



Partners, will support Stantec in advertising internships to students in various universities in South Asia.			1 female student						Quarterly Target #s with country
			NP						Achievement
Stantec advertises <b>vacancies</b> 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. [Revised the targets due to COVID-19]				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	As needed	As needed	As needed				Quarterly Target #s with country
		NP	NP	NP	NP				
	no vacancies.	no vacancies.	no vacancies.	0					Achievement
	NP	NP	NP	NP					

(c) Pillar 3: Development for Female Engineer professionals

Activity	In 2019				In 2020				Note
Stantec supports <b>mentorship</b> program of WePOWER by availing its senior engineers as mentors.	Stantec 3 mentors support mentees				--				Total target #s in the year
	Stantec also explores opportunities to support mentorship activities in Pakistan.				[Revised the targets due to COVID-19]				
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			1 matching	2 matchings					Quarterly Target #s with country
		NP	NP						
		0	0						Achievement
		NP	NP						

Stantec helps in identifying student or young-professional <b>mentees</b> .	Stantec identifies 3 mentees				-- [Revised the targets due to COVID-19]				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	2					Quarterly Target #s with country
			NP	NP					Achievement
Stantec <b>sends its senior engineers</b> 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 1 senior engineer as expert speakers. [Revised the targets due to COVID-19]				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 NP	1 senior engineer NP	1 senior engineer NP	1 senior engineer NP	1 senior engineer NP				Quarterly Target #s with country
	0	0	0	0	0 senior engineer NP				Achievement
Stantec hosts <b>workshops/trainings</b> on soft skills for women professionals in collaboration with Nepal Engineers Association (NEA).	Stantec organizes 2 workshops/trainings for 10 women professionals in Nepal  Stantec also explores additional opportunities to organize similar workshops/trainings for women practitioners in Pakistan.				-- [Revised the targets due to COVID-19]				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					Quarterly Target #s with country
			0	0					Achievement
Stantec organizes hands-on <b>technical trainings</b> for women	Stantec organizes 2 technical trainings for 10 women professionals.				-- [Revised the targets due to COVID-19]				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		1 with 5 women					Quarterly Target #s

professionals in Nepal.		NP		NP					with country
		0		0					Achievement
Stantec organizes <b>online trainings</b> 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.				-- [Revised the targets due to COVID-19]				Total target #s in the year
	<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>	Aiming timeline
		1 with 5 women		1 with 5 women					Quarterly Target #s with country
		NP		NP					Achievement
	0		0						Achievement

**(d) Pillar 4: Retention (including Facilities)**

Activity	In 2019				In 2020				Note
Stantec <b>assesses and reports</b> on provision of women friendly facilities in projects with its involvement.	Stantec shares bi-annual reports with WePOWER Secretariat.				-- [Revised the targets due to COVID-19]				Total target #s in the year
	<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>	Aiming timeline
				1 report					Quarterly Target #s with country
				NP					Achievement
			0						Achievement
Stantec organizes <b>Webinars</b> 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.				-- [Revised the targets due to COVID-19]				Total target #s in the year
	<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>	Aiming timeline
			1 with 5 females	1 with 5 females					Quarterly Target #s with country
			NP	NP					Achievement
		0	0						Achievement

(e) Pillar 5: Policy and Institutional Change

Activity	In 2019				In 2020				note
<p><b>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.</b></p>	<p>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.</p> <p>WePOWER Secretariat and its other Strategic Partners will support Stantec and Nepal Engineers' Association in implementing its work-program for supporting women engineers.</p>				<p>Stantec advises and supports for Nepal Engineers' Association committee focusing on women engineers and its various activities.</p> <p>[Revised the targets due to COVID-19]</p>				<p><i>Total target #s in the year</i></p>
	<p><i>Q1 Jan-</i></p>	<p><i>Q2 Apr-</i></p>	<p><i>Q3 Jul-</i></p>	<p><i>Q4 Oct-</i></p>	<p><i>Q1 Jan-</i></p>	<p><i>Q2 Apr-</i></p>	<p><i>Q3 Jul-</i></p>	<p><i>Q4 Oct-</i></p>	<p><i>Aiming timeline</i></p>
									<p><i>Quarterly Target #s with country</i></p>
		<p>One meeting held. No progress to report.</p> <p>NP</p>							<p><i>Achievement</i></p>