



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



ADB headquarters, Manila | 20–21 November 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](#).

### 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
9:00 am - 9:30 am (MFH 2)	<b>Inaugural Session:</b> <b>Master of Ceremony: Francesco Tornieri</b> - Principal Social Development Specialist (GAD), Office of the Director General, South Asia Department (SARD), Asian Development Bank (ADB)
	<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</li> <li>• <b>Mara K. Warwick</b>, Country Director for Brunei, Malaysia, Philippines and Thailand, World Bank</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>



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	<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.</p>
10:00 am – 10:30 am (MFH 2)	<p><b>Coffee/Tea Break</b></p>
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?</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: Demetrios Papathanasiou</b>, Practice Manager, Energy Infrastructure General Practice, South Asia Region, World Bank Group (WBG)</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Shoab Taqi</b>, General Manager, Human Resources Department, Water and Power Development Authority, Pakistan</li> <li>• <b>Shanti Jagannathan</b>, Principal Education Specialist, 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>Nilu Amarasiri</b>, Additional General Manager, Ceylon Electricity Board, Sri Lanka</li> <li>• <b>Sangay Tenzin</b>, Director, Human Resources and Corporate Services, Bhutan Power Corporation</li> </ul>



	<ul style="list-style-type: none"> <li>• <b>Mariyam Hana</b>, Deputy Director, Business Development, FENAKA Corporation Ltd., The Maldives</li> <li>• <b>Nadia Obeydi</b>, Deputy Head, Human Resources, Da Afghanistan Breshna Sherkat (DABS), Afghanistan</li> <li>• <b>Vineeta Agarwal</b>, Senior General Manager, Power Grid Corporation of India Limited</li> <li>• <b>Tamkeen Faisal</b>, General Manager, Human Resource Business Partner and Head of Talent and Diversity and Inclusion, Karachi Electric, Pakistan</li> <li>• <b>Anita Bajgain</b>, Assistant Director, Human Resources Department, Nepal Electricity Authority</li> </ul>
12:00 pm – 12:30 pm (MFH 2)	<p><b>Session 2: WePOWER Charter and Steering Committee 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 organizations represented in the Steering Committee will be introduced.</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>
12:30 pm – 2:00 pm (EDR Coffee Lounge)	<p><b>Networking Lunch to foster country collaborations</b> (Table seating arranged by Country Clusters)</p>
2:00 pm – 3:30 pm (MFH 2)	<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>Moderators:</b> <b>Priyantha Wijayatunga</b>, Director, Energy Division, South Asia Department, ADB <b>Ashok Bhargava</b>, Director of Energy Division, Central and West Asia Department, ADB</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Celia Shahnaz</b>, Chair, Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power (IEEE-PES WiP); Chair, IEEE Bangladesh Section</li> </ul>



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	<ul style="list-style-type: none"> <li>• <b>Sohel Ahmed</b>, Managing Director, Grameen Shakti, Bangladesh</li> <li>• <b>Ramalatha Marimuthu</b>, Chair, IEEE Women in Engineering (IEEE WIE), India</li> <li>• <b>Sweeta Sakhi</b>, Head of Energy Coordination Projects Department, Da Afghanistan Breshna Sherkat (DABS), Afghanistan</li> <li>• <b>Maha Kamal</b>, Lecturer, Information Technolgoy University; Co-Chair, Women in Energy (WIE) Lahore Hub, Pakistan</li> <li>• <b>Bozena Pasik-Duncan</b>, Immediate past Global Chair, IEEE-WIE, USA</li> <li>• <b>Claire Lajoie-Mazenc</b>, Advisor, RTE (French Women in Engineering Co.)</li> </ul>
3:30 pm – 4:00 pm (MFH 2)	<b>Coffee/Tea Break</b>
4:00 pm – 5:30 pm (MFH 2)	<p><b>Session 4: Series of Presentations – WePOWER’s New Partners<sup>1</sup> - Committed Activities</b> (5 min each)</p> <p>Description: New WePOWER 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: Gisu Mohadjer</b>, Operations Advisor, South Asia Region, WBG</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Fariha Jannat</b>, Manager, Solar Home Systems Program, Infrastructure Development Company Ltd. (IDCOL), Bangladesh</li> <li>• <b>Pallabi Zaman</b>, Director, Directorate of Training and Career Development, Bangladesh Power Development Board</li> <li>• <b>Kinley Wangmo</b>, Manager, Human Resources and Administrative Services, Bhutan Power Corporation, Bhutan</li> <li>• <b>Dawa Bhuti</b>, Head, Corporate Affairs Department, Druk Green Power Corporation Ltd., Bhutan</li> <li>• <b>Manisha Wadhwa</b>, Assistant General Manager, Tata Power Delhi Distribution Ltd., India</li> <li>• <b>Harleen Sachdeva</b>, Additional General Manager, Energy Efficiency Services Ltd, India</li> </ul>

<sup>1</sup> **WePower Institutional Partners include:** DABS (Da Afghanistan Breshna Sherkat); IDCOL (BAN); Bhutan Power Corporation; Ceylon Electric Board (SRL); Energy Efficiency Services, Ltd. (IND), Tata Power DDL (IND); Karachi Electric (PAK), Water and Power Development Authority (PAK); Druk Green Power Corporation (BHU).

**WePower Strategic Partners:** Women In Energy Pakistan; Women Engineers Pakistan; Clean Cooking Alliance; Grameen Shakti; IEEE-WIE Global; IEEE-Power and Energy Society, Women In Power (IEEE PES WiP); IEEE Bangladesh Section; IEEE WIE India; RTE (French Women in Engineering); Stantec; USAID.



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	<ul style="list-style-type: none"> <li>• <b>Tamkeen Faisal</b>, Head, Talent Management, Diversity, Inclusion and Culture, Karachi Electric, Pakistan</li> <li>• <b>Shoaib Taqi</b>, General Manager, Human Resources Department, Water and Power Development Authority, Pakistan</li> <li>• <b>Himali Zoysa</b>, Deputy General Manager, Ceylon Electricity Board, Sri Lanka</li> <li>• <b>Jasmine Boehm</b>, Consultant, Tetrattech, USAID Engendering Utilities Program</li> </ul>
5:30 pm - 5:45 pm (ADB Courtyard)	<b>Group Photo</b>
6:00 pm – 7:30 pm (ADB Courtyard)	<b>Cocktail Reception and Networking</b> <ul style="list-style-type: none"> <li>• <b>Hun Kim</b>, Director General, South Asia Department, ADB</li> </ul>

### Day 2: Thursday, November 21, 2019

8:00- am – 8:30 am (MFH Hallway)	<b>Conference Sign In</b> – Please sign in the daily attendance sheet.
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, Asian Development Bank (ADB)</li> <li>• <b>Guangzhe Chen</b>, Regional Director for Infrastructure in South Asia Region and Global Director for Transport, 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> Description: This Roundtable Discussion session will bring together gender 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.  <b>Moderator: Sonomi Tanaka</b> , Chief of Gender Equity Thematic Group, Sustainable Development and Climate Change Department, ADB



	<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, Anna University, India; Chair, IEEE WIE India</li> <li>• <b>Celia Shahnaz</b>, Professor, Department of Electrical and Electronics Engineering, Bangladesh University of Engineering and Technology; Chair, IEEE Bangladesh Section; Chair, IEEE PES WiP</li> <li>• <b>Jeevani Jayasinghe</b>, Senior Lecturer, Department of Electronics, Wayamba University of Sri Lanka; Secretary of IEEE Sri Lanka and Former Chair of IEEE WIE, Sri Lanka</li> <li>• <b>Bozena Pasik-Duncan</b>, Professor of Mathematics and Engineering, University of Kansas, USA; Immediate past Global Chair, IEEE WIE</li> <li>• <b>Shoaib Taqi</b>, General Manager, Human Resources Department, Water and Power Development Authority, Pakistan</li> </ul>
10:15 am- 10:45 am (MFH 2)	<b>Coffee/Tea Break</b>
10:45 am – 12:00 pm (MFH 2)	<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: Helle Buchhave</b>, Senior Social Development Specialist, Regional Gender Coordinator, East Asia and the Pacific, WBG</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Yohanese Legesse Bayeh</b>, Director, Procurement and Facility, Ministry of Water, Irrigation and Energy, Ethiopia</li> <li>• <b>Agnes Obara</b>, Chief Planning Officer/Gender Focal Point, Kenya Power, Kenya</li> <li>• <b>Marmelia Puja Dewi</b>, Project Planning and Control, PT. Pertamina Geothermal Energy, Indonesia</li> </ul> <p><b>Discussants:</b></p> <ul style="list-style-type: none"> <li>• <b>Pamela Baldinger</b>, Women’s Employment Expert Consultant, ESMAP, WBG</li> <li>• <b>Himali Zoysa</b>, Deputy General Manager, Ceylon Electricity Board, Sri Lanka</li> </ul>



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	<ul style="list-style-type: none"> <li>• <b>Tamkeen Faisal</b>, Head, Talent Management, Diversity, Inclusion and Culture, Karachi Electric, Pakistan</li> </ul>
12:00 pm- 1:30 pm (EDR Coffee Lounge)	<p><b>Networking Lunch to foster collaboration on the five pillars of WePOWER</b> (STEM Education, Recruitment, Development, Retention, and Policy and Institutional Changes) Table seating arrangements by Pillar</p>
1:30 pm – 2:30 pm (MFH 2)	<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:  <i>ADB South Asia Department/University of Melbourne School of Engineering's Lateral Learning Program</i> 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.</p> <p><i>USAID's "Best Practices Framework for Utilities"</i> 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.</p> <p><b>Moderator: Eleonora Windisch</b>, Advisor and Head, Portfolio, Results and Quality Control Unit, South Asia Department, ADB</p> <p><b>ADB Program Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Francesco Tornieri</b> - Principal Social Development Specialist (GAD), Office of the Director General, SARD, ADB with <b>Reihana Mohideen</b>, Senior Research Fellow, Department of Electrical and Electronic Engineering, University of Melbourne, Australia</li> <li>• <b>Nilu Amarasiri</b>, Additional General Manager, Ceylon Electricity Board, Sri Lanka</li> </ul> <p><b>USAID Program Speakers:</b></p> <ul style="list-style-type: none"> <li>• <b>Jasmine Boehm</b>, Consultant, Tetrattech, USAID Engendering Utilities Program</li> <li>• <b>Reem Hamdan</b>, Deputy Director General, Electricity Distribution Company, Jordan</li> </ul>



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<p>2:30 pm – 4:00 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- SEWA, ENERGIA, Tata Power DDL and EDGE Certification</b></p> <p>Description: This session is about ensuring sustainability of gender equality measures in policies and programs of energy sector institutions in public and private sector to foster women’s participation, retention and leadership within their workplaces and within the projects and communities they serve. EDGE (Economic Dividends for Gender Equality) Gender Equality Certification, Tata Power DDL initiatives and ENERGIA’s work with public sector utilities on gender-inclusive strategies will be presented to show energy sector institutions different approaches to become gender equality champions. SEWA’s cooperative model to expand women’s employment and entrepreneurship opportunities in the decentralized energy sector at the community level will also be shared.</p> <p><b>Moderator:</b> <i>Amanda Satterly, Senior Social Development Specialist (Gender), Private Sector Operations Department, ADB</i></p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• <b>Reema Nanavaty</b>, Director, Self-Employed Women’s Association, (SEWA), India</li> <li>• <b>Soma Dutta</b>, Senior Technical Advisor, ENERGIA</li> <li>• <b>Manisha Wadhwa</b>, Assistant General Manager, Tata Power Delhi Distribution Ltd., India</li> <li>• <b>Johan Tideman</b>, Lead Client Adviser EDGE Strategy, EDGE Certified Foundation</li> </ul>
<p>4:00 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, South Asia Department, ADB</li> <li>• <b>Demetrios Papathanasiou</b>, Practice Manager, Energy Infrastructure General Practice, South Asia Region, WBG</li> </ul>
<p>4:15 pm- 4:45 pm (MFH 2)</p>	<p><b>Coffee/Tea Break</b></p>
<p>4:45 pm- 5:00 pm (MFH 2)</p>	<p><b>Group Photo (WePower Steering Committee)</b></p>





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<p>5:00 pm– 7:00 pm (MFH 2) <b>(By Invitation)</b></p>	<p><b>Business Meeting – WePOWER Governance and Sustainability –</b> <i>Facilitators:</i></p> <ul style="list-style-type: none"> <li>• <b>Eleonora Windisch</b> - Advisor and Head, Portfolio, Results and Quality Control Unit, South Asia Department, ADB</li> <li>• <b>Francesco Tornieri</b> - Principal Social Development Specialist (GAD), South Asia Department, ADB</li> <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>
<p>7:30 – 9:30 pm (Café Ysabel) <b>(By Invitation)</b></p>	<p><b><i>WePOWER Steering Committee Networking Dinner</i></b></p>