







(d) Pillar 4: Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.)

None.

(e) Pillar 5: Policy and Institutional Change

Activities	In 2022				In 2023				Note
<p><b>5.1</b>BRPL has adopted &amp; implemented various policies to promote Gender Equality at the workplace which include:</p> <p><b>Maternity Leave</b></p>	Maternity Leave Policy				Maternity Leave Policy				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
<p><b>5.2</b>BRPL has adopted &amp; implemented various policies to promote Gender Equality at the workplace which include:</p> <p><b>Paternity Leave</b></p>	Paternity Leave Policy				Paternity Leave Policy				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
<p><b>5.3</b>BRPL has adopted &amp; implemented various policies to promote Gender Equality at the workplace which include:</p> <p><b>Childcare/Family Leave Policy</b></p>	Childcare/Family Leave Policy				Childcare/Family Leave Policy				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
<p><b>5.4</b>BRPL has adopted &amp; implemented various policies to promote Gender Equality at the workplace which includes:<b>POSH Policy</b></p>	POSH Policy				POSH Policy				Total target #s in the year
<p><b>5.5</b>BRPL has adopted &amp;</p>	EEO Policy				EEO Policy				Total target #s in the year

implemented various policies to promote Gender Equality at the workplace which include: <b>EEO Policy</b>	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Quarterly Target #s with country
									Achievement
<b>5.6</b> BRPL has adopted & implemented various policies to promote Gender Equality at the workplace which include: <b>Work from Home Policy</b>	Work from Home Policy				Work from Home Policy				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Quarterly Target #s with country
									Achievement
<b>5.7</b> BRPL has adopted & implemented various policies to promote Gender Equality at the workplace which include: <b>Diversity &amp; Inclusion Policy</b>	Diversity & Inclusion Policy				Diversity & Inclusion Policy				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Policy continues  IN	Quarterly Target #s with country
									Achievement
<b>5.8</b> BRPL has created <b>Working Committees</b> like POSH / ICC/WE etc  *The committees have been instrumental in bridging the gap through focused training on POSH awareness across the organization and are responsible for the design and implementation of gender equality initiatives. <b>*# of female/male will be noted.</b>	POSH / ICC/WE Working Committees 6 Sessions for 180 employees*				POSH / ICC/WE Working Committees 6 Sessions for 180 employees*				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	2 Sessions conducted  IN	1 Session conducted  IN	2 Sessions conducted  IN	1 Session conducted  IN	2 Sessions conducted  IN	1 Session conducted  IN	2 Sessions conducted  IN	1 Session conducted  IN	Quarterly Target #s with country
	60	30	60	30					Achievement
<b>5.9</b> BRPL has been nominating its	Total 6 25 Gender Champions*				Total 6 25 Gender Champions*				Total target #s in the year



## *Contact Information*

BSES Rajdhani Power Ltd (BRPL)

Partner representative: **Puneet Jain**  
Position: Assistant Vice President - HR  
Address: BSES Bhawan, 1-B Block, Nehruplace, Delhi  
Telephone: +91 9312114248  
E-mail: [Puneet.ku.jain@relianceada.com](mailto:Puneet.ku.jain@relianceada.com)

World Bank/South Asia Gender and Energy II

Partner representative: **Gunjan Gautam**  
Position: Senior Energy Specialist / Task Team Lead of SAGE II  
Address: 1818 H St. NW, Washington DC, USA  
Telephone: +1-202-453-9023  
E-mail: [ggautam@worldbank.org](mailto:ggautam@worldbank.org)

World Bank/South Asia Gender and Energy II

Partner representative: **Yukari Shibuya**  
Position: Senior Social Development Consultant (Youth and Gender) /  
Partnership Coordinator of SAGE II  
Address: 1818 H St. NW, Washington DC, USA  
Telephone: +1-202-458-2232  
E-mail: [yshibuya@worldbank.org](mailto:yshibuya@worldbank.org)

## Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

**The objectives of WePOWER:** To support workforce participation of women in energy projects and institutions and promote normative change regarding women in STEM education.

**Key Outcome Indicators:**

- % of Women Engineer/Technical Staff
- % of Women in Senior Technical/Management Positions
- % of Women Students in STEM Education Programs



**The chart above illustrates the five key pillars of engagement for WePOWER.** Each pillar will have their own goals and activities to help close the employment gap for women in the South Asian power sector.

**Pillar 1: STEM Education:** Raising interest in girls for STEM subjects, increasing female enrollment in engineering programs, access to power sector/energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

**Pillar 2: Recruitment:** Engaging with engineering students and engineering professionals to raise awareness of viable jobs/opportunities in the power sector. This will require a partnership between the private sector, NGOs, the academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

**Pillar 3: Development for Female Engineer Professionals:** Improving personal and professional development opportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continued progression in their careers, especially in the more technical fields.

**Pillar 4: Retention:** Having a gender-friendly working environment and supporting the increased household responsibilities after marriage are essential to improving the low retention of women in the energy sector. Addressing these through instituting family-friendly HR policies, providing reintegrating services for returning mothers and access to facilities such as daycare services, separate toilets, and safe transportation services will be crucial.

**Pillar 5: Policy and Institutional Change:** Institutionalizing and enforcing gender considerations at the national and institutional level will be crucial towards achieving WePOWER's objectives. This will entail policies for encouraging more women to study STEM subjects, quotas/targets for female enrollment and hiring in the academic/power sectors, and lobbying for more women in senior/board positions. Pillar 5 forms a cross-cutting base for the other pillars in order to achieve lasting normative change in society.