



# International Participants Breakout Session

Business Meeting Pt.1

3<sup>rd</sup> WePOWER Regional  
Conference

Bangkok, Thailand (Dec 6-8,2022)



# A short history of WePOWER Network



#WePOWERSouthAsia

| [www.wepowernetwork.org](http://www.wepowernetwork.org)



## The WePOWER Approach

Business Meeting Pt.1  
3<sup>rd</sup> WePOWER  
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

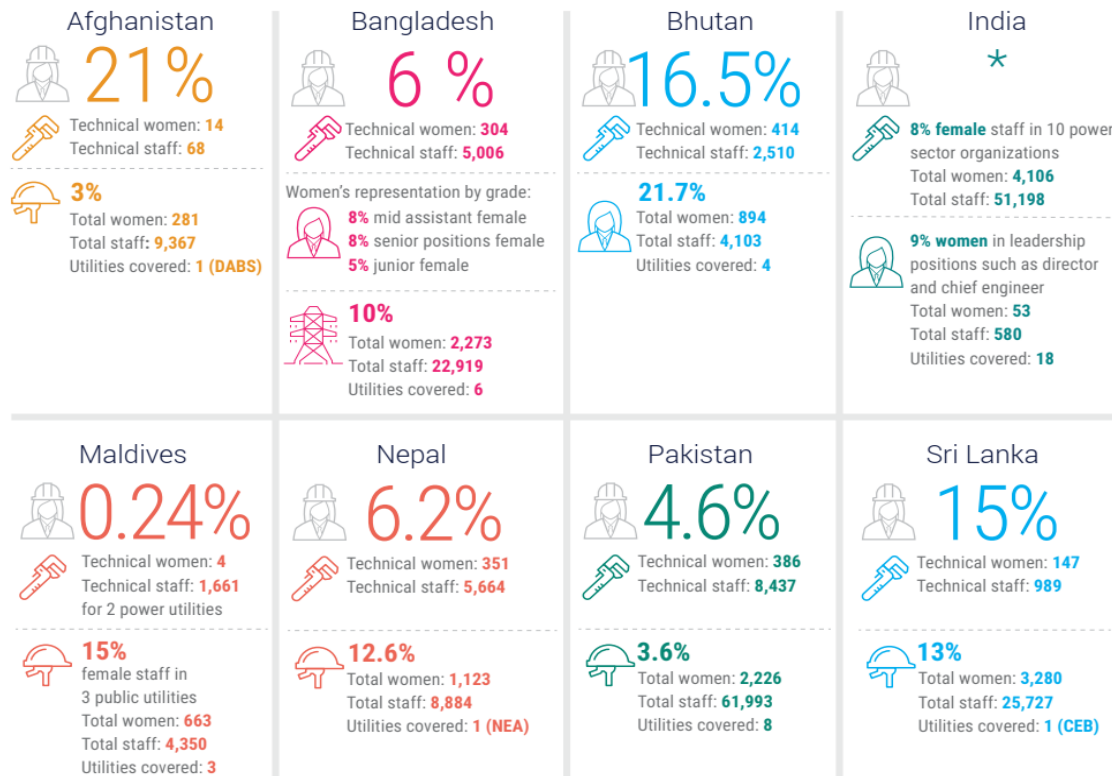
## Why do we need WePOWER in South Asia?

A SAR Regional Professional Network for women in the energy sector

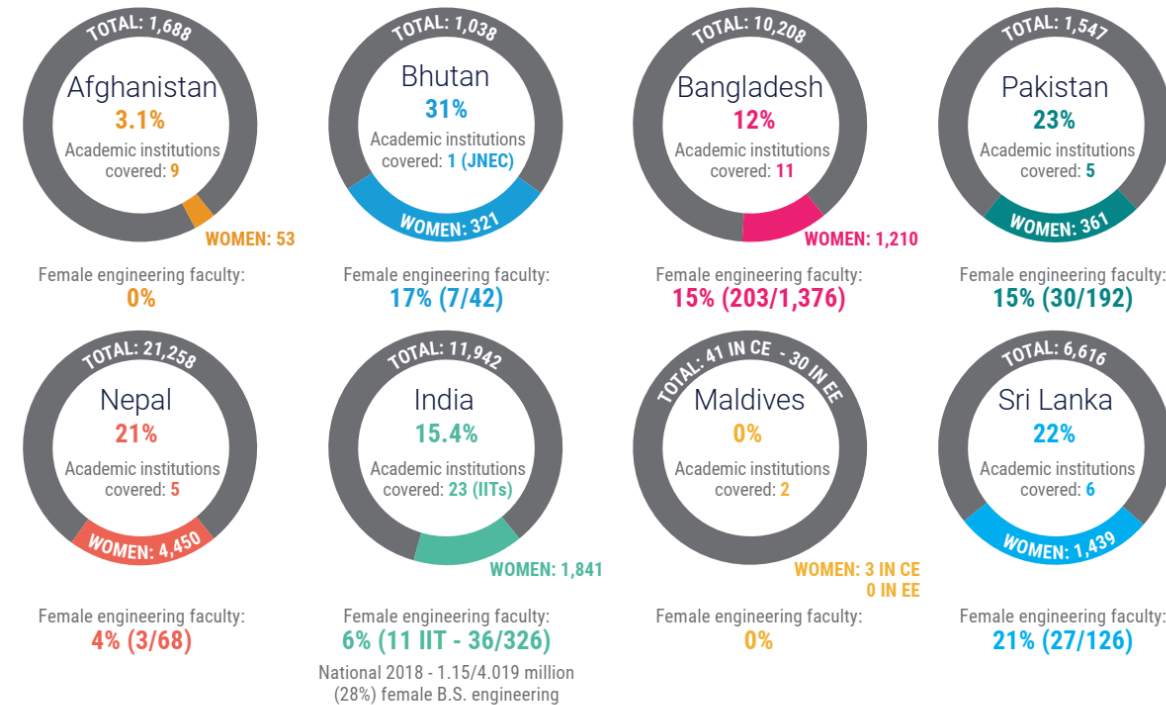
- **Female representation** in utilities is low (3%-25%)
- **Even lower** for women in technical roles (0.1%-21%).
- **Most women in SAR energy sector** tend to work in the middle- to lower-level non-technical (i.e., administrative) positions.
- **Low female enrollment** in engineering programs (0.5%-31%)



# Data confirms that Women's Employment in the South Asian Power Sector + Enrollment in Engineering Programs is very low



Source: Data provided by HR in power sector organizations.

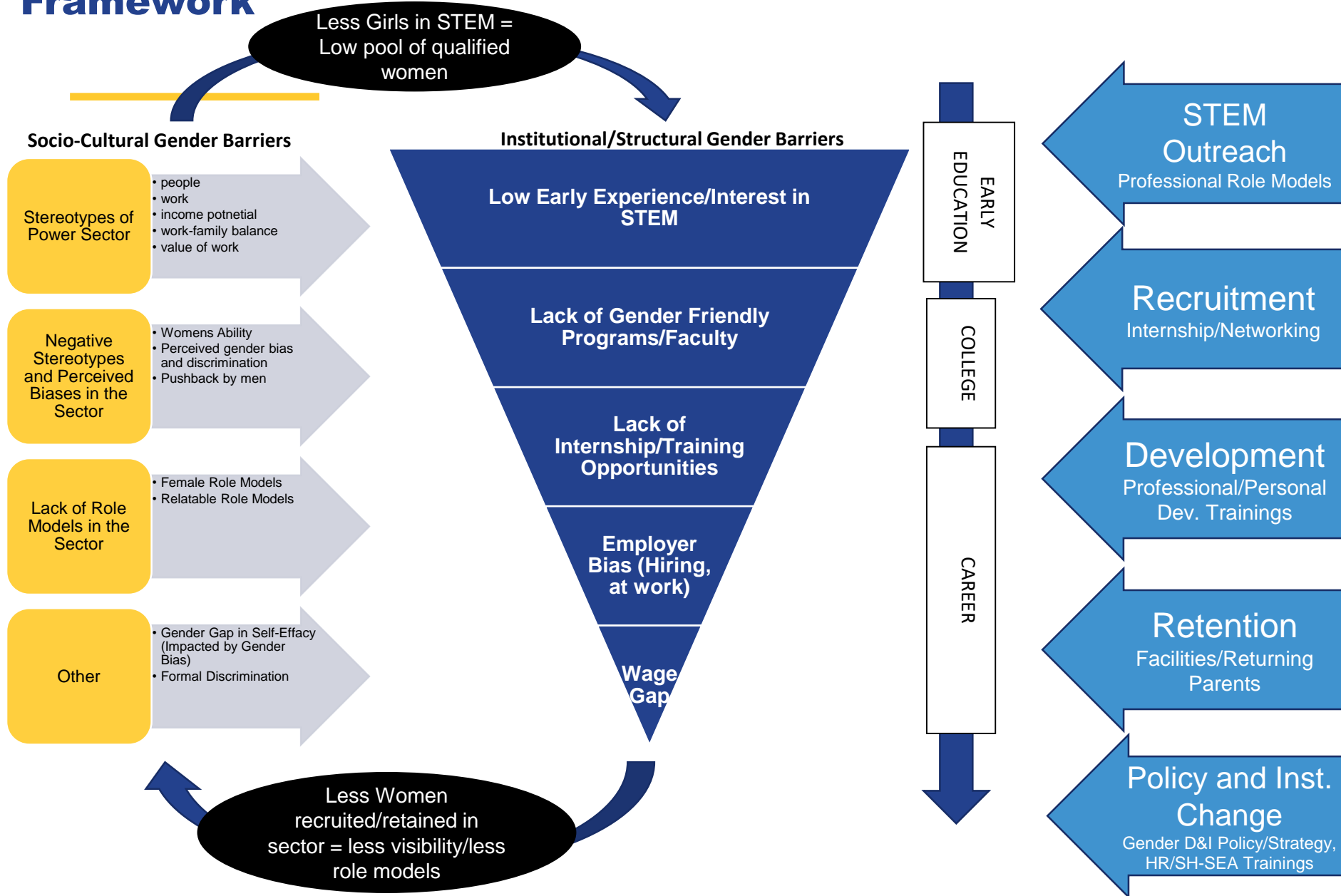


Note: Includes electrical engineering, mechanical engineering, power systems engineering and civil engineering programs. Faculty count includes visiting lecturers, teaching assistants and technical support staff.

## 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.

# How WePOWER Helps to Address Identified Gender Gaps/Barriers with its 5 pillars Framework



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

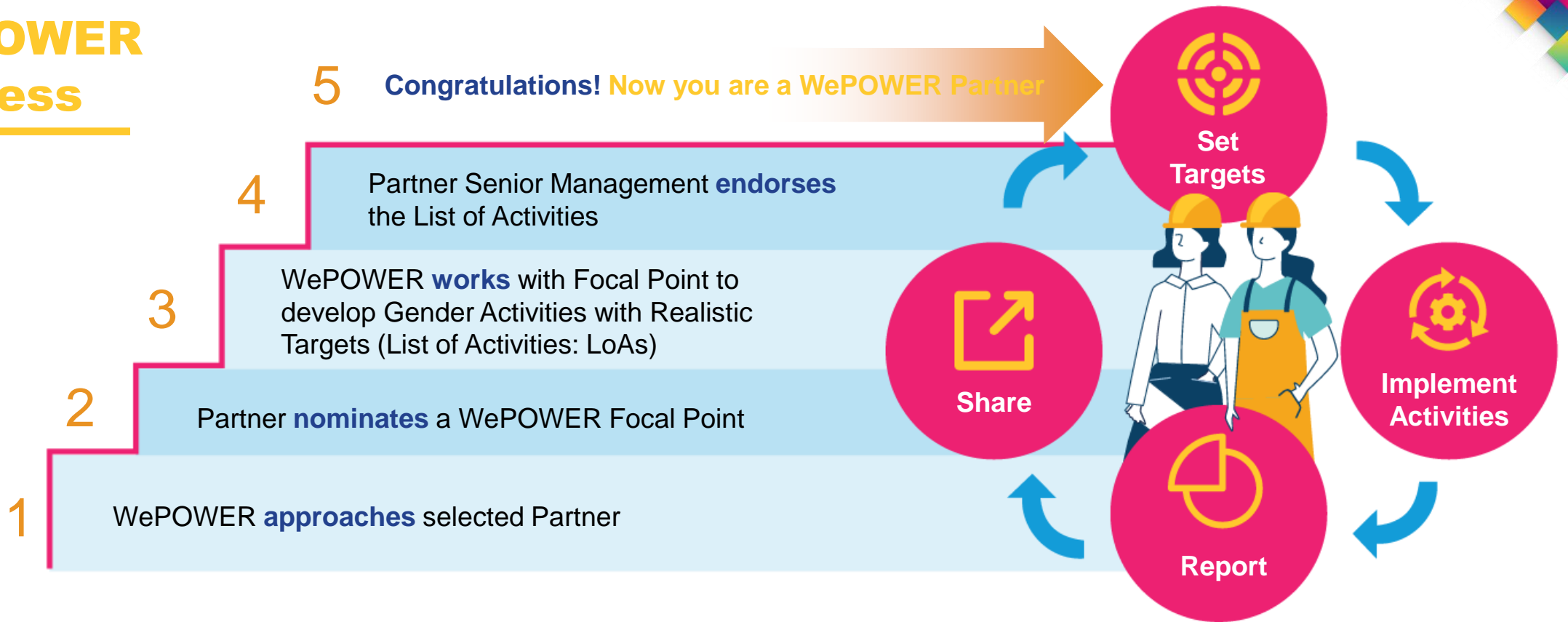
Which ultimately reduces gender barriers and helps more women to join/stay in the power sector.

We need to make a collective effort!

# The WePOWER Process



5 Simple Steps to Becoming 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

(b) Pillar 2: Recruitment

Activities	In 2021									
Tata Power-DDL conducts <b>Outreach Programs in schools</b> to inspire female students to apply for technical qualifications. Especially in electrical field, by making them aware about the immense opportunities available in Power / Energy sector, various reforms/ changes that have taken place over past years, and new opportunities/ innovations expected.	Connecting with Government schools in North Delhi to organize outreach Programs for female students								Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-						Aiming timeline
	2-3 sessions covering 200 Female students									IN
Tata Power-DDL provides a <b>Mentoring</b> of Female Students from ITI (Industrial Training Institute) for their grooming & professional development.	Mentor Mentee Program for Female students of ITI Institutes: Mentors from TPDDL				Mentor Mentee Program for Female students of ITI Institutes: Mentors from TPDDL				Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-		Aiming timeline
	Tie-up with 4 ITIs – Allotment of Mentors to 400 female students				Tie-up with 4 ITIs – Allotment of Mentors to 400 female students					Quarterly Target #s with country
								IN	IN	
								Achievement		

**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.

	In 2022				Note
Tata Power-DDL provides ready for the organization.	Recruitment Opportunity to 2-3 Employees' Spouse on merit				Total target #s in the year
	Q2 Apr-	Q3 Jul-	Q4 Oct-		Aiming timeline
	Recruitment Opportunity to 2-3 Employees' Spouse on merit				Quarterly Target #s with country
				IN	IN
				Achievement	

**WB DOES NOT directly finance the gender activities. Indirect TA and supplementary costs can be covered (e.g. web platform, event space).**

**\*WB Project resources can be allocated towards WePOWER activities for Clients.**

# WePOWER currently has 31 Partners

Most of the major power utilities from the eight South Asian Countries 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:

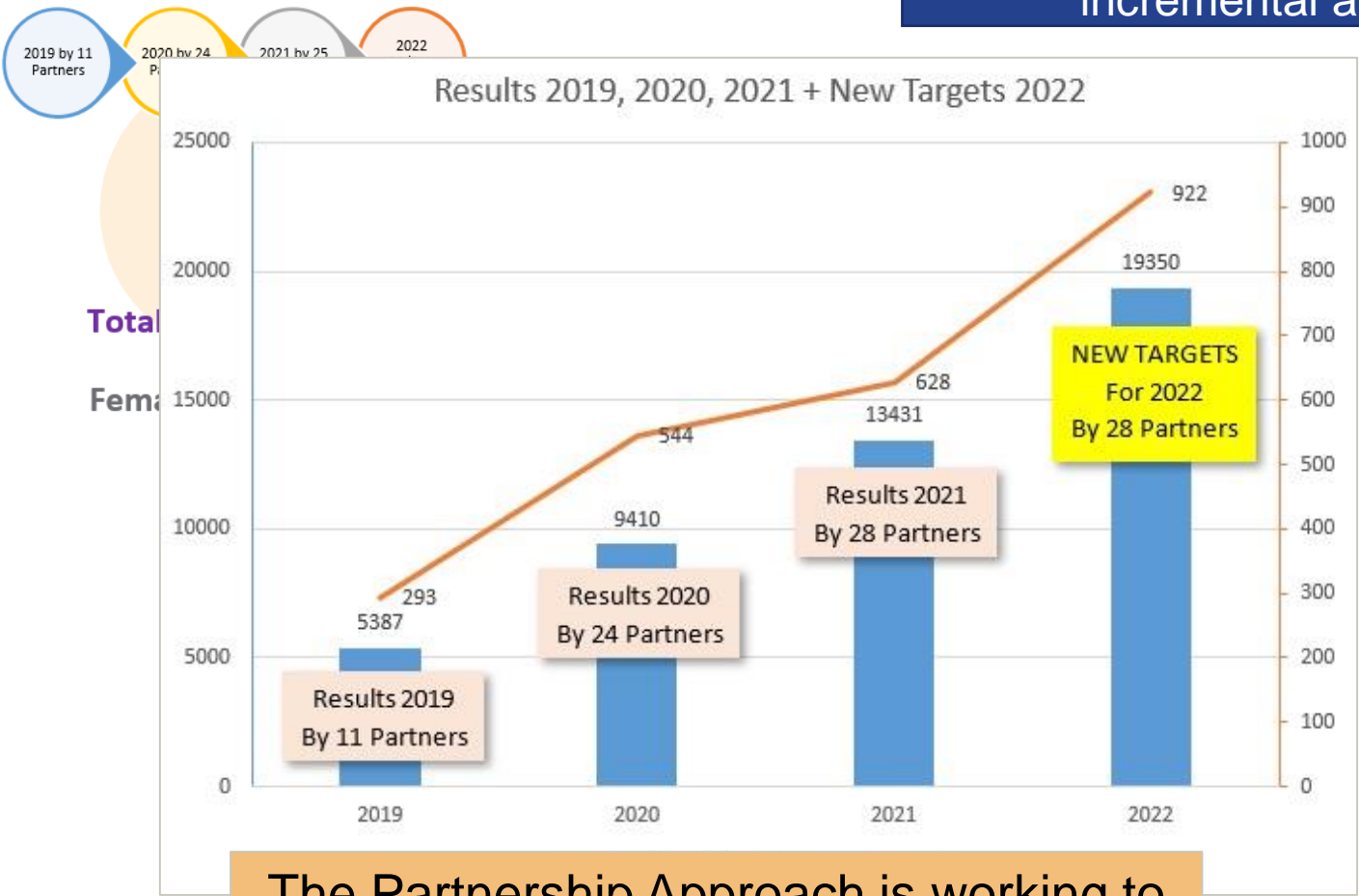
- Public and Private Utilities
- Civil Society – Grameen Shakti, NACEUN
- Professional and Student Networks: WIE, IEEE, WEP => Universities
- Engineering Consulting Firm - STANTEC
- USAID, ADB



# What has WePOWER Achieved so far?

WePOWER's Evidence Based Approach - Shows that small incremental activities in the LoAs can add up!

## TOTAL WePOWER Results



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 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)

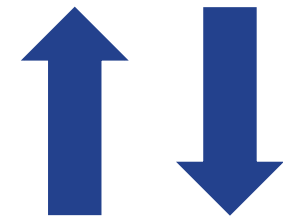
- Energy Efficiency Services Ltd. (EESL) is a **WePOWER Partner**
- Support best practices and policies to promote/retain women's (16% to 25% by 2022)
- Completed 2 Gender Reports + developing gender strategy and policy

## (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/interaction 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

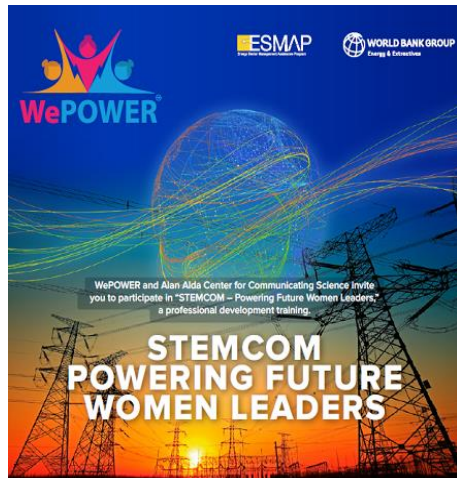
## 4. Operationalize Systematic Framework and Data Driven/Reporting Approach

- 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 3<sup>rd</sup> WePOWER Conference (Dec 6-8, Bangkok Thailand)**



**Thank you!**

