Historical Background of Power Sector

BPDB
P.O. 59 1972

Generation
Transmission
Distribution

BPDB created under P.O. 59 of 1972.

Electricity in Private Sector 1901
Electricity Directorate 1948
EPWAPDA 1959
BWAPDA 1971

REB 1977
DESA 1991
PGCB 1996
APSCL 1996
EGCB 2004
WZPDCL 2002
NWPGCL 2006
NESCO 2016

Residual DESA
DESCO 1997
DPDC 2008

BWDB
P.O. 59 1972
Women in Power Sector Professional Network in South Asia (WePOWER)

BPDB Activities (2019-2020)

• Pillar 1: STEM Education
  – Continuously facilitating female engineering students to visit BPDB’s power plants (80 students in 2020)
  – Hosts industrial trainees (interns) from female engineering students upon request received from key engineering universities/institutions (at least 20 interns in a year)

• Pillar 2: Recruitment
  – Encourages female engineering students to apply for BPDB positions upon request from key universities in:
    • Seminars/workshops
    • Career Opportunity Sessions
    • Job Placement Network
  – Provide assistance by female senior engineers acting as role models for female engineering students (fresh graduates) (at least 20 in a year)
BPDB Activities (2019-2020) (contd.)

**Pillar 3: Development for Female professionals**
- Mentorship program for fresh female recruits by delegating mentors from senior female engineers (*at least 3 mentors and 2 events in a year*)
- Female engineers as participants / expert speakers in national / international events/workshop & seminars (*10 to 15 female engineers participate in at least 3 international and 5 national events in 2020*)

**Pillar 4: Retention (including Facilities and Returning Mothers)**
- Ensures *no less than 15%* female engineers/officers’ participation in all capacity development initiatives.
- Starts Day Care facility for taking care of kids of BPDB employees (*at least 20 female engineers*)

**Pillar 5: Policy as cross-cutting**
- Recruitment committee with *at least one* female representative.
- *At least one* female engineer representative for In house Committees: (i) Internal committees (ii) workshop organizing team (iii) BPDB delegation for external meetings and (iv) feasibility study teams.
- Formed Sexual Harassment Complaint *Committee with 3 female members*