



WePOWER

PROGRESS REPORT 2023



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Opening remarks

Dear WePOWER Partners,

In my capacity as the newly appointed South Asia Region Director for Infrastructure at the World Bank, I am delighted to acquaint myself with the WePOWER Network.

I am profoundly impressed by the network's notable achievements and the unwavering commitment demonstrated by its Partners. The attainment of milestones — such as surpassing 50+ Partners and executing over 3,000 gender-related activities directly benefiting almost 38,000 women and girls in 2023 — is undeniably inspiring. The vigor, collaboration and impactful initiatives fostered by this platform underscore the potency of collective endeavors in addressing gender disparities and surmounting the critical infrastructure challenges prevalent in South Asia.



We are firmly convinced that WePOWER's objectives remain aligned with the priorities of the World Bank. As articulated in our new Evolution Roadmap, which espouses our mission to eradicate extreme poverty and enhance shared prosperity on a sustainable planet, our focus is directed towards resolving pivotal global issues, including gender parity, job creation and fostering substantial climate action.

I extend my gratitude to the WePOWER Regional Working Groups for their persistent endeavors in addressing common challenges affecting the Energy sector. The SAR100 regional training program, conducted in collaboration with national training institutes and emphasizing renewable energy integration, serves as a notable exemplar of regional partnerships. I am confident that WePOWER will continue to build upon this successful initiative, nurturing a proficient cadre of women leaders poised to spearhead the energy transition.

The World Bank remains steadfast in its commitment to WePOWER. After five years of dedicated expansion and fortification of the network, the time is ripe for the Partners to assume ownership by transitioning to a permanent Regional Secretariat. We are heartened by the progress achieved in establishing National Chapters, and under the auspices of the steering committee, we will collaborate to formulate a comprehensive sustainability plan to navigate this transition.

Looking forward, the 4th WePOWER Conference, slated for late 2024 in Colombo, Sri Lanka, presents a pivotal opportunity. The business meetings slated at the conference will provide a platform for endorsing the WePOWER Sustainability Plan and charting the trajectory for the network's future. I urge your active participation in this significant event.

Under the stewardship of the permanent Secretariat, I am confident that WePOWER will continue to flourish in its mission to foster collaboration, enhance technical expertise, and empower women leaders to drive transformative change in the Energy sector.

We eagerly look forward to more remarkable stories and updates from WePOWER in 2024.

Sincerely,

Pankaj Gupta

*Regional Director, Infrastructure (Energy & Extractives, Transport, & Digital Practice Groups)
South Asia Region, World Bank*

Abbreviations

ADB	Asian Development Bank	IEEE WIE	Institute of Electrical and Electronics Engineers Women in Engineering
AEPC	Alternative Energy Promotion Centre	IOH	Institute of Happiness
BHSL	Bhutan Hydropower Services limited	JV	Joint Venture
BPC	Bhutan Power Corporation	KE	Karachi Electric
BPDB	Bangladesh Power Development Board	LECO	Lanka Electricity Company
BREB	Bangladesh Rural Electrification Board	LESCO	Lahore Electric Supply Company
CCA	Clean Cooking Alliance	LoAs	List of Activities
CEB	Ceylon Electricity Board	MEPCO	Multan Electric Power Corporation
CFC	Concern for Children	MoU	Memorandum of Understanding
CHP	Chhukha Hydropower Plant	NEEnA	Nepal Engineers' Association
CNC	Computer Numerical Control	NPTI	National Power Training Institute
Co-ops	Cooperatives	NCWC	National Commission for Women and Children
COVID-19	Corona Virus Disease 2019	NESPAK	National Engineering Services Pakistan (Pvt) Limited
CPPA-G	Central Power Purchasing Agency	NGO	Non-Governmental Organization
CSO	Civil Society Organization	NUST	National University of Sciences and Technology
CSS	Control Systems Society	NY	New York
D&I	Diversity & Inclusion	PBL	Project-Based Learning
DABS	Da Afghanistan Breshna Sherkat	PEDO	Pakhtunkhawa Energy Development Organization
DDL	Delhi Distribution Limited	PESCO	Peshawar Electric Supply Company
DGPC	Druk Green Power Corporation	Retd	Retired
EEL	Engro Energy Limited	RTE	Réseau de Transport d'Électricité
EESL	Energy Efficiency Services Limited	SAGE	South Asia Gender & Energy Facility
F2F	Face-to-Face	SAR	South Asia Region
FEDCO	Feedback Energy Distribution Company	SCGJ	Skill Council for Green Jobs
FOE USJ	Department of Electrical and Electronic Engineering, Faculty of Engineering, University of Sri Jayewardenepura	SHE	Stronger, Healthier Everyday
FS	Female Students	SLSEA	Sri Lanka Sustainable Energy Authority
GAMS	Gender Activity Modules	STEM	Science, Technology, Engineering and Mathematics
GE	General Electric	TED	Technology, Entertainment, Design
GS	Grameen Shakti	UoR	University of Ruhuna
GTNfW	Grassroots Trading Network for Women	USAID	United States Agency for International Development
HR	Human Resources	VMPL	Vision Mechatronics Pvt. Ltd.
HRDC	Hydropower Research & Development Center	WAPDA	Water and Power Development Authority
HSC	Hydropower Service Center	WB	World Bank
HUBCO	The Hub Power Company Limited	WePOWER	Women in Energy and Power Sector
IDCOL	Infrastructure Development Company Limited	WIE	Women in Energy
IEEE	Institute of Electrical and Electronics Engineers	WoW	Women on Wheels
IEEE BDS	Institute of Electrical and Electronics Engineers, Bangladesh Section	YESIST	Youth Endeavors for Social Innovation using Sustainable Technology

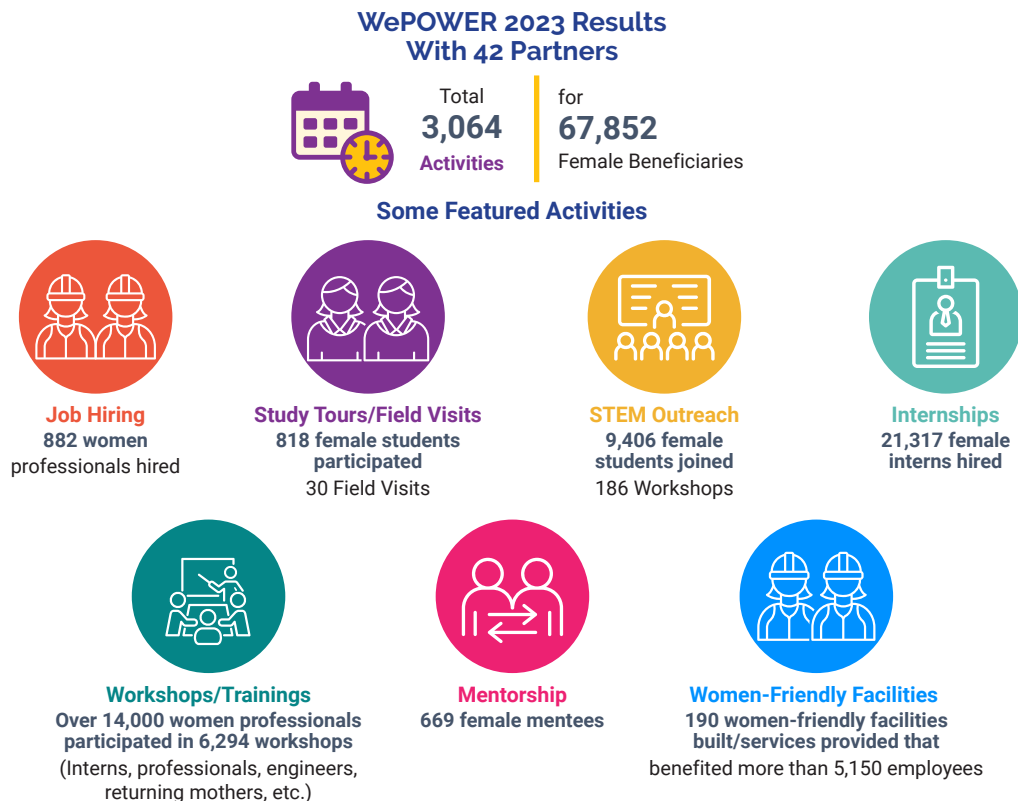
Executive summary

WePOWER Partners had another record year of achievements. In 2023, we completed 3,064 activities that reached 67,852 girls and women. Since WePOWER launched in 2019, WEPOWER Partners have cumulatively implemented over 5,736 activities that made an impact on more than 136,644 female beneficiaries including students, interns, young professionals, engineers and returning mothers in South Asia.

WePOWER Network continues to grow. The WePOWER Interim-Secretariat is currently engaged with over 50 power utilities and Energy sector organizations in various stages of becoming WePOWER Partners. In 2023, twelve new Partners from Pakistan, India, Nepal and Sri Lanka joined the Network.

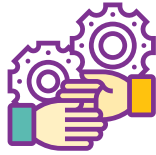
- ▶ HESCO (Hyderabad Electric Supply Company), Pakistan
- ▶ PESCO (Peshawar Electric Supply Company), Pakistan
- ▶ CPPA-G (Central Power Purchasing Agency), Pakistan
- ▶ SCGJ (Skill Council For Green Jobs), India
- ▶ EEL (Engro Energy Limited), Pakistan
- ▶ SLSEA (Sri Lanka Sustainable Energy Authority), Sri Lanka
- ▶ GTNfW (Grassroot Trading Network for Women), India
- ▶ VMPL (Vision Mechatronics Pvt Ltd), India
- ▶ NEnA (Nepal Engineers' Association), Nepal
- ▶ AEPC (Alternative Energy Promotion Centre), Nepal
- ▶ UoR (University of Ruhuna), Sri Lanka
- ▶ FOE USJ (Department of Electrical and Electronic Engineering, Faculty of Engineering, University of Sri Jayewardenepura), Sri Lanka

WePOWER's work is inspiring women globally. Our results to date, from 2019 to 2023, are truly transformational.



WePOWER Targets 2024

Submitted in January 2024



Total 42 Partners

will implement 3,816+ Activities reaching 22,395 of direct female beneficiaries and 90,000 indirect beneficiaries



Some Featured Activities



204 STEM Outreach workshops for 2,610 female students



45 Study Tours and Field Trips for 674 female students



Aiming to hire 523 female professionals



Internship Opportunities for 373 female students



294 Workshops/Training on Personal and Professional Development for 1,261 women professionals



To build/provide 165 women-friendly facilities/services





1

About WePOWER

WePOWER Objective, Strategic Five Pillars and Impact Indicators



The objectives of WePOWER are: To support workforce participation of women in energy projects and institutions and promote normative change regarding women in STEM education.

STEM Education: Raising interest for STEM subjects among girls, increasing female enrolment in engineering programs, access to Power sector/Energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

Recruitment: Engaging with engineering students and engineering professionals to raise awareness on viable jobs/opportunities in the Power sector. This will require a partnership between private sector, NGOs, academic institutions, existing local networks (if any) and Power sector organizations (utilities) to arrange job fairs and networking events.

Professional Development: Improving personal and professional development opportunities, such as mentorship programs and leadership training/coaching, that are crucial to women’s continued progression in their careers, especially in the more technical fields.

Retention: Having a gender-friendly working environment and supporting the increased household responsibilities after marriage are essential to improving the retention of women in the Energy sector. Addressing these through instituting family-friendly HR policies, providing reintegration services for returning mothers and access to facilities such as daycare services, separate toilets and safe transportation services will be crucial.

Policy and Institutional Changes: This forms a cross-cutting base for the other pillars to achieve normative change in society. Institutionalizing and enforcing gender considerations at the national and institutional levels will be crucial. This will entail policies that encourage more women to pursue STEM subjects, quotas/targets for female enrolment and hiring in the academic/Power sector and lobbying for more women in senior/board positions.

WePOWER Partners in 2023





2

Announcements from the Interim-Secretariat

WePOWER turns five! We are extremely proud of all that we have achieved since we launched WePOWER in 2019. Indeed, 2023 has been another record year for WePOWER, spurred on by Partners old and new. WePOWER Partners conducted 3,064 activities that reached 67,852 girls and women this year. Between 2019 and 2023, WePOWER Partners have implemented activities that have made a difference to more than 136,644 female beneficiaries in South Asia, including students, interns, young professionals, engineers and returning mothers. Please see the results section for more details

WePOWER also reached the milestone of 50+ Partners with 12 new Partners joining us from Pakistan, India, Nepal and Sri Lanka. We have a diverse group of new partners including power utilities, government agencies and academic institutes, which will benefit the National Chapters and our working groups. Please see the new Partners section for more details. Moving forward, we look to more partnerships with government training institutes and national universities, to further scale up gender activities to improve the learning opportunities for women in the energy sector. We expect another eight organizations to join us by early 2024.

Building on the momentum from the 3rd Regional Conference held in December 2022, WePOWER established National Chapters in India, Nepal, Pakistan and Sri Lanka. The countries joined Bhutan, which created the first WePOWER National Chapter in 2020. Each National Chapter has adopted a Charter/ToR outlining its governance structure, roles and responsibilities. Currently, each country is developing a business plan and joint activities. We hope to share updates from Bangladesh and the Maldives in 2024. We are grateful to our colleagues at the Asian Development Bank (ADB) and the United States Agency for International Development (USAID) for their support. Please see the box on the National Chapters for more details.

The Interim-Secretariat of WePOWER is convening several regional (and intra-regional) working groups (RWGs) to solve common problems. The Interim-Secretariat is currently convening four WePOWER Working Groups:

1. The Large Systems Training Program Working Group: Helped to launch the SAR100 training program for 100 women engineers. The program is being delivered by the Asian Institute of Technology (AIT) and the Department of Foreign Affairs and Trade (DFAT, Australia). Started in June 2023, the program was well received by the participants who graduated in March 2024 with a certificate from AIT. Please see the links [here](#) and [here](#) for more details.
2. Rural Grassroots Women in Energy Training Program: A regional curriculum is currently being developed utilizing inputs from working group members in India, Pakistan, Nepal, and Bangladesh. Three meetings have been held and the curriculum and training resources from each country are being collated.
3. HRM (Human Resources Management) Best Practices Regional Working Group: A truly international working group that also includes utilities from Morocco, Indonesia, Vietnam and the Solomon Islands. The group has held three productive meetings and the core HRM Metrics Framework is almost final. A proposal for a behavior change intervention pilot to understand and improve the institutional norms is being developed.
4. Returning Parents Working group is creating an information repository for Partners to better support their employees

Please see Appendix B for the full list of our esteemed working group members.

Strengthening WePOWER Systems: We successfully launched the online WePOWER Results-Sharing System for the Q2/Q3 2023 reporting cycle at <https://wepower.energydata.info>. The automated reporting system has helped expedite the data collection/reporting and analysis burden for WePOWER. We hope to further improve and streamline the system for the next round of results. We appreciate the Partner's feedback and this system has been made available to other regional "sister" networks as well.

WePOWER is continuing to inspire other networks. Following the launch of the Regional Network in Energy for Women ([RENEW MENA](#)) in 2022, more sister networks have joined our ranks. The Women's Empowerment in the Sustainable Energy in Europe and Central Asia (WeSee) network was launched in December 2023. Similarly, the Pacific Women in Power renewed their commitment and endorsed a charger in June 2023. Early 2024, the Women in Energy Network Africa (WEN-Africa) is also slated to launch. All these networks have adopted aspects of the WePOWER model and WePOWER delegates have been invited to all the launch events to share their experiences.

As WePOWER continues to evolve, the sustainability of the network and transition to a permanent secretariat led by the Partners remains our key priority. Towards this, the Interim-Secretariat E II is also developing a WePOWER Sustainability Plan to guide us. We will develop a work program and business plan for the permanent Regional Secretariat to implement regional activities and complement the business plans of the National Chapters. The second output will be the Standard Operating Procedure (SOP) for the permanent Regional Secretariat, covering the governance and fiduciary aspects. We look forward to sharing the documents for the Partners' endorsement at the 4th WePOWER Conference planned for late 2024.

WePOWER is entering an exciting new phase and it is a testament to our Partners' commitment to keep our regional network thriving. We would like to acknowledge the contribution of our esteemed Steering Committee for nurturing and guiding the network to this stage. We are also grateful to the representatives of WePOWER Partners, universities and international topic experts who have given their expertise and time to the various WePOWER Working Groups.

We must not lose sight of the fact that WePOWER is truly a remarkable achievement. That a voluntary network of Energy-sector stakeholders fighting to improve gender equality exists in South Asia is something that we could not have imagined even a few years ago. The Interim-Secretariat is proud to serve our Partners and we will continue working hard to achieve WePOWER's objectives for a brighter future.

Sincerely,

WePOWER Interim-Secretariat



New online result-sharing system

In 2023, WePOWER rolled out the much anticipated online results sharing system. WePOWER Partners share their achievements and challenges so that they learn from each other. Sharing the aggregated data and featured stories inspire WePOWER Partners to contribute to WePOWER’s mission: to increase the number of women in the South Asian Energy sector.

WePOWER activities are organized under five strategic pillars. Our partners set their gender activity targets each year by creating a List of Activities (LoAs). WePOWER is professionalizing each year. Which is why we developed a tailor-made Result Sharing System through a website for WePOWER Partners to upload their gender activities, targets, results and feature stories each year. This result-sharing system will help in aggregating and analyzing the commitments and achievements of WePOWER Partners automatically, which reduces both the Secretariat’s and our Partners’ time commitments for reporting activities.



Welcoming new Partners

India



Skill Council for Green Jobs (SCGJ) is a non-profit initiative of the Government of India aligned to the National Skill Development Mission. SCGJ seeks to identify skilling needs of service users as well as manufacturers/service providers within the Green Businesses sector. SCGJ will provide short- and long-term training across its clean energy thematic job roles, including technicians, entrepreneurs and so on.

Arpit Sharma, COO, SCGJ

Arpit Sharma is an accomplished professional currently serving as the Chief Operating Officer (COO) at the Skill Council for Green Jobs (SCGJ). With a distinguished career within the organization, he has held various key positions that showcase his commitment and expertise in the field. Arpit began his journey at SCGJ in 2015 as the Country Head of Assessment and Accreditation Department, where he played a pivotal role in ensuring the quality and effectiveness of assessment processes within the organization and across 600+ training centres spread across 25 states. His dedication and strategic acumen led to his progression within the company, subsequently assuming the role of Vice President for Strategy and Operations Division. In this capacity, he demonstrated leadership in shaping and executing strategic initiatives, contributing significantly to the financial and overall growth and success of SCGJ.





Vision Mechatronics Pvt Ltd (VMPL) is a technology company established in 2009. VMPL operates in renewable energy, energy storage and robotics fields, and is the pioneer in lithium battery technology. VMPL is committed to gender equity and clean energy access. VMPL has 50% women employees with many of them being technicians at the field level.

Rupali Salve,

General Manager HR, VMPL

Rupali Salve is the General Manager (HR) at VMPL. With rich experience overseeing VMPL's Human Resource Department, Rupali plays a pivotal role in recruitment, compliance, operations and, most importantly, the implementation of VMPL's groundbreaking DE&I strategy. VMPL is excited to champion this journey of diversity and inclusion, inspiring others to join them in creating a more equitable world. Through the WePOWER initiative, they are committed to have a gender-equal workforce that includes interns. This commitment extends beyond numbers—VMPL is dedicated to implementing and providing operational guidelines that foster a robust Gender Equality & Diversity-Inclusion (DE&I) strategy.



Grassroots Trading Network for Women (GTNfW) is a non-profit company established in 2004 to drive forward SEWA's work under its Hariyali (Green Energy) initiative. GTNfW works to provide access to green energy, financial inclusion and green skilling/livelihood to grassroots women from the unorganized sector.

Mrinalika Dhapola,

CEO, GTNfW

Mrinalika Dhapola is currently the CEO of Grassroots Trading Network for Women (GTNfW). The focus is on access to green energy and financial inclusion and gender empowerment for the poor women members of SEWA. Mrinalika has over 28 years of experience in the fields of education and skill development, with a strong track record in the development sector and corporate social responsibility. Mrinalika's expertise encompasses various areas, including program design, program implementation, capacity building and the vital processes of monitoring, evaluation, and research. Additionally, she has actively engaged in conducting policy reviews to enhance program effectiveness.



Pakistan



Hyderabad Electric Supply Company (HESCO) is the electric distribution company that supplies electricity to over 1.17 million customers in 12 southern districts of Sindh in Pakistan, excluding Karachi. HESCO was incorporated in 1998 and is striving to make the workplace environment conducive for women by formulating and implementing female-friendly policies. As a WePOWER Partner, they are supporting internships for students and professional development opportunities for their women employees.

Hina Talpur,

Deputy Manager (Tariff Analysis), HESCO

Ms. Hina Talpur works as the Deputy Manager of Tariff Analysis at HESCO. Her responsibilities involve crucial tasks such as preparing tariffs and conducting tariff analysis, which are essential for the financial operations of the company. Additionally, she has remained Convener of the Anti-Harassment Cell for the past six years which demonstrates her commitment to creating a safe and respectful work environment for the Women working at 2022 and is involved in various initiatives aimed at empowering women or enhancing gender equality within the organization.





Peshawar Electric Supply Company Ltd (PESCO) stands as a key player in the Energy sector of Pakistan, operating as a major electric distribution entity across the Khyber Pakhtunkhwa region. As Institutional Partner of WePOWER, PESCO emphasizes creating a work environment that supports gender inclusivity, offering women-friendly facilities and initiatives aimed at fostering diversity and inclusion within its workforce.

Aysha Gul,

Assistant Manager (Customer Service Centre), PESCO

Aysha Gul, an electrical engineer with an MBA in Finance, brings seven years of hands-on experience in the Energy sector. Her skill set encompasses project management across various domains, tracking of financial and technical project progress, and expertise in conducting project feasibility studies/grid interconnection studies (GIS) of different HPPs, commercial and industrial connections. Aysha handled PC-I for new projects, PC-III for ongoing projects and PC-IV/PC-V for completed projects. Aysha has expertise in both the technical and financial evaluation of tenders/bid evaluation. She is currently the Assistant Manager (Customer Service Centre) at PESCO Peshawar

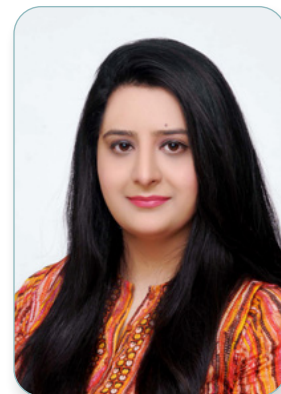


Central Power Purchasing Agency (CPPA-G) is a government-owned, non-profit company responsible for all energy market operations and functions for electric power markets in Pakistan. CPPA-G facilitates financing of the Power sector by introducing dynamic and creditworthy players. CPPA-G operates as the market operator in the Power sector of Pakistan. It oversees the critical function of power Purchase, billing and settlements. The company actively collaborates with stakeholders, aligning with federal policies to foster a competitive and efficient Power sector. The collaboration between WePOWER and CPPA-G reaffirms the latter's commitment to inclusivity and empowerment in the workplace, particularly for female STEM professionals, emphasizing equal employment opportunities and robust career development. CPPA-G's dedication extends to ensuring a harassment-free, gender-friendly environment, offering comprehensive benefits such as separate prayer rooms, paid maternity and paternity leave, and state-of-the-art daycare facility and flexible working schedule for returning mothers.

Rida Javaid,

Deputy Manager HR (OD), CPPA-G

Rida Javaid, an MBA graduate from NUST Business School, Pakistan, and a seasoned HR professional with a decade of diverse experience in HR function of textile, IT and health sectors, joined CPPA-G three years ago. Rida's career trajectory showcases deep involvement in talent acquisition, learning and development, HR policy matters and organizational development. Throughout her career, Rida has been a fervent advocate for gender balance within organizations. At CPPA-G, she adeptly manages HR functions, i.e., talent acquisition and organizational development while singularly overseeing activities under the Strategic Five Pillars of WePOWER initiatives. She has been entrusted to successfully drive various WePOWER activities and represent the organization as the Focal person. In the Power sector, she actively participates in numerous initiatives supporting women's inclusion, demonstrating an equal commitment to addressing gender issues concerning men.





Engro Energy Limited (EEL) was established in 2008 and is a fully owned subsidiary that was incorporated by the Engro Corporation to develop power projects in Pakistan. Their first intervention in the Energy sphere was the launch of Engro Powergen Qadirpur Limited, which owns and operates a 217 MW power plant in Qadirpur, Ghotki.

Tamkeen Sardar Faisal

Head of HR & MarCom, Engro Energy Limited

With over 18 years of experience, Tamkeen is an innovative HR leader with a visionary outlook, specializing in agile cultural transformation, talent management, reward strategies, and digital change management. Currently serving as the Head of HR & MarCom at Engro Energy Limited, she oversees People Division and Marketing initiatives across four companies, contributing to Engro’s influential role in the energy sector. Her focus extends beyond the present, as she actively shapes the future of work through strategic direction, talent development, and organizational growth, while championing diversity, equity, and inclusion. Throughout her career, she has delivered tangible results, leading digital transformations and pioneering HR initiatives across various sectors, including Fortune 500 companies. Beyond professional accomplishments, Tamkeen’s commitment to empowering women from challenging backgrounds reflects her belief in their potential to thrive in the future workplace.



Nepal



Alternative Energy Promotion Centre (AEPC) is a government institution established on November 3, 1996, with the objective of developing and promoting renewable/ alternative energy technologies in Nepal. The mission of AEPC is to make renewable energy and energy efficiency a mainstream resource that will contribute towards improving living conditions in Nepal and also combat climate change.

Pratima KC,

Senior Officer, Climate and Carbon Section, AEPC

Pratima KC has been with AEPC for almost a decade and is Senior Officer and Head of Climate and Carbon Section. Her main responsibility is to coordinate the activities related to carbon finance, accessing international climate finance and other climate change mitigation and adaptation activities in AEPC. She is assigned as the WePOWER focal person of AEPC.



Nepal Engineers’ Association (NENA) Is an independent non-profit organization of Nepalese engineers established in 1962. NEA represents 39,099 engineers belonging to various engineering disciplines including architects, civil, electrical, mechanical, electronics, etc. and coming from both the public and private sector economies. Governed by an elected executive council of 25 members and led by the president of the association for a tenure of two years, its mandates include promoting fellowship goodwill and cooperation assistance among the Nepalese engineers, safeguarding their rights and interests and promoting the development of science and technology. The Women Engineers’ Coordination and Welfare Committee (WECWC) is one of the business committees under NEA which aims at promoting fellowship, goodwill and cooperation among women engineers and architects in Nepal.

Er Kushalta Nyoupane

Executive Member of NEA and Member Secretary of WECWC, Nena

Over the last two years, she has been involved in coordinating and organizing different events and programs for promoting fellowship and goodwill and capacity building among women engineers and architects. She is also concerned with motivating and encouraging school- and college-going girls towards STEM through NEA. Professionally, she has been managing road and bridge projects as an Engineer and Senior Divisional Engineer for the past seven years.



Sri Lanka



Sri Lanka Sustainable Energy Authority (SLSEA) is the governing body responsible for pioneering the sustainable energy revolution in Sri Lanka. It seeks to facilitate the development of the island nation's energy resources, including solar, wind, water and bioenergy, drive strategic investments to support the country's transition into cleaner, sustainable and indigenously sourced energy solutions, as well as to protect energy sources from being exploited.

Mr. Percy Wijethunge is the focal person for SLSEA. He is the Director of Outreach and Promotion.



University of Ruhuna (UoR) is the sixth oldest university in Sri Lanka, established by a Special Presidential Decree in 1978 and granted full university status in 1984. UoR has achieved notable success in academics, research, and community engagement, positioning itself as a leading institution in Sri Lanka. As a WePOWER partner, UoR will conduct job-readiness workshops, connect female undergraduate students with female engineering professionals through mentorship and conduct capacity-building leadership trainings for students.



Department of Electrical and Electronic Engineering, Faculty of Engineering, University of Sri Jayewardenepura. The University of Sri Jayewardenepura (USJ) in Colombo was established in 1959. With 11 faculties, the University is home to over 12,000 undergraduates, and over 1,000 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 centres and an Invention, Innovation and Venture Creation Council with over 50 entrepreneurs and stakeholders, and over 15 patents. USJ's Department of Electrical and Electronic Engineering, established in 2016, offers students the chance to apply their academic knowledge and skills in practice through industry collaborations and projects. It has also established several MoUs with national and international academic and industrial partners.

Charithri Yapa,

Lecturer, Department of Electrical and Electronic Engineering, USJ

Charithri Yapa is a Lecturer in the Department of Electrical and Electronic Engineering since 2019. Her expertise lies in the area of power systems and future grids. She is responsible towards achieving gender equality/diversity by conducting programs such as 'She Builds', to encourage STEM education among female students.





3

WePOWER 2023 Results

WePOWER Partners achieved another record year of achievements and impact. Our 42 active Partners accomplished 3,064 gender activities (247% YoY increase), reaching 67,852 girls and women (164% YoY increase). The Partners conducted more than 197 STEM Outreach workshops for more than 9,500 female students. Furthermore, 818 female professionals and 21,360 female interns were recruited in technical roles. Over 10,800 female professionals participated in 660 personal and professional development in-person and online workshops held by our Partners. They also built or implemented approximately 190 female-friendly facilities/services and policies that benefited more than 5,000 employees. This large increase from 2022 was due to reaching a high number of interns and conducting more field visits, which benefited more female students, as well as an increase in the number of workshops conducted by partners activities.

WePOWER 2023 Results With 42 Partners



Some Featured Activities



Job Hiring
882 women
professionals hired



Study Tours/Field Visits
818 female students
participated
30 Field Visits



STEM Outreach
9,406 female
students joined
186 Workshops



Internships
21,317 female
interns hired



Workshops/Trainings
Over 14,000 women professionals
participated in 6,294 workshops
(Interns, professionals, engineers,
returning mothers, etc.)



Mentorship
669 female mentees

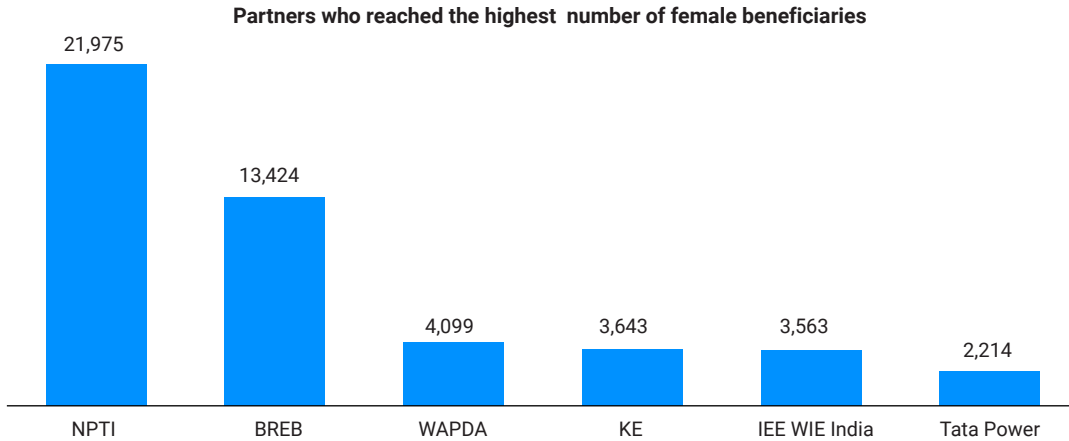


Women-Friendly Facilities
190 women-friendly facilities
built/services provided that
benefited more than 5,150 employees

This year, with the growing number and diversity of Partner activities, we have made a distinction between direct and indirect activities and beneficiaries. Direct activities contribute to WePOWER's objectives of employment in the Energy sector and promoting STEM education for female professionals and students. Indirect activities cover areas which may raise awareness of Energy sector services or safety to women energy users.

By # of beneficiaries

In 2023, 67,852 direct female beneficiaries and 77,428 indirect beneficiaries were reached under different activities by 42 WePOWER partners. A total of 145,280 direct and indirect beneficiaries. The highest number of female direct beneficiaries was reached by NPTI (21,975), followed by BREB (13,424), WAPDA (4,099), KE (3,643) and IEE WIE India (3,563).

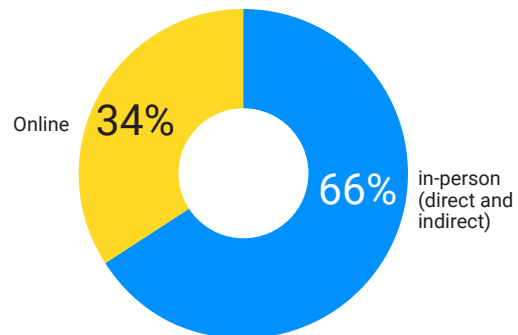


The highest number of women professionals were recruited by SCGJ (337) followed by NEA (166) and LESCO (85).

- ▶ DGCP and CEB organized field trips for 141 and 119 female students, respectively. CEB hosted field visits to their distribution stations, power plants, and transmission and distribution line construction and maintenance sites. DGCP organized a trip to Nikachu Hydropower. These initiatives were a great opportunity to help spark an interest in STEM education among female high-school students, and inspire them to pursue technical roles as a profession.
- ▶ Many Partners offered a higher number of internships to female students, led by NPTI, which offered an astonishing 20,524 internships to female students India-wide, followed by 162 for NEA and 100 for WAPDA.
- ▶ BREB conducted online professional development training for approximately 4,588 women professionals, including in their PBS co-ops. BREB organized 62 such training sessions, covering topics such as leadership, communication, teamwork, innovation, and customer service. The employees who participated in the courses learned about the various aspects of transport, tools, generators, metering, circuit breaker, voltage regulator, and distribution line maintenance and operation. They also gained knowledge on GIS and GIS data collection, PBS system design and automation, procurement, labor law and labor relations, customer service excellence and office etiquette, ethics and national integrity strategy, and basic supervision. The courses aimed to enhance their skills, knowledge, and performance and to ensure safety, quality, and efficiency in their work.
- ▶ KE provided women-friendly services to approximately 1,132 employees. This included providing Commute Allowance to females to facilitate their travel to and from office.

The percentage of virtual training participants remained almost same as 2022. Virtual training accounted for 34% of the total training and workshop participants under Pillars 2, 3, and 4. Partners conducted 6,215 F2F versus 79 virtual training/workshops. In total, 9,332 women (direct and indirect beneficiaries) participated in F2F workshops and training programs as compared to 4,892 women attendees of virtual training sessions.

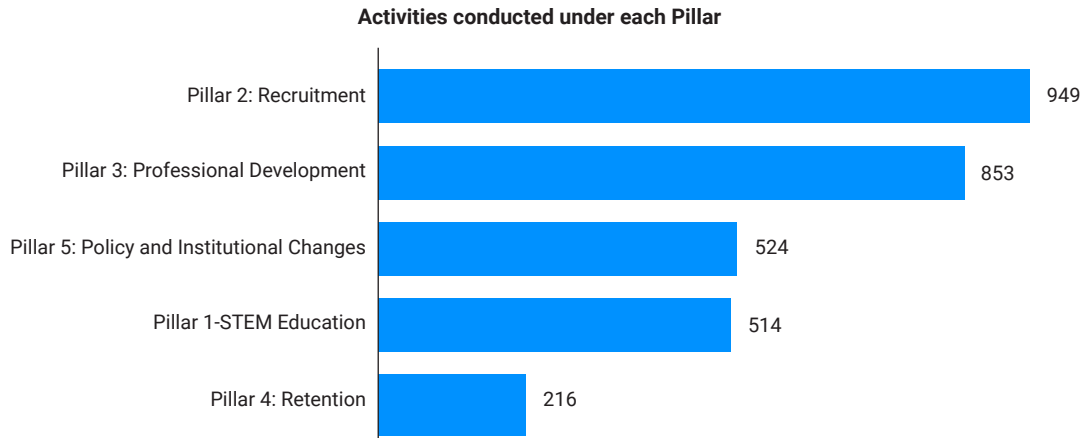
Female Participants in F2F vs Virtual Trainings/Workshops



By # of Activities

In 2023, 3,064 direct activities and 12,723 indirect activities were implemented by the 42 WePOWER partners. A total of 15,779 activities.

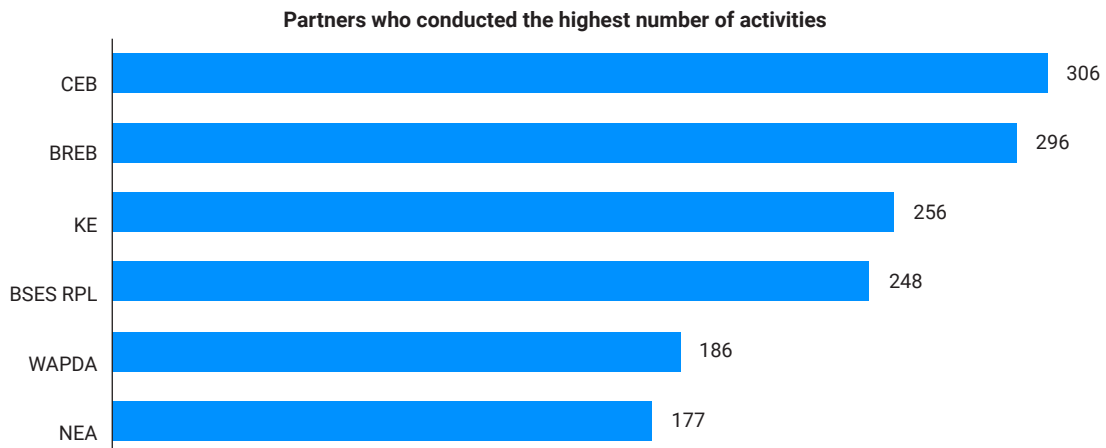
The recruitment pillar had the highest number of activities (949), followed by the professional development pillar with 853 activities, which is almost twice as much as the first and fifth pillars of STEM Education (514) and policy and institutional change (524), respectively.



This year, WePOWER Partners recruited more women in technical roles; for example, SCGJ facilitated recruitment of 337 women into Green Energy sector jobs. This included technical roles such as solar PV assembly and technicians, Electric Vehicle maintenance, technicians for small hydro and others.

The policy and institutional pillar also jumped from 225 to 524 activities. Moreover, BREB and BPDB continued to encourage policies that would increase female representation in committees/boards. In 2023, Partners such as BSES Rajdhani Power Limited developed and disseminated toolkits to more than 6,300 women energy users providing financial literacy and inclusion programs and creating women self-help groups.

The highest number of activities were implemented by CEB (306) followed by KE (256) and BSES Rajdhani Power Limited (248) respectively. Many of these activities consisted of Study tours, workshops and training.



WePOWER Targets 2024

For 2024, our 42 Partners plan to implement 3,816 activities reaching 22,395 direct female beneficiaries and 90,000 indirect beneficiaries. Compared to 2023, this is 62% more activities reaching 72% more female beneficiaries. We anticipate that like in previous years, WePOWER Partners will handily beat these targets.

WePOWER Targets 2024

Submitted in January 2024



Total 42 Partners

will implement 3,816+ Activities reaching 22,395 of direct female beneficiaries and 90,000 indirect beneficiaries



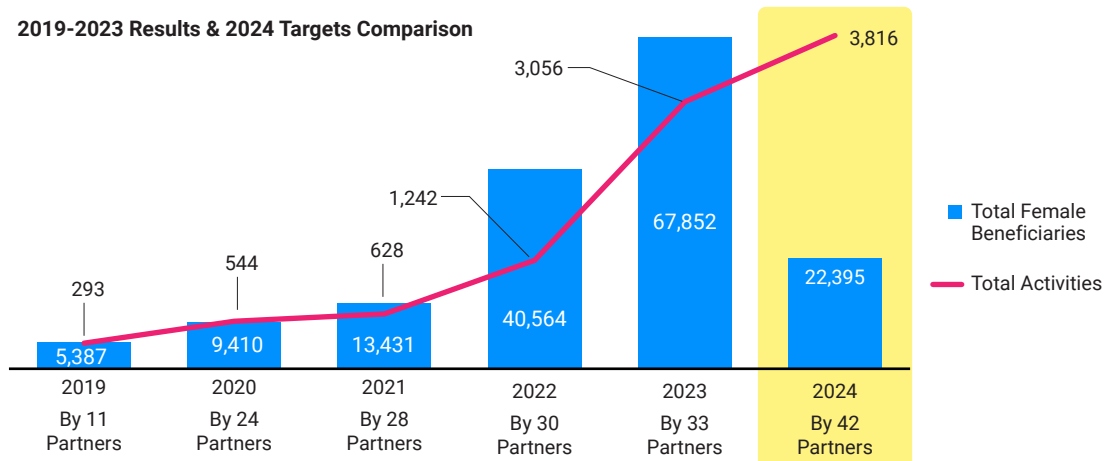
Some Featured Activities



Partners intend to:

- ▶ Conduct 204 STEM outreach workshops for 2,610 female beneficiaries and 294 Professional Development Workshops/Training for around 1,261 women professionals
- ▶ Recruit 523 women professionals and 373 female interns
- ▶ Organize 45 study tours/field trips for 674 female students

2019-2023 Results & 2024 Targets Comparison



WePOWER Cumulative Results 2019-2023

The results mean that cumulatively, from 2019 to 2023, WePOWER Partners implemented 5,763 activities in South Asia, reaching more than 136,644 female beneficiaries including students, interns, young professionals, engineers and returning mothers.

Total WePOWER Results since 2019



Some Featured Activities



Job Hiring
1,378 women
hired



Study Tours/Field Visits
2,075 female
students joined
through 309 tours



STEM Outreach
341 Workshops
with 35,378 female
student participants



Internships
22,385 female
student interns
hired



Workshops/Trainings
31,781 female professionals joined
(Interns, candidates, engineers/employees,
returning mothers, etc.)



Mentorship
9,526 Mentees



Women-Friendly Facilities
548 Facilities
women friendly facilities built/services
provided



4 Convening Events for Partners

WePOWER National Chapters

Sri Lanka, Pakistan, India and Nepal established National Chapters in 2023. The countries joined Bhutan, which created the first WePOWER National Chapter in 2020. Thanks to the excellent efforts of the Partners, a comprehensive Charter/ToR, which outlines roles and responsibilities as well as the governance structure of the National Chapters, has been agreed upon for each country. Currently, the National Chapter is working to develop business plans that will outline the key milestones, legal structures and financial plans to achieve long-term sustainability and impact. The Chapter will work to strengthen the collaborative partnership among national institutional and strategic partners while aligning the WePOWER objectives to the national priorities in the Power sector.



WePOWER Sri Lanka National Chapter Launch on April 25, 2023

Sri Lanka National Chapter launched on April 25. The launch event was attended by over 20 stakeholders and approximately 70 participants. Under the guidance and leadership of USAID/Chemonics and ADB, the stakeholders committed to the National Chapter and signed a Charter. The Sri Lanka Partners and prospective Partners also committed to developing the LoAs and held a GESI training workshop on May 28. Colleagues from BRPL, DGPC, IOE and WAPDA virtually presented their WePOWER activities at the event.

Indian National Chapter launched on April 28. WePOWER India partners and leading sector entities such as International Solar Alliance, National Thermal Power Corporation, NSPCL, and Confederation of Indian Industries attended the meeting, which was chaired by Dr Tripta Thakur, Director General, National Power Training Institute (NPTI). NPTI will be the Chair of the NC until the business plan and legal structure are finalized and the election process is initiated. A Charter/ToR and a detailed workplan for the India National Chapter have been adopted.

Pakistan National Chapter launched on June 9. The meeting was convened by WAPDA with the coordination and support of all WePOWER Partners including World Bank and AIT. Brig (R) Hamid Raza, GM (HRD) of WAPDA, chaired the meeting. The WePOWER Pakistan Partners adopted the National Chapter and WAPDA was unanimously elected the first Chair. LESCO, WIE-P and CPPA-G were elected to be part of the Advisory Council.

Nepal National Chapter launched on September 29. The WePOWER Nepal National Chapter Inception Committee, consisting of the ADB and all Nepal WePOWER Partners, finalized the National Chapter ToR and MoU and unanimously nominated Dr Sangeeta Singh from the Institute of Engineering as the Chair of the Nepal National Chapter. All active Nepal WePOWER Partners, NEA, NeNA AEPC, NACEUN and the ADB will serve as Executive members to help guide the operations of the National Chapter.



WePOWER India National Chapter Launch on April 28, 2023



Pakistan WePOWER National Chapter Launch on June 9, 2023

WePOWER at the 1st World Women Empowering the Cleantech Decade Summit

The first World Women Empowering the Cleantech Decade Summit took place in Delhi, India, last month.

WePOWER Partnership Coordinator for India Tanushree Bhowmik spoke at a panel and shared a reflection: “Our move to clean energy is imperative and inevitable but what is also imperative is that women are facilitated to claim their equal stake in this transition. The recognition of women as consumers of clean energy services has been long recognised, but we need to acknowledge and act upon the fact that women need to equal participants in decision making and administering this transition...” Continue reading the reflection [here](#).





5 Featured Blogs



The energy transition fueled by women's participation & leadership

Demetrios Papathanasiou and Hana Brix

February 11, 2023

The Energy Transition needs more women in STEM

Having more women in technical and leadership positions in energy is crucial to meet the projected 14 million new jobs that will be needed for clean energy growth by 2030. As Mandakini Kaul, World Bank's Regional Coordinator for South Asia, emphasized at a recent WePOWER Conference: **"Women must be powerful voices in this energy transition!"**

According to the IEA, clean energy investment was expected to exceed US\$1.4 trillion in 2022 – almost three-quarters of the growth in overall energy investment. In India alone, to achieve net zero goals by 2070, the World Bank estimates the country must invest US\$190 billion per year in the energy economy until 2030. The transformation of the energy sector requires a transformation of the energy workforce.

WePOWER was founded to address the underrepresentation of women in the energy sector in South Asia, and one of its key objectives is to promote women and girls in science, tech, engineering, and math (STEM) education. In South Asia, about three-quarters of STEM students are male. Girls show increasing disengagement with STEM in secondary and postsecondary education – and ultimately, few of them end up with STEM jobs and careers. A World Bank assessment found that while between 35-53 percent of STEM graduates in Middle East and North Africa (MENA) countries are women, most are not employed in STEM careers and represent only 1-25 percent of the workforce.

Energy transition can gain from women's human capital

The energy transition is an opportunity for women to improve their access to technical and leadership training, skills development, and high-quality jobs. Cross-sector collaboration with education and information and communication technologies (ICT) is required to prepare a qualified and inclusive workforce. Energy sector employers can do a lot, but governments, communities and households need to do their part as well. The governments' programs and policies can support universities in increasing women's enrollment in STEM and encourage companies to hire and retain more women. Secondly, as employers, energy sector companies can be pro-active, reaching out to schools and speaking to students about the opportunities in the energy sector. Sometimes, girls and their parents just don't have the information that energy jobs are well-paid opportunities for young women. At the community level, parents and community members need to encourage girls and give them confidence that energy is the sector of the future – that they have the skills to develop, whether it is math, science, or engineering, to be productive in the energy sector as employees, and as leaders.

WePOWER is a collective response to increase women in STEM and the energy workforce

The WePOWER Network is working with over 28,000 women and girls in South Asia to change gender norms and increase the participation of women and girls in energy. Partners are engaging with girls in primary and secondary schools through STEM outreach, interactions with role models, site visits to hydropower plants, and career sessions focusing on STEM, among other initiatives. For women professionals, in the past 3.5 years, over 4,000 activities focused on STEM have been provided by energy sector organizations and utilities across South Asia. WePOWER partner organizations rolled out personal development courses, technical skills training, and improved onboarding post-maternity leave through mentoring and other programs.

WePOWER partners recruit and retain women who are active and visible role models in all types of energy jobs. A critical mass of women professionals changes the norm. In Sri Lanka, approximately 13 percent of the power utilities staff are women (compared to 16 percent globally), and an encouraging 17% of positions at the management and executive levels are held by women.

At the recent WePOWER conference, new activities were proposed to build upon the robust success of the network. Ideas ranged from safer transportation for women, to inclusive internship programs and more generous maternity benefits, among others. WePOWER partner organizations – energy companies and utilities representing several South Asian countries – jointly created a detailed guide to successfully hosting internship programs for both female and male students in South Asia. Practical tools like this offer energy sector organizations the support and insight needed to move the needle on gender equality in their organizations.

WePOWER is a network of partners, for partners. WePOWER has demonstrated that a regional network for women in energy works. The challenge is to replicate this success at the global level. The first WePOWER sister Network was launched in the MENA region last year. Similar initiatives are planned for Africa, Europe and Central Asia, and other regions. These efforts on the global scale will serve to overcome normative barriers for girls and women in STEM jobs.

WePOWER partners are providing inclusive internships in South Asia

Gunjan Gautam and Yukari Shibuya

October 24, 2023

In South Asia, as well as in several countries in Europe and Central Asia, women students with technical degrees find it difficult to transition to energy sector jobs. To address this situation, in the last four years, the South Asia Women in Power Sector Professional Network (WePOWER) Partners—which has 50 partners, who are mostly energy utilities – have hired 651 women students and graduates as interns.

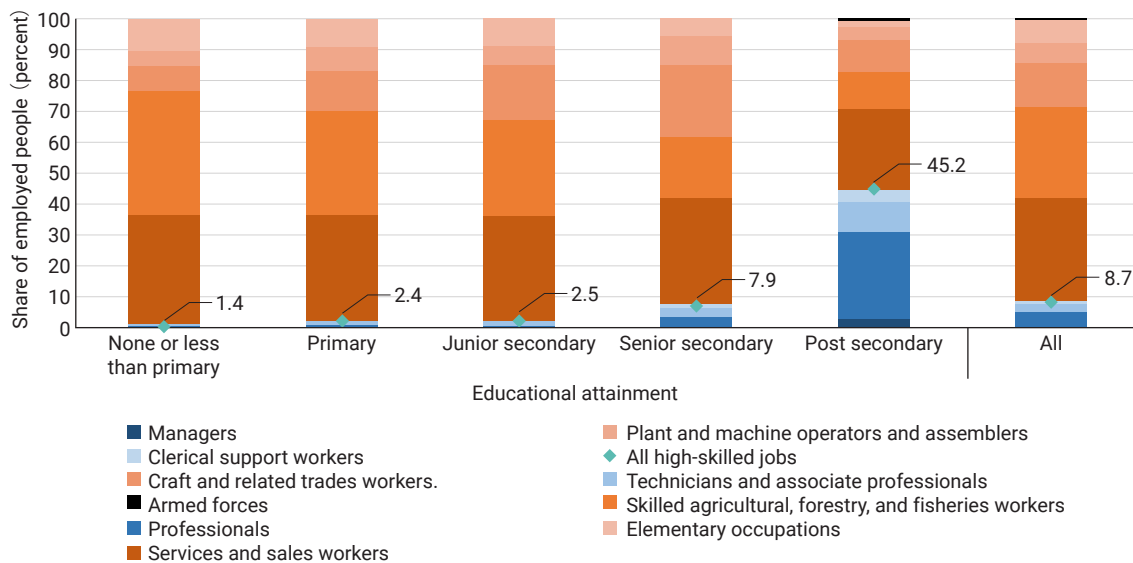


However, it was not obvious to them how the internships are increasing employment or improving the employability of women graduates in the energy sector.

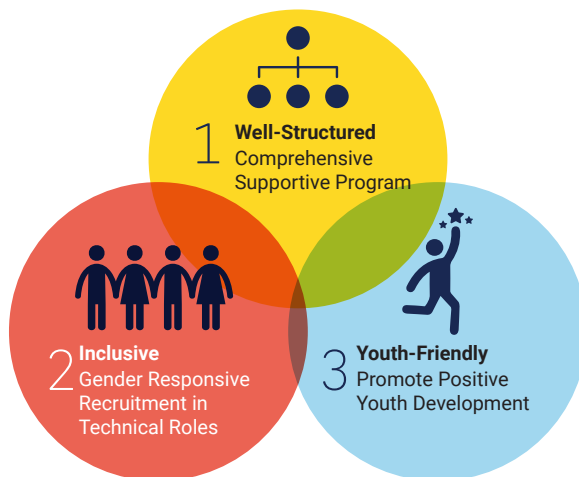
The WePOWER partners were asking common questions. Are these internships helping our organizations identify and recruit talented women engineers? Do our interns get the right exposure to industry and on the job training? Do our interns get good jobs in companies and contribute to the energy sector and to society at large? What can we do differently to make our internships more effective so that they result in recruitment of talented women (and men) engineers?

To address these issues, the partners came together to develop the WePOWER internship module, which is an interactive document that South Asian energy companies can adopt to improve the technical university to energy-sector job transition for both women and men.

The module is organized around principles and action steps that are based on findings from South Asian and global internship programs, survey responses from over 540 students in seven South Asian countries. To design the module, the



The elements of a successful internship program.



Credit: WePOWER

partners deliberated extensively on how meaningful internship programs can be designed and implemented by the energy companies in the South Asian context.

Eight attributes that WePOWER partners adopted for the well-structured, inclusive, and youth-friendly internship programs. Credit: WePOWER

Here are some of the module’s main recommendations:

Well-structured internships with clear Terms of Reference (TOR) and the supervisor’s evaluation mechanism improve the employability of the interns. It needs to clarify both the responsibilities of interns and their supervisors.

Human Resources departments can play an important role in implementing systematic internship programs that assign internship coordinators, provide readiness training for intern s’ supervisors, and incentivize (stipends) and train interns.

Gender inclusiveness of internships can be improved through some extensions of the current activities that the employers have already implemented for employees, **such as proactive outreach to women students, provision of accommodations at power generation sites and safe transportation for interns**, hiring women interns in a cohort, and anti-sexual harassment measures for all employees.

Change starts at home, and six WePOWER energy utilities and Grameen Shakti -a grass-roots organization working in energy access—have applied the module in order to hire more female interns.

WePOWER members Azia Shoaib of LESCO and Sohail Ahmed of Grameen Shakti have commended the module for helping structure the management of their internship activities, ensuring that interns had proper terms of reference and concrete deliverables at the end of their internships, as well as solid mentors.

WePOWER started as a partnership to increase the participation of women in the energy sector.

After four years of interactions and peer-to-peer exchange of ideas, the partners are truly collaborating with each other to find solutions to recruit more women, impart technical and leadership trainings to them, and rethink institutional policies and norms. As the Interim Secretariat of WePOWER, we at the World Bank are pleased to see South Asian energy institutions and universities collaborating at the regional level. We will encourage our sister networks to leverage their collective brainpower to co-create solutions for the challenges women face in accessing meaningful internships and paid work opportunities in the energy sector.



Investing in girls & women as agents of change for green transition

Hana Brix, Jaime Saavedra and Shobhana Sosale

February 11, 2023

Fostering gender equity and equality is smart economics and can help countries tackle some of the toughest issues, including climate change and the green transition. From a demand perspective, green jobs will play an important role in green transition to reduce and limit energy and raw materials consumptions, greenhouse gas (GHG) emissions, and waste and pollution, protect and restore ecosystems, and enable adaptation to climate change. But from a supply perspective, are countries ready to facilitate the transition?

Girls and women can play pivotal roles in addressing climate change in different domains, including in their households, communities and in the labor market, both formal and informal. These contributions can be accelerated by ensuring women have access to education and career opportunities in science, technology, engineering, and mathematics (STEM) fields.

Why aren't there more women in STEM?

Many of the myths and misconceptions about the absence of girls and women in STEM have been challenged and debunked. However, evidence shows that a key constraint for girls to advance in STEM fields is the “leaky pipeline” effect. The unweighted average of 137 countries from 2010 to 2019 shows a steady decrease in women’s enrollment rates in STEM education from primary to tertiary education, from 89.9 percent in primary education, down to 77.3 percent in secondary education, to 43.2 percent in tertiary education, of which only 26.8 percent are in STEM fields after graduation.

Globally, the share of female university graduates in STEM ranges from 15 to 45 percent, and their enrollments in STEM disciplines skew toward health, natural sciences, and mathematics. Engineering disciplines associated with health and environmental careers had the highest shares of female students. About 22 percent of engineering graduates with bachelor’s degrees were female in 2020. Even in India, which graduates the most engineers in the world and has a high share of female engineering students, just 32 percent of engineering graduates are women. In addition, their contribution to the GDP is relatively low, which could be attributed to the types of jobs that female STEM graduates engage in and the income they earn.

Helping women and girls succeed in STEM

The consistent loss of girls' and women's potential STEM talent throughout the education system and into the labor market reduces the diversity of perspectives and insights that drive technical progress and economic development. Policymakers can take some key steps to help promote STEM education and careers among women and girls. These efforts can help ensure their contributions to facilitating green transition can be more fully harnessed.

- ▶ First, societies that understand STEM-related topics—such as climate change, clean water, and sustainability—are better able to respond to global challenges. This requires governments and their development partners to strengthen STEM education and advance women's participation in the workforce. Programs should be designed for maximum impact to ease the attrition observed as girls and young women choose their educations, careers, and life paths. And programs should pay close attention to girls as they enroll in upper primary and lower secondary education, plan for and enroll in tertiary education, and when they enter and the early years in the labor force (including those not currently entering the labor force).
- ▶ Second, policymakers need to overhaul technical and vocational education (TVET) systems to make them relevant to the labor market; improve the quality of the programs; enhance the role of industry professionals to serve as skill developers; promote more conducive governance mechanisms to facilitate the autonomy of TVET providers while balancing with accountability measures to communities and industries; facilitate with financing options to draw girls and boys to engage in skilling, reskilling and upskilling to make lifelong learning a norm; and to facilitate the process of learning for green jobs and attract more women to engage in STEM jobs for green transition.
- ▶ Third, narrowing and eliminating the employment gender gap can help promote these careers among women and girls. With growing numbers of women earning college degrees in STEM fields, they still [earn less than men for the same job, which may be contributing to lower overall employment rates than men](#).
- ▶ Fourth, adopting deliberate strategies to facilitate a gender balanced workforce in STEM sectors, including the energy and renewables sector, can help encourage more women and girls to enter STEM fields. For example, partners in the South Asian Women in the Power Sector Professional Network (WePOWER) have achieved exceptional results by encouraging energy firms to adopt initiatives to attract, retain, and promote women engineers in the power sector, as well as women engineers with the capacity to innovate, apply new technologies, and contribute to green environment solutions.
- ▶ Fifth, economic opportunities for women in STEM can be shifted by influencing norms and mindsets around women in technical fields, investing in career counseling and information about good jobs, access to mentoring, networking, and training opportunities, flexible childcare policies, and conducive corporate policies to promote women's ascension in technical fields.

The green jobs of the future will favor skills and fields in STEM, areas where girls' and women's representation can bring faster action. The risks and cost of inaction will be high. A major risk is that women will be locked out of the jobs of the future without ensuring they have access to STEM education. The road to transformation is often long. It needs to be paved now by engendering access to STEM education and careers, to foster the role of girls and women as change agents and facilitate acceleration to green transition.

A forthcoming World Bank publication entitled *Engendering Access to STEM Education and Careers in South Asia* offers some detailed analyses and recommendations on the issues and how policymakers and stakeholders can stem the 'leaky pipeline' by investing in girls and women as agents of change for a green transition.



6

Selection of Featured Stories of WePOWER Partners in 2023

Pillar 1: STEM Education



DGPC celebrates Menstrual Hygiene Day

Bhutan

On May 28, Druk Green Power Corporation Limited (DGPC) celebrated Menstrual Hygiene Day by distributing sanitary napkins, handwash and soaps to 447 girl students from five different schools. The sanitary napkins provided were enough to last five months. The women employees of DGPC contributed to the cost of sanitary napkins for 160 students of one of the schools. During the event, the beneficiaries learned about the importance of menstrual hygiene and ways to protect themselves from diseases related to menstruation.



EESL conducts awareness campaign

India

To celebrate International Women's Day on March 8, Energy Efficiency Services Limited (EESL) organized an awareness generation program on energy-efficient technologies for end-users. A total of 286 individuals participated in the awareness sessions, and assessments were conducted for 159 participants. The assessment results showed that 96% of them scored more than 50% and demonstrated an increased awareness of energy efficiency. The objective of the session was to provide the trainees with knowledge and understanding of the current energy generation and consumption scenario in the country, and to empower them to make informed decisions as both present and future energy consumers.



IOE conducts PhD seminar

Nepal

In May 2023, the Institute of Engineering, Tribhuvan University, Nepal, organized a seminar for PhD students. Six of the seven students are women. The main focus of the seminar was on research methodology, providing valuable insight and knowledge to the participants for their success in PhD studies. The trainers for the seminar were professors from Norway and the Institute of Engineering (IOE). The seminar specifically targeted the female students, looking to address their needs and provide them with tailored support and guidance for their academic journey.



Box A: Partners are adopting the WePOWER Internship Module

WePOWER Partners are operationalizing the WePOWER Internship Module, which was launched in December 2022 to promote gender and youth inclusion. Thanks to the efforts of the WePOWER Internship Working Group, Partners like Druk Green Power Corporation (DGPC), Bhutan Power Corporation (BPC) in Bhutan, Feedback Energy Distribution Company (FEDCO) in India, and Water and Power Development Authority (WAPDA), Pakhtunkhwa Energy Development Organization (PEDO), and Lahore Electricity Supply Company (LESCO) in Pakistan have successfully adopted the module.

These Partners are utilizing the resources to enhance their internship offerings. Their efforts have resulted in the graduation of the first-ever “WePOWER” intern [cohorts graduating earlier this year](#).

Here are some key improvements Partners have made based on the WePOWER Internship Module:

- ▶ **Updated Policies and Procedures:** Internship policies and standard operating procedures have been revised to ensure clarity and consistency.
- ▶ **Formalized Roles:** Internship programs now feature Terms of Reference that clearly define roles, responsibilities, and tasks for interns. This allows for a structured work experience.





- ▶ **Financial Support:** Internship programs now offer stipends to support interns during their placements.
- ▶ **Dedicated Mentorship:** Internship coordinators have been appointed to provide guidance and support to interns throughout the program.
- ▶ **Focus on Diversity:** Programs are actively recruiting women interns, and creating cohorts that promote gender balance.
- ▶ **Additional Benefits:** Providing free lodging for interns involved in fieldwork.
- ▶ **Talent Pipeline:** Some utilities, like PEDO and FEDCO, are prioritizing high-performing interns for potential full-time positions upon graduation.

The Internship Module is based on three elements:

- A) A comprehensive literature review of global best practices and research.
- B) Guidance from the WePOWER Internship Working Group.
- C) The WePOWER Questionnaire for SAR Engineering Students on Internships 2022 – Summary of Findings.

The Module consists of:

- ▶ Component 1: [WePOWER Internship Program Employer's Guide](#)
- ▶ Component 2: [Appendix](#) – Summary of Findings and Results of the WePOWER Questionnaire for SAR Engineering Students on Internship in 2022
- ▶ Component 3: [Introductory Video of the Employer's Guide](#) and Training Video for Supervisors / Mentors

We encourage you to read more details about these achievements in the blog [here](#).

Box B: Internship program at NPTI

Under the WePower partnership, NPTI has resolved to strengthen its internship program for women. All 11 regional Institutes of NPTI have been given that mandate, which resulted in a 2023 aggregate of 386 women interns trained at NPTI.

On May 16, NPTI (PSTI) Bengaluru conducted a one-day awareness program on 'Recent Trends in Engineering and Power Management' for undergraduate students of Voltech Multi Tech Engineering College, Chennai. Twenty-two girl students along with 52 boys attended the program. Similar familiarization programs were conducted at Tagore Engineering College, Chennai, University College of Engineering, Anna University, Kanchipuram, and New Prince Shri Bhawani College of Engineering and Technology, Chennai, attended by 19, 50 and 15 girl students respectively.



NPTI (SR) Neyveli offered internship program of two, five and six weeks to third-year and final-year students.

The interns received technical input on the current power scenario, basics of fuel and combustion, and in-depth of details of boiler, turbine, generator with auxiliaries of power plant equipment. They also learnt about generator, transformer, switch yard equipment and basics of instrumentation of thermal power plants. They were also given details of other types of power-generating plants such as nuclear plants and renewable energy sources such as solar, wind, hydro, biomass and biofuel.

The highlight of the internship program were visits to a power plant, a 130 MW solar power plant and a 33/110 KV solar pooling sub-station at NLC India Limited, Neyveli. A total of 503 students attended the internship program on power plant familiarisation of which 116 were women students.



PESCO organizes a study tour

Pakistan

Peshawar Electric Supply Company organized a study tour to the 132 KV Grid Station Taru Jabba in Nowshera. The tour sought to provide participants, particularly female students from Std 9 and 10 at WAPDA Girls High School in Peshawar, with a practical understanding of the operations and importance of the grid station. The tour was organized and executed by the PMU PESCO Team. During the visit, the students gained insight into the functioning of the 132 KV Grid Station and its role in transmitting and distributing electricity to homes, businesses and industries. They also received hands-on knowledge about various essential electrical equipment such as power transformers, circuit breakers, surge arrestors and isolators.



Grameen Shakti conducts Solar Technology Training

Bangladesh

The Dhaka Mohila Polytechnic Institute engaged Grameen Shakti to set up a solar rooftop system. Seizing this opportunity, Grameen Shakti conducted a one-day solar technology training focused on solar rooftop systems for the female students of the institute's electronics department. The training included both theoretical and practical aspects of designing and installing solar rooftop systems. Additionally, the trainers discussed career opportunities in Bangladesh's renewable energy sector. The session was highly interactive, with over 60 enthusiastic students in participation. The event also included discussions on current and upcoming WePOWER initiatives. The training was led by Abdul Arif, Arafath Mustafa and Rubaya Nasrin from Grameen Shakti.



Tata Power organizes sessions on STEM education

India

In 2023, Tata Power Delhi Distribution Limited organized sessions for 11th and 12th-grade girls from government schools to inspire them to pursue STEM education. These sessions sought to break gender stereotypes and present the students with a variety of academic and career opportunities. The sessions provided information on higher education and career paths in STEM, highlighting the importance of these fields in a tech-centric world. The training, conducted by female trainers from Roshni NGO and facilitated by Tata Power-DDL, equipped the students with knowledge of potential careers post-technical education. Success in STEM can enhance confidence and a sense of achievement, empowering the girls to excel in the digital era and the modern workforce.



WAPDA organizes TED Talk session

Pakistan

WAPDA organized a TED Talk session at WAPDA Girls College Tarbela for over 300 students. The session featured female engineers who aimed to inspire the students to pursue careers in the Energy sector. The goal was to motivate the female students to focus on professional development and leadership. The training, specifically for female STEM students, was provided by Afshan Mallah, Deputy Director (Executive Engineer) of Electrical. Mallah discussed the relationship between water resources, environmental and social development, and flood control. The beneficiaries learned how to choose specializations within their fields and enhance their professional skills.



PESCO organizes study visit

Pakistan

The Peshawar Electric Supply Company (PESCO) organized a visit for 10th-grade girls of Peshawar Model Girl High School to the 132 kV Grid Station University. The visit, which was part of an educational initiative, sought to spark curiosity and integrate theoretical knowledge with real-world applications, potentially inspiring future studies in the field. The students were given a firsthand experience of the grid station, enhancing their understanding of power distribution and allowing them to see theoretical concepts in action. The visit also served to bridge the gap between classroom learning and practical application, reinforcing academic concepts.



NEnA conducts outreach program

Nepal

To celebrate the International Day of Women and Girls in Science, the Women Coordination and Welfare Committee (WECWC) of the Nepal Engineer's Association (NEnA) held a 'Girls in STEM' outreach program at Shree Dahu Secondary School in Ramechhap district on February 12. The event was attended by 60 female students. Engineer Kushalta Nyoupane, an Executive Member of NEnA and WePOWER focal person, discussed the importance, opportunities and challenges of STEM education. Dr Shantakala Subedi inspired the students by sharing her experiences in engineering while other WECWC members and engineering students also talked about their reasons for choosing engineering and their experiences in the profession. At the end, WECWC presented a memento to the school and stationery and reading materials to the students.

Box C: STEM Education report launch

The 'Engendering Access to STEM Education and Careers Report' which was published by the World Bank in June, 2023. This regional report provides insights and broad recommendations to address challenges for women and girls in enrolling in STEM education programs and pursuing STEM careers. In-person book launch events were held from October-December 2023 in Washington DC and Sri Lanka, which were attended by WePOWER Partners.



Photo: STEM Report book launch attended by WePOWER Partners in Colombo, Sri Lanka on December 12, 2023

Pillar 2: Recruitment



IEEE-WIE organizes field visit for school students

India

The Institute of Electrical and Electronics Engineers (IEEE), Women in Engineering organized a visit to the KPR Institute of Engineering and Technology's Experience Engineering for around 1.000 school students of the Coimbatore district of Tamil Nadu. This learning space is the first of its kind in the country, dedicated to providing an integrated learning experience in civil, electrical and mechanical engineering skills. During the visit, the students had the opportunity to learn about power generation and distribution, various methods of power generation, materials and structures, and more. The Experience Engineering program offers an innovative industry-aligned skilling experience, supported by a vast repository of digital learning content and interactive project engineering showcases.



CPPA-G conducts internship program

Pakistan

CPPA-G facilitated 15 internships in the first half of 2023, with a focus on skill development and gender diversity. The internships were designed as on-the-job training, where the interns were actively involved in performing real-time assignments, allowing them to gain hands-on expertise. The beneficiaries of these internships included students pursuing engineering degrees and fresh graduates, especially female students from STEM fields, helping them acquire practical knowledge and experience in the Power Sector Operations related to their field of study. Along with technical proficiency, the participants also developed critical soft skills, necessary for the professional world.



LESCO organizes Paid Internship Program

Pakistan

LESCO organized a two-month Paid Internship Program for female students to provide them with practical knowledge of real-time operations, other than opportunities to develop leadership and management skills and gain insight into Pakistan's Energy sector. Mentors from different departments played a crucial role in guiding the interns, who were provided with clear Terms of Reference and a structured learning track. The interns also contributed valuable input through end-of-engagement reports. Overall, the cohort grouping of female students proved to be beneficial, addressing various issues and enhancing their overall learning experience.

PESCO organizes internship program

Pakistan

Peshawar Electric Supply Company (PESCO) organized an internship program aimed at empowering final-year female students by providing them with valuable real-world experience to complement their academic knowledge. The program offered hands-on training in various important departments within PESCO, including the Project Management Unit (PMU), Planning & Engineering (P&E Team), Field Operation Team and IT Team. The internship program allowed participants to witness the synergy between academic knowledge and practical skills, preparing them better for their careers. The participants gained practical insights and skills directly aligned with their career path.



PESCO's hiring program for widowed women

Pakistan

PESCO initiated a hiring program, employing 10 women who had lost their husbands or fathers while in service. This initiative demonstrates PESCO's commitment to social responsibility by offering support and employment to those affected by such tragedies. The beneficiaries, the 10 newly hired female employees, now have a renewed sense of security and stability, which underscores the importance of providing assistance to those facing hardships and the positive impact of such support on the community.

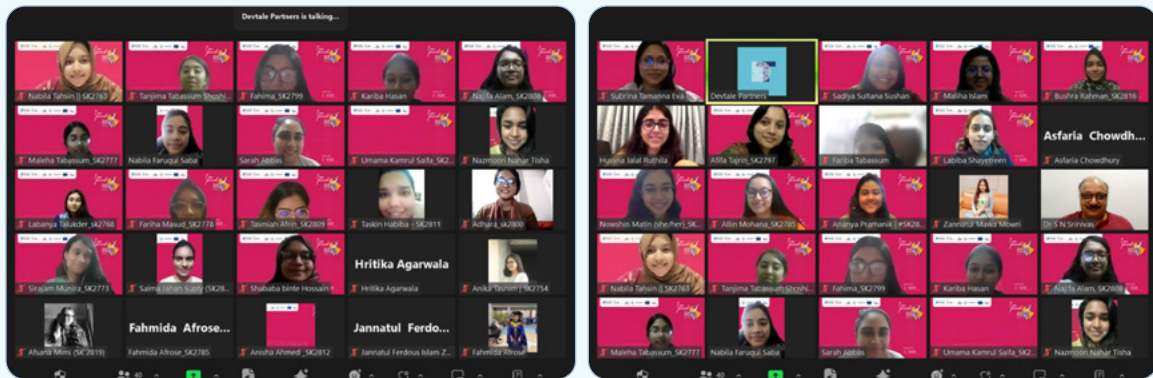
Box D: ShoktiKonna Leadership Program

Shoktikonna 2023: Empowering women in Energy

The WePOWER-supported Shoktikonna program launched its second cohort, the ‘Shoktikonna Leadership Cohort 2023’ in November. Seventy-five female candidates were selected through a rigorous application process. In March 2022, the initiative launched its inaugural cohort comprising 45 participants. The program’s concept development and training were conducted under the guidance of WePOWER.

The 75 talented engineering students and young professionals of the second cohort embarked on a journey of nearly 70 hours of online learning modules and virtual training sessions led by eminent global energy experts and industry leaders. The curriculum provided invaluable insights and fostered robust discussions on critical topics such as everyday leadership, energy transition, climate change and gender equality in the Energy sector. The online sessions received support from various entities, including The World Bank’s Open Learning Campus (OLC) and its academic network, University of Illinois, European Commission’s DG INTPA and DG ENER, European Investment Bank (EIB), Florence School of Regulation and numerous experts who actively engaged with the Shoktikonna participants in virtual interactions.

As a component of the cohort, the Shoktikonna Leadership and Career Summit was held in Dhaka on December 2. The summit focused on the necessity for increased female leadership in the worldwide green transition. This interactive event attracted 100 participants, including young women graduates from STEM fields, engineering professionals, decision-makers and representatives from 20 energy companies, offering promising internship opportunities to graduates. Notable organizations such as Grit Technologies, Grameen Shakti and Total Energies SE expressed their commitment to nurturing emerging talent in the renewable energy landscape.



As part of their journey, participants also engaged in a solve-a-thon competition on International Women’s Day 2024, alongside the graduation ceremony. They leveraged their newfound knowledge to address real-world Energy sector challenges in Bangladesh. The prizes for solve-a-thon champions and top performers offer them the opportunity to participate in international outreach programs and further training opportunities. The graduation was presided over by the State Minister of the Ministry of Power, Energy, and Mineral Resources, along with top executives from WePOWER Bangladesh partners.

The Shoktikonna program has been organized by Devtale Partners in collaboration with the World Bank, EU, GIZ and USAID. Supported by both the public and private sectors, this initiative seeks to significantly contribute to the demand for a skilled workforce, overcoming barriers that hinder the recruitment of women in the Power sector, and also bridge the academia-industry gap.

For more information about Shoktikonna, visit www.shoktikonna.org

Please see our feature story [here](#) and blog post [here](#).

Pillar 3: Development



Grameen Shakti conducts training program for women beneficiaries

Bangladesh

Grameen Shakti conducted a training program for women beneficiaries, focusing on various sustainable solutions such as solar streetlights, biogas plants, bamboo-made slurry pist, rainwater harvesting systems, solar-powered insect traps, solar powered electric sewing machines and improved cook stoves. The training sought to enhance the capacity of the beneficiaries in operating and maintaining these solutions. The main recipients of the training were Climate Vulnerable Women. They gained knowledge of climate adaptation and mitigation measures. The training was facilitated by Rubaya Nasrin, Assistant Project Manager from Grameen Shakti.

IEEE-WIE organizes The Power Hour Saga

Sri Lanka

The Institute of Electrical and Electronics Engineers (IEEE), Women in Engineering (WIE) Sri Lanka, organized an event called 'The Power Hour: Saga to Inspire and Connect'. The first Saga was led by Dr Radheeka Jayasundera Abeyweera, a highly accomplished data scientist with over 15 years of experience in analytics, causal inference, experimental design and survey research. Her inspiring story on building a successful career in STEM uplifted the morale of the participants, thus encouraging them to support and uplift one another. The program was open to undergraduates and girls interested in exploring and connecting with STEM education and STEM-related careers. IEEE-WIE Sri Lanka plans to conduct at least four sagas each year, specifically targeting young girls, including schoolchildren and undergraduates, as part of the celebration of International Women in Engineering Day on June 23.

Let's celebrate International Women in Engineering Day 23rd June, 2023

IEEE Women In Engineering Affinity Group of Sri Lanka

The Power Hour

Saga to Inspire and Connect

Meet inspiring women in STEM

Learn from their saga of hard work, dedication and passion in the profession.

- Encourage** to explore and connect with STEM
- Recognition** to the inspiring women in STEM related professions
- Assurance and confidence** to enroll with STEM education
- Role Models** to mentor and inspire younger generation

Stay tuned!

f i l



LECO organizes training for technical professionals

Sri Lanka

Lanka Electricity Company Limited (LECO) organized training programs for their technical professionals to enhance their technical knowledge and provide them with continuous professional development. All female professionals were encouraged to participate in these training programs and hands-on sessions. The trainings covered several areas, including HV/LV Lines Construction, Construction Manual, Tableau, QC guide, and provided opportunities for knowledge sharing. Additionally, some programs, such as 'Training of the Trainer' and IESL 'Charter Coaching Camp', were more focused on career path development. In 2023, LECO organized 12 such training programs.



LESCO conducts soft skill training program

Pakistan

Like every year, Lahore Electricity Supply Company (LESCO) organized a training program in 2023. The purpose of the training, as part of LESCO's comprehensive and ongoing development program, was enhancement of soft skills and management capabilities in employees. The training covered various topics such as time and stress management, team-building exercises to foster collaboration and cohesion, exploration of the '7 Habits of Highly Effective Managers', harnessing emotional intelligence for better decision-making, and nurturing the art of thinking outside the box. With hundreds of employees participating, the company places great emphasis on personal and professional development.



DGPC celebrates International Women's Day

Bhutan

Druk Green Power Corporation Limited (DGPC) celebrated International Women's Day on March 8 at five different work-places. The event focused on discussing the importance of continuing one's career journey, achieving work-life balance and recognizing the social, economic, cultural and political achievements of women from around the world. A total of 147 women employees from both technical and non-technical background participated in the program. The aim of the event was to highlight the importance of women in the workplace and to encourage them to persevere. It also emphasized the importance of work-life balance. The company plans to continue organizing such events across locations to remind women that their contribution is critical to the continuity of the system.



CEB conducts training for senior management of LECO

Sri Lanka

The Ceylon Electricity Board (CEB) in Sri Lanka conducted a training session on Performance Management System for a distribution utility. The training sought to share best practices in developing a performance management system and showcased the in-house system used for CEB's Distribution Division 4. The beneficiaries were the senior management of Lanka Electricity Company (Pvt) Ltd. The main objectives of the training were to teach participants how to model and apply a performance management system in a power distribution company and develop Key Performance Indicators (KPIs) aligned with strategic objectives.

Grameen Shakti's Eco-village Development project

Bangladesh

Grameen Shakti is advancing the Eco-village Development project in Majherchar, Pirojpur, Bangladesh, by creating a model village. As a part of the project, they trained around 30 women from the community in the promotion of clean energy technologies such as biogas plant, improved cook-stove and solar home system. Rubaya Nasrin, Assistant Manager at Grameen Shakti, conducted the training, which covered the fundamentals of clean energy suitable for rural settings. This initiative empowers women at the grassroots level, equipping them to significantly contribute to the adoption of clean energy technologies.



Tata Power DDL conducts sessions for the Women in Leadership League

India

Tata Power DDL conducted exclusive sessions for the Women in Leadership League to foster their professional and personal growth. These sessions sought to enhance leadership skills necessary for the advancement of women leaders within the company. The focus was on easing the transition from individual contributor to leader, improving communication, stakeholder influence, leadership capacity, and recognizing potential gender biases that hinder career progression. Two major sessions were held in Q3, benefiting 91 women employees poised for career advancement. External experts provided training to sharpen leadership traits and competencies, equipping participants with strategic negotiation skills, alliance-building techniques and increased confidence, moving them closer to their goal of leading effectively.



BREB's commitment to professional development

Bangladesh

As a part of Bangladesh Rural Electrification Board (BREB)'s commitment to the professional development of its staff, the training directorate, with its qualified trainers, organized 82 mentorship programs in the last four months of 2023, benefiting 8,084 female recruits. These programs covered diverse topics such as office and record management, electrical safety, computer literacy, financial management, and more. The initiative has enabled the recruits to learn from experienced mentors and peers, demonstrating BREB's dedication to empowering its female workforce and setting a precedent for other organizations in enhancing their skills and competencies.



Box E: SAR-100 Regional Training Program for Women Engineers

WePOWER SAR100 Training for Women Engineers

About the Program

WePOWER-SAR100 is a professional training series for mid-career women engineering professionals from the South Asian Region (SAR) designed to equip them for leadership, ensuring gender diversity in the energy sector. SAR100 provides specialized technical training and networking opportunities to women engineers, and empowers them for senior management roles. Please see: <https://www.sar100-yca-asia.com/>

Collaboration and Expertise

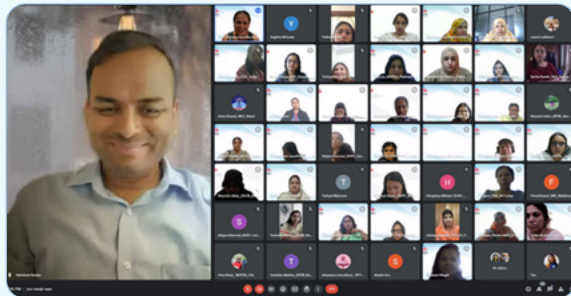
The WePOWER-SAR100 Series is a collaborative regional effort to build gender diversity in the energy and power sector across the South Asia region. An Intra-Regional Working Group was established by the WePOWER Interim-Secretariat. The WePOWER-SAR100 Intra-Regional Working Group (RWG) has national representation from WePOWER Partners and training institutions in Bangladesh, India, Nepal, Pakistan, and Sri Lanka, supported by international institutions in Australia and Thailand.

It taps into the expertise and resources of the Asian Institute of Technology (AIT) and its network of national counterparts recognized for their knowledge infrastructure and outreach in energy and power engineering. The RWG identified the Yunus Center at the Asian Institute of Technology (YCA) as a coordinating hub for the SAR100 Series, given its unique transnational capacity-building remit. YCA's Energy Development: Services, Management, and Technology (EDSMAT) Program designed and delivered the program in collaboration with AIT's Sustainable Energy Transition (SE) faculty, several of whom are ranked among the top 1-2% globally. EDSMAT has trained over 1,600 energy and power professionals across the SAR region since 2012.

Curriculum and Delivery

The RWG approved a curriculum for the WePOWER-SAR100 program, comprising 10 modules, to be delivered in a multi-modal hybrid format, blending online classes with experiential learning on-site. RWG worked closely to combine their knowledge resources while designing and delivering the SAR-100 series in multiple locations. WePOWER Partners nominated participants who were approved through a rigorous application review process.

National partners, particularly Bhutan Power Corporation, Bangladesh Power Management Institute, National Power Training Institute (India), State Electric Company (Maldives), Nepal Electricity Authority, WAPDA Staff College (Pakistan), and Ceylon Electricity Board (Sri Lanka) were heavily involved in the program. Each country will integrate modules developed for SAR100 into their national programs.





Program Completion

Ten Modules were delivered over 8 months from July 2023 to Feb 2024. Each with 15 hours of online classes 7.5 hours of supervised self-study, and 1.5 hours of interactive sessions during the capstone. Over 240 hours of teaching time spread across 8 months. The graduates were graded on their work and participation in the classes. Masters level capstone papers which were reviewed by the tutors, were a requirement for graduation.

1. Regional Power Systems & Renewable Energy Integration
2. Planning and design of integrated Power Systems
3. Operation and Control of Integrated Power Systems
4. Maintenance & Optimization of Integrated Power Systems
5. Power Markets & Regulatory Frameworks in South Asia
6. Power Market Operation and Trading
7. Renewable Energy Integration in Power Markets
8. Power Market Planning & Governance in South Asia
9. Distribution and Distributed Generation
10. Women and Leadership

The 5 day long capstone week will feature field visits and in-person tutoring before the graduation ceremony on the 8th of March (International Women's Day).

Table: WePOWER Large Systems Training Program Working Group (SAR100)

Country	Organization	Nominees
Global	Asian Institute of Technology in Bangkok	Dr. Faiz Shah Executive Director, Yunus Center AIT Program Director, Energy Development: Services, Management & Technology (EDSMAT) Program
Bangladesh	Bangladesh Power Management Institute	Mr. M Raihan Akhter Director (Admin & Finance)
Pakistan	Central Power Purchasing Agency (CPPA-G)	Mr. Usman Khalid Assistant Manager, Market Operations and Development
Sri Lanka	Ceylon Electricity Board Training Center	Eng. Theja Jayathilaka EE, AM (Assets Management) for organizing training programs
Thailand	Electricity Generating Authority of Thailand	Mr. Chatchai Mawong Director - Hydro and Renewable Energy Power Plant Development Division,
Global/ India	Institute of Electrical and Electronics Engineers	Prof Dr. Mini Thomas Electrical Eng Department, Jamia Millia Islamia Dean, Faculty of Eng & Tech, JMI & Past Director, National Institute of Technology, Tiruchirappalli
Nepal	Institute of Engineering	Dr. Sangeeta Singh Professor, Coordinator of Architecture in Energy for Sustainable Social Development (MSESSD) Program
Australia	Melbourne Energy Institute – University of Melbourn	Dr. Pierluigi Mancarella Program Leader, Energy Systems Melbourne Energy Institute Chair Of Electrical Power Systems Electrical and Electronic Engineering
India	National Power Training Institute	Dr. Tripta Thakur Director General
India	Power System Operation Corporation (POSOCO)	Mr. S.K. Soonee former Chief Executive Officer, Senior Advisor
Pakistan	WAPDA Academy	Mr. Anwar ul Haq GM Training Institutions and Education
Global	World Bank	Dr. Debabrata Chattopadhyay Senior Energy Specialist, World Bank

Pillar 4: Retention



WAPDA expands family-friendly policies and facilities throughout Pakistan

Pakistan

WAPDA has family-friendly policies aimed at retaining women employees after they have started a family. To this purpose, WAPDA extends all facilities (women hostels, separate offices, restrooms at work, day care centres, transport facilities) at every WAPDA project site in Pakistan. Pictured above is the day care center.

Additionally, WAPDA has also renovated two daycare centers at its head office in Lahore. The renovation included theme-based wallpaper for children, installation of LED lights for educational purposes and introduction of educational games. This renovation benefits female employees of WAPDA from various departments.

LESCO establishes on-site daycare center

Pakistan

Lahore Electric Supply Company (LESCO) has established an on-site daycare for the children of female employees, which benefits 20 workers and over 30 children. In addition to the daycare, LESCO offers convenient commuting options, a dedicated prayer area, proximity-based job postings, a comprehensive policy for harassment at work and various paid leave options. These facilities and policies seek to foster an inclusive workplace, reduce absenteeism and turnover, as well as improve dedication and performance.



WAPDA's initiatives for retaining women employees

Pakistan

The Water and Power Development Authority (WAPDA) took several initiatives in 2023 to support and retain female employees. They established four daycare centers at various project locations, providing a secure environment for the children of female staff. These daycare centers are complete with educational amenities and trained nannies. WAPDA also set up separate hostels for female employees at all project sites to ensure a safe and supportive living space, encouraging their professional growth. Additionally, WAPDA conducted seminars on workplace harassment, educating women about the Harassments Act 2010 and strategies to handle such issues, with sessions led by Farhana Mazhar, the focal person of WAPDA's Harassment Committee.



MEPCO's daycare center

Pakistan

MEPCO daycare center, established in 2013 in collaboration with the USAID Power Distribution Program, provides childcare services to the organization's female employees. At present, the center provides childcare facilities to 17 working female staff and 30 children. The facility is available to female engineers and staff from various departments such as administration, accounts, finance and commercial.



Box F: WePOWER Returning Mothers Module



WePOWER is working on creating a Returning Mothers (Parents) module to support our Partners with retaining the talented women working in their companies.

In South Asia, many women quit their jobs after marriage and childbirth, leading to obstacles for power utilities in retaining working mothers. WePOWER has a module specifically designed for returning mothers and working parents who are re-entering the workforce after a break to raise their children. This transition can be challenging, and the network aims to provide support to power utilities to retain more women employees with children.

Our WePOWER partners have provided many policies and facilities to support them since the 1980s/1990s. With our upcoming Returning Mothers campaign, we showcase the policies and facilities that WePOWER Partners are providing. We hope to motivate the power sector institutions to retain more women professionals and increase more women leaders in the energy sector.

Pillar 5: Policy & Institutional change



International Women's Day at BSES Rajdhani Power Limited

India

On March 8, BSES celebrated International Women's Day with the theme 'Embracing Equity' by organizing the 'Sparkling Serooes' event. It put the spotlight on the contribution of women employees. All employees and staff across different locations attended the event virtually, while high-performing women from various positions, including their spouses, were invited to the event. The highlight of the event were the sessions conducted by Shalini Singh, IPS, Special Commissioner of EOW, Delhi Police, and Aticka Dhandia of the Art of Living Foundation. BSES is committed motivating and rewarding high-performing women employees and recognize role models as inspiration for other such workers.



Tata Power-DDL's flexible work policies

India

Tata Power-DDL is committed to fostering a supportive work environment for female employees, particularly during critical life stages like maternity. The company's women-friendly policies include maintaining performance ratings, offering flexible work hours, re-orientation programs, and childcare service reimbursements to promote workplace diversity. This year, the company enhanced its maternity leave policy, granting extended leave to 20 women after their standard 26 weeks. Additionally, Tata Power-DDL has also implemented a Flexible Work policy to aid women employees in balancing their professional and personal responsibilities, particularly after maternity leave. In the second half of 2023, 16 women benefited from this policy, which is part of a comprehensive support system encompassing pre-maternity, maternity, and post-maternity phases. The policy ensures that terms of employment remain unaffected while allowing for flexible work arrangements, such as adjusted work hours or partial remote work, in consultation with their supervisors.

BREB's inclusive approach in recruitment practices

Bangladesh

The Bangladesh Rural Electrification Board (BREB) has taken a significant step towards gender equality by including female representatives on its recruitment committee. In the last five recruitment drives, 45 female employees played key roles in ensuring fairness and transparency, with 30 as invigilators, 16 as written examiners, and one as a board member on the viva voce panel. The inclusion of women in the recruitment process underscores BREB's commitment to gender diversity, women's empowerment and acknowledgment of their skills. Such practices can inspire other women within BREB to advance their careers and attract more skilled female candidates, enriching the organization's talent pool and boosting performance. Other organizations can learn from BREB's example to foster gender diversity and inclusion, leveraging the unique insights and experiences of women to create a more supportive environment for all candidates, which can lead to retaining and attracting more qualified female professionals across various industries, ultimately enhancing organizational success and reputation.

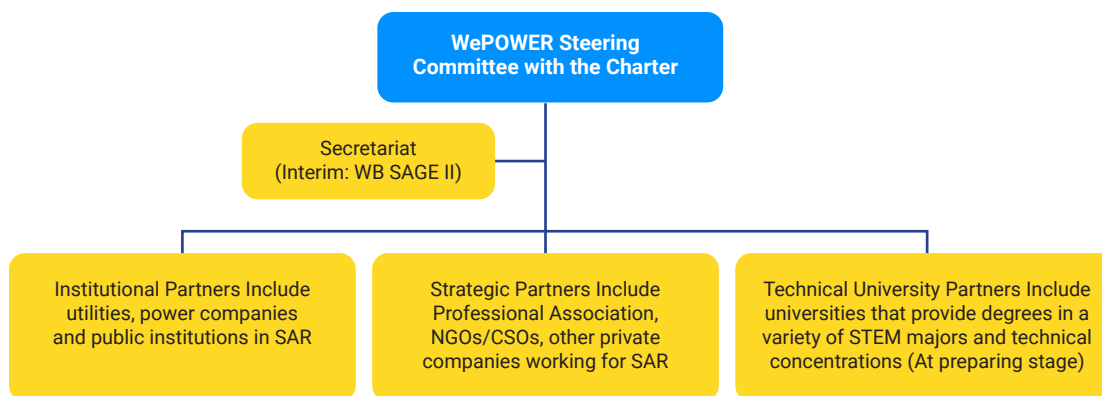




7 Appendices

A. WePOWER Organizational Chart, List of Steering Committee Members

Figure I: WePOWER Organizational Chart 2019-23



B. WePOWER Steering Committee with the Charter

Table I: Composition of the WePOWER Steering Committee

Title	Name of participant	Designation	Name of the organization
Mr	Sohel Ahmed	Managing Director	Grameen Shakti
Dr	Bozenna Pasik-Duncan	Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE WIE) Chair/ Charmain Williams, IEEE WIE Senior Manager, Professor, University of Kansas, Mathematics Department	IEEE-WIE
Ms	Kiran Gupta	Head, Customer Service	Tata Power Delhi Distribution Ltd.
Mr	Shoaib Taqi	General Manager (LA&R/HRD)	WAPDA (The Water and Power Development Authority)
Mr	Francesco Tornieri	Principal Social Development Specialist	Asian Development Bank

C. WePOWER Working Group Members

Table 2: WePOWER Large Systems Training Program Working Group

Country	Organization	Nominees
Thailand (Asia)	Asian Institute of Technology in Bangkok	Dr. Faiz Shah Executive Director, Yunus Center AIT Program Director, Energy Development: Services, Management & Technology (EDSMAT) Program
Bangladesh	Bangladesh Power Management Institute	Mr. M Raihan Akhter Director (Admin & Finance)
Pakistan	Central Power Purchasing Agency (CPPA-G)	Mr. Usman Khalid Assistant Manager, Market Operations and Development
Sri Lanka	Ceylon Electricity Board Training Center	Eng. Theja Jayathilaka EE, AM (Assets Management) for organizing training programs
Thailand	Electricity Generating Authority of Thailand	Mr. Chatchai Mawong Director - Hydro and Renewable Energy Power Plant Development Division,
Global/ India	Institute of Electrical and Electronics Engineers	Prof Dr. Mini Thomas Electrical Eng Department, Jamia Millia Islamia Dean, Faculty of Eng & Tech, JMI & Past Director, National Institute of Technology, Tiruchirappalli
Nepal	Institute of Engineering	Dr. Sangeeta Singh Professor, Coordinator of Architecture in Energy for Sustainable Social Development (MSESSD) Program
Australia	Melbourne Energy Institute – University of Melbourn	Dr. Pierluigi Mancarella Program Leader, Energy Systems Melbourne Energy Institute Chair Of Electrical Power Systems Electrical and Electronic Engineering
India	National Power Training Institute	Dr. Tripta Thakur Director General
India	Power System Operation Corporation (POSOCO)	Mr. S.K. Soonee former Chief Executive Officer, Senior Advisor
Pakistan	WAPDA Academy	Mr. Anwar ul Haq GM Training Institutions and Education
Global	World Bank	Dr. Debabrata Chattopadhyay Senior Energy Specialist, World Bank

Table 3: WePOWER Small Systems Training Program Regional Working Group

Country	Organization	Nominees
India	National Power Training Institute (NPTI)	Dr. Tripta Thakur Director General
		Mr. NR Halder Director Training
		Ms. Bhawana Choudhary Deputy Director
India	India Green Skills Council (GSC)	Mr. Arpit Sharma, COO
Nepal	Alternative Energy Promotion Center (AEPC)	Ms. Pratima KC, Senior Officer
Bangladesh	Grameen Shakti	Mr. Sohel Ahmed Managing Director
Bangladesh	Infrastructure Development Company Limited (IDCOL)	Mr. Zia Uddin Jewel Assistant Manager, Renewable Energy
India	Feedback Energy Distribution Co. Ltd. (FEDCO)	Mr. Samarjit Mohanty CEO
Pakistan	K-Electric (KE)	Mr. Bilal Mall Senior Manager Learning Development
Global	International Solar Alliance (ISA)	Ms. Jyotsna, Corporate Strategy and Planning
India	Self-Employed Women's Association (SEWA)	Mr. Devesh Shah CEO, GTNFW
	Grassroot Trading Network for Women	Ms. Naimisha Joshi Senior Coordinator, SEWA

Table 4: WePOWER HRM Best Practices Working Group

Country	Organization	Nominees
Nepal	Alternative Energy Promotion Center (AEPIC)	Ms. Pratima KC, Senior Officer
India	Feedback Energy Distribution Co. Ltd. (FEDCO)	Mr. Samarjit Mohanty CEO
Bangladesh	Grameen Shakti	Mr. Sohel Ahmed Managing Director
India	India Green Skills Council (GSC)	Mr. Arpit Sharma, COO
Bangladesh	Infrastructure Development Company Limited (IDCOL)	Mr. Zia Uddin Jewel Assistant Manager, Renewable Energy
Global	International Solar Alliance (ISA)	Ms. Jyotsna, Corporate Strategy and Planning
Pakistan	K-Electric (KE)	Mr. Bilal Mall Senior Manager Learning Development
India	National Power Training Institute (NPTI)	Dr. Tripta Thakur Director General
		Mr. NR Halder Director Training
India	Self-Employed Women's Association (SEWA)	Ms. Bhawana Choudhary Deputy Director
	Grassroot Trading Network for Women	Mr. Devesh Shah CEO, GTNFW
		Ms. Naimisha Joshi Senior Coordinator, SEWA

C. List of All WePOWER Partners in 2023

Table 5: 1st Group Partners: Joined from WePOWER Launch in Nepal Conference (Feb. 2019)

Organization Name	Country	LoAs Download
1. Da Afghanistan Breshna Sherkat (DABS)*	Afghanistan	DABS Agreement (LoA 2021-22)
2. Grameen Shakti (GS)	Bangladesh	GS Agreement (LoA 2021-22)
3. Institute of Electrical and Electronics Engineers, Bangladesh Section (IEEE-BDS)	Bangladesh	IEEE-BDS Agreement (LoA 2021-22)
4. Institute of Electrical and Electronics Engineers, Women in Engineering in India (IEEE WIE-India)	India	IEEE WIE-India Agreement (LoA 2021-22)
5. Women Engineers Pakistan (WEP)*	Pakistan	WEP Agreement (LoA 2021-22)
6. Women in Energy Pakistan (WIE)	Pakistan	WIE Agreement (LoA 2021-22)
7. Stantec*	Global (Nepal and Pakistan)	Stantec Agreement (LoA 2021-22)
8. Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE-WIE) Central	Global (Bangladesh, India, and Sri Lanka)	IEEE WIE Central Agreement (LoA 2021-22)

*Partner Inactive

Table 6: 2nd Group Partners: Joined from Manila Conference (Nov. 2019)

Organization Name	Country	LoAs Download
12. Infrastructure Development Company Limited (IDCOL)	Bangladesh	IDCOL Agreement (LoA 2021-22)
13. Bangladesh Power Development Board (BPDB)	Bangladesh	BPDP Agreement (LoA 2021-22)
14. Bhutan Power Corporation (BPC)	Bhutan	BPC Agreement (LoA 2021-22)
15. Druk Green Power Corporation Limited (DGPC)	Bhutan	DGPC Agreement (LoA 2021-22)
16. Tata Power DDL	India	TATA Power Agreement (LoA 2021-22)
17. Energy Efficiency Services Limited (EESL)	India	EESL Agreement (LoA 2021-22)
18. Karachi Electric (KE)	Pakistan	KE Agreement (LoA 2021-22)
19. The Water and Power Development Authority commonly (WAPDA)	Pakistan	WAPDA Agreement (LoA 2021-22)
20. Ceylon Electricity Board (CEB)	Sri Lanka	CEB Agreement (LoA 2021-22)
21. United States Agency for International Development (USAID)	Global	USAID Agreement (LoA 2021-22)

Table 7: 3rd Group Partners: Joined from 2020

Organization Name	Country	LoAs Download
22. Bangladesh Rural Electrification Board (BREB)	Bangladesh	BREB Agreement (LoA 2020-21) BREB Agreement (LoA 2022-23)
23. Fenaka Corporation Limited (FENAKA)	Maldives	FENAKA Agreement (LoA 2020-21) FENAKA Agreement (LoA 2022-23)
24. Feedback Energy Distribution Co. Ltd. (FEDCO)	India	FEDCO Agreement (LoA 2020-21) FEDCO Agreement (LoA 2022-23)

Table 8: 4th Group Partners: Joined from 2021

Organization Name	Country	LoAs Download
25. Power Grid Corporation of India (POWERGRID)	India	POWERGRID Agreement (LoA 2021-22)
26. Lanka Electricity Company Pvt. Ltd. (LECO)	Sri Lanka	LECO Agreement (LoA 2021-22)
27. Institute of Electrical and Electronics Engineers, Women in Engineering in Sri Lanka (IEEE WIE-Sri Lanka)	Sri Lanka	IEEE WIE Sri Lanka (LoA 2021-22)
28. Pakhtunkhwa Energy Development Organization (PEDO)	Pakistan	PEDO Agreement (LoA 2021-22)
29. Lahore Electric Supply Company (LESCO)	Pakistan	LESCO Agreement (LoA 2021-22)

Table 9: 5th Group Partners: Joined from 2022

Organization Name	Country	LoAs Download
31. National Association of Community Electricity Users' Nepal (NACEUN)	Nepal	NACEUN Agreement (LoA 2022-23)
32. Nepal Electricity Authority (NEA)	Nepal	NEA Agreement (LoA 2022-23)
33. BSES Rajdhani Power Limited (BRPL)	India	BRPL Agreement (LoA 2022-23)
34. Institute of Engineering (IOE)	Nepal	IOE Agreement (LoA 2022-23)
35. BSES Yamuna Power Limited (BYPL)	India	BYPL Agreement (LoA 2022-23)
36. Multan Electric Power Company (MEPCO)	Pakistan	MEPCO Agreement (LoA 2022-23)

Table 10: WePOWER Partners: Joined from 2023

Organization Name	Organization Name	Country	Organization Type
37. NPTI Agreement (LoA 2022-23)	National Power Training Institute (NPTI)	India	Government Institution
38. HESCO Agreement (LoA 2023-24)	Hyderabad Electric Supply Company (HESCO)	Pakistan	Power Utility
39. PESCO Agreement (LoA 2023-24)	Peshawar Electric Supply Company (PESCO)	Pakistan	Power Utility
40. CPPA-G Agreement (LoA 2023-24)	Central Power Purchasing Agency (CPPA-G)	Pakistan	Public Utility
42. SCGJ Agreement (LoA 2023-24)	Skill Council for Green Jobs (SCGJ)	India	Academic Institution
43. EEL Agreement (LoA 2023-24)	Engro Energy Limited (EEL)	Pakistan	Private Company
44. SLSEA Agreement (LoA 2023-24)	Sri Lanka Sustainable Energy Authority (SLSEA)	Sri Lanka	Power Utility
45. GTNfW Agreement (LoA 2023-24)	Grassroots Trading Network for Women (GTNfW)	India	Public Company
46. VMPL Agreement (LoA 2023-24)	Vision Mechatronics Pvt. Ltd. (VMPL)	India	Private Company
47. NEnA Agreement (LoA 2023-24)	Nepal Engineers' Association (NEnA)	Nepal	Professional Association
48. AEPC Agreement (LoA 2023-24)	Alternative Energy Promotion Centre (AEPC)	Nepal	Government Institution
49. UoR Agreement (LoA 2023-24)	University of Ruhuna (UoR)	Sri Lanka	Academic Institution
50. FOE USJ Agreement (LoA 2023-24)	Department of Electrical and Electronic Engineering, Faculty of Engineering, University of Sri Jayewardenepura (FOE USJ)	Sri Lanka	Academic Institution

D. 2023 Partners - Detailed Breakdown

Figure 2: WePOWER Partners in 2023 by Institution Type

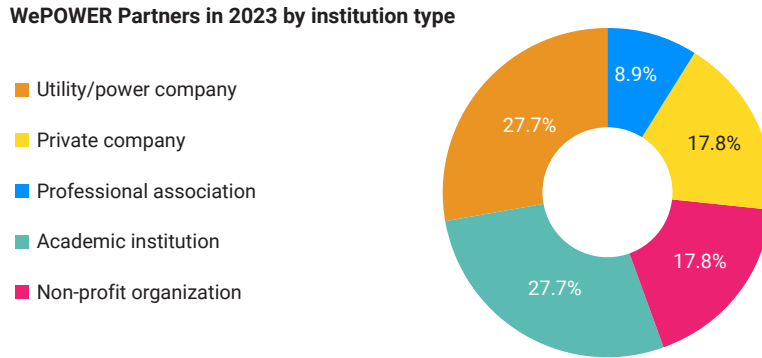
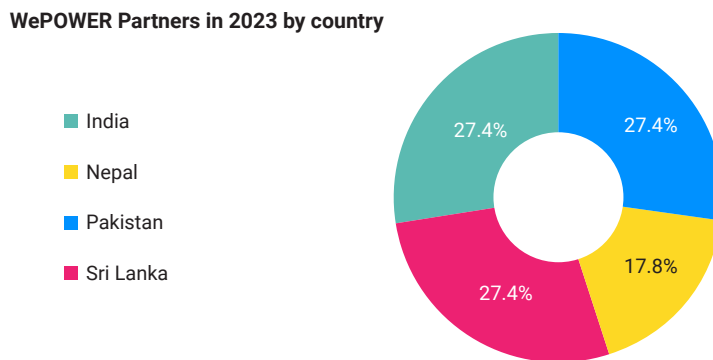
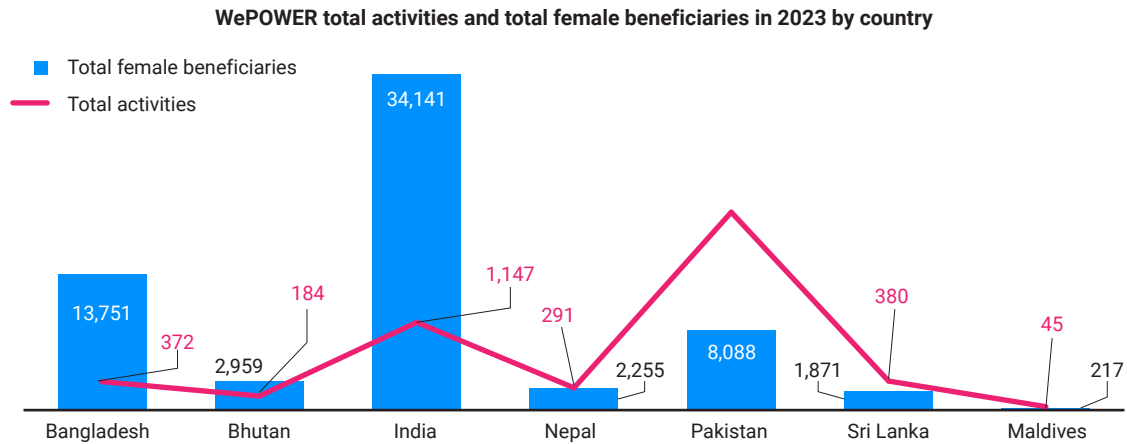


Figure 3: WePOWER Partners in 2023 by Country



E. Detailed Aggregated Results 2023 by Country



F. Detailed Results by Activity Types

Row Labels	Total Target Activities	Total Actual Activities	Total Target Participants	Total Actual Participants	% Activities Implemented	% Female Beneficiaries
1-1 Role Models for Women Students: # of Female Role Models, # of Female Students	78	87	922	914	112%	99%
1-3 Study Tours/Field Visits	42	251	588	607	598%	103%
1-4 Scholarships	13	41	22	16	315%	73%
1-5a Workshops/Training - STEM Education Awareness [In-person]*	218	197	5,403	10,145	90%	188%
1-6 Mentorship for Women Students	6	3	900	372	50%	41%
1-7 STEM Prizes/Awards	8	3	200	151	38%	76%
1-9 Workshops/Training for School Teachers - STEM Education Awareness	1	4	350	210	400%	60%
1-10a Awareness Workshops/ Training for Women Energy Users [In-person]	0	347	0	67,626	100%	100%
2-1 Career Counseling (Engineering or Energy Sector)	18	13	352	267	72%	76%
2-2a Recruitment Sessions in University (the organization joins)	1	3	50	80	300%	160%
2-3 Job Fair (where the organization joins/conducts)	10	1	292	20	10%	7%
2-5 Internship Program	179	450	724	21,360	251%	2950%
2-7 Workshops/Training - Professional Development [In-person]*	15	5,643	2,064	3,710	37620%	180%
2-8 Workshops/Training - Professional Dev. [Online]	2	1	275	30	50%	11%
2-9 Job Posting	80	0	40	0	0%	0%
2-10 Job Hiring	509	454	866	818	89%	94%

Row Labels	Total Target Activities	Total Actual Activities	Total Target Participants	Total Actual Participants	% Activities Implemented	% Female Beneficiaries
2-11 Women Recruitment/ Job Placement Service for Organizations	340	14	48	272	4%	567%
3-3a Role Models for Women Professionals (with session #)	19	9	60	1 12	47%	187%
3-4 Representation in Technical Projects	11	24	11	45	218%	409%
3-5 Workshops/Training - Personal Dev. for Women Professionals	82	22	73	234	27%	321%
3-6 Workshops/Training - Professional Dev. [In-person] for Women Professionals*	241	559	3,410	5,999	232%	176%
3-7 Workshops/Training - Professional Dev. [Online] for Women Professionals	8	76	335	4,858	950%	1450%
3-8 Mentorship Program for Women Professional Development	15	96	165	8,257	640%	5004%
3-9 Chapters/Networks for Women Professionals	6	2	420	17	33%	4%
3-10a Send Practitioners/ Engineers as Speakers (with event #)	10	15	72	91	150%	126%
3-12 Advisory Services	10	10	250	250	100%	100%
3-14 Dialogue with Executives to Share Their Concerns	1	36	345	448	3600%	130%
3-2 Workshops/Training - Professional Development for Entrepreneurs	13	4	240	347	31%	145%
4-1a Role Models for Retention Issues (incl. post-maternity) (with session #)	2	0	10	0	0%	0%
4-4 Workshops/Training - Personal Dev. for Retention Issues (Incl. post-maternity)	8	6	824	59	75%	7%

Row Labels	Total Target Activities	Total Actual Activities	Total Target Participants	Total Actual Participants	% Activities Implemented	% Female Beneficiaries
4-5 Workshops/Training - Professional Dev. [In-person] for Retention Issues (incl. post-maternity)	4	1	565	150	25%	27%
4-6 Workshops/Training - Professional Dev. [Online] for Retention Issues (incl. post-maternity)	3	8	17	88	267%	518%
4-7 Workplace Harassment Training	12	10	965	600	83%	62%
4-8 Annual Health Check-Up	2	12	116	16	600%	14%
4-10 Operation of Women-Friendly Facilities	66	97	161	1,540	147%	957%
4-11 Operation of Women-Friendly Services	104	134	1,025	4,060	129%	396%
5-1 Women's Representation in Committees/Boards etc.	56	81	100	244	145%	244%
5-2 Corporate Gender Strategy Adopted	6	4	0	0	67%	0%
5-3 Sexual Harassment Policy Adopted	9	8	0	0	89%	0%
5-4 Equal Career Opportunities Policy Adopted	12	11	0	0	92%	0%
5-5 Paid Maternity Leave Policy Adopted	17	14	0	0	82%	0%
5-6 Paid Paternity Leave Policy Adopted	6	4	12	54	67%	450%
5-7 Childcare/Family Leave Policy Adopted	7	5	0	0	71%	0%
5-8 Flexible Work Policy Adopted	10	9	0	0	90%	0%
5-9 Health/Medical Policy Adopted	4	4	0	0	100%	0%
5-10 Recreation Policy Adopted	1	1	0	0	100%	0%

Row Labels	Total Target Activities	Total Actual Activities	Total Target Participants	Total Actual Participants	% Activities Implemented	% Female Beneficiaries
5-11 Other Women-Friendly Policy Adopted	9	4	0	0	44%	0%
5-12 Gender Toolkits/ Resources/Guides/Analytical Works Created*	20	9,167	1,301	6,967	45835%	536%
5-15 Lobbying/Advice for Policy Change Related to Gender and Family	1	1	0	0	100%	0%
5-17 Workshops/Training related to Institutional Policy Changes - Professional Dev.	92	46	1,235	1,326	50%	107%

* Includes indirect beneficiaries and activities

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