

**CENTRAL POWER PURCHASING AGENCY (CPPA-G)  
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 Central Power Purchasing Agency (CPPA-G) 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.

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

CPPA-G will periodically report progress in 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.

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

a) Pillar 1: STEM Education

Activities	In 2023				In 2024				Note
1.1. CPPA-G plans to arrange awareness session for School/College Female Students to increase their interest in STEM Education.	CPPA-G arranges 2 sessions for 50 female students at different schools to raise awareness regarding value of STEM education and careers in STEM.				CPPA-G arranges 3 sessions for female students at different schools to raise awareness regarding value of STEM education and careers in STEM.				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 session for 25 female students	1 session for 25 female students		1 session for 30 female students	1 session for 30 female students	1 session for 30 female students	Quarterly targets #s with country
								Achievement	
1.2. CPPA-G provides counselling to STEM Females Students in Universities to join Energy Sector by sharing	CPPA-G provides 2 counselling sessions to STEM Females Students in Universities to join Energy Sector by sharing overview of related opportunities.				CPPA-G provides 3 counselling sessions to STEM Females Students in Universities to join Energy Sector by sharing overview of related opportunities.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Session for 25 STEM		Session for 25 STEM		Session for 30 STEM	Session for 30 STEM	Session for 30 STEM	Quarterly targets #s with country



marriage, childbirth etc.)									
2.3. CPPA-G is an Equal Employment Organization and do not discriminate based on gender. We have hired 14 STEM females until now and making conscious efforts to increase the current number.	CPPA-G hired 18 STEM Female Professionals and placed them in technical positions where they can utilize their skills and knowledge appropriately. Total Females =23 , STEM =18				CPPA-G will increase the number of STEM Females.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	As per Recruitment Plan				As per Recruitment Plan				Quarterly targets #s
	Current strength of STEM Females = 8.1% of Total STEM workforce. Expected to reach 10%.to 11%								with country
									Achievement

c) Pillar 3: Professional Development for Female Professionals

Activities	In 2023				In 2024				Note
3.1. CPPA-G intends to offer Female Leadership Development Program	CPPA-G offers Female Leadership Development Program for female professionals at CPPA-G. Initial Target will be females working in middle management.				CPPA-G continues offering Female Leadership Development Program to all female professionals.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			Expected Beneficiaries (50% Females of Total females) PK					Expected Beneficiaries (50% Females of Total females) PK	Quarterly targets #s with country
									Achievement
3.2. Training for Capacity Building and Skill Development.	CPPA-G offers various Training for all employees to improve their soft and Technical Skills. In 2022-2023 multiple trainings were arranged while ensuring the participation of Female staff.								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 Trainings Expected Beneficiaries = 15				2 Training for Female Employees  Expected Beneficiaries = 20 PK	Quarterly targets #s with country
									Achievement
3.2. CPPA-G intends to offer Technical Skills	CPPA-G will cover female staff by providing at least 1 Technical Skills Training related to their function in a year.				CPPA-G will cover female staff by providing at least 1 Technical Skills Training related to their function in a year.				Total target #s in the year

Training Program.									
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				2 Training for 23 Female Employees, among which 18 are STEM.  PK		2 Trainings for new number of female employees		2 Trainings for new number of female employees.	Quarterly targets #s with country.
									Achievement
3.3. CPPA-G offers Soft Skills Training Program for all Female staff (Influencing, Communication, Negotiation skills, reporting of harassment incidents)	2 Training under the Soft Skills Training Program to all female professionals								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 Training for 10 female employees PK		2 Trainings for 10 female employees  PK		2 Training for 15 female employees  PK		2 Training for 15 female employees  PK	Quarterly targets #s with country
									Achievement
3.4. CPPA-G offers Gender Sensitization and Unconscious Bias Trainings for all employees (Male-Female)	1 Gender Sensitization and Unconscious Bias Training for at least 50 Female and Male employees.				Gender Sensitization and Unconscious Bias Training for next batch of 50 employees (Male and Female employees)				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			Training session for 100 employees  PK					Training session for 100 employees  PK	Quarterly targets #s with country
									Achievement

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

Activities	In 2023				In 2024				Note
4.1. CPPA-G has decided to prioritize and ensure the separate toilet facility for females which are fully equipped and available for	CPP-A maintains 4 separate toilet facility for all female staff and ensures they are fully operational. We will work toward ensuring that Female dedicated washroom should be on all 5 Floors.				CPP-A maintains separate 5 toilet facility for all female staff and ensures they are fully operational. with a Female Janitorial Staff,				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	4 facilities within the organization for 23 employees  PK	Cont'd			Will be upgraded, based on the requirements:				Quarterly targets #s with country

all female staff throughout the year.										Achievement
4.2. CPPA-G provides Separate Prayer room for female employees.	CPPA-G has provided a Separate Prayer area for female staff.				CPPA-G ensures a Separate Separate Prayer is available for female staff				Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
	Available	Continued	Continued	Continued	Continued	Continued	Continued	Continued	Quarterly targets #s	
									with country	
								Achievement		
4.3. CPPA-G provides Female common room with basic facilities for female employees and will ensure that will remain available for all female staff throughout the year. The current facility has capacity to accommodate number of 30 -35 members.	Upgradation of the Female Common Room Facility.				Female common room facility will be continued as well as upgraded based on the requirements.				Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
	Available Current Beneficiaries = 23	Cont'd	Cont'd	Cont'd	Cont'd	Will be upgraded as required.	Cont'd	Cont'd PK.	Quarterly targets #s	
									with country	
								Achievement		
4.4. Safe Transport Facility /Subsidized facility to all female employees by CPPA-G	Currently, at CPPA-G we give the Travel/ conveyance allowance to all the employees as part of their package. However, for official visits we ensure the provision of safe and comfortable official vehicle to female staff.				Travel/ Conveyance allowance will be continued.				Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
									Achievement	

4.4. CPPA-G has provided Day Care Facility for Female Staff.	CPPA-G has an active day care facility with a dedicated Day care lady. In future, we will upgrade the day- care as per requirement in terms of facilities and staff.				CPPA-G will upgrade the day care facility and increase in staff as per the requirement.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

	Current Beneficiaries = 4 Mothers ( 2 regular, 2 occasional) Expected Beneficiaries = 7 Mothers ( 4 regular, 3 occasional)	Expected Beneficiaries = 8 to 10	Achievement
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4.5. Dedicated Parking for Working Mothers who are using the office day-care facility.	Space outside our office is a public place. However, among the space available, for now we will dedicate the slots for mothers using the day care facility.				Dedicated Parking Slots will be increased based on the availability and requirement.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	To be Implemented= Expected current beneficiaries = 2				Will be increased or arranged based on requirement.				Achievement

4.6. At CPPA-G, we have 8 Working hours and 5 days a week schedule. To facilitate the new mothers, flex time will be provided for initial 3 months, post-maternity leaves, so that they can both look after their baby and work in a balanced manner. (Telecommuting & Flex Time)	Flexible working arrangement will be provided an option to the new mother to either to work few days from office and work from home for remaining days or work lesser hours from the office and remaining work could be done from home. The work schedule will be finalized after mutual discussion with the Reporting Officer and same will be communicated to HR.				Flexible working arrangement will be provided an option to the new mother to either to work few days from office and work from home for remaining days or work lesser hours from the office and remaining work could be done from home. The work schedule will be finalized after mutual discussion with the Reporting Officer and same will be communicated to HR.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	To be Implemented Expected Beneficiaries= 1	Expected Beneficiaries= 2	Expected Beneficiaries= 3		Will be continued.				Achievement

e) Pillar 5: Policy and Institutional Change

Activities	In 2023				In 2024				Note
5.1. CPPA-G is striving to make the workplace environment conducive for women by formulating and implementing female friendly policies.	CPPA-G ensures make the workplace environment conducive for women by formulating and implementing female friendly policies.				CPPA-G ensures make the workplace environment conducive for women by formulating and implementing female friendly policies				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

implementing a number of female friendly policies in order to attract and retain female employee. <ul style="list-style-type: none"> <li>• Women friendly leave policy like Maternity leave (90 days not deducted from leave account)</li> <li>• Anti-Harassment Policy</li> <li>• On-Site Childcare Facility</li> <li>• CPPA-G is an Equal Employment Opportunity employer and we do encourage Females to apply.</li> </ul>	Policy Activated	Policy Activated	Policy Activated	Policy Activated	Policy Activated	Policy Activated	Policy Activated	Policy Activated	Quarterly targets #s with country
	PK	PK	PK	PK	PK	PK	PK	PK	PK
									Achievement
5.2. CPPA-G offer employment to all female and male employees	All Female staff is getting same pay and allowances with respect to male employees of their cadre/scale.				All Female staff is getting same pay and allowances with respect to male employees of their cadre/scale.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

irrespective of gender on open-merit and offering equal pay and allowances to Female staff in respect of male employees of their cadre/scale.	Impleme nted	Impleme nted	Impleme nted	Impleme nted	Impleme nted	Impleme nted	Impleme nted	Impleme nted	Impleme nted	Quarterl y targets #s with country
	PK	PK	PK	PK	PK	PK	PK	PK	PK	Achieve ment
5.3. CPPA-G intends having Female Representation in all the interview Panels, by including this to relevant policies	CPPA-G intends to have the Female Representation in all the interview Panels				CPPA-G implements the policy for Female Representation in all the interview Panels				Total target #s in the year	
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
	Preparing	Preparing			Impleme nted				Quarterl y targets #s with country	
									Achieve ment	

Gende r Focal Person to addres s Gende r issues	CPPA-G has nominated a Gender Focal Person to deal with Female Staff Matters.				CPPA-G implements the policy for Female Representation in all the interview Panels				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Activate d	Activated  Networkin g Session 1	Activate d	Activated  Networkin g Session 2	Activate d	Activated  Networkin g Session 1	Activate d	Activated  Networkin g Session 2	Quarterly targets #s with country
									Achievem ent

### Contact Information

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World Bank/South Asia Gender and Energy II



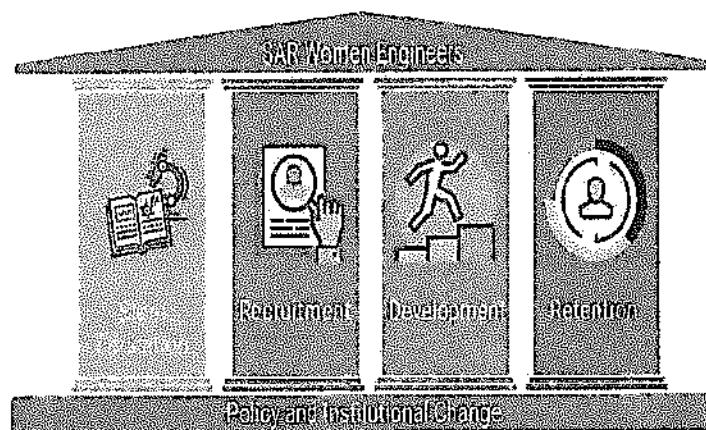
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**Annex I: South Asia - Women in Power Sector Professional Network (WePOWER)**

**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 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.