International Participants Breakout Session

Business Meeting Pt.1
3rd WePOWER Regional Conference
Bangkok, Thailand (Dec 6-8, 2022)
A short history of WePOWERN Network

The WePOWERN Approach

Business Meeting Pt.1
3rd WePOWERN Regional Conference
What is WePOWER?

A SAR Regional Professional Network for women in the energy sector

- Support higher participation of women in the energy sector and utilities
- Foster higher retention and professional development of women in the energy sector
- Promote normative change regarding women and girls in STEM

Why do we need WePOWER in South Asia?

A SAR Regional Professional Network for women in the energy sector

- Female representation in utilities is low (3%-25%)
- Even lower for women in technical roles (0.1%-21%).
- Most women in SAR energy sector tend to work in the middle- to lower-level non-technical (i.e., administrative) positions.
- Low female enrollment in engineering programs (0.5%-31%)
Data confirms that Women’s Employment in the South Asian Power Sector + Enrollment in Engineering Programs is very low

8 Baseline Assessments were conducted in all SAR countries:

- Data collected from over 100 energy and academic institutions.
- Over 500 women and men contributed through focus-group discussions and key informant interviews.

Source: Data provided by HR in power sector organizations.

Note: Includes electrical engineering, mechanical engineering, power systems engineering and civil engineering programs. Faculty count includes visiting lecturers, teaching assistants and technical support staff.
How WePOWER Helps to Address Identified Gender Gaps/Barriers with its 5 pillar Framework

Socio-Cultural Gender Barriers

- Stereotypes of Power Sector
  - People
  - Work
  - Income potential
  - Work-family balance
  - Value of work

- Negative Stereotypes and Perceived Biases in the Sector
  - Women's Ability
  - Perceived gender bias and discrimination
  - Pushback by men

- Lack of Role Models in the Sector
  - Female Role Models
  - Relatable Role Models

- Other
  - Gender Gap in Self-Efficacy (Impacted by Gender Bias)
  - Formal Discrimination

Institutional/Structural Gender Barriers

- Low Early Experience/Interest in STEM

- Lack of Gender Friendly Programs/Faculty

- Lack of Internship/Training Opportunities

- Employer Bias (Hiring, at work)

- Wage Gap

Less Girls in STEM = Low pool of qualified women

Less Women recruited/retained in sector = less visibility/less role models

STEM Outreach
- Professional Role Models

Recruitment
- Internship/Networking

Development
- Professional/Personal Dev. Trainings

Retention
- Facilities/Returning Parents

Policy and Inst. Change
- Gender D&I Policy/Strategy, HR/SH-SEA Trainings

Mobilizes Partners to:
- Set Targets
- Implement Specific Gender Activities
- Learn/Share/Collaborate
- Improve/Scale-up/Innovate

Which ultimately reduces gender barriers and helps more women to join/stay in the power sector.

We need to make a collective effort!
The WePOWER Process

1. WePOWER approaches selected Partner
2. Partner nominates a WePOWER Focal Point
3. WePOWER works with Focal Point to develop Gender Activities with Realistic Targets (List of Activities: LoAs)
4. Partner Senior Management endorses the List of Activities
5. Congratulations! Now you are a WePOWER Partner

WePOWER inspires my work every day”

Ivy Nahar Tisha, assistant engineer at the Bangladesh Rural Electrification Board (BREB)

“Joining the international training was a good way of exchanging our knowledge, experiences, and skills.”

A female engineer from Afghanistan

“Bringing more than half of the population - females - into the professional energy sector space will improve its performance.”

Demetrios Papathanasiou Global Director, Energy and Extractives at The World Bank
Example LOA – Tata POWER DDL

(a) Pillar 1: STEM Education

<table>
<thead>
<tr>
<th>Activities</th>
<th>In 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tata Power-DDL conducts Outreach Programs in schools to inspire female students</td>
<td>Connecting with Government schools in North Delhi to organize outreach Programs for female students</td>
</tr>
<tr>
<td>Q1 Jan-</td>
<td>Q2 Apr-</td>
</tr>
<tr>
<td>Q3 Jul-</td>
<td>Q4 Oct-</td>
</tr>
<tr>
<td>2-3 sessions covering 200 Female students</td>
<td>IN</td>
</tr>
</tbody>
</table>

Please Note:

- **Simple document** - It is not a binding or legal agreement but an aspirational/goal setting document
- **Can be existing activities scaled-up** within the capacity of your organization – does not need to cover all 5 pillars.
- **Goal is to showcase** your gender activities and encourage partners and potential partners to share best practices and opportunities for synergies.

<table>
<thead>
<tr>
<th>WB DOES NOT directly finance the gender activities. Indirect TA and supplementary costs can be covered (e.g. web platform, event space).</th>
</tr>
</thead>
<tbody>
<tr>
<td>*WB Project resources can be allocated towards WePOWER activities for Clients.</td>
</tr>
</tbody>
</table>

(b) Pillar 2: Recruitment

<table>
<thead>
<tr>
<th>Activities</th>
<th>In 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tata Power-DDL provides Mentor Mentee Program for Female students of ITI Institutes: Mentors from TPDDL</td>
<td>Mentor Mentee Program for Female students of ITI Institutes: Mentors from TPDDL</td>
</tr>
<tr>
<td>Q1 Jan-</td>
<td>Q2 Apr-</td>
</tr>
<tr>
<td>Q3 Jul-</td>
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<tr>
<td>Total target #s in the year</td>
<td>Aiming timeline</td>
</tr>
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<th>Recruitment Opportunity to 2-3 Employers' Spouse on merit</th>
<th>Total target #s in the year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment Opportunity to 2-3 Employers' Spouse on merit</td>
<td>Achievement</td>
</tr>
</tbody>
</table>
WePOWER currently has 31 Partners

Most of the major power utilities from the eight South Asian Country’s have endorsed WePOWER’s mission

The World Bank’s South Asia Gender and Energy Facility (SAGE II) serves as the WePOWER Interim-Secretariat

WePOWER is engaged with 25+ organizations to become Partners.

- WePOWER Events in Nepal, Pakistan, India and Bangladesh
- Push to form National Chapters

We anticipate 50+ Partners by next year

Diverse Partners bring Different Value Propositions:

- Public and Private Utilities
- Civil Society – Grameen Shakti, NACEUN
- Professional and Student Networks: WIE, IEEE, WEP => Universities
- Engineering Consulting Firm - STANTEC
- USAID, ADB
What has WePOWER Achieved so far?

WePOWER Held two regional conferences in Nepal and Philippines (2019) with over 450 participants and 70+ organizations. Co-hosted by the World Bank and ADB.

+ Regular meetings (50+) with Steering Committee and Partners

The Partnership Approach is working to help to scale up activities.

WePOWER’s Evidence Based Approach - Shows that small incremental activities in the LoAs can add up!
WePOWER synergies with Lending Operations

(175423) Bangladesh Electricity Distribution Modernization Program, Bangladesh
- Bangladesh Rural Electrification Board (BREB) is a WePOWER Partner
- Conducted gender assessment of BREB/PBSs (Target: 10% Women Technical Staff)

(P162849) India Energy Efficiency Scale-up Program, India (Gender tagged)
- Energy Efficiency Services Ltd. (EESL) is a WePOWER Partner
- Support best practices and policies to promote/retain women’s (16% to 25% by 2022)
- Completed 2 Gender Reports + developing gender strategy and policy

(P163461) Khyber Pakhtunkhwa Hydropower and Renewable Energy Development Project, Pakistan (Gender tagged)
- Pakhtunkhwa Energy Development Organization (PEDO) is a new WePOWER Partner
- Target female staff to 15% by FY23 from a baseline of just 2.6%
- 30% women hired as part of project PIU

(P172788) Accelerating Renewable Energy Integration and Sustainable Energy (ARISE), Maldives (Gender tagged)
- FENAKA Pvt. Ltd. Is a WePOWER Partner and STELCO is at Recruitment stage
- The Ministry trains 22 and hires 12 women for technical jobs at STELCO/FENAKA
- STEM outreach to secondary school girls
5 Steps to WePOWER’s success? How to make a regional voluntary network work!

1. Start with a Baseline Assessment Study
   • Collect Data, Identify Gaps/Barriers from energy and engineering/STEM programs
   • Engage future Partners - stakeholders and champions (role models)

2. Adopt a Systematic, Progressive and Partner Driven Consultative Approach
   • Promote ownership through regular consultations with stakeholders
   • Partner endorsement on core facets (Logo/Branding, 5 pillars, Reporting, Charter)
   • Gather Broad Institutional Support (senior management + USAID, ADB)

3. Host a Strong regional launch and follow up events
   • Visible launch to raise awareness and recruit new Partners
   • Maintain momentum through learning/instruction opportunities (national and regional)

3. Establish Formal Governance Structure and Charter Endorsed
   • Improved credibility/confidence on the long term ambitions/commitment
   • Form a high-level Steering Committee, Regular meetings for strategic guidance

4. Operationalize Systematic Framework and Data Driven/Reporting Approach
   • 5 Pillar Framework helps organize and monitor gender activities
   • Regular aggregating and targeting/reporting maintains engagement/motivation – shows that small activities can add up!

5. Maintain Branding and Visibility through extensive Comms engagement

https://www.facebook.com/watch/live/?ref=external&v=1056315308044698
Next Steps for WePOWER – Strengthening Partnerships and Long-Term Sustainability

Recruit 50+ Partners (25+ engaged)

National Chapters to scale-up local collaboration
• ToR and Workplans being created

Develop a Sustainability Plan

Provide More Training Events for Partners
• Technical and Leadership training in partnership with NPTI, Tata Power Institute, IEEE and Green Skills Council – i.e. Unconscious Bias Training, RE Leadership Training
• Training calendar and scholarship offerings

Improve synergy with WB projects to help achieve gender commitments

Follow up national meetings after the 3rd WePOWER Coference (Dec 6-8, Bangkok Thailand)
Thank you!