



CII Awards on  
Excellence for  
Women in STEM



Confederation of Indian Industry

# CHAMPIONING DIVERSITY & INCLUSION

A Compendium of Best  
Practices from Top  
Organizations Excelling in



2024

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## Foreword

**Mr Chandrajit Banerjee**  
Director General,  
Confederation of Indian Industry



The fields of Science, Technology, Engineering, and Mathematics (STEM) continue to thrive, yet women remain underrepresented in these areas, accounting for just 34% of the STEM workforce globally. This gender disparity is particularly pronounced in some of the fastest-growing and highest-paying jobs of the future, such as cutting-edge new technologies and advanced engineering.

To address this imbalance, organisations must intensify their efforts to build a more diverse workforce, as diversity brings new ideas and perspectives that enhance and broaden scientific knowledge and innovation. Although there has been progress in increasing the number of women in STEM, much more needs to be done to fully unlock the potential for innovation and problem-solving that will shape the future of science and technology.

To advance the goal of promoting women in STEM, the Confederation of Indian Industry (CII) has targeted gender parity in the STEM workforce, with a 50% representation of women being the aim for 2047. The CII National Committee on Technology, Innovation, and Research has produced this compendium providing a comprehensive overview of the status of women in STEM fields in Indian organisations. The compilation also includes best practices which can serve to guide organisations to build greater participation of women in these fields.

I believe this compendium will serve as a valuable resource in advancing the movement to promote women in STEM across the nation. I extend my sincere gratitude to all those who contributed to the development of this important report.



## Foreword

### **Dr Naushad Forbes**

Past President, CII  
Chairman, CII National Committee on Technology,  
Innovation, & Research  
Co-Chairperson, Forbes Marshall



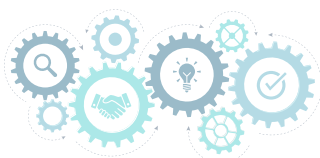
For India to achieve its goal of being a developed country by 2047, it is crucial for our growth to be inclusive, embracing the talent and aspirations of most. A key driver is in Science, Technology, Engineering, and Mathematics (STEM), where the contribution of women needs to be enhanced.

The Confederation of Indian Industry (CII) has launched a movement to recognise 'Women in STEM' as a pivotal objective of the CII National Committee on Technology, Innovation, and Research.

CII has also instituted the Awards on Excellence for Women in STEM, as an initiative dedicated to bridging the gender gap. These awards are a step towards gender equality in the STEM landscape. CII has also developed this collection of case studies of organisations committed to gender diversity in STEM. It reflects the power of inclusivity in driving the country forward.

The practices outlined in this collection represent a strategic approach that aligns with our goal of being a developed India. By adopting these best practices, we contribute to the growth of our organisations and our aspiration of being a global leader in science and technology. Every step towards empowering women in STEM is a step toward realising the vision of a developed India

I would like to extend my deepest appreciation to all the stakeholders whose contributions have made this compendium possible.



## Message



### **Ms Vaishali Nigam Sinha**

Chairperson, CII Mission on Women in STEM  
Co-Founder and Chairperson Sustainability, ReNew

From the invention of zero to the success of Chandrayaan 3, India has long stood as a beacon of scientific prowess. Today, India Inc. leads as a guiding star in innovation, technology, and science. In this era of transformative technological advances, diverse perspectives in science, technology, engineering, and mathematics (STEM) are more crucial than ever. Although women currently represent only one-third of global STEM graduates and professionals, this gender gap also highlights a tremendous opportunity to expand women's participation in the STEM workforce.

Through our work at CII, the call to action is clear: to inspire impactful change through evidence. This compendium serves as a platform showcasing organizations driving meaningful change in gender diversity within STEM. The initiatives here demonstrate a commitment to supporting women at every career stage—from education and recruitment to leadership and development. These best practices offer real-world examples not only for attracting and retaining top talent but also for advancing an ecosystem of innovation, collaboration, and inclusive growth.

The journey toward gender parity in STEM is ongoing, with each step reshaping what's possible. Every woman in STEM stands as a lighthouse, inspiring countless others to act. This compendium is designed to serve as a resource for organizations across India and worldwide. With shared vision and collective action, we can dismantle the systemic barriers that have hindered generations of women and pave the way for future leaders in science and technology.

We are proud to present this compendium of organizations—not as a final solution, but as a dynamic document that will grow as we continue to learn, evolve, and expand opportunities for women in STEM.

I would like to congratulate all the organizations that have generously shared their best practices for this compendium. Your dedication to gender diversity in STEM not only sets a standard for inclusion but also creates a foundation for a more equitable, innovative future. Your collaboration has been invaluable in shaping this compendium, and together, we can continue to break down barriers and define a new chapter for women in STEM.

**तेजोमण्डिता उज्वला भवाम्यहं शक्तिः**  
*Adorned with lustre and brilliance, I become strength*





## Executive Summary

The present Compendium of Best Practices from Top Organizations Excelling in Women in STEM celebrates and showcases the pioneering organizations committed to advancing women's representation, leadership, and contributions in science, technology, engineering, and mathematics (STEM).

This Compendium features a range of organizations, from companies to academic institutions and research institutes, each demonstrating unique approaches to supporting women in STEM fields. Recognizing the critical role that gender diversity plays in driving innovation and economic growth, this compendium highlights best practices, impactful programs / policies, and successful strategies adopted by organizations across sectors to foster an inclusive STEM environment as well as provides a few testimonials.

With comprehensive data and examples, this collection offers best practices that can serve as a model for other organizations aiming to strengthen their support for women in STEM. It may be noted that the best practices have been included as shared by the members.

In its commitment towards gender diversity and inclusivity, CII also launched the inaugural edition of the CII Awards on Excellence for Women in STEM in 2024 that served as a powerful call to action for organizations and institutes to align themselves with a movement that values, celebrates, and uplifts women in STEM, recognizing their indispensable role in shaping the technological frontiers of tomorrow. Furthermore, the awards offered a platform for companies and institutes to gain national and international recognition for their commitment to fostering diversity and inclusion.

Such initiatives are expected to inspire ongoing commitment and spark new initiatives to support women in STEM, building a more inclusive, dynamic, and forward-thinking STEM landscape for future generations.





# CHAMPIONING DIVERSITY & INCLUSION

A Compendium of Best  
Practices from Top  
Organizations Excelling in



Category

**INSTITUTIONS**

## Birla Institute of Technology and Science, Pilani

### Key sectors:

Academics (Engineering, Sciences, Management, Law and Design), Research (National & International)



### 1. What is your organization's vision for promoting Women in STEM by 2030?

"What do we propose to do here? We want to teach real science whether it is engineering, chemistry, humanities, physics or any other branch. We want to develop a scientific approach in Pilani, which means there would be no dogma. There will be a search for truth. What we propose to do here is to cultivate a scientific mind."

- The Late Shri G.D. Birla, Founder Chairman, BITS, Pilani

"... to prepare young men and women to act as leaders for the promotion of the economic and industrial development of the country and to play a creative role in service to humanity."

- The Late Dr. K.K. Birla, Former Chancellor, BITS, Pilani

"What is it that can empower our nation? The most obvious answer is education. Education that enhances livelihoods but also education that is value-based. Education that gives roots and gives wings as well".

- Dr. Kumar Mangalam Birla, Chancellor, BITS, Pilani

Following above visions set by our honourable Founder Chairman and Chancellors, BITS Pilani has been delivering equal education based knowledge platform in STEM and other streams like Humanities, Social Science, Management, etc. to all genders without any biasness. The institute leadership has devised numerous policies to increase intake of highly qualified Women faculty and researchers from currently ~24% to ~30% of overall staff as well as provisions for enrolment of more female students from currently ~20% to ~30% of overall students in STEM by 2030. The organizations leadership and administration is inclined to provide the best possible environment and experience for the Women Researches in STEM so they may develop a global impact for themselves, the organization and the country for the betterment of Women workers and humanity. The visions of current leadership are to inspire all faculty staff irrespective of the gender, to showcase their aptitude, intellect, wisdom, trust worthiness and novelty in STEM for the betterment of the humankind. Strategizing the overall picture of the organization growth by 2030 it is strongly believed that the women researchers (both faculty and student) have major roles to play in education, research and leadership.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

The faculty and the student pool in all 5 campuses of BITS Pilani comes from diverse background. For the Gender Diversity and Inclusivity various best practices are followed, and a few to highlight are-



- **Maternity Leave policy** – Women Faculty are allowed to take 6-month maternity leave with regular salary. For Women Doctoral Scholars, an Extension of PhD tenure by an extra Semester with stipend is considered in this policy. Marriage or Medical leaves are given as per government guidelines.
- There are Infant Care Centers/ Toddler schools in every Campus for primary schooling of young children (age group of 2.5 – 3 yrs).
- **Absence of Curfew Timings for Women Hostellers, researchers or staff on Campus-** No restricted timings for women hostellers on campus so they may avail all academic and research facilities (eg. library with extended hours during examination; long lab experimentations) and enjoy the same rights to freedom and liberties as men hostellers. All the Indian campuses are acknowledged as being safe for women faculty members and students as per the responses received from women respondents.
- **Female Medical Staff:** The medical centers have female doctors and nursing staffs. Medical center conducts health checkup camps with focus on Women aging issues.
- **International or Industrial visits:** The Institute supports University Exposure Abroad (UEA) and the University Industry Immersion (UII) schemes, which offer women faculty due opportunities to visit labs, foreign institutes and industries for their research advancements or as part of specific faculty exchange programs.
- **Research Initiation support:** Research schemes like New Faculty Seed Grant (Rs. 20 lakh/ 2 years), Research Initiation Grant, Career Advancement Grants, etc., provide funding support to all new joined faculty members irrespective of their gender.
- **Awards & Recognitions:** There are awards for “Excellence in Teaching” and “Research Chair Professorship”, that are considered for faculty having excellent record of teaching, research and administrative skills irrespective of Gender. Late Prof. Suman Kapur, Senior Professor, Biological Sciences, was honored as Chair Professor.
- **Proactive Counselling:** The M-power center and Counselling Cell help provide Proactive counselling to address various issues among female faculty and students.
- Unbiased consideration in Leadership and Administrative roles.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

With the focus to support and accelerate contribution of Women researchers and educators in STEM, the institute leadership has drawn following policies and initiatives –

- Constituting a Women Faculty Excellence Award for Research and Teaching by the support of BITS Pilani Alumni batch of 1998 to recognize and honour professional excellence, contributions to research and innovation among women faculty, and to support leading women in joining BITS Pilani. The award consists of an annual INR 1 lakh prize and a certificate. Eligibility criteria include women faculty in STEM disciplines from any BITS Pilani campus, with 2 years of minimum service, having demonstrated excellence in research and innovation—such as through published research, patents, advanced teaching methods, scholar success, or mentoring female students.





- Constitution of new fellowships and scholarships for the female students at graduate, postgraduate and PhD levels. This will help girl students from economically poor backgrounds to pursue for higher education.
- Initiation of Women Leadership Development program – The program aims to foster collaboration, learning, leadership development skills among Women faculty members and address the crucial issue of empowering women leaders amongst STEM and NON-STEM women academicians at BITS Pilani.
- Womenpreneur:
  - a. Shobitam Centre of Women Entrepreneurship (SCWE), was established across all 5 campuses of BITS Pilani, to help fill gender gap in business by supporting woman entrepreneur by empowering them in various ways.
  - b. PIEDS- BITS Pilani, in partnership with the Women Entrepreneurship Platform (WEP), NITI Aayog, Government of India, supported by Aditya Birla Capital Foundation, introduced the 'Womenpreneurs for Bharat 1.0' start-up program (<https://pieds-bitspilani.org/womenpreneur.html>). Till date total 34 Women-led Startups have been incubated.
- The Prevention of Sexual Harassment (PoSH) policy is established and regular POSH eLearning modules are shared with all the employees.

#### 4. Testimonials



By enabling women to advance into senior roles, BITS Pilani promotes diversity, drives innovation, and ensures equity.

**Yogeeswari Perumal**, Senior Professor & Dean, Administration being 23 + years with BITS Pilani



BITS Pilani has provided me with opportunities to excel in research, entrepreneurship, and leadership, supported by a strong innovation ecosystem and excellent facilities. As the convener of the Institution Innovation Council (IIC) and a recent recipient of the Best Female Faculty Excellence Award, I have experienced the institution's exceptional commitment to empowering women in STEM. The support extended to women researchers is truly transformative, enabling us to thrive and lead in our fields.

**Anupama Mittal**, Associate Professor & Convenor, IIC BITS Pilani (+10 years of experience at BITS Pilani)



## CSIR-Central Drug Research Institute, Lucknow

### Key sectors:

Biomedical research, drug discovery and development



### 1. What is your organization's vision for promoting Women in STEM by 2030?

CSIR-CDRI has a culturally diverse representation of women (students, staff, faculties) from more than 20 states covering the length and breadth of our country, including remote areas. Our organization values gender equity and inclusivity. CSIR-CDRI is committed to removing covert and overt barriers (structural, social, cultural, economic) and developing a support structure for capacity building and strengthening of the S&T ecosystem for women in the workforce.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

CSIR-CDRI has women workforce (students, staff and faculties) spanning the age-group of 23-59 years. Our institution has initiated policies and practices to support women in the workforce at different stages of their career.

To encourage female participation in STEM workforce at entry level in their educational training, female students and post-graduate trainees are given priority for on-campus accommodation. In addition to this, our institution provides on-campus family accommodation facility to married PhD students and post-docs with kids.

We also have upgraded our Crèche facility with better facilities for child care which is accessible and economical for both staff and students. This facility can also be availed by visitors coming to CDRI for experiments, conferences and workshop. Further, we have on-campus guest house facility which can be availed by the guardians/parents of trainees/project assistant/PhD students during their visit to their wards.

We have a provision for PhD students to take maternity and paternity leave. Similar provision is available for the staff for maternity, paternity and childcare leave. The flexible working hours, allows them to balance the professional and personal commitments during initial parenting years.

Our institution encourages women participation in various training/mentoring programmes on leadership, institutional decision making committees and ensures the participation of women in decision making committees to prepare them for larger roles in scientific and administrative leadership and as visionaries for capacity building of institutions.



### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

- Adherence to Government of India's policies on maternity and childcare
- Priority for female PhD. students and post-graduate trainees for hostel accommodation
- On-campus family accommodation facility for married PhD students and post-docs with children
- Representation of female faculty and staff in various institutional committees and decision-making committees (example: purchase committee, management council, security and dispensary committees)
- On-campus crèche facilities and support facilities for staff/students with children
- Sanitary pads vending machines and incinerators in ladies' toilets in different departments in the institute and hostels
- Access to crèche facility and childcare grants or registration fee waivers to women workforce coming to CDRI for workshops and conferences
- An effective institutional complaint's committee (ICC) to address verbal and non-verbal harassment reported by women workforce
- Under the DST's GATI program, we regularly conduct gender sensitization programs, nukkad natak, movie clubs, panel discussions, DEI workshops.

### 4. Testimonials



I have completed studies up to post-graduation in my home town, Dehradun. I qualified NET JRF and got selected in CSIR-CDRI's PhD programme in 2020. My ambition of pursuing PhD, despite a career break, being a mother of a 4 year old son and being 2-months pregnant with second child, brings me to CDRI Lucknow. I came for taking consent of supervisor with lots of nervousness, whether the PhD supervisor will select a married female student who is expecting her second child. I remember my first interaction with my PhD supervisor. With honesty, I told her about my pregnancy and assured that my personal life will not block my way for doing science with her. She understood not only me but also showed her trust and promised me to support me in every situation.

I started my PhD journey with my small family in 2020 and then first wave of COVID come as a big obstacle. During the lockdown I gave birth to my younger son and faced lots of problems. My husband supported me and took the responsibility of kids. After the maternity leave, I joined again my research journey with limited working hours as I was staying outside the campus. Working in odd hours puts pressure on me to reach home safely with fulfilment of responsibility of kids and household jobs.

Then I talked for on campus accommodation with family to admin block but my request rejected because there was no provision or rule to give family accommodation of







research scholar with kids. Things were getting tough to manage as my both the kids required attention, and the younger one was falling sick frequently. In the year of 2022, I again raised the request for on-campus accommodation. Our Director and on-going GATI program fast-tracked the approval for allotment of staff-quarter. The on-campus accommodation, has eased many of my troubles and gives physical and mental relaxation. Whenever my kids are not well, I take care of them during day time and complete my pending works in night time with peaceful mind. Another important point of on campus accommodation is the safety of me and my family during off hours working in the lab.

**PhD student**



My battle with clinical depression and anxiety began ten years back with my beloved father's suicide. I spent the early part of my twenties dealing with a lot of self-loathing from feeling guilty over his death, and hating my oversized body. In a desperate bid to shed unwanted weight, I underwent crash dieting, only to develop a full-blown eating disorder and body dysmorphia in the process. The fact that I was a final year Ph.D. student with pending thesis assignments and papers in the tow didn't help. My frugal eating habits, coupled with acute work stress exacerbated my underlying anxiety, leaving me on a total emotional rollercoaster peppered with frequent panic attacks. Things hit a crashing low in November 2022 when I attempted suicide by pill overdose. That is when two Chief Scientists of the institute decided to step in and take matters in their own hands. From making immediate phone calls to arrange for cost-free psychiatric help, to checking up on me daily, they exhibited extreme compassion towards helping me embrace normalcy. I received the help I never got in ten years. Baffled by the unexpected deluge of concern from two eminent scientists who had absolute no agency to help me like one helps their family; I ended up asking them what purpose could my life possibly fulfil. After all, one less life in the universe hardly matters. To which, they said they wanted to save me so that I can give back to the CDRI community and society at large, someday. Their statement stuck with me. Fast-forward today, I am receiving psychotherapy treatment and finally living a life where panic attacks are at bay. Anxiety is still a part of me but it doesn't define me. It has taken several sessions of counselling to finally overcome the fear of admitting that I needed professional help all the while to cope up and that getting treatment does not imply I am 'crazy'. Now that I look back, I feel grateful for the support I received from the likes of the Director, my supervisor, and all the faculties and student community. With the supportive ecosystem of the institute has helped me to cope up with my challenges and has positively impacted my productivity and self-worth. I hope to enhance my love for writing and academia by teaching underprivileged children, and bringing more awareness on mental health amongst the youth. The stigma needs to end.

On learning to live again: When institutional policies & faculties joined hands to offer support

**PhD student**



## Central Manufacturing Technology Institute (CMTI)



### Key sectors:

Special Purpose Machines, Ultra Precision Machine Tools, Sensors, Vision Systems and Controller Development, Aircraft LRUs and Test Rigs, Precision Metrology, Smart Manufacturing and Industry 4.0, Additive Manufacturing, Micro-Nano Manufacturing.

### 1. What is your organization's vision for promoting Women in STEM by 2030?

By 2030, CMTI aims to improve and create a vibrant ecosystem where women in STEM are recognized as leaders and core innovators, driving the niche technology developments within the organization.

- We will strive to achieve higher representation of at least 40-50% participation in STEM and in leadership roles. More targeted leadership training programs will be conducted to prepare women to take up decision making roles in the institute. Mentorship sessions will be conducted regularly, wherein senior women colleagues can mentor the juniors to excel in their roles.
- We will implement inclusive recruitment strategies that actively seek female candidates for all positions. Job openings will be crafted to eliminate gender bias and we will prioritize outreach to educational institutions and organizations focused on women in STEM. By establishing partnerships with universities and colleges, we will create internship and scholarship programs aimed at attracting talented young women into our workforce.
- We at CMTI recognize that pursuing higher education while working or after marriage is a difficult task for women. CMTI will extend the opportunity of pursuing higher education, to women project staff working on several projects at CMTI. CMTI will support with flexible timings and usage of CMTI facilities to the candidates.
- We will develop outreach initiatives in schools to inspire young girls to explore STEM careers, emphasizing the exciting possibilities that lie ahead.
- We aim to conduct a 3 days live engineering prototype making competition annually, to provide a platform for girl students from pre-degree colleges to exhibit their technical skillsets.
- Networking opportunities will be expanded, allowing women to connect, share experiences, and collaborate on projects. More women will be deputed to international universities and companies for training on niche and upcoming technologies.
- We will regularly highlight success stories and contributions, creating role models for future generations. We will regularly nominate women in STEM for public recognitions and awards. Through this, we aim to inspire and motivate women to pursue STEM careers.



## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

At CMTI, several best practices have been implemented to promote gender diversity and inclusivity, particularly across key areas like recruitment, retention, promotion, and re-entry after career breaks related to marriage, maternity, and motherhood.

CMTI ensures that its recruitment policies are free from gender bias, focusing strictly on merit and qualifications. By actively encouraging applications from women and supporting equal opportunity initiatives, the organization fosters a diverse workforce from the outset. Transparent evaluation criteria are implemented to attract top female talent in STEM roles.

The organization prioritizes retention through supportive policies such as flexible working hours and the provision of an on-campus creche facility. These initiatives help women balance personal and professional responsibilities, significantly reducing stress and enhancing job satisfaction. Regular mentorship and professional development opportunities, including leadership training, help women grow within the organization, ensuring long-term career advancement and retention.

CMTI maintains a merit-based promotion system that is fair and transparent. Senior women employees are regularly deputed for technical and leadership training programs, both nationally and internationally. This exposure equips them with essential management and leadership skills, preparing them for roles of higher responsibility. Currently, 26% of CMTI's management comprises women, reflecting the organization's commitment to inclusive leadership.

For women returning after breaks related to marriage, maternity, or motherhood, CMTI offers flexible timings and part-time work options to facilitate a smooth transition back into their careers. Support systems like mentorship and development programs are in place to help women regain momentum in their professional journeys, ensuring their reintegration into the workforce without penalty or prejudice.

## 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At CMTI, we have the following initiatives aimed at supporting women in STEM.

### **Flexible Working Hours:**

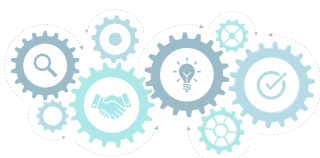
Understanding that flexibility is crucial for balancing work and personal responsibilities, CMTI has enabled a comprehensive flexible working hours policy. Employees can choose their work hours (within a defined range), accommodating various personal commitments. This policy is particularly beneficial for women who often juggle multiple roles both at work and home.

### **Leadership Training Programs:**

Women in STEM at CMTI are regularly deputed for tailored training programs focused on leadership and career advancement through topics such as general management, emotional intelligence, scientific project management, leadership and organization development etc. This empowers them to take on leadership roles and excel in their fields.

### **Networking Events:**

We organize networking events and conferences that specifically highlight women in STEM, providing a platform for sharing experiences, challenges, and successes.



To name a few, during women's day 2024, CMTI hosted a 2 days workshop on Role of Women in Science, Technology & Society. More than 25 accomplished women including scientists, academicians, industrialists, entrepreneurs & social workers gave motivating talks and participated in panel discussions during these 2 days event. To inspire young women to pursue careers in STEM a special Women's Day 2023 event showcased influential speakers, including Prof. Urbasi Sinha and Ms. Smitha Rao.

#### 4. Testimonials



At CMTI, the day-to-day developmental activities and deputations profoundly shaped my understanding of my strengths and weaknesses. The incredible opportunities I received facilitated my positive transformation, both personally and professionally. Key experiences include contributing to new developments like the flip chip bonder, new learning about polymer-inorganic mixtures, new roles as Group Head and Project Coordinator, last but never the least, level of maturity and understanding exhibited by fellow CMTIans on knowing that I am mothering a special child which I admire everyday.

**Kavithaa.S, Scientist-E**



I have never faced discrimination and was provided equal opportunities alongside my male colleagues. I was nominated for awards by CMTI, even in non-women-centric categories. The supportive and recognizing work environment has been instrumental in my journey to becoming the Group Head (Vision Technology).

**Deepa. R, Scientist-D**



## CSIR-National Aerospace Laboratories

### Key sectors:

Aerospace, Defence & Strategic and Societal and societal are as



### 1. What is your organization's vision for promoting Women in STEM by 2030?

- Currently women STEM workforce in CSIR-NAL is 15% of the total strength of 523. We plan to increase this percentage to at least 40% during the next 6 years
- Currently, there are 5 women as Heads of the divisions out of 20 STEM divisions. The organisation's vision is to increase this number to atleast 10. To meet this vision, we plan to encourage women to take up leadership roles. Hence, equal number of women scientists will be sponsored to attend leadership programmes in S&T conducted by DST, NIAS, ASCI, etc.
- The project director of one of the major four aircraft programmes of the laboratory is a women scientist. More women will be encouraged to take up leadership roles so that by 2030, the laboratory envisages to see more women as project directors

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

**Recruitment and Retention:** While CSIR-NAL being a Government of India (GoI) organisation under CSIR/MoST, we follow the policies of GoI. While no specific reservation exists for recruitment of STEM force according to GoI, women candidates are given ample opportunities to present their work and they are recruited based on their merit and performance.

Except for leaving the organisation as part of superannuation, there were no cases of women in STEM force leaving the organisation. This reflects conducive environment of CSIR-NAL for their career growth at par with men.

**Marriage:** Leave is granted based on the request made by the women scientists from their entitled leaves. There is no restriction from the organisation on the upper limit set for grant of leave.

**Maternity:** Women are granted 180 days of maternity leave as per GoI rules. During the period of maternity leave, the women are paid full salary and the leave availed is not considered as leave of absence. The maternity period is included in the service tenure while calculating the residency period for promotion.

**Motherhood:** Women are granted 360 days of Child Care Leave with full salary and additional 360 days with 80% payment. This CCL helps the mothers to attend to the health emergencies of children and to support them during their examinations till the child attains 18 years of age.



CSIR-NAL also has Crèche facility in close proximity to office. Several women scientists use this facility effectively; Lady doctors are available within the office premises during working hours.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Lectures are organized during the International Women's Day each year to learn from achievers in similar fields from other organizations such as DRDO, ISRO etc.,

### 4. Testimonials



CSIR-NAL is recognised as one of the organisations where women have immensely contributed to aerospace R&D in the country.

Few examples are given below: Indian Women Professionals in Aviation & Aerospace for outstanding contributions to aerospace sector and felicitated by DRDO.

**C Kamali, Manju S, P Lathasree and M Sujata**



## Central Water and Power Research Station (CWPRS)



### Key sectors:

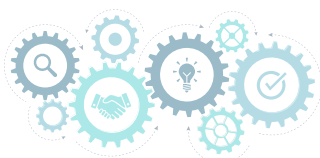
River Engineering, Hydrology, Hydraulics, Reservoir and Appurtenant Structures, Coastal and Offshore Engineering, Foundation and Structures, Applied Earth Sciences, Instrumentation

### 1. What is your organization's vision for promoting Women in STEM by 2030?

- CWPRS has a 108-year rich history of serving the nation by conducting basic/ applied research in STEM. In this endeavour, women scientists have significantly contributed in leading roles, even successfully serving at the highest position, on multiple occasions. Women employees have played a pivotal role in shaping the organization, since the times when very few women in the country pursued degrees in civil engineering, particularly so in water resources engineering.
- The women employees of CWPRS come from diverse cultural backgrounds and societal status. The institutional setup ensures an inclusive environment, on and off the campus (residential colony), enabling them to achieve their full potential. CWPRS is committed to promoting Women in STEM by 2030 by giving them equal opportunities to flourish in their respective fields at leading positions by providing safe, conducive work atmosphere; ensuring their physical and mental wellbeing.
- CWPRS also has a vision to establish mentorship networks connecting women professionals with students and early-career researchers to provide guidance and support. CWPRS aims to partner with organizations to provide internships specifically for women in water resource management roles, create a digital platform of resources, research and tools to support women in water science and technology careers.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

- a. **Recruitment:** CWPRS is a Central Government Organization and scrupulously follows the procedures formulated by UPSC/ Staff Selection Commission for recruitment. These procedures are solely merit based providing equal opportunities for deserving women candidates.
- b. **Retention:** Family dynamics is a significant contributor in mental and physical wellbeing of a woman. Recognising this fact, following policies are being implemented at CWPRS which not only enable work life balance and holistic upbringing of children, but also aid in retaining the talent pool of women in STEM.





- i. Leaves: Grant of two years of Child Care Leave (CCL), six months maternity leave, relaxation in CCL norms for single mothers and mothers with children of special needs, adoption leave, abortion leave, short leave during working hours for lactating mothers, etc.
  - ii. Special consideration is given to pregnant women or mothers with infant/ toddler children in allotting work responsibilities which involve site jobs with travel and long duration stay at project sites.
  - iii. Gated and secured residential colony close to office campus has been a crucial factor in retaining women talent, especially single mothers and women from various different states.
  - iv. Non transferrable job at fixed location (Pune) imparts women employees familial stability, which is a major factor in employee retention.
- c. **Promotion:** For promotion, CWPRS follows the procedures formulated by UPSC and DoPT which are merit based and provide equal opportunities to deserving women employees for career progression without gender bias.
- d. **Re-entry after career break (3Ms- Marriage, Maternity and Motherhood):** To facilitate seamless transition of women employees from maternity and motherhood to work and career progression, following measures are adopted:
- The tenure of maternity and child care leave are accounted for in residency period for promotion.
  - Seniority of women employees is retained.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

- a. **Giving wings to aspirations:** Women employees are bestowed upon with challenging responsibilities to lead National/ International projects and represent at technical/ scientific forums. They are nominated in various committees (BIS, ISO, etc.), as well as for higher education, skill development and knowledge enhancement programmes. They also play a pivotal role in knowledge dissemination by delivering lectures, presenting papers, etc.
- b. **Community engagement and outreach:** To commemorate foundation day and other important occasions, various outreach and community engagement activities are organized by women employees, demonstrating technical capabilities. School and college students along with their faculty and parents visit these programmes and take keen interest in exploring STEM related activities in water sector. Witnessing the contribution of women scientists of CWPRS, motivates girl students to pursue careers in STEM.
- c. **Prevention against sexual harassment:** The Internal Complaints Committee of CWPRS ensures stringent implementation of measures for prevention of sexual harassment and enforcement of gender equality. This provides women employees a safe and fear-free working environment, during as well as beyond office hours.
- d. **Medical support:** CWPRS has a robust medical support system with health unit, including a dedicated Lady Medical Officer (LMO) to address health issues specific to women.





- e. **Women's day celebration:** International Women's Day is celebrated each year to recognize, acknowledge, encourage and celebrate achievements of women. To mark the event, expert sessions on physical and mental health, work-life balance, yoga, stress management, cultural programmes, fun games, etc. are organised.

#### 4. Testimonials



I have had the privilege of visiting CWPRS and was truly amazed to witness its contribution in water resources by conducting physical/ numerical modelling, field studies and laboratory investigations. CWPRS has made remarkable strides in every discipline of water resources management.

Contribution of women workforce in an organization greatly influences its success. CWPRS has hit the right chord by efficiently utilizing its women talent in STEM by fostering a conducive and inclusive work culture. They have made pioneering contributions, by overcoming challenges like having to work in adverse site conditions. They are trailblazers, proving to be an inspiration to women aspiring to pursue careers in water sector.

My best wishes to the women power of CWPRS. Hope you continue to excel in your commendable endeavours.

**Ranbir Singh, IAS (R) Chairman**



I recognize and acknowledge the vital role of CWPRS in managing and conserving water by providing technical support to the stake holders involved. Be it dams, rivers, hydro power or coastal projects, the influence of CWPRS spans a wide array of domains in water sector.

It is heartening to see the excellent contribution of women researchers at CWPRS in hydraulics and allied fields. They have not only played a significant role in addressing site specific issues/problems, but also have contributed in implementing various DoWR, RD&GR schemes such as Jal Shakti Abhiyan, National Hydrology Project, Dam Rehabilitation and Improvement Project, etc., at CWPRS, Pune.

I am sure that the hard work and dedication of the women water leaders at CWPRS will inspire younger generations of women to work in the water sector. Best wishes to each and every one of you. May you continue to lead with innovation and excellence in your work.

**Debashree Mukherjee, Secretary**



## Hindustan Institute of Technology and Science (Deemed to be University)



### Key sectors:

Education

### 1. What is your organization's vision for promoting Women in STEM by 2030?

"Hindustan University commits to promote women in STEM by 2030 through inclusive education, mentorship, and innovation-driven programs, with a focus on both students and women employees".

One of the key strategies for achieving this vision is fostering greater female enrolment in STEM programs.

Through its comprehensive approach, Hindustan University is laying the foundation for a more inclusive and diverse STEM community. By promoting gender diversity in education, mentorship, career development, and workplace policies, the university aims to lead the way in empowering women in STEM by 2030.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

**Recruitment:** The university ensures gender diversity in hiring, by adopting the following strategies.

- Hiring goals are set keeping in view the need to ensure gender-balanced recruitment
- Sponsorship for attending academic congregations and seed money provided for women to support their academic and research pursuits.
- ensuring that all selection committees are diverse.
- Prioritising recruitment of women for leadership and academic positions in STEM fields.

**Retention:**

- Nurturing inclusive culture: Encouraging open dialogue and feedback to ensure women feel valued and heard within the organization.
- Family-friendly policies, such as maternity leave, on-campus creche, creating a supportive environment for women to thrive in their roles
- Facilitating network and mentoring amongst female staff for career guidance and personal counselling.
- Working hours made flexible where needed to enable work-life balance.



### Promotion:

- **Transparent Promotion Practices:** Hindustan University is dedicated to transparent and merit-based promotion processes to ensure fairness in career advancement.
- **Regular Reviews and Audits:** The institution conducts regular reviews and audits of promotion processes to identify and prevent biases, promoting gender equity in all promotional opportunities.
- **Encouragement for Women's Participation:** Women are actively encouraged to engage in leadership development programs, fostering their growth and readiness for advanced roles.
- **Key Roles in Leadership:** The university supports women in taking on significant roles in committees, research projects, and academic departments, creating pathways for leadership.

### Re-entry after Career Break

- **Re-skilling Programs** are available to help women update their skills and knowledge, ensuring they remain competitive in their fields.
- The university provides part time roles to facilitate a smooth return to work, allowing women to gradually reintegrate into their professional responsibilities.
- **Recognizing their contributions** without bias.

## 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

**Women in STEM Scholarships:** The university offers dedicated scholarships and financial aid to encourage more female students to pursue science, technology, engineering, and mathematics programs. This initiative aims to reduce financial barriers and increase female enrollment in traditionally male-dominated fields.

**STEM Mentorship Program:** Hindustan University runs a mentorship program where female students and early-career women faculty are paired with experienced mentors in STEM fields. This program helps women build professional networks, receive career guidance, and develop leadership skills, promoting long-term career success.

**Women in Research Grants:** To encourage women in research, the university provides specific grants and funding opportunities for female researchers. This initiative supports research projects led by women and focuses on topics relevant to gender equity.

**Leadership Development for Women Faculty:** The university offers professional development programs for female faculty, focusing on leadership, academic advancement, and research excellence. Workshops and training sessions help equip women faculty members with the skills needed for leadership roles in academia and industry.

**Outreach and Awareness Campaigns:** Hindustan regularly conducts outreach programs targeting schoolgirls, promoting STEM education and careers through workshops, science fairs, and internships. These initiatives aim to inspire the next generation of women scientists, engineers, and technologists.



**Work and Family Support Policies:** To support women balancing career and family, the university offers flexible work hours where needed, maternity leave, and support programs like on-campus childcare

**Cross-Disciplinary Collaborations:** Encourage partnerships between STEM and non-STEM departments to develop interdisciplinary courses and research initiatives that engage women faculty and retain women in STEM roles throughout their careers.

**Awards and Recognition Programs:** Implement recognition programs that celebrate the achievements and contributions of women in STEM.

**Showcasing Success Stories:** Highlight the success stories and achievements of women in STEM through internal communications, events, and external media.

**Regular Surveys and Feedback:** Conduct regular surveys to gather feedback from women in STEM about their experiences and areas for improvement.

**Adjusting Programs Based on Feedback:** Use feedback to continuously refine and enhance policies and programs to better support women in STEM.

#### 4. Testimonials



As a woman in STEM, I have experienced tremendous support from Hindustan University, which has empowered me to grow both professionally and personally. The university actively promotes gender equity through transparent and merit-based promotion practices, ensuring that women's contributions are recognized and valued.

Participating in significant events, such as the International Conference on Integration and Transformation with SDGs and the Virtual Reality and Augmented Reality Training Programme, has allowed me to enhance my expertise and connect with experts in my field. These platforms have provided opportunities for me to share my research and engage in meaningful discussions that drive innovation.

Throughout my career, I have witnessed the transformative power of education in empowering women to break barriers and achieve their aspirations. It is our responsibility to provide them with the necessary tools, resources, and support to pursue their interests in these critical areas. Through initiatives such as mentorship programs (vazhi), workshops, and collaborative projects, I strive to create a platform where young women can gain confidence and skills to excel in their chosen fields. The unwavering support from Hindustan Institute of Technology and Science has been instrumental in my journey. With access to cutting-edge facilities and a collaborative academic environment, I have been able to pursue my research and advocacy work with passion and purpose. Together, we are not only shaping the future of our students but also creating a legacy of women leaders in STEM.





I believe that diversity in STEM is not just a goal but a necessity for innovation and progress. When we uplift and empower women, we enrich the academic and professional landscape, leading to more creative solutions and advancements. My mission is to continue advocating for gender equality in education and to inspire the next generation of female leaders in STEM. I am excited about the path ahead and remain committed to empowering the next generation of female engineers and scientists, ensuring that they have the opportunities and resources to thrive.

**Angelina Geetha, Dean (Engineering and Technology)**



My journey as a STEM Mathematics professor has been deeply fulfilling, offering numerous opportunities for innovative research, professional growth, and intellectual advancement. During my 28 years of academic experience, the institution's supportive environment has allowed me to collaborate across disciplines, explore complex mathematical concepts, and mentor students through their academic paths. Through leading pioneering research, presenting at international conferences, and representing the university at global forums, my contributions to the mathematical community have expanded. The university's strong emphasis on work-life balance has also enabled me to successfully manage both my personal and academic responsibilities, laying the foundation for a successful and sustainable future in STEM.

Through our STEM mentorship program, I have had the privilege of guiding many talented young women, helping them navigate their academic paths and empowering them to pursue their passions. The excitement and dedication demonstrated by these youngsters inspires me everyday, and I take pride in witnessing their growth and success.

The unwavering support from Hindustan Institute of Technology and Science has been pivotal in my efforts to promote women in STEM. With access to a vibrant academic community and state-of-the-art facilities, I am continually inspired to advocate for our students and to lead initiatives that empower the next generation of female leaders in science and mathematics.

Together, we are making strides toward a future where women are not only represented but also celebrated in STEM, paving the way for a more equitable and innovative society.

**D Piriadarshani, Professor in Mathematics, Head, Department of Science and Humanities**



## Indian Council of Medical Research-Regional Medical Research Centre



### Key sectors:

Biomedical Research

### 1. What is your organization's vision for promoting Women in STEM by 2030?

The vision of ICMR-RMRC, NE Region, Dibrugarh is to lead the promotion of women in STEM by 2030 with a strong focus on creating a diverse and inclusive environment that empowers women at every stage of their scientific careers. Our goal is to significantly increase the representation of women in STEM fields by ensuring equal access to education, mentorship, leadership opportunities, and supportive workplace policies. We are dedicated to boosting the enrolment of women in science programs, especially from underrepresented regions like the Northeast states of India, through targeted school and university outreach programs and summer workshops. These initiatives will effectively introduce young girls to scientific research, laying a robust foundation for female talent. Furthermore, we will introduce leadership training programs to enhance the skills of women scientists, enabling them to assume higher positions and make a greater impact. We are committed to establishing peer support networks to foster collaboration and provide a platform for women to share their experiences and challenges. Additionally, we will develop gender-sensitive policies addressing sexual harassment and providing generous maternity and childcare leave. In our research environment, we will actively promote women's contributions to significantly increase the number of women leading high-impact projects supported by dedicated funding and resources. Our strong focus on education and mentorship will ensure that women scientists lead the way in innovation, making significant contributions to scientific progress and public health both nationally and globally. This vision underscores our unwavering commitment to shaping a future where women in STEM will be celebrated, their talents nurtured, and their accomplishments felt across all areas of science and society.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

At ICMR-RMRC Dibrugarh, we are deeply committed to fostering gender diversity and inclusivity across all levels of the organization. Our best practices are designed to create an equitable environment for women in STEM, ensuring opportunities for recruitment, retention, promotion, and re-entry, especially addressing the 3Ms—Marriage, Maternity, and Motherhood.

We prioritize gender-balanced recruitment by actively encouraging women to apply for scientific and leadership roles in biomedical research projects.

ICMR-RMRC has clear and transparent promotion policies to ensure that women are equally considered for leadership positions. The institution also tracks the progression of women in research and leadership to ensure that gender equity is maintained at all levels.



### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

The ICMR-RMRC, NE Region, Dibrugarh, is committed to promoting the participation and advancement of women in STEM through targeted policies and programs designed to create an inclusive and supportive environment. ICMR offers special funding and grant opportunities for women researchers to encourage them to pursue innovative projects. These initiatives are aimed at empowering women to lead high-impact research and contribute meaningfully to scientific advancements. Through these policies and programs, ICMR-RMRC Dibrugarh is actively working to create a nurturing and equitable environment for women in STEM, enabling them to succeed at every stage of their careers.



## IIT Kharagpur

### Key sectors:

Education, Research and Development



### 1. What is your organization's vision for promoting Women in STEM by 2030?

Our current vision underscores the critical importance of gender inclusion across all aspects of our organization. At IIT Kharagpur, we are committed to achieving a balanced 1:1 ratio of women to men, reflecting our dedication to diversity and equity. This goal encompasses every level of our institution, from faculty members to nonteaching staff and research scholars.

We recognize that gender diversity is not just a numbers game; it enriches our academic and professional environments. By creating a culture where individuals of all genders can thrive, we aim to create a space that encourages varied perspectives, leading to more innovative ideas and solutions. This diversity is particularly vital in fields traditionally dominated by one gender, where fresh viewpoints can challenge the status quo and drive progress.

Our approach to achieving this vision involves implementing targeted recruitment strategies, creating mentorship programs, and offering support systems that empower women and underrepresented genders to pursue careers in academia and research. We are also committed to promoting an inclusive workplace culture, where all voices are heard and valued, ensuring that everyone has equal opportunities for professional development and advancement.

Furthermore, we aim to establish partnerships with external organizations and communities to support our goals, creating pipelines for talent from diverse backgrounds. Through workshops, seminars, and outreach initiatives, we will work to inspire the next generation of leaders in STEM and beyond.

In essence, our vision for gender inclusion is about more than just equity; it is about cultivating a dynamic and supportive environment where everyone can contribute to and benefit from the collective success of IIT Kharagpur. By prioritizing gender diversity at all levels, we are not only enhancing the inclusivity of our institution but also setting a standard for others to follow in the pursuit of a more holistic academic landscape.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

IIT-Kharagpur being a premier Institution of the world has signed a MoU with CII under able leadership of women Dean Research and Development. Not only that, MSME, other Skill Development Programmes, Joint Doctoral Programme with different top universities in the world have been led by the women faculty/ administrators of the Institute. To encourage Industry-Institute collaboration, the Women Deputy Director of the Institute has taken a proactive role





where CIIJharkhand Industrial Belt has come forward to collaborate with IIT-Kharagpur which will not only encourage the women students of the Institute but also benefit the entire student community to address the challenging problems faced by the Industries under the special drive of women in STEM. Women candidate are always encouraged to apply for any direct recruitment. The Institute promotes and encourages women to apply for various teaching and non-teaching positions by relaxing age criteria and reducing the application fees. The Institute has also constituted an Internal- Complaints-Committee (ICC) related to sexual harassment and violence against women. The Institute also has an women cell where any individual woman can lodge her complaints.

The Institute has Continuing Education Programme to encourage the participation in academic short-term courses (national as well as international). Not only that, the women researchers who are availing maternity leave, they are sanctioned with extra one year scholarship with full assistantship for the sixth year of the Ph.D tenure for successful completion of their Ph.D Degree. Additionally, one year for Ph.D HTRA has been implemented to benefit all the female researchers of the Institute.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

#### i. Sponsorship, Scholarships and Fellowships

Various scholarships and fellowships sponsored by government and non-government organizations are available to support and encourage the involvement of women in STEM. The Institute's Sponsored Research and Industrial Consultancy Cell and Research and Development wing encourages our women members to participate in all available government programmes specific for women in STEM workforce such as DST-POWER, Women in STEMM (WiS) Program, Women in Engineering, Science and Technology (WEST), Women in Technology (WIT) Scholarships.

#### ii. Alumni-Supported Programmes

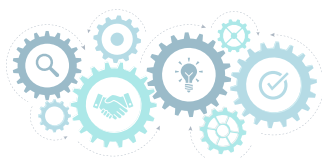
The women members of the Institute are encouraged to participate in various government as well as private schemes like WISE-KIRAN Scheme. With the help of alumni donation, Institute has initiated several programmes to encourage women students to excel in not only academics but also sports and athletics-based events, namely, Richard D'Suza – sports scholarship.

#### iii. Celebrating Women's Contributions

The Institute celebrates the International Women's Day on 8th March of every year to commemorate the contributions and encourage all women members to participate including the participation of the campus ladies and children.

#### iv. Residential Accommodations

The Institute has more than nine dedicated residential accommodation units/halls of residence for female students.



**v. Counselling and Support Services**

Institute has counselling centres which are accessible to all students. Among counsellors, there are women to take care of female students. Additionally, we have the Grievance Cell/ ICC to support and safeguard women at work place.

**vi. Mentorship Programmes**

Under the aegis of the mentorship programme, distinguished alumni have sponsored several campaigns to support the women students at campus. The Institute has initiated the mentorship programme where women faculty are playing a pivotal role.

**vii. Socio-Cultural Engagement**

Beyond regular academic and extracurricular activities, women on campus actively organize and participate in various socio-cultural events such as drama competitions, music performances (including eastern/western classical-pop-jazz etc.), and debates throughout the year.



# Indian Institute of Technology Roorkee



## Key sectors:

Education, research and technology development in the domains of engineering, architecture, management, humanities and social sciences

## 1. What is your organization's vision for promoting Women in STEM by 2030?

By 2030, IIT Roorkee envisions to create a diverse and equitable STEM ecosystem supporting women contributing to the scientific and technological advancements. IIT Roorkee policies are inclusive and provide equitable opportunities for faculty, staff and students to excel in their respective fields.

The institute had participated in the DST GATI pilot program where IIT Roorkee reviewed its policies with a gender perspective. IIT Roorkee has been recognized as "GATI Achiever Institute".

By actively addressing gender disparities and fostering an inclusive environment, IIT Roorkee not only supports its female faculty, staff, and students but also contributes to the advancement of science and technology as a whole. The institute's dedication to these goals positions it as a leader in promoting gender equity in STEM, paving the way for future generations.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

IIT Roorkee is a residential institute with extensive infrastructure, such as well-equipped classrooms, laboratories, a library, and recreational facilities, to support an environment that promotes learning and research. The institute boasts on-campus childcare facilities like Arohi child care, Adarsh Bal Niketan Senior Secondary School, and a hospital. These 24/7 academic facilities and other needed infrastructure to support women to work flexibly and guilt-free maintaining a proper balance between career and motherhood. The institute also has a wellness centre that provides counseling services to help students, faculty, and staff focus on and understand more clearly the issues that concern them, including tackling personal, family, and peer problems as well as managing academics more responsibly. There are various fitness services, worship places, multi-activity centre as well. For fitness, separate facilities are provided for women, considering the feeling of a secure space. A fully equipped separate gymnasium is provided, and yoga classes are organized in morning and evening sessions for women. The Institute Sports Council has one standard swimming pool with separate practice slots for men and women. Additionally, the Institute Sports Council organizes aerobic classes, Zumba sessions, fitness camps, and other activities like campus runs, cyclothons, walkathons, and circuit training to enhance participation and performance of the institute fraternity.



For career development, IIT Roorkee provides immense opportunities irrespective of gender such as the new assistant professor fellowship, SMILE Scheme, Matching Grant, Institute Research Fellowship, and Faculty Entrepreneurship policy. Women are often required to take a break in their careers either due to marriage, maternity, or motherhood, hence the Institute Research fellowship which has an age limit of 40 years has been relaxed for women faculty by two years so that their career break does not become a limitation in achieving accolades.

IIT Roorkee has initiated a special female faculty recruitment drive to increase the percentage of women in the STEM workforce. The institute also has done outreach events like the Vigna Jyoti Scheme and various other initiatives like the Golden Girl Scheme and Sakuntala Fellowship to encourage women to pursue careers in STEM fields.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

IIT Roorkee has implemented several policies and programs specifically aimed at supporting women in STEM:

1. **Golden Girl Scheme:** Female gold medallists from the top 50 NIRF-ranked institutes can gain direct admission to master's and Ph.D. programs and are exempt from all-India qualifying exams.
2. **Sakuntala Fellowship:** Female candidates with a degree from Centrally Funded Technical Institutions (CFTIs) and a CGPA of 8.5 or higher can avail Ph.D. admission. The applicants are exempt from all-India qualifying exams.
3. **Special women faculty recruitment drive** A targeted initiative to increase the representation of women in the faculty, aiming to strengthen the female presence in STEM fields.
4. **Diversity & Inclusion Committee:** This committee focuses on fostering an inclusive environment within the institute.
5. **Age relaxation for Institute Research Fellowships:** Female faculty members are offered a two-year age relaxation for research fellowships to compensate for career breaks.

IIT Roorkee has collaborated and implemented all government programs aimed at advancing women in STEM fields. Some notable collaborations and programs include:

1. **Vigyan Jyoti Programme:** IIT Roorkee has hosted two Vigyan Jyoti visits for 12th-grade students to encourage young women to pursue STEM careers and promote gender parity in science and technology fields.
2. **SERB - POWER Research Grants:** This scheme aims to encourage emerging and eminent women researchers for an individual-centric and competitive mode of research funding to undertake R&D activities in frontier areas of science and engineering.
3. **Women in Science and Engineering-KIRAN:** This aims to support women from all walks of life in the domain of Science & Technology by providing opportunity to women scientists and technologists between the age group of 27-60 years who want to continue the research as bench-level scientists in basic and applied sciences.



#### 4. Testimonials



At IIT Roorkee, we wholeheartedly embrace the value of diversity in driving innovation. We are dedicated to promoting gender equality, which is ingrained in the very essence of our institution. We have taken proactive measures to implement inclusive policies aimed at removing obstacles and ensuring equal opportunities for women in STEM fields.

**K.K. Pant, Director, IIT Roorkee**



As a new female faculty entrant of IIT Roorkee fraternity, I am proud to say that the policies, infrastructure and overall ecosystem at the institute provides safe, flexible and inclusive environment which empowers female faculty members to excel in their careers.

**Sayanti Chatterjee, Department of Chemistry, IIT Roorkee**



# Institute for Stem Cell Science and Regenerative Medicine

(iBRIC-inStem), Bangalore, India



## Key sectors:

Stem Cell Science, Regenerative Medicine, Developmental Biology, Translational Research

## 1. What is your organization's vision for promoting Women in STEM by 2030?

iBRIC-inStem has played a crucial and impactful role in advancing stem cell and regenerative medicine research in India and worldwide in recent times, while promoting women and other under-represented groups in STEM. In our recent Stem Cell Workshop held in August 2024 71% of the participants were women. An ongoing EMBO practical workshop on Metabolite and Species interactions on has 50% women participants. Furthermore, our one-of-a-kind program in Women's Reproductive Health (WoRtH) has formed the basis for our plans to expand stem cell research in related areas to establish a national Centre. This will include and enable a diverse set of national and international collaborators with expertise in varied areas of STEM to focus their efforts towards understanding early human embryo development. These learnings will enable development of strategies to improve reproductive health, develop diagnostic tools, preventive strategies, and treatments for congenital anomalies, identify teratogens and support stem cell-based treatments. All these advances will directly impact women's reproductive health. Also, as women form the majority of our junior scholars (50.3%), these programs will promote and enhance the representation of women in cutting edge areas of STEM. These excellent opportunities will no doubt provide a strong foundation and will help women achieve career goals. Importantly, our aim is to also support the development of role models from diverse backgrounds, that younger women and girls can get inspired by and relate to.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

iBRIC-inStem is not only India's first dedicated Stem Cell Research Institute but also has the unique distinction of having women in Leadership positions from its inception- as Deans (Prof Jytosna Dhawan, Prof Apurva Sarin) and Directors (Prof Apurva Sarin, Prof Maneesha Inamdar). The institute shares its campus with other Bangalore Life Science Cluster Institutes (National Centre for Biological Sciences, Tata Institute for Genetics and Society and the Centre for Cellular and Molecular Platforms) and created various processes and facilities to encourage and support women scientists and researchers. inStem Director has also been Chairperson for the BLiSC Cluster Board. Apart from conducting standard awareness and training sessions to prevent sexual harassment in the workplace, the institute also conducts monthly sessions on sexual harassment prevention for all campus visitors. The large daycare facility led by trained professionals was established to support all scientists and researchers with children. Regular yoga, self-defence (Taekwondo), as well as state of art sports facilities (e.g., swimming pool,



gymnasium, tennis court), are also available on campus to help campus researchers to adopt a healthy and balanced lifestyle. To provide the safety of all employees including women scientists and researchers at night institute also provides doorstep drop-off service.

inStem regularly celebrates various occasions such as International Women's Day and International Day of Women and Girls in Science, by organising invited lectures by leading professionals to highlight the need for increasing female participation in education and STEM. inStem in collaboration with DBT Wellcome Trust India Alliance also created a documentary film titled "Written Out Of History-Forgotten Indian Scientists" featuring leading Indian Scientist Prof Sipra Guha who discovered the haploid generation in plants through anthers to encourage next-generation students particularly female students to join STEM. Additionally, a female post-doctoral scientist (Dr Ipsa Jain) at inStem collaborated with other inStem scientists and published a popular science book titled "Actually, Colors Speak" on the origin and importance of colour in the animal world. It is one of the few institutes nationally with a woman Director at the highest level and has made a mark in cutting-edge research.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

The institute has adhered to the provisions of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (PoSH) Act' since 2013, maintaining a zero-tolerance stance on any form of sexual harassment. It has established an Internal Complaints Committee (ICC) to foster a safe work environment for both students and employees. To ensure accessibility, contact details for the ICC are prominently displayed on posters throughout the campus. Since 2019, the ICC has not received any cases of sexual harassment, and there are no unresolved cases.

As the institute shares its campus with the National Centre for Biological Sciences (NCBS), Tata Institute for Genetics and Society (TIGS), and the Centre for Cellular and Molecular Platforms (C-CAMP), a unified set of 'Policy on Prevention of Sexual Harassment at Workplace and Procedure for Handling Complaints' has been adopted. The institute is committed to raising awareness about the PoSH Act and conducts monthly awareness sessions for all new campus members. Ongoing Taekwondo classes are available on campus for all to learn self-defence. For staff working late hours, the institute provides a doorstep drop-off service to ensure safety.

inStem has organized impactful discussions to address the challenges faced by women scientists and emphasize the need for institutional support systems to promote inclusivity. The institute celebrates women in STEM on International Women's Day and International Day of Women and Girls in Science. Events feature speakers and panellists who discuss the status, challenges, and opportunities for increasing female participation in education and STEM.



#### 4. Testimonials



When my daughter turned one, I joined Dr. Bhavana Muralidharan's lab at inStem as a postdoctoral fellow. Bhavana offered tremendous support and guidance, which helped me to balance both research and family life. I'm also grateful for the inStem/ BLiSC crèche facility and the institute's infrastructure, which provided invaluable support, making my research journey on campus much smoother. During COVID pandemic the Bangalore Life Science cluster also ensured a safe working environment, implementing effective measures to prevent the spread of the virus while allowing our research to continue smoothly.

**Sreeja Kumari Dhanya, MK Bhan Post-Doctoral Fellow, Institute for Stem Cell Science and Regenerative Medicine, Bengaluru, India**



I have been working as a postdoctoral fellow at inStem/BLiSC campus during my pregnancy and as a mother. I was pregnant during COVID, and this campus did a fabulous job in maintaining safety, that made me feel comfortable to work. The campus provides really clean infrastructure, hygienic food and safe, green, open spaces that I personally valued, especially during pregnancy. The on-campus creche facility is a boon, and provides a huge support. I am really thankful to the campus administration, my supervisor, and my colleagues for making this journey smooth.

**Kruttika Phalnikar, DBT Wellcome Trust India Alliance Early Career Fellow, Institute for Stem Cell Science and Regenerative Medicine, Bengaluru, India**





# JSS Science and Technology University



## Key sectors:

Academic Institution

## 1. What is your organization's vision for promoting Women in STEM by 2030?

### JSS STU Women in STEM – Vision 2030

By 2030 JSS STU envisions to Celebrate diversity: Foster inclusive ecosystem and enhance gender equality in STEM workforce to 50%

JSS Science and Technology University (JSS STU) is committed to promoting women in STEM and has set an ambitious vision for 2030 that aims to create an equitable and inclusive environment. Embedding a culture of support, the university seeks to encourage equitable access to facilities, opportunities for higher positions and leadership roles. The overarching goal is to provide a platform where women in STEM can thrive professionally.

By 2030, JSS STU aims to be a leader in advancing women in STEM, by embracing a unique "Empower, Elevate, Enrich" (EEE) approach promoting women to lead in academia, research and industry. This vision not only addresses the challenges women face but also actively contributes to building a more diverse and inclusive scientific community.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

JSS STU focus on fostering an inclusive and balanced work environment for women in recruitment, promotion, and re-entry after a career break.

1. **Recruitment:** JSS STU implements gender-inclusive hiring policies, offering flexible work arrangements like part-time roles and remote options to help women balance their personal and professional responsibilities. Extended maternity leave is part of the recruitment offer, demonstrating the university's supportive stance on family planning. Furthermore, anti-discrimination measures ensure that factors such as marital status, pregnancy, or motherhood do not negatively impact a woman's chances of being hired.
2. **Retention** at JSS STU is a natural outcome of fostering a culture of commitment and support. Through mentorship programs and establishment of gender-focused networks the university creates an environment where women naturally thrive both personally and professionally. By nurturing this supportive ecosystem, JSS STU not only promotes gender equity but also enhances its capacity to attract and retain top talent. This approach builds a strong sense of belonging and dedication among employees, aligning with the university's mission. The university empowers female faculty members by providing them opportunities to attend conferences and seminars, enriching their expertise (76 supported).



3. **Promotion:** Performance reviews consider maternity leave as part of the tenure process, ensuring women are not penalized for time taken off for childbirth or childcare. The university values work-life balance and has promoted 37 of its female staff to leadership roles. Promotions are increasingly based on merit and long-term contributions rather than continuous, uninterrupted service. In line with the rich Indian concept of Nari Shakti, the university has embraced “Empower, Elevate, Enrich” approach to the women workforce, encouraging them to confidently step into leadership roles and break the glass ceiling. This commitment to nurturing and elevating women further underscores JSS STU’s dedication to gender equity and professional advancement.
4. **Re-entry after Career Break:** JSS STU offers comprehensive support for women returning to work after a career break due to marriage or motherhood. Re-entry programs include psychological counselling focused on well-being, parenting, skill-building, and personalized mentoring to help women transit back into their professional roles. On-campus childcare facilities further ease the reintegration process, enabling mothers to balance work and family effectively. Flexible work options, such as staggered schedules, online teaching, facilitate women to excel in their careers.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

University is committed to empower women in STEM through comprehensive policies and programs.

1. **Women Welfare Policy (WWP):** University has established Women Empowerment Cell dedicated to promoting gender equity and supporting women in STEM. The WWP emphasizes on organizing leadership and mentorship programs, workshops, women’s day celebrations encompassing sports, cultural events, mental wellness, and seminars tailored to women’s professional and personal development. The policy provides financial support, childcare facilities, extended maternity leave, and flexible working conditions. It also ensures a safe environment where female faculty can voice their concerns and access resources for holistic growth.
2. **Employee Welfare Policy:** JSS STU embeds comprehensive welfare policies for women, particularly to encourage participation in STEM fields. Mental health and well-being are also embedded in the university’s approach, ensuring a balanced work-life for women in demanding STEM careers. The university offers wellness support through yoga and rejuvenation sessions, promoting holistic health by improving physical fitness, flexibility, and relaxation, while reducing stress and restoring energy.
3. **Gender Equity and Equality Policy:** Gender equity is a cornerstone of JSS STU policies, particularly in STEM fields, where female representation stands as a testament with 47% of Women workforce signalling equal opportunity. University is implementing affirmative action in recruitment, ensuring an increased intake of female faculty. Gender-sensitive workspaces, opportunities for female leadership roles, and balanced performance assessment processes are now integral to university frameworks, ensuring that women are not disadvantaged in promotions or research grants.
4. **Safety and Security:** To ensure a safe and secure environment, university has implemented stringent safety protocols, especially for women. On-campus security measures include 24/7 surveillance, emergency response systems, and strict anti-harassment policies



through the established Internal Complaint Committee. University also organizes awareness programs on gender sensitivity and harassment prevention, ensuring that women feel safe and supported.

#### 4. Testimonials



My journey as a woman in STEM has been a deeply fulfilling experience, and I owe much of that to the incredible support I've received from this university. Coming from a background in Biotechnology, with both a B.E and an M.Tech, I chose to dedicate my career to wildlife conservation and environmental protection. It's a path that hasn't been without its challenges, but the university has been there at every step of the way, making it all possible.

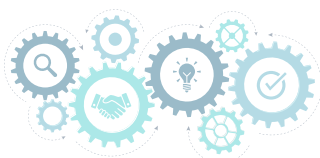
As the first woman to serve as the Honorary Wildlife Warden of Mysuru for three consecutive terms, my work in wildlife conservation is more than just a job-it's a passion. Being involved in over 150 wildlife operations, from protecting habitats to preventing poaching, has been incredibly rewarding. But balancing this demanding role with my academic responsibilities wasn't always easy. Thankfully, the university has provided me with the flexibility I needed to make both worlds work. Their support through flexible working hours has allowed me to dedicate myself fully to wildlife conservation while continuing to teach and mentor students.

Throughout this journey, the university has been more than just an academic institution; it has been a constant source of support, encouragement, and recognition. Their belief in my work and their commitment to providing an inclusive environment for women in STEM have made all the difference. I am truly grateful for their continued support, and I look forward to making even greater strides in both wildlife conservation and my academic career.

**Krithika Alanahally, Faculty Member, Department of Biotechnology, and Honorary Wildlife Warden of Mysuru**



Empowering women is not just about enabling them to stand tall; it's about creating a society where they don't have to fight for equality. It is about recognizing their strength, nurturing their potential and breaking every barrier that holds them back. I am honoured to be part of JSS Science and Technology University (JSS STU), which actively promotes women's empowerment and professional growth. The university's commitment to gender equality, safety and welfare, through initiatives like the Women Empowerment Cell, has enabled me to take on multiple leadership roles. In addition to my teaching responsibilities as an Associate Professor, I also had the privilege of serving as the Academic and International Engagements Coordinator. Currently, I serve as the Staff Coordinator of the Editorial Board and the Associate Dean Academic (Publications), where I manage major university publications and events.





In addition to leadership and research, JSS STU has given me the freedom to innovate in teaching. I can incorporate Information and Communication Technology (ICT) into my classroom, enriching student learning experiences. The university also ensures my involvement in key meetings and decision-making processes, enhancing my overall professional growth.

JSS STU's commitment to women's empowerment has had a profound impact on my career. It has provided me with the platform and resources to excel in academic, research and administrative domains, for which I am deeply grateful.

**Vanishri Arun, Associate Professor, Department of Information Science and Engineering  
Associate Dean Academic (Publications) JSS Science and Technology University,  
Mysuru**



# National Institute of Technology Calicut



## Key sectors:

Bachelors, masters and doctoral degree programs in Engineering, Science, Technology, Education, Humanities, Arts, Social science and Management

## 1. What is your organization's vision for promoting Women in STEM by 2030?

The National Institute of Technology Calicut (NITC) is committed to providing high-quality technical education and nurturing a diverse workforce capable of addressing global challenges. By empowering women in STEM fields, NITC aims to create a more equitable and innovative society.

NITC is dedicated to supporting women throughout their STEM careers.

Furthermore, NITC actively collaborates with industries to offer women unique opportunities for internships, training, and hands-on experience in STEM fields.

By increasing women's participation in STEM fields, NITC contributes to addressing the world's most pressing challenges.

By providing a supportive and inclusive environment for women in STEM, NITC is making significant strides towards achieving its mission of fostering a balanced, innovative, and inclusive workforce. Through its various initiatives, NITC is empowering women to reach their full potential and contribute to the development of a better future.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

NIT C adheres to the JOSAA guidelines for female-only seats, allocating 20% of sanctioned seats for female students to all UG programs at NITC. The supernumerary balancing is done to increase female participation in higher education.

In particular, more than 50% of PhD admissions during the previous several years have been made by women. NIT C has very spacious five different Ladies hostels that can accommodate up to 2000 students. In addition, have 24-hour security and internet access, these hostels also feature with indoor & outdoor playgrounds, laundry room, a computer center, library, gymnasium, and separate vegetarian and non-vegetarian mess. Our institute provides a well-equipped day care centre for female students who are parents. These amenities encourage female students to apply for admission at NIT C.

50% of Top administrative positions at the institution, such as dean, are held by female faculty members; The other significant roles held by women faculty members include centre chairpersons and head of departments.



New open electives are planned through Centre for Women Welfare and Social Empowerment, Specific for women studies like Gender, Science and Technology, Women empowerment through Education and Self-Help Group. These courses designed to foster student's ethical awareness and sense of social responsibility. Encourage students to challenge stereotypes, promote diversity, and develop inclusive technologies

Over the past three years, there has been a constant increase in the proportion of women recruited for STEM positions at the institution relative to the total number of recruitments. Similarly, over the same period, there has been an increase in the overall percentage of women promoted in STEM roles relative to total promotion.

Re - entry for female faculty members who have taken a career break due to marriage, maternity, or child care leave are well supported with paid leaves. Research scholars are also eligible for a six-month maternity leave with a stipend. Menstruation leaves are allowed for female students.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

The National Institute of Technology Calicut established the Centre for Women Welfare and Social Empowerment in 2023 to enhance the well-being and advancement of women within the institute and beyond. The centre's primary objective is to ensure a safe and equitable workplace environment for all women, fostering their progress and empowerment in society.

To support women with childcare responsibilities, NITC has implemented a day care facility. Additionally, to increase the number of girls enrolled in STEM education, the institute organizes guidance program, awareness program and exclusive STEM workshops tailored for girls to inspire and nurture their interest in these fields. Furthermore, NITC actively supports women-led STEM research and entrepreneurial projects by providing project grants.

By promoting STEM among women, NITC contributes to building a more inclusive and equitable workforce where talent, rather than gender, is the determining factor for success. This fosters greater job satisfaction and productivity across the institution. Moreover, encouraging women to pursue STEM careers helps develop a pipeline of future female leaders in technology, science, and engineering, contributing to more gender-diverse leadership in academia.

The Centre for Women Welfare and Social Empowerment also plays a crucial role in addressing gender-based issues within the institute and promoting gender equality. It organizes awareness programs, workshops, and counselling sessions to address issues such as sexual harassment, discrimination, and workplace bullying. Additionally, the centre provides support services to women facing personal and professional challenges.

Through its comprehensive efforts, the Centre for Women Welfare and Social Empowerment is committed to creating a supportive and empowering environment for women at NITC, fostering their academic and professional growth, and contributing to a more equitable and inclusive society.



## 4. Testimonials



National Institute of Technology Calicut (NITC) is committed to delivering high- quality technical education and fostering a diverse workforce equipped to tackle global challenges. By prioritizing the empowerment of women in STEM fields, NITC strives to create a more equitable and inclusive professional environment.

As a senior faculty member at NITC, I have personally witnessed the institution's steadfast dedication to promoting a supportive and inclusive atmosphere for women. NITC's initiatives, such as mentorship programs and flexible work arrangements, empower women to excel in both academic and professional spheres. Furthermore, the availability of childcare facilities and maternity leave policies has been instrumental in enabling women faculty to balance their personal and professional responsibilities.

NITC's unwavering commitment to gender equality and the empowerment of women in STEM has cultivated a vibrant, supportive community where women are able to thrive and contribute meaningfully to the institution's growth and success.

**Sathidevi P S, Professor (HAG), Department of Electronics and Communication**



National Institute of Technology Calicut is a place of a more inclusive and equitable workforce where talent, rather than gender, is the determining factor for success. This fosters greater job satisfaction and productivity across the institution. To increase the number of girls enrolled in STEM education, the institute organizes guidance program, awareness program, and exclusive STEM workshops tailored for girls and women to inspire and nurture their interest in these fields.

As a professor in the Material Science and Engineering department and the Dean of Research and Consultancy at NITC, I have had the opportunity to witness directly how committed the institution is to fostering an environment that is friendly and encouraging for female faculty members, staff, and students. According to records, NITC has the most female students- roughly 36 percent of the total student body among 31 NITs. Women faculty members in the institute are around 30%. In alignment with NEP 2020, NITC started a Centre for Women Welfare and Social Empowerment (CWSE). The technical expertise of the faculty members, staff, and students is being disseminated through various activities to empower women in rural areas.

I am confident that providing the opportunity for skill development, leadership training, and career promotion for women in STEM will help reduce the talent gap in STEM fields and promote equality in both professional and educational

**Sandhyarani, Professor, Material Science and Engineering Department**





## CSIR-Structural Engineering Research Centre (CSIR-SERC)



### Key sectors:

Bachelors, Masters and Doctoral Degree programs in Engineering, Science, Technology, Education, Humanities, Arts, Social science and Management

### 1. What is your organization's vision for promoting Women in STEM by 2030?

Our vision for promoting Women in STEM by 2030 is to create an inclusive and equitable environment where more women are encouraged to pursue and thrive in STEM. We envision a transformative landscape characterized by several key elements, such as equal opportunities for women in various R&D and organizational activities and enhanced representation of women in leadership positions. In our organization, we want to make sure that women are not only represented but are leaders in driving scientific inquiry and innovation.

We are dedicated to fostering inclusive, safe, and supportive work environments where women are valued and empowered to innovate. We aim to encourage the participation of women scientists from our organization in targeted funding opportunities for women-led research initiatives by the Department of Science and Technology, Government of India.

We envisage prioritizing gender balance in the recruitment and composition of R&D teams, with the aim of enhancing creativity and problem-solving capabilities in our research projects.

We aim to establish strong mentorship programs that connect female students from remote Government schools/colleges with women scientists in our organization. These programs will facilitate networking opportunities and encourage young girls to explore STEM careers.

We will regularly assess our progress toward these goals through data collection and feedback mechanisms, ensuring we adapt and refine our strategies to effectively promote gender equity in STEM. By 2030, we aim to cultivate an environment that fosters equal opportunity, inclusivity, and collaboration, ensuring that women in STEM can contribute fully and thrive in their research careers. We envision a landscape where women are equally represented in STEM, leveraging their talents and perspectives to drive innovation and address global challenges. By working together, we aim to amplify our impact and drive meaningful change.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

In our organization, we prioritize gender diversity and inclusivity through a range of best practices focused on recruitment, retention, and promotion.

The process of recruitment and promotion is purely merit-based, which provides equal opportunity for men and women to progress in their careers. In job descriptions, we use gender-neutral language and highlight commitments to diversity and inclusion. This commitment to fairness means that decisions are driven by qualifications, skills, and



performance rather than gender or other biases. Transparent criteria for promotions are established, and we actively mentor women to prepare them for leadership roles. Sponsorship/Leadership/Training programs connect high-potential women scientists with senior leaders, facilitating networking and visibility. We further ensure that our interview panels are gender-diverse to avoid unconscious bias for recruitment, assessment, and promotion, which plays a crucial role in promoting fairness and inclusivity in these processes. Women committee members actively contribute to developing and refining our assessment criteria and processes, ensuring they remain relevant and fair.

Our organization actively partners with organizations that support women in STEM. We provide comprehensive maternity and childcare leave to our women employees, ensuring they have the necessary time to recover and care for their families. On returning to work, we make sure that their respective teams handhold and support them in facilitating a smooth transition to work. We understand and create an environment where women feel valued, supported, and provided with opportunities for growth.

By implementing these best practices, we aim to create a culture that not only attracts and retains women in STEM but also empowers them to thrive in their careers, ensuring a diverse and innovative workforce that drives our research initiatives forward.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Our organization facilitates women to connect, share experiences, and collaborate on projects and initiatives. Women scientists are frequently nominated for ongoing prestigious national training opportunities for women in STEM aimed at enhancing their leadership and technical skills to stay ahead of technological advancements. Programs like “Training Program on Emotional Intelligence at Workplace for Scientists/Technologists” and “Integrated Scientific Project Management for Women Scientists and Technologists” at the Centre for Organization Development (COD) in Hyderabad, and “Building Local Resilience in a Changing Climate for Women Scientists and Technologists working in the Government Sector” at the Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie, have been instrumental in providing them with essential mentorship. These programs have not only improved emotional intelligence but also equipped scientists with the tools needed to manage complex projects and build resilience in their work environments.

CSIR-SERC offers numerous opportunities for women scientists to enhance their careers, including nominations and funding to attend conferences, workshops, and seminars, both within India and internationally. These experiences help broaden their expertise, expand their professional networks, and showcase their work. The supportive peer network aids women to collaborate, share experiences, and help each other succeed. We actively promote an inclusive culture that values diversity and ensures that women in STEM are recognized for their achievements and contributions.



## 4. Testimonials



I have had the privilege of working at this institute for the past 12 years. During this time, I have experienced significant personal developments, from marriage to maternity and motherhood. The management and my colleagues were incredibly supportive throughout my journey, allowing me to navigate these transitions smoothly. On the professional front, I have made substantial contributions to several mission-mode, multidisciplinary projects. I was fortunate to be supported in pursuing a postdoctoral fellowship in Germany for one year, which enhanced my research capabilities and allowed me to network with international experts. Additionally, I attended numerous seminars, workshops, and conferences that broadened my technical and managerial skills. I was also given the opportunity to lead various niche-creating and technologically relevant research projects, as well as several industrial consultancy projects, which showcased my leadership qualities. The nurturing work atmosphere at SERC greatly contributed to my achievements, enabling me to receive several prestigious awards from renowned national and international agencies. Throughout my journey here, I have always felt a strong sense of equality and inclusivity, making my experience both fulfilling and empowering.

**B. S. Sindu, Principal Scientist, CSIR-SERC**



My journey with CSIR-SERC began as a student in 2009, progressing to a full-time research scientist in 2011. During this time, I successfully completed my doctoral research while balancing my professional responsibilities, with SERC playing a pivotal role in supporting my pursuit of a PhD. The resources and flexibility provided by the institution were instrumental in the completion of my research. From my early years at the institute, SERC has continually encouraged me to tackle challenging, multidisciplinary research problems, often in fields where results are not immediate. Despite these hurdles, the institute backed my efforts, leading to the development of an indigenous product early in my career and a multi-institute patent. Moreover, SERC facilitated my post-doctoral fellowship at the Fraunhofer Institute in Germany, broadening my scientific endeavors through international collaboration in an interdisciplinary field. I have also had the privilege of serving on various institutional committees, where I consistently felt heard, valued, and respected. SERC has recognized my potential, nominating me for national and international workshops, conferences, and prestigious awards, including the INAE Young Associate and ISAMPE honours. I have been entrusted with leading national-level, high-stakes projects, whether in laboratory settings or field investigations, further refining my leadership skills. The institution fosters a merit-based, unbiased culture that appreciates talent, regardless of gender. This combination of leadership opportunities, recognition, and hands-on experience has been fundamental in shaping my career in structural engineering research.

**C. Bharathi Priya, Principal Scientist, CSIR-SERC**



## Siemens Technology and Services Private Limited



### Key sectors:

Technology Domains such as: Data Analytics & Artificial Intelligence, Simulation & Digital Twin, Software Systems & Processes, Future of Automation, Cybersecurity & Trust, User Experience and Integrated Circuits & Electronics

### 1. What is your organization's vision for promoting Women in STEM by 2030?

At Siemens Technology India, our vision for promoting women in STEM (Science, Technology, Engineering, and Mathematics) by 2030 is rooted in advancing gender diversity and creating equal opportunities across all levels of the organization. Recognizing the critical importance of diverse perspectives in innovation and problem-solving, we are committed to establishing a culture that not only values but actively promotes gender equality. By 2030, we aim to achieve 30% diversity in leadership and 35% diversity in recruitment, with a strong focus on hiring women in STEM roles.

To empower more women to become key experts in their fields, we have set diversity goals within communities such as our experts cohort.

Siemens Technology India's vision for promoting women in STEM by 2030 is comprehensive and ambitious. By driving diversity at all levels, creating a supportive environment, and implementing targeted initiatives, we are not only committed to increasing women's representation but also to fostering their leadership potential. Together, we can build a more inclusive future where women in STEM thrive and contribute to the success of our organization and society as a whole.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

At Siemens Technology India, we are committed to gender diversity and inclusivity across all areas of our organization. We support women at every stage of their personal and professional lives.

**Recruitment:** We place significant emphasis on hiring women, especially in STEM fields, with a current workforce diversity ratio of 33%. Our recruitment strategy includes actively seeking out women interns to build a diverse talent pipeline and encourage more women to pursue careers in technology. Womenfocused recruitment drives and partnerships with academic institutions are key to increasing representation, ensuring that we continue to support the next generation of women in STEM.

**Retention:** Family-friendly policies help retain women employees by offering a flexible hybrid work model, enabling them to balance professional and personal responsibilities. Our creche



policy reimburses childcare expenses, and our parental leave policies are inclusive, with extended maternity and paternity leave options. These measures allow women to focus on both their families and their careers, leading to a healthy work-life balance.

**Promotion:** We are committed to providing equal promotion opportunities, with 15% of all STEM promotions last year awarded to women. Programs like “Grow to Glow” provide mentorship and leadership development, guiding women through career advancement. We consistently increase the number of women in leadership, reflecting our commitment to diversity at all organizational levels.

**Re-entry after Career Breaks:** Siemens Technology supports women returning to work after breaks for marriage, maternity, or motherhood through flexible work schedules, transition programs, and targeted training. These reentry initiatives such as Grow 2 Glow and access to mentorship ensures that women can smoothly reintegrate into the workforce and continue their career development without hindrance.

Through these focused practices, Siemens Technology India fosters an inclusive, supportive environment that champions gender diversity and empowers women at every career stage.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At Siemens Technology India, we are dedicated to creating an inclusive environment that supports the growth and advancement of women in STEM. Our key policies and programs include:

1. **Mentoring Program** – “Grow to Glow”: This initiative connects women at various career stages with experienced mentors, providing guidance and support. The program has successfully engaged over 200 women, helping them navigate challenges and prepare for leadership roles in STEM.
2. **Diversity Forum:** Open to women at all levels, this forum fosters key conversations around gender diversity, allowing participants to share insights, discuss experiences, and address areas for improvement. This collaborative platform encourages women to explore leadership journeys and enhances our diversity initiatives.
3. **Flexible Work Policies:** Recognizing the importance of work-life balance, we offer hybrid work arrangements that allow flexibility in managing professional and personal responsibilities.
4. **Comprehensive Parental Leave Policy:** Our policy includes 26 weeks of paid maternity leave, paired with childcare leave, providing nearly 10 months of leave to support working mothers as they navigate their careers and family commitments.
5. **Experts Cohort:** This initiative sets diversity goals within specialized communities, helping women build clear growth maps for advancing into senior key expert roles or leadership positions in project management.

Through these targeted programs and policies, Siemens Technology India is committed to empowering women in STEM, ensuring they have the resources and support needed to thrive and succeed in their careers.



## 4. Testimonials



At Siemens, we are committed to ensuring that we have a diverse, inclusive and equitable workplace. Diversity, Equity and Inclusion are essential to our innovation and success, and we are committed to creating an environment where everyone can thrive. Inclusion isn't just a practice — it's our way of life. It's about recognizing unique strengths, fostering an inclusive mindset, and welcoming different perspectives. This is how we build a stronger, more resilient organization.

Siemens India has clear KPIs and strategic goals in place. We believe that achieving these goals requires both strong policies and a shift in mindset across the organization. By fostering a culture where diversity is celebrated and inclusion is embedded in everything we do, we are confident that we are on the right path towards a more inclusive future. I commend the Technology team for the remarkable progress in advancing gender diversity, particularly in STEM fields.

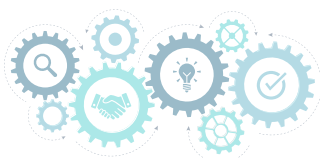
**Sunil Mathur, CEO, Siemens India**



I think what truly sets Siemens apart isn't just its innovative technology but the deep respect it has for its people and the remarkable culture it fosters.

During a recent family emergency that demanded my full attention, I considered resigning to focus on my loved ones. When I discussed this with my regional manager, he immediately brought in P&O, who offered a sabbatical option, assuring me they would handle all the necessary processes with minimal effort on my part. My global manager supported my decision wholeheartedly, without hesitation, and together, the entire team encouraged me to prioritize my family. Upon resolving my personal situation and discussing my return, I was warmly welcomed back with full support. As the head of a Research Group, I had significant responsibilities, yet they were smoothly transferred to others in my absence. When I was back, I was seamlessly integrated back to workforce without any hassle. This experience reinforced my belief that Siemens truly values not just the work we do, but the people behind it.

**Chinnamma Sreeram, Research Group Head, Technology India, Siemens Technologies and Services Pvt Ltd**



## Stanley College of Engineering & Technology for Women (Autonomous)



### Key sectors:

Engineering and Architecture, Computer applications and IT, Sciences, Management and Business Administration

### 1. What is your organization's vision for promoting Women in STEM by 2030?

By 2030, Stanley College of Engineering and Technology for Women aims to become a premier institution for advancing women in Science, Technology, Engineering, and Mathematics (STEM). Through education, research, innovation, and strategic industry collaboration, the college is committed to increasing the representation and success of women in STEM fields. Our vision is centered around the following key strategies:

Increasing Representation and Access

Enhancing Research and Innovation

Strengthening Industry Collaboration

Fostering an Inclusive and Supportive Ecosystem

Driving Social Impact and Gender Equity

In summary, by 2030, Stanley College envisions being a global leader in advancing women in STEM, setting new benchmarks for innovation, inclusion, and educational excellence

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

Stanley College of Engineering and Technology for Women follows best practices for promoting gender diversity and inclusivity across recruitment, retention, promotion, and re-entry programs.

Women are represented in decision-making committees, academic councils, research activities, Board of Studies, Redressal and Grievances, professional bodies like IEEE, ISTE, GLUG, ISOI, ACM, DAC, CRC AND CLUBS LIKE KALAKRUTHI, CODING, LITERARY etc.. This ensures that women's perspectives are integrated into strategic planning. Through leadership training programs, entrepreneurship boot camps, and community outreach, the college encourages women in innovation, leadership, and social responsibility.

**Recruitment:** Stanley prioritizes merit-based selection processes. As a women's college, it naturally boasts a workforce that is 85% female. Its central location in the city attracts many working women who choose Stanley as their preferred workplace.





**Retention:** Since its establishment, Stanley College has maintained a workforce comprised of 80% women, underscoring the institution's strong commitment to retention. With a focus on advancing research and organizational growth, the college prioritizes employee benefits and personal development.

The workforce values a flexible work environment and supportive policies that facilitate long-term retention.

**Promotion:** Career progression is supported through mentorship by Principal sir and Dean Academics. Women are promoted immediately after completing PhD as Associate Professors and later to Professors depending on their experience and eligibility criteria for those positions.

Women are leading in various important roles in organization. To list few are Dr V Anuradha as Head of the Department of Humanities and Sciences and also leads Student Support System. Dr A Kanaka Durga as Director of Academics, IQAC coordinator. Dr P R Anisha, Convenor of Institute Innovation Council. D Radhika, Convenor of Industry Institute Interaction Cell also certified trainer by Salesforce. Ms Mounika, Ms Sireesha certified trainers from Wipro. Dr Y V S S Pragathi as Head of the departments for Computer Science Engineering. Dr K. Vaidehi as the Head of Department for Artificial Intelligence and Data Science and Computer Engineering Department. M Swapna leading Research and Development activities. Dr G Sreelatha, convenor for Higher education and SPOC for CII and many women in workplace are leading important initiatives and receiving promotions depending on the involvement and experience in work.

**Re-entry:** Stanley provides flexible work schedules, maternity leave policies, and re-entry programs to help women resume their careers after breaks, ensuring a smooth transition back to work. Provides one-week paid leave for marriage. Stanley provides 6 months maternity leave with paid salary. Many women have given birth twice and smoothly involved to the work.

In addition, Stanley offers a double-degree or dual-course program, enabling students to dive deeply into STEM subjects while benefiting from the nurturing and empowering experience of a women's college. We also provide numerous opportunities for students to involve in STEM through partnerships with other prestigious institutions, such as those we have established through Memorandums of Understanding (MoUs) with organizations like IIIT Hyderabad, IIT Madras (NPTEL), IIC, and initiative of MHRD, Smart Bridge, Salesforce, ICT Academy, NIT, Warangal (NMEICT), Lincoln University College, Malaysia, CII and many more which enhance our academic and industry connections. Stanley encourages students to explore further opportunities through collaborations with renowned specialized programs for women in entrepreneurship such as WE Hub and T-Hub by Govt of Telangana where students get trained and get knowledge for startups. These partnerships provide access to cutting-edge resources and networks, helping our faculty and students develop the skills and connections necessary for their future careers.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Stanley College of Engineering and Technology for Women implements a range of targeted policies and programs designed to support and advance women in STEM, fostering an inclusive and empowering academic environment:

**Merit-Based Recruitment policy:** The college adheres to merit-based selection processes, resulting in a workforce that is 85% female. This commitment to gender diversity is further





reinforced by proactive outreach initiatives that encourage women to pursue various roles within the institution.

**R&D Cell policies:** The Research and Development (R&D) Cell actively promotes women's participation in research activities. It facilitates funding and resources for women-led projects and encourages collaboration among female researchers. Specialized workshops and training programs are organized to enhance research skills and foster innovative thinking.

**Industry Institute Interaction Cell (IIIC) programs:** The IIIC have partnerships between the college and various industries, ensuring that female students have access to internships, co-op programs, and job placements. Women are actively encouraged to participate in industry-related projects, enhancing their practical skills and employability.

**Institute Innovation Council (IIC) programs:** The IIC emphasizes innovation and entrepreneurship among women. It provides a platform for female students and faculty to showcase their ideas and projects, encouraging participation in national and international competitions. Mentorship programs are established to guide aspiring female entrepreneurs in navigating the startup landscape.

**Intellectual Property Rights (IPR) Support policies:** The college provides support for women innovators in navigating the complexities of intellectual property rights. Training sessions are conducted to educate female students and faculty about patenting processes, copyright laws, and protecting their innovations. This initiative aims to empower women to commercialize their research and innovations. Patents filled by employees at work will be provided the financial support for patents publish and grants.

**Incubation Center programs:** The Incubation Center is dedicated to nurturing female-led startups and projects. It offers resources, mentorship, and networking opportunities to women entrepreneurs, enabling them to develop their ideas into viable businesses. The center also hosts workshops focusing on business development, marketing, and financial management tailored for women. We have collaborated with WE HUB AND T HUB Telangana where our students are trained on the ideas and innovations and helps financial support from college for leading their startups. This is the one the main key point in our vision for more entrepreneurs from Stanley.

**Flexible Work Policies:** To support women in balancing work and personal responsibilities, the college implements flexible work policies. This includes one hour early and late permissions, flexible hours, and family-friendly policies that cater to the needs of women, especially those balancing career and family commitments.

**Re-entry policies:** Recognizing the impact of marriage, maternity, and motherhood on career trajectories, Stanley College offers flexible work schedules, comprehensive maternity leave policies, and re-entry programs. Female employees are entitled to six months of paid maternity leave, along with structured support to facilitate a smooth transition back to work following parental breaks.

**Internal Quality Assurance Cell (IQAC):** The IQAC implements feedback mechanisms to gather insights from faculty and students regarding their experiences and challenges. This feedback informs the development of targeted support programs and initiatives designed to address the unique needs of women in STEM.

These policies and programs collectively create a supportive environment for women in STEM, promoting their professional growth, research contributions, and entrepreneurial endeavours.



## 4. Testimonials



I'm Dr G. Sreelatha, Associate Professor of Information Technology Department at Stanley College of Engineering and Technology for Women. I'm truly happy to be part of this organization, which provides a supportive working environment and promotes career growth. With overall 17 years' experience and in Stanley 10 years of experience. In this period of Stanley, I completed my PhD and benefited from numerous platforms that encourage women to engage in STEM fields. Our well-equipped laboratories enable both students and faculty to undertake meaningful research and projects. We also have a vibrant culture of sports and arts that nurtures our talents, creating a positive atmosphere throughout the institution.

As women faculty, we actively participate alongside our students in national-level hackathons, like the Smart India Hackathon, where our ideas evolve into prototypes showcased across India. We also engage in IDE Bootcamps, student exchange programs, and offer global training and certification opportunities to enhance learning beyond borders. The college offers funding opportunities for projects through DST and CURIE, specifically aimed at empowering women employees, which contributes to both individual and organizational growth.

Cultural events are significant highlights, especially during our annual and graduation days. We also prioritize sports and yoga, providing a well-rounded experience for all women in the college. Overall, this supportive community feels like family, allowing us to grow both personally and professionally while contributing to the growth of the organization.

**G. Sreelatha, Associate Professor of Information Technology Department**



This is Dr D Radhika, Associate Professor, Department of Computer Science and Engineering. The culture at Stanley is truly inspiring, with a focus on continuous learning and knowledge sharing. Faculty members are encouraged to enhance their skills, ensuring they stay current with industry trends and academic advancements. We prioritize creating a student-friendly environment that emphasizes discipline, academic rigor, and strong placement opportunities. Our student-centric teaching approach integrates innovative methods like "Learn by Doing - Hands-On," "Problem-Based Learning," and "Project-Based Learning." With over 24 years of combined teaching and industry experience, and 11 years at Stanley, I can confidently say that this institution is one of the finest places for imparting quality education—a true Temple of Learning.

I am deeply grateful for the tremendous support and resources provided by the college. The professional development opportunities have been instrumental in my growth as an educator, enabling me to successfully pursue and complete my PhD. From workshops to mentorship programs, every resource has enhanced my teaching abilities and strengthened my connection with students. I am particularly appreciative of the college's commitment to fostering a collaborative environment among the faculty, which has not only enriched my career but also deepened my dedication to our students' success.

Thank you, Stanley, for building such a supportive and empowering community.

**D Radhika, Associate Professor, Department of Computer Science and Engineering**





# CHAMPIONING DIVERSITY & INCLUSION

A Compendium of Best  
Practices from Top  
Organizations Excelling in



Category

**INDUSTRY**

## Aragen Lifesciences

### Key sectors:

Pharmaceuticals, Biotechnology, Agriculture, Chemicals



### 1. What is your organization's vision for promoting Women in STEM by 2030?

At Aragen, we believe that diversity is essential for innovation and excellence in STEM. Our organizations' vision is 'In every molecule is the opportunity for better health' and Our commitment to gender diversity is a cornerstone of our organizational values. By 2030, we aim to significantly enhance our initiatives to create an inclusive workplace that empowers women to thrive in their careers. Anita Ramachandran, HR veteran, is our board member and chairperson for NRC and we have women leaders in our EC.

Our signature program, EvolWE, a women executive development program - Aragen has envisaged to develop an internal pool of talent in leadership roles at mid and senior levels and make them ready to rise to the top. A comprehensive cohort-based program with activities, experiential learning, group coaching and stretched assignments that are given at the end of the program. This leadership initiative has received positive feedback and has evolved into a cornerstone of our efforts to promote women in leadership roles in STEM.

At Aragen, our vision for promoting women in STEM by 2030 is clear: we strive to create an environment where women can excel, innovate, and lead. Through diverse hiring initiatives, supporting initiatives, required policies, and dedicated leadership programs, we are committed to increasing our gender diversity and ensuring that women have every opportunity to succeed in their careers. Together, we can create a more inclusive future in STEM, benefiting not only our organization but also the wider community and industry. This commitment to diversity is not just a strategic goal; it is essential for fostering an innovative and thriving workplace.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

At Aragen, we prioritize gender diversity and inclusivity across all the above-mentioned key areas: recruitment, retention, promotion, and re-entry after career breaks (the 3Ms: Marriage, Maternity, and Motherhood).

**Recruitment:** We host exclusive all-women walk-in recruitment events that foster a welcoming atmosphere for female candidates. Currently, 23% of our workforce is female, with a goal to increase this to 25% in the next two years and ultimately reach 40% in campus recruitment.

**Retention:** Our retention rate for women post-maternity leave stands at an impressive 90%. We conduct annual assessments of our gender diversity metrics, sharing reports with senior leadership to drive informed action plans aimed at enhancing our diversity goals. This commitment to accountability helps us maintain a supportive environment for all employees. Recognizing the unique challenges women face, particularly during pregnancy, we also consider





a shift in job roles which is more convenient for women during their course of pregnancy like transitions into project management or quality assurance positions. These initiatives demonstrate our commitment to retaining talent.

**Promotion:** We are deeply committed to empowering women by providing equal opportunities for career advancement and reach their full potential.

- All our policies are gender-neutral
- Rolled out EvoIWE training program, which focuses on women's executive development. This initiative aims to increase female representation in leadership roles at mid and senior levels, cultivating an internal talent pool prepared for advancement.
- We have an equal opportunity policy and promote women in science and technology for their potential.
- Career management sessions are provided to train them to help them navigate career path in the organization. 96 women have attended career management session during the current financial year
- Higher education policy is crafted to support employees to advance in their career by doing PhD. Currently we have 10 women scientists pursuing their PhD under this program
- We uphold our employee value proposition 'We Invest, We Learn and We Grow' and support employees in all their endeavours to upskill themselves. Band wise training programs are designed to facilitate career transitions along their career ladder. So far 182 women have attended training for various band transition programs in the current financial year

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Aragen has a diversity and inclusion policy to promote inclusion in the workplace. We ensure non-discrimination and equal opportunities policies to ensure non-discriminatory practices, and anti-harassment along with POSH policies are for addressing any workplace. Regular trainings are organized around the key points of these policies along with an annual sign-off on our HRIS to e-360. Our talent acquisition policy supports unbiased hiring including those with disabilities.

Our learning and development policy emphasizes equal opportunities for advancement and upskilling.

1. **Diversity and inclusion policy**
2. **Non-discrimination policy**
3. **Anti-harassment policy**
4. **POSH policy**
5. **Equal opportunity policy**
6. **Talent Acquisition Policy**
7. **Employee Handbook**

**Higher Education Policy:** Company encourages employees to pursue PhD while working.. Not only organization bears the cost of the education but helps in their research cost. Employees



who take up PhD are supported with an internal guide for the period. Aragen takes pride in having over 3500+ Postgraduates and almost 450+ PhDs. While getting themselves upskilled, employees build confidence in themselves and open new avenues for themselves within the organization. This commitment extends to enhancing education and career opportunities for women and so far 10 women have enrolled under PhD this year

**EvoIWE Program:** Our Women Executive Development Program, EvoIWE, aims to promote women's participation in leadership roles at mid and senior levels. This initiative focuses on leadership development, mentorship from top leaders, and peer support to cultivate impactful relationships. With strong backing from management, EvoIWE empowers women to pursue career and life goals, ultimately contributing to a more diverse leadership that drives stronger business outcomes.

**Visibility and Recognition:** We ensure that women in STEM have ample opportunities to present their work at conferences and forums. Each year on National Science Day, we showcase the research and publications of our women scientists, emphasizing their contributions to the scientific community. A robust rewards and recognition program at Aragen gives them due recognition for their achievements.

**Annual Pay gap Analysis:** We conduct annual pay gap analysis to ensure equitable compensation and monitor gender representation across various organizational levels and monitor it periodically to make necessary course corrections.

These initiatives collectively underscore our commitment to fostering an inclusive environment where women in STEM can thrive and succeed.

#### 4. Testimonials



Four years back in July 2020 I had joined Aragen as a Director in the Biology division. The world then was grappling with the pandemic, and I still remember how I came to Hyderabad from Mumbai as soon as the flights opened.

Once I entered the campus, I received a warm welcome from the human resources department and my manager Dr. Rajagopalan along with my team and the journey began. The transition from pharma sector to a pure services organization had its own challenges and I quickly realised that I had a lot to unlearn and relearn. Having said that I was very fortunate to be a part of an energetic and talented pool of scientists and received a lot of support and motivation from my reporting managers Dr. Rajagopalan and now Dr. Alikunju.

Here at Aragen, I was introduced to several clients and their projects, received the opportunity to present to customers, win new collaborations, establish new technology platforms, grow the team and be responsible for the P& L of the assay development and screening division. Through setbacks and successes, I have grown both personally and professionally, attended a leadership program beautifully designed. A key learning is that technical knowledge is great at beginning of the career but as we go to senior positions, we need to focus on building effective leadership and people management skills to keep the team motivated and inspired to give their best.

**Indrani**, AVP, Assay Development, Biology







Less than a month when I joined Aragen, we got an opportunity to undertake 100 dissolution studies in less than 50 days, I was new and was not knowing strengths and weakness of the team, however, we should try collaboration leadership style to achieve the target as it was helping business. We tried coalition where team was invited to collaborate and work together to conduct this testing, first of its kind. To my surprise, within a day I got several volunteers who stepped forward and started telling how to do, what are bottle necks and from where we can get help.

There was a clear display of coming together, collective effort and talent and resources leveraging the plan to execute the production goal of dissolution at such large scale, which was not done in the past, what was most important was to do first time right as there was less time as it was time bound regulatory query. The result was extraordinary, team completed the marathon study and delivered on time. And this is an example of team collaboration, thereby creating something new or run the BU.

**Vijaya Bharathi**, PhD -VP, Operations – Analytical Solutions



## Aspire Systems (India) Pvt. Ltd

### Key sectors:

IT & ITES



### 1. What is your organization's vision for promoting Women in STEM by 2030?

We have a comprehensive vision for advancing women in STEM through a multifaceted approach. By 2030, we plan to achieve the following:

- 50% gender ratio
- Continuous focus on leadership pipelines for women in STEM by senior management
- Ensure 100% return to work for women in STEM after maternity
- Enhance safety with free cab drop for women at night
- Creche for employees' children
- Identifying Hi Po women leaders and giving opportunities to grow
- Hiring percentage of women and women leaders will be increased to 50%
- Women leadership positions to be replaced by same gender
- Aim to increase training for women in STEM by 100% under CSR
- About 25% increase in scholarships for underprivileged women in STEM courses

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

**Retention:** Our Talent Management team supports women through these initiatives.

- **Open-door policy:** Employees can directly meet with senior leadership, including CEO, to voice concerns and share ideas.
- **Learning and development opportunities:** Investment in professional growth helps women at Aspire to advance their careers and take on new challenges.
- **Performance management system:** The 3×3 Matrix measures capability based on performance and potential, enabling women to identify strengths and areas for improvement.
- **Leadership development programs:** The High-Potential (Hi-Po) program identifies women with an excellent performance track record and the ability to manage higher responsibility.

**Recruitment:** Measures taken for hiring women:

1. Our Talent Acquisition has a robust recruitment strategy for identifying qualified female candidates, led by Vijaya Talluri (Director – Talent Acquisition) and Mary Priya Manikandan (Offshore Recruitment Head).



2. We conduct women's recruitment drives across locations to encourage women to join us at various levels.
3. We actively seek out female candidates to create a more diverse workforce. For example, our Data and Analytics team comprises 40% women.
4. To ensure a fair and inclusive recruitment process, we employ unbiased selection criteria and provide diversity and inclusion training to hiring managers.

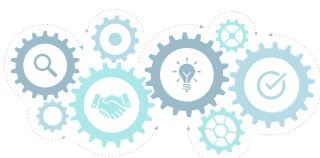
**Promotion:** We ensure that promotions are purely based on performance and potential without bias. This is showcased in women at Aspire having a higher average hike percentage (9.85%) in comparison with men (8.9%). Women also account for 40.3% of the total promotions at Aspire as of March 2023.

**Re-entry:** We launched the Aspire Career Comeback program to support women who want to return to work after a break due to varied reasons such as family responsibilities, pregnancy breaks, ill health, etc.

Aspire has special training programs for women joining after maternity breaks to enable seamless re-entry. These initiatives resulted in 90% of women choosing to resume work at Aspire post maternity.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

- **Leadership Pipeline:** Supporting every individual in their career development is one of the core values of Aspire Systems. In line with our values, we have established a clear leadership pipeline for women, with targeted development programs like Hi-Po and Fast tracker. Through these programs, Aspire identifies and develops the right women talent from within the organizations to be the leaders of tomorrow.
- **Work-Life Balance:** Aspire understands the need for the workplace to be supportive of women who come to work amidst several challenges. Considering this need, we provide part-time opportunities for women with personal constraints. Additionally, our hybrid work model offers the best of both worlds, allowing women the flexibility to work in a way that suits their needs. Our flexible work arrangements and supportive culture have enabled women to balance their professional and personal lives successfully.
- **Support Network:** Aspire's dedicated women support network, Tulips, is designed to provide a platform for women to network, learn and grow. Tulips was created to drive not just professional but also personal growth. The group holds quarterly general meetings to provide an opportunity for women employees to meet, network and find career mentors from within Aspire. This initiative has proven to be of great help for women employees, especially those who have just begun their technology careers, helping them navigate the challenges of the IT industry by providing them with the support and guidance needed to thrive and succeed.
- **Mentorship Program:** Our dynamic mentorship program is empowering women to reach new career heights. As part of this program, we conduct regular sessions by inspiring guest speakers to encourage women to advance their careers by equipping them with the knowledge, skills, and insights needed to excel.



#### 4. Testimonials



At Aspire, I have the opportunity to choose the projects and in turn the working time zone, which as a working mom helps me a lot to have a better work life balance. Besides, choosing the technologies which we are comfortable with, here we have multiple opportunities to upskill ourselves. A flexible workplace facilitates me to connect from anywhere thereby reducing the commute time. What more, I am able to work when I am at my best and Aspire Systems offers it!

**Reena Devaraj, Technical Lead, Data & Analytics**



From joining as a trainee right after college, Aspire has been a fantastic platform for my professional development as it provided me with the right opportunities and support to learn and advance my career.

For the first few years, I was more of a technical leader. The technical expertise I gained at Aspire, especially in finance, has been invaluable for which I need to thank the unwavering confidence and support from Gowri Shankar Subramanian, Bhoovarahan Thirumalai, and Shankar Krishnamoorthy. The level of technical exposure I received is quite rare for someone in the early stages of their career.

I also need to thank Sridhar PS and Dhaya Vijay who were mentors in my journey from technical leader to manager. I would also like to thank Dinesh Kumar T K for providing me valuable inputs from time to time, helping me in my leadership journey. The opportunities to attend mentorship and leadership programs at Aspire helped me immensely and continue to be useful till date. In all, I need to thank Aspire for the trust and confidence they have reposed in me and my team for their support and commitment.

**Vinodhini Sundararajan, DGM, Finance & Accounts**



## BEML Limited

### Key sectors:

Manufacturing; Mining & Construction; Defence; Rail & Metro



### 1. What is your organization's vision for promoting Women in STEM by 2030?

Our organization is resolutely committed to fostering a culture of inclusivity, diversity, and gender equality, with focus on promoting women's participation and advancement in Science, Technology, Engineering, and Mathematics (STEM) fields. We envision a transformative landscape where women are equitably represented, valued, and empowered to drive innovation, leadership, and excellence in STEM industries.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

The following facilities have been provided for Women;

- i. As an "Equal Opportunity Employer", BEML is committed to provide ample opportunities to women employees for their continuous learning & gaining enriching experiences through career opportunities. In this direction, Women's Day also celebrated every year across the Company. Eminent women speakers of repute are invited to share their experience with the women employees.
- ii. Regular Health awareness programmes are conducted across BEML by Internal & External expert covering work life balance Health & Wellness, stress Management etc.
- iii. In line with the Government guidelines, Company has become member of WIPS and a women cell comprising members from all the manufacturing complexes with the senior most Executive as the chairperson for addressing the grievances of the women employees arising out of employment if any is functional in the Company. The women Executives and Non- Executives are being nominated for State/Regional/National level seminars so as to keep themselves updated about the developments in various fields, in a continuous manner.
- iv. BEML provides Crèche facilities in terms of the provisions of The Factories Act, 1948. Alternatively, financial assistance of Rs.300/- per month for employees per child for ensuring proper care for the child upto the age of 06 years.
- v. Women employee can either come one hour late or go one hour early as part of Nursing Break till the child attains the age of 15 months.
- vi. Maternity Benefit of 26 weeks and other benefits extended in line with the provision of the Maternity Benefit (Amendment) Act 2017.



- vii. Leave for adoption of child is provided
- viii. Grant of special Casual Leave not exceeding 14 days for undergoing either puerperal or non-puerperal sterilization operation and salpingectomy operation after Medical Termination of Pregnancy (MTP).
- ix. Gender Equity and Anti-Discrimination policy: In line with the Government guidelines, Gender Equity and Anti Discriminatory policy has been notified in order to promote gender equality by way of equal participation of women in all spheres of company's activities including in decision making and empowerment, thus bringing in inclusiveness as also shaping sustainable development of organization which in turn is benefiting the society at large.
- x. Prevention of Sexual Harassment policy has been formulated and implemented towards prevention of sexual harassment of women at workplace as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Violation of set rules is dealt with action as per the Conduct, Discipline and Appeal Rules and Standing Orders of the Company. Internal Complaints Committee exists at Complex/Divisions comprising of Executives and Employees/Person from NGO Associations committed to cause of women are in place in BEML to deal with complaints of women employees, in line with provisions of the Act.
- xi. Child Adoption Leave up to a Maximum of 180 days: Women Executive or Non-Executive, who has legally adopted a child below the age of three months or a Commissioning mother, i.e., a biological mother who uses her egg to create an embryo implanted in any other woman shall be entitled to maternity leave for a period of twelve weeks from the date the child is handed over to the adopting / commissioning mother. And for a child above three months and up to one year of age, 20 days leave and if the child is above one year to 5 years of age, 10 days of leave will be granted.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

In order to build a strong leadership pipeline, a structured approach to creating culture of coaching is necessary. Superiors/ supervisors are being nominated to play the role of a coach/ mentor to high potential subordinates & assist them in building skills / understanding the nuances of management, leadership functions & business.

- Periodic discussions are also being held to enable supervisors / superiors to get insight on how to conduct coaching conversations, setting expectations & accountability, measure the progress etc. The technical trainings from institutions like IIT-Madras, National Institute of Design (NID), Central Manufacturing Technology Institute (CMTI) etc. have helped in improving technological standards like better design, better quality and improvement in manufacturing processes. It has also helped in increase of safety aspects.
- Supervisory Development and other functional trainings have shown a significant improvement in business processes and cut-down of time. The improvement in process time and technological aspects are cleared measured with individual as well his team performance in specific projects and overall business output.
- Leadership Programmes Transformative experience that helps individuals develop essential skills for effective leadership wherein programmes like Women Leadership by ASCI, Hyderabad (participants from senior & middle management) and Building, Leading



and Engaging High Performance Teams by ASCI, Hyderabad (participants from senior mgt participated) were organized. Innovation, Corporate Strategy and Competitive Performance for (5 participants) Senior & Middle Management was organized by IIM Ahmedabad

- Capability Development Programme: Six Sigma Green Belt & Black Belt, Vendor Assessment & Evaluation, Strength based Leadership programme designed to help leaders and teams focus on their strengths rather than their weaknesses. Approach is based on the belief that individuals, teams are more motivated and productive when they are able to use their strengths effectively. The benefits of a strength-based approach include improved mental wellbeing, better coping and response mechanisms, enhanced motivation, improved teamwork and collaboration, and increased staff retention.
- Leadership Communication Program for Senior Leaders to Improve/Refine their Strategic, Leadership and Crisis Communication skills, to facilitate change management and strengthen stakeholder engagement, develop negotiation and influencing abilities & improve interpersonal skills along with presentation and written communication skills. DPE training programmes Department of Public Enterprises (DPE) with coordination of Corporate L&D has conducted 8 training programmes across BEML out of which 6 are the programme related to Competency Development, New Labour Codes, Project Management etc.
- In addition to the inhouse training programmes & workshops, several external training programme has been conducted in past and planned during the future course of time. Basically, emphasises on Leadership Skills, Project Management, Strategic Management, technical Advancement programme etc. These programmes are being organized by IIMs, ASCI, CII, SCOPE, I2P2M, XIME, XLRI & other reputed institutions. Systematic Faculty Development across BEML in collaboration with M/s. Dale Carnegie Training India, developed an extensive skill-based 4-day long Faculty Certification programme with 3-pronged Strategy: Train-Engage-Recognize. Post-training, Faculty has to design & deliver at least 2 Sessions in next 6 months in collaboration with concerned HOD, define & record measurable output at Pre & Post training. Celebration of women's day where women are being given the opportunity to organize and conduct events.
- BEML 60th Year Foundation Day event was completely organized by only Women Executives, comprising of women committee leaders/members of cross functional departments.





## Bharat Fritz Werner Ltd

### Key sectors:

Automotive, Aerospace, Electronics, Engineering etc.



### 1. What is your organization's vision for promoting Women in STEM by 2030?

We aim to be among the top 20 machine-tool manufacturers globally by setting next-generation standards of excellence & technology leadership with happy and passionate stakeholders. We believe in fostering diversity, equity, and inclusion within our organization and the broader society and we have set an objective to employ 30% of our workforce to be women.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

- Preference for Women qualified in STEM
- Empowering by enhancing their skill
- Undergo skill matrix
- Regular performance reviews & Trainings
- Equal opportunity in core operations
- Opportunity to lead Lines
- Maternity Benefit
- Modern Crèche facility
- Welfare( Canteen, Transport, Medical Camps)
- Engagement & Communication (5s, Kaizen, Monthly Meetings etc.)

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

- Mentorship Programs: We pair women in STEM with experienced mentors to provide guidance, support, and networking opportunities.
- Professional Development Workshops: Regular workshops and training sessions focus on skills development, leadership training, and career advancement specifically for women.
- Diversity Hiring Initiatives: We actively seek to recruit more women in STEM roles through targeted outreach and partnerships with organizations that support women in these fields.

These initiatives are designed to create an inclusive environment that encourages and empowers women in STEM fields.



#### 4. Testimonials



## Bio Valley Incubation Council

### Key sectors:

Medtech and Biotech



### 1. What is your organization's vision for promoting Women in STEM by 2030?

- To encourage the increase the joining of the on-going program of sponsoring higher education while on job for women in STEM
- To groom and mentor Graduate students joining the Organization with hands-on training in technical aspects

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

BVIC follows a comprehensive set of best practices adopted by the parent Organization established across to ensure gender diversity and inclusivity across recruitment, retention, promotion, and re-entry after career breaks. These practices are designed to create a supportive, equitable environment for women at every stage of their careers

**Recruitment:** The Organization prioritizes gender-balanced hiring by implementing blind recruitment processes that eliminate gender biases

- Job descriptions are designed to be inclusive, with an emphasis on skills and competencies rather than gendered language. Additionally, we ensure that women candidates are equally represented on shortlists and emphasize diversity in hiring panels to ensure unbiased decision-making
- BVIC holds 75% recruitment to be women

**Retention:** Retention is supported through flexible work policies, such as remote work options as per the need post maternity and chronic sickness, promotes wellness programs, women health education

- Creche facility, lactation rooms and support included helps women scientists of Bio Valley to have on-site child care free of cost
- Establishment of BITS, Pilani school by March 2025 inside the Campus has been a boon for the young parents to have their child's school education at their quick reach and care
- Providing job opportunities to the Spouses supports the family to be happily at one place
- Provision of scholarship for promoting higher education; Post Graduation & Doctoral degrees while doing the job



**Promotions:** The promotions for Women at work are offered on the basis of transparent, merit & impact based assessment. Equal opportunity in fact more than better opportunity to embrace Senior management roles.

**Re-entry After Career Break (3Ms):** For women returning after marriage, maternity, or motherhood, we offer structured re-entry programs that include tailored onboarding, flexible work arrangements, and mentoring. We provide career coaching and skills-upgrading opportunities to ease their transition back into the workforce. Additionally, maternity leave policies are generous, and our parental support initiatives foster work-life balance, helping women continue their careers confidently post-break

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Women are equally given the hard engineering jobs; ex: Shop floor works at the manufacturing area, construction activities, drive heavy vehicles etc.

- Women are just not restricted to wet lab works, instead given exposure and tasks related to Infrastructure management, MEP (Mechanical, Electrical & Plumbing works)
- Business travel (domestic & international) for attending training programs as a part of Capacity building
- Business travel representing the Organization at Events/Conferences with the given opportunity to attend in the capacity of a Keynote/Plenary/Panel speaker so as to build confidence, enhance the communication & presentation skills, enrich them with multi-cultural & multi diversity experience
- The dress code for conferences, business meetings both domestic and international is on par with Indian & International formal standards
- A committee for Prevention of Sexual Harassment at work place (POSH) has been implemented and established
- Logistics are arranged for women working late or certain days for meeting the work requirements
- Residential flats for the employees by year 2025

BVIC's vision for promoting Women in STEM by 2030 is centered on inclusivity, equal opportunity, and fostering an environment where women can thrive and lead. By focusing on targeted initiatives, strategic partnerships, and creating pathways for development, we aim to bridge the gender gap in STEM fields. Here is our comprehensive vision:



## 4. Testimonials



I began my journey at AMTZ in 2021 as an intern, eager to gain hands-on experience with cutting-edge MedTech equipment. Despite the challenges posed by the nationwide lockdown, the dynamic ecosystem and supportive community at AMTZ exceeded my expectations. The collaborative environment, expert mentorship, and abundant growth opportunities inspired me to delve deeper into the field. Alongside my internship, I pursued a Master's in Microbiology, which further strengthened my foundation. AMTZ's innovative environment fueled my passion for medical technology. I later completed an internship at the WHO Collaborating Centre, where I honed my project management skills.

As I transitioned from a Microbiologist to a professional capable of managing Animal Research Center conducting pre-clinical studies in Large & Small Animals, conducting Institutional Animal Ethics Committee Meetings, handholding Strat-ups and providing turn around support for the deployment of their products in the market (E.g.: Coagulation analyzer, ) R & D projects, Contract research projects, establishing ISO & BIS standards across Organization etc., ensuring GLP compliance etc. BVIC at AMTZ played a pivotal role in my personal and professional development. Once an introverted, knowledge-hungry individual, I evolved into a confident Research Fellow, completing a second Master's in Biotechnology. Seizing every opportunity, I grew into a responsible and empowered woman, ready to contribute to the field of medical technology.

BVIC and AMTZ taught me two valuable lessons:

- Stepping out of your comfort zone within the right ecosystem will propel you to success.
- Embrace growth, and your passions will flourish.

From a hesitant intern to a confident innovator, AMTZ has been instrumental in shaping my journey toward driving innovation in Medical Technology

**Ayesha Parveen**, Research Fellow, Bio Valley Incubation Council, Andhra Pradesh MedTech Zone (AMTZ)





My journey at BioValley Incubation Council has opened new doors, both technically and administratively, transforming my career in ways I had never imagined. It has truly reaffirmed a powerful truth: when women are equipped with the right knowledge, skills, and the opportunity to shine, they surpass expectations. I'm a Biotechnologist currently working on submitting my thesis for a Doctoral degree in Biotechnology

BioValley has provided me with an incredible platform to grow, where I've honed my expertise in managing the lab and overseeing various projects. As a mother of two daughters, the support I've received has been unparalleled. From just being a Biotechnologist, the Organization grew my potential to work towards establishing a Diagnostic kit validation centre, a biobank and support Strat-ups to develop their technologies in In-Vitro Diagnostic Kits for infectious & non-infectious diseases and work on R & D projects

What sets BioValley apart is its genuine commitment to creating a family-friendly environment. The fact that couples can work together under the same roof has given me and my spouse an immense sense of relief and connection. The onsite creche has been a game-changer, allowing me to balance my responsibilities without compromise

Beyond that, BioValley goes above and beyond, offering essential amenities like transportation, housing, and even schooling for our children—all within reach

Here, women are empowered to craft a beautifully balanced life, blending professional aspirations with the joys of family in perfect harmony.

**Sruthi Saladula**, Scientist-B, Bio Valley Incubation Council, Andhra Pradesh MedTech Zone



## Biocon Limited



### Key sectors:

Pharmaceuticals and Biotech

### 1. What is your organization's vision for promoting Women in STEM by 2030?

Biocon's vision for promoting women in STEM focuses on increasing diversity representation in STEM roles, particularly in leadership, research, and technical positions. We are committed in building and enabling a supportive environment through mentorship programs, leadership training, career development programs and flexible work arrangements, thereby creating an inclusive environment for women Bioconites to balance professional and personal growth.

Biocon is also committed to driving industry-wide change by influencing policy discussions and setting industry standards to enhance women's participation in STEM fields. By 2030, Biocon seeks to be a leader in advancing gender diversity in STEM, setting an example for others to follow.

- **Increase Women Representation:** We aim to increase the number of women in STEM roles across all levels of our organization, from entry-level positions to leadership roles.
- **Create an Inclusive Culture:** We are committed to fostering a workplace culture that values diversity, equity, and inclusion. This includes implementing policies and practices that promote gender equality and eliminate barriers to women's advancement.
- **Empower Women Leaders:** We invest in programs to develop women leaders within our organization, providing them with the necessary skills, training, and mentorship to succeed in senior roles.
- **Foster STEM Education:** We support initiatives to promote STEM education among young girls and women, encouraging them to pursue careers in these fields.
- **Advocate for Gender Equality:** We advocate for policies and practices that promote gender equality in the STEM industry, both locally and globally.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

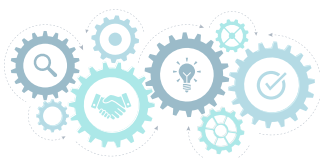
Biocon's commitment to gender diversity extends beyond our vision and policies; it's reflected in our data-driven approach to tracking the recruitment and retention of women. Concerted efforts have been made to improve diversity in the workplace from the Board level to the shop floor through interventions across recruitment, training, and retention. We are committed to creating career avenues for women in non-traditional roles, including manufacturing.





From FY 22 to FY 24, we have achieved a significant increase in diversity, rising from 12.3% to 17.5%. Additionally, our manufacturing function has seen a remarkable 200% increase in women operators on the shop floor, growing from 3% to 9% in just two years. This progress underscores our commitment to fostering an inclusive and diverse workplace. We have introduced a collaborative-functional promotion panel for senior-level promotions, aimed at enhancing fairness and ensuring an unbiased promotion process. To streamline our hiring process, we have integrated an AI-based system with our Cloud-based Human Resources management platform. This tool assesses job-candidate matches, eliminating bias while hiring. Candidates can participate in asynchronous video interviews, offering them the flexibility to participate in the interview at a time that suits them best.

- **Diverse Talent Pools:** We actively seek candidates from diverse backgrounds through multiple channels, including campus placements, job portals, and employee referrals.
- **Inclusive Job Descriptions:** We ensure that job descriptions are gender-neutral and avoid language that could discourage women from applying.
- **Bias-Free Interview Processes:** We have implemented structured interview processes and unconscious bias training to minimize biases in the selection process.
- **Transparent Promotion Criteria:** We have clear and transparent promotion criteria that are based on performance, skills, and potential, rather than gender.
- **Leadership Development Programs:** We offer leadership development programs tailored to the needs of women, equipping them with the skills and confidence to advance in their careers.
- **Flexible Return-to-Work Options:** We provide flexible return-to-work options to accommodate the needs of women returning from maternity leave or other career breaks.
- **Leveraging Multiple Recruitment Channels:** We actively seek talented women through various channels, including campus placements, strategic university partnerships, job portals, lateral hires, and employee referrals.
- **Prioritizing Employee Feedback:** Regular surveys, feedback sessions, and exit interviews are crucial for understanding the experiences of our women employees. This feedback empowers us to identify and address issues such as work-life balance, career development opportunities, and workplace culture that may impact retention.
- **Benchmarking and Industry Collaboration:** We actively participate in industry-wide benchmarking to compare our efforts with peers. Collaborating with industry groups focused on women in STEM provides access to best practices, resources, and networking opportunities.
- **Leveraging Internal Metrics and Dashboards:** Our internal dashboards aggregate data from various sources, providing a comprehensive view of our recruitment and retention efforts. By tracking key performance indicators (KPIs) like the diversity of our candidate pools, the career progression of female employees, and the impact of our diversity initiatives, we can make data-driven decisions to improve our practices.



### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At Biocon Limited, we are committed to cultivating a culture of belonging that drives innovation, collaboration, and outstanding performance, with a strong focus on Diversity, Equity, Inclusion, and Belonging. Our policies and processes demonstrate our continuous efforts to create an inclusive workplace.

#### Key initiatives:

##### **Diversity Hiring Goals**

- We've embedded diversity hiring and retention goals into our organizational objectives, making them a performance metric for every Business Leader. This ensures accountability and maintains a strong focus on achieving diversity ratios.

##### **Developing Women Bioconites**

- In 2023, we launched Bio-Leap, a leadership development program for women in middle management, focusing on key leadership behaviors like Execution, Strategy, Collaboration, and People Development. The program builds confidence and encourages women to pursue leadership roles.
- BioEdge supports continuous leadership development.

##### **Safety for Women Bioconites**

- We prioritize safety for women using public transport during late evenings, with guards accompanying women in company transport. Women are also ensured not to be the last drop-off on any route.

##### **Support and Facilities for Women Bioconites**

- We established **Ayana Lounges** in Bengaluru and Visakhapatnam, providing women a place to rest and refresh.
- Dedicated parking spaces, reserved seats in company transport for pregnant women, and personalized transport for nursing mothers are provided.
- Crèche facilities with Montessori education and meal options for children up to 6 years old are available, along with reimbursement options.

##### **Flexible Working Environment**

- A weekly work-from-home option, along with additional flexibility for non-shift roles, is offered to accommodate individual needs.

##### **Support Groups and Connection with Women Bioconites**

- Regular check-ins with women on maternity leave are conducted to ensure their well-being, with continued support provided to ease their transition back to work.
- Awareness sessions, inclusive workshops for Bioconites, neo-parents, and the Millennial-Zillennial Network are hosted regularly.



- Open house forums allow women to connect with the HR team, voicing their challenges and receiving support.

### Trainings Programs

- **BioEdge:** BioEdge is a developmental need for the organization’s critical talent amongst Senior Managers, Associate Directors and Senior Directors, to help them be prepared for leadership roles. Delivered by industry experts and conducted by leaders in the field of training, this bespoke program is aimed at developing Biocon’s behavioural competencies: Strategy, Execution, Collaboration and People Focus.

Critical talent identified by business participate in this program and all women leaders of the cohort are a part of it. This is a testament to Biocon’s dedication to nurture and develop women leaders within the organization.

- **Technical Trainings:** Biocon has continuously invested in external technical trainings, encouraging the upskilling of women in STEM. Topics covered through technical training are MS Office, Advance and Intermediate Excel, Mastering PowerPoint, Email Etiquette, Six-Sigma certification, Financial Planning for Women, etc.
- **Leadership Development Program for Senior Leaders:** Biocon invests in the development of its senior most organizational leaders, through a combination of classroom trainings, mentorship, coaching and action learning. All General Manager and above women leaders are a part of this program. These programs are delivered by industry experts, and participants are upskilled on sharpening their Strategic Acumen, Team Management Skills, Financial Acumen and to broaden their skills for a volatile business environment.

## 4. Testimonials



### A Culture of Innovation

Our HEAD – Comp & Benefits, HR Operations, HR Compliance & Employee Engagement, Renuka highlights the Biocon culture that is primarily based on innovation.

“It is a fact that Biocon has stayed true to its values at every step of its journey. Ours is a culture primarily built on ethics, trust and innovation,” says Renuka Ganesh, who joined Biocon 17 years ago as a Deputy Manager.

Renuka started as an individual contributor, responsible for compensation benchmarking surveys and analytics. From thereon, over time, she was assigned additional responsibilities of leading HR operations, employee inductions, and introducing various employee connect programs.

**Renuka**, HEAD Comp & Benefits, HR Operations, HR Compliance & Employee Engagement



## ESL Steel Limited, Vedanta Ltd.

### Key sectors:

Manufacturing



### 1. What is your organization's vision for promoting Women in STEM by 2030?

**Vision Statement:** By 2030, we envision a world where women are equally represented and empowered in STEM fields, breaking barriers and driving innovation. Our organization is committed to creating an inclusive ecosystem that nurtures talent, provides equitable opportunities, and inspires future generations of women to lead in STEM, contributing to a diverse and dynamic global workforce. The overall target of our organization in FY'25 –

Diversity Ratio in Leadership Role – 10%

Diversity Ratio in Decision Making Role – 30%

Diversity Ratio in Technical & Shop floor – 15%

Overall diversity ratio – 25%

This vision can guide strategic planning and program development to ensure measurable progress toward gender equity in STEM by 2030.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

Our recruitment efforts showcase our commitment to diversity through focused marketing and displaying our diverse workplace culture. Firstly, we ensure that our job postings are written in a gender-neutral manner and that a diverse range of candidates is taken into consideration. To show our dedication to gender equity, we showcase the successes of female leaders and role models throughout the organization. In order to ensure fair and unbiased employment practices, we also train our hiring personnel on bias. By creating a welcoming and supportive environment from the beginning, we hope to attract top female talent and build a diverse and inclusive workforce that is in line with our organizational values and goals.

#### **Recruitment of Women in STEM position is being done by the following method-**

##### **1. Campus Recruitment: -**

The goal of the on-campus employment process is to attract and choose outstanding applicants from the top universities and colleges in India. Finding credible institutions and contacting them in order to find recent graduates who meet the requirements is the first stage in the process. We provide clear qualifying requirements, such as extracurricular accomplishments, relevant skills, and academic performance, to ensure that individuals meet our standards for possible employment.



2. **Lateral Hiring:** - Posting job openings through internal and external media is a step in the lateral employee hiring process. Following the receipt of applications, individuals are interviewed and their resumes are shortlisted. A final decision is reached based on input from panel members and experts. After that, the selected applicant completes the employment procedure.
3. **Ex-Defence Service Hiring:** - Under the chairman's direction, Ex-Defense Service Hiring is a flagship program designed to bring on board exceptionally talented and motivating personnel with a background in the armed forces who possess strong project management and leadership abilities. With these leaders contributing to our strength to realize our vision through their fundamental principles of discipline, integrity, enthusiasm, and unshakable dedication to nation building, we look forward to Vedanta's next chapter of growth.
4. **Family-Business Hiring:-** Chairman Vedanta is the creator of this unique program, which entails collaborating with highly driven people who have demonstrated aptitude for leadership, business acumen, decision-making, and independently operating their businesses with a "Owner's Mindset."

Our retention strategy is focused on creating a friendly and supportive work environment for female employees so they may grow and succeed in our organization. To help employees balance their job and family duties, we provide flexible work arrangements, such as work from home options and flexible working hours during maternity leave. Our comprehensive benefits package includes wellness programs catered to the specific needs of our female employees, childcare help, and parental leave.

**Some of our retention strategies are as follows-**

**1. Work Integrated Learning Program (WILP): -**

Our Work Integrated Learning Program (WILP) provides employees with a unique opportunity to pursue postgraduate courses while still working, in conjunction with our strategic connections with BITS Pilani and IIM Ranchi. This program's goal is to enhance professional skills and academic qualifications in accordance with our company's goals.

**2. Retention Bonus: -**

As part of our retention strategy, we offer a structured retention bonus program to help us identify and retain our valued employees. This program offers financial incentives based on an employee's duration, grade, and point of admission into the organization. Employees can receive retention bonuses according to their specific job grade and entry level. This bonus is meant to thank them for their contributions and promote ongoing company loyalty.

**Wedding Gift Policy:** All employees will be provided with a cash award on the event of their marriage during their tenure in ESL. The input should be accompanied by a scanned copy of the wedding invitation card or marriage registration certificate.

**Vedanta Parenthood Policy -:** Our parenthood & childcare policy emphasizes inclusiveness, diversity, equity, and belongingness. The policy recognizes parenthood as not just a break from service but an important phase of life. It aims at providing equitable workplace support to all parents irrespective of their gender or sexual orientation through inclusive childcare. As part of this policy, we have introduced various industry leading practices in the company. These include flexible working hour for expecting mother, sabbatical leave with an option for flexible working hours and career assurance that protects performance rating during maternity leave.



**Work from Home Policy:** Allowing female employees to work from home for two days every menstrual cycle. By allowing individuals to work remotely during this time, the policy hopes to increase their comfort, productivity, and sense of overall job satisfaction.

**On-Site Crèche Facility:** Adding an on-site crèche facility is another creative aspect of the plan. This provision meets the childcare needs of female employees by giving them a convenient and secure area for their children to play on the company grounds.

**Ghar-Wapsi Policy:** Re-entry into the organization post career break or opportunity to employees with experience and skills to re-join the organization.

In conclusion, the recruitment, retention, promotion and re-entry policies for female employees, which recognizes the diverse roles and responsibilities of women, is a proactive approach to support their professional development. It includes provisions for on-site childcare, flexible working hours during pregnancy, re-entry to organization and the option to work from home during menstruation.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

#### **Policy for the Development of Female Employees in Our Organization**

With an emphasis on the progression and development of female employees, our company is dedicated to creating a workplace that is safe, empowering, and inclusive for all workers. In light of the particular difficulties women may encounter at work, we have put in place a thorough set of policies aimed at defending their legal rights, ensuring their safety, and fostering their professional development. The three main elements of this strategy are gender equity, professional growth, and protection and safety.

#### **Professional Development: Empowering Female Employees**

Professional growth, in our opinion, is essential to empowering female employees. We have put in place a number of employee-only Talent Identification Workshops and Programs to assist their development and career success. Among these programs are:

**TARANG - Women Leadership Development Program:** The TARANG program, a three-month leadership development program created especially for female employees, is one of our signature projects. TARANG seeks to improve networking skills and foster leadership traits. The program's objectives are to enable women to assume leadership positions within the organization through a combination of interactive seminars, networking opportunities, and mentorship sessions.

#### **SIEMEN Training Program:**

We recently conducted a SIEMEN training program for all electrical field employees at our organization, held in Mumbai and fully sponsored by the company. The training was organized to give insight along with hands-on working experience to the trainees on Siemens PLC & HMI/SCADA platform both from user and system configuration end. With this training, the participants got opportunity to work and enhance their learning and troubleshooting skills in Siemens Automation platform.

**The ACT-UP Program** seeks out young, bright businesspeople and gives them the tools necessary to assume leadership positions.



**Programs like V Lead, V Build, and V Reach** help employees become more capable leaders and get ready for higher responsibility inside the company.

**Emerging Women Leaders:** This program identifies and develops potential female leaders within the company.

Role Model Campus Minds' "Role Model" initiative encourages all employees to serve as mentors and role models for others inside the company.

We uncover significant talent through these programs and give them chances to embark on high-impact initiatives and leadership roles. This guarantees that our company gains from the varied perspectives and skills that female employees bring to the table, in addition to assisting in their professional development.

### **Women Council: Fostering Gender Parity and Empowerment**

The Women Council, a dedicated forum designed to promote gender balance and support the progression of women's careers inside our organization, is the cornerstone of our commitment to gender equality. In order for our female employees to succeed in their professions, the Women Council is essential in making sure they have access to the tools, chances, and assistance they require.

### **V-Suraksha App: Ensuring Safety and Well-Being**

We place a high priority on the safety and wellbeing of our workers, especially the women who work on shopfloor and office areas. In order to do this, we have introduced the V-Suraksha App, a state-of-the-art instrument meant to voice concerns regarding worker safety, hygienic conditions, or any other matter. An essential part of our plan to provide a safe workplace free from fear and anxiety for women workers is the V-Suraksha App.

### **Prevention of Sexual Harassment: A Zero-Tolerance Policy**

Every employee has a fundamental right to a safe workplace, and we are committed to making sure that our female colleagues are shielded from harassment in all its manifestations. In order to achieve this, we have put in place a strong Policy and Procedure for the Prevention of Sexual Harassment (POSH), which complies with all applicable laws and industry standards.

### **Prioritizing Employee Safety**

Acknowledging the distinct obstacles encountered by female staff members, especially those who work long hours, the organization has put in place a reliable transportation system to guarantee their secure commute. An App is introduced for commuting services within and outside the plant called "MoveInSync" to track real time locations of all buses and 4 wheelers. In order to protect the well-being of its female employees, the corporation offers dedicated cars for those working past 20:00 hours at the facility. This program not only solves a serious safety issue, but it also creates a welcoming and encouraging work atmosphere where staff members feel respected and safe.

**To maximize the impact of these initiatives, it is essential to create a culture of inclusivity where women feel supported and encouraged to reach their full potential. This can be achieved through:**

- **Diversity and Inclusion Training:** Conducting training programs to raise awareness about unconscious bias and promote inclusive behaviours.





- **Employee Resource Groups:** Establishing employee resource groups for women to provide a supportive network and address specific challenges.
- **Performance Management:** Implementing performance management systems that are fair, transparent, and free from gender bias.
- **Leadership Commitment:** Ensuring that senior leaders are actively involved in promoting gender equality and diversity.

We are dedicated to fostering an inclusive workplace where female employees have the chance to succeed both personally and professionally through various policies/programs. By making investments in their growth, we not only increase each employee's potential but also advance our business's overall success and innovation.

#### 4. Testimonials



I am honored to share my journey of three decades in the Steel industry, marked by relentless pursuit of quality, innovation, and inclusivity. As the Chief Quality and Business Excellence Officer at Vedanta's Steel Plant in Jharkhand, my career has been defined by transformative leadership and a steadfast commitment to breaking gender barriers.

My professional odyssey began in 1994 as the sole female Process Technician at Vedanta, a pivotal entry into a predominantly male domain. Despite initial challenges navigating uncharted waters without female peers, I forged ahead, driven by a passion for excellence and a vision for inclusive workplaces.

Championing inclusivity, I have fostered a culture where 37% of my executive team comprises women, advocating for equality and opportunity. Serving as Chairperson of various committees including Incident Investigation APEX and POSH, I ensure workplace safety and gender inclusivity are paramount. I am proud to champion the 'Tarang - Women Leadership Development Program,' nurturing future female leaders within our organization and beyond.

Beyond personal milestones, my journey is about paving the way for more women to thrive in traditionally male-dominated sectors. Through mentorship, advocacy, and leading by example, I strive to create a fair and equitable steel industry where diversity is celebrated and women occupy more CXO positions.

As I continue to navigate challenges and drive transformative change, I am committed that every individual, regardless of gender, has an equal opportunity to excel and contribute meaningfully to our industry's future.

**Meenakshi Sabharwal, Chief Quality and Business Excellence Officer, ESL Steel Ltd, Vedanta Ltd**





My journey from a Graduate Engineer Trainee to Head of Department over the last 17 years has been both challenging and fulfilling. When I first joined this organization, I was enthusiastic and a desire to make a significant impact, yet uncertain about my place in a traditionally male-dominated field. From the onset, the organization invested in my development, offering training, mentorship, and opportunities to refine my skills. Throughout the years, I progressed through various roles, from managing shifts to overseeing diverse areas such as O&M contracts, Asset Management, Operational Excellence, and Inventory Management—each position brought new challenges and valuable learning experiences.

Now, as Head of Department, I take pride in leading a diverse team and advocating for more women to explore careers in this field. This journey has shown me that with dedication, support, and a willingness to challenge the status quo, anything is achievable. I am sincerely grateful to the organization for recognizing my potential and supporting me at every step through various development programs and workshops, including the Women Leadership Development Program, V-Lead, and the Emerging Women Leaders Workshop.

**A Lavanya, Head Central Planning and Inventory Management, ESL Steel Ltd, Vedanta Ltd.**



**EY**

**Key sectors:**

Professional Services



## 1. What is your organization's vision for promoting Women in STEM by 2030?

At EY, we are steadfast in our conviction that gender equality is a cornerstone for a prosperous future and that women must have fair opportunities to build their career the way they want.

Over the last three years, there has been an accelerated focus on increasing women representation in STEM roles through focussed approach around hiring, upskilling and engagement. We have seen a steady increase in the number of women in STEM roles within our company. Today, almost 12600 women are part of our workforce, comprising 30% of our total STEM workforce, and thereby reflecting our commitment to fostering female talent in these critical areas.

Our hiring statistics for STEM positions have stayed consistent at 30% for women in STEM, inspite an increase in absolute hiring numbers. Additionally, our organisation has established a comprehensive suite of policies and practices to support women, including MomEY program, flexible work arrangements, EY badges, etc. We ensure that women are Fairly Represented (FR) in all development opportunities including promotions, and business closely drives FR in all available opportunities.

In conclusion, our organization's unique approach to supporting women in STEM is multifaceted, encompassing board representation, dedicated policies, professional development, CSR initiatives, and a commitment to fair representation and no regression.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

### **Recruitment**

#### **Advancing women hiring through 'RecruitHER'**

In our endeavor to strengthen our women talent pool at all levels, we have designed 'RecruitHER', an intervention to bring in renewed and 360 degree focus on women hiring. RecruitHER is an intervention with an all-round focus on women hiring. It has helped us in increasing women hiring numbers year on year. Various initiatives under the program are:

1. Engaging with diversity vendors to create sustainable women pipe for lateral hiring.
2. Compete benchmarking for targeted hiring
3. 'Double@ATime' a special employee referral drive that gives employees an opportunity to earn enhanced referral bonus when they refer women talent to us. 'Double@ ATime' offers twice the referral bonus if the women referral leads to a successful hire.



## Retention

Here are some of the ways in which we proactively ensure retention of women:

1. **Predictive Modeling:** These predict attrition across businesses basis parameters like tenure, performance, promotions, pay, etc. with gender and high-potential cuts. This helps us build a view to proactively address high-risk cases.
2. **Real-time reporting** of gender representation, hiring, churn **through dedicated DE&I dashboards to leadership.** The percentage of female promotes at various ranks is overseen and the progress of each region vis-à-vis recruitment, promotion and retention is tracked year on year with tangible consequences for targets not met.

## Promotion

As an organization, we are committed to ensuring fair representation in all promotions and no regression of gender ratio.

## Re-entry

MomEY is a support system for our working mothers from pre- maternity to motherhood and beyond.

- **Maternity leave** - 6 months paid leave
- **Break & Beyond** - Maternity coaching by internal coaches, this support is extended to women who are going through the maternity phase
- **Back in the Game** - The program guarantees working mothers, who take a career break for maternity/child care related reasons, the choice of returning to work at any time within five years from their leaving the organization. The re-hiring is done in a role similar to the role that she was handling while leaving the organization, without any formal interview process.

## 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Two of our distinguished programs are as follows:

### EY Women in Technology Program

The EY Women in Technology program is an inclusive initiative that supports girls and women to enter, remain, thrive and lead in the world of technology.

The scope of this program is to promote gender parity by taking adequate measures in consultation with strategic teams and thereby promoting EY as an inclusive organization and as an equal opportunity employer where everyone can reach their potential.

The program enables women employees to advance in their careers by: addressing unconscious bias, enhancing their professional and personal skills and creating a platform for women employees to explore career opportunities within and outside their function.

### EY STEM App

The EY Foundation and Navodaya Vidyalaya Samiti signed an MoU to launch the EY STEM app in 200 Vigyan Jyoti Program schools throughout India. The Navodaya Vidyalaya Samiti is the DST's VJP implementing partner. It is a separate division of the Indian Ministry of Education.



This app has been designed to bridge the gender gap in technology fields by captivating the minds of young girls aged 13 to 18. In India, the app is inspiring over 60,000 girls in 200+ schools across 22 states to pursue STEM careers.

EY STEM app showcases the impact of collaboration - activities on the app were developed in collaboration with some of the world's most respected non-profit and academic institutions, including the UN and World Economic Forum. It features modules and activities focused on science, such as climate change or space exploration; technology, such as artificial intelligence (AI), 3D printing or blockchain; the future of work and skills that may be required for future, yet-to-be-defined jobs; and inspirational stories of women in STEM. By offering support in both English and Hindi, the app ensures to reach a diverse audience throughout India.



## Forbes Marshall Pvt. Ltd.



### Key sectors:

Control Instrumentation & steam Engineering

### 1. What is your organization's vision for promoting Women in STEM by 2030?

#### 1. Effective Talent Acquisition Strategies

- **Global Outreach:** Develop strategies to attract talented women in STEM from diverse geographies, leveraging the company's global presence.
- **Alumni Network Utilization:** Actively engage with the alumni database to facilitate re-entry for women engineers, ensuring they feel welcomed back into the workforce.

#### 2. Equitable Training and Development:

- Establish tailored training programs that address the unique needs of women in STEM, focusing on technical skills, leadership, and career advancement.

#### 3. Recognition of Talent

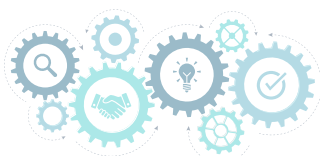
- **Acknowledge Contributions:** Implement a recognition program that highlights the achievements of women in technical roles, reinforcing the idea that talent and competence are paramount.
- **Visibility for Technical Coaches:** Ensure that women serving as technical coaches are prominently featured within the organization to inspire others and enhance their visibility.

#### 4. Speaker Series and Leadership Development

- **Dedicated Speaker Series:** Organize regular events featuring successful women in STEM who can share insights and experiences, helping participants envision their potential.
- **Leadership Workshops:** Create workshops focused on leadership skills, mentoring, and networking opportunities to empower women to advance in their careers. As traditionally women in STEM are from the technical specialist roles and grooming them towards managerial roles is also important. Having more women in leadership and decision making roles is the future.

#### 5. Mentoring Culture

- **Career Mentorship Programs:** Foster a culture of mentorship, pairing experienced women leaders with emerging talent to guide career development and navigation within the organization.



- **Generosity as a Core Value:** Embed mentoring into the company culture, emphasizing the importance of sharing knowledge and experiences.

## 6. Critical Role Development

- **Job Enrichment Opportunities:** Identify key roles in R&D, Sales, and Support, and create pathways for internal women talent to fill these positions, ensuring a balanced gender ratio.
- **Structured Career Progression:** Develop a clear framework for career advancement, offering opportunities for skill development and leadership roles.
- **Focus on High potential members:** specific skill enhancement, projects and mentoring for holistic development of women.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

- 1) **Marriage:** As women relocate due marriage to around migration due to marriage however the organisation does make accommodations on individual case-by-case and has done wherever there was a position in various locations/branches suiting their role and competence.

Additionally, we keep a track of our members who have left the organisations and we provide them opportunities if they would like to rejoin the organisation there have been multiple instances of that.

- 2) **Maternity:**

We follow the mandated maternity leave period, however in many instances we have provided pre and post extended maternity support. Child rearing can be overwhelming, we also provide clarity of role post maternity leave. There is a structured discussion before women go on maternity leave giving them the clarity of role that they would be doing once they return.

Our insurance in addition to the regular maternity it covers infertility treatments, same sex partners insurance coverage, Maternity delivery expenses incurred by surrogate mother as forward looking practices

- 3) **Motherhood:** Mom@Work: It's a Maternity support that we offer to expectant mothers and spouses of our male members. The aim of this program is to help women navigate through their journey of motherhood and help them return to work smoothly. This is a 10 month program which they avail as early as a few months into the pregnancy and continue it till they are able to return to work. So, as a part of this program women can avail nutrition counselling, mental wellbeing counselling or any kind of support they need during that period. This is a unique one -on-one coaching initiative that has been custom crafted to provide support to women to navigate the many challenges and achieve fulfillment in their career and personal li

**Second Innings Program/Reigniting careers:** Our goal is to instill confidence in individuals who have taken a career break. We offer a six-month paid internship program designed to reignite potential for a second innings in their careers. This platform provides on-the-job training for candidates looking to reenter the corporate world after a break, and it's open





to all genders. The minimum criteria here is they must have a career break of at least two years.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

The philosophy is to give more technical inputs at the beginning of one's career making them experts in their chosen field and then once they gain the experience providing them with leadership insights.

#### **Training interventions**

- We have tie-ups with Institutions and agencies to provide training and equip our members with the latest technology and technical know-hows. We are organizing factory visits for member in supply to world class institutes of quality giving them an exposure to the best practice in manufacturing
- Role transition programs are also provided on every juncture of their journey.
- There are long term learning journeys for middle level members hand holding them in their journey to make them a holistic professional.
- SOCH is a specific program for high potential women and the design is around limiting beliefs.
- Senior members are given opportunities to attend various seminars keeping them abreast of the new technologies in the market.
- Senior members are also enrolled into external Management Development Programs (MDPs) which are usually long learning journeys.
- Coffee conversations with women are done on a regular basis discussing careers and challenges from the gender perspective.
- We are also looking at formal mentorship for women to give them a perspective apart from their immediate manager

**Super 20:** To break stereotypes and provide early exposure to unconventional roles, we have launched "Super 20," an on-the-job training programme combining online engineering content training with hands-on internships. As a part of this programme we have started recruiting interns locally to provide greater opportunities in different places. This Program provides field sales opportunities to women where the area is predominantly a male sphere. This program has definitely helped us get more women engineers.

**M14:** This is an initiative that we do to increase the number of women in our supply areas. Through this program we meet apprentice girls who are engineers to understand and help carve a career trajectory at Forbes Marshall.



## 4. Testimonials



I have been working with Forbes Marshall for 27 Years. My first achievement when I joined the company as a customer support service engineer. Initial 10 yrs self development for which the company provided me various skill training opportunities and platform through which I joined confidence, product knowledge and expertise and enhanced personality development.

I would like to share a couple of examples:

In 2006 I got an opportunity to go to Germany to do product training, which I successfully completed. After Sales support I became a single point of contact to our International and domestic service team. In 2009 I got a chance to present in a service conference where I was appreciated by our director that motivated me. During these 10 yr efforts the company recognised my efforts and awarded me as the Best Service Engineer and till date I have received 3 such awards. This is a really big achievement for me which I am really proud of, in the next 10 years I got promoted as the product manager and that's when my leadership journey began. Company provided me with the relevant leadership training to equip me with the skills needed to take up the new role

**Akhtar Sheikh**



I joined as a Graduate Trainee in 2004. I was handling sales and Marketing for Shinkawa Vibration monitoring for OEM and EPCs. During that time I was handling the processes and business. Initially it was difficult to start where it is a male dominated sphere although my experience with customers, vendors and gaining the knowledge helped me navigate through all the challenges. Post that I became Product manager and product marketing.

In 2020 I was promoted to a Principle Lead for Marketing and branding for Insol along with the previous role of Shinkawa. Since I know business with subjects, how the project works, and now I also work on analytics along with handling Customer Relationship Manager (CRM).

FMs inclusive culture was a big driver.

I received a certificate for Milestone in Building Shinkawa VMS business in India during the 40th year Partnership ceremony between Shinkawa Japan and FM India. I did my graduation in Physics and then MBA in HR & Marketing, when I interviewed for FM I got an opportunity in Marketing and Sales. So back then I was apprehensive because no women were there but today when I see so many more women come into this area. It makes me quite happy to see many more women in this field and going out to the field.

Forbes Marshall' training on leadership helped me to take on the role with confidence.

I feel I am getting the support from people who are working with me and from leaders who are always very approachable and their confidence in me means a lot to me.

**Sonal Kulkarni, Principle Lead, Marketing & branding**



## GE India Industrial Private Limited

### Key sectors:

Aerospace, Aviation, Engineering, Research and Digital Technology



### 1. What is your organization's vision for promoting Women in STEM by 2030?

At GE Aerospace, we believe that diversity is the engine of innovation and a critical component in our quest to shape the future of flight in aviation industry. Our commitment to gender diversity, especially in supporting Women in STEM fields, is not just a policy but a core part of our business strategy. This dedication is manifested through our comprehensive policies, practices, and programs designed to create an inclusive, supportive, and empowering environment for women to thrive.

By 2030, GE Aerospace envisions a future where women in STEM are not only represented but are integral to our success, driving innovation and excellence the future of aerospace technology. Our comprehensive approach ensures that we not only attract diverse talent but also provide meaningful opportunities for career development and growth, fostering an inclusive and supportive workplace for all.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

#### Recruitment Strategies

**Gender Neutral Decoder:** We utilize a Gender-Neutral Decoder to standardize job descriptions, eliminating any gender-specific bias and ensuring that our job postings are inclusive and appealing to all candidates.

**Sourcing:** Our recruitment team leverages both active and passive channels to source candidates, ensuring a diverse candidate pool. This approach allows us to make hiring decisions based on merit while promoting diversity.

**Diverse Panels:** We include diverse members, particularly women, in our interview panels. This not only showcases our organizational focus on promoting diverse talent but also allows candidates to learn about the success stories and diversity & inclusion initiatives at GE Aerospace that support work-life balance.

**Campus Hiring:** Our campus hiring initiatives aim to bring in a diverse mix of candidates, laying the groundwork for nurturing future leaders within the organization.

#### Retention Strategies (Included Promotion and Re-entry):

**Professional Development:** We offer various training programs aimed at professional development, ensuring that our employees have the opportunities to grow and advance within the company.



**Flexible Work Arrangements (FWAs):** Our FWA policies provide employees with the flexibility they need to balance their personal and professional lives, contributing to higher job satisfaction and retention.

**In-House Creche and Parent-Child Rooms:** These facilities underscore our commitment to supporting employees with families, making it easier for them to manage their work and family responsibilities.

**Enhanced Representation and Leadership:** We are committed to increasing the representation of women in STEM roles at all levels, particularly in leadership positions.

**Re-entry after Career Break:** Our Elevate program, in partnership with Her Second Innings, supports women re-entering the workforce or transitioning into new roles, providing them with coaching, career strength assessments, and skill transition training. This initiative exemplifies our dedication to creating opportunities for diverse talent

**Sponsorship Program for Women:** This program focused on career advancement, diversity, and inclusion at the leadership level, and talent retention. The inaugural batch includes six senior women leaders from various departments, each sponsored by a global Executive Band (EB) member.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At GE Aerospace, we are committed to nurturing professional growth and mentorship in the Tech Community By actively supporting M.Tech and Ph.D. internship programs, we provide students with valuable hands-on experience in research and development, enhancing their learning while preparing them for potential full-time roles. Our mentorship ensures a seamless transition from academia to industry, bridging the gap for emerging talents.

**National and International Representation:** We provide our women employees with opportunities to represent the organization at both national and international forums, allowing them to share their insights, innovations, and experiences. This commitment enhances diversity and inclusion within the aerospace industry and showcases the significant contributions of our talented women engineers and professionals.

**STEM Education and Outreach:** Our GE Girls program and other STEM support initiatives aim to inspire and educate young girls about the opportunities in STEM, addressing workplace diversity at the grassroots level. We also collaborate with academic institutions and support research endeavours of women in STEM, paving the way for future generations .

**Additional STEM Support Initiatives:**

Beyond the GE Girls program, GE Aerospace actively supports STEM education through sponsorships, technical talks, workshops, and mentoring at institutions like IISC, Bengaluru, and Cochin University of Science and Technology. Our involvement in these initiatives demonstrates our broader commitment to nurturing future leaders in STEM.

**Participation in Professional Conferences:** We sponsor select women employees to participate in prestigious professional gatherings, such as the ASME Gas Turbine Conference and the Society for Women Engineers, allowing them to engage with the broader scientific community and gain exposure to the latest trends and innovations.



## 4. Testimonials



As I reflect on my journey at GE, I am deeply grateful for the unwavering support of the organization that has not only enabled me to excel in my career but has also played a pivotal role in enriching my experience of motherhood. My name is Mamatha Nagesh, Sub Section Leader for Material Engineering System, been in GE for 17+ years.

Today with a sense of pride I want to share a story on one of the most challenging periods of my life, where I had to face unforeseen difficulties when my pregnancy coincided with my father's serious illness. Navigating through this emotionally taxing period was difficult, and as I shared my personal challenges with my Manager and HR, there response was both empathetic and uplifting and one defining moment that etched deeply in my memory was the response that I got from them, emphasizing "Everything else can wait, you are bringing a new life in to this world , and that deserves your utmost attention and care", those words resonated deeply offering a sense of security and peace of mind, allowing me to prioritize my health and the well-being of my un-born child without added stress of work – related concern. I feel GE Aerospace is not just a workplace, but a family, united in the time of adversity.

GE Aerospace has meticulously crafted an ecosystem that nurtures, supports and empowers Mom to be and working mother. Few of the initiatives led by WOW MOM that I have benefited immensely are Flexibility, Counselling, Mom to be relaxation room, Post maternity leave flex option and the Buddy system. These facilities enabled to fulfill professional obligations without compromising on parental duties, which makes a "GREAT PLACE TO WORK". professional achievement on receiving India Technology Award 2020.

**Mamatha Nagesh, Sub Section Leader- Materials Engineering**



I enrolled my Baby in JFWTC Day care when he was 8months old. It was a tough decision for new parents but gradually we could build trust on teachers/staff and were very satisfied with the care that is being provided. Day care inside office is a blessing and is a big relief for parents. Due to facilities like Day care, parent child room, we can be mentally at work without any worry for child. Kudos to the team!

**Khushboo Jain, Advanced Lead Engineer - Mechanical Component**



## HCL Tech



### Key sectors:

IT Consulting & Services

### 1. What is your organization's vision for promoting Women in STEM by 2030?

HCLTech celebrates diversity—be it the diversity in beliefs, behaviors, ideas, ethnicity or skills within our organization. Our strategy focuses on leveraging Diversity, Elevating Equity and Leading Inclusively for being a responsible business by redefining workplaces, renewing ecosystems, and repaying to society.

HCLTech vision is to be purposefully and deliberately diverse, equitable and inclusive where every employee feels included and valued.

Our mission is to cultivate an environment where all ideas are welcome, and all employees are empowered. Creating a safe work environment for employees of diverse backgrounds.

HCLTech's vision in promoting women in STEM by 2030 can be highlighted by the targets set by senior leadership- 50% of the fresher hiring will be women employee only with an aim to create the right talent pool from the start and train women for technical, functional and behavioural trainings to help them continue being part of STEM field and relevant roles.

HCLTech aims to promote for a future where women in STEM are empowered and well-represented across all levels of the organization. By 2030, we aim to create an inclusive environment that not only attracts but also retains and advances women. Our goal includes:

1. **Achieving Gender Parity:** Striving for 40% women representation in our overall workforce by 2030.
2. **Fostering Development:** Implementing comprehensive development programs tailored for women in STEM to enhance their skills and career growth.
3. **Creating Supportive Networks:** Strengthening initiatives like the Women Connect Network (WCN) to provide mentorship, coaching, and a platform for women to share experiences and support each other.
4. **Advocating for Gender-Neutral Policies:** Continuously reviewing and recommending policies that promote a gender-neutral work environment.
5. **Positioning as an Employer of Choice:** Establishing HCLTech as a preferred employer for women in STEM globally by showcasing our commitment to gender diversity and inclusion.

Through these efforts, we aim to drive innovation, enhance our competitive edge, and contribute to a more balanced and equitable workforce



## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

Response- At HCLTech, Diversity, Equity and Inclusion (DEI) strategy focuses on Talent Attraction, Talent Retention and Talent Growth. These 3 strategies work in tandem to ensure a unified experience in promoting gender diversity, cultural diversity and inclusivity across the enterprise.

### Talent Attraction

1. **Diverse Hiring Panels:** Ensuring that our hiring panels are diverse to minimize unconscious bias and promote fair hiring practices.
2. **Targeted Outreach:** Partnering with universities, professional organizations, and networks that focus on women in STEM to attract female talent.
3. **Returnship Programs/Alumni Talent pool:** Offering structured Returnship programs to help women re-enter the workforce after a career break. Creating an Alumni talent pool for homecoming of ex-women employees.
4. **Screening/Sourcing:** To enhance our hiring gender ratio, we are prioritizing the sourcing of more women candidates.

### Talent Retention

1. **Mentorship Programs:** At HCLTech, we support the growth and development of our women employees through our MentorMe platform. This initiative connects senior leaders with women employees for one-on-one and group mentoring sessions.
2. **Flexible Work Arrangements:** Offering flexible work hours and remote work options to help women employees balance their professional and personal lives.
3. **Employee Resource Groups:** Supporting groups like the Women Connect Network (WCN) to provide a platform for women to connect, share experiences, and support each other.
4. **Parental Leave Policies (Parent Pro & Momtastic):** Implementing generous parental leave policies that support both mothers and fathers, promoting shared responsibilities at home. We have launched Parent Pro program for end-end support in parental journey in HCLTech. Under Parent Pro we have Momtastic program for new Mom providing enhanced flexibility and a smoother return to work. We provide 26 weeks of paid maternity leave and various other benefits including doctor consultations, Access to exhaustive testing panel and diagnostics, six months of dedicated care through trained clinical staff, pre-natal yoga sessions for physical and mental well-being, IVF support, couple & individual counselling / therapy (if required), multiple interactions with in-house gynecologists, life coach and dieticians and much more. To further support our employees on their journey of motherhood, we provide flexible work benefits of 18 months' work from home, no night shift provision post maternity, no bench movement and appraisal rating impacts after maternity leaves.
5. **Diversity Maturity Index:** We have developed a Diversity Maturity Index (DMI) that acts as a method for continuous evaluation of our internal people practices that support the establishment and maintenance of an inclusive organization. We strongly feel that DMI will help us to drive our mission of talent attraction, retention, and growth through these identified levers.





6. **On-site Childcare Facilities:** Providing on-site childcare facilities to support working parents/Moms and help them manage their work-life balance.

### **Talent Growth**

1. **Women Career Development Programs:** Offering a comprehensive Women Career Development Program tailored to support women at various stages of their careers, including early career, mid-career, and senior levels.
2. **Transparent Promotion Criteria:** Ensuring that promotion criteria are clear, transparent, and based on merit to provide equal opportunities for advancement.
3. **Sponsorship Initiatives:** Encouraging senior leaders to sponsor high-potential women, advocating for their career progression.
4. **Networking, Advocacy and Counselling:** Our advocacy and networking programs, Femispiration and iMotivate, empower our women workforce to become brand ambassadors. These initiatives transform discussion forums into meaningful conversations with women leaders at HCLTech and our clients.

These practices are part of our broader commitment to creating an inclusive and supportive work environment where all employees can thrive.

### **3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.**

Response- HCLTech believes that gender diversity increasingly drives competitive advantage, now and into the future. Gender parity and inclusion at all levels of hierarchy is our priority, with a special focus given to increasing the representation of women leaders at key leadership positions. The female employee ratio is a crucial metric that is reported and reviewed quarterly by the board. HCLTech identifies that traditional high-potential, mentoring, and leadership education programs are necessary but not sufficient. We aim at incorporating additional actions that must be taken to enhance the chances that women have to gain the confidence to be leaders, be recognized as such, and ultimately accomplish. The intent is to work with individual women employees to improve their skills and knowledge in service of building the overall capacity and effectiveness of the organization by creating a leadership talent pool which starts at very early stages of their career at HCLTech.

We understood the necessity to focus on leadership competencies and skill development which promotes better leadership. However, it is apparent that the skills required for a specific role may change depending on the specific leadership level in the organization. Hence, by using a competency approach in **Developing future-ready leaders @HCLTech** framework, we determined what positions at which levels require specific competencies. HCLTech HR CoE has clearly defined competency framework. It comprises of 8 core competencies considered to be critical to the organization and some essential leadership competencies that are consistent across levels. We have divided the overall structure into competencies for leading others in the organization (Functional), leading the organization (Behavioral) and leading the self (Competency based).

### **Program Architecture**

Developing Future-Ready leaders @HCLTech Framework is created on the principle that best leadership development programs do not stand alone but are closely aligned and integrated with the strategic objectives of the organization.



Developing Future-Ready leaders @ HCLTech Framework focuses on three broad headers which are divided strategically in a women employee's career span which will keep them in continuous learning journey which are divorced from the stereotype roles identified for women. It encompasses an entire gamut of Functional, Behavioural & Competency based programs which impact the performance and productivity of each employee in their respective roles.:

**Functional:** HCLTech designed this component to grow leaders internally at every level, from entry level leaders to senior managers. It imparts a framework that can be used to identify future leaders, gauge their competence, plan their learning journey, and measure outcome. The holistically curated program journey is named as **Ignite & Momentum** under this component.

**Behavioural:** This component primarily focusses on addressing the growing needs of business to induct the women on changing technologies and leadership trends, equipping them to create a strong network with senior leadership team, and addressing the challenges which a women leader faces as they climb the leadership ladder. We have program journey named **Surge Ahead** as part of this component.

**Competency based:** By using a competency-based approach to leadership, HCLTech envision to better identify and develop their next generation of leaders. We have launched **Sales Pro Learning** journey under this component.

**Insightful Conversations Program-**

HCLTech initiated the program "Insightful Conversations" with the aim of empowering and supporting its women employees through personalized one-on-one interactions, designed to foster professional growth and enhance their overall workplace experience.

**4. Testimonials**

““

**Testimonials for Developing Future-Ready Leaders @HCLTech-**

“This is a fantastic program that assists employees in developing on both a personal and professional level. It primarily serves as a forum where you can acquire genuine advice from professionals who have previously found success utilizing these tactics, as well as an aid in developing your leadership abilities”. Anonymous

””

““

**Testimonials for Insightful Conversations Program-**

The focused conversation has improved the professional relationship between me and my manager. He can understand the triggers for me and help me advance in my career with specialized action panning for yearly goals and priorities. Anonymous

””



## ITC Limited (Foods Business)

### Key sectors:

FMCG



### 1. What is your organization's vision for promoting Women in STEM by 2030?

ITC Limited is committed to pursuing its Diversity and Inclusion goals. D&I is a key focus area for us as an organisation and gender representation is being enhanced across all our businesses, operations, and community initiatives. We believe that a diverse workforce enriches discourse, promotes holistic perspectives, fosters creative solutions, and is essential for serving our customers better while creating value for our stakeholders.

Given the success of our current model of women majority manufacturing units, we are now replicating this approach across all our newer facilities, which will in turn help in strengthening our commitment towards inclusion of women in STEM. We strongly believe in developing a conducive ecosystem with progressive policies and a range of interventions. It is our vision to go beyond numbers and targets and embrace D&I as a culture. This long-term vision will drive progress, transform lives, and serve as a key pillar in the sustainable growth of ITC Foods.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

We at ITC Foods, have adopted an integrated approach to measure and track the recruitment and retention of women in STEM

#### A. Recruitment & Retention:

- **Representation Targets:** Dedicated recruitment & retention targets for each STEM based function on the feasibility; targets are measured monthly against the process by creating a Diversity Dashboard
- **DEI Council & Changemaker Cohort:** Dedicated groups with focus on Technical function, Finance function and building a leadership pipeline
- **Employee Resource Groups:** Dedicated ERG for Women in Manufacturing which acts as a sounding board and the voice of employees
- **HR Business Partner & Recruitment Connect:** Weekly connect of HR Business Partners & Recruitment to ensure that the process is on track and there are no roadblocks
- **She Connects:** Structured monthly interactions with women who join from campuses (mainly in Technical & Finance) with a woman HR manager as buddy
- **Exit Interviews:** Mandatory exit interviews for all employees to understand reasons and provide a report-back



**B. Re-entry:**

- **Pankh (Career Reboot Platform):** Offering employees who have taken a career break, resources and opportunities to reintegrate into the workforce
- **Marriage Support:** Ensure flexible movement across unique locations, which otherwise may be a constraint if not compatible with marriage and partner’s job location
  - o Internal Job Portal
  - o Alternate Work Location Arrangements: Employees can opt to work from locations other than their primary office
  - o Work from Home: Option applicable two days in week (where possible)
- **Maternity Support:** Ensure support during a critical life-stage
  - o Maternity resource book
  - o Launched e-module (Nine Months & More) on “Transitioning to Motherhood” for expecting professionals & their managers
  - o Stay in Touch: Monthly hampers have been delivered to women on maternity leave/ extended child care
- **Motherhood Support:** Ensure flexible working style, while prioritizing self-health
  - o Part-Time Work
  - o Extended Child Care Leave: For new mothers- in addition to maternity leave
  - o Caregiver Travel Support
  - o Uncapped Medical Leaves

**3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.**

ITC Foods has dedicated interventions and policies at each step of women employee life-cycle:

- **Hiring:** For each of our STEM areas, overall targets for hiring are established, ensuring gender balance at hiring itself. To meet this:
  - o Target women specific colleges
  - o Hire locally to address location constraints
  - o Build community connects to instill trust amongst local people/guardians • Induction Programs: ITC Foods follows a multi-pronged approach with respect to cohorts like Graduate Engineering Trainees, Certified Management Accountants, etc.:
  - o Central Induction Program: The induction program is centrally planned based on the cohorts – GETs, CMAs, Lateral Hires etc
  - o Technical Induction at deployed locations: Any new female joiner from Campus or lateral undergoes induction-cum-training in EHS, Manufacturing Excellence, Quality, etc.



- **Capability Development Programs:**

- **Women Development Programs:** Catering to the unique needs of women employees at various career stages
  - o **Rise:** low to mid management
  - o **Stand Tall:** mid management
  - o **Ascend:** leadership
- **E-Modules:** Access provided pertaining to respective job areas which are need-based customised. For example: 'Seed to Atta', 'Role of a Manufacturing Executive', 'Farm to Fabelle', etc.

- **Conducive Policies:**

- o **Relevant Transportation Facilities**
- o **Creche Facilities**
- o **Accommodation:** Hostels identified for accommodation at select locations; ITC also has apartments in gated societies, specially for female managers, close to the Units. These chummeries are either owned or rented and female managers are provided the option to stay at these apartments at a subsidized rent.

Active participation and discussion with stakeholders in Tamil Nadu, Orissa, Telangana and Punjab to evaluate progressive regulation s- for example night shift working, while upholding utmost safety standards for women employees.

#### 4. Testimonials



Development programs like RISE give us necessary tools and teach how to practice them. It also helped us make small discoveries about ourselves like identifying self-limiting biases

**Technical Management Trainee, ICML Panchla**



Stay in Touch program was thoughtfully crafted, thanks to the Team for making the motherhood so special for me and my family

**Office Associate, ICML Mysore**



## ITC Life Sciences & Technology Centre (LSTC)

### Key sectors:

Research & Development – Life Sciences



### 1. What is your organization's vision for promoting Women in STEM by 2030?

**About ITC LSTC:** ITC Life Sciences and Technology Centre (LSTC), the company's R&D and innovation hub in Bengaluru, is at the centre of driving innovation to strengthen ITC's competitiveness. Strategic investments in key science-based platforms in emerging areas of importance for the future as well as Centres of Excellence across domains have enabled ITC to launch winning products anchored on the vectors of Health & Nutrition, Indulgence, Hygiene, Protection & Care, Convenience & On-the-Go, etc. With a team of accomplished scientists who collectively have over 4,000 years of rich experience, the Centre has been ranked as a top innovator in India in the private sector with over 800 patent applications filed.

**LSTC's Vision for promoting Women in STEM for 2030:** ITC Life Sciences & Technology Centre (LSTC) envisions an inclusive R&D environment where women in STEM can thrive, lead and drive purposeful innovation, that strengthens ITC's growth and contributes to India's progress and global leadership in science and technology. While ensuring a gender-neutral workforce, LSTC aims to increase the representation of women at leadership roles in R&D.

Through our strategic approach with talent management, capability-building, supportive policies & practices, collaboration platforms and community outreach programs, LSTC aspires to be an industry leader in Life Sciences sector and is committed to bridging the gender gap in STEM, where today women make up only 14% of the workforce in India. With a current gender diversity of 49%, LSTC targets gender neutrality in its research workforce by 2025, setting a benchmark for Indian R&D organizations.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

At ITC LSTC, promoting gender diversity and inclusivity is a key focus across recruitment, retention, and career advancement, ensuring a supportive environment for all employees, including women and PWD (Persons with Disabilities).

**Recruitment:** LSTC implements inclusive hiring practices, such as gender-neutral job descriptions and targeted programs to build a diverse talent pool. Initiatives like the Research Trainee program encourage young women to explore careers in R&D, while the "Samarthyam" initiative actively supports the inclusion of PWD candidates, reinforcing our commitment to broad-based inclusivity. We provide an option for alternate workplace location for employees for a specific period as per the need and also have a dedicated program for re-entry of women in workforce after a career break.



**Retention:** Our workplace policies prioritize flexibility, offering options like remote work, safe transport, and on-site childcare to support women through various life stages, particularly during marriage, maternity, and motherhood. Continuous engagement and DEI (Diversity, Equity, and Inclusion) surveys help us understand workplace dynamics and address any barriers, ensuring a positive work environment.

**Career Advancement:** Capability-building interventions and targeted programs equip women with the skills and confidence to excel in leadership roles. Initiatives like mentorship, skills development workshops, and structured assessments ensure that promotion decisions are merit-based and aligned with individual achievements. Programs also support women re-entering the workforce after a career break, offering re-skilling and a nurturing environment to ease their transition.

LSTC's Employee Value Proposition (EVP) emphasizes holistic growth, ensuring career advancement and personal support, enabling women to thrive and shape their careers with confidence at every stage of their professional journey.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At ITC LSTC, we are deeply committed to fostering gender diversity and inclusivity, with a strategic focus on empowering women in the R&D. Our comprehensive approach encompasses policies and initiatives that address every stage of a woman's career journey, from recruitment and career development to work-life integration.

We emphasize flexible work arrangements that allow women to balance their professional and personal responsibilities, particularly during significant life stages such as maternity and early parenting. Our policies also provide extended support for primary caregivers, ensuring that family commitments do not stand in the way of career progression. Reflecting the success of these efforts, LSTC scored 30%age points higher than the R&D norm in work-life balance and 11%age points higher in Sustainable Engagement Index, as highlighted in our 2024 engagement survey. This achievement underscores our commitment to creating an environment where women can thrive both professionally and personally.

LSTC's career advancement programs include mentorship, leadership development and skill-building initiatives that equip women with the skills and confidence to take on leadership roles. Experienced leaders guide younger professionals through structured mentorship, helping them navigate their career paths. Additionally, we facilitate internal and external networking opportunities through platforms like Sheroes, which fosters collaboration and idea-sharing among women. Our K-Konnect platform enhances internal collaboration, while events such as SCITECH and other R&D-focused networking events connect women with industry leaders and peers, providing opportunities for professional growth and knowledge exchange.

To further promote equity and inclusivity, we conduct capability building programs on unconscious bias and inclusive hiring practices, ensuring a fair recruitment process. Workshops on inclusive performance management reinforce equity in career advancement, ensuring that all employees have the opportunity to grow based on merit.

By integrating these practices, ITC LSTC continues to build a supportive, inclusive environment where women can excel, contribute to innovation, and drive excellence in the R&D sector.





## 4. Testimonials



Over my past 12 years with ITC, just calling out two exemplary leadership training programs that I had a chance to be a part of:

1. ITC Business Leadership Program (called BLP in short) in 2018 - led by eminent trainers such as Prof. Kale on business strategy – outlook, implications, structure/ methodology, Prof. Stephen's talks on decision making, influencing, creating value & making high-performance teams and also the BLP project where we got to implement the learnings still stay fresh in my memory. One of the most useful, incredible training programs I've ever attended.

2. Ascend Women Leadership Program in 2023 – led by Ms. Lalana Zaveri. This was where women leaders from all divisions of ITC participated, discuss issues & strategies specific to women growing & making a career in the workplace. This facilitated growth, leadership & networking and created a women leadership community for ITC – the discussions from which benefit us even today.

**Gayathri Subramaniam**



As I reflect upon my journey in ITC starting as a fresher to growing into a managerial role, I am reminded of the opportunities presented and the ecosystem provided. My professional growth is a culmination of a multitude of factors including new research platform creation, capability and skill building workshops, interaction with stakeholders, and trust in making things happen. By providing a space where feedback was never a one-way street, and learning and development was not only encouraged but supported, my transitions through personal milestones like maternity and further educational qualifications were enabled. Policies and employee benefits have continued to evolve with time which ensure a healthy work life integration.

**Humaira Fatima**



## KONE Elevator India Private Limited

### Key sectors:

Manufacturing



### 1. What is your organization's vision for promoting Women in STEM by 2030?

Empowering women to develop new skills, advance their careers, and become influential leaders, while championing greater visibility and participation of women in STEM roles within KONE.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

DEI council:

KONE recognizes that our people are fundamental to our success. We believe that valuing diversity and inclusiveness is a competitive differentiator and drives our strategic targets. KONE strives to create a working environment which embraces diversity and fosters inclusion. This is why we have developed our vision statement "Diversity makes us unique, inclusion makes us powerful"

At KONE, we strive to build and nurture an inclusive culture that promotes and values diversity. This drives our innovation and connects us closer to the customers and communities we serve.

KONE DEI Principles:

1. Supportive and open working environment
2. Innovation through diversity
3. Recognizing everyone's potential
4. Identifying and solving challenges

#### **SHE Internship Program**

The SHE Internship Program is a cornerstone of KONE's efforts to nurture female talent in STEM. Designed for final-year female students, this 10-month program offers a comprehensive, real-world work experience supported by a stipend. By partnering with various universities, we aim to bridge the gap between academic learning and professional experience. The program focuses on practical exposure, mentorship, and skill development, preparing participants for successful careers in STEM fields. Through this initiative, we strive to cultivate a pipeline of skilled women professionals who are ready to take on technical roles in the industry.



### **Hiring Female Service Technicians**

KONE has taken proactive steps to increase the representation of women in technical roles traditionally dominated by men, such as service technicians. By specifically recruiting and hiring female service technicians, we challenge gender stereotypes and create opportunities for women to thrive in hands-on, technical positions. This initiative not only diversifies our workforce but also sends a powerful message that women can excel in any role, regardless of gender norms.

### **Opportunities for Representation at Global Forums**

We recognize the importance of providing our women employees with opportunities to share their expertise, insights, and experiences on prestigious stages. By enabling them to speak at renowned national and international forums, we are not only contributing to their professional growth but also showcasing the caliber of talent within our organization.

## **3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.**

### **Growth & Leadership for Outstanding Women (GLOW) program:**

GLOW program is one of the many firsts in KONE India that enables women employees with an opportunity to develop their leadership, social & behavioral skills which helps them grow into a managerial / leadership role in future.

GLOW is a 12-month comprehensive & phased development intervention through assessments, learning modules & coaching/mentoring which will enhance:

- Professional competences like Managerial & Leadership competences
- Self-awareness, Self-confidence, and Life skills.
- Emotional & Social Intelligence.
- Opportunities to learn from others experience.
- Balancing responsibilities within and outside the Organization.
- Apply the acquired skills on day-to-day basis.

### **ITEC Women Talent Council (IWTC)**

These forums are for the development of women employees on their professional and personal front.

IWTC provide an opportunity to highlight how KONE can help in attracting, encouraging and retaining women employees. Below are the key focus area of IWTC:

1. Development
2. Well being
3. Engagement
4. Inspiration



IWTC team was able to successfully rollout the calendarized initiatives grouped under various priority headers which focused on Development, Wellbeing, Engagement & Inspiration. Key initiatives to be specific: -

Inspirational talk by internal employees and leaders from other organization, Technical Trainings & health talk by Doctors from various leading hospitals.

**WoW - Women of Wonder:**

This is an annual event to showcase women talent:

- Valuing and respecting oneself, as well as others in their respective area of work
- Leading by inspiration, personal example, spreading joy, giving a helping hand, being around at the time of adversity.
- Facing challenges with can do attitude, learning from failures.
- Demonstrating Resilience and bouncing back quickly from setbacks.
- Being a value ambassador
- Spreading the spirit of Collaboration and making a Great Place to Work

#### 4. Testimonials



I started my journey @ KONE ITEC 3 years ago in the Information team under the Shared R&D services department. Collaborative culture is the bedrock at KONE. Considering that we have various departments, with large teams catering to our global business needs, the focus has been on mobilizing our knowledge and resources while matching personal growth to professional success. We've been encouraged to push our limits and break boundaries to come up with innovative and simpler solutions.

KONE is at the forefront when it comes to identification, promotion and empowerment of women talent. We are encouraged to contribute to our fullest potential, provided with adequate access and necessary training to advance our career charts. Diversity and inclusion are not mere words, but the key objectives our leadership aims to fulfil.

I am also an active core member of the ITEC Women's Talent Council (IWTC), focusing on career development of our women employees. This means working towards providing holistic development through various awareness programs, broader learning opportunities, and training facilities which address the needs of women in tech. As a core member of the development wing of IWTC, I am involved in planning and conducting sessions that are designed to equip women with skills and abilities to grow by using the resources and opportunities available at KONE.

Feeling inspired and inspiring others is what motivates me to give my best while working @ KONE. It plays a key role in unlocking creativity and driving productivity.

**Soumia Hemaraj, Technical Documentation Specialist at KONE, India**





I am Shenbaha Valli, dedicated 17+ years in KONE and now working as a Lead Software Developer and Chapter Lead at KONE - Software Engineering India.

Throughout my career, I have witnessed the transformative power of diversity in technology and the critical role that women play in shaping our industry.

As a woman in a traditionally gender imbalanced field, I have faced various challenges, but KONE has extreme care about gender diversity in technology.

Last two decades visually can see and feel the efforts taken by KONE to improve gender diversity and actions towards Women empowerment.

KONE believes that diverse teams lead to more innovative solutions and a more inclusive workplace culture.

"KONE prioritizes women's safety, creating an environment that feels like home for every woman."

"KONE consistently exploring ways to Empower women through their initiatives and support"

One of the great initiatives that I am proud about is ITEC Women Talent Council (IWTC) at KONE, Specifically for Women Employees empowerment.

I am committed to continuing my efforts to inspire and support the next generation of female technologists. Together, we can create a more inclusive and innovative future for all.

Thank you for this opportunity.

**Shenbaha Valli, Lead Software Developer and Chapter Lead- KONE- Software Engineering India**



## L&T Precision Engineering and Systems



### Key sectors:

Aerospace, Medical, Semiconductor

### 1. What is your organization's vision for promoting Women in STEM by 2030?

L&T believes that sustainable and profitable organizations do all that they can to harness the power of Diversity, Equity and Inclusion. Women account for almost 50% of the talent available and giving them the encouragement and resources to reach their potential benefits everyone, including the women, the society and the organization.

At L&T PES, our vision is to create enhanced Diversity, Equity and Inclusion in our workforce and to create an agile, open, inclusive and psychologically safe work environment.

To this end, we include these objectives in the thrust areas and objectives of our organization year on year and set ourselves definite targets to meet within decided timelines. For example, we aim to increase the ratio of women in our workforce from 12% to 15% by 2026.

Being in the engineering domain, most of our female employees are from the STEM domain. So all our efforts in recruitment, talent retention and leadership development are geared towards women in STEM.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

- **Recruitment:** At L&T PES we have taken the target of increasing the percentage of women employees from existing 12% to 15% by the year 2026. To this end the organizations policy is to give preference to recruitment of female candidates provided they are on the same level of merit with respect to others. This helps the organization increase gender diversity while maintaining meritocracy.
- **Retention** – We are a certified Great Place to Work (GPTW) with conducive work environment and focus on Code of conduct and ethics. The best practices specifically with respect to women are outlined in our response to Question 4. These also take care of the 3Ms. We have no gender pay gap and opportunities for learning and growth are equally available for all our employees.
- **Promotion** is based on Merit and competence. That said we have specific programs under WINSPIRE umbrella where women employees are trained and mentored for leadership. The program mentors them to grow up the ladder and break barriers, if any. At L&T PES - there is no function which does not have women and this is a hallmark of the organization.
- **Re-entry** – “Renew” is a “Career Re-entry for Women” initiative which stems from L&T's strong belief in diversity & equal career opportunities for all. It is aimed at providing



a platform through which women professionals can re-enter the corporate world after a career break. This also helps the organization reach its gender diversity goals.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

- L&T Precision Engineering and Systems encourages the creation of a DEI workplace. To encourage our women employees an umbrella initiative called “WINSPIRE” was started at L&T corporate in 2020-21. All the existing policies and quite a few new ones oriented towards encouraging women employees thrive in their professional and personal lives were brought under this DEI initiative. Women employees at L&T PES have been a part of this from the very beginning.
- Under “WINSPIRE”, various focused initiatives have been implemented for enhancing gender diversity anchored on four pillars: Induct, Develop, Engage, and Enable.
- Leadership and mentoring for women:
  - Under this initiative, Women are Specifically mentored towards leadership positions. 24 women employees of L&T PES have been a part of this journey till date
- Allyship awards
  - These awards were instituted to provide a platform for women employees to recognise their allies at work. These could be seniors, peers or team members who actively encourage DEI at workplace. L&T PES recognized them at an event during International Women’s Day celebration.
- Company Transit / Guest House
  - Priority will be given to all female employees undertaking official travel, when assigning Transit House accommodation at all locations. In cases where the Transit House aligning with their eligibility is not available, they will be offered Transit House accommodation of higher grades based on availability, regardless of their cadres.
- Wellness Rooms:
  - Available at respective office locations comprising of a large sofa with cushions, chairs, curtains, side table, plug points and one small refrigerator. At L&T PES all 7 locations have Wellness rooms.
- Sanitary Facility:
  - All sites and offices have adequate women washrooms in all offices/sites across locations, including installation of Sanitary product vending machines through authorised vendors
- Performance Management: Protection of performance rating for Women employees: Women employees proceeding on maternity leave shall carry the rating for the appraisal year when they proceed on Maternity leave and resume for duty after the leave. This rating shall not be less than their average ratings of the last two appraisal years before proceeding on maternity leave.





- Ergonomically designed chair:
  - o Provision of ergonomically designed chair with back support for all Pregnant women (if not already available at her workplace), which she can continue to use on resuming from maternity leave. This facility has been made available at all work centres of L&T PES.
- Travel for Official Purposes:
  - o Female employees will qualify for a special transport reimbursement during pregnancy for attending office.
  - o Flexibility at work during and after pregnancy
  - o Female employees have the option to choose to work from home or adopt a hybrid working model based on their requirements for a maximum period of 6 months.
- Adoption & Surrogacy:
  - o Female employees choosing adoption, or having a child/ children through surrogacy, are eligible for Maternity Leave (ML) with full pay for a duration of 26 weeks, applicable up to 2 children.

Twins:

- o For women employees who give birth to twins, an additional 3 months of Maternity Leave (ML) with full pay will be granted, up to the second pregnancy.
- Travelling on Official Tour with Child:
  - o When a female employee with a child below 3 years of age is required to travel on official duty, she may be authorised to bring her child, accompanied by a designated companion (e.g., nanny/relative). The Company will cover the travel expenses and accommodation for both the child and the accompanying person.
- Crèche Reimbursement
  - o In situations where an In-house Company Crèche facility is unavailable or too far away, in a specific location, female employees are entitled to Crèche reimbursement. Our Four locations have Crèche Facilities and is being utilised by the Team members. L&T PES has crèche facilities at all locations.
- Needless to say, we also have the POSHAW committees as mandated by law at all our 7 locations and the regulations are strictly adhered to.



## 4. Testimonials



I am deeply grateful to our Organization for providing me with the great opportunity to represent L&T at the International Forum “Under Defence Technology 2024” held at London on Digitalization. This experience has not only enriched my professional journey but also emphasized our company’s commitment to innovation and empowerment. Presenting our digitalization journey to a global audience highlighted the transformative work we do and the supportive environment we thrive in. Thank you to our leadership for their trust and to my colleagues for their continuous support. This opportunity has inspired me to further contribute to our mission and drive our digital initiatives forward.

**G Sandhya Rani**



My journey at L&T PES has been one of learning, growth and varied challenges. I have been given the opportunity of handling responsibilities in domains like project management, marketing, strategy, organizational excellence, mentoring and business transformation. I see my female colleagues working on the shop floor and go for trials to remote places like the desert and high altitude mountains. There truly is no barrier for women to work in any function and role they are interested in. After my stint with the Indian Air Force, working with L&T PES has continued to give me the pride of working for my country and achieving new heights in personal growth.

**Savita Pote**



## LexOrbis

**LexOrbis** | Intellectual  
Property Attorneys  
& Advocates

### Key sectors:

Intellectual Property

### 1. What is your organization's vision for promoting Women in STEM by 2030?

At LexOrbis, we recognise the significant gender gap in STEM fields and are committed to fostering an inclusive environment that empowers women in science, technology, engineering, and mathematics. Our vision for promoting women in STEM by 2030 is rooted in creating equal opportunities, dismantling barriers, and nurturing a culture where women can thrive and lead.

We are dedicated to expanding our workforce with a strong focus on hiring women professionals in STEM roles. By 2030, we aim to strengthen our presence across India and beyond, establishing new branches while ensuring women occupy key leadership and management positions. Our long-term goal is to have a substantial percentage of women in science, engineering, and technology roles, leading our intellectual property (IP) operations in cutting-edge sectors such as Artificial Intelligence, Machine Learning, Internet of Things (IoT), blockchain, and biotechnology.

Looking forward, our vision is to promote women in STEM within our organisation and contribute to the broader ecosystem of gender diversity in these fields. By fostering an environment of continuous learning and growth, we aim to be a catalyst for change in how women are represented and supported in STEM professions.

At LexOrbis, our commitment to women in STEM is not just a goal but a guiding principle as we work toward a future where gender does not limit potential and every woman can lead, innovate, and succeed.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

LexOrbis places a high priority on fostering Gender Diversity and Inclusivity, focusing on several key areas:

- **Recruitment:** We actively promote diversity, equity, and inclusion (DE&I) by hiring individuals from varied age groups, backgrounds, ethnicities, physical abilities, political beliefs, and genders. Our team comprises professionals ranging from 21 to 60 years old, bringing a wealth of experience, knowledge, and perspectives. This diversity allows us to build a workforce with a broad range of strengths and abilities, enriching our organisation and fostering innovation.
- **Retention:** As an equal-opportunity employer, we have established policies to support the unique needs of different employee groups. We provide benefits like work-from-home options, six months of maternity leave, sabbaticals, flexible working hours, a crèche facility,



and a safe working environment. These initiatives are designed to promote work-life balance and ensure all employees feel supported and included in the workplace.

- **Promotion:** Women make up 70% of our workforce, and a significant proportion hold leadership positions as Partners and Department Heads. This reflects our commitment to promoting women to top-level roles and ensuring equal opportunities for career advancement.
- **Re-entry after career breaks:** We understand the challenges of balancing family responsibilities with a professional career. To support women returning to work after breaks for marriage, maternity and motherhood, we provide comprehensive benefits such as paid maternity leave, wedding leave, parental leave, and leave for adoptive mothers or those who have experienced pregnancy loss.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At LexOrbis, we have implemented policies and programs specifically designed to support and empower women in STEM. Our comprehensive mentorship program provides women professionals with career guidance, training, and development opportunities, helping them build successful careers in science, technology, engineering, and mathematics. This mentorship is complemented by internships and hands-on workplace experiences, which offer exposure to real-world challenges in STEM fields.

We also prioritise networking and industry engagement by offering platforms that allow women to participate in conferences, publish their research, present their work, and connect with professionals in the broader STEM community. Through collaborations with industry associations and professional organisations, our women employees gain access to crucial networking opportunities, enabling them to build relationships and advance in their careers.

### 4. Testimonials



- IAM Strategy 300 Global Leaders 2022 Says – “Manisha Singh has leadership skills in abundance, which are impactful for her organization and the development of Indian IP law and policy. Blending prosecution and enforcement expertise, she sees the big picture and works dynamically as a strategist.”
- Diversity 2021 – World IP Review Says: “Manisha Singh is a leading lawyer in the IP arena in India. Singh has acted on several milestone cases and leads most of the firm’s large and complex cases. She represents clients in a broad range of industries, including pharmaceuticals, healthcare, fashion, media and entertainment, publishing, fast-moving consumer goods, electronics, automobile, and tech. Singh is a prolific writer and speaker and has authored more than 500 articles and papers on contemporary IP and legal issues in India.”

**Manisha Singh, Founder and Managing Partner**



## L&T Technology Services

### Key sectors:

Engineering Research and Design Services – Mobility, Sustainability and Tech Segments



### 1. What is your organization's vision for promoting Women in STEM by 2030?

LTTS' vision for promoting Women in STEM by 2030 is rooted in a structured, strategic, and comprehensive approach designed to foster an inclusive and supportive environment. LTTS is committed to systemic change through policies and initiatives that prioritize work-life balance, professional growth, and overall well-being for their women employees.

To begin with, LTTS aims to significantly increase the representation of women in tech roles. By Fiscal Year 2026, they plan for at least 30% representation of women in these positions. Achieving this requires targeted recruitment, strategic collaborations with women's tech organizations, and a focused university outreach program to build a strong pipeline of female talent. This strategy is complemented by efforts to reduce turnover among women in technology through a flexible, inclusive policy set. Such policies include provisions for part-time work, flexible hours, special leave for life events, maternity leave and benefits, reorientation programs for new mothers, and reimbursement of maternity expenses for both female employees and spouses of male employees.

Moreover, LTTS is dedicated to elevating women into leadership positions. By FY26, their goal is to have women occupying at least 10% of leadership roles. This will be facilitated through targeted leadership programs and succession planning initiatives such as their Women Leadership Program, which emphasizes decision-making, networking, and assertiveness.

These measures collectively lay a strong foundation for LTTS' long-term goal of creating a robust support system for women in technology. By 2030, they envision an organization and industry that not only empowers women but also thrives on the diverse perspectives and innovative contributions they bring. Their commitment is to strengthen this inclusive, innovative, and resilient technology sector, setting new benchmarks for gender equality in STEM. This commitment heralds a future where women in STEM are no longer the exception but rather the norm, driving forward not just LTTS but the broader technological landscape.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

LTTS acknowledges the challenges women face in STEM and is dedicated to offering a supportive work environment. Their policies and initiatives help women thrive personally and professionally, greatly contributing to the company's success. Gender diversity and inclusivity form the foundation of LTTS's organizational ethos. They have implemented a multi-faceted approach in recruitment, retention, promotion, and re-entry after career breaks to address these challenges.



In recruitment, LTTTS focuses on gender-balanced hiring through initiatives like the Boomerang: Ex-Employee Recall Program, welcoming back women who have taken career breaks. They host Special Women Recruitment Drives at women-focused campuses and conduct Exclusive Women Referral Programs during Women's Day, ensuring targeted outreach to female talent. Their social media and campus branding campaigns highlight LTTTS's inclusive culture, attracting more women candidates.

For retention, LTTTS provides comprehensive support through policies like the Part-Time Working Policy, allowing women to adjust work hours to balance personal and professional responsibilities. The Sabbatical Policy lets employees take time off for development, enhancing work-life balance. Policies such as Flexible Working Hours and Special Circumstances Leave, including adoption, help employees meet family responsibilities without career disruption.

LTTTS's promotion initiatives include the Women Leadership Program, equipping aspiring women leaders with skills like decision-making and networking. Career development is prioritized through initiatives like WINGS | Women Empowerment Series and Sensitization Sessions, promoting a respectful workplace. Additionally, the Day Care Facility and Women Wellness Room provide further support, helping women focus on careers while managing personal concerns.

In re-entry after career breaks, LTTTS supports women through stages with the Maternity Leave & Benefits Policy and Reorientation Program, ensuring smooth transitions back to work. They offer financial support for maternity expenses in complicated cases and celebrate significant milestones, underlining their commitment to inclusivity. LTTTS's holistic approach ensures women in the organization are empowered and supported at every career stage.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

LTTTS has implemented a comprehensive set of policies and programs specifically designed to empower and support women in STEM. Their WINGS | Women Empowerment Series focuses on career development through regular sessions featuring speakers, group discussions, and knowledge-sharing activities. The Women Leadership Program targets young women leaders, honing essential skills for decision-making, networking, risk-taking, and assertiveness. The Day Care Facility exemplifies LTTTS's commitment to working parents by offering a secure and stimulating environment for their children.

When it comes to hiring, LTTTS actively recruits women through Special Women Recruitment Drives at selected campuses and an Exclusive Women Referral Program. Additionally, the Boomerang Ex-Employee Recall Program invites former employees, especially those who paused their careers, to return. Social media and campus branding efforts further highlight LTTTS's inclusive culture, attracting female talent.

LTTTS also hosts conferences and seminars, such as Women in Engineering, to empower women engineers by offering networking and knowledge-sharing opportunities. Gender Sensitization Sessions strive to develop awareness of gender roles and provide actionable solutions for gender parity. The Women Empowerment Series and the Wings Campaign create avenues for women at all career stages to grow professionally and personally.



To ensure continuous dedication to diversity and inclusion, LTTS conducts the annual EMPulse survey to gather employee feedback on DEI initiatives, followed by data analysis and corrective measures. These efforts have earned LTTS recognition, including the 'Great Place to Work' award in India and Poland and the Best Technology Company in Diversity, Equality, and Inclusion. Through these comprehensive programs and steadfast commitment, LTTS fosters a more inclusive environment, supporting the advancement of women in STEM.

#### 4. Testimonials



At LTTS, empowering women in STEM is not just a priority, but a driving force behind our innovation. As part of the leadership team, I have witnessed firsthand LTTS' commitment to creating an inclusive environment where women can thrive in all domains, especially technology and engineering roles. Our dedication to diversity isn't just about numbers, it's about creating a work culture where different perspectives lead to groundbreaking solutions. Through mentorship programs, leadership opportunities, and a culture of continuous learning, LTTS is enabling women to break the glass ceiling and lead at the forefront of technological advancements.

We believe that when women succeed, the entire organization grows, and our impact on the industry deepens.

**Seema Ghanekar, Chief Segment Officer - Comms, Media and Tech, L&T Technology Services**



I came to L&T TS with a Master's degree in CS specializing in AI and around 15 years in IT industry; so was a bit sceptical what special experience would an engineering services organization bring to someone like me. But last 4 years have been a bag full of surprises, from the autonomy of choosing my own customer targets, to letting incubate and foster R&D projects like TrackEi™ or giving me platforms like CEO club and sponsoring executive education in Ivy League schools ; LTTS has given me immense chance to grow and evolve into best version of Noopoor. I have done multi-million dollar business, while staying true to the AI scientist in me and have enjoyed each day doing so here @LTTS.

**Noopoor Rabi, Area Director, NA Transportation, L&T Technology Services**





## Meril Life Sciences Pvt. Ltd.

### Key sectors:

Medical Devices, Implants, Robotics, In-vitro diagnostics



### 1. What is your organization's vision for promoting Women in STEM by 2030?

At Meril, we are committed to supporting women in STEM, not just as a strategic move but as part of our vision for gender equality and socio-economic development. Our aim is to create an environment where women excel in their careers while contributing to the growth of the communities around us, particularly in Vapi, where Meril is headquartered.

- **Creating an Inclusive Workplace**

Meril has been recognized for its dedication to gender diversity, winning awards like **Best Woman Empowerment Initiatives in 2018 and Most Preferred Workplaces in 2023-24**. We have created a nurturing environment where women can thrive through transparent recruitment, equal pay, and personalized career development plans. Through our skill development programs and leadership training, women at Meril grow and represent us on global platforms. These initiatives are not just milestones but are part of our long-term commitment to helping women achieve their full potential.

Meril aims to continue breaking barriers that prevent women from fully participating in STEM fields. We are committed to being a force for change, not only within the company but also in the broader community. The success of women at Meril and the positive impact of our policies on rural communities demonstrate that our vision is becoming a reality.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

Promoting gender diversity and inclusivity in the organizations, particularly in the sector of medical device is essential for promoting innovation and enhancing workplace culture.

- **Commitment to Unbiased Recruitment**

At Meril, we believe in equal opportunity for women in STEM. Our recruitment process is designed to be transparent and unbiased, actively seeking out talented female professionals. By engaging in diverse career fairs and partnering with women-focused organizations, we aim to broaden our talent pool. Moreover, our strict adherence to equal pay policies guarantees that every employee is compensated fairly, eliminating any gender-based pay gap.

- **Customized Development and Appraisal Systems**

We recognize that personal and professional growth is essential for employee satisfaction. Our robust appraisal system assesses individual performance and development needs, based on which we provide targeted HR training to address the specific area of



improvement. This personalized approach not only enhances skills but also ensures that all employees, regardless of gender, receive the support necessary for their advancement.

- **Transparent Pathways for Advancement**

Meril provides equal opportunities not just in terms of recruitment but also equal opportunities in skill enhancement and training programs for all the employees. We ensure that women are given equal consideration for promotions through clearly defined pathways. Our dedicated seminars and workshops focus on leadership and professional development, empowering women to step confidently into leadership roles. As a result a growing number of women are representing Meril on global stages, showcasing their remarkable talents and contributions.

- **Re-entry Initiatives**

Meril is committed to supporting our female employees through comprehensive Re-entry policies. We offer paid maternity leave, flexible working hours, and work-from-home options to individual based on their health conditions. Our re-entry system after maternity leave is designed to provide a wonderful transition back to work, reinforcing our commitment to work-life balance.

Thus several measures are taken for gender diversity and inclusivity in Meril.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At Meril, we actively support women in STEM through several targeted initiatives:

- **Scholarships and Grants:**

Meril offers collaborative programs for women pursuing STEM degrees, including fellowships and internships that provide funding at various educational levels, including PhDs.

- **Skill Development:**

At Meril, we actively recruit women directly from institutes and colleges, as the medical device industry is still emerging and trained professionals are scarce. Recognizing this, we invest in comprehensive internal training programs that equip our recruits with the specialized skills required for success in this field. This approach ensures that our workforce is prepared to meet the unique demands of the industry while fostering continuous learning and development.

- **Equal Career Opportunities:**

We are committed to providing equal career advancement opportunities through our HR appraisal systems. Women at Meril have progressed from entry-level positions, such as Junior Officer, to senior leadership roles like General Manager, with promotions based solely on merit. This ensures that growth opportunities are accessible to all, without any gender bias, creating a workplace where talent and dedication are the primary factors driving career progression.



- **Innovative Retention Policies:**

To further enhance our retention efforts, we've introduced a couple employment policies that offer job opportunities for desired and qualified spouses at the same location. This initiative of last 4 years not only supports dual-career families but has proven successful in retaining top talent—evidenced by the integration of 27 couples into our workforce over the past 5 years, all of whom remain with the organization.

- **Safety and Security:**

Meril has established a Women Harassment Committee to ensure a safe and supportive work environment, addressing any concerns promptly and confidentially.

These policies not only comply with legal requirements but also foster an inclusive, respectful, and empowering workplace for women in STEM.

#### 4. Testimonials



## Philips India Ltd.

### Key sectors:

Health Technology



### 1. What is your organization's vision for promoting Women in STEM by 2030?

At Philips, our vision for promoting women in STEM by 2030 is deeply intertwined with our mission to improve health and well-being through meaningful innovation. As a leading health technology company, we aim to enhance the lives of 2.5 billion people annually, and we recognize that achieving this goal necessitates a diverse and inclusive workforce.

Our commitment to Diversity and Inclusion

- We aspire to be the best place to work for individuals who share our passion for innovation and excellence.
- Our commitment to fostering an inclusive working environment ensures that every employee feels valued, accepted, and empowered to bring their unique perspectives to the table.
- We believe that diversity, particularly in gender representation within STEM fields, is a key driver of creativity and innovation.

#### Our Goals

By 2025, we are dedicated to achieving 35% women in senior leadership positions, an increase from 19% in 2018 to 30% in 2022. This growth reflects our proactive strategies to minimize bias and enhance psychological safety, ensuring that women not only enter but thrive in leadership roles in the organization.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

Recruitment:

We strongly believe that, what gets monitored gets progress, hence leverage the operational excellence lean tools and created the D&I Daily Management board with specific KPIs

- This includes setting specific targets for female representation in candidate pools, analyzing the gender breakdown of applicants, and assessing conversion rates from application to offer.
- We also track the success of various recruitment channels and initiatives aimed at attracting women to Philips positions, such as partnerships with universities, participation in women-focused events, and targeted outreach campaigns (LinkedIn, Indeed Job Boards, External/Internal DE&I Job Fairs).



Timely interventions and course correction being followed to ensure as an organization we achieve not only our diversity goals but also the vision to be a truly inclusive organization.

Retention :

Philips is deeply committed to creating an empowering and supportive environment for women through a suite of dedicated policies and practices. These initiatives are designed to ensure flexibility, safety, and well-being for our female workforce.

1. Comprehensive Maternity and Parental Support:
  - 26 weeks of paid Maternity Leave and Child Adoption Leave for up to two children, with additional leave support of another 30 days in case of further medical need.
  - Flexible working options like Work From Home or Part Time Work to balance professional and personal commitments.
2. Focused Crèche and Day Care Facilities
  - Reimbursement of up to 50% of day care or crèche fees, or INR 5K per child, covering up to two children aged 6 months to 6 years.
3. Need base Sick Leave:
  - Philips aims to enable work life balance for all its employees and also provide suitable time off for enabling healthy living. There is no defined number of days for Sick leave limits on submission of appropriate medical certificate from a registered Medical Practitioner.
4. Women Care Plan (Insurance Coverage)
  - Coverage for various maternity related care like Cervical Cancer Vaccination, Pregnancy Care program, Infertility treatment, IVF/IUI and other assisted methods of reproduction, Maternity Plus indicating additional coverage over base maternity cover within SI, and Surrogacy where cost of delivery is covered within maternity limit.
5. Pregnancy Care Program for our expectant mothers is an 18-month care program (9 months pregnancy + 9 months postpartum) that offers exceptional care and personalized support.

These carefully crafted policies reflect our unwavering commitment to the health, safety, and professional growth of our women employees, reinforcing our inclusive and supportive work culture.

### **Development / promotion of our Female Talent**

We want our employees to own the D&I initiative, and hence we empower the ERG (employee resource group) which is sustainable and self-driven.

1. IPWL (ERG): This our employee resource group which empowers women to take charge of their careers while fostering allyship and gender equity. We'll align our brand with our values and enhance our focusing on professional development for rising talent. This includes support for returning workers, work-life integration skills, and resources for financial planning and relocation.



## 2. Retention Metrics:

For retention, we closely monitor the tenure and progression of women in STEM roles within the company. This includes analyzing promotion rates, lateral moves, and career development opportunities availed by female employees compared to their male counterparts. We also track exit interview data to identify any gender-specific challenges that might be influencing retention, allowing us to proactively address these issues through tailored programs and interventions.

## 3. Relational or Non-Transactional Measures:

To retain diverse talent, our organization employs a comprehensive range of strategies designed to foster an inclusive and supportive work environment.

- These include cultural sensitivity training, Employee Resource Groups (ERGs), and flexible work arrangements.
- We also emphasize career development through mentorship and sponsorship programs, leadership development, and skill-building workshops. Health and wellness programs, including mental health support and physical health initiatives, are prioritized, along with recognition systems like diversity awards and inclusive reward structures.
- Our commitment to diversity extends to bias-free hiring practices and various retention leavers for diverse talent.
- Continuous feedback is gathered through diversity surveys and focus groups to refine our efforts. These measures are essential for cultivating a workplace where all employees can thrive.
- Additionally, an internal tool is developed that helps conduct an attrition risk analysis and feeds into the pre-mediated conversations with female employees where the risk is anticipated.

### **Engagement :**

At Philips we conduct periodic employee engagement surveys that include questions specifically designed to gauge the experiences of women in STEM roles, enabling us to refine our initiatives and support mechanisms continuously. This holistic approach ensures that we remain accountable to our diversity goals and fosters a workplace culture that values and nurtures the contributions of women in STEM.

Our commitment to gender diversity in STEM is further reinforced by regular reviews of these metrics at both departmental and executive levels. Insights gained from this data inform our talent management strategies, ensuring that we not only attract top female talent but also create an environment where they can thrive and advance their careers.

## 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

Catapult (Flagship mentoring programme for female employees) : Our focus is on creating robust support systems, fostering networking opportunities, and facilitating sponsorship to



help individuals thrive in their careers. We believe that mentorship plays a crucial role in this process. By connecting experienced professionals with emerging talent, we create a mutual learning experience that benefits both mentors and mentees. Mentors can share their insights and guidance, while mentees bring fresh perspectives and ideas, enriching the experience for everyone involved.

GROW: is a program designed to empower and motivate women at Philips to pursue senior technical leadership roles. We understand the unique challenges women face in advancing their careers in technical fields. This initiative will provide the support and resources needed to overcome barriers and seize opportunities. Through workshops, mentorship, and networking events, we'll equip participants with the skills and confidence to step into leadership roles. We aim to create a supportive community where women can share experiences, learn from one another, and celebrate successes.

Philips as an organization had been in partnership with various National and International forums, believe in encouraging women in technology by participating in SWE , AWS Conference, ET World, NASSCOM, NHRD, GHCI and Pride Circle.

#### Female Workforce in Manufacturing

Our Mfg success story is very close to our heart. It's a perfect example of the organization need, & D&I strategy

Our Pune plant assembles and repairs complex Magnetic Resonance coils which are used in MRI scan machines. The work is very intricate, needs a lot of patience. After careful consideration, we realized out that young women talent who are technically qualified can be trained to be the best fit into this role.

Then we looked social and economic inclusion as the key impact parameters and targeted colleges from tier 2 and tier 3 towns across country. We held drives in these colleges not only to select talent but to also orient parents so that they get the confidence to send their 20 year old daughter to a big city for the first time ever to live on her own !

Then came the 6 week period of intense training and assimilation for the selected young girls. Fast forward to three years, from Batch 1 and Batch 2 candidates and their parents have become ambassadors in the institutes and now, girls in these colleges are competing to join Philips ! Now we want to share this success story with our industry peers and explore how we can turn this into a larger agenda outside of Philips as well.

Today, we have set new benchmark in Mfg industry with 55% diversity on our shop floor and running women only shift in the company with nearly 250 female engineers from engineering colleges across the country and we empower them through high performance team intervention.





## ReNew



### Key sectors:

Energy & Utilities

## 1. What is your organization's vision for promoting Women in STEM by 2030?

At ReNew, we recognize the critical role of women in shaping the future of STEM, especially within the renewable energy sector, which has traditionally been male-dominated. By 2030, our vision is to significantly increase female representation in STEM roles across all levels of the organization, fostering a culture of equality, innovation, and inclusion.

Our commitment to gender diversity begins with targeted recruitment initiatives. Through programs like "RecruitHer" and "RefHer," we actively focus on hiring women for technical and leadership roles. We have already seen progress, with women accounting for 12.9% of our STEM hires in FY 2024. By 2030, we aim to grow this percentage, not only through recruitment but also by promoting internal mobility and upskilling opportunities for women.

Our vision extends beyond hiring and safety measures. Through dedicated development programs like "Superwoman," "W Champions," and "W Leaders," we are building a leadership pipeline for women in STEM. These programs enhance confidence, networking skills, and leadership qualities, preparing women for senior roles in the company. Additionally, our flagship GOLD program, launched in 2023, provides a clear growth path for Graduate Engineer Trainees, with a strong focus on empowering women.

We encourage women at ReNew to represent the company at forums like the World Economic Forum, G20, and CII. We believe that women's thought leadership in STEM will be instrumental in driving the future of renewable energy globally. Our efforts to support women in STEM are complemented by national and international advocacy.

Lastly, ReNew is proud to collaborate with partners like IIT Delhi to support women-led clean-tech enterprises. By 2030, we aim to expand these partnerships, further empowering women entrepreneurs in STEM.

In sum, ReNew's vision for 2030 is to be a leader in promoting women in STEM, ensuring they have the tools, support, and opportunities to thrive and lead within the renewable energy sector. Through ongoing recruitment, development, and advocacy, we will continue to break barriers and create a more inclusive future for all.

## 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

At ReNew, we prioritize gender diversity and inclusivity across various stages of the employee life cycle, from recruitment to promotion and re-entry. Our approach is grounded in fostering an environment where women can thrive at all levels, including during pivotal life transitions such as marriage, maternity, and motherhood.



Our recruitment strategy is designed to increase female representation in technical and leadership roles. We actively run programs such as “RecruitHer” and “RefHer” to focus on hiring women in STEM fields and other underrepresented areas. We also ensure that all job descriptions are free from gender-biased language and emphasize our commitment to an inclusive workplace. Additionally, we collaborate with educational institutions and industry partners to attract women at the entry-level and mid-career stages, ensuring a diverse talent pipeline.

Retention is a key focus area where we implement several gender-friendly policies. We offer flexible work arrangements such as remote work, flexi-hours, and hybrid models to accommodate diverse needs. Our childcare support programs help working mothers balance their professional and personal lives. ReNew also promotes women’s development programs, such as “W Champions”, “Superwoman,” & “W Leaders” for the professional and personal development of women at all stages of their careers. There is a specific focus on technical training of new GET hires with our GOLD program where they get the required technical training to flourish in their roles. We are scaling our training initiatives, ensuring that women in STEM have access to cutting-edge technical knowledge and leadership development. We expanded our learning programs from 2 in FY22 to 41 training sessions in FY23 and 45 in FY24, specifically focused on women in technical roles, and we are committed to maintaining these opportunities for ongoing development.

We are committed to creating equal growth opportunities for women. Performance evaluations are designed to be fair and unbiased, with a special emphasis on eliminating unconscious bias in promotion decisions. We are an equal opportunity organisation and focus on providing everyone with a fair chance with respect to promotion.

ReNew has several initiatives to support women during the maternity period. We offer a six-month paid maternity leave and flexible return-to-work policies, work-from-home options, and extended maternity leaves along with creche reimbursement benefits for new parents.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

At ReNew, we are focused on empowering women in STEM through a range of targeted policies and programs.

We have a dedicated recruitment drive to increase the representation of women in STEM roles, ensuring gender-balanced hiring practices. This includes partnerships with academic institutions and organizations that specialize in placing women in technology and engineering fields.

To foster growth and development, we offer mentorship programs specifically designed for women in STEM. Our leadership development initiatives aim to equip women in technical roles with the skills and confidence to take on senior leadership positions.

Additionally, we provide continuous learning and development opportunities through technical workshops, conferences, and certification programs, ensuring our women in STEM remain at the cutting edge of innovation.



## 4. Testimonials



My journey at ReNew over the past two years has been nothing short of empowering. As a fresher, I have always felt valued, and my voice has been heard at every step. The collaborative and understanding culture at ReNew has made me feel comfortable, both in the office and when visiting project sites across India.

One of the things that makes ReNew unique is its commitment to employee development. Through programs like the ReNew Academy and opportunities such as work-integrated M.Tech and B.Tech degrees, Six Sigma Green Belt, and IMPA certification, I've had ample opportunities to grow both personally and professionally.

A standout moment for me was when I was given the opportunity to host ReNewers Day at Chennai. Despite having no prior experience, the trust and encouragement from my team gave me the confidence to take on the challenge. While I felt I didn't perform as well as I hoped, the overwhelming support I received made me feel truly blessed.

In addition, the vibrant engagement activities, such as clubs for music, dance, and running, foster a strong sense of community. Overall, I feel empowered every day, thanks to resources like Klib, LinkedIn Learning, and the travel support that enables me to grow and thrive. I am proud to be part of ReNew and excited for what lies ahead.

**Lakshmi Poliseti, Wind Construction team**



My experience at ReNew over the past two years has been an incredible mix of personal growth and valuable learning. As a fresh graduate, stepping into this dynamic environment, I was welcomed with open arms. The hands-on training and mentorship I received not only helped me grow my technical skills but also instilled confidence in my abilities. One standout experience was leading a project, which played a significant role in my professional and personal development, allowing me to take on new challenges and broaden my perspective.

I am motivated by being part of something larger than myself and ReNew truly fosters that sense of purpose. It's a place where I can discover my potential and work on self-improvement. I firmly believe that growth begins with learning and ReNew wholeheartedly supports this philosophy through a variety of training sessions across different platforms and spaces.

The company equips its employees with the tools and resources necessary for both personal and professional development. I have felt a significant shift in my own growth journey here, as the opportunities provided have empowered me to enhance my skills and broaden my horizons."

**Manchala Gowthami, Wind Team**



## RMSI Private Limited



### Key sectors:

Geospatial and Engineering Solutions

### 1. What is your organization's vision for promoting Women in STEM by 2030?

By 2030, RMSI envisions a highly empowered workplace where women lead and drive business growth and success. With the current male-to-female employee ratio of 60:40, RMSI aims to achieve an even better gender ratio over the next 2 years, continuing to invest in the growth of women across all levels.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

RMSI's best practices for diversity include:

#### 1. Culture of Inclusion:

- o Dedicated council drives RMSI's charter for hiring, development and retention of women. We have a strong representation of women at leadership levels.
- o Diversity hiring strategy:
  - RMSI recruits women from B and C towns and invests in their development through personality development programs for smooth transition into the corporate world. Membership to RMSI's 'Toastmasters Club' helps them gain confidence in public speaking.
  - RMSI Learning Centre is a platform to create job opportunities for women campus graduates. They are trained on geospatial and mapping technologies to make them job ready.

#### 2. Support at work to ensure retention:

- o Customized work schedules and extended maternity leave
- o Tie-up with crèche facilities located within 5-kilometer radius of RMSI offices
- o Culture of empowerment: To ensure that both partners share responsibilities of bringing up children and household chores, we organize workshops on 'child psychology', 'marital relationship counselling' etc. for employees and their spouses
- o Mental health support to women through 24\*7 access to psychologists.



### 3. Career Growth:

- o HIPO development: RMSI identifies high-potential women through our '9- grid P&P Framework'. Accelerated career growth is provided by grooming them for leadership roles.
  - o Coaching: Women seeking to specialize in specific skills receive guidance from internal/external coaches.
  - o Access to global opportunities: Women are given equal opportunity for international assignments. Cross-cultural sensitization and trainings in 'Foreign Languages', business conduct, culture aspects like 'wine appreciation', dining/corporate dressing protocols etc. prepare them for working in a different environment.
4. Leadership Development: To prepare women for leadership roles, we inculcate big picture thinking ability through focused programs. Women leaders are sponsored for professional certifications like Prince2, PMP, Six Sigma, etc. Domain intensive interventions like 'Redshift for Maya' help them drive innovation in their area of work.

### 3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.

RMSI has implemented a wide range of policies/programs for its women workforce:

- Focus on women safety: Self-Defense workshops provide women employees with essential safety skills, empowering them in adverse situations. Female employees are generally discouraged from working in office past 8:00 pm. However, transport is organized by RMSI, if they need to stay till late. Female employees working till late and using Metro as conveyance are escorted by Security Guards to the Metro Station. During company events outside office, designated volunteers ensure that women employees arrive home safely.
- Financial wellness: To help women take charge of their financial future, RMSI hosts financial wellness workshops that provide insights on saving strategies, investment planning and more.
- Engaging with families of women employees:
  - o Dedicated SPOCs stay in touch with children of women employees and ensure their wellbeing while the employee is on official travel.
  - o Focused appreciation drives for spouse/parents of women employees who are recognized for outstanding performance, to thank them for enabling the employees to succeed in their professional lives
  - o Mini Minds Day: Women employees' children are invited to office for a fun-filled day allowing them to experience the environment where their mothers work.
- RMSI "World of Women" (WoW) Club: This Club is dedicated to supporting the interests of female employees through:
  - o Inner Circle: Platform for women to network with industry professionals and engage with senior female leaders
  - o Vantage Point: Communication series focused on topics relevant to female employees:



- Inspired reading for modern working women
- Managing impostor syndrome
- Developing a growth mind-set
- o Wellness Compass: Health-focused initiative for women featuring:
  - Physical fitness sessions: Zumba, aerobics, yoga, pranic healing, etc.
  - Mental wellness workshops: mindfulness, stress management through jazz, etc.
  - Health talks on women specific concerns: PCODs, Breast and Cervical Cancer, etc.

#### 4. Testimonials



I have been working in RMSI for more than a decade now. Here work is enjoyable as it opens doors to learn, engage and excel while working on different projects in a collaborative way. I got the opportunity to travel internationally and work directly with clients. I still remember the concern and support shown by RMSI senior management for my first UK travel - it was remarkable. I think things which work for me and make RMSI different are its work culture, trust and respect for team members as well as opportunities to grow. Being a woman, I must say that RMSI's flexible work mode makes it easy to achieve work life balance.

**Poonam Negi, Senior Manager (Consulting)**



Over the past 25 years, my journey from a trainee to a leadership role has been nothing short of remarkable. I've had the opportunity to wear many hats, working across various domains, each experience contributing to my growth and success. RMSI's investment in my development through continuous training and mentorship has been invaluable. The leadership truly believes that when employees succeed, the company succeeds, and this belief is reflected in the company's culture. With the average employee tenure exceeding 10 years, it's clear that RMSI's values resonate deeply with its workforce.

Every morning, I wake up feeling motivated and excited to go to work, knowing I'll be able to contribute meaningfully. And at the end of each day, I come home with a sense of accomplishment and personal satisfaction. RMSI has not only shaped my professional career but has also enriched my life in countless ways.

**Niva Srivastava, Assistant General Manager (Consulting)**



## Tata Consulting Engineers Limited

### Key sectors:

Power, Infrastructure, Resources- Mining & Metallurgy, Digital & Advanced technology



### 1. What is your organization's vision for promoting Women in STEM by 2030?

At TCE, promoting women in STEM is an important part of our broader commitment to building talent in these fields. Our vision to empower women in STEM not only focuses on nurturing the talent of today, but also incubating the talent of tomorrow. This vision transcends beyond the boundaries of our organisation into the larger community in which we operate. This ambitious goal is driven through our E4 initiative, which is centered around four pillars: Enable, Enrich, Engage, and Empower.

### 2. Briefly describe the best practices in your organization for Gender Diversity and Inclusivity on the following parameters.

TCE aims to create a gender-neutral workplace and we are cognizant of the challenges that women across the world constantly struggle with to retain jobs while balancing personal commitments of being the main caregivers for their families and children at home. To bridge this gender gap in the workforce and promote greater inclusion, our DEI initiative focuses on 4 pillars- Community, Culture, Career and Communication.

#### Community: Building a Diverse and Inclusive Workforce

- We recognize the importance of attracting the best and most diverse talent. Our hiring practices are designed to ensure equal opportunities for everyone, with a special focus on recruiting female talent from women's engineering colleges, and actively including differently abled candidates. TCE launched the Re-Ignite-Second Careers program to empower and help women rejoin the workforce and provide them with a second chance post a career break. We believe women re-joining after garnering life experiences that bring genuine cognitive diversity to their jobs, is a powerful competitive edge.

#### Culture: Cultivating an Environment of Belonging

We are dedicated to nurturing a culture that fosters belonging, where every employee feels respected and valued.

We foster a culture where every employee feels respected and valued, with strong support for working mothers. We offer wellness, safety and flexibility measures to support our people through important personal milestones. These include:

- Flexible working options post-maternity leave to support a smoother transition back to work.





- Flexible working hours tailored to individual needs.
- Relocation options to nearby delivery centers.
- Tie-up with crèche facilities to provide childcare support, enabling working mothers to manage their work commitments while ensuring their child's care.
- Continuity during the maternity period for performance appraisals, ensuring career growth isn't hindered.
- Safety measures such as home drop services during late work hours, women security guards at our delivery centers, and a 24/7 helpline for remote site postings, and nomination of Ethics Counsellor across locations enhance the safety of our people. .
- Our leave policies such as extended maternity leave, as well as leave for adoption, surrogacy, miscarriage, and surgeries ensures holistic support by not just aiding our women employees to have adequate time to care for themselves and their newborns, but also allowing women time for recovery and emotional well-being during health challenges.

#### **Career: Empowering Women and Promoting Growth**

Beyond hiring, TCE is committed to continuous development for women at all career stages. Our approach to career development focuses on upskilling opportunities and mentorship programs tailored for women from junior to senior roles, through initiatives like fast-track career programs (STAR), Mentorship and career mastery programs (MIND, SHINE), Career Fairs, and leadership development programs such as Inspire to Aspire, to name a few.

#### **Communication: Strengthening Dialogue and Awareness**

Communication is at the heart of our DEI strategy. By creating open channels for dialogue, we are committed to educating our teams about diversity-related topics and sharing best practices across the organization. Our initiatives aim to raise awareness about the importance of DEI and foster a culture where everyone feels empowered to contribute to meaningful conversations about inclusivity. Our ongoing efforts include fire-side chats and unconscious bias training for all team leads and leaders, which ensures that decision-making is free from prejudice and promotes an equitable environment for all. We also conduct regular listening forums, such as Helpdesk, Reflexions, and Employee Engagement Surveys, to ensure that every voice is heard, and that feedback is acted upon.

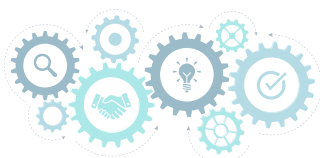
### **3. Briefly describe the policies/programs specifically addressed to Women in STEM in your organisation.**

At Tata Consulting Engineers, we focus on advancing women in STEM through our hiring, mentoring, and upskilling practices. Beyond the health and well-being programs, the company has introduced several programs dedicated to supporting women at all stages of their career journeys.

TCE encourages women in STEM through some key initiatives.

#### **1. Focused onboarding of Best-in-Class STEM Talent-**

Every Year, TCE onboards young talent from women engineering/diploma colleges under its strategic recruitment programs - Young Engineers Development Programme (YEDP) and



Accelerated Designer Proficiency Training (ADePT). Targeting an annual intake of talented female graduates, these programs attract applicants from more than 30+ disciplines of engineering such as Electrical, Mechanical, and Civil. The talent is nurtured through a yearlong training journey encompassing multiple interventions and modalities to build a diverse and future-ready workforce.

## **2. Giving Flight to Career Aspirations:**

Re-Ignite is TCE's dedicated return-to-work program for women looking to re-enter the workforce after a career break. Designed to provide the right support, training, and resources, this initiative ensures a seamless transition back into the professional world. TCE opens the door to new career opportunities, empowering women to rebuild their confidence, reconnect with their aspirations, and resume their professional journeys with renewed momentum.

## **3. Building Leaders of Tomorrow, today:**

We are committed to investing in the development of women through continuous learning and growth opportunities that nurture their skills and capabilities. By fostering a supportive and innovative work environment, we ensure our team is equipped to address complex challenges and deliver exceptional outcomes. Mentorship plays a crucial role in helping aspiring women leaders gain the insights and connections needed to advance in their careers through programs such as MIND and SHINE. We provide opportunities for upskilling and reskilling across levels through initiatives like Communities of Practice and Qlik2learn lecture series. Our learning architecture provides on-demand access to training on several areas, be it techno-functional or behavioral.

We prioritize expanding opportunities for women in STEM by enabling them to represent TCE at relevant forums and attend industry seminars. This exposure helps them stay updated on industry developments, network with peers, enhance skills, and bring fresh perspectives back to work.

At TCE, we believe in fostering a high-performance culture and encouraging career conversations for women in STEM through targeted performance management initiatives. Our "Compass" framework is a comprehensive career architecture that offers clear career ladders and lateral opportunities for broader exposure. Programs like the Career Fairs, Internal Job posting, and other rotation opportunities showcase our commitment to advancing the careers of women in STEM.

We constantly endeavour to provide platforms for budding women leaders to home in on their potential and take up leadership roles. Through our dedicated leadership journeys such as LEAP and Inspire to Aspire, we cater to the aspirations of our talent and provide them the required support to excel at the helm.



## 4. Testimonials



Breaking Barriers with an All-Women Team: Kalpana 2.0 marks a milestone at TCE, led by an all-women team showcasing resilience, diversity, and technical excellence. Aligned with the #BreaktheBias movement, this initiative promotes equity in traditionally male-dominated field.

Six lady engineers headed CIDCO Mass Housing Package IV at Navi Mumbai. The task was assigned to the team as a pre-cast technology-based project for a Stilt+14-story building, which vested all individual team members with important areas such as monitoring of progress, quality assurance, management of construction, and safety.

Diverse Expertise: Fresh talent alongside experienced professionals creates a dynamic intermix of perspectives. From new graduates to engineers with 4-5 years of experience, their collective skills drive the project forward.

**Kalpana 2.0: Women Leadership Pioneers EPCM, TCE**



Mrs Latha DS has over 32 years of professional experience and currently serves as Discipline head (Power business unit - Instrumentation and controls) at Tata Consulting Engineers Limited (TCE) in Bangalore. She has a bachelor's degree in Instrumentation and Controls Engineering from Bangalore University, Karnataka. Latha began her career as a lecturer before transitioning into the corporate world, where she worked with several engineering companies. In 2004, she joined TCE, where she now focuses on optimizing the use of existing technologies, adopting emerging innovations, and driving design improvements.

Her expertise spans renewable energy, sustainability initiatives, control systems, asset management, smart cities, digital twins, and command-control centers. She has worked on pioneering projects such as the implementation of TMR SIL control systems for the petrochemical industry and HAZOP and FMEA analyses for power plants in India. Latha is an active member of various sectional committees at the Bureau of Indian Standards and has published numerous papers in national and international journals. She is also a sought-after speaker at conferences worldwide. Her inspiring journey in STEM was recognized in the March 2024 edition of Industrial Automation under the "Nari Shakti Hall of Fame." Latha has consistently taken on challenging projects, including a demanding data collection and reengineering project in the Middle East, which required working in extreme conditions. Beyond her professional achievements, Latha has contributed to several key articles, including Enhancing Effectiveness of Project Execution Practices with Progressive Digital Technology (June 2024) and Smart Automation in Rural Development (September 2023). Her continuous dedication to staying at the forefront of technological advancements has allowed her to provide exceptional leadership in the field.

**Latha DS, Discipline Head (Power Business Unit)**



# The Road Ahead

The Compendium on Best Practices from Organizations Excelling in Women in STEM illustrates a powerful journey toward gender inclusivity, showcasing how leading organizations are setting new benchmarks to empower women across science, technology, engineering, and mathematics.

The organizations featured in this compendium serve as exemplars of inclusivity in STEM, proving that commitment to gender equity creates lasting benefits for innovation, economic growth, and societal progress. We hope this compendium will inspire many more and multiple organizations to prioritize diversity and implement actionable strategies to make STEM a welcoming field for all.

For any further details on the subject, please feel free to contact:

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## Confederation of Indian Industry

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9,000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 365,000 enterprises from 294 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness, and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Through its dedicated Centres of Excellence and Industry competitiveness initiatives, promotion of innovation and technology adoption, and partnerships for sustainability, CII plays a transformative part in shaping the future of the nation. Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes across diverse domains including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

For 2024-25, CII has identified "Globally Competitive India: Partnerships for Sustainable and Inclusive Growth" as its Theme, prioritizing 5 key pillars. During the year, it would align its initiatives and activities to facilitate strategic actions for driving India's global competitiveness and growth through a robust and resilient Indian industry.

With 70 offices, including 12 Centres of Excellence, in India, and 8 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with about 300 counterpart organizations in almost 100 countries, CII serves as a reference point for Indian industry and the international business community.

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