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

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(a) Pillar 1: STEM Education

Activity		In	2021			ln 20	122		Note
WAPDA conducts orientation sessions about education and job		Schools	tation session / Colleges female student		WAPDA condu w	Girls Schools	Total target #s in the year		
opportunities in	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
STEM field.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	1 school with 50 female students			1 school with 50 female students		1 school with 50 female students		1 school with 50 female students	Quarterly Target #s with country
	PK			PK		PK		PK	
	Not done			1 school with 38 & 01 Inter College with 27 female students Total = 65 female students					Achievement

WAPDA provides	WAPDA co	onduct Teachei	r's Training of	350 teachers	WAPDA cor	nduct Teacher'	s Training of 3	50 teachers	Total target #s in the year	
Teacher's Training	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
of WAPDA's	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
School on STEM		1 training			1 training				Quarterly	
Education.		with 350			with 350				Target #s with country	
		teachers			teachers				country	
		PK			РК					
		1 training							Achievement	
		for 120								
		teachers								
WAPDA arranges		WAPDA arran	ges one Ted-Ta	alk	V	I VAPDA arrange	es one Ted-Tal	k	Total target #s	
Ted-Talks in high	with total 1	125 female stud	dents with 04 (Girls Schools /	with total 1	25 female stud	lents for 04 Gii	rls Schools /	in the year	
schools/ colleges		Col	leges.			Colleges.				
via Role models										
for inspirational	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
Purposes.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
				1 session				1 session	Quarterly Target #s with	
				with 125				with 125	country	
				female				female	,	
				students				students		
				РК				РК		
				1 session					Achievement	
				with 65						
				female						
				students						
WAPDA arranges Science fair to develop interest in	Total 01 Sci	ience fairs with	total 1400 fer	male students.	Total 01 Science fairs with total 1400 female students.				Total target #s in the year	
STEM education.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		

				1 science				1 science	Quarterly
				fairs with				fairs with	Target #s with country
				1,400				1,400	country
				female				female	
				students				students	
				PK				PK	
				Science					Achievement
				fairs with					
				3,700					
				female					
				students					
				(All WAPDA schools across					
				the country.					
				Total: 7000					
				students)					
WAPDA sponsors									Total target #s
Field trips of			l 50 female stu		02 Field trips v	with total 50 fe		s (25 students	in the year
Hydropower	S	students from	each institutio	n)		from each ii	nstitution)		
Projects for high school/college	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
female students.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
Ternale stadents.		2 field trips		2 field trips	2 field trips			2 field trips	Quarterly Target #s with
		with 50		with 50	with 60			with 60	country
		female		female	female			female	
		students		students	students			students	
1 1		РК		РК	PK			PK	
		РК		PK 2 field trips	РК			РК	Achievement
		РК		2 field trips	РК			РК	Achievement
		РК			РК			РК	Achievement

(b) Pillar 2: Recruitment

Activity		In	2021			ln 2	022		Note
WAPDA conducts Seminars in Technical and	WAPDA co		ninar with total Idents	250 female	WAPDA conducts 1 seminar with total 250 female students				Total target #s in the year
Engineering universities to	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
introduce recruitment policies and facilities provided to female candidates to		,	01 seminar with total 250 female students			,	01 seminars with total 250 female students		Quarterly Target #s with country
accelerate women's induction in the Power sector.			PK 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)			PK		Achievement
WAPDA provides Certified Internship	WAPDA pr		ed Internships t dents.	o 60 female	WAPDA pro	50 female	Total target #s in the year		
opportunities to the female	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
students.		,	60 female students PK			,	60 female students PK		Quarterly Target #s with country

	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					Achievement
				female availed certified internship in Civil Engineering					
	W	APDA hires 12	female engine	ers.	WA	APDA hires 12 fo	emale engineer	ſS.	Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
WAPDA hires female engineers.	3 female engineers hired	3 female engineers hired	3 female engineers hired	3 female engineers hired	3 female engineers hired	3 female engineers hired	3 female engineers hired		Quarterly Target #s with country
Since 2018, 47 females	РК	PK	РК	РК	РК	РК	РК		
Since 2018, 47 Jernales hired. In 2017, Total 23 female engineers hired: Electrical 18, Mechanical 3, Electronic 2.	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					Achievement

			education department						
	-		graduates and sector in Pakista		Targeted to	fessionals in	Total target #s in the year		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Job Fair in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
collaboration with				1 job fair				1 job fair	Quarterly
Women in Energy				with 150				with 200	Target #s with country
<u>Pakistan (WIE).</u>				female				female	country
				graduates				graduates	
				PK				РК	
									Achievement
		sionals in collab	nip program for poration with W ic Partners		Intern professiona	Total target #s in the year			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
WAPDA provides	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
Internship and			5 female				5 female		Quarterly
fellowship							young		Target #s with country
opportunities to			young professional				professional		country
the female			s recruited				S		
students in			STEEruiteu				recruited		
collaboration with			РК						
							РК		
WIE.		1 intern							Achievement
		hired in							
		collaborati							
		on with							
Internehin		WIE 1 F	l students				Total target #s		
Internship		1 - 5 S	students			1 - 5 SI	tudents		-
opportunity will									in the year

female students of A	Howeve	-	n contact us as c schedule.	per their	However, stu	ir academic			
level/International Baccalaureate (IB) and Intermediate	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
(FSC) with the aim to enhance their understanding of the energy sector and explore the suitable			1 female student intern hired PK				1 female student intern hired PK		Quarterly Target #s with country
opportunities for them in the industry. This will surely help them to choose a STEM based field for them in the energy sector.			Due to COVID, the activity has been completed in the next quarter	1 female intern completed the internship					Achievement

(c) Pillar 3: Development for Female professionals

Activity		In 202	21				Note		
WADPDA conducts trainings for Capacity		09 Women ei (number of 1				Total target #s in the year			
Building and Skill Development for WAPDA women	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
employees.	03 trainings for 03 women employee s	02 trainings for 02 women employees PK	01 training for 01- woman employe e	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	Quarterly Target #s with country

								РК	
	РК		РK						
	Not done	Not done	14	16 females					Achievement
			females	received					
			received	trainings					
			trainings						
				(9 females					
			(2 females availed	availed 1 training, 2					
			Senior	females					
			Managem	availed Junior					
			ent	Management					
			Course, 4	Course, 5 females					
			females availed	availed					
			Mid-career	Management					
			Managem	Induction					
			ent	Course)					
			Course, 8 females						
			availed						
			Junior						
			Managem						
			ent						
WAPDA conducts	Tachnical T	 Trainings for 09 WA	course)	Engineeraat	Tachnical Tr	l ainings for 09 V	ADDA Fomala	Engineers at	Total target #s in
Technical Training		Faisalabad Engine		-		ainings for 09 v aisalabad Engin		-	the year
for WAPDA female			ening Acader	iiy.			eening Academ	у.	
Engineers.				<u></u>					Aiming timeline
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	03	02 trainings for	01	02 training	02 trainings	02 training	01 training	02	Quarterly Target
	U3 trainings	03 trainings for 03 women	01 training	02 trainings for 02	03 trainings for 03	03 trainings for 03	01 training for 01	02 trainings	#s with country
	for 03	employees	for 01	women	women	women	woman	for 02	
	women	CITPIOYEES	woman	employees	employees	employees	employee	women	
	employee	РК	employe	employees	cinployees	cinployees	employee	employees	
	S		e	РК	PK	РК	PK		

	РК		РК					РК	
	2 female engineers trained	1 female engineer trained	1 female availed Sector Specific (pre- promotio n course) 2 female availed Technical Induction	2 female availed Elementary Induction Course 1 female availed IOSH Managing Safety 5.0 course					Achievement
WAPDA conducts		ship and Manager	Course nent' training	;/ workshop in		-	ement' training/		Total target #s in the year
Training/Worksho p on 'Leadership and Management'.	Q1 Jan-	nabad for WAPDA C Q2 Apr-	04 female ma Q3 Jul-	Q4 Oct-	Islama Q1 Jan-	Dad for WAPDA Q2 Apr-	04 female man Q3 Jul-	Q4 Oct-	Aiming timeline
	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	Quarterly Target #s with country
	1 training for 12 female managers	1 training for 8 female managers	2 training for 2 female officers	01 training for 02 female Officers					Achievement

WAPDA provides		10 female mentee	es by 3 mente	ors	2	0 female mente	ees by 6 mento	rs	Total target #s in the year
Mentorship	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
program	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
in collaboration	5 female		5 female		10 female		10 female		Quarterly Target
<u>with WIE.</u>	mentees		mentees		mentees		mentees		#s with country
	participat		participa		participate		participated		
	ed		ted		d				
							PK		
	PK		РК		PK				
							Achievement		
WAPDA provides		workshop betwee					een WIE and W		Total target #s in the year
on-line workshops		ards 25 energy se					sector professio		Aiming timeline
for female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
professionals in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	Quarterly Target
collaboration with			1 on-line				1 on-line		#s with country
WIE.			worksho p for 25				workshop for 25		
			energy				energy		
			professio				professional		
			nals.				s.		
			11015.				5.		
			РК				РК		
			0						Achievement
WAPDA provides	Study	/ tours to power h	ouses for 20	female	Study	Total target #s in			
study tours to	pr	ofessionals from t	he energy se	ector	pro	fessionals from	n the energy see	ctor	the year
Power Houses	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
in collaboration	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
<u>with WIE.</u>		1 tour for 20				1 tour for			Quarterly Target
		female				20 female			#s with country
		professionals				professional			
						S			
		PK							
						РК			
									Achievement

Activity		In 20	021				Note		
WAPDA establishes Daycare Centre to facilitate female	with 30 f	emale benet	ed one day ca ficiaries. New -based assess	will be		centers with 30 shed on need-	Total target #s in the year		
employee at	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
workplace. WAPDA	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
builds new ones on	Maintain the	Maintain	Maintain	Maintain	Maintain	Maintain	Maintain	Maintain the	Quarterly Target
need-based	1 center with	the 1	the 1	the 1	the 1	the 1 center	the 1 center	1 center with	#s with country
assessment.	30 female	center	center	center	center	with 30	with 30	30 female	
	beneficiaries	with 30	with 30	with 30	with 30	female	female	beneficiaries	
		female	female	female	female	beneficiarie	beneficiarie		
	PK	beneficia	beneficiari	beneficiari	beneficiari	S	S	PK	
		ries	es	es	es				
						PK	PK		
		PK	РК	PK	PK				
	15 females	15	24 females	24 females					Achievement
	are using the	females	are using	are using					
	daycare	are using	the	the					
	center	the	daycare	daycare					
		daycare	center	center					
		center							
WAPDA establishes	Mainten	ance of esta	blished washr	ooms.	Maintena	Total target #s in			
separate washrooms.					est	ablished on nee	ed-based asses	sment	the year
WAPDA builds new	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
ones on need-based	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
assessment.	Maintained	Maintain	Maintaine	Maintaine	Maintaine	Maintained	Maintained	Maintained	Quarterly Target
		ed	d	d	d				#s with country
	PK					PK	PK	PK	
		РК	PK	PK	PK				
	Maintained	Maintain	Maintaine	Maintaine					Achievement
		ed	d	d					

(d) Pillar 4: Retention (including Facilities)

WAPDA establishes	Maintenance		•			iums with 55+	Total target #s in the year		
Gymnasium. WAPDA		1	s (HQ and Up	,			s (HQ and Uppe	,	,
builds new ones on	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
need-based	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
assessment.	Maintain 2	Maintain	Maintain 2	Maintain 2	Maintain 2	Maintain 2	Maintain 2	Maintain 2	Quarterly Target
assessment.	gymnasiums	2	gymnasiu	gymnasiu	gymnasiu	gymnasiums	gymnasiums	gymnasiums	#s with country
	with 55+	gymnasiu	ms with	ms with	ms with	with 55+	with 55+	with 55+	
	female	ms with	55+	55+	55+	female	female	female	
	beneficiaries	55+	female	female	female	beneficiarie	beneficiarie	beneficiaries	
		female	beneficiari	beneficiari	beneficiari	S	S		
	PK	beneficia	es	es	es			PK	
		ries				PK	PK		
			PK	РК	РК				
		PK							
	15 females	15	10 females	10 females					Achievement
	are using the	females	are using	are using					
	gymnasium	are using	the	the					
		the	gymnasiu	gymnasiu					
		gymnasiu	m	m					
		m							
WAPDA establishes	Maintenance	of establishe	ed one female	hostels for	Main	tenance of esta	blished female	hostels.	Total target #s in
Female hostels.	10 females.							the year	
WAPDA builds new	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
ones on need-based	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	Maintain 1	Maintain	Maintain 1	Maintain 1	Maintain 1	Maintain 1	Maintain 1	Maintain 1	Quarterly Target
assessment.	hostel for 10	1 hostel	hostel for	hostel for	hostel for	hostel for	hostel for	hostel for 10	#s with country
	females	for 10	10 females	10 females	10 females	10 females	10 females	females	
		females							
	PK		РК	РК	РК	PK	РК	PK	
		РК							
	Maintained 1	Maintain	Maintaine	Maintaine					Achievement
	hostel for 10	ed 1	d 1 hostel	d 1 hostel					
	females	hostel	for 13	for 13					
		for 10	female	female					
		females	officers	officers					

WAPDA conducts a	WAPDA cond	ducts a Semi	inar, targeting	g total 200	WAPDA cor	WAPDA conducts a Seminar, targeting total 200 female				
Seminar on	female em	ployees and	200 male em	ployees.	en	the year				
'Harassment at	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
<i>Workplace'</i> for	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
awareness and	1 seminar for				1 seminar		1 seminar		Quarterly Target #s with country	
	200 female				for 200		for 200		#s with country	
mitigation measures	employees				female		male			
for female					employees		employees			
employees.	PK									
					PK		РК			
	1 seminar for								Achievement	
	185 female									
	employees									

(e) Pillar 5: Policy and Institutional Change

Activity		In	2021			Note			
WAPDA formulates conducive policies to attract and retain women in the Power Sector.		ementation of P nprovement of (Strict implen before Revision/Imp required)	Total target #s in the year			
Wed-Lock Policy Maternity Leave Policy 	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
 GYM facility at the workplace Special leave for female 	Impleme nted	Implemente d	Implemente d	Implemente d	Implement ed	Implement ed	Implem ented	Impleme nted	Quarterly Target #s with country
 employees Cafeteria at workspace Special Women Quota 130 days leave (in case of death of husband) Mandatory Women's representation in all selection boards 	PK Policies continue d	PK Policies continued	PK Policies continued	PK Policies continued	РК	РК	PK	РК	Achievement

• During COVID-19, WAPDA					
had issued guidelines/					
SOP's for female					
employees to attend					
office on necessity basis.					
Moreover, facility of work					
from home has also been					
provided to the female					
employees.					