



# WOMEN IN ENERGY

The First Regional Conference Women in Power  
Sector  
Professional Network in South Asia (WePOWER)

***Presented by:***

POOJA DAHAL  
Chief Operating Officer  
Upper Balephi A Hydropower Project

# About the Project

- 36 MW Upper Balephi A Hydropower Project
- Located at Jugal Rural Municipality Ward no 2 and 3 of Sindhupalchowk District
- Run-off river project
  - Design Discharge: 23.5m<sup>3</sup>/s
  - Net Head 201.71 m
  - Annual Energy 240.538 Gwh



# Resources

- Core technical team is basically composed of male (a male dominant team)
- Administration and Operation is female dominant
- Exceptional presence of women in Technical Team
- Only female engineer in the team
- No discrimination, rather a supportive and cohesive working environment



# Challenges

## WHY FEWER PROFESSIONALS ON GROUND??

- Career starts at the age of 22-25 years... Marriage time
- Construction period is longer as compared to other projects... Difficult to retain
- Site duty is mostly 24X7...hard to commit
- Frequent site visit...may call for longer stay
- Lack of company



# To Educate, Recruit and Retain .....

- Providing Scholarships
- Work Flexibility
- Emphasize Respect
- Look for competency than complain for timing
- Work from home option...at times....





## POOJA DAHAL

Cell: +977-9851156559

Email: [poojadahal1701@gmail.com](mailto:poojadahal1701@gmail.com)

LinkedIn: <https://www.linkedin.com/in/pooja-dahal-3857a265/>

Facebook: <https://www.facebook.com/pooja.d.neupane>

Thank You!!