

**Nepal Engineers' Association (NEA), Nepal
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 Nepal Engineers' Association (NEA), for endorsing the objectives of WePOWER and joining as an Institutional Partner. NEA's Women Engineers' Coordination and Welfare Committee (WECWC) will work to implement the gender activities.

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 2023 and 2024 – (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.

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

NEA 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.

(a) Pillar 1: STEM Education

Activities	In 2023				In 2024				Note
1.1. Role Model Presentation and orientation in engineering colleges	A group with relevant female leader in power sector shall visit the Engineering institutions				A group with relevant female leader in engineering sector shall visit the Engineering institutions				<i>2 activities with 40 beneficiaries</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 activity with 20 number of female beneficiaries				1 activity with 20 number of female beneficiaries			<i>Quarterly Target #s with country</i>

	Nepal				Nepal				
									<i>Achievement</i>
1.2. Rural outreach programs for girls in schools in rural areas	NEA, WECWC members shall visit one school in rural area to encourage STEM education and awareness of Gender Issues and Opportunities among at least 25 students for capacity building related to engineering/energy				NEA, WECWC members shall visit one school in rural area to encourage STEM education and awareness of Gender Issues and Opportunities for capacity building related to engineering/energy				<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 activity with 25 number of female beneficiaries Nepal				1 activity with 25 number of female beneficiaries Nepal	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

(b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1. NEA shall expand the number of Women members such that at least 20% engineers registered in NEA shall be women engineers. At present the percentage of registered Women Engineers is	The membership drive shall be focused on encouraging more number of engineers (10% more) to register in NEA and participate in its activities				The membership drive shall be focused on encouraging more number of engineers (10% more) to register in NEA and participate in its activities				<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>
				Membership Drive for having 5% more women engineers Nepal				Membership Drive for having 5% more women engineers Nepal	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

approx.. 10% of the total registered engineers in NEA									
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(c) Pillar 3: Development for Female professionals

Activities	In 2023				In 2024				Note
3.1. Training programs focusing on Advance excel course	NEA, WECWC shall organize a 3 dayed training on advance excel skill for 25 women engineers				NEA, WECWC shall organize a training on advance excel skill for 25 women engineers				<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 activity targeting 25 women engineers				1 activity targeting 25 women engineers				<i>Quarterly Target #s with country</i>
	Nepal				Nepal				<i>Achievement</i>
3.2. Conference and Panel Discussions	NEA, WECWC shall organize a Conference for developing and promoting 50 women engineer practitioners and researchers comprising a technical session and a session on gender mainstreaming				NEA, WECWC shall organize a Conference for developing and promoting 50 women engineer practitioners and researchers comprising a technical session and a session on gender mainstreaming				<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 activity with 50 beneficiaries				1 activity with 50 beneficiaries			<i>Quarterly Target #s with country</i>
		Nepal				Nepal			<i>Achievement</i>

3.3 Workshop/Training on Leadership Development	NEA, WECWC shall organize a workshop/ training on leadership development for 25 women engineers				NEA, WECWC shall organize a workshop/ training on leadership development 25 women engineers				<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 activity targeting 25 women engineers				1 activity targeting 25 women engineers			<i>Quarterly Target #s with country</i>
		Nepal				Nepal			<i>Achievement</i>

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

Activities	In 2023				In 2024				Note
4.1. Acknowledging and Awarding the senior women officials in Power/ Engineering Sector and organizing experience and leadership ideas sharing program	NEA, WECWC shall award the women officials from senior posts in power sector and have a experience sharing session from them				NEA, WECWC shall award the women officials from senior posts in power sector and have a experience sharing session from them				<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 activity with 25 number of participants				1 activity with 25 number of participants		<i>Quarterly Target #s with country</i>
			Nepal				Nepal		<i>Achievement</i>
4.2. Facility of Sanitary Pad Bank	NEA, WECWC shall work to provide the facility of sanitary pad through installation of sanitary pad bank in Nepal Engineers’ Association				NEA, WECWC shall work to provide the facility of sanitary pad through installation of sanitary pad bank in Engineering Institutions/Organizations.				<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 sanitary pad bank @ NEA					sanitary pad bank in at least two engineering institutions/ organizations				<i>Quarterly Target #s with country</i>
Nepal					Nepal				
									<i>Achievement</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2023				In 2024				Note
5.1. All the business committees of NEA shall have atleast 1 women engineer in all the committees by including this to relevant policies	NEA shall request and advocate for having at least one women engineer in the business committee of NEA				NEA shall request and advocate for having at least one women engineer in the business committee of NEA				<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% of the business committee shall have at least one women engineer as a member		100 % of the business committee shall have at least one women engineer as a member				Continuation of the members in the committee	<i>Quarterly Target #s with country</i>
	Nepal		Nepal				Nepal		
									<i>Achievement</i>
5.2. NEA, WECWC shall advocate and request each groups for raising at least 33% women engineers as their candidates	NEA, WECWC shall have meetings and issue letters to each groups for raising at least 33% of women engineers as candidate for the NEA Executive Committee's Election in Central and Provincial levels				NEA, WECWC shall advocate and request each groups for raising at least 33% of women engineers as candidate for the NEA Executive Committee's Election in Central and Provincial levels				<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>

for the NEA, Executive Committee's Election in Central and Provincial levels by including this to relevant policies				2 meetings and issuance of letters to each group				2 meetings and issuance of letters to each group	<i>Quarterly Target #s with country</i>
				Nepal				Nepal	<i>Achievement</i>

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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 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.