



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.

WAPDA – Women In Power 3rd Quarter Activities

Pillar 1 – STEM Education

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

Pillar 2 – Recruitment

Sr.No.	Activity	Location/Beneficiaries	Objective
1	Education Expo 2019	Lahore/Female Students and Women from Public and Private Sector	Introduce WePOWER initiative and encouraged female students for STEM education
2	One month certified summer internship	The Mega Hydrel Projects Complex, Islamabad/2 female students (O-Level and A-Level)	Provide students with the experience of a professional working environment
3	Certified Internships	At various locations and departments of WAPDA/33 female students	Teach interns the industrial and practical implementation of their theoretical knowledge

Pillar 3 – Development

Activity	Location/Beneficiaries	Objective
Trainings: <ul style="list-style-type: none">• Organizational Behavior & Change Management• Building Self-Confidence & Assertive Skills• Preparation of Project Cycle-1• Junior Management Course• Mid-Career Management Course	Islamabad/11 WAPDA female officers	To upgrade the skills, knowledge, and the capacity of female employees/workforce for higher leadership and management role

Pillar 4 – Retention

Activity	Beneficiaries	Objective
Facilities: <ul style="list-style-type: none">• Daycare center• Seminar on ‘Harassment at Workplace’• Female Hostel• Cafeteria• Gymnasium	WAPDA female employees	Ensure the conducive environment for permanent retention of female employees

Pillar 5 – Policy & Institutional Change

Activity	Beneficiaries	Objective
<p>Policies:</p> <ul style="list-style-type: none">• Wed-Lock policy in affect since 1976• Special leave for female employees (in case of death of a husband) in affect since 1982• Maternity Leave policy in affect since 1982• Special Women Quota in affect since February 23, 2011 (After amendment)	WAPDA female employees	Retention of female employees and for the sustainable development of the organization

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