[MASTER] LIST OF ACTIVITIES WITH ALL PARTNERS FEBRUARY 2020 (BEFORE COVID-19)

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

Network Activities Agreement

Table of Contents

I. Summary of Partners Activities in February 2020

A. Highlights through February 2020, 3 months: December 2019, January and February 2020
B. Individual Partners' Activities
C. Planned Activities in 2020 and Collective Archiemvents in 2020 So Far

Table 1: Summary of Aggregated Gender Activities by WePower 21 Partners in 2020 Targets in 2020 and Results through February 2020 (2 months)

D. Total Collective from WePOWER Launch with all 21 Partners

II. WePOWER Partners Network Activities Agreement

III. 1st Group Partners – All List of Activities (LoA) Documents with Results thoruhg February 2020

Table 2: The Current Partners - 1st group

1. Da Afghanistan Breshna Sherkat (DABS), Afghanistan
2. Grameen Shakti (GS), Bangaldesh
3. Institute of Electrical and Electronics Engineers, Bangladesh Section (IEEE-BDS), Bangladesh
4. Institute of Electrical and Electronics Engineers, Women in Engineering in India (IEEE WIE-India), India
5. Women Engineers Pakistan (WEP), Pakistan
6. Women in Energy Pakistan (WIE), Pakistan
7. Clean Cookstove Alliance (CCA), International (Bangladesh, Nepal, and India)
8. Stantec, International (Pakistan and Nepal)
9. Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE-WIE), Central and Global (Bangaldesh, India and Sri Lanka)
10. Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power, Region 10 in Asia Pacific (IEEE-PES WiP), Global (Bangladesh, India and Sri Lanka)
11. Réseau de Transport d´Électricité (Rte), France

IV. 2nd Group Partners – All List of Activities (LoA) Documents with Results through February 2020

Table 3: The Current Partners - 2nd group

12. Infrastructure Development Company Limited (IDCOL), Bangladesh
13. Bangladesh Power Development Board (BPDB), Bangladesh
14. Bhutan Power Corporation (BPC), Bhutan
15. Druk Green Power Corporation Limited (DGPC), Bhutan
16. Tata Power DDL, India
17. Energy Efficiency Services Limited (EESL), India
18. Karachi Electric (KE), Pakistan
19. The Water and Power Development Authority commonly (WAPDA), Pakistan
20. Ceylon Electricity Board (CEB), Sri Lanka
21. United States Agency for International Development (USAID), Global

V. 3rd Group Partners – All List of Activities (LoA) Documents

Table 3: The Current Partners – 3rd group

22. Bangladesh Rural Electrification Board (BREB), Bangladesh
23. FENAKA Corporation Limited (FENAKA), Maldives
24. Feedback Energy Distribution Co. Ltd. (FEDCO), India

VI. WePOWER Secretariat Contact Information

All 24 WePOWER Partners' Logos in June 2020

I. Summary of WePOWER Partners' Activities in February 2020

During the WePOWER 2nd Partnership Forum (Manila, Philippines; November 2019), all participated 21 WePOWER partners agreed to report their quarterly activities to the WePOWER Secretariat and showcase their achievements with all partners. As per this agreement, the Secretariat has collated the partners' progress after the 2nd Partnership Forum, from December 2019 till February 2020. This MASTER file includes all partners' achievements from 2019 until the end of February 2020 - before the COVID-19 pandemic.

The Q2 and Q3 reporting for 2020 has been postponed.

We extend our special thanks to our partners who submitted the updated List of Activities File (LoAs).

A. Highlights through February 2020, 3 months: December 2019, January and February 2020

This section summarizes the impressive highlights from the 21 partners for three months (December 2019, January and February 2020).

(1) Hilight Activities

WePOWER Highlights February 2020:

- ★ **DABS** — **Hired 10 female employees and 2 university graduates.**
- ★ **KE** — **Hired 21 female janitorial as security staff as Women Friendly Facilities.**
- ★ **Tata Power** — **Assigned 100% senior positions (47 people) as mentors for 160 women employees (mentees).**
- ★ **IDCOL** — **Completed a pre-feasibility study to identify women entrepreneurs and women-led enterprises that can be empowered through Renewable Energy under IDCOL's existing interventions.**

(2) Hilight Sub-Areas' Activities
Focus areas in February 2020 are:

a) Workshops/Training - STEM Education Awareness

No 1: **WAPDA** Conducted 1 Science fair for 1,400 female students in girls' school

No 2: **KE** Delivered 1 Roadshow as STEM training for 50 female students to change their mindsets about STEM education (provided different career map options for students.)

No 3: **WEP** Conducted 1 STEM outreach session with 36 schoolgirls in Lahore, using WEP's STEM game-based learning methodologies.

b) Workshops/Training – Personal/Professional Development

Designed and implemented for female participants including interns, candidates, engineers, employees, returning mothers, etc.

No 1: **CEB** Conducted 8 professional trainings for 345 female engineers (generation, transmission, distribution) and for 150 female students from 6 universities in power station (operation, generator, maintenance)

No 2: **WIE** Implemented 4 events for a total 90 of female engineers (career path workshop, webinar, hosting a Panel "Shaping Pakistan's Energy Future", etc.)

No 3: **Tata Power-DDL** Provided(ing) a Mentoring program for 25 Industrial Training Institute (ITI) female students in their grooming & professional development.

Extra: **WEP** Conducted 1 Webinar on professional development for female engineering students reaching to 17,401 WEP page viewers.

B. Individual Partner's Activities

Selected (maximum three) individual partner achievements in the committed activities out of all 21 partners as of February 2020 (3 months: December 2019, January and February 2020) are below:

1. Da Afghanistan Breshna Sherkat (DABS), Afghanistan
   a) **Hired 10 female employees**.
   b) Hired 2 female university graduates.
   c) Constructed new 2 kindergartens for employees' children and 2 separate mosques.

2. Grameen Shakti (GS), Bangladesh
   a) Trained 1 female student (Jahrangir Nagar University) through internship program
   b) **Attended 1 World Bank event as a speaker: Informal Conversation Between Caren Grown (Senior Gender Director at the World Bank) and the WePOWER Partners in Bangladesh**.

3. Institute of Electrical and Electronics Engineers, Bangladesh Section (IEEE BDS), Bangladesh
   None

4. Institute of Electrical and Electronics Engineers, Women in Engineering in India (IEEE WIE-India), India
   None

5. Women Engineers Pakistan (WEP), Pakistan
   a) **Conducted 1 STEM outreach session with 36 schoolgirls in Lahore, using WEP's STEM game-based learning methodologies**.
   b) Conducted 1 Webinar on professional development for female engineering students reaching 17,401 WEP page viewers.
   c) Highlighted WEP achievements at "Schlumberger Foundation Focus on Pakistan: Meeting on Gender Equality in STEM in Pakistan" 4 WEP representatives raising important issues with attendees.

6. Women in Energy Pakistan (WIE), Pakistan
   a) Identified 1 role model from amongst its senior professional members for 20 female engineers.

b) Attended 20 females from WIE the"NEPRA Energy Week" which is run by National Electric Power Regulatory Authority, and 2 of them were speakers.

c) Provided advice on provincial policies to improve gender representation and working environment for female professionals/engineers.

7. Clean Cookstove Alliance (CCA), International (Bangladesh, Nepal, and India)
   None

8. Stantec, International (Nepal and Pakistan)
   None

9. Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE-WIE), Global

9-1. IEEE-WIE Central

a) **IEEE-WIE Central conducted 1 call for papers on issues pertinent to Women's Engineers in Power Sector in South Asia Region, and accepted 11 papers**.

9-2. IEEE-WIE Regional (Bangladesh, India and Sri Lanka)

a) IEEE Regional (India) reached out the IEEE SAR's chapters in 8 universities and created awareness WePOWER for 200 female students.

b) **IEEE Regional (Bangladesh) conducted 1 special event inviting 5 most inspirational and successful educators from high schools and universities as speakers to local schools with 50 participants**.

c) IEEE Regional (Bangladesh and India) lobbied to 2 public sectors (IDCOL in BD and EESL in IN) to hire more women professionals.

10. Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power, Region 10 in the Asia Pacific (IEEE-PES WiP), Global (Bangladesh, India and Sri Lanka)
    None

11. Réseau de Transport d´Électricité (RTE), France

a) **Shared 9 Women storyboards of French women engineers as role models in CIGRE** (Total: 1 book of with 13 portraits "Women from CIGRE".)

12. Infrastructure Development Company Limited (IDCOL), Bangladesh

a) **Completed a pre-feasibility study to identify women entrepreneurs and women-led enterprises that can be empowered through Renewable Energy under IDCOL's existing interventions**.

13. Bangladesh Power Development Board (BPDB), Bangladesh

a) Facilitated site visits to projects/power plants for 65 female engineering students.

b) **Conducted 2 Career Opportunity Sessions in engineering universities for 120 female engineering students - 5 BPDB's female senior engineers served as role models**.

c) Increased participation of female workforce in all relevant capacity building development opportunities within BPDB - 20 female employees received the trainings.

14. Bhutan Power Corporation (BPC), Bhutan

a) Enrolled 8 females as interns.

b) **Provided Mentorship Program by 13 mentors identified** for female mentees.

15. Druk Green Power Corporation Limited (DGPC), Bhutan
    None

16. Tata Power DDL, India

a) Conducted 1 outreach program in school to inspire 30 female students (11th and 12th, Science Stream) to apply for technical qualifications, especially in electrical field.
b) Provided(ing) a Mentoring program for 25 Industrial Training Institute (ITI) female students in their grooming & professional development.
c) **Assigned 100% senior positions (47 people) as mentors for 160 women employees (mentees)** to guide them in their professional development.

17. Energy Efficiency Services Limited (EESL), India
    a) **Presented 1 self-defense program in technical institutes for 70 girls (classes 8th and 9th)** to raise awareness about professional opportunities in Energy Conservation and Energy Efficiency.
    b) Identified technical training requirements for women employees and conducted 7 technical trainings for 34 female employees. (Advanced excel training, Solar training.)
    c) Provided an Annual Health Checkup for 21 female employees for their retention.

18. Karachi Electric (KE), Pakistan
    a) Hired 21 female janitorial and security staff (11 in 2019, 10 in 2020) to increase female population.
    b) **Provided 1 "Vitality Sessions" for 25 returning mothers from maternity leave together with healthcare team and nutritionists for guidance on selfcare**.
    c) Initiated the transportation service, using 137 female employees.

19. The Water and Power Development Authority commonly (WAPDA), Pakistan
    a) Hired 3 female engineers.
    b) Sponsored 2 field trips of Hydropower Projects for 60 female students (high school/college female students) and 13 female teachers.
    c) Established a Daycare Center at WAPDA House Lahore with 30-35 female beneficiaries.

20. Ceylon Electricity Board (CEB), Sri Lanka
    a) Provided general technical trainings for undergraduate students in the power stations for 150 female students in 6 batches. (Operation, Generator, and Maintenance)
    b) **Provided 3 Practical trainings for 154 female engineers with knowledge sharing for CEB female Engineers, using 5 training centers.** (Transmission Line Construction, Distribution Planning, and Lecture on "Unfortunate Parents of this Era")

21. United States Agency for International Development (USAID), Global
    a) **Enrolled 5 SAR utilities (12 individual women) in the 12-month virtual Gender Equality Executive Leadership Program (GEELP)** in partnership with Gerogetown University McDonough School of Business, USA.

C. Planned Activities in 2020 and Collective Archiemvents in 2020 So Far

Based on the statements that **the current 21 partners are expected to achieve in 2020, we have committed to implement a total of 1,013 activities benefiting over 14,493 women by the end of 2020.**

The Partners have committed to

- Organizing 78 STEM/power sector jobs outreach sessions,
- 28 study tours/field visits (for 607 female students), and
- Internship opportunities for 292 female students.

Also, the Partners are aiming to

- Hire 140+ women, and
- Organize 410 workshops/training sessions for professional and personal development for a total of 5,249 women employees including interns, candidates, female engineers/ employees, returning mothers.

On a consolidated basis, **the 21 partners achieved 14% events with 17% of females participants delivered against the overall targets in 2020 by end of February** (two months: January and February). The consolidated achievements in 2020 by 21 partners (2 months: January and February) are:

Job Hiring:	**12 women hired!!**
STEM outreach workshops:	2 workshops held with 1,450 female student participants
Study Tours/Field Visits:	3 tours conducted with 113 female participants
Internship:	8 female student interns hired
Workshops/Trainings:	37 workshops held with 669 participants (interns, employee candidates, female engineers/employees, returning mothers, etc.)
Mentorship	56 female mentees benefited by 16 mentors
Women friendly facilities:	39 new facilities built
Total	**142 activities with 2,480 participants**

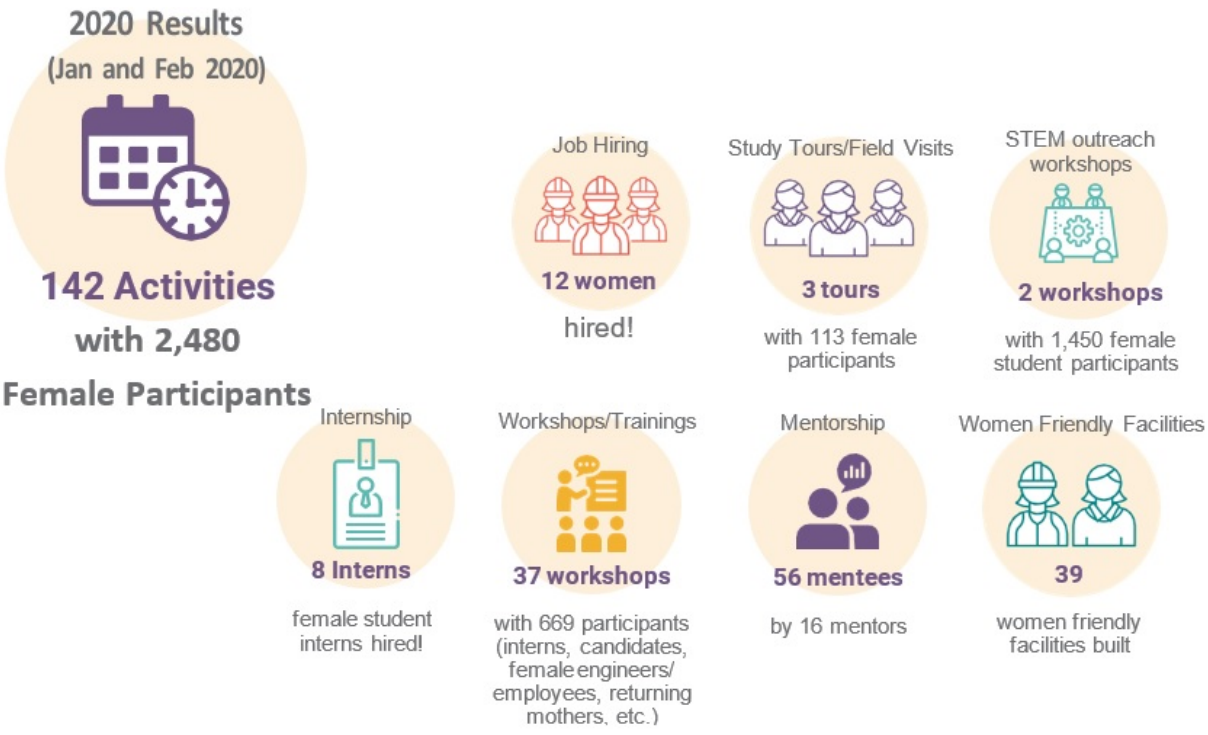


Table 1: Summary of Aggregated Gender Activities by WePOWER 21 Partners in 2020

Targets in 2020 and Results through February (2 months)

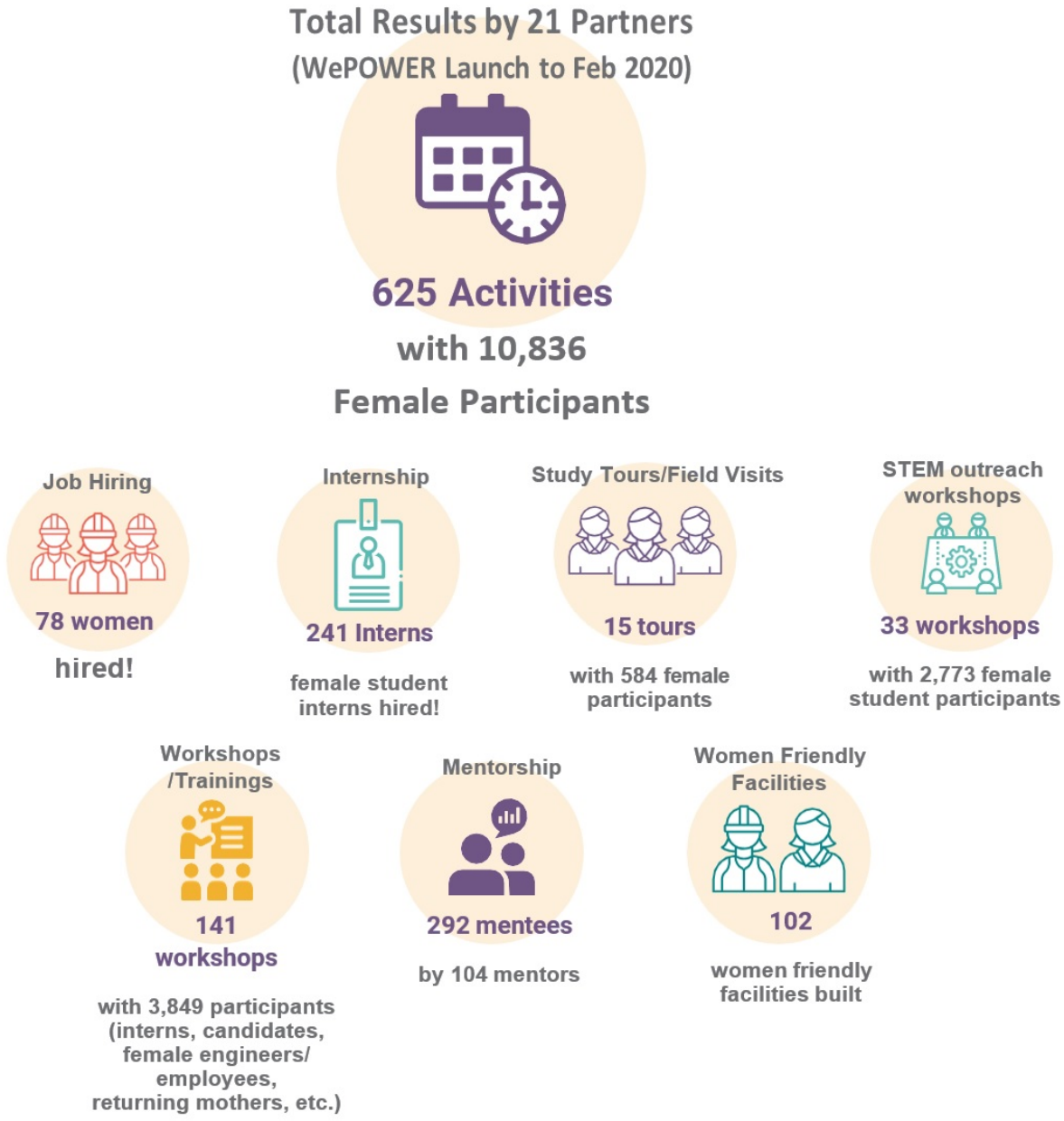
WePOWER ALL Target #s and Result #s						
	2020 Target with 21 Partners		**2020 Result until February 2020 with 21 Partners**			
Activity Type	**Activities #**	**WePOWER Direct Participants #**	**Activities #**	**Activities # (%)**	**WePOWER Direct Participants #**	**WePOWER Direct Participants # (%)**
Pillar 1: STEM Education						
Role Models for female students	7	560	2	28.6%	120	21.4%
Successful Educators	3	150	0	0.0%	0	0.0%
Study Tours/Field Visits	28	607	3	10.7%	113	18.6%
Scholarship	8	31	0	0.0%	0	0.0%
Workshops/Training - STEM Education Awareness	78	2,840	2	2.6%	1,450	51.1%
Mentorship for female students	1	25	0	0.0%	0	0.0%
Rewards - STEM	40	40	0	0.0%	0	0.0%
Chapters/Networking	8	240	1	12.5%	10	4.2%
Volunteer Opportunity	1	17	0	0.0%	0	0.0%
Pillar 2: Recruitment						
Career Counseling	4	40	0	0.0%	0	0.0%
Company Recruitment Session for Female Students in universities	15	709	0	0.0%	0	0.0%
Job Fair	2	50	0	0.0%	0	0.0%
Invite Recruiters	3	210	0	0.0%	0	0.0%
Internship	41	292	2	4.9%	8	2.7%
Mentorship for female interns	15	92	2	13.3%	53	57.6%
Workshops/Training - Professional Development for students, candidates, interns, etc.	26	662	9	34.6%	183	27.6%
Workshops/Training - Professional Development (Webinar) for students, candidates, interns, etc.	17	140	8	47.1%	123	87.9%
Job Posting	50	48	0	0.0%	0	0.0%
Job Hiring	12	142	2	16.7%	12	9.0%
Others (exempt examination fee etc.)	2	20	0	0.0%	0	0.0%
Pillar 3: Development for Female Professionals						
Role Models for female professionals	16	1,652	10	62.5%	20	1.2%

Representation in Technical Project	6	6	1	16.7%	1	16.7%
Workshops/Training - Personal Development	46	1,483	3	6.5%	41	2.8%
Workshops/Training - Professional Development	304	2,584	16	5.3%	297	11.5%
Workshops/Training - Professional Development (Online/Webinar)	4	210	0	0.0%	0	0.0%
Mentorship	48	110	14	29.2%	3	2.7%
Send Practitioners/Engineers as speaker	8	37	2	25.0%	11	29.7%
Call for Papers/Proposals	1	0	0	0.0%	0	0.0%
Pillar 4: Retention (Returning Mothers, Dropped Out Women, Women Friendly Facilities, etc.)						
Role Models for Retention issue	14	60	0	0.0%	0	0.0%
Scholarship for Returning Mothers	1	5	0	0.0%	0	0.0%
Mentorship (Post maternity)	4	4	0	0.0%	0	0.0%
Workshops/Training - Personal Development	3	110	1	33.3%	25	22.7%
Workshops/Training - Professional Development	8	260	0	0.0%	0	0.0%
Workshops/Training - Professional Development (Online/Webinar)	2	10	0	0.0%	0	0.0%
Harassment measures training	1	200	0	0.0%	0	0.0%
Annual Health Check-up		80			0	0.0%
Women Friendly Facilities Built (Childcare, Separate toilets, Female janitorial, etc.)	112	236	39	34.8%	10	4.2%
Pillar 5: Policy and Institutional Change						
Female Representation in committees/boards, etc.	3	2	2	66.7%	0	0.0%
Sexual Harassment measures	2	0	1	50.0%		
Corporate Gender Strategy Development	1	0	0	0.0%		
Policy - Equal Career Opportunities	13	20	10	76.9%	0	0.0%
Policy - Maternity Leave	3	0	3	100.0%		
Policy - Childcare Leave	1	0	1	100.0%		
Policy - Flexible Working	3	0	3	100.0%		
Policy - Recreation/Health	3	0	0	0.0%		
Policy - Others	1	0	0	0.0%		

Toolkits/Resources/Guides/Analytical Work	8	500	1	12.5%	0	0.0%
Awards - Organizations	20	0	2	10.0%		
Awards - Individuals	3	9	0	0.0%	0	0.0%
Policy Change Lobbying/Advice	8	0	2	25.0%		
TOTAL	**1,013**	**14,493**	**142**	**14.02%**	**2,480**	**17.12%**

D. Total Collective from WePOWER Launch with all 21 Partners

From WePOWER Launch in February 2019 with all 21 Partners, we archieved total the following activities:



II. WePOWER Partners Network Activities Agreement

WePOWER Partners
Network Activities Agreement
Women in Power Sector Professional Network in South Asia (WePOWER)

The World Bank's South Asia Gender and Energy Facility (SAGE), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the 11 existing Partners and 10 new Partners for endorsing the objectives of WePOWER and officially joining the network.

Background

The objectives of WePOWER are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women and girls in Science, Technology, Engineering, and Mathematics (STEM) education. Five pillars have been identified for engagement through WePOWER in years 2019 and 2020 – (a) STEM Education, (b) Recruitment, (c) Development, (d) Retention, and (e) Policy and Institutional Change. A detailed description of the pillars is provided below.

This progress update report compiles the management endorsed gender activities of the WePOWER Network Partners for 2020. The Partners will provide quarterly updates on the listed activities until 2020 to the WePOWER Secretariat. Progress of the activities will be periodically disseminated through the WePOWER Website and social media channels. The final achievements of the targeted activities will be presented in the 2020 WePOWER Progress Update Report.

WePOWER Five Pillars

The objectives of WePOWER: To support workforce participation of women in energy projects and institutions and promote normative change regarding women and girls in STEM education.

Key Outcome Indicators:
% of Women Engineer/Technical Staff
% of Women in Senior Technical/ Management Positions
% of Women Students in STEM Education Programs

The chart above illustrates the five key pillars of engagement for WePOWER. The activities and goals under each pillar contribute to closing the employment gap for women in the South Asian power sector.

Pillar 1- STEM Education: Raising interest in girls for STEM subjects, increasing female enrollment in engineering programs, access to power sector/energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

Pillar 2- Recruitment: Engaging with engineering students and engineering professionals to raise awareness of viable jobs/opportunities in the power sector. This will require a partnership between the private sector, NGOs, the academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

Pillar 3- Development for Female Engineer professionals: Improving personal and professional development opportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continued progression in their careers, especially in the more technical fields.

Pillar 4- Retention (Returning Mothers, Dropped-out Women, Women Friendly Facilities, etc.): Having a gender-friendly working environment and supporting the increased household responsibilities after marriage are essential to improving the low retention of women in the energy sector. Addressing these through instituting family-friendly HR policies, providing reintegrating services for returning mothers and access to facilities such as daycare services, separate toilets, and safe transportation services will be crucial.

Pillar 5- Policy and Institutional Change: Institutionalizing and enforcing gender considerations at the national and institutional level will be crucial towards achieving WePOWER's objectives. This will entail policies for encouraging more women to study STEM subjects, quotas/targets for female enrollment and hiring in the academic/power sectors, and lobbying for more women in senior/board positions. Pillar 5 forms a cross-cutting base for the other pillars in order to achieve lasting normative change in society.

III. 1st group Partners – All List of Activities (LoA) Documents with Results through end of February 2020

Table 2: WePOWER Partners - 1st Group

Joined before February 2019

Organization Name	Country	Organization Type
1. Da Afghanistan Breshna Sherkat (DABS)	Afghanistan	Public Utility
2. Grameen Shakti (GS)	Bangladesh	Non-Profit Organization
3. Institute of Electrical and Electronics Engineers, Bangladesh Section (IEEE-BDS)	Bangladesh	Industry Network
4. Institute of Electrical and Electronics Engineers, Women in Engineering in India (IEEE WIE-India)	India	Industry Network
5. Women Engineers Pakistan (WEP)	Pakistan	Private Limited Company
6. Women in Energy Pakistan (WIE)	Pakistan	Non-Profit Organization
7. Clean Cookstove Alliance (CCA)	Global (Bangladesh, Nepal and India)	International Organization
8. Stantec	Global (Nepal and Pakistan)	Private Company
9. Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE-WIE)	Global (Bangladesh, India and Sri Lanka)	Industry Network
10. Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power, Region 10 in Asia Pacific (IEEE-PES WiP)	Global (Bangladesh, India and Sri Lanka)	Industry Network
11. Réseau de Transport d´Électricité (RTE)	International	Public Utility

1, Da Afghanistan Breshna Sherkat (DABS), Afghanistan

Contact Information

Partner representative: **Sweeta Sakhi**
Position: Head Energy Project Coordinator
Address: 1st street Dehmazang, 3rd District Kabul, Afghanistan
Telephone: +93 (0) 728442240
E-mail: sweeta.sakhi@dabs.af

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
DABS provide female **internships.**	DABS hires 100 female interns.				DABS hires 50 female interns.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	100 female inters AF				13 female inters AF				*Quarterly Target #s with country*
	106 female interns AF				0 until end of Feb.				*Achievement*
DABS provides **jobs** for women.	DABS hires 100 female employees.				DABS hires 110 female employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	30 female employees AF		20 female employees, subject to Approval from DABS Board AF	50 female employees, subject to Approval from DABS Board AF	30 female employees AF	30 female employees AF	20 female employees AF	30 female employees AF	*Quarterly Target #s with country*
	30 female employees AF		8 female employees AF	5 female employees AF	10 female employees AF until end of Feb.				*Achievement*

DABS provides **jobs** for female university graduates.	DABS hires 25 female university graduates.				DABS hires 20 female university graduates.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	6 female university graduates AF	6 female university graduates AF	6 female university graduates AF	7 female university graduates AF	5 female university graduates AF	5 female university graduates AF	5 female university graduates AF	5 female university graduates AF	*Quarterly Target #s with country*
	3 female university graduates AF	2 female university graduates AF	4 female university graduates AF	9 female university graduates AF	2 female university graduates AF until end of Feb.				*Achievement*

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
DABS provides **personal development training** for female employees: 1) Constitutional Seminar 2) Administrative law Seminar 3) Stress Management& Motivation in the workplace 4) New Staff familiarization with DABS policies Seminar	DABS trains 150 female DABS employees.				DABS trains 100 female DABS employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	60 female employees AF	60 female employees AF	20 female employees AF	10 female employees AF	40 female employees AF	20 female employees AF	20 female employees AF	20 female employees AF	*Quarterly Target #s with country*
	66 female employees AF	60 female employees AF	18 female employees AF	14 female employees AF	27 female employees AF until end of Feb. In Gender awareness and project management For Female Engineers				*Achievement*

DABS provides **technical training** to female engineering staff on electrical engineering courses, including: 1) Electrical Safety Considerations, 2) Electrical Codes and Standards, Economic 3) Considerations of Design	DABS provides capacity building for 56 female DABS employees under DABS TA project.				DABS provides capacity building for 20 female DABS employees under DABS TA project.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	8 female employees AF	8 female employees AF	20 female employees AF	20 female employees AF	4 female employees AF	10 female employees AF	2 female employees AF	4 female employees AF	*Quarterly Target #s with country*
	2 female employees AF	5 female employees AF	18 female employees AF	11 female employees AF	10 female employees AF until end of Feb.				*Achievement*

(d) Pillar 4: Retention (Returning Mothers, Dropped Out Women, Women's Facilities, etc.)

Activities	In 2019				In 2020				Note
DABS constructs the following **facilities** for female staff and mothers: **Kindergarten** for Kids	DABS provides Kindergarten for kids for all 34 provinces.				DABS provides Kindergarten for kids for all 34 provinces.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	*Quarterly Target #s with country*
	4 provinces including HQ office AF	0	6 provinces AF	10 provinces AF	2 Provinces including HQ AF until end of Feb.				*Achievement*
Separate **Mosque (Masjid)**	DABS provides separate mosque (Masjid) for all 34 provinces.				DABS provides separate mosque (Masjid) for all 34 provinces.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	*Quarterly Target #s with country*
	0	1	1	0	2				*Achievement*

	provinces AF	provinces AF	provinces AF	provinces AF	provinces AF until end of Feb.				
Separate **toilets**	DABS provides separate toilets for all 34 provinces.				DABS provides separate toilets for all 34 provinces.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	All 34 provinces AF	*Quarterly Target #s with country*
	34 provinces AF	34 provinces AF	34 provinces AF	34 provinces AF	34 provinces AF				*Achievement*

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
DABS approves a 3-month **maternity leave** policy for all applicable DABS female staff.	DABS approves a 3-month maternity leave policy for all applicable DABS female staff.				DABS continues the 3-month maternity leave policy.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Approves a 3-month maternity leave policy. AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	*Quarterly Target #s with country*
	Approved. AF	Continued it. AF	Continued it. AF	Continued it. AF	Continued it. AF				*Achievement*
DABS approves **flexible working hours** for all applicable DABS female staff.	DABS approves flex-working hours policy for all applicable DABS female staff.				DABS continues flex-working hours policy.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Approves flex working hours policy. AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	Continues it AF	*Quarterly Target #s with country*
	Approved. AF	Continued it. AF	Continued it. AF	Continued it. AF	Continued it.				*Achievement*

2, Grameen Shakti (GS), Bangladesh

Contact Information

Partner representative: **Sohel Ahmed**
Position: Managing Director
Address: Grameen Shakti, Grameen Bank Bhaban, Level-19, Mirpur-2, Dhaka-1216
Telephone: +88 01713 048 962
E-mail: sohel.ahmed@gshakti.org

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
Grameen Shakti collects sponsorships to facilitate **scholarship** for female students through the Scholarship Program disseminated by its sister organization Grameen Shikha (Grameen Education). <<Presented in Nepal Feb. 2019>> The scholarship program has different and tenure, ranging from one year to four years.	Grameen Shakti provides scholarship for 4 students (comprises of Diploma in Technical Course/ Graduate Engineering).				Grameen Shakti provides Scholarship for 4 students (comprises of Diploma in Technical Course/ Graduate Engineering).				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 female student BD	2 female students BD	1 female student BD	1 female student BD	1 female student BD	1 female student BD	1 female student BD	*Quarterly Target #s with country*
		None	None	4 female students BD	0 until end of Feb.				*Achievement* *One scholarship will be provided by March, 20*

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
Grameen Shakti facilitates **internship** program (Industrial Attachment) to women students from Technical/Polytechnic/Vocational Training	Provide internship to 2 batches (each batch comprises of 10 students) of women technical students on Renewable Energy solutions in Bangladesh.				Provide internship to 2 batches (each batch comprises of 10 students) of women technical students on Renewable Energy solutions in Bangladesh.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		10 female students BD		10 female students BD		10 female students BD		10 female students BD	*Quarterly Target #s with country*
		None	3 sessions	None					*Achievement*

institutes through Grameen Shakti's own network or through the WePOWER platform in Bangladesh. <<Presented in Nepal Feb. 2019>>			of 30 female Students *of Mohila Polytechnic* BD						

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
Grameen Shakti **training** for Improved Cook Stove (ICS) and Bio-gas agents.	a. Grameen shakti organizes training for 30 women in 3 different locations on the basics of ICS and engage them as sales agents. b. Grameen Shakti organizes training for 30 women in 3 different locations on the basics of Bio-gas and engage them as sales agents.				a. Grameen Shakti organizes training for 30 women in 3 different locations on the basics of ICS and engage them as sales agents. b. Grameen Shakti organizes training for 30 women in 3 different locations on the basics of Bio-gas and engage them as sales agents.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		60 women BD	60 women BD	60 women BD	60 women BD	60 women BD	60 women BD		*Quarterly Target #s with country*
		1 session with 30 women (*both Bio-gas and ICS jointly)* BD	1 session with 35 women (*both Bio-gas and ICS jointly)* BD	1 session with 30 women (*both Bio-gas and ICS jointly)* BD	0 until end of Feb. *Training for 30 women BD will be organized by March, 20*				*Achievement*
Grameen Shakti provides **training** courses through	Grameen Shakti provides training course through internships to 2 Graduate Engineers for training and development of Renewable Energy solutions				Grameen Shakti provides training course through internships to 2 Graduate Engineers for training and development of Renewable Energy solutions				*Total target #s in the year*

internships to local/global Graduate Engineers.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 female graduate engineer BD	1 female graduate engineer BD		1 female graduate engineer BD		1 female graduate engineer BD	*Quarterly Target #s with country*
			1 female (graduate engineer of Shahajalal University of Science and Technology) BD	1 female (Jahrangir Nagar University student) BD					*Achievement*
Grameen Shakti **sends Practitioner/Engineer** to different Workshops/Seminars/ Trainings organized by WePower or similar organizations.	Grameen Shakti nominates 2 Practitioners/Engineers who could be sent to different Workshops/Seminars/Trainings organized by WePower or similar organizations to share experience on Renewable Energy solution roll out and modeling.				Grameen Shakti nominates 2 Practitioners/Engineers who could be sent to different Workshops/Seminars/Trainings organized by WePower or similar organizations to share experience on Renewable Energy solution roll out and modeling.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Will be decided based on WePower's upcoming event				Will be decided based on WePower's upcoming event				*Quarterly Target #s with country*
	1 attended WePOWER event in Feb. 2019, Kathmandu				1 attend WB event with Caren Grown in Feb 2020				*Achievement*

Grameen Shakti **re-engages trained and qualified Women** Diploma Engineers of Grameen Technology Center (GTC). <<Presented in Nepal Feb. 2019>>	a. Grameen Shakti compiles project doc to re-engage trained and qualified 50 Women Diploma Engineers of Grameen Technology Center (GTC) so that they can again utilize their knowledge and skill, while supporting the associated industry. In the first year 50 Women will be engaged with the project. b. Grameen Shakti looks for partner, if possible then through WePower platform, who can provide required technical and financial support to roll out the project.				a. Grameen Shakti rolls out the project as agreed with the partner, with feasible modality. In the following year, another 50 Women will be engaged with the project. b. Grameen Shakti monitors and reports the project activities.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				50 women BD		10 women BD	20 women BD	20 women BD	*Quarterly Target #s with country*
				50 women BD					*Achievement*

(d) Pillar 4: Retention (including Facilities)

None.

(e) Pillar 5: Policy and Institutional Change

None.

---

3. Institute of Electrical and Electronics Engineers, Bangladesh Section (IEEE BDS), Bangladesh

Contact Information

Partner representative: **Dr. Celia Shahnaz**
Position: Chair, IEEE Bangladesh Section
Professor, Electrical and Electronic Engineering (EEE), Bangladesh University of Engineering and Technology (BUET)
Address: Department of EEE, BUET, Dhaka, 1205, Bangladesh
Telephone: +8801928568547
E-mail: celia.shahnaz@gmail.com

(a) Pillar 1: STEM Education

Activities	In 2019	In 2020	Note
IEEE BDS conducts **STEM**	IEEE BDS conducts the 2 STEM outreach programs, one in the capital (Dhaka) and one in outside capital in Bangladesh.	IEEE BDS conducts the 2 STEM outreach programs, one in the capital (Dhaka) and one in outside capital in Bangladesh.	*Total target #s in the year*

outreach programs in schools and colleges to inspire female students to be engaged in Power and energy-related education in Bangladesh.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 STEM program/ 20 female students BD		1 STEM program/ 20 female students BD		1 STEM program / 20 female students BD		1 STEM program/ 20 female students BD	*Quarterly Target #s with country*
				1 STEM program/ 20 female students BD					*Achievement 2019*
IEEE BDS conducts **awareness programs** on importance of Power and energy-related education in IEEE student branches in Bangladesh.	--				IEEE BDS conducts the awareness program for one student branch in the capital (Dhaka), and one other student branches in outside capital in Bangladesh. (Total for 30 students)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 Awareness Program/15 female students BD		1 Awareness Program/15 female students BD	*Quarterly Target #s with country*
									Achievement 2019

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
IEEE BDS provides **internships** for female young professionals from academia who are interested in PES related problems.	IEEE BDS will provide the internship program for two female young professionals from academia in Bangladesh.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 Internship program/ 2 female young professionals BD					*Quarterly Target #s with country*
				1 Internship program/ 2 female young professionals					*Achievement 2019*

				BD					
IEEE BDS matches women professional **role models** in power sector with female students in academia to inspire more women students join the industry.	--				IEEE BDS arranges two matchings from the power industry and academia in Bangladesh.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 Matching of Women Professionals and students/ 2 females BD	1 Matching of Women Professionals and students/ 2 females BD		*Quarterly Target #s with country*
									Achievement 2019

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
IEEE BDS conducts **training workshops/seminars** in PES student branches through identifying women professionals (role models) in power industry to provide technical support in Bangladesh.	IEEE BDS conducts one workshop in the capital (Dhaka) and one workshop in outside capital in Bangladesh, for 20 female students (Total 2 workshops)				.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 workshop/ 10 female students BD		1 workshop /10 female students BD					*Quarterly Target #s with country*
		1 workshop/ 10 female students BD		None					*Achievement 2019*
IEEE BDS conducts a **professional skill development workshop** in conferences with identified women in power track for female young professionals in Bangladesh.	--				IEEE BDS conducts a professional skill development workshop in two conferences in Bangladesh.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							1 workshop/20 female young Professionals	1 workshop/20 female young Professionals	*Quarterly Target #s with country*

							BD	BD	
									Achievement 2019
IEEE BDS arranges female students for **industrial tours** in National data dispatch center of Bangladesh.	IEEE BDS arranges a total of two industrial tours for 6 female engineers. One is in private sector and the other is in public sector.				IEEE BDS arranges a total of two industrial tours for 6 female engineers. One is in private sector and the other is in public sector.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 Private sector industrial tour/ 3 female engineers BD		1 Private sector industrial tour/ 3 female engineers BD		1 Private sector industrial tour/ 3 female engineers BD	1 Public sector industrial tour / 3 female engineers BD		*Quarterly Target #s with country*
				1 Public sector industrial tour / 3 female engineers BD					*Achievement 2019*

(d) Pillar 4: Retention (including Facilities)

Commitment Activity	In 2019				In 2020				Note
IEEE BDS arranges **experience sharing** forum with speakers from private and public industries to inspire women to RETAIN in PES, in Bangladesh.	IEEE BDS arranges a total of two forums to share their experience to RETAIN in PES for 20 female engineers in Bangladesh. One is from private sector, the other is from public sector.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 private sector forum / 10 female engineers BD		1 private sector forum / 10 female engineers BD					*Quarterly Target #s with country*
				1 public sector forum/ 10 female					*Achievement 2019*

				engineers BD					
IEEE BDS holds **training** in power plants for final year women students to ensure their retention in power and energy sector in Bangladesh.	--				IEEE BDS will provide two training for 10 final year women students to ensure retain in power and energy in Bangladesh.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 training/5 women students BD	1 training/5 women students BD		*Quarterly Target #s with country*
									Achievement 2019

(e) Pillar 5: Policy and Institutional Change

None.

4, Institute of Electrical and Electronics Engineers, Women in Engineering in India (IEEE-WIE India), India

Contact Information

Partner representative: **Dr. Ramalatha Marimuthu**
Position: Professor, Kumaraguru College of Technology
Address: Coimbatore
Telephone: +919443856444
E-mail: ramalatha.marimuthu@gmail.com

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
IEEE-WIE India holds IEEE-WIE STAR **Programs to educate women students** in India. These are for school students led by Engineering Students – 2 in South India and 2 in North India.	4 programs for 100 female students.				4 programs for 100 female students				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	NA	NA	50 female students	50 female students	50 female students	NA	50 female students	NA	*Quarterly Target #s with country*
	NA	NA	2 programs for 50 female students, *Krishnan Koil,*	2 programs for 50 female students, *Chennai and*	0 until end of Feb.				*Achievement 2019*

			and Coimbatore IN	*one more in Dec.* IN					
IEEE-WIE India provides **Awareness workshops** on solar-based device building in India, for expertise and skill-building and to increase the interest in STEM education for school students.	2 workshops for 100 female students.				2 workshops for 100 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 workshop for 50 female students	1 workshop for 50 female students			1 workshop for 50 female students	1 workshop for 50 female students	*Quarterly Target #s with country*
			1 workshop for 50 female students, *Kerala* IN	1 workshop for 50 female students, *Chennai* IN					*Achievement 2019*
IEEE-WIE India **awards travel grants** to attend the finals of YESIST12 for winning female students of the Annual Project Presentation in the Power domain in India.	1 Annual Project Presentation by female students. (YESIST12 is a worldwide IEEE annual project competition and maker fair on the theme of UN SDG.)				1 Annual Project Presentation by female students (YESIST12 is a worldwide IEEE annual project competition and maker fair on the theme of UN SDG.)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	30 female students attend	70 female students attend	100 female students attend 20 gets the travel grant to Thailand	NA	NA	50 female students attend	100 female students attend	NA	*Quarterly Target #s with country*
		70 female students attend *from Madras, Pune, Bengaluru* IN	27 female students attend *from Madras, Pune, Bengaluru,* (total 97 students) IN Out of the 97 students, 18 female students won travel grant to go Thailand for the finals.	NA					*Achievement 2019*

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
IEEE-WIE India calls for volunteers to represent WePOWER in **online chats** in India.	2 volunteer representatives for WePOWER (Online chats of IEEE WIE will draw school students, parents, and engineering students.)				2 representatives for WePOWER (Online chats of IEEE WIE will draw school students, parents, and engineering students.)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 volunteer	1 volunteer			1 volunteer	1 volunteer	*Quarterly Target #s with country*
			2 volunteer representatives IN	3 volunteer representatives, the online chat is planned in Dec. IN					*Achievement 2019*

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
IEEE-WIE India conducts the **Women Leadership Summits** in India.	1 Leadership Summit for 100 female engineers				1 Leadership Summit for 100 female engineers				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	NA	NA	100	NA	NA	NA	100	NA	*Quarterly Target #s with country*
			1 Leadership Summit with 100 female engineers, *Pune, Delhi,* IN						*Achievement 2019* The leadership summit is organized in combination with the Returning Mothers Panel Session for Pillar 4.

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019				In 2020				Note
IEEE-WIE India holds panel sessions in **Returning Mothers conference** in India.	1 Returning Mothers Panel session with 100 female engineers				1 Returning Mothers Panel session with 100 female engineers				*Total target #s in the year* One in North India and one in South India With targeted audience of 50 women each.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	NA	NA	NA	1 Returning Mothers Panel session with 100 female engineers IN	NA	NA	NA	1 Returning Mothers Panel session with 100 female engineers	*Quarterly Target #s with country*

								IN	
				1 Returning Mothers Panel session with 60 female engineers, *In Bengaluru, Chennai* IN					*Achievement 2019* To be organized on 13th and 14th of November 2019, Bengaluru with 100 participants

(e) Pillar 5: Policy and Institutional Change

None.

5, Women Engineers Pakistan (WEP), Pakistan

Contact Information

Partner representative: **Ramla Karim Qureshi**
Position: CEO
Address: Emirates Tower, 2nd & 3rd Floor, M-13 F-7 Markaz, Islamabad, Pakistan
Telephone: +1 716 260 9643
E-mail: Ramla.qureshi@womenengineers.pk

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
WEP performs **STEM outreach sessions** in K-12 schools in Pakistan using WEP's STEM game-based learning methodologies.	WEP will provide 500 students WEP's game-based STEM learning session in Pakistan.				WEP will provide 500 students WEP's game-based STEM learning session in Pakistan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	50 girls PK	350 girls PK	100 girls PK	N/A	350 girls PK	100 girls PK	50 girls PK	N/A	*Quarterly Target #s with country*
	7 outreach sessions so far with outreach to 322 girls *in Karachi, Islamabad, Quetta, Rawalpindi, Peshawar, Lahore.* And, 1 robotics session also held *in Quetta.* PK			1 session with 36 school girls in Lahore PK	0 until end of Feb.				*Achievement*

(b) Pillar 2: Recruitment

Activity	In 2019	In 2020	Note

<table>
<tr><td rowspan="4">WEP avails its members and female professional engineers as role models to:

1. Participate in various outreach events of WePOWER (subject to availability and logistical support from respective event organizers).

2. Highlight individual success stories of women in STEM fields in Pakistan. As part of their Role Models campaign, WEP will include the interviews of these selected role models within their digital portals and social media. It could include the interview articles in the WePOWER Linkden website.</td><td colspan="4">WEP nominates 2 female professional engineers as role models for network of female students and professionals in Pakistan.</td><td colspan="4">WEP nominates 2 female professional engineers as role models in Pakistan.</td><td>Total target #s in the year</td></tr>
<tr><td>Q1 Jan-</td><td>Q2 Apr-</td><td>Q3 Jul-</td><td>Q4 Oct-</td><td>Q1 Jan-</td><td>Q2 Apr-</td><td>Q3 Jul-</td><td>Q4 Oct-</td><td>Aiming timeline</td></tr>
<tr><td></td><td>RM 1 for WEP network PK</td><td>RM 1 for WEP network PK</td><td></td><td></td><td>RM 1 for WEP network PK</td><td>RM 1 for WEP network PK</td><td></td><td>Quarterly Target #s with country

We Need list/calendar of planned WePOWER Outreach events to support.
WEP is cataloguing role models as part of on-going campaign.</td></tr>
<tr><td></td><td colspan="3">5 role models highlighted in Karachi and Peshawar, digitally connected with network of 1,300 professional women and girls.</td><td></td><td></td><td></td><td></td><td>Achievement</td></tr>
<tr><td>WEP matches internship opportunities for female students using their existing network. (either summer internships or shadow internships,</td><td colspan="4">WEP matches 5 female students from Pakistan as summer interns/shadow interns in Pakistan.</td><td colspan="4">WEP matches 5 female students from Pakistan as summer interns/shadow interns in Pakistan.</td><td>Total target #s in the year

Shadow internships are 3 - 7 days long, are unpaid, and require minimal administrative and logistical resources from WEP Partners and STEM</td></tr>
</table>

depending on availability) WePOWER, though the Secretariat and other Strategic Partners, will support WEP in connecting selected students to any opportunities available within the WePOWER network, and advertising internships to students in various universities in Pakistan.									firms/consultancies.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			5 internships PK				5 internships PK		*Quarterly Target #s with country* Need institutional partner support
			3 internships matched for summer 2019. 1 International research internship matched.						*Achievement*
→ As additional service, WEP **digitally follows-up the matched interns** to take account of their feedback, and whenever possible the partnering firms' feedback, regarding the experience. This will be chronicled in blog articles to	Matched 5 female interns will be followed-up by WEP to support them and the companies.				Matched 5 female interns will be followed-up by WEP to support them and the companies.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The 5 interns receive WEP support PK				The 5 interns receive WEP support PK		*Quarterly Target #s with country* Pakistani institutional partners support needed
			15 applicants received support.						*Achievement*

give media driven mileage. WePOWER, though the Secretariat and other Strategic Partners, will support WEP in showcasing these efforts digitally and at WePOWER events.			1 Internatio nal research intern received supprot. PK						
WEP **provides consultation** to companies in their existing database and provides services by screening CVs of job-seeking female engineers proficient in industry-required skill set and recommend these candidates to employers with matching job opportunities.	WEP provides consultation to 5 companies seeking to hire female engineers.				WEP provides consultation to 5 companies seeking to hire female engineers.				*Total target #s in the year* Need special support from IEEE, WEP, USAID, and Women in Energy (WIE) in Pakistan.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 PK	2 PK	1 PK	1 PK	1 PK	2 PK	1 PK	1 PK	*Quarterly Target #s with country*
	WEP provided consultation to 5 companies so far in 2019. PK				0 until end of Feb.				*Achievement* WePOWER, and other Strategic Partners, supports WEP with links to any available companies seeking to hire Pakistani female engineers.

SUBJECT TO FUNDING: FROM SAGE/WB OR WePOWER STRATEGIC PARTNERS, WEP WILL PROVIDE THE FOLLOWING SERVICES:

Activity	In 2019	In 2020	Note
WEP conducts a video/audio **podcast** project that showcases female role models in STEM fields. The name of this project is **"Wujood-e-Zann",** translating literally to "existence of women", and it will highlight female role models who have successfully	WEP showcases at least 15 trailblazing Pakistani women in STEM fields, and promotes their achievements through various social media, video and audio dissemination channels.	WEP showcases at least 15 trailblazing Pakistani women in STEM fields, and promotes their achievements through various social media, video and audio dissemination channels.	*Total target #s in the year*

shattered the proverbial "glass ceiling", in an attempt to normalize the image of a Pakistani female in STEM and bridge the gender gap.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
WEP, depending on financial and logistical assistance received from WePOWER and other Strategic Partners, conducts an **annual STEM job fair** that would involve: 1. Company/Employer portfolio exhibition (These will be curated from existing WEP Network, and with support from WePOWER Strategic Partners). 2. Recent Graduate Job Seekers/ Presentations. 3. Research Poster competitions from Undergrad and Graduate students in their final years. WePOWER, though the Secretariat and other Strategic Partners, will support WEP in advertising the job fair to students in various universities in Pakistan.	1 annual STEM job fair will be conducted by WEP, Pakistan.				1 annual STEM job fair will be conducted by WEP, Pakistan.				*Total target #s in the year* This job fair can only be conducted with financial and logistical assistance from WB Secretariat, and WePOWER Strategic Partners.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country

(c) Pillar 3: Development for Female Engineering professionals

Activity	In 2019				In 2020				Note
WEP conducts **training** workshops for female engineering students and/or female engineering professionals using their existing network in Pakistan. Links to volunteering trainers from WePOWER Strategic Partnering firms will be appreciated. These trainers can be from both, academia	WEP conducnts 2 workshops for 50 women engineering students and/or professionals in Pakistan.				WEP conducnts 2 workshops for 50 women engineering students and/or professionals in Pakistan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 with 25 women PK	1 with 25 women PK			1 with 25 women PK		1 with 25 women PK		*Quarterly Target #s with country*
	STEM Together Workshop (Panels and networking) for	STEM Together Workshop (Panels and networking) for 26 women in Peshawar.			0 until end of Feb. (WEP Digital campai				*Achievement*

and industry based on the type of workshop planned. The focus of these workshops will be technical and soft skills development.	35 women *in Karachi* PK	Cloud Study Jam conducted at Emerging Technologies Lab, College of EME, *Rawalpindi* for 17 students PK			gn launched for resume building, job applications, LinkedIn profile building etc.)				
WEP conducts **webinars** on professional development topics for female engineering students and professionals in SAR. WEP is already in touch with WIE Punjab Govt. and IEEE Women in Engineering for collaborative webinars. (Subject to partnerships within WEP existing network, and WePOWER Strategic Partners.)	WEP 2 conducts webinars for women engineering students and/or professionals and broadcasts live on WEP social media forums having maximum reach of approximately 15,000 viewers.				WEP conducts 2 webinars for women engineering students and/or professionals and broadcasts live on WEP social media forums having maximum reach of approximately 15,000 viewers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	2 webinars with expected number of viewers: 15,000 PK				1 webinar with expected number of viewers: 15,000 PK	1 webinar with expected number of viewers: 15,000 PK			*Quarterly Target #s with country*
	1 webinar with reach to 6,703 WEP viewers	1 webinar with reach to 18,436 WEP viewers	1 webinar with reach to 5,132 WEP viewer 1 Webinar with reach to 1,580		1 webinar conducted with reach to 17,401 WEP viewers				*Achievement*

			to WEP viewers						
WEP develops a more structured "**Mentorship**-tree" digital mentorship program for Pakistan.	WEP develops 1 WEP digital mentorship program.				WEP updates 1 WEP digital mentorship program.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 developed PK				1 Updated PK	*Quarterly Target #s with country*
	WEP Digital Mentorship program with 8 female students matched to mentors.								*Achievement*
→ WEP identifies **mentors** for WEP digital mentorship program by availing its senior engineers as mentors and train them.	WEP identifies 5 mentors to support mentees and trained in Pakistan. Each of the 5 mentors to sign mentor agreements.				WEP identifies 5 mentors to support mentees and trained in Pakistan. Each of the 5 mentors to sign mentor agreements.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				5 mentors identified PK				5 mentors identified PK	*Quarterly Target #s with country*
	9 Mentors identified as: • *Rabiya Abbasi, PhD in Manufacturing Engineering.* • *Irsa Anwar, Fulbright scholar, Civil Engineering* • *Saba Safdar, PhD Bioscience Engineering* • *Syeda Sidra, HR Telecom/Power sector.* • *Yusra Farhat Ullah, Mechanical engineer* • *Miriam Kathleen Gomez, PhD Biosciences* • *Ramla Qureshi, PhD Structural and Earthquake Engineering* • *Sara Usman, Education Policy and International education* • *Sadaf Ahmed, PhD Psychophysiology, Mental health specialist*								*Achievement*
→ WEP identifies student or	WEP identifies 10 mentees Pakistan. Each of the 10 mentees to sign mentee agreements.				WEP identifies 10 mentees Pakistan. Each of the 10 mentees to sign mentee agreements.				*Total target #s in the year*

young-professional **mentees** in Pakistan working together with WePOWER Secretariat.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				10 mentees identified PK				10 mentees identified PK	*Quarterly Target #s with country*
	8 mentees identified and matched. 8-week mentorship cycle completed.								*Achievement*
WEP markets third-party national or international **Scholarship** opportunities with female engineering students/professional in Pakistan using their digital portal.	WEP introduces/showcases 7 third-party scholarship opportunities in the WEP digital portal.				WEP introduces/showcases 7 third-party scholarship opportunities in the WEP digital portal.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	3 PK	1 PK		3 PK	3 PK	1 PK		3 PK	*Quarterly Target #s with country*
	12 scholarships and PhD openings identified and mentored for in WEP digital portals. PK			10+ scholarship opportunities shared through Facebook and social media groups	10+ scholarship opportunities announced through Facebook and social media groups				*Achievement*

(d) Pillar 4: Retention (including Facilities)

SUBJECT TO FUNDING: FROM SAGE/WB OR WePOWER STRATEGIC PARTNERS, WEP WILL PROVIDE THE FOLLOWING SERVICES:

Activity	In 2019				In 2020				Note
WEP conducts **surveys** to assess wage gaps between genders in STEM Sectors (especially within Power sector) in Pakistan. WePOWER Secretariat and WEP disseminate the report.	--				WEP developed one assessment report.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
WEP develops **Database** of Pakistani female scientists, engineers, and technologists.	Not planned				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
	1 Database enrolment started. PK Open-source Enlisting of names and relevant professional accolades conducted on rolling basis.				(Database enrollment on-going.)				*Achievement*
WEP **reaches to Government** of Pakistan to increase representation of women in STEM in government-level STEM Task Forces.	Not planned				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
	WEP drafted 1 Open Letter to the Prime Minister. PK To urge more representation of female scientists in the Prime Minister's Task Force for Science and Technology. As no women scientist had been previously included. WEP was able to include 20 STEM and education-based organizations across Pakistan as co-signatories.								*Achievement*
WEP conducts online **survey** for evaluating status-quo participation of women in STEM companies.	Not planned				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
	WEP reintroduced their online STEM Inclusion Survey. PK For primary data collection regarding number of female engineers in Pakistani STEM organizations. This is an ongoing activity.								*Achievement*
WEP **advocate**s for progress of women in STEM in Pakistan.	Not planned.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country

	WEP is co-signatory on the Charter for Science. PK Opportunities for Women and Girls in Pakistan and has also participated in the National Dialogue on Women in Science held by Pakistan Alliance for Maths and Science and UNESCO Pakistan. This charter lays out expectations from the Government, Public and Private sector regarding the progress of women in STEM in Pakistan.	WEP highlighted at "Schlumberger Foundation Focus on Pakistan: Meeting on Gender Equality in STEM in Pakistan" 4 WEP representatives raised important issues with attendees and highlighted WEP achievements.	*Achievement*

6, Women in Energy Pakistan (WIE), Pakistan

Contact Information

Partner representative: **Nameerah Hameed**
Position: Founder and Manager
Address: Lahore, Pakistan
Telephone: +92 307 500 3636
E-mail: n.hameed@pndpunjab.gov.pk

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
WIE establishes **WIE chapters in universities** for female students in Pakistan with support from WePOWER Secretariat.	Establish WIE presence (Chapters) in 2 universities for 20 female students in Pakistan.				Establish WIE presence (Chapters) in 4 universities for 40 female students in Pakistan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 chapter with 10 female students PK	1 chapter with 10 female students PK	1 chapter with 10 female students PK	1 chapter with 10 female students PK	1 chapter with 10 female students PK	1 chapter with 10 female students PK	*Quarterly Target #s with country*
				1 chapter with 10 female students PK	1 chapter with 10 female students until end of Feb. PK				*Achievement 2019*
WIE holds a **hackathon** amongst young female students	1 hackathon with 20 female STEM girls held by WIE				1 hackathon with 20 female STEM girls held by WIE				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 hackathon				1 hackathon		*Quarterly Target #s with country*

and its network on STEM Education for Girls. *Only possible with WePOWER institutional partners*			with 20 female STEM girls PK				with 20 female STEM girls PK		
			none						*Achievement 2019*

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
WIE identifies **role models** from amongst its senior professional members to participate in various outreach events of WePOWER.	2 female professionals / engineers serve as role models for 20 female junior professionals / engineers in Pakistan				2 female professionals / engineers serve as role models for 20 female junior professionals / engineers in Pakistan				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		2 role models for 20 female engineers PK				2 role models for 20 female engineers PK			*Quarterly Target #s with country*
		2 role models for 20 female engineers PK			1 role model for 20 female engineers until end of Feb. PK				*Achievement 2019*
WIE matches **internship** opportunities for female students. WePOWER, though the Secretariat and other Strategic Partners, will support WIE in advertising internships to students in various universities in Pakistan.	10 female students from Pakistan will be matched as interns.				10 female students from Pakistan will be matched as interns.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		10 female students matched Internship PK				10 female students matched Internship PK			*Quarterly Target #s with country*
		10 female students matched Internship PK							*Achievement 2019*
WIE contributes to a **job fair**,	WIE contributes 1 annual job fair for 50 female engineering students				WIE contributes 1 annual job fair for 50 female engineering students				*Total target #s in the year*

along with other partners, that would involve job matching which targets public and private energy sector in Pakistan.									In partnership with other Strategic/ Institutional partners.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 job fair with 50 females PK				*1 PK*		*Quarterly Target #s with country*
			none						*Achievement 2019*

(c) Pillar 3: Development for Female professionals

Activity	In 2019				In 2020				Note
WIE conducts **workshops** for private sector and public sector employees on career pathways and professional development in Punjab, Pakistan.	WIE conducts 3 workshops for 30 women professionals with private companies and public sector organizations in Pakistan.				WIE conducts 3 workshops for 30 women professionals with private companies and public sector organizations in Pakistan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct -*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 With 10 women PK	1 With 10 women PK	1 With 10 women PK		1 With 10 women PK	1 With 10 women PK	1 With 10 women PK		*Quarterly Target #s with country*
	1 With 15 women PK	1 With 20 women PK	1 With 25 women PK		1 With 25 women until end of Feb. PK				*Achievement 2019*
WIE organizes **Webinar** Series for dissemination of new trends in energy and power, catered to female professional from its network.	WIE organizes 3 webinars with 15 female engineers.				WIE organizes 3 webinars with 15 female engineers.				*Total target #s in the year* In partnership with other Strategic/ Institutional partners.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 with 5 women PK	1 with 5 women PK	1 with 5 women PK		1 with	1 with 5 women PK	1 With 5 Women		*Quarterly Target #s with country*

					5 women PK		PK		
	1 webinar with 3 expert women (with 3,000+ viewership) PK		1 webinar with 3 expert women (with 4,000+ viewership) PK		1 with 15 women until end of Feb. PK				*Achievement 2019*
WIE organizes a **Study Tour and Site Visit** to a Punjab Government installed power plant for its members for educational purposes.	WIE organizes 1 Study Tour with 20 female engineers to a Punjab Government installed power plant				WIE organizes 1 Study Tour with 20 female engineers to a Punjab Government installed power plant				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 with 20 females PK				1 with 20 females PK			*Quarterly Target #s with country*
		1 with 20 females PK	1 with 20 females PK						*Achievement 2019*
WIE curates **Mentorships** amongst its senior and junior members	WIE facilitates 3 mentorship opportunity matched for its professionals.				WIE facilitates 3 mentorship opportunity matched for its professionals.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			3 match-ed PK		3 match-ed PK				*Quarterly Target #s with country*
			2 mentorships matched with 6 mentees in total (1 mentor per 3 mentees) PK	1 mentor matched with 3 mentees PK	1 mentor matched with 3 mentees until end of Feb. PK				*Achievement 2019*
WIE advocates with Conference organizers	WIE identifies 3 Conferences/ Seminars/ Workshops to host a WIE Panel for 30 female engineers.				WIE identifies 3 Conferences/ Seminars/ Workshops to host a WIE Panel for 30 female engineers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4*	*Aiming timeline*

to **host a WIE Panel** or at least commit to gender representation on all its panels with WIE's facilitation								*Oct -*	
	1 For 30 Females PK	1 For 30 Females PK	1 For 30 Females PK		1 For 30 Females PK	1 For 30 Females PK	1 For 30 Females PK		*Quarterly Target #s with country*
	1 For 60 Females PK	1 For 40 Females PK	1 For 60 Females PK		1 For 30 Females until end of Feb. PK				*Achievement 2019*
WIE curates **Mentorships** for its members through WePOWER	WIE facilitates 3 mentorship opportunities for its members with the female energy staffers from World Bank and regional WePOWER network.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			3 matched PK						*Quarterly Target #s with country*
			1 matched PK						*Achievement 2019*
WIE **participates** in World Bank energy **events** in Pakistan	WIE is invited to all World Bank Energy events/seminars/etc. and at least 2 members participate/attend.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			2 members Attend PK						*Quarterly Target #s with country*
			10 members attend PK						*Achievement 2019*
WIE **sends WIE members** to WePOWER platform for growth and networking.	2 WIE members are sent to regional conferences/events at WePOWER platforms								*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct -*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				2 PK					*Quarterly Target #s with country*
	2			1					*Achievement 2019*

	PK			PK					
WIE organizes **workshops** with WePOWER	WIE hosts 2 workshops at World Bank Office in Pakistan, for 10 members engineers in collaboration with WIE				WIE hosts 2 workshops at World Bank Office in Pakistan, for 10 members engineers in collaboration with WIE				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct -*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 With 10 PK	1 With 10 PK		1 With 10 PK	1 With 10 PK			*Quarterly Target #s with country*
			1 workshop with 20 member attendees PK		0 until end of Feb.				*Achievement 2019*

Additional Activities

WIE organizes **trainings** on Solar Installation for young female professionals/ engineers	Not planned				1 training on Solar Installation will be planned and hosted by WIE for 4-days long for 12 young female engineers in collaboration with partners				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							1 with 12 female engineers PK		*Quarterly Target #s with country*
			1 training held for 12 female engineers PK		0 until end of Feb.				*Achievement 2019*
WIE organizes and hosts a dedicated **panel** on "Women In Energy – Shaping Pakistan's Energy Future" with expert panelists at a conference.	Not planned				WIE organizes and hosts 1 panel session.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
			1 panel session with 6 experts at a conference, with 50 professionals/ engineers' people		NEPRA Energy Week had 20 female attendees from WIE, and 2 speakers from WIE				*Achievement 2019*

			PK						

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019				In 2020				Note
WIE **identifies public and private sector companies** which are giving appropriate facilities to women in Pakistan.	WIE identifies 5 organizations PK				WIE identifies 5 organizations PK				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			5 PK			5 PK			*Quarterly Target #s with country*
			5 PK		2 PK until end of Feb.				*Achievement 2019*

(e) Pillar 5: Policy and Institutional Change

Activity	In 2019				In 2020				note
WIE **assesses** the respective policies of its industry-partners regarding gender and female workforce participation.	WIE develops 1 assessment Report on the Government of Punjab's policies affecting female professionals in energy and power sectors								*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 report PK						*Quarterly Target #s with country*
			none		Data collection exercise with WePOWER (ongoing)				*Achievement 2019*
WIE **provides advice** on national/provincial policies to improve gender representation and/or working environment for female professionals/engineers.	WIE approaches at least 1 private sector company to advocate formulating and adopting a gender action plan.				WIE approaches at least 1 private sector company to advocate formulating and adopting a gender action plan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 PK			1 PK				*Quarterly Target #s with country*
		1 PK			1 PK until end				*Achievement 2019*

					of Feb.				
WIE **reaches out to companies** in its network to advocate making a commitment to shortlisting 50% of female candidates for all job postings.	WIE approaches at least 1 company to commit to shortlist 50% female candidates for all job posting in Pakistan.				WIE approaches at least 1 company to commit to shortlist 50% female candidates for all job posting in Pakistan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 company with 50% female candidates PK				1 company with 50% female candidates PK			*Quarterly Target #s with country*
			1 company reached for 50% female candidates PK						*Achievement 2019*

7, Clean Cookstove Alliance (CCA), Global (Bangladesh, Nepal and India)

Contact Information

Partner representative: **Jescinta Izevbigie**
Position: Senior Program Associate, Gender
Address: 1750 Pennsylvania Ave NW, Suite 300, Washington, D.C. 20006 USA
Telephone: +1-202-419-6422
E-mail: jizevbigie@CleanCookingAlliance.org

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
CCA reaches out to female students in the Independent University Bangladesh to advocacy and **awareness raising around clean cooking** to create opportunities for the University students, particularly women in the sector.	CCA reaches out to 40 female students in the Independent University Bangladesh.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		20 female students BD		20 female students BD					*Quarterly Target #s with country*
		20 female students BD		20 female students BD					*Achievement 2019*

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
CCA provides **Internship** Opportunities for female students in Bangladesh. Internship opportunities with LPG companies, donor organizations, and implementing partners over the span of three months.	CCA provides Internship opportunities for 5 female students in Bangladesh.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			2 female students BD	3 female students BD		2 female students BD		3 female students BD	*Quarterly Target #s with country*
			Not achieved, will aim to pursue it in 2020.	Not achieved, will aim to pursue it in 2020.					*Achievement 2019*
The Dharma Life Entrepreneur (DLE) has included in the WEF project have some past experience of clean cooking marketing and product sales, women who have shown **willingness to dedicate at least four hours per week and work** for introducing innovative products among the villagers. → CCA is working with Dharma Life Entrepreneurs (DLE's) to set up a micro pelletizing plant managed and operated by women in India. **In the Women Empowerment Fund (WEF) Project,**	Dharma Life Entrepreneurs (DLE's) appoints two women staff for operating the plant in India.				-- (Completed on 3/31/2019)				*Total target #s in the year* One set of target population of the WEF project includes women in the households with low purchasing power and low awareness and those who are often not the primary decision makers in the households. The second group of women being impacted is the Dharma Life Entrepreneurs (DLE's) who are being trained in being clean cooking ambassadors in their communities.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1-woman staff are hired		1-woman						*Quarterly Target #s with country*

the CCA is focused on creating an ecosystem, based on sustainable women entrepreneurship model, to increase the adoption of Tier 4 biomass stoves and pellet in India.	IN		staff are hired IN						
	1 DLE trained on pellet plant operation IN		1-woman staff are hired IN						*Achievement 2019* In addition, 25 women involved in pellet plant operation, biomass assembling and pellet sales IN
→ CCA generates **awareness** on use of Tier 4 biomass stoves and pellets for the target women in India. These activities aim to generate female entrepreneurs finally.	CCA generates awareness on use of Tier 4 biomass stoves and pellets for 30 women through WEF project in India.				-- (Completed on 3/31/2019)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	30 women IN								*Quarterly Target #s with country*
	30 women IN								*Achievement 2019*
→ CCA increases **sales and distribution of Tier 4 biomass and pellets stoves through innovative market-based financing models** in India through its partner Dharma Life. (The micro pellet plant capacity is 160kg/hour which will service the demand for pellets for users of these stoves.)	CCA sells and distribute 500 Improved Biomass Cookstoves (Mimimoto).				-- (Completed on 3/31/2019)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	20 female entrepreneurs sell 500 improved cookstoves IN								*Quarterly Target #s with country*
	20 female entrepreneurs sell 312 cookstoves deployed to customers IN	20 female entrepreneurs sell 143 cookstoves deployed to custom IN							*Achievement 2019*
CCA has **trained** VERC, as an Alliance partner, **in a training of trainers** in	VERC trains 130 female entrepreneurs till 2019 in Bangladesh.				N/A (additional training contingent upon further funding)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

Bangladesh for the Empowered Entrepreneurs Handbook. Trained VERC, as an CCA's Alliance partner, has been training female entrepreneurs in the sector in Bangladesh.	60 female entrepreneurs trained BD	70 female entrepreneurs trained BD							*Quarterly Target #s with country*
	60 female entrepreneurs trained BD	70 female entrepreneurs trained BD							*Achievement 2019*
The Alliance's Clean Cooking (CCA) **Behavior Change Communication Project (BCC campaign)** aims to increase knowledge of benefits of clean cooking and **awareness of clean cooking solutions**. CCA engages several female organizations in SAR to increase clean cooking awareness and solutions in Nepal and India. CCA ensures these efforts will include women in all awareness raising and community engagement activities, and CCA could employ them. (Nepal and India) The target women also work closely with the suppliers for sorting the product sales, after sales services as well as to explore the financing options for the households.	CCA BCC campaign trains 5 female market representatives and/or organizations mobilized to support the marketing of clean cookstoves in Nepal. The 60 women community workers from SEWA and Dharma Life (implementation partners of CCA) anchors to implement the BCC campaign activities in India. They are also involved in community and interpersonal communication engagement. * *Leaders Nepal (Nepal)* is the Alliance's community engagement partners for personal exposure, indoor and outdoor air monitoring partner, and * *Ajummery Bikas foundation (Nepal)* is the Alliance's supply side management partner. * *SEWA (India)* and *Dharma Life (India)* are the Alliance's community engagement partners, and * *Junkiri Interactive Pvt. Ltd. (Nepal)* and *Nexleaf Analytics (India)* are the technology partners.			-- (completed by 7/31/2019)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	5 women trained NP 25 DLEs engaged in behavior change activities IN 750 households made aware IN								*Quarterly Target #s with country*
	5 women trained NE 25 DLEs engaged in								*Achievement 2019*

	behavior change activities IN 750 households made aware IN								
→ The Alliance's BCC campain partner, Junkiri Interactive Pvt. Ltd has organized gender activities to enhance the focus on women in their attempts to address household air pollution in Nepal. These activities aims to generate female entrepreneurs finally. CCA is currently undergoing a **"Maximizing Health Benefits of Clean Cooking in Urban Nepal" project** that aims to address household air pollution through a series of measures to promote cleaner household cooking.	Junkiri Interactive Pvt. Ltd, as a CCA partner, organizes 5 gender activities for 20 female entrepreneurs focused on deepening women's engagement to promote cleaner household cooking in Nepal.				-- (completed by 9/30/2019)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		5 gender activities for 20 female entrepreneurs. NP							*Quarterly Target #s with country*
		5 gender activities for 20 female entrepreneurs. NP							*Achievement 2019*
Working with "Icddr,b" as a partner, CCA is currently **financing a LPG distribution intervention** to female members of households that analyzes the socio-economic impacts of clean cookstoves, with a particular emphasis on how	CCA distributes 120 LPG to female members of households.				-- (completed by 8/31/2019)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	120 LPG to 50 female members. BD								*Quarterly Target #s with country*
	1,467 LPG refills have been given out to 100 female members								*Achievement 2019*

the adoption of clean cookstoves impacts women's time use and availability to pursue productive activities, such as **employment and entrepreneurship**.	BD								

(c) Pillar 3: Development for Female professionals

None.

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

None.

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
CCA works with the Power Division and Sustainable Renewable Energy Development Authority (SREDA) to review and relaunch the Country Action Plan in Bangladesh in 2019. The Alliance prioritizes on Gender inclusion and supporting policies in Bangladesh.	Facilitation of 1 workshop focused on policies/interventions required to increase female participation in the sector				N/A				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 BD						*Quarterly Target #s with country*
			1 country action plan (to be finalized in early 2020) BD It includes explicit gender recommendations.						*Achievement 2019*

8, Stantec, Global (Nepal and Pakistan)

Contact Information

Partner representative: **Sandra Shuster**
Position: VP, Business Development, Energy & Resources
Address: 370 Interlochen Blvd, Broomfield, CO USA
Telephone: +1.202.412.6748
E-mail: Sandra.shuster@stantec.com

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
Stantec provides **internship** opportunities for female students. WePOWER, though the Secretariat and other Strategic Partners, will support Stantec in advertising internships to students in various universities in South Asia.	Stantec recruits 1 female student from Nepal as an intern.				Stantec recruits 2 female students from Nepal and Pakistan as an intern.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 female student NP			1 NP and 1 PK		1 NP and 1 PK	*Quarterly Target #s with country*
			0 NP						*Achievement 2019*
Stantec advertises **vacancies** in Nepal through various media of WePOWER and its Strategic Partners.	Stantec advertises all Stantec's junior and mid-career vacancies in Nepal.				Stantec advertises all Stantec's junior and mid-career vacancies in Nepal.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		As needed NP	As needed NP	As needed NP	As needed NP	As needed NP	As needed NP	As needed NP	*Quarterly Target #s with country*
		no vacancies. NP	*no vacancies.* NP	*no vacancies.* NP					*Achievement 2019*

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
Stantec organizes **study tours and site visit** to Stantec Nepal facilities for female students and young professionals in Nepal. WePOWER Secretariat will facilitate interactions	Stantec organizes 3 study tours and site visit for 12 female students in Nepal.				Stantec organizes 3 study tours and site visit for 12 female students in Nepal.				*Total target #s in the year* Stantec will also explore additional opportunities to organize study tours in Pakistan.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 with 4 students NP	2 with 8 students NP		1 with 4 students NP	1 with 4 students NP	1 with 4 students NP	1 with 4 students NP	*Quarterly Target #s with country*
		1 3-day trip for	0 NP						*Achievement 2019*

between Stantec and various universities in South Asia.		3 female hydropower engineers. NP (May)							
Stantec supports **mentorship** program of WePOWER by availing its senior engineers as mentors.	Stantec 3 mentors support mentees NP				Stantec 3 mentors support mentees NP				*Total target #s in the year* Stantec also explores opportunities to support mentorship activities in Pakistan.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 matching NP	2 matchings NP		1 matching NP	1 matching NP	1 matching NP	*Quarterly Target #s with country*
			0 NP	0 NP					*Achievement 2019*
Stantec helps in identifying student or young-professional **mentees.**	Stantec identifies 3 mentees NP				Stantec identifies 3 mentees NP				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 NP	2 NP		1 NP	1 NP	1 NP	*Quarterly Target #s with country*
			0 NP	0 NP					*Achievement 2019*
Stantec **sends its senior engineers** as expert speakers in events organized by WePOWER and its other Strategic Partners in South Asia.	Stantec nominates 4 senior engineers as expert speakers.				Stantec nominates 4 senior engineers as expert speakers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 senior engineer	1 senior engineer	1 senior engineer	1 senior engineer	1 senior engineer	1 senior engineer	1 senior engineer	1 senior engineer	*Quarterly Target #s with country*
	0	0	0	0					*Achievement 2019*
Stantec hosts **workshops/trainings** on soft skills for women professionals	Stantec organizes 2 workshops/trainings for 10 women professionals in Nepal				Stantec organizes 2 workshops/trainings for 10 women professionals in Nepal				*Total target #s in the year* Stantec also explores additional opportunities to organize similar workshops/trainings for women

in collaboration with Nepal Engineers Association (NEA).									practitioners in Pakistan.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 with 5 women NP	1 with 5 women NP		1 with 5 women NP		1 with 5 women NP	*Quarterly Target #s with country*
			0 NP	0 NP					*Achievement 2019*
Stantec organizes hands-on **technical trainings** for women professionals in Nepal.	Stantec organizes 2 technical trainings for 10 women professionals.				Stantec organizes 2 technical trainings for 10 women professionals.				*Total target #s in the year* WePOWER Secretariat and its other Strategic Partners will help in identifying trainees, if needed.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 with 5 women NP		1 with 5 women NP		1 with 5 women Nepal		1 with 5 women Nepal	*Quarterly Target #s with country*
		0 NP		0 NP					*Achievement 2019*
Stantec organizes **online trainings** and discussions for women professional on technical subjects with senior engineers in its design center.	Stantec organizes 2 online trainings/technical discussions for 10 women professionals.				Stantec organizes 2 online trainings/technical discussions for 10 women professionals.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 with 5 women NP		1 with 5 women NP		1 with 5 women NP and PK		1 with 5 women NP and PK	*Quarterly Target #s with country*
		0 NP		0 NP					*Achievement 2019*

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019				In 2020				Note
Stantec assesses and reports on provision of women friendly facilities in projects with its involvement.	Stantec shares bi-annual reports with WePOWER Secretariat.				Stantec shares bi-annual reports with WePOWER Secretariat.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 report				1 report	*Quarterly Target #s with country*
				0					*Achievement 2019*

Stantec organizes **Webinars** and contributes to discussion on policies and practices that improve Retention of women's practitioners for professional engineers in South Asia Region.	Stantec conducts 2 Webinars for 10 female professional engineers.				Stantec conducts 2 Webinars for 10 female professional engineers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 with 5 females Nepal	1 with 5 females Nepal		1 with 5 females Nepal	1 with 5 females Nepal		*Quarterly Target #s with country*
			0 NP	0 NP					*Achievement 2019*

(e) Pillar 5: Policy and Institutional Change

Activity	In 2019				In 2020				note
Stantec helps Nepal Engineers' Association (NEA) in developing its work-program for supporting women engineers in Nepali power/energy sector. Stantec joins and leads a Nepal Engineers' Association committee focusing on women engineers.	Stantec and Nepal Engineers' Association (NEA) formulate work-program for supporting women engineers in power. Stantec joins and leads a committee focusing on women engineers. In Nepal				Stantec advises and supports for Nepal Engineers' Association committee focusing on women engineers and its various activities. In Nepal				*Total target #s in the year* WePOWER Secretariat and its other Strategic Partners will support Stantec and Nepal Engineers' Association in implementing its work-program for supporting women engineers.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		X NP	X NP	X NP	X NP	X NP	X NP	X NP	*Quarterly Target #s with country*
		One meeting held. No progress to report. NP							*Achievement 2019*

9, Institute of Electrical and Electronics Engineers, Women in Engineering (IEEE-WIE), Global

9-1, IEEE-WIE Central

Contact Information

Partner representative: **Dr. Bozenna Pasik-Duncan**
Position: Professor of Mathematics and Engineering
Address: University of Kansas, 1460 Jayhawk Boulevard, Lawrence, Kansas 66045, USA
Telephone: +1-785 218 2971
E-mail: bozenna@ku.edu

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

None.

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
IEEE-WIE Central develops a more structured "one-to-one" **mentorship** program for SAR. (IEEE-WIE BD/IN/SL identify mentors and mentees and implement it.)	IEEE-WIE Central develops 1 IEEE-WIE mentorship program.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
				Not yet done.	Not yet done until end of Feb.				*Achievement*
IEEE-WIE Central develops **toolkits,** resources and best practices for female engineers and trainers. These resources are disseminated by WePOWER Secretariat and IEEE-WIE. For female engineers and trainers with resources and best practices	IEEE-WIE Central develops one toolkit.				IEEE-WIE Central develops one toolkit.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 toolkit developed, for 500 female engineers and trainers SAR				1 toolkit updated, for 500 female engineers and trainers SAR	*Quarterly Target #s with country*
				Not done					*Achievement* Not Done
IEEE-WIE Central hosts **on-line training courses** for	IEEE-WIE Central hosts 2 on-line courses for women's engineers. Target audience are 100 each				IEEE-WIE Central hosts 2 on-line courses for women's engineers. Target audience are 100 each				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

women's engineers to strengthen their capacities. Also, IEEE-WIE Central use social media to promote the on-line courses.			1 on-line course with 100 women engineers SAR	1 on-line course with 100 women engineers SAR			1 on-line course with 100 women engineers SAR	1 on-line course with 100 women engineers SAR	*Quarterly Target #s with country*
			Not done	Not done					*Achievement*
IEEE-WIE Central provides **On-line Chat** with female professionals for SAR female engineers.	--				IEEE-WIE Central provides the on-line chat with female professionals for SAR female engineers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							1 on-line chat for 50 SAR female engineers. Ms. Anna Stefanopoulou, remarkable scholar in Power & Energy from UoM		*Quarterly Target #s with country*
									Achievement 2 call for papers with 18 papers accepted.
IEEE-WIE Central **calls for papers** on issues pertinent to Women's Engineers in Power Sector in South Asia Region.	1 call for papers Women track can be introduced in the PES conference in the SAR region with expected participation of 30 women				1 call for papers Women track can be introduced in the PES conference in the SAR region with expected participation of 30 women				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 call for paper SAR				1 call for paper SAR		*Quarterly Target #s with country*
			1 call for paper/7 papers accepted SAR	1 call for paper/ 11 papers accepted SAR					*Achievement*

IEEE-WIE publishes a special **issue of IEEE WIE Magazine or e-book** to highlight the contributions of WePOWER. This may contain technical papers and informal portraits of IEEE WIE members at different stages in career from industry, academia and government.	--				1 special issue of IEEE WIE Magazine or e-book to highlight the contributions of WePOWER.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
									Achievement

(d) Pillar 4: Retention (including Facilities)

None.

(e) Pillar 5: Policy and Institutional Change

None.

9-2, IEEE-WIE Regional (Bangladesh, India and Sri Lanka)

Contact Information

IEEE-WIE Bangladesh

Partner representative: **Dr. Celia Shahnaz**
Position: Professor, Electrical and Electronic Engineering (EEE), Bangladesh University of Engineering and Technology (BUET)
Address: Department of EEE, BUET, Dhaka, 1205, Bangladesh
Telephone: +8801928568547
E-mail: celia.shahnaz@gmail.com

IEEE-WIE India

Partner representative: **Dr. Ramalatha Marimuthu**
Position: Professor, Kumaraguru College of Technology
Address: Coimbatore
Telephone: +919443856444
E-mail: ramalatha.marimuthu@gmail.com

IEEE-WIE Sri Lanka

Partner representative: **Dr. Windhya Rankothge**
Position: Senior Lecturer, Faculty of Computing, Computer Systems Engineering, Sri Lanka Institute of Information Technology (SLIT)

Address: Computer Systems Engineering, Sri Lanka Institute of Information Technology (SLIT), Malabe Campus, New Kandy Road, Malabe.
Telephone: +94 117 544 3927
E-mail: windhya.r@sliit.lk

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
IEEE-WIE reaches out IEEE SAR's chapters in universities to universities' students in SAR to **create awareness about WePOWER** with support from WePOWER Secretariat.	IEEE-WIE reaches out to at least 20 universities in India, Bangladesh and Sri Lanka. One event in each country – India, Bangladesh and Sri Lanka aiming at least 20 universities in total and a target audience of 300.				IEEE-WIE reaches out to at least 20 universities in India, Bangladesh and Sri Lanka. One event in each country – India, Bangladesh and Sri Lanka aiming at least 20 universities in total and a target audience of 300.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		6 universities for 75 female students BD	6 universities for 75 female students SL	8 universities for 150 female students IN		6 universities for 75 female students BD	6 universities for 75 female students SL	8 universities for 150 female students IN	*Quarterly Target #s with country*
			1 university/15 female students BD None SL	8 universities were contacted, and awareness created with around 200 female students IN					*Achievement* Totally 215 students in India and Bangladesh. Done through IEEE WIE Newsletter and facebooks – IEEE WIE Global
IEEE-WIE organizes **STEM education workshops** to reach out to female undergraduate, middle /high	6 STEM workshops in SAR (Bangladesh, Sri Lanka and India.) Target audience will be 50 for each workshop.				6 STEM workshops in SAR (Bangladesh, Sri Lanka and India.) Target audience will be 50 for each workshop.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		2 workshops for 50 female high	2 workshops for 50 female high	2 workshops for 50 female high		2 workshops for 50 female high	2 workshops for 50 female high	2 workshops for 50 female high	*Quarterly Target #s with country*

school students in SAR.		school students SL	school students IN	school students BD		school students SL	school students IN	school students BD	
		1 workshops/30 female high school students BD		1 workshop for 50 female students, *Chennai* IN					*Achievement* Totally 2 workshops in India and Bangladesh – Total 80 students benefited SL- 0
IEEE WIE uses STAR Program to **bring students to research labs** for hands on activities.	IEEE WIE provides at least 2 STAR programs in India, Bangladesh and Sri Lanka. (Total 6 programs) At least Two programs in each country with a target audience of 30 each				IEEE WIE provides at least 2 STAR programs in India, Bangladesh and Sri Lanka. (Total 6 programs) At least Two programs in each country with a target audience of 30 each				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		2 STAR program For 30 female students IN	2 STAR program For 30 female students BD	2 STAR program For 30 female students SL	2 STAR program For 30 female students IN	2 STAR program For 30 female students BD	2 STAR program For 30 female students SL		*Quarterly Target #s with country*
		3 STAR programs for 50 female students each, *Krishnan Koil, Chennai and Coimbatore* IN	2 STAR program For 30 female students BD	1 STAR program/ 30 female students BD 1 more planned in December with 30 students IN	None until end of Feb.				*Achievement* Total 240 students in 7 programs in India and BD SL- 0
IEEE WIE **invites most inspirational successful educators** from High Schools and Universities, and industry	IEEE WIE conducts 1 event, inviting 5 educators from High Schools and universities (total 15 educators) Career panel featuring women in industry or Develop the best model that works well for different settings with 50 participations				IEEE WIE conducts 1 event, inviting 5 educators from High Schools and universities (total 15 educators) Career panel featuring women in industry or Develop the best model that works well for different settings with 50 participations				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 event with 5 educator	1 event with 5 educator		1 event with 5 educators	1 event with 5 educator		*Quarterly Target #s with country*

people as speakers to local schools and special events. (Best Practice)			s from high school and university, with 50 participations IN, SL	s from high school and university, with 50 participations BD		from high school and university, with 50 participations IN, SL	s from high school and university, with 50 participations BD		
			2 events *in KrishnanKoil, Coimbatore* with 50 participants each IN None SL	1 event with 5 educators from high school and university, with 50 participations BD					*Achievement* 150 participants total in 3 events- BD/IN SL- Nil

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
IEEE-WIE avails female professional engineers as **role models** to participate in various outreach events of WePOWER.	1 role model event in India, Bangladesh and Sri Lanka. (Total 3) 1 event in each country with a target audience of 100 each				1 role model event in India, Bangladesh and Sri Lanka. (Total3) 1 event in each country with a target audience of 100 each				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 event for 100 female professionals IN	1 event for 100 female professionals BD	1 event for 100 female professionals SL	1 event for 100 female professionals IN	1 event for 100 female professionals BD	1 event for 100 female professionals SL		*Quarterly Target #s with country*
		Webinar with a woman role model /20 participants		1 event/100 female Professionals BD None SL	None until end of Feb.				*Achievement* 2 events in India and BD –with 120 participants Sri Lanka - 0

		IN							
(IEEE has members at high level in industry who creates internship positions, so that) IEEE-WIE matches **internship** opportunities for female students. WePOWER, though the Secretariat and other Strategic Partners, supports IEEE-WIE in advertising internships to students in various universities in Bangladesh, India and Sri Lanka.	--				Each 6 female students are matched as interns in Bangladesh, India and Sri Lanka. (Total 18 female students)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					6 female students matched an Internship program BD	6 female students matched an Internship program SL	6 female students matched an Internship program IN		*Quarterly Target #s with country*
					None until end of Feb.				*Achievement*
IEEE-WIE conducts an **annual project presentation** by female students from Bangladesh, India and Sri Lanka in a co-located job fair to **demonstrate their skills** in solving power and energy related problems to potential employers.	IEE-WIE conducts 1 annual project presentation co-located job fair in SAR Target audience are 200 female students				IEE-WIE conducts 1 annual project presentation co-located job fair in SAR Target audience are 200 female students				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	30 female students attend BD, IN, SL	70 female students attend BD, IN, SL	100 female students attend BD, IN, SL			50 female students attend BD, IN, SL	100 female students attend BD, IN, SL		*Quarterly Target #s with country*
		BD, IN, SL -0	SL -0						*Achievement* IN, BD, SL-0
IEEE WIE **invites exhibitors and recruiters** from	IEEE WIE conducts 1 event, with 10 companies' recruiters and 70 women participations in SAR (BD, SL, IN)				IEEE WIE conducts 3 events, with 10 companies' recruiters and 70 women participations each (BD, SL, IN: total 30)				*Total target #s in the year*

across academia, government and industry at IEEE WIE /IEEE YP events/Conferences.	*Q1 Jan -*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 event with 10 companies' recruiters with 70 women participants. BD, IN, SL				3 events with 10 companies' recruiters with 210 women participants. BD, IN, SL		*Quarterly Target #s with country*
			None SL	1 event with 10 companies' recruiters with 70 women participants BD 1 event with target 50 women students IN					*Achievement* Total Two events with 120 students in IN/BD SL-0 Planned in Returning Mothers Conference – Nov 2019, *in Bengaluru, IN*
IEEE-WIE identifies IEEE WIE-WePOWER **future activities and volunteers.** IEEE-WIE communicates regularly with local IEEE WIE Affinity Groups and Student Chapters to identify collaborative opportunities for women and establish a pipeline of volunteers. This should include trainings to volunteers, meetings and congresses.	IEEE-WIE identifies 5 volunteers from each country for IEEE WIE-WePOWER future activities.				IEEE-WIE identifies 5 volunteers from each country for IEEE WIE-WePOWER future activities.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				15 volunteers identified from each country IN/SL/BD				15 volunteers identified from each country IN/SL/BD	*Target #s*
				5 volunteers identified BD 15 volunteers identified IN					*Achievement* 20 volunteers from BD/IN SL =0

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
IEEE-WIE Central develops a more structured "one-to-one" **mentorship** program for SAR.	IEEE-WIE develops 1 IEEE-WIE mentorship program.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country
									Achievement
→IEEE-WIE identifies **mentors** for IEEE-WIE mentorship program by availing its senior engineers as mentors and train them. IEEE-WIE in Bangladesh, India and Sri Lanka identify mentors, and support and train.	Each 5 mentors in IN, BD, and SL (Total 15 mentors)				Each 5 mentors in IN, BD, and SL (Total 15 mentors)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		5 mentors identified IN	5 mentors identified BD	5 mentors identified SL		5 mentors identified IN	5 mentors identified BD	5 mentors identified SL	*Quarterly Target #s with country*
		3 mentors identified IN 4 mentors identified BD		None SL					*Achievement* 7 mentors in BD/IN SL -0
→IEEE-WIE identifies student or young-professional **mentees** in Bangladesh, India and Sri Lanka working together with WePOWER Secretariat. The mentees are identified in Bangladesh, India and Sri Lanka.	Each 10 mentees in IN, BD, and SL (Total 30 mentees)				Each 10 mentees in IN, BD, and SL (Total 30 mentees)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		10 mentees identified IN	10 mentees identified BD	10 mentees identified SL		10 mentees identified IN	10 mentees identified BD	10 mentees identified SL	*Quarterly Target #s with country*
		4 mentees identified IN	BD -0	SL-0					*Achievement* 4 mentees in IN BD -0 SL -0
IEEE-WIE participates in country-level or **regional**	IEEE-WIE participates each 1 symposium (total 3) in BD, IN, and SL presents about "sustainable energy", for 150 female engineer participants.				IEEE-WIE participates each 1 symposium (total 3) in BD, IN, and SL presents about "sustainable energy", for 150 female engineer participants.				*Total target #s in the year*

symposiums organized by other SPs, other organization or WePOWER and present research and findings on Sustainable Energy.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 symposium for 50 engineers BD	1 symposium for 50 engineers SL	1 symposium for 50 engineers IN		1 symposium for 50 engineers BD	1 symposium for 50 engineers SL	1 symposium for 50 engineers IN	*Quarterly Target #s with country*
		None BD	None SL	None IN					*Achievement*
IEEE-WIE **invites WePOWER and other SPs to present** on issues pertinent to Women's Engineers in Power Sector in events/conferences which are organized by IEEE WIE – such as: the WIE leadership Summits, Techwomen Workshops and WIE Leadership conference, in South Asia Region.	IEEE-WIE invites 3 organizations to present in their events/conferences in SAR. Each country aims for one WePOWER event every year in any of the conferences in SAR region aiming to have 200 women as participants				IEEE-WIE invites 3organizations to present in their events/conferences in SAR. Each country aims for one WePOWER event every year in any of the conferences in SAR region aiming to have 200 women as participants				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				3 organization invited with 200 women BD/IN/SL				3 organization invited with 200 women BD/IN/SL	*Quarterly Target #s with country*
				Invited WB to Returning Mother Conference IN					*Achievement*
IEEE-WIE holds the IEEE-WIE **special event** (such as lunch with a speaker or special session) at your female professional meetings as development workshops. (Best Practice)	IEEE-WIE holds 12 special events for IEEE-WIE SAR Power in IN, BD, and SL.				IEEE-WIE holds 12 special events for IEEE-WIE SAR Power in IN, BD, and SL.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		2 special events each (total 6) for 60 female engineers IN, BD, SL		2 special events each (total 6) for 60 female engineers IN, BD, SL		2 special events each (total 6) for 60 female engineers IN, BD, SL		2 special events each (total 6) for 60 female engineers IN, BD, SL	*Quarterly Target #s with country*

(Monthly one communication to all the IEEE WIE SAR Power members – probably 500.)				5 special events for 80 female engineers BD 1 special event for 20 participants in Japan IN					*Achievement* The special Session on "Technologies for Women" organized in 10th IEEE International Conference on Awareness Science and Technology, Morioka, Japan on 23rd Oct. 2019.

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019				In 2020				Note
IEEE-WIE conducts **event** with identifying women who dropped out due to family reasons (reluctant to come back to the labor force) in South Asia Region.	1 event in IN, BD and SL (Total 3 events). Total with 90 identified women who dropped out due to family reason. One event in each country with an audience of 30 each				1 event in IN, BD and SL (Total 3 events). (Total 3events). Total with 90 identified women who dropped out due to family reason. One event in each country with an audience of 30 each				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 event with 30 identified women SL	1 event with 30 identified women IN	1 event with 30 identified women BD		1 event with 30 identified women SL	1 event with 30 identified women IN	1 event with 30 identified women BD	*Quarterly Target #s with country*
			None BD/SL	1 Panel session with 10 women IN					*Achievement* In 10th International Conference on Awareness Science and Technology, Morioka, Japan with Indian experts organized by India WIE
IEEE-WIE organizes **skills training**	1 event in IN, BD, and SL (Total 3 events) for 150 dropped-out women. One in each country Aiming returning mothers. The audience are 50 each				1 event in IN, BD, and SL (Total 3 events) for 150 dropped-out women. One in each country Aiming returning mothers. The audience are 50 each				*Total target #s in the year*

events for dropped out women who studied engineering to upgrade after a gap in Bangladesh, India and Sri Lanka.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 event with 50 identified women SL	1 event with 50 identified women IN	1 event with 50 identified women BD		1 event with 50 identified women SL	1 event with 50 identified women IN	1 event with 50 identified women BD	*Quarterly Target #s with country*
		None SL	None BD	1 event with 50 students and identified women – skill development workshop IN					*Achievement* Skill development workshops in Returning Mothers Conference in November – IN
IEEE-WIE provisions **Scholarship** opportunities for returning female engineers (returning mothers) who need technical and soft skills to facilitate their reentry in Bangladesh, India and Sri Lanka.	Each 5 returning female engineers received the Scholarship for undergraduate studies by IEEE-WIE in BD, IN, and SL.				Each 5 returning female engineers received the Scholarship for undergraduate studies by IEEE-WIE in BD, IN, and SL.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Each 5 returning female engineers received scholarship BD/IN/SL				Each 5 returning female engineers received scholarship BD/IN/SL	*Quarterly Target #s with country*
				Not done BD/IN/SL					*Achievement*
IEEE-WIE starts on **award program** to appropriate companies with Best Practices in work	--				IEEE-WIE awards each 1 company as a leadership position in BD, IN, and SL. IEEE WIE solicits at least 5 nominations from each country.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
									Quarterly Target #s with country

environment for women's engineers in SAR.									*Achievement*
IEEE-WIE uses IEEE MGA (Membership and Geographic Activities Board of IEEE) & IEEE-WIE **Awards** to recognize the outstanding contributions of the Affinity Groups and members.	3 awards with at least 2 nominations each in IN, BD, and SL. WIE Inspiring member award -Individuals, WIE affinity group Award – Affinity Groups and MGA Leadership Award - individuals				3 awards with at least 2 nominations each in IN, BD, and SL. WIE Inspiring member award - Individuals, WIE affinity group Award – Affinity Groups and MGA Leadership Award - individuals				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			3 awards with two nominations (total 9 awards with six nominations) IN/BD/SL				3 awards with two nominations (total 9 awards with six nominations) IN/BD/SL		*Quarterly Target #s with country*
			Not done BD/IN/SL						*Achievement*

(e) Pillar 5: Policy and Institutional Change

Activity	In 2019				In 2020				Note
IEEE-WIE administers **surveys** on women in energy to seek commitment from management in private/public power sectors in Bangladesh, India and Sri Lanka. IEEE WIE could use existing IEEE survey and apply it to participating countries in SAR with High interest to all women in Power & Energy Sector	1 survey in each country IN, BD, and SL.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 survey each IN/BD/SL					*Quarterly Target #s with country*
				Not done BD/IN/SL					*Achievement*
IEEE-WIE **lobbies to public sector** (government organizations and quasi government organizations) to hire more women	IEEE-WIE reaches out to 5 public sector organizations in each country				IEEE-WIE pursues public sector to make policy changes to increase women recruitment, aiming by 10%.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Reached out 5 public				The reached out public sectors	*Quarterly Target #s with country*

professionals in Bangladesh, India and Sri Lanka.				sectors each IN/BD/SL				increase women recruitment 10% IN/BD/SL	
				One public sector unit – EESL, IN One public sector unit – IDCOL, BD					*Achievement*

10, Institute of Electrical and Electronics Engineers, Power and Energy Society, Women in Power, Region 10 in Asia Pacific (IEEE-PES WiP), Global (Bangladesh, India and Sri Lanka)

Contact Information

Partner representative: **Dr. Celia Shahnaz**
Position: IEEE-PES WiP Region 10 (Asia Pacific) representative
Professor, Electrical and Electronic Engineering (EEE), Bangladesh University of Engineering and Technology (BUET)
Address: Department of EEE, BUET, Dhaka, 1205, Bangladesh
Telephone: +8801928568547
E-mail: celia.shahnaz@gmail.com

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
IEEE-PES WiP provides a platform for female students to **present technical subjects via webinars**, to increase the number of female students in STEM fields.	IEEE-PES WiP provides 2 STEM webinars for SAR 100 female students for SAR				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				2 STEM webinar /100 female students SAR					*Quarterly Target #s with country*
				1 STEM webinar /60 female students SAR					*Achievement 2019*

IEEE-PES WiP solicits PES (Power and Energy Sector) **role models** within the community to inspire the young generation (female students) to foster STEM education.	IEEE-PES WiP solicits role models in IN, BD, and SL (total 4) for 40 female students.				IEEE-PES WiP solicits role models in IN, BD, and SL (total 4) for 40 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				4 role model/ 40 female students BD/IN/SL		4 role model/ 40 female students BD/IN/SL			*Quarterly Target #s with country*
				4 role model/ 40 female students BD/IN/SL					*Achievement 2019*
IEEE-PES WiP organizes annual project presentations by female students **to demonstrate their skills** in solving power and energy related problems to potential employers.	*Preparation*				IEEE-PES WiP organizes 1 female students' presentation EACH in India and Bangladesh (total 2).				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					1 Presentation /20 female students BD		1 Presentation /20 female students IN		*Quarterly Target #s with country*
					0 until end of Feb.				*Achievement 2019*

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
IEEE-PES WiP invites companies **to post jobs** on PES network to connect female students and women to potential job opportunities.	IEEE-PES WiP invites 4 posting/month (aiming 1 posting weekly), total 4 x 12 months = 48 posting for female students in SAR.				IEEE-PES WiP invites 4 posting/month (aiming 1 posting weekly), total 4 x 12 months = 48 posting for female students in SAR.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				48 posting/ 48	12 posting/12	12 posting/12	12 posting/12	12 posting/12	*Quarterly Target #s with country*

				positions for female students SAR	positions for female students SAR	positions for female students SAR	positions for female students SAR	positions for female students SAR	
				2 postings /7 position for female students SAR	0 until end of Feb.				*Achievement 2019*
IEEE-PES WiP uses PES and WiP's Facebook pages to highlight the competencies of Women (**role models**) in SAR.	IEEE-PES WiP shares their profiles of one competent woman/month, total 12 women.				--				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				12 role models SAR					*Quarterly Target #s with country*
				3 role models BD 6 role models IN 3 role models SL					*Achievement 2019*
IEEE-PES WiP makes a structured one-to-one **mentorship** program for RECRUITEMENT of women in power sector.	--				IEEE-PES WiP makes 2 mentor and mentee matchings the one-to-one mentorship program for RECRUITMENT in India and Bangladesh EACH. (total 4 matchings)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						Each 1 mentor and mentee matching BD/IN		Each 1 mentor and mentee matching BD/IN	*Quarterly Target #s with country*
									Achievement 2019

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
IEEE-PES WiP invites female students in energy projects and institutions to present at **PES conferences** in SAR.	IEEE-PES WiP invites 20 female students to 1 PES conference.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 PES conference / 20 female students BD					*Quarterly Target #s with country*
				1 PES conference / 20 female students BD					*Achievement 2019*
IEEE-PES WiP utilizes webex workshops for **professional development** to address women's leadership challenges and competencies.	IEEE-PES WiP provide 2 webex professional development workshop for 20 female engineers in SAR.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				2 webex / 20 female engineers SAR					*Quarterly Target #s with country*
				2 webex / 20 female engineers SAR					*Achievement 2019*
IEEE-PES WiP provides **seminar** in the PES conference to address personal and professional development.	--				IEEE-PES WiP will provide one seminar of the specific theme in the PES conference for 20 female professionals in SAR.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							1 seminar in the PES conference/ 20 female professionals SAR		*Quarterly Target #s with country*
									Achievement 2019

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019	In 2020	Note

IEEE-PES WiP **highlights companies** in SAR with best practice that promote female retention in SAR. IEEE-PES WiP shares information on these companies on WiP's Facebook page.	IEEE-PES WiP shares 1 best practice companies in SAR that promote equal workplace/ month (one company/weekly) through WiP's Facebook. (Total 1 x 12 = 12 companies)				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				12 companies in Facebook SAR					*Quarterly Target #s with country*
				12 companies in Facebook SAR					*Achievement 2019*
IEEE-PES WiP conducts **interviews with women engineers** in SAR to discuss retention issues that they are facing, and raise awareness, and share the article on WiP's Facebook page.	*preparation*				IEEE-PES WiP conducts 1 interview in SAR per month (Total 1 x 12 = 12 interviews) and share the article on WiP's Facebook page.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					3 interviews in Facebook SAR	3 interviews in Facebook SAR	3 interviews in Facebook SAR	3 interviews in Facebook SAR	*Quarterly Target #s with country*
					0 until end of Feb.				*Achievement 2019*

(e) Pillar 5: Policy and Institutional Change

None.

11, Réseau de Transport d´Électricité (RTE), France

Contact Information

Partner representative: **Claire Lajoie-Mazenc**
Position: Adviser

Address: Rte R&D 7C place du Dôme 92073 Paris La Défense
Telephone: +33 1 79 24 82 83
E-mail: Claire.lajoie-mazenc@rte-france.com

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
RTE shares storyboard of French women engineers (**role models**) in CIGRE with WePOWER.	RTE provides 4 storyboards of RTE women				RTE provides 6 storyboards of FWIE				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			4 women FR for SAR			6 women FR for SAR			*Quarterly Target #s with country*
			4 Women FR for SAR		9 Women FR For SAR (Total: 1 book of with 13 portraits "Women from CIGRE")				*Achievement 2019*
RTE (or French CIGRE) provides some **internship** opportunities for female STEM students in South Asia Region. WePOWER supports RTE to identify the female STEM students and administrative formalities.	RTE (or French CIGRE) provides 1 or 2 internship opportunities for female STEM students in SAR				RTE (or French CIGRE) provides 3 or 4 internship opportunities for female STEM students in SAR				*Total target #s in the year* Language barrier might present an issue.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1-2 Female Students for internship SAR		1-2 Female Students for internship SAR		1-2 Female Students for internship SAR	*Quarterly Target #s with country*
				On-going (Preliminary contacts)					*Achievement 2019*

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019	In 2020	Note

RTE **shares experience** with WePOWER from the **mentorship work** in progress within CIGRE FWIE.	RTE provides one description of RTE experience and lessons learned				RTE provides one description of best practices within CIGRE FWIE				*Total target #s in the year* The details of this experience sharing are to be precise.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 description For SAR			1 description For SAR		*Quarterly Target #s with country*
				0 Preparing now	0 Paused due to health issue				*Achievement 2019*
Rte provides **seminars** for female engineers or female engineering students in South Asia Region to strengthen their capacities. WePOWER supports to advertise the seminars.	Rte identifies subjects and details that Rte could provide to strengthen female students' capacities.				According to the results of the previous analysis, RTE could organize 1 or 2 seminars (on-line courses for example).				*Total target #s in the year* Rte analyzes the needs in 2019 and implements in 2020.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Identified the subjects SAR		5 Females SAR		5 Females SAR	*Quarterly Target #s with country*
				Identified the subjects SAR	0 Postponed in 2021 according to the difficulties for internship				*Achievement 2019*
Rte provides **coaching** program for female senior engineers in South Asia Region.	Rte identifies aims and feasibility of coaching program that RTE or FWIE provides.				According to the results of the previous step, Rte provides the coaching program for 3 to 4 female senior engineers in South Asia as follow				*Total target #s in the year* Rte analyzes the needs in 2019 and implements in 2010.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Identified feasibility SAR			3-4 female engineers SAR		*Quarterly Target #s with country*
				0 On-going	0 Postponed to 2021				*Achievement 2019*

(d) Pillar 4: Retention (including Facilities)

None.

(e) Pillar 5: Policy as Institutional Change

None.

IV. 2nd group Partners – All List of Activities (LoA) Documents with Results thtough end of February 2020

Table 3: Current WePOWER Partners – 2nd Group
Joined March to November 2019

Organization Name	Country	Organization Type
12. Infrastructure Development Company Limited (IDCOL)	Bangladesh	Public Utility
13. Bangladesh Power Development Board (BPDB)	Bangladesh	Public Utility
14. Bhutan Power Corporation (BPC)	Bhutan	Public Utility
15. Druk Green Power Corporation Limited (DGPC)	Bhutan	Public Utility
16. Tata Power DDL	India	Private Company (Joint venture with the government)
17. Energy Efficiency Services Limited (EESL)	India	Public Utility
18. Karachi Electric (KE)	Pakistan	Private Utility
19. The Water and Power Development Authority commonly (WAPDA)	Pakistan	Public Utility
20. Ceylon Electricity Board (CEB)	Sri Lanka	Public Utility
21. United States Agency for International Development (USAID)	Global	International Organization

12, Infrastructure Development Company Limited (IDCOL), Bangladesh

Contact Information

Partner representative: **Mr. Mohammed Jabed Emran**
Position: Chief Risk Officer, Risk & Special Asset Management
Address: UTC Building, 16th Floor, 8 Panthapath, Kawran Bazar, Dhaka-1215
Telephone: 9102171-8; PABX -380
E-mail: jabed.emran@idcol.org

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
IDCOL provides **workshops for female students** in universities to sensitize female students on IDCOL Renewable Energy Activities. To create awareness about IDCOL RE activities at various universities: both private and public. Female students' participation is prioritized.	*Preparation*				IDCOL provides at least 3 workshops for total 3 universities with at least 60 female participants. (The number is depend upon the assistance received from IEEE.)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 university / 20 female students BD	1 university / 20 female students BD	1 university / 20 female students BD	*Quarterly Target #s with country*
									Achievement
IDCOL provides a day-long **field visits** to IDCOL's intervention areas (SHS, SIP, SMG, SRTP, Biogas, ICS, etc.) for female students in universities to encourage their participation in Renewable Energy industry.	*Preparation*				IDCOL provides at least 2 field visits for total 02 universities with 04 female students. (Subject to assistance received from IEEE.)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 university / 02 female students BD	1 university / 02 female students BD		*Quarterly Target #s with country*
									Achievement
IDCOL invites female engineering students to **access the IDCOL Laboratory facility**	--				IDCOL invites at least 02 interested female engineering students from the universities to access IDCOL's laboratory.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

to carry out research/training/survey. IDCOL invites female students who are looking for a laboratory to complete their thesis in Renewable Energy to IDCOL's lab.						02 Female students work in the lab. BD			*Quarterly Target #s with country*
									Achievement

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
IDCOL provides the **internship** opportunity for female engineering students. (At the moment this is uncertain. However, if IEEE assists then we may successfully start the internship program in BD.)	*Preparation*				IDCOL provides internship to 01 female engineering students for 3-6 months.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							01 Female engineer works as an intern in IDCOL's technical team. BD		*Quarterly Target #s with country*
				0	0				*Achievement*
IDCOL conducts a **pre-feasibility study** to identify women entrepreneurs and enterprise that can be empowered through RE under IDCOL's existing interventions.	IDCOL starts the study from Oct. 2019				IDCOL receives the final report on Feb. 2020.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Starts the study BD	Final report BD				*Quarterly Target #s with country*
				Started BD	Completed the final report. (and identified women interventions) Until end of Feb. BD				*Achievement*

(c) Pillar 3: Development for Female professionals

Activities	In 2019	In 2020	Note
IDCOL organizes **trainings for IDCOL**	IDCOL provides the trainings for 20 IDCOL officials.	IDCOL provides the trainings for 20 IDCOL officials.	*Total target #s in the year*

officials on gender mainstreaming in the project design. This helps to sensitize IDCOL officials to identify and utilize the scope for engaging female engineers when and where possible.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				20 IDCOL officials BD				20 IDCOL officials BD	*Quarterly Target #s with country*
				18 IDCOL officials BD					*Achievement*
IDCOL conducts at least two **workshops** with Government and private stakeholders to identify the impact of Energy Efficiency equipment on Gender in Garments and Textile Sector.	IDCOL conducts at least two workshops with Government and private stakeholders.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 worksh op with 10 females BD		1 worksho p with 10 females BD					*Quarterly Target #s with country*
		80 particip ants among which 10 are female BD	130 partici pants among which 14 are female BD	60 participa nts among which 05 are female BD					*Achievement* This workshop was done in BD under Green Climate Funds's PPF activity.

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

None.

(e) Pillar 5: Policy and Institutional Change

None.

13, Bangladesh Power Development Board (BPDB), Bangladesh

Contact Information

Partner representative: **Pallabi Zaman**
Position: Director, Directorate of Training & Career Development.
Address: 9th floor, Bidyut Bhaban, 1, Abdul Gani Road, Dhaka-1000.
Telephone: +8801819221584
E-mail: pallabi65_program@ymail.com

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
BPDB facilitates **site visits** in projects/ power plants for female engineering students.	BPDB's initiatives to facilitate female engineering students to visit BPDB's power plants				BPDB facilitate at least two site visits to all the engineering female students enrolled				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				20 students BD	20 students BD	20 students BD	20 students BD	20 students BD	*Quarterly Target #s with country*
				25 Students BD	40 students until end of Feb. BD				*Achievement*
BPDB hosts **industrial trainees** (**interns**) from female engineering students. Upon request received from key engineering universities /institutions.	BPDB hosts at least 20 industrial trainees (interns) from female engineering students.				BPDB hosts at least 20 industrial trainees (interns) from female engineering students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		10 female engineering students as trainee BD		10 female engineering students as trainee BD		10 female engineering students as trainee BD		10 female engineering students as trainee BD	*Quarterly Target #s with country*
		BPDB hosted 40 industrial trainees. BD		0 BD					*Achievement*

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
BPDB provides "Career Opportunity Sessions" and "Job Placement Network" in key engineering universities. BPDB's female senior engineers act as **role models** for female engineering students	BPDB encourages 20 female engineering students in different seminars/workshops in key engineering universities.				BPDB provides assistance for 20 female engineering students (fresh graduates) by female senior engineers act as role models to encourage applying for BPDB positions in Career Opportunity Session and Job Placement Network upon request from key universities.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

(fresh graduates) to encourage to apply for BPDB positions.	-	-	-	20 female engineering students BD				20 female engineering students BD	*Quarterly Target #s with country*
				0	Conducted 2 events for 120 female students, 5 female engineers acted as role models until end of Feb. BD				*Achievement*

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
BPDB conducts awareness session for female engineers so that newly recruits get familiarized with corporate environment.	*preparation*				BPDB starts mentorship program for fresh and junior female recruits (new BPDB female staffs) by delegating senior engineers as mentors. At least two events for 10 female junior engineers in a year				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						At least 01 event for mentoring program for 5 female junior engineers BD		At least 01 event for mentoring program for 5 female junior engineers BD	*Quarterly Target #s with country*
					1 session with at least 10 female junior engineers				*Achievement*

					until end of Feb. BD				
BPDB **conducts professional trainings** for National female engineers. Female Engineers from Power Sector utilities in Bangladesh get trained by BPDB Training Center	--				BPDB conducts the 4 professional trainings that benefits 20 female engineers				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					1 professional training for 5 female engineers BD/international	1 professional training for 5 female engineers BD/international	1 professional training for 5 female engineers BD/international	1 professional training for 5 female engineers BD/international	*Quarterly Target #s with country*
					0 until end of Feb. BD				*Achievement*
BPDB ensures to **increase** a participation of female workforce in all relevant **capacity building** development opportunities within BPDB. Current (Sep. 2019) ratio of female officers is 10%. Female engineers less than 1%.	BPDB ensures no less 20 Female Engineers receives training in each quarter.				BPDB ensures no less 20 Female Engineers receives training in each quarter.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	--	10 female engineers BD	20 female engineers BD	20female engineers BD	20 female engineers BD	20 female engineers BD	*Quarterly Target #s with country*
				20 female engineers BD	20 female engineers until end of Feb. BD				*Achievement*
BPDB **sends its female engineers** as participants and **expert speakers** in national/international events organized by WePOWER and its other Strategic	BPDB sends its female engineers as participants/ expert speakers in national (BD)/international events/workshop & seminars.				BPDB sends its 10 to 15 female engineers participate in at least three international and five national events				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	5 female engineers	5 female engineers	5 female engineers	5 female engineers	20 female engineers BD/international	5 female engineers BD/international	4 female engineers	8 female engineers BD/international	*Quarterly Target #s with country*

Partners in South Asia. Also, BPDB female Engineers **advises** as sector expert In thesis, interview, survey etc.	BD/international	BD/international	BD/international	BD/international			BD/international		
	15 female engineers BD/international	20 female engineers BD/international	15 female engineers BD/international	20 female engineers BD/international	10 female engineers until end of Feb. BD/international				*Achievement*

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2019				In 2020				Note
BPDB starts **Day Care facility** for taking care of kids of BPDB employees.	--				BPDB allocates the space premise and starts the Day Care facility with capacity for 20 female employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					BPDB starts the Day Care facility with 20 female employees BD	Maintains BD	Maintains BD	Maintains BD	*Quarterly Target #s with country*
					0 until end of Feb.				*Achievement*

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
BPDB forms a **recruitment committee** with at least one female representative.	BPDB forms a recruitment committee with at least one female representative.				The committee continues with at least one female representative.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The committee forms with one female representative BD	At least one female representative. BD	At least one female representative. BD	At least one female representative. BD	At least one female representative. BD	At least one female representative. BD	*Quarterly Target #s with country*
			The committee formed with one female representative BD	1 female representative joined BD	1 female representative joined until end of Feb. BD				*Achievement*

<table>
<tr><td rowspan="5">[In house Committees] BPDB forms with at least one female engineer representative for (i) Internal committees; (ii) workshop organizing team; (iii) BPDB delegation for external meetings; and (iv) feasibility study teams.</td><td colspan="4">BPDB forms the four types of in-house committees with at least one female engineer representative.</td><td colspan="4">BPDB continues the four types of in-house committees with at least one female engineer representative.</td><td>Total target #s in the year</td></tr>
<tr><td>Q1 Jan-</td><td>Q2 Apr-</td><td>Q3 Jul-</td><td>Q4 Oct-</td><td>Q1 Jan-</td><td>Q2 Apr-</td><td>Q3 Jul-</td><td>Q4 Oct-</td><td>Aiming timeline</td></tr>
<tr><td></td><td></td><td></td><td>BPDB forms in house committees with at least one female engineer representative.</td><td colspan="4">At least one female member ensured in all of the four types of internal committees</td><td>Quarterly Target #s with country</td></tr>
<tr><td></td><td></td><td></td><td>Done
BD</td><td>Done
BD</td><td></td><td></td><td></td><td>Achievement</td></tr>
<tr><td rowspan="5">BPDB forms Sexual Harassment Complaint Committee with female members.</td><td colspan="4">BPDB forms Sexual Harassment Complaint Committee with 3 female members.</td><td colspan="4">The Committee continues.
(Upon lodging a complaint from a female end.)</td><td>Total target #s in the year</td></tr>
<tr><td>Q1 Jan-</td><td>Q2 Apr-</td><td>Q3 Jul-</td><td>Q4 Oct-</td><td>Q1 Jan-</td><td>Q2 Apr-</td><td>Q3 Jul-</td><td>Q4 Oct-</td><td>Aiming timeline</td></tr>
<tr><td colspan="4">BPDB forms the Sexual Harassment Committee with 3 female members.
BD</td><td colspan="4">BPDB continues the Sexual Harassment Committee with 3 female members.
BD</td><td>Quarterly Target #s with country</td></tr>
<tr><td colspan="4">BPDB formed the Sexual Harassment Committee with 3 female members.
BD</td><td>The committee continued
BD</td><td></td><td></td><td></td><td>Achievement</td></tr>
</table>

14, Bhutan Power Corporation (BPC), Bhutan

Contact Information

Partner representative: **Dechen Dema**
Position: Chief Manager
Address: Corporate Affairs & Planning Division, CEO's Office
Telephone: +975-17115350
E-mail: dechendema@bpc.bt

Partner representative: **Kinley Wangmo**
Position: Manager
Address: Human Resources & Management Division
Telephone: +975-77105377
E-mail: dechendema@bpc.bt

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
BPC creates **awareness on BPC's business and opportunities available**, collaborate with College of Science & Technology and one Diploma & Certificate Technology Institute.	Preparation. BPC starts initiating/ defining with the institutes.				BPC holds awareness activities in three different institutes for total (aiming) 90-100 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	--	--	1 institute/ 30 female students BH	1 institute/ 30 female students BH	1 institute/ 30 female students BH		*Quarterly Target #s with country*
				Identified and discussed with 3 institutes BH	0 until end of Feb. BH				*Achievement*
BPC provides **internship** program for female students of College of Science &Technology, diploma and certificate (technical) institutes.	BPC provides internship program for one batch (10-20 female students) for one- two months.				BPC provides internship for two batches (for total 20-40 female students) for one- two months = 10-20 female students x 2 batches				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			10-20 female students/batch, before recruitment Start August for one-two months BH		10-20 female students/batch, before recruitment Start January for one-two months BH		10-20 female students/batch, before recruitment Start July/August for one- two months BH		*Quarterly Target #s with country* Depend on the institutes intern policy.
			Enrolled 8 female students as interns. BH		8 females enrolled as interns until end of Feb. BH				*Achievement*

(c) Pillar 3: Development for Female professionals

Activity	In 2019	In 2020	Note

BPC conducts **workshops** for young female professionals by senior professionals on soft skills and their capacities in BPC.	BPC has the workshop in the last quarter of the year for #20-30 BPC young female professionals by 2-3 senior female/male professionals in BPC. Technical Skills, presentation skills, communication skills.				BPC has two workshops in 2020, for total #40-60 BPC young female professionals by 2-3 senior female/male professionals in BPC. Technical Skills, presentation skills, communication skills.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				#20-30 BPC young female professionals, in October. BH		#20-30 BPC young female professionals, in April. BH		#20-30 BPC young female professionals, in October. BH	*Quarterly Target #s with country*
				1 workshop / 20 female professionals of engineers and technicians BH					*Achievement*
BPC invites woman from outside in prominent position to speak on leadership and be as a **role model**.	Preparation				In the first half of the year (aiming in May), BPCinvites one woman from outside within Bhutan, someone from technical and leadership, in prominent position and provide a "Talk-session" to speak for BPC female professionals.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	--	--		1 Talk Session, in May. 20-30 female professionals' participants BH			*Quarterly Target #s with country*
									Achievement
BPC provides **Mentorship** Programs through HR department	Preparation. BPC identifies the mentees and mentors in BPC. *BPC wants to learn from other WePOWER Institutional Partners' experience of Mentorship Program.*				BPC provides 5-10 mentees to any female recruits (new professionals) by 5-10 female/male professionals as mentors, aiming one-to-one support.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	--	--	Initially 5-10 female mentees / 5-10 female/male mentors. Aiming in February or March. BH				*Quarterly Target #s with country*
					Identified 13 mentors for 0				*Achievement*

					female mentees until end of Feb. BH				

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019				In 2020				Note
BPC provides **workshops** for returning mothers and for females returning from long term studies (more than one-year study leave).	Preparation. BPC interviews to assess and identify the areas where the workshop needs to be conducted. *BPC wants to learn from other WePOWER Institutional Partners' experience of Returning Mothers workshops.*				BPC provides two workshops for #5-10 returning mother and returning from long term studies professionals per workshop, aiming in June and December.				*Total target #s in the year* The numbers shall depend on the no. of females going on maternity leave and studies.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						For #5-10 returning mothers/returning from long term studies in June. BH		For #5-10 returning mothers/returning from long term studies in December. BH	*Quarterly Target #s with country*
									Achievement
BPC holds **experience sharing** at least twice a year to diagnose and resolve any issues that women are facing in the workplace.	BPC holds on one experience sharing session towards the last quarter of the year- as a group discussion for #20-30 younger female professionals by 2-3 senior speakers. Aiming in October.				BPC holds on two experience sharing sessions - as a group discussion for #20-30 younger female professionals by 2-3 senior speakers. Aiming in March and October.				*Total target #s in the year* Eventually, this activity makes to change BPC HR Gender Policy.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				For 20-30 young female professionals in October BH	For 20-30 young female professionals in March BH			For 20-30 young female professionals in October BH	*Quarterly Target #s with country*
				1 experience sharing session / 20 female engineers and technicians. BH	0 until end of Feb. BH				*Achievement*

(e) Pillar 5: Policy and Institutional Change

None.

15, Druk Green Power Corporation Limited (DGPC), Bhutan

Contact Information

Partner representative: **Dechen Wangmo**
Position: Director, Corporate Affairs Department
Address: DGPC, Thori Lam, Motithang, Thimphu-Bhutan
Telephone: +975 02-334622
E-mail: d.wangmo1806@drukgreen.bt

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
DGPC provides **outreach program** in high schools for female students. The outreach program includes providing awareness on what is DGPC's business.	*Preparation*				DGPC provides the outreach program for 4 high secondary schools for 100 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					1 school for 25 female students BH	1 school for 25 female students BH	1 school for 25 female students BH	1 school for 25 female students BH	*Quarterly Target #s with country*
					0 until end of Feb. BH				*Achievement*
DGPC provides DGPC **field trips** for students (especially for girls) in respective DGPC plant vicinity.	*Preparation*				DGPC provides the 4 field trips = 4 schools for 40 girl students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					1 school for 10 girl students BH	1 school for 10 girl students BH	1 school for 10 girl students BH	1 school for 10 girl students BH	*Quarterly Target #s with country*
					0 until end of Feb. BH				*Achievement*
DGPC arranges institutional	*Preparation*				DGPC arranges institutional tie-ups with 4 local schools to provide the career counselling for 40 female students				*Total target #s in the year*

tie-ups with local schools for **career counselling**.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						2 school agreements for 20 female students BH	1 school agreement for 10 female students BH	1 school agreement for 10 female students BH	*Quarterly Target #s with country*
									Achievement

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
DGPC establishes institutional linkages on OJT and **campus recruitments.**	Preparation				DGPC establishes 2 institutional linkages for 10 female students on OJT and campus recruitments.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 institutional linkage for 5 female students BH	1 institutional linkage for 5 female students BH		*Quarterly Target #s with country*
									Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
DGPC conducts **leadership trainings** for all. It includes all kinds of leadership trainings to prepare a female employee **for higher roles.** The schedule of the training depends on HR plan which is not finalized but of the total leadership training slots in a year, 25% slots will be reserved for female staff.	DGPC conducts two leadership trainings in which 10 of the slots will be for female staff.				DGPC conducts two leadership trainings in which 20 of the slots will be for female staff.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		2 trainings for 10 DGPC female staff BH				1 training for 10 DGPC female staff BH		1 training for 10 DGPC female staff BH	*Quarterly Target #s with country*
		2 trainings which had 13 female staff BH							*Achievement*
`DGPC increases DGPC female	Minimum 10 female employees participate in 2 conferences following DGPC's encouragement.				Minimum 10 female employees to participate in 2 conferences following DGPC's encouragement.				*Total target #s in the year*

staff participation in **technical conferences /seminars** /OJTs /OCC /PCC.									
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			DGPC 10 female employees participate in 2 conferences. BH				DGPC 10 female employees participate in 2 conferences. BH		*Quarterly Target #s with country*
									Achievement
DGPC encourages DGPC female staff to **participate in DGPC internal Annual Technical Conference.**	DGPC provides 20 female staff to join internal Annual Technical Conference.				DGPC provides 20 female staff to join internal Annual Technical Conference.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				20 female staff BH	0		20 female staff BH		*Quarterly Target #s with country*
				23 female staff BH					*Achievement* 23 abstracts out of 71 were written by female employees and all accepted for the conference
DGPC provides women's retreat to join **knowledge sharing sessions.**	*Preparation*				DGPC provides 1 women's retreat for DGPC 30 female staff.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 women's retreat for 30 female staff BH			
									Achievement

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2019	In 2020	Note

DGPC provides **Early Childhood Development and Daycare facility** for all DGPC staff.	DGPC provides ECCD and daycare facilities for all staff.				DGPC provides ECCD and daycare facilities for all staff.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	5 ECCDs already in place as of 2019 BH							2-day care facilities (1 at a plant and 1 at the Corporate Office) BH	*Quarterly Target #s with country* ECCD teachers/facilitators are always a female staff
									Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
DGPC appoint a **women counsellor** for DGPC work place harassment.	*Preparation*				DGPC appoints 3 women counselors appointed 2 for plants and 1 at Corporate Office.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						1 women counsellor in plant BH	1 women counselor in plant BH	1 women counsellor at Corporate office BH	*Quarterly Target #s with country*
									Achievement
DGPC provides **equal recruitment opportunities** for both genders.	DGPC provided equal recruitment opportunity for every recruitment.				DGPC continues the equal recruitment opportunity for everyone.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	DGPC provides the rule. BH	Continue it. BH	Continue it. BH	Continue it. BH	Continue it. BH	Continue it. BH	Continue it. BH	Continue it. BH	*Quarterly Target #s with country*
	In 2019 3 female employees were recruited of the total of 25								*Achievement*
DGPC provides *"Safe and healthy working environment for women".*	DGPC provides "Safe and healthy working environment" to all staffs.				DGPC continues the rule to all staffs.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	ISO certified in: 1.OHSAS 18001:2007 Occupational Health & safety 2. QMS 9000:2015 Quality Management 3. EMS 14001:2015 Environment Management System							Recertification in the new ISO standards of the 4 ISO Certificates already obtained	*Quarterly Target #s with country*

	4. AMS 55001:2014 Asset Management System					
	Obtained ISO certified: 1.OHSAS 18001:2007 Occupational Health & safety 2. QMS 9000:2015 Quality Management 3. EMS 14001:2015 Environment Management System 4. AMS 55001:2014 Asset Management System *Certified in first 3 ISO certifications in December 2015 and 4th one in October 2017, and re certified depending on the certification end date*					*Achievement*

16, Tata Power Delhi Distribution Limited (Tata Power-DDL), India

Contact Information

Partner representative: **Harleen Kaur**
Position: Head of Dept. – Talent Management & Emp. Engagement
Address: Corporate Office, Hudson Lane, Kingsway Camp, Delhi
Telephone: 9871737346
E-mail: Harleen.kaur@tatapower-ddl.com

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
Tata Power-DDL conducts **Outreach Programs in schools** and "Women Polytechnics/ Institutes" to inspire Female students to apply for technical qualifications, especially in electrical field, by making them aware about the immense opportunities available in Power / Energy sector,	TPDDL connects with Government schools (Female) in North Delhi to conduct outreach programs, covering 80-100 students per year.				TPDDL connects with Government schools (Female) in North Delhi to conduct outreach programs, covering 80-100 students per year.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				02 programs with 80-100 female students. IN			02 programs with 40-50 female students. IN	02 programs with 40-50 female students. IN	*Quarterly Target #s with country*
				1 session for 30 female students					*Achievement* The session was taken by one of our Female Leaders who is working in

various reforms/ changes that have taken place over past years, and new opportunities/ innovations expected.				(11th and 12th, Science Stream on Nov 28th) IN					Operations. The next session shall be scheduled in Feb/ March 2020.
Tata Power-DDL provides a **Mentoring** of Female Students from ITI (Industrial Training Institute) for their grooming & professional development.	Tata Power-DDL assigns a Mentors to 25-30 Female students, tie up with ITI Institute.				Tata Power-DDL assigns a Mentors to 25-30 Female students, tie up with ITI Institute.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			For 25 female students. IN				For 25 female students. IN		*Quarterly Target #s with country*
				Ongoing for 25 ITI female students IN					*Achievement*

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
Tata Power-DDL provides **Internship** Opportunities to Women students under the "Stipend Policy". Selected Interns will be considered for appointment in Tata Power-DDL through a structured selection process and given training to make them ready for the organization.	Preparation Tata Power-DDL identifies "Summer interns special project" to provide internship opportunities to Female students.				Tata Power-DDL selects 5-10 Female Students for the internship from reputed Engineering Colleges and provides them employment opportunities after completion of Internship (on merit).				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					Selection of Interns (5-10) – Technical domain. IN	Internship for selected students. IN	Employment opportunity to Interns as per recruitment process. IN		*Quarterly Target #s with country*
					0 until end of Feb.				*Achievement*
Tata Power-DDL provides recruitment opportunity to Employee spouses	Tata Power-DDL provides recruitment opportunity to Employee spouses on merit.				Tata Power-DDL provides recruitment opportunity to Employee spouses on merit.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

on merit based on the available vacancies.				2-3 employees				2 – 4 Female candidates	*Quarterly Target #s with country*
				1 Female candidate selected and joined					*Achievement*

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
Tata Power-DDL assigns **Mentors** at Senior level (Chiefs/ Heads / HoDs) to Women employees at the designation of Sr. Executives to AGM, to guide them in their professional development. (including New employees who join at these positions.)	Tata Power-DDL assigns Mentors at Senior level to 140 Female employees.				Tata Power-DDL assigns Mentors 100% female employees, from Sr. Executive – AGM level: depend on New females who join at these positions				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				140 Female employees as mentees. IN			100% female employees as mentees. IN		*Quarterly Target #s with country*
				100% Senior Positions (47) were allotted as mentors for 160 Women employee (mentees) IN					*Achievement*
Tata Power-DDL conducts WILL (Women in Leadership League) program as Women oriented specific development for Female employees **in technical roles/ Leadership roles.**	Tata Power-DDL conducts WILL to cover 50-60 women employees in Executive cadre.				Tata Power-DDL conducts WILL to cover 50-60 women employees in Executive cadre.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		30 Female employees IN	30 Female employees IN			30 Female employees IN		30 Female employees IN	*Quarterly Target #s with country*

		25 Female employees IN	28 Female employees IN						*Achievement*
Tata Power-DDL conducts **Self Defense programs/ Workshops** for Women employees to make them self-reliant and safe.	Tata Power-DDL conducts Self Defense programs targeting 60-70 female employees.				Tata Power-DDL conducts Self Defense programs targeting 60-70 female employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		01 workshop with 60-70 female employee.			01 workshop with 60-70 female employee.				*Quarterly Target #s with country*
		01 workshop with 60-70 female employee IN			None until end of Feb. IN				*Achievement*
Tata Power-DDL organizes an exclusive **CEO Dialogue** to inspire female employees to take up challenging roles. Also provides a platform to them to share their concerns, if any.	Tata Power-DDL organizes CEO Dialogue for 60-70 female employees: Manager & above.				Tata Power-DDL organizes CEO Dialogue for 60-70 female employees: Manager & above.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 session on with CEO				1 session with CEO		*Quarterly Target #s with country*
			1 session on with 51 female employees						*Achievement*

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

None.

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
Tata Power-DDL provides the **Extended maternity leave** to provide support to women employees during Maternity.	Tata Power-DDL provides the Extended maternity leave to all female employees who have proceeded on maternity.				Tata Power-DDL provides the Extended maternity leave to all female employees who have proceeded on maternity.				*Total target #s in the year* The numbers depend on the Women who proceed on maternity.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	*Quarterly Target #s with country* Expecting 10-12 women take it annually.
	Have already been implemented.	Continue the policy.	Continue the policy.	Continue the policy.	Continued the policy.				*Achievement* Total 16 women took it in 2019.
Tata Power-DDL provides the **option of flexible timing** to all female employees who join after maternity in order to help them comfortably settle & maintain the balance between home & work.	Tata Power-DDL provides the option of flexible timing for all female employees after maternity.				Tata Power-DDL provides the option of flexible timing for all female employees after maternity.				*Total target #s in the year* The numbers depend on the Women who proceed on maternity & join back during the year.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	*Quarterly Target #s with country* Expecting 7-8 women take it annually.
	Have already been implemented.	Continued the policy.	Continued the policy.	Continued the policy.	Continued the policy.				*Achievement* Total 7 women took it in 2019.
Tata Power-DDL provides the **option for**	Tata Power-DDL provides the option for "Break in service" for female employees after maternity.				Tata Power-DDL provides the option for "Break in service" for female employees after maternity.				*Total target #s in the year*

"Break in service" for female employees who proceed on maternity, to support them in childcare during initial years.									Numbers depend on women employees who opt for Break in service
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	*Quarterly Target #s with country* Expecting 2-4 women take it annually.
	Have already been implemented.	Continued the policy.	Continued the policy.	Continued the policy.	Continued the policy.				*Achievement*

17, Energy Efficiency Services Limited (EESL), India

Contact Information

Partner representative: **Mr. Bhawanjeet Singh and Ms. Harleen Sachdeva**
Position: CGM, EESL and AGM (HR)
Address: Energy Efficiency Services Limited, 5th and 6th floor, CORE-III, Scope complex, Lodi Road- 110003
Telephone: +91-11-45801260
E-mail: bsingh1@eesl.co.in, hsachdeva@eesl.co.in

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
EESL provides **Internship** program for female engineering/ Non-engineering students.	--				EESL provides internship program for 15 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						5 female students IN	5 female students IN	5 female students IN	*Quarterly Target #s with country*
									Achievement
EESL presents in technical Institutes to **creates awareness** about	--				EESL reaches out 5 technical institutes for 100 female students on energy conversation.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					1 institute	2 institutes	1 institute	1 institute	*Quarterly Target #s with country*

professional opportunities in Energy Conservation and Energy Efficiency.					for 20 female students IN	for 40 female students IN	for 20 female students IN	for 20 female students IN	
				1 Self-defense training with 70 girls (classes 8th and 9th) IN *Mini Science Centre for All Girls Govt School in Delhi (05 Nov) through Samabhavana Society. Under CSR activity of EESL for FY 2019-20 under Skill Development.					*Achievement*
EESL organizes **competitions (quiz/ painting)** for school students on Energy Conservation Day and imparting knowledge at ground level.	EESL organizes 1 competition ensuring at least 10% girl students' participation.				EESL organizes 2 competitions ensuring at least 20% girl students' participation.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 competition includes 10% girl students IN		1 competition includes 20% girl students IN		1 competition includes 20% girl students IN	*Quarterly Target #s with country*
				0 IN					*Achievement*

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
EESL reserves **woman recruitment** in each division. (We have a woman representative in the	--				EESL reserves 5-woman recruitments in 5 divisions.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					EESL reserves recruitments in 5 divisions	EESL reserves recruitments in 5 divisions	EESL reserves recruitments in 5 divisions	EESL reserves recruitments in 5 divisions	*Quarterly Target #s with country*

interview board to ensure that there is no discrimination against women.)					IN	IN	IN	IN	
					0 until end of Feb IN				*Achievement*
EESL **exempt** female candidates from the **examination fees** for recruitment.	--				EESL exempted 20 female candidates.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						10 female candidates IN		10 female candidates IN	*Quarterly Target #s with country*
									Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
EESL identifies **technical training** requirements from women employees. And, EESL nominates the women employees to attain **technical skills.**	EESL identifies 5 technical trainings requirement with 20 EESL women employees.				EESL identifies 10 technical trainings requirement with 40 EESL women employees.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				5 technical trainings with 20 women employees. IN	2 technical trainings with 8 female employees. IN	2 technical trainings with 8 female employees. IN	2 technical trainings with 8 female employees. IN	4 technical trainings with 16 female employees. IN	*Quarterly Target #s with country*
				Identified the 5 technical trainings with 20 women employees. IN	2 technical trainings with 14 female employees (Advance excel training for 10, Solar training for 4 women out of 36.) until end of Feb. IN				*Achievement*

EESL provides **capacity buildings** workshops (leadership, soft skills and communication) for EESL female employees.	EESL provides the capacity buildings workshops for 10 EESL female employees.				EESL provides the capacity buildings workshops for 20 EESL female employees.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				10 female employees IN		10 female employees IN		10 female employees IN	*Quarterly Target #s with country*
				1 Capacity building for4 female employees. IN * McKinsey held a leadership bootcamp workshop for EESL management including females, on 20 Dec					*Achievement*
EESL provides **Hackathon activity** for EESL female employees.	EESL provides 2 Hackathon activities for 10 EESL female employees.				EESL provides 2 Hackathon activities for 10 EESL female employees.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 Hackathon for 5 female employees.	1 Hackathon for 5 female employees.		1 Hackathon for 5 female employees.		1 Hackathon for 5 female employees.	*Quarterly Target #s with country*
			0	0					*Achievement*
EESL provides **training** program (technical and **behavioral**) for each female employee.	EESL provides training for 25 female employees.				EESL provides 6 trainings for 150 female employees.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 training for 25 female	2 training for 50 female	1 training for 25 female	2 training for 50 female	1 training for 25 female	*Quarterly Target #s with country*

				employees IN	employees IN	employees IN	employees IN	employees IN	
				0	2 trainings for 14 female employees until end of Feb. IN				*Achievement*

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2019				In 2020				Note
EESL provides **annual health check-up** of employees as employee retention.	EESL provides the annual health check-up for all employees.				EESL provides the annual health check-up for all employees.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			20 women employees receive the annual check-up. IN	20 women employees receive the annual check-up. IN	20 women employees receive the annual check-up. IN	20 women employees receive the annual check-up. IN	20 women employees receive the annual check-up. IN	20 women employees receive the annual check-up. IN	*Quarterly Target #s with country*
				21 women employees received. IN Coordinated with Apollo hospital, Sarita Vihar, Delhi for a full body checkup.	0 until end of Feb. IN				*Achievement*

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019	In 2020	Note
EESL conducts **Gender Baseline**	EESL launches the gender report	EESL conducts the Gender Baseline Assessment ver.2. Be published in 2020.	*Total target #s in the year*

Assessment with specific recommendation for the EESL restructuring and tries to make it an annual practice.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Launch IN			Ver 2 launched In 2020		*Quarterly Target #s with country*
				Formally launched in Nov 2019, during INSPIRE In Mumbai. IN					*Achievement 2019*
EESL dispenses a policy that **women represent the EESL Board.**	*preparation*				EESL dispenses a policy that at least 2 women represent the EESL Board.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					The women board member policy dispenses IN	At least two women in board. IN	At least two women in board. IN	At least two women in board. IN	*Quarterly Target #s with country*
					None until end of Feb. IN				*Achievement*
EESL develops **Gender Mainstreaming Strategy** with external consultants to achieve gender equality.	EESL develops Gender Mainstreaming Strategy.				The EESL continues the Gender Mainstreaming Strategy.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				The Strategy officially launches. (Dec. 2019) IN	The strategy continues. IN	The strategy continues. IN	The strategy continues. IN	The strategy continues. IN	*Quarterly Target #s with country*
									Achievement
EESL dispenses new policy that **recreational activities allocate** in every EESL office, marking	EESL dispenses new recreational activity policy.				EESL continues the recreational activity policy.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				The new policy activates.	All EESL offices makes	All EESL offices makes the	All EESL offices makes	All EESL offices makes the	*Quarterly Target #s with country*

minimum area required for each type of recreation.				IN	the minimum require recreation areas. IN	minimum require recreation areas. IN	the minimum require recreation areas. IN	minimum require recreation areas. IN	Expecting 120 women use the recreation facility annually.
				None IN	Working on the minimum require recreation areas.				*Achievement*
EESL includes **women in recruitment panel interviews** to ensure diversity.	EESL includes women in recruitment panel interviews to ensure diversity.				The rule continues.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The rule activates. IN	*At least one woman in recruitment panel interviews. IN*	At least one woman in recruitment panel interviews. IN	At least one woman in recruitment panel interviews. IN	At least one woman in recruitment panel interviews. IN	At least one woman in recruitment panel interviews. IN	*Quarterly Target #s with country*
									Achievement
EESL provides **Maternity Leave** Policy.	EESL provides Maternity Leave for all eligible women employees.				EESL provides Maternity Leave for all eligible women employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The policy activates. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	*Quarterly Target #s with country* Expecting 10 women employee take it annually.
									Achievement
EESL provides **Childcare Leave** Policy.	EESL provides Childcare Leave for all eligible women employees (15- paternity leave, 04- maternity leave and 02-CCL)				EESL provides Childcare Leave for all eligible women employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The policy	The policy	The policy continues.	The policy continues.	The policy continues.	The policy continues.	*Quarterly Target*

			activates. IN	continues. IN	IN	IN	IN	IN	*#s with country* Expecting 24 women employee take it annually.
									Achievement
EESL provides **medical Policy covering Dependents** for all women employee.	EESL provides the medical Policy covering Dependents for all women employee.				EESL provides the medical Policy covering Dependents for all women employee.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The policy activates. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	*Quarterly Target #s with country* Expecting 80 women employee take it annually.
									Achievement

18, Karachi Electric (KE), Pakistan

Contact Information

Partner representative: **Faiza Savul**
Position: Head of Centre of Expertise
Address: Karachi, Pakistan
Telephone: 0092-345-492-3701
E-mail: faiza.savul@ke.com.pk

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
KE provides Road Shows at HEC (Higher Education Commission) level Schools for college students **to change their mindsets about STEM education**, for both genders.	*Preparation*				KE will reach out to 8 schools in 2020 and target 150-200 female students, from school, college and / or technical institutes.				*Total target #s in the year* Collaborate with different non-profitable educational institutes to guide the students especially females to take interest in STEM education.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc.					2 schools for 20-50 female students PK	2 schools for 20-50 female students PK	2 schools for 20-50 female students PK	2 schools for 20-50 female students PK	*Quarterly Target #s with country*
					1 session for 50 female students (Feb. 6th) until end of Feb. PK				*Achievement*
KE provides Sponsorship program (**scholarship** affiliation) with IEEEP for future female engineers for female university students. This program helps the financially challenged girls who can pursue engineering degree to get their bachelors.	*Preparation*				KE provides the scholarship affiliation for 5 female university students. Each student will receive 10,000 Pakistan rupees.				*Total target #s in the year* IEEEP: International Electronics and Electrical Engineers Pakistan.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							5 female students PK		*Quarterly Target #s with country*
									Discussion on projects is in progress. Further details on the project will be furnished upon project initiation.

(b) Pillar 2: Recruitment

Activities	In 2019	In 2020	Note
KE provides an apprentice program as **female vocational training** on junior level for female engineer candidates -	*Preparation* (KE prepares and creates the program and enables the environment.)	KE provides the trainings for 50 female engineer candidates (future surveyors).	*Total target #s in the year* KE has a **large learning facility** and is running one of the largest apprentice programs for the country.

future surveyors. They are financially challenged but academically strong.									We can consider branding it with WePOWER initiative.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
						50 female candidates PK			*Quarterly Target #s with country*
					2 sessions for 8 female diploid holders until end of Feb. PK				*Achievement*
KE arranges **Internship** Program for female engineer candidates to provide hands-on experience on core jobs within an enabling utilities environment.	KE provides the Internship Program for 17 female engineer candidates.				KE provides the Internship Program for 12-15 female engineer candidates.				*Total target #s in the year* Female engineering students from Engineering, Finance, Computer Science were given internship for 6 weeks.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			12 female engineering students PK	5 female engineering students PK			15-20 female engineering students PK		*Quarterly Target #s with country*
			12 female engineering students PK	5 female engineering students PK	0 until end of Feb. PK				*Achievement*
KE's women leaders conducts a Group **Mentoring** Program in collaboration with universities.	KE conducts 2 group sessions for total 20 female university students.				KE conducts 4 group sessions for total 50-75 female university students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				2 group session for 20 female students	1 group session for 15 female students	1 group session for 15 female students	1 group session for 15 female	1 group session for 15 female	*Quarterly Target #s with country*

				(Aligarh university) PK	(Quaid-e-Awam University) PK	PK	students PK	students PK	
				0	1 session with 50 female students (Feb. 6th) PK				*Achievement*

(c) Pillar 3: Development for Female Engineer professionals

Activities	In 2019				In 2020				Note
KE **assigns at least 1 female engineer to all key projects** and CFTs (Cross Functional Team).	KE assigns 2 female engineers in 2 key projects.				KE assigns 6 female engineers in 6 key projects.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 female engineer for a CFT in Transmission business	1 female engineer for a CFT in Generation business		2 female engineers will be part of technical or transformational projects within KE. PK	2 female engineers will be part of technical or transformational projects within KE. PK	2 female engineers will be part of technical or transformational projects within KE. PK	*Quarterly Target #s with country*
			0	0	1 female engineer engage in an important project (*"Chiller Rehabilitation". She led a team of technician)* PK				*Achievement*
KE's women leaders conducts a Group **Mentoring**	KE conducts 2 group sessions for total 20 female engineers in Pakistan.				KE conducts 4 group sessions for total 40-50 female engineers in Pakistan.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 session	1 session			1 session for 10	1 session for 10	1 session for 10	1 session for 10	*Quarterly Target #s*

Program in collaboration with other energy sector utilities in Pakistan.	for 10 female engineers (with WEP) PK	for 10 female engineers (with WIE) PK			female engineers PK	female engineers PK	female engineers PK	female engineers PK	*with country*
	1 session for 10 female engineers (with WEP) PK	1 session for 10 female engineers (with WIE) PK	8-10 female engineers visited wind power generation plant (with WIE) PK		0 until end of Feb. PK				*Achievement*

(d) Pillar 4: Retention (including Facilities)

Activities	In 2019				In 2020				Note
To increase female population, KE conducts inductions of **female janitorial and security staff** at one of the major technical hub locations where required to provide a safe working environment. KE retains females in these roles and provide them organic growth to larger roles as a "Trainee Engineer Program".	KE conducts 1 induction sessions to hire/retain 3 female janitorial and security staff in KE.				KE conducts 2 induction sessions to hire/retain 20 female janitorial and security staff in KE.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 session for 3 female janitorial staffs PK			1 session for 3 female staff PK		1 session for 3 female staff PK	*Quarterly Target #s with country*
				11 female janitorial staff were hired PK	10 females' janitorial staff were hired until end of Feb. PK				*Have increased the number of janitorial staff 50 locations. At least 1 staff at each location.*

KE provides **"pick-and-drop (home to office and back)" services** (daycare center) where the location and working conditions demand, in all plants and customer service centers. We took proposal from three vendors and did a pilot run with all three vendors. Company will be subsidizing the cost to ensure safe transport facility is provided to all females. (We already have separate restrooms for females at all locations.)	KE provides 100 "pick-and-drop" services in KE.				Sustain the existing enrolled number i.e. 150 and encourage more to use the subsidized pick and drop facility				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				100 females have been provided subsidized pick and drop facility PK		150 females enroll for pick and drop service PK			*Quarterly Target #s with country*
				Initiated the transportation service (Oct. 19th), using 137 female employees. PK					*Achievement*
KE opens **"Mom's Room"** for mothers who have returned from maternity and with a baby up to 2 years for lactation (storing option) or for days they want to bring their child to work. (*This project is under discussion. We have identified locations and created guidelines. However after multiple meetings with the Admin & Security team they have advised that we do not go forward with*	KE opens 3 Mom's Rooms in KE.				KE opens 3 Mom's Rooms in KE.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				3 Mom's rooms, 10 females PK		3 Mom's rooms, 10 females PK			*Quarterly Target #s with country*
				0	0 until end of Feb.				

this initiative in the locations identified. I would like to discuss this over a Due to budget and space restraints)									
KE opens **daycare center** which have capacity for 50 children per each center. (*Daycare does not also seem viable now. However, we are in talks with an organization "UBUNTU" that provide complete outsourced day care facilities at the organizations premises. They have a new model whereby any organization that has a bigger daycare capacity than normal can be utilized by other organizations in the neighborhood for a monthly fee per child and an annual subscription. This seems like an ideal case. We will be exploring this in the upcoming budget.)*	--				KE opens 1 daycare center for 50 children.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
							1 daycare center for 50 children PK		*Quarterly Target #s with country*
									To be clubbed with the initiative on moms room.
KE provides **"Vitality Sessions" for returning mothers** from maternity leave with healthcare team and nutritionists for guidance on selfcare.	KE provides 1 Vitality Session for 5 returning mothers in KE.				KE provides 2 Vitality Sessions for 10 returning mothers in KE.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 session for 5 returning mothers PK		1 session for 5 returning mothers PK		1 session for 5 returning mothers PK	*Quarterly Target #s with country*
					1 session with 25 returni				*Achievement.*

					ng mother until end of Feb. PK				
KE arranges senior female professionals who has been through post maternity transition as **Post Maternity Mentors.** New mothers receive guidance on taking things slow, finding the balance, managing stress etc. through the mentors.	KE arranges 1 senior female professional as Post Maternity Mentor for 1 new mother.				KE arranges 4 senior female professionals as Post Maternity Mentor for 4 new mothers.				*Total target #s in the year*
	Q1 Jan -	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				1 senior female professional for 1 new mother PK	1 senior female professional for 1 new mother PK	1 senior female professional for 1 new mother PK	1 senior female professional for 1 new mother PK	1 senior female professional for 1 new mother PK	*Quarterly Target #s with country*
				0	0 until end of Feb.				*Achievement*

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
KE approves a Policy to support **Scholarships/Sponsorships** options for female university students. (*The policy is under discussion now. If the CSR foundations approves it, further details on the project will be furnished upon project initiation.)*	*Preparation*				KE approves the Scholarships policy and provides it for 5 female university students.				*Total target #s in the year* The policy enables the STEM education initiative, under the Pillar 1.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
					KE approves the Policy. PK		5 female university students PK		*Quarterly Target #s with country*
					Not yet until end of Feb.				

KE develops and approves a **Policy framework for women's apprenticeship program.**	KE remodels the program (Policy framework for women's apprenticeship program) by Dec. 2019.				KE completes the curriculum development by Q1 and kicked it off in Q4.				*Total target #s in the year* The policy enables the apprenticeship program, under the Pillar 2.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				5 inducted PK	The curriculum developed PK		The program kicked off PK		*Quarterly Target #s with country*
				Not yet	Not yet until end of Feb.				*Achievement*
KE develops and approves a **Career Development Opportunity Policy** which leads organic growth into leadership roles. It includes (1) talent assessment and development program; (2) mentoring with organization leaders; (3) job rotation; and (4) secondment opportunities. (*Covered 20 to 25 female employees through different initiatives such as LEAD program, competency framework and All Women Grid station. Major sensitization sessions have been planned to make the environment more inclusive for females.)*	KE develops the Career Development Policy in 2019 and starts to implement some of them.				KE implement job rotation and secondment opportunities. 20 females will be going through focused talent development activities.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			The Policy are approved PK	Talent assessment developed, Development plans are formed, And Mentoring program are kicked off PK	Job rotation starts, and Secondment opportunity starts PK				*Quarterly Target #s with country*
				Yes, assessments conducted through LEAD program. Talent categories identified and communicated to relevant females. PK	Yes until end of Feb. Their extensive PDP plans developed based on which we have started assigning them challenging				

					tasks, trainings and other developmental opportunities. PK				

19, The Water and Power Development Authority commonly (WAPDA), Pakistan

Contact Information

Partner representative: **Shoaib Taqi**
Position: GM Human Resource Development / Land Acquisition and Resettlement
Address: Room No. 711, WAPDA House, Mall Road Lahore, Pakistan.
Telephone: 0092-3315444871, 0092-42-99201238
E-mail: shoaibtaqikhan@gmail.com

(a) Pillar 1: STEM Education

Activity	In 2019				In 2020				Note
WAPDA conducts orientation sessions about **education and job opportunities in STEM field.**	WAPDA conducts 04 orientation session for 10 Girls Schools / Colleges with total 500 female students. (number of orientation sessions)				WAPDA conducts 08 orientation session for 10 Girls Schools / Colleges with total 500 female students. (number of orientation sessions)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			02 sessions, for 5 schools with 250 female students. PK	02 sessions, for 5 schools with 250 female students. PK	02 sessions, for 5 schools with 125 female students. PK	03 sessions, for 5 schools with 250 female students. PK	02 sessions, for 5 schools with 125 female students. PK	03 sessions, for 5 schools with 250 female students. PK	*Quarterly Target #s with country*
				One session with 250 female students from 8 different School/Colleges/Universities PK	0 until end of Feb. PK				*Achievement*

WAPDA arranges **Ted-Talks in high schools/ colleges** via Role models for inspirational Purposes.	WAPDA arranges Ted-Talks for 10 Girls Schools / Colleges with total 500 female students. (number of Ted-Talks)				WAPDA arranges Ted-Talks for 10 Girls Schools / Colleges with total 500 female students. (number of Ted-Talks)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			01 ted-talk With 250 female students PK	01 ted-talk With 250 female students PK			01 ted-talk With 250 female students PK	01 ted-talk With 250 female students PK	*Quarterly Target #s with country*
				One session with 250 female students from 8 different School/College/Universities PK					*Achievement*
WAPDA arranges **Science fair** to develop interest in STEM education.	WAPDA arranges Science fair to Girls' Schools around project area across the country. Total 01 Science fairs with total 250 female students.				WAPDA arranges Science fair to Girls' Schools around project area across the country. Total 02 Science fairs with total 500 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				01 Science fairs with 250 female students. PK	01 Science fairs with 250 female students. PK			01 Science fairs with 250 female students. PK	*Quarterly Target #s with country*
				0 PK	1 Science Fair with 1,400 female students until end of Feb. PK				*Achievement*
WAPDA sponsors **Field trips** of Hydropower Projects for	WAPDA provides the Field trips for High School/ College Girls. Total 02 Field trips with total 50 female students (25 students from each institution)				WAPDA provides the Field trips for High School/ College Girls. Total 03 Field trips with total 75 female students (25 students from each institution)				*Total target #s in the year*

high school/college female students.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				02 Field trips with total 50 female students. PK		01 Field trips with 25 female students. PK	01 Field trips with 25 female students. PK	01 Field trips with 25 female students. PK	*Quarterly Target #s with country*
				02 Field trips with 300 female students PK	02 Field trips with 60 female students and 13 female teachers until end of Feb. PK				*Achievement*

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
WAPDA conducts **Seminars in Technical and Engineering universities** to introduce recruitment policies and facilities provided to female candidates to accelerate women's induction in the Power sector.	WAPDA conducts seminars targeting Universities from Lahore and Islamabad. Total 02 seminars with total 400 female students (in 02 universities).				WAPDA conducts seminars throughout Pakistan Total 04 seminars with total 600 female students (in 04 universities).				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			01 seminar with 200 female students. PK	01 seminar with 200 female students. PK	01 seminar with 150 female students. PK	01 seminar with 150 female students. PK	01 seminar with 150 female students. PK	01 seminar with 150 female students. PK	*Quarterly Target #s with country*
				01 Seminar on "National STEM Day" with 150 female students PK	0 until end of Feb. PK				*Achievement*

WAPDA establishes **networking groups** in the Universities to attract female employee in WAPDA.	WAPDA establishes networking groups in Universities from Lahore and Islamabad. With total 02 universities, total 100 female students registered.				WAPDA establishes networking with all over Pakistan through WEBINAR. With total 4 universities, total 200 female students registered.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			01 university with 50 female students. PK	01 university with 50 female students. PK	01 university with 50 female students. PK	01 university with 50 female students. PK	01 university with 50 female students. PK	01 university with 50 female students. PK	*Quarterly Target #s with country*
				0 PK	0 until end of Feb. PK				*Achievement*
WAPDA provides **Certified Internship** opportunities to the female students.	WAPDA provides Certified Internships to 60 female students.				WAPDA provides Certified Internships to 120 female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			30 female students. PK	30 female students. PK	30 female students. PK	30 female students. PK	30 female students. PK	30 female students. PK	*Quarterly Target #s with country*
				0 PK	0 until end of Feb. PK				*Achievement*
WAPDA **hires female engineers**. ***Since 2018,*** *47 females hired.* *In 2017, Total 23 female engineers hired: Electrical 18, Mechanical 3, Electronic 2.*	WAPDA hires 3 female engineers in 2019.				WAPDA hires 12 female engineers in 2020.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				3 female engineers hired. PK	3 female engineers hired. PK	3 female engineers hired. PK	3 female engineers hired. PK	3 female engineers hired. PK	*Quarterly Target #s with country*
				3 female engineers hired. PK	0 until end of Feb. PK				*Achievement*

WAPDA conducts **a Seminar** with Private and Public Sectors to endorse WePOWER Partners' initiative.	WAPDA conducts 2 Seminar with Private and Public Sectors.				WAPDA conducts 4 Seminar with Private and Public Sectors.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			01 seminar. PK	01 seminar. PK	01 seminar. PK	01 seminar. PK	01 seminar. PK	01 seminar. PK	*Quarterly Target #s with country*
				0 PK	0 until end of Feb. PK				*Achievement*

(c) Pillar 3: Development for Female professionals

Activity	In 2019				In 2020				Note
WADPDA conducts **trainings** for Capacity Building and Skill Development for WAPDA women employees.	WAPDA conducts training for WAPDA 20 Women employees in Islamabad. (number of trainings)				WAPDA conducts training for WAPDA 20 Women employees in Islamabad. (number of trainings)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	02 trainings with 6 female employees. PK	02 trainings with 6 female employees. PK	-	03 trainings with 8 female employees. PK	03 trainings with 6 female employees. PK	02 trainings with 4 female employees. PK	03 trainings with 6 female employees. PK	03 trainings with 4 female employees. PK	*Quarterly Target #s with country*
				04 trainings attain by 7 female employees PK	0 until end of Feb. PK				*Achievement*
WAPDA conducts **Technical Training** for WAPDA female Engineers.	WAPDA conducts Technical Trainings for 10 WAPDA Female Engineers at Faisalabad Engineering Academy.				WAPDA conducts Technical Trainings for 10 WAPDA Female Engineers at Faisalabad Engineering Academy.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	03 trainings for 3 female engineers. PK	02 trainings for 4 female engineers. PK	-	03 trainings for 3 female engineers. PK	02 trainings for 2 female engineers. PK	02 trainings for 2 female engineers. PK	03 trainings for 3 female engineers. PK	03 trainings for 3 female engineers. PK	*Quarterly Target #s with country*

				01 technical training availed by 02 female engineers PK	01 technical training availed by 02 female engineers Until end of Feb. PK				*Achievement*
WAPDA conducts **Training/Workshop** on 'Leadership and Management'.	WAPDA conducts the 'Leadership and Management' training/ workshop in Islamabad for WAPDA 10 female managers. (number of trainings/workshops)				WAPDA conducts the 'Leadership and Management' training/ workshop in Islamabad for WAPDA 10 female managers. (number of trainings/workshops)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	03 trainings for 3 female managers. PK	02 trainings for 2 female managers. PK	02 trainings for 2 female managers. PK	03 trainings for 3 female managers. PK	03 trainings for 3 female managers. PK	02 trainings for 2 female managers. PK	02 trainings for 2 female managers. PK	03 trainings for 3 female managers PK	*Quarterly Target #s with country*
				04 trainings attain by 10 female officers PK	02 training attain by 6 female officers until end of Feb. PK				*Achievement*

(d) Pillar 4: Retention (including Facilities)

Activity	In 2019				In 2020				Note
WAPDA establishes **Daycare Centre** to facilitate female employee at workplace.	WAPDA establishes Daycare Center at Head Office. Targeting 40 mother employees.				WAPDA establishes **other Daycare Centers** in different Power-Houses under WAPDA.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		01 Daycare			01 Daycare				*Quarterly Target #s with country*

		PK			PK				
				Established a Daycare Center at WAPDA House Lahore with 30-35 female beneficiaries PK	0 until end of Feb.				*30-35 female beneficiaries of Daycare center at WAPDA House Lahore*
WAPDA visits private sectors **to compare their facilities** at workspace for retention of female employees.	WAPDA visits private sectors (Engineering firms & banks) in Lahore and Islamabad. Targeting 02 institutions.				WAPDA visits private sectors (Engineering firms & banks) all over Pakistan. Targeting 02 institutions.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			01 institution PK	01 institution PK	01 institution PK	01 institution PK			*Quarterly Target #s with country*
				0 PK	0 until end of Feb. PK				*Achievement*
WAPDA conducts **Seminars** on *'Harassment at Workplace'* for awareness and mitigation measures.	WAPDA conducts a Seminar at Head Office, targeting total 200 female employees and 200 male employees.				WAPDA conducts Seminars at Power Houses, targeting total 200 female employees and 200 male employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			01 seminar for 200 female employees PK			01 seminar for 200 female employees PK			*Quarterly Target #s with country*
									Achievement

(e) Pillar 5: Policy and Institutional Change

Activity	In 2019	In 2020	Note
WAPDA formulates **conducive**	• Wed-Lock Policy • Maternity Leave Policy • GYM facility at the workplace	• Strict implementation of Policies formulated in 2019	*Total target #s in the year*

policies to attract and retain women in the Power Sector.	• Special leave for female employees • Cafeteria at workspace • Special Women Quota				• Revision/Improvement of existing policies (if required)				
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Implemented	Implemented	Implemented	Implemented	Implemented	Implemented	Implemented	Implemented	*Quarterly Target #s with country*
	Implemented	Implemented	Implemented	Implemented	Implemented				*Achievement 100 female beneficiaries of Gym facility.* *Almost 250 female availed maternity leave in 2019*

20, Ceylon Electricity Board (CEB), Sri Lanka

Contact Information

Partner representative: **Nilu Amarasiri**
Position: Additional General Manager
Address: 4th Floor, CEB, Land Mark Building, Galle Road Colombo 03 CEB
Telephone: +94-714435425
E-mail: nilukumari1234@gmail.com

Partner representative: **Himali Zoysa**
Position: Deputy General Manager
Address: DGM Commercial & Corporate Distribution Division) 04 CEB
Telephone: +94-0714163422
E-mail: himalizoysa1234@gmail.com

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
CEB provides general **technical trainings** for undergraduate students in the power stations. They are trained about plant	CEB accepted 9 universities for the technical trainings, for 60 female undergraduate students [FUSs] (30% of total 206 students would be female students) * Because of ISIS attack in April 2019, University student input for training has been reduced.				CEB accepts 9 universities for the technical trainings, for 70 female undergraduate students [FUSs] (30% of total 250 students would be female students) * Because of ISIS attack in 2019, University student input has been reduced.				*Total target #s in the year* This program is alliance between CEB and local universities in Sri Lanka.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

operation, generator, maintenance, etc.	--	--	4 universities with 30 FUSs SL	5 universities with 30 FUSs SL	2 universities With 15 FUSs SL	3 universities with 25 FUSs SL	2 universities with 15 FUSs SL	2 universities with 15 FUSs SL	*Quarterly Target #s with country*
				2 batches for 50 female students SL	4 batches for 100 female students until end of Feb. SL				*Achievement*
CEB provides **site visits** (power stations) for undergraduate students done by generation division, as per requested by local universities.	CEB provides the site visits for 150 female undergraduate students [FUSs] (30% of total 500 participants would be female students) * Due to Terrorist attack, security around Power Stations are tightened. Visitors are restricted.				CEB provides the site visits for 300 female undergraduate students [FUSs] (30% of total 1,000 participants would be female students) * Due to Terrorist attack, security around Power Stations are tightened. Visitors are restricted.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	75 FUSs SL	75 FUSs SL	75 FUSs SL	75 FUSs SL	75 FUSs SL	75 FUSs SL	*Quarterly Target #s with country*
				0 SL	0 until end of Feb. SL				*Achievement*
Through the CEB sponsoring broadcast radio program, CEB provides **"Quiz Competitions" among school Children** (junior high and primary schools) for both Girls and Boys. CEB selects	CEB provides 42 radio programs "Quiz Competition" among school children (once a week). CEB selects champion and rewards them. * Only 11 programs due to terrorist attack until end of June. 3 programs in Jan, Feb, June + 2 in March. No program in April/ May.				CEB provides 42 radio programs "Quiz Competition" among school children (once a week). CEB selects champions and rewards them.				*Total target #s in the year* CEB has been holding the radio program every week for more than three years in Both Sinhala and Tamil Language (Bi lingual no Gender issue) organized by Corporate strategy branch.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	10 programs	10 programs	10 programs	10 programs	10 programs	10 programs	10 programs	10 programs	*Quarterly Target #s with country*

champions and rewards them.	SL	SL	SL	SL	SL	SL	SL	SL	
	8 programs SL	3 programs SL	7 programs SL	3 programs SL	0 until end of Feb. SL				*Achievement*

(b) Pillar 2: Recruitment

None.

(c) Pillar 3: Development for Female professionals

Activity	In 2019				In 2020				Note
CEB conducts CEB **Women's Forum** for CEB female engineers/employees. The forum identifies women's needs and problems in the CEB (identification).	CEB conducts one Women's Forum with 100 CEB female junior and chief engineers. * Additional General managers participated, at one training center, on 30th July.				CEB conducts one Women's Forum with CEB 120 female junior and chief engineers. Aiming in July (once a year).				*Total target #s in the year* In 2019, only for CEB Women Engineers due to insufficient Space in CEB Auditorium
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			1 Women's Forum with CEB 100 female engineers SL				1 Women's Forum with CEB 120 female engineers SL		*Quarterly Target #s with country*
			1 Women's Forum with CEB 141 female engineers SL						*Achievement*
CEB provides **Practical trainings** with knowledge sharing for CEB female	CEB provides 2 practical trainings for 100 CEB female engineers. 1 for Generation and 1 for Distribution. 50 female engineers per each training.				CEB provides 6 practical trainings for 300 CEB female engineers. 2 for Generation, 2 for Transmission, and 2 for Distribution.				*Total target #s in the year* Programs are already available. Expect to encourage Female Engineers in

Engineers. (It is more particular to support their jobs), using 5 training centers.					50 female engineers per each training.				the Forum as well as whatsApp group.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	--	2 programs for 100 (50x2) CEB female engineers SL	2 programs for 100 (50x2) CEB female engineers SL	2 programs for 100 (50x2) CEB female engineers SL	2 programs for 100 (50x2) CEB female engineers SL	--	*Quarterly Target #s with country*
				5 programs for 191 female engineers SL (1. Transmission Line Construction, 2. Disciplinary Management, 3. Procurement & Contract Management, and 4. Workshop on Authentic Image Management, Social and Business Etiquette)	3 programs for 154 female engineers Until end of Feb. SL (1. Transmission Line Construction, 2. Distribution Planning, and 3. Lecture on "Unfortunate Parents of this Era")				*Achievement*
CEB provides awareness on **Safety to avoid Electric hazards** for CEB engineering/ technical staff.	CEB provides 150 awareness on Safety sessions, for total 210 CEB female employees. 2-3 CEB female employees/session. DATA: Completed 70 sessions by DGM OHS branch headed by Mrs. H Seneviratne. Total Electrical Superintendents 1,271, Female 143 (11.2%); Mechanical superintendents 134, female 4 (2.9%); Civil Superintendents 64, Female 22 (34.3%) = TOTAL Female 169 (11.5%)				CEB provides 160 awareness on Safety sessions, for total 360 CEB female employees. 2-3 CEB female employees/session.				*Total target #s in the year* Total target 30,000 employees x 20% = 6,000 female employees, but actual participation rates are around 10%.

Presently scheduled and conduct by Occupational health & Safety Branch.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	40 sessions for 90 female employees SL	30 sessions for 70 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL	*Quarterly Target #s with country*
				0 SL	0 until end of Feb. SL				*Achievement*
CEB provides **trainings on IT/Computer** fields for CEB female engineers.	CEB provides 2 IT/Computer trainings for total 40 CEB female engineers. (20 female engineers per each training)				CEB provides 4 IT/Computer trainings for total 80 CEB female engineers. (20 female engineers per each training)				*Total target #s in the year* For CEB female engineers only.
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	--	1 IT training with 20 CEB female engineers SL	1 IT training with 20 CEB female engineer SL	1 IT training with 20 CEB female engineers SL	1 IT training with 20 CEB female engineers SL	1 IT training with 20 CEB female engineers SL	1 IT training with 20 CEB female engineers SL	*Quarterly Target #s with country*
				0 SL	0 until end of Feb. SL				*Achievement*
CEB provides **Meditation Program** as CEB Leadership for executives. DATA: Last time, 70 participants of 10.5 were Female leaders (15%).	CEB provides 3 Meditation Program for total 30 female leaders.				CEB provides 4 Meditation Program for total 43 female leaders.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	-	1 program With 10 female participants SL	1 program With 10 female participants	1 program with 10 female participants	1 program With 11 female participants SL	1 program With 11 female participants SL	1 program With 11 female participants	1 program With 10 female participants SL	*Quarterly Target #s with country*

			SL	SL			SL		
		1 program With 11 female participants SL	1 program With 32 female participants SL	1 program with 12 female participants SL	0 until end of Feb.				*Achievement*

(d) Pillar 4: Retention (including Facilities)

None.

(e) Pillar 5: Policy and Institutional Change

None.

21, United States Agency for International Development (USAID), Global

Contact Information

Partner representative: **Corinne Hart**
Position: Senior Advisor, Gender and Energy & Environment
Address: 1717 Pennsylvania Avenue NW, Washington DC 20006 USA
Telephone: 202-712-4030
E-mail: cohart@usaid.gov

(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2019	In 2020	Note
South Asian utilities apply to and participate in the 12-month **virtual Gender Equity Executive Leadership Program** (GEELP) delivered by USAID	USAID recruits and enrolls 3 SAR utilities in the 2019 GEELP cohort.	USAID recruits and enrolls up to 5 new SAR utilities in the 2020 GEELP cohort.	*Total target #s in the year* Engendering Utilities is in the process of work planning for 2020 and what

Engendering Utilities' partner Georgetown University McDonough School of Business, USA. 3 participants from each utility competitively selected based on criteria: (1) management level with influence; (2) at least one person from HR, and 2 others from other departments such as finance, operations, or others; a mix of both male and female – they should be fluent in English. All the participants will receive an executive certificate from Georgetown University McDonough School of Business.									onboarding and selection of utilities will look like. It may be 10 utilities recruited and selected total in 2020, but not only from SAR- this exact number is TBD
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		3 utilities In SAR				7 energy utilities and 3 water utilities in World wide.			*Quarterly Target #s with country*
		3 utilities SAR		3 utilities SAR 6 individual women, out of which 9 totals enrolled in GEELP. During this quarter, participants completed two online modules.	2 additional utilities SAR 6 individual women, enrolled in the GEELP,				*Achievement*
USAID develops and delivers an **Engendering Utilities short course** within a regional hub in partnership with a local training/	*Preparation*				USAID/ Engendering Utilities pilots the short course with up to 100 individuals from utilities in 2020, TBD if in SAR.				*Total target #s in the year* The pilots will take place in Kenya and TBD.

academic institution to utility personnel from within the region who are fluent in English.	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
				Strathmore University Business School in Nairobi, Kenya identified as partner for pilot in Sept 2020 in East Africa.			Possible 2nd pilot planned SAR for Sept/ Oct 2020	100 individuals Worldwide.	*Quarterly Target #s with country*
				0 In SAR					*Achievement*

(c) Pillar 3: Development for Female professionals

None.

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

None.

(e) Pillar 5: Policy and Institutional Change

None.

V. 3rd group Partners – All List of Activities (LoA) Documents

Table 4: Current WePOWER Partners – 3rd Group
Joined after December 2019 to Now (recruiting)

Organization Name	Country	Organization Type
22. Bangladesh Rural Electrification Board (BREB)	Bangladesh	Public Utility
23. FENAKA Corporation Limited (FENAKA)	Maldives	State-Owned Company
24. Feedback Energy Distribution Co. Ltd. (FEDCO)	India	Private Company

22, Bangladesh Rural Electrification Board (BREB)

Contact Information

Partner representative: **Ivy Nahar Tisha**
Position: Assistant Engineer, System Engineering & Design Directorate
Address: 4th floor, System Engineering & Design Directorate, Training Building, Head Office, BREB, Nikunja-2, Dhaka-1229, Bangladesh.
Telephone: +8801723122152
E-mail: ivytisha42@gmail.com

(a) Pillar 1: STEM Education

Activities	In 2020				In 2021				Note
BREB facilitates continuously **site visits** in projects/ PBS's for female engineering students specially to visit PBS's Sub-stations, Distribution Lines, Switch gear & other components related distribution system upon request received from key engineering universities/ institutions. The site visits are upon request received from key engineering universities/ institutions. The Application must be submitted with the recommendation of Vice Chancellor of engineering universities/institutions.	BREB provides At least 1 site visit with total 10 female students per year.				BREB provides At least 1 site visit with total 14 female students per year.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		5 female students BD		5 female students BD		7 female students BD		7 female students BD	*Quarterly Target #s with country*
BREB hosts **internship** program "Switchgear & Protective Relays" upon request received from key engineering universities/institutions. BREB has recently hosted an internship program "Switchgear & Protective Relays" upon request received from key engineering universities/ institutions from Feb. 02, 2020 to Apr. 15, 2020.	BREB provides at least 2 internship programs for 12 female students. (if there is request from universities).				BREB provides at least 2 internship programs for 14 female students. (if there is request from universities).				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	7 female students BD			5 female students BD		7 female students BD		7 female students BD	*Quarterly Target #s with country*

55 trainees including 7 female engineering students are pursuing the internship program.									

(b) Pillar 2: Recruitment

Activities	In 2020				In 2021				Note
BREB encourages female engineering students/fresh graduates to apply for BREB positions. Female senior engineers act as **role models** and participate in **career opportunity session/job placement networks** in key engineering universities upon request received from key engineering universities/ institution. According to BREB & PBS (Palli Bidyut Samitis) statistics, in BREB 23 Female engineers among 116 Female employees, in project division 8 female engineers and in PBS 40 female engineers among 4,341 Female employees. Senior engineers act as role models and already have participated in career opportunity session.	BREB provides at least two events organized for 40 total female students.				BREB provides at least two events organized for 40 total female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		1 event for 20 female students BD		1 event for 20 female students BD		1 event for 20 female students BD		1 event for 20 female students BD	*Quarterly Target #s with country*

(c) Pillar 3: Development for Female professionals

Activities	In 2020				In 2021				Note
BREB supports **mentorship** program for fresh female recruits (new BREB female staffs) by delegating senior engineers as mentors. We have our own training Building. Orientation, site visit program, office management course, foundation training, E-	BREB conducts at least 2 trainings on leadership for all (30) fresh female recruits who are tagged with a mentor.				BREB conducts at least 2 trainings on leadership for all (40) fresh female recruits who are tagged with a mentor.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct -*	*Aiming timeline*
		1 event for 15 fresh female recruits		1 event for 15 fresh female recruits	1 event for 20 fresh female recruits BD		1 event for 20 fresh female recruits BD		*Quarterly Target #s with country*

file (to make workplace paperless) training, APA (Target achieve) training etc. are held randomly in BREB organized by BREB training center & ICT department to encourage and make workplace comfortable.		BD		BD					
BREB **sends** its female engineers/employees as participants and **expert speakers** in national/ international events organized by WePOWER and its other Strategic Partners in South Asia. FYI: In 2019, three (3) employees participated in local training, twelve (12) female employees in foreign training, Six (6) in Pre-shipment Inspection in other countries, one in WePOWER conference.	BREB sends total 15 BREB female engineers/employees for at least 2 international conferences and 4 local events.				BREB sends total 17 BREB female engineers/employees for at least 2 international conferences and 4 local events.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr -*	*Q3 Jul-*	*Q4 Oct -*	*Aiming timeline*
	Sent 6 female engineers / employees BD		Sent 9 female engineers / employees BD		Sent 7 female engineers / employees BD		Sent 10 female engineers / employees BD		*Quarterly Target #s with country*

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2020				In 2021				Note
BREB provides improved **Daycare Center.** Day care has been already established in BREB premises. It is renovated day by day to fulfill children welfare. 80 co-	BREB provides the Daycare center for total 10 employees, including 8 female employees.				BREB provides the Daycare center for total 50 employees, including 36 female employees (BREB is Planning to shift Daycare Center to another new building for better accommodation.)				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	2 female employees benefited from the DCC BD	2 female employees benefited from the DCC BD	2 female employees benefited from the DCC BD	2 female employees benefited from the DCC BD	9 female employees benefited from the DCC BD	9 female employees benefited from the DCC BD	9 female employees benefited from the DCC BD	9 female employees benefited from the DCC BD	*Quarterly Target #s with country*

opratives (called Palli Bidyut Samity) governed by BREB are planning to set up Daycare Center at their own premises.									
BREB setups a **breast-feeding corner** when Daycare Center is shifted to another new building (2021).	*preparation*				BREB setups the breast-feeding corner.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
								Established BD	*Quarterly Target #s with country*
BREB provides **a female doctor in the workplace**, as a friendly medical workplace. BREB has 116 female employees at Head office of BREB. The female Friendly medical service is not only applicable for female employees but also for family	BREB sets two (2) doctors including one (1) female doctor in the workplace.				BREB sets two (2) doctors including one (1) female doctor in the workplace.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	40 female employee and family member (of male employee) benefited BD	40 female employee and family member (of male employee) benefited BD	40 female employee and family member (of male employee) benefited BD	40 female employee and family member (of male employee) benefited BD	50 female employee and family member (of male employee) benefited BD	50 female employee and family member (of male employee) benefited BD	50 female employee and family member (of male employee) benefited BD	50 female employee and family member (of male employee) benefited BD	*Quarterly Target #s with country*

members of male employees of BREB.									

(e) Pillar 5: Policy and Institutional Change

Activities	In 2020				In 2021				Note
BREB sets **female representatives** as part of the BREB recruitment committee. BREB recruitment process is divided by 3 steps; MCQ, Written Exam & Viva. According to the position of employee of the organization, the duties will be spilt.	BREB sets 20 female employees (including 5 female engineers) who are engaged in BREB recruitment committee for PBS (Palli Bidyut Samitis) recruitment.				BREB remains the same committee composition. And, sets 30 female employees who are engaged in BREB recruitment committee for PBS (Palli Bidyut Samitis) recruitment.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	10 female employees in the committee BD		10 female employees in the committee BD		15 female employees in the committee BD		15 female employees in the committee BD		*Quarterly Target #s with country*
BREB forms **Sexual Harassment Complaint Committee with female members.** A complain box has been placed in front of office so that any employee can easily put one's complained . The current Sexual Harassment Committee has 4 members	BREB continues the Sexual Harassment Complaint Committee with 5 employees including 3 female employees.				BREB continues the Sexual Harassment Complaint Committee with 5 employees including 3 female employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	*Quarterly Target #s with country*

including 3 female members. No complain was found in 2019.									
BREB involves **female participants in house committees**: (1) Pension & fund related committee; (2) WePOWER committee; and (3) GM/DGM/AGM meeting organized committees. BASELINE: The current (Jan 2020) situations are: (1) Pension & fund related committee – 6 members including 2 females. (2) WePOWER committee - 6 members including 4 females; and (3) GM/DGM/AGM meeting organized committees - 50 members including 12 females.	BREB involves at least two female engineers' representative each for the five comittee: (1) Pension & Fund related committee; (2) WePOWER committee; and (3) GM/DGM/AGM meeting organizing 3 committees.				BREB involves at least two female engineers' representative each for the five comittee: (1) Pension & Fund related committee; (2) WePOWER committee; and (3) GM/DGM/AGM meeting organizing 3 committees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		At least 4 female members involved to two committees that work over the year BD		At least 6 more female members involved to these committees (total five committees) BD		At least 4 female members involved to two committees that work over the year BD		At least 6 more female members involved to these committees (total five committees) BD	*Quarterly Target #s with country*

23, Fenaka Corporation Limited (FENAKA)

Contact Information

Partner representative: **Mariyam Hana**
Position: Deputy Director
Address: Port Complex, 7th Floor, Hilaalee Magu, 20307, Male'Maldive
Telephone: +960 977 1221 / +960 301 8290
E-mail: mariyam.hana@fenaka.com.mv

Partner representative: **Asiyath Ibrahim**
Position: Senior Engineer
Address: Port Complex, 7th Floor, Hilaalee Magu, 20307, Male'Maldive
Telephone: +960 987 6225 / +960 301 9414
E-mail: asiyath.ibrahim@fenaka.com.mv

(a) Pillar 1: STEM Education

Activities	In 2020				In 2021				Note
FENAKA conducts **STEM outreach programs** to attract more female students to STEM and especially engineering fields. This program aims at breaking the prevailing gender stereotypes, especially towards women in technical roles.	FENAKA reaches to 100 primary, secondary and high school female students.				FENAKA reaches to 200 primary, secondary and high school female students.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	For 2 schools with 25 female students In MD	For 2 schools with 25 female students In MD	For 2 schools with 25 female students In MD	For 2 schools with 25 female students In MD	For 4 schools with 50 female students In MD	For 4 schools with 50 female students In MD	For 4 schools with 50 female students In MD	For 4 schools with 50 female students In MD	*Quarterly Target #s with country*
FENAKA provides **career guidance** to school leavers, to encourage more female students to take up engineering fields for undergraduate courses. This program aims at breaking the prevailing gender stereotypes, especially towards women in technical roles.	FENAKA reaches to 50 female high school leavers.				FENAKA reaches to 50 female high school leavers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		For 50 female high school leavers In MD				For 50 female high school leavers In MD			*Quarterly Target #s with country*

FENAKA signs **MOUs with Maldives Polytechnic and TVET Authority** to conduct technical courses with female participation.	FENAKA signs MoUs with Maldives Polytechnic and TVET Authority.				FENAKA continues the MoUs with Maldives Polytechnic and TVET Authority.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Fenaka signed MoU with Polytechnic and TVET Authority In MD	Continued the MoU In MD	Continued the MoU In MD	Continued the MoU In MD	Continued the MoU In MD	Continued the MoU In MD	Continued the MoU In MD	Continued the MoU In MD	*Quarterly Target #s with country*
FENAKA provides higher studies **scholarships** in collaboration with Ministry of Higher Education	FENAKA provides scholarship opportunities to female students for bachelor's degree in technical fields				FENAKA continues the provision scholarship opportunities for female students for bachelor's degree in technical fields				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	--	Scholarship to 3 female students In MD	--	--	--	Scholarship to 3 female students In MD			*Quarterly Target #s with country*

(b) Pillar 2: Recruitment

Activities	In 2020				In 2021				Note
FENAKA participates in **job fairs** to create awareness on job opportunities available in the country. Due to limited education facilities available within the country, there is a very limited supply	To participate in at least one job fair.				To participate in at least one job fair.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
			FENAKA joins the job fair. In MD				FENAKA joins the job fair. In MD		*Quarterly Target #s with country*

of female engineers.									
FENAKA **recruits women** for technical roles and providing on the job training. Due to limited education facilities available within the country, there is a very limited supply of female engineers.	FENAKA recruits at least 10 women for technical roles and provide on the job training.				FENAKA recruits at least 10 women for technical roles and provide on the job training.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	For 2 women recruited and trained In MD	For 3 women recruited and trained In MD	For 2 women recruited and trained In MD	For 3 women recruited and trained In MD	For 2 women recruited and trained In MD	For 3 women recruited and trained In MD	For 3 women recruited and trained In MD	For 3 women recruited and trained In MD	*Quarterly Target #s with country*

(c) Pillar 3: Development for Female professionals

Activities	In 2020				In 2021				Note
FENAKA provides **mentorship programs** to female engineers and technicians working in the company. All the female technicians and engineers working in Fenaka will be assigned mentors for their professional development.	FENAKA provides mentorship program for total 5 female technicians and engineers.				FENAKA provides mentorship program for total 5 female technicians and engineers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	For 5 females In MD	For 5 females In MD	For 5 females In MD	For 5 females In MD	For 5 females In MD	For 5 females In MD	For 5 females In MD	For 5 females In MD	*Quarterly Target #s with country*

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2020				In 2021				Note
FENAKA conducts workshops and sessions regarding **sexual harassment** and workplace	FENAKA holds sessions for all staff working in the Head Office = 250 employees.				FENAKA holds sessions for at least 50 employees, including both male and female employees working in island branches.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

harassment to provide a safe working environment to female employees.		FENAKA holds the sessions for 250 employees. In MD		FENAKA holds follow up sessions for 250 employees. In MD	For 30 employees in 3 branches In MD	For 30 employees in 3 branches In MD	For 30 employees in 3 branches In MD	For 30 employees in 3 branches In MD	*Quarterly Target #s with country*

(e) Pillar 5: Policy and Institutional Change

Activities	In 2020				In 2021				Note
FENAKA adjusts **working hours** for female technicians in shift duties to early hours.	FENAKA adjusts shift duties for all female technicians to early hours.				1.FENAKA continues the adjusted shift duties for all female technicians.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		Adjusted In MD	Continued In MD	Continued In MD	Continued In MD	Continued In MD	Continued In MD	Continued In MD	*Quarterly Target #s with country*
FENAKA establishes **occupational health and safety standards** across the company for safer work environment.	FENAKA establishes Occupational Health and Safety Standards compliant to ISO standards in all 153 branches by July 2021				FENAKA continues the Occupational Health and Safety Standards compliant to ISO standards in all 153 branches by July 2021				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Work in progress	Continued	Continued In MD	Continued In MD	Continued In MD	Continued In MD	Continued (ISO standards complied) In MD	Continued In MD	*Total target #s in the year*
FENAKA conducts studies and gender scans for **identifying and eliminating employment and wage gaps** between female technicians in the	FENAKA carries out gender scans in collaboration with Ministry of Environment and Gender Ministry across all the branches in Fenaka.				FENAKA reports results of gender scans to government organizations.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Started the study with MoE in February				Published the study results (by January 2021)				*Total target #s in the year*

company and their male counterparts.	In MD				In MD				

25, Feedback Energy Distribution Company Ltd. (FEDCO)

Contact Information

Partner representative: **Devtosh Chaturvedi**
Position: Managing Director, FEDCO
Address: 15th Floor, Tower 9B, DLF Cyber City, Phase - III, Gurgaon - 122 002, Haryana, India
Telephone: +91-9818257234
E-mail: devtosh.chaturvedi@feedbackinfra.com

(a) Pillar 1: STEM Education

Activities	In 2020				In 2021				Note
FEDCO conducts **sessions** in women Polytechnics and ITIs **to promote the interest** of women candidates in power distribution and apprises them of career opportunities available in the Indian Energy Sector.	FEDCO conducts 4 programs to promote their interests in the Indian Energy sector for 100 female students in polytechnic and ITIs.				FEDCO conducts 4 programs to promote their interests in the Indian Energy sector for 100 female students in polytechnic and ITIs.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		2 programs planned with expected 50 female students IN		2 programs planned with expected 50 female students IN		2 programs planned with expected 50 female students IN		2 programs planned with expected 50 female students IN	*Quarterly Target #s with country*
FEDCO (under its Learning & Development Cell)	FEDCO conducts 2 introductory training programs for 50 female students.				FEDCO conducts 2 introductory training programs for 50 female students.				*Total target #s in the year*
	Q1	*Q2*	*Q3*	*Q4*	*Q1*	*Q2*	*Q3*	*Q4*	*Aiming timeline*

conducts **training programs** for women students (in engineering/ MBA colleges) under the theme "Campus to Corporate". This helps them to get the **introductory knowledge** about the sector and initial hands-on experience towards technical work.	*Jan-*	*Apr-*	*Jul-*	*Oct-*	*Jan-*	*Apr-*	*Jul-*	*Oct-*	
	One training program conducted with 20-25 female candidates. IN		One training program planned with 20-25 female candidates. IN		One training program conducted with 20-25 female candidates. IN		One training program conducted with 20-25 female candidates. IN		*Quarterly Target #s with country*

(b) Pillar 2: Recruitment

Activities	In 2020				In 2021				Note
FEDCO increases the # of women **interns** in view of the enhancement of business and technical skills as women candidates and presents future well for skilled and polished women workforce.	FEDCO provides 5 Female interns to obtain technical and field experience under the skilled supervision and guidance.				FEDCO provides 5 Female interns to obtain technical and field experience under the skilled supervision and guidance.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		5 female interns IN				5 female interns IN			*Quarterly Target #s with country*
	FEDCO hires at least 16 women in ITIs.				FEDCO hires at least 25 women in ITIs.				*Total target #s in*

FEDCO **hires women** under ITIs. FEDCO is providing employment to female candidates in-spite of electrical/power distribution continues to be viewed as a "man's field," FEDCO is successful in deploying technical/field women employees. with an eye toward recruiting more women.									*the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		Vacancy planned for 8-12 female ITIs. IN	Vacancy planned for 8-12 female ITIs. IN		Vacancy planned for 12 -15 female ITIs. IN	Vacancy planned for 12 -15 female ITIs. IN			*Quarterly Target #s with country*
FEDCO **establishes all women offices** and departments. It includes an electrical Offices: technicians, engineers, vigilance associates, customer care and cash collection agents.	FEDCO establishes 3 all-women office.				FEDCO establishes 2 all-women office.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	All women 1 section office in Odisha IN		All-women electricity call center in Shillong, Meghalaya IN	All-women ONE Subdivision office in operation in Tripura IN	All-women electricity call center in Agartala, Tripura. IN			All-women one section office in Meghalaya IN	*Quarterly Target #s with country*

(c) Pillar 3: Development for Female professionals

Activities	In 2020				In 2021				Note
FEDCO conducts regular **training** to SHGs on technology initiatives, revenue management	FEDCO conducts 2 technical trainings for 100 women's staff.				FEDCO conducts 2 technical trainings for 100 women's staff.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Conducted 1 session for 50		Planned 1 session for 50			Planned 1 session for 50 SHG		Planned 1 session for 50 SHG	*Quarterly Target #s with country*

services and O&M. FEDCO (under its operation) has 156 women SHGs each comprising 2-3 members.	SHGs female staff. IN		SHG female staff IN			female staff IN		female staff IN	
FEDCO provides **career growth plan** specifically for women employees to get the chance to step up from the existing position. And All women employees to be examined and analyzed as per the given growth plan.	FEDCO provides career growth plan and examine all 80 women employees.				FEDCO provides career growth plan and examine all 80 women employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Examined 80 female employees of their growth plan. IN	Provided the career growth plan for 80 female employees. IN			Examined 80 female employees of their growth plan IN	Provided the career growth plan for 80 female employees. IN			*Quarterly Target #s with country*
FEDCO provides **Self-defense workshops** to women employees. Martial Arts-based self-defense training have shown to improve employee discipline, morale and enhance teamwork.	FEDCO provides Self-defense workshops to 80 women employees.				--				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	1 Training programs conducted, covering 15 -20% female employees IN	1 Training programs planned, covering 20 -50% female employees IN	1 Training programs planned, covering 50 -75% female employees IN	1 Training programs planned, covering 75 -100% female employees IN	1 Training programs planned, covering 100% female employees IN	1 Training programs planned, covering 100% female employees IN	1 Training programs planned, covering 100% female employees IN	1 Training programs planned, covering 100% female employees IN	*Quarterly Target #s with country*

FEDCO provides **mentoring program** for newly hired women staff by experienced staff. It gives them organizational visibility and access to decision makers. FEDCO is introducing "LEAP-Learn Effectively and accelerate performance" designed to augment the key competencies of high potential women employees at the organization.	FEDCO provides mentoring program for newly 1 hired woman staff.				FEDCO provides mentoring program for newly 2 hired women staff.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		Aiming to launch in April 2020. At least 1 newly hired woman matched with experienced staff. IN		At least 1 newly hired woman matched the experienced staff. IN		At least 1 newly hired woman matched the experienced staff. IN		At least 1 newly hired woman matched the experienced staff. IN	*Quarterly Target #s with country*

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2020				In 2021				Note
FEDCO established a **babysitting facility** for Returning Mothers, aspect from their retention view.	FEDCO establishes a babysitting facility for Returning Mothers.				FEDCO continues the babysitting facility for Returning Mothers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		Established the babysitting facility. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*

(e) Pillar 5: Policy as cross-cutting

Activities	In 2020				In 2021				Note
FEDCO activates **Women's Day Out policy** once in a quarter for all women staff.	FEDCO activates Women's Day Out policy once in a quarterly policy.				FEDCO continues the Women's Day Out policy once in a quarterly policy.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO activates **Menstrual Leave policy** as per request/advised by medical practitioner for women's employees, aspect from their retention view.	FEDCO activates Menstrual Leave policy as per request/advised by medical practitioner.				FEDCO continues the Menstrual Leave policy as per request/advised by medical practitioner.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO activates a policy of **Desk Job for specific period** for Returning Mothers, aspect from their retention view.	FEDCO activates a policy of Desk Job for specific period for Returning Mothers.				FEDCO continues the policy of Desk Job for specific period for Returning Mothers.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO activate **Work from Home facility policy** for all (female and male) employees.	FEDCO provides Work from Home facility option to all staff.				FEDCO continues to provide the Work from Home facility option to all staff.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO provides an option of **Flexible work schedule** as per requirements/ne	FEDCO provides an option of Flexible work schedule as per requirements/necessity.				FEDCO provides an option of Flexible work schedule as per requirements/necessity.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*

cessity for all (female and male) employees.		Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO activates a **policy of "all women employees are encouraged to leave office by 6pm"** for all female employees.	FEDCO activates a policy of "all women employees are encouraged to leave office by 6pm".				FEDCO continues the policy of "all women employees are encouraged to leave office by 6pm".				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
		Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO activates **Extended Maternity Leave policy** for all female employees.	FEDCO activates Extended Maternity Leave policy for all female employees.				FEDCO continues the Extended Maternity Leave policy for all female employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*
FEDCO activates a HR **policy of "No effect on hierarchy or promotion in case of extended maternity leave"** for all female employees.	FEDCO activates a HR policy of "No effect on hierarchy or promotion in case of extended maternity leave" for all female employees.				FEDCO continues the HR policy of "No effect on hierarchy or promotion in case of extended maternity leave" for all female employees.				*Total target #s in the year*
	Q1 Jan-	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Q1 Jan-*	*Q2 Apr-*	*Q3 Jul-*	*Q4 Oct-*	*Aiming timeline*
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	*Quarterly Target #s with country*

VI. WePOWER Secretariat Contact Information

World Bank/South Asia Gender and Energy Facility (SAGE)

Name:	**Gunjan Gautam**
Position:	Operations Officer / SAGE Team Leader
Address:	1818 H St. NW, Washington DC, USA
Telephone:	+1-202-453-9023
E-mail:	ggautam@worldbank.org

Name:	**Yukari Shibuya**
Position:	Senior Youth and Gender Specialist / SAGE Partnership Coordinator
Address:	1818 H St. NW, Washington DC, USA
Telephone:	+1-202-458-2232
E-mail:	yshibuya@worldbank.org