

What has been the most inspiring/successful activity that you have done to promote gender/women?

Hired many women employees bat entry and mid level

Promote and provide women friendly policies and infrastructure

Retention

Facilitating safe transport

Led in preparation of GESI strategy and operational guidelines in electricity utility in Nepal

We have convinced our HR department to include more women in trainings and their participation in all important activities

Pakistan, CPPA: in 2019, 300 engineers working in company; during the interview panels there was no female representation; convincing panels that women are able; 2020 changed from 4-18 women; today there are 24 with 4 females in the pipeline.

Virtual trade fair collaborative effort having more than 2000 women participate mostly from pakistan

Workshop by USAID Sri Lanka energy program on introduction of gender and social inclusion for representatives from Sri Lankan energy utilities, line ministries and PUCSL

What has been the most inspiring/successful activity that you have done to promote gender/women?

Hired large cohorts of women at entry level and started deploying them to remote sites

Creating a global gender policy framework culturally inclusive while global in nature

Embedding a culture of core values in evaluation as important as technical expertise

CPPA, Pakistan: leaky pipeline was an issue; women leave due to marriage, children, issue was of lack of childcare facility; women convinced male leadership to have daycare center. Result: managed to retain at least 3 working mothers.

Shoktikonna Program which attracted more than 250 women in Bangladesh to pursue leadership program and finally 45 candidates successfully completed the program.

BREB: 6,500 female employees out of 14,000 employees in 80 cooperatives. Women were provided access to separate washrooms, day cares, health facilities. Strong monitoring system to ensure that the female employees are given enabling environment.

200 women trained as drivers for commercial electric vehicles energy from the services Limited, India

Gathered all women Engineers and a forum was held in 2019 in only power utility which Generates, Transmits, Distribution in SriLanka

BAN: promoting renewable energy solutions in rural areas: succeed in capacity building for women as agents to disseminate clean energy solutions; women know basic technology; company provided support to provide additional training on installing and m

What has been the most inspiring/successful activity that you have done to promote gender/women?

BAN: internship training, not just of administrative skills, but also in core business areas through time-based skills training

SRI: mentoring students and helping them to overcome ideas about gender norms, such as certain work "being hard" for women

SRI: encouraging women to be leaders within engineering teams, starting even within young ages (among school students)

Encourage women to be in leadership positions in the Power Sector, having initial quotas for hiring women, and policy to have minimum 1 female in the board and protection against harassment in the workplace.

Nominating a female employee as the focal point of WePOWER

IND: company lacks female technical staff; before COVID and during, there was a recruitment freeze; not that it's over, training to induct more women engineers; also training female staff - and internal target is to train more than 50% women in route

IND: creating awareness of e.g. legal rights, financial opportunities, health, self-care - and focusing these trainings on issues that are important to women. using digital means to continue this during COVID times.

PNG: offering better benefits for women, including paid maternity leave; ensuring that women are allocated 2 hours time for breast feeding.

Women graduate engineers hired in technical roles on power generation plant at a remote location like Thar, Pakistan, backed up by inclusive infrastructure and policies was a success that attracted many other women to come forward.

What has been the most inspiring/successful activity that you have done to promote gender/women?

Skill council for green jobs in association with National Solar Energy Federation of India has launched WISE portal - women in solar energy which was inaugurated by Hon'ble Finance Minister- India. The portal aims to increase W participation Solar.

Need more exposure at secondary level and university to senior women/women in leadership in STEM, so younger women can see the opportunities and possibilities that are available to them. Representation matters!

Male Engagement training and creating change agents to overcome bias and especially come out of male box - Equmundo/Informal mentor mentee to deploy female in field technical roles

We did not have any day care in our organisation. We, the employees made the authority understand to establish it. Now we have a day care.

PNG: Mentoring women to help them overcome individual challenges and barriers to success at work and inspiring women that they "can do it"

500+ people across cultures benefitted from an interdisciplinary GENDER and TECHNOLOGY learning program in South Asia

Change in Government policies for hiring and retention t'actives

Started masters level program with mandatory female enrollment; introducing gender course in STEM masters program; mentoring female colleagues/students; supporting female staff esp in cases of sexual harassment at work.

Facilitated females with pick and drop service to avoid/cope with the distance issue.

What has been the most inspiring/successful activity that you have done to promote gender/women?

Initiating the WePOWER National Chapter for Bhutan

Upskilling for women who may be on maternity leave-
returning mother conferences.

mandatory to have a women member in interview panels,
divided day cares, flexible working hours, extended
maternity leave

Did outreach activities in universities to attract more
women. Advertised jobs on linkedin. Set up day care with
dedicated attendant. Appointed focal person to represent
women at managerial level. Set up anti harassment
committee

Aspire to establish daycare center at offices

Employee provided childcare for working mothers in STEM.
Motherhood can be a real barrier for many women,
particularly those who want to work at the site/outside of
capital area. Mothers in STEM feel they are doing "double
burden" at work and home.

PAK: Launched a 'returnship' program to help women that
left back into the organization on a contractual basis, to
supply a 'quick start' to return to work

Increased number of technical staff

DESCO, Bangladesh: families prioritize boys over girls in
terms education, food etc. Need to teach children from the
beginning that they are equal. National campaign is needed
to change behaviors, remove gender biases incl. family
planning.

What has been the most inspiring/successful activity that you have done to promote gender/women?

Continue working on increasing number of female employees in power sector

PAK: Helping women to work in areas that are considered "heavy labor" (grids) to demonstrate their strength and capacity

Parental leave for men and women

Successful activity: providing scholarship to young girls to pursue STEM at an early age and encouraging them to continue their education.

Organising career counselling sessions for High & Higher Secondary students to guide them about the suitable STEM careers, they can pursue, especially in energy sector.

Success activities: Mentoring young women colleagues and encouraging them to take up positions in the field so they can progress in the career towards leadership level.

Multan Electric Power Company (MEPCO) of Pakistan offered paid internship for 85 female engineers.

Changed shift duty for women to make it during daylight hours (8 am - 3 pm)

IND Flagship training program that has helped women staff to move into senior positions even CEOs

What has been the most inspiring/successful activity that you have done to promote gender/women?

EGAT, BESCOM: Higher % women (eg upto 74% and 90%) in executive & managerial position
BPC and L&T: Training esp for women, tailor made as required, priority for returning mother into job, lactation room
SECI: Equal opportunity for promotion

We have established gender harassment Committee

Awareness on Sexual harassment committee and its roles in the organization

PAK: Developed an e-module for women in maternity to help them have a healthy work environment, and also ensuring that line managers take the same training to promote empathy. Also, ensuring that women coming back to work take a follow-up training

ISA has launched Banker's training program exclusively for women.

PAK: To help address community practices that are unsafe, working with women to help reduce theft which is a win-win, as the energy has better recovery and community better safety.

Provided informal mentoring for women

TUN- Staff satisfaction survey that has identified different needs and demands for men and women

Successful activities: creating a platform for health professionals to share tips on reproductive health/menstruation and mental health with young women. (Bangladesh)

What has been the most inspiring/successful activity that you have done to promote gender/women?

Girl Power Program for young women engineering/STEM graduates selected 45 candidates for 3 month program of trainings and exposure to energy sector companies and institutions

MoEWRI Nepal: 4 siblings; parents forced to choose medicine as it is safe for girls as opposed to engineering; battle with family because wanted to be an engineer; one loss as they wanted her to be IT engineer but had to choose electrical engineer.

Gender balanced policy formation in the organization, like daycare center and unpaid internship program for female applicants Realization of field level challenges including basic facilities like non availability of Sanitization facilities

Initiating the WePOWER National chapter for Bhutan

BAN- to have women into STEM related jobs must have enabling environment like provision of day care at the workplace

NEP- through projects providing last mile connectivity to feline HH or disadvantaged groups

providing technical training on installation of solar roof top systems for girl school leavers in Sri Lanka with the collaboration of Ministry of Vocational training

Presenting data to management to track progress on gender parity

Nepal Electricity Authority published the Gender Equality and Social Inclusion (GESI) guidelines for the Authority. Every Directorate of the Authority has GESI units.

What has been the most inspiring/successful activity that you have done to promote gender/women?

Government-driven policies that enable companies to adopt gender-inclusive policies

Cultural/Social/ Religious Norms

Allow women to work part time or work from home

Indonesia- formalised GESI guidelines and policies that will be applied to pipeline projects

1. Pakistan- Women's equity in education.2. Bangladesh- Energy based livelihood opportunities, increased women in STEM.3. India- Women's increased employment in DESCOM.4. Uzbekistan- Increased women's employment.5. Thailand- Women in tech job.

Organizing a role model exposure event for a technical training institutes

Women Empowerment Fund of the Ministry of Interior, Government of Thailand provided USD16 million in 2022 for women entrepreneurship. The loans were given for 0.1%.

Men's Mindset/Not giving women the ability to voice their opinions

MoEWRI Nepal: started job at Min. of Urban Dev. and learned about gender quality and social inclusion; no child care; male leadership does not see this as a problem; gender equality social inclusion was formed and established maternity room

What has been the most inspiring/successful activity that you have done to promote gender/women?

Encouraging female drivers for pick up and drop services at office

A milestone like drafting a gender Equity and social inclusion strategy - it was very important to draw the support of all leadership

Self Perception of women themselves - not feeling she belongs; feeling inferior, lack of self-confidence

2) PNG: How to get decision-makers in my company to want to adopt change?

1) IND: How to make this sector more attractive?

How do I make a difference within my company?

More training is women for needed in the renewable sector

4) IND: How do we as an industry find avenues to invest in GESI?

Adoption of policies to support returning mothers (one key achievement is to establish a child-care facility in the company), something that is already showing results

What has been the most inspiring/successful activity that you have done to promote gender/women?

5) SRI: What incentives can we open to a broad group of people, such as housewives with children at home?

Targeting messages to our audience- speak to issues that will motivate girls to study STEM- such as impact of energy on people's lives

9) BAN: Finding the right female talent is difficult. Even getting applicants - hard to source interested women.

CPPA Pakistan: GFP made a difference in terms of helping to understand differences between men and women by celebrating women's day, women feel motivated, engaged, and appreciated, work environment improved; paternity leave need identified

7) PAK: Promoting STEM and building the pipeline

10) BAN: How to facilitate safe transportation for women at lower levels?

6) SRI: How do we get the data (relevant to our country context) to argue in favor of behavioral and institutional change?

8) PAK: Increasing retention.

Power distribution business run by NGO to empower women participation Contemplating to create awareness in the society to encourage women's higher education

What has been the most inspiring/successful activity that you have done to promote gender/women?

Hired Gender Specialist

Number of females in Management roles increased

What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

Development and facilitate women for convenient ways

Working with schoolchildren and youth to inspire young scientists

In future- need to provide flexible hours for women.

Provision of childcare

Expansion of childcare options- and implement policies that support childcare.

Increasing the participation of female colleagues can join in the implementation of gender equality by having the same perspective

Inadequate incentives for the women.

Increasing the participation of female implementation of GE by having the same perspective

identifying the factors that contribute to the leaky pipeline- improving HR policies including maternity leave

What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

Provide peer support fora and mentorship women in the energy sector

Women Participation in STEM and access to the industry for decent jobs.

Mindset and societal barriers that need change and facilitation to navigate through the transition

Male dominated power structures and existing hierarchies

Management mindset and resistance from union.

Willingness and the attitude of the parparticipants and also cultural barriers

Inadequate incentives

Women need to manage both family and work responsibilities that make it extra difficult for female employees to excel at work

Elevating more women to fellow level in academia and to high leadership and managerial level at organizations

What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

Capacity building of existing women professionals to change mindset

Most female employees lack confidence and self-esteem to excel in jobs; more mentoring and leadership training are needed.

Focusing on equity and not just diversity and inclusion

Under pillar 5, due to legal structure and strict bureaucratic approach, sometimes we have to face challenges.

Retention

Greater responsibility on women's shoulders for leadership in the JUST transition (to make sure it is inclusive and just)

Motivating and incentivizing ITI's and Training Institutions to increase female candidates in the skilling batch. Encourage Solar Industry to promote Jobs for female candidates on the WISE portal.

Retention

TUN- recruitment b/c we don't find enough women and girls for technical jobs - even entry level.

What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

Retention. Due to economic crisis this in Sri Lanka hard to invest in additional activities to retain.

Lack of women in senior leadership to understand gender issues

To provide support systems for maintain and increase females in STEM education

Lack of women talent pool in engineering

Increasing the quota for female students at universities and female employees at jobs is important.

We have policies but do not have proper implementation of policies. Because of our mind set up, leader structure and male dominated society.

Policy and institutional change: male dominant sector
Recruitment: gender equality in work force is difficult, lesser application received
Retention: family and work life balance

Bro's clubs - women are left out of networking and informal career growth

Lack of positive outlook towards gender role in the organization

What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

NEP- career development is stagnant because patriarchal norms and barriers

Social norms/gender stereotypes donot favor women at workplace

Gender-inclusion budget is an important requirement and challenge

Lack of recognition of women's work contribution at the work place

BAN- women role as a caregiver for home and family often act as a barrier to recruitment and work life balance becomes difficult

Facing judgements from society, including your own family, balancing ambition with family life, overcoming guilt, sometimes letting go of career chances .

Women need to be motivated to take up more challenging roles by changing mindset of both men and women, only then their contribution can be acknowledged in goals of the organization

Finding qualified women to fulfill the recruitment targets. Worked on training them first

In university, professors and teachers are not encouraging towards STEM students who are women. Men students also don't want to collaborate because of their view that they will "fall behind".

What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

Breaking social and cultural bias

Bringing awareness about the bias

Men leaders (often) do not understand the constraints faced by women at work in STEM. Inappropriate questions around motherhood and pregnancy are often asked during interviews.

Changing the perception of Women candidate and sometimes their family members to come forward for "Solar PV installation trainings" and carry out installation work on the site after getting the employment.

INDO- retention as it is hard for women sometimes to work in the field and site visits and social values and working conditions

Implementation STEM which has not been implemented in our company

Advocacy and awareness for male employees to understand and accept females in Power sector

Mother come back to work is a big challenge. Many organisations do not recruit them because she may need leave.

How has WePOWER helped to inform your gender activities?

Mainly through its promoting partners (ADB and World Bank)

The structure and the pillars gives a framework to think

1) PAK: structure & network - opportunity to learn from 'best practices'.

By providing discussion platforms, providing update.

Cross-regional connectivity and shared best practices

Special guidelines for increasing the number of female engineers and on the job career progression

Developing the Shoktikonna Platform for the aspiring energy professionals to pursue their leadership career!

Networking with other organizations at the WePOWER conferences. Learning from them

Shakti Konya Leadership Cohort has helped in awareness building, communication, networking and eradicating the unconscious bias.

How has WePOWER helped to inform your gender activities?

Learning from partners' experiences and sharing best practices

Connection to power utilities

2) SRI: gaining insights for how other companies are integrating GESI and helping women to learn and grow professionally

Knowledge sharing. The newsletters are a good resource

Enhancing facilities is one of the objectives of WePower and based on that I could suggest and support the employees free and safe transportation. Now many more female employees work after maternity leave and less no pay issue

WePOWER worked as a convening platform

WePower educated partners about steps to take to achieve gender equality, and offered networking opportunities

It has helped improve gender awareness among the staff.

IND- provide insights into where we are Lego fbi. Data and point towards improvement

How has WePOWER helped to inform your gender activities?

It has not impacted till now but after this conference we hope to apply We Power insights in our organization, at our empaneled Training Institutions and at the Solar Industry level.

TUN- expect to have our company implement. GESI monitoring system

Improved access for USAID Sri Lanka energy program for activities done by the Sri Lankan utilities and other energy institutes to improve gender inclusion to identify further areas the program can support

Hoped that WePOWER increase awareness activities up to the all utility in asia

Networking

Improve awareness of gender issues

3) IND: Helping to think proactively and to keep GESI in the fore by reporting on progress and indicators.

LoA of WePOWER has helped to promote gender equality within organization
Made us aware of the barriers to focus on
WePOWER will help to create evidence
Cross learning within partners will be helpful

Through WePower we got information that promoting women in STEM is still lagging and what is required to be implented for more retention recruitment and contribution of women in this area

How has WePOWER helped to inform your gender activities?

It has brought focus on the very important aspect that was probably overlooked. Now we are sharing many activities that we have been doing already but not projecting wisely, plus have given us a liberty to plan more interesting activities to awareness

We are new participants and will be joining WePower; before coming to this forum, we tried to map ourselves; inhouse mapping was one; result more structure needed and more training; working towards gradually increasing numbers on female employees;

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The pillars of WePOWER have allowed the organization to identify practical gender activities.

It is a platform to share our things and activists, regional cooperation,

4) IND: Demonstrating modules that can be scaled and handed to line managers.

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After attending this meeting it increases credibility with institutions and colleagues

As mentioned earlier we are very much positive to implement the insights of WePower at the grassroots level in the country.

How has WePOWER helped to inform your gender activities?

Specific targets for different WePOWER activities have been set for the first time which have helped in promoting gender equality.

NEP- to be the one bring about the change

It inspired us to learn and share more.

Mutual learning

LOAs

WePOWER reporting ensured that gender activities are taken stock and reported on time.

BAN- I learnt. The term unconscious bias for the first time. Made me realise that the term for how management saw men and women differently actually existed. I learnt that

5) PNG: Showing the importance of GESI, and also making it a requirement (while sometimes box checking, it still helps to raise awareness).

WePOWER can help in learning and networking; influencing policies

How has WePOWER helped to inform your gender activities?

WePOWER has shared valuable knowledge to implement gender activities

Platform to enable participants to reach more people

WePower helped us to have power

retention challenges; WePower will give more structured direction; will be sharing best practices; tools; adopt indicators and monitoring system; platform gave exposure to female participants!

6) PNG: Would be especially helpful if WePOWER can add external pressure to follow-up on the meetings and show how the organization is adapting.

New Internship modules have been introduced and specific seats in internship

WEPOWER leadership training to women engineers in Bangladesh was super helpful and a great experience.

More awareness about the issue, interaction with participants from various nationalities broadens the horizon, not only about issues but also about solutions, eye opener about what others are doing in this field.

More sensitization and awareness programs by WePOWER will be good

How has WePOWER helped to inform your gender activities?

In addition to annual regional forums, it would be very useful to have bilateral exchanges, especially with more developed countries, to learn how they got to where they are

More Learning and Development is needed from WePower - virtual networking and learning sessions, not just once a year

7) BAN: Offers a "supporting document" that demonstrates that it is acceptable & part of corporate commitments to make progress on GESI (helping get management support)

Based on Five pillars concept

WePower Programme helped to inspire and plan the activities

Concept of five pillars

INDO- we have to focus on data collection to potential borrowers

Under retention safe transportation was arranged to encourage female employees to report.

Training on the soft skills/mentorship needed to succeed as a woman in STEM is something that participant would like to benefit in the future.

How has WePOWER helped to inform your gender activities?

8) SRI: Showing examples that are practical, real & have impact.

Inefficient use of energy in cooling conference rooms, designed for male body temperatures

Increasing awareness activities related to the implementation of GE to all companies in Asia

WePOWER has helped provide more internships to female students.

Continuous engagement and sensitization of the senior management in government are required

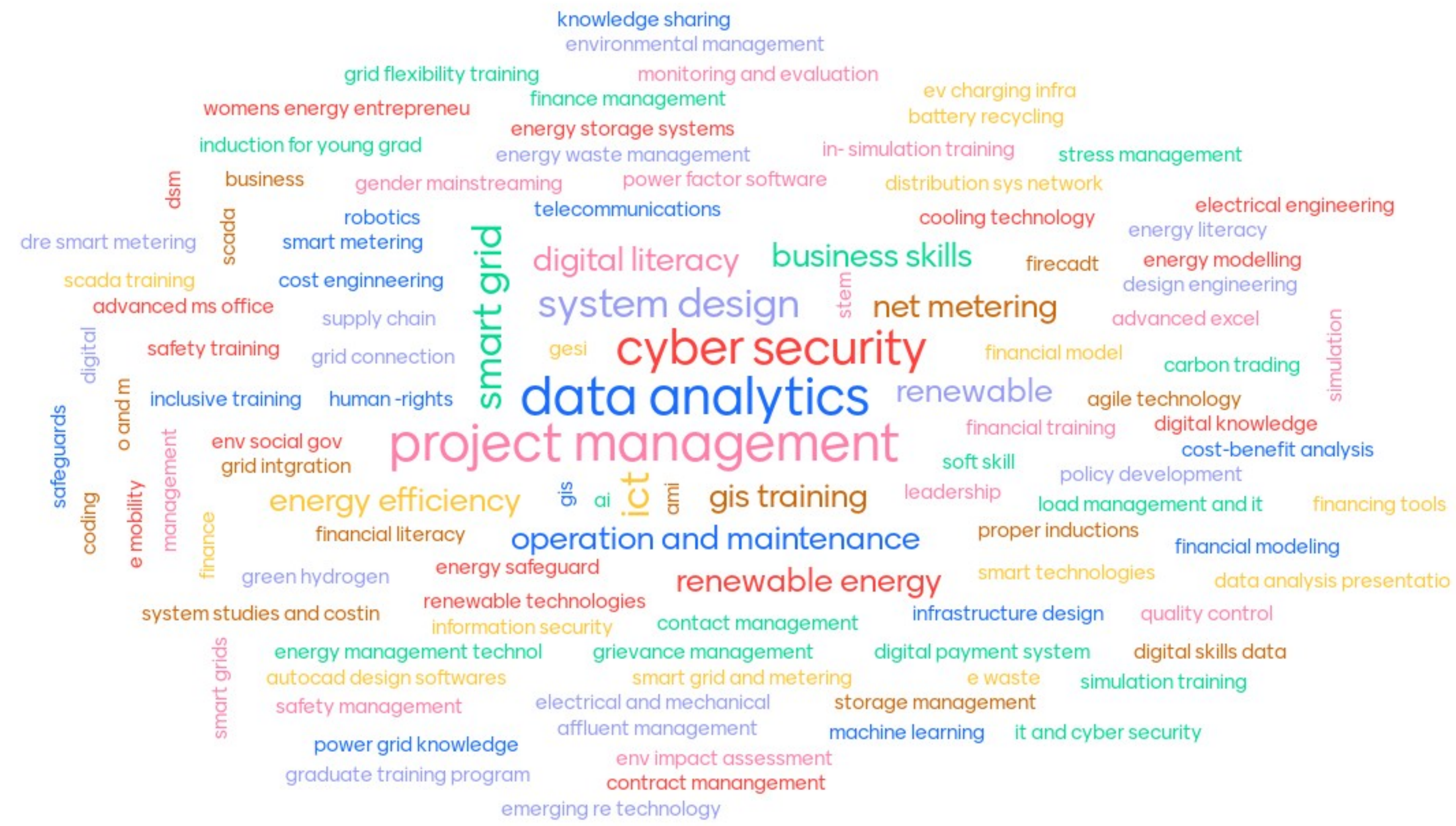
For mid-career women in STEM, specialized and technical trainings to get to the next step in the career ladder , would be useful to have in the future.

Shoktikonna leadership Cohort was an initiative of WePower. There were Two parts - Leadership Management , energy transition And inclusion OF more female professionals in The energy sectors And How it can Help us reach sustainability more efficiently

Value of WePower: networking opportunities and being able to see so many women in STEM is very inspiring

Have fun, to know about perspective of other participants; learn from women in other countries, their aspirations, challenges and how they break barriers on stereotypes. Learn about best practices and what has not worked. Network!!! Can collaborate I

Identify 3 top key technical trainings that you would like to take or deliver in your organization?



Identify 3 top soft skills trainings that you intend to take or deliver in your organization?



What are the top 3 issues facing your organization in recruiting, developing and retaining women?

