

## 19, The Water and Power Development Authority (WAPDA), Pakistan

### Contact Information

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### (a) Pillar 1: STEM Education

Activity	In 2021				In 2022				Note
WAPDA conducts orientation sessions about <b>education and job opportunities in STEM field.</b>	WAPDA conducts orientation session for 02 Girls Schools / Colleges with total 100 female students.				WAPDA conducts orientation session for 02 Girls Schools / Colleges with total 100 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 school with 50 female students  PK			1 school with 50 female students  PK		1 school with 50 female students  PK		1 school with 50 female students  PK	Quarterly Target #s with country
	Not done			1 school with 38 & 01 Inter College with 27 female students Total = 65 female students					Achievement

WAPDA provides <b>Teacher's Training of WAPDA's School</b> on STEM Education.	WAPDA conduct Teacher's Training of 350 teachers				WAPDA conduct Teacher's Training of 350 teachers				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 training with 350 teachers  PK			1 training with 350 teachers  PK				Quarterly Target #s with country
		1 training for 120 teachers							Achievement
WAPDA arranges <b>Ted-Talks in high schools/ colleges</b> via Role models for inspirational Purposes.	WAPDA arranges one Ted-Talk with total 125 female students with 04 Girls Schools / Colleges.				WAPDA arranges one Ted-Talk with total 125 female students for 04 Girls Schools / Colleges.				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 session with 125 female students  PK				1 session with 125 female students  PK	Quarterly Target #s with country
				1 session with 65 female students					Achievement
WAPDA arranges <b>Science fair</b> to develop interest in STEM education.	Total 01 Science fairs with total 1400 female students.				Total 01 Science fairs with total 1400 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 science fairs with 1,400 female students PK				1 science fairs with 1,400 female students PK	Quarterly Target #s with country
				Science fairs with 3,700 female students  (All WAPDA schools across the country. Total: 7000 students)					Achievement
WAPDA sponsors <b>Field trips</b> of Hydropower Projects for high school/college female students.	02 Field trips with total 50 female students (25 students from each institution)				02 Field trips with total 50 female students (25 students from each institution)				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
		2 field trips with 50 female students  PK		2 field trips with 50 female students  PK	2 field trips with 60 female students  PK			2 field trips with 60 female students  PK	Quarterly Target #s with country
				2 field trips with 60 female students					Achievement

(b) Pillar 2: Recruitment

Activity	In 2021				In 2022				Note
WAPDA conducts <b>Seminars in Technical and Engineering universities</b> to introduce recruitment policies and facilities provided to female candidates to accelerate women's induction in the Power sector.	WAPDA conducts 1 seminar with total 250 female students				WAPDA conducts 1 seminar with total 250 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>
			01 seminar with total 250 female students  PK				01 seminars with total 250 female students  PK		<i>Quarterly Target #s with country</i>
			Due to COVID the activity has been delayed	01 seminar with 80 female students at NUST University.  (Due to COVID the number was limited. Total: 150 students)					<i>Achievement</i>
WAPDA provides <b>Certified Internship</b> opportunities to the female students.	WAPDA provides Certified Internships to 60 female students.				WAPDA provides Certified Internships to 60 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>
			60 female students  PK				60 female students  PK		<i>Quarterly Target #s with country</i>

	7 female interns hired	5 female interns hired	23 female availed certified internship in Electrical Engineering	8 female availed certified internship in Accounts & Finance and 2 female availed certified internship in Civil Engineering					<i>Achievement</i>
WAPDA hires female engineers.  <i>Since 2018, 47 females hired.  In 2017, Total 23 female engineers hired: Electrical 18, Mechanical 3, Electronic 2.</i>	WAPDA hires 12 female engineers.				WAPDA hires 12 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>
	3 female engineers hired PK	3 female engineers hired PK	3 female engineers hired PK	3 female engineers hired PK	3 female engineers hired PK	3 female engineers hired PK	3 female engineers hired PK		<i>Quarterly Target #s with country</i>
	22 women hired	32 women hired	1 female inducted in accounts & finance department 7 females hired in medical department 5 females hired in	23 females hired in medical department					<i>Achievement</i>

			education department						
<b>Job Fair</b> in collaboration with <u>Women in Energy Pakistan (WIE).</u>	Targeted to +150 female graduates and professionals in the energy sector in Pakistan				Targeted to +200 female graduates and professionals in the energy sector in Pakistan				<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 job fair with 150 female graduates  PK				1 job fair with 200 female graduates  PK	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
WAPDA provides <b>Internship and fellowship</b> opportunities to the female students in collaboration with <u>WIE.</u>	Internship + fellowship program for 5 young professionals in collaboration with WePOWER Strategic Partners				Internship + fellowship program for 5 young professionals in collaboration with WePOWER Strategic Partners				<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 female young professionals recruited  PK				5 female young professionals recruited  PK		<i>Quarterly Target #s with country</i>
		1 intern hired in collaboration with WIE							<i>Achievement</i>
<b>Internship opportunity</b> will be offered to	1 - 5 students  Number may vary due to COVID-19 situation.				1 - 5 students  Number may vary due to COVID-19 situation.				<i>Total target #s in the year</i>

female students of A level/International Baccalaureate (IB) and Intermediate (FSC) with the aim to enhance their understanding of the energy sector and explore the suitable opportunities for them in the industry. This will surely help them to choose a STEM based field for them in the energy sector.	However, students can contact us as per their academic schedule.				However, students can contact us as per their academic schedule.				
	<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 female student intern hired  PK				1 female student intern hired  PK		<i>Quarterly Target #s with country</i>
		Due to COVID, the activity has been completed in the next quarter	1 female intern completed the internship					<i>Achievement</i>	

**(c) Pillar 3: Development for Female professionals**

Activity	In 2021				In 2022				Note
WADPDA conducts <b>trainings</b> for Capacity Building and Skill Development for WAPDA women employees.	09 Women employees. (number of trainings)				09 Women employees. (number of 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>
	03 trainings for 03 women employees	02 trainings for 02 women employees  PK	01 training for 01-woman employee	03 trainings for 03 women employees  PK	03 trainings for 03 women employees  PK	02 trainings for 02 women employees  PK	01 training for 01-woman employee  PK	03 trainings for 03 women employees	<i>Quarterly Target #s with country</i>

	PK		PK					PK	
	Not done	Not done	14 females received trainings  (2 females availed Senior Management Course, 4 females availed Mid-career Management Course, 8 females availed Junior Management course)	16 females received trainings  (9 females availed 1 training, 2 females availed Junior Management Course, 5 females availed Management Induction Course)					Achievement
WAPDA conducts <b>Technical Training</b> for WAPDA female Engineers.	Technical Trainings for 09 WAPDA Female Engineers at Faisalabad Engineering Academy.				Technical Trainings for 09 WAPDA Female Engineers at Faisalabad Engineering Academy.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	03 trainings for 03 women employees  PK	03 trainings for 03 women employees  PK	01 training for 01 woman employee	02 trainings for 02 women employees  PK	03 trainings for 03 women employees  PK	03 trainings for 03 women employees  PK	01 training for 01 woman employee  PK	02 trainings for 02 women employees	Quarterly Target #s with country



	PK		PK					PK	
	2 female engineers trained	1 female engineer trained	1 female availed Sector Specific (pre-promotion course) 2 female availed Technical Induction Course	2 female availed Elementary Induction Course  1 female availed IOSH Managing Safety 5.0 course					<i>Achievement</i>
WAPDA conducts <b>Training/Workshop</b> on 'Leadership and Management'.	The 'Leadership and Management' training/ workshop in Islamabad for WAPDA 04 female managers.				the 'Leadership and Management' training/ workshop in Islamabad for WAPDA 04 female managers.				<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>
	01 training for 01 female officers  PK	01 training for 01 female officers  PK	01 training for 01 female Officers  PK	01 training for 01 female Officers  PK	01 training for 01 female Officers  PK	01 training for 01 female Officers  PK	01 training for 01 female Officers  PK	01 training for 01 female Officers  PK	<i>Quarterly Target #s with country</i>
	1 training for 12 female managers	1 training for 8 female managers	2 training for 2 female officers	01 training for 02 female Officers					<i>Achievement</i>

WAPDA provides <b>Mentorship program</b> in collaboration with WIE.	10 female mentees by 3 mentors				20 female mentees by 6 mentors				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	5 female mentees participated		5 female mentees participated		10 female mentees participated		10 female mentees participated		Quarterly Target #s with country
	PK		PK		PK		PK		Achievement
WAPDA provides <b>on-line workshops for female professionals</b> in collaboration with WIE.	Joint online workshop between WIE and WAPDA aimed towards 25 energy sector professionals.				Joint online workshop between WIE and WAPDA aimed towards 25 energy sector professionals.				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 on-line workshop for 25 energy professionals.				1 on-line workshop for 25 energy professionals.		Quarterly Target #s with country
			PK				PK		Achievement
WAPDA provides <b>study tours to Power Houses</b> in collaboration with WIE.	Study tours to power houses for 20 female professionals from the energy sector				Study tours to power houses for 20 female professionals from the energy sector				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 tour for 20 female professionals				1 tour for 20 female professionals			Quarterly Target #s with country
		PK				PK			Achievement

(d) Pillar 4: Retention (including Facilities)

Activity	In 2021				In 2022				Note
WAPDA establishes <b>Daycare Centre</b> to facilitate female employee at workplace. WAPDA builds new ones on need-based assessment.	Maintenance of established one day care centers with 30 female beneficiaries. New will be established on need-based assessment.				Maintenance of established one day care centers with 30 female beneficiaries. New will be established on need-based assessment.				<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>
	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	Maintain the 1 center with 30 female beneficiaries  PK	<i>Quarterly Target #s with country</i>
	15 females are using the daycare center	15 females are using the daycare center	24 females are using the daycare center	24 females are using the daycare center					<i>Achievement</i>
WAPDA establishes <b>separate washrooms.</b> WAPDA builds new ones on need-based assessment.	Maintenance of established washrooms.				Maintenance of established washrooms. New will be established on need-based assessment				<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>
	Maintained  PK	Maintained  PK	Maintained  PK	Maintained  PK	Maintained  PK	Maintained  PK	Maintained  PK	Maintained  PK	<i>Quarterly Target #s with country</i>
	Maintained	Maintained	Maintained	Maintained					<i>Achievement</i>

WAPDA establishes <b>Gymnasium.</b> WAPDA builds new ones on need-based assessment.	Maintenance of established two gymnasiums with 55+ female beneficiaries (HQ and Upper mall).				Maintenance of established two gymnasiums with 55+ female beneficiaries (HQ and Upper mall).				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Maintain 2 gymnasiums with 55+ female beneficiaries  PK	Quarterly Target #s with country
	15 females are using the gymnasium	15 females are using the gymnasium	10 females are using the gymnasium	10 females are using the gymnasium					Achievement
WAPDA establishes <b>Female hostels.</b> WAPDA builds new ones on need-based assessment.	Maintenance of established one female hostels for 10 females.				Maintenance of established female hostels.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Maintain 1 hostel for 10 females  PK	Quarterly Target #s with country
	Maintained 1 hostel for 10 females	Maintained 1 hostel for 10 females	Maintained 1 hostel for 13 female officers	Maintained 1 hostel for 13 female officers					Achievement

WAPDA conducts a Seminar on 'Harassment at Workplace' for awareness and mitigation measures for female employees.	WAPDA conducts a Seminar, targeting total 200 female employees and 200 male employees.				WAPDA conducts a Seminar, targeting total 200 female employees and 200 male 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 seminar for 200 female employees  PK				1 seminar for 200 female employees  PK		1 seminar for 200 male employees  PK		Quarterly Target #s with country
	1 seminar for 185 female employees								Achievement

(e) Pillar 5: Policy and Institutional Change

Activity	In 2021				In 2022				Note
WAPDA formulates <b>conductive policies</b> to attract and retain women in the Power Sector. Wed-Lock Policy • Maternity Leave Policy • GYM facility at the workplace • Special leave for female employees • Cafeteria at workspace • Special Women Quota • 130 days leave (in case of death of husband) • Mandatory Women's representation in all selection boards	Strict implementation of Policies formulated before Revision/Improvement of existing policies (if required)				Strict implementation of Policies formulated before Revision/Improvement of existing policies (if required)				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Implemented  PK	Implemented  PK	Implemented  PK	Implemented  PK	Implemented  PK	Implemented  PK	Implemented  PK	Implemented  PK	Quarterly Target #s with country
	Policies continued	Policies continued	Policies continued	Policies continued					Achievement

<ul style="list-style-type: none"><li>• During COVID-19, WAPDA had issued <b>guidelines/ SOP's for female employees</b> to attend office on necessity basis. Moreover, facility of work from home has also been provided to the female employees.</li></ul>										
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