

Great
Place
To
Work®

Certified

APR 2019–MAR 2020

INDIA



TATA POWER-DDL

TATA POWER DELHI DISTRIBUTION LIMITED

A Tata Power and Delhi Government Joint Venture

Planned Interventions for Female Employees @ Tata Power-DDL

WEPOWER

with you *Non-Stop*

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)

4th

Position in
Great Place to
Work Survey 2019

Employee
Engagement Score
: 84.8%

3367 Employees

**Serving a Populace of
7 million**

**A customer base of
1.64 million**

PLANNED INTERVENTIONS

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

PLANNED INTERVENTIONS

Development of Female professionals	Activities	In 2019	In 2020
	Allocation of Mentors to Women employees (Sr. Exec – AGM)	Presently 169 Female employees covered under the Program	100% female employees to be covered - New members
	Women oriented specific development program for Female employees in technical roles/ Leadership roles	53 employees covered in H1	Target: 50-60 Employees
	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	1 session per year	1 session per year

INTERVENTIONS FOR RETENTION

Maternity Leave

26 Weeks of Maternity Leave

Extendable up to 12 weeks of Extraordinary Leave

16 Women employees benefitted this year

Child Adoption Leave

Provision of Child adoption Leave of 18 weeks

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

7 Women employees opted for Flexi timing

Break In Service

For a period of upto 2 years, post completion of Maternity/ Child Adoption leave, with a view to curb attrition caused due to child birth

2 employees opted for Flexi timing

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

Tie up with Crèches and Day Care

50% contribution by Company

Re-Orientation Programs designed for employees returning from Maternity Leave

Employee Assistance Program to provide free counselling services

Thank You!