

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

### Contact Information

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### (a) Pillar 1: STEM Education

Activities	In 2019				In 2020				Note
Tata Power-DDL conducts <b>Outreach Programs in schools</b> and “Women Polytechnics/ Institutes” 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.	TPDDL connects with Government schools (Female) in North Delhi to conduct outreach programs, covering 80-100 students per year.				TPDDL connects with Government schools (Female) in North Delhi to conduct one outreach program, covering 25 students.  [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				02 programs with 80-100 female students.  IN				01 program with 25 female students.  IN	Quarterly Target #s with country
			1 session for 30 female students  IN			1 Program with 225 Girl students  IN		Achievement	
Tata Power-DDL provides a <b>Mentoring</b> of Female Students from ITI (Industrial Training Institute) for their grooming & professional development.	Tata Power-DDL assigns a Mentors to 25-30 Female students, tie up with ITI Institute.				--  [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
			For 25 female students.						Quarterly Target #s with country

			IN					
			Ongoing for 25 ITI female students	100 mentors have been allotted for 300 female students from ITIs				Achievement
			IN					

**(b) Pillar 2: Recruitment**

Activities	In 2019				In 2020				Note
Tata Power-DDL provides <b>Internship Opportunities</b> to Women students under the “Stipend Policy”. Selected Interns will be considered for appointment in Tata Power-DDL through a structured selection process and given training to make them ready for the organization.	Preparation Tata Power-DDL identifies “Summer interns special project” to provide internship opportunities to Female students.				Internship program for women students  [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
					Selection of Interns (5-10) – Technical domain.				Quarterly Target #s with country
					IN	0	26 Female students		Achievement
Tata Power-DDL provides recruitment opportunity to Employee spouses on merit based on the available vacancies.	Tata Power-DDL provides recruitment opportunity to Employee spouses on merit.				Tata Power-DDL provides recruitment opportunity to Employee spouses on merit.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				2-3 employees				2-4 Female candidates	Quarterly Target #s with country
				IN				IN	
			1 Female candidate				5 Female employe	Achievement	

				selected and joined  IN				es selected (Under process)  IN	
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(c) Pillar 3: Development for Female professionals

Activities	In 2019				In 2020				Note
Tata Power-DDL assigns <b>Mentors</b> at Senior level (Chiefs/ Heads / HoDs) to Women employees at the designation of Sr. Executives to AGM, to guide them in their professional development. (including New employees who join at these positions.)	Tata Power-DDL assigns Mentors at Senior level to 160 Female employees.				-- [Revised the targets due to COVID-19]				Total target #s in the year
	<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>	Aiming timeline
				140 Female employees as mentees.  IN					Quarterly Target #s with country
				100% Senior Positions (47) were allotted as mentors for 160 Women employee (mentees)  IN					Achievement
Tata Power-DDL conducts WILL (Women in Leadership League) program as Women oriented specific development for Female employees <b>in technical roles/ Leadership roles.</b>	Tata Power-DDL conducts WILL to cover 50-60 women employees in Executive cadre.				Tata Power-DDL conducts virtual WILL to cover 140 women employees in Executive cadre. [Revised the targets due to COVID-19]				Total target #s in the year
	<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>	Aiming timeline
		30 Female employees  IN	30 Female employees  IN			Virtual programs covering 50-70 female		Virtual programs covering 50-70 female employees	Quarterly Target #s with country

						employees		IN	
		25 Female employees  IN	28 Female employees  IN		2 programs for 63 women employees  ("Women in Leadership League")  IN	1 external Leadership program for 2 Female Employees  IN	2 programs for 100 female employees  IN		Achievement
Tata Power-DDL conducts <b>Self Defense programs/ Workshops</b> for Women employees to make them self-reliant and safe.	Tata Power-DDL conducts Self Defense programs targeting 60-70 female employees.				Tata Power-DDL conducts 3 Self Defense programs targeting 60-70 female employees per each. (total for 210 female employees.)  [Revised the targets due to COVID-19]				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		01 workshop with 60-70 female employees  IN			01 workshop with 60-70 female employees  IN		01 workshop covering 60-70 female employees  IN	01 workshop covering 60-70 Female employees  IN	Quarterly Target #s with country
		01 workshop with 60-70 female employees  IN					1 workshop with 111 Female employees with Family  (Virtual Self Defense Program)		Achievement

							IN		
Tata Power-DDL organizes an exclusive <b>CEO Dialogue</b> to inspire female employees to take up challenging roles. Also provides a platform to them to share their concerns, if any.	Tata Power-DDL organizes CEO Dialogue for 60-70 female employees: Manager & above.				Tata Power-DDL organizes CEO Dialogue for 60-70 female employees: Manager & above. [Revised the targets due to COVID-19]				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 session with CEO IN					1 session with CEO IN	Quarterly Target #s with country
			1 session with 51 female employees IN					Under process IN	Achievement

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

None.

(e) Pillar 5: Policy and Institutional Change

Activities	In 2019				In 2020				Note
Tata Power-DDL provides the <b>Extended maternity leave</b> to provide support to women employees during Maternity.	Tata Power-DDL provides the Extended maternity leave to all female employees who have proceeded on maternity.  Total 16 women took it in 2019.				Tata Power-DDL provides the Extended maternity leave to all female employees who have proceeded on maternity.  The numbers depend on the Women who proceed on maternity. Expecting 10-12 women take it annually.				Total target #s in the year
	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Continue the policy.	Quarterly Target #s with country
	Have already been	Continue the policy.	Continue the policy.	Continue the policy.	Continued	Continued the policy.	Continue	Continued the policy.	Achievement

	imple mente d.				the policy.		ed the policy.		
Tata Power-DDL provides the <b>option of flexible timing</b> to all female employees who join after maternity in order to help them comfortably settle & maintain the balance between home & work.	Tata Power-DDL provides the option of flexible timing for all female employees after maternity.				Tata Power-DDL provides the option of flexible timing for all female employees after maternity.  The numbers depend on the Women who proceed on maternity & join back during the year. Expecting 7-8 women take it annually.				Total target #s in the year
	<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>	Aiming timeline
	Contin ue the policy.	Contin ue the policy.	Contin ue the policy.	Continue the policy.	Contin ue the policy.	Contin e the policy.	Contin e the policy.	Contin e the policy.	Quarterly Target #s with country
	Have already been imple mente d.	Contin ued the policy.	Contin ued the policy.	Continue d the policy.	Contin ued the policy.	Contin ued the policy.	Contin ued the policy.	Contin ued the policy.	Achieveme nt
Tata Power-DDL provides the <b>option for "Break in service"</b> for female employees who proceed on maternity, to support them in childcare during initial years.	Tata Power-DDL provides the option for "Break in service" for female employees after maternity.				Tata Power-DDL provides the option for "Break in service" for female employees after maternity.  Numbers depend on women employees who opt for Break in service Expecting 2-4 women take it annually.				Total target #s in the year
	<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>	Aiming timeline
	Contin ue the policy.	Contin ue the policy.	Contin ue the policy.	Continue the policy.	Contin ue the policy.	Contin e the policy.	Contin e the policy.	Contin e the policy.	Quarterly Target #s with country
	Have already been imple mente d.	Contin ued the policy.	Contin ued the policy.	Continue d the policy.	Contin ued the policy.	Contin ued the policy	Contin ued the policy	Contin ued the policy	Achieveme nt