The company has work-family life balance policy that: a. allows employee to work flexibly in term of hours and place to accommodate both the company's and the employee's needs. b. provides family allowance and family health care benefit.				
5. Health care benefit covers: <input type="checkbox"/> pregnancy <input type="checkbox"/> child birth <input type="checkbox"/> regular pap smear (pap test) <input type="checkbox"/> contraception.				
6. The company has mandatory annual GESI reporting. The report includes: gender gap in level of employment, career development and salary.				
7. The company uses the GESI report to continuously and periodically improve equality and equity in the work place.				

Improving company's position within the GESI continuum



GESI awareness can improve companies' productivity*

Signified more attractive work environment for talents, especially women.

Drives more diverse ideas.

Signals to investor that the company is well-run.

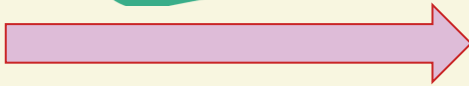
*Source: "Research: When Gender Diversity Makes Firms More Productive", Harvard Business Review (www.hbr.org)

Closing gender gaps in renewable energy industry by assessing GESI in companies



Renewable energy company

SRE Women's GESI Audit



Recommendations



How can we improve company's position within the GESI continuum?

Attraction

How can we attract more women to join the renewable energy industry?



Industry-specific vocational majors/courses

Company's early career women hiring program

Retention & Promotion

How can empower women that are already in the industry?



Practical training for skill improvement and promotion

Gender awareness training for all employees

A. Company Profile

- Company's name _____
- Established since _____
- Address _____
- Phone number _____
- Company's email _____
- Business sector _____
- Company's visions, missions, and values _____

B. Human resource

B.1 Recruitment and hiring

Indicator	No/ Never	Progressing	Yes/ Always	Additional information
1. The recruitment uses competency-based approach.				
2. Alternative approach is used to recruit the under-represented group: <ul style="list-style-type: none"> <input type="checkbox"/> age <input type="checkbox"/> gender <input type="checkbox"/> race/ethnicity <input type="checkbox"/> disability <input type="checkbox"/> religion <input type="checkbox"/> other minority group (you can add more to accommodate the characteristics of the respective society) 				
3. Interviews in the recruitment				

B.2 Salary and level of employment

Sex ratio

1. Please fill in the table about sex and level of employment below!

Level of employment	Number of Female (F)	Number of Male (M)	Female to Male Ratio (F/M)

*Counting sex ratio is important to identify the proportion of men and women in each level of employment. The closer to 1 the value of female to male ratio, the better gender balance in the organization/company.

Example

Important note: Level of employment listed in the table below is only example. When assessing, please use the category of level of employment that is applied in the company.

Level of employment	Number of Female (F)	Number of Male (M)	Female to Male Ratio (F/M)
Entry Level	100	104	0.96
Intermediate Level	54	75	0.72
Senior or Executive Level	20	50	0.4
Senior or Executive Level	2	7	0.28

*The closer to 1 the value of female to male ratio, the better gender balance in the organization/company.

C. Policy

Indicator	No/ Never (N)	Progressing (P)	Yes/ Always (Y)	Additional information
1. Non-discriminatory principle is explicitly stated in the policy				
2. The company has a safe-guarding policy (includes prevention and treatment) about: <ul style="list-style-type: none"> a. anti-gender-based violence b. anti-sexual violence (including harassment) c. anti-bullying 				
3. The company has equal parental leave policy for male and female employees. Male or female employees are eligible for at least 3 months paid parental leave for new parents.				
4. The company has work-family life balance policy that: <ul style="list-style-type: none"> a. allows employee to work flexibly in terms of hours and place to accommodate both the company's and the employee's needs. b. provides family allowance and family health care benefits 				
5. Health care benefit covers: <ul style="list-style-type: none"> <input type="checkbox"/> pregnancy <input type="checkbox"/> child birth <input type="checkbox"/> regular gap (sick leave) <input type="checkbox"/> contraception 				
6. The company has mandatory annual GESI reporting. The report includes gender gap in level of employment, career development and salary.				
7. The company uses the GESI report to continuously and periodically improve equality and equity in the work place.				

Questions from SRE Women

1 After successfully creating its GESI tools, what steps can SRE Women take to maintain the sustainability of its collaborative project with ISED?

2 What is the recommended approach to implementing GESI tools in the current business ecosystem, and where should we begin?

3 Recommendation on a business model that enables the utilization and marketing of GESI tools by SRE Women

4 As an organization that aims to offer GESI Assessment services, how can we enhance our innovation, expand our operations, and impact more people?