Ashley Bear, Ph.D., Director, Committee on Women in Science, Engineering, and Medicine at the U.S. National Academies of Sciences, Engineering, and Medicine

Session 7
3rd WePOWER Regional Conference
Bangkok, Thailand (Dec 6-8, 2022)
Overcoming Barriers to Recruitment of Women

A Solutions-Oriented Approach

Ashley Bear, Ph.D., Director, Committee on Women in Science, Engineering, and Medicine at the U.S. National Academies of Sciences, Engineering, and Medicine
Women are underrepresented in engineering worldwide.

16.5%

Women employed in engineering worldwide
Factors that Contribute to Recruiting and Retaining Women in Engineering Education

- Mentorship
- Visible role models
- Connecting to bigger picture and impact on society
- Growth-mindset approaches to engineering education
Practices to Improve Recruitment

• Work continuously to broaden networks of potential applicants and form partnerships
• Interrogate metrics for success and criteria for positions
• Decide on criteria for selection before interview and selection of candidates
• Write clear position descriptions using gender neutral language
• Carry out structured interviews of candidates using a template
• Make the process as transparent as possible
• Highlight inclusive policies and resources when doing recruitment
Practices to Improve Retention

• Create structures that promote fairness and transparency
• Mentorship
• Policies and resources to support family-related and other work-life balance needs
• Setting and widely sharing standards of behavior, including sanctions for disrespect, incivility, and harassment
• Sufficient compensation or recognition
Helping women transition from STEM education to energy sector jobs

Session 7 – Panel Session
3rd WePOWER Regional Conference
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Session 7: Launch The WePOWER Internship Module

The pamphlet is in your bag, and Bring your laptop computer

Yukari Shibuya
Sr. Youth and Gender Specialist
SAGE II team, The World Bank
Does your organization provide an internship program?

- Yes: 50
- No: 8
What for?

- For South Asian Power sector institutions
- To accelerate an impactful result-oriented internship.

For your immediate action!
Free resource - Interactive PDF file (260 pages!)

Play it with each table to understand how to use it
## Who developed it?

### WePOWER Internship Working Group

<table>
<thead>
<tr>
<th>Country</th>
<th>Organization Name</th>
<th>Organization Type</th>
</tr>
</thead>
</table>
| Bangladesh | Grameen Shakti  
 Mr. Sohel Ahmed | NGO |
| Bhutan | Druk Green Power Corporation Limited (DGPC)  
Ms. Tshewang Lhamo | Public Utility |
| Bhutan | Bhutan Power Corporation (BPC)  
Ms. Tshering Choden | Public Utility |
| India | POWERGRID  
Ms. Priti Nahar | Power Company |
| India | Feedback Energy Distribution Organization Ltd. (FEDCO)  
Mr. Samarjit Mohanty | Power Company |
| Pakistan | Pakhtunkhwa Energy Development Organization (PEDO)  
Mr. Javid Khan | Public Utility |
| Pakistan | Lahore Electricity Supply Organization (LESCO)  
Mr. Noman Ahsan | Power Company |
| Pakistan | The Water and Power Development Authority commonly (WAPDA)  
Ms. Mariam Sibtain | Public Utility |
| Sri Lanka | IEEE WIE Sri Lanka  
Dr. Akila Wijethunge | Professional Association |

**Questionnaire on internship**

539 South Asian Engineering Students answered

![Bar chart showing gender distribution of interns by country](chart.png)
WePOWER
Internship Program Module

EMPLOYER’S GUIDE TO A WELL-STRUCTURED, INCLUSIVE, AND YOUTH-FRIENDLY INTERNSHIP PROGRAM

Authors: WePOWER Internship Working Group
How to prioritize the Attributes for your organization?

Option 1: From the Five common problems

Look at PART 1

**Challenge 1:** Interns *Lack Well-defined and Relevant Job Description* Due to the Prevalence of Academic Internship Type in SAR

**Challenge 2:** Interns *Function as Unpaid/Underpaid Short-term Labor* for Organizations and *Lack Certain Protections* Afforded to Staff

**Challenge 3:** A Leaky Pipeline for *School-to-Work is a Major Barrier for Women*, Especially in STEM

**Challenge 4:** Interns are at a *Higher Risk of Being Sexually Harassed*

**Challenge 5:** Organizations May not Have a Clear Vision of *How to Integrate Young People into a Workforce*
How to prioritize for your organization?

Option 2:
From the Three Principles

Look at PART 2
Game Rule – Your table facilitator guides you

1. **Check all Attributes** in the pamphlet that your organization wants to incorporate
2. **Read through** your checked Attributes and their tools in the Employer’s Guide (PDF)
3. **Discuss** with table colleagues **WHY** the selected Attributes are crucial to incorporate for your organization
4. **Via menti.com** Vote the most important 3 Attributes for your organization + Word Cloud: key words of your discussions
5. **Share** what the table discussed
Let us start the Game!
Your Table Facilitator guides you.

http://www.wepowernetwork.org/internships/
Go to www.menti.com and use the code 7586 3105

Vote the most important 3 Attributes for your organization

Slide is not active
Go to www.menti.com and use the code 7586 3105

Please share keywords from your discussion
Share the table discussion
Thank you very much!

WePOWER Internship Working Group

Yukari Shibuya (WePOWER Secretariat)
Ms. Gisu Mohadjer
Operations Adviser, Infrastructure, South Asia Region, World Bank

Closing Remarks
3rd WePOWER Regional Conference
Bangkok, Thailand (Dec 6-8, 2022)
See you in 2023!