

**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 2023				In 2024				Note
SCGJ provides Short-term trainings (STT) across all its clean energy thematic job roles (including for technicians, entrepreneurs, etc.	SCGJ provides Short Term trainings (STT) to 400 women candidates across the concerned clean energy job roles				SCGJ provides Short Term trainings (STT) to 500 women candidates across the concerned clean energy job roles				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	NA	150 certified women candidates	250 certified women candidates	250 certified women candidates	200 certified women candidates	200 certified women candidates	300 certified women candidates	200 certified women candidates	Quarterly Target #s with country  [INDIA]





									<i>Achievement</i>
SCGJ provides <b>Refresher trainings/ mid-career development trainings</b> for women employed in clean energy sector.	SCGJ provides <b>development training</b> to 50 women professionals.				SCGJ provides <b>development training</b> to 100 women professionals.				<i>Total target #s in the year</i>
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	<i>Aiming timeline</i>
	NA	10 women trainees participated	20 women trainees participated	20 women trainees participated	25 women trainees participated	25 women trainees participated	25 women trainees participated	25 women trainees participated	<i>Quarterly Target #s with country</i>  <i>[India]</i>
									<i>Achievement</i>

(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	In 2023				In 2024				<i>Note</i>
SCGJ implements a policy to offer 20% fee waiver for only	SCGJ frames the concerned policy and outline procedures to provide fee waiver to at least 50 women candidates across concerned trainings.				SCGJ implements the policy and procedures and provides fee waiver to at least 100 women candidates across concerned trainings.				<i>Total target #s in</i>
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	<i>Aiming timeline</i>



## **Contact Information**

### **Skill Council for Green Jobs (SCGJ)**

Partner representative: **Mr Arpit Sharma**  
Position: Chief Operating Officer (COO), SCGJ  
Address: 3<sup>rd</sup> Floor, CBIP Building, Malcha Marg, New Delhi, 110021  
Telephone: +91 9899505533  
E-mail: [coo@sscgj.in](mailto:coo@sscgj.in)

Partner representative: **Deepak Rai**  
Position: VP (Standards and Research), SCGJ  
Address: 3<sup>rd</sup> Floor, CBIP Building, Malcha Marg, New Delhi, 110021  
Telephone: +91 9582807212  
E-mail: [deepak@sscgj.in](mailto:deepak@sscgj.in)

Partner representative: **Mrs. Sonia Parashar**  
Position: Deputy Manager (Standards and Research), SCGJ  
Address: 3<sup>rd</sup> Floor, CBIP Building, Malcha Marg, New Delhi, 110021  
Telephone: +918851383758  
E-mail: [sonia.greenjobs@gmail.com](mailto:sonia.greenjobs@gmail.com)

### **World Bank/South Asia Gender and Energy Facility**

Partner representative: **Gunjan Gautam**  
Position: Senior Energy Specialist / Task Team Lead of SAGE II  
Address: 1818 H St. NW, Washington DC, USA  
Telephone: +1-202-453-9023  
E-mail: [ggautam@worldbank.org](mailto:ggautam@worldbank.org)

### **World Bank/South Asia Gender and Energy Facility**

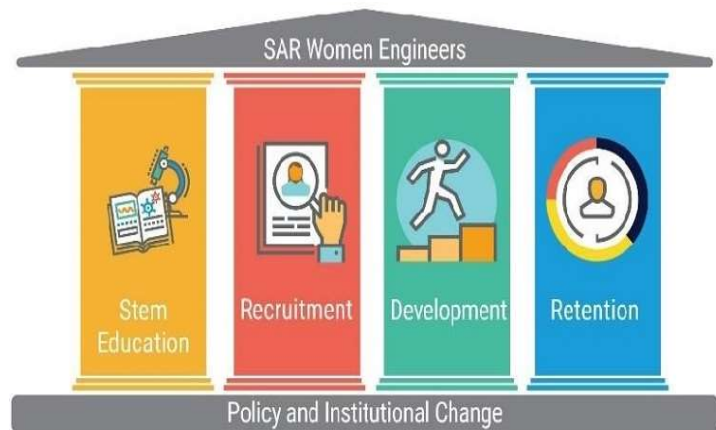
Partner representative: **Tanushree Bhowmik**  
Position: Social Development Consultant  
Address: World Bank Delhi Office, India  
Telephone: +91 98992010203  
E-mail: [tchowmik@worldbank.org](mailto:tchowmik@worldbank.org)

## 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 its 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 of viable 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 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:** Having a gender-friendly working environment and supporting the increased household responsibilities 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 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:** Institutionalizing and enforcing gender considerations at the national 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

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