

28, Pakhtunkhwa Energy Development Organization (PEDO), Pakistan

Contact Information

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(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
PEDO provides orientation sessions for female students about Hydropower development and operations.	PEDO holds orientation sessions for engineering/Technical institutes from public and private sector with the aim to target at least 30 female students as potential audience/recipients of the orientation program.				PEDO holds orientation sessions for engineering/Technical institutes from public and private sector with the aim to target at least 30 female students as potential audience/recipients of the orientation program.				<i>Total target #s in the year</i>
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	<i>Aiming timeline</i>
	PEDO starts identifying potential institutes. PK			1 University/institute for 15 female students PK				1 University/institute for 15 female students PK	<i>Quarterly Target #s with country</i>
	Continued			Not done					<i>Achievements</i>

(b) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
PEDO provides opportunities as internship program for Project Associates to	PEDO offers 20 positions to female students as internship program for Project Associates.				PEDO offers 20 positions to female students as internship program for Project Associates.				<i>Total target #s in the year</i>
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	<i>Aiming timeline</i>

female graduates to enhance their skills and knowledge in Hydropower & renewable energy sector at the following levels: a. Construction b. Operation c. Monitoring d. Procurement		PEDO starts identifying the competent students PK	5 female students PK	5 female students PK			5 female students PK	5 female students PK	<i>Quarterly Target #s with country</i>
	2 female interns hired	3 female interns hired	Not done	Not done					<i>Achievements</i>

(c) Pillar 3: Development for Female Professionals

Activities	In 2021				In 2022				Note
PEDO holds interactive sessions by inviting women from outside on prominent position to speak on role of women in leadership & to inspire young female professionals in the energy related fields to be integral part of white-collar workforce.	PEDO invites women in prominent positions from public and private sector for talking sessions.				PEDO invites women in prominent positions from public and private sector for talking sessions.				<i>Total target #s in the year</i>
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	<i>Aiming timeline</i>
			First interactive session in July 10-15 female professionals PK				Second talking session in July 10-15 female professionals. PK		<i>Quarterly Target #s with country</i>
		Could not conduct it due to COVID						<i>Achievements</i>	

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

Activities	In 2021				In 2022				Note
PEDO provides "Daycare" facility for lactating mothers.	PEDO provides "Daycare" facility for lactating mothers once there are working mothers (So far, PEDO does not have a daycare since there is no working mothers.)								Total target #s in the year
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Aiming timeline
	All PEDO Offices	All PEDO Offices	All PEDO Offices	All PEDO Offices	All PEDO Offices	All PEDO Offices	All PEDO Offices	All PEDO Offices	Quarterly Target #s with country
	COVID Impact	COVID Impact	COVID Impact	COVID Impact					Achievements
PEDO provides Safe transportation for female staff. * Currently, four females are working in the Head Office/Head Quarter (HQ).	PEDO provides dedicated Pick & Drop for at least 5 females								Total target #s in the year
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Aiming timeline
	At least 5 females use it PK	At least 5 females use it PK	At least 5 females use it PK	At least 5 females use it PK	At least 5 females use it PK	At least 5 females use it PK	At least 5 females use it PK	At least 5 females use it PK	Quarterly Target #s with country
	6 female employees	6 female employees	COVID Impact	COVID Impact					Achievements
PEDO provides separate prayer area for female staff * One prayer room is enough for each office. At the moment we have four female staff in PEDO Head Office. Separate prayer areas/rooms will be allocated for females during the coming quarter.	PEDO provides 1 separate prayer place for each all 15 offices (1 HQ and 14 field offices). There are 4 female staff in HQ now. PK								Total target #s in the year
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Aiming timeline
	1 Prayer room for each Office – TOTAL 12 separate prayer areas PK				1 Prayer room for each Office – TOTAL 15 separate prayer areas PK				Quarterly Target #s with country
	12 separate prayer rooms								Achievements
PEDO provides separate toilets for female staff	PEDO provides 15 separate and safe toilets for all female staff for HQ as well as in field offices (15 locations).								Total target #s in the year
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline

	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -	
	15 separate toilets (1 HQ & 14 Field Offices)								<i>Quarterly Target #s with country</i>
	PK								
	12 separate toilets								<i>Achievement</i>

(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
PEDO provides three months maternity leave policy for all applicable female staff.	PEDO provides three months maternity leave policy, as the government policy, for all applicable female staff.								<i>Total target #s in the year</i>
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	<i>Aiming timeline</i>
	All applicable female staff.								<i>Quarterly Target #s with country</i>
	Policy continues				Policy continues				<i>Achievement</i>
PEDO provides working hours policy for lactating mothers.	PEDO provides "Daycare" facility and flexible working hour's policy for lactating mothers, following the government policy.								<i>Total target #s in the year</i>
	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	Q1 Jan -	Q2 Mar -	Q3 Jul -	Q4 Oct -	<i>Aiming timeline</i>
	All applicable female staff.								<i>Quarterly Target #s with country</i>
	Policy continues				Policy continues				<i>Achievement</i>