



# WAPDA – Women In Power

an Institutional Partner of WePOWER



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## Introduction to WAPDA



- Pakistan **Water and Power Development Authority (WAPDA)** was established in **1958**.
- An autonomous and statutory body under the administrative control of the **Federal Government**.
- The Federal Government of Pakistan mandated WAPDA for **hydel development projects** all across the country.

### WAPDA – Women In Power 3<sup>rd</sup> Quarter Activities

#### Pillar 1 – STEM Education

Sr.No.	Activity	Location/Beneficiaries	Objective
1	Orientation/counselling	Ghazi Barotha and Tarbela/400 female students	Awareness on the significance of STEM education highlighting opportunities in STEM profession
2	Teachers' training (WAPDA's school heads from all over Pakistan)	Islamabad/Teachers from WAPDA schools & colleges	Teachers to motivate female students for STEM education
3	TED Talks	Tarbela, Khyber Pakhtunkhwa/300 female students	Motivate and spark passion among female students by sharing real-life stories of successful female engineers

## Pillar 2 – Recruitment

Sr.No.	Activity	Location/Beneficiaries	Objective
1	Education Expo 2019	Lahore/Female Students and Women from Public and Private Sector	Introduce WePOWER initiative and encouraged female students for STEM education
2	One month certified summer internship	The Mega Hydrel Projects Complex, Islamabad/2 female students (O-Level and A-Level)	Provide students with the experience of a professional working environment
3	Certified Internships	At various locations and departments of WAPDA/33 female students	Teach interns the industrial and practical implementation of their theoretical knowledge

## Pillar 3 – Development

Activity	Location/Beneficiaries	Objective
Trainings: <ul style="list-style-type: none"> <li>• Organizational Behavior &amp; Change Management</li> <li>• Building Self-Confidence &amp; Assertive Skills</li> <li>• Preparation of Project Cycle-1</li> <li>• Junior Management Course</li> <li>• Mid-Career Management Course</li> </ul>	Islamabad/11 WAPDA female officers	To upgrade the skills, knowledge, and the capacity of female employees/workforce for higher leadership and management role

## Pillar 4 – Retention

Activity	Beneficiaries	Objective
Facilities: <ul style="list-style-type: none"> <li>• Daycare center</li> <li>• Seminar on 'Harassment at Workplace'</li> <li>• Female Hostel</li> <li>• Cafeteria</li> <li>• Gymnasium</li> </ul>	WAPDA female employees	Ensure the conducive environment for permanent retention of female employees

# Pillar 5 – Policy & Institutional Change

Activity	Beneficiaries	Objective
Policies: <ul style="list-style-type: none"> <li>• <b>Wed-Lock policy</b> in affect since 1976</li> <li>• <b>Special leave</b> for female employees (in case of death of a husband) in affect since 1982</li> <li>• <b>Maternity Leave</b> policy in affect since 1982</li> <li>• <b>Special Women Quota</b> in affect since February 23, 2011 (After amendment)</li> </ul>	WAPDA female employees	Retention of female employees and for the sustainable development of the organization

## Way Forward

**Pillar 1: STEM Education**

- Educational Reform Program (ERP)
- Project-based learning
- Science fairs
- Educational trips to Hydropower Projects
- TED Talks
- Orientation & Career Counseling

**Pillar 2: Recruitment**

- Networking with engineering universities
- Certified Internships for female candidates
- Networking with public and private sectors to promote WePOWER initiative

**Pillar 3: Development**

- Capacity building and skill development training
- Leadership and management training
- Technical training

**Pillar 4: Retention**

- Daycare Centers
- Prayer area
- Seminars on 'Harassment at workplace'
- Grievance Redressal Mechanism
- Gymnasium

**Pillar 5: Policy & Institutional Change**

- Wed-Lock policy
- Special leave
- Maternity Leave
- Special Women Quota



**Thank You**