22, Bangladesh Rural Electrification Board (BREB)

Contact Information

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(a) Pillar 1: STEM Education

Activities		In	2022			In 2023			
BREB facilitates	BREB provi	des At least	1 site visit with	n a total 10					
continuous site visits in		female stud	lents per year.						in the year
projects/ PBS's for									
female engineering	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
students especially to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
visit PBS's Sub-stations,		5		5 female					Quarterly
Distribution Lines,		female		students					Target #s with country
Switch gear & other		students							,
components related				BD					
distribution system.		BD							
,									Achievement

(b) Pillar 2: Recruitment

Activities		In	2022			In 2023				
Female senior engineers act as role models and participate	BREB pro	ovides at least of for 10 total	one on-line eve female student	_					Total target #s in the year	
in career opportunity	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	

sessions/job placement networks in key engineering universities.		1 event attended by 25 female students BD		1 event attended by 25 female students BD					Quarterly Target #s with country Achievement
BREB hosts internship program "Switchgear & Protective Relays" upon	BREB pro	ovides at least 1 female	1 internship pr students.	ogram for 7					Total target #s in the year
request received from key engineering	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
universities/institutions.		10 female students recruited as interns		10 female students recruited as interns					Quarterly Target #s with country
									Achievement

(c) Pillar 3: Development for Female professionals

Activities		Ir	n 2022				Note		
BREB supports a mentorship program for fresh female recruits (new BREB		nducts at least resh female rec m	_	•			Total target #s in the year		
female staffs) by	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
delegating senior	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
engineers as mentors.	1 on-	1 on-line	1 on-line	1 on-line					Quarterly
3	line	event for 10	event for 20	event for 10					Target #s with country
We have a training building,	event	fresh	fresh	fresh					country
orientation, site visit	for 20	female	female	female					
program, office management	fresh	recruits	recruits	recruits					

course, foundation training, E-file (to make workplace paperless) training, APA (Target achieve) training etc.	female recruits BD	BD	BD	BD					
									Achievement
BREB sends its female engineers/employees as participants and	engine	ers/employees	tal 15 BREB fen for at least 2 ir and 4 local ever	nternational					Total target #s in the year
expert speakers in	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
national/international	Jan-	Apr-	Jul-	Oct-	Jan-	Apr	Jul-	Oct-	timeline
events organized by other organizations /WePOWER and its other Strategic Partners in South Asia.		Sent 10 female engineers/ employees BD		Sent 15 female engineers/ employees BD					Quarterly Target #s with country
									Achievement

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

Activities		In 2	2022			In 2	023		Note
BREB provides an	BREB pro	ovides the Dayo	care center for	a total 10					Total target #s
improved Daycare	emplo	yees, including	g 8 female emp	loyees.			in the year		
Center.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	5 female	5 female	5 female	5 female					Quarterly
	employees	employees	employees	employees					Target #s with country
	benefited	benefited	benefited	benefited					Country
	from the	from the	from the	from the					
	DCC	DCC	DCC	DCC					
	BD	BD	BD	BD					
									Achievement
BREB setups a breast-	BREB setup	s the breast-fe	eding corner, e	expecting 10		•	•	•	Total target #s
feeding corner when	fe	emale employe	es to use in 20	21					in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming

Daycare Center is	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline		
shifted to another new		Expecting 5		Expecting 2					Quarterly		
building (2021).		female		female					Target #s with country		
		employees		employees					Country		
		to use		to use							
		BD		BD							
									Achievement		
BREB provides a	BREB sets	BREB sets two (2) doctors including one (1) female									
female doctor in the		doctor in the	e workplace.						in the year		
workplace, as a friendly	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming		
medical workplace.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline		
·	20 female	30 female	20 female	30 female					Quarterly		
	employees	employee	employee	employee					Target #s with country		
	and family	and family	and family	and family					Country		
	member	member	member	member							
	benefitted	benefitted	benefitted	benefitted							
	BD	BD	BD	BD							
									Achievement		

(e) Pillar 5: Policy and Institutional Change

Activities		In	2022			In 2	023		Note
BREB sets female	BREB sets	30 female em	ployees (includ	ding 5 female					Total target #s in the year
representatives as part	engineers)	ngineers) who are engaged in the BREB recruitment							
of the BREB recruitment	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
committee.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	15 female employee s in the committe es BD		20 female employees in the committee s						Quarterly Target #s with country
									Achievement

BREB forms a Sexual	BREB con	ntinues the Sexu	ual Harassmer	nt Complaint					Total target #s
Harassment Complaint	Commit	tee with 5 emp	loyees includi	ng 3 female					in the year
Committee with female		empl	oyees.						
members. A complain	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
box has been placed in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
front of the office so		3 female		3 female		3 female		3 female	Quarterly Target #s with
that any employee can		employees		employees		employees		employees	country
easily put one's		in the		in the		in the		in the	,
complained.		committee		committee		committee		committee	
		BD		BD		BD		BD	
									Achievement
BREB involves female	BREB i	nvolves at least	two female e	engineers'		•		1	Total target #s in the year
participants in house	representative each for the five comittee:								
committees:	(1) Pension & Fu							
(1) Pension & fund		• •	ER committee	-					
related committee;	(3)	GM/DGM/AG	_	rganizing 3					
(2) WePOWER			ommittees.	_				<u> </u>	
committee; and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
(3) GM/DGM/AGM	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
meeting organized		At least 10		At least 10					Quarterly Target #s with
committees.		female		female					country
		members		members					
		involved in		involved in 5					
		5		committees					
		committee		that work					
		s that work		over the					
		over the		year					
		year							
				BD					
		BD							A abiayama a = t
									Achievement