

The 3rd South Asia Women in Power Sector Professional Network (WePOWER) Conference
6-8 December, 2022 | Bangkok, Thailand

WePOWER Business Meeting – Sustainability Plan and the Way Forward

APPENDIX 1: DRAFT PRELIMINARY DESIGN AND MONITORING FRAMEWORK

Impact the Project is Aligned with			
Barriers to women’s participation and GESI in the energy sector in South Asia removed. ¹			
Results Chain	Performance Indicators	Data Sources and Reporting Mechanisms	Risks and Critical Assumptions
<p>Outcome Framework for a “Just energy transition towards GESI” promoted and adopted by ADB partners in South Asia</p>	<p>By end of 2025: a. WePOWER chapters in SARD’s six DMCs established or strengthened and act as champions of the “Just energy transition towards GESI” framework in the energy sector</p> <p>By end of 2025: b. Energy sector agencies in six SARD DMCs released a formal statement (with action points) supporting or adopting the “Just energy transition towards GESI” framework as a platform for the development of the energy sector.</p>	<p>a. WePOWER regular reports; project progress and completion reports</p> <p>b. Project progress and completion reports; government statements published on their websites</p>	
<p>Outputs 1. Capacity in GESI mainstreaming of energy sector stakeholder groups in South Asia strengthened²</p>	<p>1a. By 2023, at least 10 stakeholder organizations in each DMC expressed interest and willingness to support the GESI agenda of ADB and participate in this project.</p> <p>1b. By 2023, level of competencies in GESI mainstreaming of 80% staff (incl. 80% of women staff) of</p>		

¹ The South Asia Women in Power Sector Professional Network (WePOWER) brochure; ADB. Forthcoming. *Gender Equality and Social Inclusion Framework of the ADB South Asia Department*. Manila.

² The first subregional event will be held in Chennai, Tamil Nadu on March 2023 (Inclusive Urban Solutions).

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Results Chain	Performance Indicators	Data Sources and Reporting Mechanisms	Risks and Critical Assumptions
	<p>identified stakeholder organizations assessed.</p> <p>1c. By 2023, level of integration of GESI principles in the operations of identified stakeholder organizations assessed.</p> <p>1d. By 2023, at least 60 staff (30% women) of 10 stakeholder groups in each DMC reported increased knowledge of the basic concepts and principles of GESI mainstreaming (Target: 300 staff of 60 stakeholder groups in 6 DMCs; 90 women).</p>		
<p>2. Capacity of energy sector stakeholder groups in South Asia in the “Just energy transition towards GESI” framework and its implications, and requirements strengthened</p>	<p>By 2023-2025, at least 30 representatives (40% women) of energy agencies, academic institutions, and CSOs in each of six DMCs of SARD reported improved knowledge of:</p> <p>2a. “Just energy transition towards GESI” framework;^a</p> <p>2b. smart grid technologies and their implications for inclusive energy development.</p> <p>(Target: 1 lateral learning workshop per year per SARD DMC; 20 representatives per workshop; at least 40% women).</p>	<p>Project progress and completion reports</p>	<p>Risk: Most selected representatives (with key decision-making roles in energy and urban sector development) are men. Thus, few or no women in sector agencies are eligible to participate.</p>
<p>3. WePOWER Network established or strengthened in SARD’s six DMCs established</p>	<p>3a. By 2024-2025, representatives of the lateral learning programs (above 1a-1c) developed their plans to mobilize their respective organization’s support and participation in the</p>	<p>Lateral learning program report</p>	<p>Risk: Government bureaucratic requirements and procedures may delay the representatives’</p>

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Results Chain	Performance Indicators	Data Sources and Reporting Mechanisms	Risks and Critical Assumptions
	<p>WePOWER network and promotion of the “Just energy transition towards GESI” framework.</p> <p>3b. By 2024-2025, at least 180 representatives of stakeholder groups in six DMCs and select non-SARD DMCs manifested their support for the “Just energy transition towards GESI” framework and the WePOWER network as its organizational vehicle in a subregional workshop (Target: 2 sub-regional workshop; 60 participants)^a</p>		<p>completion of their respective plans</p>
<p>Key Activities with Milestones</p>			
<p>1. Capacity in GESI mainstreaming of energy sector stakeholder groups in South Asia strengthened</p>			
<p>1.1 Identify government energy sector agencies, public and private utilities, academe, and CSOs interested and willing to support ADB’s GESI agenda (Q1 2023)</p>			
<p>1.2 Administer the GESI mainstreaming competency tool and GESI mainstreaming self-assessment tool to stakeholder groups (in 1.1) (Q2 2023)</p>			
<p>1.3 Provide access to SARD’s e-learning course on the basics of GESI mainstreaming (Q2 2023)</p>			
<p>1.4 Conduct in-person or virtual workshops for participants’ sharing of lessons and questions on the e-learning course on the basics of GESI mainstreaming (Q3 2023)</p>			
<p>2. Capacity of energy sector stakeholder groups in South Asia in the “Just energy transition towards GESI” framework, its implications and requirements strengthened</p>			
<p>2.1 Recruited international training institute to develop the learning modules, programs, and plan of action (Q1 2023)</p>			
<p>2.2 Conduct 1 lateral learning workshop for energy sector agencies and other stakeholder groups in each DMC (Q4 2023; Q2-Q4 2024; Q2-Q3 2025)</p>			
<p>2.3 Conduct exposure activities in exemplary country (Q1 2024; Q1 2025)</p>			
<p>3. WePOWER network established or strengthened in SARD’s six DMCs</p>			
<p>3.1 Meetings for the establishment or strengthening of WePOWER Network in each DMC for the clarification of goals, programs, and operational structures (Q2 2023 – Q4 2025)</p>			
<p>3.2 Two subregional workshops conducted (Q4 2023, Q1 2025)</p>			
<p>Project Management Activities</p>			
<p>Hire and mobilize the international training institute (ITI) (Y1, Q1)</p>			
<p>Review and finalize the ITI’s inception report</p>			
<p>Conduct routine monitoring, reporting, and evaluation meetings</p>			
<p>Accounting and auditing</p>			
<p>Inputs</p>			
<p>ADB: \$1.250 million</p>			



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Note:

^a In the lateral learning programs under Output 2 and subregional workshops under Output 3, participants will include state-owned enterprises and private utilities to be selected by PSOD.

Source: Asian Development Bank.

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APPENDIX 2: THE LATERAL LEARNING PROGRAM

1. The key components of the program are listed below. They are modular and can be prioritized, modified and combined to design tailor-made courses to take into account the specific requirements of the participants.

- a) A just transition towards Net Zero emissions: A GESI analysis;
- b) Institutional strengthening and policy development: Strategies and tools to enable GESI;
- c) Market mapping of ‘just transition’ practices among SOEs and private utility companies;
- d) Building resilience amid environmental crises: Integrated and GESI inclusive frameworks and approaches;
- e) Cross-sectoral case studies: GESI integrated energy and urban systems and services;
- f) GESI responsive emerging technologies and systems: Distributed Energy Resources (DER) and smart grids, digital infrastructure, and technical standards ;
- g) The future of work: Green jobs and women in STEM.

Components	Topics
<p>I. A just transition towards Net Zero emissions: A GESI analysis</p> <p>This component will introduce the concepts and definitions of a ‘just transition’, an overview of the frameworks and will examine these from a GESI perspective. It will outline the implications for key stakeholders and assess the opportunities and entry points for addressing GESI challenges as a key pillar of a ‘just transition.’ It will introduce the concept of circular economies in relation to a “just energy transition” and the implications for GESI.</p>	<ol style="list-style-type: none"> 1. Introduction to a ‘just transition’; Concepts, definitions and implications for energy, urban infrastructure and GESI 2. A GESI analysis of concepts and frameworks 3. The implications for – industry, cities, work, communities, and government 4. Gender and labor in the just transition 5. An introduction to ‘circular economies’ and implications for energy and GESI
<p>II. Institutional strengthening and policy development: Strategies and tools to enable GESI</p> <p>This component will focus on the strategies, tools, and processes necessary in crafting GESI inclusive policy, challenges of ‘policy evaporation,’ and institutional strengthening of infrastructure and energy sector agencies by developing a GESI enabling environment.</p>	<ol style="list-style-type: none"> 1. Introduction to GESI in energy and urban sectors; Concepts and definitions 2. Policy development and challenges of ‘policy evaporation’ 3. GESI mainstreaming self-assessment tool for power sector agencies and utilities (ADB)¹ 4. Nepal; NEA GESI Strategy and Operational Guidelines (2020) 5. IEA Technology Collaboration Program; The ‘gender and energy task’
<p>III. Market mapping of ‘just energy transition’ good practices among state-owned enterprises (SOEs) and private utility companies</p> <p>This component will focus on good practices that accentuate the value of gender and diversity in the infrastructure sector from a SOE and private utility company’s perspective. The market mapping would look at what is happening within the region and complement the analysis by looking at what companies in other regions are doing. The objective of the mapping will be to provide recommendations on how good practices can be adapted to the SARD region and how to cascade from multinationals’ headquarters to subsidiaries and plant sites.</p>	<ol style="list-style-type: none"> 1. Cross-mapping report between ASEAN and other regions 2. Promoting good GESI practices along company value chain; Frameworks, tools and case studies 3. Women’s employment; An analysis of global trends and challenges 4. Consumer engagement in retail energy markets; Information, communication and knowledge 5. Case Studies; ADB, World Bank Group (WBG), others.

¹ The ADB-led GESI Mainstreaming Self-Assessment Tool builds and complements the WBG Tool done for Equal Aqua.

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Components	Topics
<p>IV. Building resilience amid environmental crises: Integrated and GESI inclusive frameworks and approaches</p> <p>This component will discuss the new approaches required to meet the challenges of climate change and the environmental crises, which integrate the physical environment and infrastructure, social environment, economic environment, planning, and resourcing for resilience and governance, with a focus on GESI. It will introduce resilience and resilience assessment concepts and definitions, international frameworks, draw from the lessons of the pandemic, with a focus on the energy transition and GESI in urban development.</p>	<ol style="list-style-type: none"> 1. Introduction to resilience and resilience assessment; Concepts and definitions, international frameworks 2. Lessons from the pandemic; Health systems, urban environment, and infrastructure 3. Resilient urban environments against disaster and shocks 4. Water security, supply, and sanitation: Inclusiveness in building sustainability and resilience 5. One Health; integrated and inclusive approaches to community wellbeing 6. Inclusive Community Energy Resilience in Bangladesh
<p>V. Cross-sectoral case studies: GESI integrated energy and urban systems and services</p> <p>This component will focus on good practices in the energy and urban sectors, analyzing the linkages and lessons for GESI inclusive and integrated methodologies and frameworks to inform operations and project design.</p>	<ol style="list-style-type: none"> 1. Integrated urban infrastructure solutions; low-carbon energy, transport, water supply and sanitation 2. Building resilience through GESI mainstreaming in the energy sector -- The Maldives; Tonga 3. Bangladesh: Chattogram Hill Tracts Inclusive and (Climate) Resilient Urban Water Supply and Sanitation Project 4. Sri Lanka: The Greater Colombo Wastewater Management Project 5. India National Disaster Response Management Program 6. WBG case studies
<p>VI. GESI responsive emerging technologies and systems: Distributed Energy Resources (DER) and smart grids, digital infrastructure, and technical standards</p> <p>This component will discuss the potential for DER and smart grids to improve affordability, access and services, build resilience, improve energy efficiency and support the greening of buildings, water and health systems in urban design. It will also discuss the scope for and role of technical standards in integrating and promoting GESI in system design across the industry. It will outline approaches to 'digital inclusion' within engineering programs and how regional 'green grids' support the energy transition and build resilience, while assessing lessons for GESI by drawing on good practice case studies.</p>	<ol style="list-style-type: none"> 1. Introduction to DER and smart grid, consumer to prosumer and GESI implications 2. Developing GESI technical standards; The IEEE Standards Association GESI Workstream 3. Addressing GESI through IEEE Digital Inclusion, Identity, Trust and Agency program 4. Healthcare decarbonization 5. Urban design; low carbon and energy-efficient buildings; water systems and services 6. Case studies: <ul style="list-style-type: none"> ▪ Bhutan; Alternative Renewable Energy Pilot Project ▪ Distributed Energy Resources; Rural electrification in Africa and smart grid in Europe ▪ Energy efficiency case studies; WBG, ADB, others ▪ ASEAN: Regional Green Grids to support the energy transition and build resilience
<p>VII. The future of work: Green jobs and women in STEM</p> <p>This component will focus on approaches and initiatives to increase women's visibility in the infrastructure sector, the potential for women's employment in the "just energy transition", as well as the challenges, lessons, and ways forward in SARD and other DMCs. SOEs and private utility companies will be a key focus in this component as important stakeholders in green and STEM job opportunities.</p>	<ol style="list-style-type: none"> 1. The 'future of work'; trends, implications and prospects for GESI 2. 'Unconscious bias' and gender: An introduction 3. Women in Engineering and Power (WePower) 4. IEEE Women in Engineering 5. Equal Aqua; Promoting inclusive water utilities and organizations 6. Empowering women in STEM from studies to work

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APPENDIX 3: AN INDICATIVE LIST OF SARD ENERGY SECTOR AGENCIES, UTILITIES AND WePOWER PARTNERS

<p>A. Ministries and/or Departments of Energy, Renewable Energy, Rural Electrification, and other agencies</p>
<p>Bangladesh</p> <ol style="list-style-type: none"> 1. Ashuganj Power Station Company Ltd. (APSCL) 2. Bangladesh Power Development Board (BPDB) 3. Bangladesh Rural Electrification Board (BREB), Ministry of Power, Energy and Mineral Resources) 4. Dhaka Electric Supply Company Limited (DESCO) 5. Infrastructure Development Company (IDCOL) 6. North-West Power Generation Co. Ltd. 7. Power Division (Ministry of Power, Energy and Mineral Resources) 8. Power Grid Company of Bangladesh (PGCB) 9. Sustainable and Renewable Energy Development Authority (SREDA, Ministry of Power, Energy and Mineral Resources)
<p>Bhutan</p> <ol style="list-style-type: none"> 1. Bhutan Power Corporation 2. Department of Hydropower and Power Systems (Ministry of Economic Affairs) 3. Department of Renewable Energy (Ministry of Economic Affairs) 4. Druk Green Power Corporation
<p>India</p> <ol style="list-style-type: none"> 1. Department of Karnataka: Department of Energy; Bengaluru Electricity Supply Company Limited 2. Energy Efficiency Services Limited 3. Government of Assam: Assam Power Generation Corporation Ltd. 4. Government of Maharashtra: Maharashtra State Electricity Distribution Company Limited 5. Government of Meghalaya: Meghalaya Power Distribution Corporation Limited; Meghalaya Energy Corporation Limited 6. Government of Tamil Nadu: Tamil Nadu Transmission Corporation Limited (TANTRANSCO); Tamil Nadu Electricity Board 7. Government of Tripura: Tripura State Electricity Corporation Limited; Tripura Power Generation Limited 8. Government of Uttarakhand: Uttarakhand Power Corporation Limited, Power Transmission Corporation of Uttaranchal Limited 9. Ministry of New and Renewable Energy 10. Ministry of Power; Central Electricity Authority 11. National Smart Grid Mission 12. National Solar Mission
<p>Maldives</p> <ol style="list-style-type: none"> 1. Energy Department (Ministry of Environment, Climate Change and Technology) 2. Fenaka Corporation Limited 3. State Electric Company Limited (STELCO) Utility Regulatory Authority, Republic of Maldives
<p>Nepal</p> <ol style="list-style-type: none"> 1. Alternative Energy Promotion Center (AEPC) 2. Department of Electricity Development (DoED) 3. Dhudhkoshi Hydroelectric Company Limited 4. Ministry of Energy, Water Resources, and Irrigation (MoEWRI) 5. Nepal Electricity Authority (NEA) 6. Tanahu Hydropower Limited
<p>Sri Lanka</p> <ol style="list-style-type: none"> 1. Ceylon Electricity Board (Ministry of Power) 2. Lanka Electricity Company (LECO, Ministry of Power) 3. Sri Lanka Sustainable Energy Authority (Ministry of Power)

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WePOWER Partner Organizations in SARD DMCs	Country
Grameen Shakti	Bangladesh
IEEE Bangladesh section	Bangladesh
IEEE Women in Engineering India section	India
Stantec	Global
IEEE Women In Engineering Central	Global
Réseau de Transport d'électricité	Global
Infrastructure Development Company Limited	Bangladesh
Bangladesh Power Development Board	Bangladesh
Bhutan Power Corporation Limited	Bhutan
Druk Green Power Corporation Limited	Bhutan
Tata Power Delhi Distribution Limited	India
Energy Efficiency Services Limited	India
Ceylon Electricity Board	Sri Lanka
United States Agency for International Development	Global
Bangladesh Rural Electrification Board	Bangladesh
Fenaka Corporation Limited	Maldives
Feedback Energy Distribution Co. Ltd.	India
Powergrid Corporation Limited	India
Lanka Electricity Company	Sri Lanka
IEEE Women in Engineering Sri Lanka Section	Sri Lanka
Naceun National Association of Community Electricity Users- Nepal	Nepal
Nepal Electricity Authority	Nepal
Institute of Engineering - Tribhuvan University	Nepal
BSES Rajdhani Power Limited	India
BSES Yamuna Power Limited	India

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**APPENDIX 4: TERMS OF REFERENCE
TECHNICAL ASSISTANCE and WePOWER COORDINATOR**

I. INTRODUCTION

1. The ADB South Asia Department (SARD) will implement a technical assistance (TA) project, **A Just Energy Transition in South Asia: Quality Infrastructure for a Resilient and Inclusive Recovery**, which aims to mobilize the support of energy and urban development sector stakeholders (i.e., public and private agencies and utilities, civil society organizations, academic community) in ADB's six DMCs in South Asia for the adoption of inclusive and integrated energy and urban development solutions toward gender equality and social inclusion (GESI).¹ This support is expected to be in the form of integrating the just energy transition agenda in their development platform and participating in the establishment and strengthening of the Women in Power Sector Professional Network in South Asia (WePOWER).²

2. The WePOWER brings together women and men from public and private energy sector agencies and power utilities, academic institutions, and civil society organizations (CSOs) committed to removing the key barriers to women's advancement into the male-dominated energy sector. The network has 28 partner or member organizations promoting women's increased visibility in science, technology, engineering, and mathematics (STEM) careers, employment in energy sector agencies and power utilities, and participation in energy sector governance in South Asia.³

3. The WePOWER initiatives are aligned with ADB Strategy 2030 Operational Priority (OP) 2 ("accelerating progress in gender equality) and OP1 ("addressing remaining poverty and reducing inequalities). Support for the WePOWER agenda in SARD developing member countries (DMCs) is crucial to achieving the gender equality and social inclusion (GESI) objectives of OP1 and OP2, particularly in the energy sector.

4. To gain the support of stakeholder groups for inclusive and integrated energy and urban development solutions or for a just energy transition toward GESI and WePOWER establishment and strengthening, the TA will provide opportunities for capacity strengthening in GESI mainstreaming and in smart grid technologies and their implications on inclusive and integrated energy and urban development. The TA will also support the establishment and strengthening of the WePOWER in SARD's six DMCs.

5. To ensure the proper implementation and supervision of the TA activities and the achievement of its targeted outputs, SARD will recruit a TA Coordinator (international consultant), who will also act as the WePOWER Coordinator in SARD DMCs.

¹ ADB's six DMCs in South Asia are Bangladesh, Bhutan, India, Maldives, Nepal, and Sri Lanka.

² SARD supports the WePOWER network in collaboration with the World Bank's South Asia Energy and Social Development Units and Energy Sector Management Assistance Program.

³ World Bank. [South Asia WePOWER Network](#) website. Total share of women in power utilities in South Asia ranges from 3-25% and share of women engineering/technical employees is lower at >1-21%. In 2021, WePOWER (28) partners identified 611 activities for 11,353 female beneficiaries. By end of 2021, the partners plan to hire more women, 216 from 165 in 2020 (131%).

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6. A key task of the TA coordinator will be to assist the South Asia Energy Division (SAEN) design and develop grant and TA proposals to support GESI integration in clean energy projects.

II. OBJECTIVES AND SCOPE OF THE ASSIGNMENT

7. As the TA coordinator, the international consultant will oversee the implementation of the activities of the TA and ensure the production of quality outputs. This supervision will encompass coordinating with the international training institute responsible for implementing Outputs 1 and 2 of the TA and guiding the national consultants in the six DMCs in mobilizing the participation of stakeholder groups in the TA activities, including in the WePOWER formation and operations.

8. As the WePOWER coordinator in SARD DMCs, the international consultant will be primarily responsible for (a) coordinating the WePOWER initiatives, including knowledge exchanges, (b) providing technical and strategic support in establishing the WePOWER national chapters in SARD DMCs, and (c) supporting the preparation of a Grant and/or TA proposal to strengthen the WePOWER networks in South Asia and its potential replication in urban transport, and water supply and sanitation services.

9. A key task of the TA coordinator will be to assist SAEN to design and develop grant and TA proposals to support GESI integration in clean energy projects.

10. In doing these roles, the TA and WePOWER Coordinator will work closely with the SARD GESI Teams at ADB HQ and resident missions.

III. DETAILED TASKS, DELIVERABLES, AND QUALIFICATIONS

11. The following are the detailed tasks of the consultant as the WePOWER Coordinator:

A. Coordination, knowledge sharing, and learning:

- Act as the moderator of the WePOWER network in SARD DMCs, in close coordination with the SAOD Principal Social Development Specialist and the SARD GESI focal persons at the resident missions and in collaboration with the WBG-based Secretariat.
- Engage the WePOWER energy sector agencies, utilities, and other members (e.g., academe, NGOs, and civil society)—on terms agreed upon by the ADB-WBG Secretariat—in identifying emerging areas for knowledge sharing and experience cross-fertilization.
- Co-lead (with the WBG secretariat) the organization of regional knowledge solution events on topics included in the yearly WePOWER workplan, e.g., presentation of the recently approved GESI Strategy of the Nepal Electricity Authority.
- Contribute to the WePOWER Newsletter to be organized and led by the WBG-based Secretariat.
- Contribute to the finalization of brief quarterly progress reports to be submitted to ADB and shared with the WBG-led Secretariat.

B. Strategic support to WePOWER national chapters led by ADB

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- Assist the ADB RM-based SARD GESI team in organizing WePOWER-related events, with particular emphasis on energy sector agencies and utilities.
- Support the piloting of the forthcoming GESI Mainstreaming Self-Assessment Tool among WePOWER members.
- Contribute to the finalization of brief quarterly progress reports.

C. Support to GESI integration in clean energy projects.

- Assist SAEN in the design and development of TA and grant proposals to support GESI integration in clean energy projects.

12. The consultant will deliver the following outputs:

- Workplan (finalized based on the comments of the ADB GESI team and WBG-based secretariat) for the establishment of the WePOWER national chapters in Bangladesh, India, Nepal, and Sri Lanka and strengthening of the Bhutan WePOWER Chapters.
- Quarterly progress reports on the workplan implementation.
- Progress reports include the description of the consultant's inputs to WePOWER newsletters and knowledge exchanges and learning, including in the program and preparatory activities of the regional knowledge solution events and chapter events.
- Project completion report, summarizing all activities, achievements, lessons learned, and way forward for ADB SARD.

13. The consultant (international, intermittent) should have at least 7 years of experience in integrating gender equality, women's empowerment and/or social inclusion approaches in the infrastructure sector. Demonstrated ability to engage with Government in complex GESI-related aspects is critical. Experience in coordinating and facilitating the involvement of service providers, academe, NGOs and civil society in MDB-led projects and programs in the energy, urban transport or water supply and sanitation services; professional training and experience in any of the sectors; proven writing; publishing record in relevant fields; and preferably a post-graduate degree in social science, gender/women studies, public management, or related fields.

IV. PLACE OF ASSIGNMENT AND REPORTING

14. The consultant will be engaged for 12 person-months per year for 3 years. She/he will report to ADB SAOD Principal Social Development Specialist (GAD).

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**APPENDIX 5: TERMS OF REFERENCE
INTERNATIONAL TRAINING INSTITUTE**

I. INTRODUCTION

1. The ADB South Asia Department (SARD) will implement a technical assistance (TA) project, A **Just Energy Transition in South Asia: Quality Infrastructure for a Resilient and Inclusive Recovery**, which aims to mobilize the support of energy, urban development and water supply and sanitation sector stakeholders (i.e., public and private agencies and utilities, civil society organizations, academic community) in ADB's six DMCs in South Asia for the adoption of inclusive and integrated energy and urban development solutions toward gender equality and social inclusion (GESI).¹ This support is expected to be in the form of integrating the just energy transition agenda in their sector development platform and participating in the establishment and strengthening of the Women in Power Sector Professional Network in South Asia (WePOWER).²

2. The WePOWER brings together women and men from public and private energy sector agencies and power utilities, academic institutions, and civil society organizations (CSOs) committed to removing the key barriers to women's advancement into the male-dominated energy sector. The network has 28 partner or member organizations promoting women's increased visibility in science, technology, engineering, and mathematics (STEM) careers, employment in energy sector agencies and power utilities, and participation in energy sector governance in South Asia.³ The WePOWER initiatives are aligned with ADB Strategy 2030 Operational Priority (OP) 2 (accelerating progress in gender equality) and OP1 (addressing remaining poverty and reducing inequalities). Support for the WePOWER agenda is crucial to achieving the gender equality and social inclusion (GESI) objectives of OP1 and OP2, particularly in the energy sector.

3. To gain the support of stakeholder groups for inclusive energy and urban development solutions or for a just energy transition toward GESI and WePOWER establishment and strengthening, the TA includes capacity development in the basics of GESI mainstreaming in organizations and projects in South Asia and lateral learning programs in smart grid technologies and their implications on inclusive and integrated energy and urban development.

II. OBJECTIVES AND SCOPE OF THE ASSIGNMENT

4. The lateral learning programs will build on the critical importance of *smart grids* in energy transition and will broaden (in response to lessons from infrastructure and service challenges during the COVID-19 pandemic) from inclusive energy solutions to inclusive and integrated energy and urban solutions. The key components of the program are as follows:

- (i) A 'just energy transition': A GESI analysis

¹ ADB's six DMCs in South Asia are Bangladesh, Bhutan, India, Maldives, Nepal, and Sri Lanka.

² SARD supports the WePOWER network in collaboration with the World Bank's South Asia Energy and Social Development Units and Energy Sector Management Assistance Program.

³ World Bank. [South Asia WePOWER Network](#) website. Total share of women in power utilities in South Asia ranges from 3-25% and share of women engineering/technical employees is lower at >1-21%. In 2021, WePOWER (28) partners identified 611 activities for 11,353 female beneficiaries. By end of 2021, the partners plan to hire more women, 216 from 165 in 2020 (131%).

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- (ii) Institutional strengthening and policy development: Strategies and tools to enable GESI
- (iii) Market mapping of 'just energy transition' good practices among SOEs and private utility companies
- (iv) Building resilience amid environmental crises: Integrated and GESI inclusive frameworks and approaches
- (v) Cross-sectoral case studies: GESI integrated energy, cities and health systems and services
- (vi) GESI responsive emerging technologies and systems: Smart-grid, digital infrastructure, and technical standards
- (vii) The future of work: Green jobs and women in STEM.

5. The lateral learning programs will be conducted for SARD DMCs (Bangladesh, Bhutan, India, Nepal, Maldives, and Sri Lanka), SARD staff, and state-owned enterprises and private companies (to be selected by PSOD) in other DMCs of ADB.

6. To deliver the TA capacity development outputs (Outputs 1 and 2, except for the training of senior women government officials), SARD will engage a South Asia-based international training institute (ITI) for 3 years.

7. The ITI will be responsible for the design, organization, and management of the lateral learning programs, which make up Output 2 of the TA, and the subregional workshops under Output 3.

III. DETAILED TASKS, DELIVERABLES AND QUALIFICATIONS

8. The **detailed tasks** will involve:

- a. Preparation of a proposal to include the design of tailor-made research-level training courses and cost estimates for the three lateral learning programs under Output 2 of the TA:
 - Learning program on smart grid technologies and their implications for inclusive energy development
 - Learning program on smart grid technologies and their implications for inclusive urban development
 - Cross-fertilization of experience in “just energy transition” with infrastructure sector agencies, utilities, and networks in a to-be-selected exemplary country.
- b. Designation of a focal person/ overall coordinator for the capacity-building activities on behalf of the ITI.
- c. Designation and supervision of an administrative and logistics personnel who will coordinate all the administrative arrangements and logistics for the international training or learning that will include, among others: rental of venues, equipment, arrangements for meals and welcome dinner, purchase of supplies, production, and packaging of training materials, coordination of submission of presentations, engagement of events management firm (for the in-country training program), audio-visual documentation, field visits, arrangements for the accommodations and travel of the participants and resource persons;

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- d. Provision of expert resource people and lecturers who will prepare the content and presentation materials for their assigned sessions.
- e. Guidance and/or support for the resource persons in the development of the content and presentation materials and coordination of the submission of relevant references for participants for the specific topics/ sessions.
- f. Development of session guides, facilitators' guides, and conduct (as needed) briefings with the presenters and facilitators prior to the training programs;
- g. Management of the lateral learning programs;
- h. Provision of relevant materials to all participants;
- i. Design and administration of the end-of-program participants' evaluation, as well as preparation of the summary of results;
- j. Preparation and submission of the post-activity reports covering key discussion points and outcomes of the program/s and summary of participants' evaluation; and
- k. Preparation and submission of a liquidation report.⁴⁵

9. The ITI should have among its areas of specialized study the social implications of energy technologies. It should have significant research on energy and its implications for social inclusion in the context of South Asia and prior experience in designing and conducting learning programs on the social implications of energy technologies for energy technical personnel, preferably including those from South Asia.

10. The resource persons from the ITI should have technical expertise in energy technologies and experience in the design and conduct of learning programs on the social implications of energy technologies.

IV. PLACE OF ASSIGNMENT AND REPORTING

11. The engagement will be for 3 person-months or 60 working days, intermittent.

⁴ Detailed Tasks for the **Focal Person/ITI Coordinator** will include: (a) Supervise the administrative and logistics personnel. Ensure that management of funds and arrangements adhere to ADB guidelines; (b) Lead the design of the training program/s; (c) Guide and/or support the resource persons in developing the content and presentation materials. Coordinate the submission of relevant references for participants; (d) Prepare session guides; (e) Conduct briefings with session presenters and facilitators prior to the training programs; (f) Manage the conduct of the training programs; (g) Develop the end-of-program participants' evaluation and prepare a summary of the results; (h) Prepare and submit post-activity reports within 15 working days after the end of each training program. Detailed Tasks for **Resource Persons** will include: (i) Contribute (as needed) to the development of the design of the training program/s; (ii) Develop the content of the session/s assigned to him/her; (iii) Prepare the presentation material/s; (iv) Identify and provide the soft and/or hard copies of the relevant references; (v) Conduct the session; and (vi) Contribute (as needed) to the evaluation of the training program/s.

⁵ Report Liquidation of Expenses submitted within 15 working days after each of the three training programs that will include the following: (a) All official receipts from service providers and suppliers; (b) Final/approved itineraries together with official receipts for air tickets of participants; (c) Boarding passes of participants; (d) acknowledgement receipts signed by participants for the receipt of their DSAs/allowances; (e) Attendance Sheets; (f) Session Guides; (g) Compilation of presentation materials (soft and hard copies); (h) Compilation of participants' materials/ references (soft and hard copies); (i) Summary of participants' evaluations for all three training programs; and (l) Post-Activity Reports to be submitted within 15 working days after each of the three training programs.

APPENDIX 6: TERMS OF REFERENCE NATIONAL GESI AND INFRASTRUCTURE CONSULTANTS

I. INTRODUCTION

1. The ADB South Asia Department (SARD) will implement a technical assistance (TA) project, **Just Energy Transition in South Asia: Quality Infrastructure for a Resilient and Inclusive Recovery**, which aims to mobilize the support of energy and urban development sector stakeholders [i.e., public and sector private agencies and utilities, civil society organizations (CSOs), academic institutes] in ADB's six DMCs in South Asia for the adoption of inclusive and integrated energy and urban development solutions.¹² This support is expected to be in the form of integrating the just energy transition agenda in their development platform and participating in the strengthening of the Women in Power Sector Professional (WePOWER) Network in South Asia¹³ and replicating this in the urban development, including urban transport sectors.

2. The WePOWER Network brings together women and men from public and private energy sector agencies and power utilities, academic institutions, and CSOs committed to removing the key barriers to women's advancement into the male-dominated energy sector. The network has 28 partner or member-organizations promoting women's increased visibility in science, technology, engineering, and mathematics (STEM) careers, employment in energy sector agencies and power utilities, and participation in energy sector governance in South Asia.¹⁴ The WePOWER initiatives are aligned with ADB Strategy 2030 Operational Priority (OP) 2 (accelerating progress in gender equality) and OP1 (addressing remaining poverty and reducing inequalities). Support for the WePOWER agenda in SARD developing member countries (DMCs) is crucial to achieving the gender equality and social inclusion (GESI) objectives of OP1 and OP2, particularly in the energy sector.

3. To gain the support of stakeholder groups for inclusive energy and urban development solutions or for a just energy transition toward GESI and WePOWER establishment and strengthening, the TA will provide opportunities for capacity development in GESI mainstreaming and in smart grid technologies and their implications on inclusive and integrated energy and urban development. The TA will also support the establishment and strengthening of the WePOWER in SARD's six DMCs.

4. To ensure the proper implementation and supervision of the TA activities and the achievement of its targeted outputs, SARD will recruit six national consultants (one/DMC) to assist the TA/WePOWER Coordinator in mobilizing the support of stakeholder groups in the six DMCs.

II. OBJECTIVES AND SCOPE OF THE ASSIGNMENT

5. Each national consultant will be responsible for the TA's in-country activities. These activities include (i) communicating to the stakeholder groups (government agencies, public and private utilities, civil society organizations, and academic institutes) the objectives and activities of the TA, (ii) inviting and facilitating the participation of those interested in supporting ADB

¹² ADB's six DMCs in South Asia are Bangladesh, Bhutan, India, Maldives, Nepal, and Sri Lanka.

¹³ SARD supports the WePOWER network in collaboration with the World Bank's South Asia Energy and Social Development Units and Energy Sector Management Assistance Program.

¹⁴ World Bank. [South Asia WePOWER Network](#) website. Total share of women in power utilities in South Asia ranges from 3-25% and share of women engineering/technical employees is lower at >1-21%. In 2021, WePOWER (28) partners identified 611 activities for 11,353 female beneficiaries. By end of 2021, the partners plan to hire more women, 216 from 165 in 2020 (131%).

SARD's "just energy transition toward GESI" agenda in TA activities, (iii) providing support to the formation and operations of the WePOWER in the assigned country in accordance with the multi-phase approach discussed in para. 9 of the main document, and (iv) other in-country activities of the TA.

III. DETAILED TASKS, DELIVERABLES, AND QUALIFICATIONS

6. The TA activities, which the national consultants will assist in implementing are as follows:
 - a. Orienting (if needed) the participating stakeholder groups on the SARD's GESI competency assessment tool and GESI mainstreaming self-assessment tool.
 - b. Orienting the participating stakeholder groups on SARD's e-learning course on the basics of GESI mainstreaming in South Asia and facilitating follow-up learning sessions.
 - c. In-country preparatory work for the learning exposure in an exemplary country.
 - d. Meetings for the establishment or strengthening of WePOWER in the DMC.
 - e. Meetings for the expansion of the WePOWER network in the urban development sector.
 - f. In-country preparatory work for the two subregional workshops.

7. The six national consultants will deliver the following outputs:
 - a. Contribute to the workplan of the TA coordinator.
 - b. Draft the country section of the TA quarterly progress reports (to be submitted to the TA coordinator for consolidation with other country reports)
 - c. Contribute to the project completion report.

8. The national consultants should have at least 5 years of experience in gender and development (GAD) or gender equality and social inclusion (GESI) work in the country's energy and/or urban development sectors and in coordinating and facilitating the involvement of different stakeholder groups in GAD or GESI related work. She/he should have demonstrated ability in preparing reports and at least a bachelor's degree in social science, gender/women studies, public management, or related fields.

IV. PLACE OF ASSIGNMENT AND REPORTING

9. The national consultants' engagement in Bangladesh and Nepal will be for 3 months per year for 3 years, in Bhutan and India will be for 1 month in Year (Y) 1 and 3 months each in Y2 and Y3, and in the Maldives and Sri Lanka for 1 month each in Y1 and Y2 and 3 months in Y3. Each national consultant will coordinate with the RM-based GESI team, led by the ADB RM social development (GAD) officer, in performing the assigned tasks. She/he will report to the TA Coordinator.