

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 350 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				Quarterly Target #s with country
	7 outreach sessions with outreach to 322 girls and 1 robotics session to 30 girls PK			1 session with 36 schoolgirls in Lahore PK	(Program canceled for 2020 for safeguarding trainers and students' health) PK				Achievement
WEP avails its members and female professional engineers as role models	WEP nominates 2 female professional engineers as role models for network of female students and professionals in Pakistan.				WEP nominates 6 female professional engineers as role models 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
		RM 1 for WEP network PK	RM 1 for WEP network PK			1 Role Model for WEP network PK	5 Role Models for WEP network PK		Quarterly Target #s with country
		5 role models with network of 1,300 professional women				Did not conduct	Did not conduct		Achievement

					PK	PK		
--	--	--	--	--	----	----	--	--

(b) Pillar 2: Recruitment

Activity	In 2019				In 2020				Note
WEP matches internship opportunities for female students using their existing network. (either summer internships or shadow internships, depending on availability)	WEP matches 5 female students from Pakistan as summer interns/shadow interns in Pakistan.				WEP matches 5 female students from Pakistan as summer interns/shadow interns in Pakistan.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			5 interns hips PK				5 internships PK		<i>Quarterly Target #s with country</i>
			3 interns hips 1 International research internship PK				3 internship opportunities with 43 Female interns PK		<i>Achievement</i>
WEP digitally follows-up the matched interns to take account of their feedback, and whenever possible the partnering firms' feedback, regarding the experience.	Matched 5 female interns will be followed-up by WEP to support them and the companies.				Matched 1 female interns will be followed-up by WEP to support them and the companies. [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			The 5 interns receive WEP support PK				1 female intern PK		<i>Quarterly Target #s with country</i>

			15 applicants and 1 International research intern PK				10 recent graduates and students referred to SEIMENS received WEP support. PK	<i>Achievement</i>	
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 1 company seeking to hire female engineers. [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	1 PK	2 PK	1 PK	1 PK	1 Consultation PK				<i>Quarterly Target #s with country</i>
	WEP provided consultation to 5 companies so far in 2019. PK				No consultation provided		WEP provided consultation to 14 companies PK		<i>Achievement</i>
WEP conducts STEM virtual Job Fair.	<i>Preparation</i>				WEP conducts 1 STEM virtual Job Fair to be conducted for 500 participants. [Added the activity due to COVID-19]				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
								1 STEM Job fair to be conducted for 500 participants and at	<i>Quarterly Target #s with country</i>

								least 30 companies	
								PK	
								1 job fair held with 530 female participants	<i>Achievement</i>
<p>WEP conducts training workshops for female engineering students and/or female engineering professionals using their existing network in Pakistan.</p> <p>Links to volunteering trainers from WePOWER Strategic Partnering firms will be appreciated. These trainers can be from both, academia and industry based on the type of workshop planned. The focus of these workshops will be technical and soft skills development.</p>	WEP conducts 2 workshops for 50 women engineering students and/or professionals in Pakistan.				WEP conducts 2 workshops for 50 women engineering students and/or professionals in Pakistan.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	1 with 25 women PK	1 with 25 women PK			1 with 25 women PK		1 with 25 women PK		<i>Quarterly Target #s with country</i>
	STEM Together Workshop for 35 women PK	STEM Together Workshop for 26 women 17 students PK			0 women			WEP conducted 4 workshops for 189 female students and professionals PK	<i>Achievement</i>
<p>WEP conducts webinars on professional development topics for female engineering students and professionals in SAR.</p> <p>WEP is already in touch with WIE Punjab Govt. and</p>	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.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	2 webinars				1 webinar	1 webinar			<i>Quarterly Target #s with country</i>

IEEE Women in Engineering for collaborative webinars. (Subject to partnerships within WEP existing network, and WePOWER Strategic Partners.)	with expected number of viewers 15,000 PK				with expected number of viewers: 15,000 PK	with expected number of viewers: 15,000 PK			
	1 webinar with reach to 6,703 WEP viewers PK	1 webinar with reach to 18,436 WEP viewers PK	1 webinar with reach to 5,132 WEP viewers 1 Webinar with reach to 1,580 to WEP viewers PK		1 webinar conducted with reach to 17,401 WEP viewers PK			4 webinars with a total viewership of 3000+ views and over 7572 unique engagements PK	<i>Achievement</i>
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.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				1 developed PK				1 Updated program PK	<i>Quarterly Target #s with country</i>
	WEP Digital Mentorship program with 8 female students matched to mentors. PK							1 updated program PK	<i>Achievement</i>

→ 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.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				5 mentors identified PK				5 mentors identified PK	<i>Quarterly Target #s with country</i>
	9 Mentors PK							14 mentors identified PK	<i>Achievement</i>
→ WEP identifies student or young-professional mentees in Pakistan working together with WePOWER Secretariat.	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.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				10 mentees identified PK				10 mentees identified PK	<i>Quarterly Target #s with country</i>
	8 mentees identified and matched. 8-week mentorship cycle completed.							10 mentees were identified. PK	<i>Achievement</i>
WEP markets third-party national or international Scholarship opportunities with female	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.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	3 PK	1 PK		3 PK	3 PK	1 PK		3 PK	<i>Quarterly Target #s with country</i>

engineering students/professional in Pakistan using their digital portal.	12 scholarships and PhD openings identified and mentored for in WEP digital portals. PK	10+ scholarship opportunities PK	10+ scholarship opportunities PK			11 third-party scholarships PK	<i>Achievement</i>
---	--	---	---	--	--	---------------------------------------	--------------------

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

Activity	In 2019				In 2020				Note
<p>WEP conducts a video/audio podcast project that showcases female role models in STEM fields.</p> <p>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 shattered the proverbial "glass ceiling", in an attempt to normalize the image of a Pakistani female in STEM and bridge the gender gap.</p>	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.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s with country</i>
<p>WEP, depending on financial and logistical assistance received from WePOWER and other Strategic Partners, conducts an annual STEM job fair that would involve:</p> <ol style="list-style-type: none"> 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. <p>WePOWER, through the Secretariat and other Strategic Partners, will support WEP in advertising the job fair to students in various universities in Pakistan.</p>	1 annual STEM job fair will be conducted by WEP, Pakistan.				1 annual STEM job fair will be conducted by WEP, Pakistan.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
								This activity is under Virtual Job Fair	<i>Quarterly Target #s with country</i>

(c) Pillar 3: Development for Female Engineering professionals

None.

(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				Database is a live document that is always open for edit. Enrollment is on a rolling basis.				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				(Database enrollment on-going.)			Database is alive. (46 females enrolled)	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								Achievement
WEP conducts online survey for evaluating	Not planned				--				Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline

status-quo participation of women in STEM companies.	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	
									<i>Quarterly Target #s with country</i>
	WEP reintroduced their online STEM Inclusion Survey. PK								<i>Achievement</i>
WEP advocates for progress of women in STEM in Pakistan.	Not planned.				--				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s with country</i>
	WEP is co-signatory on the Charter for Science. PK				4 WEP representatives raised important issues with attendees and highlighted WEP achievements at “Schlumberger Foundation Focus on Pakistan: Meeting on Gender Equality in STEM in Pakistan” PK				<i>Achievement</i>