

SAGE II WePOWER Workplan for Dissemination with WePOWER Partners



The South Asia Gender and Energy Facility II (SAGE II) will support [South Asia Women in Power Sector Professional Network \(WePOWER\)](#) as the network's interim-Secretariat. The Steering Committee of WePOWER and the World Bank's South Asia Region Vice Presidency Unit have authorized SAGE II to continue its support to WePOWER. Previously, South Asia Gender and Energy Facility, had been successfully supporting WePOWER.

SAGE II will scale-up WePOWER and the work started under SAGE. SAGE II envisages expanding WePOWER to 50+ Partners; where feasible, providing support to the World Bank's South Asia Energy Unit's operations to include synergies with WePOWER in the projects' design; and research and analysis on gender and energy issues. In its capacity as the interim-secretariat, the SAGE II will work to:

- i) Scale-up WePOWER – With guidance from the Steering Committee, continue recruitment of new Partners and continue monitoring the gender activities implemented by the Partners. This entails coordinating with the prospective Partners to formulate their gender activities and targets under WePOWER's five pillars and collating data from implementation of these activities. SAGE II will aggregate commitments and achievements of the Partners and debrief the Steering Committee. SAGE II will support WePOWER Partners in showcasing their success stories and achievements and provide platforms for partnerships and knowledge exchange.
- ii) Increase the quality and quantity of gender activities – through synergy with Bank's operations and by WePOWER Partners, and increase the number of gender activities by engaging more Partners.
- iii) Expand analytic works – Carry out more utility case studies on the impact of gender-diversity on utility's performance. SAGE II will also initiate new advisory and knowledge products, including STEM education and student exchange in South Asia through a gender lens- which will inform WePOWER's strategic planning.
- iv) Continue to hold in-person and virtual convening events – The work program has been adjusted to COVID19 realities and in-person convening events are expected only from Fiscal Year 2022 (the World Bank's Fiscal Year 2022 starts on July 1, 2021 and ends on June 30, 2023); all knowledge products and tools prepared by SAGE II will be adjusted for virtual delivery based on how COVID19 risks materialize.
- v) Standardize and scale-up of recurring WePOWER activities – A Resource Suite for WePOWER Partners will be developed by FY22; subject to availability of budget, SAGE II will replicate and

scale-up selected activities (STEM education outreach, Jobs Outreach, Internship and Mentorship Programs, Returning Mothers Workshop, Technical Workshops, and WePOWER Award) in close collaboration with the WePOWER Partners. SAGE II may fund and implement up to 40 scale-up activities. To strengthen evidence-based research and learning by SAGE II and WePOWER Partners, rapid evaluation methods will be integrated into these Gender Activity Modules to facilitate iterative learning and design improvements.

- vi) Communication Support – SAGE II will disseminate information, knowledge, and best practices through progress reports, newsletters, blogs, social media posts, videos, and other forms of communication.

Table 1: The Work Program of SAGE II To Support WePOWER

Brief Description of Methodology/Approach	Anticipated Outputs, Budget and Delivery FY				Following Outputs are subject to availability of funding.
	FY21 Q2-Q4	FY22	FY23	FY24 Q1-Q3	
A. EXPAND THE SOUTH ASIA WOMEN IN POWER SECTOR PROFESSIONAL NETWORK (WePOWER)					
<p>SAGE II will continue in its role as the WePOWER interim-secretariat and continue to build upon partnership activities and expand the network.</p> <p>This will entail i) recruiting a total of 50+ new partners and completing their list of gender activities, and ii) engaging partners by hosting at least 13 various in-person and virtual events (including 4 regional events), participating in partner events, providing technical and communications support. SAGE II team will monitor/report on gender commitments.</p> <p>SAGE II will also seek to further operationalize and integrate WePOWER</p>	<p>1x BUSINESS MEETING (VIRTUAL)</p> <p>1 REGIONAL EVENT (VIRTUAL)</p> <p>2xNATIONAL EVENTS</p> <p>35 PARTNERS</p> <p>QUARTERLY MONITORING AND NEWSLETTERS</p> <p>ANNUAL PROGRESS REPORT</p> <p>ASSESSMENT OF SEWA ENTREPRENEURS</p>	<p>2x BUSINESS MEETING</p> <p>1 REGIONAL EVENT</p> <p>2xNATIONAL EVENTS</p> <p>45 PARTNERS</p> <p>QUARTERLY MONITORING AND NEWSLETTERS</p> <p>ANNUAL PROGRESS REPORT</p> <p>1 WEBINAR</p> <p>DEVELOP 6xMODULE TOOLKIT</p>	<p>2x BUSINESS MEETING</p> <p>1 REGIONAL EVENT</p> <p>3xNATIONAL EVENTS</p> <p>50 PARTNERS</p> <p>QUARTERLY MONITORING AND NEWSLETTERS</p> <p>ANNUAL PROGRESS REPORT</p>	<p>2x BUSINESS MEETING</p> <p>1 REGIONAL EVENT</p> <p>2xNATIONAL EVENTS</p> <p>50 PARTNERS</p> <p>QUARTERLY MONITORING AND NEWSLETTERS</p> <p>ANNUAL PROGRESS REPORT</p>	<p>2x BUSINESS MEETING</p> <p>5 National Events</p> <p>2 Regional Events</p> <p>Support 34x scale-up activities</p> <p>QUARTERLY MONITORING AND NEWSLETTERS In FY24</p> <p>ANNUAL PROGRESS REPORT IN FY24</p>

gender activities as part of WB operations. <i>The budget for the meeting/events/activities will be supplemented by financial support from the strategic partners. Once matured, the team anticipates that the network will eventually become fully financially independent from WB support.</i>		SUITE FOR WEPOWER PARTNERS + SUPPORTING MATERIALS 7X SCALE-UP ACTIVITIES	18 SCALE-UP ACTIVITIES	15 SCALE-UP ACTIVITIES	
B. PROVIDE UPSTREAM GENDER ADVISORY & TECHNICAL ASSISTANCE TO WORLD BANK OPERATIONS					
At least 3 suitable projects will be selected for “deep-dive” to integrate into WePOWER.		2 DEEP-DIVE SUPPORT COMPLETED	3 DEEP-DIVE SUPPORT COMPLETED		2 Deep-dive support
C. KNOWLEDGE WORK AND DISSEMINATION					
This component will focus on expanding on the existing knowledge work to align closely with the SAR Energy portfolio and the RGAP.	HR SURVEY OF POWER SECTOR UTILITIES (2020) KNOWLEDGE PRODUCTS ON LINKING DIVERSITY WITH PERFORMANCE OF UTILITIES	HR SURVEY OF POWER SECTOR UTILITIES (2021) REPORT ON STEM EDUCATION AND STUDENT EXCHANGE IN SOUTH ASIA THROUGH A GENDER LENS	HR SURVEY OF POWER SECTOR UTILITIES (2022) KNOWLEDGE PRODUCTS ON LINKING DIVERSITY WITH PERFORMANCE OF UTILITIES	HR SURVEY OF POWER SECTOR UTILITIES (2023) SOUTH ASIA WOMEN IN POWER SECTOR BASELINE ASSESSMENT UPDATE 2024	HR SURVEY OF POWER SECTOR UTILITIES (2023) SOUTH ASIA WOMEN IN POWER SECTOR BASELINE ASSESSMENT UPDATE 2024