

Women Engineers Pakistan (WEP)
Network Activities Agreement
Women in Power Sector Professional Network in South Asia (WePOWER)

The World Bank’s South Asia Gender and Energy Facility (SAGE), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the 11 existing Partners and 10 new Partners for endorsing the objectives of WePOWER and officially joining the network.

Background

The objectives of WePOWER are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women and girls in Science, Technology, Engineering, and Mathematics (STEM) education. Five pillars have been identified for engagement through WePOWER in years 2019 and 2020 – (a) STEM Education, (b) Recruitment, (c) Development, (d) Retention, and (e) Policy and Institutional Change. A detailed description of the pillars is provided at the end of this document.

The Partners’ proposes the following activities to support the objectives of WePOWER. WePOWER will support the Partners to implement the proposed activities as the Secretariat of WePOWER. The proposed activities and targets are not legal Agreements.

The Partners will periodically report progress in implementation of these activities to the Secretariat. In turn, the Secretariat 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 2019				In 2020				Note
WEP performs STEM outreach sessions in K-12 schools in Pakistan using WEP’s STEM game-based learning methodologies.	WEP provides 500 students WEP’s game-based STEM learning session in Pakistan.				WEP provides 500 students WEP’s game-based STEM learning session in Pakistan.				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
	50 girls PK	350 girls PK	100 girls PK	N/A	350 girls PK	100 girls PK	50 girls PK	N/A	<i>Quarterly Target #s with country</i>
	7 outreach sessions so far with outreach to 322 girls in				N/A				<i>Achievement 2019</i>

	<i>Karachi, Islamabad, Quetta, Rawalpindi, Peshawar, Lahore.</i> And, 1 robotics session also held in Quetta. PK						
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(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
WEP avails its members and female professional engineers as role models to: 1. Participate in various outreach events of WePOWER (subject to availability and logistical support from respective event organizers). 2. Highlight individual success stories of women in STEM fields in Pakistan. As part of their Role Models campaign, WEP will include the interviews of these selected role models within their digital portals and social media. It could include the interview articles in the WePOWER Linkden website.	WEP nominates 2 female professional engineers as role models for network of female students and professionals in Pakistan.				WEP nominates 2 female professional engineers as role models in Pakistan.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
		RM 1 for WEP network PK	RM 1 for WEP network PK			RM 1 for WEP network PK	RM 1 for WEP network PK		<i>Quarterly Target #s with country</i> <i>We Need list/calendar of planned WePOWER Outreach events to support.</i> WEP is cataloguing role models as part of on-going campaign.
		5 role models highlighted in <i>Karachi and Peshawar</i> , digitally connected with network of 1,300 professional women and girls.						<i>Achievement 2019</i>	

<p>WEP matches internship opportunities for female students using their existing network. (either summer internships or shadow internships, depending on availability)</p> <p>WePOWER, through the Secretariat and other Strategic Partners, will support WEP in connecting selected students to any opportunities available within the WePOWER network, and advertising internships to students in various universities in Pakistan.</p>	WEP matches 5 female students from Pakistan as summer interns/shadow interns in Pakistan.				WEP matches 5 female students from Pakistan as summer interns/shadow interns in Pakistan.				<p><i>Total target #s in the year</i></p> <p>Shadow internships are 3 - 7 days long, are unpaid, and require minimal administrative and logistical resources from WEP Partners and STEM firms/consultancies.</p>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			5 internships PK				5 internships PK		<p><i>Quarterly Target #s with country</i></p> <p>Need institutional partner support</p>
			3 internships matched for summer 2019. 1 International research internship matched.						<i>Achievement 2019</i>
<p>→ As additional service, WEP digitally follows-up the matched interns to take account of their feedback, and whenever possible the partnering firms' feedback, regarding the</p>	Matched 5 female interns will be followed-up by WEP to support them and the companies.				Matched 5 female interns will be followed-up by WEP to support them and the companies.				<p><i>Total target #s in the year</i></p>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			The 5 interns receive WEP support PK				The 5 interns receive WEP support PK		<p><i>Quarterly Target #s with country</i></p> <p>Pakistani institutional partners support needed</p>

experience. This will be chronicled in blog articles to give media driven mileage. WePOWER, though the Secretariat and other Strategic Partners, will support WEP in showcasing these efforts digitally and at WePOWER events.			15 applicants received support. 1 International research intern received support. PK						<i>Achievement 2019</i>
WEP provides consultation to companies in their existing database and provides services by screening CVs of job-seeking female engineers proficient in industry-required skill set and recommend these candidates to employers with matching job opportunities.	WEP provides consultation to 5 companies seeking to hire female engineers.				WEP provides consultation to 5 companies seeking to hire female engineers.				<i>Total target #s in the year</i> Need special support from IEEE, WEP, USAID, and Women in Energy (WIE) in Pakistan.
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	1 PK	2 PK	1 PK	1 PK	1 PK	2 PK	1 PK	1 PK	<i>Quarterly Target #s with country</i>
	WEP provided consultation to 5 companies so far in 2019. PK								<i>Achievement 2019</i> WePOWER, and other Strategic Partners, supports WEP with links to any available companies seeking to hire Pakistani female engineers.

SUBJECT TO FUNDING: FROM SAGE/WB OR WePOWER STRATEGIC PARTNERS, WEP WILL PROVIDE THE FOLLOWING SERVICES:

Activity	In 2019	In 2020	Note
WEP conducts a video/audio podcast project that showcases female role models in STEM	WEP showcases at least 15 trailblazing Pakistani women in STEM fields, and	WEP showcases at least 15 trailblazing Pakistani women in STEM fields, and promotes	<i>Total target #s in the year</i>

fields. The name of this project is “Wujood-e-Zann” , translating literally to "existence of women", and it will highlight female role models who have successfully shattered the proverbial "glass ceiling", in an attempt to normalize the image of a Pakistani female in STEM and bridge the gender gap.	promotes their achievements through various social media, video and audio dissemination channels.				their achievements through various social media, video and audio dissemination channels.				
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s with country</i>
WEP, depending on financial and logistical assistance received from WePOWER and other Strategic Partners, conducts an annual STEM job fair that would involve: 1. Company/Employer portfolio exhibition (These will be curated from existing WEP Network, and with support from WePOWER Strategic Partners). 2. Recent Graduate Job Seekers/ Presentations. 3. Research Poster competitions from Undergrad and Graduate students in their final years. WePOWER, through the Secretariat and other Strategic Partners, will support WEP in advertising the job fair to students in various universities in Pakistan.	1 annual STEM job fair will be conducted by WEP, Pakistan.				1 annual STEM job fair will be conducted by WEP, Pakistan.				<i>Total target #s in the year</i> <i>This job fair can only be conducted with financial and logistical assistance from WB Secretariat, and WePOWER Strategic Partners.</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s with country</i>

(c) Pillar 3: Development for Female Engineering professionals

Activity	In 2019				In 2020				Note
WEP conducts training workshops for female engineering students and/or female engineering professionals	WEP conducts 2 workshops for 50 women engineering students and/or professionals in Pakistan.				WEP conducts 2 workshops for 50 women engineering students and/or professionals in Pakistan.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	1 with 25 women PK	1 with 25 women PK			1 with 25 women		1 with 25 women		<i>Quarterly Target #s with country</i>

<p>using their existing network in Pakistan.</p> <p>Links to volunteering trainers from WePOWER Strategic Partnering firms will be appreciated. These trainers can be from both, academia and industry based on the type of workshop planned. The focus of these workshops will be technical and soft skills development.</p>	STEM Together Workshop (Panels and networking) for 35 women in Karachi PK	STEM Together Workshop (Panels and networking) for 26 women in Peshawar. Cloud Study Jam conducted at Emerging Technologies Lab, College of EME, Rawalpindi for 17 students PK			PK		PK		Achievement 2019
<p>WEP conducts webinars on professional development topics for female engineering students and professionals in SAR.</p> <p>WEP is already in touch with WIE Punjab Govt. and IEEE Women in Engineering for collaborative webinars.</p> <p>(Subject to partnerships within WEP existing network, and WePOWER Strategic Partners.)</p>	WEP 2 conducts webinars for women engineering students and/or professionals and broadcasts live on WEP social media forums having maximum reach of approximately 15,000 viewers.				WEP conducts 2 webinars for women engineering students and/or professionals and broadcasts live on WEP social media forums having maximum reach of approximately 15,000 viewers.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	2 webinars with expected number of viewers: 15,000 PK				1 webinar with expected number of viewers: 15,000 PK	1 webinar with expected number of viewers: 15,000 PK			Quarterly Target #s with country
	1 webinar with reach to 6,703	1 webinar with	1 webinar with						Achievement 2019

	WEP viewers	reach to 18,436 WEP viewers	reach to 5,132 WEP viewer						
			1 Webina r with reach to 1,580 to WEP viewers						
WEP develops a more structured “Mentorship-tree” digital mentorship program for Pakistan.	WEP develops 1 WEP digital mentorship program.				WEP updates 1 WEP digital mentorship program.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				1 develo ped PK				1 Upda ted PK	Quarterly Target #s with country
	WEP Digital Mentorship program with 8 female students matched to mentors.								Achievem ent 2019
→ WEP identifies mentors for WEP digital mentorship program by availing its senior engineers as mentors and train them.	WEP identifies 5 mentors to support mentees and trained in Pakistan. Each of the 5 mentors to sign mentor agreements.				WEP identifies 5 mentors to support mentees and trained in Pakistan. Each of the 5 mentors to sign mentor agreements.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				5 mento rs identi fied PK				5 ment ors identi fied PK	Quarterly Target #s with country
	9 Mentors identified as: <ul style="list-style-type: none"> • Rabiya Abbasi, PhD in Manufacturing Engineering. • Irsa Anwar, Fulbright scholar, Civil Engineering • Saba Safdar, PhD Bioscience Engineering • Syeda Sidra, HR Telecom/Power sector. 								Achievem ent 2019

	<ul style="list-style-type: none"> • <i>Yusra Farhat Ullah, Mechanical engineer</i> • <i>Miriam Kathleen Gomez, PhD Biosciences</i> • <i>Ramla Qureshi, PhD Structural and Earthquake Engineering</i> • <i>Sara Usman, Education Policy and International education</i> • <i>Sadaf Ahmed, PhD Psychophysiology, Mental health specialist</i> 								
→ WEP identifies student or young-professional mentees in Pakistan working together with WePOWER Secretariat.	WEP identifies 10 mentees Pakistan. Each of the 10 mentees to sign mentee agreements.				WEP identifies 10 mentees Pakistan. Each of the 10 mentees to sign mentee agreements.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				10 mentees identified PK				10 mentees identified PK	<i>Quarterly Target #s with country</i>
	8 mentees identified and matched. 8-week mentorship cycle completed.								<i>Achievement 2019</i>
WEP markets third-party national or international Scholarship opportunities with female engineering students/professional in Pakistan using their digital portal.	WEP introduces/showcases 7 third-party scholarship opportunities in the WEP digital portal.				WEP introduces/showcases 7 third-party scholarship opportunities in the WEP digital portal.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	3 PK	1 PK		3 PK	3 PK	1 PK		3 PK	<i>Quarterly Target #s with country</i>
	12 scholarships and PhD openings identified and mentored for in WEP digital portals. PK								<i>Achievement 2019</i>

(d) Pillar 4: Retention (including Facilities)

SUBJECT TO FUNDING: FROM SAGE/WB OR WePOWER STRATEGIC PARTNERS, WEP WILL PROVIDE THE FOLLOWING SERVICES:

Activity	In 2019	In 2020	Note
WEP conducts surveys to assess wage gaps between genders in	--	WEP developed one assessment report.	<i>Total target #s in the year</i>

STEM Sectors (especially within Power sector) in Pakistan. WePOWER Secretariat and WEP disseminate the report.	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming</i> <i>timeline</i>
									<i>Quarterly</i> <i>Target #s</i> <i>with country</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
WEP develops Database of Pakistani female scientists, engineers, and technologists.	Not planned				--				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming</i> <i>timeline</i>
									<i>Quarterly</i> <i>Target #s</i> <i>with country</i>
	1 Database enrolment started. PK Open-source Enlisting of names and relevant professional accolades conducted on rolling basis.								<i>Achievement</i> <i>2019</i>
WEP reaches to Government of Pakistan to increase representation of women in STEM in government-level STEM Task Forces.	Not planned				--				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming</i> <i>timeline</i>
									<i>Quarterly</i> <i>Target #s</i> <i>with country</i>
	WEP drafted 1 Open Letter to the Prime Minister. PK To urge more representation of female scientists in the Prime Minister's Task Force for Science and Technology. As no women scientist had been previously included. WEP was able to include 20 STEM and education-based organizations across Pakistan as co-signatories.								<i>Achievement</i> <i>2019</i>
WEP conducts online survey for evaluating status-quo participation of women in STEM companies.	Not planned				--				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming</i> <i>timeline</i>
									<i>Quarterly</i> <i>Target #s</i> <i>with country</i>
	WEP reintroduced their online STEM Inclusion Survey. PK For primary data collection regarding number of female engineers in Pakistani STEM organizations. This is an ongoing activity.								<i>Achievement</i> <i>2019</i>
WEP advocates for	Not planned.				--				<i>Total target #s in the year</i>

progress of women in STEM in Pakistan.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	Quarterly Target #s with country
									Achievement 2019
	WEP is co-signatory on the Charter for Science. PK								
	Opportunities for Women and Girls in Pakistan and has also participated in the National Dialogue on Women in Science held by Pakistan Alliance for Maths and Science and UNESCO Pakistan. This charter lays out expectations from the Government, Public and Private sector regarding the progress of women in STEM in Pakistan.								

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Annex: South Asia - Women in Power Sector Professional Network (WePOWER) The 5 Pillars

The objectives of WePOWER: To support workforce participation of women in energy projects and institutions and promote normative change regarding women and girls 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. The activities and goals under each pillar contribute to closing 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.