

14, Bhutan Power Corporation Limited (BPC), Bhutan

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(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
BPC aims to impart awareness program to the female students of Class IX & X on the STEM Education and its job opportunities in the Energy Sector.					BPC aims to impart awareness program to the female students of Class IX & X on the STEM education and its job opportunities in the energy sector				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 program for 30 females BH	1 program for 30 females BH		Quarterly Target #s with country
									Achievement

(a) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
BPC creates awareness on BPC's business and opportunities available, collaborate with College of Science & Technology and one Diploma & Certificate Technology Institute.	BPC holds awareness activities in three different institutes for total (aiming) 90 - 100 female students. (COVID-dependent)				BPC creates awareness on BPC's business and opportunities available, collaborate with College of Science & Technology and one Diploma & Certificate Technology Institute. (COVID-dependent)				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 institute for 30 female students BH	1 institute for 30 female students BH	1 institute for 30 female students BH			1 institute for 30 female students BH	1 institute for 30 female students BH	Quarterly Target #s with country
		Could not conduct due to COVID Restrictions							Achievement

BPC provides internship program for female students of College of Science & Technology, diploma and certificate (technical) institutes.	BPC provides internship for two batches (for total 20-40 female students) for one-two months = 10-20 female students x 2 batches (COVID-dependent)				Intake of more women in the internship program (45 female in 2022)				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	10-20 female interns recruited BH		10-20 female interns recruited BH		10 female interns recruited BH	10 female interns recruited BH	15 female interns recruited BH	10 female interns recruited BH	Quarterly Target #s with country
	18 female interns hired		15 female interns hired	15 female interns hired					Achievement

(c) Pillar 3: Development for Female professionals

Activity	In 2021				In 2022				Note
BPC conducts workshops for young female professionals by on Project Report writing in the first half and communication skills in the second.	BPC has two workshops for total 40-60 BPC young female professionals				Impart workshops for young female professionals on soft skills 60 BPC young professionals				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 workshop for 20-30 BPC young female professionals BH		1 workshop for 20-30 BPC young female professionals BH		1 workshop for 15 females BH	1 workshop for 15 females BH	1 workshop for 15 females BH	Quarterly Target #s with country
		Not done		Postponed					Achievement

BPC invites woman from outside in prominent position to speak on leadership and be as a role model .	BPC invites one woman in prominent position and provide a “Talk-session” to speak for BPC female professionals.				Invite one or two women in prominent position to provide a talk on women leadership in Bhutan				<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 Talk Session, 20-30 female participants BH					1 talk session for 20 to 30 Young inspiring female leaders in BPC BH		<i>Quarterly Target #s with country</i>
		Not done							<i>Achievement</i>
BPC provides Mentorship Programs through HR department	BPC provides 5-10 mentees to any female recruits (new professionals) by 5-10 female/male professionals as mentors, aiming one-to-one support.				Impart mentorship and sponsorship programs for women at different career levels				<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>
	Initially 5-10 female mentees by 5-10 female/male mentors. BH					1 mentorship program to 5-10 female recruits (new professionals) BH	1 sponsorship program for 10 to 20 female professionals BH		<i>Quarterly Target #s with country</i>

	Not done		(We are in the process of identifying the mentors and prior to that we also need to provide training on Mentorship)					<i>Achievement</i>
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(d) Pillar 4: Retention (including Facilities)

Activity	In 2021				In 2022				Note
BPC provides workshops for returning mothers and for females returning from long term studies (more than one-year study leave).	BPC provides two workshops for #5-10 returning mother and returning from long term studies professionals per workshop, aiming in June and December.				Activities: Impart brief awareness/workshop to returning mothers and employee returning from long term studies (more than one-year study leave) and EOL				<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 workshop for 5-10 returning mothers BH		1 workshop for 5-10 returning mothers BH		1 workshop for 2 – 5 returning mothers BH	1 workshop for 3- 6 returning mothers BH	1 workshop for 1 –6 returning mothers BH	<i>Quarterly Target #s with country</i>
		Not done	Postponed						<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 two experience sharing sessions - as a group discussion for #20-30 younger female professionals by 2-3 senior speakers. Aiming in March and October.				1. Impart awareness program on Gender Equality 2. Impart one day awareness/ workshop on Sexual Harassment at workplace				<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 session for 20-30 young female profession			1 session for 20-30 young female profession	1 awareness session to the Management & 1 awareness	1 awareness session for 100 employees	1 awareness session for 150 employees	1 awareness session for 200 employees	<i>Quarterly Target #s with country</i>

	als in March			als in October	session for 100 employees	BH	BH	BH	
	BH			BH					
	Not done			Postponed					<i>Achievement</i>

(e) Pillar 5: Policy and Institutional Change

None.