Alternative Energy Promotion Centre (AEPC), Nepal Network Activities Agreement Women in Power Sector Professional Network in South Asia (WePOWER)

The World Bank's South Asia Gender and Energy Facility (SAGE), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the Alternative Energy Promotion Centre (AEPC) 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, (d) Retention, and (e) Policy and analysis. A detailed description of the pillars is provided in the annex.

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

AEPC will periodically report progress in implementation of these activities to SAGE. In turn, SAGE 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	2023			In	2024	Note	
1.1 AEPC provides		provid		•		provid		Total target #s in the year	
internship support to	for 5	womer	ı stude	ents	for 10) wome	en stud	, , , , , , , , , , , , , , , , , , , ,	
women students*	Q1 Q2 Q3		Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
*Interns can be from engineering/ environment science/admin related field. AEPC will monitor.	Mar	Jun	Sep	Dec	Mar	Jun	Sep	Dec	
				5				10	Quarterly Target #s with
				women				women	country
				interns				interns	
								Achievements	

(b) Pillar 2: Recruitment

Activities		In	2023			In	2024	Note	
2.1 AEPC recruits women staff in all sections.		AEPC hires 20 women professionals				hires 2 ssional		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
				20 women hired				25 women hired	Quarterly Target #s with country
									Achievements

(c) Pillar 3: Development for Female professionals

Activities			In 202	23			4	Note	
3.1 AEPC provides	1	•		ning, conducts		provid	Total target #s in the year		
training on Gender	1	•		ences for 20	condu	ucts	the year		
Equality and Social	wome	n profe	essiona	als	works	shops/d	ences for 20		
Inclusion (GESI)					wome	en prof			
mainstreaming in	Q1	Q2	Q3	Q4	Q1	Q2	Aiming timeline		
renewable energy	gy Jan- Apr- Jul- Oct-Dec				Jan-	Apr-	Jul-	Oct-Dec	
	Mar	Jun	Sep		Mar	Jun	Sep		
				20 female				20 female	Quarterly Target
				staff trained				staff	#s with country
								trained	
				NP				NP	
									Achievements
3.2 AEPC conducts		23			4	Note			
workshops and	AEPC	conduc	ts wor	kshops for 20	AEPC	condu	Total target #s in		
conferences related	femal	e staff		20 fei	male st	the year			
to GESI	GESI Q1 Q2 Q3		Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-Dec	Jan-	Apr-	Jul-	Oct-Dec	
	Mar	Jun	Sep		Mar	Jun	Sep		
				20 female				20 female	Quarterly Target
				staff				staff	#s with country
				participated				participated	
								'	
				NP				NP	
									Achievements

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

None

(e) Pillar 5: Policy as cross-cutting

Activities		I	n 2023	}		Note			
5.1 AEPC collects	AEPC	receive	es GES	l audit	AEPC receives GE	Total target #s in the year			
technology wise GESI	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
disaggregated data and conducts GESI audit				GESI audit of AEPC conducted				GESI audit of AEPC conducted	Quarterly Target #s with country
				INF				INF	Achievements
5.2 Code of		ı	n 2023	}		Note			
Conduct for Prevention	AEPC develops and approves the SEAH CoC				AEPC ensures SEA	Total target #s in the year			
and Protection from Sexual	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
Exploitation, Sexual Abuse and Sexual Harassment (SEAH)" approved			•	Code of Conduct for SEAH approved	Policy implementation continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
				141	141	141	141	INI	Achievements

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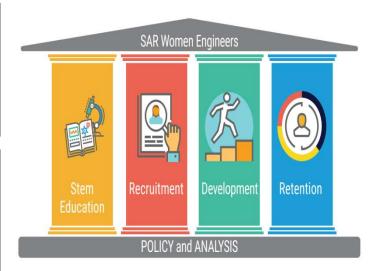
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Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

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 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 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.