

20. Ceylon Electricity Board (CEB), Sri Lanka

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(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
CEB provides site visits (power stations) for undergraduate students done by generation division, as per requested by local universities.	CEB provides the site visits for 150 female undergraduate students [FUSs] (30% of total 500 participants would be female students) * Due to Terrorist attack, security around Power Stations are tightened. Visitors are restricted.				CEB provides the site visits for 75 female undergraduate students [FUSs] (30% of total 1,000 participants would be female students) [Revised the targets due to COVID-19]				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
	--	--	75 FUSs	75 FUSs	75 FUSs				Quarterly Target #s with country
			SL	SL	SL				
Through the CEB sponsoring broadcast radio program, CEB provides “Quiz Competition” among school children (junior high and primary schools) for	CEB provides 42 radio programs “Quiz Competition” among school children CEB selects champion and rewards them.				CEB provides 10 radio programs “Quiz Competition” among school children (once a week). CEB selects champions and rewards them. [Revised the targets due to COVID-19]				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
	10 programs	10 Programs	10 programs	10 Program	10 programs				Quarterly Target #s with country
	SL	SL	SL	SL	SL				

both Girls and Boys. CEB selects champions and rewards them.	8 programs SL	3 Programs SL	7 programs SL	3 Program SL	Could not conduct due to COVID SL	Could not conduct due to COVID SL	Could not conduct due to COVID SL	Could not conduct due to COVID SL	Achievement
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(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
CEB provides general technical trainings for undergraduate students in the power stations. They are trained about plant operation, generator, maintenance, etc. This program is alliance between CEB and local universities in Sri Lanka.	CEB accepted 9 universities for the technical trainings, for 60 female undergraduate students [FUSs] (30% of total 206 students would be female students) * Because of ISIS attack in April 2019, University student input for training has been reduced.				CEB accepts 2 universities for the technical trainings, for 15 female undergraduate students [FUSs] (30% of total 250 students would be female students) * Because of ISIS attack in 2019, University student input has been reduced. [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	--	--	4 universities with 30 FUSs SL	5 universities with 30 FUSs SL	2 universities With 15 FUSs SL				Quarterly Target #s with country
				2 batches for 50 female students SL	4 batches for 100 female students SL				Achievement

(c) Pillar 3: Development for Female professionals

Activity	In 2019	In 2020	Note
CEB conducts CEB Women's Forum for CEB	CEB conducts one Women's Forum with 100 CEB female junior and chief engineers. * Additional General managers participated, at one training center, on 30 th July.	CEB conducts one Women's Forum with CEB 50 female junior and chief engineers. Aiming in July (once a year). [Revised the targets due to COVID-19]	Total target #s in the year

female engineers/ employees . The forum identifies women's needs and problems in the CEB (identification).	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			1 Women's Forum with CEB 100 female engineers SL					1 Women's Forum with CEB 50 female engineers SL	Quarterly Target #s with country
			1 Women's Forum with CEB 141 female engineers SL					Could not impleme nt due to COVID SL	Achievem ent
CEB provides Practical trainings with knowledge sharing for CEB female Engineers. (It is more particular to support their jobs), using 5 training centers. Programs are already available. Expect to encourage Female Engineers in	CEB provides 2 practical trainings for 100 CEB female engineers. 1 for Generation and 1 for Distribution. 50 female engineers per each training.				CEB provides 6 practical trainings for 290 CEB female Engineers. 2 for Generation, 2 for Transmission, and 2 for Distribution. 50 female engineers per each training basically. [Revised the targets due to COVID-19]				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 programs for 100 (50x2) CEB female engineers SL	2 programs for 100 (50x2) CEB female engineers		01 program on "ABC Line Construction & Maintenance" for CEB	01 program for each month (total 3 programs), considering the situation	Quarterly Target #s with country	

the Forum as well as whatsapp group.					SL		Engineers – out of 09 Divisions, 02 Divisions at a session – with 40 females SL	of the country SL		
				5 programs for 191 female engineers SL	3 programs for 154 female engineers SL		Could not implement due to COVID SL	Could not implement due to COVID SL	Achievement	
CEB provides awareness on Safety to avoid Electric hazards for CEB engineering/ technical staff.	CEB provides 150 awareness on Safety sessions, for total 210 CEB female employees. 2-3 CEB female employees/session. DATA: Completed 70 sessions by DGM OHS branch headed by Mrs. H Seneviratne. Total Electrical Superintendents 1,271, Female 143 (11.2%); Mechanical superintendents 134, female 4 (2.9%); Civil Superintendents 64, Female 22 (34.3%) = TOTAL Female 169 (11.5%)				CEB provides 50 awareness on Safety sessions, for total 115 CEB female employees. 2-3 CEB female employees/session. [Revised the targets due to COVID-19]				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	
	Total target 30,000 employees x 20% = 6,000 female employees, but actual participation rates are around 10%. 40 sessions for 90 female employees SL	30 sessions for 70 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL	40 sessions for 90 female employees SL			10 sessions for 25 female employees SL	Quarterly Target #s with country	

				0	Did not conduct it. SL			Did not conduct it. SL	Achievement
CEB provides trainings on IT/Computer fields for CEB female engineers. For CEB female engineers only.	CEB provides 2 IT/Computer trainings for total 40 CEB female engineers. (20 female engineers per each training)				CEB provides 2 IT/Computer trainings for total 40 CEB female engineers. (20 female engineers per each training) [Revised the targets due to COVID-19]				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 IT training with 20 female engineers SL	1 IT training with 20 CEB female engineer SL	1 IT training with 20 CEB female engineers SL			1 IT training with 20 CEB female engineers SL	Quarterly Target #s with country
				Did not conduct it. SL	Did not conduct it. SL			Did not conduct it. SL	Achievement
CEB provides Meditation Program as CEB Leadership for executives. DATA: Last time, 70 participants of 10.5 were Female leaders (15%).	CEB provides 3 Meditation Program for total 30 female leaders.				CEB provides 2 Meditation Program for total 21 female leaders.				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 program With 10 female participants SL	1 program With 10 female participants SL	1 program with 10 female participants SL	1 program With 11 female participants SL			1 program With 10 female participants SL	Quarterly Target #s with country
		1 program With 11 female	1 program	1 program with	Did not conduct it.			Did not conduct it.	Achievement

		participants SL	With 32 female participants SL	12 female participants SL	SL			SL	
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(d) Pillar 4: Retention (including Facilities)

None

(e) Pillar 5: Policy and Institutional Change

None