Historical Background of Power Sector

Electricity in Private Sector 1901

Electricity Directorate 1948

EPWAPDA 1959

BWAPDA 1971

BPDB P.O. 59 1972

BPDB created under P.O. 59 of 1972.

Generation
Transmission
Distribution

REB 1977
DESA 1991
PGCB 1996
APSCCL 1996
EGCB 2004
WZPDCCL 2002
NWPGCL 2006
NESCO 2016

BWDB P.O. 59 1972

Residual DESA
DESCO 1997
DPDC 2008

This is not an ADB material. The views expressed in this document are the views of the author(s) and/or their organizations and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy and/or completeness of the material’s contents, and accepts no responsibility for any direct or indirect consequence of their use or reliance, whether wholly or partially. Please feel free to contact the authors directly should you have queries.
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*