

## 25, Power Grid Corporation of India (POWERGRID)

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#### (a) Pillar 1: STEM Education

None.

#### (b) Pillar 2: Recruitment

Activities	In 2021				In 2022				Note
POWERGRID provides <b>female apprenticeship training</b> for on-the-job experience.  Record: Provided 5 female apprentices in 2019, and 20 till Oct. 2020.	POWERGRID provided training to 15 female apprentices.				POWERGRID provided training to 15 female apprentices.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
				15 female apprentices participated				15 female apprentices participated	Quarterly Target #s with country
	4 female apprentices participated	16 female apprentices participated	23 female apprentices participated	IN				IN	Achievement

POWERGRID provides <b>internship program</b> in Engineering field for Women students to bridge the gap between Academic knowledge and Industry experience.  Record: Hired 82 female student interns in 2019, and 26 till Oct. 2020.	POWERGRID recruits 60 female student interns				POWERGRID recruits 60 female student interns				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
				60 female student interns recruited  IN				60 female student interns recruited  IN	Quarterly Target #s with country
	4 female interns hired	20 female interns hired	12 female interns hired						Achievement
POWERGRID <b>recruits female</b> employees.  Record: Hired 87 females in 2018, 26 in 2019, and 3 till Oct. 2020.	POWERGRID recruits 6 new female employees				POWERGRID recruits 6 new female employees				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
				6 new female employees recruited  IN				6 new female employees recruited  IN	Quarterly Target #s with country
									Achievement

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
POWERGRID continues the <b>professional circle</b> as women employees' community, which established in 2019.  Record: In 2019, 1 meeting with 5 core members and 1	1 meeting with 5 core members, and 1 open brain storming session with 45 members.				1 meeting with 5 core members, and 1 open brain storming session with 45 members.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	1 meeting with 5 core members  IN		1 open brainstorming session with 45 members  IN		1 meeting with 5 core members  IN		1 open brainstorming session with 45 members  IN		Quarterly Target #s with country
	0		0						Achievement

brainstorming session with 45 members.									
<p>POWERGRID creates a <b>group of women employees</b> “Mahila Samiti” to look after welfare facilities - including cultural, sports, and educational activities.</p> <p>Record: 193 women members in 2018, 178 in 2019, and 170 till Oct. 2020.</p>	Women employees’ group “Mahila Samiti” with 170 women members.				Women employees’ group “Mahila Samiti” with 170 women members.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	With 170 women members.  IN	With 170 women members.  IN	With 170 women members.  IN	With 170 women members.  IN	With 170 women members.  IN	With 170 women members.  IN	With 170 women members.  IN	With 170 women members.  IN	Quarterly Target #s with country
	170 women members	170 women members	170 women members						Achievement
<p>POWERGRID carries out <b>Women Day Celebration</b> on March 8<sup>th</sup>. Women achievers are called to motivate employees, followed by cultural performance.</p> <p>Record: 135 in 2019, and 135 in 2020.</p>	Women Day Celebration with total 135 women staff.				Women Day Celebration with total 135 women staff.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Celebrated with 135 women staff.  IN				Celebrated with 135 women staff.  IN				Quarterly Target #s with country
	135 women participated								Achievement

(d) Pillar 4: Retention (including Facilities and Returning Mothers)

Activities	In 2021				In 2022				Note
POWERGRID allows to <b>access to e-Office</b> to women executives after office hours.	For all 120 women executives can access to e-office.				For all 130 women executives can access to e-office.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline

Record: 147 female executives in 2018, 144 in 2019 and 138 till Oct. 2020.	All 120 women executives accessed  IN	All 120 women executives accessed  IN	All 120 women executives accessed  IN	All 120 women executives accessed  IN	All 130 women executives accessed  IN	All 130 women executives accessed  IN	All 130 women executives accessed  IN	All 130 women executives accessed  IN	<i>Quarterly Target #s with country</i>
	All 120 women executives	All 120 women executives	All 120 women executives						<i>Achievement</i>
POWERGRID provides <b>earmarked parking slot for expecting mothers.</b>	Reserves 2 preferential parking slots for expecting mothers (over and above the available parking slots to the staff).				Reserves 2 parking slots for expecting mothers.				<i>Total target #s in the year</i>
	<i>Q1 Jan</i>	<i>Q2 Apr</i>	<i>Q3 Jul</i>	<i>Q4 Oct</i>	<i>Q1 Jan</i>	<i>Q2 Apr</i>	<i>Q3 Jul</i>	<i>Q4 Oct</i>	<i>Aiming timeline</i>
	Available for 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	Available For 2 expecting mothers.  IN	<i>Quarterly Target #s with country</i>
	Reserved for 2 expecting mothers	Reserved for 2 expecting mothers	Reserved for 2 expecting mothers						<i>Achievement</i>
POWERGRID provides <b>skipping the queue at cafeteria for expecting mothers.</b>	Skips the queue at cafeteria for expecting mothers.				Skips the queue at cafeteria for expecting mothers.				<i>Total target #s in the year</i>
	<i>Q1 Jan</i>	<i>Q2 Apr</i>	<i>Q3 Jul</i>	<i>Q4 Oct</i>	<i>Q1 Jan</i>	<i>Q2 Apr</i>	<i>Q3 Jul</i>	<i>Q4 Oct</i>	<i>Aiming timeline</i>
	Continued  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	<i>Quarterly Target #s with country</i>
	Facility in place	Facility in place	Facility in place						<i>Achievement</i>

<p>POWERGRID locates <b>sanitary pad dispensers</b> in all women's rest room which sanitary napkins are made available.</p> <p>Record: 193 women staff in 2018, 178 in 2019 and 170 till Oct. 2020.</p>	Total 4 sanitary dispensers in all 4 women's rest room in CO and Manesar offices.				Total 4 sanitary dispensers in all 4 women's rest room in CO and Manesar offices.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	170 female staff to be benefitted.  IN	Quarterly Target #s with country
	Sanitary dispensers for 170 female staff	Sanitary dispensers for 170 female staff	Sanitary dispensers for 170 female staff						Achievement
<p>POWERGRID provides a <b>counseling facility</b> for women, where women can discuss personal and professional concerns.</p>	Expecting 5 female staff use.				Expecting 5 female staff use.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Facility in place  IN	Quarterly Target #s with country
	0	0	Facility in place						Achievement

(e) Pillar 5: Policy and Institutional Change as a cross-cutting pillar

Activities	In 2021				In 2022				Note
<p>POWERGRID executes <b>women's working time policy with a transport facility.</b></p>	Women's working time policy with a transport facility.				Women's working time policy with a transport facility.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country

	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy continues	Policy continues	Policy continues						Achievement
POWERGRID executes <b>Childcare Leave Policy.</b> Women employees are given leave up to 2-year with pay.	Childcare leave policy.				Childcare leave policy.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
POWERGRID executes <b>Recruitment Policy and Procedure.</b>	Recruitment policy and procedure.				Recruitment policy and procedure.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
POWERGRID executes <b>Maternity Leave Policy</b> with 26 weeks paid leaves.	Maternity Leave Policy with 26 weeks paid leaves				Maternity Leave Policy with 26 weeks paid leaves				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country
	IN	IN	IN	IN	IN	IN	IN	IN	Achievement
POWERGRID provides <b>Medical Policy</b> which covers Dependents for all women employees.	Medical policy which covers dependents for all women employees.				Medical policy which covers dependents for all women employees.				Total target #s in the year
	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Q1 Jan	Q2 Apr	Q3 Jul	Q4 Oct	Aiming timeline
	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Executes	Quarterly Target #s with country

	IN	IN	IN	IN	IN	IN	IN	IN	
	Policy continues	Policy continues	Policy continues						<i>Achievement</i>