28, Pakhtunkhwa Energy Development Organization (PEDO)

Contact Information

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(a) Pillar 1: STEM Education

Activities			In 2022				Note		
PEDO provides	PEDO holds	orientati	on sessi	ons for at	PEDO holds orientation sessions for				Total target
orientation	least 15 fen	nale stude	ents in		at least 1	15 femal	e studen	ts in	#s in the year
sessions for	engineering	g/technica	al.		enginee	ring/tech	nnical.		
female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
students in	Jan-Mar	Apr-	Jul-	Oct-Dec	Jan-	Apr-	Jul-	Oct-Dec	timeline
engineering/		Jun	Sep		Mar	Jun	Sep		
Technical	PEDO			1				1	Quarterly
institutes from	starts			University/				University/	Target #s with country
public and	identifying			institute				institute	With country
private sector	potential			for 15				for 15	
about	institutes.			female				female	
Hydropower				students				students	
development	PK								
and operations.				PK				PK	
									Achievement

(b) Pillar 2: Recruitment

Activities				Note					
PEDO provides	PEDC	offers 10 pc	sitions to fen	nale	PEDC	Total target			
opportunities as	stude	ents as intern	ship program	n for	fema	le stude	ents as inte	rnship	#s in the year
internship	Proje	ct Associates	.		progr	am for	Project Ass	ociates.	
program for	Q1	Q1				Q2	Q3	Q4	Aiming
Project Associates	Jan-	Jun	Jul-Sep	Oct-Dec	Jan-	Apr-	Jul-Sep	Oct-Dec	timeline
to female	Mar				Mar	Jun			
graduates to		PEDO	5 female	5 female			5 female	5 female	Quarterly
enhance their		starts	students	students			students	students	Target #s with country
skills and		identifying							,
knowledge in		the	PK	PK			PK	PK	
Hydropower &		competen							
renewable energy		t							
sector at the		students.							
following levels:		D14							
1. Construction		PK							Achievement
2. Operation									Actilevellient
3. Monitoring									
4. Procurement									

(c) Pillar 3: Development for Female professionals

Activities	In 2021					In 2022				
PEDO holds	PEDO holds a session targeting 10-					PEDO holds a session targeting 10-15				
interactive	15 fe	male p	rofessionals inv	iting/	fema	le prof	essionals invitin	g women	#s in the year	
sessions by	wom	en in p	rominent posit	ions	in pro	ominer	nt positions from	n public	,	
inviting women	from	public	and private sec	ctor.	and p	orivate	sector			
from outside on	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
prominent	Jan-	Apr-	Jul-Sep	Oct-Dec	Jan-	Apr-	Jul-Sep	Oct-Dec	timeline	
position to speak	Mar	Jun			Mar	Jun				
on role of women			First				Second		Quarterly	
in leadership & to			interactive				talking		Target #s with country	
inspire young			session in				session in		,	
female			July 10-15				July 10-15			
professionals in			female				female			
the energy			professionals		professionals.					
related fields to										
be integral part			PK				PK			
of white-collar									Achievement	
workforce.										

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities		In 2	021			Note			
PEDO provides		vides "Dayo mothers if a		y for	PEDO provides "Daycare" facility for lactating mothers if any.				Total target #s in the year
"Daycare" facility for lactating	Q1 Jan-Mar	Q2 Apr- Jun	Q3 Jul-Sep	Q4 Oct-Dec	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec	Aiming timeline
mothers once there are working mothers.	For all PEDO offices	For all PEDO offices	For all PEDO offices	For all PEDO offices	For all PEDO offices	For all PEDO offices	For all PEDO offices	For all PEDO offices	Quarterly Target #s with country
/o f 5550	PK	PK	PK	PK	PK	PK	PK	PK	
(So far, PEDO does not have a daycare since there is no working mothers.)									Achievemen t
PEDO provides Safe	PEDO provides dedicated Pick & Drop for at least 5 females				PEDO provides dedicated Pick & Drop for at least 5 females				Total target #s in the year
n (Pick & Drop) for	Q1 Jan-Mar	Q2 Apr- Jun	Q3 Jul-Sep	Q4 Oct-Dec	Q1 Jan-Mar	Q2 Apr-Jun	Q3 Jul-Sep	Q4 Oct-Dec	Aiming timeline
female staff. * Currently,	At least 5	At least 5	At least 5	At least 5	At least 5	At least 5	At least	At least 5	Quarterly Target #s with country
four females are working	females use it	females use it	females use it	females use it	females use it	females use it	5 females use it	females use it	,
in the Head	PK	PK	PK	PK	PK	PK		PK	

Office/Head							PK		
Quarter (HQ).									Achievemen t
PEDO	PEDO pr	ovides 1 se	parate pray	er place	PEDO pr	Total target			
provides							es (1 HQ and		#s in the year
separate		offic	ces).			offic	ces).		yeur
prayer area	There	are 4 femal	e staff in H	Q now.	There	are 4 femal	e staff in H	Q now.	
for female	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
staff	Jan-Mar	Apr-	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	umenne
* 0		Jun							
* One prayer room is enough	1 Prayer	1 Prayer	1 Prayer	1 Prayer	1 Prayer	1 Prayer	1 Prayer	1 Prayer	Quarterly Target #s
for each office.	room	room	room	room	room	room	room	room	with country
At the moment	for each	for each	for each	for each	for each	for each	for each	for each	
we have four	Office –	Office –	Office –	Office –	Office –	Office –	Office –	Office –	
female staff in	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	
PEDO Head Office. There is	15	15	15	15	15	15	15	15	
no separate	separat	separat	separat	separat	separat	separat	separat	separat	
prayer room for	e prayer	e prayer	e prayer	e prayer	e prayer	e prayer	e prayer	e prayer	
them. Currently,	areas	areas	areas	areas	areas	areas	areas	areas	
females use their offices for	PK	PK	PK	PK	PK	PK	PK	PK	
offering prayer.	1 10	110	110	1 10	1 10	110	1 10	T IX	Achievemen
Separate prayer									t
areas/rooms									
will be allocated									
for females during the									
coming quarter.									
PEDO	PEDO p	rovides 15	separate a	nd safe	PEDO p	rovides 15	separate a	nd safe	Total target
provides	toilets fo	r all female	staff for H	Q as well	toilets fo	#s in the year			
separate and	as in	field office	s (15 locati	ons).	as in	field office	s (15 locati	ons).	
safe toilets	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
for female	Jan-Mar	Apr-	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	umenne
staff		Jun							0 1 1
	15	15	15	15	15	15	15	15	Quarterly Target #s
	separat	separat	separat	separat	separat	separat	separat	separat	with country
	e toilets	e toilets	e toilets	e toilets	e toilets	e toilets	e toilets	e toilets	
	(1 HQ &	(1 HQ &	(1 HQ &	(1 HQ &	(1 HQ &	(1 HQ &	(1 HQ &	(1 HQ &	
	14 Field Offices)	14 Field	14 Field Offices)	14 Field	14 Field Offices)	14 Field Offices)	14 Field Offices)	14 Field	
	Offices)	Offices)	Offices)	Offices)	Offices)	Offices)	Offices)	Offices)	
	PK	PK	PK	PK	PK	PK	PK	PK	
								1.	Achievemen
									t

(e) Pillar 5: Policy and Institutional Change as cross-cutting

Activities	In 2021	In 2022	Note
PEDO	PEDO provides three months maternity	PEDO provides three months maternity	Total target
provides	leave policy, as the government policy, for	leave policy, as the government policy, for	#s in the year
three	all applicable female staff.	all applicable female staff.	yeur

months	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
maternity	Jan-Mar	Apr-	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	umenne
leave policy		Jun							
for all	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Quarterly
applicable									Target #s with country
female	PK	PK	PK	PK	PK	PK	PK	PK	with country
staff.									Achievement
PEDO	PEDO p	rovides "Da	aycare" faci	lity and	PEDO p	Total target			
provides	flexible w	orking hour	s policy for	r lactating	flexible w	#s in the year			
flexible		motl	ners.			ycui			
working	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
hours policy	Jan-Mar	Apr-	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	timeline
for lactating		Jun							
mothers,	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Enacted.	Quarterly
following									Target #s
the	PK	PK	PK	PK	PK	PK	PK	PK	with country
government									Achievement
policy.									