



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



GENDER REPORT

The CoVID-19 Edition

December 2020



Gender Report 2020

ADB-WB- EESL (WePOWER initiative)

We would like to express our sincere gratitude to Executive Vice Chairperson, EESL Group of companies, Mr Saurabh Kumar for always guiding us and leading the way. We would like to thank The Director(s) and Senior management led by our Managing Director, Mr Rajat Kumar Sud, for motivating us to achieve greater heights. We would specifically like to thank the Sustainable Development Unit led by Mr S P Garnaik for their continuous support.

A big shout-out to the WePOWER committee (led by Mr Bhawanjeet Singh and consisting of Ms Harleen Sachdeva, Ms Ritu Singh, Ms Saumya Tiwari and Ms Pragya Gupta) for taking the initiative forward and coming out with the second edition of this report during CoVID19 times. We would also like to extend our thanks to Ms Ayushi Arora (HR) and the HR team for their continuous support by providing timely data during the remote-working period. Furthermore, we would also like to acknowledge the efforts of the PR team - Ms Neha Bhatnagar, Ms Swati Sharma along with the team of Better Communications led by Ms Khyati Kuthare along with Ms Komal Soad and Mohammad Minhaz Siddique who were responsible for the design and layout of the report. Thank you to the communication team at Edelman India, led by Mr. Ishank Garg; and most importantly, a big shout-out to the women employees of EESL who continue to inspire to dream and achieve big¹.

'There is no limit to what, we, as women can achieve'
- Michelle Obama

¹ The data is collated as of July 31, 2020. This is the second edition of the report, and will be updated annually.

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Introduction

Yatra naryastu pujiyante ramante tatra Devata.

(यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवतारु ।)

This is an age old shloka that aptly embodies the ethos of our great country. The shloka means that where women are honoured, divinity blossoms there, and where women are dishonoured, all actions remain unfruitful. Our company firmly adheres to this motto and it is showcased right from the board level deliberations to the normal work activities. During these challenging times, the company has taken several initiatives to empower its women employees, which we have detailed in the subsequent chapters.

Women have been playing a key role in taking EESL to greater heights. They are involved in the critical decision-making processes and EESL takes great pride in ensuring that women are up to date with their technical skills and knowledge. Whenever a project is initiated, brainstorming sessions are conducted to ensure gender inclusion. A shining example of this inclusivity was during the launch of electric vehicles, wherein women were trained to drive cars and were employed as women drivers for the fleet.

About EESL

Energy Efficiency Services Limited (EESL), a Joint Venture of four national Public Sector Undertakings (PSUs), namely NTPC Limited, Power Finance Corporation (PFC), REC Limited and POWERGRID Corporation of India Limited. EESL has very strong parentage, two of its parent company are Navratna and other two are Maharatna PSUs of Union Ministry of Power. As South Asia's first and foremost energy efficiency leader, EESL leads the market-related activities of the National Mission for Enhanced Energy Efficiency (NMEEE), one of the eight national missions under the Prime Minister's National Action Plan on Climate Change.



Unleashing of ideas: Brainstorming sessions underway at EESL



Moment of pride: EESL celebrated 10 years in February 2020

Methodology

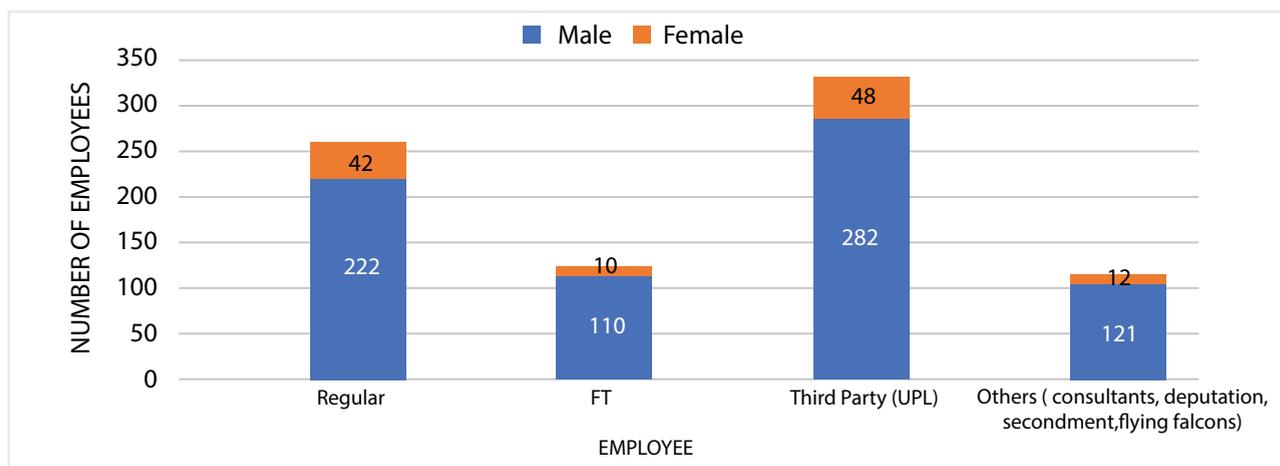
Being a relatively new public sector organisation, EESL has been adaptive of the best practices while proactively introducing policies to facilitate women's inclusion and retention in its workforce. EESL plans to continue its efforts to enhance women's participation and retention.

2.1 Employee Strength and Structure

As of July 2020, EESL's current workforce constitution reveals that the organisation has put forward considerable amount of effort on gender parity. Of EESL's 847 employees, 112 (13.22 percent) are women, which is better than sectoral 10.20 percentage.

	Regular	FT (Fixed Tenure)	UPL (Third party)	Others (consultants, deputation, econdment, flying falcons)	Total No. of Employees
Male	222	110	282	121	735
Female	42	10	48	12	112
Total	264	120	330	133	847

Table 1: Gender-wise EESL employee distribution



Looking at the percentage distribution of gender ratio across all recruitment modes, it can be seen that the gender ratio is a little higher for permanent employees (regular) over other types of employment as shown in the table below:

Total No. of Employees		Regular	FT	3rd Party (UPL)	Others (consultants, deputation, secondment, flying falcons)	Total
847	Male	84.09%	91.67%	85.45%	90.98%	86.78%
	Female	15.91%	8.33%	14.55%	9.02%	13.22%

Table 2 Gender-wise EESL employee distribution (%)

Third-party agency employment forms a significant chunk of EESL’s workforce. Many personnel belong to permanent roles, as shown below:

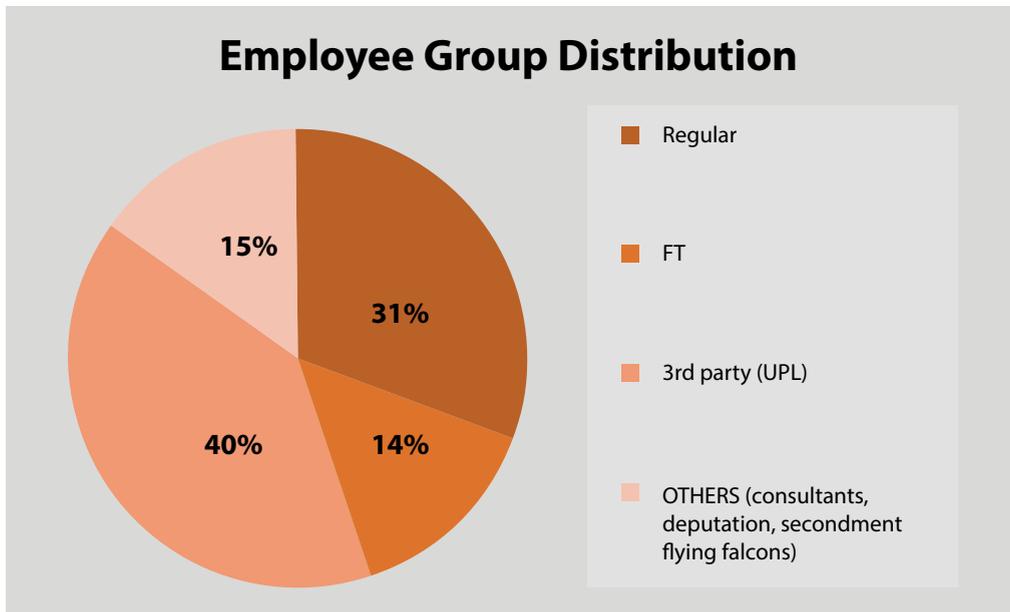


Figure 2 Employee distribution percentage (Women)

Based on the data mentioned above, it is ascertained that there is a need to engage third-party agencies to improve the workforce gender diversity. Also, women-centric recruitment for regular and fixed tenure employees can be carried out to increase the representation of women in the Workforce/Support Staff. In terms of distribution of workforce into executives, supervisors and support staff, the following table throws light on the current status. It is clear that there is unequal distribution of workforce across all cadres. The table below shows female employees at each position (executive, supervisor, and workforce):

	Regular		FT		3rd Party		Others		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Executive	189	36	68	8	178	19	56	8	498
Supervisor	0	0	36	1	0	0	0	0	37
Workforce/ Support Staff	32	6	7	1	112	31	26	7	189
Total	221	42	111	10	290	50	82	15	724

Table 3 Cadre-wise employee distribution across various mode of employment

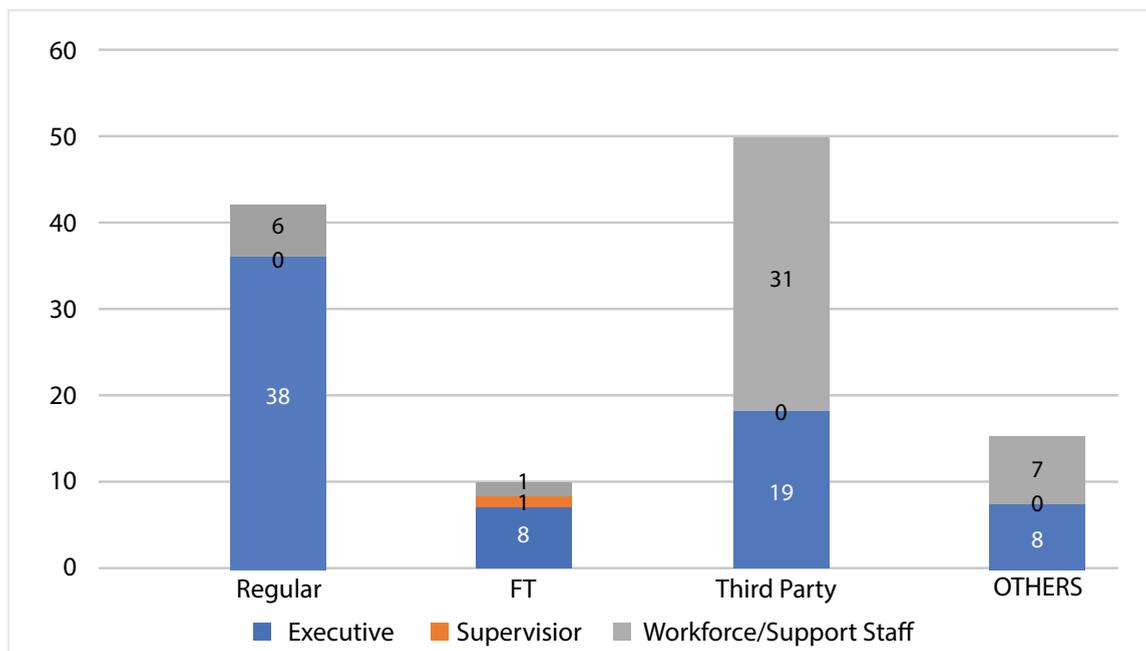


Figure 3 Cadre-wise women employee distribution across various mode of employment

It is clear that the proportion of women at the executive and permanent pay roles are higher than at the organisational average. On the other hand, third-party female employees have significant presence at the workman level. Although a significant percentage of women are at supervisory levels for permanent as well third-party pay roles, the actual numbers are low. There is a significant gender gap in the supervisory levels for the fixed tenure employees. Thus, recruitment needs to target more women for fixed tenure roles to increase their share in the workforce.

EESL conducted an internal survey of its employees to gauge the impact of the COVID-19 pandemic and the subsequent lock down on its workforce. 251 responses were collected, on questions that aimed to delve deeper into the issues of mental and physical health of employees, work-life balance and requisite organisational support.



Good Health for all: Medical session for female employees at EESL

Survey Ia

Survey Result Highlights:

- A majority (86.1%) of the respondents were male
- Around 3/4th of the respondents (approx. 75%) believed that they have been able to strike the work-life balance, with 19% being unsure
- An overwhelming majority (~86%) were of the opinion that EESL has amply equipped its workforce to manage their time and work efficiently

- More than 80% of the workforce at EESL believes that the technical tools provided during the lock down are effective
- More than 85% are satisfied by the communication and outreach done by EESL to ensure the physical and mental well-being of its employees
- A bit more than 86% mentioned that their seniors and managers have been in touch to enquire about their workload and other issues
- ~90% of EESL employees are satisfied with their organisation's efforts during the lock down
- More than 60% have seen a rise in their household tasks
- More than 50% of the workforce has taken out time to unwind. A significant minority remains ambivalent
- Majority of the employees believe their physical and mental health hasn't been affected adversely. However, there is a considerable number of employees who have witnessed physical and mental health deterioration
- A significant majority live with a relative/ family, with just 37/251 living alone

Analysis

The survey has given rise to interesting insights and some curious juxtapositions. We can safely conclude that EESL has undertaken significant measures to help their employees manage their work efficiently from home. As the key parameters of seamless working are connectedness, lack of disruption and collaboration, we can surmise that EESL has proficiently utilised technological tools to enable a smooth transition to remote working. It is critical for an organisation to communicate and reach out to its employees regularly. The situation becomes especially pivotal in absence of a physical workplace. The survey revealed that EESL has managed to keep the communication channels open with its employees at both organisational and personal level. The positive response to managerial communication displays effective leadership from both middle and senior management at the organisation.

While business continuity has remained largely healthy, employees at a personal level have seen an increase in household chores. This especially puts EESL's efforts in a positive light, as despite a rise in household tasks, most employees have managed to strike the right balance between work and home.

Despite EESL's concrete measures, certain gaps remain. A significant number of employees haven't been able to spend time on leisure activities. This means that EESL can perhaps organise catch-ups and outreach

programmes, in a more casual setting. This can enable employees in de-stressing and drive important mental health conversations. More than half of the EESL employees have managed to stay physically and mentally healthy. However, a considerable minority have seen an adverse impact. This means that while EESL has made efforts in this regard, it can ramp up its physical and mental health programmes, in terms of penetration and impact. The final question around living alone/with family has thrown up interesting results, with a need for a deeper examination. With most of the employees living with family/spouse/relatives/children, it is safe to assume that they would need to contribute to household chores, which means ample breaks and flexible timings can be crucial. On the other hand, it is particularly important for EESL to identify the ones living alone, and provide special support, to ensure their continued physical and mental well-being.



Launch of RAISE programme by Hon'ble Minister of State for Power (I/C) at Ministry of Power

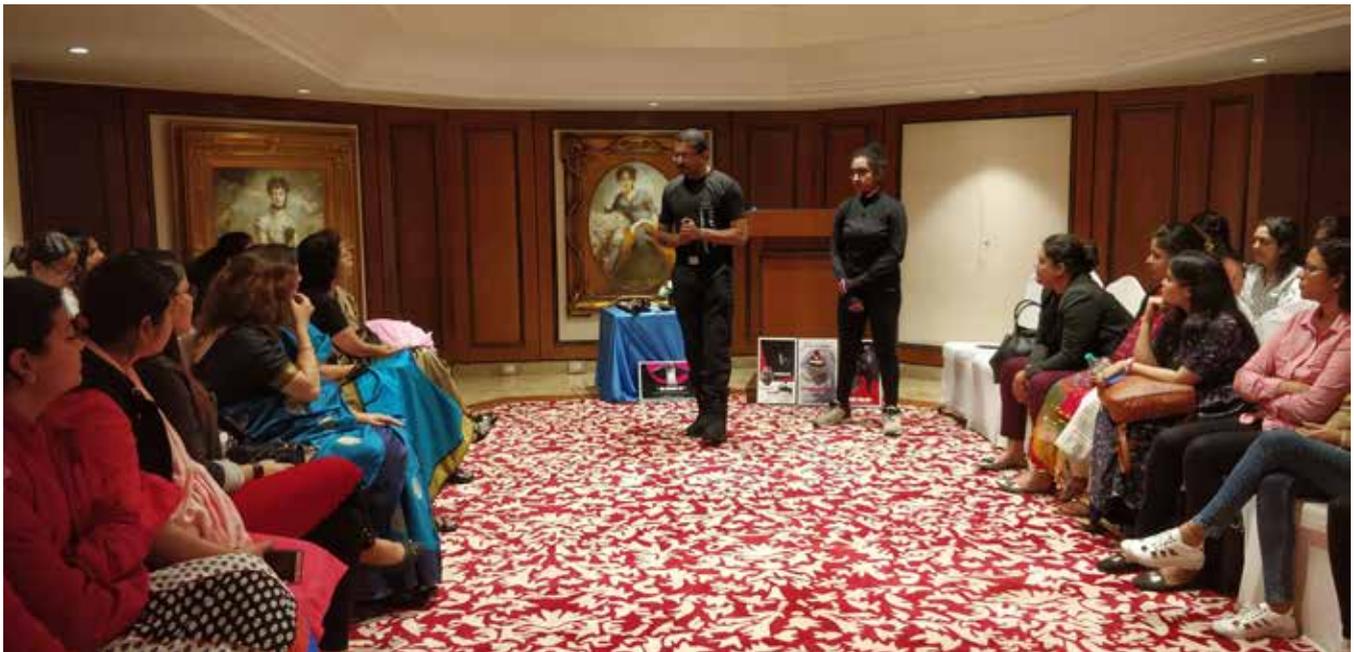
Survey Ib

Since the employee engagement in the first survey was relatively low, a conscious exercise was undertaken by the HR and WePOWER committee to better engage with the employees. A WhatsApp group was created for women employees of EESL during the COVID times, which saw considerable interactions. The second survey was floated to the employees and women employees were especially urged to fill it, thereby getting a better response.

Analysis

The second survey aimed to provide a more holistic result of EESL's employee engagement and outreach endeavours. The results for the current survey were in congruence with the previous one. The satisfaction rate for the employees regarding EESL's efforts has seen a rise, displaying their efficacy and impact. EESL has continued to provide the requisite support to its employees. They display ample satisfaction at the various technological tools and are happy with the leadership communication.

The previous survey had highlighted certain gaps in EESL's measures, wherein there was a need for more casual catch-ups and activities. The percentage of employees who have time to engage in leisure activities has seen around ~10% increase, which highlights the effectiveness of EESL's efforts.



Impact on women employees

Key Survey result highlights

- These highlights map the responses of women employees against the cumulative results
- 82% of women feel that they have struck the right work-life balance, compared to the cumulative total of 84%

- The percentage of women who feel they have been given the right technical tools by their organisation is higher than the average
- The satisfaction rate for EESL's mental health outreach is slightly higher for women than the average
- A higher percentage of women are happy with the workload management by the seniors
- 98% of women are satisfied with EESL's outreach efforts, compared to 91% cumulative result
- On the question of increase in household chores, 43% of women say their work has increased, compared to the 68% cumulative result
- In terms of mental health, women have fared better than the average, however a larger majority of women believe their physical health has deteriorated during the lockdown
- An overwhelming majority of women have suffered from sleep disruption (82%) compared to 40% cumulative score

Analysis

The gendered results from the survey throw up interesting insights. While, a large majority of women believe that they have struck the right balance between their work and life at home, it still trails slightly behind the average total. This means that women have, to some extent struggled due to the lockdown. However, the higher than average satisfaction rate of women employees with EESL's efforts reveal that the organisation has tailored its initiatives to help its women employees to cope with the fallout from COVID-19. A large majority of women employees have been able to manage their workload, which means there was ample support from managers/ leadership.

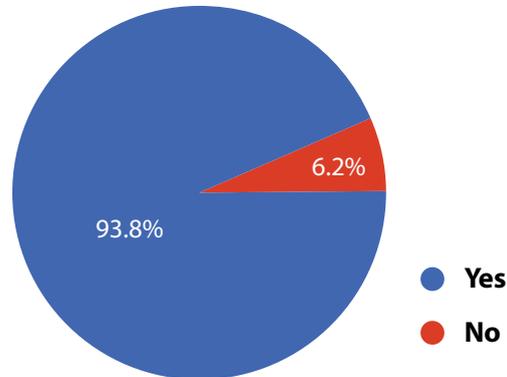
While women employees have been able to stay mentally healthy during the lockdown, a large percentage of women believe their physical health has suffered. Herein, EESL can probably ramp up its physical fitness programmes and cater it towards helping its women employees. The larger rate of sleep disruption for women is a worrying trend, which can probably be rectified through meditation and yoga sessions for the women employees.



Survey II – Only for female employees

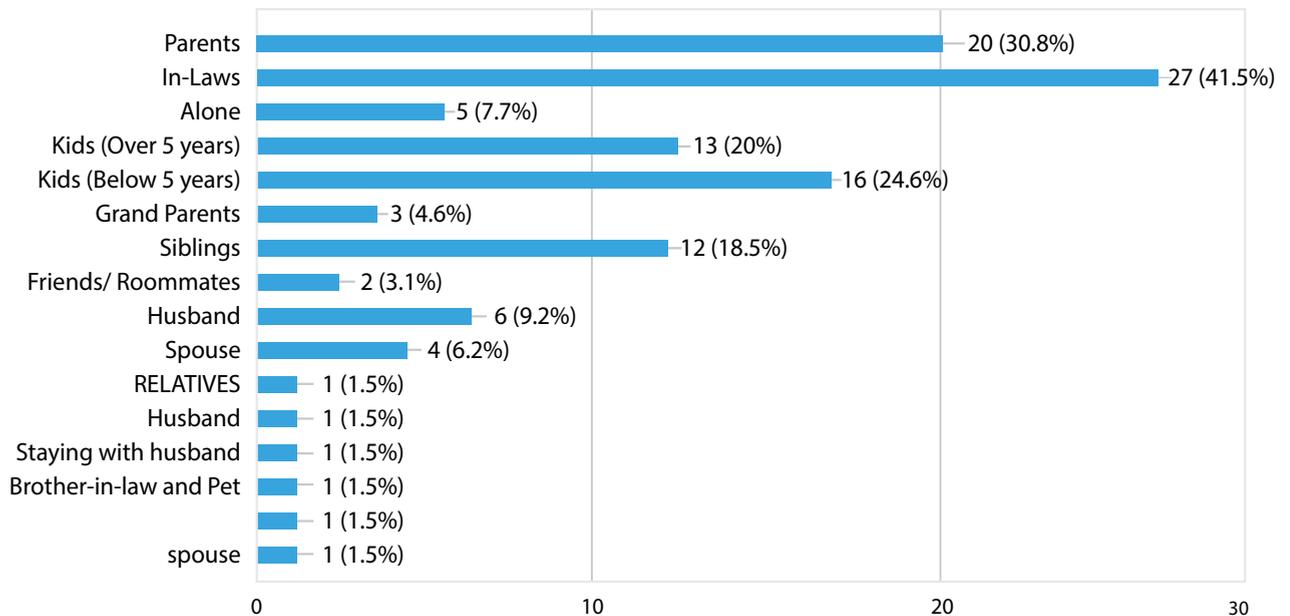
- 1) Where you able to manage work-at-home (domestic work) and work-from-home (office work) efficiently?

65 responses



- 2) Who all are staying with you during the lockdown?

65 responses

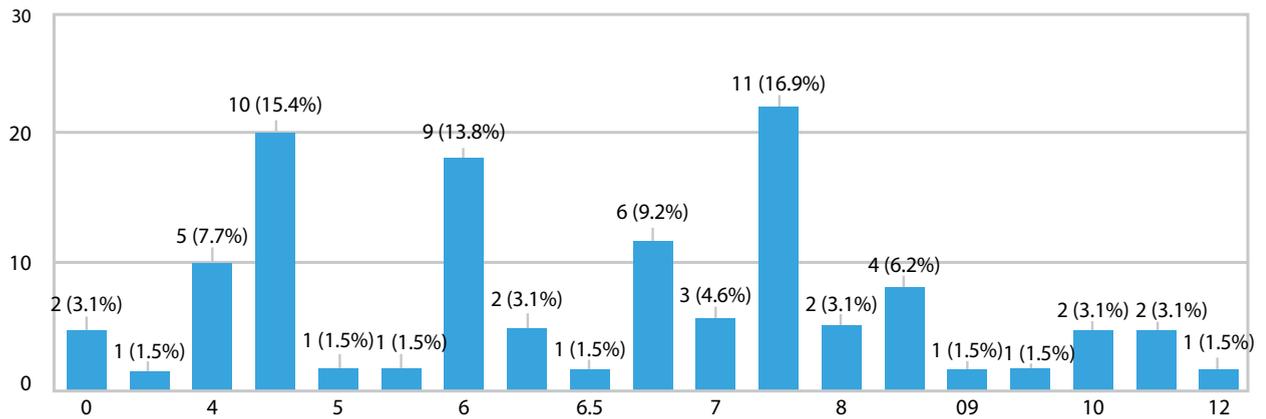


- 3) What was the biggest challenge faced by you, while working from home?
- 4) What was the biggest ease, while working from home?

Various issues related to time management and managing work and home life together cropped up. While many felt that work load had increased, some felt that it did give them time to enjoy other activities too. People also felt that there was more time to spend with family, yet the work-life balance had suffered. While it was a flexible working arrangement, many felt that they were constantly working round the clock.

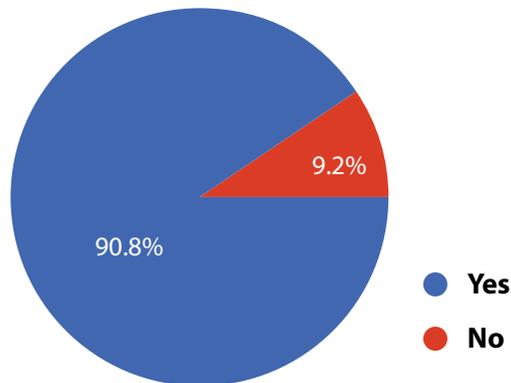
- 5) How many hours were you able to devote to work while working-from-home (average daily basis)?

65 responses



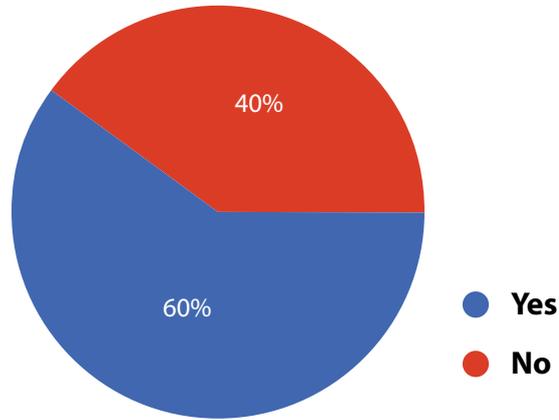
- 6) Was/Were your partner/parents/in-laws/others, supportive and helpful during the CoVID-19 times?

65 responses



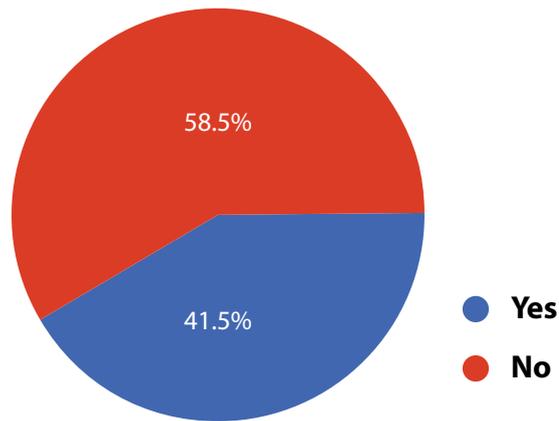
7) Did you take-up any recreational activity during this CoVID time?

65 responses



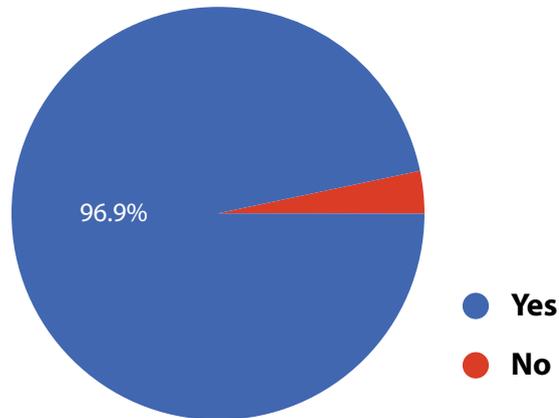
8) Have you currently resumed going to office?

65 responses



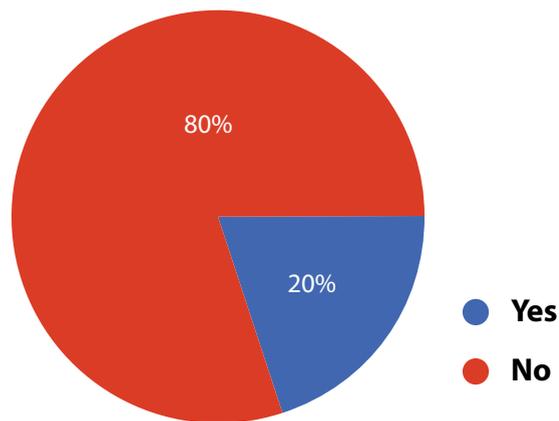
9) Was your organization (colleagues/supervisors/ground staff) supportive during this time?
Please explain

65 responses

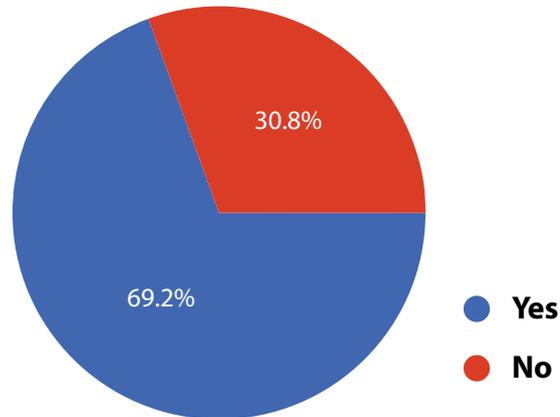


10) Did you face any physical/mental health issues during this time? (Y/N) Please specify

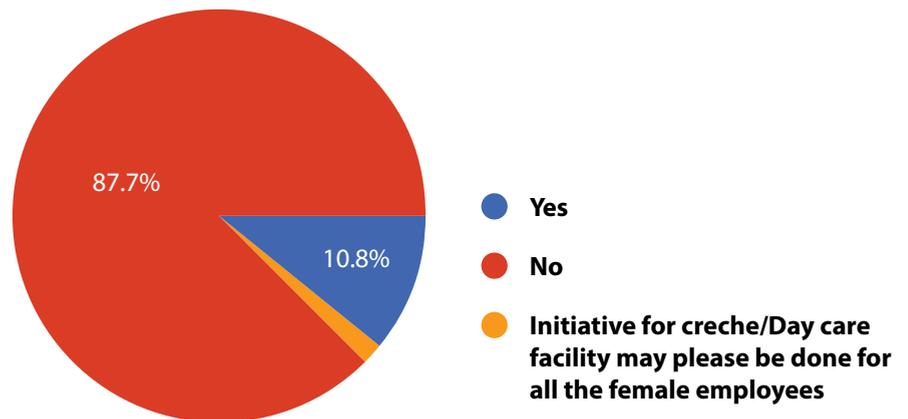
65 responses



11) Would you prefer any change in the working style post Co-Vid 19? (Y/N) Please specify
65 responses



12) Do you require any immediate assistance where WePower network/organizational structure canhelp? (Y/N) Monetary-Technological-Supervisory-Others
65 responses



CoVID-19 and its impact

The pandemic has given us time to reorient our lives and become sensitive to nature by not indulging in polluting activities. Fortunately, we are witnessing the reduction of environmental pollutants, improvement in weather patterns, and the revival of the agricultural sector. These changes expected to serve as the bedrock for an economic revival. A new normal has set in, with the switchover to a more self-aware, self-reliant and sustainable economy.

EESL has been taking various steps to provide the best facilities to women during COVID times. Our transition to an electronic portal has been embraced by all. Work-from-home facilities and flexible hours have enabled women to work without stress.

Like other organisations amidst the pandemic, EESL has migrated to digital platforms for daily work. Our strong IT backbone, defined by secured devices, a scalable data centre and infrastructure, has shaped our strategy for business continuity. Employees, especially the younger members of the workforce, are proving more productive as they have been provided with the right mobile devices to remain connected and work from office, home or any other place.

Flexible working hours have improved the focus and productivity of our people, and they no longer have to contend with the heavy traffic and long hours of commute.

A WhatsApp Group was created for women employees to discuss their issues and access organizational resources for their well-being. It is heartening to mention that during the pandemic period, medical consultation services were always available, with a woman Chief Medical Officer and well-being of all the employees, both women and men was continually confirmed by keeping regular contact.



EESL sets up India's first public charging plaza for electric vehicles in New Delhi

Tête-à-tête with the Senior Management

Ms Pooja Shukla

The last few months have been difficult for me, both personally and professionally. I still remember the day COVID was declared as a pandemic, and the subsequent shutdown of all places of social interactions. I was happy that I would get more time to spend with my family with whom I could not spend more than a week at a stretch.

However, a week later, I realized that it was not going to be a vacation. The virus infects without bias for power, position or wealth. It is thus a time to embrace the new normal and act with compassion towards the less fortunate.

It became clear to me that we have to make the best use of this time, no matter what. Even as we were trying to cope up with the situation, we received news of the sudden demise of my younger cousin brother, with whom I had grown up. He had succumbed to Covid. Despite their best efforts, they could not save him. It wrenched my heart to see his shattered wife and six-year-old son. This irreparable loss nudged me towards the realization that some situations cannot be controlled beyond a point.

I used to be an atheist and mock spirituality as an immature response to difficult times. However, I realized the power of God. Things are not beyond that superpower. I rekindled my trust in God and the power of family. The Covid pandemic calls for our spiritual renewal and to realize God within. It has come in our lives to allow us to stop, review and introspect upon our journeys.

I tried to find ways to respect new boundaries created by Covid. That's what life is, regardless of circumstance. I tried to find joy in the ordinary and used this time to rejuvenate mind, body and soul and to create happy memories with my family. After all, life is not about waiting for the storm to pass - it is about learning to dance in the rain. COVID 19 has come to bring out the best of us.

On the work front, this time had given me little breathing space, as the situation was quite stressful since Oct, 2019 due to transitions in the top management. I feel blessed that I work for a company who is sensitive towards its employees. Amid numerous virtual meetings, conference calls, we managed to evolve the coping strategy and successfully resolved some of the most critical issues.

I am sure that like all things, the Covid outbreak too shall pass, and that we will have a better future. Nevertheless, we should never forget that in a time of fear and anxiety, there is hope, and I express gratitude towards God for this wonderful life and the people around us.

Ms Savitri Singh

With Covid confining us inside our homes, 'Outdoor type' people like me suddenly became 'indoor-type' people. Our daily routine has changed drastically. As a woman, I prioritised my family over office work. Now office work has been steadily increasing amidst the new normal of working from home.

On a personal note, the first day of the lockdown raised within me the question: can we find a practical meaning of Motivation, which could renew our spirit of action in these depressing challenging, and fearsome times?

I got the answer "Yes", from my daughter's timetable which she prepared the very next day of lockdown and pasted on her cupboard. The last line of the table reads: BYE-BYE CORONA."

Yes, we have to live happily, even amidst these deadly pandemic times.

This changed my whole perception of daily living. As a result, I have been managing daily chores on all aspects - personal, physical, mental, familial, official and social. I learned that Life is like a sinusoidal wave and if you have a 'F-Factor' i.e. Family and Friends, then it helps you a lot.

Lastly, I can proudly say that I became, not by qualification but with practical experience, a listener, a cook, a health workers, a doctor, a cleaner, a sketcher, a gardener, a student (as I helped my daughter sit for virtual classes), a teacher, and a psychologist.

Professionally, It was very difficult as I had come to India from UK in the first week of March this year to take my family back, and got stuck here due to flight cancellations. However, as my company decided that I would look after Commercial Operations of South India, I have been able to my work and continue to be socially connected.

I started communicating virtually, and in-person (traveling inter/Intra-state with all Covid precautions) with stakeholders for recoveries, an area where I achieved success. I was lucky enough to receive infrastructural support from my organization EESL, particularly its IT Department which kept my work afloat.

I involved myself in helping the needy, and this gave me an immense sense of satisfaction. Gradually but surely, we have started accepting a new normal of life with CoVID.

Dr Nina Sinha

CoVID times have taught me the importance of coming together in times of crisis. I was able to manage my work both personally and professionally. Though it was a little difficult in the beginning, it became normal after a while. I was giving online prescriptions to patients and educating people about the effects of CoVID. About 250 kits were purchased. Hand sanitisers were distributed by the HR department along with necessary masks and gloves. RTPCR testing was made mandatory for all employees. This testing time taught me to connect with my patients, friends, and family online, and to work for everyone's benefit.



WePOWER Committee



Mr Bhawanjeet Singh

For many years, we have been shouting about work-life balance in our management meetings, but never followed it, nor did it we allow others to have it. Then nature decided to fill the void and created that balance.

My day begins with taking stock of work and quickly working on the day's tasks. My speed was slower than usual, due to delays in not being physically present in a common work space, Moreover, consecutive telephonic interactions also added to delays.

On the positive side, working from home lets you enjoy simpler pleasures. My bedroom is now a makeshift studio and study. And I used free time between calls to check out Netflix titles.

Rescheduling my routine to accommodate both work and household chores was a challenge; though responsibilities on both fronts were the same, physical boundaries between the two shrank. Although it was a treat to have the family around, the anxiety of an uncertain situation presented a reason for stress. This situation gave me an opportunity to learn so many mundane things, and exposed to different emotional upheavals in an environment of turbulence.

To sum up, doing simple everyday chores, exploring culinary skills and becoming tech-savvy has been a learning experience. I missed the people I work with and the moments of laughter we shared. So, the lockdown for me was a curious mixture of simple delights and painful anxieties.

Ms Harleen Sachdeva

The dramatic workplace transformation created by the Covid pandemic forced millions of employees to work from home. It has an enormous impact on work and family culture. Work from home, physical distancing, online education and virtual meetings becomes the "new normal" of life. As a mother, it has been challenging, but not impossible, to manage it all. This pattern of working will suit women as they are born multitaskers.

WFH feels like Office 2.0 with managing even more things whilst being on top of the obscure need of the time. Online classes of three kids of different foregrounds have connected us in a more definite and closer way which was earlier not possible during working office hours. The involvement in the household work of all the members without any outside help has made us more efficient, active and punctual to look after everything without actually lagging in any. The delegation and division of work even at home itself has brought out a more refined relationship. Coronavirus has undoubtedly shifted us on the backfoot in the first run but then again it has shown us our abilities to adapt to diversifying environments which could have remained dormant in the normal world

Ms Ritu Singh

I was able to bear the turbulence of COVID by living each day as it came. The gracing point for me was work-from-home as it saved travel time and helped in creating a balance between profession and family. My children came back home from hostels as Institutions closed and replaced the classroom teaching with online classes. The house looked full all the time with parents and children around. Considering this as a new reality, I scheduled my timing for work and home. I created an office set up at home with broadband and laptop. Distraction from work was inevitable in initial days, but someone rightly said 21 days practise could change any new behaviour to a habit. Hence, with daily noting of office task as a to-do list and striking off after completion improved my focus on work. Thanks to the initiatives of our IT division with whose support, we seamlessly adopted to new communication platforms like twitter and Webex. Technology like Evernote for creating notes and Google Drive for sharing content with colleagues came easy. Messaging, WhatsApp, Google meet, enables in keeping connected with colleagues and friends. I, with my friends, created a Me-time through a group chat. Such groups have increased manifold during this phase. People exchange their ideas which have helped them inculcate habits like exercising, cycling, cooking, gardening, reading, singing, painting; adding to their happiness index. Realising the health benefit of home-cooked food, it has now become a norm in most of the houses.

Ms Pragya Gupta

CoVID 19 taught me the importance of slowing down in a fast-paced life. The quick transition to web-based technologies, e-meetings and work-from-home gave a new perspective to the age-old theory of being 'physically present'. While I do miss going out for meals, visiting the gym, and meeting friends and colleagues, the new normal has taught me to embrace the slow-paced life. I cooked, grew plants, and painted in my free time. Moreover, I attended weddings, farewells and birthdays over Zoom and Webex.

Professionally, the transition to web based apps, like zoom and webex made work easier. Technology is the answer to most of the problems, if used correctly. Personally, I believe that this time taught me the importance of appreciating little things and to cherish them. I was able to devote more time to healthy eating and taking up yoga. While lying on bed and working did take a toll on my back, I realized how important it was to maintain a healthy perspective in these testing times. The time correctly tells you that change is the only constant and one must embrace the new-normal to survive in these testing times.

Ms Saumya Tiwari

The lockdown did not majorly impact my life, personally or professionally. When the first lockdown was announced, and the state borders were sealed, we transitioned to working remotely. The workload increased slightly considering that a lot of our colleagues took longer to adopt and put together enough resources to allow them to work from home.

During this period, the nature of our work changed tremendously, instead of working on our usual targets we realigned ourselves to ensure there was a smooth transition for our colleagues working from home and our field staff felt safe and looked after by us. It became imperative for us to create groups of employees and ensured everyone was looking out for each other. The lockdown helped us realise that working from home even in a government setup is not difficult and we as an organisation can work through and maintain the quality and efficiency of our services even remotely by ensuring the employees feel safe and cared for.

On the personal front, my wedding scheduled in the month of May, had to be postponed due to the pandemic. However, we soon realised that this was the new normal and decided to go ahead with hosting a small and intimate wedding ceremony inside our house, with all our relatives and friends joining the celebration online.



The Poss-Abilities are endless

Conclusion

Effective participation of women in decision-making in the society as well as in commercial organisations is essential for bringing about overall development. This involves imparting education at a younger age, creating employment opportunities, nurturing talent and institutionalising the required. Most importantly, enabling processes to ensure an effective participation at the highest decision-making levels.

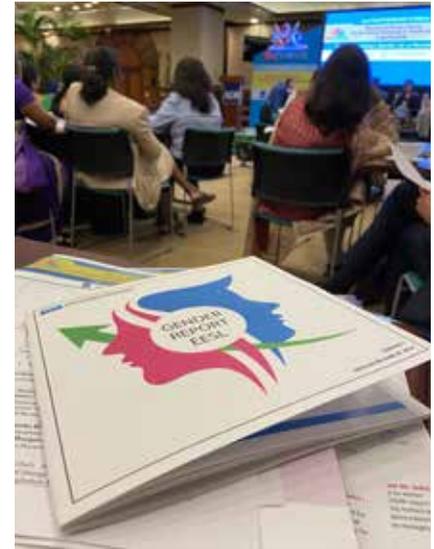


INSPIRE 2019 : Jury panel for #InnovateToINSPIRE Challenge 2019 deliberate on innovation in energy efficiency sector

Annexure 1- WePOWER Updates



A detailed Gender Report developed by EESL being unveiled at ADB H.Q., Manila



The **South Asia Gender and Energy Facility (SAGE) at the World Bank**, in collaboration with multiple stakeholders, has established WePOWER, as a regional network. The objectives of **WePOWER** are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. Envisaged to become a vibrant and self-sustaining professional network, SAGE will serve as its Interim Secretariat, in the formative years. Five pillars were identified for engagement – STEM education, recruitment, development, retention, and policy and analysis.

EESL has agreed to become a Strategic Partner of the WePOWER Network by the World Bank and has formed a committee of five 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. Additionally, weekly calls are being arranged between various organisations from South Asia to learn about good practises.

As a part of the WePOWER initiative, International Women's Day 2020 was celebrated with great vigour. Some of the women leaders from the industry, conducted sessions to discuss the struggles and hurdles, they faced in their journey while excelling in their field and reaching top positions. EESL has conducted several such sessions by Gender and development professionals. Women's Day was celebrated at the Polytechnic girls' college to provide a flavour of corporate sector to female students and motivate them. Recently, EESL has signed an MOU with STEM where it is funding the construction of Mini Science centers/ labs in all girl's schools.



Annexure 2- Qualitative Surveys

Questionnaire Ia

A survey to see how you are doing during this Pandemic

This survey is anonymous, and we will not ask for your email ID or name. Request you to share honest responses as it will help the organisation to understand your needs better and how it is faring.

1. Please mention your designation

2. Gender

3. While working remotely, do you feel that you have been able to strike the work-life balance?

a) Strongly Agree

b) Agree

c) Neither Agree nor disagree,

d) Disagree

e) Strongly Disagree

4. Is your organisation providing you the requisite tools to manage your time and work efficiently?

a. Strongly Agree

b. Agree

c. Neither Agree nor disagree

d. Disagree

e. Strongly Disagree

5. Have the tools provided by your organisation been effective in letting you work remotely in a seamless manner?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

6. Has there been any communication from your organisation on physical and mental well-being, whilst working remotely?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

7. Does your organisation encourage/promote taking regular breaks during working hours?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

8. Have your seniors/ line managers been in touch with you to help manage your workload?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

9. Are you satisfied by the outreach efforts of your organisation?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

10. Has there been an increase in time spent on household tasks?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

11. Do you have time to spend on leisure activities?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

12. Has the lockdown adversely (Negatively) affected your mental health?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

13. Has the lockdown adversely (Negatively) affected your physical health?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

14. Has your sleeping pattern been adversely (Negatively) affected due to the current lockdown?

- a. Strongly Agree
- b. Agree
- c. Neither Agree nor disagree
- d. Disagree
- e. Strongly Disagree

15. Who is staying with you during the lockdown? (You can click all the relevant boxes)

- a. Parents
- b. In-Laws
- c. Partner
- d. Alone
- e. Kids (Over 5 years)
- f. Kids (Below 5 years)
- g. Grand Parents
- h. Siblings
- i. Relatives
- j. Friends/Flatmates
- k. Pets
- l. Others

16. How do you think your organization can add more value to you during these times?

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17. Any other comments or things you wish to highlight?

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Questionnaire Ib

A survey to see how you are doing during this Pandemic

After the findings of the previous survey, we have strived to include your suggestions in our outreach efforts. This survey is anonymous and we will not ask for your email ID or name. Request you to share honest responses as it will help the organisation to understand your needs better and how it is faring.

1. **Designation**
2. **Area of Posting**
3. **Gender**
4. **While working remotely, do you feel that you have been able to strike the work-life balance?**
Yes / No
5. **Is your organisation providing you the requisite tools to manage your time and work efficiently?**
Yes / No
6. **Have the tools provided by your organisation been effective in letting you work remotely in a seamless manner?**
Yes / No
7. **Has there been any communication from your organisation on physical and mental well-being, during the lockdown period?**
Yes / No
8. **Does your organisation encourage/promote taking regular breaks during working hours?**
Yes / No

9. Have your seniors/ line managers been in touch with you to help manage your workload?

Yes / No

10. Are you satisfied with Corporate Office's outreach efforts?

Yes / No

11. Are you satisfied by the outreach efforts of your State office?

Yes / No

12. Has there been an increase in time spent on household tasks?

Yes / No

13. Do you have time to spend on leisure activities?

Yes / No

14. Has the lockdown adversely (Negatively) affected your mental health?

Yes / No

15. Has the lockdown adversely (Negatively) affected your physical health?

Yes / No

16. Has your sleeping pattern been adversely (Negatively) affected due to the current lockdown?

Yes / No

17. Who is staying with you during the lockdown? (You can click all the relevant boxes)

- a. Parents
- b. In-Laws
- c. Siblings
- d. Partner
- e. Alone
- f. Kids (Over 5 years)
- g. Kids (Below 5 years)
- h. Relatives
- i. Friends//Flatmates
- j. Grand Parents
- k. Pets
- l. Others

18. How do you think your organisation can add more value to you during these times?

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19. Any other comments.

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Rajasthan Police Headquarters illuminated by EESL with LED lights

Women employees during CoVID-19

As a part of WePOWER-EESL initiative, this survey is strictly for women employees of EESL to understand the impact of CoVID-19 on aspects such as:

- Work-from-home and work-at-home balance
- Mental/physical health
- Immediate need of assistance

I. Details about the person

Name:

Age: Marital Status :

Years of work experience (in total): Details of office location:

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II. Details of the project you are working on

1. Brief description about the project

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2. Top learnings from the project (3 learnings)

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3. Top areas of improvement (related to gender)

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III. Questions- CoVID 19

5) Were you able to manage work-at-home (domestic work)and work-from-home (office work) efficiently?

Yes / No

6) Who all are staying with you during the lockdown?

Parents / In-laws / Siblings / Alone

Kids above 5 / kinds below 5 / roommate / friends

7) What was the biggest challenge faced by you, while working from home?

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8) What was the biggest ease, while working from home?

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9) How many hours were you able to devote to work while working-from-home (average daily basis)?

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10) Was your partner/parents/in-laws/others, supportive and helpful during the CoVID-19 times?

Yes / No

11) Did you take-up any recreational activity during this CoVID time?

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12) Have you currently resumed going to office?

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13) Was your organization (colleagues/supervisors/ground staff) supportive during this time?

Yes / No

Please explain

a. How did your organization support you during these times?

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b. How would you like your organization to support you in these times?

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14) Did you face any physical/mental health issues during this time?

Yes / No

Please specify

- a. You responded that you were facing some kind of physical or mental concerns/issues. Could you please describe them?

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15) Would you prefer any change in the working style post Co-Vid 19?

Yes / No

Please specify

- a. What changes would you like to see in the working culture in the aftermath of the COVID-19 pandemic?

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16) Do you require any IMMEDIATE ASSISTANCE where WePOWER network/ organizational structure can help?

Yes / No

- Monetary
- Technological
- Supervisory
- Others

Snapshots



"Individual commitment to a group effort--that is what makes a team work, a company work, a society work, a civilization work." --Vince Lombardi



Some days are simply made for playing to boost team spirit















"Alone we can do so little, together we can do so much." --Helen Keller

















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