# Skill Council for Green Jobs (SCGJ) Network Activities Agreement Women in Power Sector Professional Network in South Asia (WePOWER)

The World Bank's South Asia Gender and Energy Facility II (SAGE II), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the Skill Council for Green Jobs (SCGJ) 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 2021 and 2022 – (a) STEM Education, (b) Recruitment, (c) Development for Female Professionals, (d) Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.), and (e) Policy and analysis. A detailed description of the pillars is provided in the annex.

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

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

#### (a) Pillar 1: STEM Education

Activities		In 20	023				Note			
SCGJ provides Short- term trainings (STT) across all its	SCGJ prov (STT) to across the	400 wor	men cand ned clear	didates		SCGJ provides Short Term trainings (STT) to 500 women candidates across the concerned clean energy job roles				
clean energy	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
thematic job	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline	
roles (including for technicians, entrepreneur s, etc.	job Jan NA for ns,	150 certif ied wo men cand idate	250 certifi ed wom en candi dates	250 certifi ed wom en candi	200 certifie d wome n candid ates	200 certified women candidat es	300 certified women candidat es	200 certified women candidat es	Quarterly Target #s with country  [INDIA]	
		S		dates						

								Achievement	
	In 20	023	•		In 2024				
SCGJ prov to 200 w	omen ca	andidates	trainings on RPL		SCGJ provides Short Term trainings to 250 women candidates on RPL mode				
Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline	
NA	100 certi fied wo men can dida	100 certif ied wo men cand idate	250 certif ied wo men cand idate	100 certifie d wome n candid ates	150 certified women candidat es	150 certified women candidat es	150 certified women candidat es	Quarterly Target #s with country  [INDIA]  Achievement	
	to 200 w Q1 Jan	SCGJ provides Sho to 200 women ca mo Q1 Q2 Jan Apr NA 100 certi fied wo men can	to 200 women candidates mode  Q1 Q2 Q3 Jan Apr Jul  NA 100 100 certi certif fied ied wo wo men men can cand	SCGJ provides Short Term trainings to 200 women candidates on RPL mode  Q1 Q2 Q3 Q4 Jan Apr Jul Oct  NA 100 100 250 certi certif certif fied ied ied wo wo wo men men men cand cand	SCGJ provides Short Term trainings to 200 women candidates on RPL mode  Q1 Q2 Q3 Q4 Q1 Jan Apr Jul Oct Jan  NA 100 100 250 100 certi certif certif certificed ied ied wo wo wo wo wome men men n can candid	SCGJ provides Short Term trainings to 200 women candidates on RPL mode  Q1 Q2 Q3 Q4 Q1 Q2 Jan Apr Jul Oct Jan Apr NA 100 100 250 100 150 certi certif certif certifie certified fied ied ied d women wo wo wo wo wome candidat men men men n es can cand cand candid	SCGJ provides Short Term trainings to 200 women candidates on RPL mode  Q1 Q2 Q3 Q4 Q1 Q2 Q3 Jan Apr Jul Oct Jan Apr Jul  NA 100 100 250 100 150 150 certi certif certif certifie certified fied ied ied d women women wo wo wo wo women candidate son RPL r	SCGJ provides Short Term trainings to 250 women candidates on RPL mode  Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4  Jan Apr Jul Oct Jan Apr Jul Oct  NA 100 100 250 100 150 150  certi certif certif certifie certified certified fied ied ied d women women women women women wo wo wo wo wo wo wo wo wo men candidat candidat es es  can cand cand candid	

## (b) Pillar 2: Recruitment

Activities		In :	2023			I	n 2024		Note		
SCGJ facilitates in placements and employment		acilitates pla d women o				SCGJ facilitates placements of 300 certified women candidates					
of certified women	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline		
candidates across clean energy job roles	NA	75 certifie d wome n candid ates placed	100 certifi ed wom en candi dates place	150 certifi ed wom en candi dates	100 certified women candidat es placed	100 certified women candidates placed	100 certified women candidates placed	150 certified women candidates placed	Quarterl y Target #s with country [India] Achieve ment		
			ı			1	1	1			

Activities		In	2023			Note			
SCGJ onboard women trainees as apprentices across clean energy job		CGJ provide ortunities (u women		PS) to 150	SCGJ provi	des apprentices 200 wo	Total target #s in the year		
roles. This will be through National	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
Apprenticeship Promotion Scheme (NAPS)	NA	50 wome n appren tices	50 wome n appren tices	50 wome n appren tices	50 women apprentic es	50 women apprentice s	50 women apprentices	50 women apprentices	Quarterly Target #s with country
									[INDIA] Achieve
									ment

## (c) Pillar 3: Development for Female Professionals

Activities		In 2	2023				Note		
SCGJ provides upskilling/reski lling trainings to women		provides u g to 75 wo		_	SCGJ pro	raining to 200 s.	Total target #s in the year		
workers employed	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
across clean energy sector.	NA NA	15 wome n traine es partici pated	30 wome n traine es partici pated	30 wom en traine es partic ipate d	50 women trainees particip ated	50 women trainees particip ated	50 women trainees particip ated	50 women trainees participate d	Quarterly Target #s with country

									Achieve ment
SCGJ provides Refresher trainings/ mid- career		ovides <b>deve</b> 0 women p	•	-	SCGJ p	<b>ning</b> to 100	Total target #s in the year		
development	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
trainings for	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
women employed in clean energy sector.	NA	10 wom en traine es partic ipate d	20 wom en train ees partic ipate d	20 wom en train ees parti cipat ed	25 women trainee s particip ated	25 women trainee s particip ated	25 women trainee s particip ated	25 women trainees participat ed	Quarterly Target #s with country  [India]
									Achieve ment

#### (d) Pillar 4: Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.)

No activities are specifically proposed under this pillar however SCGJ will continue to facilitate skilling opportunities for returning mothers/School or College drop-out women etc as per their entry eligibility, while ensuring that women friendly training infrastructure are made available for the concerned trainings across the country.

#### (e) Pillar 5: Policy and Institutional Change

Activities		I	n 2023		In 2024				Note
SCGJ implements a policy to offer	procedu	ıres to provi	de fee waiv	licy and outline er to at least 50 erned trainings.	SCGJ implements the policy and procedures and provides fee waiver to at least 100 women candidates across concerned trainings.				Total target #s in
20% fee waiver for only	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timelin

women candidates for trainings on concerned thematic job roles. This shall be applicable for fee- based trainings only.	Policy and proced ures are finalize d	Fee waiver for 10 wome n candid ates	Fee waiver for 20 wome n candid ates	Fee waiver for 20 candidates	Fee waiver for 25 women candidate s	Fee waiver for 25 women candidat es	Fee waiver for 25 women candidat es	Fee waiver for 25 candidat es	Quarte rly Target #s with countr y  Achiev ement
SCGJ implements a policy to		nd affiliate a		d procedures to omen trainers roles	SCGJ impl and affi Q1	Total target #s in the Aiming			
mandate at	Jan	Apr	Jul	Oct	Jan	Q2 Apr	Q3 Jul	Q4 Oct	timelin
least 20% women trainers in each Training of Trainers (TOT) batch on concerned thematic job roles and accordingly affiliate them.	NA	15 wome n trainer s trained and affiliate d	20 wome n trainer s trained and affiliate d	25 women trainers trained and affiliated	25 women trainers trained and affiliate d	25 women trainers trained and affiliated	25 women trainers trained and affiliated	25 women trainers trained and affiliated	Quarte rly Target #s with countr y [IN]  Achiev
									ement

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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 with 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 and engineering professionals to raise awareness ofviable jobs/opportunities in the power sector. This will require a partnership between the private sector, NGOs, the academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

**Pillar 3: Development for Female Engineer Professionals:** Improving personal and professional developmentopportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continuedprogression in their careers, especially in the more technical fields.

**Pillar 4: Retention:** Having a gender-friendly working environment and supporting the increased householdresponsibilities after marriage are essential to improving the low retention of women in the energy sector. Addressing these through instituting family-friendly HR policies, providing reintegrating services for returningmothers and access to facilities such as daycare services, separate toilets, and safe transportation services will be crucial.

**Pillar 5: Policy and Institutional Change:** Institutionalizing and enforcing gender considerations at thenational and institutional level will be crucial towards achieving WePOWER's objectives. This will entail policies for encouraging more women to study STEM subjects, quotas/targets for female enrollment and hiring in

theacademic/power sectors, and lobbying for more women in senior/board positions. Pillar 5 forms a cuttingbase for the other pillars in order to achieve lasting normative change in society.	cross