



	SL	SL	SL	ed		SL	SL	SL	
	15 female students		Visits not allowed due to the pandemic						Achievement
LECO provides opportunities to <b>expose housewives in LECO areas to LECO female engineers</b> through training sessions how to use the LECO App and digitalization.	Total 50 housewives expose to 4 LECO female engineers				Total 25 housewives expose to 02 LECO female engineers				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
		25housewives exposes to 2 female engineers  SL				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 2021				In 2022				Note
LECO provides the facility to Organize <b>LECO Women's' Forum (LWF)</b> for LECO female engineers /professionals. It identifies women's needs and problems.	One LWF with 50 LECO female professionals				One LWF with 40 LECO female professionals				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 LWF With 10 LECO female engineers	1 LWF With 6 LECO female professionals  SL	1 LWF With 5 LECO female profession als		1 LWF With 25 LECO female profession als		1 LWF With 15 LECO female profession als		Quarterly Target #s with country

	SL		SL		SL		SL		
									Achievement
LECO provides <b>practical training</b> facility at LECO training Centre to <b>support their carrier path</b> in LECO	1 training with 6 Female Engineers				2 trainings with 20 Female staff				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
		01 program on with 03 female engineers  SL	01 program on with 04 female engineers  SL		01 Program with 6 female engineers  SL		01 program with 14 female staff (Accounting and Management)  SL		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 LECO training center.  i. Stress management and Motivational Lectures ii. Team Building Events iii. Labor law iv LECO Policies v First Aid at emergency	1 program with total 20 female employees				2 programs with total 50 female employees				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
				01 Program for 4 female employees  SL		01 Program for 25 female employees  SL		01 Program for 25 female employees  SL	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 training</b> on general electrical work at LECO training Centre.  i. Electrical Safety ii. Electrical standards iii. Electrical design aspects iv. Electrical software operation v Underground cabling project	2 programs for total 60 female employees				2 trainings for total 30 female employees				<i>Total target #s in the year</i>
	<i>Q1 Jan-</i>	<i>Q2 Apr-</i>	<i>Q2 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>
			02 Program for 30 female employees in each program  SL		01 Program for 15 female employees  SL	01 Program for 15 female employees  SL			<i>Quarterly Target #s with country</i>
		01 Program for 15 female employees							<i>Achievement</i>

(d) Pillar 4: Retention (including Facilities)

Activity	In 2021				In 2022				Note
LECO provides <b>workshops</b> on knowledge sharing for <b>returning mothers</b> who have been on more than one year of maternity leave.	01 program for 2-3 returning mothers				02 programs for 2-3 returning mothers				<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>
			01 program for 2-3 returning mothers  SL		01 program for 2-3 returning mothers		01 program for 2-3 returning mothers		<i>Quarterly Target #s with country</i>

					SL		SL		
			Policy decision taken not to call mothers after maternity leave due to the pandemic						<i>Achievement</i>
LECO provides the facility to have <b>gatherings</b> for sharing the experience and <b>address grievances at work- place.</b>	01 gathering for 50 LECO female employees				02 gatherings for total 100 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>
			01 gathering with 50 female employees  SL		01 gathering with 50 female employees  SL			01 gathering with 50 female employees  SL	<i>Quarterly Target #s with country</i>

(e) Pillar 5: Policy and Institutional Change

Activity	In 2021				In 2022				Note
LECO to provide <b>flexible working hours</b> for female staff who are having a grievance (to be approved by the General Manager).	Continues the flexible working hours policy. It is addressed in case by case.				Continues the flexible working hours policy. It is addressed in case by case.				<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>
	Continues	Continues	Continues	Continues	Continues	Continues	Continues	Continues	<i>Quarterly Target #s with country</i>
	SL	SL	SL	SL	SL	SL	SL	SL	<i>Achievement</i>
	Policy continues	Policy continues	Policy continues	Policy continues					