

Sri Lanka Sustainable Energy Authority (SLSEA)
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 Sri Lanka Sustainable Energy Authority (SLSEA) 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 2023 – (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.

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

SLSEA 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 2024				In 2025				Note
Develop gender mainstreamed National Schools Curricula about renewable energy and energy management topics in collaboration with the National Institute of Education.	3 Lessons in four modules developed for Grades 6-10				2 Lessons in four modules published for Grades 6-10				5 lessons covering 6 ages
	<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>
	4 gender-mainstreamed lessons on renewable energy and energy management topics developed				4 gender-mainstreamed lessons on renewable energy and energy management topics developed				<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

Conduct STEM outreach programs in schools to inspire female students to take up education in the STEM streams	2 school outreach programs targeting 50 female students				2 school outreach programs targeting 50 students				
	<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 program/ 50 female students		1 program/ 50 female students		1 program /50 female students		1 program/5 0 female students		<i>Quarterly Target #s with country</i>
									<i>Achieveme nt</i>

(b) Pillar 2: Recruitment

Activities	In 2024				In 2025				Notes
Conduct training programs for solar energy technicians	60 female solar energy technicians trained				80 female solar energy technicians trained				
	<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>
	10 females trained	10 females trained	20 females trained	20 females trained	20 females trained	20 females trained	20 females trained	20 females trained	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
Provide internship opportunities for undergraduates and NAITA Trainees	20 female energy and technology students from universities and vocational training centers provided internships at SLSEA				20 female energy and technology students from universities and vocational training centers provided internships at SLSEA				
	<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>
	5 female student s	5 female student s	5 female student s	5 female students	5 female student s	5 female students	5 female student s	5 female student s	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
Appoints female energy managers for government and private entities	20 female energy managers appointed for government and private entities				20 female energy managers appointed for government and private entities				
	<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>
	5 females enrolled	5 females enrolled	5 females enrolled	5 females enrolled	5 females enrolled	5 females enrolled	5 females enrolled	5 females enrolled	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

(c) Pillar 3: Development for Female Professionals

Activities	In 2024				In 2025				Note
Improve female participation in energy auditors and energy managers trainings	5 females trained as energy managers and energy auditors				5 females trained as energy managers and energy auditors				Total target #s in the year
	<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>	Aiming timeline
				5 females				5 females	Quarterly Target #s with country
									Achievement
Conduct capacity building training programs to female engineering, technical and junior managerial staff, locally	20 female engineering and technical staff participate in local training programs				20 female engineering and technical staff participate in local training programs				
	<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>	Aiming timeline
	5 female staff	5 female staff	5 female staff	5 female staff	5 female staff	5 female staff	5 female staff	5 female staff	Quarterly Target #s with country
									Achievement
Provide international training opportunities for female engineering and technical staff	8 female engineering and technical staff participate in international training programs				8 female engineering and technical staff participate in international training programs				
	<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>	Aiming timeline
	2 female staff	2 female staff	2 female staff	2 female staff	2 female staff	2 female staff	2 female staff	2 female staff	Quarterly Target #s with country
									Achievement
Development of a pool of professional female resource persons for renewable energy and energy management	05 female professional resource persons conduct 20 renewable energy and energy management programs				05 female professional resource persons conduct 20 renewable energy and energy management programs				
	<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>	Aiming timeline
	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	5 programs conducted by 3 female professionals	Quarterly Target #s with country
									Achievement

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

No activities

(e) Pillar 5: Policy and Institutional Change

No activities

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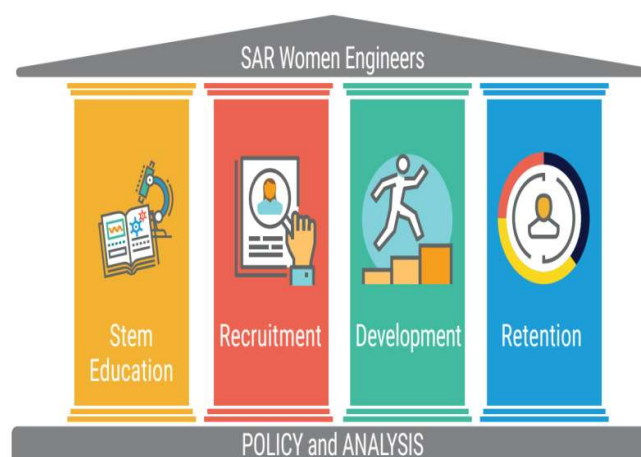
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Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

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 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 to raise awareness of viable jobs/opportunities in the power sector, including to generate female entrepreneurs. This will require a partnership between the private sector, NGOs, academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

Pillar 3: Development: 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: A conducive/gender friendly working environment and support for increased household responsibilities after marriage are two big factors for low retention of women. 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 Analysis: This forms a cross-cutting base for the other pillars in order to achieve normative change in society. Institutionalizing and enforcing gender considerations at the national and institutional level will be crucial. This will entail policies for encouraging more women to study stem, quotas/targets for female enrollment and hiring in academic/power sector and lobbying for more women in senior/board positions.