WAPDA – Women In Power
an Institutional Partner of WePOWER

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**Introduction to WAPDA**

- Pakistan Water and Power Development Authority (WAPDA) was established in 1958.
- An autonomous and statutory body under the administrative control of the Federal Government.
- The Federal Government of Pakistan mandated WAPDA for **hydel development projects** all across the country.

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**WAPDA – Women In Power 3rd Quarter Activities**

**Pillar 1 – STEM Education**

<table>
<thead>
<tr>
<th>Sr.No.</th>
<th>Activity</th>
<th>Location/Beneficiaries</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Orientation/counselling</td>
<td>Ghazi Barotha and Tarbela/400 female students</td>
<td>Awareness on the significance of STEM education highlighting opportunities in STEM profession</td>
</tr>
<tr>
<td>2</td>
<td>Teachers’ training (WAPDA’s school heads from all over Pakistan)</td>
<td>Islamabad/Teachers from WAPDA schools &amp; colleges</td>
<td>Teachers to motivate female students for STEM education</td>
</tr>
<tr>
<td>3</td>
<td>TED Talks</td>
<td>Tarbela, Khyber Pakhtunkhwa/300 female students</td>
<td>Motivate and spark passion among female students by sharing real-life stories of successful female engineers</td>
</tr>
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</table>
### Pillar 2 – Recruitment

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<tr>
<td>1</td>
<td>Education Expo 2019</td>
<td>Lahore/Female Students and Women from Public and Private Sector</td>
<td>Introduce WePOWER initiative and encouraged female students for STEM education</td>
</tr>
<tr>
<td>2</td>
<td>One month certified summer internship</td>
<td>The Mega Hydel Projects Complex, Islamabad/2 female students (O-Level and A-Level)</td>
<td>Provide students with the experience of a professional working environment</td>
</tr>
<tr>
<td>3</td>
<td>Certified Internships</td>
<td>At various locations and departments of WAPDA/33 female students</td>
<td>Teach interns the industrial and practical implementation of their theoretical knowledge</td>
</tr>
</tbody>
</table>

### Pillar 3 – Development

**Activity**
- Trainings:
  - Organizational Behavior & Change Management
  - Building Self-Confidence & Assertive Skills
  - Preparation of Project Cycle-1
  - Junior Management Course
  - Mid-Career Management Course

**Location/Beneficiaries**
- Islamabad/11 WAPDA female officers

**Objective**
To upgrade the skills, knowledge, and the capacity of female employees/workforce for higher leadership and management role

### Pillar 4 – Retention

**Activity**
- Facilities:
  - Daycare center
  - Seminar on ‘Harassment at Workplace’
  - Female Hostel
  - Cafeteria
  - Gymnasium

**Beneficiaries**
- WAPDA female employees

**Objective**
Ensure the conducive environment for permanent retention of female employees
### Pillar 5 – Policy & Institutional Change

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<tr>
<td>Policies:</td>
<td>WAPDA female employees</td>
<td>Retention of female employees and for the sustainable development of the organization</td>
</tr>
<tr>
<td>• Wed-Lock policy in affect since 1976</td>
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<td>• Special leave for female employees (in case of death of a husband) in affect since 1982</td>
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<tr>
<td>• Maternity Leave policy in affect since 1982</td>
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<tr>
<td>• Special Women Quota in affect since February 23, 2011 (After amendment)</td>
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### Way Forward

#### Pillar 1: STEM Education
- Educational Reform Program (ERP)
- Project-based learning
- Science fairs
- Educational trips to Hydropower Projects
- TED Talks
- Orientation & Career Counseling

#### Pillar 2: Recruitment
- Networking with engineering universities
- Certified Internships for female candidates
- Networking with public and private sectors to promote WePOWER Initiative

#### Pillar 3: Development
- Capacity building and skill development training
- Leadership and management training
- Technical training

#### Pillar 4: Retention
- Daycare Centers
- Prayer area
- Seminars on ‘Harassment at workplace’
- Grievance Redressal Mechanism
- Gymnasium

#### Pillar 5: Policy & Institutional Change
- Wed-Lock policy
- Special leave
- Maternity Leave
- Special Women Quota
Thank You