

GENDER ASSESSMENT

Gender mainstreaming category: some gender elements

1. **Key issues.** Thailand has made significant efforts to integrate gender into its legislation and policy framework following the passage of the Gender Equality Act 2015 and the establishment of the Committee to Promote Gender Equality (CPGE) to enact the Act's legal policies and mechanisms to advance gender equality. Despite this progress, gender disparities in economic empowerment persist and for instance, women's labor market participation is only 59% compared to 75% for men in 2022.ⁱ Women also continue to spend 3.2 times more time on unpaid domestic and care work than men.ⁱⁱ

In the renewable energy sector, women make up 32% of the global workforce.ⁱⁱⁱ However, gender stereotypes in the labor market contribute to restricting women's access to opportunities for technical and skills training.^{iv} In Thailand, women represent only 29% of employees in the energy and water utilities sector in 2019^v with a large percentage of these women are in administrative positions with a smaller number in science, technology, engineering and mathematics (STEM) jobs. Women face persistent barriers to entry and advancement in this sector due to multiple reasons, including a lack of awareness of opportunities, lack of a STEM background, unfavorable workplace policies, perception of gender roles and self-perception among others.

Construction industry has traditionally been male dominated, creating barriers for women to enter and participate fully in such projects. Work environment can be perceived as hostile or unwelcoming for women due to factors such as lack of adequate sanitation facilities, safety concerns, and misperceptions of women's capabilities in some roles. Women often bear a disproportionate burden of family responsibilities, which can make it challenging to pursue careers in industries with demanding schedules or travel requirements like construction.

Gulf Renewable Energy Company Limited (GRE) has a current workforce of 1,600 people, and women are fairly represented at the managerial and executive levels. As per country's profile on segmented roles, women account for the majority of the administration and support category and have a limited presence in the technical jobs. This organizational structure reflects GRE's approach to employ people based on work experience and educational fields without a gender lens.

Gulf Renewable Energy Company Limited Staff, Sex-Disaggregated

Job Category	Total	Men	Women	Share of Women
Top Management (<i>CEO</i> and Deputy <i>CEOs</i>)	5	3	2	40%
Senior Management (Senior Vice Presidents)	70	40	30	43%
Mid/Junior Management (Managers and <i>VPs</i>)	341	213	128	38%
Engineering/Technical Staff	836	792	44	5%
Administrative/ Support Staff	348	122	226	65%
Total	1,600	1,170	430	27%

CEO = Chief Executive Officer, VP = Vice President.

Note: Data as of 1 November 2023.

Source: Gulf Renewable Energy Company Limited.

Since the project involves both Gulf's renewables focused subsidiary, GRE, and Gulf Energy Development Public Company Limited (GED), some elements of the gender due diligence were discussed with GED, notably on skilled (engineering and technical) jobs at Group level. As such, the company committed to promoting women in its science, technology, engineering and mathematics (STEM) related roles beyond the activities at GRE. As of December 2023, women in STEM at GED accounted for 120 out of 709 staff, or 17%, compared to women in support functions representing up to 67% (234 women out of 349 support staff).

As a company, GRE reports providing equal opportunities for hiring, personal development, and career advancement to all. It has a set of gender sensitive policies that notably includes a diversity policy, a discrimination and harassment policy and a human rights policy. GRE supports equal pay for equal work based on a non-discriminatory and merit-based performance evaluation process and monitors pay compensation on annual basis as provisioned in its human rights policy. For 2022, the company reported between 0.92 to 1.03 female:male pay ratio (disaggregated between non-management, management and senior management pay levels).

GRE has an ongoing paid internship program, with average length of 2–4 months depending on partner university's policy and most internship positions are found in engineering fields, where women represent 16%. On professional development, the company provides various general trainings (i.e., presentation skills, negotiation skills, leadership, financial knowledge, technical training, computer skills), and women account for 28% of the trainees. With the current little of attention provided to promoting women's participation in technical roles across GED's operations, despite the company's good efforts on diversity, inclusion and women's representation in its management teams, the company would benefit from dedicated measures to apply gender equality and inclusion practices to ensure safe and best performance by professional women in its operations.

Also to note that GED is one of ADB's largest private sector clients, with a longstanding relationship dating back to 2007. ADB has approved funding for six project finance transactions and one equity investment (which has since been exited). Initially, five of these projects were rated as *no gender elements (NGE)*. With ADB's continued assistance, GED was able to transition to *some gender elements (SGE)* and in this transaction, *SGE* is targeted with initiatives promoting women in STEM jobs and gender equality awareness raising in its renewable energy subsidiary.

2. **Key actions.** The gender measures for this project are as follows: (i) target allocation for women in the new engineering and technical (referred to as STEM) jobs at GED, (ii) targeted participation of women in STEM roles at GED in development programs, and (iii) rolling out of a gender equality training for GRE's staff.
3. **Key implementation arrangements.** GRE will oversee the implementation of the gender measures. The company shall be responsible for the resources needed to implement the gender targets. For indicator 3a, GED will seek to implement inclusive recruitment process and ensure that women applicants take up a quarter of the new STEM jobs they will be creating. Job categories under STEM at GED include: accountant, engineering, financial analyst, tax analyst, environmental engineering, and chemist. For indicator 3b, GED will seek to enroll a third of its women in STEM roles in new development courses, which will include both general professional training and specific technical training such as coaching for performance, financial foundations, growth mindset, high impact communication, among others. For both indicators 3a and 3b, GED refers to GED and subsidiaries that GED has controlling interest with shareholding proportion of over 50%. For indicator 3c, GRE will need to develop training material on gender sensitization leveraging its Code of Conduct training and the content will notably include the key elements of their gender sensitive policies and provisions. GRE is expected to include an end-of-training questionnaire to capture the acquired knowledge and benefits gained by the participants, which will serve for the reporting on the implementation of this gender measure. ADB's gender team is available to provide guidance on how to implement and report on the gender measures.
4. **Negative impact and risks.** None.
5. **Monitoring and reporting.** The implementation of the gender measures will be part of GRE's annual development effectiveness monitoring reporting to ADB.

ⁱ International Labour Organization. 2020. [ILOSTAT database](#).

ⁱⁱ United Nations Development Programme 2023. [Thai Women's Unpaid Care and Domestic Work and the Impact on Decent Employment](#). Bangkok.

ⁱⁱⁱ International Renewable Energy Agency. 2019. [Renewable Energy. A Gender Perspective](#). Abu Dhabi.

^{iv} ADB. 2012. [Gender Tool Kit: Energy Going Beyond the Meter](#). Manila.

^v International Labour Organization. 2020. ILOSTAT database. <https://ilostat.ilo.org/data>.