BSES Rajdhani Power Limited(BRPL)

Network Activities Agreement Women in Power Sector Professional Network in South Asia (WePOWER)

The World Bank's South Asia Gender and Energy Facility II (SAGE II), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the **BSES Rajdhani Power Limited (BRPL)** for endorsing the objectives of WePOWER and joining as an Institutional Partner.

Background

The objectives of WePOWER are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. Five pillars have been identified for engagement through WePOWER in years 2021 and 2022 – (a) STEM Education, (b) Recruitment, (c) Development for Female Professionals, (d) Retention(Returning mothers, Dropped out women, Women friendly facilities, etc.), and (e) Policy and analysis. A detailed description of the pillars is provided in the annex.

BRPLproposes the following activities to support the objectives of WePOWER. SAGE II will support BRPLto implement the proposed activities as the Interim-Secretariat of WePOWER. The proposed activities and targets are not legal commitments.

BRPLwill periodically report progress in the implementation of these activities to SAGE II. In turn, SAGE II will aggregate information on the activities and progress of several Strategic and Institutional Partners and periodically disseminate information on the overall progress.

(a) Pillar 1: STEM Education

Activities		ln 2	022			Note				
1.1BRPL			ols/Colleges			BRPL conducts Schools/Colleges Outreach Program for 350 female students.				
conducts Schools/	Progi	ram for 300	female stud	ents.	Progi	ram for 350	remaie stu	dents.	in the vear	
Colleges	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
Outreach	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
Program for	1	1	1	1	1	1	1	1	Quarterl	
prospective	Outreach	Outreach	Outreach	Outreach	Outreach	Outreach	Outreach	Outreach	y Target #s with	
females	Program	Program	Program	Program	Program	Program	Program	Program	country	
through	for	for	for	for	for	for	for	for	,	
campus	75	75	75	75	75	75	100	100		
recruitment	female	female	female	female	female	female	female	female		
	students	students	students	students	students	students	students	students		
	INI	INI	IN	INI	INI	INI	INI	INI		
	IN	IN	IIN	IN	IN	IN	IN	IN	Achieve	
									ment	

(b) Pillar 2: Recruitment

Activities		In 2	.022			Note				
	BRPL	orovides ii	nternships	to 34	BRPL pro	Total target				
2.1 BRPL		female s	tudents.				#s in the year			
provides	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
Internships to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
female students	5	12	3	14	6	17	4	19	Quarterly	
in engineering,	female	female	female	female	female	female	female	female	Target #s with country	
diplomas, and	interns	interns	interns	interns	interns	interns	interns	interns	,	
other graduates	hired	hired	hired	hired	hired	hired	hired	hired		
programs for										
practical	IN	IN	IN	IN	IN	IN	IN	IN		
knowledge.									Achievement	
2.2BRPL provides	BRPL	provides	apprentice	ship	BRPL pro	vides appr	enticeship p	rograms	Total target	
apprenticeship	prograr	ns to 20 fe	emale stud	ents in	to 30 fe	trical &	#s in the year			
training to	Electrica	l & Comp	uter Trade	(COPA).	C	omputer T	rade (COPA			
students in	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
Electrical &	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
Computer Trade	10 fei	male	10 female		15 fe	male	15 fer	male	Quarterly	
(COPA).	stude	ents	students		students	recruited	students recruited		Target #s with country	
	recru	ited	recruited						,	
*Each student			IN		IN		IN			
completes 24-month program.	IN.	J						1		
									Achievement Total target	
2.3BRPL recruits	BRPL red	cruits 24 f	emale emp	oloyees.	BRPL re	BRPL recruits 24 female employees.				
female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	#s in the year Aiming	
employees as an	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
Equal	2	1	20	1	2	1	20	1	Quarterly	
Opportunity Employer.	females	female	females	female	females	female	females	female	Target #s with country	
Employer.	hired	hired	hired	hired	hired	hired	hired	hired	with country	
*Technical vs Non-										
technical	IN	IN	IN	IN	IN	IN	IN	IN		
breakdown will be									Achievement	
noted.										

(c) Pillar 3: Development for Female Professionals

Activities		In 2023				Note			
3.1 BRPL provides	BRPL prov	ides perso	nal and pro	ofessional	BRF	BRPL provides personal and			
personal	development opportunities to 12				pro	professional development			
andprofessional		fema	ales.		орр	ortunities	to 16 fema	les.	
development	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
opportunities to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
females	3females	3	3	3	4	4	4	4	Quarterly
	trained	females	females	females	females	females	females	females	Target #s with country
*Promising women		trained	trained	trained	trained	trained	trained	trained	with country
employees are	IN								

encouragedprepared		IN	IN	IN	IN	IN	IN	IN	
to move to more		IIN	IIN	IIN	IIN	IIN	IIN	IIN	Achievement
challenging roles									Acmevement
(job enrichment)/									
non-conventional									
roles like O&M,									
which traditionally									
have been perceived									
as 'male-onlyroles' *# of training									
sessions will be									
updated.									
3.2 BRPL provides	BRPL pro	vides lead	ership trair	ning to 8	BRPL pro	vides leade	ership train	ing to 12	Total target
leadership	·	fem	-			fem			#s in the year
training program -	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
MDPs	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
(Management	2	2	2	2	3	3	3	3	Quarterly
Development	females	females	females	females	females	females	females	females	Target #s
Program) for	trained	trained	trained	trained	trained	trained	trained	trained	with country
women									
employees.	IN	IN	IN	IN	IN	IN	IN	IN	
, ,									Achievement
*Based on their									
merit and potential,									
some women									
employees have also									
been elevated to									
leadership roles within the									
organization.									
* # of training									
sessions will be									
<mark>updated.</mark>									
3.3 BRPL provides	BRPL pro	vides job-c	riented co	urses to	BRPL pro	Total target			
job-oriented	60	00 female	candidates		6	#s in the year			
courses through	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Vocational	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Centers to	300 fe	male	300 fe	emale	300 fe	male	300 fe	emale	Quarterly
females to	candid	dates	candi	dates	candio	dates	candi	dates	Target #s with country
become	partici	pated	participated		participated		participated		country
financially									
independent.	IN	J	11	٧	IN.	l	IN		
** ***									Achievement
*As a CSR initiative, continuously									
running 07									
Vocational Centers									
in BRPL area provide									
6 months courses &									
training in									
Beautician, Tailoring									
& Computers.									
*# and type of									
training sessions will									
be noted.								L	

(d) Pillar 4: Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.) None.

(e) Pillar 5: Policy and Institutional Change

Activities		In 202	22		In 2023				Note
5.1 BRPL has	N	Naternity Lea	ave Policy	,	M	Total			
adopted &						target #s in the year			
implemented	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
various policies to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
promote Gender	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
Equality at the	continu	continue	contin	contin	continues	continu	continu	contin	Target #s with
workplace which	es	S	ues	ues		es	es	ues	country
include:					IN				,
Natamitu I aasa	IN	IN	IN	IN		IN	IN	IN	
Maternity Leave									Achievem ent
5.2 BRPL has		Paternity Lea	L ave Policy		D:	Laternity Lea	L ave Policy		Total
adopted &	'	decimity Lee	averoney		, ,	accimity Lec	averoney		target #s
implemented	01	02	02	04	01	02	02	04	in the year Aiming
various policies to	Q1 Jan-	Q2	Q3 Jul-	Q4 Oct-	Q1	Q2	Q3 Jul-	Q4 Oct-	timeline
promote Gender		Apr-			Jan-	Apr-	Policy		Quarterly
Equality at the	Policy continu	Policy continue	Policy contin	Policy contin	Policy continues	Policy continu	continu	Policy	Target #s
workplace which		s			continues			contin	with
include:	es	5	ues	ues	IN	es	es	ues	country
	IN	IN	IN	IN	IIN	IN	IN	IN	
Paternity Leave	111	111	111	111		111	111	111	Achievem
									ent
5.3 BRPL has	Child	lcare/Family	Leave Po	licy	Childe	care/Family	Leave Poli	су	Total target #s
adopted &									in the year
implemented	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
various policies to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
promote Gender	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
Equality at the	continu	continue	contin	contin	continues	continu	continu	contin	Target #s with
workplace which	es	S	ues	ues		es	es	ues	country
include:					IN				
Childcare/Family	IN	IN	IN	IN		IN	IN	IN	
Leave Policy									Achievem ent
5.4 BRPL has		POSH Po	olicy			POSH P	olicy		Total
adopted &		1 0311 F	Oney			1 0311 F	Oney		target #s
implemented									in the year
various policies to									
promote Gender									
Equality at the									
workplace which									
includes: POSH									
Policy									
5.5BRPL has		EEO Po	olicy			EEO Po	olicy		Total
adopted &		•	,			target #s			
'									in the year

implemented	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
various policies to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
promote Gender	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
Equality at the	contin	continu	contin	continue	contin	contin	continu	continues	Target #s
workplace which	ues	es	ues	S	ues	ues	es	continues	with
include: EEO Policy	ucs	CS	ucs	3	ucs	ucs	CS	IN	country
merade. EEO 1 Oney	IN	IN	IN	IN	IN	IN	IN	11 4	
				11.4		11.4			Achievem
									ent
5.6 BRPL has	\	Nork from	Home Po	licy		Work fro	m Home Po	olicy	Total target #s
adopted &									in the year
implemented	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
various policies to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
promote Gender	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
Equality at the	contin	continu	contin	continue	continu	continu	ı continu	continu	Target #s with
workplace which include: Work from	ues	es	ues	S	es	es	es	es	country
Home Policy									
Home Policy	IN	IN	IN	IN	IN	IN	IN	IN	
									Achieveme nt
5.7 BRPL has	Di	ı versity & Ir	ı nclusion P	olicy	Di	versity &	Inclusion P	olicy	Total target
adopted &	0,	versity a n	TOTAGE	oney		versity &	merasion	oney	#s in the
implemented	01	02	02	0.1	01	1 02	02	04	year Aiming
various policies to	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2	Q3 Jul-	Q4 Oct-	timeline
promote Gender	Policy	Policy	Policy	Policy	Policy	Apr- Policy		Policy	Quarterly
Equality at the	contin	continu	contin	continue	continu	continu	,	,	Target #s
workplace which	ues	es	ues	S	es	es	es	es	with
include:Diversity &	ucs	CS	ucs	3	C3	C3	CS	CS	country
Inclusion Policy	IN	IN	IN	IN	IN	IN	IN	IN	
						1			Achieveme
		6							nt
5.8 BRPL has		ICC/WE W			POSH /	Total target #s in the			
created Working	6 Se	ssions for 1	180 emplo	oyees*	6 Se	year			
Committees like	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
POSH / ICC/WE	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
etc	2	1	2	1	2	1	2	1	Quarterly Target #s
*The committees	Sessio	Session	Sessio	Session	Session	Session			rarget #s with
have been	ns	conduc	ns	conduct	S	conduc		conduct	country
instrumental in	condu	ted	condu	ed	conduc	ted	conduc	ed	
bridging the gap	cted	10.	cted		ted		ted		
through focused training on POSH	181	IN	18.1	IN	187	IN	18.1	IN	
awareness across the	IN	20	IN	20	IN		IN		Achieveme
organization and are	60	30	60	30					nt nt
responsible for the									
design and									
implementation of gender equality									
initiatives.									
*# of female/male									
will be noted.									
5.9 BRPL has been	l	To	tal 6			Total target			
nominating its		25 Gender					otal 6 er Champio		#s in the

employees for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
various Gender	Jan-		Jul-	Oct-	Jan-		Jul-	Oct-	timeline
Equality Training &	<i>7 1 2</i>	Apr- 1	1 1	1	2	Apr-	1 1	1	Quarterly
	_	_	_	_	_	_	_	_	Target #s
Programs	Sessio	Session	Sessio	Session	Session	Session	Session	Session	with
*This includes:	ns	conduc	n	conduct	S	conduc	conduc	conduct	country
a)D&I trainings,	condu	ted	condu	ed	conduc	ted	ted	ed	
b)Accelerated	cted		cted		ted				
Gender Equality		IN		IN		IN	IN	IN	
program by USAID,	IN		IN		IN				
c)Male engagement									Achieveme nt
(Train-the-Trainer) to promote gain									TIC .
thorough knowledge									
&to promote Gender									
Equality in the									
organization.									
*# of female/male									
will be noted.						T			
5.10 BPRL's CSR		implemen		_	BPRL	Total target #s in the			
Programs have	inclu	ding 1) Fin		eracy &	inclu	year			
i .						Incluci	on and		
positively			ion and						
impacted the lives		Women Se		oups		Nomen Sel		ups	
impacted the lives of over 500,000	2) Q1			oups <i>Q4</i>	2) \ Q1			ups Q4	Aiming
impacted the lives of over 500,000 beneficiaries, over		Women Se	lf-Help Gr			Nomen Sel	f-Help Gro		timeline
impacted the lives of over 500,000	Q1	Women Se <i>Q2</i>	lf-Help Gr Q3	Q4	Q1	Women Sel Q2	f-Help Gro <i>Q3</i>	Q4	timeline Quarterly
impacted the lives of over 500,000 beneficiaries, over	Q1 Jan-	Women Se Q2 Apr-	lf-Help Gr Q3 Jul-	Q4 Oct-	Q1 Jan-	Women Sel Q2 Apr-	f-Help Gro Q3 Jul-	Q4 Oct-	timeline Quarterly Target #s
impacted the lives of over 500,000 beneficiaries, over 50% of which are	Q1 Jan- Progra	Women Se <i>Q2</i> <i>Apr</i> - Progra	lf-Help Gr Q3 Jul- Progra	Q4 Oct- Program	Q1 Jan- Progra	Women Sel Q2 Apr- Progra	f-Help Gro Q3 Jul- Progra	Q4 Oct- Progra	timeline Quarterly Target #s with
impacted the lives of over 500,000 beneficiaries, over 50% of which are women.	Q1 Jan- Progra m	Women Se Q2 Apr- Progra m	lf-Help Gr Q3 Jul- Progra m	Q4 Oct- Program impleme	Q1 Jan- Progra m	Women Sel Q2 Apr- Progra m	f-Help Gro Q3 Jul- Progra m	Q4 Oct- Progra m	timeline Quarterly Target #s
impacted the lives of over 500,000 beneficiaries, over 50% of which are women. *The programs include:	Q1 Jan- Progra m imple	Women Se Q2 Apr- Progra m implem	lf-Help Gr Q3 Jul- Progra m imple	Q4 Oct- Program impleme	Q1 Jan- Progra m implem	Nomen Sel Q2 Apr- Progra m implem	f-Help Gro Q3 Jul- Progra m implem	Q4 Oct- Progra m implem	timeline Quarterly Target #s with
impacted the lives of over 500,000 beneficiaries, over 50% of which are women. *The programs include: 1) Financial Literacy &	Q1 Jan- Progra m imple mente	Women Se Q2 Apr- Progra m implem	lf-Help Gr Q3 Jul- Progra m imple mente	Q4 Oct- Program impleme nted	Q1 Jan- Progra m implem	Nomen Sel Q2 Apr- Progra m implem	f-Help Gro Q3 Jul- Progra m implem	Q4 Oct- Progra m implem	timeline Quarterly Target #s with
impacted the lives of over 500,000 beneficiaries, over 50% of which are women. *The programs include: 1) Financial Literacy & Inclusion	Q1 Jan- Progra m imple mente	Women Se Q2 Apr- Progra m implem ented	lf-Help Gr Q3 Jul- Progra m imple mente	Q4 Oct- Program impleme nted	Q1 Jan- Progra m implem ented	Nomen Sel Q2 Apr- Progra m implem ented	f-Help Gro Q3 Jul- Progra m implem ented	Q4 Oct- Progra m implem ented	timeline Quarterly Target #s with
impacted the lives of over 500,000 beneficiaries, over 50% of which are women. *The programs include: 1) Financial Literacy & Inclusion 2) Women Self-Help	Q1 Jan- Progra m imple mente d	Women Se Q2 Apr- Progra m implem ented	lf-Help Gr Q3 Jul- Progra m imple mente d	Q4 Oct- Program impleme nted	Q1 Jan- Progra m implem ented	Nomen Sel Q2 Apr- Progra m implem ented	f-Help Gro Q3 Jul- Progra m implem ented	Q4 Oct- Progra m implem ented	timeline Quarterly Target #s with
impacted the lives of over 500,000 beneficiaries, over 50% of which are women. *The programs include: 1) Financial Literacy & Inclusion 2) Women Self-Help Groups	Q1 Jan- Progra m imple mente d	Women Se Q2 Apr- Progra m implem ented	lf-Help Gr Q3 Jul- Progra m imple mente d	Q4 Oct- Program impleme nted	Q1 Jan- Progra m implem ented	Nomen Sel Q2 Apr- Progra m implem ented	f-Help Gro Q3 Jul- Progra m implem ented	Q4 Oct- Progra m implem ented	timeline Quarterly Target #s with country
impacted the lives of over 500,000 beneficiaries, over 50% of which are women. *The programs include: 1) Financial Literacy & Inclusion 2) Women Self-Help	Q1 Jan- Progra m imple mente d	Women Se Q2 Apr- Progra m implem ented	lf-Help Gr Q3 Jul- Progra m imple mente d	Q4 Oct- Program impleme nted	Q1 Jan- Progra m implem ented	Nomen Sel Q2 Apr- Progra m implem ented	f-Help Gro Q3 Jul- Progra m implem ented	Q4 Oct- Progra m implem ented	timeline Quarterly Target #s with country Achieveme

Contact Information

BSES Rajdhani Power Ltd (BRPL)

Partner representative: **Puneet Jain**

Position: Assistant Vice President - HR

Address: BSES Bhawan, 1-B Block, Nehruplace, Delhi

Telephone: +91 9312114248

E-mail: Puneet.ku.jain@relianceada.com

World Bank/South Asia Gender and Energy II Partner representative: **Gunjan Gautam**

Position: Senior Energy Specialist / Task Team Lead of SAGE II

Address: 1818 H St. NW, Washington DC, USA

Telephone: +1-202-453-9023

E-mail: ggautam@worldbank.org

World Bank/South Asia Gender and Energy II Partner representative: Yukari Shibuya

Position: Senior Social Development Consultant (Youth and Gender) /

Partnership Coordinator of SAGE II

Address: 1818 H St. NW, Washington DC, USA

Telephone: +1-202-458-2232

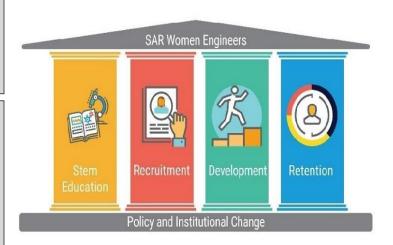
E-mail: <u>yshibuya@worldbank.org</u>

Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

The objectives of WePOWER: To support workforce participation of women in energy projects and institutions and promote normative change regarding women in STEM education.

Key Outcome Indicators:

- % of Women Engineer/Technical Staff
- % of Women in Senior Technical/Management Positions
- % of Women Students in STEM Education Programs



The chart above illustrates the five key pillars of engagement for WePOWER. Each pillar with have their own goals and activities to help close the employment gap for women in the South Asian power sector.

Pillar 1: STEM Education: Raising interest in girls for STEM subjects, increasing female enrollment in engineeringprograms, access to power sector/energy coursework and practical internship opportunities will be key toensuring a pipeline of qualified female candidates.

Pillar 2: Recruitment: Engaging with engineering students and engineering professionals to raise awareness ofviable jobs/opportunities in the power sector. This will require a partnership between the private sector, NGOs, the academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

Pillar 3: Development for Female Engineer Professionals: Improving personal and professional developmentopportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continuedprogression in their careers, especially in the more technical fields.

Pillar 4: Retention: Having a gender-friendly working environment and supporting the increased householdresponsibilities after marriage are essential to improving the low retention of women in the energy sector. Addressing these through instituting family-friendly HR policies, providing reintegrating services for returningmothers and access to facilities such as daycare services, separate toilets, and safe transportation services will be crucial.

Pillar 5: Policy and Institutional Change: Institutionalizing and enforcing gender considerations at thenational and institutional level will be crucial towards achieving WePOWER's objectives. This will entail policies for encouraging more women to study STEM subjects, quotas/targets for female enrollment and hiring in the academic/power sectors, and lobbying for more women in senior/board positions. Pillar 5 forms a cross cutting base for the other pillars in order to achieve lasting normative change in society.