

**HYDERABAD ELECTRIC SUPPLY COMPANY (HESCO)
NETWORK ACTIVITIES AGREEMENT
WOMEN IN POWER SECTOR PROFESSIONAL NETWORK IN SOUTH ASIA (WEPOWER)**

The World Bank’s South Asia Gender and Energy Facility II (SAGE II), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the Hyderabad Electric Supply Company (HESCO) for endorsing the objectives of WePOWER and joining as an Institutional Partner.

Background

The objectives of WePOWER are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. Five pillars have been identified for engagement through WePOWER in years 2021 and 2022 – (a) STEM Education, (b) Recruitment, (c) Development for Female Professionals, (d) Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.), and (e) Policy and analysis. A detailed description of the pillars is provided in the annex.

HESCO proposes the following activities to support the objectives of WePOWER. SAGE II will support HESCO to implement the proposed activities as the Interim-Secretariat of WePOWER. The proposed activities and targets are not legal commitments.

HESCO will periodically report progress in implementation of these activities to SAGE II. In turn, SAGE II will aggregate information on the activities and progress of several Strategic and Institutional Partners and periodically disseminate information on the overall progress.

* Please select your activity type from the defined activity types: The activity type list is in the attached another PDF file.

a) Pillar 1: STEM Education

None.

b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1. HESCO offers internship programs to undergraduate candidates to give them knowledge about Power sector in length	HESCO offers internship programs to 10 graduate students give them opportunity to work in specialized technical department relevant to their field of study				HESCO offers internship programs to 15 graduate students and gives them opportunity to work in specialized technical department relevant to their field of study				<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>

			10 female students					15 female students	<i>Quarterly targets #s with country</i>
			PK					PK	
									<i>Achievement</i>
2.2. HESCO being equal opportunity provider does not discriminate on the basis of Gender, Color, Cast and creed and provides equal opportunities on merit to all to compete.10% special quota in addition to merit seats are separately reserved for women candidates to increase their strength in Company Employment.	HESCO Recruits female professionals as per merit and women quota.				HESCO Recruits female professionals as per merit and women quota issued by GOV.				<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>
		5 female professionals/ employees will be recruited		5 female professionals/ employees will be recruited				12 female professionals/ employees will be recruited	<i>Quarterly targets #s with country</i>
		PK		PK				PK	
									<i>Achievement</i>
2.3. HESCO encourages diversity leadership and around 10 female Officers are working in different departments of the Company including Finance, Commercial, Technical, Planning and MIS.	HESDO places females Professionals as Head of Departments (HOD) e.g., CFO				HESDO places females Professionals as Head of Departments (HOD) e.g., CFO				<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 female professional are promoted/recruited as HOD				02 female professional are promoted/recruited as HOD	<i>Quarterly targets #s with country</i>
				PK				PK	
									<i>Achievement</i>

c) Pillar 3: Development for Female Professionals

Activities	In 2023				In 2024				Note
3.1. Training for Capacity Building and Skill Development of female employees.	HESCO provides training in different disciplines 50 employees during 2023				HESCO provides 10 training in different disciplines for 110 employees during 2024				<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>
				5 trainings for 50 female employees		5 training for 55 female employees		5 training for 55 female employees	<i>Quarterly targets #s with country</i>

				PK		PK		PK	
									<i>Achievement</i>
3.2. HESCO arranges workshop on Gender basis issues for around 50 female employees.	HESCO arranges 2 workshops on Gender basis issues for around 50 female employees.				HESCO arranges workshop on Gender basis issues for around 50 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>
		1 workshop for 50 female employees PK		1 workshop for 50 employees PK		1 workshop for 55 employees PK		1 workshop for 55 employees PK	<i>Quarterly targets #s with country</i>
									<i>Achievement</i>

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

Activities	In 2023				In 2024				Note
4.1. HESCO intends to establish a full time fully equipped Day Care Centre for working mothers	HESCO establishes a Day Care Centre.				HESCO continues maintaining and equipping a full time Daycare Centre.				<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>
				1 fulltime active daycare center PK				1 fulltime active daycare center PK	<i>Quarterly targets #s with country</i>
									<i>Achievement</i>
4.2. HESCO intends to establish Separate Prayer room for female employees.	HESCO establishes a separate prayer area for female staff members so that they can comfortable offer Namaz during the Lunch break.				HESCO continues maintaining and equipping separate prayer area for female staff members so that they can comfortable offer Namaz during the Lunch break.				<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>
				One female dedicated prayer room PK				One female dedicated prayer room PK	<i>Quarterly targets #s with country</i>
									<i>Achievement</i>

e) Pillar 5: Policy and Institutional Change.

Activities	In 2023				In 2024				Note
<p>5.1. HESCO is striving to make the workplace environment conducive for women by formulating and implementing a number of female friendly policies in order to attract and retain female employees in HESCO.</p> <ul style="list-style-type: none"> Special Recruitment Quota for Women. Zero tolerance policy against harassment and gender discrimination. Anti-Harassment Policy has been adopted for protection of Women at Workplace. Women friendly leave policy like Maternity leave (90 days not deducted from leave account) and special leave on death of her husband (130 days non –deductible from earned leave) are specially meant for only female. Wedlock Policy. 	HESCO ensures make the workplace environment conducive for women by formulating and implementing female friendly policies in order to attract and retain female employees in HESCO				HESCO ensures make the workplace environment conducive for women by formulating and implementing female friendly policies in order to attract and retain female employees in HESCO				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	<i>Quarterly targets #s with country</i>
	PK	PK	PK	PK	PK	PK	PK	PK	<i>Achievement</i>
<p>5.2. HESCO offers equitable pay irrespective of Gender and promote Gender Equality at all levels of Workplace.</p>	All 232 female employees of HESCO 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 HESCO and same will continue in future.				All 232 female employees of HESCO 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 HESCO and same will continue in future.				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	<i>Quarterly targets #s with country</i>
	PK	PK	PK	PK	PK	PK	PK	PK	<i>Achievement</i>
<p>5.3. Anti-Harassment Policy- Four members committee at Head Quarter level to address all harassment cases</p>	HESCO continues implementing Anti-Harassment Policy and address all cases. HESCO is also working on improving existing Anti-Harassment policy, SOPs and awareness regarding Anti-Harassment Policy.				HESCO continues implementing Anti-Harassment Policy and address all cases. HESCO is also working on improving existing Anti-Harassment policy, SOPs and awareness regarding Anti-Harassment Policy.				<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>
	Policy continues	<i>Quarterly targets #s with country</i>							
	PK								
									<i>Achievement</i>

Contact Information

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Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

The objectives of WePOWER: To support workforce participation of women in energy projects and institutions and promote normative change regarding women in STEM education.

Key Outcome Indicators:

- % of Women Engineer/Technical Staff
- % of Women in Senior Technical/Management Positions
- % of Women Students in STEM Education Programs



The chart above illustrates the five key pillars of engagement for WePOWER. Each pillar will have its own goals and activities to help close the employment gap for women in the South Asian power sector.

Pillar 1: STEM Education: Raising interest in girls for STEM subjects, increasing female enrollment in engineering programs, access to power sector/energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

Pillar 2: Recruitment: Engaging with engineering students and engineering professionals to raise awareness of viable jobs/opportunities in the power sector. This will require a partnership between the private sector, NGOs, the academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

Pillar 3: Development for Female Engineer Professionals: Improving personal and professional development opportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continued progression in their careers, especially in the more technical fields.

Pillar 4: Retention: Having a gender-friendly working environment and supporting the increased household responsibilities after marriage are essential to improving the low retention of women in the energy sector. Addressing these through instituting family-friendly HR policies, providing reintegrating services for returning mothers and access to facilities such as daycare services, separate toilets, and safe transportation services will be crucial.

Pillar 5: Policy and Institutional Change: Institutionalizing and enforcing gender considerations at the national and institutional level will be crucial towards achieving WePOWER's objectives. This will entail policies for encouraging more women to study STEM subjects, quotas/targets for female enrollment and hiring in the academic/power sectors, and lobbying for more women in senior/board positions. Pillar 5 forms a cross-cutting base for the other pillars in order to achieve lasting normative change in society.