

16, Tata Power Delhi Distribution Limited (Tata Power-DDL), India

Contact Information

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(a) Pillar 1: STEM Education

Activities	In 2021				In 2022				Note
Tata Power-DDL conducts Outreach Programs in schools to inspire female students to apply for technical qualifications. Especially in electrical field, by making them aware about the immense opportunities available in Power / Energy sector, various reforms/ changes that have taken place over past years, and new opportunities/ innovations expected.	Connecting with Government schools in North Delhi to organize outreach Programs for female students				Connecting with Government schools in North Delhi to organize outreach Programs for female students				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
			2-3 sessions covered 200 Female students		2-3 sessions covered 200 Female students				<i>Quarterly Target #s with country</i>
			IN		IN				
		2400 students participated						<i>Achievement</i>	
Tata Power-DDL provides a Mentoring of Female Students from ITI (Industrial Training Institute) for their grooming & professional development.	Mentor Mentee Program for Female students of ITI Institutes: Mentors from TPDDL				Mentor Mentee Program for Female students of ITI Institutes: Mentors from TPDDL				<i>Total target #s in the year</i>
	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Q1</i> <i>Jan-</i>	<i>Q2</i> <i>Apr-</i>	<i>Q3</i> <i>Jul-</i>	<i>Q4</i> <i>Oct-</i>	<i>Aiming timeline</i>
			400 female students benefitted				500 students benefitted		<i>Quarterly Target #s with country</i>
			IN				IN		

(c) Pillar 3: Development for Female professionals

Activities	In 2021				In 2022				Note
Tata Power-DDL conducts WILL (Women in Leadership League) / Exclusive Training programs for women aimed at their professional development in technical roles/ Leadership roles.	Conducts WILL trainings for 100+ female employees.				Conducts WILL trainings for 100+ female employees.				<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>
		50+ female employees received the trainings IN		50+ female employees received the trainings IN		50+ female employees received the trainings IN		50+ female employees received the trainings IN	<i>Quarterly Target #s with country</i>
	61 female employees received the trainings	37 female employees received the trainings	32 female employees received the trainings	15 female employees received the trainings					<i>Achievement</i>
Tata Power-DDL organizes an exclusive CEO Dialogue to inspire female employees to take up challenging roles. Also provides a platform to them to share their concerns, if any.	Organizes an exclusive CEO dialogue with 80+ female employees.				Organizes an exclusive CEO dialogue with 80+ female employees.				<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>
	1 session for 80 + Female employees IN				1 session for 80 + Female employees IN				<i>Quarterly Target #s with country</i>
	1 session 158								<i>Achievement</i>

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

None.

(e) Pillar 5: Policy and Institutional Change

Activities	In 2021				In 2022				Note
Tata Power-DDL provides the Extended maternity leave to provide support to women employees during Maternity.	Provision of Extended Maternity leave to all female employees who proceed on ML				Provision of Extended Maternity leave to all female employees who proceed on ML				<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>
	Being done as & when required				Being done as & when required				<i>Quarterly Target #s with country</i>
	IN				IN				<i>Achievement</i>
Tata Power-DDL provides the option of flexible timing to all female employees who join after maternity in order to help them comfortably settle & maintain the balance between home & work.	Policy continues	Policy continues	Policy continues	Policy continues	Being done as & when required				<i>Achievement</i>
	Providing the Option to female employees for Flexi-working after joining back from ML for a period of 6 months				Providing the Option to female employees for Flexi-working after joining back from ML for a period of 6 months				<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>
	Being done as & when required				Being done as & when required				<i>Quarterly Target #s with country</i>
IN				IN				<i>Achievement</i>	
Policy continues				Being done as & when required				<i>Achievement</i>	
Policy continues				Policy continues				<i>Total 7 women took it in 2019.</i>	
Policy continues				Policy continues					

Tata Power-DDL provides the option for “Break in service” for female employees who proceed on maternity, to support them in childcare during initial years.	Providing the option for “Break in service” for female employees on maternity and childcare during initial years.				Providing the option for “Break in service” for female employees on maternity and childcare during initial years.				<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>
	Being done as & when required				Being done as & when required				<i>Quarterly Target #s with country</i>
	IN				IN				<i>Achievement</i>
Policy continues	Policy continues	Policy continues	Policy continues	As & When required					