



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

No.BESCOM/GM(A&HR)/DGM(HRD)/BC-40/2023-24/CYS
Encl: 80

Corporate Office, HRD Centre,
Crescent Towers, Crescent Road,
1st Floor, Bengaluru.
PH : 080-22356756
E-Mail ID : dgmhrd.work@gmail.com
Date: 6-11-2023

OFFICIAL MEMORANDUM

Sub: Half day training on “**Gender Sensitization & GESI (Gender Equality and Social Inclusion)**” for committee members of GESI and Internal complaints committee [Women Grievance Redressal Cell] of BESCOM on 08.11.2023-Reg.
Ref: This Office Note approved by the M.D, BESCOM, Dated: 17.10.2023.

All the committee members of GESI (Gender Equality and Social Inclusion) and Internal Complaints Committee [Women Grievance Redressal Cell] of BESCOM are directed to attend Half day training on “**Gender Sensitization & GESI (Gender Equality and Social Inclusion)**” to be conducted by K. Gururaja, Faculty, Bengaluru on **08.11.2023** from **11:00 AM** to **02:00 PM** and the training will be chaired by Director (Tech), BESCOM.

The OMs of **GESI committee** and **Internal complaints committee [Women Grievance Redressal Cell]** are herewith enclosed.

Place & Venue of the Training: Kautilya Hall, KPTCL Account Officers Association, Belli Habba Bhavana, No.28, Race Course Road, A.R Circle, Bengaluru-560009.

Reporting Time & Date: 10:50 AM on 08.11.2023 (Wednesday).

The participating Officers/Employees are eligible for **TA and DA as per Norms**.

NOTE:

1. The officers/employees deputed must attend the training compulsorily.
2. In case of any changes in names in the OMs due to Promotions/Transfers/Deputations, the reported officer shall attend the training program in lieu of relieving officer/employee.
3. This training is organized to foster a gender sensitive organizational culture, for which purpose the committee members are deputed.

Approved by MD,
BESCOM

(C.N. Manjunatha, K.A.S.)
General Manager(A&HR),
BESCOM, Bengaluru.

Copy to:

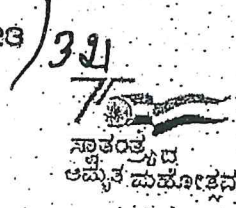
1. All Chief Engineers(Ele), O&M Zone, BMAZ South/BMAZ North/BRAZ/ CTAZ, BESCOM.

2. All Chief General Managers, Corporate Office, BESCOM, Bengaluru.
3. All Superintending Engineers(Ele), O&M Circle, Bengaluru South/Bengaluru North/
Bengaluru East/Bengaluru West/BRC/Ramanagara Circle/Tumkur/ Kolar/Davangere,
BESCOM.
4. All General Managers, Corporate Office, BESCOM, Bengaluru.
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/Employees.
7. The Assistant General Manager (E&S)/(I/A), Corporate Office, BESCOM, Bengaluru.
8. MF/OC.

ಬೆಂಗಳೂರು ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿ ನಿಯಮಿತ

(ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಂಪೂರ್ಣ ಸ್ವಾಮ್ಯಕ್ಕೊಳಪಟ್ಟಿದೆ)

ಕ್ರಮಾಂಕ: ಬೆವಿಕಂ/ಜನಿ31/14/2022-23



ಕಂಪನಿ ಕಾರ್ಯಾಲಯ,

ಕೆ.ಆರ್.ವೃತ್ತ,

ಬೆಂಗಳೂರು -01,

ದಿನಾಂಕ: 4 AUG 2022

ಅಧಿಕೃತ ಜ್ಞಾಪನ

ವಿಷಯ: ಆಂತರಿಕ ದೂರಗಳ ಸಮಿತಿಯನ್ನು ಪುನರ್ ರಚಿಸುವ ಬಗ್ಗೆ

- ಉಲ್ಲೇಖ: 1. ಸರ್ಕಾರದ ಜಂಟಿ ಕಾರ್ಯದರ್ಶಿ(ಆಡಳಿತ), ಸಾರ್ವಜನಿಕ ಉದ್ದಿಮೆಗಳ ಇಲಾಖೆ, ಬಹುಮಹಡಿ ಕಟ್ಟಡ, ಬೆಂಗಳೂರು ರವರ ಪತ್ರ ಸಂಖ್ಯೆ: ಸಾಉಇ17 ಎಂಇಎ 2017 ದಿ: 27.03.2017.
2. ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ (ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ 2013
3. ಕಂಪನಿ ಕಾರ್ಯಾಲಯದ ಆದೇಶ ಸಂಖ್ಯೆ: ಬೆವಿಕಂ/ಜನಿ31/64/ 2017-18/190 ದಿನಾಂಕ: 05.07.2017
4. ಕಂಪನಿ ಕಾರ್ಯಾಲಯದ ಆದೇಶ ಸಂಖ್ಯೆ: ಬೆವಿಕಂ/ಜನಿ31/64/ 2017-18/752 ದಿನಾಂಕ: 01.01.2019.

ಉಲ್ಲೇಖ(4) ರನ್ವಯ ಆದೇಶದನ್ವಯ, ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ(ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧಿಸುವಿಕೆ, ನಿವಾರಿಸುವಿಕೆ) ಅಧಿನಿಯಮ 2013 ಸೆಕ್ಷನ್ 4 ರ ಅನ್ವಯ ಬೆಂಗಳೂರು ವಿದ್ಯುತ್ ಸರಬರಾಜು ಕಂಪನಿ ಕಾರ್ಯಾಲಯದಲ್ಲಿ 'ಆಂತರಿಕ ದೂರಗಳ ಸಮಿತಿ' [Internal Complaints Committee] ಯನ್ನು ರಚಿಸಲಾಗಿತ್ತು. ಸದರಿ ಸಮಿತಿಯ ಅವಧಿಯು ಪೂರ್ಣಗೊಂಡ ಹಿನ್ನೆಲೆಯಲ್ಲಿ 'ಆಂತರಿಕ ದೂರಗಳ ಸಮಿತಿ' [Internal Complaints Committee] ಯನ್ನು ಈ ಕೆಳಕಂಡ ಸದಸ್ಯರನ್ನೊಳಗೊಂಡಂತೆ ಪುನರ್ ರಚಿಸಲಾಗಿದೆ.

ಕ್ರ.ಸಂ	ಅಧಿಕಾರಿಯ ಹೆಸರು ಶ್ರೀಯುತರು	ಪದನಾಮ	ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿರುವ ಸ್ಥಳ	ಸಮಿತಿ ವಿವರ
1	ಹೆಚ್. ಆರ್. ರೇಖಾ	ಮುಖ್ಯ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು (ಲೆಕ್ಕಗಳು & ಜಕಾತಿ)	ಲೆಕ್ಕಗಳು & ಜಕಾತಿ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಅಧ್ಯಕ್ಷರು
2	ಟಿ.ಡಿ. ಮಹಾಲಕ್ಷ್ಮಿ	ಲೆಕ್ಕನಿಯಂತ್ರಣಾಧಿಕಾರಿ	ಕಂದಾಯ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಉಪಾಧ್ಯಕ್ಷರು
3	ಉಮಾಮಹೇಶ್ವರಿ	ಉಪ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು	ವಿದ್ಯುತ್ ಖರೀದಿ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
4	ಬಸವರಾಜ್ ಹೆಚ್.ಬಿ.	ಉಪ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು ಎನರ್ಜಿ ಆಡಿಟ್	ಮಾಪಕ ಮತ್ತು ವಾಣಿಜ್ಯ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
5	ಧಾತ್ರಿ ಜೋಷಿ	ಸಹಾಯಕ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು	ಡಿ.ಎಸ್.ಎಂ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು

6	ರಾಧ ಪಿ.ಕೆ.	ಸಹಾಯಕ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು	ಆಂತರಿಕ ಪರಿಶೋಧನೆ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
7	ವಿಶ್ವಭಾರತಿ ಸಿ.ಎಸ್.	ಸಹಾಯಕ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು	ಸಿಬ್ಬಂದಿ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
8	ನಯನ ಜಿ.ರಾಜ್	ವ್ಯವಸ್ಥಾಪಕರು	ಎಸ್.ಜಿ. & ಇ.ವಿ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
9	ಹಿತ್ಯೇಷಿಣಿ ಸಿ.ಎಂ.	ವ್ಯವಸ್ಥಾಪಕರು	ಓ.ಪಿ.ಸಿ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು	ಸದಸ್ಯರು
10	ಪ್ರಿಯಾಂಕ ಬಿ.	ಹಿರಿಯ ಸಹಾಯಕಿ	ಯೋಜನೆಗಳು ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
11	ಗೀತಾಂಜಲಿ ಜಿ.	ಸಹಾಯಕಿ	ರೆವಿನ್ಯೂ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
12	ಗೀತಾ ಹೆಚ್.	ಹಿರಿಯ ಸಹಾಯಕಿ	ಸಿಬ್ಬಂದಿ & ಸೇವೆ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
13	ಸೌಭಾಗ್ಯ	ಕಛೇರಿ ಪರಿಚಾರಕಿ ದರ್ಜೆ-1	ವಿದ್ಯುತ್ ಖರೀದಿ ಶಾಖೆ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು
14	ಹೆಚ್.ಆರ್ ಉಮಾದೇವಿ	ಸರ್ಕಾರೀತರ ಸಂಸ್ಥೆ	ಅಧ್ಯಕ್ಷರು, ಶಿವಶಕ್ತಿ ಮಹಿಳಾ ಸಂಘ, ಹೆಬ್ಬಾಳ, ಬೆಂಗಳೂರು.	ಸದಸ್ಯರು

ಸದರಿ ಸಮಿತಿಯು ಮಹಿಳಾ ನೌಕರರ ಮೇಲೆ ನಡೆಯುವ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಗಟ್ಟುವಿಕೆ ಹಾಗೂ ಭದ್ರತೆ ನೀಡುವುದು ಮತ್ತು ದೂರು ನಿವಾರಣೆಗೆ ಸಂಬಂಧಿಸಿದ ವಿಷಯಗಳನ್ನು ನಿರ್ವಹಿಸುವುದು.

ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷರ ಹಾಗೂ ಸದಸ್ಯರ ಅಧಿಕಾರದ ಅವಧಿ ಗರಿಷ್ಠ ಮೂರು ವರ್ಷಗಳಾಗಿರುತ್ತದೆ.

ವ್ಯವಸ್ಥಾಪಕ ನಿರ್ದೇಶಕರಿಂದ
ಅನುಮೋದಿಸಲ್ಪಟ್ಟಿದೆ.

ಆದೇಶದ ಮೇರೆಗೆ,



ಪ್ರಶಾಂತಕುಮಾರ್ ಎಸ್.ಜಿ. ಕೆ.ಆ.ಸೇ
ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ಆ. ಮತ್ತು ಮಾ.ಸಂ.),
ಬಿ.ವಿ.ಕಂ., ಬೆಂಗಳೂರು.

ಪ್ರತಿಗಳು:-

1. ಎಲ್ಲಾ ಮುಖ್ಯ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು(ವಿ), ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆವಿಕಂ, ಬೆಂಗಳೂರು.
2. ಎಲ್ಲಾ ಮುಖ್ಯ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾ ಮತ್ತು ಪಾ ವಲಯ, ಬೆವಿಕಂ.
3. ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರು, ಜಾಗೃತದಳ, ಬೆವಿಕಂ.
4. ಎಲ್ಲಾ ಪ್ರಧಾನ ವ್ಯವಸ್ಥಾಪಕರು, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆವಿಕಂ, ಬೆಂಗಳೂರು.
5. ಎಲ್ಲಾ ಅಧೀಕ್ಷಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾ ಮತ್ತು ಪಾ, ಬೆವಿಕಂ.
6. ಎಲ್ಲಾ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾ ಮತ್ತು ಪಾ ವಿಭಾಗ, ಬೆವಿಕಂ.
7. ಎಲ್ಲಾ ಸಹಾಯಕ ಕಾರ್ಯನಿರ್ವಾಹಕ ಇಂಜಿನಿಯರ್(ವಿ), ಕಾ ಮತ್ತು ಪಾ ಉಪ ವಿಭಾಗ, ಬೆವಿಕಂ.
8. ಶ್ರೀಮತಿ ಹೆಚ್.ಆರ್. ಉಮಾದೇವಿ, ಅಧ್ಯಕ್ಷರು, ಶಿವಶಕ್ತಿ ಮಹಿಳಾ ಸಂಘ, ಹೆಬ್ಬಾಳ, ಬೆಂಗಳೂರು.
9. ಆಪ್ತ ಕಾರ್ಯದರ್ಶಿಗಳು : ವ್ಯ.ನಿ/ನಿ(ತಾಂ.)/ನಿ(ಹ)/ಕಂ.ಕಾ, ಕಂಪನಿ ಕಾರ್ಯಾಲಯ, ಬೆವಿಕಂ, ಬೆಂಗಳೂರು.

10. ಸಂಬಂಧಿಸಿದ ಅಧಿಕಾರಿಗಳಿಗೆ.

11. ಮುಖ್ಯ ಕಡತ.

ಪ್ರತಿಗಳು ಮಾಹಿತಿಗಾಗಿ:

1. ಅಧ್ಯಕ್ಷರು, ಕವಿಪ್ರನಿನಿ ನೌಕರರ ಸಂಘ, ಆನಂದರಾವ್ ವೃತ್ತ, ಬೆಂಗಳೂರು.
2. ಅಧ್ಯಕ್ಷರು, ಕೆಇಬಿ, ಇಂಜಿನಿಯರುಗಳ ಸಂಘ, ಆನಂದರಾವ್ ವೃತ್ತ, ಬೆಂಗಳೂರು.
3. ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ, ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ ನೌಕರರ ಸಂಘ/ಕ.ವಿ.ಮಂ ಇಂಜಿನಿಯರುಗಳ ಸಂಘ/ಡಿಪ್ಲೊಮಾ ಇಂಜಿನಿಯರುಗಳ ಸಂಘ/ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಲೆಕ್ಕಾಧಿಕಾರಿಗಳ ಸಂಘ/ಕ.ವಿ.ಪ್ರ.ನಿ.ನಿ., ಪ.ಜಾತಿ ಮತ್ತು ಪ.ಪಂಗಡಗಳ ಕಲ್ಯಾಣ ಸಂಸ್ಥೆ/ಕವಿಪ್ರನಿನಿ/ಎಸ್ಸಾಂ, ಪ.ಜಾತಿ ಮತ್ತು ಪ.ಪಂಗಡಗಳ ಅಧಿಕಾರಿಗಳ ಸಂಘ, ಬೆಂಗಳೂರು ರವರುಗಳ ಮಾಹಿತಿಗಾಗಿ.



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

No.BESCOM/GM(A&HR)/DGM(HRD)/BC-40/2023-24/CY5-17
Encl:

Corporate Office, HRD Centre,
Crescent Towers, Crescent Road,
1st Floor, Bangalore.

PH : 080-22356756

E-Mail ID:dgmhrd.work@gmail.com

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.

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 TAGESI 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


29/5/2023

assessment of GESI issues, BESCO 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 BESCO with the following Officers:

SL No.	Department	Name of the Officer Sri/Smt	Designation	Contact No.
Corporate Office				
1	Director Technical	H.J. Ramesh	Director Technical as CHAIRMAN	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 CO-CHAIRMAN	8277889659
6	QS&S	S.T. Shantamallappa	General Manager, QS&S	9449055636
7	ICT & MIS	Zahida Begum	Deputy General Manager, ICT&MIS as CONVENER	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
Circle Offices				
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

4/29/2023

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 BESCOM, 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), elderly, minorities and marginalized groups) through ensuring compliance with policies and practice.

CORE VALUES:

Core values of GESI Committee in BESCOM 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 BESCOM.

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 BESCOM Projects & programs with a gender perspective.
5. Fostering gender balance in decision-making places.
5. Ensure that Gender related information is regularly diffused in the BESCOM's communication channels.

29/5/23

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.

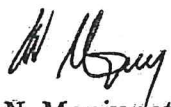
The GESI Committee will recommend and take up any other improvements as and when found necessary. In this context,

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.

Approved by
Managing Director,
BESCOM


(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.