

									Achievement
2.4. Engro Energy Limited launches a Female Graduate Trainee Engineer (GTE) Drive.	Engro Energy onboards 10 Females GTEs				Engro Energy onboards 5 Females GTEs				Total target #s in the year
	<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>	Aiming timeline
		10 Females GTEs PK					5 Females GTEs PK		Quarterly targets #s with country
									Achievement
2.5. Engro Energy Limited arranges Corporate Connect Sessions across engineering universities in Pakistan.	1 Corporate Connect Sessions across engineering universities				2 Corporate Connect Sessions across engineering universities				Total target #s in the year
	<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>	Aiming timeline
			1 Corporate connect session PK		1 Corporate connect session PK			1 Corporate connect session PK	Quarterly targets #s with country
									Achievement
2.6. Engro Energy Limited conducts career counselling sessions across technical universities in Pakistan.	20+ female students with engineering backgrounds attends at least 1 career counselling sessions which will be led by industry experts from Engro				25+ female students with engineering backgrounds attends at least 2 career counselling sessions which will be led by industry experts from Engro				Total target #s in the year
	<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>	Aiming timeline
				1 career counselling session for 20+ female students PK		1 career counselling session for 25+ female students PK		1 career counselling session for 25+ female students PK	Quarterly targets #s with country
									Achievement
2.7. Engro Energy Limited conducts Job Fair targeting women participants	3 STEM universities visits with female representation on panel and targeted engagement with 80+ female students				3 STEM universities visits with female representation on panel and targeted engagement with 80+ female students				Total target #s in the year
	<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>	Aiming timeline
					3 STEM universities visits for 80+ female participants PK				Quarterly targets #s with country
	Achieved								Achievement
2.8. Engro Energy Limited Sourcing Pool aspired to	Engro Energy has 50% of sourcing pool filled by female applicants				Engro Energy has 50% of sourcing pool filled by female applicants				Total target #s in the year
	<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>	Aiming timeline

comprise of 50% female profiles		Ongoing	Continues	Continues	Continues	Continues	Continues	Continues	Quarterly targets #s with country
		PK	PK	PK	PK	PK	PK	PK	Achievement

c) Pillar 3: Development for Female Professionals

Activities	In 2023				In 2024				Note
3.1. Engro Energy Ltd conducts Training programs for women aimed at their soft skills development.	After Development needs identified for all female employees, at least 14 hours of soft skills training for at least 20 female employees will be conducted				At least 14 hours of soft skills training per 20 female employees will be conducted				Total target #s in the year
	<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>	Aiming timeline
	NA	At least 7 hours of soft skills training for 10 female employees	NA	At least 7 hours of soft skills training for 10 female employees	NA	At least 7 hours of soft skills training for 10 female employees	NA	At least 7 hours of soft skills training for 10 female employees	Quarterly targets #s with country
		PK		PK		PK		PK	Achievement
3.2. Engro Energy Ltd identifies technical training requirements for women employees and nominates women employees to attain technical skills, after TNA conducted for all female employees across EEL and relevant trainings identified.	At least 8 hours of technical skills training for 10 female employees will be conducted				At least 8 hours of technical skills training for 10 female employees will be conducted				Total target #s in the year
	<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>	Aiming timeline
		At least 8 hours of technical skills training for 10 female employees				At least 8 hours of technical skills training for 10 female employees			Quarterly targets #s with country
		PK				PK			Achievement
3.3. Engro Energy Limited conducts a voluntary Women Mentorship Program. Women of EEL will have an option to pick one leader as their mentor.	Engro Energy nominates at least 2 women leaders for a women mentorship program one on one and career counselling and guidance				Engro Energy nominates at least 2 women leaders for a women mentorship program one on one and career counselling and guidance				Total target #s in the year
	<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>	Aiming timeline
			Mentor at least 10 women employees				Mentor at least 10 women employees		Quarterly targets #s with country
			PK				PK		Achievement

3.4. Engro Energy Ltd intends to conduct online trainings for women employees and allocates licenses to participants	Online Learning through virtual platforms including Coursera, LMS and specific technical training program for female employees and allocates licenses to at least 5 women employees				Online Learning through virtual platforms including Coursera, LMS and specific technical training program for female employees and allocates licenses to at least 5 women employees				Total target #s in the year
	<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>	Aiming timeline
				Five women employees attend courses and receive licenses PK				Five women employees attend courses and receive licenses PK	Quarterly targets #s with country
									Achievement
3.5. Engro Energy Ltd conducts networking sessions for women in the energy sector	At least 1 networking session for 20-25 professional women				At least 1 networking session for 20-25 professional women				Total target #s in the year
	<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>	Aiming timeline
				1 networking session for 20-25 professional women PK	1 networking session for 20-25 professional women PK				Quarterly targets #s with country
									Achievement
3.6. Engro Energy Ltd sends engineers and practitioners as speakers at conferences and seminars.	1 Senior Female Leader speaks at conference and 1 returnship program associate speaks at large corporate event.				2 female employees speak at corporate conference representing Engro Energy				Total target #s in the year
	<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>	Aiming timeline
	1 Senior Female Leader speaks at conference. PK	1 returnship program associate speaks at large corporate event. PK				1 female employee speaks at conference. PK	1 female employee speaks at conference. PK		Quarterly targets #s with country
	Achieved								Achievement
3.7. Engro Energy Ltd conducts women-only engagement sessions with business leadership	At least 2 open exclusive lunches with CEO and 1 Women only Connect sessions with company executives for at least 20-25 women employees				At least 2 open exclusive lunches with CEO and 1 Women only Connect sessions with company executives for at least 20-25 women employees				Total target #s in the year
	<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>	Aiming timeline

	1 Lunch with CEO		1 Women only Connect sessions	1 Lunch with CEO	1 Lunch with CEO	1 Women only Connect session		1 Lunch with CEO	Quarterly targets #s with country
	PK		PK		PK	PK		PK	
									Achievement
3.8. Engro Energy Ltd to be publish papers in STEM technical journal	Women at EEL from STEM education background to write/publish at least 1 paper in technical journal.				Women at EEL from STEM education background to write/publish at least 2-3 papers in technical journal.				Total target #s in the year
	<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>	Aiming timeline
			PK	Papers sent for publication.				Papers sent for publication.	Quarterly targets #s with country
		PK			PK				
									Achievement
3.9. Engro Energy Ltd promotes women-run small businesses by giving them platform at the company premises	Promoting at least 3 women-run small businesses				Promoting at least 2 women-run small businesses				Total target #s in the year
	<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>	Aiming timeline
		One exhibition with 2 rural female artisans	Female food vendor running a small homebased business catering for a townhall attended by 100+ employees		One exhibition with 2 rural female artisans				Quarterly targets #s with country
		PK	PK						
									Achievement

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

Activities	In 2023				In 2024				Note
4.1. Engro Energy Ltd ensures the environment remains friendly, and conducts Diversity Equity and	DEI trainings across all sites in groups of 30-35 employees, each to be conducted by trained DEI ambassadors sensitizing 100% population OF Engro Energy (total 490+ employees)				NA				Total target #s in the year
	<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>	Aiming timeline

Inclusion (DEI) Sensitization Trainings				DEI Training attended by 490+ HO and SO employees					Quarterly targets #s with country
				PK					Achievements
4.2. Engro Energy Ltd conducts Break ke Baad – (BKB) Returnship Program, which was commenced in 2022, for women who had taken career breaks and were looking to bridge their career gap with hands on experience	One BKB associate at the plant site				1 BKB associate hired				Total target #s in the year
	<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>	Aiming timeline
	Placement of 1 BKB associate at plant site				Placement of 1 BKB associate				Quarterly targets #s with country
	PK				PK				Achievements
4.3. Engro Energy Ltd DEI Team conducts Check ins – Quarterly focus groups with all women to check in and address any & all issues they may be facing. These can include but are not limited to: issues with manager, work life balance, feeling uncomfortable with anything, general support etc to be able to catch and resolve any uneasiness as early as possible ensuring retention	Quarterly focus group sessions with at least 40-45 women employees.				Quarterly focus group sessions with at least 40-45 women employees.				Total target #s in the year
	<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>	Aiming timeline
	1 session per quarter with at least 40-45 women employees in a focus group setting.				1 session per quarter with at least 40-45 women employees in a focus group setting.				Quarterly targets #s with country
	PK				PK				
									Achievement
4.4. Engro Energy Ltd provides designated areas for women to offer prayers	At least 1 designated prayer area available for all women employees at all locations				At least 1 designated prayer area available for all women employees at all locations				Total target #s in the year
	<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>	Aiming timeline
				prayer area available throughout the year				prayer area available throughout the year	Quarterly targets #s with country
				PK				PK	Achievement
4.5. Engro Energy Ltd provides daycare facility	A daycare facility is available for all HO female employees				A daycare facility is available for all HO female employees				Total target #s in the year
	<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>	Aiming timeline
				daycare facility is available for all HO				daycare facility is available for all HO	Quarterly targets #s with country

committee to provide a safe space for women and protect them against any form of harassment 6. Paid maternity and paternity leaves 7. Flexible work policy 8. Health insurance and unlimited sick leaves									
									Achievement
5.2. Engro Energy Ltd intends of having 33% female representation in Energy Leadership Team (size of the team??)	Engro Energy implements policy for 33% female representation in Energy Leadership Team				Engro Energy implements policy for 33% female representation in Energy Leadership Team				Total target #s in the year
	<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>	Aiming timeline
	Policy implemented	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Quarterly targets #s with country
	PK	PK	PK	PK	PK	PK	PK	PK	
									Achievement

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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.