

14. Bhutan Power Corporation (BPC), Bhutan

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(a) Pillar 1: STEM Education

None.

(a) Pillar 2: Recruitment

| Activities | In 2019 | | | | In 2020 | | | | Note |
|---|---|------------|--|--------------------------------|---|------------|------------|-------------|----------------------------------|
| BPC creates awareness on BPC's business and opportunities available, collaborate with College of Science & Technology and one Diploma & Certificate Technology Institute. | Preparation. BPC starts initiating/ defining with the institutes. | | | | BPC holds awareness activities in one institute for total (aiming) 30 female students. [Revised the targets due to COVID-19] | | | | Total target #s in the year |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD 660 | | | | Cost Estimation |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | -- | -- | -- | -- | 1 institute/ 30 female students BH | | | | Quarterly Target #s with country |
| | | | Identified and discussed with 3 institutes BH | Did not implement it BH | | | | Achievement | |

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|--|--|--|--|---|---|------------|--|-------------|---|
| BPC provides internship program for female students of College of Science & Technology, diploma and certificate (technical) institutes. | BPC provides internship program for one batch (10-20 female students) for one- two months. | | | | BPC provides internship for 1 batch (for total 20 female students) for one- two months = 20 female students x 1 batch [Revised the targets due to COVID-19] | | | | Total target #s in the year |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD 100 | | | | Cost Estimation |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | | | 10-20 female students/batch, before recruitment Start August for one-two months BH | | 10-20 female students/batch, before recruitment Start January for one-two months BH | | | | Quarterly Target #s with country Depend on the institutes intern policy. |
| | | Enrolled 8 female students as interns. BH | | 8 females enrolled as interns BH | | | 2 females enrolled as interns (Total 10 female interns from March) BH | Achievement | |

(c) Pillar 3: Development for Female professionals

| Activity | In 2019 | | | | In 2020 | | | | Note |
|--|--|------------|------------|---|--|---|------------|---|----------------------------------|
| BPC conducts workshops for young female professionals by senior professionals on soft skills and their capacities in BPC. | BPC has the workshop in the last quarter of the year for #20-30 BPC young female professionals by 2-3 senior female/male professionals in BPC. Technical Skills, presentation skills, communication skills. | | | | BPC has two workshops in 2020, for total #45 BPC young female professionals by 2-3 senior female/male professionals in BPC. Technical Skills, presentation skills, communication skills. [Revised the targets due to COVID-19] | | | | Total target #s in the year |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD 270 | | | | Cost Estimation |
| | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Q1 Jan- | Q2 Apr- | Q3 Jul- | Q4 Oct- | Aiming timeline |
| | | | | 20-30 BPC young female professionals, in October. | | 20-30 BPC young female professionals, in April. | | 10-15 BPC young female professionals, in October. | Quarterly Target #s with country |

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|---|--|--------------------|--------------------|--|--|------------------------------|--------------------|---|--|
| | | | | BH | | BH | | BH | |
| | | | | 1 workshop / 20 female professionals of engineers and Technicians BH | | 30 female staff BH | | Did not implement it due to COVID and postponed to Jan/Feb 2021. BH | <i>Achieve ment</i> |
| BPC invites woman from outside in prominent position to speak on leadership and be as a role model. | Preparation | | | | BPC invites one woman from outside within Bhutan, someone from technical and leadership, in prominent position and provide a “Talk-session” to speak for BPC female professionals. [Revised the targets due to COVID-19] | | | | <i>Total target #s in the year</i> |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD 200 | | | | <i>Cost Estimati on</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 Talk Session, 20-30 female professionals’ participants BH | <i>Quarterl y Target #s with country</i> |
| | | | | | | | | Did not implement it due to COVID. BH | <i>Achieve ment</i> |
| BPC provides Mentorship Programs through HR department | Preparation. BPC identifies the mentees and mentors in BPC. | | | | BPC provides 5-10 mentees to any female recruits (new professionals) by 5-10 female/male professionals as mentors, aiming one-to-one support. | | | | <i>Total target #s in the year</i> |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD 1000 | | | | <i>Cost Estimati on</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> |
| | -- | -- | -- | -- | Initially 5-10 female mentees / 5-10 female/male mentors. Aiming in February or March. BH | | | | <i>Quarterl y Target #s with country</i> |
| | | | | | Identified 13 mentors for 0 female mentees | | | | <i>Achieve ment</i> |

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| | | | | | BH | | | | |
|--|--|--|--|--|----|--|--|--|--|

(d) Pillar 4: Retention (including Facilities)

| Activity | In 2019 | | | | In 2020 | | | | Note |
|--|--|--------------------|--------------------|--|--|--|--------------------|--|---|
| BPC provides workshops for returning mothers and for females returning from long term studies (more than one-year study leave). | Preparation. BPC interviews to assess and identify the areas where the workshop needs to be conducted. | | | | BPC provides two workshops for #5-10 returning mother and returning from long term studies professionals per workshop, aiming in June and December. | | | | <i>Total target #s in the year</i> |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD **** | | | | <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> |
| | | | | | | For 5-10 returning mothers/returning from long term studies in June. BH | | For 5-10 returning mothers/returning from long term studies in December. BH | <i>Quarterly Target #s with country</i> |
| | | | | | | No returnees BH | | No returnees BH | <i>Achievement</i> |
| BPC holds experience sharing at least twice a year to diagnose and resolve any issues that women are facing in the workplace. | BPC holds on one experience sharing session as a group discussion for #20-30 younger female professionals by 2-3 senior speakers. Aiming in October. | | | | BPC holds on two experience sharing sessions - as a group discussion for total #50 younger female professionals by 2-3 senior speakers. [Revised the targets due to COVID-19] | | | | <i>Total target #s in the year</i> Eventually, this activity makes to change BPC HR Gender Policy. |
| | In 2019 cost estimation TOTAL: USD **** | | | | In 2020 cost estimation TOTAL: USD 130 | | | | <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> |
| | | | | For 20-30 young female professionals BH | For 20-30 young female professionals in March BH | | | For 20 young female professionals in October BH | <i>Quarterly Target #s with country</i> |

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|--|--|--|--|---|---|--|--|---|--------------------|
| | | | | 1 experience sharing session / 20 female engineers and technicians. BH | 0 | | | Did not implement it due to COVID BH | <i>Achievement</i> |
|--|--|--|--|---|---|--|--|---|--------------------|

(e) Pillar 5: Policy and Institutional Change

None.