

### 37. Multan Electricity Power Company (MEPCO), Pakistan

#### Contact Information

Multan Electricity Supply Company (MEPCO)

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#### (a) Pillar 1: STEM Education

None.

#### (b) Pillar 2: Recruitment

Activities	In 2022				In 2023				Note
2.1 MEPCO offers paid and unpaid <b>internship</b> to undergraduate students to give them exposure of power sector to facilitate them in their future career path.	MEPCO offers extensive certified internship program to 85 female students and give them opportunity to work in specialized departments relevant to their field of study.				MEPCO offers extensive certified internship program to 90 female students and give them opportunity to work in specialized departments relevant to their field of study.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			85 female interns recruited		20 female interns recruited	20 female interns recruited	20 female interns recruited	25 female interns recruited	Quarterly Target #s with country
			PK		PK	PK	PK	PK	Achievement
2.2 MEPCO being Equal employment organization does not discriminate based on gender and ensures <b>hiring</b> of 10% women as prescribed by Federal Government of Pakistan.	MEPCO recruits 10% of female professionals against 52 job positions announced in Feb 2022 as a prescribed quota.				MEPCO recruits 10% of female professionals against 52 job positions as a prescribed quota.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				5 females recruited			5 females recruited		Quarterly Target #s with country
				PK			PK		Achievement

2.3 MEPCO encourages to diversify top and middle management leadership by promoting and placing female officers on key positions.	MEPCO places 11 female professionals on the top and middle level positions				MEPCO ensures having at least 11 female professionals on the top and middle level positions				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			2 females promoted to Deputy Manager positions and 9 females promoted to Assistant Manager positions  PK			2 females promoted to Deputy Manager positions and 9 females promoted to Assistant Manager positions  PK			Quarterly Target #s with country
									Achievement

(c) Pillar 3: Development for Female Professionals

Activities	In 2022				In 2023				Note
3.1 MEPCO provides training for Capacity Building and Skill Development to its female employees.	MEPCO provides various training programs under its Capacity Building and Skill Development Program to 24 female employees.				MEPCO provides 5 training programs under its Capacity Building and Skill Development Program for 26 female employees				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		Various workshops conducted for 24 female employees  PK			1 workshop for 26 female employees  PK	1 workshop for 26 female employees  PK	1 workshop for 26 female employees  PK	2 workshops for 26 female employees  PK	Quarterly Target #s with country
									Achievement

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

Activities	In 2022				In 2023				Note
4.1 MEPCO provides Day Care Center to its female employees.  Currently already established Daycare	Presently MEPCO Daycare Centre facilitates to 20 working Mothers having 32 children.				Presently MEPCO Daycare Centre facilitates to 20 working Mothers having 32 children.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				1 Day Care Center				1 Day Care Center	Quarterly Target #s with country

Centre is sufficient to cater for existing workforce however expansion will be considered on need-based assessment in future.				for 20 Working Mothers				for 20 Working Mothers	
				PK				PK	
									Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2022				In 2023				Note
<b>5.1</b> MEPCO is striving to make workplace conducive for women by formulating or implementing variety of women friendly policies to attract and retain its female employees by <b>10% Special women quota in recruitment</b>	MEPCO ensures implementation of policies formulated and revision / improvement of existing policies (if required).				MEPCO ensures implementation of policies formulated and revision / improvement of existing policies (if required).				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
	PK	PK	PK	PK	PK	PK	PK	PK	
									Achievement
<b>5.2</b> MEPCO is striving to make workplace conducive for women by formulating or implementing variety of women friendly policies to attract and retain its female employees by <b>zero tolerance policy against harassment and gender discrimination</b>	MEPCO implements “The Protection against Harassment of Women at the Workplace, Act-2010				MEPCO ensures Harassment Policy under “The Protection against Harassment of Women at the Workplace, Act-2010 continue to be implemented.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Policy continues	Quarterly Target #s with country
	PK	PK	PK	PK	PK	PK	PK	PK	
									Achievement
<b>5.3</b> MEPCO is striving to make workplace	MEPCO ensures implementation of policies formulated and revision / improvement of existing policies (if required).				MEPCO ensures implementation of policies formulated and revision / improvement of existing policies (if required).				Total target #s in the year



