

## 17, Energy Efficiency Services Limited (EESL), India

### Contact Information

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### (a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
EESL presents in technical Institutes to <b>creates awareness</b> about professional opportunities in Energy Conservation and Energy Efficiency.	EESL provides 5 awareness sessions for 50+ female students in 3 schools.				EESL provides awareness sessions for 50+ female students.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				5 sessions provided for 50+ female students in 3 schools  IN	Allocate d budget to promote STEM  IN				<i>Quarterly Target #s with country</i>
		2 sessions for 200 female students							<i>Achievement</i>

EESL organizes <b>competitions (quiz/painting)</b> for school students on Energy Conservation Day and imparting knowledge at ground level.	EESL organizes 5 competitions for 100+ female students in 5 schools.				EESL organizes competitions for 100+ female.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
		100+ female students in 5 schools  IN							<i>Quarterly Target #s with country</i>
		3 competitions for 165 female students		1 quiz competition organized with 5 female students  (Quiz competition organized with a total of 48 participants on Energy Conservation Day)					<i>Achievement</i>

(b) Pillar 2: Recruitment

<b>Activities</b>	<b>In 2021</b>				<b>In 2022</b>				<b>Note</b>
EESL provides <b>Internship</b> program for female engineering/ Non-engineering students.	EESL provides 3 female students internship program.				EESL provides 4 female students internship program.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>

	3 female students IN							<i>Quarterly Target #s with country</i>
	3 female interns are hired		1 female intern hired					<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
EESL identifies <b>technical training</b> requirements from women employees. EESL nominates the women employees to attain <b>technical skills</b> .	40 women employees receive the technical trainings.				50 women employees receive the technical trainings.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	10 women employees received IN	10 women employees received IN	10 women employees received IN	10 women employees received IN					<i>Quarterly Target #s with country</i>
	10 trainings for 100 female employees	6 trainings for 51 female employees	5 trainings to 24 female employees	3 trainings to 17 female employees					<i>Achievement</i>
EESL provides <b>capacity buildings</b> workshops (leadership, soft skills)	4 women executives receive the leadership training during the year.				60 women employees receive the technical trainings.				<i>Total target #s in the year</i>

and communication) for EESL female employees.	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				4 women executives received  IN					<i>Quarterly Target #s with country</i>
	1 leadership training for 40 female employees	1 leadership training for 12 female employees	4 trainings to 35 females	1 training to 3 female employees					<i>Achievement</i>
EESL provides <b>Hackathon activity</b> for EESL female employees.	IT team provides 50+ female employees receive the 8 IT Hackathon activities				40 female employees receive the IT training or hackathon activities				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	2 Hackathon with 12+ female employees  IN	2 Hackathon with 12+ female employees  IN	2 Hackathon with 13+ female employees  IN	2 Hackathon with 13+ female employees  IN					<i>Quarterly Target #s with country</i>
1 Hackathon with 15 female	1 Hackathon with 220 female		2 IT trainings to 36 female employees					<i>Achievement</i>	

	employee es	employee es							
EESL provides <b>training</b> program (technical and <b>behavioral</b> ) for each female employee.	20 women employees receive the training.				60 women employees receive the training.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
				20 women employees  IN					<i>Quarterly Target #s with country</i>
		3 training programs for 48 female employees	10 trainings to 29 females	2 trainings to 19 female employees					<i>Achievement</i>
EESL holds a <b>talk on energy efficiency</b> with an organization POSOCO.	EESL holds a talk on energy efficiency with an organization POSOCO with a total of 120 participants.								<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s with country</i>
				28 females participated					<i>Achievement</i>
EESL holds a session for Mission Sustainability in the	EESL holds a session for Mission Sustainability in the Forum of Indian Association of Energy Management Professionals with a total of 115 participants.								<i>Total target #s in the year</i>

Forum of Indian Association of Energy Management Professionals.									
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s with country</i>
				25 females participated					<i>Achievement</i>

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2021				In 2022				Note
EESL provides <b>annual health check-up</b> of employees as employees' retention.	EESL provides the annual health check-up for all employees.				EESL provides the annual health check-up for all employees. Target for 20 female employees.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			20 female employees benefitted						<i>Quarterly Target #s with country</i>
	20 female employees benefitted	6 female employees benefitted	5 females employees benefitted  (About 100 employees participated in a webinar organized to create awareness on air pollution. Both the speakers were female doctors)						<i>Achievement</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
EESL conducts <b>Gender Baseline Assessment</b> with specific recommendation for the EESL restructuring and tries to make it an annual practice.	Sustainable Development Unit issues a gender strategy policy and statement in Q3.				A gender report will be published for the year				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
			Issues the gender strategy policy and statement.  IN						<i>Quarterly Target #s with country</i>
				Visioning exercise was conducted  (A gender report is being prepared and the same shall be published by first week of January 2022)					<i>Achievement</i>
EESL develops <b>Gender Mainstreaming Strategy</b> with external consultants to achieve gender equality.	A consultant formulates the gender mainstreaming policy during the year.				Finalizing a Gender Policy.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
									<i>Quarterly Target #s</i>

									<i>with country</i>
	Policy formulated		The policy is under review						<i>Achievement</i>
EESL dispenses new policy that <b>recreational activities allocate</b> in every EESL office, marking minimum area required for each type of recreation.	EESL creates group on the “Workplace” and social media platforms to discuss/share women centric issues. 12 discussions with 200+ female members.			EESL formulates a celebration calendar 2022.				<i>Total target #s in the year</i>	
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	3 discussion with 50+ female members  IN	3 discussion with 50+ female members  IN	3 discussion with 50+ female members  IN	3 discussion with 50+ female members  IN					<i>Quarterly Target #s with country</i>
	1 discussion with 80 female employees	1 discussion with 60 female employees	20 females took part in “returning mothers conference”	Diwali celebrations were held for 50 women					<i>Achievement</i>
EESL includes <b>women in recruitment panel interviews</b> to ensure diversity.	EESL includes 1 woman in each recruitment panel interview.			EESL includes 1 woman in each recruitment panel interview.				<i>Total target #s in the year</i>	
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>



	1 woman in each panel interview IN	1 woman in each panel interview IN	1 woman in each panel interview IN	1 woman in each panel interview IN					<i>Quarterly Target #s with country</i>
	1 woman in each panel interview	1 woman in each panel interview	1 woman in most of the panel interview	1 woman in most of the panel interview					<i>Achievement</i>
EESL provides <b>Maternity Leave</b> Policy.	EESL provides Maternity Leave for all eligible women employees.				EESL provides Maternity Leave for all eligible women employees.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	<i>Quarterly Target #s with country</i>
	Policy continues	Policy continues	Policy continues	Policy continues					<i>Achievement</i>
EESL provides <b>Childcare Leave</b> Policy.	EESL provides Childcare Leave for all eligible women employees.				EESL provides Childcare Leave for all eligible women employees.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	Implemented IN	<i>Quarterly Target #s with country</i>

	Policy continues	Policy continues	Policy continues	Policy continues					<i>Achievement</i>
EESL provides <b>medical Policy covering Dependents</b> for all women employees.	EESL provides the medical Policy covering Dependents for all women employees.				EESL provides the medical Policy covering Dependents for all women employees.				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q3 Jul-</i>	<i>Q4 Oct-</i>	<i>Aiming timeline</i>
	Implemented  IN	Implemented  IN	Implemented  IN	Implemented  IN	Implemented  IN	Implemented  IN	Implemented  IN	Implemented  IN	<i>Quarterly Target #s with country</i>
	Policy continues	Policy continues	Policy continues	Policy continues					<i>Achievement</i>