

24, Feedback Energy Distribution Company Ltd. (FEDCO)

Contact Information

Partner representative: **Devtosh Chaturvedi**
 Position: Managing Director, FEDCO
 Address: 15th Floor, Tower 9B, DLF Cyber City, Phase - III, Gurgaon - 122 002,
 Haryana, India
 Telephone: +91-9818257234
 E-mail: devtosh.chaturvedi@feedbackinfra.com

(a) Pillar 1: STEM Education

Activities	In 2020				In 2021				Note
FEDCO conducts sessions in women Polytechnics and ITIs to promote the interest of women candidates in power distribution and apprises them of career opportunities	1 program for 20 female students in polytechnic and ITIs.				4 programs for 100 female students in polytechnic and ITIs.				Total target #s in the year
	<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>	Aiming timeline
				1 program 20 female students IN		2 programs 50 female students IN		2 programs 50 female students IN	Quarterly Target #s with country
				Postponed		Not done		2 programs for 120 female students	Achievement
FEDCO conducts training programs for women students under the theme "Campus to Corporate".	2 virtual introductory training programs for 45 female students.				1 introductory training program for 25 female students.				Total target #s in the year
	<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>	Aiming timeline
	1 training program conducted with	One SIP virtual program					One training program conducted with		Quarterly Target #s with country

	20-25 female candidates IN	planned with 20 Women IN					20-25 female candidates IN		
	Did not conduct	One Virtual Program Conducted with 25 female candidates					1 training program for 50 females		Achievement

(b) Pillar 2: Recruitment

Activities	In 2020				In 2021				Note
FEDCO increases the # of women interns in view of the enhancement of business and technical skills as women candidates and presents future well for skilled and polished women workforce.	-- [Revised the targets due to COVID-19]				5 Female interns to obtain technical and field experience under the skilled supervision and guidance.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
						5 female interns recruited IN			Quarterly Target #s with country
						5 female interns recruited			Achievement
FEDCO hires women under ITIs. FEDCO is providing employment to female candidates in-spite of electrical/power distribution	FEDCO hires at least 14 women in ITIs. [Revised the targets due to COVID-19]				FEDCO hires at least 28 women in ITIs. [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Vacancy planned for	Vacancy planned for		Vacancy planned for 8	Vacancy planned for			Quarterly Target #s with country

continues to be viewed as men's field		6 female ITIs.	8 female ITIs.		female ITIs.	20 female ITIs.			
		IN	IN		IN	IN			
		2 women hired	10 women hired	12 women hired	Not done	Not done			Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2020				In 2021				Note
FEDCO conducts regular training to SHGs on technology initiatives, revenue management services and O&M. FEDCO (under its operation) has 156 women SHGs each comprising 2-3 members.	FEDCO conducts 2 technical trainings for 100 women's staff. [Revised the targets due to COVID-19]				FEDCO conducts 2 technical trainings for 50 women's staff. [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	1 session for 50 SHG female staff	1 session for 50 SHG female staff				1 session for 25 SHG female staff		1 session for 25 SHG female staff	Quarterly Target #s with country
	IN	IN				IN		IN	
	Conducted 1 session for 50 SHGs female staff.	Conducted 1 session for 50 SHGs female staff.				Not done		Conducted 1 session for 25 SHGs female staff	Achievement
FEDCO provides career growth plan specifically for women employees to get the chance to step up from the existing position.	FEDCO provides career growth plan and examine all 80 women employees. [Revised the targets due to COVID-19]				FEDCO provides career growth plan and examine all 80 women employees. [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Examines 80 female employees	Provides the career growth plan for 80				Provides the career growth plan		Provides the career growth plan for 40	Quarterly Target #s with country

And All women employees to be examined and analyzed as per the given growth plan.	of their growth plan.	female employees.				for 40 female employees.		female employees.	
	Examined 80 female employees of their growth plan.	Examined 80 female employees of their growth plan.	Provided the career growth plan for 25 female employees.	Provided the career growth plan for 30 female employees.		IN Not done		IN 40 female employees participated	<i>Achievement</i>
FEDCO provides Self-defense workshops to women employees. Martial Arts-based self-defense training have shown to improve employee discipline, morale and enhance teamwork.	FEDCO provides Self-defense workshops to 80 women employees. [Revised the targets due to COVID-19]				--				<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 Training programs conducted, covering 15 - 20% female employees IN			1 Training programs planned, covering 75 - 100% female employees IN					<i>Quarterly Target #s with country</i>
	1 Training conducted with 12 female employees			1 Training Conducted with 18 female employees					<i>Achievement</i>
FEDCO provides mentoring program for newly hired women staff by experienced	FEDCO provides mentoring program for newly 1 hired woman staff.				FEDCO provides mentoring program for newly 2 hired women staff.				<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>
		Aiming to launch in April 2020.		At least 1 newly hired woman		At least 1 newly hired woman		At least 1 newly hired woman	<i>Quarterly Target #s with country</i>

<p>staff. It gives them organizational visibility and access to decision makers.</p> <p>FEDCO is introducing “LEAP-Learn Effectively and accelerate performance” designed to augment the key competencies of high potential women employees.</p>		At least 1 newly hired woman matched with experienced staff.		matched the experienced staff.		matched the experienced staff.		matched the experienced staff.	
		IN		IN		IN		IN	
		1 woman hired in a field operation		1 woman hired in a Call Center		Not done		36 female employees are matched with 8 experienced staff members	<i>Achievement</i>
<p>FEDCO establishes all women offices</p>	FEDCO establishes 3 all-women office.				FEDCO establishes 2 all-women office.				<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>

and departments. It includes an electrical Offices: technicians, engineers, vigilance associates, customer care and cash collection agents.	All women 1 section office in Odisha IN		All-women electricity call center in Shillong, Meghalaya IN	All-women ONE Subdivision office in operation in Tripura IN	All-women electricity call center in Agartala, Tripura. IN			All-women one section office in Meghalaya IN	<i>Quarterly Target #s with country</i>
	All women office established (In Puri)		All Women Call Center established	Not Achieved due to Covid				Established	<i>Achievement</i>

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

Activities	In 2020				In 2021				Note
FEDCO established a babysitting facility for Returning Mothers, aspect from their retention view.	--				FEDCO continues the babysitting facility for Returning Mothers.				<i>Total target #s in the year</i>
	[Revised the targets due to COVID-19]								<i>Aiming timeline</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>Quarterly Target #s with country</i>
						Establish the babysitting facility. IN	Continue. IN	Continue. IN	<i>Achievement</i>
					Established	Continues	Continues		

(e) Pillar 5: Policy as cross-cutting

Activities	In 2020	In 2021	Note
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FEDCO activates Women's Day Out policy once in a quarter for all women staff.	FEDCO activates Women's Day Out policy once in a quarterly policy.				FEDCO continues the Women's Day Out policy once in a quarterly policy.				Total target #s in the year
	[Revised the targets due to COVID-19]								
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Activated. IN			Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Quarterly Target #s with country
Policy continues				Policy continues				Achievement	
FEDCO activates Menstrual Leave policy as per request/advised by medical practitioner for women's employees, aspect from their retention view.	FEDCO activates Menstrual Leave policy as per request/advised by medical practitioner.				FEDCO continues the Menstrual Leave policy as per request/advised by medical practitioner.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Quarterly Target #s with country
	Policy continues				Policy continues				Achievement
FEDCO activates a policy of Desk Job for specific period for Returning Mothers, aspect from their retention view.	FEDCO activates a policy of Desk Job for specific period for Returning Mothers.				FEDCO continues the policy of Desk Job for specific period for Returning Mothers.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Quarterly Target #s with country
	Policy continues				Policy continues				Achievement
FEDCO activate Work from Home facility policy for all (female and male) employees.	FEDCO provides Work from Home facility option to all staff.				FEDCO continues to provide the Work from Home facility option to all staff.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Activated. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Continued. IN	Quarterly Target #s with country
	Policy continues				Policy continues				Achievement

FEDCO provides an option of Flexible work schedule as per requirements/necessity for all (female and male) employees.	FEDCO provides an option of Flexible work schedule as per requirements/necessity.				FEDCO provides an option of Flexible work schedule as per requirements/necessity.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s with country
		IN	IN	IN	IN	IN	IN	IN	
	Policy continues				Policy continues				Achievement
FEDCO activates a policy of “all women employees are encouraged to leave office by 6pm” for all female employees.	FEDCO activates a policy of “all women employees are encouraged to leave office by 6pm”.				FEDCO continues the policy of “all women employees are encouraged to leave office by 6pm”.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s with country
		IN	IN	IN	IN	IN	IN	IN	
	Policy continues				Policy continues				Achievement
FEDCO activates Extended Maternity Leave policy for all female employees.	FEDCO activates Extended Maternity Leave policy for all female employees.				FEDCO continues the Extended Maternity Leave policy for all female 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
	Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy continues				Policy continues				Achievement
FEDCO activates a HR policy of “No effect on hierarchy or promotion in case of extended maternity leave” for all female employees.	FEDCO activates a HR policy of “No effect on hierarchy or promotion in case of extended maternity leave” for all female employees.				FEDCO continues the HR policy of “No effect on hierarchy or promotion in case of extended maternity leave” for all female 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
	Activated.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Continued.	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy continues				Policy continues				Achievement