### 26, Lanka Electricity Company Ltd. (LECO), Sri Lanka

#### **Contact Information**

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#### (a) Pillar 1: STEM Education

Activities		In 20	)21				Note		
LECO provides general in plant STEM training			other Higher E .25 female stud		For 5 univer		Total target #s in the year		
on power distribution	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
and maintenance work	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timenne
for graduate.	31 female	31 female	31 female	31 female	12 female	12 female	12 female	12 female	Quarterly
	students	students	students	students	students	students	students	students	Target #s with country
	received	received	received	received	received the	received	received	received	country
	the training	the training	the	the	training	the	the	the	
			training	training		training	training	training	
	SL	SL			SL				
			SL	SL		SL	SL	SL	
	15 female	16 female		10 female					Achievement
	students	students		students					
LECO provides	For 5 univ	ersities and 03	other Higher E	ducation	For 5 unive	Total target #s			
site visits to LECO	Institut	es, with total 1	.25 female stud	dents.	Institute	es, with total 6	60 female stud	lents.	in the year
depots as an awareness	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
program	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
for undergraduate	15 female	16 female	15 female	15		15 female	15 female	15 female	Quarterly
students to	students	students	students	female		students	students	students	Target #s with country
familiarization with	participate	participate	participated	students		participate	participate	participat	osantry
LECO routine activities.	d	d		participat		d	d	ed	

	SL	SL	SL	ed SL		SL	SL	SL	
	15 female students		Visits not all to the pa						Achievement
LECO provides opportunities to expose housewives in LECO	Total 50 l	nousewives ex engin	oose to 4 LECO eers	female	Total 25 ho	ousewives expo engine		O female	Total target #s in the year
areas to LECO female engineers through	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
training sessions how to use the LECO App and digitalization.		25housewi ves exposes to 2 female engineers				25 housewives exposed to 02 female engineers SL			Quarterly Target #s with country
									Achievement

## (b) Pillar 2: Recruitment

None.

# (c) Pillar 3: Development for Female professionals

Activity		In 20	21		In 2022				Note	
LECO provides the	One LW	/F with 50 LECO	female profes	sionals	One LW	One LWF with 40 LECO female professionals				
facility to Organize  LECO Women's'	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
forum (LWF) for LECO female engineers /professionals. It identifies women's needs and problems.	1 LWF With 10 LECO female	1 LWF With 6 LECO female professionals	1 LWF With 5 LECO female	300	1 LWF With 25 LECO female	- 7,47	1 LWF With 15 LECO female		Quarterly Target #s with country	
μ	engineers	SL	profession als		professio nals		profession als			

	SL		SL		SL		SL			
									Achievement	
LECO provides <b>practical</b>	1 training with 6 Female Engineers					2 trainings with 20 Female staff				
training facility at LECO training Centre to support their carrier path in LECO	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
		01 program on with 03 female engineers	01 program on with 04female engineers SL		01 Program with 6 female engineers	,	01 program with 14 female staff (Accountin g and Manageme nt)		Quarterly Target #s with country	
		1 training with 3 female engineers	01 program on with 04 female engineers	01 program on with 12 female staff					Achievement	
LECO provides <b>personal development</b> facility at	1 prog	gram with total	20female em	oloyees	2 programs with total 50 female employees				Total target #s in the year	
LECO training center.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline	
i. Stress management and Motivational Lectures ii. Team Building Events iii. Labor law iv LECO Policies v First Aid at emergency				01 Program for 4 female employees		01 Program for 25 female employees		01 Program for 25 female employees	Quarterly Target #s with country	
		1 program	01 program	01					Achievement	

		with total 4 female employees	on with 04 female engineers	program on with 20 female staff					
LECO provides <b>technical</b>	2pro <sub>{</sub>	grams for total	60female emp	loyees	2 train	nings for total 3	30 female em	ployees	Total target #s in the year
training on general	Q1	Q2	Q2	Q4	Q1	Q2	Q3	Q4	Aiming timeline
electrical work at LECO	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
training Centre.  i. Electrical Safety ii. Electrical standards iii. Electrical design aspects iv. Electrical software operation v Underground cabling project			02 Program for 30female employees in each program		01 Program for 15 female employee s	01 Program for 15 female employees			Quarterly Target #s with country
			01 Program for 15 female employees						Achievement

# (d) Pillar 4: Retention (including Facilities)

Activity		In	2021		In 2022				Note
LECO provides workshops on	01 program for 2-3 returning mothers					02 programs for 2-3 returning mothers			
knowledge sharing <b>for</b>	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
returning mothers who	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
have been on more			01 program		01		01		Quarterly Target
than one year of			for 2-3		program		program		#s with country
maternity leave.			returning		for 2-3		for 2-3		
,			mothers		returning		returning		
					mothers		mothers		
			SL						

					SL		SL			
			to call mot	Policy decision taken not to call mothers after					Achievement	
			maternity le the pan							
LECO provides the facility to have gatherings for sharing	01 gath	01 gathering for 50 LECO female employees				02 gatherings for total 100 female employees				
the experience and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
address grievances at	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
work- place.			01 gathering		01 gathering			01 gathering	Quarterly Target #s with country	
			with 50		with 50			with 50		
			female		female			female		
			employees		employee			employee		
					S			S		
			SL		SL			SL		

# (e) Pillar 5: Policy and Institutional Change

Activity		In :	2021			In 2	022		Note
LECO to provide flexible working hours for female staff who are	Continue		vorking hours p n case by case.	oolicy. It is	Continues	Total target #s in the year			
having a grievance (to	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
be approved by the	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
General Manager).	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Quarterly Target #s with country
	SL	SL	SL	SL	SL	SL	SL	SL	
	Policy	Policy	Policy	Policy					Achievement
	continues	continues	continues	continues					