Question 18 What is the yearly average percentage of women in STEM faculty and staff who participate as speakers in external and internal conferences, seminars, or events, compared to the total number of women in STEM in the organization?Does the institute have any specific or dedicated policy / practices for Women including provisions for flexible working hours/ work from home, creche facility etc?.

Year	Percentage
2024-2025	43 %
2023-2024	23%
2022-2023	27%