University of Ruhuna (UoR)- Electrical and Information Engineering

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 University of Ruhuna (UoR) 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.

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

UoR 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 2	023			In 2	Note				
,			I				year				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-			
1.1 UoR conducts	1 Tr	aining Pr	ogram fo	r 50	1 Tr	aining Pr					
lectures on career	fema	le studen	ts in 2 sc	hools	fema	le studen					
pathways for female											
high school students				50		60			Quarterly Target #s with		
in the field of				femal		femal			country		
engineering, followed				es		es					
by a laboratory visit											
at the Department of											
Electrical and									Achievement		
Information											
Engineering (in											

collaboration with IEEE WIE)							
1.2 UoR hosts female engineering role models from industry			1 panel discussion for 20 female students in 3 rd and 4 th years with 4 female panelists				SMART Objectives
to female undergraduates (with WIE)				20 femal e stude nts			Quarterly Target #s with country
							Achievement

(b) Pillar 2: Recruitment

Activities		In 2	.023			In 2	Note		
									Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
2. 1 Conduct job readiness					Cor	nduct 1 j	ob readir	iess	SMART Objectives
workshop for 4 th year					worksh	nop for fi			
students. This workshop will						year st			
prepare students for the							15		Quarterly Target
workplace with the skills									#s with country Achievement
they need to succeed in									, terme verment
STEM-related jobs,									
including interpersonal skills									
and professional									
competencies.									
2.2 UoR connects female	1 Me		program	for 4	1 Me	ntorship	SMART Objectives		
undergraduate students		female	students			female			
with female engineering				male	6 female students				Quarterly Target #s with country
professionals through a			stud	ents		ı	T	1	,
year-long mentorship									Achievement
program.									
2.3 UoR provides capacity					1 Tr	aining pr	SMART Objectives		
building to take up			ı	T		female			
leadership roles among the					20				Quarterly Target #s with country
female students in					femal				#s with country
Department of Electrical					е				
and Information					stude				
Engineering.					nts in				
					DEIE				
									Achievement
2.4 Conduct STEM job fair					Conduct 1 job fair for fifteen 3 rd				SMART Objectives
for 3 rd and 4 th year		1	ı	Г	ar	nd 4 th ye:			
students.							15		Quarterly Target #s with country
									Achievement

(c) Pillar 3: Development for Female Professionals

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

Activities			In 2023			Note			
						Total target #s in the year			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
4.1 UoR conducts Feasibility survey of an in-house day-	and n staf	nale acade f (around ibility and	urvey among emic and nor 50 total staf requiremen day-care faci	n-academic ff) on the t of an in-					SMART Objectives
care facility				1 survey conducted					Quarterly Target #s with country Achievement

(e) Pillar 5: Policy and Institutional Change

Activities			In 2023			Note				
						Total target #s in the year				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
5.1 UoR conducts	1 Sta	iff train	ing for 30 s	taff including	1 Staff	1 Staff training for new staff				
training for male and	1	18 male	e and 12 fen	nale staff	includin	g 10 m	ale an	d 5 female		
female staff on						Sf	taff			
Gender Equality and				30 staff				15 staff	Quarterly	
Social Inclusion				including				including	Target #s with country	
(GESI) for Faculty of				18 male				10 male	Country	
Engineering				and 12				and 5		
				female staff				female		
									Achievement	
5.2. UoR conducts	1 Tra	aining p	orogram for	75 students	1 Trai	SMART				
training on GESI for			at 3 rd year		st	Objectives				
the 3 rd year students			75		200				Quarterly	
in DEIE			students		students				Target #s with country	
									Achievement	

Contact Information

Partners Institution Name (shorten name): University of Ruhuna (UoR)

Partner representative: Dr. Rajitha Udawalpola

Position: Head of Department, DEIE

Address: Department of Electrical and Information Engineering (DEIE), Faculty of Engineering,

University of Ruhuna. Telephone: 077 251 9477 E-mail: rajitha@eie.ruh.ac.lk

World Bank/South Asia Gender and Energy II
Partner representative: Gunjan Gautam

Position: Operations Officer / 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 II Partner representative: Yukari Shibuya

Position: Senior Social Development Consultant (Youth and Gender) /

Partnership Coordinator of SAGE II

Address: 1818 H St. NW, Washington DC, USA

Telephone: +1-202-458-2232

E-mail: yshibuya@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.