What has WePOWER Achieved so far?

Two regional conferences in Nepal (2019) and Philippines (2020) with over 450 participants and 70+ organizations. Co-hosted by the World Bank and ADB.

What’s Next for WePOWER until 2024?

More Events! 8 National and 2 Regional events
More Partners! 50+ including the major power utilities
More Resources! Toolkits, webinars and learning opportunities

Targets 2021

27 WePOWER partners will implement 611 activities/events targeting 11,456 female participants, by the end of 2021 (affected by COVID-19)

Some featured activities

66 STEM Awareness outreach sessions for 3,337 female students

26 Study Tours and field trips for 334 female students

Aiming to hire 216+ women

Internship opportunities for 355 female students

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

Build 69 Women Friendly Facilities

For 11 Partners in 2019/24 Partners in 2020

<table>
<thead>
<tr>
<th>For 11 Partners in 2019/24 Partners in 2020</th>
<th>Number of Conducted Events and Activities</th>
<th>Number of Female Participants and Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (2019 to 2020)</td>
<td>837</td>
<td>14,797</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Featured Activities</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Job hiring</td>
<td></td>
<td>207 women hired</td>
</tr>
<tr>
<td>STEM workshops</td>
<td>61 workshops</td>
<td>3,665 female students</td>
</tr>
<tr>
<td>Study tour/Field visits</td>
<td>18 tours</td>
<td>406 female participants</td>
</tr>
<tr>
<td>Internship</td>
<td></td>
<td>318 female students</td>
</tr>
<tr>
<td>Professional Trainings</td>
<td>189 workshops</td>
<td>6,102 female participants</td>
</tr>
<tr>
<td>Mentorship</td>
<td>69 mentors</td>
<td>85 female mentees</td>
</tr>
<tr>
<td>Women-Friendly Facility</td>
<td>165 facilities</td>
<td>-</td>
</tr>
</tbody>
</table>

"WePOWER inspires my work every day"

Ivy Nahar Tisha, ASSISTANT ENGINEER AT THE BANGLADESH RURAL ELECTRIFICATION BOARD (BREB)

"Joining the international training was a good way of exchanging our knowledge, experiences, and skills."

A FEMALE ENGINEER FROM AFGHANISTAN

"Bringing more than half of the population - females - into the professional energy sector space will improve its performance." Demetrios Papathanasiou GLOBAL DIRECTOR, ENERGY AND EXTRACTIVES AT THE WORLD BANK

For up-to-date information, please visit our site: www.wepowernetwork.org

#WePOWERSouthAsia
Why do we need WePOWER in South Asia?

- **Female representation** in utilities is low (3%-25%)
- **Even lower** for women in technical roles (0.1%-21%).
- **Most women in SAR energy sector** tend to work in the middle- to lower-level non-technical (i.e., administrative) positions.
- **Low female enrollment** in engineering programs (0.5%-31%).

What is WePOWER?

A SAR Regional Professional Network for women in the energy sector

- Support higher participation of women in the energy sector and utilities
- Foster higher retention and professional development of women in the energy sector
- Promote normative change regarding women and girls in STEM

What does WePOWER do?

WePOWER removes barriers to women’s employment through a holistic approach in partnership with sector stakeholders:

- Provide female role models and mentors for students and professional women in STEM
- Connect STEM female students to professional energy sector
- Exposure to new ideas and desire for professional development
- Develop networking opportunities for women in energy sector
- Support returning mothers of engineers
- Activate gender friendly HR policies and facilities

What makes WePOWER Unique?

- **Holistic Approach** that supports STEM students transition and success as energy sector professionals
- **Regional Engagement** (sharing of ideas/best practices across South Asian Countries)
- **Strong M&E Evidence-Based** Framework Approach (5 pillars and List of Activities)
- **Partner Driven** (most major utilities in South Asia Region are Partners)
- **Institutional Support** from major IDBs (WB, ADB, Australian AID, ESMAP, USAID)

The 5 Pillars of WePOWER

- **South Asian Women in Energy**
- **Stem Education**
- **Recruitment**
- **Development**
- **Retention**
- **Policy and Institutional Change**

The WePOWER Process

1. **WePOWER approaches** selected Partner
2. **Partner nominates** a WePOWER Focal Point
3. **WePOWER works** with Focal Point to develop Gender Activities with Realistic Targets (List of Activities: LoAs)
4. **Partner Senior Management endorses** the List of Activities
5. **Congratulations! Now you are a WePOWER Partner**
What is WePOWER?

WePOWER is a 3-year Regional Professional Network for Women in the energy sector in South Asia. The network aims to increase female representation and participation in STEM, and promote leadership for women in the energy sector.

Why do we need WePOWER in South Asia?

Female representation in the energy sector is low (0.5%-31%)
Low female enrollment in engineering programs
Even lower for women in technical roles (0.1%-21%)

Low female enrollment in engineering programs
Even lower for women in technical roles (0.1%-21%)

Why do WePOWER need the World Bank and ADB.

Successful regional networks in energy sector

What has WePOWER Achieved so far?

WePOWER has achieved significant progress in increasing female representation and participation in STEM, and promoting leadership for women in the energy sector.

What is the Next for WePOWER until 2024?

WePOWER aims to achieve a gender-balanced energy sector by 2024, aiming to have 50% female participation at all levels by the end of 2023.
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<tr>
<td><strong>2020 with 24 partners</strong></td>
<td><strong>Number of Conducted Events and Activities</strong></td>
</tr>
<tr>
<td>Total</td>
<td>544</td>
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</tbody>
</table>

**Featured Activities**

- Job hiring: 43 workshops, 143 women hired
- STEM workshops: 7 tours, 2,943 female students
- Study tour/Field visits: 23 internships, 220 female participants
- Internship: 130 workshops, 150 female students
- Professional Trainings: 46 mentors, 64 female mentees
- Mentorship: 105 facilities, –
- Women-Friendly Facility: –, 105 facilities

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**Quote 1**

"WePOWER inspires my work every day"

Ivy Nahar Tisha, Assistant Engineer at the Bangladesh Rural Electrification Board (BREB)

**Quote 2**

"Joining the international training was a good way of exchanging our knowledge, experiences, and skills."

A Female Engineer from Afghanistan

**Quote 3**

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