



WePOWER CONFERENCE

MANILA

BPC COMMITTED INCREMENTAL ACTIVITIES

NOVEMBER 20-21, 2019

Bhutan Power Corporation Ltd

- Formed in July 1, 2002 it is solely responsible for transmission, distribution and supply of electricity within the country and wheel electricity for export.
- Total Number of employees is 2327. Out of which, only 444 are female. We have 1567 technical employees, out of which only 241 are female.
- For the first time, in the history of BPC, We have two female Directors in the Management of six.

Committed Activities

1. STEM Education & Recruitment: Create awareness on BPC's business and job opportunities available

2. Development for Female Professionals: workshops for young professionals, Invite woman from outside in prominent position as speaker, Provide mentorship programs.

4. Retention (Including Facilities)

- Reintegration program for returning mothers and for females returning from long term studies
- Hold experience sharing at least twice a year to diagnose and resolve any issues that women are facing in the workplace.

Activities Carried Out

Held experience sharing session with 20 female employees at the engineer level. Eventually want to roll out to the technician level and at sites too.

Concerns

- They do not face any gender discrimination as such however, the few female managers faces non-acceptance from male subordinates
- Self Confidence
- Indirect Sexual Harassment

