

**Department of Electrical and Electronic Engineering, Faculty of Engineering,  
University of Sri Jayewardenepura  
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 **Department of Electrical and Electronic Engineering, Faculty of Engineering, University of Sri Jayewardenepura (Dept. EE, FOE, USJ)** for endorsing the objectives of WePOWER and joining as an Institutional Partner.

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 2023 – (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.

The USJ, located in Colombo has been established in the 1959 at Gangodawila. With eleven (11) faculties, the University is home to over 12,000 Undergraduates, and over 1000 postgraduate students. It is considered the largest University in terms of student population in Sri Lanka. The USJ is also in the forefront of research and innovation with a research council of over 20 research centers and an Invention, Innovation and Venture Creation Council with over 50 Entrepreneurs and stakeholders with over 15 patents. The Dept. EE of USJ has been established in 2016 is offering students to use their academic knowledge and skills in practice through industry collaborations and projects and has established several MoUs with national and international academic and industrial partners. The Dept. EE has a track record towards achieving gender equality/diversity by conducting programs like "She Builds" to encourage STEM education among female students.

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

Dept. EE, FOE, USJ will periodically report progress in 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 2023				In 2024				Note
In-house hands-on introduction electrical and electronic engineering workshop to increase their awareness in power sector for school students in grade 9 to 13	Provide 1 workshop for 15 female school children				Provide 2 workshops for 30 female school children				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
				15 Female Students  SL		15 Female Students  SL		15 Female Students  SL	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
Awareness program to encourage female students to pursue STEM education for school students in grade 6 to 13 collaboratively with E2/ IET society	Conduct awareness programs for 100 females (students and teachers)				Conduct awareness programs for 100 females (students and teachers)				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
		100 Female students				50 Female students		50 Female students	<i>Quarterly Target #s with country</i>
		100 Female students							<i>Achievement</i>
Academic mentoring sessions on field specializations including power and electricity for first year undergraduates to help female undergraduate students select suitable academic specialization	Conducting STEM academic mentoring program for 50 female undergraduate students				Conducting STEM academic mentoring program for 50 female undergraduate students				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
	50 female students				50 female students				<i>Quarterly Target #s with country</i>

	50 female students								<i>Achievement</i>
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(b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
Organize a workshop series to raise awareness of viable power sector career opportunities in partnership with public and private sector organizations.  * This activity comprises of a full day workshop on job readiness following an interview session the next day.	Organize a workshop series for 15 final year undergraduate students				Organize a workshop series for 15 final year undergraduate 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>
		15 female students				15 female students			<i>Quarterly Target #s with country</i>
		15 female students							<i>Achievement</i>
Organize interview sessions to facilitate seeking employment opportunities in the power and energy sector.	Organize interview sessions for 15 female final year undergraduate students				Organize interview sessions for 15 female final year undergraduate 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>
		15 female students				15 female students			<i>Quarterly Target #s with country</i>
		15 female students							<i>Achievement</i>
Industrial mentoring session and a forum to share experience of the industry experts on career opportunities for undergraduates	Conducting mentoring program for 5 female undergraduate students				Conducting mentoring program for 5 female undergraduate 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>

				5 female students				5 female students	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
Organizing field visits for undergraduate students of the Department to increase the awareness on power sector jobs	Organizing field visits for 25 female undergraduate students				Organizing field visits for 25 female undergraduate 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>
			25 female students				25 female students		<i>Quarterly Target #s with country</i>
			25 female students						<i>Achievement</i>

(c) Pillar 3: Development for Female Professionals

Activities	In 2023				In 2024				Note
Encourage female employees to engage in workshops, Continuous Professional Development (CPD) short courses etc.	Register 4 female lecturers in CPD courses sponsored through ADB funding				Register 4 female lecturers in CPD courses sponsored through ADB funding				<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>
				4 Female staff			4 Female staff		<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
Female academics take leading roles in university committees, event organizing (international	Appoint female academic staff members to university committees (Orientation, Research, Quality Assurance etc.)				Appoint female academic staff members to university committees (Orientation, Research, Quality Assurance etc.)				<i>Total target #s in the year</i>
	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Aiming timeline</i>

conferences, industry events, symposium, orientation etc.)	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Quarterly Target #s with country</i>
	3	3	4	4	5	5	5	5	
	Female academic staff members	Female academic staff members	Female academic staff members	Female academic staff members	Female academic staff members	Female academic staff members	Female academic staff members	Female academic staff members	
	3	3							<i>Achievement</i>
Increase the number of career opportunities received by female undergraduate students in the power sector through the existing industry partnerships	Provide industrial training placements for 4 female undergraduate students in the power sector				Provide industrial training placements for 4 female undergraduate students in the power sector				<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>
	4 female undergraduate students					4 female undergraduate students			<i>Quarterly Target #s with country</i>
	-								<i>Achievement</i>
Provide facilities and opportunities for career empowerment of female academic staff members	Encourage academic staff members to obtain the Institute of Engineers Sri Lanka (IESL) Corporate membership				Encourage academic staff members to obtain the Institute of Engineering Technology (IET) Charter				<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>
		1 female staff						1 female staff member	<i>Quarterly Target #s with country</i>
		1							<i>Achievement</i>

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

Activities	In 2023				In 2024				Note
Flexible working environment for women especially expectant mothers, breast-feeding mothers etc.	Facilitate WFH and online lecturing arrangements to female academic staff members whenever there is a family emergency				Facilitate WFH and online lecturing arrangements to female academic staff members whenever there is a family emergency				Total target #s in the year
	<i>Q1</i> Jan-	<i>Q2</i> Apr-	<i>Q3</i> Jul-	<i>Q4</i> Oct-	<i>Q1</i> Jan-	<i>Q2</i> Apr-	<i>Q3</i> Jul-	<i>Q4</i> Oct-	Aiming timeline
		~1 female staff	~1 female staff						Quarterly Target #s with country
		1	1						Achievement
Day-care facility, which is accessible to all employees of the University, expectant and breast-feeding mothers are allowed to leave work one hour early, parental leave policy for both mother and father)	1 Day-care facility will be available throughout the year for female staff				1 Day-care facility will be available throughout the year for female staff				Total target #s in the year
	<i>Q1</i> Jan-	<i>Q2</i> Apr-	<i>Q3</i> Jul-	<i>Q4</i> Oct-	<i>Q1</i> Jan-	<i>Q2</i> Apr-	<i>Q3</i> Jul-	<i>Q4</i> Oct-	Aiming timeline
				1 facility available for 1000 staff				1 facility maintained for 1000 staff	Quarterly Target #s with country
									Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2023				In 2024				Note
Amending by-laws to create a safe environment for female students (ex: zero-ragging)	Appoint at least 2 female academic staff members in the by-law revision committee				The revised by-laws are enacted and monitoring authority is established				Total target #s in the year
	<i>Q1</i> Jan-	<i>Q2</i> Apr-	<i>Q3</i> Jul-	<i>Q4</i> Oct-	<i>Q1</i> Jan-	<i>Q2</i> Apr-	<i>Q3</i> Jul-	<i>Q4</i> Oct-	Aiming timeline

	~2 female academic staff members							1 law is enacted and effective.  1 monitoring authority is established	Quarterly Target #s with country
	2	2							Achievement
Enforce diversity in student project grouping by making it a requirement to have mixed gender student groups and continuous progress monitoring to ensure equal participation of female students in project activities	Provide equal opportunities for female undergraduate students during final year project selection				Provide equal opportunities for female undergraduate students during final year project selection				Total target #s in the year
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	Aiming timeline
			15 female students				15 female students		Quarterly Target #s with country
									Achievement
Establish student societies to facilitate organizing activities related to raising awareness in STEM education among school girls.					Establish an Institute of Electrical and Electronic Engineers (IEEE) Women in Engineering student branch in the University				Total target #s in the year
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	Aiming timeline
								1 IEEE branch established	Quarterly Target #s with country
									Achievement
Parental leave policy for both mother and father (add details of parental policy)	parental leave will be offered for both mother and father								Total target #s in the year
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	Aiming timeline

				1 policy implemented				1 policy implemented	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

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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 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 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.