

17. Energy Efficiency Services Limited (EESL), India

Contact Information

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(a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
EESL provides Internship program for female engineering/ Non-engineering students.	--				EESL provides internship program for 15 female students.				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 female students IN	5 female students IN	5 female students IN	Quarterly Target #s with country
						Could not conduct due to COVID IN	Could not conduct due to COVID IN	Could not conduct due to COVID IN	Achievement
EESL presents in technical Institutes to creates awareness about professional opportunities in Energy Conservation and Energy Efficiency.	--				EESL reaches out 5 technical institutes for 100 female students on energy conversation.				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 institute for 20 female students IN	2 institutes for 40 female students IN	1 institute for 20 female students IN	1 institute for 20 female students IN	Quarterly Target #s with country
				1 Self-defense training with 70 girls		1 institute for 20 female		1 institute for 5 female students IN	Achievement

				(classes 8th and 9 th) IN *Mini Science Centre for All Girls Govt School in Delhi (05 Nov) through Samabhavana Society. Under CSR activity of EESL for FY 2019-20 under Skill Development.		students			
EESL organizes competitions (quiz/ painting) for school students on Energy Conservation Day and imparting knowledge at ground level.	EESL organizes 1 competition ensuring at least 10% girl students' participation.				EESL organizes 2 competitions ensuring at least 20% girl students' participation.				<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 competition includes 10% girl students IN		1 competition includes 20% girl students IN		1 competition includes 20% girl students IN	<i>Quarterly Target #s with country</i>
			0 IN		Could not implement due to COVID IN	Could not implement due to COVID IN	Could not implement due to COVID IN	<i>Achievement</i>	

(b) Pillar 2: Recruitment

Activities	In 2019				In 2020				Note
EESL reserves woman recruitment in each division. (We have a woman representative in the interview board to ensure that there is no discrimination against women.)	--				EESL reserves 5-woman recruitments in 5 divisions.				<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>
					EESL reserves recruitments in 5 divisions IN	EESL reserves recruitments in 5 divisions IN	EESL reserves recruitments in 5 divisions IN	EESL reserves recruitments in 5 divisions IN	<i>Quarterly Target #s with country</i>
					0 woman IN	0 woman IN	0 woman IN	1 woman hired IN	<i>Achievement</i>
EESL exempt female candidates from the examination fees for recruitment.	--				EESL exempted 20 female candidates.				<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>
						10 female candidates IN		10 female candidates IN	<i>Quarterly Target #s with country</i>
						Not implemented IN		Not implemented IN	<i>Achievement</i>

(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
EESL identifies technical training requirements from women employees. And, EESL nominates	EESL identifies 5 technical trainings requirement with 20 EESL women employees.				EESL identifies 10 technical trainings requirement with 40 EESL women employees.				<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>
				5 technical trainings with 20	2 technical trainings with	2 technical trainings with	2 technical trainings with	4 technical trainings with	<i>Quarterly Target #s with country</i>

the women employees to attain technical skills .				women employees. IN	8 female employees. IN	8 female employees. IN	8 female employees. IN	16 female employees. IN	
				Identified the 5 technical trainings with 20 women employees. IN	2 (face-to-face) technical trainings with 14 female employees (Advance excel training for 10, Solar training for 4 women out of 36.) IN	Total 20 webinars (virtual trainings) With 800 total women: including both (1) Technical trainings and (2) Personal trainings. IN			Achievement
EESL provides capacity buildings workshops (leadership, soft skills and communication) for EESL female employees.	EESL provides the capacity buildings workshops for 10 EESL female employees.				EESL provides the capacity buildings workshops for 20 EESL 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
				10 female employees IN		10 female employees IN		10 female employees IN	Quarterly Target #s with country
				1 Capacity building for 4 female employees. IN (McKinsey held a leadership bootcamp workshop		All numbers are included in above. IN			Achievement

				for EESL management including females, on 20 Dec)					
EESL provides Hackathon activity for EESL female employees.	EESL provides 2 Hackathon activities for 10 EESL female employees.				EESL provides 2 Hackathon activities for 10 EESL female employees.				<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 Hackathon for 5 female employees. IN	1 Hackathon for 5 female employees. IN		1 Hackathon for 5 female employees. IN		1 Hackathon for 5 female employees. IN	<i>Quarterly Target #s with country</i>
			0	0		Could not implement because of COVID IN		Could not implement because of COVID IN	<i>Achievement</i>
EESL provides training program (technical and behavioral) for each female employee.	EESL provides training for 25 female employees.				EESL provides 6 trainings for 150 female employees.				<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 training for 25 female employees IN	2 training for 50 female employees IN	1 training for 25 female employees IN	2 training for 50 female employees IN	1 training for 25 female employees IN	<i>Quarterly Target #s with country</i>
				0	2 trainings for 14 female employees IN	Could not conduct because of COVID IN	Could not conduct because of COVID IN	Could not conduct because of COVID IN	<i>Achievement</i>

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2019				In 2020				Note
EESL provides annual health check-up of employees as employees' retention.	EESL provides the annual health check-up for all employees.				EESL provides the annual health check-up for all 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
			20 women employees receive the annual check-up. IN	20 women employees receive the annual check-up. IN	5 women employees receive the annual check-up. IN	5 women employees receive the annual check-up. IN	5 women employees receive the annual check-up. IN	5 women employees receive the annual check-up. IN	Quarterly Target #s with country
				21 women employees received. IN Coordinated with Apollo hospital, Sarita Vihar, Delhi for a full body checkup.	20 female employees received the annual check-up service total annually IN				Achievement

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
EESL conducts Gender Baseline Assessment with specific recommendation for the EESL restructuring and tries to make it an	EESL launches the gender report				EESL conducts the Gender Baseline Assessment ver.2. Be published in 2020.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				Launch IN			Ver 2 launched In 2020 IN		Quarterly Target #s with country
				Formally launched				Version 2	achieved

annual practice.				in Nov 2019, during INSPIRE in Mumbai. IN				launched by the senior management IN	
EESL develops Gender Mainstreaming Strategy with external consultants to achieve gender equality.	EESL develops Gender Mainstreaming Strategy.				The EESL continues the Gender Mainstreaming Strategy.				<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>
				The Strategy officially launches. (Dec. 2019) IN	The strategy continues. IN	The strategy continues. IN	The strategy continues. IN	The strategy continues. IN	<i>Quarterly Target #s with country</i>
					Postponed IN	Postponed IN	Postponed IN	Process started (Consultant hired and the policy modified) IN	<i>Achievement</i>
EESL dispenses new policy that recreational activities allocate in every EESL office, marking minimum area required for each type of recreation.	EESL dispenses new recreational activity policy.				EESL continues the recreational activity policy.				<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>
				The new policy activates. IN	All EESL offices makes the minimum require recreation areas. IN	All EESL offices makes the minimum require recreation areas. IN	All EESL offices makes the minimum require recreation areas. IN	All EESL offices makes the minimum require recreation areas. IN	<i>Quarterly Target #s with country</i>
				None IN	Working on the minimum	1 Webinar held with 20 women			<i>Achievement</i>

					require recreation areas. IN	employees joined. (knowledge dissemination on the corona disease and its prevention) IN			
EESL includes women in recruitment panel interviews to ensure diversity.	EESL includes women in recruitment panel interviews to ensure diversity.				The rule continues.				<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>
			The rule activates. IN	<i>At least one woman in recruitment panel interviews</i> IN	At least one woman in recruitment panel interviews IN	At least one woman in recruitment panel interviews IN	At least one woman in recruitment panel interviews IN	At least one woman in recruitment panel interviews IN	<i>Quarterly Target #s with country</i>
					At least one woman in recruitment panel interviews. IN				<i>Achievement</i>
EESL provides Maternity Leave Policy .	EESL provides Maternity Leave for all eligible women employees.				EESL provides Maternity Leave for all eligible women employees.				<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>
			The policy activates. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	<i>Quarterly Target #s with country</i>

					Policy continues IN				Achievement
EESL provides Childcare Leave Policy.	EESL provides Childcare Leave for all eligible women employees (15- paternity leave, 04- maternity leave and 02-CCL)				EESL provides Childcare Leave for all eligible women 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
			The policy activates. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	Quarterly Target #s with country
						Policy continues IN			Achievement
EESL provides medical Policy covering Dependents for all women employee.	EESL provides the medical Policy covering Dependents for all women employee.				EESL provides the medical Policy covering Dependents for all women employee.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			The policy activates. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	The policy continues. IN	Quarterly Target #s with country
						Policy continues IN			Achievement