### 13, Bangladesh Power Development Board (BPDB), Bangladesh

### **Contact Information**

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#### (a) Pillar 1: STEM Education

Activities		l	n 2021			Ir	2022		Note
BPDB facilitates <b>site</b> <b>visits</b> in projects/ power plants for			st one site visit ring students e						Total target #s in the year
female engineering	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
students.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	**It will not be possible to fix the target due to COVID impact		1 site visit 25 female engineering students BD	15 fema	4 site visit6 site visit15 female engineering students15 female engineering studentsBDBD		e engineering udents	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

"Career Opportunity		engineers ac	ting as role mo	dels		engineers acti	ng as role mo	dels	
Sessions" and "Job	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Placement Network"	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
in key engineering	**It will	not be possib	ole to fix the	1 Session for	5 fem	ale engineering	1 Session	for 15 female	Quarterly
universities. BPDB's	target	t due to COVI	D impact	25 female		students engineering students			Target #s with country
female senior				engineering					country
engineers act as <b>role</b>				students		BD		BD	
models for female									
engineering		-		BD					
students (fresh				Could not					Achievement
graduates) to				conduct it					
encourage to apply				due to					
for BPDB positions.				COVID					
BPDB hosts		) industrial trair	· · ·	BPDB h	osts at least 20 ind		. ,	Total target #s in the year	
industrial trainees			ngineering stu						,
( <b>interns</b> ) from	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
female engineering	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
students.		not be possib	-	20 female		10 female		10 female	Quarterly Target #s with
Upon request received	target	t due to COVI	D impact	engineering		engineering		engineering	country
from key engineering				students		students		students	
universities/institutions.				recruited as		recruited as		recruited as	
				interns		trainees		trainees	
				BD		BD		BD	
				6 female					Achievement
				engineering					
				students					
				recruited as					
				interns					

Activities		In 20	021			In 2	.022		Note	
BPDB conducts	BPDB con	ducts mentorsh	ip program fo	r fresh and	BPDB conduc	ts mentorship	program for	fresh and junior	Total target #s	
awareness session	junior fe	emale recruits (n	ew BPDB fem	ale staffs)		le recruits (new			in the year	
for female engineers	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
so that newly	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
recruits get	**It will no	t be possible to f	fix the target	At least	At least on	e event for	At least o	one event for	Quarterly	
familiarized with	di	<i>due to COVID impact</i> one event mentoring program for 5 mentoring program for 10				Target #s with country				
corporate				for	female junio	or engineers	female ju	nior engineers		
environment.				mentoring		BD BD				
				program	В					
				for 8						
				female						
				junior						
				engineers						
				22						
				BD					Achievement	
				1 event with 331					Achievement	
				female						
				participant						
				yai ticipant s						
BPDB conducts	RPDB con	ducts at least 1	l professional ti	5	BPDB conc	lucts at least 2	nrofessional ·	l trainings that	Total target #s	
professional	DI DD coll	benefits 10 fen		-	Di DD cone	benefits 10 fer			in the year	
trainings for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
National female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
engineers.		,		1	1 profession	al training for	1 professio	onal training for	Quarterly	
-				profession		engineers		le engineers	Target #s with	
Female Engineers from				al training		-		-	country	
Power Sector utilities in				for 10	В	D		BD		
Bangladesh get trained by BPDB Training				female						
Center				engineers						
				BD/interna						
				tional						

# (c) Pillar 3: Development for Female professionals

				BD					
				Could not					Achievement
				conduct					
				due it due					
				to COVID					
BPDB ensures to	BPDB ensi	ures no less 40 F	emale Engine		BPDB ensur	res no less 150	I Female Engir	peers receives	Total target #s
increase a	Di DD chise	train			Di DD crisu	trair			in the year
participation of						truit			
female workforce in						1			
all relevant capacity	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
building	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
development	10 female	10 female	10 female	10 female	35 female	35 female	40 female	40 female	Quarterly Target #s with
opportunities within	engineers	engineers	engineers	engineers	engineers	engineers	engineers	engineers	country
BPDB.	participat	participated	participate	participate	participated	participated	participat	participated	,
	ed		d	d			ed		
		BD			BD	BD		BD	
	BD		BD	BD			BD		
	50 female	100 female	120 female	110 female					Achievement
	engineers	engineers	engineers	engineers					
	received	received the	received	received					
	the	training	the	the					
	training		training	training					
BPDB sends its	BPDB send	s its 10 to 20 fer	nale engineer	s participate	BPDB sends	Total target #s			
female engineers as	in at least t	hree internation	al and five nat	tional events	at least thr	ee internation	al and five na	tional events	in the year
participants and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
expert speakers in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
national/internation	5 female	5 female	5 female	5 female	5 female	5 female	5 female	5 female	Quarterly
al events organized	engineers	engineers	engineers	engineers	engineers	engineers	engineers	engineers	Target #s with country
by WePOWER and	participat	participated	participate	participate	participated	participated	participat	participated	country
its other Strategic	ed		d	d			ed		
Partners in South		BD			BD	BD		BD	
Asia.	BD		BD	BD			BD		
Also, BPDB female	1 event	1 event with	1 event	1 event					Achievement
Engineers <b>advises</b> as	with 3	6 female	with 5	with 5					
sector expert in	female	engineers	female	female					

thesis, interview,	engineers	engineers	engineers			
survey etc.						

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

Activities		In 20	021			In 2	2022		Note
BPDB starts <b>Day</b>		ates the space p			BPDB has the Day Care facility with capacity for at leas				Total target #s in the year
Care facility for	Care fac	ility with capacit	y for at least 2	20 female		20 female	employees.		in the year
taking care of kids of		emplo	yees.						
BPDB employees.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	**It will not be possible to fix the target due to COVID impact			Day Care	Day Care	Day Care	Day Care	Day Care	Quarterly
				facility	facility runs	facility runs	facility	facility runs	Target #s with country
				runs for at	for at least	for at least	runs for at	for at least 20	country
				least 20	20 female	20 female	least 20	female	
				female	employees	employees	female	employees	
				employees			employees		
					BD	BD		BD	
				BD			BD		
				Not yet					Achievement
				started					

## (e) Pillar 5: Policy and Institutional Change

Activities		In 20	)21		In 2022				Note
BPDB forms a recruitment	BPDB recru	itment committ represer		one female	BPDB recrui	Total target #s in the year			
<b>committee</b> with at least one female	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
representative.	At least one female	At least one female representati	At least one female representa	At least one female	At least one female representati	At least one female representat	At least one female	At least one female representativ	Quarterly Target #s with country
	represent ative	ve	tive	representa tive	ve	ive	represent ative	е	

		BD	BD		BD	BD		BD	
	BD			BD			BD		
	1 female	1 female	Ensured (	at least 6					Achievement
	represent	representati	female repr	esentatives)					
	ative	ve							
[In house	BPDB has fo	our types of in-h	ouse commit	tees with at	BPDB has fo	ees with at	Total target #s		
Committees]	least o	one female engi	neer represen	tative.	least c	one female engi	neer represen	tative.	in the year
BPDB forms with at	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
least one <b>female</b>	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
engineer	At least one	female membe	r ensured in a	ll of the four	At least one	Quarterly			
representative		types of interna	al committees			types of intern	al committees		Target #s with country
(i) Internal committees;							country		
(ii) workshop organizing team; (iii) BPDB		BE	)			BI	C		
delegation for external	4 female	4 female	Ensured	Ensured					Achievement
meetings; and (iv)	engineers	engineers in							
feasibility study teams.	in 4	4							
	committe	committees							
	es								
BPDB forms <b>Sexual</b>	BPDB has a	Sexual Harassm		t Committee	BPDB has a	Total target #s			
Harassment		with 3 female	e members.		with 3 female members.				in the year
Complaint	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Committee with	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
female members.	BPDB cont	inues the Sexua	l Harassment	Committee	BPDB continu	ies the Sexual H		mmittee with	Quarterly
		with 3 female	e members.			3 female r	nembers.		Target #s with country
		BC	)			BI	)		
	1	1	Continuing	Continuing					Achievement
	Committee	Committee							
	with 3	with 3							
	female	female							
	members	members							