## **37. Multan Electricity Power Company (MEPCO), Pakistan**

### **Contact Information**

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

None.

#### (b) Pillar 2: Recruitment

Activities			In 2022			ln 2	023		Note
2.1 MEPCO	MEPO	CO offe	ers extensive	e certified	MEPCO o	internship	Total target		
offers paid	interr	nship p	program to	85 female	program t	#s in the year			
and unpaid	stude	ents	and give	e them	opportunit	partments	ycui		
internship to	орро	rtunity	to work in s	specialized	relevant to	o their field o	f study.		
undergraduate	depa	rtment	s relevant to	their field					
students to	of stu	ıdy.							
give them	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
exposure of	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
power sector			85 female		20	20	20	25	Quarterly
to facilitate			interns		female	female	female	female	Target #s with country
them in their			recruited		interns	interns	interns	interns	with country
future career					recruited	recruited	recruited	recruited	
path.									
			PK		РК	PK	PK	PK	
									Achievement
2.2 MEPCO	MEPO	CO rec	ruits 10%	of female	MEPCO re	Total target #s in the			
being Equal		ssional	0	52 job	against 52	#s in the year			
employment			nounced in F	eb 2022 as					
organization			quota.	1					
does not	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
discriminate	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
based on				5			5		Quarterly Target #s
gender and				females			females		with country
ensures hiring				recruited			recruited		,
of 10%									
women as									
prescribed by									
Federal									
Government				РК					
of Pakistan.							PK		
									Achievement

<b>2.3</b> MEPCO encourages to		ssional	olaces 11 Is on the top a	female and middle	profession	11 female ddle level	Total target #s in the year		
diversify top		positio			positions			<i></i>	Aiming
and middle	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
management	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
leadership by			2 females			2 females			Quarterly
promoting and			promoted			promoted			Target #s with country
placing female			to Deputy			to Deputy			with country
officers on key			Manager						
positions.			positions			positions			
			and 9			and 9			
			females			females			
			promoted			promoted			
			to			to			
			Assistant			Assistant			
			Manager			Manager			
			positions			positions			
			РК			РК			
									Achievement

# (c) Pillar 3: Development for Female Professionals

Activities		In 202	22			In 2	2023		Note
<b>3.1</b> MEPCO	MEPO	CO provides v	arious tra	aining	MEPCO pr	is under its	Total target		
provides	progr	ams under	its Ca	pacity	Capacity Bu	uilding and Sk	ill Developme	ent Program	#s in the year
training for	Buildi	ing and Skill	Develop	ment	for 26 fema	ale employees			) cui
Capacity	Progr	am to 24 fem	ale emplo	oyees.					
Building and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Skill	Jan-			Oct-					timeline
Development		Apr-	Jul-		Jan-	Apr-	Jul-	Oct-	
to its female		Various			1	1	1 workshop	2	Quarterly
employees.		workshops			workshop	workshop	for 26	workshops	Target #s with
		conducted			for 26	for 26	female	for 26	country
		for 24			female	female	employees	female	
		female			employees	employees		employees	
		employees							
							PK		
		PK			PK	PK		PK	
									Achievement

## (d) Pillar 4: Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.)

Activities		In 2	022		In 2023				Note			
<b>4.1</b> MEPCO	Presen	tly MEPCO	Daycar	e Centre	Presently	MEPCO	Daycare	Centre	Total target			
provides <b>Day</b>	facilita	tes to 20	working	Mothers	facilitates	s to 20 work	ing Mothe	ers having	#s in the year			
Care Center to	having	32 children.			32 children.							
its female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming			
employees.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline			
				1 Day				1 Day	Quarterly			
Currently already				Care				Care	Target #s with country			
established Daycare				Center				Center	with country			

Centre is sufficient to cater for existing workforce however expansion will be considered on need-		for 20 Working Mothers		for 20 Working Mothers	
based assessment in		PK		PK	
future.					Achievement

# (e) Pillar 5: Policy and Institutional Change

Activities		In 2	022			In 2	2023		Note
5.1 MEPCO is	MEPCO e	ensures	implementa	ition of	MEPCO ensures implementation of				Total target
striving to	policies f	formulate	d and rev	vision /	policies formulated and revision /				#s in the year
make	improvem	ent of e	existing pol	icies (if	improvement of existing policies (if				
workplace	required).			·	required)				
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
implementing	continu	contin	continue	contin	continu	continu	continu	continue	Target #s with country
variety of	es	ues	S	ues	es	es	es	S	with country
women friendly									
policies to	РК	РK	РК	РK	РK	РК	РК	РК	
attract and									
retain its									
female									
employees by									Achievement
10% Special									
women quota									
in recruitment									
5.2 MEPCO is	MEPCO i	mplemen	ts "The Pr	otection	MEPCO e	Total target			
striving to	against H	arassmen	t of Wome	n at the	"The Pro	#s in the year			
make	Workplace	e, Act-201	0		Women				
workplace					continue				
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
implementing	continu	contin	continue	contin	continu	continu	continu	continue	Target #s with country
variety of	es	ues	S	ues	es	es	es	S	with country
women friendly									
policies to	РК	PK	PK	ΡK	PK	PK	PK	РК	
attract and									
retain its									
female									
employees by									
zero tolerance									
policy against									
harassment									
and gender									Achievement
discrimination									
5.3 MEPCO is			implementa		MEPCO	ensures	implemen	tation of	Total target
striving to	policies	formulate	d and rev	vision /	policies	formulate	d and r	revision /	#s in the year
make	improvem	ent of e	existing pol	icies (if	improver	nent of	existing p	olicies (if	
workplace	required).				required)	•			

									A: :
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly Target #s
implementing	continu	contin	continue	contin	continu	continu	continu	continue	with country
variety of	es	ues	S	ues	es	es	es	S	,
women friendly									
policies to	РК	PK	PK	PK	PK	PK	PK	PK	
attract and									Achievement
retain its									
female									
employees by									
Women									
friendly leave									
policy like									
Maternity leave									
(90days not									
deducted from									
her leave									
account) and									
special leave on									
death of her									
husband (130									
days									
nondeductible									
from earned									
leave) are									
specifically									
meant for only									
female									
employees			<u> </u>						Total target
5.4 MEPCO is			implementa		MEPCO	ensures	implemen		#s in the year
striving to	policies			vision /		formulate		evision / olicies (if	no m ene year
make			existing po	licies (if	improver				
workplace	required).			[	required)	r			
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
implementing	continues	continu	continues	continu	continue	continue	continue	continues	Target #s with country
variety of		es		es	S	S	S		,
women friendly	РК	РК	РК	РК	РК	РК	PK	PK	
policies to									Achievement
attract and									
retain its									
female									
employees									
Wedlock Policy									
5.5 MEPCO is	MEPCO	ensures	implementa	tion of	MEPCO	ensures	implemen	tation of	Total target
striving to			d and rev		policies	formulate	-	revision /	#s in the year
make			existing po		improver	olicies (if			
workplace	required).		0 - 0	···	required)		0 1	7	
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
	Juli-	-וקה	Jui-		Juli-	-14 <i>Γ</i>	Jui		

formulating or implementing	Policy	Policy							
	continu	, contin	Policy continue	Policy contin	Policy continu	Policy continu	Policy continu	Policy continue	Quarterly Target #s
variety of		ues							with country
· ·	es	ues	S	ues	es	es	es	S	
women friendly policies	РК	עס	ΡK	PK	PK	PK	РK	РK	
to attract and	PN	PK	۲N	PN	PN	PN	PN	PN	Achievement
									Achievennenn
retain its female									
employees									
by <b>Onsite</b>									
childcare									
facility									Tetelterest
			implementa '		MEPCO	ensures	implemen		Total target #s in the year
		ormulate		/ision /	policies	formulate		evision /	/
	mprovem	ent of e	existing pol	icies (if	-	nent of	existing p	olicies (if	
	required).				required)				
conducive for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
women by	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
formulating or	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly Target #s
	continu	contin	continue	contin	continu	continu	continu	continue	with country
variety of	es	ues	S	ues	es	es	es	S	,
women friendly									
policies to	ΡK	PK	PK	PK	PK	PK	PK	PK	
attract and									
retain its									
female									
employees									
by <b>encouraging</b>									
placement of									Achievement
female officer									
on key									
positions.									
5.7 MEPCO A	All 380 fen	nale empl	oyees of ME	PCO get	MEPCO	ensures t	here is r	io gender	Total target
offers <b>equitable</b> s	same pay	and allow	ances vis a	vis their	discrimina	ation in I	respect o	f benefits	#s in the year
pay irrespective r	male colle	agues of s	ame cadre ,	/ scale.	offered.				
of gender and	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
promote	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
gender equality	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Quarterly
at all levels of	continu	contin	continue	contin	continu	continu	continu	continue	Target #s with country
workplace	es	ues	S	ues	es	es	es	S	with country
	PK	РК	PK	PK	PK	PK	РК	PK	
									Achievement