

(b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1 AEPC recruits women staff in all sections.	AEPC hires 20 women professionals				AEPC hires 25 women professionals				Total target #s in the year
	Q1 <i>Jan-Mar</i>	Q2 <i>Apr-Jun</i>	Q3 <i>Jul-Sep</i>	Q4 <i>Oct-Dec</i>	Q1 <i>Jan-Mar</i>	Q2 <i>Apr-Jun</i>	Q3 <i>Jul-Sep</i>	Q4 <i>Oct-Dec</i>	Aiming timeline
				20 women hired				25 women hired	Quarterly Target #s with country
									Achievements

(c) Pillar 3: Development for Female professionals

Activities	In 2023				In 2024				Note
3.1 AEPC provides training on Gender Equality and Social Inclusion (GESI) mainstreaming in renewable energy	AEPC provides training, conducts workshops/conferences for 20 women professionals				AEPC provides training, conducts workshops/conferences for 20 women professionals				Total target #s in the year
	Q1 <i>Jan-Mar</i>	Q2 <i>Apr-Jun</i>	Q3 <i>Jul-Sep</i>	Q4 <i>Oct-Dec</i>	Q1 <i>Jan-Mar</i>	Q2 <i>Apr-Jun</i>	Q3 <i>Jul-Sep</i>	Q4 <i>Oct-Dec</i>	Aiming timeline
				20 female staff trained				20 female staff trained	Quarterly Target #s with country
				NP				NP	Achievements
3.2 AEPC conducts workshops and conferences related to GESI	In 2023				In 2024				Note
	AEPC conducts workshops for 20 female staff				AEPC conducts workshops for 20 female staff				Total target #s in the year
	Q1 <i>Jan-Mar</i>	Q2 <i>Apr-Jun</i>	Q3 <i>Jul-Sep</i>	Q4 <i>Oct-Dec</i>	Q1 <i>Jan-Mar</i>	Q2 <i>Apr-Jun</i>	Q3 <i>Jul-Sep</i>	Q4 <i>Oct-Dec</i>	Aiming timeline
				20 female staff participated				20 female staff participated	Quarterly Target #s with country
			NP				NP	Achievements	

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

None

(e) Pillar 5: Policy as cross-cutting

Activities	In 2023				In 2024				Note
5.1 AEPC collects technology wise GESI disaggregated data and conducts GESI audit	AEPC receives GESI audit				AEPC receives GESI audit				Total target #s in the year
	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec	Aiming timeline
				GESI audit of AEPC conducted				GESI audit of AEPC conducted	Quarterly Target #s with country
				NP				NP	
								Achievements	
5.2 Code of Conduct for Prevention and Protection from Sexual Exploitation, Sexual Abuse and Sexual Harassment (SEAH)" approved	In 2023				In 2024				Note
	AEPC develops and approves the SEAH CoC				AEPC ensures SEAH CoC is followed				Total target #s in the year
	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec	Aiming timeline
				Code of Conduct for SEAH approved	Policy implementation continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
			NP	NP	NP	NP	NP		
								Achievements	

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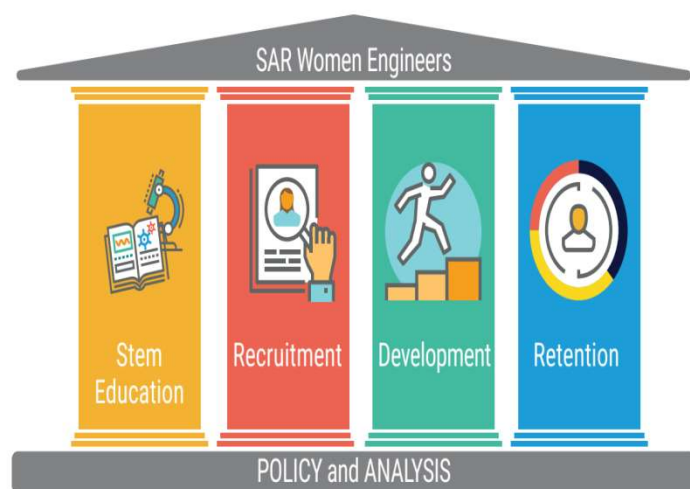
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Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

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.