20. Ceylon Electricity Board (CEB), Sri Lanka

Contact Information

Partner representative: Ms. Kamani Jayasekera
Position: Additional General Manager

Address: 4th Floor, CEB, Landmark Building, Galle Road Colombo 03 CEB

E-mail: agmdd2@ceb.lk

Partner representative: Himali Zoysa

Position: Deputy General Manager

Address: DGM Projects & Heavy Maintenance – DD3, CEB

Telephone: +94-0714163422

E-mail: himalizoysa1234@gmail.com

(a) Pillar 1: STEM Education

Activities		II.	า 2019			Note				
CEB provides site visits		•	he site visits i duate studer		CEB pr female u		Total target #s in the			
(power stations) for undergradua	(30% of		rticipants would audents)	d be female	(30% of t	(30% of total 1,000 participants would be female students)				
te students done by generation		r Stations ar	attack, securit e tightened. Vi stricted.		[Revised	the targets	s due to CC)VID-19]		
division, as	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline	
per	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-		
requested by local universities.			75 FUSs SL	75 FUSs SL	75 FUSs SL				Quarterl y Target #s with country	
			JL	JL	J.				Country	
			0 FUSs	0 FUSs	0 FUSs				Achieve ment	
			SL	SL	SL					
Through the	СЕВр	rovides 42	radio progra	ms "Quiz	CEB prov	Total				
CEB	Comp	petition" a	mong school	children	Compet	target #s in the				
sponsoring	CEB	selects cha	ampion and r	ewards		(once a	week).		year	
broadcast			them.		CEB sele	ects champ	ions and re	ewards	,	
radio										
program,										
CEB provides					[Revised	the targets	due to CC)VID-19]		
"Quiz	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming	
Competition	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline	
s" among	10	10	10	10	10				Quarterl	
school	progra	Progra	program	Program	progra				y Target #s with	
Children	ms	ms	S		ms				country	
(junior high				SL						
and primary schools) for	SL	SL	SL		SL					

both Girls	8	3	7	3	Could	Could	Could	Could	Achieve
and Boys.	progra	Progra	program	Program	not	not	not	not	ment
CEB selects	ms	ms	S		conduc	conduc	conduc	condu	
champions				SL	t due to	t due to	t due to	ct due	
and rewards	SL	SL	SL		COVID	COVID	COVID	to	
them.								COVID	
					SL	SL	SL		
								SL	

(b) Pillar 2: Recruitment

Activities	In 2019					Note			
CEB provides general technical trainings for undergradua te students in the power stations. They are trained	60 fe (30% of * Because	technical emale unde [F total 206 stu stu e of ISIS attac	universities trainings, fo rgraduate st USs] udents would dents) k in April 2019 ining has beer	r tudents be female 9, University	CEB ac t 15 fem (30% of to	udents e female niversity ed.	Total target #s in the year		
about plant operation,	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	the targets Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
generator, maintenance , etc. This program is alliance between CEB and local universities in Sri			4 universiti es with 30 FUSs	5 universit ies with 30 FUSs	2 universi ties With 15 FUSs				Quarterl y Target #s with country
Lanka.				2 batches for 50 female students	4 batches for 100 female student s				Achieve ment

(c) Pillar 3: Development for Female professionals

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

female engineers/	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
employees . The	2 2112		1 Wome					1 Women'	Quarterly Target #s
forum			n's					s Forum	with country
identifies			Forum					with CEB	00 411.11
women's			with					50	
needs and			CEB					female	
problems			100					engineer	
in the CEB			female					S	
(identificat ion).			engine					SL	
1011).			ers					3L	
			SL						
			1					Could	Achievem ent
			Wome n's					not	
			Forum					impleme	
			with					nt due to	
			CEB					COVID	
			141					SL	
			female						
			engine						
			ers						
			SL						
CEB	CEB pr	ovides 2		I trainings for 100	CEB pro	vides 6 p	ractical tra	inings for	Total
provides	'		' emale eng	_		-	nale Engine	_	target #s in the year
Practical									in the year
trainings			Generation				eneration, ansmission		
with		1 fc	or Distribu	tion.					
knowledge	□ for		-inaara na	r a a ab training			and stribution.		
sharing for CEB	50 le	maie eng	gmeers pe	r each training.		2 101 01	Stribution.		
female					50 femal	e engine	ers per ead	ch training	
Engineers.							sically.	O	
(It is more							•		
particular			Γ	1			ets due to (
to support	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
their jobs), using 5	Jan-	Apr-	Jul- 	Oct- 2 programs for	Jan- 2	Apr-	<i>Jul-</i> 01	<i>Oct-</i> 01	Quarterly
training				100 (50x2) CEB	2 progra		progra	program	Target #s
centers.				female	ms for		m on	for each	with country
				engineers	100		"ABC	month	country
Programs are					(50x2)		Line	(total 3	
already available.				SL	CEB		Constru	program	
Expect to					female		ction &	s),	
encourage Female					enginee		Mainte	consideri	
Engineers in					rs		nance" for CEB	ng the situation	
							IOI CER	situdtion	

	 		ı		Т	ı	T	T	Т
the Forum as					SL		Enginee	of the	
well as whatsApp							rs – out	country	
group.							of 09		
8							Division	SL	
							s, 02		
							Division		
							s at a		
							session		
							– with		
							40		
							females		
							SL		
			5 prog	rams for	3		Could	Could	Achievem
				emale	progra		not	not	ent
				neers	ms for				
			Cilgi	116613	154		implem	impleme	
			,	-1			ent due	nt due to	
			3	SL	female		to	COVID	
					enginee		COVID		
					rs			SL	
							SL		
					SL				
CEB	CEB prov	ides 150 aware	eness on	Safety	CEB prov	Total			
provides	session	ns, for total 210	CEB fer	nale	sessior	ns, for to	tal 115 CEE	3 female	target #s in the year
awareness		employee	S.			III the year			
on Safety	2-3 CEB	female emplo		sion.	2-3 CEB				
to avoid		'	, ,						
Electric	DATA: Co	mpleted 70 sessi	ons by DG	M OHS	[Revised	the targe	ets due to (COVID-191	
hazards for	branch	headed by Mrs. I	H Senevira	itne.	incvisca	the targe	cts duc to v	COVID 13]	
CEB									
		ectrical Superinte							
engineerin		ale 143 (11.2%);							
g/		ndents 134, fema							
technical		ents 64, Female 3) = 101AL					
staff.		Female 169 (11		04	01	02	Q3	01	Aiming
	Q1	Q2	Q3	Q4	Q1	Q2		Q4	timeline
Total target	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
30,000	40	30 sessions	40	40	40			10	Quarterly Target #s
employees x	sessions	for 70	sessio	sessio	session			sessions	with
20% = 6,000	for	female	ns	ns	S			for	country
female	90 female	employees	for	for	for			25	
employees, but actual	employee	SL	90	90	90			female	
participation	S		femal	female	female			employe	
rates are			е	emplo	employ			es	
around 10%.	SL		empl	yees	ees				
			oyees	,				SL	
1	1		o y c c s	C.I	C.I				
				<u> </u>	<u> </u>				
			SL	SL	SL				

		1			Did not			Did not	Achievem
				0	conduc			conduct	ent
					t it.			it.	
					SL			SL	
CEB	CEB provid	les 2 IT/Compu	uter trair	ings for	CEB prov	/ides 2 IT	/Compute	r trainings	Total
provides	-	40 CEB female		_			female en	_	target #s
trainings		e engineers pe	_				gineers pe		in the year
on						tra	ining)		
IT/Comput									
er fields					[Revised	the targe	ets due to (COVID-19]	
for CEB	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
engineers.			1 IT	1 IT	1 IT			1 IT	Quarterly
			traini	trainin	training			training	Target #s with
For CEB			ng	g	with			with	country
female engineers			with	with	20 CEB			20 CEB	
only.			20	20 CEB	female			female	
			femal	female	enginee			engineer	
			е	engine	rs			S	
			engin	er					
			eers		SL			SL	
				SL					
			SL						
				Did	Did not			Did not	Achievem ent
				not	conduc			conduct	EIIL
				condu	t it.			it.	
				ct it.					
				61	SL			SL	
CEB	CER provi	l des 3 Meditati	ion Progr	SL am for	CER pro	vides 2 N	 ∕Ieditation	Program	Total
provides		tal 30 female	_	alli itti		ders.	target #s		
Meditation	ιο	ital 30 lelliale	icaucis.		101	in the year			
Program	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
as CEB	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Leadership	Juli-	1 program	<i>Jui-</i>	1	1	Api-	Jui-	1	Quarterly
for	-	With 10	_	_	progra			_	Target #s
executives.		female	progr am	progra m with	progra m			program With 10	with
2,12041,703		participant	With	10	With 11			female	country
DATA:		S	10	female	female			participa	
Last time,		3	femal	partici	particip			nts	
70		SL	е	partici	ants			1113	
participant			partic	Parits	arics			SL	
s of 10.5			ipant	SL	SL				
were			S						
Female									
leaders			SL						
(15%).		1 program	1	1	Did not			Did not	Achievem
		With 11	progr	progra	conduc			conduct	ent
		female	am	m with	t it.			it.	
		1	1	·	1			1	1

participar	nt With	12				
S	32	female	SL		SL	
	femal	partici				
SL	е	pants				
	partic					
	ipant	SL				
	S					
	SL					

(d) Pillar 4: Retention (including Facilities)

None

(e) Pillar 5: Policy and Institutional Change

None