6, Women in Energy Pakistan (WIE), Pakistan

Contact Information

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(a) Pillar 1: STEM Education

Activities		In	2021			In 20	022		Note
WIE organizes a Study Tour and Site Visit to energy and	1 Study	tour 20 femal energ	e professional sy sector	s from the	1 study tou	r for 40 female pr sec		m the energy	Total target #s in the year
power sites for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
educational	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
purposes in collaboration with WEPOWER Strategic Partner WAPDA		1 Study tour 20 female profession als from the energy sector PK Not done				1 study tour for 40 female professionals from the energy sector PK			Quarterly Target #s with country Achievement
WIE organizes trainings on Solar	1 Training	for 15 Trainee	s to undergo s	olar trainings	1 Trainin	g for 15 Trainees	to undergo sola	ar trainings	Total target #s in the year
Installation for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
young female	Jan-	Apr-	Jul-	Oct	Jan-	Apr-	Jul-	Oct-	timeline
professionals/			1 Training				1 Training		Quarterly Target #s

			f1F				f1F		with country
engineers			for 15				for 15		With Country
			Trainees to				Trainees to		
			undergo				undergo		
			solar				solar		
			trainings				trainings		
			PK				PK		
			Not done						Achievement
WIE identifies role		1 role mod	del identified			2 role mode	ls identified		Total target #s in the year
models from	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
amongst its senior	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
professional			2 211	1 role model	2			1 role model	Quarterly
members to				identified				identified	Target #s
participate in				racrientea				racritinea	with country
various outreach				PK				PK	
events of				10 role				110	Achievement
WePOWER.				models					
				identified					
WIE organizes a	1 Study	tour 20 femal	e professional		1 study tow	r for 40 female pr	ofessionals fro	l m the energy	Total target
Study Tour and Site	1 Study		y sector	3 HOIII tile	1 study tour	sec		in the energy	#s in the year
Visit to energy and		energ	y sector			sec	toi		
power sites for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
educational	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
purposes in	3411	1 Study	341	001	3411	1 study tour	347	000	Quarterly
collaboration with		tour 20				for 40 female			Target #s
WEPOWER		female				professionals			with country
Strategic Partner		profession				professionals			
WAPDA		als				PK			
WINDA		ais				FIX			
		PK							
		Not done							Achievement
		1132 40116							
		ı		l l		1	1	1	l

WIE engages with University Students									Total target #s in the year
on STEM Career	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Options in Clean	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Energy and Climate Change									Quarterly Target #s with country
				20 female students					Achievement
WIE Fellowship on Clean Energy					WIE	Fellowship on Cle	ean Energy Trans	ition	Total target #s in the year
Transition	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Transition	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
					15 Fellows participated				Quarterly Target #s with country
					PK				Achievement

(b) Pillar 2: Recruitment

Activity		Ir	2021			In 2	022		Note
WIE matches internship opportunities for	1.9		nship program i nals/students	for 5	1 summer in	ternship prograr	n for 5 professio	nals/students	Total target #s in the year
young	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
professionals/stude nts in collaboration with WePOWER Strategic Partner WAPDA			1 summer internship program for 5 profession als/student s				1 summer internship program for 5 professional s/students		Quarterly Target #s with country
			1 intern						Achievement

			engaged						
WIE contributes to a job fair , along with other partners, that	profes	sionals along v	150 female gra with public and nergy sector ir	l private		r Targeted to +20 along with publi the energy sec	c and private or		Total target #s in the year
would involve job matching which	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
targets public and private energy sector in Pakistan.		,		1 Job Fair Targeted to 150 female graduates and professional s		,			Quarterly Target #s with country Achievement
				Not done					Acmevement
WIE reaches out to companies in its network to		0% female can	t 1 company to didates for all kistan.			ches at least 1 co lle candidates for			Total target #s in the year
advocate making a commitment to	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
shortlisting 50% of female candidates for all job postings.			1 company with 50% female candidates			,	1 compan with 50% female candidate	, , , , , , , , , , , , , , , , , , ,	Quarterly Target #s with country
			2 companies are approached						Achievement
Recruitment of female engineers for		I	1			I	L	L	Total target #s in the year
a dedicated on-site	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline

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

(c) Pillar 3: Development for Female professionals

Activity		In	2021			In 20	22		Note
WIE conducts workshops for private sector and		d WAPDA aim		nen in Energy energy sector	1 online	workshop aimed to professi		ergy sector	Total target #s in the year
public sector	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
employees on	Jan-	Apr-	Jul-	Oct-	Jan-	Apr	Jul-	Oct-	timeline
career pathways, professional development & power sector skills	1 Joint online workshop aimed towards 25 energy sector professio nals					1 online workshop aimed towards 25 energy sector professionals PK			Quarterly Target #s with country
	Not done		30 females participate d (in-person workshop)						Achievement

WIE organizes Webinar Series for	3 webinars	to be hosted	on energy and	l power sector	3 webinar	rs to be hosted on	energy and po	ower sector	Total target #s in the year
dissemination of	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
new trends in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
energy and power, catered to female		1 webinar hosted		Quarterly Target #s with country					
professional from		PK	PK	PK	PK	PK	PK		
its network.	480	1 webinar		140 females		<u></u>			Achievement
	female	hosted for		engaged					
	professio	150 female		3 3					
	nals	profession							
		als							
	(Due to								
	COVID19								
	restrictions,								
	moved its workshops								
	to a								
	PODCAST								
	format with								
	professiona I								
	developme								
	nt activities								
	benefitting								
	480 female								
	professiona								
WIE curates	ls) Mentor	ship program	for 10 Menter	L es as nart of	Mentorshin	program for 20 M	entees as nart	of mentorshin	Total target
Mentorships for its				professionals		r young female pr	•		#s in the year
members through			rgy sector	p. o.coolondio	programjo	, young jemale pr	0,000,000,000	errergy sector	
WePOWER		111 6116	0/ 22201						
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	3-month	,	3-month		Mentorship	,			Quarterly
	Mentorsh		Mentorshi		program for				Target #s
	ip		p program		20 Mentees				with country

	program		for 10						
	for 10		Mentees		PK				
	Mentees								
			PK						
	PK								
	15	30	10						Achievement
	mentees	mentees	mentees						
	benefitte	benefitted	benefitted						
	d								
WIE advocates with Conference	WIE identi		nces/ Seminar 1 WIE Panel	s/ Workshops	WIE iden	tifies 3 Conference	es/ Seminars/	Workshops	Total target #s in the year
organizers to host a	Q1	Q2	Q3	Q4	Q1	Q2	Q3Jul-	Q4	Aiming
WIE Panel or at	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-		Oct-	timeline
least commit to	WIE	WIE		WIE	WIE	WIE identifies		WIE	Quarterly
gender	identifies	identifies 1		identifies 1	identifies 1	1 Conference/		identifies 1	Target #s with country
representation on	1	Conferenc		Conference/	Conferenc	Seminar/		Conference/	With country
all its panels with	Conferen	e/		Seminar/	e/	Workshop		Seminar/	
WIE's facilitation	ce/	Seminar/		Workshop to	Seminar/			Workshop	
	Seminars/	Workshop		host a WIE	Workshop	PK			
	Worksho	to host a		Panel				PK	
	ps to host	WIE Panel			PK				
	a WIE			PK					
	Panel	PK							
	PK								
	1 WIE	1 WIE		1 WIE Panel					Achievement
	Panel	Panel							
WIE participate s in	WIE	is invited to a	ll World Bank	Energy	W	IE is invited to all \	World Bank En	ergy	Total target
World Bank energy	events,	/seminars/etc.	and at least 2	members	event	s/seminars/etc. ar	nd at least 2 m	iembers	#s in the year
events in Pakistan		participa	ate/attend.			participate	e/attend.		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
			2 members				2		Quarterly
			participated				members		Target #s with country
			in World				participate		with country

			Bank Energy event PK 2 members participated				d in World Bank Energy event PK		Achievement
WIE sends WIE members to WePOWER			are sent to reg at WePOWER		2 WIE memb	pers are sent to reg WePOWER	=	nces/events at	Total target #s in the year
platform for growth and	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
networking.		·		2 WIE members sent to regional conferences/ events		·		2 WIE members are sent to regional conferences/ events	Quarterly Target #s with country
				PK 12 females sent				PK	Achievement

(d) Pillar 4: Retention (including Facilities)

Activity		I	n 2021			In 2	2022		Note
WIE identifies public and private		WIE identifi	es 2 organization	S		WIE identifies	2 organizations		Total target #s in the year
sector companies which are giving	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q4 Oct-	Aiming timeline		
appropriate facilities to women in Pakistan.			2 organizations identified				2 organizations identified		Quarterly Target #s with country

	PK		PK	
	2			Achievement
	organizations identified			
	identified			

(e) Pillar 5: Policy and Institutional Change

Activity	In 2021				In 2022				note
WIE assesses the respective policies of its industry-	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
partners regarding gender and female	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
workforce participation	1 company received consultati on	Ongoing PK	Ongoing PK	Ongoing PK	2 organizations/ companies received consultation	Ongoing PK	Ongoing PK	Ongoing PK	Quarterly Target #s with country
	PK				PK				Achievement
	1 company								Acnievement
WIE provides advice by consulting on national/provincial			organization c tional developm	•	Consult with 2 companies/organizations on industry standards for organizational development (OD)				Total target #s in the year
policies to improve gender	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
representation and/or working environment for female professionals/engin	1 company received consultati on	Same 1 company Ongoing PK	Same 1 company Ongoing PK	Same 1 company Ongoing PK	2 organizations/ companies received consultation	Same 2 organizations /companies Ongoing	Same 2 organizations /companies Ongoing	Same 2 organizat ions/com panies Ongoing	Quarterly Target #s with country
eers. Aim to						PK	PK		

improve industry standards for	PK		PK		PK	
organizational development	1 company received consultati on					Achievement