

GESI (Gender Equity & Social Inclusion) Audit Tool

Prepared by:

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1. Promoting gender equality

a. Context and situation

Gender Transformative Approach (GTA) is not a new concept but still unfamiliar with many organisational and individual stakeholders, especially in Asia. The GTA is often used in development programmes with the aim to change the underlying social and cultural systems that usually cause gender discrimination. The approach prioritises social and cultural change in efforts to achieve gender equity and drive fundamental changes in behaviors, attitudes, and norms within society. It involves a holistic and sustainable approach, encompassing all of society and many aspects including economy, politics, and culture.

The Innovation and Investment for Inclusive Sustainable Economic Development (ISED) project previously facilitated the Society of Renewable Energy (SRE) Women in creating and developing the Gender Equity and Social Inclusion (GESI) Audit Tool. The tool created at that time is still in the form of a static template and must be processed manually.

To bring GTA concept into practice and familiarise it with private companies, development organisations and programmes in Indonesia, the Gender Equity and Social Inclusion (GESI) Audit Tool has been developed and piloted in SRE Indonesia. The GESI Audit Tool is used to evaluate implemented programmes or projects to determine how successful they have been in achieving gender equity and social inclusion. From evaluation received, the organisations will be consulted on their GESI analysis results and how GTA interventions can be integrated as an approach in to design and implement initiatives to achieve gender equity and social inclusion within the target organisations.

To speed up the dissemination and multiplication process, and to make it easier to apply to various types of organisations, we, as staff from the ISED and RECOTVET programmes, initiated the creation of a Digital GESI Audit Tool that can assist different types of organisations including governmental agencies, TVET institutions, companies, and other organisations, to easily and quickly use the GESI Audit Tool. The digital template will automatically calculate and provide values of the assessment. It should also be used as a reference to provide appropriate recommendations regarding GESI and GTA (Gender Transformative Approach) for users.

Therefore, we submitted a proposal for the Challenge Fund program from the Sector Network "Assets for Asia," and our proposal was selected to receive funding for the project. The proposal is a joint work of members from three GIZ projects, namely Innovation and Investment for Inclusive Sustainable Economic Development (ISED) Project in Indonesia, Programme of Reform of TVET in Viet Nam and Regional Cooperation Programme of TVET in ASEAN (RECOTVET). In this project, we will create a Digital GESI Audit Tool in Excel format.

This activity is in line and can support BMZ priority topics, specifically the German Government’s Feminist Development Policy and GIZ Gender Strategy.

b. Objective

The GESI Audit Tool can mainly help 1) to identify critical gaps, challenges, and opportunities for increasing organisational gender equity, and 2) to create gender action planning. It can recommend ways of addressing these challenges and opportunities, suggesting improvements and innovations. A gender audit not only supports the development of gender equity strategies to promote equality but will also encourage the development of gender sensitivity throughout the workplace and organizational environment.

Implementation of GESI Audit Tool

The GESI Audit Tool is expected to be used to support resilience, economic recovery, and a just transition by:

- a. Ensuring that government and/or private sector-funded projects and programmes consider gender equity and social inclusion in planning, implementation, and evaluation.
- b. Helping in identifying and solving problems related to gender equity and social inclusion in funded projects and programmes.
- c. Strengthening the participation and influence of women in funded projects and programmes.
- d. Strengthening gender equity and social inclusion in funded projects and programmes.
- e. Helping in the development of best practices and standards in gender equity and social inclusion in funded projects and programs.
- f. Helping in inclusive and fair decision-making in funded projects and programmes.

The digital GESI Audit Tool is developed in 3 language version: English, Indonesian and Vietnamese, and has been piloted in 2 countries: Indonesia and Viet Nam.

In Indonesia, the piloting was conducted in an NGO (SRE Indonesia – Society of Renewable Energy Indonesia) and a private company (Vena Energy). The piloting result in Viet Nam (one TVET Institution and one Private company) is yet to come.

c. Piloting Result:

- In Indonesia

Type of Organisation	NGO – SRE Indonesia	Private company – Vena Energy Indonesia
Description	Society of Renewable Energy (SRE) Indonesia is a youth organization that operates in the Renewable Energy sector. Established in 2019 with the vision of accelerating the Indonesian Energy Transition through inclusive youth empowerment and multi-institutional collaboration, SRE Indonesia is committed to promoting sustainable energy solutions.	Headquartered in Singapore, Vena Energy is a leading renewable energy company in the Asia-Pacific (APAC) region. They own, develop, construct, operate, manage, and commercialise renewable energy projects across APAC, with an extensive local presence of ~900 employees across 79 corporate and site offices in Japan, North Asia & Australia, Southeast Asia, and India. Our business is organised into 3 verticals – Onshore (Wind and Solar), Offshore Wind, and Energy

		Storage (stationary and transportable storage) across the Asia Pacific region.
Assessor	SRE Women – reviewed by GESI consultant	GESI Consultant
Result	<p>GESI Sensitive - both members and leaders in SRE Indonesia have developed a commendable level of understanding and awareness regarding Gender Equity and Social Inclusion (GESI). The next crucial step lies in formalising and institutionalising these GESI principles within the organization's systems and policies. This move will not only solidify SRE Indonesia's commitment to GESI but also ensure that these principles are consistently and effectively integrated into all aspects of their work. Through formalization, SRE Indonesia can advance its mission of fostering a more inclusive and equitable environment within its organization and in the broader community it serves</p>	<p>Vena Energy has implemented the principles of GESI Transformative. Equality, fairness, and anti-discrimination have become the values embedded in Vena Energy's policies and policy implementation. The implementation of GESI is not only oriented towards meeting specific gender needs but also seeks to eliminate structural barriers faced by its employees (men and women) in achieving their best performance.</p> <p>Vena Energy can serve as a model for excellent practices in integrating the GESI perspective in traditionally male-dominated energy The company.</p>

- **In Viet Nam**

Type of Organisation	Thuan Hai Corporation Joint Stock Company – one of partner companies of LILAMA 2 since 2019	LILAMA 2 International Technology College - One of 11 vocational colleges supported by TVET Programme
Description	<p>Thuan Hai JSC (THJSC) is a leading Vietnamese company in the fields of engineering, construction, and real estate development. Founded in 1989, THJSC started as a small construction company and has since grown into a diversified conglomerate with over 10,000 employees and operations in multiple industries. The company's early projects included the construction of residential buildings, schools, and hospitals.</p>	<p>a public college under the Ministry of Construction in Vietnam, has been selected by the Prime Minister to become the first autonomous college in the country. With a focus on providing high-quality manpower for the construction industry and Southern Key Economic Zone, LILAMA2 has updated its training programmes to meet international standards since 2004. To further upgrade its training quality and integrate into the global community, LILAMA2 has joined organisations such as City & Guilds in the UK and the American Welding Society (AWS) in the US, becoming an Accredited Testing Facility Center (ATF) for AWS and a member of the European Association of Institutes for Vocational Training (EVBB).</p>
Assessor	ECUE company - GESI Consultant	ECUE company - GESI Consultant
Result	To be obtained in December	To be obtained in December

d. Approaches

The GESI involved a review of documents, in-depth interviews with key personnel, and evaluation of the organisations' operations through surveyed questions. The audit followed a gender-transformative approach that addressed structural causes of inequality and intersecting inequalities faced by women and girls. The audit also considered human rights-based approaches, power-critical, and collaboration and partnerships.

2. Challenges

1. Finding and determining the type of company that will be used as a piloting location within a relatively short time frame (project timeline). Considerations include organisational scale and whether the organisation/company is already familiar with GESI, etc. *(For example: Big scale: It will have significant impact and exposure and already has structured procedures and policies, making data and information collection much easier. But they have more complicated procedures (such as preparing legal documents, etc), and busy schedules of each PIC staff, so it can disrupt the timeline; Aware of GESI: more easily convinced to become a piloting location, and the assessment result tends to be good, resulting in fewer recommendations.)*
2. Scheduling time with the organisation/company selected for piloting to meet the timeline.
3. Coordinating between the two countries, including discussing the habits/cultures of each country. For example, terms related to LGBTQI+ may not be included in the GESI Audit Form in the Indonesian version but could be included in the Vietnamese version.
4. The leveling in organisation structure is too detailed and specialised according to the disciplines/occupations at the pilot college (TVET Institution), which results in difficulties in understanding the vocabulary/ terms used in the tool.
5. There is a stereotype in technical vocational college and company specialising in technology that women do not have many interests in this field or have enough competence to study or work in technical topics; hence, they initially tended not to be very optimistic in evaluation results and future suggestions for improvement.

Conclusion

1. The success of our piloting process hinges on effective collaboration with other project advisors, allowing us to gather valuable references for potential organizations and companies. Establishing strong cooperation and communication with our partners is essential, streamlining the piloting process. It is crucial to approach challenges and obstacles with an open mindset, recognising them as learning opportunities rather than setbacks. Furthermore, having project members who share a common vision and goals not only facilitates seamless communication but also enhances our ability to collectively achieve our objectives.
2. The digital Gender Equity and Social Inclusion (GESI) Audit Tool is one important step for us to bring the gender transformative approach closer to implementation with strategic partners at the country level. Piloting the tools in Southeast Asian countries not only reveals partners' interest and readiness to cooperate more with GIZ on GESI topics, but also give positive signals that the Tool has the potential to be globally applied.
3. **For the sustainability goal:**
 - a. PLN (Perusahaan Listrik Negara), as the largest state-owned company in Indonesia, is interested in implementing this GESI Audit Tool.
 - b. SRE Indonesia, plans to disseminate the GESI Audit Tool for use across all student chapters (47 student chapters), so they can do self-assessment to determine their organization's position on the GESI continuum.