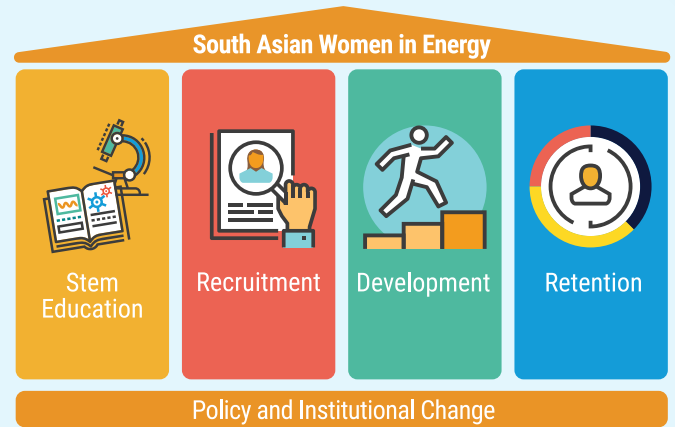


WePOWER Result-Sharing System

WePOWER is a SAR Regional Professional Network for women in the Energy sector. **We developed the new Result-Sharing System to optimize our Partners' regular Monitoring and Evaluation (M&E) Process (Figure 2).** It is a crucial facet of WePOWER where partners can set gender targets and share their results on a bi-annual basis within the Strategic Five Pillars (Figure 1). These results are aggregated to show the on-the-ground impact of WePOWER Partners (Figure 3) to improve women's participation in the Energy sector. **The System also seeks to help the "WePOWER goes global" aspect to expand the Network activities all over the world.**

Figure 1: WePOWER Strategic Five Pillars



WePOWER M&E Framework

WePOWER has a strong M&E Evidence-Based Framework. Our Partners set their gender activity targets for the upcoming year at the end of the current year — in the form of a List of Activities (LoAs).

They also share their results every June and December. The aggregated data inspire and empower the Partners to archive **WePOWER mission: To increase the number of women in the South Asia Energy sector.**

Figure 2: WePOWER M&E Framework

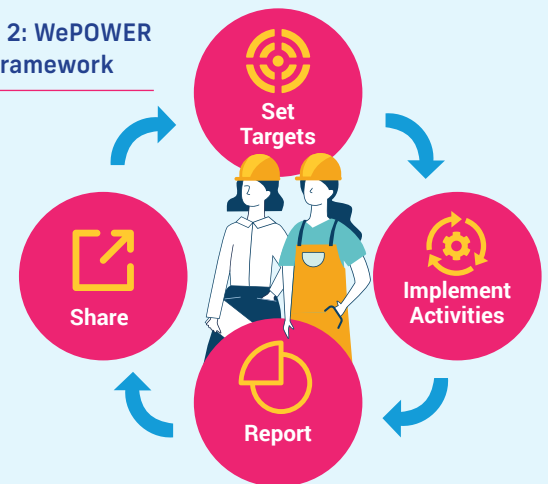
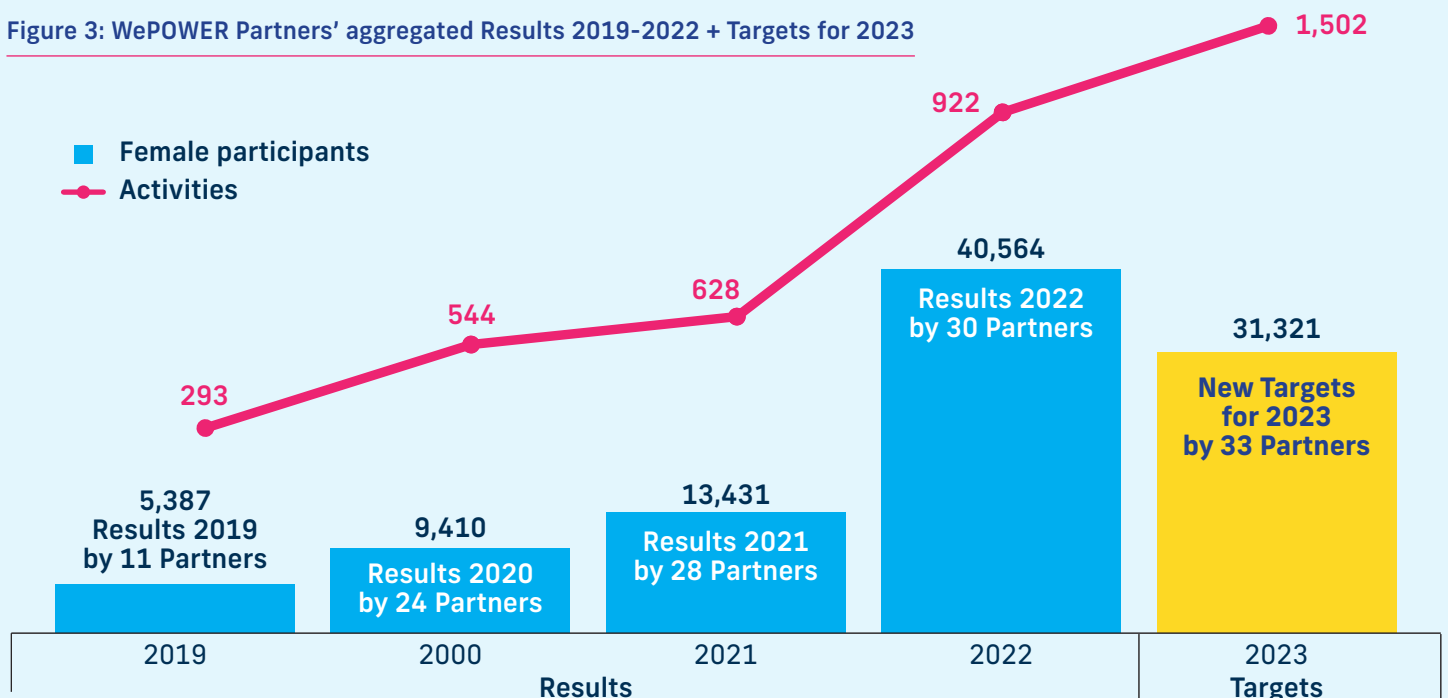


Figure 3: WePOWER Partners' aggregated Results 2019-2022 + Targets for 2023



Step 2-2 [Log-in]:

Log into the system with your registered email address and the password you have set at Step 1 from the login page (Figure 6).

Figure 6: The login page

Step 3-1 [Registration]:

If you log into the system for the first time, you will see the welcome page (Figure 7). Click the green 'Let's begin' button.

Figure 7: Welcome page

Step 3-2 [Registration]:

First, register your basic user information (Figure 8).

Figure 8: Register user info

Step 3-3 [Registration]:

Then, register your organization's basic information, including your organization's high-resolution logo image file (Figure 9).

Figure 9: Register organization info

Step 4-1 [Target Setting]:

Let us start developing your organization's List of Activities (LoAs) through the system. This page guides you to develop your first LoAs. Click the green 'Okay' to start (Figure 10).

All WePOWER Partners must register the organization's LoAs every year.

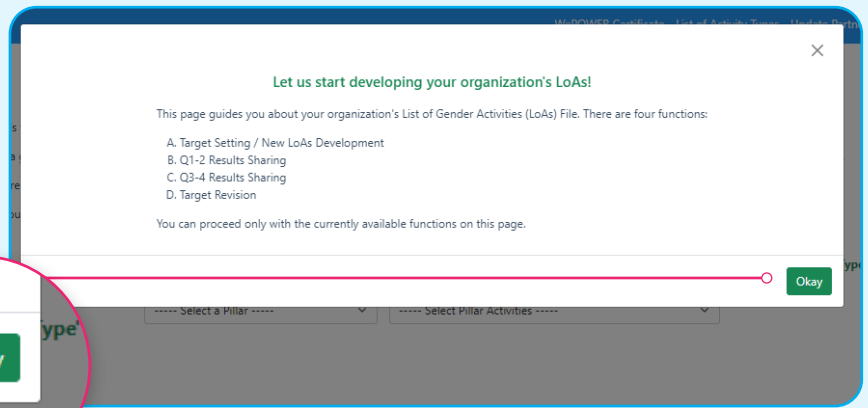
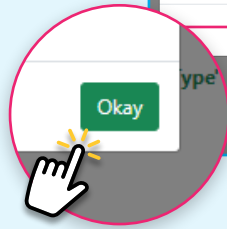


Figure 10: Set your organization's target

Step 4-2 [Target Setting]:

Figure 11 is Function A Target setting's top page. You are going to set your targets with your organization's gender activities that relate to the WePOWER strategic five pillars.

Each WePOWER strategic pillar has pre-defined activity types. Click the white link of the **"List of Activity Types"** here to check the List of Activity Types (Figure 11).

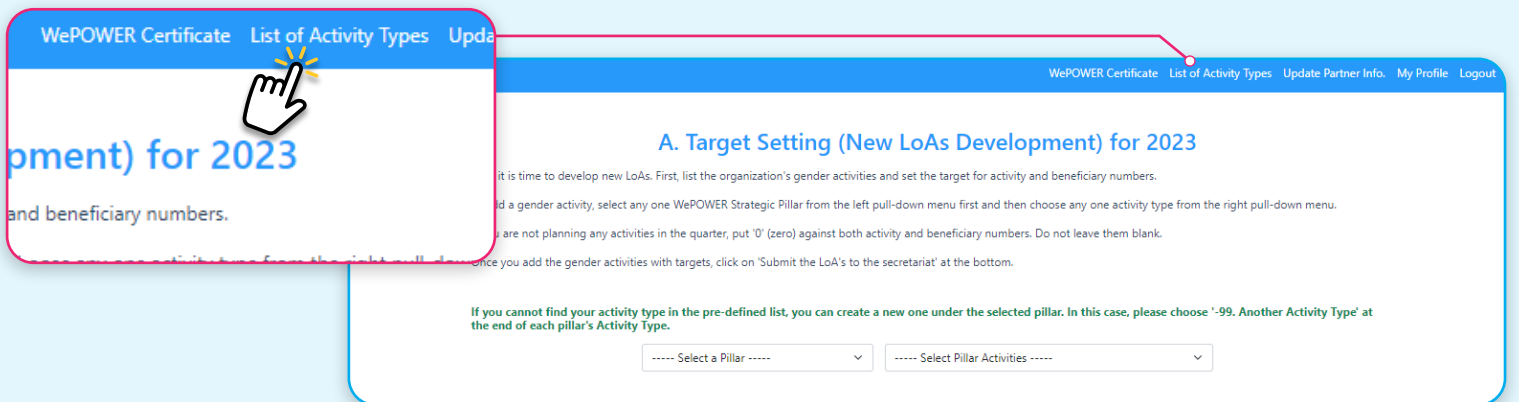


Figure 11: A: Target Setting top page

Activity Type number	Activity Type	Unit of activities/events	Unit of beneficiaries/participants
Pillar 1: STEM Education			
1-1a	Role Models for Women Students (with session #)	Sessions provided	Women students participated
1-1b	Role Models for Women Students (with role models #)	Women professional role models	Women students participated
1-2	Successful STEM Women Educators	Honored STEM women educators	Women educators participated
1-3	Study Tour/Field Visits	Tours/visits implemented	Women students participated
1-4	Scholarship	Scholarship opportunities provided	Women student recipients
1-5	Workshop/Training - STEM Education Awareness	Sessions provided	Women students participated
1-6	Mentorship for Women Students	Mentors	Women student mentees
1-7	STEM Prizes/Awards	Prize/awards provided	Women student recipients
1-8	STEM-related Chapters/Networks for Women Students	Chapters/networks created/revisted	Women student members
1-9	Workshop/Training for School Teachers - STEM Education Awareness	Sessions provided	Women teachers participated
1-99	Another Activity Type		Women
Pillar 2: Recruitment			
2-1	Career Counseling (Engineering or Energy Sector)	Sessions provided	Women participants
2-2a	Recruitment Sessions in University (the organization joins)	Sessions joined	Women participants
2-2b	Recruitment Sessions in University (the organization provides)	Sessions provided	Women participants
2-3a	Job Fair (the organization joins)	Events joined	Women participants
2-3b	Job Fair (the organization conducts)	Events conducted	Women participants
2-4	Recruiter Invitation Event from Company	Events conducted	Women participants
2-5	Internship Program	Internship opportunities provided	Women interns
2-6	Mentorship for Women Interns	Mentors for women interns	Women intern mentees
2-7	Workshop/Training - Professional Development	Professional sessions provided	Women candidate participants
2-8	Workshop/Training - Professional Dev. (Online)	Online professional sessions provided	Women candidate participants
2-9	Job Posting	Jobs posted	Women applicants
2-10	Job Hiring	Vacancies	Women hired
2-11	Women Recruitment/Job Placement Service for Organizations	Organizations received the service	Women applicants' number increased
2-12	Volunteer Opportunities to Support WePOWER	Volunteer opportunities provided	Women volunteers participated

Figure 12: List of Activity Types

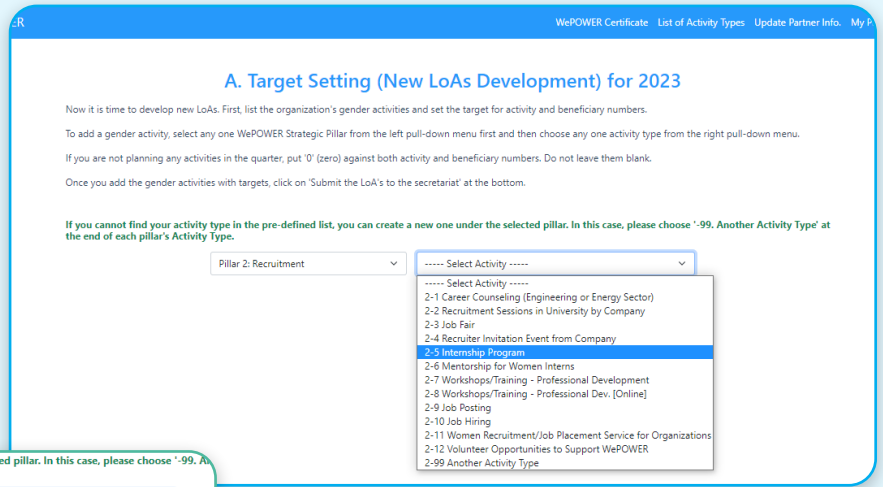
Figure 12 is the pre-defined List of Activity Types. You can select your organization's gender activities from this list – which makes the development of the first LoAs much easier. **Please download this file as needed** and print it out from your end.

In case you do not find your activity in the list, please select each pillar's -99 to register your new Activity Type. For example, under Pillar 2, select 2-99.

Step 4-3 [Target Setting]:

Once you have decided the type of activity to register, then select the pillar and select its Activity Type from the system.

For example, if you want to register for an “Internship Program”, select Pillar 2 and select Activity Type 2-5 Internship Program.



Select a pillar first

Then, select the Activity Type under the pillar

Figure 13: Select the pillar, then select the Activity Type

Step 4-4 [Target Setting]:

Fill in the form of the Activity Type. Activity description, annual targets with 2 indicators: Activity # and women beneficiaries #. Then, divide the annual targets into quarterly targets – when does your organization aim to implement them in the target year? Figure 14 is an example of how to fill in. Once you have filled in, click the blue 'Save' button.

[Description and annual targets: How to write?] A subject is your organization name, a verb is present sentence, with objective. Ex) WAPDA provides an internship program for local women who are engineering students.

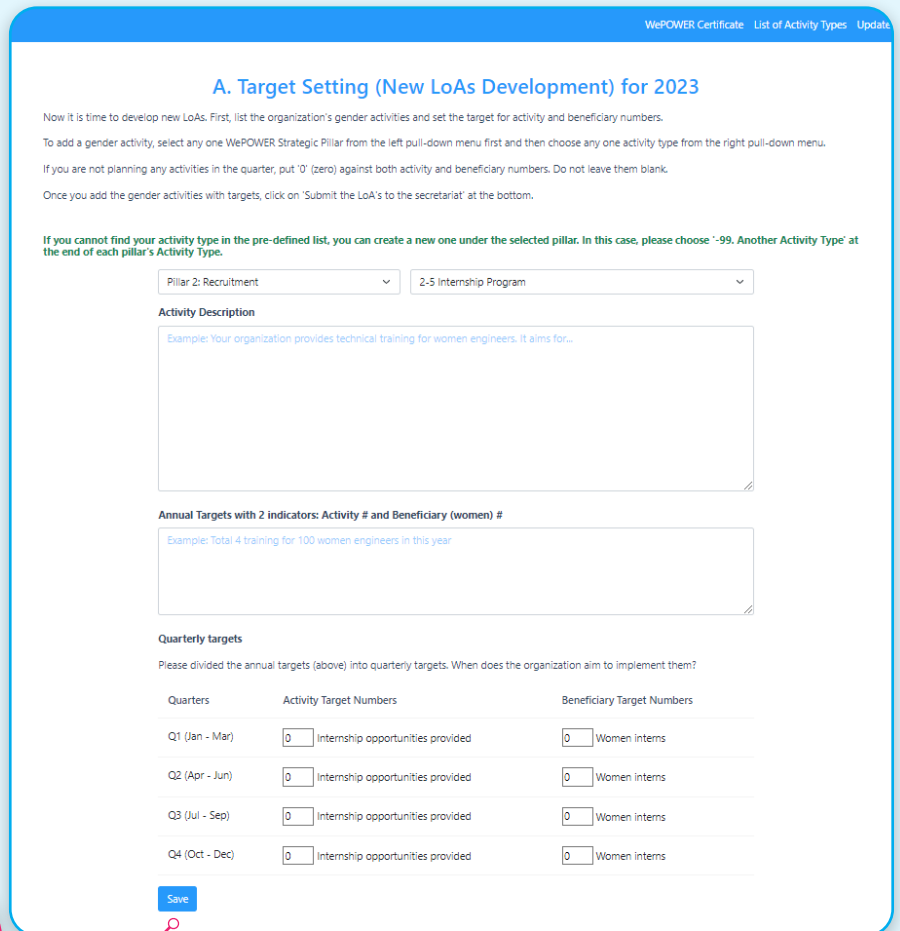


Figure 14: Select the pillar, then select the Activity Type

Step 4-5 [Target Setting]:

Then you can see the LoAs as shown in Figure 15.

Please add as many gender activities as you have to select a pillar and the Activity Type from here.

Select a pillar first

Then, select the Activity Type under the pillar

If you cannot find your activity type in the pre-defined list, you can create a new one under the selected pillar. In this case, please choose '-99. Another Activity Type' at the end of each pillar's Activity Type.

----- Select a Pillar -----

----- Select Pillar Activities -----

Pillar 2: Recruitment

Activity	Targets
2-5) Internship Program	Total twice opportunities for total 10 women students
Quarterly Targets	Q1 Jan - Mar, Q2 Apr - Jun, Q3 Jul - Sep, Q4 Oct - Dec
Target Activity Numbers	0 Internship opportunities provided, 1 Internship opportunities provided, 0 Internship opportunities provided, 1 Internship opportunities provided
Target Beneficiary Numbers	0 Women interns, 5 Women interns, 0 Women interns, 5 Women interns

A. Target Setting (New LoAs Development) for 2023

Now it is time to develop new LoAs. First, list the organization's gender activities and set the target for activity and beneficiary numbers. To add a gender activity, select any one WAPOWER Strategic Pillar from the left pull-down menu first and then choose any one activity type from the right pull-down menu. If you are not planning any activities in the quarter, put '0' (zero) against both activity and beneficiary numbers. Do not leave them blank. Once you add the gender activities with targets, click on 'Submit the LoA's to the secretariat' at the bottom.

If you cannot find your activity type in the pre-defined list, you can create a new one under the selected pillar. In this case, please choose '-99. Another Activity Type' at the end of each pillar's Activity Type.

----- Select a Pillar -----

----- Select Pillar Activities -----

Pillar 2: Recruitment

Activity	Targets
2-5) Internship Program	Total twice opportunities for total 10 women students
Quarterly Targets	Q1 Jan - Mar, Q2 Apr - Jun, Q3 Jul - Sep, Q4 Oct - Dec
Target Activity Numbers	0 Internship opportunities provided, 1 Internship opportunities provided, 0 Internship opportunities provided, 1 Internship opportunities provided
Target Beneficiary Numbers	0 Women interns, 5 Women interns, 0 Women interns, 5 Women interns

Figure 15: Developing your organization's LoAs

Step 4-6 [Target Setting]:

Figure 16 is after 3 activities were added.

Please download the LoAs as PDF file whenever you need, clicking the yellow button 'Export the current LoA's into a PDF'.

Once you finish all input, please 'Submit'.

Export the current LOA's into a PDF

A. Target Setting (New LoAs Development) for 2023

Now it is time to develop new LoAs. First, list the organization's gender activities and set the target for activity and beneficiary numbers. To add a gender activity, select any one WAPOWER Strategic Pillar from the left pull-down menu first and then choose any one activity type from the right pull-down menu. If you are not planning any activities in the quarter, put '0' (zero) against both activity and beneficiary numbers. Do not leave them blank. Once you add the gender activities with targets, click on 'Submit the LoA's to the secretariat' at the bottom.

If you cannot find your activity type in the pre-defined list, you can create a new one under the selected pillar. In this case, please choose '-99. Another Activity Type' at the end of each pillar's Activity Type.

----- Select a Pillar -----

----- Select Pillar Activities -----

Pillar 2: Recruitment

Activity	Targets
2-5) Internship Program	Total twice opportunities for total 10 women students
Quarterly Targets	Q1 Jan - Mar, Q2 Apr - Jun, Q3 Jul - Sep, Q4 Oct - Dec
Target Activity Numbers	0 Internship opportunities provided, 1 Internship opportunities provided, 0 Internship opportunities provided, 1 Internship opportunities provided
Target Beneficiary Numbers	0 Women interns, 5 Women interns, 0 Women interns, 5 Women interns

Pillar 3: Professional Development

Activity	Targets
3-6) Role Models for Women Professionals (each role model)	Total role model candidates for 10 women employees each
Quarterly Targets	Q1 Jan - Mar, Q2 Apr - Jun, Q3 Jul - Sep, Q4 Oct - Dec
Target Activity Numbers	0 Women professional role models, 0 Women professional role models, 0 Women professional role models, 0 Women professional role models
Target Beneficiary Numbers	0 Women professionals, 0 Women professionals, 0 Women professionals, 0 Women professionals

3-6) Role Models for Women Professionals (Professional Dev for Women Professionals)

Activity	Targets
3-6) Role Models for Women Professionals (Professional Dev for Women Professionals)	A training for 3 women employees each total 12 women
Quarterly Targets	Q1 Jan - Mar, Q2 Apr - Jun, Q3 Jul - Sep, Q4 Oct - Dec
Target Activity Numbers	0 Professional services, 0 Professional services, 0 Professional services, 0 Professional services
Target Beneficiary Numbers	0 Women professionals, 0 Women professionals, 0 Women professionals, 0 Women professionals

Once you finish all input, please 'Submit' them. The Secretariat will review. As needed, you can export the current LoA's into a PDF file.

Export the current LOA's into a PDF

Submit the LOA's to the secretariat

Figure 16: Your organization's LoAs

38. Test organization, TEST-O, The United States
Network Activities Agreement
Women in Power Sector Professional Network in South Asia (WAPOWER)

The World Bank's South Asia Gender and Energy Facility (SAGE II), in its capacity as the Interim Secretariat of the WAPOWER Network, is grateful to the Test organization (TEST-O) for endorsing the objectives of WAPOWER and joining as an official partner.

Background
The objectives of WAPOWER are 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. Five pillars have been identified for engagement through WAPOWER in years 2021 and 2022 - (a) STEM Education, (b) Recruitment, (c) Female Professional Development, (d) Research (Researching Women, Dropped out women, Women Healthy Initiatives, ECL and (e) Policy and Institutional Change. A detailed description of the pillars is provided in the annex.

TEST-O proposes the following activities to support the objectives of WAPOWER. SAGE II will support (Co-facilitated services) to implement the proposed activities as the Interim Secretariat of WAPOWER. The proposed activities and targets are not legal commitments.

TEST-O will periodically report progress in implementation of these activities to SAGE II. In turn, SAGE II will aggregate information on the activities and progress of several Strategic and Institutional Partners and periodically disseminate information on the overall progress.

Contact Information
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Print 2 sheets of paper

Destination: WBGMPSPrint003 on 1

Pages: All

Copies: 1

Layout: Portrait

Color: Color

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Activity	Targets
3-6) Workforce Training - Professional Dev for Women Professionals	A training for 3 women employees each total 12 women
Quarterly Targets	Q1 Jan - Mar, Q2 Apr - Jun, Q3 Jul - Sep, Q4 Oct - Dec
Target Activity Numbers	0 Professional services, 0 Professional services, 0 Professional services, 0 Professional services
Target Beneficiary Numbers	0 Women professionals, 0 Women professionals, 0 Women professionals, 0 Women professionals

Figure 17: Export the LoAs to PDF

Step 4-7 [Target Setting]:

Figure 17 is about downloading the LoAs in a PDF format. Once you download it as a PDF file, you can print it out. You may want to use as final confirmation before submitting it to the Secretariat.

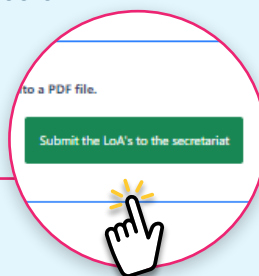
Print

Figure 18: Submit the LoAs to the Secretariat

Step 4-8 [Target Setting]:

Once all the organization's gender activities are added in the LoAs, click the green button 'Submit the LoA's to the secretariat'.

Please note that the LoAs cannot be revised after submission.



Step 4-9 [Target Setting]

Congratulations! Your LoAs has been submitted. The Secretariat will review it, so please wait a while.

Please return to your organization's dashboard by clicking the blue button.

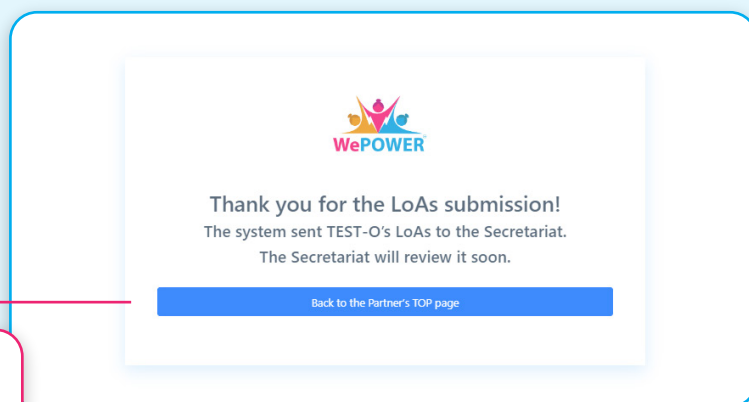


Figure 19: Submission is done

Step 5-1 [Target Setting]:

Figure 20 shows what your organization dashboard looks like.

When you log into the system next time, you come to this page directly.

Figure 20: Partners' dashboard

* Click the year to view or submit the LoAs.				
Year	A. Target Setting	B. Q1-2 Results	C. Q3-4 Results	D. Target Revision
2023	Submitted			

Contact information

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wepower@worldbank.org