18. Karachi Electric (KE), Pakistan

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(a) Pillar 1: STEM Education

KE provides Road Shows at HEC (Higher Education Commission) level Schools for college students to change their mindsets about STEM education, for both genders. The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. KE provides Sponsorship program (schoolarship affiliation) with IEEEP: International Electronics and Electrical Engineers Pakistan. KE reaches out to 4 schools in 2020 and target 100 female sudents, from school, college and / or technical institutes. KE reaches out to 4 schools in 2020 and target 100 female students, from school, college and / or technical institutes. KE reaches out to 4 schools in 2020 and target 100 female students, from school, college and / or technical institutes. RE resches 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] Schools of 2 2 schools or 2 2 schools for 20-50 female students PK PK PK PK PK PK PK PK PK P	Activities		In 2	019		In 2020						
college students to change their mindsets about STEM education, for both genders. The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps Cott Jan. Apr. Jul. Oct. Jan. A	Shows at HEC (Higher Education Commission) level		Prepa	ration		female	female students, from school, college and / or technical institutes.					
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mindsets about STEM education, for both genders. The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. Expression Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps Marchievement Students and Electrical Engineers Palsitan. 2 schools for 20-50 female students PK DESCRIPTION STUDENT STEM PROVIDED STUDENT STEM STUDENT STEM PROVIDED STUDENT STUDENT STEM STUDENT STUDENT STUDENT STEM STUDENT STUDENT STUDENT STUDENT STUDENT STUDENT STUDENT STUDENT STEM STUDENT STUDEN		-				-			-	•	~	
STEM education, for both genders. The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. KE provides Sponsorship program (scholarship affiliation) with IEEEP: International Electronics and Electrical Engineers Pakistan. SEEP: International Electronics and Electrical Engineers Pakistan. STEM education, for 20-50 female students PK 1 session Lock Lock 1 school for 30 down – down – female schools schools schools students were were closed pk PK RE provides Sponsorship program (scholarship affiliation) with IEEEP: International Electronics and Electrical Engineers Pakistan. SEEP: International Electronics and Electrical Engineers Pakistan. [Revised the targets due to COVID-19] Revised the targets due to COVID-19] SEEP: International Electronics and Electrical Engineers Pakistan. [Revised the targets due to COVID-19] SEEP: International Electronics and Electronics and Electrical Engineers Pakistan. [Revised the targets due to COVID-19] SEED: International Electronics and Electronics and Electrical Engineers Pakistan. [Revised the targets due to COVID-19] SEED: International Electronics and Electronics and Electrical Engineers Pakistan. [Revised the targets due to COVID-19] SEED: International Electronics and Electronics an	_	Jan-	Apr-	Jui-	Oct-			Apr-	JUI-		Quartorly	
The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. KE provides Sponsorship program (scholarship affiliation) with IEEEP: International Electronics and Electrical Engineers Pakistan. RE provides Grande Preparation KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps RE provides Sponsorship affiliation with IEEEP International Electronics and Electrical Engineers Pakistan. Solution of the provides and Electronics and Electronics and Electrical Engineers Pakistan. For Emale Students PR PK											' '	
The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. STEM professionals etc. PR PR PR PR	I											
The activity includes different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. The provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps PR PR PR PR PR PR PR P	for both genders.									students		
different career map options for students, awareness about corporate sector, videos of inspiring STEM professionals etc.	The activity includes					student	S					
options for students, awareness about corporate sector, videos of inspiring STEM professionals etc. KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps Q1 Q2 Q3 Q4 Q1 Q4 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Q4 Q1 Q2 Q3 Q4 Q1 Q4 Q1 Q2 Q3 Q4 Q1 Q4 Q1 Q2 Q3										PK		
awareness about corporate sector, videos of inspiring STEM professionals etc. Achievement STEM professionals etc. STEM professional etc. STEM professional etc. STEM professional etc. STEM professional etc. STEM	· ·					PK						
videos of inspiring STEM professionals etc. Female Schools Schools Schools Schools Students							n l	Lock			Achievement	
STEM professionals etc. Students	corporate sector,											
etc. PK PK PK PK PK PK PK P						female	sc	chools	schools	students		
KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. Total target university students. Each student receives 10,000 Pakistan rupees. [Revised the targets due to COVID-19] [Revised the targets due to COVID-19] Aiming timeline 1	•					student	s v	were	were			
KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps Preparation KE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. Revised the targets due to COVID-19] KE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. [Revised the targets due to COVID-19] Aiming timeline Quarterly Target #s with country	etc.						cl	losed	closed			
KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps Preparation KE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. RE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. [Revised the targets due to COVID-19] Aiming timeline Quarterly Target #s with country						PK				•		
KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps RE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. RE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. RE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. Revised the targets due to COVID-19] IEEEP: International Electronics and Electrical Engineers Pakistan. Revised the targets due to COVID-19] IEEEP: International Electronics and Electrical Engineers Pakistan. Revised the targets due to COVID-19] IEEEP: International Electronics and Electrical Engineers Pakistan rupees. Solution of the year Total target #s in the year For female University Students of the year For female University Students of the year For female University Students of the year Total target #s in the year Total target #s in the year For female University Students of the ye								PK	PK			
KE provides Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps RE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. REEP: International Electronics and Electrical Engineers Pakistan. REEP: International Electronics and Electrical Engineers Pakistan. Revised the targets due to COVID-19] Revised the targets due to COVID-19] Separation Fakistan rupees. RE provides the scholarship affiliation for 5 female university students. Each student receives 10,000 Pakistan rupees. Revised the targets due to COVID-19] Separation Fakistan rupees. Separation Fakistan rup										gradates		
Sponsorship program (scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps Sponsorship program (scholarship affiliation) with IEEEP: International Electronics and Electronics and Electronics and Electrical Engineers Pakistan. [Revised the targets due to COVID-19]										PK		
program (scholarship affiliation) with IEEEP for future female engineers for female university students. Each student receives 10,000 Pakistan rupees. [Revised the targets due to COVID-19] [Revised the targets due to COVID-19] [Revised the targets due to COVID-19] [Aiming timeline university students. This program helps	KE provides		Prepa	ration		KE provid	des the	schola	ırship affilia	tion for 5 female	9	
(scholarship affiliation) with IEEEP for future female engineers for female university students. This program helps and Electrical Engineers Pakistan. [Revised the targets due to COVID-19]	Sponsorship					universit	y stude	ents. Ea	ach student	receives 10,000	#s in the year	
affiliation) with IEEEP for future female engineers for female university students. This program helps Pakistan. [Revised the targets due to COVID-19]	program							Pakist	tan rupees.			
affiliation) with IEEEP for future female engineers for female university students. This program helps [Revised the targets due to COVID-19] [Revised the targets due to COV	(scholarship	and			eers							
IEEEP for future female engineers for female University students. This program helps	affiliation) with		Pakis	oldii.		[Re	evised t	the targ	gets due to	COVID-19]		
female engineers for female university students. This program helps Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 Q1 Oct- Jan- Apr- Jul- Oct- Jan- Apr- Jul- Oct- Students Students Students Students Apr- Jul- Oct- Students Studen	· ·											
for female University students. This program helps Jan- Apr- Jul- Oct- Jan- Apr- Jul- Oct- Jul- Oct- timeline Jul- Oct- Jul- Oct- Jul- Oct- Jul- Oct- Students Students Students Jul- Oct- Stemale Students Students Students Students Students Apr- Jul- Oct- Stemale Students Students Students Students Students		Q1	Q2	<i>Q3</i>	<i>Q4</i>	4 Q1 Q2 Q3 Q4				Aiming		
university students. This program helps 5 female students Students 5 female students With country		-				i i				· ·	timeline	
students. This program helps students students students	university		<i>'</i>				,				Quarterly	
program helps with country	· ·										9	
										364461163	with country	
	the financially									PK		

challenged girls				Postponed to	Achievement
who can pursue				2021	
engineering					
degree to get				PK	
their bachelors.					

(b) Pillar 2: Recruitment

Activities		ĺ	n 2019				Note		
KE sponsors STEM virtual job fair to increase					incr	ease marke	EM virtual j et outreach ge potentia	and	Total target #s in the year
market					[Revised	the target	ts due to CO	OVID-19]	
outreach and attract/encour	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
age potential hires. Collaborate with different non-profitable educational institutes to guide the students especially								Spons ors 1 STEM virtual job fair (WEP's targets) PK	Quarterly Target #s with country
females to take interest in STEM education.								Spons ored 1 STEM virtual fair	Achievement
KE provides an apprentice	///5		eparation		-		inings for 2 s (future su	0 female	Total target #s in the year
program as female vocational training on junior level for			d creates the the environ	ne program nment.)	the largest a	apprentice pro consider bran	cility and is run ograms for the ding it with We ative.	country.	
female							ts due to CO		
engineer candidates -	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
future surveyors. They are financially challenged but								20 female candida tes	Quarterly Target #s with country
								PK	

academically					2		Progres	13	Achievement
strong.					sessions		sed.	female	
3.1.6.					for 8			candida	
					female		(A Cross	tes	
					diploid		function		
					holders		al team	(Selected	
							was formed,	from	
					PK		and	30	
							initiated	interview ed.)	
							work on	eu.,	
							the plan	PK	
							for a vocation		
							al		
							training		
							academy		
)		
							PK		
KE arranges	KE pro	ovides th	e Internshi	p Program	KE provi	des the Inte	ernship Pro	ogram for	Total target
Internship	for 17	7 female	engineer ca	andidates.	15-20	female eng	gineer cand	didates.	#s in the year
Program for									
female			g students fror	n Engineering, iven internship	[Revised	d the target	s due to C	OVID-19]	
engineer	Tillalice,		or 6 weeks.	iven internsinp					
candidates to	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
provide hands-	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
on experience			12	5 female				15-20	Quarterly Target #s
on core jobs within an			female	engineeri				female	with country
enabling			enginee	ng				engineer	
utilities			ring	students				ing	
environment.			student	DIA				students	
			S	PK				PK	
			PK					PK	
			12	5 female			5		Achievement
			female	engineeri			female		
			enginee	ng			interns		
			ring	students			for 6		
			student				weeks		
			S	PK					
			PK				PK		
KE's women	KE con	ducts 2 g	1	ns for total	KE cond	lucts 1 grou	ı <u> </u>	for total	Total target
leaders	20	female u	iniversity st	udents.	15 f	emale univ	ersity stud	ents.	#s in the year
conducts a									
Group		_	1	Ī		the target		OVID-19]	
Mentoring	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Program in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	annenne

collaboration with universities.				2 group session for 20 female students (Aligarh university)	1 group session for 15 female students (Quaid- e-Awam Universit y)				Quarterly Target #s with country
				0	1 session with 50 female students (Feb. 6 th)	Could not imple ment due to COVID	Could not implem ent due to COVID	Could not implem ent due to COVID	Achievement
KE leverages existing women's networks to support development					women i Number	n each cir of circles group	meetings volle, every of depend or or or size.	quarter. I female	Total target #s in the year
of good	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming TimeLine
practice through "Structured Lean-IN Circles".	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct- 5 circle meetin g with 60 females	Quarterly Target #s with country
						Procee ding. PK	Procee ding. PK	Could not implem ent due to COVID	Achievement

(c) Pillar 3: Development for Female Engineer professionals

Activities		In 2	019			In 2	020		Note		
KE	KE assign	ıs 2 female	engineer	s in 2 key	KE assi	gns 6 female	engineers i	in 6 key	Total target #s in the year		
assigns		proj	ects.			projects.					
at least 1	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming		
female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline		

		T	1 1		T		T		
engineer			1	1		2 female	2 female	2 female	Quarterly Target #s
to all key			female	female		engineer	engineer	engineer	with country
projects			engine	enginee		s are	s are	s are	
and CFTs			er for a	r for a		part of	part of	part of	
(Cross			CFT in	CFT in		technical	technical	technical	
Function			Trans	Generat		or	or	or	
al Team).			missio	ion		transfor	transfor	transfor	
			n	business		mational	mational	mational	
			busine			projects	projects	projects	
			SS	PK		within	within	within	
						KE	KE	KE	
			PK						
						PK	PK	PK	
			0	0	1 female	4 female		All new 8	Achievement
					engineer	engineer		female	
					engage	S		trainee	
					in an			engineer	
					importan	(Part of a		S	
					t project	CFT)			
						5		(Part of	
					("Chiller	PK		various	
					Rehabilitati			CFTs in their area	
					on". She led			for	
					a team of technician)			distributio	
					teenmerany			n and	
					PK			transmissi	
								on	
								business)	
1/5/	WE			<u> </u>	L/E I			PK	Total target
KE's		ucts 2 grou					session for		#s in the year
women	20 fei	male engin	eers in Pal	kistan.	ter l	nale engine	ers in Pakist	an.	,
leaders						1.1			
conducts			T				s due to CO		A:
a Group	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
Mentori	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
ng	1	1			1 session				Quarterly Target #s
Program	session	session			for 10				with country
in	for 10	for 10			female				
collabor	female	female			engineer				
ation	enginee	enginee			S				
with	rs	rs							
other	(with	(with			PK				
energy	WEP)	WIE)							
sector									
utilities	PK	PK							
in									
Pakistan.	1	1	8-10		Could	Could	Could	Could	Achievement
1									
	session	session	female		not	not	not	not	

female	female	s visited	nt due to	nt due to	nt due to	nt due to	
enginee	enginee	wind	COVID	COVID	COVID	COVID	
rs	rs	power					
(with	(with	generati	PK	PK	PK	PK	
WEP)	WIE)	on plant					
		(with					
PK	PK	WIE)					
		PK					

(d) Pillar 4: Retention (including Facilities)

Activities		In 2	019			In 20)20		Note
To increase female population, KE conducts inductions of female janitorial	hire/ret		uction ses ale janito taff in KE.		hire/reta s Have increa	acts 2 indual in 6 fema ecurity states ased the num s. At least 1 s	ale janitor aff in KE. Aber of janito	ial and	Total target #s in the year
and security staff at one of	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
the major technical hub locations where required to provide a safe working environment. KE retains females in these			1 sessio n for 3 female janitor ial staffs			1 sessio n for 3 female staff PK		1 sessio n for 3 femal e staff	Quarterly Target #s with country
roles and provide them organic growth to larger roles as a "Trainee Engineer Program".		11 female janitoria staff were hired				Could not imple ment due to COVID	Could not imple ment due to COVID	Could not imple ment due to COVI D	
KE provides "pick-and-drop (home to office and back)"	KE pro	vides 100 service	"pick-and s in KE.	-drop"	Sustain the existing enrolled number i.e. 150 and encourage more to use the subsidized pick and drop facility				Total target #s in the year

aamiiaaa (daysaara	01	02	02	04	01	02	02	04	Aiming
services (daycare	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4 Oct-	timeline
center) where	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	OCT-	Quarterly
the location and				100		150			Target #s
working				females		female			with country
conditions				have		s enroll			
demand, in all				been		for pick			
plants and				provided		and			
customer service				subsidize		drop			
centers.				d pick		service			
				and drop					
We took proposal				facility		PK			
from three vendors				racincy		1 10			
and did a pilot run				PK					
with all three				Initiated		150		175	Achievement
vendors. Company									Acmevement
is subsidizing the cost to ensure safe				the		female		femal	
transport facility is				transpor		s enroll		es	
provided to all				tation		for pick		enroll	
females.				service,		and		for	
Terriaree.				using		drop		pick	
(We already have				137		service		and	
separate restrooms				female				drop	
for females at all				employe		PK		servic	
locations.)				es.				е	
				PK				PK	
KE opens	KE o	pens 3 N	lom's Rooms	in KE.					Total target
"Mom's Room"									#s in the year
for mothers who					[Revised	the target	ts due to	COVID-	
have returned					·	19			
from maternity	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
and with a baby	Jan-	Apr-		Oct-	Jan-	Apr-	Jul-	Oct-	timeline
up to 2 years for	Juli	Αρι	Jui	Oct	Juli	Αρι	Jui	Oct	
lactation (storing									0
				3 Mom's					Quarterly Target #s
option) or for				rooms,					with country
days they want				10					,
to bring their				females					
child to work.									
,				PK					
(This project is under				0		48 w	omen rec	eived	Achievement
discussion. We have						careg	iver allow	ance.	
identified locations and created									
guidelines. However,							PK		
after multiple							1 10		
meetings with the									
41			İ						
Admin & Security									
team they have									
team they have advised that we do									
team they have advised that we do not go forward with this initiative in the locations identified. I									
team they have advised that we do not go forward with this initiative in the									

budget and space restraints)									
KE opens daycare center which have		-	-		To be clubb	 ped with the roon	initiative on า.	mom's	Total target #s in the year
capacity for 50 children per					[Revised t	he target		COVID-	
each center.	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
(Daycare does not also seem viable now. However, we are in talks with an organization	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	Quarterly Target #s with country
"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.) KE provides "Vitality		rovides 1 Vita			KE provid		Did not open it due to COVID PK		Achievement Total target #s in the year
Sessions" for returning					[Revised t	he targe	s due to		
mothers from maternity leave with healthcare team and	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	19 Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
nutritionists for guidance on selfcare.				1 session for 5 returnin g mothers	1 session for 5 returnin g mothers				Quarterly Target #s with country
					1 session with 25 returnin g mothers			1 sessio n with 25	Achievement

								retur	
					PK			ning	
					FIX			moth	
								ers	
								PK	
								PK	
KE arranges	KF ar	ranges 1 ser	nior female i	<u> </u>	KF arra	inges 1 se	nior fe	male	Total target
senior female	1	_	nity Mentor			ional as Po			#s in the year
professionals	us		nother.	ioi i new		or for 1 n			
who has been		'	nother.		IVICITO	01 101 1 11	CW IIIO	crici.	
through post					[Revised t	ho targoti	s dua t		
maternity					[Neviseu t	19]	s uue ti	J COVID-	
transition as	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming
Post Maternity	Jan-		Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	timeline
Mentors. New	Juli-	Apr-	Jui-	1 senior	1 senior	Apr-	Jui-	OCI-	Quarterly
mothers receive				female	female				Target #s
guidance on				professio	professi				with country
taking things				nal for 1	onal for				
slow, finding the				new	1 new				
balance,				mother	mother				
managing stress				DI.	DI				
etc. through the				PK	PK				4.1:
mentors.				0	0			Change	Achievement
								d the	
								activity.	
								(More	
								structure	
								d	
								through	
								an e-	
								learning	
								module)	
								PK	
	l		L	L				1 13	

(e) Pillar 5: Policy and Institutional Change

Activities		In	2019			Note			
KE approves a Policy to support Scholarships/Spo nsorships options for female university	Preparation				KE appro and provid The policy en	Total target #s in the year			
students.					[Revised				
(The policy is under discussion now. If the	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

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

growth into		The	Talent	Job			Quarterly
leadership roles.		Policy	assessmen	rotation			Target #s
It includes (1)		are	t	starts,			with country
talent		appro	developed,	and			
assessment and		ved	Developm	Second			
development			ent plans	ment			
program; (2)		PK	are	opportu			
mentoring with			formed,	nity			
organization			And	starts			
leaders; (3) job			Mentoring	Starts			
rotation; and (4)			program	PK			
secondment			are kicked	I IX			
opportunities.			off				
opportunities.			OH				
(Covered 20 to 25			PK				
female employees			Yes	Yes	Progress	Ong	Achievement
through different			103	103	ed.	oing	
initiatives such as LEAD program, competency			(assessment	(Their	cu.	OIIIB	
framework and All			s conducted	extensive	(A talent	PK	
Women Grid station.			through	PDP plans	pool has	1 10	
Major sensitization			LEAD	developed	been		
sessions have been planned to make the			program.	based on which we	identified		
environment more			Talent	have	and those		
inclusive for females.)			categories identified	started	that have potential		
			and	assigning	to be		
			communicat	them	leader of		
			ed to	challengin	tomorrow		
			relevant	g tasks,	have now		
			females.)	trainings and other	а		
				developm	structured		
			PK	ental	program)		
				opportuni	PK		
				ties.)	r N		
				PK			