

BSES Yamuna Power Ltd. (BYPL)
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 Yamuna Power Ltd. (BYPL)** 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.

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

BYPL will 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	In 2022				In 2023				Note
*Future-Activity will be added in Q3, 2022.									

(b) Pillar 2: Recruitment

Activities	In 2022				In 2023				Note
2.1 BYPL provides 2-month Internships to female students of technical &	BYPL provides internships to 10 female students.				BYPL provides internships to 15 female students.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
		10 female interns hired				15 female interns hired			<i>Quarterly Target #s with country</i>

non-technical streams. <i>*type of internship (technical/non-technical) will be noted.</i>	IN				IN				Achievement
2.2 BYPL proposes to induct female apprentices under the apprenticeship program. *Actual # will be updated at end of Q2.	BYPL provides an apprenticeship program to female (10%* to total applicants).				BYPL provides an apprenticeship program to female (10%* to total).				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		10%* IN				10%* IN			Quarterly Target #s with country
									Achievement
2.3 BYPL recruits female employees in technical streams. *Actual # will be updated at end of Q2.	BYPL recruits female employees in technical streams (10%* of total applicants)				BYPL recruits female employees in technical streams (10%* of total applicants).				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Minimum 10% of total intake				Minimum 10% of total intake			Quarterly Target #s with country
			IN				IN		Achievement

(c) Pillar 3: Development for Female Professionals

Activities	In 2022				In 2023				Note
3.1 BYPL plans to increase the participation of females in the training programs <i>*Type of training - as per business requirement (i.e. technical/non-technical/leadership, etc.) will be noted. Quarterly breakdown will be provided.</i>	BYPL provides minimum 10 professional development trainings to 167 female professionals.				BYPL provides minimum 15 professional development trainings to 188 female professionals.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	10 Training Sessions for 167 female professionals				10 Training Sessions for 188 female professionals				Quarterly Target #s with country
			IN				IN		Achievement

(d) Pillar 4: Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.)

None.

(e) Pillar 5: Policy and Institutional Change

Activities	In 2022				In 2023				Note
5.1 BYPL provides training to female professionals on POSH Act (Sexual Harassment). <i>*Total # of training sessions will be updated. Total # of employees trained will be noted. A quarterly breakdown will be provided.</i>	BYPL provides training to 167 female professionals on POSH Act.				BYPL provides training to 188 female professionals on POSH Act.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Training Sessions* for 167 female professionals				Training Sessions* for 188 female professionals				Quarterly Target #s with country
	IN				IN				Achievement

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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 will have its 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 engineering programs, access to power sector/energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

Pillar 2: Recruitment: Engaging with engineering students and engineering professionals to raise awareness of viable 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 development opportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continued progression in their careers, especially in the more technical fields.

Pillar 4: Retention: Having a gender-friendly working environment and supporting the increased household responsibilities 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 returning mothers 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 the national 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.