

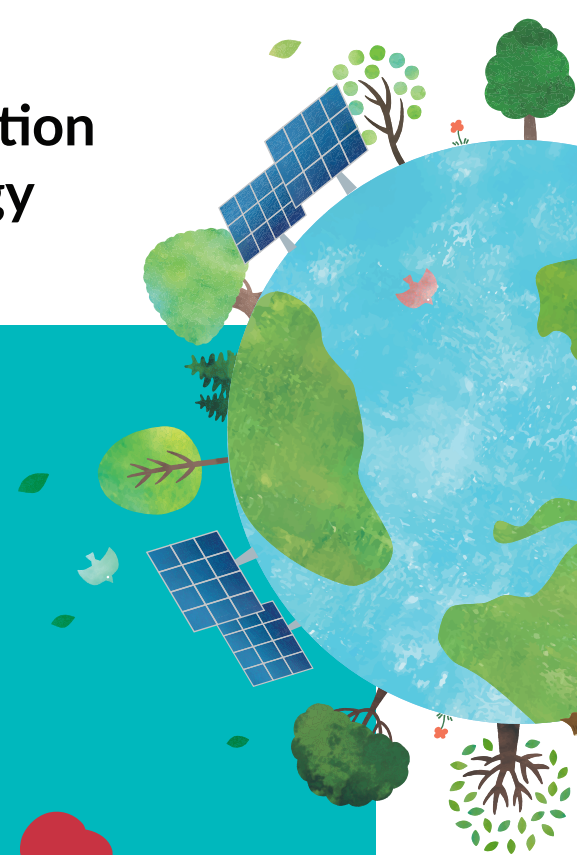


# Women Professional Development

## in South-South Triangular Cooperation on Decentralised Renewable Energy (SSTC DRE)

### A CONCEPT

Implemented within "Renewable Energy Mini-grids in South-South Triangular Cooperation in Indonesia (ENTRI)" 2023-2025





# Women Professional Development in South-South Triangular Cooperation on Decentralised Renewable Energy (SSTC DRE)

A CONCEPT

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Implemented within “Renewable Energy Mini-grids in  
South-South Triangular Cooperation in Indonesia (ENTRI)”  
2023-2025



## “WOMEN PROFESSIONAL DEVELOPMENT IN SOUTH-SOUTH TRIANGULAR COOPERATION ON DECENTRALISED RENEWABLE ENERGY (SSTC DRE), A CONCEPT”

Supported by the joint Indonesian-German project on “Renewable Energy Mini-grids in South-South Triangular Cooperation in Indonesia (ENTRI)”

April 2024

Developed by the Indonesian Ministry of Energy and Mineral Resources within the bilateral Indonesian-German Project of “Renewable Energy Mini-grids in South-South Triangular Cooperation in Indonesia (ENTRI)”

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# Table of Content

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Foreword	9
Background and Context	10
Objective	13
Methods and Approaches: Four-Step Process in Learning and Exchange	14
Outputs and Timelines	16
Monitoring	18
Workplan for LeGenDRE	19
Key Stakeholders	21
Further Information	22





# Foreword

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The Directorate General of New Renewable Energy and Energy Conservation of the Indonesian Ministry of Energy and Mineral Resources (DG NREEC MEMR) supported by the Government of Germany through The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH implementing the joint Indonesian-German project on “Renewable Energy Mini-grids in South-South Triangular Cooperation in Indonesia (ENTRI) since January 2023. The project purposes including to implement a program for strengthening women practitioners on decentralised renewable energy among the involved countries in South-South Triangular Cooperation implemented within ENTRI.

To meet the objective, the project has developed **A Concept for Women Professional Development in South-South Triangular Cooperation on Decentralised Renewable Energy (SSTC DRE)** which will serve as a key reference towards implementing a tandem programme and joint knowledge sharing among state and non-state DRE women professionals across SSTC involved countries, which in this case are Indonesia, Madagascar, Nepal and Kenya.

The Concept for Women Professional Development in SSTC DRE which aims to share learnings and insights on women’s leadership and gender mainstreaming in decentralized renewable energy to positively impact lives of poor women and their communities, is projected to result the outputs such as network or platform among women professionals and SSTC RE stakeholders that will contribute to a sustained learning and exchange on gender mainstreaming in DRE.

Expanding access to renewable energy is a strategic solution to simultaneously address gender inequality and uneven access to energy. It is with the high hope that the Concept for Women Professional Development on SSTC DRE and its planned implementation can contribute to reducing energy inequality and gender inequality efforts in the SSTC involved countries within ENTRI and many more countries with the spirit of South-South Cooperation.

With the availability of the Concept, please allow me to invite wider community of energy enthusiasts for more joint efforts to further implement, exercise and materialise the Concept towards concrete actions in reducing gender gaps in energy sector.

Thank you,  
Jakarta, April 2024



**Andriah Feby Misna**

Director of Various New Energy and Renewable Energy, Directorate General of New, Renewable Energy and Energy Conservation  
Ministry of Energy and Mineral Resources, Republic of Indonesia

# Background and Context

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Sharing the same interest in reducing energy inequality among the global south, Indonesia, Madagascar, Nepal, Kenya with the support of Germany through The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) jointly initiate South-South Triangular Cooperation on Decentralised Renewable Energy (SSTC DRE) with inclusive gender as well as promoting stronger engagement of state and non-state actors.

SSTC DRE is implemented within the project on 'Renewable Energy Mini-grids in South-South Triangular Cooperation in Indonesia (ENTRI)' in 2023-2025. ENTRI which was built on the long-standing partnership between Indonesia-Germany on energy programme and south-south triangular cooperation, includes several approaches such as expanding the range of topics dealt with in the triangular cooperations from island power grids to grid-connected, decentralised renewable energy systems, and aims to contribute to diversifying the approaches of rural electrification in Indonesia as well as to better secure the effects achieved in the area of electricity access in the long term. The project focus is on testing innovative, long-term exchange formats within the framework of joint DRE triangular cooperations and the institutionalization of resulting learning processes in the involved countries.

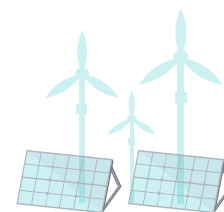
As efforts to achieve sustainable development, gender mainstreaming in renewable energy is key. While gender in renewable energy framework requires women's participation in energy and technology workforce, gender-responsive energy as well as development policies, women remain underrepresented in the institutions of the electricity sector.

Indonesia commitment to reduce energy inequality and gender inequality remains steadfast. In 2021-2023 Indonesia led SSTC on Renewable Energy (SSTC RE) jointly with Madagascar, Nepal, Germany in which an initial concept on gender mainstreaming on renewable energy among SSTC involved countries became one of the outputs. The development of the initial concept on gender on SSTC RE firstly involved a stocktaking paper in 2022 to map the existing policies, initiatives and opportunities in mainstreaming gender in the renewable energy sector in SSTC-RE participating countries. The stocktaking paper focuses on women's specific experience in accessing electricity and participating in the overall renewable energy sector.

The next step produced the concept paper on mainstreaming gender in renewable energy in Madagascar, Nepal, Indonesia and Germany, under the framework of South-South Triangular Cooperation. The concept paper which outlined the key strategies to address SDG 7 (Affordable and Clean Energy), SDG 5 (Gender Equality), and SDG 17 (Partnership for the Goals) has been acknowledged as one of Knowledge Products on Gender Publication by the United Nations Office for South-South Cooperation (UNOSSC)<sup>1</sup>. This Concept on Women Professional Development on DRE developed within ENTRI aims to operationalize some of the recommendations from the initial concept on mainstreaming gender developed in SSTC RE 2021-2023.

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1 UN South-South Galaxy with Knowledge Products on Gender Publications <https://www.southsouth-galaxy.org/publications/a-concept-paper-on-gender-mainstreaming-in-south-south-and-triangular-cooperation-on-renewable-energy-between-madagascar-nepal-indonesia-and-germany-2023/?id=15868>



In August 2023 during ENTRI 1<sup>st</sup> Steering Committee Meeting, Indonesia together with other ENTRI Steering Committee Members agreed toward the implementation of a programme on strengthening women leadership in renewable energy sector among SSTC involved countries. The Concept on Women Professional Development on DRE will serve as a key reference to implement effort in strengthening women leadership on DRE and as part of gender mainstreaming effort within the project.

The implementation of Women Professional Development on DRE, its programme concept including selection criteria of the participants, approaches, monitoring evaluation, documentation of the programme and other relevant information are described in the following sections.

## The South-South and South-South Triangular Cooperation

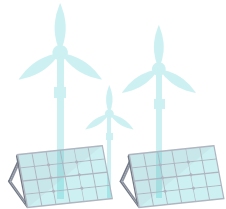
In many localities in the country, Indonesian women have been able to overcome cultural and social barriers that used to hamper their ability to be proactively involved in diverse initiative on renewable energy. A South-South exchange among Indonesia and the global south such as Madagascar, Nepal and Kenya on renewable energy initiatives can be aspirational for SSTC beneficiary countries and at the same time can help Indonesia strengthen its capacity to become a partner for other Southern countries in promoting prosperity and development.

ENTRI is envisioned to implement three (3) South-South Triangular Cooperation on Decentralised Renewable Energy (SSTC DRE) with specific topic per SSTC beneficiary country, in this case SSTC on micro hydro with Madagascar, SSTC on grid integration and waste to energy with Nepal and SSTC on geothermal with Kenya.

All 3 SSTCs within ENTRI is envisaged with the goal of contributing to diversifying the approaches of renewable energy including rural electrification in Indonesia and SSTC involved countries with focus on testing innovative, long-term exchange formats on DRE within the framework of joint triangular cooperation programmes and the institutionalization of resulting learning processes.

All SSTC participating countries jointly develop and own teach SSTC initiative while each of them plays different roles, as follows:

- Indonesia, *the pivotal partner*, has proven experience and shares its knowledge, expertise, and resources.
- Madagascar, Nepal, Kenya, *the beneficiary partner*, is the target development results to be achieved, which shall be in line with its development needs and national development policies. The beneficiary partner is responsible for ensuring that results are sustainable.
- Germany, *the facilitator partner*, helps to connect countries and/or organizations to form a triangular partnership.



It is important to emphasize that SSTC is unique modality of a development programme. In this SSTC, the three partners as mentioned above are jointly accountable for the process and end results of this initiative and hence will jointly design, implement, and monitor the SSTC programme.

In the above context, SSTCs implemented within ENTRR are designed to also contribute to Sustainable Development Goal (SDG) 17 “Revitalize the global partnership for sustainable development” in which Madagascar, Nepal, Kenya, Indonesia and Germany will obtain knowledge and new experience on how SSTC is in action in a particular context (Indonesia and Madagascar, for example), in a particular sector (Micro hydro), and to produce particular results (feasibility study on micro hydro in Madagascar are efficiently empowered because of the lessons learned from Indonesia) and in a particular stringer DRE partnership among the involved countries.



# Objective

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**Objective:** Share learnings and insights on women's leadership and gender mainstreaming in decentralized renewable energy to positively impact lives of poor women and their communities, contributing to achieving SDG 7 (clean energy for all), SDG 5 (gender equality), and SDG 17 (partnerships for the goals).

## Outputs:

- Women professionals **developed capacities** (new skills/approach) in supporting SSTC RE key stakeholders in designing, implementing or monitoring gender-responsive strategies in promoting DRE in their respective countries
- **Documented effective** approach on women's leadership development and gender mainstreaming in the energy sector by co-creating knowledge products with women in the energy profession and sector
- **Network or platform** among women professionals and SSTC RE stakeholders that will contribute to a sustained learning and exchange on gender mainstreaming in DRE



# Methods and Approaches: Four-Step Process in Learning and Exchange

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## 1. First Knowledge Exchange

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This will be done as part of the exchange under each SSTC implemented within ENTRi, in a form of one-day session on gender. The session will be attended by all participants (males and females) who will surface their understanding of leadership and power, gender issues in the energy sector, and identify key areas of change that are needed (leadership, technical aspects of energy development and DRE, gender mainstreaming) to enable a gender-responsive approach in implementing DRE.

## 2. DRE Women Tandem Professionals will also develop their learning agenda and professional development plan.

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Before the All-Women DRE Tandem Professionals second meeting, there can be coaching and mentoring sessions as the women leaders start their leadership learning journey.

## 3. All-Women DRE Gathering

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After all the first exchange has been conducted, all the DRE Women Tandem Professionals will gather online to share their personal leadership learning goals and plan the collective learning agenda. This will be the basis for the coaching and mentoring sessions until the end of the project.

As an online activity, the gathering may be set-up as one full day or two half-day sessions at the most convenient time zone for all participants.

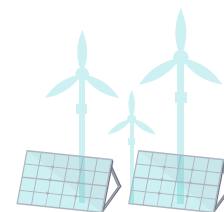
Before the third exchange, the participants will have started on implementing their learning agenda on gender and DRE and realizing their personal leadership development plan. Support will be provided by GIZ through coaching and mentoring from energy experts that may be organized as 2-hour online learning sessions. Two leadership coaching sessions will also be provided to the DRE Women Tandem Professionals of 45 to 60 minutes as group or one-to-one coaching sessions to exercise the Leadership Framework. In total, the Tandem Professionals will be engaged at least one day per month throughout the project.

## 4. Third Knowledge Exchange

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Simultaneous with the third knowledge exchange organized under ENTRi, the DRE Women Tandem Professionals, participants will share to the larger audience their initial reflections on the mainstreaming gender in DRE and recommend actions to address gaps. This applies specific leadership skills on influencing (leadership) and integrating gender in DRE.

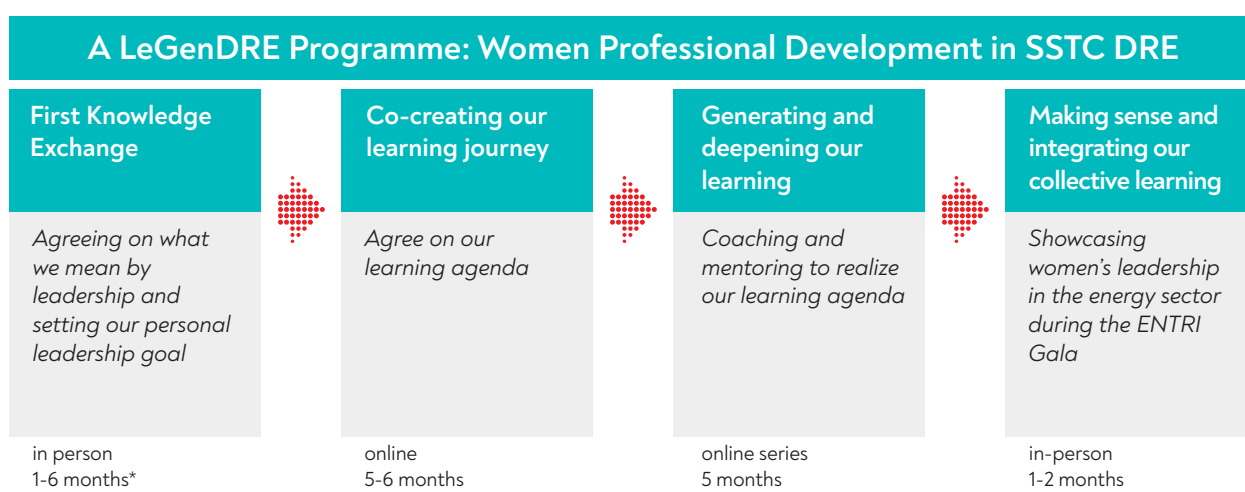
Coaching and mentoring on leadership development and gender mainstreaming will continue to be provided in the same format as the previous phase.



## 5. Joint Exchanges of All SSTCs ENTRI

During the culminating event of ENTRI, the DRE Women Tandem Professionals will present the outcomes of their leadership journey in mainstreaming gender in DRE. Months prior to the event, the women will agree on the format of the presentation, which can be a combination of Ted Talk-type of presentation or other creative presentations such as poster presentation, photo essays, etc.

Figure 1. Action Learning



*\*different countries are starting at different times*



# Outputs and Timelines

The outputs and timelines in implementing Women Professional Development on DRE within ENTRI are shown in the following diagram.

## A LeGenDRE Programme Timelines Action Learning on Gender in DRE Project

### Step 1. The First Knowledge Exchange

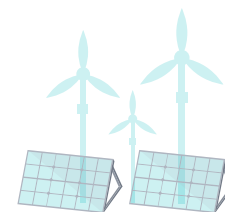


#### Expected result from the 1st Exchange:

1. Discussion on best practices on grid integration in Indonesia & Nepal
2. Shaping priority topics for next exchange

#### Expected result from the Gender Session during the 1st Exchange:

1. Women Tandem Professionals meet and get familiar with each other
2. Discuss the leadership development framework together with all participants and delegates of SSTC Exchange, as a part of capacity development and refresher course on gender mainstreaming in energy programme to all attendees
3. Identify key areas of change that are needed (leadership, technical aspects of energy development and DRE, gender mainstreaming) to enable a gender-responsive approach in implementing DRE.
4. Women Tandem Professionals to develop their learning agenda and professional development plan



### Sample of Programme Agenda during Step 1. The First Exchange

- The session to be attended by all delegates and training participants
- In the case some session is intended for DRE Women Professionals ONLY, other SSTC DRE delegates will have different program/ assignment but still within the context of gender mainstreaming on DRE program

Time	Activity/Topic	Lead/Facilitator
08:30-08:45	Registration	
08:45-09:30	Reflections from the visit	
09:30-10:00	Overview of the agenda for the day and expectations	Gaynor Tanyang (Gender Consultant)
10:00-10:30	Break	
10:30-12:00	Leadership, gender and energy: Exercises and discussions on the Leadership Development Framework <ul style="list-style-type: none"> <li>• Perspectives on leadership</li> <li>• Dimensions of Power</li> <li>• Energy and Gender</li> <li>• Leadership Development Framework</li> </ul> <i>Attended by all delegates and training participants</i>	Gaynor Tanyang
12:00-13:00	Lunch	
13:00-14:00	Leadership, gender and energy: (continuation)	Gaynor Tanyang
14:00-15:00	Concept of Female Tandem Professionals	Gaynor Tanyang
15:00-15:30	Break	
15:30-16:30	Planning for LeGenDRE implementation	Gaynor Tanyang
16:30-17:00	Concluding the session	

# Monitoring

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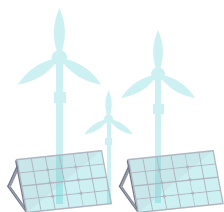
Progress in this programme of Women Professional Development in SSTC DRE will be done through the following

- Journaling, with key reflections points to be shared during exchanges and coaching sessions
- Coaching and Mentoring sessions, where women tandems will be asked to present their key insights and learnings on themes (e.g., DRE, SSTC-RE)
- All SSTCSs in ENTRI where they will present the key outcomes and reflections as women tandem participants in SSTCs DRE



# Workplan for LeGenDRE

Component	Activity/Topic	Q1			Q2			Q3			Q4			Q5			Q6			Q7
		1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	
First Exchange	Developing the gender agenda in the exchange	X																		
	Selection of Female Tandem Professionals (by SSTC countries) <i>1 month before the first exchange</i>																			
	Indonesia and Nepal	X																		
	Indonesia and Madagascar		X																	
	Indonesia and Kenya					X														
All Women Gathering	Developing the gender agenda in the exchange					X	X													
	Conduct of second exchange (online)							X												
Coaching & Mentoring 1	Developing the agenda and design of the coaching and mentoring sessions								X											
	Session 1 on DRE									X										
	Session 2 on DRE										X									
	Session 3 on Leadership											X								
	Session 4 on Leadership												X							
	Leadership coaching (by schedule)										X	X								



Component	Activity/Topic	Q1			Q2			Q3			Q4			Q5			Q6			Q7
		1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	
Third Exchange (simultaneous with ENTRI exchange)	Developing the agenda and design of the coaching and mentoring sessions											X	X							
	Conduct of third exchange													X						
Coaching & Mentoring 2	Developing the agenda and design of the coaching and mentoring sessions														X					
	Session 5 on Gender and RE															X				
	Session 6 on DRE																X			
	Session 7 on Leadership																	X		
	Session 8 on Leadership																		X	
	Leadership coaching (by schedule)															X	X	X	X	
Exchange of All SSTCs ENTRI (simultaneous with All SSTCs ENTRI)	Developing the agenda and design of the coaching and mentoring sessions																		X	X
	Conduct of third exchange																			XXX
Documentation	Compilation of stories and outputs														X	X	X	X	X	X

# Key Stakeholders

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Indonesia	<ul style="list-style-type: none"> <li>• Ministry of Energy and Mineral Resources (MEMR)</li> <li>• National Coordination Team of Indonesia's South-South Cooperation (NCT SSC) which consists of Ministry of Foreign Affairs (MoFA), Ministry of State Secretariat (MoSS), Ministry of National Development Planning (Bappenas), and Ministry of Finance (MoF)</li> <li>• Indonesian Agency for International Development (Indonesian AID)</li> <li>• The Embassy and/or other Indonesian representative offices in Madagascar, Nepal, Kenya</li> <li>• Other relevant non-state actors on decentralised renewable energy in Indonesia</li> </ul>
Madagascar	<ul style="list-style-type: none"> <li>• Ministry of Energy and Hydrocarbons (Ministry de l'Energies et des Hydrocarbures - MEH)</li> <li>• Agency for Rural Electrification Development (Agence de Développement de l'Électrification Rurale - ADER)</li> <li>• Regulatory Body for Electricity (Office de Régulation de l'Electricité - ORE)</li> <li>• Other relevant non-state actors on decentralised renewable energy in Madagascar</li> </ul>
Nepal	<ul style="list-style-type: none"> <li>• Alternative Energy Promotion Centre (AEPC)</li> <li>• Ministry of Energy, Water Resources and Irrigation (MOEWRI)</li> <li>• Other relevant non-state actors on decentralized renewable energy in Nepal</li> </ul>
Kenya	tbd
Germany	<ul style="list-style-type: none"> <li>• Promotion of Rural Electrification through Renewable Energies (Promotion de l'Électrification par les Energies Renouvelables – PERER), GIZ Madagascar</li> <li>• Renewable Energy and Energy Efficiency Programme/ Green Recovery and Empowerment with Energy in Nepal (REEEP/GREEN), GIZ Nepal</li> <li>• GIZ Kenya</li> <li>• Renewable Energy Mini-Grids in South-South Triangular Cooperation in Indonesia (ENTRI), GIZ Indonesia</li> </ul>

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## Further Information

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