



THE THIRD REGIONAL CONFERENCE OF THE SOUTH ASIA WOMEN IN POWER SECTOR PROFESSIONAL NETWORK

Anantara Siam Hotel
Bangkok, Thailand
December 6-8, 2022

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Welcome Message from the WePOWER Interim-Secretariat

The World Bank and the Asian Development Bank welcome you to the Third Regional Conference of the South Asia Women in Power Sector Professional Network (WePOWER). We have come a long way since the first WePOWER Regional Conference in February 2019, when we launched the Network with 11 Partners. At present, WePOWER has more than 31 Partners working towards improving women's participation in the energy sector. We are grateful for the continued efforts of our Partners, who, despite the challenges triggered by the pandemic, have persisted with their gender activities.

This is an important Conference. We will discuss the next stage of the WePOWER story as we look to establish national chapters and ensure the Network's long-term sustainability. The WePOWER Interim-Secretariat has planned the Conference to stimulate and encourage networking, knowledge exchange and consensus. Similar to past conferences, we have international utilities among us who will contribute to the richness of the dialogue.

We request you to work together with other participants to develop practical, immediate and innovative solutions to problems specific to workforce management and gender diversity. We will challenge you through interactive workshops and a solve-a-thon event. We hope you will take advantage of this opportunity and enjoy your time together.

We wish everyone a successful and productive Conference. Thank you for joining us in Bangkok!

Acknowledgments

We are grateful for the continued support from the South Asia Regional Trade Facilitation Program (SARTFP) and the Energy Sector Management Assistance Program (ESMAP). We also acknowledge the excellent collaboration and guidance from the WePOWER Steering Committee and the WePOWER Regional Working Groups.



Conference Overview

Background

The South Asia Women in Power Sector Professional Network (WePOWER) is a partnership of over 31 (and counting) electricity utilities and energy-sector organizations, who collectively work to increase women's participation in energy-sector projects and institutions as well as promote normative change regarding women in Science, Technology, Engineering and Mathematics (STEM) education.

The 3rd WePOWER Conference will be held from December 6-8, 2022, in Bangkok, Thailand.

This Conference is co-organized by the World Bank's South Asia Gender and Energy Facility (SAGE) and the Asian Development Bank. The Conference will bring together WePOWER Partners, country officials and senior management from 35+ organizations, including all major power utilities in South Asia. Inspired by the success of WePOWER in South Asia, World Bank teams in other regions are working to replicate the WePOWER model.

Conference participants will deliberate on the changing nature of jobs and share the steps being taken to meet the workforce requirements of the energy transition. The Conference will also include representatives from utilities in Europe, Central Asia, East Asia Pacific, and the Middle East and North Africa. The Conference is an opportunity to strengthen the dialogue and cross-regional knowledge-sharing towards increasing the participation of women in the Energy-sector workforce. Approximately 180 participants are expected to attend the conference.

Objective: The goal of the Conference is to get a consensus on i) scaling up the number of WePOWER Partners and their impact, ii) ensuring the long-term sustainability of the WePOWER Network, and iii) knowledge-sharing to promote gender diversity in the energy sector.

Event Agenda

DAY 1

8:30-9:00 am **Conference Registration and Coffee**

9:00-9:10 **HOUSEKEEPING NOTES**

Master of Ceremony (MoC): Callum Mackenzie, Co-founder and Director, Yunus Thailand

9:10-9:30 **OPENING REMARKS**

Mr. Guangzhe Chen, Regional Director of Infrastructure for South Asia, World Bank

9:30-11:00 **PLENARY SESSION**

Just transition and achieving gender equity in infrastructure and green jobs – challenges and solutions

Description: The energy transition in South Asia will create opportunities for growth and equality. It is important to manage the distributional impacts. The distinguished technical panel will discuss the global trends, national and institutional strategies being planned and implemented, and the challenges and multi-sectoral responses to achieving a just transition. The discussion will center on the infrastructure sectors and ensuring that women are not just beneficiaries, but also workers, decision-makers and leaders to combat climate change and spur green growth.

Keynote Speaker: Dr. Bindu Lohani, Distinguished Fellow, Emerging Market Forum (USA), Distinguished Adjunct Faculty (AIT). Former Vice President for Knowledge Management and Sustainable Development (ADB)

Moderator: Ms. Mandakini Kaul, Regional Coordinator, South Asia Regional Integration and Engagement at The World Bank Group

Panelists:

- **Mr. Mohammad Hossain**, Director General, Power Cell, Ministry of Power, Energy and Mineral Resources, Bangladesh
- **Prof. Sudharma Yoonaidharma**, Commissioner, Energy Regulatory Commission (ERC), Thailand
- **Ms. Reema Nanavaty**, Director, Self-Employed Women's Association (SEWA)
- **Mr. Guangzhe Chen**, Regional Director of Infrastructure for South Asia, World Bank
- **Ms. Hana Brix**, Global Director of Gender, World Bank

11:00-11:15 Coffee/Tea Break 

11:15-11:50 **SESSION 1: WELCOME AND ANNOUNCEMENTS**

The WePOWER Journey - Updates from the WePOWER Secretariat (Achievements in 2022)

11:50-12:15 pm **Presentation/Launch of WB Report: Engendering Access to STEM Education and Careers in South Asia**

- **Shobhana Sosale**, Senior Education Specialist, World Bank

Reflections by **Dr. Rashi Gupta**, Founder & Managing Director of Vision Mechatronics Private Ltd., India

12:15-1:30 **SESSION 2: GROUP SHARING**

Moderated group brainstorming exercise: Applying the WePOWER 5-pillar framework

Description: Participants will introduce themselves and share successes and challenges in implementing gender activities, their motivations for joining WePOWER, and what they hope to take back to their organizations from the Conference.

1:30-2:30 Lunch 

2:30-4:00 **SESSION 3: TECHNICAL WORKSHOP**

The evolving energy sector jobs and recruitment challenges (New jobs and New People)

Description: Domain experts will discuss the changing jobs roles in the energy sector, and steps to develop a skilled workforce for the energy transition. How can women be recruited/trained/retained for these new jobs.

Opening Remarks: **Dr. Masood Ahmad**, Retired Lead Water Resources Specialist, World Bank - *Reflections from 30 years in the Infrastructure Sector*

Speakers:

Strategic Planning for new skills and jobs: developing trainings and standards – what will future Energy Jobs look like?

- **Mr. Deepak Rai**, Head - Standards and Research, India Skills Council for Green Jobs
Implementing training for new skills and jobs: How is NPTI training the workforce for the future? Especially women?

- **Dr. Tripta Thakur**, National Power Training Institute (NPTI)

4:00-4:15 **CLOSING REMARKS**

Maria Beatriz Orlando, Lead Social Development Specialist, World Bank

4:15-4:30 **Networking and Coffee**

4:30-6:30 Break 

6:30-8:30 pm **Dinner and WePOWER Awards Ceremony** 

DAY 2

8:30-9:00 am **Sign-in and coffee**

9:00-9:15 **OPENING REMARKS**

Ms. Elena Rose, Infrastructure Counsellor, Australian Embassy in Bangkok

9:15-9:25 **DAY 2 OVERVIEW**

Dr. Faiz H. Shah, Executive Director at Yunus Center, Asian Institute of Technology

9:25-10:45 **SESSION 4: TECHNICAL SESSIONS**

Institutional solutions for improving gender equity

Chair: **Ms. Hana Brix**, Global Director of Gender, World Bank

Description: WePOWER Partners and energy sector stakeholders are implementing various gender activities towards improving women's representation in their organizations. However, various institutional, regulatory, and societal barriers exist. This session will prepare participants for the Solve-a-thon, which will focus on adjusting the institutional policies and norms for gender diversity. The expert tutors will cover practical solutions that utilities can implement - including Gender Informed HR Performance Management Systems and Unconscious Bias Trainings - to improve their institutional systems and norms.

Expert Tutors: *Benefits of unconscious bias training for companies & Integrating performance management systems (PMS) in power utilities*

- **Ms. Clare Novak**, International Gender Diversity and Inclusion Expert
- **Dr. Josebe Bilbao-Henry**, Senior HR Diversity, Equity & Inclusion Specialist, World Bank

10:45-11:00 **Coffee/Tea Break** 



Solve-A-Thon Challenge

The Solve-a-thon is an opportunity to work with a diverse group with the support of expert facilitators to generate practical, immediate, and innovative solutions to issues that organizations are facing to promote gender diversity.

The Solve-a-thon will be split into two sessions.

- **In Part 1:** Participants work in groups to understand key gender concepts and identify common challenges.
- **In Part 2:** Groups will work together to determine solutions and immediate actions/steps to promote gender diversity in their companies.

11:00-12:30 pm **SESSION 5: SOLVE-A-THON PT1 (PREP)**

Overcoming challenges to recruiting/developing/retaining workforce talent in the utilities of the future

- Defining Key Concepts
- Identifying Key Challenges

Moderator:

- **Callum Mackenzie**, Co-founder and Director, Yunus Thailand

12:30-1:30 **Lunch** 

1:30-3:45 **SESSION 6: SOLVE-A-THON PT2**

(Breakout Group Discussions)

Immediate, practical, and innovative steps organizations can take toward improving gender diversity


- Group breakout discussions
- Presenting innovative ideas

Moderators:

- Expert, Yunus Center AIT, Asian Institute of Technology

3:45-4:00 **CLOSING REMARKS**

Mr. Francesco Tornieri, Principal Social Development Specialist (GAD), South Asia, ADB

4:00-6:30 **Break** 

6:30-8:30 pm **Dinner** 

DAY 3

8:30-9:00 am **Sign-in and Coffee**

9:00-9:15 **OPENING REMARKS**

Mr. Sohel Ahmed, Managing Director, Grameen Shakti, Bangladesh



Business Meeting: The business meeting will be an opportunity to discuss and seek consensus on the strategic direction and sustainability of WePOWER.

- **In Part 1**, three concurrent sessions will be held, including i) for WePOWER Partners, ii) for Prospective Partners to develop their list of activities and become a WePOWER Partner, and iii) for International Participants gain insights from lessons learned in South Asia and Middle East/North Africa as they kickstart their own regional partnerships.
- **In Part 2**, the different groups will convene again. The discussion will center on how to use evidence and consensus to take practical actions for increasing workforce participation of women in the energy sector. Participants will explore next steps for replicating the WePOWER approach globally, and for cross-regional coordination, resource sharing, and learning.

9:15-11:15 **BUSINESS MEETING PT 1**

Existing Partners:

Discussion on WePOWER Sustainability

Description: Discussion on the Sustainability Roadmap for WePOWER and Establishing National Chapters

Moderator:

- **Dr. Reihana Mohideen**, Principal Advisor at Nossal Institute for Global Health, University of Melbourne

Prospective Partners:

LoA Workshop - How to become a Partner

Description: Q&A workshop of WePOWER Reporting System and LoA.

Moderators:

- **Tanushree Bhowmik**, WePOWER Partnership Coordinator, World Bank
- **Maira Zamir Syed**, WePOWER Partnership Coordinator, World Bank

International Participants:

Kickstarting a successful regional network

Description: Open Discussion on challenges, opportunities + lessons learned from other regions.

Presentation:

WePOWER Experience in SAR

- **Mr. Pranav Vaidya**, Social Specialist, World Bank

ReNEW Experience in MENA

- **Elisabeth Maier**, Senior Operations Officer, World Bank

11:15-11:30 **Coffee/Tea Break** 

11:30-1:00 pm **BUSINESS MEETING PT 2*****Replicating the WePOWER approach globally: collective actions based on evidence and consensus***

Description: Moderated Discussion will explore how an effective global network of “sister” regional networks could function. The session will also showcase tools/resources that can be used by regional networks to promote incremental gender actions based on evidence and consultations.

Chair: **Dr. Demetrios Papathanasiou**, Global Director, Energy and Extractives Global Practice, World Bank

“Festival of Resources” Presentations:

WePOWER Resources as public goods: New WePOWER Result-Sharing System

- **WePOWER Interim Secretariat**

Data for Change: What gets measured gets done – experience from the Water Sector

- **Ms. Kamila Galeza**, Social Development Specialist, World Bank

Gender Self-Assessment Tool for Energy Utilities

- **Mr. Aaron Dennis**, Social Specialist, ADB

1:00-2:00 **Lunch** 2:00-3:30 **SESSION 7 - PANEL DISCUSSION*****Helping women transition from STEM education to energy sector jobs - WePOWER Internship Module launch***

Description: Experts will discuss good practices in supporting transition for students (especially women) into STEM jobs. Effective internship and apprenticeship programs are essential to bring qualified women into the job pool. Following the panel discussion, the WePOWER Internship Module will be launched. This resource, developed by the WePOWER Regional Working Group for internships, will provide a framework for utilities to implement practical steps towards improving or creating their own well structured, gender, and youth-friendly internship programs.

Moderator: Dr. Ashley Bear, Director of the Committee on Women in Science, Engineering, and Medicine of the National Academies, USA

Panelist:

- **Ms. Thercy Devika Abeysuriya**, Chair, Women Engineers Forum of Institution of Engineers, Sri Lanka
- **Ms. Amira El-Mazni**, Independent Oil & Gas Advisor, former Vice Chairman for Gas Regulatory Affairs in the Egyptian Natural Gas Holding Company (EGAS)
- **Ms. Gloyta Nathalang**, Executive Vice President, Corporate Branding, Communication and Sustainability Activation, Bangchak Corporation Public Company Limited
- **Ms. Azia Shoaib**, HR Director, Lahore Electricity Supply Company (LESCO), Pakistan
- **Ms. Tshewang Lhamo**, Senior HR Officer, Druk Green Power Corporation (DGPC), Bhutan

Presentation: Launch of the WePOWER Internship Network

- **Yukari Shibuya**, Sr. Youth and Gender Specialist, World Bank

3:30-3:45 **CLOSING REMARKS**

Ms. Gisu Mohadjer, Operations Adviser, Infrastructure, South Asia Region, World Bank

- Summary of Conference and Business Meeting
- Next Steps for WePOWER and Farewells

Conference Speaker and Presenter Bios

Distinguished Speakers



Mr. Guangzhe Chen

Regional Director, South Asia Infrastructure, World Bank Group

Mr. Chen is the Regional Director for Infrastructure in the South Asia Region at the World Bank. He provides leadership and oversees the formulation and implementation of the knowledge and financing program in energy, transport and digital development in the region covering Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka. The regional department has a portfolio of about 63 projects amounting to approximately \$18 billion. Prior to his current position, Chen was the World Bank's Global Director of the Transport Global Practice from November 2018 to June 2020. He was also the Senior Director for the World Bank's Water Global Practice from October 2016 to October 2018. Before that he served as World Bank Country Director for Ethiopia and subsequently for Southern Africa, covering Botswana, Lesotho, Namibia, South Africa, Swaziland, Zambia and Zimbabwe. He started at the World Bank as a task team leader and then sector manager in the transport sector, followed by his role as a sector manager in the urban, water and disaster risk management. An economist by training, Chen has over 25 years of international experience in the field of sustainable development, infrastructure finance and management with the World Bank Group and the Asian Development Bank. He holds a graduate degree in Economics from Harvard University, USA, and another graduate degree in the subject from Zhongshan (Sun Yat-Sen) University, Guangzhou, China.



Dr. Bindu Lohani

Distinguished Fellow, Emerging Market Forum (Centennial Group), Distinguished Adjunct Faculty (AIT) and former Vice President for Knowledge Management & Sustainable Development, ADB

Dr. Lohani was the Ranking Vice-President of the Asian Development Bank (ADB) for Knowledge Management and Sustainable Development. He was responsible for the ADB's Economic Research and Regional Cooperation Department (Office of the Chief Economist), Sustainable Development and Climate Change Department, and Office of Information Systems and Technology. In his almost 30 years in ADB, he has held several positions, including Director General and Chief Compliance Officer of the Regional and Sustainable Development Department and Special Advisor to the President on Clean Energy, Climate Change and Environment. He has worked in various capacities, mostly infrastructure and sustainable development. Before joining ADB, he worked for the Government of Nepal (relating to the infrastructure departments) and was Associate Professor and Division Chairman of the Environmental Engineering Program at the Asian Institute of Technology (AIT). Dr Lohani holds a doctoral degree in Environmental Engineering and is an elected member of the National Academy of Engineering (NAE) of the USA for his work on economic-cum-environment approach to sustainable development.



Ms. Reema Nanavaty

Executive Director, Self-Employed Women's Association (SEWA) Commissioner

Ms. Nanavaty has been working with the self-employed women workers from informal sector since 1984 when she joined the Self-Employed Women's Association (SEWA) and stayed on to be elected as its General Secretary in 1999. She expanded her membership to new heights, making SEWA the single largest union of informal sector workers. Her key focus has been to provide full employment and self-reliance to the 1.7 million members of SEWA. Thirty years of her selfless service was honored in 2013, when the Government of India awarded her the Padma Shri (a civilian award) for her contribution in the area of Social Services. Reema is currently a member of the Advisory Council on Gender of the World Bank Group. She was also invited as a member of International Labor Organization's High Level Global Commission on Future of Work. She was the only commissioner representing the informal sector workers, self-employed workers and the rural workers' union in the entire commission. She has also been invited as a member of the UN High-level Dialogue's Technical Working Group on Energy Action to Advance Other SDGs.



Assoc. Prof. Sudharma Yoonaidharma

Commissioner, Energy Regulatory Commission (ERC), Thailand

Prof. Yoonaidharma has been serving as the commissioner of ERC, an independent regulatory agency responsible for the regulation of electricity and natural gas industry in Thailand, since 2018 earned. He has considerable expertise in economic law and international economic law, competition law, international trade law, and the law on transportation, communication, telecommunication, digital economy, and energy. Prof. Yoonaidharma earned his Master of Laws (LL.M.) from Harvard Law School and Post-LL.M. in International Economic Laws from New York University. He taught business and economic law at the Faculty of Law, Chulalongkorn University, where he held senior posts. In 2012 he was Dean of the School of Law, University of the Thai Chamber of Commerce. Prof. Yoonaidharma was appointed World Bank expert on Transport & Communications to advise and help drafting new telecommunications, aviation, rail and energy bills, some of which became laws in force until now. From 2004 to 2010, he was a Commissioner of the National Telecommunication Commission (NTC) – a predecessor of the current National Broadcasting and Telecommunications Commission (NBTC). He was the lead telecommunication negotiation delegate for the Japan-Thailand Economic Partnership Agreement, Thailand-India Economic Cooperation Agreement, ASEAN-China Closer Economic Cooperation Agreement and Thailand-Australia Free Trade Agreement. He was nominated Chairman of the ASEAN Telecommunication Regulators' Council (ATRC) in 2009.



Ms. Hana Brix

Global Director for Gender, World Bank Group

Ms. Brix leads a global effort to promote gender equality and women's empowerment. She sets the overall direction for the World Bank Group's Gender knowledge agenda, drives Bank-wide efforts for results in closing gender gaps, and fosters partnerships with public and private sector stakeholders toward innovations at scale. In her career, Hana has contributed to advances in human development, public finance and governance. As Manager of the Human Capital Project, she led a global effort to protect and invest in people with an emphasis on girls' and women's empowerment. Prior to this, she held managerial and leadership positions in the Social Protection & Jobs and Governance Global Practices and in the Middle East & North Africa, East Asia & Pacific, and Europe & Central Asia regions. Based in China during 2001-10, she also served as World Health Organization's Manager and UNICEF Chief in China. Hana has published articles in professional journals and written several books on economic development, including Trust, Voice and Incentives on service delivery and Government at Risk on fiscal management. She holds graduate degrees in Physics and Economic Policy from Masaryk University and Princeton University respectively.



Dr. Demetrios Papathanasiou

Global Director for the Energy and Extractives Global Practice, World Bank Group

Dr. Papathanasiou leads more than 100 professionals at the Global Units of the Energy and Extractives Global Practice of the World Bank. He coordinates the overall strategic direction of the Practice, advances the knowledge and learning agenda for the Bank's energy and extractives professionals, and oversees corporate reporting, trust funds, and partnerships for the Practice. Dr. Papathanasiou has worked for more than 20 years with the World Bank Group on Energy and Infrastructure in Africa, Latin America, East Europe and the Balkans, South Asia, East Asia and the Pacific Islands. He has contributed to developing energy policies in several countries and worked on power generation projects using many diverse technologies: thermal, hydropower, solar, wind, and geothermal. He has led large teams on complex utility and sector reforms, as well as sizeable public-private partnership transactions. As the Manager for the World Bank's Energy Practice in South Asia (2016-2020), he was responsible for a portfolio of more than \$10 billion and worked to increase renewable energy projects in the region, expand regional interconnections and exchanges, and modernize networks across the region. A professional Electrical Engineer, Dr. Papathanasiou holds an MSc in Environmental Technology and a PhD in Energy and the Environment from Imperial College in London, UK.



Mr. Mohammad Hossain

Director General, Power Cell, Ministry of Power, Energy and Mineral Resources, Bangladesh

Mr. Hossain has been serving as Director General, Power Cell, Power Division, Ministry of Power Energy and Mineral Resources since 2013. He is the elected Vice-President (Academic & International) of The Institution of Engineers Bangladesh (IEB). Mr Hossain was elected the Chairman of the Energy Committee (2019-21) of the ESCAP conference (2019-21) held in Bangkok, Thailand; the Chairperson of the South Asia Regional Initiative/Energy Integration (SARIE/I) in the energy sector of SAARC countries for the year 2021-22; a member of Governing Board of the SAARC Energy Center, and a member of the Working Committee on Renewable Energy of D-8. He was the first signatory of the MoU on Power Cooperation between Bangladesh and India and a member of the Bangladesh-India and Bangladesh-Nepal Joint Steering Committee. Mr Hossain graduated from the Bangladesh University of Engineering & Technology (BUET) and received an MBA from IBA, University of Dhaka. Later, he received a postgraduate Diploma in Institutional and Human Resource Development (IHRD) from Denmark. He has published numerous articles in national and international print and online journals and publications.



Ms. Elena Rose

Counsellor, Infrastructure, Australian Embassy in Bangkok

Ms. Rose is the Infrastructure Counsellor at the Australian Embassy in Bangkok. She works closely with Australian embassies and high commissions throughout the region as the Executive Director of Partnerships for Infrastructure (P4I), an Australian Government initiative to foster inclusive growth through sustainable infrastructure in Southeast Asia and engage with Australia's Indo-Pacific partners. Elena has over 10 years' experience in the public sector focusing on strategic policy, Australia's engagement in the ASEAN region and Australian development programs. While with the Department of Prime Minister and Cabinet, she focused on Northeast Asia, and on regional and economic architecture, including ASEAN and the G20. In the Department of Foreign Affairs and Trade, she has worked primarily on ASEAN, Australia's Indo-Pacific agenda, geo-economics and as First Secretary, Development, at Australia's Embassy in Jakarta. Prior to joining the Australian Public Service, Elena worked and studied abroad with the World Bank, the United Nations and non-government organizations in Singapore, Cambodia and the United States. Ms. Rose is admitted to practice law in the Australian Capital Territory, and holds a dual Masters in Law from New York University and the National University of Singapore.



Ms. Mandakini Kaul

Senior Regional Cooperation Officer for South Asia, World Bank

Ms. Kaul is the World Bank's Senior Regional Cooperation Officer for South Asia. She works on issues of economic integration and cooperation among countries in South Asia and with neighboring regions, and leads the Bank's South Asia Regional Integration strategy and program on regional connectivity, trade and gender. She serves as the focal point on regional integration for relationships with key counterparts including those from the government, civil society, development agencies, private sector institutions and chambers of commerce, and think-tanks. She has been working in the development field for over 20 years, and, among other things, was the focal point for the World Bank's work in the low-income states of Bihar and Rajasthan for several years. She has recently co-led the Bank's flagship report called the 'India Systematic Country Diagnostic'. Ms Kaul read Economics at St Stephen's College, Delhi, India and at the University of Cambridge, UK.



Ms. Gisu Mohadjer

Operations Advisor, Infrastructure South Asia Region, World Bank

Ms. Mohadjer is an Operations Advisor at the World Bank, and has worked in Latin America, Africa, South Asia, and East Asia. She holds degrees from Harvard College, Harvard Business School, and the Harvard Kennedy School.

Expert Speakers/Presenters



Dr. Ashley Bear

Acting Director of the Committee on Women in Science, Engineering, and Medicine of the National Academies, USA

As the Acting Director of the Committee on Women in Science, Engineering, and Medicine of the National Academies, Dr. Bear oversees a portfolio of projects dealing with critical issues relating to increasing the participation and leadership opportunities for women in these fields. Dr. Bear has led committees of experts and a dynamic staff team in carrying out consensus studies, workshop series and national outreach efforts to support the improved recruitment, retention and advancement of women in science, engineering and medicine. Before coming to the Academies, Dr. Bear worked for the National Science Foundation (NSF) where she managed a portfolio of mid-scale investments in scientific infrastructure and led analyses of the impact of NSF funding on the career trajectories of postdoctoral researchers. Dr. Bear was also a Science Policy Officer for the State Department's Office of the Science and Technology Adviser to the Secretary of State, where she worked to promote science diplomacy and track emerging scientific trends with implications for foreign policy, managed programs to increase the scientific capacity of State Department and acted as the liaison to the Bureau of Western Hemisphere Affairs and the Bureau of East Asian and Pacific Affairs. Dr. Bear holds a BSc in Neuroscience from Brown University and a PhD in Ecology and Evolutionary Biology from Yale University.



Dr. Faiz H Shah

Executive Director at Yunus Center, Asian Institute of Technology

Dr. Shah has led the Yunus Center at the Asian Institute of Technology (YCA), the Institute's hub for Responsible Business and Enterprise-led Development since 2012. He chairs the Steering Committee of the Yunus Masters' in Social Business & Entrepreneurship and co-directs the Professional Masters' in ESG. As founding President of the Yunus Thailand Foundation, and Principal of the SDG Enterprise Lab, Dr. Shah guides design and implementation of sustainable social business approaches in partnership with academia, business, government and community organizations across the region. In a four-decade international career he has overseen more than 350 development projects and taught over 4,000 grassroots changemakers in over a dozen countries. As head of the Development Management department at AIT Extension, he has designed and coordinated high-impact programs such as the Epidemic Prevention, Control, and Management (DEPCAM) program, Portable Health Clinic (SehatMobile), and the High-Efficiency Irrigation (PIHP) program. He is a visiting professor at the College of Innovation at Thammasat University and Faculty of Management at Kasetsart University, Bangkok. Dr. Shah is the author of "Responsible Business Guide: A Toolkit for Winning Companies" (2010). His most recent publication is the authorized Urdu edition of *The Three Zeros* by Professor Muhammad Yunus (2019).



Dr. Rashi Gupta

Founder & Managing Director, Vision Mechatronics Private Ltd., India

Dr. Rashi Gupta, Founder & Managing Director, Vision Mechatronics Pvt. Ltd. Fondly known as "Batterywali of India", Dr. Rashi Gupta is the pioneer of manufacturing of Advanced Lithium Batteries in India along with the "Worlds Smartest Lithium Battery". She is the Founder & Managing Director of Vision Mechatronics Private Ltd, leading it towards a name to reckon for in the field of Robotics, Renewable Energy & Energy Storage. A Women Entrepreneur who has been fearless & ferocious in creating a brand for herself & the company in these male-dominated fields. Dr. Gupta became a prominent name in the Renewable Energy Sector of India and is featured as Asia's Most Influential Women in Renewable Energy, 2020. She has been working on Gender Equality and Women Empowerment issues globally. She holds degrees of BE, MBA, LLM, & Ph.D. to her title. She is a committee member of the Bureau of Indian Standards for Batteries, Energy Storage, and E-Mobility. She is also a Member of the International ElectroTechnical Commission, a committee member of the National Energy Storage Committee- FICCI, Chairperson Energy Storage -International Solar Energy Society e. V.(ISES), CleanTech Business Club- Chair of Task Force- Energy Storage & Smart Energy, and Chairperson-Women's India CBC, CBC Vice Chair India.



Dr. Josebe Bilbao-Henry

Senior Diversity and Inclusion Officer, World Bank

Dr. Bilbao-Henry's work focuses on developing learning and awareness programs and on outreach. She also works with a network of DEI ambassadors and champions to embed the diversity and inclusion agenda across the World Bank Group. In this role, she has been an innovator in platforms and products to increase empathy among different identity groups and, as a result, she led the design of VR experiences on sexual orientation and gender identity and on disabilities. Previously, she was the Manager of Language and Culture and led the intercultural competence program for the WBG. Before joining the Bank, Josebe was Director of Spanish Studies in LanguageOne and was also a professor at the George Washington University. She holds a Master's degree in history of philosophy from Deusto University in Spain, a PhD from Yale University in Philosophy of Language and an MEd in Educational Leadership at the George Washington University.



Ms. Clare Novak

President, Novak and Associates

Ms. Novak is an award-winning international Human Resources, Gender Equity and Training Consultant, Speaker, and Author. With over 25 years of experience, Ms Novak possesses considerable knowledge and skill in development as well as technical knowledge. She has consulted in numerous business sectors including: Energy, telecommunications, construction, hospitality, financial and NGOs. Ms Novak has developed HR policies, HR Gender Equity Framework, consulted with gender equity teams, and facilitated organizational change and leadership training. Her international experience includes 14 countries throughout Europe, Middle East, Asia and Africa as well as extensive work in North America. Ms Novak has presented for nine international conferences, including SHRM National Conference, Association for Talent Development International Conference and Expo, and the World HRD Congress. She is the author of *EBIT-Duh!© Finance for the HR Professional*, as well as numerous business articles and ATD InfoLines.



Mr. Masood Ahmad

Retired Lead Water Resources Specialist, World Bank

Mr. Ahmad joined the World Bank in 1983 and retired in 2017, and has since worked as an independent advisor specializing in the water, hydropower, offshore wind and solar power development, transport infrastructure, water, irrigation and flood management sectors. He has over 35 years of experience in planning, design and implementation of development programs in water resources, hydropower, offshore wind and solar power, irrigation, river training, flood management, drainage systems, hydraulic structures, roads and bridges, infrastructure development, disaster management, restoration, recovery and control, environmental management and development of water policies. He pioneered and led investment programs of over US\$20 billion and policy dialogue in the World Bank, which have received worldwide attention. He has worked in South and East Asia, Europe and Central Asia, and Middle East and North Africa. Prior to joining the World Bank, he was in government, management, consulting and teaching roles.



Dr. Tripta Thakur

Director General, National Power Training Institute (NPTI), Ministry of Power, India

Dr. Thakur was earlier Head and Professor, the Electrical Engineering Department at the National Institute of Technology, MANIT-Bhopal, India. She is a graduate in Electrical Engineering with a Master's degree in Power Electronics from IIT-Kanpur and has a PhD from IIT-Delhi. She is the recipient of several distinctions, such as Commonwealth Research Scholar at University of Dundee (2005-2008), UK, Commonwealth Academic fellow at Durham University Business School (2014), UK, COFUND Senior researcher at Durham University Business School (2016), Visiting Faculty at Asian Institute of Technology, Bangkok (2010), technical member for International Electrotechnical Commission (IEC), SEG4 Group, ISGF (MoP) working group member, etc. She has teaching and research experience of 28 years and has nearly 100 publications to her credit. She has also been a consultant for evolving a possible Common South Asian Electricity Markets. She has also done various consultancies for distribution companies in India.



Mr. Deepak Rai

Vice President (Standards and Research), Skill Council for Green Jobs [SCGJ], India

Mr. Rai has over 15 years of rich and diverse work experience at the interface of science, technology and policy across climate change and Energy sector in India and overseas. He has demonstrated project management, public affairs, stakeholder engagement skills with excellent understanding of policies, regulations, technology, finance and markets in Energy and climate change space along with the Indian skill ecosystem across the domestic green business sector. He has been instrumental in designing and implementing a range of skill interventions supporting clean energy transition and environmental sustainability across the country. He is also tasked with identifying the evolving training needs of the Green business sector through performing training needs analysis, developing national occupational standards and qualifications along with targeted training content to support the availability of certified and skilled workforce in sectors concerned across the country.



Dr. Reihana Mohideen

Principal Advisor at Nossal Institute for Global Health, University of Melbourne

Dr. Mohideen is an electrical engineer with a strong interest in developing integrated socio-technical approaches to building resilience using low-carbon pathways integrating gender equality and social inclusion (GESI). Dr Mohideen is the author of *Women and the Energy Revolution* (Palgrave, 2020). She was recently appointed the Principal Advisor at the Nossal Institute for Global Health, University of Melbourne, Australia. Her work increasingly straddles the issues of renewable energy and low-carbon initiatives in the health system. She completed her post-doctoral studies from the University of Melbourne (1981) and finished her postdoctoral studies in renewable energy systems, researching the societal and gender implications for newly electrified rural communities in Nepal. She has worked as an international development specialist for more than 10 years with strong links to the Asian Development Bank. She is a member of various IEEE societies and is an Executive Committee member of IEEE Standards Association on Digital Inclusion (DIITA), where she heads up the sub-stream on gender equality and social inclusion. She is also the Australian national expert for the International Energy Agency's 'Gender and Energy' technology collaboration program.



Maria Beatriz Orlando

Lead Social Development Specialist, World Bank

Maria Beatriz is a Development Economist and specialist in social inclusion, labor markets and gender analysis. While at the World Bank she has contributed to gender equality and inclusion in Latin America and the Caribbean, Africa, and South Asia through applied analytical work, including a gender and social inclusion lens in operations and policy dialogue. She has conducted research on labor markets and poverty, the socio-economic impact of gender-based violence, access to services and opportunities for different social and ethnic groups, female labor force participation, women's entrepreneurship, gender-based violence, gender and energy, and the development relevance of gender norms. Prior to joining the World Bank she worked as a Research Associate at the Center for Global Development and Professor at Universidad Catolica Andres Bello (Caracas, Venezuela).



Mr. Francesco Tornieri

Principal Social Development Specialist, Asian Development Bank

Francesco Tornieri is Principal Social Development Specialist (GAD) at the Asian Development Bank's South Asia Department (SARD) and a member of the ADB Gender Equality Thematic Group. Francesco is ADB's focal point for gender equality, social inclusion, and civil society engagement in SARD. He promotes the visibility of gender equality, social inclusion and women's empowerment in the design, implementation and monitoring of ADB operations in South Asia. Since 2017, he is the SARD Focal Point for Evaluation, in recognition of the critical role of monitoring and evaluation to achieve inclusive and sustainable results. Prior to ADB, Francesco worked as Social Development Specialist in the Africa Region of the World Bank, where he led the Gender and Law Program in Sub-Saharan West, Central and East Africa, involved in a broad range of social development and social protection initiatives. He has also worked as advisor to several West Sub-Saharan African countries on gender and law-related issues, including gender-responsive law reform, legal literacy and legal aid targeting women and disadvantaged groups.



Mr. Gunjan Gautam

Senior Energy Specialist, World Bank

Gunjan is Senior Energy Specialist at the World Bank's South Asia Energy Unit. He works on Energy sector infrastructures projects in South Asia, including Tarbela hydropower and Dasu hydropower projects. He co-leads South Asia Gender and Energy Facility (SAGE), which functions as the interim secretariat of WePOWER. He specializes in preparing and managing Energy sector projects with public and private investments. He has experience of working on solar, hydropower, transmission, distribution, micro-grids and distributed generation, and consumer-side technologies. Gunjan has a Bachelor's degree in Electrical Engineering and a Master's degree in Public Policy with a concentration in energy policy.



Ms. Shobhana Sosale

Senior Education Specialist, World Bank

Ms. Sosale is a Senior Education Specialist with the World Bank Human Development Practice Group. She is serving as global co-lead for the Education and Gender thematic area and Climate Change and Education focal point for South Asia. She has over 25 years' experience in education and skills development. She has been published in education and related fields, analyzing topics that link political economy and cross-sectoral issues in education, technology, skills development, entrepreneurship, PPPs and finance. She has led the World Bank's education engagement in over 14 countries in South Asia, Africa, East Asia, Europe & Central Asia, and Middle East and North Africa. She holds graduate degrees in macroeconomics and political economy.



Ms. Kamila Galeza

Social Development Specialist, World Bank

Ms. Galeza is a Social Development Specialist with the Water Global Practice at the World Bank Group, where she supports deepening social inclusion in water-lending operations and global knowledge efforts through capacity building, operational support, research and knowledge management. Kamila leads Equal Aqua, a global platform for promoting female employment in water institutions, which hosts the largest benchmarking database on gender, jobs and water, and has led the preparation of 'Women in Water Utilities: Breaking Barriers' report. She has provided technical assistance to water and sanitation utilities across different regions, with country experience in Argentina, Brazil, Dominican Republic, Egypt, Ethiopia, Nigeria, Peru and Tanzania among others. Before joining the Water Global Practice, Kamila worked in the Social, Urban, Rural and Resilience Global Practice at the World Bank.



Ms. Yukari Shibuya

Sr Youth and Gender Specialist, World Bank

Yukari is a Senior Youth and Gender Specialist at South Asia Gender and Energy Facility in the World Bank. Dedicated for over six years to starting and developing professional networks, such as WePOWER and Equal Aqua. Before joining the Bank, she was a pioneer of social entrepreneur in Japan on youth empowerment. Her innovative model was absorbed by the Japanese governments (Ministry of Education and Ministry of Labor and Health) and expanded all over the country. Thereafter, she served as a civil servant in the Women's Office at San Jose Municipality, Costa Rica, to train single mothers in entrepreneurship through the JICA technical corporation program. She moved to Washington DC in 2012 and worked at Inter-American Development Bank to promote social enterprises in Latin American countries. She holds a Bachelor's degree in Industrial Engineering (Computer Science) and a Master's degree in Media and Governance, and is currently obtaining a Master's degree in Public Administration. In addition, she holds a High School Teacher's License in Engineering in Tokyo, Japan.



Mr. Aaron Dennis

Social Specialist, Asian Development Bank

Mr Dennis's career has focused on designing benefits-sharing frameworks for projects and affected populations by involving all relevant stakeholders: project operators, borrowers, government, civil society and affected peoples. Aaron has recently begun working more on issues of gender equality and social inclusion, and he welcomes opportunities to learn from others.

Featured Participants



Dr. Bozenna Pasik-Duncan

***Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE WIE)
Immediate Past Global Chair; Professor of Mathematics, University of Kansas, USA***

Dr. Bozenna Pasik-Duncan received an M.S. degree in mathematics from the University of Warsaw, Ph.D., and D.Sc. (Habilitation Doctorate) degrees from the Warsaw School of Economics, Poland. She is Mathematics Professor; EECS & AE Courtesy Professor; I2S and MMICC Investigator; CCB Affiliate Faculty; and Chancellors Club Teaching Professor at the University of Kansas (KU). She is a strong advocate for STEM education and for women in STEM. She was the 2017-2018 IEEE WIE Chair; IEEE CSS Women in Control founder; AWM & SIAM Student Chapter founder & faculty advisor; Outreach Programs founder & coordinator. She has served in many capacities in several societies. She is an IEEE Life Fellow, IFAC Fellow, AWM Fellow and an IEEE CSS Distinguished Member.



Mr. Sohel Ahmed

Managing Director, Grameen Shakti, Bangladesh

Mr. Ahmed is the Managing Director of Grameen Shakti, looking after the overall activities from policy and operational level to local and international liaison and coordination. Grameen Shakti is one of the most successful organizations dedicated to creating "Access to Energy", installing more than 1.8 million Solar Home Systems, 1 million Improved Cook Stoves and 35,000 Bio-gas plants, operating as per the norm of Social Business, emphasizing on Environmental protection, Financial Inclusion and Women Empowerment. He has been working in the field of Renewable Energy for over a decade and has wide experience in modelling and managing Solar Home Systems, Solar Irrigation Systems, Solar Drinking Water, Solar Mini-Grid and so on. Sohel also engaged in the Impact Assessment study focusing on the local large solar projects delivering energy to the poor and pro-poor. Sohel has experience of working at the field of Carbon Emission Management, leading the CPDS (Carbon Project Development Service), serving the local industry for CDM (Clean Development Mechanism) project consultancy. In recent years, he has been intimately involved with SDG implementation, emerging winner of the project 'Powering the future we want' of UN DESA in 2017. He regularly participates in different local and global forums such as the "Global SDG7 Conference: Implementation of SDG7. He is a member of the WePOWER Steering Committee.



Ms. Himali Zoysa,

Deputy General Manager - Projects and Heavy Maintenance, Ceylon Electricity Board, Sri Lanka

Ms. Zoysa is the Deputy General Manager - Projects and Heavy Maintenance at the Distribution Division of Ceylon Electricity Board (CEB). She has over two decades of experience in working at various division of the CEB and has held technical positions in both Renewable Energy projects and conventional electricity sector, working in areas such as in distribution, communication and heavy maintenance. Besides technical roles, she has also held commercial and corporate roles within the organization. She joined the CEB in 1990 and served as a Project Engineer in the Kukuleganga Feasibility Hydro Power Project. She was the Communication Engineer SCADA, PLC, DNC network and hardware and subsequently the Chief Engineer for Colombo City. She is a member of the Institute of Engineers in Sri Lanka and holds a Master's degree in Business Management from Colombo University.



Dr. Ramalatha Marimuthu

Director, IEXPLORE Foundation for Sustainable Development, India

Dr. Marimuthu is an educator, entrepreneur and IEEE Impact Creator with a passion for humanitarian technology and service learning through projects. Her international talent show, IEEE YESIST12, with the participation of students and professionals from more than 20 countries, focuses on creating awareness on the United Nations Sustainable Development Goals. Her passion for women's empowerment has been conceptualized into the International Returning Mothers Conference for which she is the Founder Chair. She has won several awards from IEEE, Lions Club International, Anita Borg Institute for Women and Computing and Government of Tamil Nādu for her work to improve the quality of life for the rural society and on effective education.



Ms. Tshewang Lhamo

Senior HR Officer, Druk Green Power Corporation (DGPC), Bhutan

Ms. Lhamo, Senior Human Resource Officer at Druk Green Power Corporation Limited (DGPC) and I currently look after the recruitment and selection, policy reviews and formulations, surveys and handle the deputation cases of DGPC as some of my major responsibilities. Ms. Lhamo did by master's degree in Human Resources and Employment Relations from University of Western Australia. Recently, she completed the workforce Gender Equality Accelerated Program and is an active team member for the WePOWER as a HR professional.



Ms. Azia Shoaib

Director HR, Lahore Electric Supply Company (LESCO), Pakistan

Ms. Azia Shoaib is a seasoned management and HR professional with a proven track record. She has diversified experience of over 20 years serving large public, corporate and development sector organizations in Pakistan and the UK. Currently, she is the HR Director of Lahore Electric Supply Company (LESCO). She has held key HR roles in various organizations such as Integrators Pvt Ltd, NRS International Group Dubai, Descon Engineering Group. Her core strengths are HR strategy, organizational development, institutional capacity development, transforming HR role into a strategic partner and employee productivity. Azia holds a Master's degree in Human Resource Management from Strathclyde Glasgow, UK and is a Gold Medalist in Sociology from Punjab University Lahore, Pakistan. She has also attained various training and certifications programs from renowned national and international institutes.



Ms. Faiza Savul

Director HR, Karachi Electric (KE), Pakistan

Ms. Savul has diversified expertise in Human Resources Management including Recruiting, Training and Development, Talent Management, Employee Engagement, Diversity & Inclusion, HR Strategy & Rewards. She has experience in the development of innovative HR initiatives to streamline processes and capitalize on organizational growth opportunities. Ms. Savul is currently the Director HR, heading Centre of Expertise at K-Electric for the past 3 years. She was looking after Talent Acquisition and Culture in her last role at ICI Pakistan Limited.



Ms. Thercy Devika Abeyesuriya

Chairperson of Women Engineers Forum of Institution of Engineers, Sri Lanka

Ms. Abeyesuriya is the Chairperson of the Women Engineers Forum of the IESL, having served the committee at various positions over the years. She joined the Sri Lanka Engineering Service in 1993 and has served in many roles of public service, from Solid Waste Management (SWM) Engineer to Director at the Colombo Municipal Council. She was appointed the Director General of the Ministry of Urban Development and Housing, Sri Lanka, in 2021. She read Environmental Engineering and Management for her Master's Degree and proceeded to be selected the National Expert in SWM for Sri Lanka by the Asian Productivity Organization. She graduated from the University of Peradeniya, Sri Lanka, and started her career as a Project Engineer at the Samanalawewa Hydro Power Project in 1988. She became a Chartered Engineer in 1996 and was inducted as a Fellow of the Institution of Engineers (IESL), Sri Lanka, in 2018.



Ms. Kushmy Senaratne

Chief Civil Engineer, Lanka Electricity Company Limited, Sri Lanka

Ms. Senaratne is a Chartered Civil Engineer, Fellow Member of Institute of Engineers, Sri Lanka (IESL), and Corporate Member of Society of Structural Engineers, Sri Lanka (MSSE). With 25 years of post-qualification experience in Engineering field, she has experience in multi-disciplinary environments as a Civil Engineering Consultant. She has done MSc in Project Management and is a Retired Commissioned Officer (Lieutenant Colonel) of Sri Lanka Army. Currently, she is serving Lanka Electricity Company Limited as a Chief Civil Engineer.



Ms. Amira El-Mazni

Independent Oil & Gas Advisor, Egypt

Ms. El-Mazni is Director on the Board of Egypt's Gas Regulatory Authority (GasReg), a certified Corporate Director (IFC) and one of Egypt's Top 50 most Influential Women; a hydrogen enthusiast, key expert on the EU-funded project-participating in the update of Egypt's Integrated Sustainable Energy Strategy 2040. A leader with multi-cultural upbringing, she has vast experience in business development and international cooperations as well as gas market regulation. She is active in the energy transition and energy market reform. Amira is the former Vice Chairperson for Gas Regulatory Affairs in the Egyptian Natural Gas Holding Company (EGAS). Her responsibilities included planning and follow-up the development of the legal and regulatory framework needed for establishing the Gas Regulatory Authority in Egypt. During her work in EGAS, she managed the joint working groups for EU-funded Energy Sector Policy Support Program & AFD-funded Gas Institutional Reforms subcomponent. Prior to joining EGAS in 2005, she worked for Engineering for the Petroleum and Process Industries (ENPPI). She earned her BSc in Chemical Engineering from Cairo University in 1981. She's a Certified Quality Auditor and holds a Diploma in Human Resources Management.



Gloyta Nathalang

Executive Vice President, Corporate Branding, Communication and Sustainability Activation, Bangchak Corporation Public Company Limited, Thailand

Ms. Gloyta holds a Bachelor of Arts (English and French) from Chulalongkorn University and a Postgraduate Diploma in Public Relations from University of Stirling, Scotland, UK. Prior to joining Bangchak Group, she spent over half of her career life with multinational companies namely Shell, McDonald's, and Tetra Pak, holding various positions in communications, environment, and sustainable development. She was also on a short-term assignment at Tetra Pak International SA (Corporate Headquarters) in Lausanne, Switzerland, in 2013. With Bangchak Group, Gloyta oversees corporate branding and communication of the organization including strategic planning and programming related to external and internal communications, stakeholder engagement, corporate branding management, and sustainability activation programs. Gloyta sits on the Board of Global Compact Network Thailand (GCNT) and Kecha Sukpracha Plc. She is Chairperson of Carbon Markets Club and also serves as Chairperson of Subcommittee on Carbon Markets, Thailand Carbon Neutral Network (TCNN). She was recently recognized with "Women of the Year: Environment and Energy Category" Award from the Foundation for Thai Society.

Annex: Composition of the WePOWER Steering Committee (as of 12-1-2022)

No.	Title	Name of participant	Designation	Name of the organization	Type	Country
1	Dr	Bozena Pasik-Duncan	Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE WIE) Chair/ Charmain Williams, IEEE WIE Senior Manager, Professor, University of Kansas, Mathematics Department	Institute of Electrical and Electronics Engineers, Women in Engineering	Professional Association	Global
2	Mr	Francesco Tornieri	Principal Social Development Specialist (GAD)	Asian Development Bank	Regional Development Bank	Global
3	Ms	Kiran Gupta	CEO and Executive Director	Powerlinks Transmission Ltd.	Energy Sector Institution	India
6	Mr	Shoaib Taqi	General Manager (LA&R/HRD) (PAST)	WAPDA (The Water and Power Development Authority)	Energy Sector Institution	Pakistan
7	Mr	Sohel Ahmed	Managing Director	Grameen Shakti	Energy-Sector Institution and Civil Society Organization	Bangladesh
8		World Bank – South Asia Gender and Energy Facility II (SAGE II) as the Interim Secretariat of WePOWER			International Development Bank	Global

Attendance and Participation

Participants are:

- i. **required to attend all sessions,**
- ii. encouraged to contribute as active participants in discussion and group activities, and
- iii. requested to familiarize themselves with the 5 WePOWER Pillars and Key Gender Concepts/ Definitions.

Please immediately inform the organizing team of any medical needs, concerns or issues that may hinder your attendance or participation.

- A photographer and videographer will be taking photos and videos to document the conference. If you have any concerns about your photo being taken, please reach out to the World Bank organizing team at the beginning of the conference or via email.



First Day

- **The Conference will be held at the Main Ballroom** – Signs will be posted at the reception to guide you.
- **Please arrive early, sign in and pick up your welcome packet.**



Transportation

For the participants funded by the World Bank and ADB, transportation by the hotel vehicle from the airport to the Anantara Siam hotel and from the hotel to the airport has been arranged. Please make sure you confirm your departure to the hotel's concierge staff ahead of time. **Any additional transportation will not be covered.**



Hotel

In Bangkok, participants will stay at Anantara Siam Hotel (<https://www.anantara.com/th/siam-bangkok>). It is about 30 km from Suvarnabhumi International Airport and 4 km from the World Bank Office. The hotel is conveniently located in the center of the city and has easy connectivity to the Skytrain should you choose to go around.

Anantara Siam Bangkok Hotel

155 Rajadamri Road, Pathumwan 10330 Bangkok, Thailand

WB Hotel Contact:

Naret Purswani (Tony), Event Executive.
T: +66 (0) 2126 8866 ext.1531
M: +66 (9) 1819 1940
Email: naret_pu@anantara.com

ADB Hotel Contact:

Pawan (Keng) Wachiroatham
T: (+66) 2 126 8866 ext.1524
Email: pawan_wa@anantara.com



Meals

Participants will be provided with hotel accommodation and meals through the duration of the Conference (from December 6-8). Breakfast is included in the stay and is served at the hotel. Lunch will be included on all days of the conference (Dec 6-8), and dinner will be covered on arrival on Dec 5 (dinner box) and the next two days, Dec 6-7, 2022.

There is no pre-arranged dinner on Dec 8. Guests who choose to stay in can collect a dinner voucher for the designated hotel restaurant that day. dinner vouchers for restaurants within the hotel will be made available to the participants. This is in lieu of meal stipend.

If you have any dietary restrictions (e.g., vegetarian, vegan, gluten-free, food allergies, diet, do not eat a certain type of meat), please write to Priya Chopra (pchopra@worldbank.org) and Wanpilai Techapatsiri (wanpilai@worldbank.org) as soon as possible.



Incidentals

Please note that incidentals such as room service, mini bar, laundry, phone calls, alcohol and meals taken outside of the hotel will not be covered. Please provide a valid credit card during check-in (if available) and make sure you pay for personal expenses at the hotel during check-out.



WB Participants - Travel Receipts

Participants whose travel is covered by the World Bank need to retain all their travel receipts. Scanned copies of all travel-related receipts including boarding cards, hotel bills, etc. must be submitted to the WB support staff that has helped you with your travel booking (see the list of names below) within 5 days of your return from travel. This is IMPORTANT for the World Bank accounting process.



ADB Participants - Miscellaneous Travel Allowance

ADB will provide the ADB-funded participants with a modest fixed lump sum miscellaneous travel allowance to cover in-and-out transportation in country of origin, terminal fees, and any other travel-related expenses. ADB will also reimburse (based on actual receipts provided) the visa fee (if applicable).

To process the disbursement of the allowance and reimbursement of travel-related expenses, each ADB-funded participant is requested to submit the following documents to the ADB Secretariat Desk.

- Photocopy of airline ticket
- Photocopy of passport (bio-page)
- Original arrival boarding pass
- Original copy of the Official Receipt of Payment (if the airline ticket has been purchased by the participant) and visa fee (if any).

Please put the following in an envelope with your printed name, country and organization. Complete documents are required for the release of the allowance. This is due to compliance of ADB internal accounting and auditing procedures



Internet Access

Free Internet access is included with the room.

- The Wifi Connection is: WEPower
- Password is not required.



Vaccination and medication

COVID-19 Information: COVID-19 restriction has been eased and relaxed by the authorities, therefore no quarantine is required for international travelers. While the face mask is not mandatory, many public places such as department stores and public transportation may request you to wear the mask. Please refer to Thailand Tourist Authority's website for more information and guidance at <https://www.tatnews.org/entry-thailand-frequently-asked-questions/>. **Please note that vaccinations or medical expenses will not be covered by the conference. WB staff should follow WB insurance policy guidelines on this.**



Climate

The average temperature in Bangkok in December is quite warm at 25°C. Overnight temperatures will cool down a bit with an average of 20°C.



Emergency contacts

We have security contacts in the Bangkok office who will oversee security clearance and other emergencies during your stay in Bangkok. In case of any emergency at the event, please contact the following:






WB

- Security Specialist: **Steve Ball** sball1@worldbank.org

ADB

- Security Specialist, CSRS-SE: **Beverly Roach** broach@adb.org
- Security Focal Point: **Kanchalika Klad-Angkul** kkladangkul@adb.org
- Alternate: **Phairoj Phongsombutvara** pphongsombutvara@adb.org

Local Medical/Emergency nos.

	Police	191
	Tourist Police	1155
	Fire	199
	Ambulance	Call Hospital Directly
	Hospital	Phyathai III Hospital (Private), 111 Phet Kasem Road, Pak Khlong Phasi Charoen, tel: +66 2 467 1111. This hotel is under Cigna's partner program with direct payment

Contacts on the ground

In case of urgent issues, you may contact:

WB

- **Wanpilai Techapatsiri** wanpilai@worldbank.org (Bangkok no. +66926536428)
- **Gunjan Gautam** ggautam@worldbank.org (+1-202-378-0620)
- **Pranav Vaidya** pvoidya2@worldbank.org (+1-202-618-2677)
- **Maira Zamir Syed** szamir@worldbank.org (+1-202-473-5888)

ADB

- **Francesco Tornieri** ftornieri@adb.org
- **Puri Gamon** pgamon@adb.org
- **Lachana Shresthacharya** lshresthacharya.consultant@adb.org
- **Annie Vizcarra** avizcarra.consultant@adb.org

You may also contact us via WhatsApp.

Contacts in WB Country Offices – for any emergency during travels

- Bangladesh: **Md Tafazzal Hossain** mhossain6@worldbank.org
- India: **Ritika Rodrigues** rrodrigues@worldbank.org
- Maldives / Sri Lanka: **Kasun Randika Jayasuriya** kjayasuriya@worldbank.org
- Nepal: **Sanam Shanker** sshanker1@worldbank.org;
- Pakistan: **Rubina Geizla Quamber** rquamber@worldbank.org
- USA/Global: **Priya Chopra** pchopra@worldbank.org;

Contacts in ADB Resident Mission Offices – for any emergency during travels

- Bangladesh Resident Mission (BRM): **Nargis Fatima** nfatima@adb.org; Bhabhani Dewang bdewan@adb.org
- Bhutan Resident Mission (BHRM): **Nidup Tshering** ntshering@adb.org
- India Resident Mission (INRM) **Venkateswara Penta** vrpenta@adb.org; **K Murugaraj** kmurugaraj@adb.org
- Nepal Resident Mission (NRM): **Bijaya Koirala** bkoirala@adb.org
- Sri Lanka Resident Mission (SLRM): **HD Sudarshana A Jayasundara** sjayasundara@adb.org; **Dilani Hettiarachchi** dhettiarachchi.contractor@adb.org

Additional Information: Cultural Do's & Don'ts for Thailand



DO

Greet people with a 'wai' gesture rather than shake someone's hand. The wai gesture is a slight bow, with the palms pressed together in a prayer-like fashion. It is very similar to the Indian namasté. The higher the hands are held in relation to the face and the lower the bow, the more respect or reverence is being shown. You only need to do it first to an older person. But when a younger person greets you with the wai gesture, you should return it but only go as high as your chin, only bow slightly. The wai can also be used to thank or apologize.



DON'T

- Do not speak ill of the Thai royal family, past or present. It is also against the law to do so.
- Do not climb or step on any religious object no matter what condition it may be in to take a photograph, nor do anything which might indicate a lack of respect.
- Buddhist monks are forbidden to touch or be touched by a woman or accept anything from the hand of one.
- Do not touch people, especially someone's head. Thais regard the head as the highest part of the body and the feet as the lowest.
- Do not point your feet at people or a religious object. It is considered rude.

WePOWER 3rd Regional Conference: Solve-a-Thon Worksheet

Key HR Terms

Care-giver Leave: Paid and/or unpaid leave granted to all employees to care for family members. The family members covered under this policy may be determined by the company and generally include children, adoption of child, parents, spouse, domestic partner and siblings.

Disparate Impact: Disparate impact, also called adverse impact, occurs when a decision, practice or policy has a disproportionately negative effect on a specific group, even though the impact may be unintentional.

Disparate Treatment: Disparate treatment is intentional discrimination that occurs when rules or policies are applied inconsistently to one group of people over another.

Employee Resource Groups (ERGs) Employee resource groups (ERGs), also called affinity groups, are employee groups that come together either voluntarily, based on a common interest or background, or at the request of a company. Examples of common ERGs are those formed around race, ethnicity, gender, disability, sexual orientation, parental status, national origin, religion or belief, or generation.

Flex Time: Flex time has multiple modalities. The company sets forth a policy specifying parameters for working outside of set arrival and departure times. Flex time is often linked to telecommuting/remote work. Flex-work options should encompass how, where and when.

Gender-based Violence: any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, whether occurring in public or private life.

Gender Blind Hiring: process by which all personal identifiers are removed from CVs/Resumes. A numeric identifier is assigned instead. CV/Resume reviewers see only qualifications such as work history and education.

Gender Wage Gap A gender wage or pay gap refers to the difference in pay between female and male employees who are performing the same or comparable jobs.

Harassment: unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Hostile Work Environment: A hostile work environment is created when harassing or discriminatory conduct is so severe and pervasive it interferes with an individual's ability to perform their job; creates an intimidating, offensive, threatening or humiliating work environment; or causes a situation where a person's psychological well-being is adversely affected.

Implicit Bias: Implicit bias is a person's unconscious prejudice, attitude or opinion about others.

Job Sharing: Two or more people perform a single job. Hours and tasks are pre-arranged with management. This arrangement has been used successfully retain women in the workforce by reducing the hours each works.

Parental leave: paid and unpaid time off granted by law plus additional time and benefits the company may choose to grant to mothers and fathers upon the birth and/or adoption of a child(children).

Pay Equity: Pay equity is the practice of ensuring fair and equal pay practices for all employees regardless of gender, race, age or other protected characteristics.

Quid Pro Quo Harassment: Quid pro quo (this for that) harassment occurs when someone in a position of authority over another (i.e., a manager or supervisor) directly or indirectly demands sexual favors in exchange for some benefit (a promotion, pay increase, etc.) or to avoid some detriment (termination, demotion, etc.) in the workplace.

Remote work/Telecommuting: employment arrangement where individuals work outside of a traditional office, such as at their home or other location. They use technology to conduct work and stay connected to managers and co-workers.

Unconscious gender bias: unintentional and automatic mental associations based on gender, stemming from traditions, norms, values, culture and/or experience. Automatic associations feed into decision-making, enabling a quick assessment of an individual according to gender and gender stereotypes.

Workplace equity: fairness of organizational systems and the absence of systematic and persistent disparities in the opportunities and resources available to employees, regardless of their demographic and social identities.

Workplace equity systems:

- Job structures.
- Recruitment and hiring.
- Compensation and benefits.
- Orientation and onboarding.
- Supervision and mentoring.
- Training and career development.
- Performance assessment and feedback.
- Employee resources and support.
- Promotions.
- Separations.

Work-life balance: The term “work–life balance” refers not only to caring for dependent relatives, but also to “extracurricular” responsibilities or important life priorities. Work arrangements should be sufficiently flexible to enable workers of both sexes to undertake lifelong learning activities and further professional and personal development, not necessarily directly related to the worker’s job. The objective should be to also promote more equal sharing between men and women of responsibilities in the family and household as well as in the workplace.

Key Concepts

Gender vs Sex: Gender is the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for individuals based on the sex they were assigned at birth – usually assigned at birth based on biological attributes, including appearance.

Gender norms: Gender norms are deeply entrenched, widely held, learned beliefs on gender roles and expectations that govern human behaviors and practices within a particular social context and at a particular point in time. Gender norms give expression to and reinforce the power dynamics inherent in a society's valuation of gender roles, therefore, often amplifying male privilege and aggravating discriminatory treatment of girls and women. Gender norms are not static and transforming them requires change at all levels (individual, family, community, systems and services, and policy).

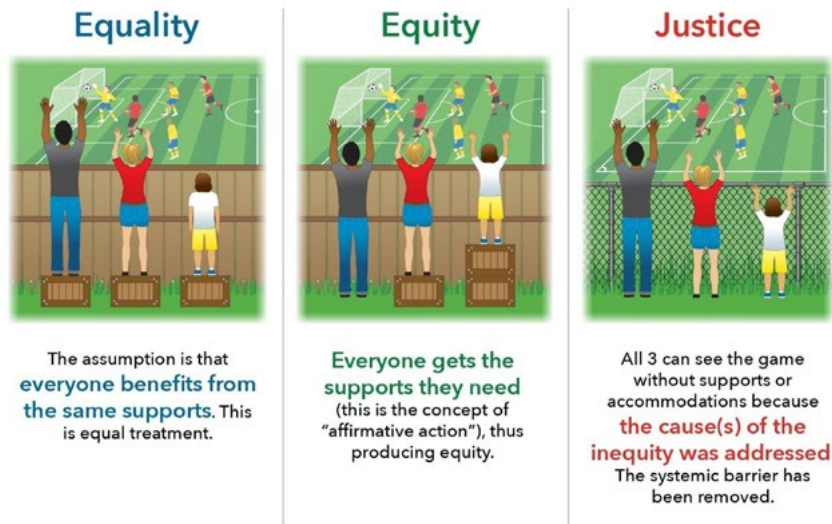
- A recent global study of 1,069 leading firms across 35 countries and 24 industries found that gender diversity relates to more productive companies, as measured by market value and revenue, only in contexts where gender diversity is viewed as “normatively” accepted. In short, countries and industries that view gender diversity as important capture benefits from it. Diversity was a driver for these companies' success.¹

Diversity vs Inclusion: Diversity is about the what – it focuses on the makeup of your workforce. Inclusion, on the other hand, is about the how – the creation of a work environment and culture that enables all employees to participate and thrive.

- Diversity includes many characteristics that may be visible, and it also includes less obvious characteristics like personality style, ethnicity, disability, education, religion, job function, life experience, lifestyle, migration status, geography, regional differences, work experience, and family situation that make us similar to and different from one another

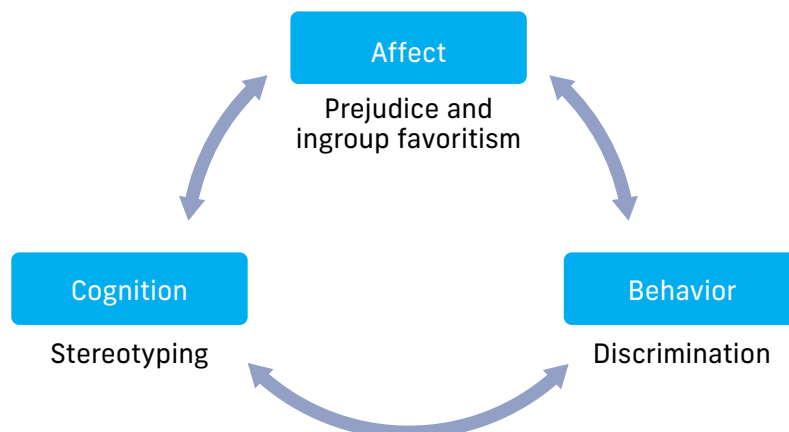
¹ Research: When Gender Diversity Makes Firms More Productive (hbr.org)

Gender Equality vs Equity: Gender equity is the process of being fair to all genders. To ensure fairness, strategies and measures must often be available to compensate for women’s historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Gender equality means equal rights, responsibilities and opportunities for all individuals regardless of gender. It requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards. Equity leads to equality. Equity is a means; equality is the result.



Bias vs Stereotypes: The difference between bias and stereotype is that a bias is a personal preference, like or dislike, especially when the tendency interferes with the ability to be impartial, unprejudiced, or objective. On the other hand, a stereotype is a preconceived idea that attributes certain characteristics (in general) to all the members of class or set. If you think that all Asians are smart, or white men can't dance, that is a stereotype. But if you hire an Asian for a job that also has an equally qualified black applicant because you think blacks are not as smart as Asians, you are biased.

- **Implicit Bias (or unconscious bias):** Prejudice or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair. Many researchers suggest that unconscious bias occurs automatically as the brain makes quick judgments based on past experiences and background. As a result of unconscious biases, certain people benefit, and other people are penalized. In contrast, deliberate prejudices are defined as conscious bias (or explicit bias).



Self-Efficacy and Perceived Competence: Self-efficacy is a person's judgement of his or her capabilities to organize and execute courses of actions required to attain designated types of performance. Perceived competence is the extent to which a person feels he or she has the necessary attributes (capability and abilities) in order to succeed. Perceived competence is important as it provides one of the best perspectives for helping people understand and change their behaviors, it is a central construct in teaching. For the organization, this means workers who are better performance and more persistence.

- A learner's perceived competence in a given task can be a vital moderating factor. Individuals with low self-esteem or self-efficacy are more likely to feel threatened when receiving negative feedback and try to avoid it (Kluger and DeNisi, 1996). Conversely, highly self-efficacious individuals tend to view negative feedback as valuable information for improving their performance and are likely to persevere (Audia and Locke, 2003; Lee et al., 2020).²
- Research shows that women were 1.4 times more likely to receive critical subjective feedback during annual reviews, compared to their male counterparts. This indicates that women's contributions to the overall company performance may be undervalued.³
- Faces that are seen as competent are also perceived as more masculine, according to research published in *Psychological Science*, a journal of the Association for Psychological Science. "Our research sheds light on the pernicious gender bias in how we perceive others — we judge masculine looking people as competent, a judgment that can affect our leadership choices," explains psychology researcher DongWon Oh of Princeton University, first author on the research. These findings suggest that the main components of competence impressions are attractiveness, confidence, and masculinity, and they reveal gender biases in how we form important impressions of other people.⁴



Source: Dr Hayley Lewis (@Haypsych, Twitter)

² Role of Perceived Competence and Task Interest in Learning From Negative Feedback (frontiersin.org)
³ How Gender Bias Corrupts Performance Reviews, and What to Do About It (hbr.org)
⁴ Gender bias sways how we perceive competence in faces (sciencedaily.com)

Motherhood Penalty Fatherhood Bonus/Premium: When a couple has a child, the woman's earnings tend to decrease, while the man's increase. This is known as the "motherhood penalty" and "fatherhood premium." Economists have pegged the resulting gap at about 20 percent of earnings over the long run, due to changes in labor-force participation, hours of work, and wage rates.⁵ From a HR perspective, **Motherhood Penalty means Losing the Best Talent to Caregiving.**⁶

- In India, the motherhood penalty has been documented by Das and Zumbyte (2017) using regression analysis to establish an increasingly negative relationship between the probability of Indian women getting employed and the presence of a young child in their households. Bedi et al (2018) conducted a field experiment in India, under which they sent fake CVs for service-sector jobs with some selected at random to include mothers and found a motherhood penalty evident in the callback rates.⁷ In November 2015, the McKinsey Global Institute found that women in India do 10 times as much unpaid care work than men, far above the global average of three times.^{8,9}

Additional Resources and Articles



5 New Study Dispels Misconceptions About "Motherhood Penalty" and "Fatherhood Premium" (heritage.org)
6 The Wage Gap Is Wider for Working Mothers (shrm.com)
7 The motherhood penalty that employers must eliminate (livemint.com)
8 Motherhood Is Kicking Indian Women Out of Work (foreignpolicy.com)
9 The motherhood penalty: It's not fair to punish women professionals for having a baby (economictimes.indiatimes.com)



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