

18. Karachi Electric (KE), Pakistan

Contact Information

Partner representative: **Faiza Savul**
 Position: Head of Centre of Expertise
 Address: Karachi, Pakistan
 Telephone: 0092-345-492-3701
 E-mail: faiza.savul@ke.com.pk

(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
<p>KE provides Road Shows at HEC (Higher Education Commission) level Schools for college students to change their mindsets about STEM education, for both genders.</p> <p>The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc.</p>	<i>Preparation</i>				KE reaches out to 4 schools in 2020 and target 100 female students, from school, college and / or technical institutes. [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	<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>	<i>Aiming timeline</i>
					2 schools for 20-50 female students PK			2 schools for 20-50 female students PK	<i>Quarterly Target #s with country</i>
					1 session for 50 female students PK	Lock down – schools were closed PK	Lock down – schools were closed PK	1 school for 30 female students (Topic: Roles of corporate sector for fresh graduates) PK	<i>Achievement</i>
<p>KE provides Sponsorship program (scholarship affiliation) with IEEEPE for future female engineers for female university students. This program helps the financially</p>	<i>Preparation</i>				KE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	IEEEPE: International Electronics and Electrical Engineers Pakistan.								
	<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>	<i>Aiming timeline</i>
							5 female students PK	<i>Quarterly Target #s with country</i>	

challenged girls who can pursue engineering degree to get their bachelors.								Postponed to 2021 PK	<i>Achievement</i>
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(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
<p>KE sponsors STEM virtual job fair to increase market outreach and attract/encourage potential hires. Collaborate with different non-profitable educational institutes to guide the students especially females to take interest in STEM education.</p>	--				KE sponsors one STEM virtual job fair to increase market outreach and attract/encourage potential hires. [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	<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>	<i>Aiming timeline</i>
								Sponsors 1 STEM virtual job fair (WEP's targets) PK	<i>Quarterly Target #s with country</i>
							Sponsored 1 STEM virtual fair PK	<i>Achievement</i>	
<p>KE provides an apprentice program as female vocational training on junior level for female engineer candidates - future surveyors. They are financially challenged but</p>	<i>Preparation</i> (KE prepares and creates the program and enables the environment.)				KE provides the trainings for 20 female engineer candidates (future surveyors). KE has a large learning facility and is running one of the largest apprentice programs for the country. We can consider branding it with WePOWER initiative. [Revised the targets due to COVID-19]				<i>Total target #s in the year</i>
	<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>	<i>Aiming timeline</i>
								20 female candidates PK	<i>Quarterly Target #s with country</i>

academically strong.					2 sessions for 8 female diploid holders PK		Progressed. (A Cross functional team was formed, and initiated work on the plan for a vocational training academy) PK	13 female candidates (Selected from 30 interviewed.) PK	Achievement
KE arranges Internship Program for female engineer candidates to provide hands-on experience on core jobs within an enabling utilities environment.	KE provides the Internship Program for 17 female engineer candidates. Female engineering students from Engineering, Finance, Computer Science were given internship for 6 weeks.				KE provides the Internship Program for 15-20 female engineer candidates. [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
			12 female engineering students PK	5 female engineering students PK				15-20 female engineering students PK	Quarterly Target #s with country
			12 female engineering students PK	5 female engineering students PK			5 female interns for 6 weeks PK		Achievement
KE's women leaders conducts a Group Mentoring Program in	KE conducts 2 group sessions for total 20 female university students.				KE conducts 1 group sessions for total 15 female university 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

collaboration with universities.				2 group session for 20 female students (Aligarh university) PK	1 group session for 15 female students (Quaid-e-Awam University) PK				Quarterly Target #s with country
				0	1 session with 50 female students (Feb. 6 th) PK	Could not implement due to COVID PK	Could not implement due to COVID PK	Could not implement due to COVID PK	Achievement
KE leverages existing women's networks to support development of good practice through "Structured Lean-IN Circles".	--				KE holds 5 circle meetings with 12 women in each circle, every quarter. Number of circles depend on female group size. [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
								5 circle meeting with 60 females PK	Quarterly Target #s with country
						Proceeding. PK	Proceeding. PK	Could not implement due to COVID PK	Achievement

(c) Pillar 3: Development for Female Engineer professionals

Activities	In 2019				In 2020				Note
KE assigns at least 1 female	KE assigns 2 female engineers in 2 key projects.				KE assigns 6 female engineers in 6 key projects.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

engineer to all key projects and CFTs (Cross Functional Team).			1 female engineer for a CFT in Transmission business PK	1 female engineer for a CFT in Generation business PK		2 female engineers are part of technical or transformational projects within KE PK	2 female engineers are part of technical or transformational projects within KE PK	2 female engineers are part of technical or transformational projects within KE PK	Quarterly Target #s with country
			0	0	1 female engineer engaged in an important project ("Chiller Rehabilitation". She led a team of technician) PK	4 female engineers (Part of a CFT) PK		All new 8 female trainee engineers (Part of various CFTs in their area for distribution and transmission business) PK	Achievement
KE's women leaders conducts a Group Mentoring Program in collaboration with other energy sector utilities in Pakistan.	KE conducts 2 group sessions for total 20 female engineers in Pakistan.				KE conducts 1 group session for total 10 female engineers in Pakistan. [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
	1 session for 10 female engineers (with WEP) PK	1 session for 10 female engineers (with WIE) PK			1 session for 10 female engineers PK				
	1 session for 10	1 session for 10	8-10 female engineer		Could not impleme	Could not impleme	Could not impleme	Could not impleme	Achievement

	female engineers (with WEP) PK	female engineers (with WIE) PK	s visited wind power generation plant (with WIE) PK		nt due to COVID PK	nt due to COVID PK	nt due to COVID PK	nt due to COVID PK	
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(d) Pillar 4: Retention (including Facilities)

Activities	In 2019				In 2020				Note
To increase female population, KE conducts inductions of female janitorial and security staff at one of the major technical hub locations where required to provide a safe working environment. KE retains females in these roles and provide them organic growth to larger roles as a “Trainee Engineer Program”.	KE conducts 1 induction sessions to hire/retain 3 female janitorial and security staff in KE.				KE conducts 2 induction sessions to hire/retain 6 female janitorial and security staff in KE. <i>Have increased the number of janitorial staff 50 locations. At least 1 staff at each location.</i>				<i>Total target #s in the year</i>
	<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>	<i>Aiming timeline</i>
			1 session for 3 female janitorial staffs PK			1 session for 3 female staff PK		1 session for 3 female staff PK	<i>Quarterly Target #s with country</i>
			11 female janitorial staff were hired PK	10 females janitorial staff were hired PK	∅ Could not implement due to COVID PK	∅ Could not implement due to COVID PK	∅ Could not implement due to COVID PK		
KE provides “pick-and-drop (home to office and back)”	KE provides 100 “pick-and-drop” services in KE.				Sustain the existing enrolled number i.e. 150 and encourage more to use the subsidized pick and drop facility				<i>Total target #s in the year</i>

<p>services (daycare center) where the location and working conditions demand, in all plants and customer service centers.</p> <p>We took proposal from three vendors and did a pilot run with all three vendors. Company is subsidizing the cost to ensure safe transport facility is provided to all females.</p> <p>(We already have separate restrooms for females at all locations.)</p>	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				100 females have been provided subsidized pick and drop facility PK		150 females enroll for pick and drop service PK			Quarterly Target #s with country
				Initiated the transportation service, using 137 female employees. PK		150 females enroll for pick and drop service PK		175 females enroll for pick and drop service PK	Achievement
<p>KE opens "Mom's Room" for mothers who have returned from maternity and with a baby up to 2 years for lactation (storing option) or for days they want to bring their child to work.</p> <p>(This project is under discussion. We have identified locations and created guidelines. However, after multiple meetings with the Admin & Security team they have advised that we do not go forward with this initiative in the locations identified. I would like to discuss this over a Due to</p>	KE opens 3 Mom's Rooms in KE.				-- [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
				3 Mom's rooms, 10 females PK					Quarterly Target #s with country
			0			48 women received caregiver allowance. PK			Achievement

budget and space restraints)									
<p>KE opens daycare center which have capacity for 50 children per each center.</p> <p>(Daycare does not also seem viable now. However, we are in talks with an organization "UBUNTU" that provide complete outsourced day care facilities at the organizations premises. They have a new model whereby any organization that has a bigger daycare capacity than normal can be utilized by other organizations in the neighborhood for a monthly fee per child and an annual subscription. This seems like an ideal case. We are exploring this in the upcoming budget.)</p>	--				-- To be clubbed with the initiative on mom's room. [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
									Quarterly Target #s with country
							Did not open it due to COVID PK		Achievement
<p>KE provides "Vitality Sessions" for returning mothers from maternity leave with healthcare team and nutritionists for guidance on selfcare.</p>	KE provides 1 Vitality Session for 5 returning mothers in KE.				KE provides 1 Vitality Session for 5 returning mothers in KE. [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
				1 session for 5 returning mothers PK	1 session for 5 returning mothers PK				Quarterly Target #s with country
					1 session with 25 returning mothers			1 session with 25	Achievement

					PK			returning mothers	
								PK	
KE arranges senior female professionals who has been through post maternity transition as Post Maternity Mentors . New mothers receive guidance on taking things slow, finding the balance, managing stress etc. through the mentors.	KE arranges 1 senior female professional as Post Maternity Mentor for 1 new mother.				KE arranges 1 senior female professional as Post Maternity Mentor for 1 new mother. [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
				1 senior female professional for 1 new mother PK	1 senior female professional for 1 new mother PK				Quarterly Target #s with country
				0	0			Changed the activity. (More structured through an e-learning module) PK	Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
KE approves a Policy to support Scholarships/Sponsorships options for female university students. (The policy is under discussion now. If the	<i>Preparation</i>				KE approves the Scholarships policy and provides it for 5 female university students. The policy enables the STEM education initiative, under the Pillar 1. [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

<p>CSR foundations approves it, further details on the project is furnished upon project initiation.)</p>					KE approves the Policy.			5 female university students	Quarterly Target #s with country
					PK			PK	
								Did not conduct it due to COVID	Achievement
								PK	
<p>KE develops and approves a Policy framework for women's apprenticeship program.</p>	<p>KE remodels the program (Policy framework for women's apprenticeship program) by Dec. 2019.</p>				<p>KE completes the curriculum development by Q1 and kicked it off in Q4.</p> <p>The policy enables the apprenticeship program, under the Pillar 2.</p> <p>[Revised the targets due to COVID-19]</p>				<p>Total target #s in the year</p>
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				5 inducted	The curriculum developed			The program kicked off	Quarterly Target #s with country
				PK	PK			PK	
								The program started.	Achievement
								(KE has introducing a female apprenticeship program and shortlisted 13 women)	
								PK	
<p>KE develops and approves a Career Development Opportunity Policy which leads organic</p>	<p>KE develops the Career Development Policy in 2019 and starts to implement some of them.</p>				<p>KE implement job rotation and secondment opportunities.</p> <p>20 females go through focused talent development activities.</p>				<p>Total target #s in the year</p>
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

<p>growth into leadership roles. It includes (1) talent assessment and development program; (2) mentoring with organization leaders; (3) job rotation; and (4) secondment opportunities.</p>			<p>The Policy are approved PK</p>	<p>Talent assessment developed, Development plans are formed, And Mentoring program are kicked off PK</p>	<p>Job rotation starts, and Secondment opportunity starts PK</p>				<p>Quarterly Target #s with country</p>
<p><i>(Covered 20 to 25 female employees through different initiatives such as LEAD program, competency framework and All Women Grid station. Major sensitization sessions have been planned to make the environment more inclusive for females.)</i></p>				<p>Yes (assessments conducted through LEAD program. Talent categories identified and communicated to relevant females.) PK</p>	<p>Yes (Their extensive PDP plans developed based on which we have started assigning them challenging tasks, trainings and other developmental opportunities.) PK</p>		<p>Progressed. (A talent pool has been identified and those that have potential to be leader of tomorrow have now a structured program) PK</p>	<p>Ongoing PK</p>	<p>Achievement</p>