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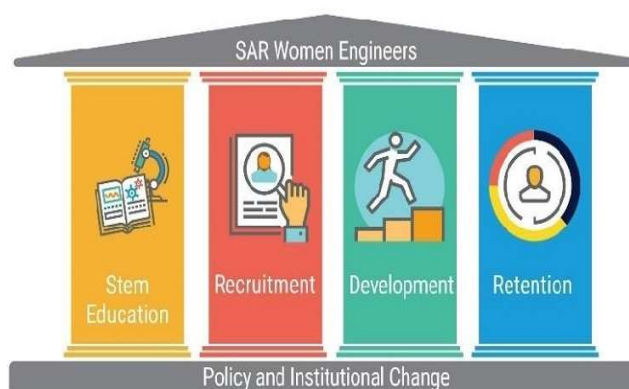
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## Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

**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.