

1.4. Conducting outreach programmes in nearby colleges where women employees working in projects to interact with girl children about the work in Energy Sector					18 ITIs adopted by NTPC. 8 new ITIs constructed and handed over to district authorities. 01 under construction at Nabinagar.				<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>
									<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
1.5. UTKARSH Scholarship for girl children excelling in studies	<i>139 (2020-21); 121 (2021-22)</i>				<i>121</i>				<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>
					24	24	24	49	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

(b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1. Providing female apprenticeship training in technical field for on-the-job experience.	280 female apprentices - Out of 1648 apprentices trained in 2022-23, 280 were female				280				<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>
					56	56	56	112	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
2.2. Recruits female Engineering ETs at the entry level through GATE	109 female trainees - (ETs, Diploma & Artisan trainees hired in 2023)				109				<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>
					22	22	22	43	<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

3.5. Young Leaders 10X Module launched by NTPC to prepare women leaders for tomorrow. (This is two-phased planned intervention program for high potential executives. It has been designed covering various areas such as system thinking, design thinking, entrepreneurial skills, finance, strategy, long term planning, power sector regulation etc)									Achievement
	28 (2016-2023)				4				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	1	1	1	Quarterly Target #s with country
									Achievement

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

Activities	In 2023				In 2024				Note
4.1. NTPC has given e-office access to all women executives	All 777 women executives of NTPC have the access				System has been built for all women executives				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
									Quarterly Target #s with country
									Achievement
4.2. NTPC has created a group of all women at all locations (including women employees posted at the location) to look after welfare facilities - including cultural, sports, and educational development of women & girl children in the township.	Currently, there are 53 Ladies Club operational in all NTPC Townships				Ladies Club has been formulated at all locations of NTPC for all women (employees or otherwise).				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					Implemented as a welfare measure by NTPC				Quarterly Target #s with country
									Achievement
4.3. Sanitary pads vending machines installed at units in ladies' washrooms in	32				32				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					7	7	7	11	Quarterly Target #s with country

units and girls' washrooms in schools									Achievement
4.4. Gender Sensitization training for all employees	More than 16,000 employees covered at all sites of NTPC including JVs and Subsidiaries				Mandatory every year. 100% coverage				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					20%	20%	20%	40%	Quarterly Target #s with country
									Achievement
4.5. Regular interactions with Internal Complaints Committee with external subject matter experts	IC at all sites of NTPC including JVs and Subsidiaries (more than 60 locations)				Mandatory every year				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
									Quarterly Target #s with country
									Achievement
4.6. Women's Day Celebration on March 8 th every year at all units.	All units also celebrate women's day with an interaction with women employees posted there and a developmental intervention is carried out				Implemented at all locations every year by NTPC				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
									Quarterly Target #s with country
									Achievement
4.7. NTPC provides 1 to 1 counselling facility called "SNEHAL" for women, where women can discuss personal and professional concerns.	Roughly 60% women out of the total pool of employees and their family members have availed services				Implemented as a policy measure for emotional well being				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
									Quarterly Target #s with country
									Achievement
4.8. Self Defence training provided to all women employees and girl children under GEM	7414 (Cumulative from 2018 till 2023)				2707				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					541	541	541	1084	Quarterly Target #s with country
									Achievement
	As per statutory requirement				As per statutory requirement				Total target #s in the year

4.9. Creche facility at all locations provided to enable women employees to take care of young kids while discharging official duties	<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>
									<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

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

Activities	In 2023				In 2024				Note
5.1. NTPC has flexi hours policy for women employees wherein the women employees have double the flexibility in terms of timings as men	For all 1181 women employees of NTPC				Implemented as a policy measure for all women employees				<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>
									<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
5.2. NTPC has introduced quarterly casual leave option for women employees to enable them to manage work and personal obligations effectively	For all 1181 women employees of NTPC				Implemented as a policy measure for all women employees				<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>
									<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
5.3 NPTC has Childcare Leave Policy. Women employees are given leave up to 2-year with pay.	For all 1181 women employees of NTPC				Implemented as a policy measure for all women employees				<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>
									<i>Quarterly Target #s with country</i>
									<i>Achievement</i>
5.4. NTPC executes Maternity Leave Policy with 26 weeks paid leaves.	Maternity Leave Policy with 26 weeks paid leaves for all 1181 women employees of NTPC				Implemented as a policy measure for all women employees				<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>
									<i>Quarterly Target #s with country</i>
									<i>Achievement</i>

5.5. NTPC provides Medical Policy which covers Dependents for all women employees.	Medical policy which covers dependents for all 1181 women employees.				Implemented as a policy measure 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
									Quarterly Target #s with country
									Achievement

Contact Information

Partner representative: Ms. Premlata
 Position: General Manager (HR)
 Address: NTPC Ltd.
 Telephone: +91-26717380, +91 9650990222
 E-mail: premlata@ntpc.co.in