

Donor institutions such as ADB, AusAID, USAID are also onboard as partners in this initiative.

WePOWER is rapidly recruiting active partners in the gender and energy space from the industry, academia, and civil society. The follow-up WePOWER Partnership Forum in Manila (Nov 20-21), will endorse the Charter, governance structure and next steps for the network. It is co-hosted by ADB has over 100 confirmed participants.

What's Next for WePOWER?

Each Partner is engaged in different gender activities.



Follow-up WePOWER conference hosted by ADB in Manila, Philippines – Nov 2019

WePOWER is already Inspiring Women



"After attending the WePOWER conference, I realize I have so many tasks to do when I go back home. I will motivate the women in my neighborhood, my sister and the primary school girls to join STEM education and work around WePOWER's five pillars. We must be confident competent and build our own future as resourceful women."

Priya Singh
Power Engineering Student
Jadavpur University, India



The South Asia Women in Power Sector Professional Network



For up-to-date information, please visit our official sites:

www.wepowernetwork.org



LinkedIn page

@WePOWERSouthAsia
#WePOWERSouthAsia



How will WePOWER support these women in the Power Sector?



WePOWER activities were designed under a holistic approach to cover five strategic pillars:

- (i) Science, Technology, Engineering, and Mathematics (STEM) education;
- (ii) Recruitment;
- (iii) Development;
- (iv) Retention; and
- (v) Policy and Institutional Change

The value of a network, as well as the pillars, were clearly identified by rapid baseline assessments were conducted for each of the eight countries in South Asia including voices of women in the sector, utility managers, and students.

What is the WePOWER Network and why do we need it?

The objectives of WePOWER are to support greater participation of women in energy projects and utilities, and promote normative change regarding women in Science Technology, Engineering, and Math (STEM) education in South Asia. South Asia is the fastest growing economic region in the world. Energy access and infrastructure development are critical elements in South Asia's regional development strategy. Research has shown that greater participation of women in the labor force can positively impact the economy as well as the performance of companies. Having more women in the workforce will allow the South Asian power sector to better anticipate and overcome future challenges.



What is the situation for Women in the South Asian Power Sector?

Women's opportunities to contribute to the energy sector are severely limited. There is a visible lack of gender diversity in technical and senior management positions. Overall, female representation in utilities is low (3%-25%) and even lower for women in technical roles (0.1%-21%). Excluding outliers, most power utilities tend to have around 3-6% female representation in technical positions. Most women tend to work in the **middle- to lower-level nontechnical** (i.e., administrative) positions. Low female enrollment in engineering education (0.5%-31%) contributes to the small pool of qualified job candidates.

The lack of a supportive professional network was identified as one of the major career barriers by women.

What has WePOWER achieved so far?

The World Bank hosted the first WePOWER regional conference in Nepal (Feb 20-21).

The conference had various sessions aimed at improving women's representation in the power sector. Some interesting technical sessions included Women Entrepreneurs in Energy Access, and Jobs in the Renewable Energy Sector.

- We had over 250 participants which included senior management HR representatives from **35 power utilities**, and engineering students from all eight South Asian countries.

- We also invited guests from EVN (Vietnam Electricity) and PPA (Pacific Power Association) to share their international perspectives.
- In addition, over 100 delightful local children joining for the STEM (Science, Technology, Engineering, and Mathematics) is for Girls! Session.
- The event displayed **strong commitment** WB senior management including the Energy and Social Managers, Nepal Country Director, Senior Gender Director and Nepal Country Manager actively participated in the session.