



**BANGALORE ELECTRICITY SUPPLY COMPANY LIMITED**  
**(wholly owned Government of Karnataka Undertaking)**

No.BESCOM/GM(A&HR)/DGM(HRD)/BC-40/2023-24/CYS-17  
Encl:

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Date: 30.05.2023

**OFFICIAL MEMORANDUM**

**Sub:** Formation of committee on “**Gender Equality & Social Inclusion**” (GESI) -Reg.

**Ref:** This Office Note approved by MD, BESCOM vide Dated: 25.04.2023.

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**Preamble:**

The State of Karnataka is implementing the Project of Conversion of 11KV OH line into UG cable system, Running of new feeder for bifurcation of load & Conversion of LT OH line into UG/AB cable system and laying of Optic Fibre cable (OFC) along with UG cable in the jurisdiction of BMAZ area, BESCOM with **Asian Development Bank's (ADB)** financial assistance. The Government of Karnataka, Energy Department is the executing agency and the **Bengaluru Electricity Supply Company Limited (BESCOM)** is the implementing agency for the project.

In Connection to this, an e-mail Dated: 26/03/2023 has been received from ADB regarding progress on formation of GESI Committee. BESCOM had agreed to form GESI Committee by as per Midterm Review Mission Aide Memoire (AM dated 23/03/2023). Further to this, a working draft of GESI Committee has been received via Email on 06/04/2023 from ADB TA-GESI Consultant.

Establishing a gender equality & social inclusion committee is a key way to drive change towards a more diverse and inclusive culture. The GESI Committee help to coordinate gender initiatives, provide strategic leadership and management, raise awareness, support policy and capacity building, work on resource mobilization, planning, programming and budgeting to ensure that gender equality and the empowerment of women are achieved. The GESI Committee promote organizational learning at the individual and work unit levels on how to practically and effectively integrate gender equality into policies, programs, operations and structures of Organizations.

As a first step to promote gender perspective within an organization, creation of GESI Committee is necessary. It demonstrates an organizational commitment to contemporary GESI issues of workplace. In keeping with the requirements of national and state laws/regulations and requirements of multilateral agencies (such as, ADB or IFC) on the

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assessment of GESI issues, BESCOM has taken a decision to establish GESI Committee (GESI-Com) for its business activities.

**Hence, this order:**

Approval is hereby accorded for formation of Gender Equality & Social Inclusion Committee (GESI-Com) in BESCOM with the following Officers:

SL No.	Department	Name of the Officer Sri/Smt	Designation	Contact No.
<b>Corporate Office</b>				
1	Director Technical	H.J. Ramesh	Director Technical as <b>CHAIRMAN</b>	9449030425
2	Operations	Nagaraj M.L.	Chief General Manager, Operations	9449844899
3	Accounts	H.R Rekha	Chief General Manager, A&RT	9449030863
4	Admin & HR	C.N. Manjunatha	General Manager, Admin & HR	9449844880
5	Projects	Ramesh Gudi	Superintending Engineer, PMU as <b>CO-CHAIRMAN</b>	8277889659
6	QS&S	S.T. Shantamallappa	General Manager, QS&S	9449055636
7	ICT & MIS	Zahida Begum	Deputy General Manager, ICT&MIS as <b>CONVENER</b>	9449877005
8	Procurement	M. Ravindra	Deputy General Manager, Procurement	9449844689
9	Corporate Affairs	Savitha Yellapur	Deputy General Manager, Civil	9449877003
10	Finance	Saraswathi.S	Assistant General Manager, F&R	9449012151
11	Internal Audit	Padmavati H.M.	Assistant General Manager, I/A	9449868913
12	DSM, DAS, Smart Grid	L.S. Jyothi Rani	Assistant General Manager, DSM	9740000908
<b>Circle Offices</b>				
13	Tumkur Circle	Anantha Ramayya	Executive Engineer, Works Unit, Tumkur Circle Office	9448279388
14	Davangere Circle	Komala K.C.	Executive Engineer, Works Unit , Davanagere Circle Office	9448279330
15	Kolar Circle	Kavitha L.	Executive Engineer, Works Unit, Kolar Circle Office	9448260060
16	Ramanagara Circle	Naveen B.C.	Executive Engineer, Works Unit, Ramanagara Circle Office.	9449841656
17	Bengaluru Rural Circle	Puttaswamy G.	Executive Engineer, Works Unit Bengaluru Rural Circle Office.	9448452101
18	Bengaluru West Circle	Rajeshwari S.	Executive Engineer, Works Unit, Bengaluru West Circle Office.	9480811290

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19	Bengaluru North Circle	Vinay Kumar	Executive Engineer, Works Unit, Bengaluru North Circle Office.	9449844895
20	Bengaluru East Circle	Chaithra R.	Executive Engineer, Works Unit, Bengaluru East Circle Office	9449844866
21	Bengaluru South Circle	R.V. Ganesh	Executive Engineer, Works Unit, Bengaluru South Circle Office.	9449046584

**NOTE:** In the life of the committee, if need arises the committee can be reconstituted for the Fulfilment of mission.

**MISSION:**

To oversee and support the implementation of the Corporate GESI Policy & Strategy of BESCO, prepare future Gender Equality Strategy and support its implementation. To promote gender equality and social inclusion from all forms of discrimination if any especially for special interest groups(include women, youth, persons with disabilities (PWDs), the elderly, minorities and marginalized groups) through ensuring compliance with policies and practice.

**CORE VALUES:**

Core values of GESI Committee in BESCO are: Equity, Fairness, Inclusiveness, Accountability, Teamwork, Honesty & Integrity.

**PURPOSE:**

The broader purpose of the GESI Committee is:

1. To foster a gender-sensitive organizational culture.
2. To formalize and collect the organization's commitment to equality in corporate documents.
3. To recognize GESI perspective & approving constitution of GESI Committee.
4. To disseminate the institutional commitment as well as the constitution of the GESI and its different actions to all staff.
5. To support different activities proposed by the GESI Committee.
6. To provide the necessary resources including technical & budgetary for the development of the action plan proposed by the GESI Committee.
7. To improve and promote equal opportunities for men and women without directly or indirectly discriminating for reasons of sex/gender or other aspects (caste, sub-caste, race, religion, etc.) at the BESCO.

**Detailed Tasks of GESI Committee :**

1. To implement Gender sensitive policies and practice in letter & spirit.
2. To address issues affecting achievement of gender equality.
3. Oversee implementation, monitor and report preparation of GESI activities to be undertaken.
4. Regular review of BESCO Projects & programs with a gender perspective.
5. Fostering gender balance in decision-making places.
6. Ensure that Gender related information is regularly diffused in the BESCO's communication channels.

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7. Ensure that workplace policies such as prevention of sexual harassment at workplace (POSH) are implemented and that Officers/Employees of BESCOM are aware of these policies and GESI Concepts.
8. Ensuring leadership and accountability for various initiatives within the gender diversity strategy.
9. Ensure that the office monitoring & evaluation plan is Gender Sensitive.
10. To consider Tariff Policy such that subsidized electricity is provided to women led occupation.
11. To provide appropriate & adequate facilities that respond to gender-based needs including breastfeeding area, crèche/childcare, Western Toilets and ramp to physically disabled but not excluding recreation facilities such as common room, Sports Area (eg: Badminton Court), separate lavatories for women/men and Cafeteria in the BESCOM owned buildings subject to availability of space.
12. Conducting Gender Sensitization Training Programs for HQ & Field Staff.
13. Raising & promoting awareness and provide education on GESI issues to BESCOM staff.
14. To receive and address Grievances of BESCOM Officers /Employees, irrespective of Gender and provide fair impartial solutions.
15. To Create friendly atmosphere in workplace.


The GESI Committee will recommend and take up any other improvements as and when found necessary. In this context,

1. The convener should arrange meetings or more frequently at the call of chair and review every meetings related compliance/proceedings.
2. The GESI Committee will prepare the progress report and report regularly about progress to The CHAIR about overall progress and planned actions.
3. The GESI Committee shall post the progress report, events, etc. in the BESCOM website.

#### RESOURCES :

GESI Committee should have the necessary resources including Technical and budgetary for the development of the action plan proposed.

<p>Approved by Managing Director, BESCOM</p>
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 (C.N. Manjunatha., K.A.S.)  
**General Manager (A&HR),** 29/5/2023  
**BESCOM, Bengaluru.**

#### Copy to :

1. The Chief Engineer (Ele), O & M Zone, BMAZ South/BMAZ North/BRAZ/CTAZ, BESCOM.
2. The Chief General Manager, Projects/Corporate Affairs/I/A Section, Corporate Office, BESCOM, Bengaluru for information and needful action.
3. The Superintending Engineer(Ele.), O&M Circle, Tumkur/Davanagere/Kolar/BRC/Ramanagara/Bengaluru North/Bengaluru East/Bengaluru South/Bengaluru West, BESCOM for information and needful action..
4. The General Manager, Procurement/ICT&MIS/F&R/DSM Section, Corporate Office, BESCOM, Bengaluru for information and needful action.
5. The Personal Secretary to MD/DT/DF/CS, Corporate Office, BESCOM, Bengaluru to bring it to the kind notice of the Officers.
6. Concerned Officers.
7. The Assistant General Manager (E&S)/(I/A), Corporate Office, BESCOM, Bengaluru.
8. Dr. Sujata Basu, GESI Specialist, ADB TA, Asian Development Bank.
9. MF/OC.