



**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)



NATIONAL
ACADEMIES

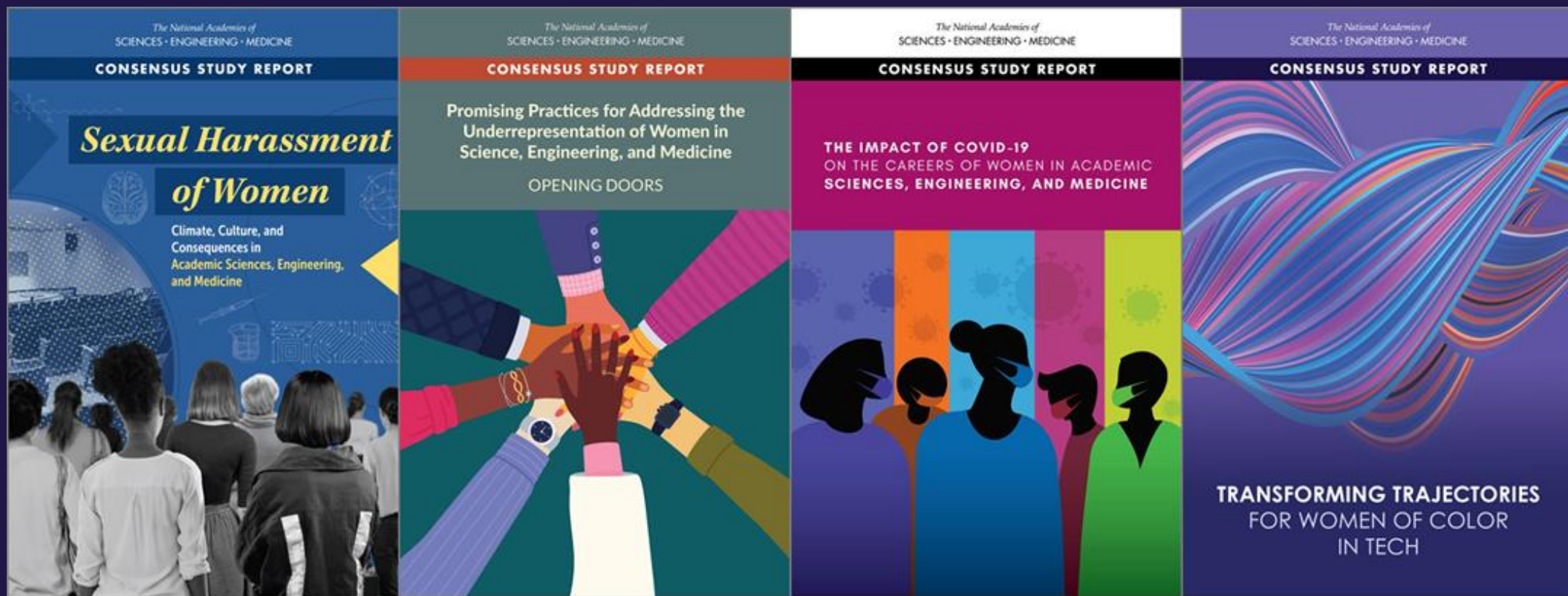
Sciences
Engineering
Medicine

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*

DECEMBER 8, 2022



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



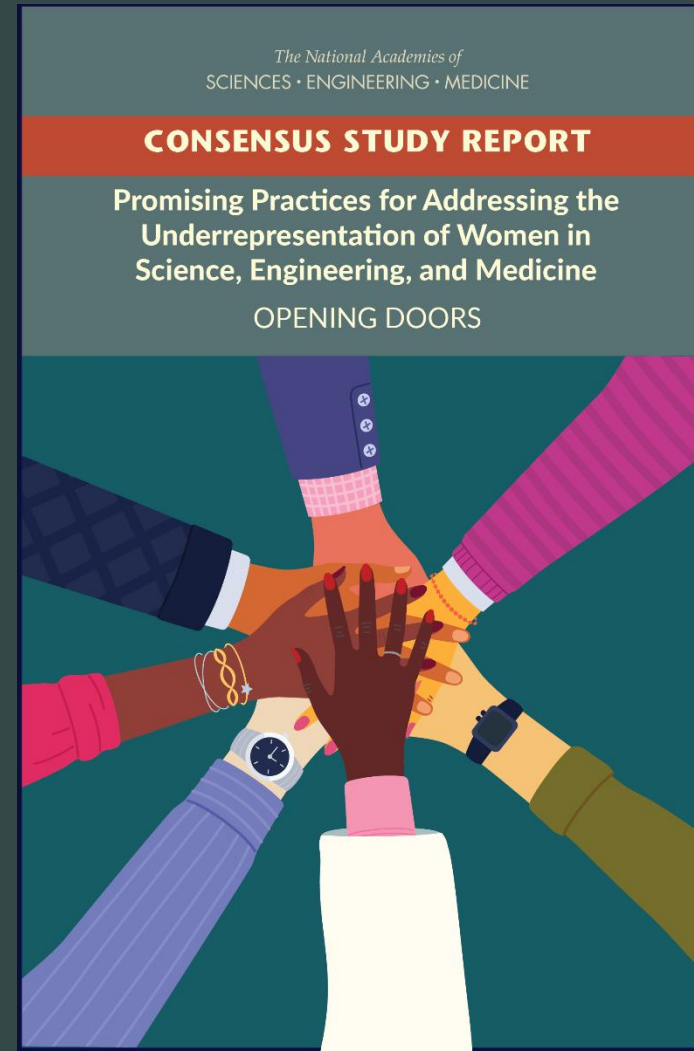
Practices to Improve Recruitment

- 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

Read and Download at
NAP.edu

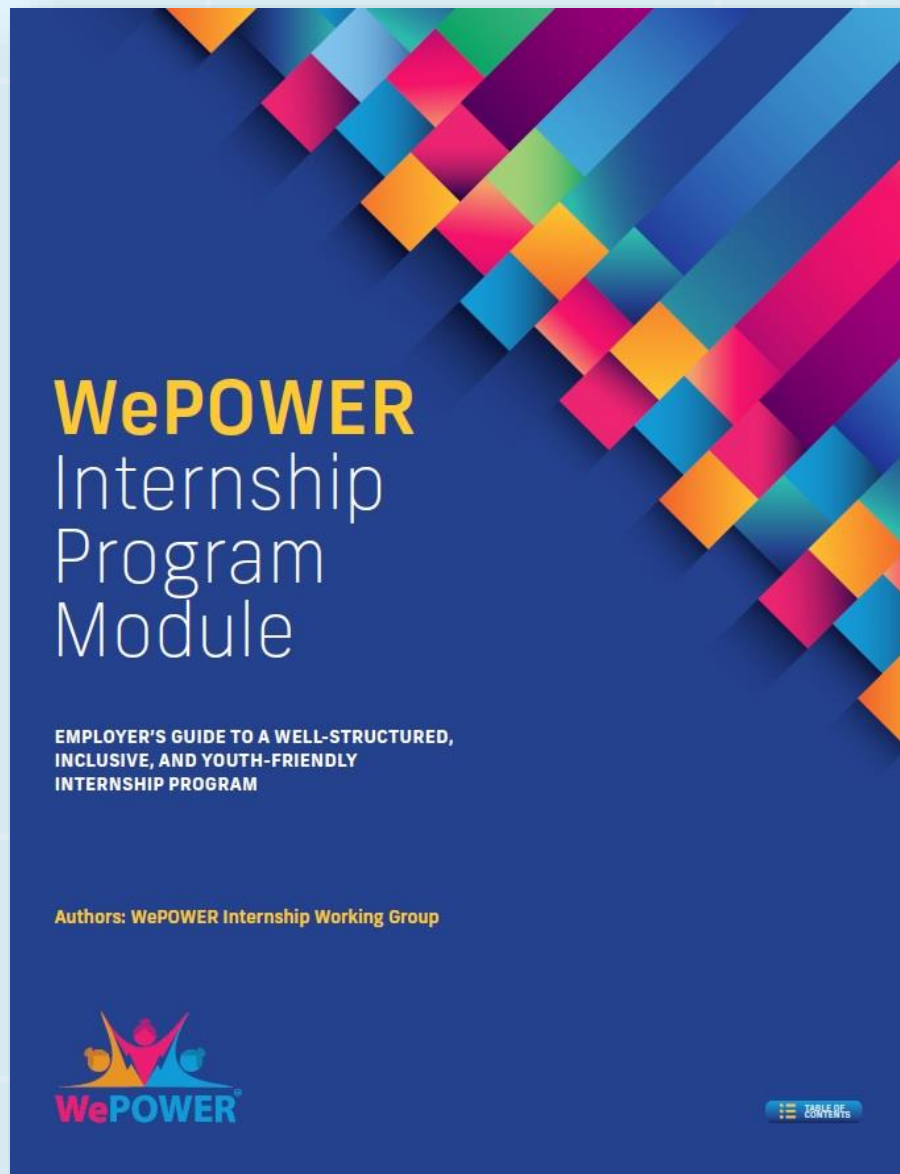




Helping women transition from STEM education to energy sector jobs

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

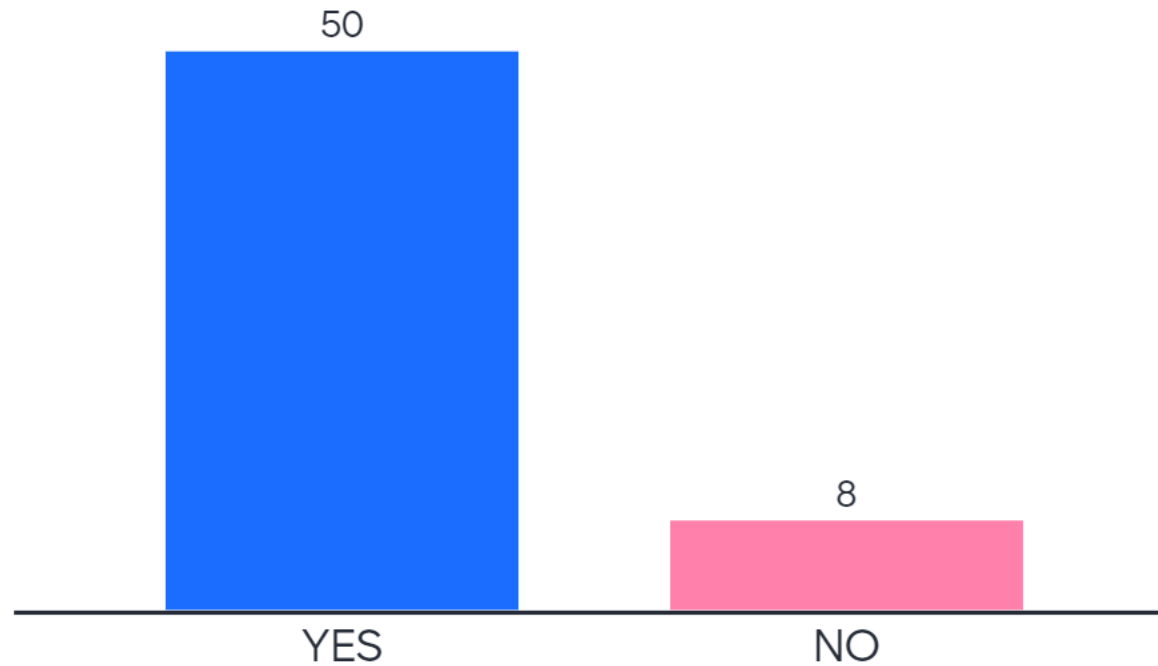
**Sr. Youth and Gender Specialist
SAGE II team, The World Bank**



Go to www.menti.com and use the code 7586 3105

Mentimeter

Does your organization provide an internship program?



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**

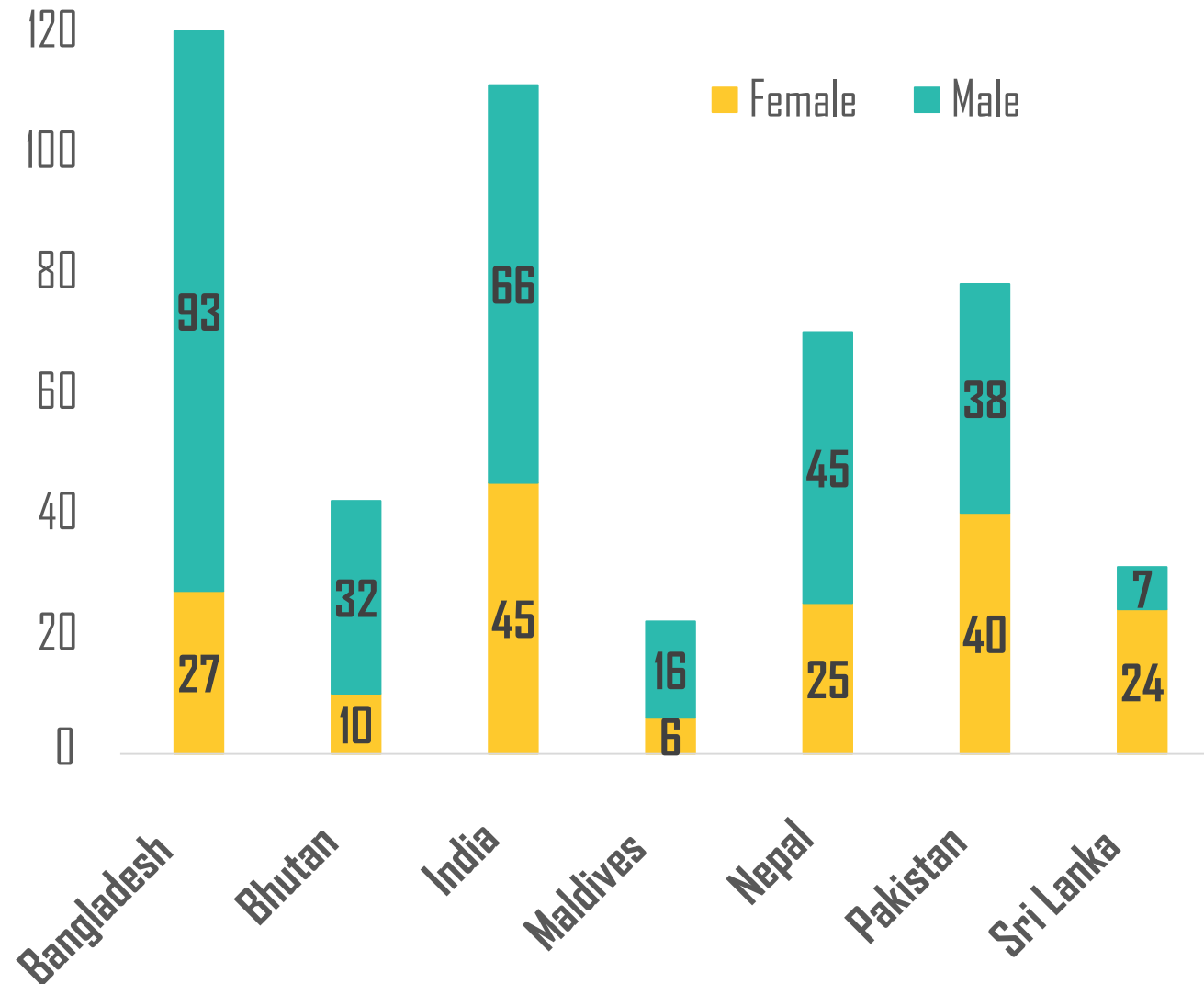
Who developed it?

WePOWER Internship Working Group

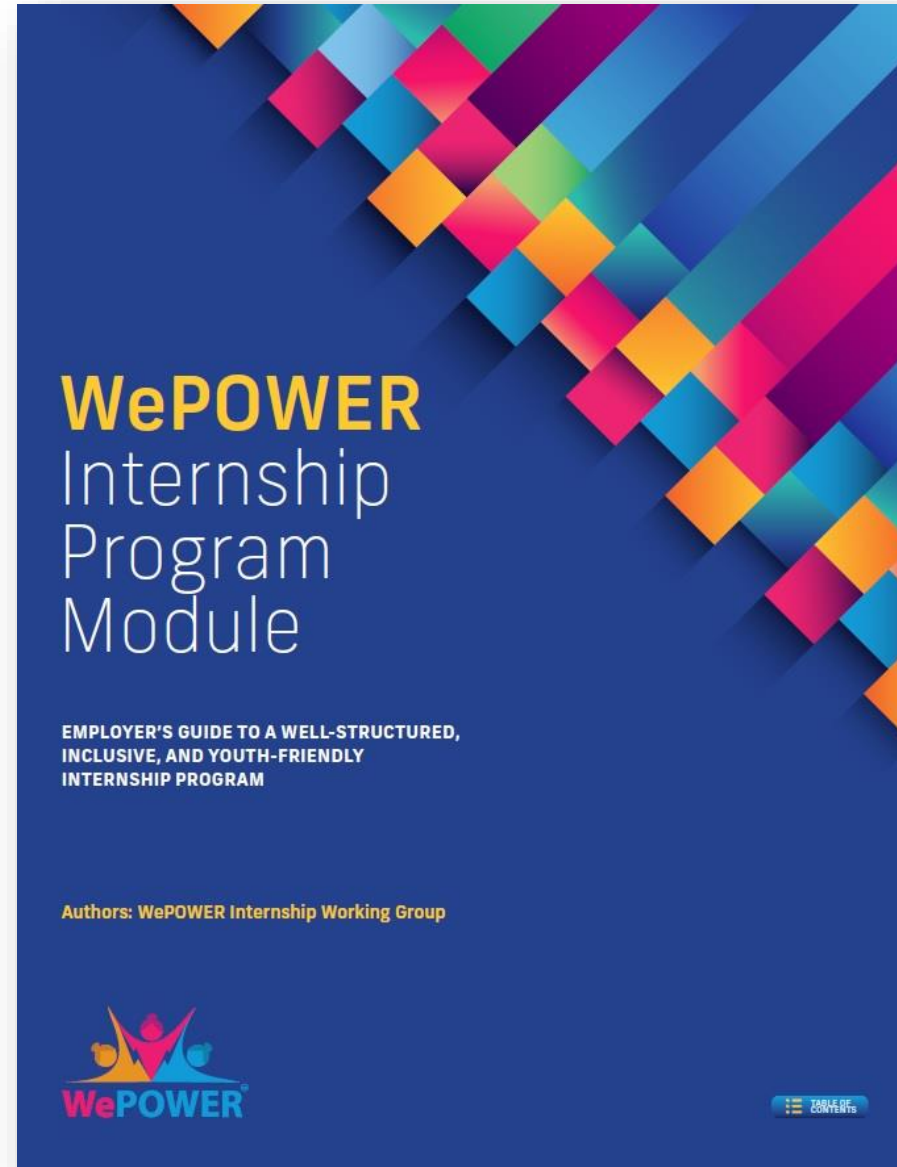
Country	Organization Name	Organization Type
Bangladesh	Grameen Shakti <i>Mr. Sohel Ahmed</i>	NGO
Bhutan	Druk Green Power Corporation Limited (DGPC) <i>Ms. Tshewang Lhamo</i>	Public Utility
Bhutan	Bhutan Power Corporation (BPC) <i>Ms. Tshering Choden</i>	Public Utility
India	POWERGRID <i>Ms. Priti Nahar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

Questionnaire on internship

539 South Asian Engineering Students answered



Demonstration



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

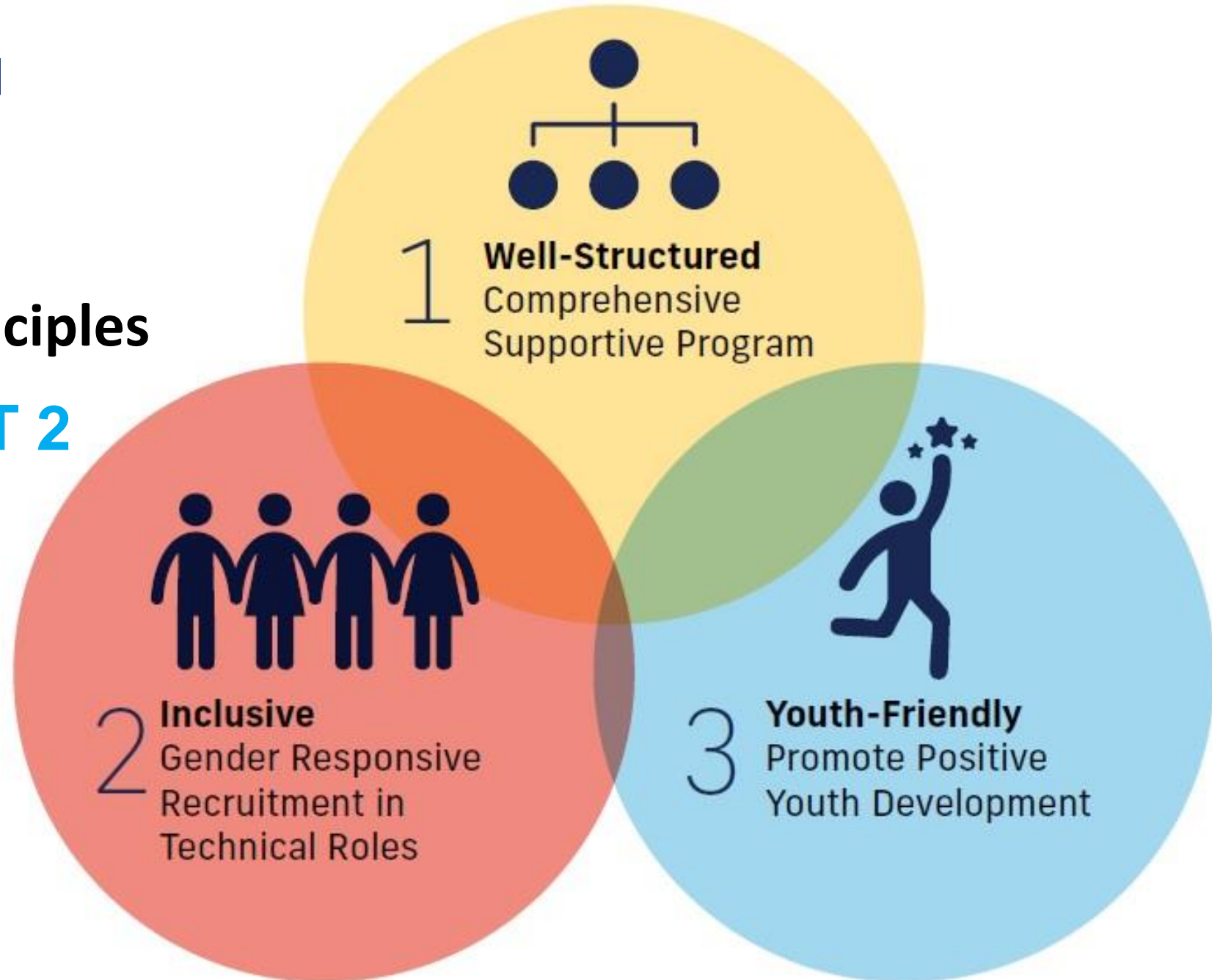
Challenge 4: Interns are at a Higher Risk of Being Sexually Harassed

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/>



Vote the most important 3 Attributes for your organization



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!

