

**PESHAWAR ELECTRIC SUPPLY COMPANY (PESCO)
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 Peshawar Electric Supply Company (PESCO) 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.

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

PESCO 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.

Pillar 1: STEM Education

Activities	In 2023	In 2024	Note
1.1 PESCO plans to arrange STEM awareness sessions for school female students.	PESCO plans to arrange 4 sessions for female students at different schools to raise awareness regarding value of STEM and careers in STEM.	PESCO plans to arrange 5 sessions for female students at different schools to raise awareness regarding value of STEM and careers in	<i>Total target #s in the year</i>

	PESCO female officers (role models) will conduct the said sessions.				STEM. PESCO female officers (role models) will conduct the said sessions.				
	<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>
		02. sessions for 20 female students PK		02 sessions for 20 female students PK		3 sessions for 30 female students PK		03 sessions for female students PK	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
1.2 PESCO plans to collaborate with schools regarding arrangement of study tours/field trips to its various Grid Stations/Departments.	PESCO plans to collaborate with 2 schools to arrange study tours/field trips to its various Grid Stations or departments.				PESCO plans to collaborate with 4 schools to arrange study tours/field trips to its various Grid Stations or departments.				<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 study tour/ field trip for 20 female students PK		01 study tour/ field trip for 20 female students PK		02 study tour/ field trip for 20 female students PK		02 study tour/ field trip for 20 female students PK	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1 PESCO plans to offer internship program to undergraduate students to gain valuable work experience in power sector	PESCO offers extensive certified internship program to 40 female students and give them opportunity to work in specialized technical departments relevant to their field of study.				PESCO offers extensive certified internship program to 40 female students and give them opportunity to work in specialized technical departments 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>
			40 Female students received internship program PK			25 Female students received internship program PK		25 Female students received internship program PK	<i>Quarterly Target #s with country</i>

			40						<i>Achievement</i>
2.2 PESCO being Equal employment organization do not discriminate on basis of gender & ensure 10% women quota as prescribed by Government in recruitment process.	PESCO intends recruitment of 10% women quota as prescribed by Government in recruitment process.				PESCO intends recruitment of 10% women quota as prescribed by Government in recruitment process.				<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>
			17 female professionals/employees are recruited			10 female professionals/employees are recruited		10 female professionals/employees are recruited	<i>Quarterly Target #s with country</i>
			PK			PK		PK	<i>Achievement</i>
		17							<i>Achievement</i>
2.3 PESCO encourages diversified leadership as it means greater depth and breadth of experience and perspective. So it is promoting/placing female officers on key positions.	Placing females on key position like Manager (Planning Scheduling & Coordination)				Placing females on key position like Manager (Planning Scheduling & Coordination)				<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>
				As per Transfer / Posting Policy 01 Females promoted in key positions		As per Transfer / Posting Policy 01 Females promoted in key positions		As per Transfer / Posting Policy 01 Females promoted in key positions	<i>Quarterly Target #s with country</i>
				PK		PK		PK	<i>Achievement</i>
									<i>Achievement</i>

a) Pillar 3: Professional Development

Activities	In 2023				In 2024				Note
3.1 Training for Capacity Building and Skill Development. strives to increase the number of professional	PESCO plans to train 04 No. female engineers in promotional training program in year 2023. Furthermore, PESCO's all current 145 female employees and those who have joined recently or will join in 2023 will receive the training sessions in all identified areas.				PESCO plans to train 06 No. female engineers in promotional training program. Furthermore, PESCO's female employees and those who have will join, will receive the training sessions in all identified areas.				<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>

<p>trainings for female employees.</p> <p>PESCO has signed a Performance Agreement with the Government of Pakistan, wherein many annual targets have been assigned. One of the targets is that every employee has to under 5 days training in a year. All current 145 female employees and those who have joined recently or will join in 2023 and 2024 will undergo this training. Areas of training are:</p> <ol style="list-style-type: none"> 1. IT understanding & support, 2. Customer Relations, 3. Public & employee safety and 4. Ethics & behavior change. 	36 Female Employees	36 Female Employees	04 Female employees will be trained (promotional training) + 36 Female Employees	04 Female employees will be trained (promotional training) + 36 Female Employees	05 Female employees will be trained (promotional training) + 36 Female Employees	05 Female employees will be trained (promotional training) + 36 Female Employees	05 Female employees will be trained (promotional training) + 36 Female Employees	05 Female employees will be trained (promotional training) + 36 Female Employees	<i>Quarterly Target #s</i> <i>with country</i>
	PK	PK	PK	PK	PK	PK	PK	PK	PK
									<i>Achievement</i>

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

Activities	In 2023				In 2024				Note
4.1 PESCO provides Daycare Centre to its female employees.	PESCO's Daycare center can provide daycare services to female employees and can be expanded on need-based assessment in future.				PESCO's Daycare center provides daycare services to female employees and can be expanded 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>

	1 Day care Centre for 5 working mothers	1 Day care Centre fully equipped and operational				<i>Quarterly Target #s with country</i>
	PK	PK				
						<i>Achievement</i>

Pillar 5: Policy and Institutional Change.

Activities	In 2023				In 2024				Note
5.1 PESCO has adopted women-friendly policies, to make a conducive environment for women at workforce and provide a space where they can contribute their abilities for inclusive growth. One of such policies adopted by PESVO is “ Special Women quota in recruitment ”	PESCO ensures implementation of Policies formulated and Revision / Improvement of existing policies (if required).				PESCO ensures 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>
	Policy continues PK				Policy continues PK				<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
5.2 PESCO Offers “ Equal Career opportunity ” i.e., equitable pay irrespective of gender and promote gender equality at all levels of workplace	PESCO ensures there is no gender discrimination in respect of benefits offered.				PESCO ensures there is no gender discrimination in respect of benefits offered.				<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 PK				Policy continues PK				<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
5.3 PESCO is striving to make workplace conducive for women by adopting “ zero tolerance policy against harassment and gender discrimination ”	PESCO adopts and implements Harassment Policy under “The Protection against Harassment of Women at the Workplace, Act-2010				PESCO adopts and implements Harassment Policy under “The Protection against Harassment of Women at the Workplace, Act-2010				<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 PK				Policy continues PK				<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

5.4 PESCO has adopted Maternity Leave Policy (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.	PESCO ensures all female employees receive full rights under leave policy				PESCO ensures all female employees receive full rights under leave 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 PK				Policy continues PK				<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

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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 their 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.