Planned Interventions for Female Employees @ Tata Power-DDL

WEPOWER
About the Organization: Tata Power-DDL

1st July 2002

Came into Existence, post unbundling of Erstwhile Delhi Vidyut Board

Joint Venture

Tata Power and Delhi Government, with 51% share of Tata Power

Core Business

Distributes Electricity in North & North West Parts of Delhi (200+ Offices)

Front-runner

Implementation of Power Distribution Reforms (Geographical Information System (GIS), Advanced Distribution Management System (ADMS), Smart Meter, Field Force Automation and more)

3367 Employees

Serving a Populace of 7 million

A customer base of 1.64 million

4th Position in Great Place to Work Survey 2019

Employee Engagement Score: 84.8%
## PLANNED INTERVENTIONS

<table>
<thead>
<tr>
<th>Activities</th>
<th>In 2019</th>
<th>In 2020</th>
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</thead>
<tbody>
<tr>
<td>Outreach Programs in schools and “Women Polytechnics/ Institutes”</td>
<td>Coverage: 80-100 students per year</td>
<td></td>
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<tr>
<td>Mentoring of Female Students from ITI</td>
<td>Mentors Allocated to 25 Females</td>
<td><strong>Target</strong>: Mentoring of 30 Female students from ITIs</td>
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<tr>
<td>Internship Opportunities to Women students under the “Stipend Policy” and providing them selection opportunity.</td>
<td>Selection of 5 – 10 Female Interns in electrical domain</td>
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<td>Recruitment opportunity to Employee spouses</td>
<td>Selection of 2-4 Female candidates on merit</td>
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## PLANNED INTERVENTIONS

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<th>Development of Female professionals</th>
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<td></td>
<td>Allocation of Mentors to Women employees (Sr. Exec – AGM)</td>
<td>Presently 169 Female employees covered under the Program</td>
<td>100% female employees to be covered - New members</td>
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<td></td>
<td>Women oriented specific development program for Female employees in technical roles/ Leadership roles</td>
<td>53 employees covered in H1</td>
<td>Target: 50-60 Employees</td>
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<td>An exclusive CEO Dialogue for Female employees to inspire female employees to take up challenging roles, and also to provide a platform to them to share their concerns, if any</td>
<td>1 session per year</td>
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INTERVENTIONS FOR RETENTION

Maternity Leave
- 26 Weeks of Maternity Leave
- Extendable up to 12 weeks of Extraordinary Leave

16 Women employees benefitted this year

Guidelines have been laid down to Protect the Performance Ratings of the deserving employees

Child Adoption Leave
- Provision of Child adoption Leave of 18 weeks

Tie up with Crèches and Day Care
- 50% contribution by Company

Flexible Working
- For Female employees who join after Maternity, for the initial 6 months
- Plan out their daily work timings after discussion with the Manager

Re-Orientation Programs designed for employees returning from Maternity Leave

Break In Service
- For a period of up to 2 years, post completion of Maternity/ Child Adoption leave, with a view to curb attrition caused due to child birth

7 Women employees opted for Flexi timing

50% contribution by Company

Employee Assistance Program to provide free counselling services

2 employees opted for Flexi timing
Thank You!