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**ENERGY EFFICIENCY SERVICES LIMITED**  
A JV of PSUs under the Ministry of Power

Government of India

# EESL Gender Initiatives

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# About EESL

- Energy Efficiency Services Limited (EESL) has emerged as a vital entity in India by financing and scaling the market for energy efficiency solutions in India, especially in the residential and public sectors. EESL has thus been instrumental in the implementation of the Government’s energy efficiency vision
- World Bank support- the World Bank is providing EESL a US \$220 million Programme for Results (PforR) loan and US \$80 million as Guarantee. The support will enable EESL to scale up the activities related to the distribution of Light Emitting Diode (LED) bulbs, LED tube lights, and energy efficient ceiling fans under Unnat Jyoti Affordable LEDs for All (UJALA) initiative, and to the Street Lighting National Programme (SLNP), which retrofits sodium vapor public street lights with smart energy efficient LED street lights.
- There is a direct positive co-relation between gender parity and economic propensity.
- EESL wants to proactively work towards identifying gender baseline for women in the organization, and to increase and promote significant participation of women in all the roles across the organisation.
- Currently, there are 838 employees at EESL. Out of these, 15% are women. EESL is taking various measures to reach the ambitious target of 25% women representation by 2023 (as part of its five-year plan).
- Of EESL’s 838 employees, 15 percent are women, which is better than sectoral 10.20 percentage in the public sector. The table below shows the segregation of employees:

	Regular	FT	UPL	Total No. of Employees
Male	216	145	351	712
Female	44	16	66	126
Total	260	161	417	838

# EESL next steps

- Grade-wise employment details should be identified across all departments. Percentage of women should be identified from all grades, with segregation at the mode of employment level.
- Recruitment planning should be reviewed for the next two quarters and should be scrutinised against gender-based numbers.
- A separate recruitment–cum-training programme should be initiated exclusively for hiring women in addition to the normal recruitment drives
- Special capacity building programmes along with gender sensitization campaigns should be conducted at the workplace
- A study and survey should be conducted that includes all business unit heads, to understand the scope for inclusion of women at various levels. Accordingly, a priority map should be prepared, that would help in advertising the preference of women for certain roles during recruitment drives
- Internal career advancement programmes should also be conducted that would cater to the performance-based promotion for women. For this, special positions should also be created to fast track their careers.
- A policy for hiring women in senior leadership positions should be followed. SEBI guidelines to include a woman director among board members should be followed and included in the organisation's hiring policy.
- Review meetings should be conducted for business unit heads with their respective women team members to understand how women- specific problems can be addressed better, both at the team level and at the organisation level
- Advertising campaigns should be conducted to propagate the message of woman parity at EESL and to showcase best practices being followed at the organisation, to create a sense of inquisitiveness among aspiring women candidates

# WePOWER Initiatives

- **February 2019- WePOWER 2019**

EESL has agreed to become a Strategic Partner of the WePOWER Network by the World Bank and has formed a committee of 5 members to lead this initiative in the organisation. As a part of this endeavour, 4 participants from EESL attended the WePOWER conference, conducted in Kathmandu, Nepal from 20-22 Feb 2019

- **Qualitative questionnaire**

As a part of continuous learning to enable growth of EESL, a questionnaire was developed and floated to the women employees of EESL. This questionnaire helped the company to understand the needs and wants of women employees.

- **Gender report launched during INSPIRE 2019- 11 Nov 2019**

EESL launched their first gender report during INSPIRE 2019. This is the first gender report, which would be updated annually.

## **Roadmap 2020**

- A cultural club
- Women recruitment
- Activities for women with the organization