

# EGCB WEPOWER Insight 2025

Empowering Women • Energizing the Future



Prepared by  
WEPower Committee, EGCB

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## 1. About EGCB

The **Electricity Generation Company of Bangladesh (EGCB)** is a government-owned public limited company operating under the **Power Division** of the **Ministry of Power, Energy and Mineral Resources**. Initially incorporated as *Meghnaghat Power Company Limited* on **23 November 1996**, the company was renamed as Electricity Generation Company of Bangladesh Limited on **16 February 2004** to reflect its broader national mandate. Later on **15 January 2009**, EGCB was reconstituted as a public limited company, following its conversion from a private limited entity.

EGCB's core mandate is **electricity generation**, contributing significantly to Bangladesh's growing energy demands by producing reliable and sustainable power. The company plays a vital role in the country's power sector, with a strategic focus on **both conventional and renewable energy sources**.

**Vision:** "Generation of Quality Electricity for the Betterment of the Nation"

**Mission:** "Generate environment friendly, affordable and quality electricity in commercial manner through skilled management using state-of-the-art technology"

Currently, EGCB operates **four major power plants**, including three natural gas-based thermal power plants and one solar power plant. These facilities

are located primarily in **Narayanganj** and **Feni (Sonagazi)** and have been developed with support from various development partners such as the **World Bank, Asian Development Bank (ADB)**, and the **Japan International Cooperation Agency (JICA)**.

### Details of EGCB's Operational Power Plants:

#### 1. Siddhirganj 2x120 MW Peaking Power Plant



- **Type:** Natural Gas-Based Peaking Power Plant
- **Capacity:** 240 MW (2×120 MW)
- **Financial Partners:** Asian Development Bank (ADB), Government of Bangladesh (GoB)
- **Commercial Operation Date (COD):** 5 February 2012
- **Location:** Siddhirganj, Narayanganj.
- This plant supports grid stability during peak demand periods.

## 2. Haripur 412 MW Combined Cycle Power Plant



- **Type:** Combined Cycle Natural Gas Power Plant
- **Capacity:** 412 MW
- **Financial Partners:** JICA, GoB, EGCB
- **Commercial Operation Date:** 6 April 2014
- **Location:** Haripur, Narayanganj
- Known for its high efficiency and lower emissions due to its combined cycle technology.

## 3. Siddhirganj 335 MW Combined Cycle Power Plant



- **Type:** Combined Cycle Natural Gas Power Plant
- **Capacity:** 335 MW

- **Financial Partners:** World Bank, GoB, EGCB
- **Commercial Operation Dates:**
  - Simple Cycle: 1 May 2018
  - Combined Cycle: 10 September 2018
- **Location:** Siddhirganj, Narayanganj
- Enhance grid reliability and power generation efficiency.

## 4. Sonagazi 75 MW Solar Power Plant



- **Type:** Grid-Tied Utility-Scale Solar Power Plant
- **Capacity:** 75 MW
- **Financial Partners:** World Bank, GoB, EGCB
- **Commercial Synchronization Date:** 1 April 2024
- **Location:** Sonagazi, Feni District
- This is EGCB's first major renewable energy project, which successfully completed its **Reliability Test Run (RTR)** on 31 March 2024, marking a significant step toward the

government's vision of green energy transition.

As of 2024, the **total installed generation capacity** of EGCB stands at **1,032 MW**, with a diverse portfolio that includes both **natural gas-based thermal** and **solar energy** projects. EGCB continues to play a critical role in strengthening the national grid and supporting Bangladesh's **Power Sector Master Plan** and **renewable energy goals** for 2041.

## 2. What is WePOWER

**WePOWER**—the *Women in Power Sector Professional Network in South Asia*—is a dynamic, voluntary regional network that aims to advance **gender equality** and **women's empowerment** in the **energy and power sectors** across South Asia. The initiative focuses on increasing women's participation in energy institutions, promoting gender-responsive policies, and inspiring girls and women to pursue careers in **Science, Technology, Engineering, and Mathematics (STEM)**.

Launched in **2019** by the **World Bank**, WePOWER has entered its **sixth year** of impactful engagement. Over this time, it has evolved into a trusted platform for fostering collaboration, exchanging best practices, and delivering results-driven programs that support women across the energy value chain—from education to employment and leadership.

### **Vision:**

To create an inclusive, gender-balanced energy sector in South Asia that enables women to thrive as students,

professionals, leaders, and change-makers.

### **Mission:**

To support institutional, social, and professional ecosystems that advance women's recruitment, retention, and professional development in the energy and power industries.

### **Core Objectives of WePOWER**

- **Promote Higher Participation**  
Increase the number of women in technical and non-technical roles within energy utilities, regulatory bodies, and related institutions.
- **Foster Retention and Development**  
Support the career progression and retention of women through professional development, mentorship, and inclusive workplace practices.
- **Encourage STEM Education**  
Promote awareness and enrollment of girls in STEM fields, laying the foundation for a strong pipeline of qualified women professionals.

### **WePOWER stands out for its:**

- **Holistic Approach:** It supports women at all career stages—from students to mid-level professionals to leadership roles.
- **Strong Regional Network:** Partners from across **the South Asia Region (SAR)** engage in

knowledge-sharing and joint initiatives.

- **Evidence-Based Strategy:** Its framework is structured around **five strategic pillars** with clear targets and measurable outcomes.
- **Partner-Driven Model:** Institutions such as utilities, NGOs, and academia actively co-design and implement gender initiatives.
- **Institutional Support:** Backed by key development partners, including the **World Bank, ADB, USAID, ESMAP, and Australian Aid.**

### Why WePOWER Matters in South Asia

Despite rapid sectoral growth, **female representation in the energy sector remains low** across South Asia, particularly in technical roles:

- Women constitute only **3%–25%** of utility workforces.
- Female technical staff can be as low as **0.1%–21%** in many institutions.
- Most women occupy administrative or support roles, with limited representation in engineering, operations, or leadership.
- Enrollments of women in engineering and STEM programs also remain disproportionately low.

WePOWER addresses these disparities by supporting **systemic changes, institutional accountability, and regional cooperation** to build a more inclusive and innovative energy future.

### 3. What does WePOWER do?

WePOWER's activities are organized around five interlinked pillars that address the full lifecycle of women's engagement in the energy sector—from education to employment to leadership. These pillars serve as a framework for institutions and partners across South Asia to implement effective, evidence-based gender initiatives.

#### Pillar 1: STEM Education

##### Goal:

To increase the number of girls and young women pursuing education in **Science, Technology, Engineering, and Mathematics (STEM)** and connect them to career opportunities in the energy sector.

##### Key Actions:

- Promote awareness campaigns in schools and universities.
- Facilitate site visits and internships at energy utilities and power plants.
- Partner with academic institutions to integrate power sector modules into engineering curricula.

#### Pillar 2: Recruitment

##### Goal:

To enhance employment opportunities

for women by creating accessible and equitable recruitment pathways in the energy sector.

**Key Actions:**

- Organize job fairs and career sessions.
- Collaborate with HR departments to implement gender-sensitive recruitment practices.
- Promote inclusive job descriptions and outreach efforts targeting women candidates.

**Pillar 3: Development for Female Professionals****Goal:**

To strengthen personal and professional development opportunities for women, enabling them to advance into mid- and senior-level positions.

**Key Actions:**

- Implement mentorship and leadership coaching programs.
- Provide technical and soft skill training tailored to women professionals.
- Support participation in national and international capacity-building events.

**Pillar 4: Retention****Goal:**

To create inclusive and supportive work environments that allow women—

particularly working mothers and returning professionals—to thrive.

**Key Actions:**

- Introduce flexible work policies and re-integration programs for returning mothers.
- Ensure access to women-friendly facilities such as safe transport, daycare, restrooms, and prayer spaces.
- Create safe spaces and anti-harassment policies to ensure psychological safety and inclusion.

**Pillar 5: Policy and Institutional Change****Goal:**

To promote systemic and normative change by integrating gender perspectives into policies, programs, and leadership structures.

**Key Actions:**

- Institutionalize gender equality policies and targets.
- Encourage female representation in boards, committees, and leadership roles.
- Aligning with national gender frameworks and international development standards (e.g., SDG 5).

## 4. EGCB's Alignment with WePOWER Pillars

As a committed institutional partner of WePOWER since **October 2023**, the **Electricity Generation Company of Bangladesh Ltd. (EGCB)** has proactively integrated WePOWER's strategic pillars into its operational, training, and outreach frameworks. EGCB's gender-focused activities reflect a holistic and results-oriented approach aligned with each pillar:

### ***Pillar 1 – STEM Education:***

- Organize **educational field visits** to power plants for female engineering students.
- Partners with universities to promote careers in energy among girls and young women.

### ***Pillar 2 – Recruitment:***

- Hosts **career orientation sessions** led by female engineers at top universities.
- Promotes gender-balanced recruitment by encouraging women applicants and reviewing inclusive hiring policies.

### ***Pillar 3 – Development for Female Professionals:***

- Facilitates participation of female staff in **technical training, seminars, and leadership workshops**.
- Introduces **on-the-job training and mentorship programs** for new female recruits.

### ***Pillar 4 – Retention:***

- Ensures **safe transportation, separate washrooms, prayer rooms, and access to menstrual hygiene products**.
- Initiates plans for **re-integration workshops** for returning mothers post-maternity leave.

### ***Pillar 5 – Policy and Institutional Change:***

- Maintains **female representation** in key internal committees (e.g., recruitment, WePOWER, AGM).
- Plans to **develop an anti-harassment policy** aligned with national guidelines.
- Reports progress to the **WePOWER Secretariat (SAGE II/World Bank)** as part of its institutional commitment.

Together, WePOWER and EGCB are building a **gender-inclusive power sector** that not only delivers energy but also **empowers women**—from classrooms to control rooms, from interns to innovators.

## 5. SAR100 Training Program: From 1.0 to 2.0

The successful completion of SAR100-1.0 on 8 March 2024 marked a significant milestone in advancing women's leadership in South Asia's energy sector. A total of 101 women engineers from across the region

(except Afghanistan) graduated from the program, equipping them with critical leadership, technical, and networking skills. The overwhelmingly positive feedback from participants, faculty, and national experts affirmed the program's impact, with many graduates highlighting its transformative role in their professional growth.

Launched on 16 December 2024, SAR100-2.0 welcomed 108 nominated women engineers from across South Asia (excluding Afghanistan) into a restructured, six-month leadership program set to conclude in June 2025. The updated curriculum, anchored at the EDSMAT Regional Knowledge Hub (RKH) at YCA, now features six consolidated modules of two credit hours each, ensuring both time efficiency and enhanced effectiveness.

## 6. Working Approach of WePOWER & EGCB

The partnership between **WePOWER** and the **Electricity Generation Company of Bangladesh Ltd. (EGCB)** is built on a shared vision of empowering women in the energy sector through collaborative, practical, and scalable initiatives.

EGCB has outlined a set of proposed activities that directly support the core objectives of WePOWER's five strategic pillars. These activities are developed in alignment with WePOWER's regional framework and are designed to address local challenges through targeted actions in recruitment, training, outreach, and institutional reform.

### Role of SAGE II as Interim Secretariat

The **South Asia Gender and Energy (SAGE) Facility**, hosted by the **World Bank**, serves as the **Interim Secretariat of WePOWER**. Under this arrangement:

- **SAGE II provides coordination and technical support** to EGCB in the implementation of its WePOWER-aligned activities.
- The proposed initiatives and targets outlined by EGCB are **non-binding** and serve as **voluntary commitments** to the shared goals of gender equality in the power sector.

### Monitoring and Reporting Mechanism

- EGCB will **periodically monitor and report** on the progress of its WePOWER initiatives to SAGE II.
- SAGE II, in turn, will **consolidate and analyze progress data** from all WePOWER **Strategic and Institutional Partners** across the region.
- Insights, outcomes, and lessons learned will be **shared through regional progress reports**, workshops, and knowledge exchange platforms, contributing to continuous learning and improvement.

This collaborative and non-prescriptive approach enables EGCB to **customize gender actions** according to its institutional priorities while contributing to a **regional movement for gender inclusion** in South Asia's energy sector.

## 7. Why Build a Career in Bangladesh's Power Sector?

Bangladesh's power sector is a vital engine of national development, and it offers an exciting, dynamic, and future-forward career landscape for aspiring professionals. From energy generation and smart grid technology to renewable expansion and international collaboration, this sector presents a wide range of **opportunities for engineers, technologists, and changemakers.**

### Top Reasons to Choose a Career in Bangladesh's Power Sector

#### 1. A Rapidly Growing Industry

- Bangladesh's power sector has undergone **tremendous expansion** to meet the growing demand for electricity across residential, industrial, and commercial sectors.
- Continuous investment in **generation, transmission, and distribution** ensures **steady job creation** and industry growth.

#### 2. Strong Government and Private Sector Support

- The Government of Bangladesh has set **ambitious targets for energy security and universal access** to electricity.
- Significant **private sector participation** through **Independent Power Producers (IPPs)** and **Public-Private Partnerships (PPPs)** ensures a

**diverse and sustainable growth model.**

#### 3. Diverse Career Paths for Professionals

- The sector offers career opportunities for engineers (electrical, mechanical, civil), project managers, environmental experts, IT professionals, economists, and finance specialists.
- Modern **power plants, transmission systems, and smart grid projects** provide cutting-edge **hands-on experience.**

#### 4. Renewable Energy Expansion

- Bangladesh is transitioning toward a greener future with a target to generate **40% of electricity from renewable sources by 2041.**
- Careers in **solar, wind, hydro, and bioenergy** are growing rapidly, attracting professionals who want to work on **climate-smart, sustainable projects.**

#### 5. Competitive Compensation and Career Growth

- The sector offers **competitive salaries**, structured career progression, and **benefits packages** in both public and private utilities.
- Government organizations such as **EGCB, BPDB, and PGCB** offer **well-defined promotion tracks,**

professional training, and international exposure.

## 6. Contribution to National Development

- Working in this sector provides a unique opportunity to **contribute directly to the country's progress**.
- Reliable electricity supports **industrial growth, education, healthcare, digital transformation, and poverty alleviation**.

## 7. International Collaboration and Exposure

- Many energy projects in Bangladesh are implemented in partnership with **global institutions** like **JICA, ADB, and the World Bank**.
- Professionals gain **international exposure**, working alongside global experts and accessing **global best practices** in technology, management, and policy.

For those passionate about **energy, innovation, sustainability, and nation-building**, Bangladesh's power sector offers not just a job—but a **purpose-driven career** with long-term impact.

## 8. WePOWER National Chapter: Institutionalizing Impact at the Country Level

The **National Chapters of WePOWER** are a vital mechanism for embedding the network's goals and activities within individual South Asian countries. These chapters enable WePOWER to scale its mission of gender equality by **fostering**



Figure 1 WEPOWER National Chapter

**localized collaboration, promoting inclusive policies,** and building national ownership.

On **June 10, 2024**, the **South Asia Gender and Energy Facility (SAGE)** at the **World Bank**, serving as the **Interim Secretariat** of the WePOWER network, formally launched the **WePOWER Bangladesh National Chapter (BNC)**. This landmark event brought together **all WePOWER partners in Bangladesh** to finalize the **Terms of Reference (ToR)** for the chapter and set the direction for coordinated country-specific action.

### Purpose and Role of National Chapters

National Chapters serve as **country-level hubs** for collaboration, knowledge-sharing, and policy advocacy. They provide a structured platform for **national, institutional, and strategic partners** to:

- **Exchange ideas and experiences**
- **Facilitate lateral learning** across institutions
- **Coordinate gender-related initiatives** in the energy sector
- **Enhance communication** among stakeholders
- **Promote joint programming and shared commitments**

## Motivation Behind Establishing National Chapters

The National Chapters are designed to:

- **Institutionalizing WePOWER’s mission** within national frameworks and sectoral strategies
- **Catalyze policy reforms** and advocate for **gender equality and social inclusion (GESI)** in energy sector institutions
- Enable partners to **share national-level best practices** and lessons learned in a structured, coordinated manner
- Act as a springboard for organizing **trainings, workshops,** and **joint initiatives** that support professional development, recruitment, and retention of women in the energy workforce

Through its National Chapters, WePOWER ensures that its regional vision is grounded in **local action, national policy engagement,** and **community-level impact**—creating a

sustainable and scalable model for gender mainstreaming in South Asia’s power sector.

## Quick Highlights (2024)

- ✦ **31 STEM Students** visited the power plant (vs. 20 targeted)
- ✦ **28 Female Employees** benefited from facility upgrades
- ✦ **5 Development Workshops** conducted for women staff
- ✦ **3 Female Staff** completed technical training
- ✦ **2 Awareness Campaigns** held in the Sonagazi community
- ✦ **1 Mentorship Program** launched by the Female Forum

## 9. EGCB Conducts Career Session for Engineering Undergraduates

As part of its ongoing commitment to empowering the next generation of women in engineering and advancing WePOWER’s Pillar 1 (STEM Education) and Pillar 2 (Recruitment), the



Figure 2 Career Session at AIUB

**Electricity Generation Company of**

**Bangladesh Ltd. (EGCB)** organized a **career opportunity session** at the **American International University – Bangladesh (AIUB)**.

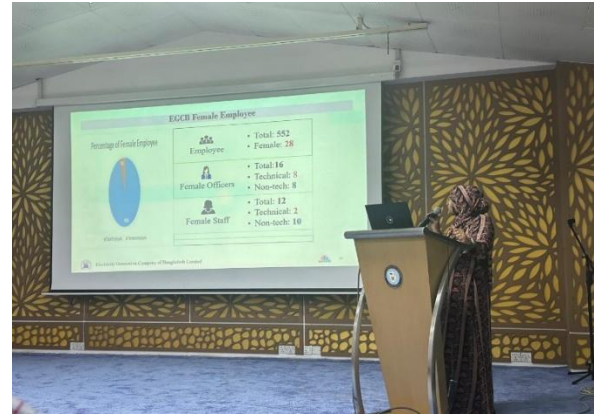
This session, held in collaboration with the university’s **Career Club**, aimed to bridge the gap between academia and industry while promoting **career awareness, leadership, and innovation** among aspiring female engineers.

**Industry Leaders Inspire Future Professionals**

The session featured three accomplished female engineers from EGCB who shared their professional journeys, insights on career growth, and reflections on working in the energy sector:

- **Sharmin Aktar**, *Executive Engineer (Operation)*
- **Umme Salma**, *Sub-Divisional Engineer (Procurement)*
- **Sabrina Motin Saima**, *Assistant Engineer (ICT)*

Each speaker provided real-world perspectives on navigating technical roles, embracing leadership, and contributing to national development through their work at EGCB.



*“These sessions are not only about job opportunities—they’re about planting the seed of belief in young women that they can lead, innovate, and shape the future of Bangladesh’s energy sector.” — Sharmin Aktar.*

Through such university outreach programs, EGCB continues to foster **interest in energy careers**, create **accessible role models**, and build **stronger connections between educational institutions and industry**—essential elements for driving gender-inclusive growth in the power sector.

**10. EGCB Empowers Women through Strategic Interventions in Renewable Energy**

As a progressive organization in Bangladesh’s energy sector, the **Electricity Generation Company of Bangladesh Ltd. (EGCB)** continues to lead by example in advancing gender equality and promoting inclusive development. In line with its **Gender Action Plan (GAP)** and commitment to the **WePOWER initiative**, EGCB has made significant strides in empowering

women through its flagship renewable project—the **Sonagazi 75 MW Solar Power Plant**.

Throughout **2023**, EGCB implemented a series of gender-responsive actions under the project, supporting both **professional development for female employees** and **community engagement for women and youth**. These actions were guided by four core **Gender Equality (GE) Outcome Pillars**, as outlined in the GAP framework.

### **Key Achievements by Pillar (2023)**

#### **Pillar 1: Empowering through Education and Exposure**

EGCB organized **site visits and awareness programs** targeting female students to promote STEM education and career opportunities in renewable energy. These efforts contributed to increasing visibility and interest in the power sector among young women.

#### **Pillar 2: Professional Capacity Building**

The project included **on-the-job training, mentorship, and technical workshops** tailored for newly recruited female officers. These capacity-building initiatives strengthened professional skills, increased confidence, and supported smoother integration into technical roles.

#### **Pillar 3: Community Outreach and Local Empowerment**

EGCB extended its gender efforts to the local community of **Sonagazi (Feni)** through **women and youth**

**development programs**. This included focus group discussions, needs assessments, and plans for vocational training to improve livelihoods and encourage participation in STEM-related fields.

#### **Pillar 4: Institutional Inclusivity and Safe Workplaces**

EGCB ensured the availability of **women-friendly facilities**, including separate restrooms, prayer spaces, and safe transportation. These measures created an enabling work environment for female staff and aligned with national standards for workplace inclusivity.

By embedding gender-sensitive planning into renewable energy initiatives like the **Sonagazi Solar Power Project**, EGCB is not only contributing to a **cleaner energy future**, but also ensuring that **women are empowered as participants, leaders, and change makers** in the transition.

### **11. EGCB's Women and Youth Development Program in Feni**

As part of its broader commitment to community engagement and inclusive development, the **Electricity Generation Company of Bangladesh Ltd. (EGCB)** has launched a **Women and Youth Development Initiative** in conjunction with the **Sonagazi 220 MW Solar Power Plant Project** in **Feni District**.

This initiative aims to strengthen local participation in energy development by empowering **female students** and **rural**

**women** through skills development, awareness, and capacity-building programs—advancing the goals of **gender equality and STEM education** at the grassroots level.

### Community Dialogue and Needs Assessment

In 2024, a team of **four female professionals from EGCB** conducted a **field visit to Sonagazi** to lead a **survey and community discussion program** focused on identifying barriers and opportunities for local women. The interactive sessions covered a wide range of issues, including:

- Educational access and aspirations
- Technical training needs
- Livelihood development
- Interest in renewable energy and STEM careers

The program engaged approximately **40 female students** and **30 local women**, providing a safe and open platform for participants to share their **experiences, challenges, and future aspirations**.

### Next Steps: Training and Education Opportunities

Based on the community feedback, EGCB is now **exploring targeted training programs** in the following areas:

**Technical skill development** related to solar technology and maintenance  
**STEM education enhancement** for school and college-aged girls  
**Entrepreneurship and financial literacy** for rural women. This initiative

reflects EGCB's commitment to not only building solar infrastructure but also **empowering communities**—especially women and youth—to play a **central role in the clean energy transition**.



Figure 3 Youth Development Program at Feni

## 12. EGCB's Activities with WePOWER – 2025

In continuation of its commitment to the **WePOWER initiative**, the **Electricity Generation Company of Bangladesh Ltd. (EGCB)** has outlined a strategic set of **gender-inclusive actions** to be implemented throughout 2025. These upcoming activities are designed to further advance the WePOWER pillars by supporting education, employment, empowerment, and institutional reform.

### STEM Education and Outreach (Pillar 1)

- **Industrial Site Visits for Female Students:**

EGCB will organize at least **two site visits** to its power plants for **a minimum of 20 female engineering students** in 2025. Special efforts will also be made to engage **high school and college girls**, promoting early

interest in **STEM education** and energy careers.

- **Internship Opportunities:** EGCB will host **at least one internship program** for female engineering students from key universities/institutions, offering hands-on experience in the power sector.

#### **Recruitment and Professional Development (Pillars 2 & 3)**

- **Participation in Leadership and Empowerment Events:** At least **two female engineers or employees** from EGCB will attend workshops/seminars on **women's leadership, empowerment, and capacity building** conducted by national and international partners.
- **Technical and Capacity Building Training:** EGCB plans to send **five female engineers or professionals** to participate in a minimum of **four national/international training programs** for skill enhancement and career growth.
- **Professional Development Courses:** At least **two female employees** will be nominated to attend **dedicated professional development courses**, ensuring continuous learning.

#### **Well-being and Retention Support (Pillar 4)**

- **First Aid Training for Female Staff:**

Basic **First Aid training** will be offered to female officers and staff to promote workplace safety and preparedness.

- **Workshop for Returning Mothers:**

A dedicated session will be arranged to support **post-maternity mental health** and **childcare awareness** for returning mothers.

- **Reintegration Program:**

EGCB will implement a **reintegration initiative** to help women resume their careers smoothly after maternity leave.

- **Safe Transportation Services:**

Continuation and expansion of **safe commuting facilities** for female employees will be ensured to support secure mobility.

#### **Institutional Reform and Gender Policy (Pillar 5)**

- **Anti-Harassment Policy Development:**

EGCB will initiate the **development of an anti-harassment policy**, aligning with the **National Harassment Policy**, to foster a respectful and safe workplace culture.

- **Gender Awareness Program:**

A **gender sensitization program** will be conducted for EGCB employees, promoting inclusive

attitudes and practices throughout the organization.

- **Gender-Balanced Recruitment:** In adherence to EGCB's recruitment policies, efforts will be made to **recruit at least one female officer** in 2025 as part of its gender inclusion strategy.

These actions reflect EGCB's proactive and structured approach to **empowering women in energy**, supporting not only internal staff but also future professionals and the broader community. Through consistent engagement with WePOWER, EGCB is helping to shape a more inclusive, resilient, and forward-thinking power sector in Bangladesh.

### 12.1 Returning Mother Welcome Program – June '2025

The WePOWER Committee of the Electricity Generation Company of Bangladesh (EGCB) successfully organized the "Returning Mothers' Welcome Program" on June 25, 2025, at the EGCB Conference Room. The heartfelt event was dedicated to warmly welcoming back EGCB's dedicated mothers who recently returned to work after maternity leave.

This initiative reflects EGCB's ongoing commitment to fostering a supportive and inclusive workplace, particularly for women balancing the dual roles of motherhood and career.

The program was honored by the presence of the Managing Director of EGCB and other members of senior

management. In their encouraging speeches, they emphasized the importance of a healthy work-life balance and reaffirmed the company's strong support for working mothers. The Managing Director graciously presented welcome gifts and flower bouquets to the returning mothers as a token of appreciation.



Figure 4 Returning Mother Welcome Program June 2025

The event also featured interactive sessions, motivational speeches, and a joyful cake-cutting ceremony. Senior officials shared their thoughts on promoting a family-friendly corporate culture while returning mothers openly expressed their challenges and aspirations as they resumed their professional journeys.

### 12.2 Gender Awareness Workshop 2025

WEPower Committee of EGCB successfully organized a Gender Awareness Workshop 2025, marking a significant step toward fostering inclusivity and equality in our workplace.

The session was graced by an Internationally Recognized Gender Facilitator from the World Bank Group, who served as the keynote speaker and resource person. The event was presided over by the Managing Director of EGCB, with the presence of all Corporate Office officials, reflecting our leadership's strong commitment to advancing gender equity and awareness.

The workshop offered valuable insights on creating a balanced, respectful, and empowering work environment for all — aligning with EGCB's vision for sustainable and inclusive growth.



Figure 5 Gender Awareness Workshop 2025

### 12.3 International Returning Mothers' Day Celebration 2025

The WEPower Committee of EGCB joyfully celebrated the 1st International Returning Mothers' Day 2025, honouring the incredible women who balance the responsibilities of motherhood and professional life with grace and determination.

The celebration included a heartfelt cake-cutting ceremony and gift presentations led by the Managing Director of EGCB, who personally

handed over a special gift to a returning mother and extended appreciation to all female officials of EGCB.

It was a day filled with warmth, encouragement, and recognition — symbolizing EGCB's commitment to supporting working mothers as they transition back into their professional roles with confidence and care.



Figure 6 International Returning Mothers' Day Celebration 2025

### 12.4 Nurturing the Nurturer – A Mental Health Awareness Session

As part of continued celebration of International Returning Mothers' Day 2025, the WEPower Committee of EGCB organized a special female-only session titled “Nurturing the Nurturer: Newborn Baby's Mother's Mental Health.”

The session featured an invited psychiatrist, who shared valuable guidance on the psychological challenges faced by new mothers and effective ways to ensure emotional well-being during this delicate phase of life. This meaningful discussion reminded us that caring for the nurturers — our mothers — is essential to building a healthier, more compassionate workplace. EGCB remains committed to

supporting women’s holistic well-being



Figure 7 Nurturing the Nurturer

— both professionally and personally.

### 12.5 EGCB Anti-Sexual Harassment Policy

In alignment with the directives of the Honorable High Court and as part of WEPOWER’s Pillar activities under the 2025 targets, EGCB has formulated and adopted a comprehensive Anti-Sexual Harassment Policy. This policy aims to ensure a safe, dignified, and inclusive working environment for all employees by clearly defining prohibited conduct, establishing complaint and redress mechanisms, and promoting awareness and accountability across the organization. The initiative reflects EGCB’s institutional commitment to gender equity, workplace safety, and compliance with national legal obligations, while also supporting international best practices in creating harassment-free professional environments.

## 13. Conclusion

The initiatives and achievements outlined in this booklet reflect EGCB’s

sustained and growing commitment to advancing gender equality and women’s empowerment in Bangladesh’s power sector. Through strategic alignment with WEPOWER’s five pillars, EGCB has taken concrete steps to promote STEM education, support equitable recruitment, strengthen professional development, enhance workplace retention, and institutionalize gender-responsive policies. From empowering female engineers and students to fostering inclusive workplaces for working mothers and ensuring safe, harassment-free environments, EGCB’s efforts demonstrate that gender inclusion is not an isolated initiative but an integral part of organizational excellence and sectoral sustainability. As EGCB moves forward, it remains committed to scaling these efforts, deepening partnerships, and contributing meaningfully to a more inclusive, resilient, and future-ready energy sector—where women are not only participants, but leaders and changemakers in powering the nation’s progress.