

6, Women in Energy Pakistan (WIE), Pakistan

Contact Information

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(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
WIE organizes a Study Tour and Site Visit to energy and power sites for educational purposes in collaboration with WEPOWER Strategic Partner WAPDA	1 Study tour 20 female professionals from the energy sector				1 study tour for 40 female professionals from the energy sector				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 Study tour 20 female professionals from the energy sector PK				1 study tour for 40 female professionals from the energy sector PK			Quarterly Target #s with country
	Not done							Achievement	
WIE organizes trainings on Solar Installation for young female professionals/	1 Training for 15 Trainees to undergo solar trainings				1 Training for 15 Trainees to undergo solar trainings				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				1 Training		Quarterly Target #s

			engaged						
WIE contributes to a job fair , along with other partners, that would involve job matching which targets public and private energy sector in Pakistan.	1 Job Fair Targeted to +150 female graduates and professionals along with public and private organizations in the energy sector in Pakistan				1 Job Fair Targeted to +200 female graduates and professionals along with public and private organizations 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 Targeted to 150 female graduates and professionals PK					<i>Quarterly Target #s with country</i>
				Not done					<i>Achievement</i>
WIE reaches out to companies in its network to advocate making a commitment to shortlisting 50% of female candidates for all job postings.	WIE approaches at least 1 company to commit to shortlist 50% female candidates for all job posting in Pakistan.				WIE approaches at least 1 company to commit to shortlist 50% female candidates for all job posting 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 company with 50% female candidates PK				1 company with 50% female candidates PK		<i>Quarterly Target #s with country</i>
			2 companies are approached						<i>Achievement</i>
Recruitment of female engineers for a dedicated on-site									<i>Total target #s in the year</i>
	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Aiming timeline</i>

traineeship in an Energy Company	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	
									<i>Quarterly Target #s with country</i>
				10 female engineers recruited					<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

Activity	In 2021				In 2022				Note
WIE conducts workshops for private sector and public sector employees on career pathways, professional development & power sector skills	1 Joint online workshop between Women in Energy Pakistan and WAPDA aimed towards 25 energy sector professionals				1 online workshop aimed towards 25 energy sector professionals				<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 Joint online workshop aimed towards 25 energy sector professionals PK					1 online workshop aimed towards 25 energy sector professionals PK			<i>Quarterly Target #s with country</i>
	Not done		30 females participated (in-person workshop)						<i>Achievement</i>

WIE organizes Webinar Series for dissemination of new trends in energy and power, catered to female professional from its network.	3 webinars to be hosted on energy and power sector				3 webinars to be hosted on energy and power 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 webinar hosted PK	1 webinar hosted PK	1 webinar hosted PK	1 webinar hosted PK	1 webinar hosted PK	1 webinar hosted PK		Quarterly Target #s with country
	480 female professionals (Due to COVID19 restrictions, moved its workshops to a PODCAST format with professional development activities benefitting 480 female professionals)	1 webinar hosted for 150 female professionals		140 females engaged					Achievement
WIE curates Mentorships for its members through WePOWER	Mentorship program for 10 Mentees as part of mentorship program for young female professionals in energy sector				Mentorship program for 20 Mentees as part of mentorship program for young female professionals in 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
	3-month Mentorship		3-month Mentorship program		Mentorship program for 20 Mentees				Quarterly Target #s with country

	program for 10 Mentees PK		for 10 Mentees PK		PK				
	15 mentees benefited	30 mentees benefitted	10 mentees benefitted						Achievement
WIE advocates with Conference organizers to host a WIE Panel or at least commit to gender representation on all its panels with WIE's facilitation	WIE identifies 3 Conferences/ Seminars/ Workshops to host 1 WIE Panel				WIE identifies 3 Conferences/ Seminars/ Workshops				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	WIE identifies 1 Conference/ Seminars/ Workshops to host a WIE Panel PK	WIE identifies 1 Conference/ Seminar/ Workshop to host a WIE Panel PK		WIE identifies 1 Conference/ Seminar/ Workshop to host a WIE Panel PK	WIE identifies 1 Conference/ Seminar/ Workshop PK	WIE identifies 1 Conference/ Seminar/ Workshop PK		WIE identifies 1 Conference/ Seminar/ Workshop PK	Quarterly Target #s with country
	1 WIE Panel	1 WIE Panel		1 WIE Panel					Achievement
WIE participates in World Bank energy events in Pakistan	WIE is invited to all World Bank Energy events/seminars/etc. and at least 2 members participate/attend.				WIE is invited to all World Bank Energy events/seminars/etc. and at least 2 members participate/attend.				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 members participated in World				2 members participate		Quarterly Target #s with country

			Bank Energy event PK				d in World Bank Energy event PK		
			2 members participated						<i>Achievement</i>
WIE sends WIE members to WePOWER platform for growth and networking.	2 WIE members are sent to regional conferences/events at WePOWER platforms				2 WIE members are sent to regional conferences/events at WePOWER platforms				<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>
				2 WIE members sent to regional conferences/events PK				2 WIE members are sent to regional conferences/events PK	<i>Quarterly Target #s with country</i>
				12 females sent					<i>Achievement</i>

(d) Pillar 4: Retention (including Facilities)

Activity	In 2021				In 2022				Note
WIE identifies public and private sector companies which are giving appropriate facilities to women in Pakistan.	WIE identifies 2 organizations				WIE identifies 2 organizations				<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>
			2 organizations identified				2 organizations identified		<i>Quarterly Target #s with country</i>

			PK				PK		
			2 organizations identified						Achievement

(e) Pillar 5: Policy and Institutional Change

Activity	In 2021				In 2022				note
WIE assesses the respective policies of its industry-partners regarding gender and female workforce participation	Consult with 1 company/organization on industry standards for organizational development (OD)				Consult with 2 companies/organizations on industry standards for organizational development (OD)				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 company received consultation PK	Ongoing PK	Ongoing PK	Ongoing PK	2 organizations/companies received consultation PK	Ongoing PK	Ongoing PK	Ongoing PK	Quarterly Target #s with country
	1 company								Achievement
WIE provides advice by consulting on national/provincial policies to improve gender representation and/or working environment for female professionals/engineers. Aim to	Consult with 1 company/organization on industry standards for organizational development (OD)				Consult with 2 companies/organizations on industry standards for organizational development (OD)				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 company received consultation PK	Same 1 company Ongoing PK	Same 1 company Ongoing PK	Same 1 company Ongoing PK	2 organizations/companies received consultation PK	Same 2 organizations/companies Ongoing PK	Same 2 organizations/companies Ongoing PK	Same 2 organizations/companies Ongoing	Quarterly Target #s with country

