

## 22, Bangladesh Rural Electrification Board (BREB)

### Contact Information

Partner representative: **Ivy Nahar Tisha**  
 Position: Assistant Engineer, System Engineering & Design Directorate  
 Address: 4th floor, System Engineering & Design Directorate, Training Building,  
 Head Office, BREB, Nikunja-2, Dhaka-1229, Bangladesh.  
 Telephone: +8801723122152  
 E-mail: [ivytisha42@gmail.com](mailto:ivytisha42@gmail.com)

### (a) Pillar 1: STEM Education

Activities	In 2020				In 2021				Note
BREB facilitates continuous <b>site visits</b> in projects/ PBS's for female engineering students especially to visit PBS's Sub-stations, Distribution Lines, Switch gear & other components related distribution system.	BREB provides At least 1 site visit with a total 10 female students per year.				BREB provides at least 1 on-line site visit training with a total 10 female students per year.				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
		7 female students				5 female students		5 female students	Quarterly Target #s with country
		BD				BD		BD	
	7 female students						1 on-line site visit training for 5 female students	Achievement	

### (b) Pillar 2: Recruitment

Activities	In 2020				In 2021				Note
Female senior engineers act as <b>role models</b> and participate in <b>career opportunity sessions/job</b>	BREB provides at least one on-line event organized for 10 total female students.				BREB provides at least two on-line events organized for 40 total female students.				Total target #s in the year
	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	Aiming timeline

placement networks in key engineering universities.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
				1 on-line event for 20 female students BD		1 event for 20 female students BD		1 event for 20 female students BD	Quarterly Target #s with country
				Postponed due to COVID-19		1 event attended by 25 female students		1 event attended by 15 female students	Achievement
BREB hosts <b>internship</b> program “Switchgear & Protective Relays” upon request received from key engineering universities/institutions.	BREB provides at least 1 internship program for 7 female students.				BREB provides at least 2 on-line internship programs for 14 female students.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	7 female students BD					7 female students BD		7 female student interns recruited BD	Quarterly Target #s with country
	7 female students							5 female student interns recruited	Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2020				In 2021				Note
BREB supports a <b>mentorship</b> program for fresh female recruits (new BREB female staffs) by	BREB conducts at least 2 trainings on leadership for all (30) fresh female recruits who are tagged with a mentor.				BREB conducts at least 2 on-line trainings on leadership for all (40) fresh female recruits who are tagged with a mentor.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

delegating senior engineers as mentors.  We have a training building, orientation, site visit program, office management course, foundation training, E-file (to make workplace paperless) training, APA (Target achieve) training etc.		1 event for 15 fresh female recruits  BD		1 on-line event for 15 fresh female recruits  BD	1 on-line event for 20 fresh female recruits  BD		1 on-line event for 20 fresh female recruits  BD		<i>Quarterly Target #s with country</i>
	1 event with 7 fresh female recruiters		1 online event with 10 fresh female recruiters	1 online event with 10 fresh female recruiters	1 event for 12 fresh female recruits	1 event for 5 fresh female recruits	1 on-line event for 40 female employee	1 on-line event for 3092 female employee	<i>Achievement</i>
BREB <b>sends</b> its female engineers/employees as participants and <b>expert speakers</b> in national/international events organized by WePOWER and its other Strategic Partners in South Asia.	BREB sends total 15 BREB female engineers/employees for at least 2 international conferences and 4 local events.				BREB sends total 17 BREB female engineers/employees for at least 2 international conferences and 4 local events.				<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>
	Sent 6 female engineers/employees  BD		Sent 9 female engineers/employees  BD		Sent 7 female engineers/employees  BD		Sent 10 female engineers / employees  BD		<i>Quarterly Target #s with country</i>
	Sent 6 female engineers/employees		Sent 9 female engineers/employees	Sent 21 female engineers /employees	Sent 26 females in 2 events	Sent 2 females in 1 event	Sent 10 female engineers / employees  BD	Sent 10 female engineers/ employees  BD	<i>Achievement</i>

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

Activities	In 2020				In 2021				Note
BREB provides an improved Daycare Center.	BREB provides the Daycare center for a total 10 employees, including 8 female employees.				BREB provides the Daycare center for a total 50 employees, including 36 female employees				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	2 female employees benefited from the DCC	2 female employees benefited from the DCC	2 female employees benefited from the DCC	2 female employees benefited from the DCC	9 female employees benefited from the DCC	9 female employees benefited from the DCC	9 female employees benefited from the DCC	9 female employees benefited from the DCC	Quarterly Target #s with country
	BD	BD	BD	BD	BD	BD	BD	BD	
	3 employees benefitted from the DCC		2 employees benefitted from the DCC	5 employees benefitted from the DCC	5 employees benefitted from the DCC	2 female employees benefited from the DCC	2 female employees benefited from the DCC	Achievement	
BREB setups a breast-feeding corner when Daycare Center is shifted to another new building (2021).	preparation				BREB setups the breast-feeding corner, expecting 10 female employees to use in 2021.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
								Expecting 5 female employees to use	Quarterly Target #s with country
								BD	
BREB provides a female	BREB sets two (2) doctors including one (1) female doctor in the workplace.				BREB sets two (2) doctors including one (1) female doctor in the workplace.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
								Not used	Achievement

<b>doctor in the workplace,</b> as a friendly medical workplace.	40 female employee and family member benefitted	40 female employee and family member benefitted	40 female employee and family member benefitted	40 female employee and family member benefitted	50 female employee and family member benefitted	50 female employee and family member benefitted	50 female employee and family member benefitted	50 female employee and family member benefitted	<i>Quarterly Target #s with country</i>
	BD	BD	BD	BD	BD	BD	BD	BD	
	40 female employee and family member benefitted	45 female employee and family member benefitted	40 female employee and family member benefitted	60 female employee and family member benefitted			30 female employee and family member benefitted	20 female employee and family member benefitted	<i>Achievement</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2020				In 2021				Note
BREB sets <b>female representatives</b> as part of the BREB recruitment committee.	BREB sets 20 female employees (including 5 female engineers) who are engaged in the BREB recruitment				BREB remains the same committee composition. And, sets 30 female employees who are engaged in the BREB				<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>
	10 female employees in the committee			10 female employees in the committee	15 female employees in the committee		15 female employees in the committee		<i>Quarterly Target #s with country</i>
	BD			BD	BD		BD		
	15 female employees in the committee			15 female employees in the committee	40 female employees in the committees		20 female employees in the committees	25 female employees in the committees	<i>Achievement</i>
BREB forms a <b>Sexual Harassment Complaint</b>	BREB continues the Sexual Harassment Complaint Committee with 5 employees including 3 female employees.				BREB continues the Sexual Harassment Complaint Committee with 5 employees including 3 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>

<b>Committee with female members.</b> A complain box has been placed in front of the office so that any employee can easily put one's complained.	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	3 female employees in the committee BD	Quarterly Target #s with country
	3 female employees in the committee	2 female employees in the committee	3 female employees in the committee	4 female employees in the committee	3 female employees in the committee	3 female employees in the committee	Same as before	Same as before	Achievement
<b>BREB involves female participants in house committees:</b> (1) Pension & fund related committee; (2) WePOWER committee; and (3) GM/DGM/AGM meeting organized committees.	BREB involves at least two female engineers' representative each for the five committees: (1) Pension & Fund related committee; (2) WePOWER committee; and (3) GM/DGM/AGM meeting organizing 3 committees.				BREB involves at least two female engineers' representative each for the five committees: (1) Pension & Fund related committee; (2) WePOWER committee; and (3) GM/DGM/AGM meeting organizing 3 committees.				Total target #s in the year
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	Aiming timeline
		At least 4 female members involved to two committees that work over the year BD		At least 6 more female members involved to these committees BD		At least 4 female members involved to two committees that work over the year BD		At least 6 more female members involved to these committees BD	Quarterly Target #s with country
		4 female members involved to five committees		6 female members involved to five committees		10 female members involved to five committees		At least 8 more female members involved in 5 committees	Achievement