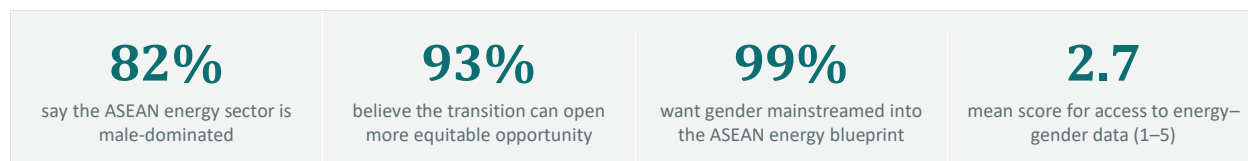




A just and inclusive energy transition in ASEAN

What 88 energy practitioners, students and policy actors across nine ASEAN member states say about gender, participation and the evidence base



The finding in one line

Respondents are nearly unanimous that gender belongs in ASEAN energy policy — and that the data needed to act on it is missing. While 84% agree that the energy-gender interplay is underdiscussed and 94% say collecting energy-gender data matters, access to that data scores just 2.7 out of 5.

Perceptions are consistent across the sample

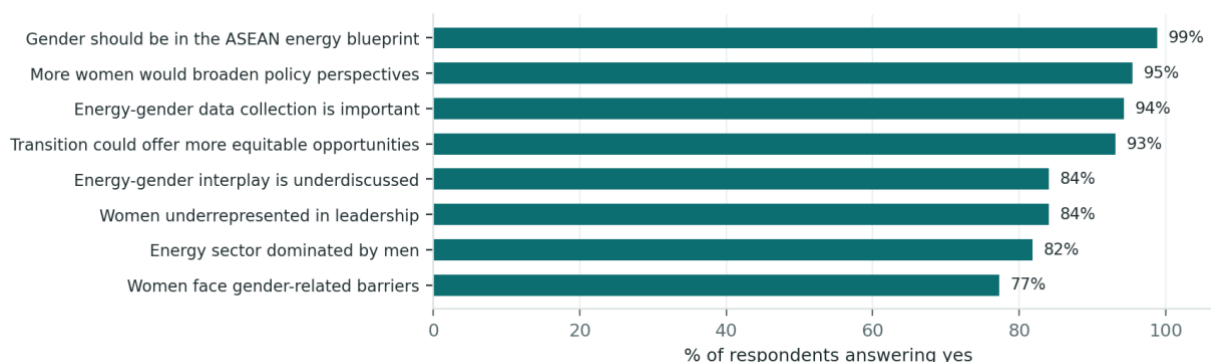


Figure 1. Share of respondents answering yes to each statement. n = 88; non-responses excluded.

The pattern holds across gender. Among female respondents, 51 of 61 report that women encounter gender-related barriers in the sector; among male respondents, 15 of 25 do.

How respondents define a just and inclusive transition

Open-text answers agree on four ideas: that no one is left behind; that access and affordability reach remote and off-grid communities; that opportunity is equal regardless of gender, age or background; and that new energy jobs match or exceed the jobs displaced. A minority called the term a buzzword rather than concrete action.

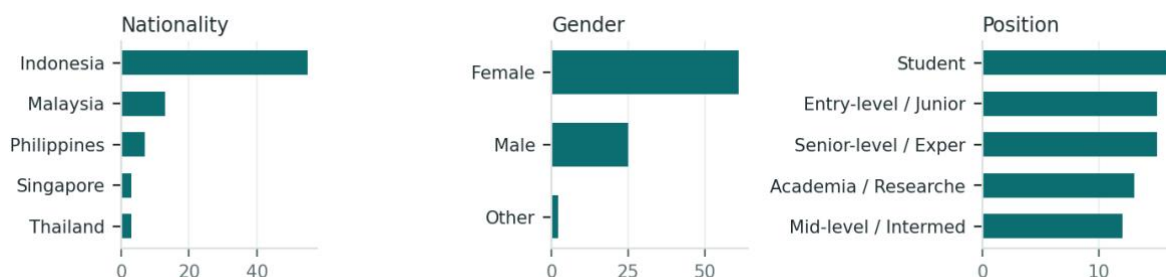


Figure 2. Respondent profile: top five responses for nationality, gender and current position. Counts, n = 88.



Where the barriers sit

Bias in hiring and promotion dominates the leadership question, selected by 45% of respondents. Educational, cultural and social norms dominate the workforce question, at 40%. Interventions aimed at one will not automatically address the other.

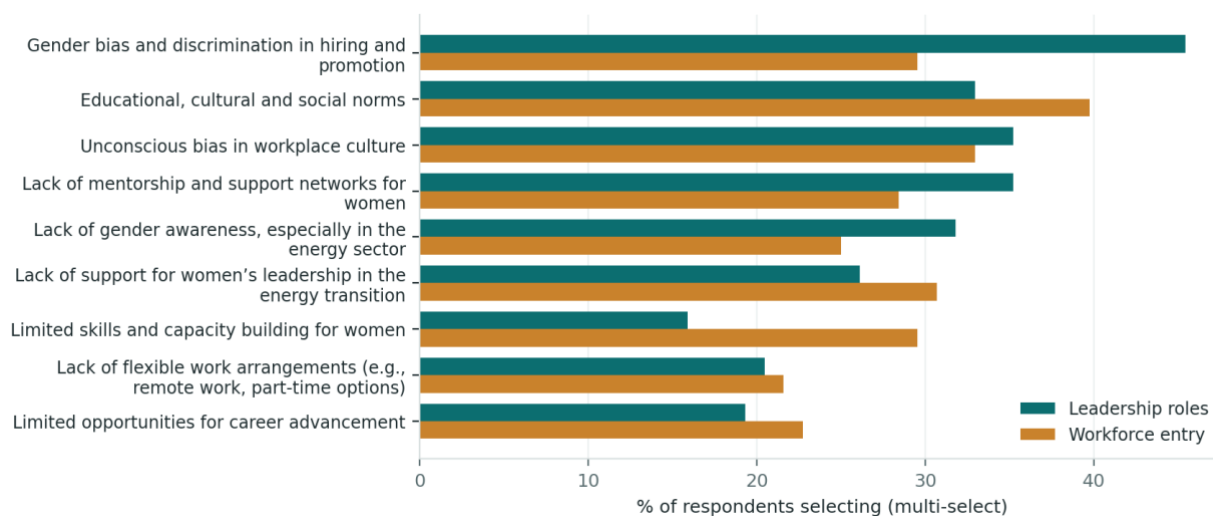


Figure 3. Barriers to women's participation, compared across leadership roles and workforce entry. Multi-select; shares sum to more than 100%.

What respondents want done

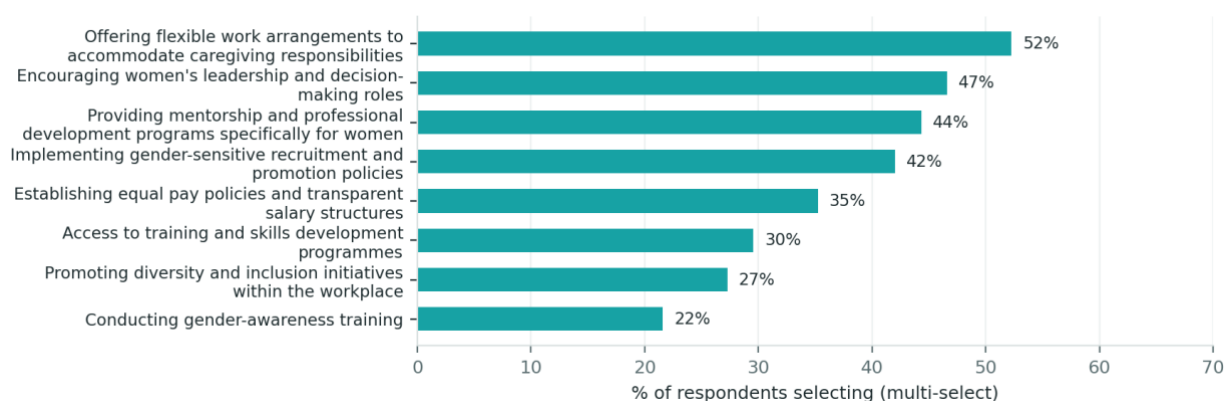


Figure 4. Measures respondents selected as ways the energy sector could better facilitate women's participation. Multi-select.

The most frequently cited measure, flexible work arrangements that accommodate caregiving, was selected by 52% of respondents. Its prominence is notable because it sits at the employer level rather than with policymakers. Two of the three most-cited measures fall within the remit of firms and institutions, suggesting that a regional gender strategy focused solely on public policy would overlook many of the constraints respondents consider most important.



The route through ASEAN institutions

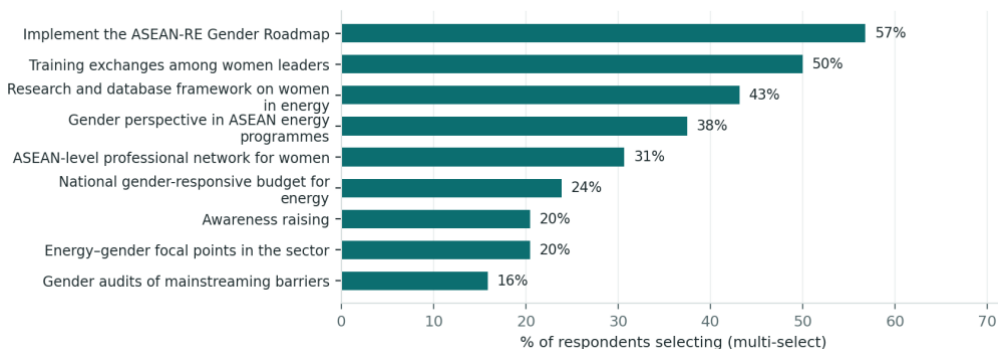


Figure 5. Activities respondents would prioritise if gender were integrated into the ASEAN Energy Blueprint. Multi-select.

Asked how inclusive regional policymaking should be secured, 40 of 88 respondents selecting an option chose multi-stakeholder dialogue across government, industry, academia and community — roughly twice the next most common answer, comprehensive policy impact assessment. Respondents rated the importance of inclusive regional policymaking at 4.7 out of 5.

The evidence gap

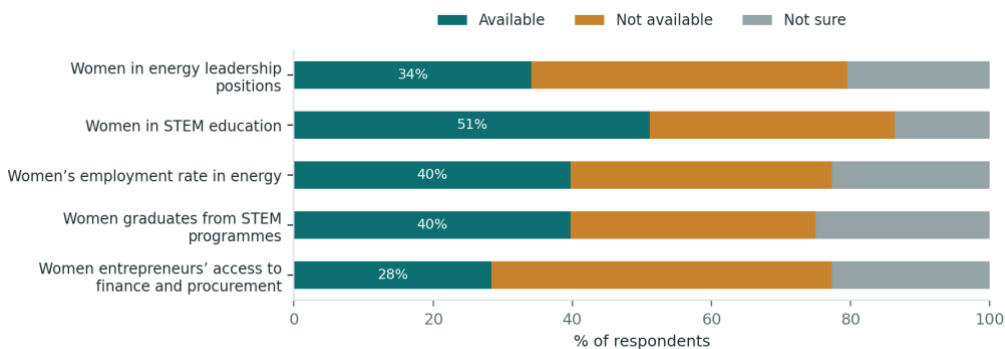


Figure 6. Whether respondents consider each energy-gender indicator available in their own country.

Availability is weakest precisely where the policy interest is strongest. Only 34% consider data on women in energy leadership available, and only 28% say the same for women entrepreneurs' access to procurement and finance — the two indicators that bear most directly on the leadership and financing barriers identified in Figure 3.

Four things that follow

- 1 Adopt the ASEAN-RE Gender Roadmap as the delivery vehicle.** It was the single most selected blueprint activity (57%), so it carries existing legitimacy rather than requiring a new instrument.
- 2 Build the indicator set before the targets.** Leadership representation and procurement access are both widely considered unavailable; a common ASEAN definition and collection protocol is a precondition for any measurable commitment.
- 3 Separate leadership and workforce interventions.** Promotion bias and social norms are distinct barriers with distinct remedies; a single programme addressing both will under-serve one.
- 4 Give employers a role alongside ministries.** Flexible work, mentorship and pay transparency are firm-level levers and were the most selected remedies overall.

Method and limitations

Self-administered online survey; 88 valid responses of 90 submitted. Respondents are not a probability sample and findings should be read as perceptions among an engaged population, not regional estimates. Indonesia accounts for 55 of 88 respondents; 69% identify as female, which may raise salience of gender barriers; and 31 of 88 are students. Multi-select items are shares of all valid respondents and sum to more than 100%.