



**USAID**  
FROM THE AMERICAN PEOPLE



**US·INDIA**  
STRATEGIC PARTNERSHIP FORUM

## South Asia Women in Energy (SAWIE)

# JOURNEY SO FAR...

Report Period: July 2019 – June 2021



**SAWIE is a joint initiative of U.S. Agency for International Development (USAID) and the U.S.-India Strategic Partnership Forum (USISPF)**

Disclaimer: The content of this paper has been possible by the support of the American People through the United States for International Development (USAID). The content of this document are the sole responsibility of US-India Strategic Partnership Forum (USISPF) and don't reflect the views of USAID or the United States Government.

# Abbreviations

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<b>ACEF</b>	<b>Asia Clean Energy Forum</b>
<b>BYPL</b>	<b>BSES Yamuna Power Limited</b>
<b>CHRO</b>	<b>Chief Human Resource Officers</b>
<b>EDGE</b>	<b>Enhancing Development and Growth through Energy</b>
<b>GOI</b>	<b>Government of India</b>
<b>GTG-RISE</b>	<b>Greening the Grid- Renewable Integration and Sustainable Energy</b>
<b>GWNET</b>	<b>Global Women’s Network for the Energy Transition</b>
<b>SAWIE</b>	<b>South Asia Women in Energy</b>
<b>SEP</b>	<b>Strategic Energy Partnership</b>
<b>TERI</b>	<b>The Energy and Resource Institute</b>
<b>UNIDO</b>	<b>United Nations Industrial Development Organization</b>
<b>USAID</b>	<b>U.S. Agency for International Development</b>
<b>USISPF</b>	<b>U.S.-India Strategic Partnership Forum</b>
<b>VEF</b>	<b>Vienna Energy Forum</b>
<b>WSDS</b>	<b>World Sustainable Development Summit</b>

## Message from USISPF



**By Dr. Mukesh Aghi**  
President & CEO, USISPF

Dear Colleagues,

I hope that this message finds you and your loved ones healthy. We at the US-India Strategic Partnership Forum are working with several stakeholders, partners, and member companies,

to provide tangible short-medium term support to India's covid relief efforts. Over the last few weeks, the swift action from the business community to support India has been inspiring and will be crucial as we continue to fight this battle together.

USISPF has always believed that there is much that the private sector can do to bring women to the table. And it was this inspiration that led to the joint initiative by USISPF and USAID— South Asia Women in Energy (SAWIE). While women are seen participating in the workforce today, working long hours, and pursuing higher education in greater numbers, the wage gap is still stark – a woman working full time earns 81 cents for every dollar a man working full time earns. This is essentially where platforms like SAWIE can play a key role— bringing together women leaders across to work together on designing interventions in outreach and recruitment; mentorship and leadership; and professional development that can help bridge gender gaps.

In a short span of time since its launch last September, SAWIE has established itself as a leading advocate for gender equality, diversity and inclusion. SAWIE's convenings, roundtables, and thought leadership work are contributing toward the development of innovative solutions to reduce the gender gap in the energy sector, particularly at the leadership level. With an exceptional network of founding members and growing individual members, we are confident that SAWIE will be the premier platform for women to thrive and grow to their true potential.

## Message from USAID



**By Karen Klimowski**

**Acting Deputy Mission Director, USAID India**

We at USAID, strongly believe that empowering women economically leverages their innovation and expertise to enable their transformational power to increase their overall contribution to the world economy. Recently during the International Women's day, President Biden called upon us all to recommit to the principle that our nation, and the world, is at its best when the possibilities for all of our women and girls are limitless.

The US Government has affirmed that gender equity will be at the core of the administration's policies, which not only strive through the government's domestic policies but also govern the foreign policy. We at USAID's are committed towards women's empowerment, as reflected in its decades of work and partnerships across the globe. Some of our partnerships, we always are proud upon includes - Advancing Gender in the environment (AGENT); SERVIR; Clean Cities, Blue Ocean Program; Engendering Utilities; Women's Land Rights and more.

India — the world's largest democracy and second most populous country — represents a unique mix of tradition and innovation. Indian women today are competing and leading in diverse spheres across the globe. USAID has, for many decades, been working closely with the Government of India, donors, philanthropists, and the corporate sector to promote programs that enable women, men, girls, boys, and transgender persons; addressing societal inequalities; and providing equitable access to health care, water and sanitation, education, nutrition, microfinance, clean energy, and sustainable livelihoods.

Over the next couple of years, USAID/India will intensify all such efforts in partnership with all key stakeholders more meaningfully to implement the many gender-responsive and transformative and social inclusion policies and initiatives in USAID's areas of work.

South Asia Women in Energy (SAWIE) is one such initiatives established here in India, with an aim in advancing USAID's efforts to build more gender equitable and inclusive economies for a sustainable future. In this endeavour, USAID is proud to partner with U.S.-India Strategic Partnership Forum (USISPF). SAWIE is focused on advocating greater gender equality and mainstreaming women's leadership – which really are the prerequisites for sustainable growth across sectors in any country.

I am pleased to share the key milestones achieved by SAWIE in this newsletter and congratulate all leaders and experts from across sectors join forces for our shared commitment to gender equality. Going forward, we strongly believe that SAWIE initiative would play a critical role to accelerate women's empowerment and achieve larger sustainable development across South Asia.





# South Asian Women in Energy (SAWIE)

SAWIE, a joint initiative of U.S. Agency for International Development (USAID) and the U.S.-India Strategic Partnership Forum (USISPF), aims to increase representation of women at the leadership levels in the energy, industrial and manufacturing sector thereby enabling diversity in decision making. As the name suggests SAWIE is focused in South Asia region, with India at its fulcrum.

USAID is supporting SAWIE through its Greening the Grid- Renewable Integration and Sustainable Energy (GTG-RISE), a key initiative under USAID Asia EDGE (Enhancing development and Growth through Energy) implemented by Deloitte Consulting.

To know more about SAWIE: <https://sawie.org>

# Our Objectives



## RECOGNITION

Increased visibility by recognizing women leaders' contribution.



## NETWORKING

Ready access to diverse group of women leaders, mentors and fellow colleagues from a variety of institutions to learn from each other.



## KNOWLEDGE SHARING

Increased knowledge about global best practices on gender integration and latest developments and opportunities.



## MENTORSHIP & TRAINING

Increased opportunities to get mentored and trained by successful women leaders and mentors.



## POLICY & ADVOCACY

Evidence based collaborations established with other like-minded organizations.

# Partners & their Roles & Responsibilities

## U.S. Agency for International Development (USAID) & GTG-RISE Initiative

USAID believes that gender equality and women's empowerment is not just a part of development but the core of development. To execute this goal, each activity at USAID includes 'Gender' as a cross-cutting theme.

USAID/India's Greening the Grid (GTG) is a five-year program implemented in partnership with the Ministry of Power (MOP), Government of India (GOI) under the ASIA-EDGE (Enhancing Development and Growth through Energy) Initiative. This program aims to support GOI's efforts to manage large-scale integration of Renewable Energy (RE) into the grid. The central component of GTG is Renewable Integration and Sustainable Energy (RISE) Initiative which involves the design, implementation, and scaling of a series of prioritized innovation pilots.

USAID GTG-RISE Initiative is committed to further USAID agenda of having a more balanced access to opportunities to strengthen women participation primarily at the leadership positions. USAID under its GTG-RISE Initiative commits to establish 'South Asia Women in Energy (SAWIE)' Forum to promote women's participation and strengthen gender diversity and equity in the energy sector. SAWIE aims to work on collaborative and strategic approach towards reaching gender equality goals and building strong pillars "Women Prospering in The Workplace" and "Women Enabled in The Economy", demonstrating the U.S. Government's commitment to women's economic empowerment worldwide.

## U.S.-India Strategic Partnership Forum (USISPF)

USISPF is a non-profit organization, with the primary objective of strengthening the U.S.-India bilateral and strategic partnership. USISPF plays a significant role in fostering a robust and dynamic relationship between the two countries through policy advocacy that will lead to driving economic growth, entrepreneurship, employment-creation, and innovation to create a more inclusive society.

### Our Network in Numbers

Linked in

1200+

LinkedIn Connections



125+

Individual Members

# SAWIE Highlight

**12** National and International Events organized

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**1000+** Participants

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**25+** Countries

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**300+** Organisations, Institutions and Agencies

# SAWIE Highlight

**2**

**Sessions under the Mentorship Series**

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**2**

**Steering Committee Meetings**

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**Launched**

**the SAWIE Leadership Summit**

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**Released the White Paper on**

**“Best Practices in Gender Mainstreaming: Bridging the Gender Diversity Gap in the Energy and Industrial Sector”**



# Our New Partnerships



**GWNET**  
Global Women's Network  
for the Energy Transition

## About GWNET

The Global Women's Network for the Energy Transition (GWNET) is an international non-profit organisation founded in 2017 under Austrian law.

GWNET aims to advance the global energy transition by connecting and empowering women working in sustainable energy, through interdisciplinary networking, advocacy, training, and mentoring. GWNET seeks to address the current gender imbalances in the energy sector and to promote gender-sensitive action around the energy transition in all parts of the world.



## About ReNew Foundation

ReNew Foundation, the philanthropic arm of ReNew Power was setup in 2018 with a vision to impact the lives of people through clean energy. It aims to develop sustainable solutions in the

area of renewable energy which focus on energy access to the last mile. Another important objective is to drive thought leadership in the area of climate action and become a leading voice in the sector for policy advocacy and recommendations.



## About UNIDO

United Nations Industrial Development Organization (UNIDO) is the specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability.

As of 1 April 2019, 170 States are Members of UNIDO who regularly discuss and decide UNIDO's guiding principles and policies in the sessions of the Policymaking Organs. The mission of UNIDO, as described in the Lima Declaration adopted at the fifteenth session of the UNIDO General Conference in 2013, is to promote and accelerate inclusive and sustainable industrial development (ISID) in Member States.

# Key Achievements & Summary of the Activities

## First Brainstorming Meeting on South Asian Women in Energy (SAWIE)

July 29, 2019

USISPF with the support from USAID and GTG-RISE held its First Brainstorming Meeting on South Asian Women in Energy (SAWIE) under the Chairmanship of Vaishali Nigam Sinha, ReNew Power. The meeting was attended by key women leaders in the energy sector contributing towards India's transition from a conventional fossil intensive energy economy to a cleaner, low carbon economy with a strategic focus on gender balance. The members unanimously committed to collaborate and work to establish SAWIE.



SAWIE was introduced as a Platform for women to form a collaborative and strategic approach towards reaching gender equality goals and building strong pillars across Power Sector. The women leaders present in the meeting reiterated their commitment to work together on designing interventions in outreach and recruitment; mentorship and leadership; and professional development that can help lessen gender gaps. The session also discussed the need for strengthening the regional network of institutional partners across public and private sector utilities across South Asian Region.

## 2nd International Conference on Large-Scale Grid Integration of Renewable Energy in India | New Delhi

September 4-6, 2019

During the 2nd International Conference on 'Large-Scale Renewable Energy in India' Edgard D. Kagan, Chargé d'Affaires, U.S. Embassy New Delhi launched the USAID supported "South Asia Women in Energy (SAWIE)" under its Greening the Grid (GTG) Renewable Integration and Sustainable Energy (RISE) Initiative.



**Edgard Kagan**  
Chargé d'Affaires, U.S. Embassy New Delhi

"USAID is committed to maximize women's participation and to strengthen gender diversity and equity in the energy sector and today (September 4th, 2019) we feel proud to launch the regional chapter called 'South Asia Women in Energy (SAWIE)' from this platform."

During the second day of the conference, a special session on "Dialogue on gender equity challenges and opportunities across the power sector" was organized. The event was largely attended by energy experts to engage and ideate on the pertinent issues and solutions to promote gender equity and equality in the sector. The august panel for the dialogue included esteemed women leaders representing diverse verticals of the energy sector, Dr. Shalini Sarin, Board Chair – Signify Foundation, Dr. Ashu Verma, Associate Professor – Indian Institute of Technology Delhi, Kathleen O' Dell, Principal – Deloitte U.S., Markus Wypior, Deputy Cluster Coordinator-IGEN, GIZ and Debolina Chakravarty, Research Director – Spencer Stuart.



Michael Satin, Director, Clean Energy & Environment Office, USAID/India moderated the session. He shared a compelling narrative around highly skewed participation of woman in power sector and emphasized the need for a collaborative and strategic approach towards reaching gender equality goals and building strong pillars to mitigate the challenges faced by women in the power sector.

## Founding Members/Steering Committee established for South Asia Women in Energy (SAWIE)

March 2020

### SAWIE Steering Committee/ Founding Members



**Vaishali Nigam Sinha**  
(Chair)  
Chief CSR, Sustainability & Communications Officer  
ReNew Power



**Shalini Sarin**  
(Co-chair)  
Executive Director  
Elektronobilitat India



**Moutushi Sengupta**  
Director (India)  
MacArthur Foundation



**Nishi Vasudeva**  
Former Chairman & Managing Director  
HPCL



**Ajaitha Shah**  
Founder & CEO  
Frontier Markets



**Deepali Khanna**  
Managing Director – Asia Regional Office  
The Rockefeller Foundation



**Shloka Nath**  
Acting Executive Director  
India ClimateCollaborative



**Annapurna Vancheswaran**  
Managing Director  
The Nature Conservancy, India Program



**Meagan Fallone**  
Director & CEO  
Barefoot College



**Sindoor Mittal**  
Vice Chairperson  
Avaada

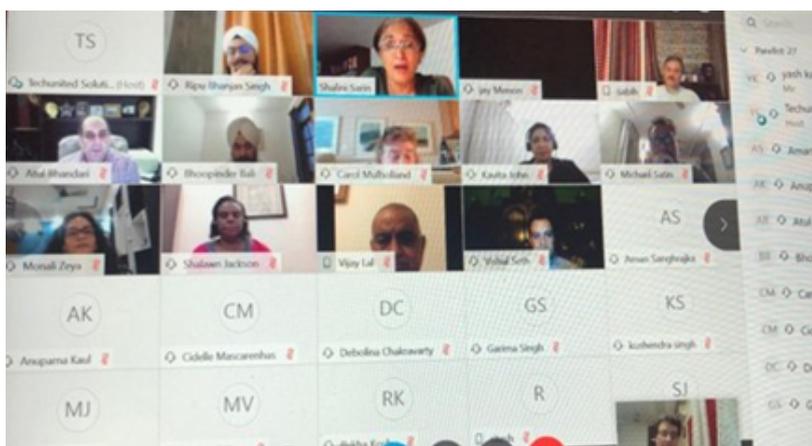
SAWIE finalized 10 Founding Members and the Steering Committee: its Charter, 2020 Work Plan and Social Media Handles including Website. The 10 Founding Members include powerful global women leaders. Subsequently, SAWIE conducted video interviews with several founding members. Dr. Ajay Mathur, Director General, The Energy and Resources Institute (TERI) also recorded his support to SAWIE.

Since then, SAWIE has added over 1200 LinkedIn Followers and 115+ esteemed members with around 75+ members' profiles updated on the SAWIE website.

## SAWIE Chief Human Resource Officer (CHRO) Virtual Round Table

May 13, 2020

On May 13, SAWIE organized a roundtable of Chief Human Resource Officers (CHRO) from leading energy and industrial companies to discuss gender challenges and share best practices to help create an enabling environment



for a gender balanced workplace. The panel discussed that skewed women participation can partly be attributed to the social and perception barriers about dominance of field-based activities, geographical mobility and shift-based working, which

have been traditionally considered as negative for women participation.

As a direct outcome of this roundtable, SAWIE worked with its Knowledge Partner Spencer Stuart to prepare a Recommendation Paper titled '[Best Practices in Gender Mainstreaming: Bridging the Gender Diversity Gap in the Energy and Industrial Sector](#)' to share with corporate and HR leadership to help companies in implementing the same to achieve the goal of greater gender balance.

## SAWIE Webinar on 'Women in Energy: Best Practices in Clean Cooking across South Asia'

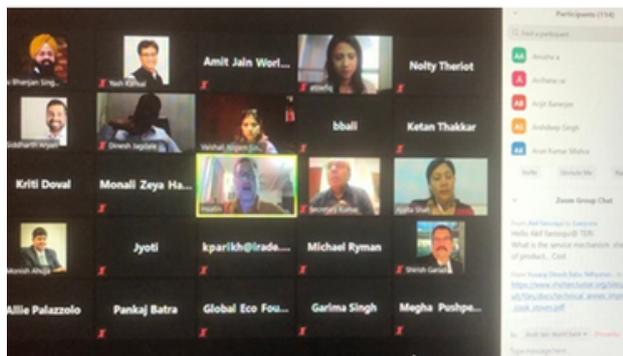
May 15, 2020

Gender-responsive clean energy is widely acknowledged as a crucial lever for women's empowerment and economic advancement. Translation of this recognition into concrete action has a huge transformative potential for the millions of rural women in South Asia who do not have access to clean energy and the opportunities it can bring for them as consumers and entrepreneurs. Some key aspects of this issue were tackled in a webinar the SAWIE platform hosted on May 15, 2020, on the theme 'Women in Energy: Best Practices in Clean Cooking across South Asia'. The webinar, jointly organised by the World Bank, enabled a rich exchange of information and insights on improving access to and uptake of clean cooking.

The webinar presented insights from a World Bank initiative that had reached 2 million women in Bangladesh with clean cooking stoves. It underscored the need for winning the trust of women and the importance of person-to-person networks and engagement with local entrepreneurs. Key stakeholders from the energy sector — women leaders from the sector, senior representatives from the Government of India, program implementers, and subject matter experts



— joined the webinar to share experiences and perspectives on promoting clean cooking technologies. Michael Satin, Director of the Clean Energy and Environment Office in USAID/India moderated the discussion and highlighted the imperative to make clean cooking technologies accessible to women across South Asia. Anand Kumar, Secretary at the Government of India’s Ministry of Culture (formerly, Secretary, Ministry of New & Renewable Energy), reiterated this imperative in his keynote address.



To watch the webinar- [click here](#)

## SAWIE at Asia Clean Energy Forum (ACEF)- “Delivering Equality: Utility Experience in Making Change to Achieve Gender Equality and Promote Women in Leadership”

June 17, 2020

On June 17, 2020, SAWIE moderated a webinar at a side event during Asia Clean Energy Forum (ACEF) 2020, the annual flagship event of the Asian Development Bank. The webinar was titled “Delivering Equality: Utility Experience in Making Change to Achieve Gender Equality and Promote Women in Leadership’.



The webinar was moderated by Shalini Sarin, Co-Chair, SAWIE. She mentioned that the energy sector remains one of the most gender imbalanced sectors. The participation of woman in power sector is highly skewed. Gender equity still holds a greater challenge in the power sector, which partly be attributed to the social and perception barriers about dominance of field-based activities, geographical mobility and shift-based working, which all have been traditionally considered negative factors for women’s participation.



Ms. Sarin mentioned that SAWIE aims to bring together leaders, particularly women leaders, across the energy sector to design interventions focused on leadership, entrepreneurship, mentorship, and networking that can help bridge the gender gap. Webinar presentations

showcased the best practices from USAID’s Engendering Utilities program, which works with 29 energy and water utilities around the globe to improve gender equality.

The expert panel deep dived into ground level realities, gender challenges and shared best practices to help create an enabling environment for a

gender balanced workplace. Panelists and partners also discussed lessons learned from USAID's Engendering Utilities program and best practices for creating equal opportunities for female utility employees to thrive, grow, and lead. Overall, the panelists shared their opinions and the best practices they have adopted as well as maintained within their organizations for women. They have also highlighted the challenges faced by women in the energy utility sector and how they have supported women to overcome problems.

## Working towards gender equality with best practices adoption | SAWIE Webinar on 'Role of Gender in International Energy Engagement'

July 15, 2020

**CORDIALLY INVITE YOU TO A WEBINAR ON**

### Role of Gender in International Energy Engagements

Date: July 15, 2020  
Time: 7:00-8:30 PM (IST) / 9:30-11:00 AM (EST)  
RSVP: [simran@sawie.org](mailto:simran@sawie.org)

**SPEAKERS**

- Elizabeth Urbanas**, Deputy Assistant Secretary, U.S. Department of Energy
- Michael Satin**, Director, CLEEO, USAID/India
- Vaishali Nigam Sinha**, Chief CSR, ReNew Power, Chairperson, SAWIE
- Dr. Shalini Sarin**, Chair, Centre for Clean Energy, Ptaksha University and Co-Chairperson, SAWIE, MODERATOR
- Meagan Fallone**, CEO, Barefoot College International and Founding Member, SAWIE
- P.R. Kumar**, CEO, BSES Yamuna Power Limited
- Kathleen Alana McGinty**, Vice-President, Global Government Relations, Johnson Controls
- Vishal Seth**, Partner & Co-Lead Industrial Practice, Spencer Stuart
- Nishi Vasudeva**, Former CMD, HPCL, Founding Member, SAWIE

**About SAWIE**  
SAWIE, a joint initiative of U.S. Agency for International Development (USAID) and the U.S.-India Strategic Partnership Forum (USISPF), aims to promote women's empowerment and gender sensitization in the energy sector in South Asia region. The platform brings together leaders, particularly women leaders, across the energy sector to design interventions focused around outreach and recruitment; mentorship and leadership; increasing women's participation in networking and brainstorming events, and professional development that can help bridge the gender gaps. USAID is supporting the SAWIE platform through 'Greening the Grid: Renewable Integration and Sustainable Energy (GTG-RISE)', a key Asia EDGE (Enhancing development and Growth through Energy) initiative implemented by Deloitte Consulting. For more information on SAWIE, please visit <https://sawie.org>

While gender equality has made numerous big and small gains in many industries, the power sector remains disconcertingly male dominated. As nations prepare to seize the opportunities of energy transformation, creation of a gender-responsive clean energy ecosystem with growing opportunities for women to formally participate at all levels in the energy sector will be pivotal. This area of critical relevance to the growth journey of India and the South Asia region was discussed at length in a virtual event, held on July 15, 2020, with the theme 'Role of gender in international energy engagements'.

The high-level dialogue was conducted on the side-lines of the

U.S. India Strategic Energy Partnership (SEP) Ministerial. The event was organized by South Asia Women in Energy (SAWIE), a joint initiative of USAID and the U.S.-India Strategic Partnership Forum (USISPF). SAWIE promotes women leaders and mainstream gender discussions in the energy sector. Women leaders from public and private, conventional, and renewable energy sectors joined the deliberation, alongside development partners,

implementing agencies, and other energy sector experts, to discuss simple and creative ways to bridge the gender divide in energy.

The webinar also marked the release of a knowledge paper ‘Bridging the Gender Diversity Gap in the Energy and Industrial Sector: Best Practices in Gender Mainstreaming’. Developed by SAWIE’s knowledge partner Spencer Stuart, the paper presents insights on key best practices that when replicated can help create an enabling environment for a gender balanced workplace. BSES Yamuna Power Limited (BYPL), a SAWIE member, shared its experience, success and further commitment in replicating some best practices from the paper presented to mainstream women in its operations.



**Public Release of the White Paper on “Bridging the Gender Diversity Gap in the Energy and Industrial Sector: Best Practices in Gender Mainstreaming”**  
**On the side-lines of the U.S. India Strategic Energy Partnership (SEP) Ministerial**



To watch the webinar- [click here](#)

## First SAWIE Steering Committee Meeting

Dec 4, 2020

SAWIE hosted its first Steering Committee Meeting with its founding members with the objective to gather feedback and suggestions of the members on SAWIE’s journey so far and its future plan of action. In this regard, SAWIE had reached out to founding members for a one-o-one meeting and met Vaishali Nigam Sinha, Chair-SAWIE and the Founding Chair,

ReNew Foundation on October 19, 2020, Nishi Vasudeva, Former CMD HPCL on October 30, 2020, Moutushi Sengupta, Director – India, Macarthur Foundation on November 12, 2020.

## WSDS 2021 virtual pre-event 'Women on the Rise: Redefining Our Common Future'

Dec 9, 2020



South Asia Women in Energy (SAWIE), a joint initiative of USAID and the U.S.-India Strategic Partnership Forum (USISPF), and The Energy and Resource Institute (TERI) hosted the World Sustainable Development Summit (WSDS) pre-event titled, 'Women on the Rise: Redefining Our Common Future'. The dialogue focused on the role of women in reviving the global economy while also addressing climate priorities for a sustainable future. Discussions held during these pre-events or Virtual Dialogues fed into the deliberations that took place at the main WSDS in February the following year.

The World Sustainable Development Summit (WSDS) is the annual flagship event of The Energy and Resources Institute (TERI). Instituted in 2001, the Summit series has marked 20 years in its journey of making 'sustainable development' a globally shared goal. Over the years, the Summit series has brought together 49 heads of state and government, 13 Nobel laureates, ministers from 77 countries, 2200+ speakers and over 20,000 delegates from across the world to address environmental issues of topical import.

To watch the Session- [click here](#)

# SAWIE at the United Nations Industrial Development Organization (UNIDO)'s Annual Flagship Vienna Energy Forum (VEF) Virtual Series

Jan 12, 2021

## VEF VIRTUAL SERIES

*on Gender & Youth*

### YOUTH, GENDER AND EQUITY

#### Day 1: Future-Proof Skills and Enabling Environments

12 JANUARY 2021 | 14:00-16:00 CET


SAWIE received an invitation from United Nations Industrial Development Organization (UNIDO) to talk about SAWIE and its work at their annual flagship Vienna Energy Forum (VEF) Virtual Series on January 12, 2021.

The VEF Virtual Series is a platform with the overarching goal of progressing agreed recommendations and delivering policy briefs with action-oriented solutions in targeted locations, to assist countries around the world align their recovery efforts with an Inclusive and Sustainable Industrial Development. The Virtual Series focused on the importance of empowering women and youth to become

actors of change in the road towards a clean and inclusive energy transition.



SAWIE was represented by Ripu Bhanjan Singh, Monitoring Evaluation and Knowledge Management Specialist, USAID GTG-RISE Initiative at the series as a speaker on the panel on “Future-proof skills and enabling environments” who talked about the key barriers

that women face in acquiring the right skills to enter and advance in the clean energy sector. He also outlined the role that mentoring, networking and role models play in supporting women's pathway to leadership positions.

To watch the Session- [click here](#)

## WSDS 2021 Thematic Session titled Towards an Enabling Global Environment: Accelerating Women Leadership and Empowerment'

Feb 11, 2021

The Thematic address multidimensional issues of gender equality, with an attempt to demystify stereotyping that exist because of the common beliefs of gender differences that make women and men effective in different roles.

### Panel 1

'Diversity & Inclusion: Gender Equity as a Business Imperative' discussed the broader processes and procedures to incentivize the businesses to mobilise its resources towards impacting gender equity and women's empowerment as part of



their business model. It further deliberated the importance of creating evidences and accountability tools to bridge gap gaps.

### Panel 2

'Advancing Women Leadership in Business' discussed some of the key challenges and underlying social norms that prevent women from claiming their space and leadership roles. It further deliberated on creation of networks, linkages and encouraging support systems grounded on social protection to advance women leadership.

To watch the Session- [click here](#)

## WSDS 2021 Plenary Session on ‘Women on the Rise: Prioritizing Gender Equity as a Business Imperative’

Feb 12, 2021

The Plenary was aimed to address the many challenges confronting women in leadership positions, including poor access to social and economic capital, insufficient contacts to explore innovative entrepreneurship, constraining gender culture, paucity of role models; and a lack of positive attitudes about their own personal capacities.



The Plenary consequently deliberated and created a space for dialogue on issues to enable global environment accelerating women leadership. Some of the key discussions were surrounding the need of a platform to address the barriers to leadership and empowerment for women

such as structural barriers, institutional mindsets, individual mindsets and lifestyle choices. Additionally, the Plenary deliberated on what more can be done to expand social capital and attract, retain and advance women leaders at political, economic and public life.

To watch the Session- [click here](#)

## First Mentorship Session with Ms Vaishali Nigam Sinha, Chair, ReNew Foundation & Chair, SAWIE

March 3, 2021



SAWIE kickstarted its Mentorship Series with Ms. Vaishali Nigam Sinha, Chair, ReNew Foundation & Chair, SAWIE. A leader with tremendous experience in sustainability and gender empowerment ideals, she led the first series with her insights on her mantra towards Environmental, Social



and Cultural Governance towards Business Growth. Besides sharing unique anecdotes, the session took a deep dive on the biases and challenges in the path of gender diversity and probable interventions

that we can collectively make, to address some of those.

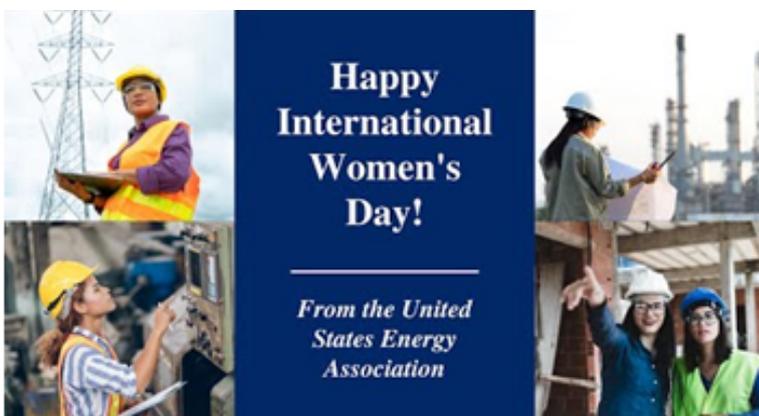
## United States Energy Association (USEA) International Women's Day Webinar on Promoting Women in Energy

March 8, 2021

On International Women's Day 2021, USEA hosted the webinar on "Promoting Women in Energy." The webinar highlighted groups around the world that are promoting women in energy and discussed how these organizations were formed, the activities and the challenges they faced in trying to achieve their goal. The webinar also touched upon the personal stories and journeys of such organizations.



USEA's Executive Director Sheila Hollis provided the opening and closing remarks and SAWIE was represented by its Co-Chairperson Shalini Sarin. She brought to the fore how SAWIE as a platform is providing mentoring programs and is showcasing the stories of role models in the energy and infrastructure space, such that the younger generation, especially women, are inspired to take up similar roles, and also men so that they are more

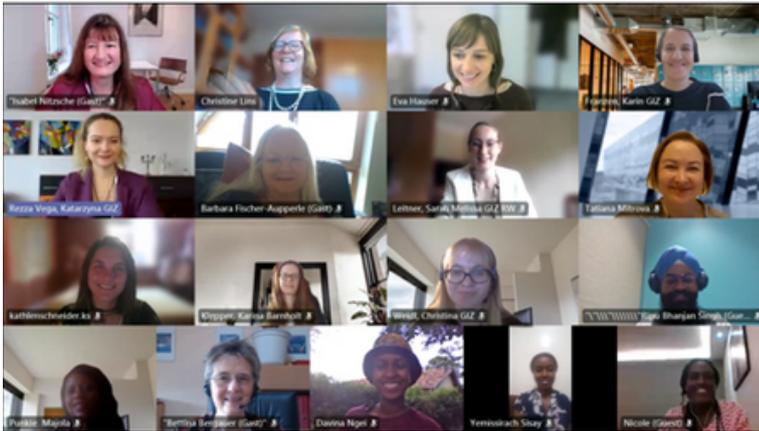


Sensitive to be able to facilitate and enable women to succeed.

Watch Dr. Sarin's full remarks- [click here](#)

## GWNET Virtual Networking Event for National/Regional Women in Energy Networks

March 15, 2021



The virtual meeting connected regional/national women in energy networks from all around the world to discuss key issues faced by their networks, exchange best-practices and brainstorm about future joint activities. This event was designed to

bring more networks together to advance gender equality in the energy transition at a faster pace.

The session was attended by the SAWIE Representatives from USISPF and USAID, who made valuable contribution to the discussion and together ideated interventions towards addressing the lack of women's participation in the energy space.

## Second Mentorship Session with Dr. Shalini Sarin, Executive Director, Elektromobilitat & Co-Chair, SAWIE

March 17, 2021

USAID FROM THE AMERICAN PEOPLE SAWIE A USOPF & USAID INITIATIVE US-INDIA PARTNERING FOR PROGRESS

South Asia Women in Energy  
MENTORSHIP SERIES

**Dr. Shalini Sarin**  
Co-Founder and Director, Elektromobilitat; and  
Co-Chairperson, SAWIE

Date: 17th March 2021 | Time: 3:00 PM (IST)

**TOPIC** Navigating through the Corporate Matrix in the Post-Pandemic Era

For SAWIE Members only, please RSVP with [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)

For this edition of the Series, Dr. Shalini Sarin, Co-Founder & Executive Director, Elektromobilitat; and Co-Chairperson, SAWIE, engaged with a diverse cohort on 'Navigating through the Corporate Matrix in the Post-Pandemic Era.'



The closed-door session involved sharing of personal stories as well as exchanging of tips and hacks needed to navigate through the corporate matrix.

## Second SAWIE Steering Committee Meeting

March 31, 2021



SAWIE organized its second Steering Committee Meeting (SCM) on March 31, 2021 with the objective to gather feedback and suggestions from steering committee

members on the activities SAWIE organized in Q1 2021 including the First SAWIE Annual Leadership Summit planned for April 6, 2021.

SAWIE/USISPF to schedule one-one meetings with Steering Committee Members particularly Ajaita, Deepali, Shloka, Shalini and Vaishali to outline the structure and plan of action, both long term and short term, as well as to define the activities and events under each of the working group. The Steering Committee extended its support to connect SAWIE with relevant partners and to engage men from the industry and suggest male leaders to join the forum.

## First SAWIE Leadership Summit

March 31, 2021

South Asia Women in Energy (SAWIE) hosted its first Leadership Summit in a virtual event today since its inception in 2019. The Leadership Summit brought

together senior government officials, business leaders, and experts from India, US and South Asia to discuss advancing environmental sustainability efforts and the role of gender equity in fighting the climate crisis.

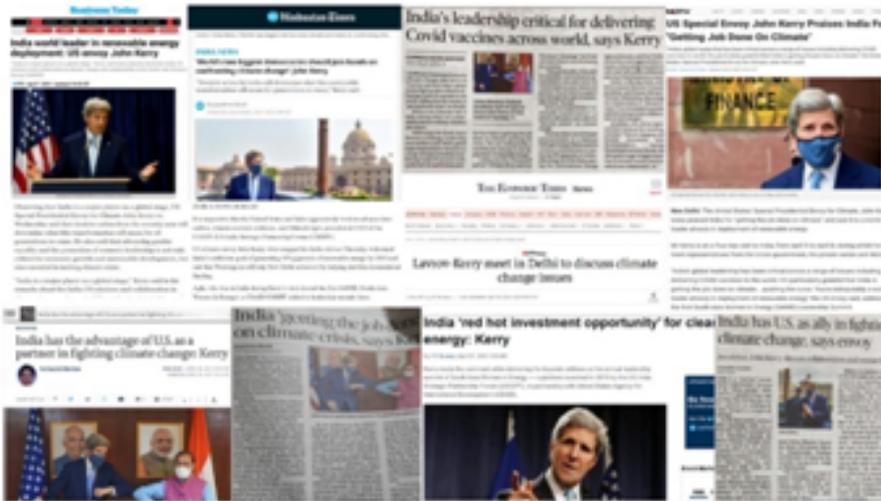
Honourable John Kerry, US Special Presidential Envoy for Climate delivered the keynote address, in the presence of industry leaders like Ms. Nandita Bakhshi, President and CEO, Bank of the West; Co-Chief Executive Officer, Ms. Ramona M El Hamzaoui, Mission Director, USAID; Ms. Vaishali Sinha, Chair, ReNew Foundation, among others.



Watch Secretary Kerry's Full Remarks- [click here](#)

The event received significant media coverage, both digital and press and will prove to be pivotal in defining the future course of direction for SAWIE.





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Watch the SAWIE Leadership Summit- [click here](#)

## SAWIE on World Environment Day- Ecosystem Restoration in the world of Responsible Hospitality by Tamara Leisure Experiences

June 5, 2021



On the World Environment Day 2021, Tamara Leisure Experiences hosted its first-ever webinar on “Ecosystem Restoration in the world of Responsible Hospitality” to

initiate a dialogue on how travel, tourism, and hospitality can profitably rebuild as innovative and conscious sectors. SAWIE Co-Chairperson and Executive Director of Elektromobilitat India, Shalini Sarin attended this session as a panelist.

Moderated by the CEO and Director of Tamara Leisure Experiences Shruti Shibulal, the panel of three distinctive and venerated minds in the sustainability space, discussed how with the second wave of the pandemic in

2021, having posed grave challenges among enterprises across industries in India, it is urgent that we understand this space better than before.



“The more we educate, train, and empower people, the more conscious decisions will be taken towards saving the environment,” added Dr. Sarin who made

vital comments on the adoption of socially and environmentally responsible practices in corporates, towards creating and sustaining a culture of conscious business across all ranks of the organisation.

Watch the full remarks- [click here](#)

## SAWIE’s Role in VEF Call to Action to empower Women and Youth to accelerate the Clean Energy Transition

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On 12 and 13 January 2021, the United Nations Industrial Development Organization (UNIDO), in collaboration with the Vienna Energy Forum (VEF) partners, the Global Women Network for the Energy Transition (GWNEN) and the SDG7 Youth Constituency (SDG7 YC), convened an expert dialogue, where SAWIE was invited by UNIDO. Based on the inputs from experts and representatives from governments, development cooperation agencies, donors, academia, the private sector and civil society, actionable items on how the leadership of women and youth could be central to the achievement of the clean energy transition and the advancement of sustainable development, was developed. SAWIE has been a vital stakeholder in urging the partners to take urgent action to ensure that the transition is not only fair and equally accessible to all women and men, girls and boys, but is also such that it provides equal opportunity for women and youth to take the lead and to become agents of change.

As one of only platforms aimed to increase representation of women at the leadership levels in the energy, industrial and manufacturing sector thereby enabling diversity in decision-making, SAWIE brings the unique angle of



bridging the gender gap. Through the 'Call to Action' platform, SAWIE with other like-minded partners continues to work on building mentorship, entrepreneurship, leadership and networking programs. SAWIE continues to build on its knowledge and resource pool, on 'Best Practices in Gender Mainstreaming' and share it with the wider network; build a repository of Opportunities for the SAWIE Community such that women in the energy, industrial and manufacturing sectors have easy access to such multiple opportunities that they can choose from and rise.

# SAWIE Video Blogs Series



**Ms. Vaishali Nigam Sinha**

Chair, SAWIE

[Watch Now](#)



**Dr. Shalini Sarin**

Co-Chair, SAWIE

[Watch Now](#)



### **Dr. Ajay Mathur**

**Director General, ISA  
Former Director General, TERI**

[Watch Now](#)



### **Dr. Annapurna Vancheswaran**

**Founding/Steering Committee Member,  
SAWIE  
Former Senior Director -Communications  
Outreach and Advocacy Unit, TERI**

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