

29, Lahore Electric Supply Company (LESCO) Pakistan

Contact Information

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(a) Pillar 1: STEM Education

None.

(b) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
LESCO offer paid and unpaid internship program to undergraduate students to give them exposure of power sector & also provides opportunity to Diploma holders under our CSR initiative.	LESCO offered extensive certified internship program to 55 No of female students and give them opportunity to work in specialized technical department relevant to their field of study.				Same internship program will continue in next year and we will ensure to accommodate more students as compared to year 2021.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			55 Female students given Internship PK				80 Female students PK		Quarterly Target #s with country
			55 female students hired as interns						Achievement
LESCO being Equal employment organization do not discriminate on basis of gender, hired in	LESCO hires 16 female Graduate engineers this year and placed them in all technical key positions where they can utilize their knowledge and skills more appropriately.				Recruitment can be made in year 2022 with the permission from Govt. of Pakistan for hiring of 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

2021 & ensure 10% women quota as prescribed by Government.	16 Female Engineers hired as Junior Engineers				As per Recruitment Plan				Quarterly Target #s with country
	PK								
	16 Female Engineers hired			5 female officers hired	.				Achievement
	PK								
LESCO encourage diversify leadership by promoting and placing female officers on key positions.	Placing females as HOD, CFO & HR Director.				Placing females as HOD, CFO & HR Director.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	2 female officers at heading position				As per Transfer / Posting Policy				Quarterly Target #s with country
	PK								
	2 female officers at heading position								Achievement
	PK								

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
Training for Capacity Building and Skill Development.	23 Female employees have been trained in various training program till now and this is ongoing development process which continue around the year.				Due to prevailing Covid situation our training and development process was slow down considerably but hopefully in 2022 more training will be arranged for female employees.				Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline

	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	
	11 Female employees nominated in induction course PK	11 Female employees nominated in induction course PK	7 Female employees nominated in different workshops PK	4 Female employees nominated in promotional training PK	20 Female employees PK	15 Female employees PK	25 Female employees PK	30 Female employees PK	<i>Quarterly Target #s with country</i>
	11 Female employees nominated in induction course	2 female employees nominated in junior & Middle management course- each	28 Female employees nominated in different workshops & soft skills training	9 Female employees nominated in promotional training					<i>Achievement</i>

(d) Pillar 4: Retention (Returning Mothers, Dropped Out Women, Women’s Facilities, etc.)

Activities	In 2021				In 2022				Note
LESCO Daycare Centre	Daycare center established in 2019 to facilitate female employees at workplace.				Currently already established day care center is sufficient to cater desired need however expansion can be considered on need-based assessment in future.				<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>
				16 female beneficiaries from onsite childcare facility PK	Will be enhanced as per requirement.				<i>Quarterly Target #s with country</i>
			16 females were beneficiaries	2 more females have					<i>Achievement</i>

			of daycare center	been facilitated in this quarter.					
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(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
<p>LESCO is striving to make workplace conducive for women by formulating or implementing variety of women friendly policies in order to attract and retain female employees in LESCO</p> <ul style="list-style-type: none"> • Special Women quota in recruitment • Zero tolerance policy against harassment and gender discrimination • Women friendly leave policy like Maternity leave (90 days not deduct from her leave account) and special leave on death of her husband (130 days nondeductible from earned leave) are specifically meant for only female 	Ensure implementation of Policies formulated and Revision / Improvement of existing policies (if required).				Ensure implementation of Policies formulated and Revision / Improvement of existing policies (if required).				<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	Implemented	Implemented	Implemented					<i>Quarterly Target #s with country</i>
	PK	PK	PK	PK					<i>Achievement</i>

employees • Wedlock policy • Onsite child care facility • Pick n drop / transportation facility • Encouragement on placement of female officer on key positions.									
LESCO offer equitable pay irrespective of gender and promote gender equality at all level of workplace.	All 434 female employees of LESCO are getting same pay and allowances in respect of male employees of their cadre / scale.				There is no gender discrimination in respect of benefits offered by LESCO and same will continue in future.				<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	Implemented	Implemented	Implemented					<i>Quarterly Target #s with country</i>
	PK	PK	PK	PK					<i>Achievement</i>
Implemented									
Harassment policy	LESCO has implemented harassment policy and constituted a committee comprising of 2 female officers and 1 male officer to investigate harassment matters reported by any female employee.				LESCO is also working on improving existing harassment policy, SOPs and awareness regarding harassment.				<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 Member committee at HQ level				To address all harassment cases, if reported.				<i>Quarterly Target #s with country</i>
	PK								<i>Achievement</i>
3 Member committee at HQ level									
LESCO encourage diversify leadership by promoting and	Currently 2 females are working as HOD, (HR Director & CFO) and 2 females as member BOD.				As per Transfer / Posting Policy				<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>

placing female officers on key positions.	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	<i>Jan-</i>	<i>Apr-</i>	<i>Jul-</i>	<i>Oct-</i>	
	4 female officers at heading position				As per Transfer / Posting Policy				<i>Quarterly Target #s with country</i>
	PK								<i>Achievement</i>
4 female officers at heading position									