

National Power Training Institute (NPTI)
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 **National Power Training Institute (NPTI)** 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.

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

NPTI 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 2022 | | | | In 2023 | | | | Note |
|--|---|-----------|-----------|---------------|--|-----------|-----------|---|----------------------------------|
| NPTI provides Post Graduate Diploma Courses in Power Plant Engineering, Renewable Energy, Smart Grid Technologies, and others to female students. | Admissions for this year are completed. | | | | NPTI provides Post Graduate Diploma Courses to 10 female students. | | | | Total target #s in the year |
| | Q1 Jan | Q2 Apr | Q3 Jul | Q4 Oct | Q1 Jan | Q2 Apr | Q3 Jul | Q4 Oct | Aiming timeline |
| | | | | N/A IN | | | | 10 female students participated IN | Quarterly Target #s with country |

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

None.

(e) Pillar 5: Policy and Institutional Change

| Activities | In 2022 | | | | In 2023 | | | | Note |
|---|---|-----------|-----------|---|---|------------------------------|------------------------------|------------------------------|----------------------------------|
| NPTI executes Unconscious bias and Gender sensitization policy and procedures for the power sector. | NPTI finalizes the training policy and procedures. | | | | NPTI executes the policy and procedures. | | | | Total target #s in the |
| | Q1 Jan | Q2 Apr | Q3 Jul | Q4 Oct | Q1 Jan | Q2 Apr | Q3 Jul | Q4 Oct | Aiming timeline |
| | | | | Policy and procedures are finalized IN | Policy Implemented IN | Policy Implemented IN | Policy Implemented IN | Policy Implemented IN | Quarterly Target #s with country |
| | | | | | | | | | Achievement |
| NPTI trains the trainers for Unconscious bias and Gender sensitization training to be held for the power sector professionals. | NPTI institutionalizes India Chapter with the WePOWER Partners. | | | | NPTI institutionalizes India Chapter with the WePOWER Partners. | | | | 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 trainer trained IN | 1 trainer trained IN | 1 trainer trained IN | 1 trainer trained IN | Quarterly Target #s with country |
| | | | | | | | | | Achievement |
| NPTI, along with WePOWER and WePOWER | NPTI institutionalizes India Chapter with the WePOWER Partners. | | | | NPTI institutionalizes India Chapter with the WePOWER Partners. | | | | Total target #s in the year |
| | Q1 Jan | Q2 Apr | Q3 Jul | Q4 Oct | Q1 Jan | Q2 Apr | Q3 Jul | Q4 Oct | Aiming timeline |

| | | | | | | | | | |
|--|--|--|--|--|--|-----------------------------------|------------------------------------|-------------------------------------|----------------------------------|
| partners institutionalize s India chapter. | | | | Preliminary Meeting with ISA and WePOWER IN | | Draft Charter developed IN | Financial Plan developed IN | India Chapter Established IN | Quarterly Target #s with country |
| | | | | | | | | | Achievement |

NPTI and WePOWER will be jointly organizing a round table of Women Leaders in Power & Critical Infrastructures sector on 8th March, 2023.

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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.