



How to become a WePOWER Partner?

3rd WePOWER Conference
6 – 8 December 2022



The WePOWER Charter

Section C – Mission

- The mission of WePOWER is to promote women in the energy and power sector in the eight South Asian countries: Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka.

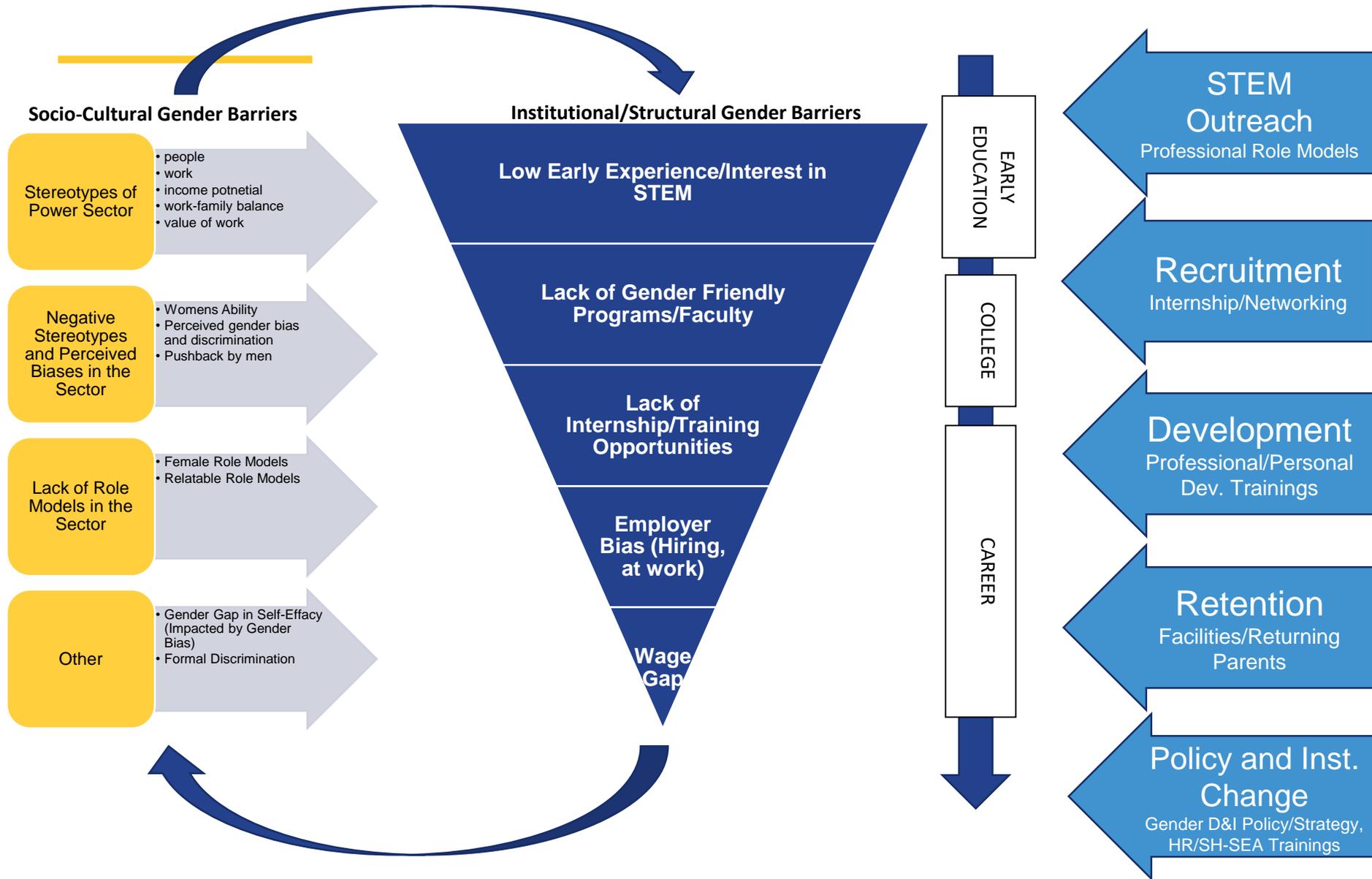
Section D – Objective

- The objectives of WePOWER are to: (i) support workforce participation of women in energy projects and institutions; and (ii) promote normative change for women and girls in STEM (Science Technology, Engineering, and Mathematics) education.

Section E – Governance

- Interim Secretariat => day to day Administrative, Coordinating, Convening and Comms
- Steering Committee => Authorization and Guidance on Key Decisions
- Strategic and Institutional Partners => Implement Activities, Reporting and Guidance/Learning

The WePOWER 5 pillars Framework



WePOWER

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.

Value Proposition of WePOWER

WePOWER Banner

- Improve Visibility, Sharing and Learning for your gender activities.
- Scale up your impact by leveraging partnerships/resources

Participate in Local and International Convening Events, Workshops/Tranings

Exclusive WePOWER Training Opportunities

- **STEMCom Training** (Community of Practice Formed in India)
- **USAID Engendering Utilities Workshop** (Scholarships)
- **Technical Trainings/Sessions** by international HR D&I experts (Clare, SHRM)

Communication Support through WePOWER social media/products

Monitoring/Reporting and Advisory Support/Resources

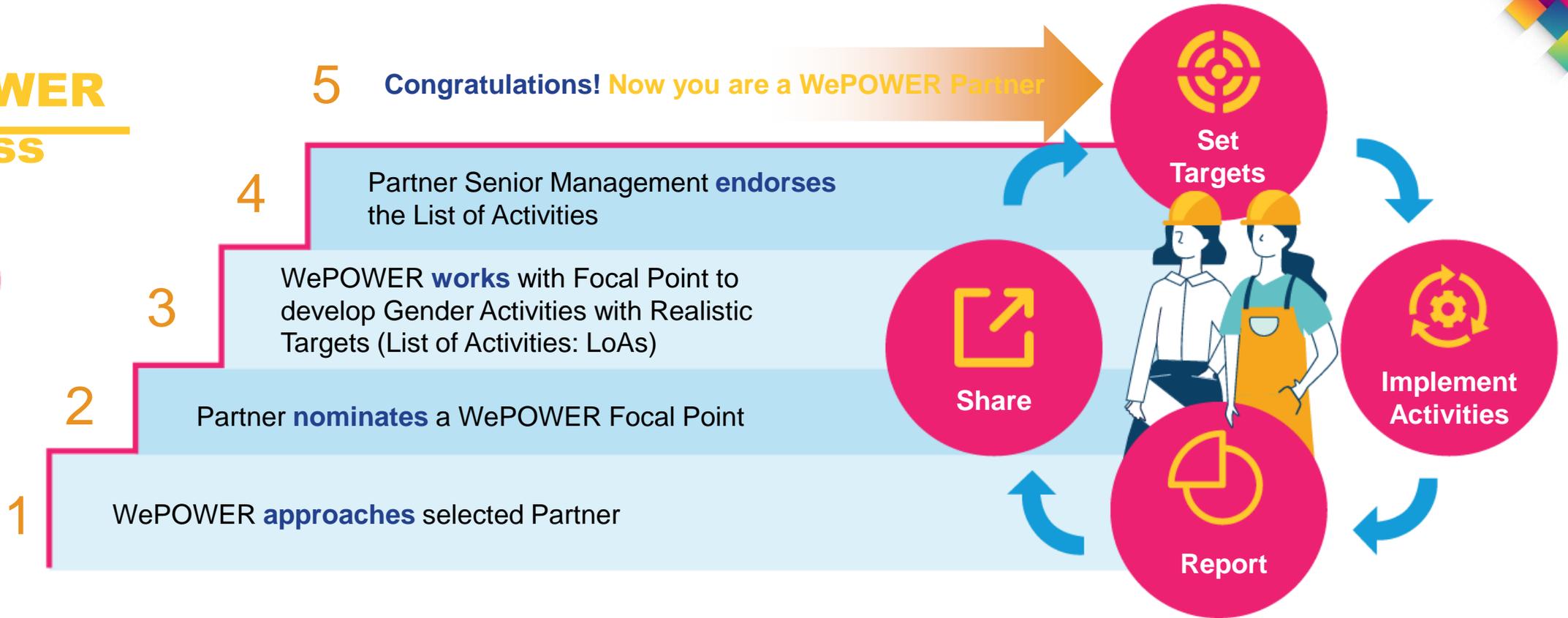
- WePOWER Gender Modules
- HR and Employee Gender Surveys, Gender Reports
- Gender, Diversity and Inclusion Policy adoption



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

Why make a LoA?

**Systematic,
Progressive and
Consultative Approach**

**Five Pillars allow a
holistic approach w/
supply and demand side**

**Gives template to map
your internal gender and
DNI initiatives**

**Helps identify gaps
and take affirmative
actions**

**Gives management
a data driven M&E
reporting systems**

**Engaging with other
partners over a common
roadmap allow faster
learning**

What is the tool of engagement – List of Activities (LoA)

(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
<p>Tata Power-DDL conducts Outreach Programs in schools to inspire female students to apply for technical qualifications.</p> <p>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.</p>	Connecting with Government schools in North Delhi to organize outreach Programs for female students				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-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			2-3 sessions covering 200 Female students				2-3 sessions covering 200 Female students		Quarterly Target #s with country
			IN				IN	Achievement	
<p>Tata Power-DDL provides a Mentoring of Female Students from ITI (Industrial Training Institute) for their grooming & professional development.</p>	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	

(b) Pillar 2: Recruitment

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.

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.**

Achievement

Lets make a LoA

Organisation A

- Total employees in your organisation are 900, of which 15% are women
- 3% are in technical roles
- 1% are in leadership roles
- 1 central office with 150 employees and 15 field offices
- Budget and hiring is highly regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 1 week and care giving leave does not exist

Organisation B

- Total employees in your organisation are 150, of which 20% are women
- 7% are in technical roles
- 1% are in leadership roles
- 1 central office with 50 employees and 15 small field operations
- Budget and hiring is not regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 1 week and care giving leave does not exist

Lets make a LoA

Organisation C

- Total employees in your organisation are 500, of which 25% are women
- 8% are in technical roles
- 2% are in leadership roles
- 1 central office
- Technical jobs include travel outside of town
- Budget and hiring is highly regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 3 week and care giving leave does not exist

Organisation D

- Total employees in your organisation are 150, of which 25% are women
- 8% are in technical roles
- 2% are in leadership roles
- 1 central office
- Technical jobs include travel to remote locations and outside of town
- Budget and hiring is are not highly regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 3 week and 6 days/year care giving leave exists