

Our Programs that Improve the Lives of Women



The CK Birla Group and Birlasoft are deeply committed to creating sustainable positive impact.

At Birlasoft, we are committed to striking and supporting the right balance both inside the organization and outside. Through our Diversity & Inclusion program - 'Verve' - we aim to empower not just one gender, but create a workplace which is about 'Coexistence' and 'Collaboration' while being 'Considerate' to differences and 'Caring' for the special needs of all. This includes being aware of biases that hinder an inclusive culture and provides support and encouragement to women to pursue their career aspirations.

We believe in providing fair opportunities to all employees, creating a workplace that values diversity and doesn't shy away from difficult dialogues that lead to understanding and progress. We are committed to continue our journey towards creating an inclusive culture where everyone MOVES FORWARD, TOGETHER.

Here we highlight the work we are doing and invite you to participate by sharing knowledge, visiting our hospitals or schools when you are in India, visiting with our women leaders around the globe, or participating in our social media efforts to lend your voice.

Sincerely,

Amita Birla

Chairman & Non-Executive Director, Birlasoft
Co-Chairman, CK Birla Group



“Our Journey towards creating an INCLUSIVE culture wherein everyone MOVES FORWARD, TOGETHER”



Diversity & Inclusion Program - Verve



Diversity Hour - Conversations for creating a supportive, inclusive mindset

'Verve' - provides a holistic environment for women employees with no compromises on a safe and respectful workplace. It includes creating an inclusive mindset where we provide support, encouragement and opportunities for women to pursue their career aspirations and a well-balanced life.



Our campaign on Unconscious Bias helped leaders and employees become aware of the fine balance that we all have to tread to support an inclusive culture. Through an inclusive mindset we ensure that right opportunity is available to right employee, regardless of gender.



Diversity starts with inclusion. 'Coexistence' of both genders where we all 'Collaborate' while being 'Considerate' to differences in working styles but also 'Caring' for the special needs for the genders.

Neha Aggarwal
Digital Transformation, India



Diversity is more than bringing different people from genders together, it is about having an environment where different ideas can be debated, argued and listened to.

Sreenivasa Gali
Sales, Europe

Step-up - Special Focus on Women's Education and Growth

With an aim towards accelerating gender parity, Birlasoft Diversity and Inclusion charter has special focus on women's equality backed with collective efforts of all.



e-VIDYA
Enabling for better tomorrow

Birlasoft's 'e-vidya': Computer Education initiative is aimed at improving access to computers and digital learning tools for underprivileged girls. The framework of the program harnesses overall development and grooms the girls for their professional journey. They are given basic computer knowledge through experts and trained on various soft skills as well.

Girls who Benefit: 500+ girl students of classes 9th-12th of Government Girls Inter College, Noida are enrolled in the 8 month long program. The participating students will be certified by National Institute of Electronics & Information Technology (NIELIT) associated with the Ministry of Electronics and Information Technology of the Government of India, and supports employability.



Kashish Upadhyay
Student

I would like to thank Birlasoft on giving us this golden opportunity. By providing us with the knowledge and skills they have made us more capable and confident to do better in our exams. They have also trained us on important skills which will be useful to us for our future life.



Nisha Kumari
Student

Birlasoft e-vidya initiative has provided us with a platform to learn computers which is a necessity in today's time. The various soft-skill trainings have further enhanced our skills and now I am confident that we will get a good job outside.



Providing teachers and infrastructural support to schools for the underprivileged

Computer education programs in Government-aided schools

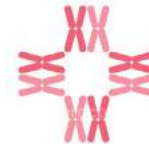
Health Care Programs for Women



Women's health is unique. Women face many different types of health concerns, both physical and mental, and need different types of education and support for them. Our Wellness program - 'BCares' supports women to create a more balanced life that is satisfying, productive and meaningful. We have regular health check-up camps, defense workshops, awareness camps and parenting sessions for our workforce.

CK Birla Group Hospital for Women

The CK Birla Hospital for Women is a chain of world-class hospitals committed to the care of women. With state-of-the-art facilities opening up a world of exceptional clinical care, and an ethical, compassionate and patient-led environment, the singular goal is to transform both the provision and culture of healthcare in India.



CK BIRLA
HOSPITAL for WOMEN

Obstetrics & Gynaecology | Neonatology & Paediatrics | Fertility | Fetal Medicine | The Breast Centre
Advanced Surgical Sciences | Orthopaedics | Urology | Aesthetics & Plastic Surgery | Dermatology
Internal Medicine | Diagnostics | Physiotherapy



“At CK Birla and Group Companies we respect unique talents, experiences and viewpoints of employees and encourage different perspectives to achieve excellence and enable our company to make positive changes at our work place. We follow these principles of diversity and inclusion in our dealings with all stakeholders.”

Amita Birla

Chairman & Non-Executive Director, Birlasoft
Co-Chairman, CK Birla Group

About CK Birla Group

The CK Birla Group is a growing US\$2.4 billion conglomerate that has a history of enduring relationships with renowned global companies. With over 25,000 employees, 41 manufacturing facilities, 21 service delivery locations and numerous patents and awards, the Group's businesses are present across five continents.

We operate across six industries: Automotive, Technology, Home and Building, Infrastructure, Healthcare and Education. Our customer base includes some of the world's best-known companies and we also enjoy partnerships with several global leaders.

Our companies are strengthened by shared guiding principles that include a focus on long-term value, trust-based relationships and philanthropy. Each business is transforming to build on the collective strength and synergies of the Group's size and span.

birlasoft



RESOURCES

birlasoft.com

Enterprise to the Power of Digital™

Birlasoft combines the power of domain, enterprise and digital technologies to reimagine business processes for customers and their ecosystem. Its consultative and design thinking approach makes societies more productive by helping customers run businesses. As part of the multibillion-dollar diversified The CK Birla Group, Birlasoft with its 10,000 engineers, is committed to continuing our 157-year heritage of building sustainable communities.