

## 15. Druk Green Power Corporation Limited (DGPC), Bhutan

### Contact Information

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### (a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
DGPC provides <b>outreach program</b> in high schools for female students.  The outreach program includes providing awareness on what is DGPC's business.	<i>Preparation</i>				DGPC provides the outreach program for 4 high secondary schools for 100 female students.				<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 school for 25 female students  BH	1 school for 25 female students  BH	1 school for 25 female students  BH	1 school for 25 female students  BH	<i>Quarterly Target #s with country</i>
					0			339 female students for 4 schools of 4 power plants.  BH	<i>Achievement</i>
DGPC provides <b>DGPC field trips</b> for students (especially for girls) in respective DGPC plant vicinity.	<i>Preparation</i>				DGPC provides the 4 field trips = 4 schools for 40 girl students.				<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 school for 10 girl students  BH	1 school for 10 girl students  BH	1 school for 10 girl students  BH	1 school for 10 girl students  BH	<i>Quarterly Target #s with country</i>
						Could not implement due to COVID  BH	Could not implement due to COVID  BH	Could not implement due to COVID  BH	<i>Achievement</i>

DGPC arranges institutional tie-ups with local schools for <b>career counselling.</b>	<i>Preparation</i>				DGPC arranges institutional tie-ups with 4 local schools to provide the career counselling for 40 female students				<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 school agreements for 20 female students  BH	1 school agreement for 10 female students  BH	1 school agreement for 10 female students  BH	<i>Quarterly Target #s with country</i>
								4 schools for 339 girls students  (on experience sharing of technical women employees of DGPC)  BH	<i>Achievement</i>

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
DGPC establishes institutional linkages on OJT and <b>campus recruitments.</b>	<i>Preparation</i>				DGPC establishes 2 institutional linkages for 10 female students on OJT and campus recruitments.				<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 institutional linkage for 5 female students  BH	1 institutional linkage for 5 female students  BH		<i>Quarterly Target #s with country</i>
								9 institutions linkage for 28 female students for OJT  BH	<i>Achievement:</i>

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
<p>DGPC conducts <b>leadership trainings</b> for all. It includes all kinds of leadership trainings to prepare a female employee for <b>higher roles</b>. The schedule of the training depends on HR plan which is not finalized but of the total leadership training slots in a year, 25% slots will be reserved for female staff.</p>	DGPC conducts two leadership trainings in which 10 of the slots will be for female staff.				DGPC conducts two leadership trainings in which 20 of the slots will be for female staff.				<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 trainings for 10 DGPC female staff BH				1 training for 10 DGPC female staff BH		1 training for 10 DGPC female staff BH	<i>Quarterly Target #s with country</i>
	2 trainings for 13 female staff BH						2 trainings for 35 DGPC female staff BH	<i>Achievement</i>	
<p>DGPC increases DGPC female staff participation in <b>technical conferences /seminars /OJTs /OCC /PCC</b>.</p>	Minimum 10 female employees participate in 2 conferences following DGPC's encouragement.				Minimum 10 female employees to participate in 2 conferences following DGPC's encouragement.				<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>
			DGPC 10 female employees participate in 2 conferences. BH				DGPC 10 female employees participate in 2 conferences. BH		<i>Quarterly Target #s with country</i>
							14 DGPC female employees participated in 6 conferences and OCC/PCC BH	<i>Achievement</i>	

DGPC encourages DGPC female staff to participate in DGPC internal Annual Technical Conference.	DGPC provides 20 female staff to join internal Annual Technical Conference.				DGPC provides 20 female staff to join internal Annual Technical Conference.				Total target #s in the year
	23 abstracts out of 71 were written by female employees and all accepted for the conference								
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				20 female staff BH			20 female staff BH		Quarterly Target #s with country
			23 female employees for 2 DGPC Annual/ Technical conferences BH			Could not conduct due to COVID BH		Achievement	
DGPC provides women's retreat to join knowledge sharing sessions.	Preparation				DGPC provides 1 women's retreat for DGPC 30 female staff.				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 women's retreat for 30 female staff BH			
								Could not conduct due to COVID BH	Achievement

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

Activities	In 2019	In 2020	Note
DGPC provides	DGPC provides ECCD and daycare facilities for all staff.	DGPC provides ECCD and daycare facilities for all staff.	Total target #s in the year

Early Childhood Development and Daycare facility for all DGPC staff.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	5 ECCDs already in place as of 2019  BH							2-day care facilities (1 at a plant and 1 at the Corporate Office)  BH	Quarterly Target #s with country
								Could not open the daycares due to COVID  BH	Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
DGPC appoint a women counsellor for DGPC work place harassment.	<i>Preparation</i>				DGPC appoints 3 women counselors appointed 2 for plants and 1 at Corporate Office.				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 women counselor in plant  BH	1 women counselor in plant  BH	1 women counselor at Corporate office  BH	Quarterly Target #s with country
							Total of 5 women counsellors  BH	Achievement	
DGPC provides equal recruitment opportunities for both genders.	DGPC provided equal recruitment opportunity for every recruitment.				DGPC continues the equal recruitment opportunity for everyone.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	DGPC provides the rule.  BH	Continue it.  BH	Continue it.  BH	Continue it.  BH	Continue it.  BH	Continue it.  BH	Continue it.  BH	Continue it.  BH	Quarterly Target #s with country
	In 2019 3 female employees were recruited of the total of 25							Continued  (Recruitment of 37 slots in	Achievement

	BH							progress. Out of the 212 shortlisted candidates, 93 were female applicants.)  BH	
DGPC provides "Safe and healthy working environment for women".	DGPC provides "Safe and healthy working environment" to all staffs.				DGPC continues the rule to all staffs.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	ISO certified in: 1.OHSAS 18001:2007 Occupational Health & safety 2. QMS 9000:2015 Quality Management 3. EMS 14001:2015 Environment Management System 4. AMS 55001:2014 Asset Management System  BH							Recertification in the new ISO standards of the 4 ISO Certificates already obtained  BH	Quarterly Target #s with country
	Obtained ISO certified: 1.OHSAS 18001:2007 Occupational Health & safety 2. QMS 9000:2015 Quality Management 3. EMS 14001:2015 Environment Management System 4. AMS 55001:2014 Asset Management System  <i>Certified in first 3 ISO certifications in December 2015 and 4<sup>th</sup> one in October 2017, and re certified depending on the certification end date</i>  BH							Postponed to 2021 due to COVID.  BH	Achievement