

Grassroots Trading Network for Women (GTNfW)
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 **Grassroots Trading Network for Women (GTNfW)** 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 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.

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

GTNfW 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

None.

(b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1 GTNfW provides training to women on Solar PV Installation	Training 420 grassroots women in Solar PV Technician Training				Training 780 grassroots women in Solar PV Technician Training				<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>
	60 Women trained IN	90 Women trained IN	150 Women trained IN	120 Women trained IN	150 Women trained IN	210 Women trained IN	270 Women trained IN	150 Women trained IN	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
2.2 GTNfW facilitates green job opportunities for grassroots women in STEM type of profession. This is done by providing trainings, leadership skills, helping in market linkages.	Facilitates jobs for 245 women				Facilitates jobs for 700 women				<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>
		45 Women recruited IN	75 Women recruited IN	125 Women recruited IN	100 Women recruited IN	125 Women recruited IN	175 Women recruited IN	300 Women recruited IN	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

(c) Pillar 3: Development for Female Professionals

Activities	In 2023				In 2024				Note
3.1 GTNfW Leaders provides/ facilitates Leadership Trainings to grassroots women.	420 grassroots women are provided leadership trainings.				780 grassroots women are provided leadership trainings.				<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>
	60 Women trained IN	90 Women trained IN	150 Women trained IN	120 Women trained IN	150 Women trained IN	210 Women trained IN	270 Women trained IN	150 Women trained IN	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

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

None.

(e) Pillar 5: Policy and Institutional Change

None.

Contact Information

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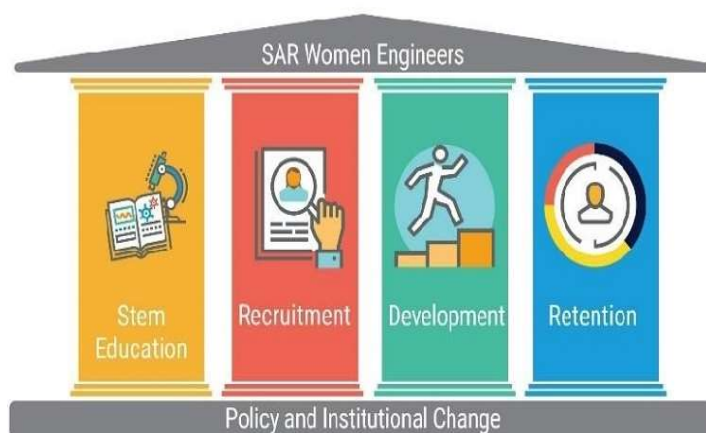
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Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

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 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.