

18, Karachi Electric (KE), Pakistan

Contact Information

Partner representative: **Faiza Savul**
 Position: Head of Centre of Expertise
 Address: Karachi, Pakistan
 Telephone: 0092-345-492-3701
 E-mail: faiza.savul@ke.com.pk

(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
KE provides Road Shows at HEC (Higher Education Commission) level Schools for college students to change their mindsets about STEM education , for both genders. The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc.	KE reaches out to 3 schools and target 60-75 female students, from school, college and / or technical institutes.				KE reaches out to 2 schools and target 60 - 100 female students, from school, college and / or technical institutes				<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 school for 20-25 female students PK	1 school for 20-25 female students PK	1 school for 20-25 female students PK	1 school for 30-50 female students PK	1 school for 30-50 female students PK	1 school for 30-50 female students PK	1 school for 30-50 female students PK	<i>Quarterly Target #s with country</i>
		Could not conduct due to Covid							<i>Achievement</i>
KE provides Sponsorship program (scholarship affiliation) with IEEE for future female engineers for female university					-				<i>Total target #s in the year</i>

students. This program helps the financially challenged girls who can pursue engineering degree to get their bachelors.	<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 female students received it PK						<i>Quarterly Target #s with country</i>
			KE is providing grant to engineering institutes under KHI Awards	KE is providing grant to engineering institutes under KHI Awards					<i>Achievement</i>

(b) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
<p>KE provides an apprentice program as female vocational training on junior level for female engineer candidates - future surveyors.</p> <p>KE has a large learning facility and is running one of the largest apprentice programs for the country. We can consider branding it with WePOWER initiative.</p>	KE provides the induction trainings for 20 engineer candidates (future surveyors) to work on their professional development.				KE provides the induction trainings for 20 to 30 engineer candidates (future surveyors) to work on their professional development.				<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 apprentices trained PK	-	-	30 female apprentices trained PK	-	<i>Quarterly Target #s with country</i>
		1 training program for 7 female engineers	7 females are currently part of the apprentice program	7 females are currently part of the apprentice program	8 new females will be inducted in the apprentice Program in 2022				<i>Achievement Target achieved</i>

<p>KE arranges Internship Program for female engineer candidates to provide hands-on experience on core jobs within an enabling utilities environment.</p> <p>Female engineering students from Engineering, Finance, Computer Science were given internship for 6 weeks.</p>	KE provides the Internship Program for 17 female engineer candidates.				KE provides the Internship Program for 30 female engineer candidates.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			12 female engineering students hired PK	5 female engineering students hired PK	-	-	10 female engineering students hired PK	10 female engineering students hired PK	Quarterly Target #s with country
			10 female engineering students	10 female engineering students					Female Internship Program was successfully launched, conducted and concluded.
<p>KE sponsors STEM virtual job fair to increase market outreach and attract/encourage potential hires. Collaborate with different non-profitable educational institutes to guide the students especially females to take interest in STEM education. In 2021, KE collected 180 resumes both men and women.</p>	KE is participating in a career fair in November 2020. If any such event will take place in 2021 KE will consider the possibilities or participating again				Be decided depending on the need and situation.				Total target #s in the year
	Q1 Jan	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr	Q3 Jul-	Q4 Oct	Aiming timeline
				Tentative			Tentative		Quarterly Target #s with country
				** female resumes collected PK			** female resumes collected PK		STEM did not announce any STEM virtual fair this year

(c) Pillar 3: Development for Female Engineer professionals

Activities	In 2021				In 2022				Note
KE assigns at least 1 female engineer to all key projects and CFTs (Cross Functional Team).	KE assigns 2 female engineers in 2 key projects.				KE assigns 3-4 female engineers in 3-4 key projects.				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 female engineer for a CFT in core business PK	1 female engineer for a CFT in core business PK		1 female engineer is part of technical or transformational projects within KE PK	1 female engineer is part of technical or transformational projects within KE PK	1 female engineer is part of technical or transformational projects within KE PK	Quarterly Target #s with country
	1 female engineer assigned							Achievement	
KE leverages existing women's networks to support development of good practice through "Structured Lean-IN Circles".	KE holds circle meetings every quarter. By end of Q4 we plan to have at least 4 to 5 circle meetings. 10 Circles x 20 women each circle: 200.				KE holds circle meetings every quarter. By end of Q4 we plan to have at least 4 to 5 circle meetings. 10 Circles x 20 women each circle: 200.				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 meeting each quarter with 50 women PK	1 meeting each quarter with 50 women PK	1 meeting each quarter with 80 women PK	1 meeting each quarter with 80 women PK	1 meeting each quarter with 80 women PK	1 meeting each quarter with 80 women PK	1 meeting each quarter with 80 women PK	1 meeting each quarter with 80 women PK	Quarterly Target #s with country Target achieved. Positive feedback has been received from females.

	1 meeting with 80 women	1 meeting with 30 women							<i>Achievement</i>
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(d) Pillar 4: Retention (including Facilities)

Activities	In 2021				In 2022				Note
<p>KE provides “pick-and-drop (home to office and back)” services (daycare center) where the location and working conditions demand, in all plants and customer service centers.</p> <p>We took proposal from three vendors and did a pilot run with all three vendors. Company is subsidizing the cost to ensure safe transport facility is provided to all females. (We already have separate restrooms for females at all locations.)</p>	KE caters to provision of “pick-and-drop” services to female staff, estimating 150-175 women use this service.				Sustains the existing enrolled number i.e. 175 and encourage more to use the subsidized pick and drop facility				<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>
	Enrollment of female staff on transportation with respect to the ration of female hiring/induction PK	-	Enrollment of female staff on transportation with respect to the ration of female hiring/induction PK	-	Females are being provided with Transportation allowance PK	Females are being provided with Transportation allowance PK	Females are being provided with Transportation allowance PK	Females are being provided with Transportation allowance PK	<i>Quarterly Target #s with country</i>
Around 140 women use pick-and-drop service			129 females are receiving transportation allowance					<i>Achievement Transportation allowance introduced for KE female employees</i>	
All eligible working moms can apply for	Total estimated around 40 working moms get the monthly reimbursements				Total estimated around 40 working moms get the monthly reimbursements				<i>Total target #s in the year</i>

monthly reimbursements amounting to PKR 15,000 per family, pertaining to caregiver at home allowance under the new childcare assistance policy approved in 2020.	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>	
	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	<i>Quarterly Target #s with country</i>
	50 working moms receive the monthly reimbursements									<i>Achievement.</i>
Instead of KE daycare center, eligible working mothers who wish to avail a day-care facility can hire an external day-care service of their choice and receive up to PKR 15,000 per month, per child as reimbursement from the Company.	Total estimated around 40 working moms get the monthly reimbursements for external day-care service of their choice.				Total estimated around 40 working moms get the monthly reimbursements for external day-care service of their choice.				<i>Total target #s in the year</i>	
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>	
	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	10 working moms received it PK	<i>Quarterly Target #s with country</i>
Same as above									<i>Achievement.</i>	
KE provides “ A Pregnancy Wellness Journey ” for new mothers and their line managers with	Project planning has been initiated in 2020. Execution to take place in full swing in last quarter of 2020. Total 4 mothers take it.				Continue with the monitoring and tracking of project efficacy. Total 6 mothers take it.				<i>Total target #s in the year</i>	
	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Q1</i>	<i>Q2</i>	<i>Q3</i>	<i>Q4</i>	<i>Aiming timeline</i>	

<p>healthcare team and nutritionists for guidance on selfcare.</p> <p>This include "Post Maternity Mentors" program: It consists of enrollments into different online counselling sessions and enrollment into a customized e-module that is being especially designed for new mothers and their managers.</p>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	
	1 new mother enrolled	1 new mother enrolled	1 new mother enrolled	1 new mother enrolled	1 new mother enrolled	2 new mothers enrolled	1 new mother enrolled	2 new mothers enrolled	<i>Quarterly Target #s with country</i>
	PK	PK	PK	PK	PK	PK	PK	PK	
	10 women are enrolled								<i>Achievement.</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
<p>Conduct women workplace audit for all KE female employees to identify areas of improvement and to ensure a healthy workplace environment. This will be online survey and manual survey will be conducted for those who don't have internet access.</p>	1 audit survey to be conducted.				Continuation of project roll out and execution.				<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 audit to be conducted for 401 employees			Curriculums rolled out			<i>Quarterly Target #s with country</i>
			Audit/ survey conducted. Details submitted in the feature/story.			PK			<i>Achievement</i>
KE develops and continues the	Continue the policy.				Continue the policy.				<i>Total target #s in the year</i>

Career Development Opportunity Policy which leads organic growth into leadership roles which approved in Q4 2020. It includes (1) talent assessment and development program; (2) mentoring with organization leaders; (3) job rotation; and (4) secondment opportunities. <i>(Covered 20 to 25 female employees through different initiatives such as LEAD program, competency framework and All Women Grid station)</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>
	Continue	Continue	Continue	Continue	Continue	Continue	Continue	Continue	<i>Quarterly Target #s with country</i>
	PK	PK	PK	PK	PK	PK	PK	PK	PK
	Policy continues	Policy continues	Career development policy has been implemented.	Career development policy has been implemented.					<i>Achievement</i>