



*With WePOWER All Partners, Nov. 2019 in Manila (ADB HQ)*

# WePOWER

## Progress Report 2020





# Message for the WePOWER Partners



## Guangzhe Chen

*Regional Director of South Asia Region Infrastructure*

The South Asia Women in Power Sector Network (WePOWER) Annual Report 2020 showcases the remarkable achievements of WePOWER Partners over the last year. WePOWER is a network of Partners; and I would like to thank the WePOWER Partners for their innovative and pragmatic activities to increase workforce participation of women in the energy sector and their enrollment in STEM (Science, Technology, Engineering and Mathematics) education. In the Second Partnership Forum of WePOWER in Manila, I had the opportunity to interact with several Partners, to celebrate your achievements, and to understand the challenges in bringing women into the workforce. The results are even more remarkable given the difficult year we have had due to the COVID-19 Pandemic, which has disproportionately affected women professionals and students.

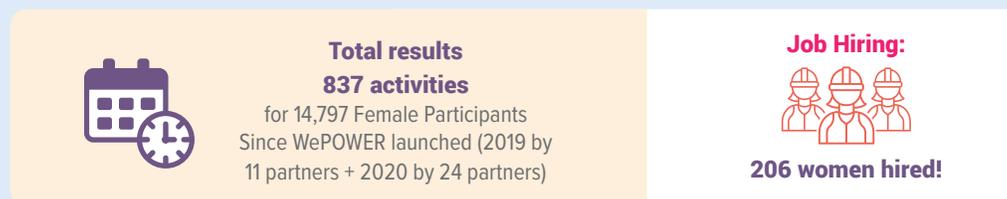
WePOWER will continue to receive strong support from the World Bank, which will continue to serve as the WePOWER interim secretariat. We have a strong work program for WePOWER under the South Asia Gender and Energy Facility II until 2024, and our focus will be to expand the network, and to work with the WePOWER Partners to scale-up the impact of their activities, and to document the lessons learned so that the WePOWER partnership model can be replicated in other regions and sectors.

Continued innovation and persistence to ensure the participation of women in the energy sector is extremely important in the post-COVID recovery and for Green, Inclusive, and Resilient Development. South Asia is in the midst of a generational transition towards sustainable energy and smart grid solutions. Women should not only benefit from this change but should be leading the energy transition. I am pleased to see the World Bank working closely with the WePOWER Partners, to achieve this noble goal.

# About WePOWER

Since its launch in February 2019, **WePOWER has made a significant impact in promoting gender equality in the power and energy sector. In total, WePOWER Partners have implemented 837 gender activities for 14,797 female beneficiaries/participants.** These activities were conducted by 11 Partners in 2019 and 24 Partners in 2020. During this period, a total of 206 female employees were hired and over 6,000 female professionals received training through technical and personal development workshops. Improving the availability of women-friendly facilities have also been a goal for WePOWER Partners. Towards this, seven utilities built 165 women-friendly facilities, including separate toilets, mosques, lactation rooms, and childcare facilities for their employees.

**Figure 1: TOTAL Results since WePOWER Launch in Feb. 2019**



## HIGHLIGHTED ACTIVATES

### Study Tours/Field Visits



**18 tours**  
with 406 female students/participants

### STEM outreach workshops



**61 workshops**  
with 3,665 female student participants

### Internship



**318 female**  
student interns hired!

### Workshops/Trainings for Professionals



**189 workshops**  
with 6,102 female professionals (interns, candidates, female engineers/employees, returning mothers, etc.)

### Mentorship



**85 mentees**  
by 69 mentors

### Women Friendly Facilities



**165 women**  
friendly facilities

**Figure 2: WePOWER's Objective, Strategic Five Pillars and Impact Indicators**

The objective of WePOWER: To support workforce participation of women in energy projects and institutions and promote normative change regarding women in 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.



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, academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.



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.



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.



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.

**Impact Indicators:**



**% of Women Engineer/  
Technical Staff**

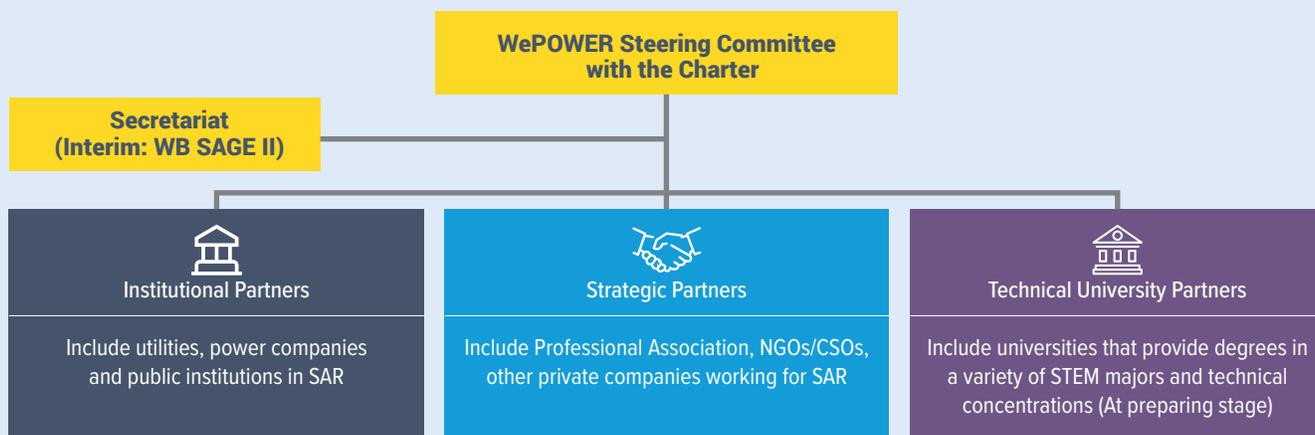


**% of Women in Senior  
Technical/ Management  
Positions**



**% of Women Students in  
STEM Education Programs**

**Figure 3: WePOWER Organization Chart in 2019-2021**



**Table 1: Composition of the 1st WePOWER Steering Committee**

No.	Title	Name of participant	Designation	Name of the organization	Type	Country
1	Dr	Bozenna Pasik-Duncan	Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE WIE) Chair/ Charmain Williams, IEEE WIE Senior Manager, Professor, University of Kansas, Mathematics Department	Institute of Electrical and Electronics Engineers, Women in Engineering	Professional Association	Global
2	Mr	Francesco Tornieri	Principal Social Development Specialist (GAD)	Asian Development Bank	Regional Development Bank	Global
3	Ms	Kiran Gupta	Head, Customer Service	Tata Power Delhi Distribution Ltd.	Energy Sector Institution	India
4	Ms	Ramla Qureshi	CEO and Founder	Women Engineers Pakistan (WEP)	Private Sector Organization	Pakistan
5	Ms	Sandra Schuster	Vice President, Business	Stantec	Private Sector Organization	Global
6	Mr	Shoaib Taqi	General Manager (LA&R/HRD)	WAPDA (The Water and Power Development Authority)	Energy Sector Institution	Pakistan
7	Mr	Sohel Ahmed	Managing Director	Grameen Shakti	Energy-Sector Institution and Civil Society Organization	Bangladesh
8	Ms	Gisu Mohadjer	Operations Advisor	World Bank – South Asia Gender and Energy Facility II	International Development Bank	Global
	Mr	Gunjan Gautam	Operations Officer			
	Ms	Maria Beatriz Orlando	Lead Social Development Specialist			
	Mr	Pranav Vaidya	Senior Social Development Consultant			
	Ms	Tanuja Bhattacharjee	Energy Specialist - Bangladesh			
	Ms	Tehreem Saifey	Communication Consultant			
	Ms	Yukari Shibuya	Senior Social Development Consultant			

*\*In alphabetical order*

# List of all partners

## 1st Group Partners (11): Joined from WePOWER Launch in Nepal Conference (Feb. 2019)

Organization Name	Country	Organization Type	LoAs Download
1. Da Afghanistan Breshna Sherkat (DABS)	Afghanistan	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
2. Grameen Shakti (GS)	Bangladesh	Non-Profit Organization	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
3. Institute of Electrical and Electronics Engineers, Bangladesh Section (IEEE-BDS)	Bangladesh	Professional Association	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
4. Institute of Electrical and Electronics Engineers, Women in Engineering in India (IEEE WIE-India)	India	Professional Association	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
5. Women Engineers Pakistan (WEP)	Pakistan	Private Company	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
6. Women in Energy Pakistan (WIE)	Pakistan	Non-Profit Organization	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
7. Clean Cookstove Alliance (CCA) <i>* Joined as a partner until end of 2020</i>	Global (Bangladesh, Nepal and India)	International Organization	<a href="#">2019-2020</a>
8. Stantec	Global (Nepal and Pakistan)	Private Company	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
9. Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE-WIE)	Global (Bangladesh, India and Sri Lanka)	Professional Association	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
10. Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power, Region 10 in Asia Pacific (IEEE-PES WiP)	Global (Bangladesh, India and Sri Lanka)	Professional Association	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
11. Réseau de Transport d'Électricité (RTE)	International	Public Utility	<a href="#">2019-2020</a>

### 2nd Group Partners (10): Joined from Manila Conference (Nov. 2019)

Organization Name	Country	Organization Type	LoAs Download
12. Infrastructure Development Company Limited (IDCOL)	Bangladesh	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
13. Bangladesh Power Development Board (BPDB)	Bangladesh	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
14. Bhutan Power Corporation (BPC)	Bhutan	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
15. Druk Green Power Corporation Limited (DGPC)	Bhutan	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
16. Tata Power DDL	India	Private Company (Joint venture with the government)	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
17. Energy Efficiency Services Limited (EESL)	India	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
18. Karachi Electric (KE)	Pakistan	Private Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
19. The Water and Power Development Authority commonly (WAPDA)	Pakistan	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
20. Ceylon Electricity Board (CEB)	Sri Lanka	Public Utility	<a href="#">2019-2020</a> <a href="#">2021-2022</a>
21. United States Agency for International Development (USAID)	Global	International Organization	<a href="#">2019-2020</a> <a href="#">2021-2022</a>

### 3rd Group Partners (3): Joined from 2020

Organization Name	Country	Organization Type	LoAs Download
22. Bangladesh Rural Electrification Board (BREB)	Bangladesh	Public Utility	<a href="#">2020-2021</a>
23. Fenaka Corporation Limited (FENAKA)	Maldives	State Owned Company	<a href="#">2020-2021</a>
24. Feedback Energy Distribution Co. Ltd. (FEDCO)	India	Private Company	<a href="#">2020-2021</a>

#### 4th Group Partners (4): Joined from 2021

Organization Name	Country	Organization Type	LoAs Download
25. Power Grid Corporation of India (POWERGRID)	India	Power Company	<a href="#">2021-2022</a>
26. Lanka Electricity Company Pvt. Ltd. (LECO)	Sri Lanka	Power Company	<a href="#">2021-2022</a>
27. Institute of Electrical and Electronics Engineers, Women in Engineering in Sri Lanka (IEEE WIE-Sri Lanka)	Sri Lanka	Professional Association	<a href="#">2021-2022</a>
28. Institute of Electrical and Electronics Engineers, Women in Engineering in Bangladesh (IEEE WIE Bangladesh)	Bangladesh	Professional Association	<a href="#">2021-2022</a>

#### Box 1: All 27 WePOWER Partners for 2021



# Table of Contents

Message for the WePOWER Partners	3
About WePOWER	4
TOTAL Results since WePOWER Launch in Feb. 2019	4
WePOWER's Objective, Strategic Five Pillars and Impact Indicators	5
WePOWER Organization Chart in 2019-2021	6
Composition of the 1st WePOWER Steering Committee	6
List of all partners	7
Abbreviations	12
Executive Summary	14
1. Monitoring and Registration Activity in 2020	16
2. WePOWER's Results in 2020	17
2.1. Overall Results for 2020	17
2.2. The Unexpected High Participation of In-person STEM Outreach Workshops	19
2.3. Partner Profiles	20
2.4. Activity Highlights	21
2.4.1. Outstanding Achievements by WePOWER Partners	21
2.4.2. WePOWER National Chapters	22
2.4.3. Memorandum of Understanding (MoU) between IEEE-WIE (Women in Engineering)	22
2.4.4. The Country's Largest "Virtual Job-Fair" in Pakistan	22
2.4.5. The World Bank Renewed its Commitment to WePOWER until 2024	23
2.5. The Pilot Cost Estimations	24
2.5.1. Objective	24
2.5.2. The Collected Data	24
2.5.3. Key Findings	26
2.5.4. Next Steps	26

<b>3. WePOWER in 2021</b>	27
3.1. Updated Targets for 2021	27
3.2. A Wide Variety of Activities	28
3.3. Gender Activity Modules to help WePOWER Partners	30
<b>4. Feature Stories of WePOWER Partners in 2020</b>	31
Pillar 1: STEM Education	32
Pillar 2: Recruitment	34
Pillar 3: Professional Development for Female Employees	36
Pillar 4: Retention (Returning Mothers, Female Friendly Facilities, etc.)	39
Pillar 5: Policy and Institutional Change	41
<b>Closing Messages from Interim-Secretariat</b>	43
<b>Annex 1</b>	45
WePOWER Partners' Profile in 2021 by Country	45
WePOWER Partners' Profile in 2021 by Institution Type	45
<b>Annex 2.</b>	46
Aggregated Results Gender Activities 2020 by Country	46
Aggregated Results Gender Activities 2020 by Pillar	49
Aggregated Targets and Results for 24 partners, and Targets in 2021 for 27 partners by All Activities	54

# Abbreviations

<b>ADB</b>	Asian Development Bank
<b>BKTTC</b>	Bangladesh Korea Technical Training Center
<b>BPC</b>	Bhutan Power Corporation
<b>BPDB</b>	Bangladesh Power Development Board
<b>BREB</b>	Bangladesh Rural Electrification Board
<b>CCA</b>	Clean Cooking Alliance
<b>CEB</b>	Ceylon Electricity Board
<b>COVID19</b>	Corona Virus Disease 2019
<b>CSR</b>	Corporate Social Responsibility
<b>D &amp; I</b>	Diversity and Inclusion
<b>DABS</b>	Da Afghanistan Breshna Sherkat
<b>DAE</b>	Diploma of Associate Engineering
<b>DDL</b>	Delhi Distribution Limited
<b>DGPC</b>	Druk Green Power Corporation
<b>EESL</b>	Energy Efficiency Services Limited
<b>ESMAP</b>	Energy Sector Management Assistance Program
<b>F2F</b>	Face To Face
<b>FEDCO</b>	Feedback Energy Distribution Company
<b>FS</b>	Female Students
<b>GAMS</b>	Gender Activity Modules
<b>GS</b>	Grameen Shakti
<b>HBS</b>	Harvard Business School
<b>IDCOL</b>	Infrastructure Development Company Limited
<b>IEEE</b>	Institute of Electrical and Electronics Engineers
<b>IEEE BDS</b>	Institute of Electrical and Electronics Engineers, Bangladesh Section
<b>IEEE PES</b>	Institute of Electrical and Electronics Engineers, Power and Energy Society
<b>IEEE WIE</b>	Institute of Electrical and Electronics Engineers, Women in Engineering
<b>ILS</b>	International Leadership Summit
<b>ITIs</b>	Industrial Training Institutes
<b>KE</b>	Karachi Electric
<b>LECO</b>	Lanka Electricity Company
<b>LoAs</b>	List of Activities

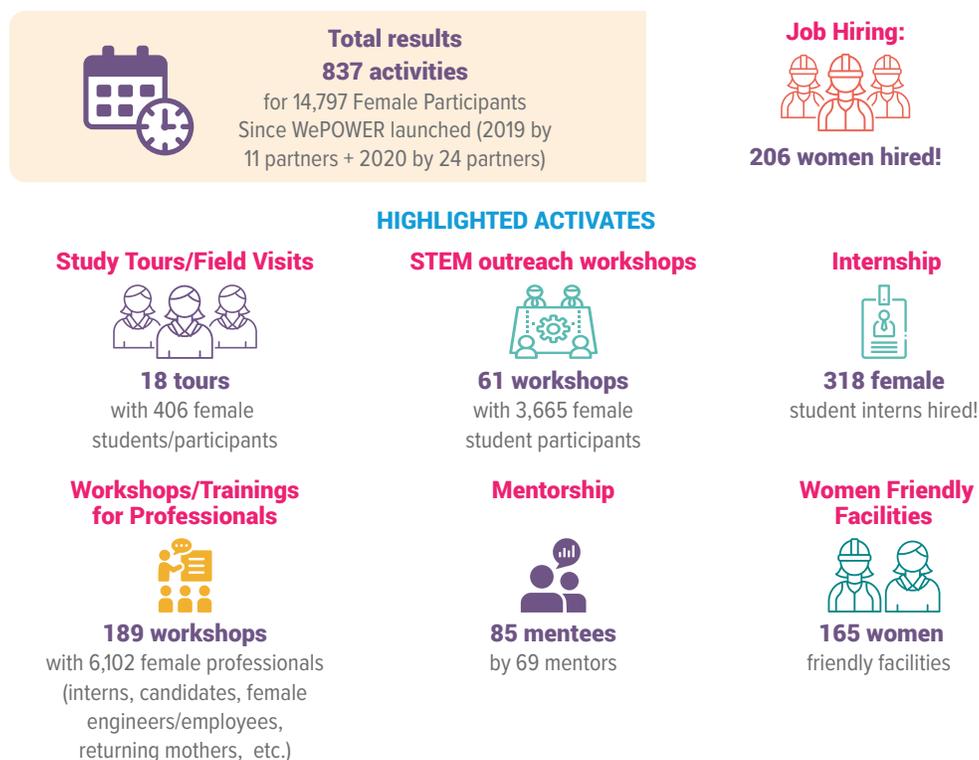
<b>MoU</b>	Memorandum of Understanding
<b>OJT</b>	On-the-Job Training
<b>PBL</b>	Project-Based Learning
<b>PBS</b>	Palli Bidyut Samity
<b>RTE</b>	Réseau de Transport d'Électricité
<b>SAGE</b>	South Asia Gender and Energy Facility
<b>SI</b>	Special Initiatives
<b>STEM</b>	Science, Technology, Engineering and Mathematics
<b>TVET</b>	Technical and Vocational Education and Training
<b>USAID</b>	United States Agency for International Development
<b>WAPDA</b>	Water & Power Development Authority
<b>WEP</b>	Women Engineers Pakistan
<b>WePOWER</b>	Women in Energy and Power Sector
<b>WIE</b>	Women in Energy Pakistan
<b>WIECON-ECE</b>	Women in Engineering Conference on Electrical and Computer Engineering
<b>YESIST</b>	Youth Endeavors for Social Innovation using Sustainable Technology

# Executive Summary

**WePOWER Partners provided a total of 544 gender activities for 9,410 female beneficiaries/participants in 2020.** Despite the disruptions caused by the COVID-19 pandemic, our Partners were able to adapt their gender activities by using virtual platforms to hold events and trainings.

Remarkably, more than 3,000 female students participated in in-person STEM outreach workshops held by 18 Partners. The enthusiasm shown by the participants makes for such events demonstrate that female students are eager to join the STEM learning stream. The need for WePOWER's continued support in this area is clear.

**Figure 4: 2020 Results and Some featured activities**



**Some encouraging highlights and milestones achieved in 2020 are:**

✚ **Agreement on WePOWER National Chapters with ADB.** WePOWER National Chapters are key to institutionalize the network at the national level, foster exchange of ideas, facilitate lateral learning, open communications, and encourage collaborative partnerships among local institutional and strategic partners. ADB and the WePOWER Interim-Secretariat towards endorsed an agreement establishing the approach, scope, and structure of the proposed WePOWER National Chapters.

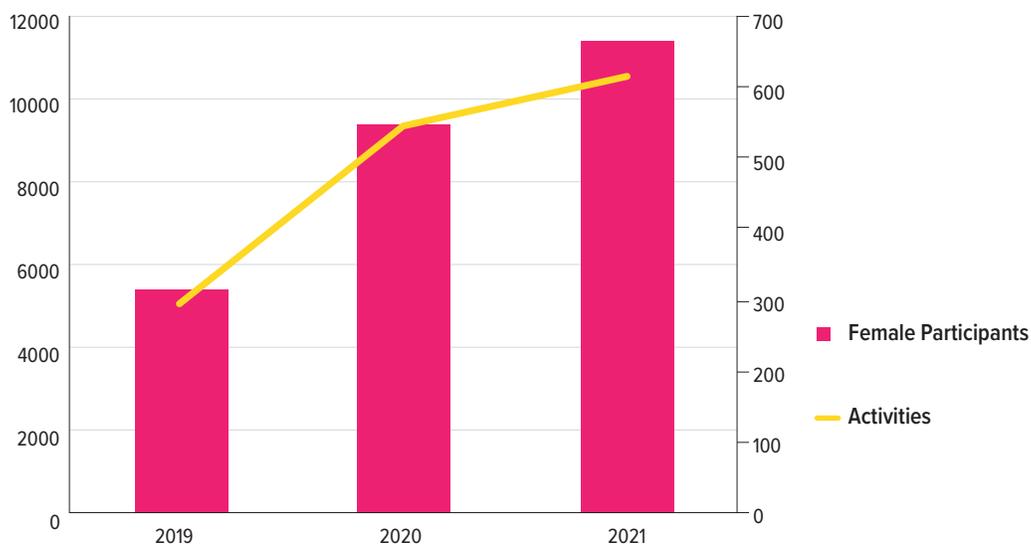
✦ **WePOWER adopted a Memorandum of Understanding (MoU) with the Institute of Electrical and Electronics Engineers-WIE (IEEE -Women in Engineering).** This agreement underscores IEEE WIE’s strong commitment to WePOWER. IEEE WIE is crucial in reaching academic institutions, female engineering students, and professionals as the network continues to expand.

✦ **WePOWER’s ability to successfully bring a diverse group of stakeholders was brilliantly demonstrated in Pakistan. The four WePOWER Partners, with support from the Interim-Secretariat, seamlessly coordinated to organize the country’s largest-ever “Virtual Job-Fair”.** The event included 62 organizations and 1,317 total participants, out of which 528 were women. WePOWER is planning to replicate a similar model for job fairs in other South Asian countries.

✦ **The World Bank renewed its commitment to WePOWER until 2024 under the South Asia Gender and Energy Facility II (SAGE II) program.** The Interim-Secretariat was authorized by the World Bank senior management to expand and scale up WePOWER through an extensive **workplan**.

**We look forward to more growth in 2021.** This year will continue the trend of year-on-year increase in the number of activities and beneficiaries/participants reached by the WePOWER network (Figure 5).

**Figure 5: Results 2019 and 2020, and Targets 2021**



**In 2021, The 27 WePOWER Partners have targeted implementing 614 gender activities for 11,353 female beneficiaries/participants.** Some of the major gender activities will include 66 STEM awareness workshops for 3,237 female students, hiring more than 216 women in the power sector, 136 trainings for 2,814 female professionals, and building 69 women-friendly facilities.

# 1. Monitoring and Registration Activity in 2020

The WePOWER Interim-Secretariat administered four rounds of reporting in 2020 (Figure 6). In response to the COVID-19 pandemic, the Partners revised their 2020-21 targets in August. The 2021 targets have also been set and disclosed.

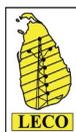
WePOWER also welcomed seven new Partners in 2020 (Box 2): Bangladesh Rural Electrification Board (BREB), Fenaka Co. Ltd. (FENAKA), and Feedback Energy Distribution Co. Ltd. (FEDCO) in May, and Power Grid Corporation of India (POWEGRID), Lanka Electricity Company (Pvt) Ltd (LECO), IEEE WIE Sri Lanka, and IEEE WIE Bangladesh in December. One Partner (CCA) left the network.

Following guidance from the 5<sup>th</sup> WePOWER Steering Committee meeting on December 17<sup>th</sup>, 2020, the Interim-Secretariat started the development of a web-based reporting system to supplement the manual LoAs Word file. With this new automated system, Partners will be able to directly register gender activities and submit their target and result numbers through an online portal. The goal is to make the reporting, management, and presentation of the WePOWER activities more efficient and accessible for both the Partners and the Interim-Secretariat. Following an initial pilot phase in late 2021, the system will be fully operational for the 2022 reporting cycle.

**Figure 6: Monitoring Activities timeline in 2020**



**Box 2: New WePOWER Partners in 2020**



# 2. WePOWER's Results in 2020

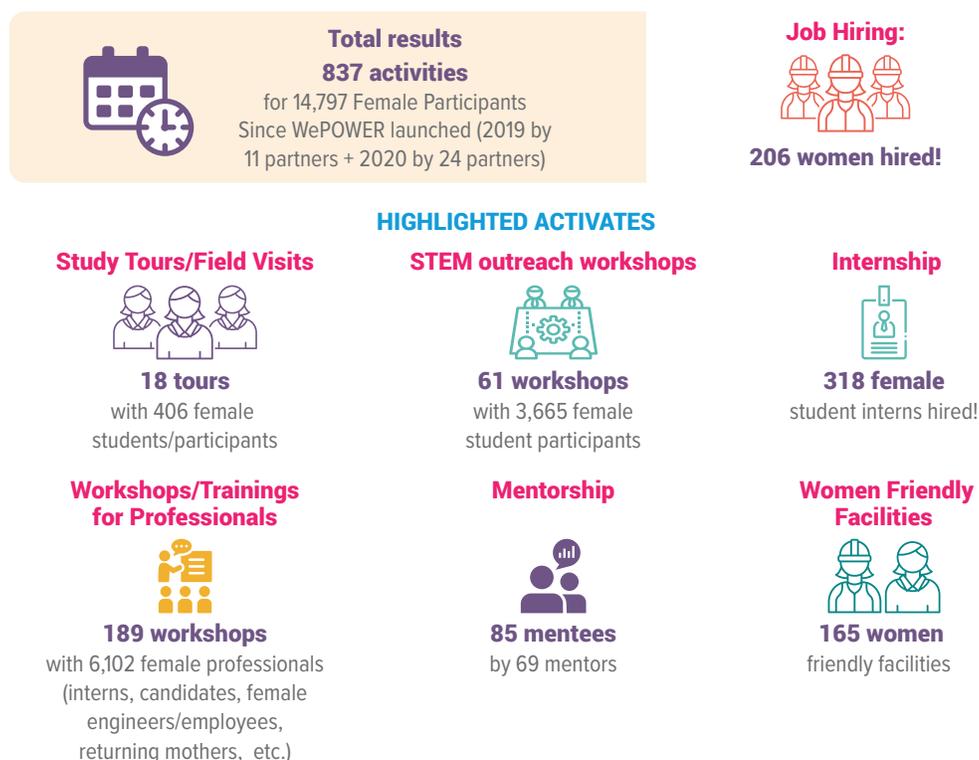
## 2.1. Overall Results for 2020

Despite the ongoing global pandemic, WePOWER Partners successfully completed **544 gender activities (64.6% of planned)** reaching **9,410 female beneficiaries (65.5% of planned)**.

Many of the Partners were forced to cancel or postpone their planned activities as a result of the COVID19, even after revising their targets in August. Yet, WePOWER was still able to implement 65% of the planned gender activities for 2020 (Figure 7).

**Some of the Partners immediately adopted COVID-sensitive gender activities** (Table 2). For example, K-Electric paused their plan to build an onsite mom's room and childcare facility, and are instead providing caregiver allowance for mothers working from home during the pandemic (Box 3).

**Figure 7: 2020 Results and Some Featured Activities**



**Table 2: WePOWER Partners' COVID- prompted Activities in 2020**

Institution	COVID measure Gender Activity
BREB	BREB provided <b>medical consultancy over the phone</b> to all female employees. The medical officers from BREB walked through the do's & don'ts of the COVID-19 treatment.
EESL	During COVID-19, EESL organized <b>webinar series for its female employees</b> on mental well-being and stress management, self-awareness at work, and operational excellence. EESL also launched <b>a new Gender Report (COVID edition)</b> on Dec 21, 2020.
FEDCO	To protect its employees from COVID-19, FEDCO gathered 50 women employees on <b>a video conference chaired by the CEO</b> to discuss how the women employees are coping during this crisis and what support they need to advance their careers.
Grameen Shakti	Rural communities have suffered the most amidst the lockdowns. Grameen Shakti provided <b>capacity-building training for rural girls</b> about selling Improved Cook Stove to help their economic situation.
KE	KE provided <b>Caregiver Allowance</b> instead of building onsite Mom's room and childcare facilities.
WAPDA	WAPDA launched two official <b>YouTube channels: "Online Learning by ERP Team"</b> to continue educational activities and to achieve academic targets during COVID-19.

\* Alphanumeric order by Institutions name

**Box 3: Karachi Electric's Measured Response to COVID-19**

**K-Electric had originally planned to establish a Mom's room and Childcare facility in 2020. But COVID forced many employees to work from home so the company started providing Caregiver Allowances instead of building onsite facilities. 48 women benefited in 2020 as a result of this appropriate switch.**

Madeeha, a mother of a two-year-old, has been working as a deputy manager for Pakistan's Karachi-Electric for the last four years. When COVID-19 cases surged in the country, her toddler's daycare shut down, and the future of her work seemed uncertain.



*“KE’s Caregiver Allowance came in just at the right time during COVID when I was struggling to find a work-home balance because of added care responsibilities, it made a huge difference in my work performance.”*

Just when Madeeha was contemplating her next move, her employer stepped up. The utility offered her flexible work hours, provided a monthly childcare allowance to hire a nanny, and set up round the clock telehealth service for their employees—a boost she needed to continue in the job that she loves.

## 2.2. The Unexpected High Participation of In-person STEM Outreach Workshops

**Remarkably, one gender activity that exceeded its set target in 2020 was in-person “STEM Outreach Workshops.”** Overall, 2,943 female students (114.5% of set targets) braved the pandemic to participate in 43 STEM outreach workshops (57.3% of set targets). The number of female student participants per workshop was far higher than the estimated target. For example, 339 secondary school students participated in the STEM outreach workshop and career counseling session hosted by DGPC compared to the original target of 100 students. This may indicate that female students were eager to learn from in-person events.

**Less than half of the targeted professional trainings were conducted, reaching only 60% of intended women professionals. Only 3,632 female participants (60.0% of set targets) participated in the 130 trainings (46.7% of set targets) provided by WePOWER Partners.** Based on the revisions made in August 2020, it was anticipated that female professionals might be able to benefit more from the improved availability of virtual training options, which could leverage online technologies like Zoom and Webex. However, caretaking responsibilities at home for elders and children made it difficult for women to participate fully in the virtual professional trainings.

**Table 3: Summary of In-Person STEM Outreach Programs for Female Students (FS) in 2020**

Institution	F2F Activity for female students	Target for 2020	Result in 2020
BPDB	<b>Site visits</b> in projects/ power plants for female engineering students.	1 time / 20 FS	1 time / 40 FS
DGPC	<b>Institutional tie-ups with local schools</b> for career counselling.	4 times / 100 FS	4 times / 339 FS
FEDCO	<b>Training program</b> for female students	1 time / 20 FS	1 time / 25 FS
IEEE WIE India	<b>IEEE WIE STAR Programs</b> to educate women students	4 times / 100 FS	3 times / 204 FS
	<b>Awareness workshops</b> on solar-based device for school students	2 times / 100 FS	2 times / 182 FS
IEEE WIE Regional	<b>IEEE SAR's chapters</b> in universities to awareness WePOWER	20 times / 300 FS	14 times / 225 FS
	<b>Invites inspirational successful educators</b> from High Schools and Universities	3 events/ 105 FS	2 events/ 106 FS
KE	<b>Road Shows</b> at Higher Education Commission Level Schools	4 times / 100 FS	2 times / 80 FS
Tata Power DDL	<b>Outreach Programs</b> in schools and “Women Polytechnics/ Institutes”	1 time / 25 FS	1 time / 225 FS
WAPDA	<b>Science Fair</b> to inspire STEM	1 time / 500 FS	1 time / 1,400 FS
	<b>Field trips</b> of Hydropower Projects for high school/college female students.	3 times / 75 FS	2 times / 73 FS

\* Alphabetic order by Institutions name

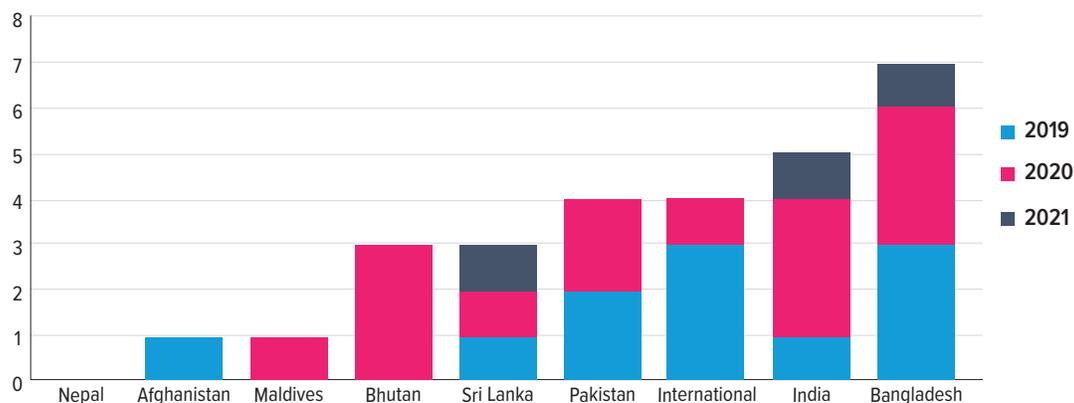
## 2.3. Partner Profiles

Thanks to the excellent efforts of WePOWER champions in these organizations, most of the major public power utilities in South Asia have joined as WePOWER Partners. WePOWER more than doubled its membership from 11 in 2019 to 24 in 2020. In 2021, due to COVID-19, it was expected that the membership rate would increase at a more moderate level (45.8%) for a total of 34 partners by end of the year. Overall, WePOWER’s network includes a range of diverse organizations, with 16 power utilities (59.2%), followed by six industry networks (22.2%). Bangladesh and India have the most Partners with seven and five, respectively. Please see Annex 1 for a more detailed breakdown.

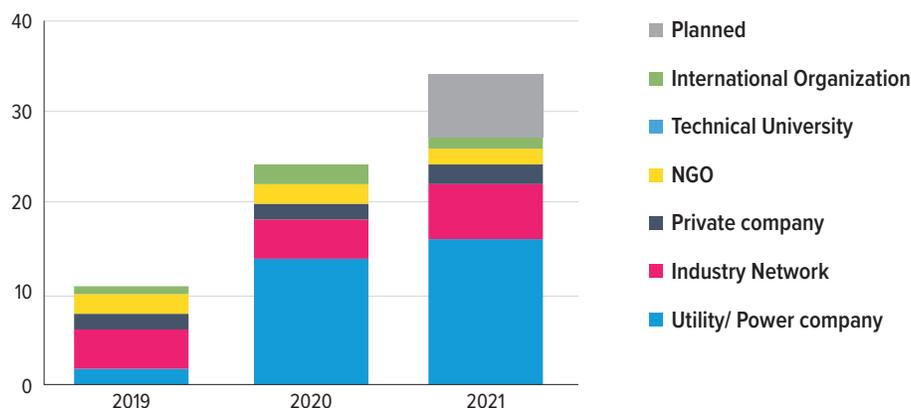
In 2021, the Interim-Secretariat’s focus will be enhancing its outreach in Nepal and India. With ADB’s collaboration, WePOWER is engaging the state utility and other relevant players in the two countries. The formation of national chapters is also being prioritized.

The Interim-Secretariat is also collaborating with the World Bank South Asia Education Unit to recruit technical universities into the network and explore opportunities in internship programs and technical trainings – including TVET (Technical and Vocational Education and Training).

**Figure 8: WePOWER Partners, by country and year of joining**



**Figure 9: WePOWER Partners, by Institution type and year of joining**



## 2.4. Activity Highlights

### 2.4.1. Outstanding Achievements by WePOWER Partners

Some outstanding achievements by WePOWER's partners are highlighted in the following table (Table 3). For more details, refer to section 4 "WePOWER Partners' Feature Stories in 2020".

**Table 4: Partners' Outstanding Achievements in 2020**

Partners	Country	Achievements
DABS	Afghanistan	103 women were <b>hired in technical roles on a permanent and contract basis.</b> (target: 110)
IEEE BDS	Bangladesh	More than 120 female students, faculty members, and volunteers from 21 universities and around 50 industry professionals from 15 Power and Energy organizations participated in the <b>International Women's Day event</b> at Bangladesh University of Engineering and Technology. (target: not planned before)
DGPC	Bhutan	339 female students in 4 high schools were benefited from the <b>STEM Awareness Outreach and Career Counseling</b> programs. (target: 40 in 4 high schools) Established linkages with 9 institutions; enrolled 28 <b>female students for On-the-Job trainings including campus recruitments.</b> (target: 2 institutions; 10 female students)
EESL	India	22 <b>webinars (technical and personal trainings) were conducted</b> for a total of 814 women employees (target: 20 in-person trainings for 220 women employees)
FEDCO	India	24 female professionals were <b>hired in polytechnic and ITIs fields.</b> (target: 20)
IEEE WIE India	India	Over 180 female participants joined from all over the world to share their experiences in the <b>Returning Mothers Virtual Workshop.</b> (target: 100)
Tata Power DDL	India	100 <b>career mentors</b> were assigned to 300 <b>female students from Industrial Training Institutes (ITIs).</b> (target: not planned before) 225 <b>girl students</b> participated in a STEM awareness event. The girls were encouraged to choose a career in the electrical engineering domain. (target: 25)
Karachi Electric	Pakistan	12 <b>women engineers were assigned to key projects</b> and CFTs (Cross-Functional Teams). (target: 6) 48 <b>women received Caregiver Allowance to help take care of children while working from home.</b> 325 <b>women utilized pick-and-drop service</b> (home-to-office and back) to ensure safety during their commutes. (target: 150)
WAPDA	Pakistan	1 <b>Science fair was</b> conducted. More than 1,400 girl students participated and developed further interest in STEM subjects. (target: 500)

\* In alphabetical order by country

#### 2.4.2. WePOWER National Chapters

Establishing National Chapters will be key to the long-term sustainability of WePOWER. WePOWER National Chapters will help to institutionalize the network at the national level, foster exchange of ideas, facilitate lateral learning, open communications, and encourage collaborative partnerships among local institutional and strategic partners.



**To help guide this effort, the Interim-Secretariat and ADB developed the Agreement of WePOWER National Chapters.**

In December 2019, WePOWER established its first National Chapter in Bhutan. WePOWER partners, including the BPC, DGPC, and ADB, convened the Ministry of Education, Royal University of Bhutan, and other technical universities to endorse the Bhutan WePOWER Charter. The Bhutan chapter will help coordinate gender activities at the country level between the utilities, universities, government, and other stakeholders.

#### 2.4.3. Memorandum of Understanding (MoU) between IEEE-WIE (Women in Engineering)

**The Interim-Secretariat signed a Memorandum of Understanding (MoU) with IEEE WIE (Women in Engineering).** This agreement underscores IEEE's strong commitment to WePOWER – which is crucial in reaching academic institutions, female engineering professionals, and students.

WePOWER and IEEE



WIE are planning to collaborate on various activities in 2021, such as a special WePOWER Magazine issue featuring role models from the South Asia power sector.

#### 2.4.4. The Country's Largest "Virtual Job-Fair" in Pakistan

The power of partnerships was splendidly demonstrated in Pakistan. Our **four WePOWER partners coordinated to organize the country's largest "Virtual Job-Fair" to support job seekers impacted by the COVID-19 pandemic.** The event was hosted by WEP and WIE (Pakistan) and sponsored by KE and WAPDA. Over 1,400 participants, including more than 500 women networked. The Virtual Job Fair owes a large part of its success to: (1) the support from major utilities (KE and WAPDA) and their committed involvement from an early stage; (2) the enthusiasm of innovative local organizations (WEP and WIE); and (3) the early and effective coordination with the Interim-Secretariat for support.

WePOWER is aiming to replicate a similar model of virtual job fairs in other countries, with the first being planned for Bangladesh in 2021.

#### 2.4.5. The World Bank Renewed its Commitment to WePOWER until 2024

**The World Bank renewed its commitment to WePOWER until 2024** under the South Asia Gender and Energy Facility II (SAGE II) program. The Interim-Secretariat was authorized to expand and scale up WePOWER through an extensive [workplan](#). WePOWER will be focusing on:

- ✎ Further expanding the WePOWER network through recruiting new partners and continuing monitoring the gender activities implemented by the partners
- ✎ Increasing the quality and quantity of gender activities
- ✎ Organizing more in-person and virtual convening events
- ✎ Standardizing and scaling up of recurring WePOWER activities (Gender Activity Modules)
- ✎ More analytical and knowledge works, including WePOWER case studies linking gender diversity to utility performance, and gender surveys towards updating the WePOWER baseline assessment.
- ✎ Communication support, including regular newsletters, articles, blog posts, videos, etc. covering partner activities. A comms firm will be hired to support this work.

## 2.5. The Pilot Cost Estimations

To better understand the resource burden for WePOWER partners, as a result of implementing the gender activities, WePOWER Interim-Secretariat piloted a survey to gather information on the subject from five partners. The following partners kindly provided their data on resource expenditure (in US Dollars) for their gender activities in 2019 and 2020.

**Table 5: The 5 institutions who joined the Pilot Cost Estimations**

	Name		Country	Institution Type
1	Bhutan Power Corporation	BPC	Bhutan	Utility
2	Women in Energy Pakistan	WIE	Pakistan	Professional Association
3	Water & Power Development Authority	WAPDA	Pakistan	Utility
4	Grameen Shakti	GS	Bangladesh	NGO
5	IEEE Women in Engineering India	IEEE WIE India	India	Professional Association

### 2.5.1. Objective

Insights into the monetary and other resources needed for implementing different types of gender activities can simplify the planning and budgeting of future activities and will help the SAGE team to develop tentative budgets as part of the content of the Gender Activity Modules.

### 2.5.2. The Collected Data

Overall, the approach used in the pilot was successful in collecting informative cost data on common gender activities being implemented by WePOWER partners with a minimum reporting burden. Although we have an improved understanding of the cost for certain activities, we still need additional data from all the partners for more substantial insights into their structure. A number of findings are reported here, but given the small size of the sample, they should be seen as being inconclusive until confirmed by the results of the planned expansive study. The following table was the collected data from the five institutions.

**Table 6: Average of Cost per Beneficiaries and Average of cost per Activity**

Activity types	Number of Activities	Number of Beneficiaries	Ave. of Cost USD per Beneficiary	Ave. of Cost USD per Activity
Job fair	1	1,317	1	1,600
Workshops/Training - Professional Development (Webinar)	3	400	1	167
Workshops/Training - STEM Education	7	1,782	8	3,189
Harassment measures training	1	200	12	2,448
Study Tours/Field Visits	4	340	14	552
STEM awareness workshops	1	250	16	4,080
Workshops/Training - Personal Development	3	270	24	1,590
Send Practitioners/Engineers	2	2	25	25
Professional Role Models	1	250	66	16,540
Internship	6	63	83	842
Chapters/Networking	2	20	100	1,000
Workshops/Training - Professional Development	23	686	126	1,671
Scholarship	5	135	395	1,526
<b>Total</b>	<b>59</b>	<b>5,715</b>	<b>102</b>	<b>1,983</b>
<b>Outlier Data</b>				
Workshops/Training - Professional Development - Female Engineers	2	4	5,992	11,938
Workshops/Training - Professional Development - Female Managers	6	63	737	7,737
Women Friendly Facilities	2	52	3,276	85,178

### 2.5.3. Key Findings

**Note - Omitted the three significant expensive activity types.** This information is reported by WAPDA but has been omitted from the table above since these make uplifts the average costs.

- ✎ Workshops/Training – Professional Development – Female Engineers which is \$5,992 per beneficiaries and \$11,938 per activity, trained total 4 female engineers.
- ✎ Workshops/Training – Professional Development – Female Managers which is \$737 per beneficiary (woman manager) and \$7,737 per activity, trained total 63 female managers.
- ✎ Women Friendly Facility which is \$3,276 per beneficiary and \$85,178 per facility. The Facilities were a Daycare Center completed in 2019 and a Women’s Hostel in 2020.

**A) The Average Cost per Beneficiary for Gender Activities was relatively low.**

- a) In 10 out of the 15 different Activity types, the Cost Per Beneficiary was less than \$100.

**B) Partnerships can help to effectively mobilize/pool resources and leverage comparative advantages for high-cost Gender Activities.**

- a) Training offered for PEDO at WAPDA Training Centers (Admirative Staff College)
- b) Job Fair organized in Pakistan
- c) Workshop by Bangladesh Partners (IEEE Bangladesh organized)

**C) Based on the limited data, 2 dollars are being spent by our partners in Gender Activities for every dollar spent by the IS.**

- a) To justify this level of involvement, the number of partners, the number of activities by our partners and the number of beneficiaries need to increase.

### 2.5.4. Next Steps

The collected data from the pilot in the limited sample for five of our Partners who were further impacted by COVID19, which meant that many face-to-face activities were not implemented in 2020. The total expenditure reported by our partners in 2020 was just \$117,999 (25 Activities), versus \$207,829 (44 Activities) in 2019. As such, we thought it prudent to combine the data for 2019 and 2020 to generate more observation points. We will further tweak and improve the survey and roll it out to all our partners. We hope to address gaps in the data including: 1) assign a monetary value to voluntary time which many of the activities rely on; 2) cost data on maintaining/running facilities.

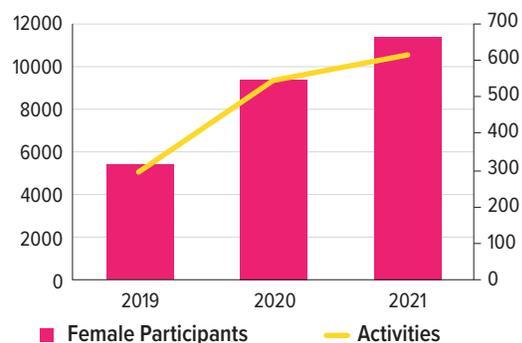
# 3. WePOWER in 2021

## 3.1. Updated Targets for 2021

WePOWER Partners plan to implement **614 activities** for **11,353 female beneficiaries/participants** in 2021 (Figure 10).

In response to the COVID-19 pandemic, the overall number of **in-person activities** has been reduced from 2020 to 2021. However, one type of in-person activity, **personal trainings for returning mothers**, has seen an increase in target numbers from 105 to 269 from 2020 to 2021 (Figure 12). We are glad to see this commitment from our Partners as supporting and empowering women to reenter the workforce has been an important priority for WePOWER.

**Figure 10: Results 2019 and 2020, and Target 2021**



The numbers of planned **webinars and online** professional development trainings for female professionals and returning mothers have both increased for 2021 from X to Y. However, the number of planned professional development training offerings for female students plummeted this year from X to Y due to the continuing pandemic (Figure 13).

**Figure 11: WePOWER Targets for 2021**

**Total**

With the **27 WePower partners** will implement **614 activities/events** for **11,353 female/participants** by end of 2021. (affected by COVID)

**Some Featured Activities**

**WePOWER Targets 2021**  
Submitted in Dec. 2020

**66 STEM Awareness** outreach sessions for **3,237 female students**

**26 Study Tours** and field trips for **334 female students**

Aiming to hire **216+ women**

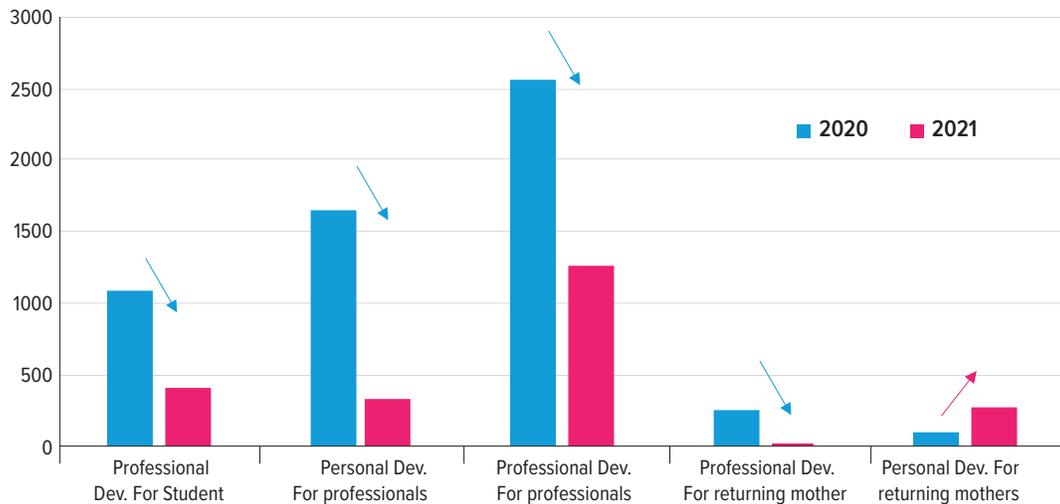
**136 workshops/trainings** for professionals of technical and personal development for total **2,814 women professionals** including employees, interns, returning mothers, etc.

**Internship opportunities** for **350 female students**

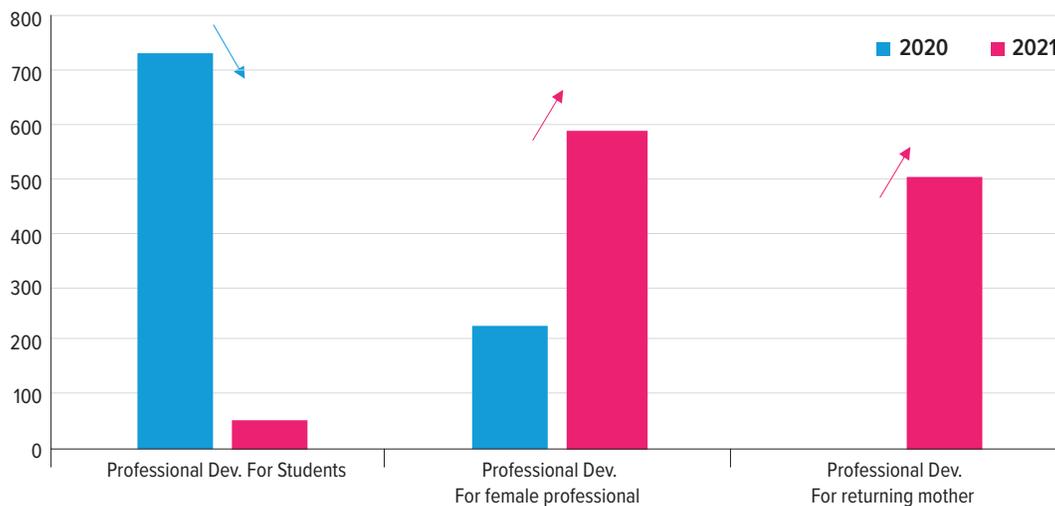
**to build 69 Women Friendly Facilities**

**69 Women Friendly Facilities**

**Figure 12: F2F Trainings' target transition from 2020 to 21**



**Figure 13: On-line Trainings' target transition from 2020 to 21**



## 3.2. A Wide Variety of Activities

WePOWER partners have committed to implement a wide variety of activities under the five pillars to support and empower women and girls in various stages of their academic and professional careers. In total, 59 different types of activities have been planned for 2021 (Table 7). WePOWER activities range from providing mentorship and networking opportunities for students to improving HR policies and facilities for women professionals. Some highlights include:

- ✦ LECO plans to train up to **50 housewives** on how to use the LECO App to manage their accounts, pay bills and monitor electricity usage. The training will be **conducted by 4 “role model” female engineers** who will use the opportunity to inform and encourage the mothers to inspire their daughters to pursue engineering as a desirable career option.

- ✦ K-Electric plans to hire **3 female janitorial and security staff members** at major technical hubs and provide them professional training as part of the onboarding process.
- ✦ IEEE BDS will hold training in power plants for **final year women students** to ensure their **retention** in the power and energy sector in Bangladesh.
- ✦ WEP is developing a **Database of Pakistani Female Scientists**, engineers, and technologists to assist their networking efforts.
- ✦ Tata Power-DDL will conduct **Self Defense Training** for its women employees.

**Table 7: Types of Activities WePOWER Partners conducted in 2021**

Pillar 1: STEM Education	Pillar 2: Recruitment	Pillar 3: Female Professional Dev.	Pillar 4: Retention	Pillar 5: Policy and Inst. Change
Mentorship for Female Students (1)	Company Recruitment Session for Female Students (1)	Female Entrepreneurs Created (1)	Annual Health Check-Up (1)	MoU With WePOWER (1)
“Networking/ Chapters in University” For Students (1)	Job Posting (1)	Representation in Technical Project (1)	Workshops for Corporate Gender Strategy (1)	Sexual Harassment Measures Policy (1)
Successful Educators (1)	Career Counseling (2)	Call For Papers/ Proposals (2)	Harassment Measures (2)	Toolkits/ Resources/ Guides/Analytical Work (1)
Rewards – STEM (3)	Mentorship (2)	Personal Trainings for Female Employees (3)	Professional Women Network (2)	Corporate Gender Strategy Development (5)
Scholarship (4)	Job Placement Support (4)	<b>Mentorship for Female Employees (9)</b>	Role Models for Retention Issues (3)	Female Representation in Committees/ Boards (5)
Role Models for Students (6)	<b>Job Fair (7)</b>	Send Female Engineers/ Practitioners as a Speaker (9)	<b>Holistic Activities for Returning Mothers (8)</b>	Policy – Health, Recreation (5)
Field Trips/Study Tour (9)	Technical Trainings for Female Engineering Students (7)	<b>Technical Trainings for Female Employees (21)</b>	Women-Friendly Facility for Women’s Safety (9)	Policy - Maternity Leave, Childcare Leave (6)
<b>STEM Awareness Workshops (17)</b>	Job Hiring (8)			Policy – Equal Career Opportunity, Flexible Working (9)
	<b>Internship Program (17)</b>			

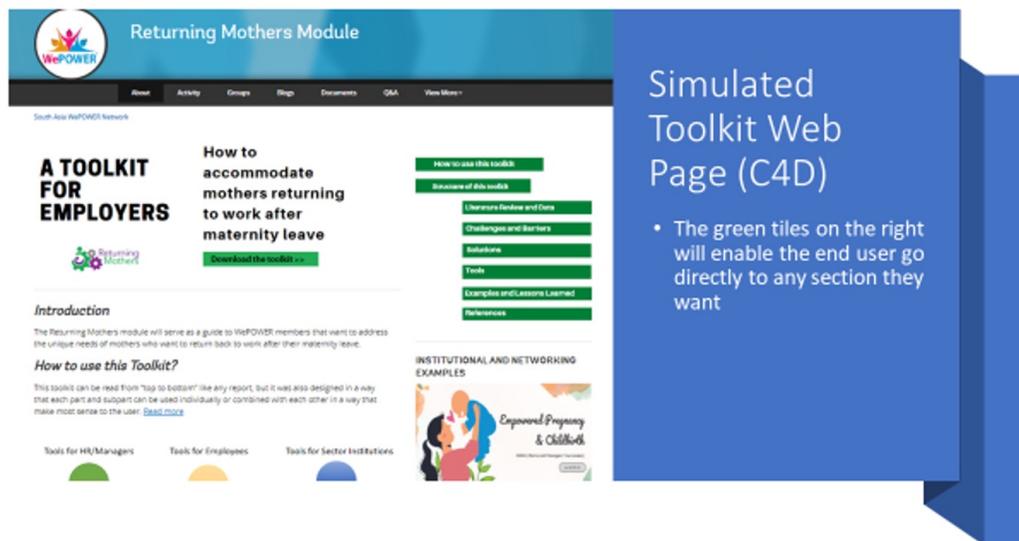
### 3.3. Gender Activity Modules to help WePOWER Partners

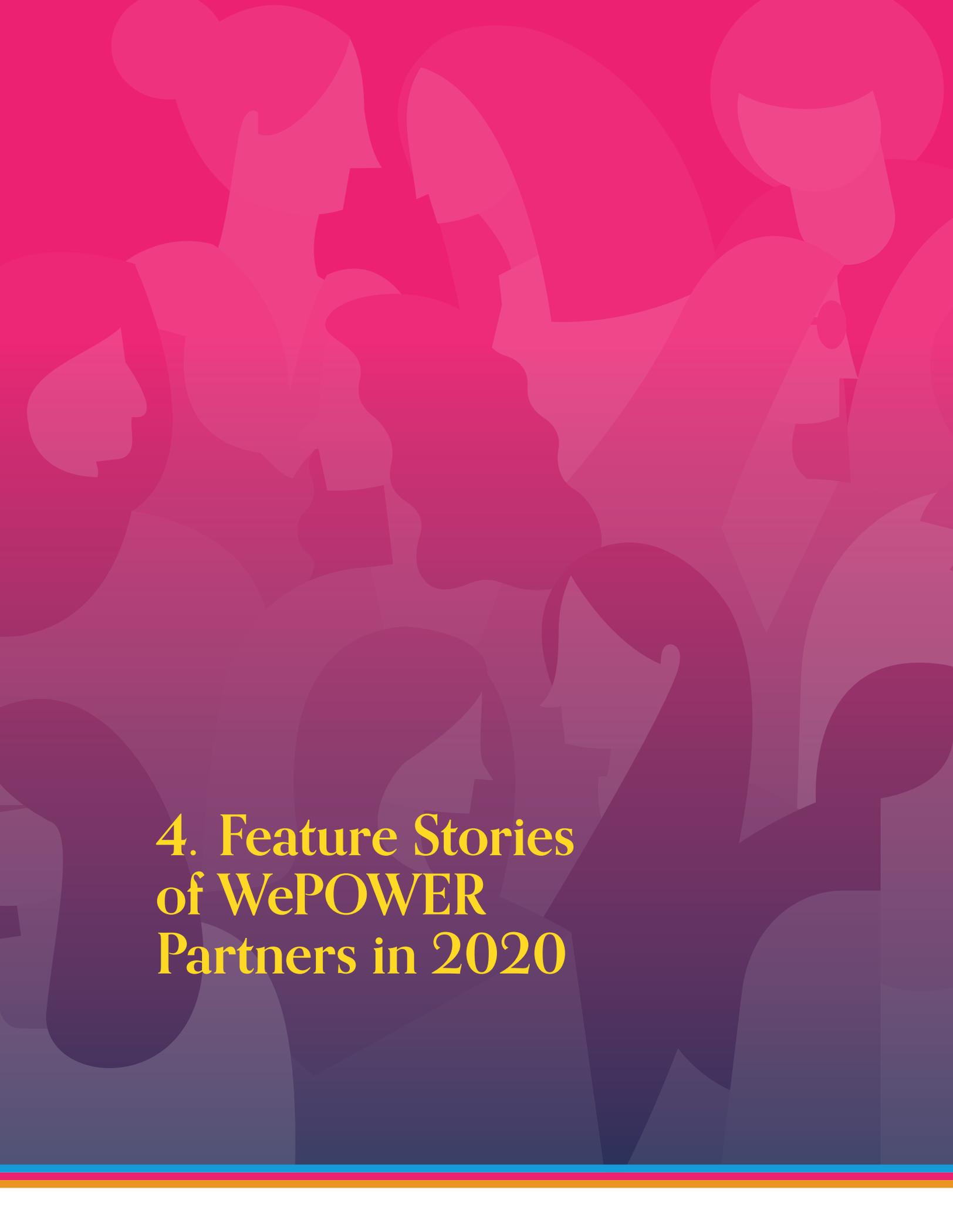
The Interim-Secretariat is developing six Gender Activity Modules (GAMs) for WePOWER Partners to help design, implement, and scale up gender activities according to good practices. These modules will be available online, with simple standalone tools that partners can customize according to their specific needs. The six GAMs currently under development are:

1. Meeting the Needs of Working Parents
2. STEM Awareness Workshops for Female Students
3. Internship Programs for Female Students
4. Mentoring for Females in STEM
5. Recruiting Female Applicants through Job Outreach Events
6. Technical Trainings on Sustainable Energy Solutions and Grid Modernization

Following the guidance provided by the WePOWER Steering Committee, the GAMs were selected to align with the most popular gender activities currently being planned by our Partners. The Interim-Secretariat will look to pilot select GAMs with interested Partners later in 2021.

**Figure 13: Sample Gender Activity Module for WePOWER Partners**





**4. Feature Stories  
of WePOWER  
Partners in 2020**

## Pillar 1: STEM Education



### STEMInista Fest 2020

January 2020 | WAPDA, Pakistan

STEMInista Fest was a science project competition that was organized within WAPDA Schools to encourage and impart STEM education among schoolgirls through Project-Based Learning (PBL). 16 WAPDA schools with 1400 female students participated in the event.



### Outreach Programs for Girl Students

September 2020 | Tata Power DDL, India

Tata Power-DDL reached out to 225 female students in government schools in North Delhi. The goal was to inspire female students to apply to technical professions by making them aware of the immense opportunities available in the power and energy sector.



The future of STEM is powered by women!

### STEM Mentorship

Sep 2020 – May 2021 | WAPDA, Pakistan

Water and Power Development Authority (WAPDA) is determined to transform the future by promoting STEM fields among professionals and young female learners. Ms. Mariam Sibtain (Specialist Education Reform Program, WAPDA), who is also working as Project Coordinator for Women in Power Program, has been selected as a STEM Mentor by the prestigious New York Academy of Sciences 1000 Girls, 1000 Futures Program. The Program aims to produce self-assured female future scientists, mathematicians, technologists, engineers, and leaders.



### Online Educational Activities

October 2020 | WAPDA, Pakistan

To continue educational activities and to achieve academic targets during COVID-19, WAPDA launched two official YouTube channels: "Online Learning by ERP Team" by the WAPDA Education Department, and "SI & CSR Cell WAPDA" by Special Initiatives and Corporate Social Responsibilities Cell (SI & CSR). These channels highlight technical information, achievements, and events at various mega projects in the form of short documentaries. More than 5000 young female students from different schools have learned from these videos.



## Girls Technical Field Trip

November 2020 | WAPDA, Pakistan

WAPDA Girls High School Chashma organized a field trip to “Chashma Hydropower Station,” for 80 female students of class 10th. The focus of this trip was to study the functioning of hydropower electricity generation, its capacity, and distribution. WAPDA engineers explained the whole process, shared the facts with the students, and encouraged them to pursue STEM education and careers in the power sector.



## Outreach Program

November 2020 | BHP & DGPC, Bhutan

The women employees from BHP visited 125 female students of Gaselo Higher Secondary School, located in Wangdue Phodrang District of Bhutan. They gave a presentation on the business operation of DGPC, BHP Plant profile, and shared their experiences working with DGPC, including experiences about technical field-based work. The team also provided an overview of WePOWER.

### 6th IEEE WIECON-ECE 2020

2020 IEEE International Women in Engineering (WIE) Conference on Electrical and Computer Engineering (WIECON-ECE)  
Bhubaneswar, India  
Conference Date: 26-27 Dec 2020

6th IEEE International Women in Engineering (WIE) Conference on Electrical and Computer Engineering 2020 (IEEE WIECON-ECE 2020)

IEEE Bhubaneswar Subsection and IEEE WIE AG Bhubaneswar Subsection in collaboration with IEEE Bangladesh Section and IEEE WIE AG Bangladesh Section is organizing 6th IEEE International Women in Engineering (WIE) Conference on Electrical and Computer Engineering 2020 (IEEE WIECON-ECE 2020). The conference will be hosted on 26th & 27th December 2020. Due to COVID-19 Pandemic situation, this year's IEEE WIECON-ECE 2020 will be held as a virtual conference. All accepted and presented papers will be submitted to IEEE Xplore® digital library.

The conference aims to bring together leading academic researchers and research scholars to exchange and share their experiences and research results on all aspects of Electrical Engineering and Computer Science. It also provides an interdisciplinary platform for researchers, practitioners and educators to present and discuss the most recent innovations, trends, and concerns as well as practical challenges encountered and solutions adopted in the fields of Electrical and Computer Engineering. With the view to encourage participation of women scholars, each paper should have at least one female author.

Topics of 6th IEEE WIECON-ECE 2020 include but are not limited to:

- Antenna, Microwave & RF Engineering
- AI, Computer Networks, Security & IOT
- Biomedical Engineering & Bioinformatics
- Cloud, Big Data & ICT
- Computer Architecture & Systems
- Computer Vision, Graphics & HCI
- Devices, Materials & Processing
- Electrical Machines & Drives
- Humanitarian Technology
- Nano & Semiconductor Technology
- Photonic Technologies & Applications
- Power Electronics
- Power System & Renewable Energy
- Robotics, Control & Automation
- Software & Database Systems
- Signal, Image & Video Processing
- VLSI, Circuits & Systems
- Wireless & Optical Communication

Category	Local (INR)	Foreign (USD)
	(Without GST 18%)	(Including GST)
<b>IEEE Member</b>		
Author	1000	30
Student	500	20
Life Member	1000	30
Participant	500	10
<b>Non-IEEE Member</b>		
Author	1500	40
Student	1000	30
Participant	700	15

**Important Dates**

Submission of Papers : 01 November 2020

Notification of Acceptance : 10 December 2020

Camera Ready Submission : 17 December 2020

Author Registration Deadline : 20 December 2020

\*\*The local registration fee is without GST, so 18% GST amount to be added with the selected amount. However, the foreign delegates need not to pay any additional GST. Registration fee for Bangladesh Authors will be equivalent to local INR amount.

Please visit [www.wiecon-ece.org](http://www.wiecon-ece.org) for paper submission and registration.

## 6th IEEE International Women in Engineering (WIE) Conference on Electrical and Computer Engineering (WIECON-ECE) 2020

December 2020 | IEEE Bangladesh Section and Partners, Bangladesh

The Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE, WIE) Conference brought together leading academic researchers and scholars to exchange research experience and results in all aspects of Electrical Engineering and Computer Science. To encourage the participation of women scholars, each submitted paper had at least one female author.

## Pillar 2: Recruitment



### Mentoring Program

February 2020 | KE, Pakistan

The objective of this activity was to collaborate with different non-profit educational institutes and to guide female students to take interest in STEM education. This initiative was tied up with the session on STEM education in which KE women leaders connected with the students and provided them guidance on professional development. This activity was conducted at the Quaid-e-Awan university.



### Apprenticeship Program: Female Vocational Trainings

(In Progress) | KE, Pakistan

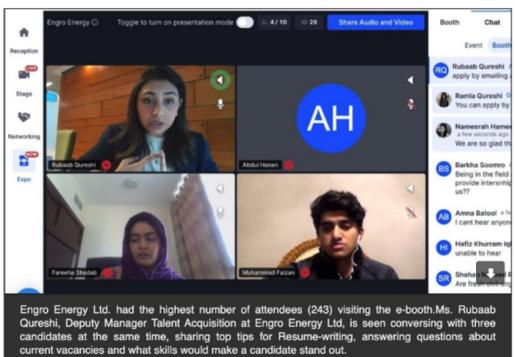
The objective of this program is to provide a significant source of female talent stream of technically trained manpower for KE's core business areas and to establish KE as a responsible corporate entity geared towards transferring the most needed technical skills to the female students, thereby enabling them to secure jobs. 8 female students are direct beneficiaries of this program. This program covered technical trainings/workshops, behavioral-based trainings, and on-job rotations.



### STEM Forward – 528 Women joined Mega Online Job Fair

November 2020 | WEP & WIE, Pakistan

The first-of-its-kind virtual job fair in Pakistan, STEM Forward 2020 covered Science, Technology, Engineering, and Energy sectors. The event created a platform for more than 1,400 candidates and more than 60 prospective employers to connect and network. Almost half of the participants (528 out of 1,400) were female graduates and professionals. WePOWER Partners such as KE and WAPDA were significant enablers in achieving the success of this event.





## BPC Hired 12 New Female Technicians

December 2020 | BPC, Bhutan

BPC recently hired 12 female technicians (out of 49). It is noteworthy that the top candidate was an eight-month pregnant woman. After joining for a few days, she has been granted maternity leave for 6 months with full benefits. This demonstrated BPC's commitment towards hiring based on competency, skills, and knowledge without taking into consideration factors such as gender, age, marital status, etc.



## WAPDA Hired 31 Female Officers

December 2020 | WAPDA, Pakistan

WAPDA's leadership is committed to hiring more women in technical and leadership roles. This year, WAPDA hired 30 women: 5 females in civil engineering, 8 female engineers in electric/ mechanic/ electronics engineering, 5 female officers in accounts & finance, one in administration, and hired 12 females in WAPDA Hospitals.



## Female Apprenticeship Program

September 2020 | KE, Pakistan

Around 25 female engineers directly benefited from KE's Female Apprenticeship Program. This program aims to empower women and provide them with the right technical exposure. It is intended to promote STEM education and increase women's visibility in KE by inducting around 20 to 25 DAE qualified females to enhance their technical and personal development through a formal training plan. The project is currently ongoing.



## Building Training on Renewable

Energy Technologies

November 2020 | Grameen Shakti, Bangladesh

Bangladesh Korea Technical Training Center (BKTTTC) is one of the most reputed technical training institutes in Bangladesh. Experts from Grameen Shakti held a webinar for 15 female students, who received insights on renewable energy and career opportunities in the sector.

## Pillar 3: Professional Development for Female Employees



### Technical Training: Program for Demand Side Management in Power Distribution

January 2020 | DABS, Afghanistan

Da Afghanistan Breshna Sherkat (DABS) organized a training for female professionals to learn about the essential topics of demand-side management, demand response, and energy efficiency among others. The discussion on quality management, quality assurance, and process of quality control inspection and site visits directly benefited 10 female professionals.

Women Engineers Pakistan's  
**MONTHLY WEBINAR SERIES**  
—2020—  
**Homeward Bound from Antarctica**  
with **Humera Iqbal**

Homeward Bound (HB) is a global leadership initiative set against the backdrop of Antarctica. It provides a global platform for collaboration in science and encourages women to take actions strategically. Humera Iqbal represented Pakistan in HB's 4th cohort, where she was part of the expedition to Antarctica with a team of 112 women in STEMM (Science, Technology, Mathematics and Medicine). Among 33 different nationalities, Humera is the first Pakistan-based scientist and 2nd Pakistani woman in Antarctica.

**LIVE** Wednesday, 29 January 2020 - 7.00 pm PST

**WEP**  
Women Engineers Pakistan

### Webinar: Homeward Bound from Antarctica with Humera Iqbal by Women Engineers Pakistan

January 2020 | WEP, Pakistan

This webinar about STEM retreats surrounding energy and climate change engaged the most digital audience in WEP history with a digital reach of 17,401 people with 1175 social media direct engagements. WEP interviewed and learned from Humera Iqbal, the first Pakistan-based scientist to travel to Antarctica.



### Book: Share of Women Portraits

RTE CIGRE | France

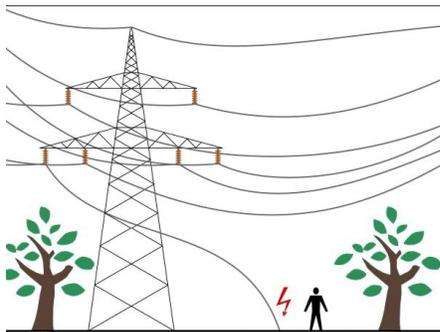
To inspire young girls and women and to showcase the diversity of women working in the energy field especially those within CIGRE association, CIGRE developed an inspiring book of 13 women portraits that describe their personal and professional journey. It's a tool that can be used partly or as a complete book to motivate more young women and girls in technical professions.



### Personality Development for Female Staff

December 2019-February 2020 | CEB, Sri Lanka

Four development sessions were organized by Ceylon Electricity Board (CEB) with a special focus on female employees. The objective was to have meaningful learning and engagement on personality development, learn about work-life balance, and understand how to enhance efficiency towards the organization and consumers with a positive attitude and lifestyle.



## Technology and Self Awareness Training

March-Dec 2020 | BPC, Bhutan

The Director of Innovation and Technology Department from Druk Holding and Investment shared insights on the changing nature of technology and how it will change the competency requirement and working styles of the employees. BPC's 40 female employees benefitted from this discussion.



## Grameen Shakti Story: Rural girl from Bangladesh helping others through COVID-19

April 2020 | Grameen Shakti, Bangladesh

Ms. Halima Khatun is one of the many trainees who received capacity building training from Grameen Shakti and later started working as an active Improved Cook Stove sales agent. During the COVID-19 pandemic, rural communities have suffered the most amidst the lockdown. Grameen Shakti distributed food relief to people in need. Halima, braving the health risk, assisted and executed relief distribution in her village.



## Work from Home Career Growth Plan

May 2020 – to date | FEDCO, India

To protect its employees from COVID-19 and to help its team navigate this “new normal” of working from home, FEDCO gathered 50 women employees on a video conference. Chaired by Devtosh Chaturvedi-CEO FEDCO, the discussion focused on how the women employees are coping during this crisis and what support they need to advance their careers.



## IEEE PES Women in Power Congress in Region 10

September 2020 | IEEE Bangladesh Section & PES WIP, Bangladesh

The congress was organized virtually by WIE Affinity Group Bangladesh Section, IEEE Bangladesh Section, and IEEE PES Women in Power. WePOWER joined the session on “WePOWER and IEEE Partners”. Around 184 participants from 28 different countries and six continents, including all the South Asian countries participated in this event.



## CEB Employee Story: Excellence in Program Quality Award

*October 2020 | CEB, Sri Lanka*

Engineer Noorul Munawwara has dedicated more than three decades working at Ceylon Electricity Board (CEB), Sri Lanka. She was recognized by the [Toastmasters International's](#) Excellence in Program Quality (2019-2020) Award, for her commitment, hard work, and excellent leadership skills.

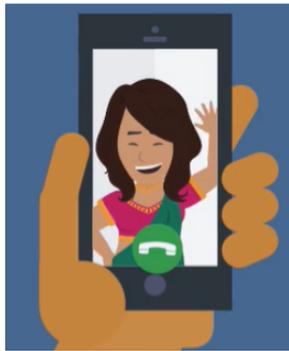


## Leadership Development Program

*November 2020 | BREB, Bangladesh*

BREB organized a five-day program for 10 female employees. The program included 20 sessions on leadership, values of ethics, critical thinking, and emotional intelligence amongst others. Trainers included a professor from Dhaka University, higher management of BREB, and Palli Bidyut Samity (PBS).

## Pillar 4: Retention (Returning Mothers, Female Friendly Facilities, etc.)



### Medical Consultancy Over Phone

March 2020 – to date | BREB, Bangladesh

BREB provides medical consultancy to all of its female employees over the phone. This helped the employees who were affected by the COVID-19. This service is available for all BREB & PBS Employees. The medical officers from BREB walked their employees through the do's & don'ts of the COVID-19 treatment.



IEEE YESIST12  
IEEE YESIST12-2020  
(WePOWER Track)  
Presents



### WePOWER Bootcamp on “Energy Modeling in Industry”

September 2020 | WePOWER Track of IEEE YESIST12

WePOWER Track of IEEE YESIST12 (Youth Endeavors for Social Innovation Using Sustainable Technology) organized a Bootcamp on “Energy Modelling in Industry” to educate students and professionals on how industries are identifying energy solutions. The Bootcamp gave participants hands-on experience on the various tools and stimulate industry collaboration to assist internships and job opportunities.



### Online Pregnancy Wellness Program

November 2020 | KE, Pakistan

KE recently launched the Pregnancy Wellness Program, designed to support and encourage the wellbeing of all of its female employees. The online learning module promotes healthy pregnancies while making efforts to boost vitality through prenatal nutrition, maternal and child health care. The module also provided training for managers on how to extend emotional and reorientation support to returning mothers.



### Returning Mothers Workshop

November 2020 | IEEE WIE, India

The Madras Section Women in Engineering hosted the Second Returning Mothers panel discussion in 2020. The participants learned from the experiences of successful returning mothers who re-entered the workforce after a career break. This session aimed to pave the way for the new returning mothers who want to re-launch their careers and need support.

**IEEE** **IEEE WIE INTERNATIONAL LEADERSHIP SUMMIT**

**WePOWER Panel Discussion - Social Entrepreneurship for Women**

**Speakers**

- Dr. Rashmi Gupta**  
Managing Director,  
Vistar Mechatronics Pvt. Ltd.
- Sohail Ahmed**  
Managing Director,  
Greenwin Eshaki
- Hira Wajahat Malik**  
National Lead (Pakistan)  
(Climate, Land/Soil) Program & Projects  
Manager, Sustainable Pvt. Ltd.
- Sarbani Sharma**  
Co-Founder & Managing Director,  
Green Artha
- Geetanjali Tripathi**  
ASD- HOD (Social and Child Street)-Social  
Innovation Group Tata Power Delhi  
Distribution Limited

**Moderator**

- Janani Nakimera**  
CEO- Co founder,  
Solar Net Metering Uganda Ltd

**Website**

13/12/2020 5PM - 6:30PM IST (GMT + 5:30) <https://attend.ieee.org/wiells-madras-2020>

## International Leadership Summit (ILS)

December 2020 | IEEE WIE, India

As part of the ILS Summit, WePOWER helped organize a panel discussion on Social Entrepreneurship for Women. The session brought together a renowned group of experts and practitioners to ignite women-led social enterprise. The panelists shared their insights about starting social ventures, and how to navigate obstacles and leverage opportunities towards impacting social change, especially as women entrepreneurs and returning mothers.

## Pillar 5: Policy and Institutional Change



### Diversity and Inclusion (D & I) Sensitization Sessions

March 2020 | KE Pakistan

Karachi Electric (KE) Pakistan conducted sensitization training sessions to help achieve a healthy, respectful and diverse workplace. The participants (including managers) were taught to be cognizant of others' differences and to explore and assess behavior, personal and unconscious biases, assumptions, and stereotypes. In total, 380 female employees and their line managers (Total 600 participants) have benefitted from these sessions.



### Mandatory Female Presence in All Selection Boards

October 2020 | WAPDA, Pakistan

WAPDA is continuously striving to strengthen the role of women in the energy and power sector. Towards this goal, WAPDA recently revised its recruitment selection policy by mandating the presence of a female officer on all selection boards when reviewing and hiring candidates.



### South Asia Gender and Energy Case Studies

October 2020 | KE, Pakistan

The South Asia Energy Unit of the World Bank is working with researchers from the Harvard Business School (HBS) on a series of South Asia Gender and Energy Case Studies. KE graciously provided HR data to pilot a data-driven case study, which measures the impact of gender diversity on technical and financial performance. The limited analysis indicates that gender diversity may contribute towards a positive organizational performance at KE.



### Professional Development Webinar Series & New Report on Gender (COVID Edition)

April-Dec 2020 | EESL, India

EESL organized a series of webinars for its female employees on diverse topics such as mental well-being and stress management, self-awareness at work, and operational excellence amongst others. EESL also launched a new Gender Report (COVID edition) on Dec 21, 2020.



## **Sexual Harassment Complaint Committee**

*April 2020 | BREB, Bangladesh*

To facilitate its female employees, BREB has arranged a sexual harassment complaint box in every PBS. Employees are encouraged to file their complaints through this box. All employees are aware that in case any harassment happens, BREB will fully support its employees.

# Closing Messages from Interim-Secretariat



## **Maria Beatriz Orland**

*Task Team Leader of South Asia Gender and Energy Facility (SAGE)  
Lead Social Development Specialist in Social South Asia Region 1 Unit, World Bank*

2020 has been a challenging year for all. We are very proud of WePOWER's progress using online tools and technologies to connect. We continue to work together on improving work for home opportunities for women in the sector, link to our University partners, changing norms via our communications strategy, and gender equity in recruitment (for instance, via the first online STEM job fair in Pakistan).



## **Gunjan Gautam**

*Task Team Leader of South Asia Gender and Energy (SAGE)  
Operations Officer in Infra South Asia Region Energy 1 Unit, World Bank*

Faced with the unprecedented challenges, WePOWER Partners have persisted and continued their positive and innovative activities to increase women's employment and professional development in the South Asian energy sector. The Partner's efforts to inspire women and girls to join STEM education is also on a positive trajectory despite COVID-19 pandemic and restrictions on face to face interactions. In April 2020, through e-discussion and the business meeting of the Partners, we were collectively trying to understand how the pandemic would affect women engineering students and women professionals. We were cognizant of and apprehensive about the challenges for women's recruitment in new jobs. We deliberated on how the Partners could support women, often the anchors of their households and the primary caregivers, continue work from home offices and as essential workers. We exchanged ideas on increasing trainings and professional development opportunities for women practitioners. Together, we have come a long way. WePOWER Partners are resilient and have adapted their activities to serve the need of women in the engineering and energy sector. Our Partners have implemented a range of flexible work arrangements, they have increased training and learning opportunities for women, they have organized virtual symposiums to inspire returning mothers, and they have connected fresh women graduates with energy sector employers, who are keen on attracting the best talent for post-COVID recovery and energy transition in South Asia. The South Asia Gender and Energy Facility team at the World Bank is proud to be part of WePOWER. We congratulate you on your achievements of 2020, and we are inspired by your commitments for 2021.



# Annexes

# Annex 1

## WePOWER Partners' Profile in 2021 by Country

Country	Number	Partners' names
<b>Afghanistan</b>	<b>1</b>	DABS
<b>Bangladesh</b> (has a Local Chapter)	<b>7</b>	GS, IEEE BDS, IEEE PES WiP, IDCOL, BPDB, BREB, IEEE WIE Bangladesh
<b>Bhutan</b> (has a Local Chapter)	<b>2</b>	BPC, DGPC
<b>India</b>	<b>5</b>	IEEE WIE India, Tata Power DDL, EESL, FEDCO, POWERGRID
<b>Maldives</b>	<b>1</b>	FENAKA
<b>Nepal</b> (has a Local Chapter)	<b>0</b>	
<b>Pakistan</b>	<b>4</b>	WEP, WIE, KE, WAPDA
<b>Sri Lanka</b> (has a Local Chapter)	<b>3</b>	CEB, LECO, IEEE WIE Sri Lanka
<b>International</b>	<b>4</b>	Stantec, IEEE WIE Central, Rte, USAID
<b>TOTAL</b>	<b>27</b>	

## WePOWER Partners' Profile in 2021 by Institution Type

Institution type	Number	Partners' names
<b>Utilities / Power Company</b>	<b>16</b>	DABS, IDCOL, BPDB, BREB, BPC, DGPC, Tata Power DDL, EESL, FEDCO, POWERGRID, FENAKA, KE, WAPDA, CEB, LECO, Rte
<b>Professional Association</b>	<b>6</b>	IEEE WIE (Central, India, Sri Lanka and Bangladesh), IEEE BDS, IEEE PES WiP
<b>Private Company</b>	<b>2</b>	WEP, Stantec
<b>NGO</b>	<b>2</b>	GS, WIE
<b>Technical Universities</b>	<b>0</b>	
<b>International Organization</b>	<b>1</b>	USAID
<b>TOTAL</b>	<b>27</b>	

# Annex 2.

## Aggregated Results Gender Activities 2020 by Country

### Afghanistan (1 partner)

Pillars	Actual Activities (2019)	Actual Beneficiaries (2019)	Actual Activities (2020)	Actual Beneficiaries (2020)	TOTAL Activities	TOTAL Beneficiaries
STEM Education	0		0		0	0
Recruitment	9	167	9	149	18	316
Development for Female Professionals	8	194	8	83	16	277
Retention	56		102		158	0
Policy and Institutional Change	2		2		4	0
<b>TOTAL</b>	<b>75</b>	<b>361</b>	<b>121</b>	<b>232</b>	<b>196</b>	<b>593</b>

### Bangladesh (6 partners)

Pillars	Actual Activities (2019)	Actual Beneficiaries (2019)	Actual Activities (2020)	Actual Beneficiaries (2020)	TOTAL Activities	TOTAL Beneficiaries
STEM Education	8	127	10	123	18	250
Recruitment	23	53	11	37	34	90
Development for Female Professionals	11	198	17	227	28	425
Retention	13	10	4	51	17	61
Policy and Institutional Change	0	0	13	52	13	52
<b>TOTAL</b>	<b>55</b>	<b>388</b>	<b>55</b>	<b>490</b>	<b>110</b>	<b>878</b>

### Bhutan (2 partners)

Pillars	Actual Activities (2020)	Actual Beneficiaries (2020)
STEM Education	8	678
Recruitment	10	36
Development for Female Professionals	21	49
Retention		
Policy and Institutional Change	6	
<b>TOTAL</b>	<b>45</b>	<b>763</b>

## India (4 partners)

Pillars	Actual Activities (2019)	Actual Beneficiaries (2019)	Actual Activities (2020)	Actual Beneficiaries (2020)	Total Activities	Total Beneficiaries
STEM Education	5	227	11	1,084	16	1,311
Recruitment	3	105	29	150	32	255
Development for Female Professionals			38	1,316	38	1,316
Retention	1	60	21	200	22	260
Policy and Institutional Change			16		16	0
<b>TOTAL</b>	<b>9</b>	<b>392</b>	<b>115</b>	<b>2,750</b>	<b>124</b>	<b>3,142</b>

## Maldives (1 partner)

Pillars	Actual Activities (2020)	Actual Beneficiaries (2020)
STEM Education	3	3
Recruitment		
Development for Female Professionals	1	3
Retention	1	70
Policy and Institutional Change	3	
<b>TOTAL</b>	<b>8</b>	<b>76</b>

## Nepal (no partner)

We're recruiting Nepali partners now.

## Pakistan (4 partners)

Pillars	Actual Activities (2019)	Actual Beneficiaries (2019)	Actual Activities (2020)	Actual Beneficiaries (2020)	Total Activities	Total Beneficiaries
STEM Education	11	408	6	1,563	17	1,971
Recruitment	68	1,435	76	878	144	2,313
Development for Female Professionals	19	329	15	528	34	857
Retention	5		5	408	10	408
Policy and Institutional Change	4	2	15		19	2
<b>TOTAL</b>	<b>107</b>	<b>2,174</b>	<b>117</b>	<b>3,377</b>	<b>224</b>	<b>5,551</b>

### **Sri Lanka (1 partner)**

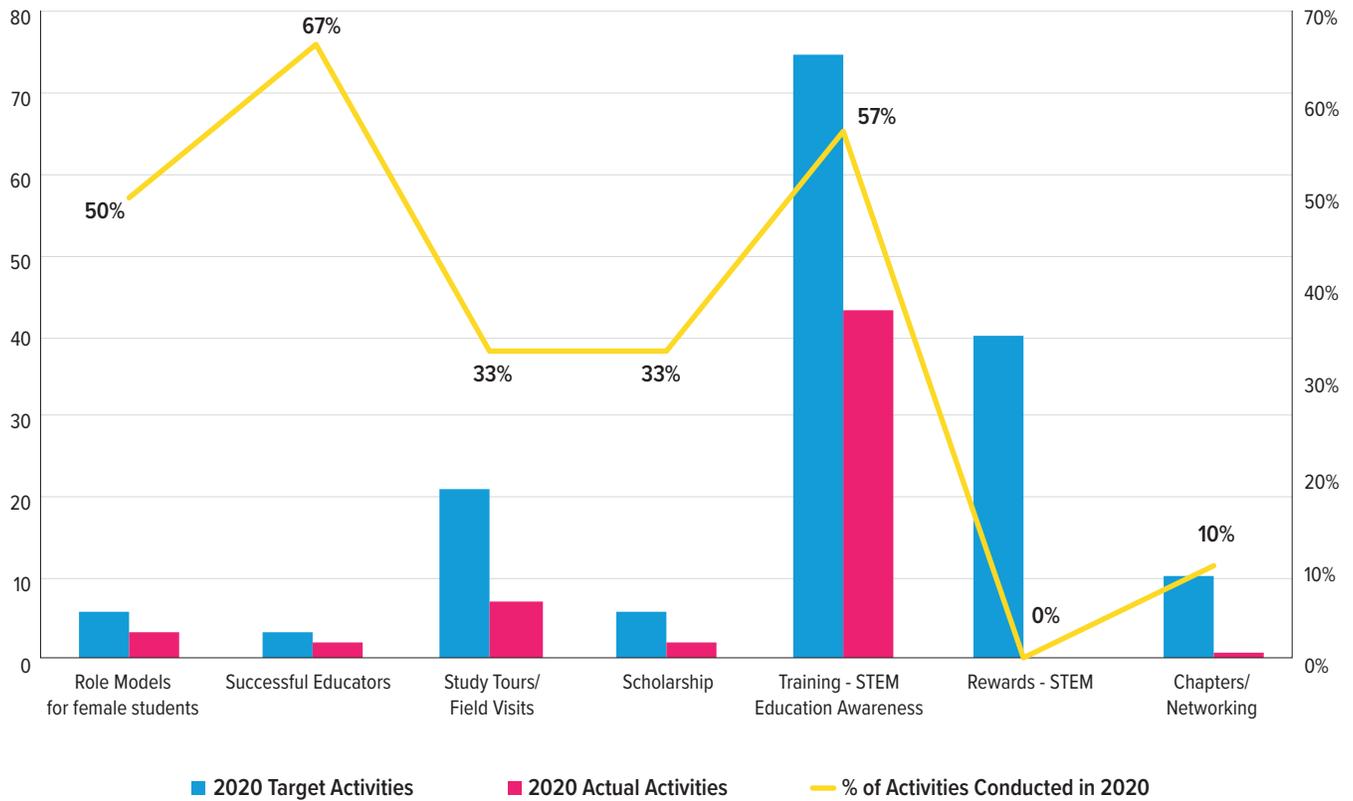
Pillars	Actual Activities (2020)	Actual Beneficiaries (2020)
STEM Education		
Recruitment	4	100
Development for Female Professionals	3	154
Retention		
Policy and Institutional Change		
<b>TOTAL</b>	<b>7</b>	<b>254</b>

### **International (5 partners)**

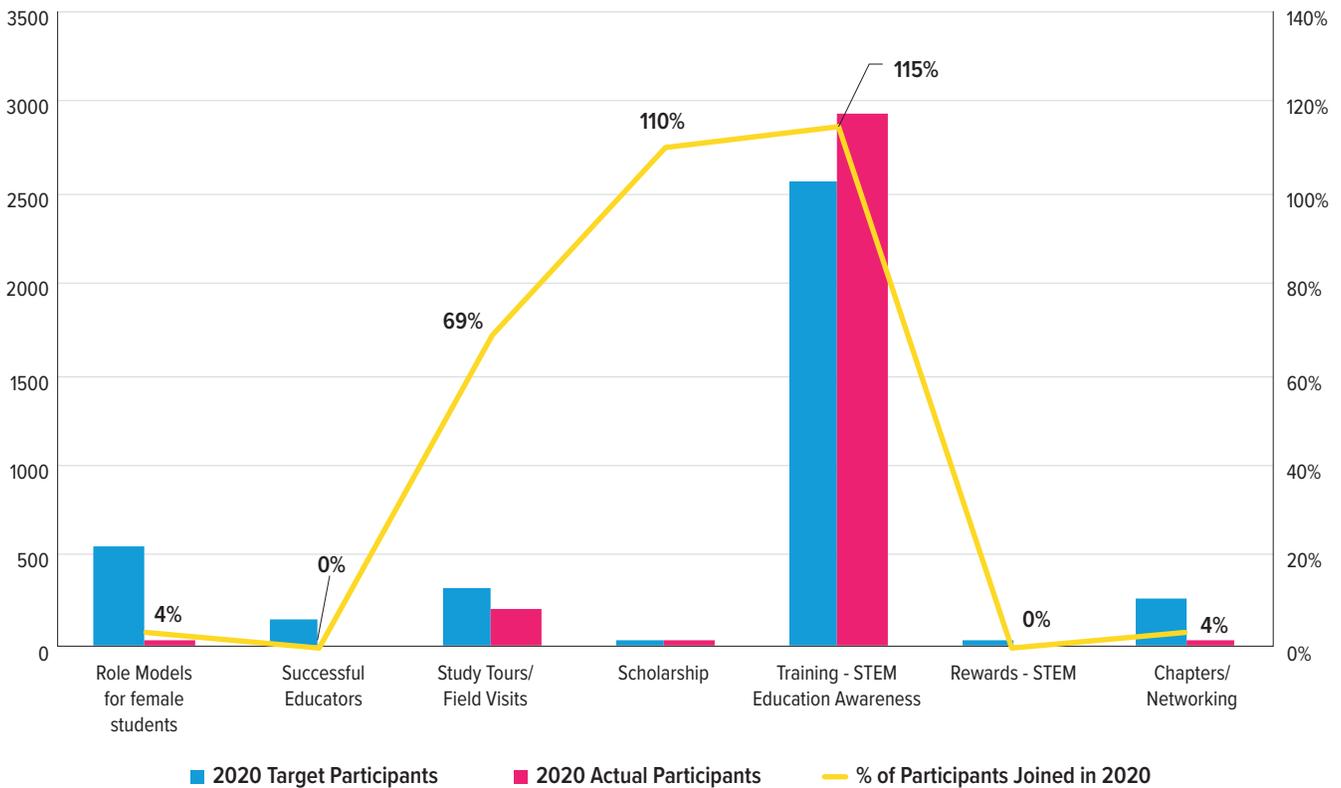
Pillars	Actual Activities (2019)	Actual Beneficiaries (2019)	Actual Activities (2020)	Actual Beneficiaries (2020)	Total Activities	Total Beneficiaries
STEM Education	3	43	2	90	5	133
Recruitment	24	1512	13	228	37	1740
Development for Female Professionals	20	222	28	394	48	616
Retention	2	60	5	130	7	190
Policy and Institutional Change	4				4	0
<b>TOTAL</b>	<b>53</b>	<b>1837</b>	<b>48</b>	<b>842</b>	<b>101</b>	<b>2679</b>

# Aggregated Results Gender Activities 2020 by Pillar

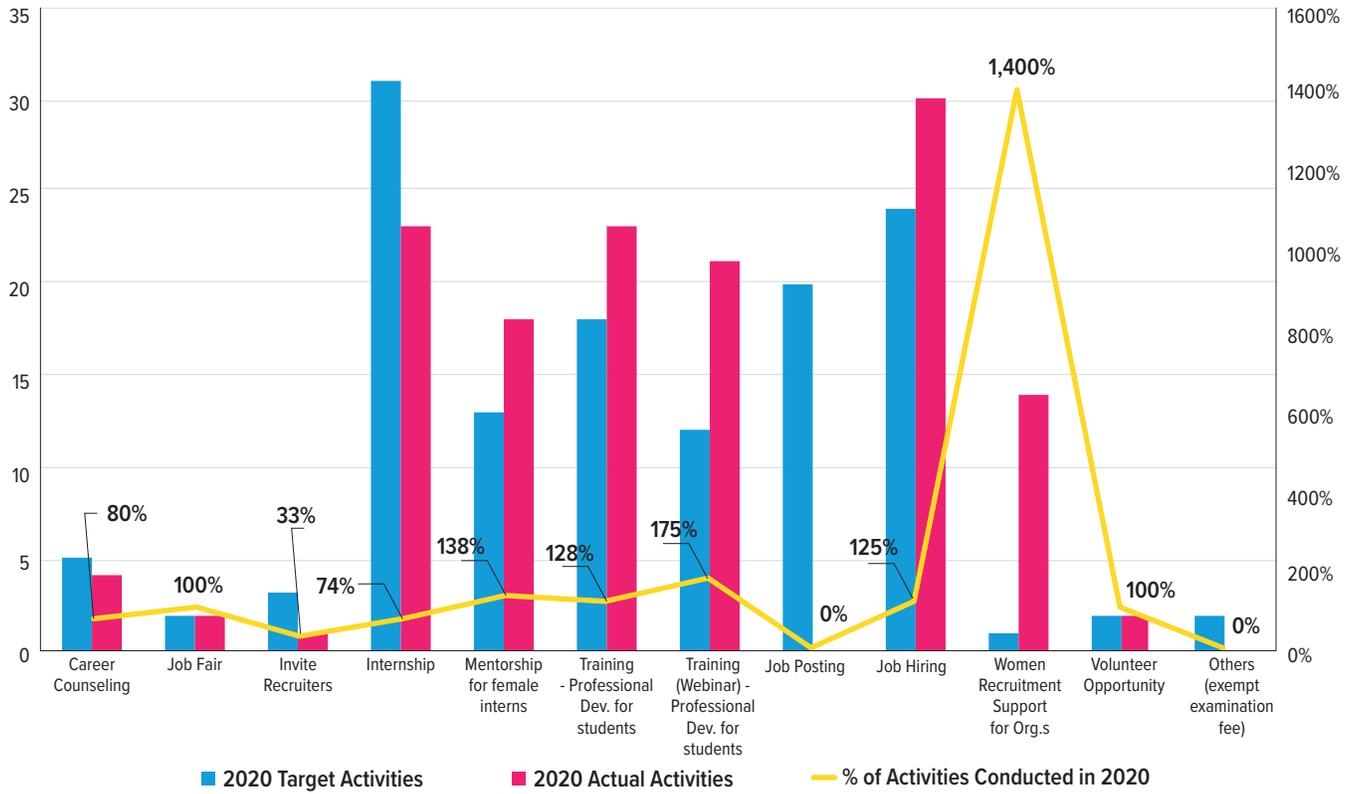
## Pillar 1: STEM Education - 2020 Activities #



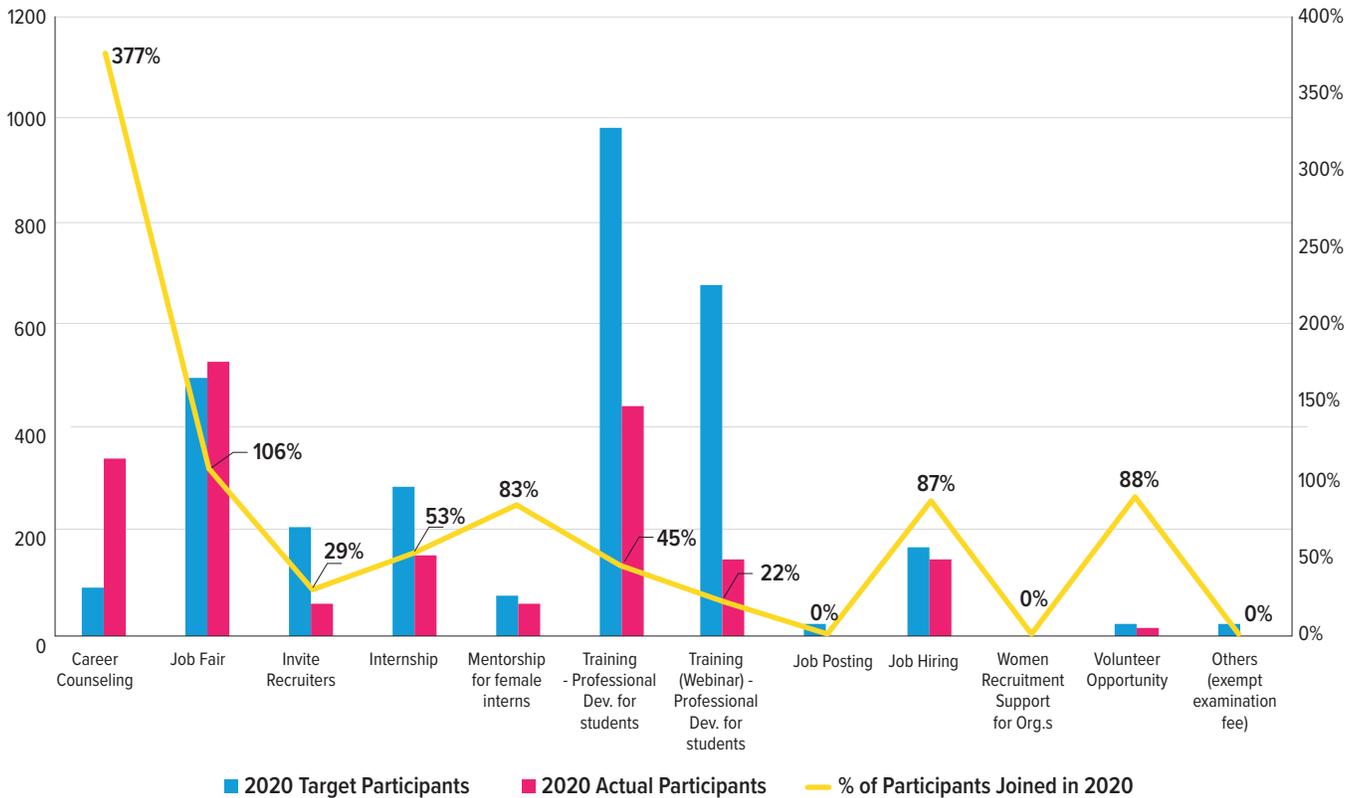
## Pillar 1: STEM Education - 2020 Female Participants #



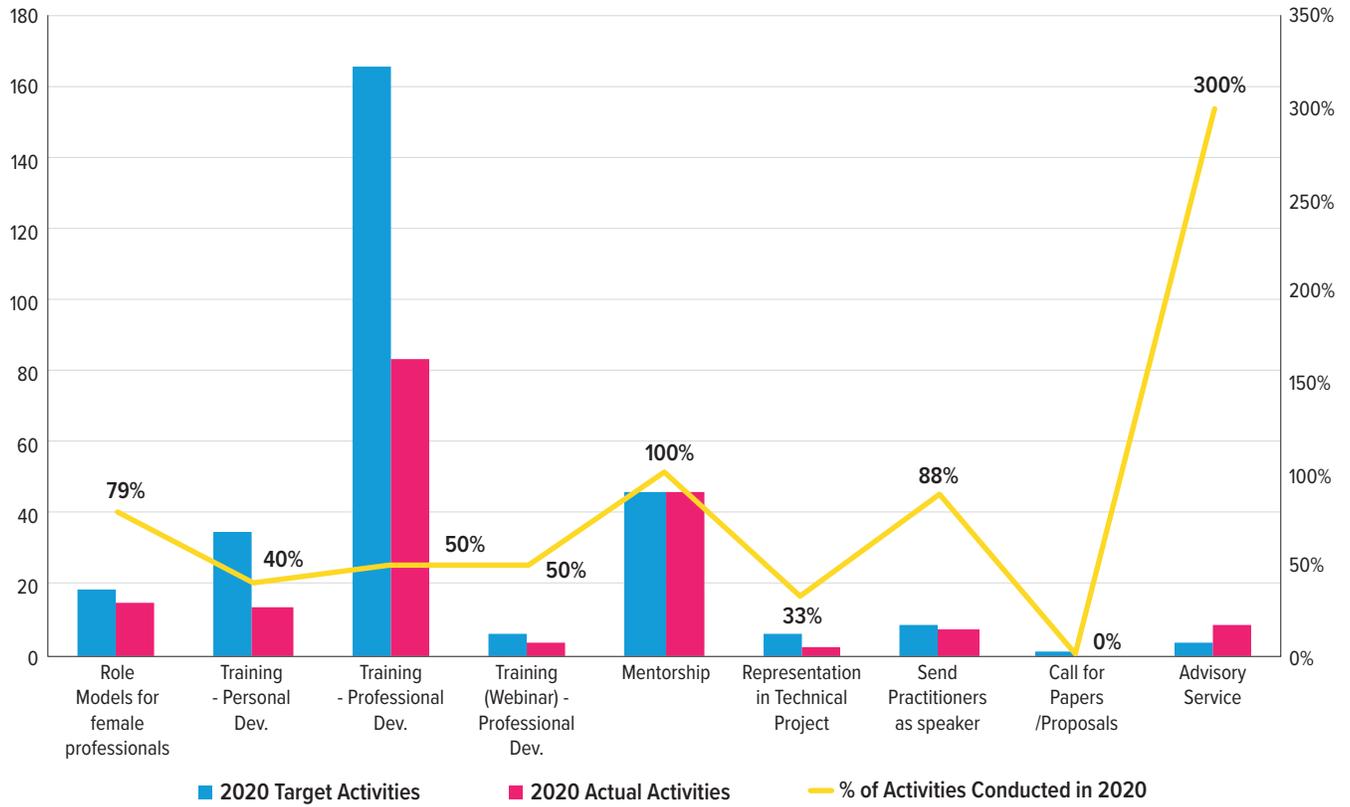
**Pillar 2: Recruitment - 2020 Activities #**



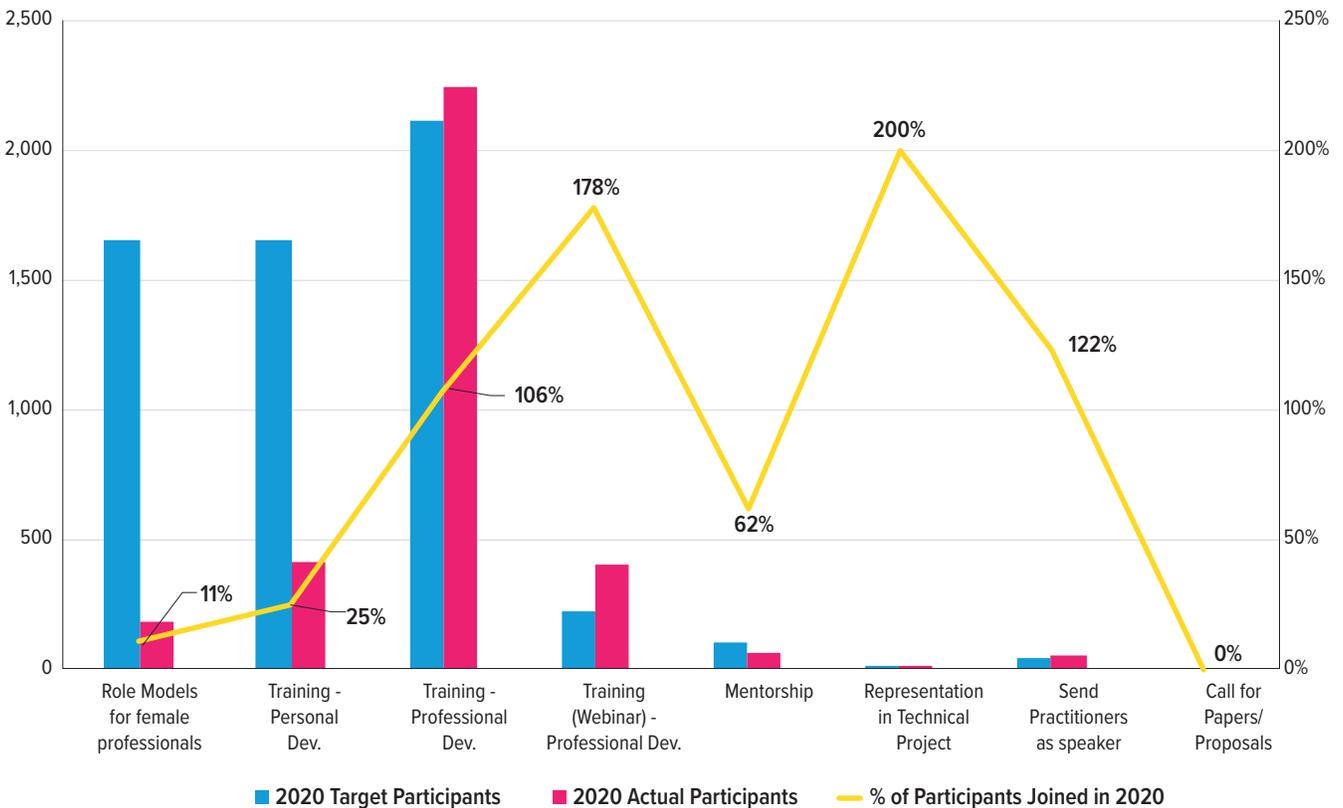
**Pillar 2: Recruitment - 2020 Female Participants #**



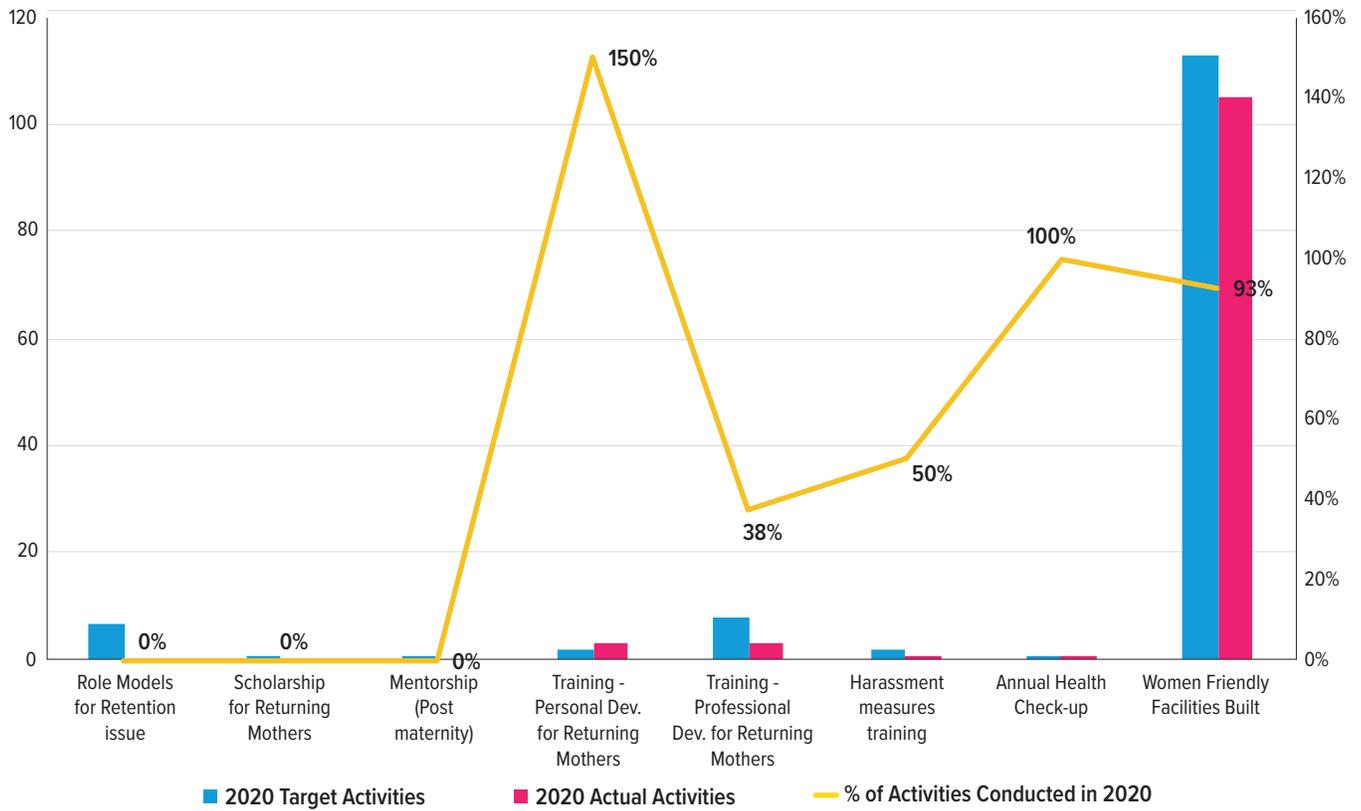
**Pillar 3: Professional Dev. - 2020 Activities #**



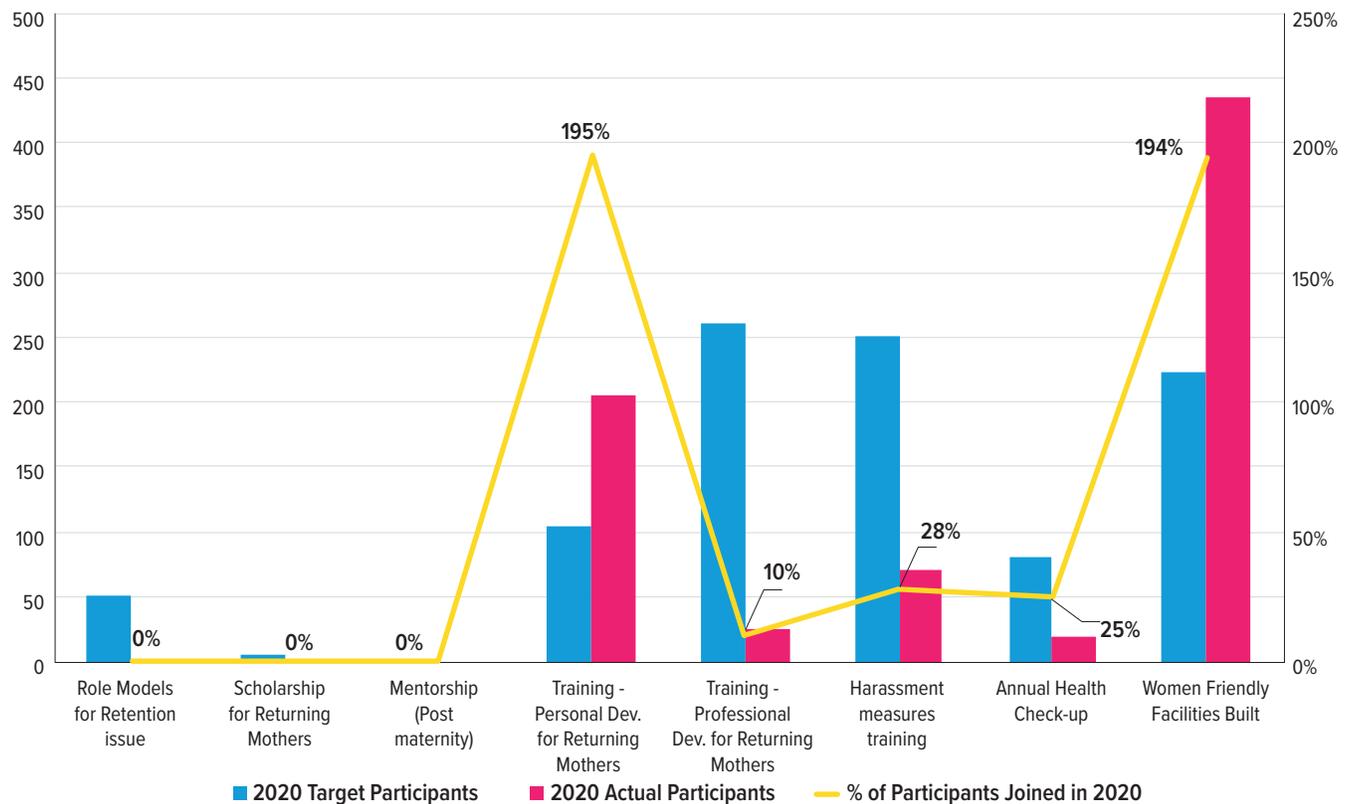
**Pillar 3: Professional Dev. - 2020 Female Participants #**



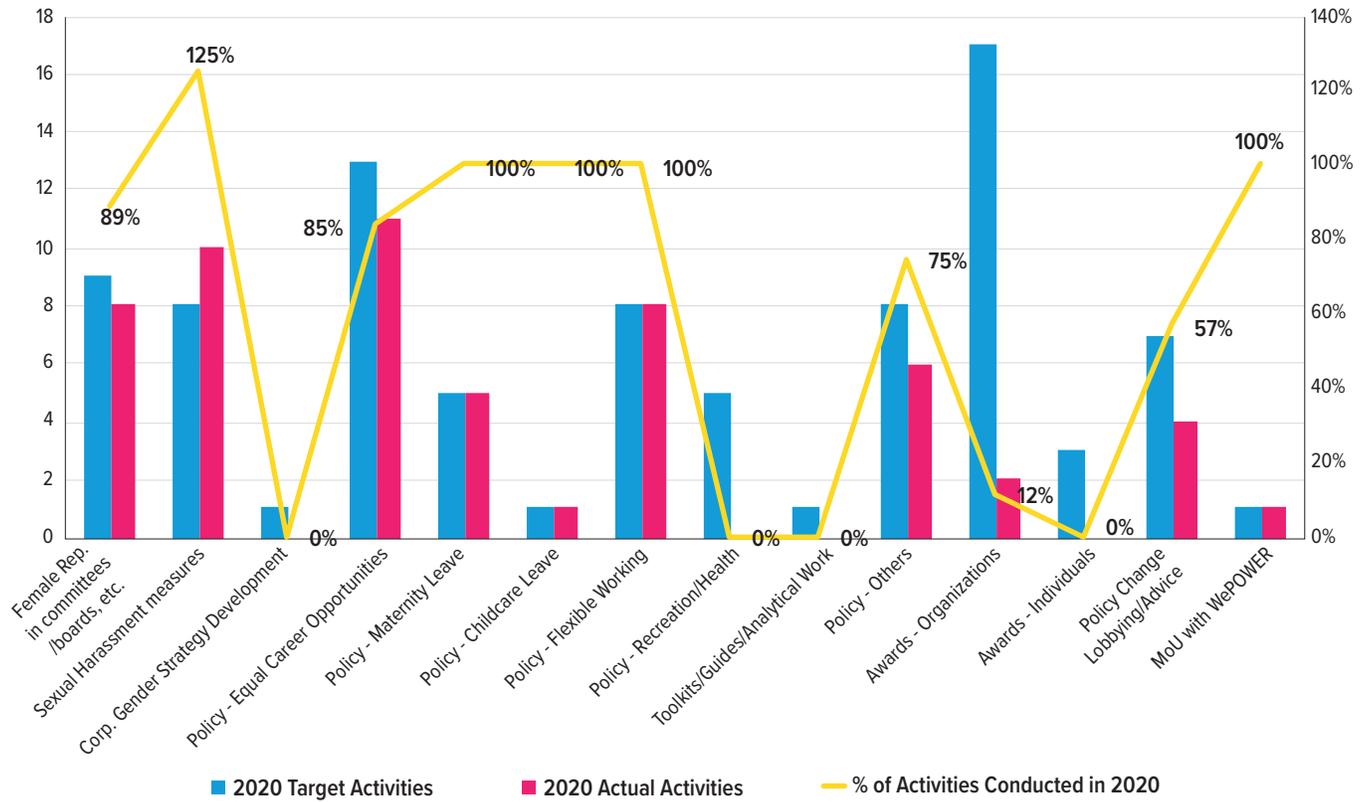
**Pillar 4: Retention - 2020 Activities #**



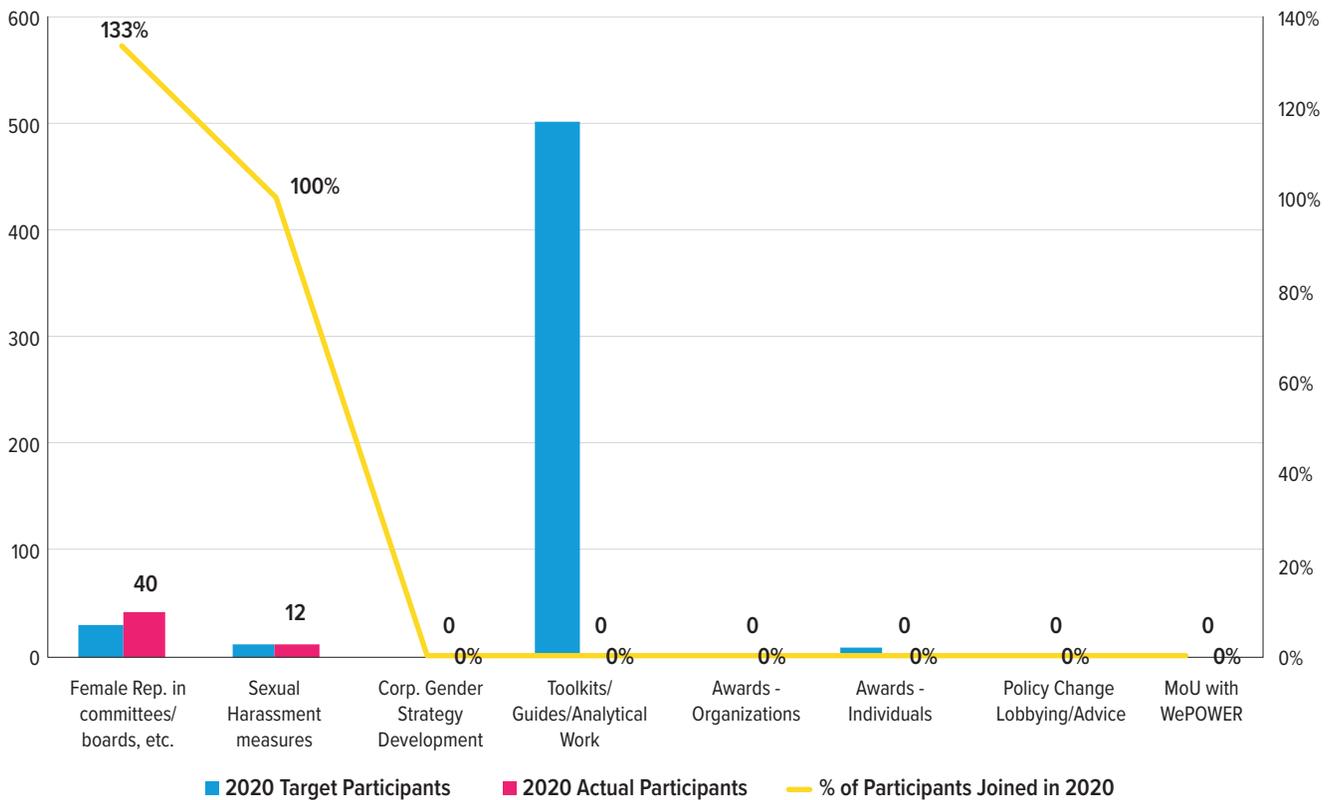
**Pillar 4: Retention - 2020 Female Participants #**



**Pillar 5: Policy and Inst. Change - 2020 Activities #**



**Pillar 5: Policy and Inst. Change - 2020 Participants #**



## Aggregated Targets and Results for 24 partners, and Targets in 2021 for 27 partners by All Activities

Activity Type	2020 Target with 24 Partners Set in August 2020		2020 Result with 24 Partners Collected in December 2020				2021 Target with 27 Partners Set in December 2020	
	Target Activities	Target Beneficiaries /Participants	Actual Activities	(%)	Actual Beneficiaries /Participants	(%)	Target Activities	Target Beneficiaries /Participants
<b>Pillar 1: STEM Education</b>								
Role Models for female students	6	560	3	50.0%	20	3.6%	8	167
Successful Educators	3	150	2	66.7%	0	0.0%		
Study Tours/Field Visits	21	321	7	33.3%	220	68.5%	26	334
Scholarship	6	31	2	33.3%	34	109.7%	11	27
Workshops/Training – STEM Education Awareness	75	2,570	43	57.3%	2,943	114.5%	66	3,237
Mentorship for female students							4	400
Rewards – STEM	40	40	0	0.0%	0	0.0%	45	704
Chapters/Networking	10	270	1	10.0%	10	3.7%	4	40
Other							4	50
<b>Pillar 2: Recruitment</b>								
Career Counseling	5	90	4	80.0%	339	376.7%	2	130
Company Recruitment Session for Female Students in universities							1	250
Job Fair	2	500	2	100.0%	530	106.0%	5	650
Invite Recruiters	3	210	1	33.3%	60	28.6%		
Internship	31	282	23	74.2%	150	53.2%	37	350
Mentorship for female interns	13	72	18	138.5%	60	83.3%	13	16
Workshops/Training – Professional Development for students, candidates, interns, etc.	18	985	22	122.2%	348	35.3%	12	404
Workshops/Training – Professional Development (Webinar) for students, candidates, interns, etc.	12	675	21	175.0%	149	22.1%	1	50
Job Posting	20	20	0	0.0%	0	0.0%	6	6
Job Hiring	24	165	30	125.0%	143	86.7%	14	216
Women Recruitment/Job Placement Support for Organizations	1		14	1400.0%			15	21
Volunteer Opportunity	2	17	2	100.0%	15	88.2%		
Others (exempt examination fee etc.)	2	20	0	0.0%	0	0.0%		

Activity Type	2020 Target with 24 Partners Set in August 2020		2020 Result with 24 Partners Collected in December 2020				2021 Target with 27 Partners Set in December 2020	
	Target Activities	Target Beneficiaries /Participants	Actual Activities	(%)	Actual Beneficiaries /Participants	(%)	Target Activities	Target Beneficiaries /Participants
<b>Pillar 3: Development for Female Professionals</b>								
Female Entrepreneurs Created							1	0
Role Models for female professionals	19	1,654	15	78.9%	179	10.8%		
Representation in Technical Project	6	6	2	33.3%	12	200.0%	2	2
Workshops/Training – Personal Development	46	1,671	14	30.4%	408	24.4%	4	170
Workshops/Training – Professional Development	186	2,131	82	44.1%	2,153	101.0%	90	1230
Workshops/Training – Professional Development (Online/Webinar)	6	225	3	50.0%	400	177.8%	14	585
Mentorship	46	104	46	100.0%	64	61.5%	14	195
Send Practitioners/Engineers as speaker	8	45	7	87.5%	55	122.2%	28	112
Call for Papers/Proposals	1		0	0.0%			2	50
Advisory Service	3		9	300.0%			3	0
<b>Pillar 4: Retention (Returning Mothers, Dropped Out, Women Facilities, etc.)</b>								
Role Models for Retention issue	7	50	0	0.0%	0	0.0%	5	10
Scholarship for Returning Mothers	1	5	0	0.0%	0	0.0%		
Mentorship (Post maternity)	1	1	0	0.0%	0	0.0%		
Workshops/Training – Personal Development	2	105	3	150.0%	205	195.2%	8	269
Workshops/Training – Professional Development	8	260	3	37.5%	25	9.6%	6	56
Workshops/Training – Professional Development (Online/Webinar)							1	50
Harassment measures training	2	250	1	50.0%	70	28.0%	1	250
Annual Health Check-up		80			20	25.0%		
Professional Women Network							2	220
Workshops for corporate gender strategy							2	40
Women Friendly Facilities Built (Creches, Separate toilets, Female janitorial, etc.)	113	224	105	92.9%	434	193.8%	69	909

Activity Type	2020 Target with 24 Partners Set in August 2020		2020 Result with 24 Partners Collected in December 2020				2021 Target with 27 Partners Set in December 2020	
	Target Activities	Target Beneficiaries /Participants	Actual Activities	(%)	Actual Beneficiaries /Participants	(%)	Target Activities	Target Beneficiaries /Participants
<b>Pillar 5: Policy and Institutional Change</b>								
Female Representation in committees/ boards, etc.	9	30	8	88.9%	40	133.3%	25	66
Sexual Harassment measures	8	12	10	125.0%	12	100.0%	5	0
Corporate Gender Strategy Development	1		0	0.0%			10	75
Policy – Equal Career Opportunities	13	20	11	84.6%	0	0.0%	5	
Policy – Maternity Leave	5		5	100.0%			6	
Policy - Childcare Leave	1		1	100.0%			4	
Policy - Flexible Working	8		8	100.0%			11	
Policy - Recreation/Health	5		0	0.0%			15	
Policy - Others	1	5	0	0.0%	0	0.0%	4	
Toolkits/Resources/Guides/Analytical Work	8	500	6	75.0%	0	0.0%	1	
Awards - Organizations	17		2	11.8%			2	
Awards - Individuals	3	9	0	0.0%	0	0.0%		
Policy Change Lobbying/Advice	7		4	57.1%				
MoU with WePOWER	1		1	100.0%			1	
<b>TOTAL</b>	<b>842</b>	<b>14,371</b>	<b>544</b>	<b>64.61%</b>	<b>9,410</b>	<b>65.48%</b>	<b>617</b>	<b>11,353</b>

## WePOWER Interim-Secretariat Contact Information

### ***World Bank/South Asia Gender and Energy Facility II (SAGE II)***

#### **Gunjan Gautam**

SAGE II Team Leader /  
Operations Officer  
Address: 1818 H St. NW,  
Washington DC, USA  
Telephone: +1-202-453-9023  
[ggautam@worldbank.org](mailto:ggautam@worldbank.org)

#### **Yukari Shibuya**

SAGE II Partnership Coordinator /  
Sr. Youth and Gender Specialist  
(Social Development)  
Address: 1818 H St. NW,  
Washington DC, USA  
Telephone: +1-202-458-2232  
[yshibuya@worldbank.org](mailto:yshibuya@worldbank.org)

For more information, please visit our official website:

[www.wepowernetwork.org](http://www.wepowernetwork.org)

**World Bank WePOWER LinkedIn page**

**@WePOWERSouthAsia | #WePOWERSouthAsia**

*For more information, please visit our official website:*

[www.wepowernetwork.org](http://www.wepowernetwork.org)

 @WePOWERSouthAsia

#WePOWERSouthAsia

WePOWER LinkedIn Group

