



## The Second WePOWER Partnership Forum

### South Asia Women in Power Sector Professional Network (WePOWER)

The Asian Development Bank HQ, Manila, Philippines

November 20-21, 2019

South Asia Regional Department of the Asian Development Bank, in collaboration with the World Bank's South Asia Energy and Social Development Units and Energy Sector Management Assistance Program (ESMAP), is organizing the Second Partnership Forum of the Women in Power Sector Professional Network in South Asia- **WePOWER** - to support workforce participation of women in energy projects and institutions, and promote normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. The 2<sup>nd</sup> WePOWER Partnership Forum will be held in Manila, Philippines on November 20-21, 2019. If you want to know more and for latest updates on the Forum, please join [WePOWER LinkedIn Group](#).

### Draft Agenda

#### Day 1: Wednesday, November 20, 2019

8:00- am – 9:00 am (Multi-Function Hall [MFH] Hallway)	<b>Conference Registration</b> – Please sign in and pick up your welcome package and name tags
	<b>Inaugural Session:</b> <b>Master of Ceremony: Francesco Tornieri</b> - Principal Social Development Specialist (GAD), Office of the Director General, South Asia Regional Department (SARD), Asian Development Bank (ADB)
9:00 am - 9:30 am (MFH 2)	<b>Welcome Remarks</b> <ul style="list-style-type: none"> <li>• <b>Shixin Chen</b>, Vice President Operations I, South Asia and Central and West Asia, ADB (TBD)</li> <li>• <b>Demetrios Papathanasiou</b>, Practice Manager, Energy Infrastructure GP, South Asia Region, WBG</li> </ul>
9:30 am – 10:00 am (MFH 2)	<b>Keynote Speech: Time for Collective Action to Boost Female Employment and Leadership in South Asia's Power Sector</b> <ul style="list-style-type: none"> <li>• <b>Reihana Mohideen</b>, Senior Research Fellow, Department of Electrical and Electronic Engineering, University of Melbourne, Australia</li> </ul> <p>Description: Keynote speech will elaborate on the trends in South Asia in the power sector particularly the low-carbon energy transition and the status, opportunities and challenges for female employment and leadership in emerging industries with a focus on renewable energy industries. The importance of networks including government agencies,</p>

	utilities, private sector, academia and civil society will be emphasized for collective action to bring about normative change in STEM education and workplace practices.
10:00 am – 10:30 am (MFH Hallway)	<b>Coffee/Tea Break</b>
10:30 am – 12:00 pm (MFH 2)	<p><b>Session 1: Plenary Discussion – Assessing the Human Resource Needs for the Energy Sector in the 21<sup>st</sup> Century.</b> How can South Asian utilities and energy sector institutions support employment and leadership of women?</p> <p>Description: Selected representatives of the utilities and energy sector institutions will share their perspectives on how the business and operations in the energy sector are evolving. The panelists will discuss opportunities and challenges arising from new technologies, expansion, regulatory environment and policies, and consumers’ preferences and needs.</p> <ul style="list-style-type: none"> <li>• <i>Are the jobs in Utility 2.0 a good fit from women engineers and managers?<sup>1</sup></i></li> <li>• <i>How can energy sector institutions mobilize women professionals in South Asian utilities to contribute in the advancement and growth of their business?</i></li> <li>• <i>What measures and partnerships will help the energy sector institutions of the 21<sup>st</sup> Century meet their human resource needs?</i></li> </ul> <p><b>Moderator: Gailius J. Draugelis, Lead Energy Specialist, South Asia Region, WBG (TBD)</b></p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Brajesh Panth</b>, Chief of Education Sector Group, Sustainable Development and Climate Change Department, ADB</li> <li>• <b>Pallabi Zaman</b>, Director, Directorate of Training and Career development, Bangladesh Power Development Board</li> <li>• <b>TBD: Waiting for nominations of official participants</b></li> </ul>

<sup>1</sup> Utility 2.0 is a global initiative to unite centralized utilities and the decentralized renewable energy sector to end energy poverty faster.

<p>12:00 pm – 12:30 pm (MFH 2)</p>	<p><b>Session 2: WePOWER Charter and Steering Committee<sup>2</sup> Introduction</b></p> <p>Description: The structure and key aspects of the WePOWER Charter will be explained. The process which was followed in finalizing the Charter and nominating the first set of members of the Steering Committee will be explained. The Steering Committee members will introduce themselves. The WePOWER Team will explain the structure of the Network and will go over the charter in detail and answer any questions.</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Maria Beatriz Orlando</b>- Lead Social Development Specialist, South Asia Social Development Unit, WBG</li> <li>• <b>Gunjan Gautam</b>- Operations Officer, South Asia Energy Unit, WBG</li> </ul>
<p>12:30 pm – 2:00 pm (EDR Coffee Lounge)</p>	<p><b>Networking Lunch to foster country collaborations</b> (Table seating arranged by Country Clusters)</p> <p><b>Facilitator: Tehreem Saifey</b>, Communication Specialist, South Asia Energy and Social Development, WBG</p> <ul style="list-style-type: none"> <li>• <b>Launch of the WePOWER Website.</b></li> </ul>
<p>2:00 pm – 3:30 pm (MFH 2)</p>	<p><b>Session 3: Series of Presentations – WePOWER’s Existing Partners - Activity Updates/New Commitments</b> (5 min each)</p> <p>Description: Existing WePower Partners will report accomplishments and lessons learned from their committed activities under each pillar. Presentations will be organized by country.</p> <p><b>Moderator: Priyantha Wijayatunga</b>, Director, Energy Division, SARD and <b>Ashok Bhargava</b>, Director of Energy Division, CWRD</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Sweeta Sakhi</b>, Head of Energy Coordination Projects Department, Da Afghanistan Breshna Sherkat (DABS), Afghanistan</li> <li>• <b>Ramla Quereshi</b>, CEO, Women Engineers, Pakistan</li> <li>• <b>Nameerah Hameed</b>, Policy Analyst, Planning and Development Board, Women in Engineering , Government of Punjab, Pakistan (TBD)</li> <li>• <b>Ramalatha Marimuthu</b>, Chair, Institute of Electrical and Electronics Engineers, India</li> </ul>

<sup>2</sup> WePower Steering Committee will be composed of a diverse group of stakeholders including but not limited to multilateral financial organizations; professional associations; institutional and strategic partners.

	<ul style="list-style-type: none"> <li>• <b>Bozena Pasik-Duncan</b>, <i>Global Chair, Institute of Electrical and Electronics Engineers, Women in Engineering, USA</i></li> <li>• <b>Claire Lajoie-Mazenc</b>, <i>Advisor, RTE (French Women in Engineering Co.)</i></li> <li>• <b>Cecilia Shahnaz</b>, <i>Chair, Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power, Bangladesh</i></li> <li>• <b>Sohel Ahmed</b>, <i>Managing Director, Grameen Shakti</i></li> </ul>
3:30 pm – 4:00 pm (MFH Hallway)	<b>Coffee/Tea Break</b>
4:00 pm – 5:15 pm (MFH 2)	<p><b>Session 4: Series of Presentations – WePOWER’s New Partners<sup>3</sup> - Committed Activities</b> (5 min each)</p> <p>Description: New WePOWER’s Strategic and Institutional Partners will introduce themselves and announce their activities to support the objectives of the network. Presentations will be organized by country.</p> <p><b>Moderator:</b> <i>Anh Nguyet Pham, Senior Energy Specialist, South Asia Region, WBG</i></p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Tamkeen Sardar Faisal</b>, <i>Head, Talent Management, Diversity, Inclusion and Culture, Karachi Electric, Pakistan</i></li> <li>• <b>Harleen Kaur</b>, <i>Head of Performance Management, Resourcing and Rewards, Tata Power Delhi Distribution Ltd., India (TBD)</i></li> <li>• <b>Fariha Jannat</b>, <i>Manager, Solar Home Systems Program, Infrastructure Development Company Ltd. (IDCOL), Bangladesh</i></li> <li>• <b>Kinley Wangmo</b>, <i>Manager, Human Resources and Administrative Services, Bhutan Power Corporation, Bhutan</i></li> <li>• <b>Dawa Bhuti</b>, <i>Head, Corporate Affairs Department, Druk Green Power Corporation Ltd., Bhutan</i></li> <li>• <b>Nilu Amarasiri</b>, <i>Additional General Manager, Ceylon Electricity Board, Sri Lanka</i></li> <li>• <i>(TBD), Energy Efficiency Services Ltd, India</i></li> <li>• <i>(TBD), USAID (possibly via video)</i></li> </ul>
5:15 pm - 5:30 pm (ADB Courtyard)	<b>Group Photo</b>

<sup>3</sup> WePower Institutional Partners include: DABS (Da Afghanistan Breshna Sherkat; IDCOL (BAN); Bhutan Power Corporation; Ceylon Electric Board; Energy Efficiency Services, Ltd. (IND), Tata Power DDL (IND); Karachi Electric, Water and Power Development Authority (PAK). Still in process: Druk Green Power Corporation (BHU); State Electric Company (MLD), FENKA Corporation Ltd. (MLD); and Powergrid Corporation of India.

WePower Strategic Partners: Government of Punjab; Women Engineers Pakistan; Clean Cooking Alliance; Grameen Shakti; IEEE-WIE Global; IEEE-Power and Energy Society, Women In Power (BAN); IEEE WIE India; Kardan University (AFG); Global Women’s Network; RTE (French Women in Engineering); Stantec; USAID.

5:30 pm – 7:30 pm (ADB Courtyard)	<b>Cocktail Reception and Networking</b> <ul style="list-style-type: none"> <li>• <i>ADB Speaker (TBD)</i></li> </ul>
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## Day 2: Thursday, November 21, 2019

8:00- am – 8:30 am (MFH Hallway)	<b>Conference Sign In</b> <i>– Please sign in the daily attendance sheet.</i>
8:30 am – 9:00 am (MFH 2)	<b>Opening Remarks:</b> <ul style="list-style-type: none"> <li>• <b>Deborah Stokes</b>, Vice President for Administration and Corporate Management, ADB</li> <li>• <b>Guangzhe Chen</b>, Global and Regional Director, Infrastructure General Practice, World Bank Group (WBG)</li> </ul>
9:00 am – 10:15 am (MFH 2)	<b>Session 5: Technical Session (1) – Building a Pipeline of Women in the Power Sector</b> <p>Description: This Roundtable Discussion session will bring together gender specialists, education sector specialists, university leaders, government representatives and civil society organizations to discuss key challenges to girls' STEM education in South Asia to ensure WePOWER advocacy, policy, and project-based initiatives are addressing these constraints.</p> <p><b>Moderator:</b> <i>Sonomi Tanaka</i>, Chief of Gender Equity Thematic Group, Sustainable Development and Climate Change Department, ADB</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Ramalatha Marimuthu</b>, Professor of Electronics and Communications Engineering, Kumaraguru College of Technology, India (IEEE India Chair)</li> <li>• <b>Cecilia Shahnaz</b>, Professor, Department of Electrical and Electronics Engineering, University of Engineering and Technology, Bangladesh (IEEE Bangladesh Chair)</li> <li>• <b>Jeevani Jayasinghe</b>, Senior Lecturer, Department of Electronics University of Wayanba, Sri Lanka</li> <li>• <b>Ramla Quereshi</b>, CEO, Women Engineers, Pakistan</li> <li>• <b>Bozena Pasik-Duncan</b>, Professor of Mathematics and Engineering, University of Kansas, USA (IEEE Global Chair)</li> </ul>
10:15 am- 10:45 am (MFH Hallway)	<b>Coffee/Tea Break</b>

<p>10:45 am – 12:00 pm (MFH 2)</p>	<p><b>Session 6: Technical Session (2) – Dialogue on International Good Practices by Utilities in Recruitment, Development, and Retention of Women</b></p> <p>Description: This session will showcase challenges and emerging good practices adopted by international power sector utilities (including South Asia) in recruitment, development, and retention of women professionals.</p> <p><b>Moderator: Jie Tang</b>, Practice Manager, Energy Infrastructure GP, East Asia Region, WBG</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <i>Ato Shifera, CEO-Ethiopia Electric Utility (EEU) (TBD)</i></li> <li>• <i>TBD Indonesia (PLN and Geo-thermal counterpart in Indonesia or EAP) OR EDCO Jordan</i></li> <li>• <b>Sangay Tenzin</b>, Director, Human Resources and Corporate Services Bhutan Power Corporation (BPC), Bhutan</li> <li>• <b>Himali Zoysa</b>, Deputy General Manager, Ceylon Electricity Board, Sri Lanka</li> <li>• <b>Ivy Nahar Tisha</b>, Assistant Engineer, System Engineering and Design, Bangladesh Rural Electrification Board</li> </ul>
<p>12:00 pm- 1:30 pm (EDR Coffee Lounge)</p>	<p><b>Networking Lunch to foster collaboration on the five pillars of WePOWER (STEM Education, Recruitment, Development, Retention, and Policy and Institutional Changes)</b> Table seating arrangements by Pillar</p>
<p>1:30 pm – 2:30 pm (MFH 2)</p>	<p><b>Session 7: Technical Session (3) – Tools and Resources: Training and Lateral Learning for Utilities</b></p> <p>Description: This Session will share information on two programs:</p> <ul style="list-style-type: none"> <li>• <i>USAID's "Best Practices Framework for Utilities" targeting human resources and management staff of utilities through business school style coursework focused on employee lifecycle model. The framework and illustrative examples of how it has been applied to enhance gender equality within partner utilities will be presented.</i></li> <li>• <i>ADB South Asia Department/University of Melbourne School of Engineering's Lateral Learning Program targeting senior technical staff of South Asian utilities (ADB counterparts) to provide an opportunity to share latest trends and emerging industries in the power sector driven by technological innovations which provide more opportunities for the employment of women.</i></li> </ul> <p><b>Moderator: Eleanora Windisch</b>, Advisor and Head, Portfolio, Results and Quality Control Unit, SARD, ADB (TBD)</p>

	<p>USAID Program Speakers:</p> <ul style="list-style-type: none"> <li>• <b>Jasmine Boehm</b>, Consultant, Tetrattech, Contractor of USAID</li> <li>• <b>Reem Hamdan</b>, Deputy Director General, Electricity Distribution Company, Jordan</li> </ul> <p>ADB Program Speakers</p> <ul style="list-style-type: none"> <li>• <b>Francesco Tornieri</b> - Principal Social Development Specialist (GAD), Office of the Director General, SARD, ADB</li> <li>• TBD utility from Nepal or India?</li> </ul>
<p>2:30 pm – 3:45 pm (MFH 2)</p>	<p><b>Session 8: Technical Session (4) – Ensuring Sustainability: Becoming Gender Equality Champions and Expanding Women’s Workforce in the Energy Sector- EDGE Certification, UN Global Compact, ENERGIA and Utility 2.0</b></p> <p>Description: This session is about ensuring sustainability of gender equality measures in utilities’ human resource policies and integrated energy systems to provide energy access to all. EDGE (Economic Dividends for Gender Equality) Gender Equality Certification by a third party audit is the leading global assessment methodology and business certification standard for gender equality. UN Global Compact Gender Gap Analysis Tool helps company leaders to identify strengths, gaps and opportunities to improve gender equality and women’s empowerment in the workplace and within the markets and communities they serve. ENERGIA, an international network on Gender and Sustainable Energy aims to scale up delivery of energy products and services by women energy entrepreneurs, and Utility 2.0 explores expanding job opportunities for women in integrated centralized and decentralized energy systems.</p> <p><b>Moderator:</b> <b>Amanda Satterly</b>, Senior Social Development Specialist (Gender), Private Sector Operations Department, ADB (TBD)</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• Johan Tideman, Strategy Lead, EDGE Certified Foundation ( TBD)</li> <li>• Video: EDGE Certified Ho Chi Min Power Corporation, Viet Nam</li> <li>• TBD, Tata Power Delhi Distribution Ltd., India (UN Global Compact member)</li> <li>• Soma Dutta, Program Coordinator, ENERGIA</li> <li>• Rebekah Shirley, Chief Research Officer, Power for All (TBD)</li> </ul>
<p>3:45 pm – 4:15 pm (MFH 2)</p>	<p><b>Closing Remarks:</b></p> <ul style="list-style-type: none"> <li>• <b>Priyantha Wijayatunga</b>, Director, Energy Division, SARD, ADB</li> <li>• <b>Francesco Tornieri</b>, Principal Social Development Specialist (GAD), SARD, ADB</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Demetrios Papathanasiou</b>, Practice Manager, Energy Infrastructure GP, South Asia Region, WBG</li> <li>• <b>Maria Beatriz Orlando</b>, Lead Social Development Specialist, South Asia Social Development Unit, WBG</li> </ul>
4:15 pm- 4:45 pm (MFH Hallway)	<b>Coffee/Tea Break</b>
4:15 pm- 4:45 pm (MFH 2)	<b>Group Photo</b> (WePower Steering Committee)
5:00 pm– 7:00 pm (MFH 2) <b>(By Invitation Only)</b>	<p><b>Business Meeting – WePOWER Governance and Sustainability –</b></p> <p><b>Facilitators:</b></p> <ul style="list-style-type: none"> <li>• <b>Maria Beatriz Orlando</b>- Lead Social Development Specialist, South Asia Social Development Unit, WBG</li> <li>• <b>Gunjan Gautam</b>- Operations Officer, South Asia Energy Unit, WBG</li> </ul> <p>Description: This will serve as the first in-person meeting of the WePOWER Steering Committee. Representatives from WePOWER’s Institutional and Strategic Partners will be invited to observe and participate in the meeting. Discussions will focus on: (i) Governance and administrative topics for WePOWER; (ii) Assessment of achievements and challenges; and (iii) Strategy and action plan to achieve self-sustainability in 2-3 years.</p>
7:30 – 9:30 pm (Café Ysabel)	<b>WePOWER Steering Committee Networking Dinner</b>