

**Institute of Engineering, Pulchowk Campus (IOE)**  
**Network Activities Agreement**  
**Women in Power Sector Professional Network in South Asia (WePOWER)**

The World Bank's South Asia Gender and Energy Facility (SAGE), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the Institute of Engineering, Pulchowk Campus (IOE) for endorsing the objectives of WePOWER and joining as an Institutional Partner.

***Background***

The objectives of WePOWER are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. Five pillars have been identified for engagement through WePOWER in years 2020 and 2021 – (a) STEM Education, (b) Recruitment, (c) Development, (d) Retention, and (e) Policy and analysis. A detailed description of the pillars is provided in the annex.

IOE proposes the following activities to support the objectives of WePOWER. SAGE will support IOE to implement the proposed activities as the Interim-Secretariat of WePOWER. The proposed activities and targets are not legal commitments.

IOE will periodically report progress in implementation of these activities to SAGE. In turn, SAGE will aggregate information on the activities and progress of several Strategic and Institutional Partners and periodically disseminate information on the overall progress.

\*Please select your activity type from the defined activity types: The activity type list is in the attached another PDF file.

## Institute of Engineering, Pulchowk Campus (IOE), Nepal

### Contact Information

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### (a) Pillar 1: STEM Education

Activities	In 2022				In 2023				Note
<b>1.1 IOE delivers a course</b> to masters students on Gender mainstreaming in Energy (4 Credit Elective Course)	IOE delivers a course on Gender and Energy to 20 female students.				IOE delivers a course on Gender and Energy to 20 female students.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				20 female students participated				20 female students participated	Quarterly Target #s with country
				NP				NP	Achievement
<b>1.2 IOE organizes a symposium on gender mainstreaming</b> for women in engineering (for Student and Faculty).  Panel discussions will feature experts and role models from Nepal and WePOWER Partners on topics related STEM education and Energy.	IOE organizes a symposium on gender mainstreaming for 50 female engineering students.				IOE organizes a symposium on gender mainstreaming for 50 female engineering students.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				50 female students participated				50 female students participated	Quarterly Target #s with country
				NP				NP	Achievement
<b>1.3 IOE organizes site visits</b> to energy projects for female students  *Can be ADB/WB or WePOWER sites	IOE organizes site visits to energy projects for 50 female students				IOE organizes site visits to energy projects for 75 female students				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				2 site visits for 50 female students				2 site visits for 75 female students	Quarterly Target #s with country
				NP				NP	Achievement

<b>1.4</b> IOE provides <b>scholarships and financial support</b> for female engineering students.	IOE provides scholarships and financial support for 4 female engineering students.				IOE provides scholarships and financial support for 5 female engineering students.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				4 female students received scholarship  NP				5 female students received scholarship  NP	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

**(b) Pillar 2: Recruitment**

Activities	In 2022				In 2023				Note
<b>2.1</b> IOE hosts a <b>job outreach event</b> from energy sector stakeholders for students to discuss job opportunities and skills required for joining the energy sector. Discuss new and renewable technologies.	IOE hosts a job outreach event from energy sector stakeholders for 50 female students out of total 200 students.				IOE hosts a job outreach event from energy sector stakeholders for 50 female students out of total 200 students.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			50 female students participated (200 total)  NP				50 female students participated (200 total)  NP		<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

**(c) Pillar 3: Development for Female professionals**

Activities	In 2022				In 2023				Note
<b>3.1</b> IOE conducts external <b>capacity building technical trainings</b> for female professionals  *can include WePOWER Trainings	IOE conducts Technical Trainings 25 for female professionals				IOE conducts Technical Trainings 50 for female professionals				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				1 training for 25 female professionals  NP				2 trainings for 50 female professionals  NP	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

(d) Pillar 4: Retention (Returning Mothers, Dropped Out Women, Women’s Facilities, etc.)

Activities	In 2022				In 2023				Note
<b>4.1 IOE maintains clean toilet facilities.</b>  (This has been a key request by the students and faculty)  *number will be updated	IOE maintains clean <b>toilet facilities</b>				IOE maintains clean <b>toilet facilities</b>				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				10* separate toilets  NP				10* separate toilets  NP	Quarterly Target #s with country
									Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2022				In 2023				Note
<b>5.1 IOE updates the IOE Gender Action Plan 2015.</b> The revised plan will expore concrete goals towards achieving a 33% enrollment rate for female students and reducing dropouts.  For example, adding facilities to retain and welcome back female students ( such as returning mothers) and encourage continuing studies towards completing degrees. Introduce options such studies flexible study/curriculum options.	IOE updates the IOE Gender Action Plan 2015.				IOE updates the IOE Gender Action Plan 2015.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				1 new IOE Gender Action Plan  NP					Quarterly Target #s with country
									Achievement
<b>5.2 IOE enforces policy for female students enrollment 50% in each batch.</b>	IOE enforces enrollment policy for male students				IOE enforces enrollment policy for female students				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	
				18 female students enrolled  NP				20 female students	

* The current Quota is 10%,								enrolled	
								NP	

**Contact Information**

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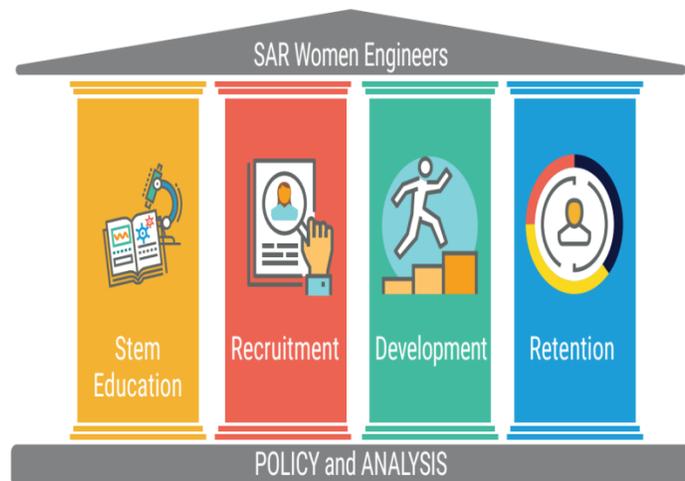
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## Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

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

### Key Outcome Indicators:

- % of Women Engineer/Technical Staff
- % of Women in Senior Technical/Management Positions
- % of Women Students in STEM Education Programs



**The chart above illustrates the five key pillars of**

**engagement for WePOWER.** Each pillar will have their own goals and activities to help close the employment gap for women in the South Asian power sector.

**Pillar 1: STEM Education:** Raising interest in girls for STEM subjects, increasing female enrollment in engineering programs, access to power sector/energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

**Pillar 2: Recruitment:** Engaging with engineering students to raise awareness of viable jobs/opportunities in the power sector, including to generate female entrepreneurs. This will require a partnership between the private sector, NGOs, academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

**Pillar 3: Professional Development:** Personal and professional development opportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continued progression in their careers, especially in the more technical fields.

**Pillar 4: Retention:** A conducive/gender friendly working environment and support for increased household responsibilities after marriage are two big factors for low retention of women. Addressing these through instituting family friendly HR policies, providing reintegrating services for returning mothers and access to facilities such as daycare services, separate toilets and safe transportation services will be crucial.

**Pillar 5: Policy and Institutional Change:** This forms a cross-cutting base for the other pillars in order to achieve normative change in society. Institutionalizing and enforcing gender considerations at the national and institutional level will be crucial. This will entail policies for encouraging more women to study stem, quotas/targets for female enrollment and hiring in academic/power sector and lobbying for more women in senior/board positions.