

13, Bangladesh Power Development Board (BPDB), Bangladesh

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(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
BPDB facilitates site visits in projects/ power plants for female engineering students.	BPDB facilitates at least one site visit to at least 25 female engineering students enrolled				BPDB facilitates at least ten site visits to at least 30 female engineering students enrolled				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	**It will not be possible to fix the target due to COVID impact			1 site visit 25 female engineering students BD	4 site visit 15 female engineering students BD		6 site visit 15 female engineering students BD		Quarterly Target #s with country
				3 site visits For 6 female engineering students					Achievement

(b) Pillar 2: Recruitment

Activities	In 2021	In 2022	Note
BPDB provides	For 25 female engineering students by female senior	For 20 female engineering students by female senior	Total target #s in the year

<p>“Career Opportunity Sessions” and “Job Placement Network” in key engineering universities. BPDB’s female senior engineers act as role models for female engineering students (fresh graduates) to encourage to apply for BPDB positions.</p>	engineers acting as role models				engineers acting as role models				
	<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>
	**It will not be possible to fix the target due to COVID impact			1 Session for 25 female engineering students BD	5 female engineering students BD		1 Session for 15 female engineering students BD		<i>Quarterly Target #s with country</i>
				Could not conduct it due to COVID					<i>Achievement</i>
<p>BPDB hosts industrial trainees (interns) from female engineering students. Upon request received from key engineering universities/institutions.</p>	BPDB hosts at least 20 industrial trainees (interns) from female engineering students				BPDB hosts at least 20 industrial trainees (interns) from female engineering 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>
	**It will not be possible to fix the target due to COVID impact			20 female engineering students recruited as interns BD		10 female engineering students recruited as trainees BD		10 female engineering students recruited as trainees BD	<i>Quarterly Target #s with country</i>
				6 female engineering students recruited as interns					<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
BPDB conducts awareness session for female engineers so that newly recruits get familiarized with corporate environment.	BPDB conducts mentorship program for fresh and junior female recruits (new BPDB female staffs)				BPDB conducts mentorship program for fresh and junior female recruits (new BPDB female staffs)				<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>
	**It will not be possible to fix the target due to COVID impact			At least one event for mentoring program for 8 female junior engineers BD	At least one event for mentoring program for 5 female junior engineers BD		At least one event for mentoring program for 10 female junior engineers BD		<i>Quarterly Target #s with country</i>
			1 event with 331 female participants					<i>Achievement</i>	
BPDB conducts professional trainings for National female engineers. Female Engineers from Power Sector utilities in Bangladesh get trained by BPDB Training Center	BPDB conducts at least 1 professional training that benefits 10 female engineers				BPDB conducts at least 2 professional trainings that benefits 10 female engineers				<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 professional training for 10 female engineers BD/international	1 professional training for 5 female engineers BD		1 professional training for 5 female engineers BD		<i>Quarterly Target #s with country</i>

				BD					
				Could not conduct due to COVID					Achievement
BPDB ensures to increase a participation of female workforce in all relevant capacity building development opportunities within BPDB.	BPDB ensures no less 40 Female Engineers receives training.				BPDB ensures no less 150 Female Engineers receives training.				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
	10 female engineers participated	10 female engineers participated	10 female engineers participated	10 female engineers participated	35 female engineers participated	35 female engineers participated	40 female engineers participated	40 female engineers participated	Quarterly Target #s with country
	BD	BD	BD	BD	BD	BD	BD	BD	
	50 female engineers received the training	100 female engineers received the training	120 female engineers received the training	110 female engineers received the training					Achievement
BPDB sends its female engineers as participants and expert speakers in national/international events organized by WePOWER and its other Strategic Partners in South Asia. Also, BPDB female Engineers advises as sector expert in	BPDB sends its 10 to 20 female engineers participate in at least three international and five national events				BPDB sends its 10 to 20 female engineers participate in at least three international and five national events				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
	5 female engineers participated	5 female engineers participated	5 female engineers participated	5 female engineers participated	5 female engineers participated	5 female engineers participated	5 female engineers participated	5 female engineers participated	Quarterly Target #s with country
	BD	BD	BD	BD	BD	BD	BD	BD	
	1 event with 3 female	1 event with 6 female engineers	1 event with 5 female	1 event with 5 female					Achievement

thesis, interview, survey etc.	engineers		engineers	engineers					
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(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2021				In 2022				Note
BPDB starts Day Care facility for taking care of kids of BPDB employees.	BPDB allocates the space premise and starts the Day Care facility with capacity for at least 20 female employees.				BPDB has the Day Care facility with capacity for at least 20 female employees.				<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>
	<i>**It will not be possible to fix the target due to COVID impact</i>			Day Care facility runs for at least 20 female employees BD	Day Care facility runs for at least 20 female employees BD	Day Care facility runs for at least 20 female employees BD	Day Care facility runs for at least 20 female employees BD	Day Care facility runs for at least 20 female employees BD	<i>Quarterly Target #s with country</i>
				Not yet started					<i>Achievement</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
BPDB forms a recruitment committee with at least one female representative.	BPDB recruitment committee has at least one female representative.				BPDB recruitment committee has at least one female representative.				<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>
	At least one female representative	At least one female representative	At least one female representative	At least one female representative	At least one female representative	At least one female representative	At least one female representative	At least one female representative	<i>Quarterly Target #s with country</i>

	BD	BD	BD	BD	BD	BD	BD	BD	
	1 female representative	1 female representative	Ensured (at least 6 female representatives)						Achievement
[In house Committees] BPDB forms with at least one female engineer representative (i) Internal committees; (ii) workshop organizing team; (iii) BPDB delegation for external meetings; and (iv) feasibility study teams.	BPDB has four types of in-house committees with at least one female engineer representative.				BPDB has four types of in-house committees with at least one female engineer representative.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	At least one female member ensured in all of the four types of internal committees				At least one female member ensured in all of the four types of internal committees				Quarterly Target #s with country
	BD				BD				Achievement
BPDB forms Sexual Harassment Complaint Committee with female members.	BPDB has a Sexual Harassment Complaint Committee with 3 female members.				BPDB has a Sexual Harassment Complaint Committee with 3 female members.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	BPDB continues the Sexual Harassment Committee with 3 female members.				BPDB continues the Sexual Harassment Committee with 3 female members.				Quarterly Target #s with country
	BD				BD				Achievement
	1 Committee with 3 female members	1 Committee with 3 female members	Continuing	Continuing					Achievement