28, Pakhtunkhwa Energy Development Organization (PEDO), Pakistan

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(a) Pillar 1: STEM Education

Activities		In	2021		In 2022				Note
PEDO provides	PEDO holds	orientation	sessions for	ſ	PEDO holds orientation sessions for				Total target #s in
orientation sessions for	engineering,	/Technical i	nstitutes fro	om public and	engineering	/Technical ins	stitutes from	public and	the year
female students about	private secto	or with the	aim to targe	t at least 30	private sect	or with the ai	m to target a	at least 30	
Hydropower	female stude	ents as pote	ential audier	nce/recipients	female stud	ents as poten	tial audience	e/recipients of	
development and	of the orient	tation prog	ram.		the orientat	ion program.			
operations.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -	
	PEDO			1				1	Quarterly Target
	starts			University/i				University/in	#s with country
	identifying			nstitute for				stitute for	
	potential			15 female				15 female	
	institutes.			students				students	
	РК			РК				PK	
	Continued			Not done					Achievements

(b) Pillar 2: Recruitment

Activities		In	2021		In 2022				Note
PEDO provides	PEDO offers	20 positior	ns to female	students as	PEDO offers 20 positions to female students as				Total target #s in
opportunities as	internship p	rogram for	Project Asso	ociates.	internship program for Project Associates.				the year
internship program for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Project Associates to	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -	

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

(c) Pillar 3: Development for Female Professionals

Activities		In 2	2021			In 2022			
PEDO holds interactive	PEDO invite	s women in	prominent p	ositions	PEDO invites	sitions from	Total target #s in		
sessions by inviting	from public	and private	sector for ta	king	public and p	rivate sector	for talking se	essions.	the year
women from outside	sessions.								
on prominent position	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
to speak on role of	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -	
women in leadership &			First				Second		Quarterly Target
to inspire young			interactiv				talking		#s with country
female professionals in			e session				session in		
the energy related			in July				July 10-		
fields to be integral			10-15				15		
part of white-collar			female				female		
workforce.			professio				professio		
			nals				nals.		
			РК				PK		
			Could not						Achievements
			conduct						
			it due to						
			COVID						

Activities		In 2	2021			Note					
PEDO provides	PEDO provid	les "Daycare"	facility for la	ctating mothers	s once there ar	e working mo	thers (So far,	PEDO does	Total target #s in the year		
"Daycare" facility for	not have a daycare since there is no working mothers.)										
lactating mothers.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -			
	All PEDO	All PEDO	All PEDO	All PEDO	All PEDO	All PEDO	All PEDO	All PEDO	Quarterly Target		
	Offices	Offices	Offices	Offices	Offices	Offices	Offices	Offices	#s with country		
	COVID	COVID	COVID	COVID					Achievements		
	Impact	Impact	Impact	Impact							
PEDO provides Safe transportation for	PEDO provid	es dedicated	Pick & Drop f	or at least 5 fer	nales		-	-	Total target #s in the year		
female staff.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -			
* Currently, four females	At least 5	At least 5	At least 5	At least 5	At least 5	At least 5		At least 5	Quarterly Target		
are working in the Head	females	females	females	females use	females use	females	At least 5	females	#s with country		
Office/Head Quarter (HQ).	use it	use it	use it	it	it	use it	females use it	use it			
	РК	РК	РК	РК	РК	РК	use n	РК			
							PK				
	6 female	6 female	COVID	COVID					Achievements		
	employees	employees	Impact	Impact					Total target #s in		
PEDO provides separate	PEDO provides 1 separate prayer place for each all 15 offices (1 HQ and 14 field offices).										
prayer area for female	There are 4 female staff in HQ now.										
staff											
	РК										
* One prayer room is	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline		
enough for each office. At the moment we have four	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -			
female staff in PEDO Head	1 Prayer roo	om for each C	office – TOTA	L 12 separate	1 Prayer roc	Quarterly Target #s with country					
Office. Separate prayer		praye	r areas				#3 With country				
areas/rooms will be											
allocated for females during			РК								
the coming quarter.	12 separa	ite prayer							Achievements		
	roo	oms									
PEDO provides separate	PEDO provid	les 15 separat	e and safe to	l ilets for all fem	l ale staff for HC) as well as in ⁻	field offices (15 locations).	Total target #s in		
toilets for female staff	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	the year Aiming timeline		
	Ω1	ų z	ι (j)	Q4	Ω1	ųΖ	ι (J	<u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u><u></u></u>	5		

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

Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -				
15 separate toilets (1 HQ & 14 Field Offices)											
	РК										
12 separa	te toilets							Achievement			

(e) Pillar 5: Policy and Institutional Change

Activities		ln 20	21			١r	n 2022		Note			
PEDO provides three months maternity leave	PEDO provides staff.	Total target #s in the year										
policy for all applicable	Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4								Aiming timeline			
female staff.	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -				
			All ap	plicable fem	ale staff.				Quarterly Target #s with country			
		РК										
	Policy cor	inues		Achievement								
PEDO provides working hours policy for	PEDO provides government po	,	acility and flex	kible working	hour's policy	for lactating	mothers, fol	lowing the	Total target #s in the year			
lactating mothers.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline			
0	Jan -	Mar -	Jul -	Oct -	Jan -	Mar -	Jul -	Oct -				
		Quarterly Target #s with country										
					РК							
	Policy continues Policy continues							Achievement				