

15, Druk Green Power Corporation Limited (DGPC), Bhutan

Contact Information

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(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
DGPC and its Subsidiaries provides outreach program in high schools for female students The outreach program includes providing awareness on DGPC and Subsidiaries business	Conduct outreach program for 4 high secondary schools for 100 female students				Conduct outreach program for 6 high secondary schools for 120 female students				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
		1 awareness program conducted in 2 schools for 25 female students BH	2 awareness programs conducted in 2 schools for 50 female students BH	1 awareness program conducted in 2 schools for 25 female students BH	2 outreach programs conducted in 2 schools for 40 female students BH	2 outreach programs conducted in 2 schools for 40 female students BH	2 outreach programs conducted in 2 schools for 40 female students BH		Quarterly Target #s with country
	3 programs for 110 female students								Achievement
DGPC and its Subsidiaries provides field trips for students	Organize 4 field trips = 4 schools for 40 female students				Organize 6 field trips = 6 schools for 120 female students				Total target #s in the year

(especially girls) for visits to power plants and project sites for schools in the vicinity of DGPC power plants and Subsidiaries.	<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>
		2 field trips conducted for school children with a minimum of 20 female students BH	2 field trips conducted for school children with a minimum of 20 female students BH		4 field trips conducted for school children with a minimum of 80 female students BH	2 field trips conducted for school children with a minimum of 40 female students BH			<i>Quarterly Target #s with country</i>
		2 field trips for 134 female students	1 field trip for 26 female students						<i>Achievement</i>
DGPC and its subsidiaries arranges institutional tie-ups with local schools for career education	Arrange institutional tie-ups with 4 local schools to provide career education for 40 female students				Institute STEM Club in 2 schools for 30 female 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>
		1 such arrangements with schools and career awareness conducted for 20 female students BH	2 such arrangements with schools and career awareness conducted for 20 female students BH	1 such arrangements with schools and career awareness conducted for 20 female students BH	1 such arrangement for 20 female students BH	1 such arrangement for 10 female students BH			<i>Quarterly Target #s with country</i>

				(Girls STEM Camp for 50 students is to be held from December 10-12, 2021)					<i>Achievement</i>
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(b) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
DGPC and its Subsidiaries provides OJT and internship opportunities for female students	Move towards ensuring a minimum of 20 female participants in OJT and internship opportunities				Ensuring a minimum of 20 female participants in OJT and internship opportunities				<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>
	5 slots (for 5 female participants) for OJT and internship opportunities are provided for female students BH		5 slots (for 5 female participants for OJT and internship opportunities are provided for female students BH	10 slots (for 10 female participants) for OJT and internship opportunities are provided for female students BH	10 slots (for 10 female participants) for OJT and internship opportunities are provided for female students BH	10 slots (for 10 female participants) for OJT and internship opportunities are provided for female students BH	10 slots (for 10 female participants) for OJT and internship opportunities are provided for female students BH	10 slots (for 10 female participants) for OJT and internship opportunities are provided for female students BH	<i>Quarterly Target #s with country</i>
	1 female intern	17 female interns	3 female interns	24 female interns					<i>Achievement</i>

DGPC to provide equal opportunity to all for vacant posts.	40 vacant positions including Civil/Electrical/Mechanical Engineers, Legal Officer, Media & Communication, HR, Finance and Section Officers Electrical/Mechanical to be filled for the year.				82 vacant positions including Geologist/Civil/Electrical/Mechanical/Survey Engineers & technicians to be filled for the year				<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 vacant positions for females BH								<i>Quarterly Target #s with country</i>
				1 finance officer and 3 civil engineers recruited					<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
DGPC and its Subsidiaries encourages women employees to participate in leadership trainings	Move towards ensuring a minimum of 20 women employee participants in leadership trainings				Ensuring a minimum of 30 women employee participants in leadership trainings				<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 women employees trained to be women leaders BH		10 women employees trained to be women leaders BH		15 women employees trained to be women leaders BH	15 women employees trained to be women leaders BH		<i>Quarterly Target #s with country</i>

									BH	
				Not done						Achievement
DGPC organizes a women's retreat for knowledge sharing	Organizes a women's retreat for minimum of 30 women employees				Organizes a women's retreat for minimum of 30 women 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	
			1 women's retreat organized for 30 women employees BH				1 women's retreat organized for 30 women employees BH		Quarterly Target #s with country	
									Achievement	
DGPC Celebrates International Women's Day	10 activities at 10 different offices of DGPC for all 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	
	10 activities at 10 different offices of DGPC for all female (400+) employees								Quarterly Target #s with country	

	BH								
									Achievement

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

Activities	In 2021				In 2022				Note
DGPC and its Subsidiaries provides Early Childhood Development and Daycare facilities for all employees	Provide ECCD and daycare facilities for all employees, (116 employees use them)				Provide ECCD and daycare facilities for all employees, (100 employees use them)				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 new day care facilities opened				2 new day care facilities opened	Quarterly Target #s with country
				BH Not yet					Achievement
DGPC and its Subsidiaries provides "Safe and healthy working environment for women" .	Extend office vehicles for women employees for official travels whenever possible				Extend office vehicles for women employees for official travels whenever possible				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
									Quarterly Target #s with country
		9 women employees used the office transport	3 Women Employee used office transport	3 Women Employee used office transport					Achievement
DGPC and its Subsidiaries provides	Extend priority for female employees for guesthouse accommodation in power plants whenever possible				Extend priority for female employees for guesthouse accommodation in power plants whenever possible				Total target #s in the year

“Safe and healthy working environment for women”									
	<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>Services listed above to be provided</i>								<i>Quarterly Target #s with country</i>
	BH								<i>Achievement</i>
DGPC and its Subsidiaries provides “Safe and healthy working environment for women”	Provide separate toilets for female employees in power plants and project sites				Separate toilets for female employees in place in the power plants and project sites				<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>Quarterly Target #s with country</i>
	separate toilets provided to 16 female employees								<i>Achievement</i>
DGPC and its Subsidiaries trains women counsellors and creates awareness on workplace harassment	Women Counsellors trained and awareness created on workplace harassment across all functions				10 women counsellors trained, and awareness created on workplace harassment across DGPC				<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>
	5 women counsellors trained, and awareness created	Awareness created BH				5 women counsellors trained, and awareness created	5 women counsellors trained, and awareness created		<i>Quarterly Target #s with country</i>

	BH								
	5 awareness sessions for 43 female employees	1 awareness session for 15 female employees	1 awareness session for 30 female employees	1 awareness session for 17 female employees					Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
DGPC and its Subsidiaries to increase women participants in any Board and Committees	Move towards ensuring a minimum of 1 woman in any Board and Committees				Ensuring a minimum of 1 woman in any Board and Committees				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Minimum of 1 woman in the board and committee's member BH				Minimum of 1 woman in the board and committee's member BH				Quarterly Target #s with country
	1 female professional represented	1 female professional represented	1 female professional represented	1 female professional represented					Achievement
DGPC and its Subsidiaries provides equal recruitment opportunities for both genders	Continue to provide the equal recruitment opportunity for everyone				Continue to provide the equal recruitment opportunity for everyone				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Equal recruitment opportunities for both genders BH								Quarterly Target #s with country

