How to become a WePOWER Partner?

3rd WePOWER Conference
6 – 8 December 2022
The WePOWER Charter

Section C – Mission

• The mission of WePOWER is to promote women in the energy and power sector in the eight South Asian countries: Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, and Sri Lanka.

Section D – Objective

• The objectives of WePOWER are to: (i) support workforce participation of women in energy projects and institutions; and (ii) promote normative change for women and girls in STEM (Science Technology, Engineering, and Mathematics) education.

Section E – Governance

• Interim Secretariat => day to day Administrative, Coordinating, Convening and Comms
• Steering Committee => Authorization and Guidance on Key Decisions
• Strategic and Institutional Partners => Implement Activities, Reporting and Guidance/Learning
The WePOWER 5 pillars Framework

Socio-Cultural Gender Barriers
- Stereotypes of Power Sector
  - Women’s Ability
  - Perceived gender bias and discrimination
  - Pushback by men
- Negative Stereotypes and Perceived Biases in the Sector
  - Female Role Models
  - Relatable Role Models
- Lack of Role Models in the Sector
  - Gender Gap in Self-Efficacy (Impacted by Gender Bias)
  - Formal Discrimination
- Other
  - People
  - Work
  - Income potential
  - Work-family balance
  - Value of work

Institutional/Structural Gender Barriers
- Low Early Experience/Interest in STEM
- Lack of Gender Friendly Programs/Faculty
  - Women’s Ability
  - Perceived gender bias and discrimination
  - Pushback by men
- Lack of Internship/Training Opportunities
  - Female Role Models
  - Relatable Role Models
- Employer Bias (Hiring, at work)
  - Gender Gap in Self-Efficacy (Impacted by Gender Bias)
  - Formal Discrimination
- Wage Gap

Early Education
- STEM Outreach
  - Professional Role Models
- Recruitment Internship/Networking
- Development Professional/Personal Dev. Trainings
- Mobility to: Set Targets
- Implement Specific Gender Activities
- Learn/Share/Collaborate
- Improve/Scale-up/Innovate

Which ultimately reduces gender barriers and helps more women to join/stay in the power sector.
Value Proposition of WePOWER

WePOWER Banner

• Improve Visibility, Sharing and Learning for your gender activities.
• Scale up your impact by leveraging partnerships/resources

Participate in Local and International Convening Events, Workshops/Trainings

Exclusive WePOWER Training Opportunities

• STEMCom Training (Community of Practice Formed in India)
• USAID Engendering Utilities Workshop (Scholarships)
• Technical Trainings/Sessions by international HR D&I experts (Clare, SHRM)

Communication Support through WePOWER social media/products

Monitoring/Reporting and Advisory Support/Resources

• WePOWER Gender Modules
• HR and Employee Gender Surveys, Gender Reports
• Gender, Diversity and Inclusion Policy adoption
The WePOWER Process

1. WePOWER approaches selected Partner

2. Partner nominates a WePOWER Focal Point

3. WePOWER works with Focal Point to develop Gender Activities with Realistic Targets (List of Activities: LoAs)

4. Partner Senior Management endorses the List of Activities

5. Congratulations! Now you are a WePOWER Partner

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“Congratulations! Now you are a WePOWER Partner”

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“Joining the international training was a good way of exchanging our knowledge, experiences, and skills.”

Ivy Nahar Tisha, assistant engineer at the Bangladesh Rural Electrification Board (BREB)

“A female engineer from Afghanistan”

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“Bringing more than half of the population - females - into the professional energy sector space will improve its performance.”

Demetrios Papathanasiou
Global Director, Energy and Extractives at The World Bank
Why make a LoA?

- Systematic, Progressive and Consultative Approach
- Five Pillars allow a holistic approach w/ supply and demand side
- Gives template to map your internal gender and DNI initiatives
- Helps identify gaps and take affirmative actions
- Gives management a data driven M&E reporting systems
- Engaging with other partners over a common roadmap allow faster learning
Please Note:

- **Simple document** - It is not a binding or legal agreement but an aspirational/goal setting document.
- **Can be existing activities** scaled-up within the capacity of your organization – does not need to cover all 5 pillars.
- **Goal is to showcase** your gender activities and encourage partners and potential partners to share best practices and opportunities for synergies.

WB DOES NOT directly finance the gender activities. Indirect TA and supplementary costs can be covered (e.g. web platform, event space).

*WB Project resources can be allocated towards WePOWER activities for Clients.*
# Lets make a LoA

## Organisation A

- Total employees in your organisation are 900, of which 15% are women
- 3% are in technical roles
- 1% are in leadership roles
- 1 central office with 150 employees and 15 field offices
- Budget and hiring is highly regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 1 week and care giving leave does not exist

## Organisation B

- Total employees in your organisation are 150, of which 20% are women
- 7% are in technical roles
- 1% are in leadership roles
- 1 central office with 50 employees and 15 small field operations
- Budget and hiring is not regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 1 week and care giving leave does not exist
Let's make a LoA

Organisation C

- Total employees in your organisation are 500, of which 25% are women
- 8% are in technical roles
- 2% are in leadership roles
- 1 central office
- Technical jobs include travel outside of town
- Budget and hiring is highly regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 3 week and care giving leave does not exist

Organisation D

- Total employees in your organisation are 150, of which 25% are women
- 8% are in technical roles
- 2% are in leadership roles
- 1 central office
- Technical jobs include travel to remote locations and outside of town
- Budget and hiring is not highly regulated
- Government laws mandate a creche for women and 6 months maternity leave
- Paternity leave is 3 week and 6 days/year care giving leave exists