What has been the most inspiring/successful activity that you have done to promote gender/women?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Description</th>
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<tbody>
<tr>
<td>Hired many women employees at entry and mid level</td>
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<td>Facilitating safe transport</td>
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<td>Pakistan, CPPA: in 2019, 300 engineers working in company; during the interview panels there was no female representation; convincing panels that women are able to perform well; 2020 changed from 4-18 women to today there are 24 with 4 females in the pipeline.</td>
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<tr>
<td>Promote and provide women friendly policies and infrastructure</td>
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<tr>
<td>Led in preparation of GESI strategy and operational guidelines in electricity utility in Nepal</td>
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<tr>
<td>Virtual trade fair collaborative effort having more than 2000 women participate mostly from Pakistan</td>
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<tr>
<td>Retention</td>
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<tr>
<td>We have convinced our HR department to include more women in trainings and their participation in all important activities</td>
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<tr>
<td>Workshop by USAID Sri Lanka energy program on introduction of gender and social inclusion for representatives from Sri Lankan energy utilities, line ministries and PUCSL</td>
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What has been the most inspiring/successful activity that you have done to promote gender/women?

- Hired large cohorts of women at entry level and started deploying them to remote sites.
- Creating a global gender policy framework culturally inclusive while global in nature.
- Embedding a culture of core values in evaluation as important as technical expertise.
- CPPA, Pakistan: leaky pipeline was an issue; women leave due to marriage, children, issue was of lack of childcare facility; women convinced male leadership to have daycare center. Result: managed to retain at least 3 working mothers.
- Shaktikonkona Program which attracted more than 250 women in Bangladesh to pursue leadership program and finally 45 candidates successfully completed the program.
- 200 women trained as drivers for commercial electric vehicles energy from the services Limited, India.
- Gathered all women Engineers and a forum was held in 2019 in only power utility which Generates, Transmits, Distribution in Sri Lanka.
- BREP: 6,500 female employees out of 14,000 employees in 80 cooperatives. Women were provided access to separate washrooms, clay cares, health facilities. Strong monitoring system to ensure that the female employees are given enabling environment.
- BAN: promoting renewable energy solutions in rural areas: succeed in capacity building for women as agents to disseminate clean energy solutions; women know basic technology; company provided support to provide additional training on installing.
What has been the most inspiring/successful activity that you have done to promote gender/women?

**BAN:** internship training, not just of administrative skills, but also in core business areas through time-based skills training

**SRI:** mentoring students and helping them to overcome ideas about gender norms, such as certain work "being hard" for women

**IND:** company lacks female technical staff; before COVID and during, there was a recruitment freeze; not that it's over, training to induct more women engineers; also training female staff - and internal target is to train more that 50% women in rout

**PNG:** offering better benefits for women, including paid maternity leave; ensuring that women are allocated 2 hours time for breast feeding.

Women graduate engineers hired in technical roles on power generation plant at a remote location like Thar, Pakistan, backed up by inclusive infrastructure and policies was a success that attracted many other women to come forward.

Encourage women to be in leadership positions in the Power Sector, having initial quotas for hiring women, and policy to have minimum 1 female in the board and protection against harrasment in the workplace.
What has been the most inspiring/successful activity that you have done to promote gender/women?

- Skill council for green jobs in association with National Solar Energy Federation of India has launched WISE portal - women in solar energy which was inaugurated by Honorable Finance Minister - India. The portal aims to increase W participation Solar.

- We did not have any day care in our organisation. We, the employees made the authority understand to establish it. Now we have a day care.

- Started masters level program with mandatory female enrollment; introducing gender course in STEM masters program; mentoring female colleagues/students; supporting female staff esp in cases of sexual harassment at work.

- Change in Government policies for hiring and retention tactics.

- Need more exposure at secondary level and university to senior women/women in leadership in STEM, so younger women can see the opportunities and possibilities that are available to them. Representation matters!

- PNG: Mentoring women to help them overcome individual challenges and barriers to success at work and inspiring women that they ‘can do it’

- Facilitated females with pick and drop service to avoid/cope with the distance issue.

- 500+ people across cultures benefitted from an interdisciplinary GENDER and TECHNOLOGY learning program in South Asia.

- Male Engagement training and creating change agents to overcome bias and especially come out of male box - Equimundo.Informal mentor mentee to deploy female in field technical roles.
What has been the most inspiring/successful activity that you have done to promote gender/women?

- Initiating the WePOWER National Chapter for Bhutan
- Did outreach activities in universities to attract more women. Advertised jobs on linkedin. Set up day care with dedicated attendant. Appointed focal person to represent women at managerial level. Set up anti harassment committee
- PAK: Launched a 'returnship' program to help women that left back into the organization on a contractual basis, to supply a 'quick start' to return to work
- Upskilling for women who may be on maternity leave-returning mother conferences.
- Aspire to establish daycare center at offices
- Increased number of technical staff
- mandatory to have a women member in interview panels, divided day cares, flexible working hours, extended maternity leave
- Employee provided childcare for working mothers in STEM. Motherhood can be a real barrier for many women, particularly those who want to work at the site/outside of capital area. Mothers in STEM feel they are doing 'double burden' at work and home.
- DESCO, Bangladesh: families prioritize boys over girls in terms education, food etc. Need to teach children from the beginning that they are equal. National campaign is needed to change behaviors, remove gender biases incl. family planning.
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<tr>
<th>Activity</th>
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<tr>
<td>Continue working on increasing number of female employees in power sector</td>
<td>Successful activity: providing scholarship to young girls to pursue STEM at an early age and encouraging them to continue their education.</td>
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<tr>
<td>PAK: Helping women to work in areas that are considered “heavy labor” (grids) to demonstrate their strength and capacity</td>
<td>Organising career counselling sessions for High &amp; Higher Secondary students to guide them about the suitable STEM careers, they can pursue, especially in the energy sector.</td>
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<tr>
<td>Parental leave for men and women</td>
<td>Success activities: Mentoring young women colleagues and encouraging them to take up positions in the field so they can progress in the career towards leadership level.</td>
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<tr>
<td>Multan Electric Power Company (MEPCO) of Pakistan offered paid internship for 85 female engineers.</td>
<td>Changed shift duty for women to make it during daylight hours (8 am - 3 pm)</td>
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<td>IND Flagship training program that has helped women staff to move into senior positions even CEOs.</td>
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What has been the most inspiring/successful activity that you have done to promote gender/women?

- EGAT, BESCOM: Higher % women (eg up to 74% and 90%) in executive & managerial position
- BPC and L&T: Training esp for women, tailor made as required, priority for returning mother into job, lactation room
- SECI: Equal opportunity for promotion

- We have established gender harassment Committee

- Awareness on Sexual harassment committee and its roles in the organization

- PAK: Developed an e-module for women in maternity to help them have a healthy work environment, and also ensuring that line managers take the same training to promote empathy. Also, ensuring that women coming back to work take a follow-up training

- ISA has launched Banker’s training program exclusively for women.

- PAK: To help address community practices that are unsafe, working with women to help reduce theft which is a win-win, as the energy has better recovery and community better safety.

- Provided informal mentoring for women

- TUN- Staff satisfaction survey that has is tied different needs and demands for men and women

- Successful activities: creating a platform for health professionals to share tips on reproductive health/menstruation and mental health with young women. (Bangladesh)
What has been the most inspiring/successful activity that you have done to promote gender/women?

- Girl Power Program for young women engineering/STEM graduates selected 45 candidates for a 3-month program of trainings and exposure to energy sector companies and institutions.

- Initiating the WePOWER National chapter for Bhutan.

- Providing technical training on installation of solar roof top systems for girls who leave school in Sri Lanka with the collaboration of the Ministry of Vocational Training.

- MoEWRI Nepal: 4 siblings; parents forced to choose medicine as it is safe for girls as opposed to engineering; battle with family because wanted to be an engineer; one loss as they wanted her to be an IT engineer but had to choose electrical engineering.

- BAN: to have women into STEM related jobs must have an enabling environment like provision of day care at the workplace.

- Presenting data to management to track progress on gender parity.

- NEP: through projects providing last mile connectivity to female HH or disadvantaged groups.

- Nepal Electricity Authority published the Gender Equality and Social Inclusion (GESI) guidelines for the Authority. Every Directorate of the Authority has a GESI unit.
What has been the most inspiring/successful activity that you have done to promote gender/women?

- Government-driven policies that enable companies to adopt gender-inclusive policies
- Indonesia: Formalised GESI guidelines and policies that will be applied to pipeline projects
- Women Empowerment Fund of the Ministry of Interior, Government of Thailand provided USD16 million in 2022 for women entrepreneurship. The loans were given for 0.1%.
- Cultural/Social/Religious Norms
- Allow women to work part time or work from home
- Pakistan: Women’s equity in education.
- Bangladesh: Energy based livelihood opportunities, increased women in STEM.
- India: Women’s increased employment in DESCOM.
- Uzbekistan: Increased women’s employment.
- Thailand: Women in tech job.
- Men’s Mindset/Not giving women the ability to voice their opinions
- Organizing a role model exposure event for a technical training institutes
- MoEWRI Nepal: started job at Min. of Urban Dev. and learned about gender quality and social inclusion; no child care; male leadership does not see this as a problem; gender equality social inclusion was formed and established maternity room
What has been the most inspiring/successful activity that you have done to promote gender/women?

- Encouraging female drivers for pick up and drop services at office
- A milestone like drafting a gender Equity and social inclusion strategy - it was very important to draw the support of all leadership
- Self Perception of women themselves - not feeling she belongs; feeling inferior, lack of self-confidence
- More training is women needed in the renewable sector
- 2) PNG: How to get decision-makers in my company to want to adopt change?
- 1) IND: How to make this sector more attractive?
- How do I make a difference within my company?
- 4) IND: How do we as an industry find avenues to invest in GESI?
- Adoption of policies to support returning mothers (one key achievement is to establish a child-care facility in the company), something that is already showing results
What has been the most inspiring/successful activity that you have done to promote gender/women?

5) SRI: What incentives can we open to a broad group of people, such as housewives with children at home?

Targeting messages to our audience—speak to issues that will motivate girls to study STEM—such as impact of energy on people’s lives

6) SRI: How do we get the data (relevant to our country context) to argue in favor of behavioral and institutional change?

CPPA Pakistan: GFP made a difference in terms of helping to understand differences between men and women by celebrating women’s day, women feel motivated, engaged, and appreciated, work environment improved, paternity leave need identified

7) PAK: Promoting STEM and building the pipeline

Power distribution business run by NGO to empower women participation Contemplating to create awareness in the society to encourage women’s higher education

8) PAK: Increasing retention.

9) BAN: Finding the right female talent is difficult. Even getting applicants - hard to source interested women.

10) BAN: How to facilitate safe transportation for women at lower levels?
What has been the most inspiring/successful activity that you have done to promote gender/women?

- Hired Gender Specialist
- Number of females in Management roles increased
What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

- Development and facilitate women for convenient ways
- Provision of childcare
- Inadequate incentives for the women.

- Working with schoolchildren and youth to inspire young scientists
- Expansion of childcare options and implement policies that support childcare.
- Increasing the participation of female implementation of GE by having the same perspective
- In future- need to provide flexible hours for women.
- Increasing the participation of female colleagues can join in the implementation of gender equality by having the same perspective
- Identifying the factors that contribute to the leaky pipeline-improving HR policies including maternity leave
What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

- Provide peer support for and mentorship women in the energy sector
- Women Participation in STEM and access to the industry for decent jobs.
- Mindset and societal barriers that need change and facilitation to navigate through the transition
- Male dominated power structures and existing hierarchies
- Management mindset and resistance from union.
- Willingness and the attitude of the participants and also cultural barriers
- Inadequate incentives
- Women need to manage both family and work responsibilities that make it extra difficult for female employees to excel at work
- Elevating more women to fellow level in academia and to high leadership and managerial level at organizations
What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

- Capacity building of existing women professionals to change mindset
- Under pillar 5, due to legal structure and strict bureaucratic approach, sometimes we have to face challenges.
- Motivating and incentivizing ITIs and Training Institutions to increase female candidates in the skilling batch. Encourage Solar Industry to promote Jobs for female candidates on the WISE portal.
- Most female employees lack confidence and self-esteem to excel in jobs; more mentoring and leadership training are needed.
- Retention
- Focusing on equity and not just diversity and inclusion
- Greater responsibility on women’s shoulders for leadership in the JUST transition (to make sure it is inclusive and just)
- Retention
- TUN- recruitment b/c we don’t find enough women and girls for technical jobs - even entry level.
What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

- Retention. Due to economic crisis this in Sri Lanka hard to invest in additional activities to retain.
- Lack of women talent pool in engineering
- Policy and institutional change: male dominant sector; recruitment; gender equality in workforce is difficult, lesser application received; retention; family and work-life balance
- Lack of women in senior leadership to understand gender issues
- Increasing the quota for female students at universities and female employees at jobs is important.
- Bro's clubs - women are left out of networking and informal career growth
- To provide support systems for maintain and increase females in STEM education
- We have policies but do not have proper implementation of policies. Because of our mind set up, leader structure and male dominated society.
- Lack of positive outlook towards gender role sin the organization
What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

- **NEP-** career development is stagnant because patriarchal norms and barriers
- Social norms/gender stereotypes donot favor women at workplace
- Gender-inclusion budget is an important requirement and challenge
- Lack of recognition of women's work contribution at the workplace
- **BAN-** women role as a caregiver for home and family often act as a barrier to recruitment and work life balance becomes difficult
- Facing judgements from society, including your own family, balancing ambition with family life, overcoming guilt, sometimes letting go of career chances.
- Women need to be motivated to take up more challenging roles by changing mindset of both men and women, only then their contribution can be acknowledged in goals of the organization
- Finding qualified women to fulfill the recruitment targets. Worked on training them first
- In university, professors and teachers are not encouraging towards STEM students who are women. Men students also don't want to collaborate because of their view that they will "fall behind".
What has been the most challenging activity/pillar for you to implement that you would like to improve upon?

- Breaking social and cultural bias
- Bringing awareness about the bias
- Men leaders (often) do not understand the constraints faced by women at work in STEM. Inappropriate questions around motherhood and pregnancy are often asked during interviews.
- Changing the perception of Women candidate and sometimes their family members to come forward for “Solar PV installation trainings” and carry out installation work on the site after getting the employment.
- INDO- retention as it is hard for women sometimes to work in the field and site visits and social values and working conditions
- Implementation STEM which has not been implemented in our company
- Advocacy and awareness for male employees to understand and accept females in Power sector
- Mother come back to work is a big challenge. Many organisations do not recruit them because she may need leave.
How has WePOWER helped to inform your gender activities?

- Mainly through its promoting partners (ADB and World Bank)
- The structure and the pillars give a framework to think
- Developing the Shoktikonna Platform for the aspiring energy professionals to pursue their leadership careers
- Networking with other organizations at the WePOWER conferences. Learning from them
- Cross-regional connectivity and shared best practices
- Special guidelines for increasing the number of female engineers and on the job career progression
- Shokti Konya Leadership Cohort has helped in awareness building, communication, networking and eradicating the unconscious bias

1) PAK: structure & network - opportunity to learn from 'best practices'
How has WePOWER helped to inform your gender activities?

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<tr>
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<tbody>
<tr>
<td>Learning from partners’ experiences and sharing best practices</td>
<td>Knowledge sharing. The newsletters are a good resource</td>
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<tr>
<td>Connection to power utilities</td>
<td>Enhancing facilities is one of the objectives of WePower and based on that I could suggest and support the employees free and safe transportation. Now many more female employees work after maternity leave and less no pay issue</td>
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<tr>
<td>2) SRI: gaining insights for how other companies are integrating GESI and helping women to learn and grow professionally</td>
<td>WePower educated partners about steps to take to achieve gender equality, and offered networking opportunities</td>
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<td>It has helped improve gender awareness among the staff.</td>
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<td></td>
<td>IND: provide insights into where we are Lego fyi. Data and point towards improvement</td>
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<td>WePOWER worked as a convening platform</td>
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How has WePOWER helped to inform your gender activities?

- It has not impacted till now but after this conference we hope to apply We Power insights in our organization, at our empaneled Training Institutions and at the Solar Industry level.
- TUN: expect to have our company implement, GESI monitoring system
- Improved access for USAID Sri Lanka energy program for activities done by the Sri Lankan utilities and other energy institutes to improve gender inclusion to identify further areas the program can support
- Hoped that WePOWER increase awareness activities up to the all utility in asia
- Networking
- Improve awareness of gender issues
- 3) IND: Helping to think proactively and to keep GESI in the fore by reporting on progress and indicators.
- LoA of WePOWER has helped to promote gender equality within organization Made us aware of the barriers to focus on WePOWER will help to create evidence Cross learning within partners will be helpful
- Through WePower we got information that promoting women in STEM is still lagging and what is required to be implemented for more retention recruitment and contribution of women in this area
How has WePOWER helped to inform your gender activities?

It has brought focus on the very important aspect that was probably overlooked. Now we are sharing many activities that we have been doing already but not projecting wisely, plus have given us a liberty to plan more interesting activities to awarenes.

The pillars of WePOWER have allowed the organization to identify practical gender activities.

We are new participants and will be joining WePower; before coming to this forum, we tried to map ourselves; inhouse mapping wad one; result more structure needed and more training. working towards gradually increasing numbers on female employees.

It is a platform to share our things and activists, regional cooperation,

4) IND: Demonstrating modules that can be scaled and handed to line managers.

As mentioned earlier we are very much positive to implement the insights of WePower at the grassroot level in the country.

After attending this meeting it increases credibility with institutions and colleagues.
How has WePOWER helped to inform your gender activities?

- Specific targets for different WePOWER activities have been set for the first time which have helped in promoting gender equality.
- Mutual learning
- LOAs
- It inspired us to learn and share more.
- WePOWER reporting ensured that gender activities are taken stock and reported on time.
- BAN: I learnt. The term unconscious bias for the first time. Made me realise that the term for how management saw men and women differently actually existed. I learnt that
- 5) PNG: Showing the importance of GESI, and also making it a requirement (while sometimes box checking, it still helps to raise awareness).
- WePOWER can help in learning and networking; influencing policies
How has WePOWER helped to inform your gender activities?

- WePOWER has shared valuable knowledge to implement gender activities.
- Platform to enable participants to reach more people.
- WePower helped us to have power.
- Retention challenges; WePower will give more structured direction; will be sharing best practices; tools; adopt indicators and monitoring system; platform gave exposure to female participants.
- WePOWER leadership training to women engineers in Bangladesh was super helpful and a great experience.
- More awareness about the issue, interaction with participants from various nationalities broadens the horizon, not only about issues but also about solutions, eye opener about what others are doing in this field.
- More sensitization and awareness programs by WePOWER will be good.
- New Internship modules have been introduced and specific seats in internship.
How has WePOWER helped to inform your gender activities?

In addition to annual regional forums, it would be very useful to have bilateral exchanges, especially with more developed countries, to learn how they got to where they are.

More Learning and Development is needed from WePower - virtual networking and learning sessions, not just once a year.

Based on Five pillars concept

Wepower Programme helped to inspire and plan the activities

Concept of five pillars

INDO: we have to focus on data collection to potential borrowers

Under retention safe transportation was arranged to encourage female employees to report.

7) BAN: Offers a "supporting document" that demonstrates that it is acceptable & part of corporate commitments to make progress on GESI (helping get management support)

Training on the soft skills/mentorship needed to succeed as a woman in STEM is something that participant would like to benefit in the future.
How has WePOWER helped to inform your gender activities?

- **8) Sri:** Showing examples that are practical, real & have impact.
- **WePOWER has helped provide more internships to female students.**
- **Shoktikonna leadership Cohort was an initiative of WePower. There were Two parts - Leadership Management, energy transition And inclusion OF more female professionals in The energy sectors And How it can Help us reach sustainability more efficiently.**
- **Inefficient use of energy in cooling conference rooms, designed for male body temperatures.**
- **Continuous engagement and sensitization of the senior management in government are required.**
- **Value of WePower: networking opportunities and being able to see so many women in STEM is very inspiring.**
- **Increasing awareness activities related to the implementation of GE to all companies in Asia.**
- **For mid-career women in STEM, specialized and technical trainings to get to the next step in the career ladder, would be useful to have in the future.**
- **Have fun, to know about perspective of other participants; learn from women in other countries, their aspirations, challenges and how they break barriers on stereotypes. Learn about best practices and what has not worked. Network!!! Can collaborate I.**
Identify 3 top key technical skills that are required for future careers in the energy sector.
Identify 3 top soft skills required for a successful career.
Identify 3 key job areas/profiles you expect to hire in the near future where you need qualified candidates.
Identify 3 top key technical trainings that you would like to take or deliver in your organization?
Identify 3 top soft skills trainings that you intend to take or deliver in your organization?
What are the top 3 issues facing your organization in recruiting, developing and retaining women?