

GIZ Gender Competition 2022  
**Entry for GG1 Projects Competition**

<p><b>Country / Area (Indonesia, Timor-Leste or ASEAN)</b></p> <p>ASEAN</p>
<p><b>Project Title</b></p> <p>ASEAN German Energy Programme</p>
<p><b>Title of Measure / Initiative</b></p> <p>ASEAN-German Energy Programme's (AGEP's) gender inclusive approach on the region's energy development</p>
<p><b>Elaboration on: Promoting gender equality (40% of marks)</b></p> <p><i>Please describe your entry in a narrative answering the following guiding questions: Which objectives and results has your initiative achieved? Describe the context, the organisational unit, the sector or the situation in your country or region. Tell us which approaches have proven effective, which results have already been generated and which specific impacts you expect in the short, medium and long term.</i></p> <p>ASEAN German Energy Programme (AGEP) is a jointly implemented programme by the ASEAN Centre for Energy and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). AGEP has been taking essential roles in energy development in the ASEAN region by supporting the ACE's institutional capacity in both human resource and organisation development. Hereafter, ACE could serve as a high-performing institution, a regional centre of excellence that builds a coherent, coordinated, focused, and robust energy policy agenda and strategy for ASEAN.</p> <p>In the process of ACE HR capability enhancement, AGEP facilitated a set of activities, including the development of a comprehensive training plan, delivery of 22 thematic interdisciplinary training courses on management, leadership, and technical, and improvement of HR Standard Operational Procedures (SOP). In the 22 planned training sessions were conducted, of which two training are focused on women's career development and going to organize in Q1 2022. The women's career development training is included in the ACE HR strategic plan 2022.</p> <p>These interventions aim to assist ACE to have a long-term personnel strategy to answer staffing needs, career development, and recruitment inquiries. AGEP encourages the importance of gender equality, this is underpinned by paying particular attention to career development for women and providing equal opportunity in every project activity.</p> <p>The operation of the gender mainstreaming approach was evident in the disaggregated data. In the thirty-one (31) ACE staff participated in the training series, 45% of the participants are women. Achieving multiple women's participation in training is considered one of the major accomplishments of AGEP as it exceeded the expected turnout of at least 40% of women participation.</p> <p>Another achievement that has been progressing is the ACE becomes more inclusive organisation by increasing the number of women personnel. The data in 2014 shows women percentage was 10% and the number is quadruple in 2021, reach to 43.75%. Given</p>

the capacity development support from the project, ACE women personnel will have capacity and capability in more strategic level and involve directly to the decision-making process. The project also envisions in medium to long term aspiration that ACE will serve as a role model of inclusive organization for other ASEAN institutions that improve women representation in ASEAN processes.

**Elaboration on: Gender as a quality feature of our work (20% of marks)**

*Please describe your entry in a narrative answering the following guiding questions: Our gender-differentiated approach and unfailing commitment to equal opportunities for everyone, regardless of their gender, sexual orientation or gender identity, are among the values GIZ upholds as an actor, partner and service provider for sustainable development. Is or has your work in the field of gender been particularly acknowledged by your clients, partners and commissioning parties? How is that reflected or shown?*

Share of jobs held by women globally is higher for general administrative jobs, but lower for occupation that requires science, technology, engineering, and math (STEM). According to IRENA report, some of barriers that is preventing women from entering or taking role in the renewable energy sector are lack of skills and lack of gender specific training.

Therefore, AGEP's commitment to supporting career development for women personnel in ACE has been demonstrated since the phase of designing thematic interdisciplinary training. The design process considers gendered needs, preferences, and constraints to ensure that women personnel benefit from the training, especially the two tailor-made training that covers the topic of women's career development and women in sustainable energy. This training plan was discussed internally in ACE and is soon to be executed as part of ACE HR Strategic Agenda 2022.

Regarding AGEP project management, the project has reported a contribution to *gender strategy to EU GAP II report for 2019 by EU actors in partner countries* and *reporting gender strategy to APLAC* department through country office mechanism. The project also assigned a gender focal point (GFP) to oversee the gender-responsive approach and responsible for promoting gender equality. To perform this task, the project equipped the GFP with *gender training for gender focal points* by AIZ and later GFP conducted internal-transfer knowledge (sharing session) to the AGEP-ACE colleague.

**Gender within the Project Team**

Within the AGEP (GIZ-ACE) project team composition, number of women personnel increases from 45% to 55% in current project management team. At the project level, a gender focal point is appointed and responsible for promoting gender equality through gender mainstreaming in project management, in line with international commitments and GIZ's gender mainstreaming strategy.

**Elaboration on: Gender and result-based monitoring (20% of marks)**

*Please describe your entry in a narrative answering the following guiding questions: Are the contributions to enhancing gender equality and reducing gender-based discrimination and disadvantages documented in the project? Are the results in the area of gender equality an integral part of the monitoring and evaluation system and systematically recorded and/or reflected in an evaluation report? Are the mechanisms for measuring results clearly documented?*

AGEP believes the importance of applying gender responsive approach into the project's planning, implementation, monitoring, and evaluation and reporting, so the risks of gender

discrimination, such as ineffectiveness and less synergy in working environment and disadvantage can be minimised. Gender issues in meta, macro, meso and micro level were identified in the early stage of project planning, therefore well-defined gender indicator with a budget was also designated accordingly.

Throughout project implementation phase, the project keeps the availability of gender-disaggregated data since AGEPI & II to see the gender ratio from event to event based on their sex-data, nationality, and stakeholder category. In practice, the project also includes any information about gender mainstreaming updated and is discussed in weekly GIZ-AGEP meeting and bi-weekly joint team meeting with ACE.

#### **Elaboration on: Cooperation (20% of marks)**

*Please describe your entry in a narrative answering the following guiding questions: Gender equality cannot be achieved by individuals alone. It is a joint task – how did you go about it? Who did you cooperate with: colleagues, partners, donors, civil society representatives, etc.? What united you in all your efforts to enhance gender equality (shared or same goals, strategies, international or other obligations and requirements, etc.)? What were the major challenges you encountered individually or together? What were the three key success factors?*

In general, the energy sector is currently dominated by male employees in ASEAN and women are often excluded from discussions about energy plans and policies. Excluding women from decision-making is likely to result in gender-blind planning, financing, execution, and implementation. Therefore, AGEPI commits to addressing it by encouraging equal participation in all events and having a dedicated capacity building for women employees of ACE. These are good practices of AGEPI in promoting gender equality which also aligns with *The BMZ Development Policy Action Plan on Gender Equality 2016-2020, EU GAP II, the ASEAN Socio-Cultural Community Blueprint (page 7. B.2. ii)* where the project commits to enhance institutional capacity by applying gender mainstreaming approach and *the ASEAN Declaration on the Gender-Responsive Implementation of the ASEAN Community Vision 2025 and Sustainable Development Goals*

One of the success factors is the *co-creation of the process*, it is achieved by sharing ownership and inspiring ACE to be proactively involved in HR capability enhancement. The project also applies other KUF principles; *cooperate in diversity* by building a network with other existing regional or international networks.

For instance, AGEPI facilitated inter-sectoral dialogues and consultations among key actors from government, civil society, and international organization to discuss gender equality and women's needs and priorities as related to sustainable energy. A Joint force between AGEPI - ASEAN Center for Energy (ACE) - ASEAN Foundation (AF) to organize outreach activity (Talkshow) on youth & women in energy that occurred in August 2021. The event discussed the Energy Transition awareness on the current state, challenge, and potential of RE in the region and presented the role of youth and women in promoting sustainable energy in the region. This event was organized by women, moderated by women member of the team and attended by 800 women out of 1168 registrants (68%)

Another example is where the project team members participated and contributed to Learning needs assessment-course on gender equality, human rights, climate change, and renewable energy by the UN Environment Programme (UNEP) and UN Women project "*Empower: Women for Climate Resilient Societies*". The learning course aims to contribute towards implementing gender-responsive climate change and disaster risk reduction

actions that address key drivers of gender-based vulnerabilities in the Asia-Pacific countries.