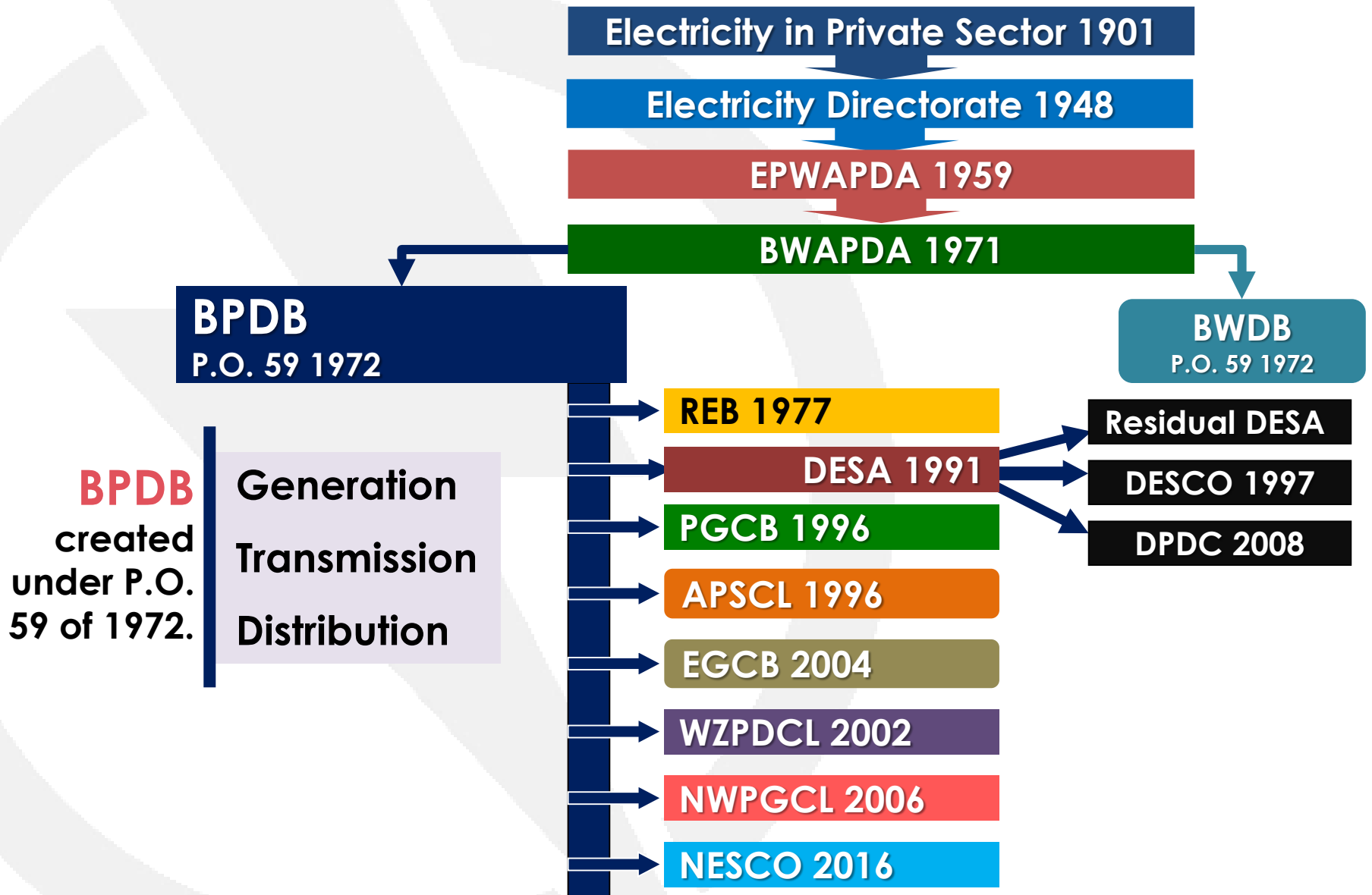


Historical Background of Power Sector



BPDB Activities (2019-2020)

• Pillar 1: STEM Education

- Continuously facilitating female engineering students to visit BPDB's power plants (*80 students in 2020*)
- Hosts industrial trainees (interns) from female engineering students upon request received from key engineering universities/institutions (*at least 20 interns in a year*)

• Pillar 2: Recruitment

- Encourages female engineering students to apply for BPDB positions upon request from key universities in:
 - Seminars/workshops
 - Career Opportunity Sessions
 - Job Placement Network
- Provide assistance by female senior engineers acting as role models for female engineering students (fresh graduates) (*at least 20 in a year*)

BPDB Activities (2019-2020) (contd.)

• Pillar 3: Development for Female professionals

- Mentorship program for fresh female recruits by delegating mentors from senior female engineers (*at least 3 mentors and 2 events in a year*)
- Female engineers as participants / expert speakers in national / international events/workshop & seminars (*10 to 15 female engineers participate in at least 3 international and 5 national events in 2020*)

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

- Ensures *no less than 15%* female engineers/officers' participation in all capacity development initiatives.
- Starts Day Care facility for taking care of kids of BPDB employees (*at least 20 female engineers*)

• Pillar 5: Policy as cross-cutting

- Recruitment committee with *at least one* female representative.
- *At least one* female engineer representative for In house Committees: (i) Internal committees (ii) workshop organizing team (iii) BPDB delegation for external meetings and (iv) feasibility study teams.
- Formed Sexual Harassment Complaint *Committee with 3 female members*