

## 6. Women in Energy Pakistan (WIE), Pakistan

### Contact Information

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### (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 1 university for 10 female students in Pakistan.  [Revised the targets due to COVID-19]				Total target #s in the year
	In 2019 cost estimation TOTAL: USD 1000 (includes cost of venue, printing, materials)				In 2020 cost estimation TOTAL: USD 1000 (includes cost of venue, printing, materials)				Cost Estimation
	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				Quarterly Target #s with country
				1 chapter with 10 female students  PK	1 chapter with 10 female students  PK				Achievement
WIE holds a hackathon amongst young female students	1 hackathon with 20 female STEM girls held by WIE				[Revised the targets due to COVID-19]				Total target #s in the year
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD n/a				Cost Estimation
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

and its network on STEM Education for Girls.  <i>Only possible with WePOWER institutional partners</i>			1 hackathon with 20 female STEM girls						<i>Quarterly Target #s with country</i>
			PK 0						<i>Achievement</i>

**(b) Pillar 2: Recruitment**

Activity	In 2019				In 2020				Note
WIE identifies <b>role models</b> 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				1 female professionals / engineers serve as role models for 10 female junior professionals / engineers in Pakistan.  [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD n/a				<i>Cost Estimation</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 role models for 20 female engineers  PK			1 role model for 20 female engineers  PK				<i>Quarterly Target #s with country</i>
	2 role models for 20 female engineers  PK			1 role model for 20 female engineers  PK				<i>Achievement</i>	
WIE matches <b>internship</b> opportunities for female students.  WePOWER, though the Secretariat and other	WIE matches 10 female students from Pakistan as interns.				--  [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	In 2019 cost estimation  TOTAL: USD 3000 (Stipend, Training related costs for 10 professionals)				In 2020 cost estimation  TOTAL: USD n/a				<i>Cost Estimation</i>

Strategic Partners supports WIE in advertising internships to students in various universities in Pakistan.	Q1 Jan -	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		10 female students matched Internship PK							Quarterly Target #s with country
		10 female students matched Internship PK							Achievement
WIE contributes to a <b>job fair</b> , along with other partners, that would involve job matching which targets public and private energy sector in Pakistan.	WIE contributes 1 annual job fair.				WIE contributes 1 annual job fair with WEP.  [Revised the targets due to COVID-19]				Total target #s in the year
	In 2019 cost estimation TOTAL: N/A				In 2020 cost estimation TOTAL: USD 1600 for virtual job fair (includes cost of online tool - Hopin, branding, social media marketing, event videos, webinar tools, website; this figure does not include any program management and human capital costs)				Cost Estimation
	Q1 Jan -	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			1 job fair PK					1 virtual job fair PK	Quarterly Target #s with country
			0					1 virtual job fair with 530 female participants PK  (1512 registered candidates 1317 candidates attended 90.7% turnout !)	Achievement

									250+ one-on-one conversations 160+ one-on-one networking meetings 60+ e-booths with 150 unique interactions per booth on average 215+ jobs discussed)	
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**(c) Pillar 3: Development for Female professionals**

Activity	In 2019				In 2020				Note
WIE conducts <b>workshops</b> 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.				<i>Total target #s in the year</i>
	In 2019 cost estimation TOTAL: USD \$3500 (Cost for 2 workshops, venue, workshop materials, lunch)				In 2020 cost estimation TOTAL: USD 750 USD (3 online workshops)				<i>Cost Estimation</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 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		<i>Quarterly Target #s with country</i>
1 With 15 Women PK	1 With 20 Women PK	1 With 25 Women PK		1 Workshop with 25 women PK	2 Workshops with 40 Women PK	Did not conduct PK		<i>Achievement</i>	
WIE organizes <b>Webinar Series</b> for dissemination of new	WIE organizes 3 webinars with 15 female engineers.				WIE organizes 3 webinars with 15 female engineers.				<i>Total target #s in the year</i> In partnership with other Strategic/ Institutional partners.

trends in energy and power, catered to female professional from its network.	In 2019 cost estimation TOTAL: USD 500 for two webinars				In 2020 cost estimation TOTAL: USD 500 for two webinars				Cost Estimation
	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 5 women PK	1 with 5 women PK	1 With 5 Women PK		Quarterly Target #s with country
	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 PK	1 Webinar with estimate around 160 women attendees. PK	1 Webinar with estimated around 240 women. PK		Achievement
WIE organizes a <b>Study Tour and Site Visit</b> 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				-- [Revised the targets due to COVID-19]				Total target #s in the year
	In 2019 cost estimation TOTAL: USD 950 USD based on 20 professionals (Transport, Lunch, Refreshments)				In 2020 cost estimation TOTAL: USD n/a				Cost Estimation
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		1 with 20 females PK							Quarterly Target #s with country
	1 with 20 females s	1 with 20 females PK						Achievement	

		PK							
WIE curates <b>Mentorships</b> 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
	In 2019 cost estimation TOTAL: USD 0 (does not include potential honoraria of 600 USD for 2 mentors)				In 2020 cost estimation TOTAL: USD 0 (but does not include potential honoraria of 300 USD for 1 mentor)				Cost Estimation
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			3 matched  PK		3 matched  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  PK				Achievement
WIE curates <b>Mentorships</b> 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
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD n/a				Cost Estimation
	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	4 matched  PK					Achievement
WIE advocates with Conference	WIE identifies 3 Conferences/ Seminars/ Workshops to host a WIE Panel for 30 female engineers.				WIE identifies 1 Conferences/ Seminars/ Workshops to host a WIE Panel for 30 female engineers.  [Revised the targets due to COVID-19]				Total target #s in the year

organizers to <b>host a WIE Panel</b> or at least commit to gender representation on all its panels with WIE's facilitation	In 2019 cost estimation TOTAL: USD 1600 (Cost of travel and accommodation of four out-of-city speakers)				In 2020 cost estimation TOTAL: USD 0 (but does not include speaker honoraria of USD 1000 for 16 speakers and cost of memorabilia of 500 USD)				Cost Estimation
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	Aiming timeline
	1 For 30 Females  PK	1 For 30 Females  PK	1 For 30 Females  PK		1 Conference 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  PK			4 WIE Panels with gender representation on all panels  PK	Achievement
WIE <b>participates</b> in World Bank energy <b>events</b> 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
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD n/a				Cost Estimation
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	Aiming timeline
			2 members attend  PK						Quarterly Target #s with country
		10 members attended  PK						Achievement	
WIE <b>sends WIE members</b> to WePOWER	2 WIE members are sent to regional conferences/events at WePOWER platforms				--				Total target #s in the year
	In 2019 cost estimation TOTAL: USD WePOWER costs				In 2020 cost estimation TOTAL: USD n/a				Cost Estimation

platform for growth and networking.	<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 PK					<i>Quarterly Target #s with country</i>
	2 PK			1 PK					<i>Achievement</i>
WIE organizes <b>workshops</b> 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  [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD n/a				<i>Cost Estimation</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 10 PK	1 With 10 PK		1 Workshop with 10 members  PK				<i>Quarterly Target #s with country</i>
			1 workshop with 20 member attendees  PK		0 workshops  PK				<i>Achievement</i>
WIE organizes <b>trainings</b> on Solar Installation for young female professionals/ engineers	Not planned				WIE hosts 1 training on Solar Installation for 4-days long for 12 young female engineers in collaboration with partners.  [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	In 2019 cost estimation TOTAL: USD \$3500 (Cost for 2 trainers for 2 weekends training, transport, training materials, lunch)				In 2020 cost estimation TOTAL: USD \$3500 (Cost for 2 trainers for 2 weekends training, transport, training materials, lunch)				<i>Cost Estimation</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>
			1 trainin		1 training held for 12				<i>Achievement</i>



			g held for 12 female engineers PK		female engineers PK				
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 with 20 female participants.				Total target #s in the year
	In 2019 cost estimation TOTAL: USD ****				In 2020 cost estimation TOTAL: USD ****				Cost Estimation
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					1 panel session with 20 female participants. PK				Quarterly Target #s with country
			1 panel session with 6 experts at a conference, with 50 professional s/ engineers’ people PK		NEPRA Energy Week panel had 20 female attendees from WIE, and 2 speakers from WIE PK				Achievement

**(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	WIE identifies 5 organizations				WIE identifies 5 organizations  [Revised the targets due to COVID-19]				Total target #s in the year
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD n/a				Cost Estimation
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

women in Pakistan.			5 PK						Quarterly Target #s with country
			5 PK		2 PK				Achievement

**(e) Pillar 5: Policy and Institutional Change**

Activity	In 2019				In 2020				note
WIE <b>assesses</b> 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
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD				Cost Estimation
	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
			0		Data collection exercise with WePOWER PK				Achievement
WIE <b>provides advice</b> 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
	In 2019 cost estimation TOTAL: USD ****				In 2020 cost estimation TOTAL: USD 1750 USD consulting fees for 1 lean company				Cost Estimation
	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			1 compan y PK	<i>Achievement</i>
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.  [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	In 2019 cost estimation TOTAL: USD n/a				In 2020 cost estimation TOTAL: USD 1750 consulting fees for 1 lean company)				<i>Cost Estimation</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 compan y with 50% female candidat es  PK					1 compan y with 50% female candidate  PK		<i>Quarterly Target #s with country</i>
			1 compan y reached for 50% female candidat es  PK				1 compan y with 50% female candidat es  PK		<i>Achievement</i>