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	uate					NPTI provides Post Graduate Diploma Courses to 10 female students.			
Courses in Power Plant Engineering, Renewable Energy, Smart Grid Technologies,	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct N/A IN	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct 10 female students participated	Aiming timeline Quarterly Target #s with country
and others to female students.								IN	

	The no. of female students completing the course will be updated.	Achieve ment

(b) Pillar 2: Recruitment

Activities		I	n 2022		In 2023				Note
NPTI provides internship program in Engineering	Interr	nships for t	nis year are	e completed.	NPTI provides internship Internships to female students.				Total target #s in the year
field to female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
students to	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	timeline
bridge the gap between Academic knowledge.				N/A IN				50 female interns hired IN	Quarterly Target #s with country
				The no. of female interns will be updated.					Achieve ment

(c) Pillar 3: Development for Female Professionals

Activities	In 2022					In 2023				
NPTI provides management trainings are completed for this year. training to female						NPTI provides management training to 40 female professionals.				
employees from utilities,	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline	
government, and private players in				N/A		20 female		20 female	Quarterly Target #s with	
power sector.				IN		trainee s particip ated		trainees participa ted	country	
						18.1		IN		

				The no. of women trained will be updated.					Achieve ment
NPTI provides Refresher trainings/ mid- career	Trair	 nings for th	is year are	completed.	NPTI į	Total target #s in the year			
development	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
trainings for women employed in power sector.	Jan	Apr	Jul	Oct N/A IN	Jan	20 female trainee s particip ated	Jul	20 female trainees participa ted	timeline Quarterly Target #s with country
						IN		IN	
				The no. of women trained will be updated.					Achieve ment
NPTI organizes Unconscious bias and Gender					NPTI provides Unconscious bias and Gender sensitization training to female professionals.				Total target #s in the year
sensitization	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
training for the WePOWER Partners. (Number of male and females trained will be updated later)	Jan	Apr	Jul	Oct	Jan 30 prof essio nals train ed	30 profess ionals trained	Jul 30 profes sionals traine d	Oct 30 professi onals trained	timeline Quarterly Target #s with country
									Achieve ment

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

None.

(e) Pillar 5: Policy and Institutional Change

Activities			n 2022			In	2023		Note
NPTI executes Unconscious bias and	NPT		he training ocedures.	gpolicy and	NPTI executes the policy and procedures.				Total target #s in the
Gender sensitization	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
policy and procedures for the power sector.				Policy and procedure s are finalized IN	Policy Imple mente d	Policy Implem ented IN	Policy Implem ented IN	Policy Implem ented IN	Quarter ly Target #s with country
NPTI trains the trainers for Unconscious					NPTI tra	Achieve ment Total target #s in the year			
bias and Gender sensitization	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
training to be held for the power sector professionals.					1 trainer trained IN	1 trainer trained IN	1 trainer trained IN	1 trainer trained	Quarter ly Target #s with country
NPTI, along	NPTI ins	stitutionaliz	es India Ch	napter with the	NPTI in:	stitutionalize:	s India Chapt	er with the	Achieve ment Total
with WePOWER and		WePO\	WER Partn	ers.	WePOWER Partners.				target #s in the year
WePOWER	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	Draft Charter develo ped IN	Financi al Plan develo ped	India Chapte r Establis hed IN	Quarter ly Target #s with country
						Achieve
						ment

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

Contact Information

National Power Training Institute (NPTI)

Partner representative: Dr. Tripta Thakur
Position: Director General

Address: NPTI, Sector 33, Faridabad – 121003

Telephone: +91 9425660696

Partner representative: Bhawana Choudhary
Position: Deputy Director

Address: NPTI, Sector 33, Faridabad – 121003

Telephone: +91 9311622338
E-mail: bhawana.npti@gov.in

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

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

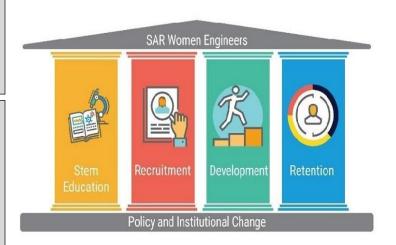
E-mail: tbhowmik@worldbank.org

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 with 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.