

From leading nations, to standing up for human rights, to running the world's most important organisations, women continue to shape the world through their leadership. International Women's Day is all about celebrating the accomplishments of women. Even better, it's a great day to assess how NEEPCO is committed for gender equity at all levels of the organisation.

NEEPCO believes in elevating and amplifying the visibility and achievements of women in the workplace with the vision to forge equality. Some of the key interventions through which NEEPCO is always working towards harnessing the energy, talent and creativity of women workforce are cited below:

- Diversify leadership by advancing women to management and executive positions.
 - NEEPCO believe in empowering its women employees by facilitating them with leadership roles as we acknowledge that valued skills such as determination, attention to detail and measured thinking come organically to women which is most essential for long-term strategic vision .
 - At NEEPCO , we have women officials in key leadership positions ranging from leading a power plant , heading departments such as HR, Medical , Security, holding key portfolio in Technical and Finance wings and so on.
 - AGTCCPP , NEEPCO can pride itself for having two valued women leaders paving the way for women leadership in true sense. We have Mrs. Debjani Dey, Chief General Manager(E/M) as the Head of AGTCCPP who is also simultaneously lead another power plant TGBPP. Mrs Debjani Dey has hold many key positions in the Corporation during her career spanning around 35 years in NEEPCO . Mrs.Elbin Deepika Doley who is the Head of HR of AGTCPP can be credited for having the experience as the Head of Security wing . She was also previously the Head of HR at another NEEPCO location AGBPP.



- The Medical &Health Services wing of NEEPCO is headed by women Officials such as Mrs. Dr.A.K Angela Mao, General Manager and HOD of Shillong, Dr.Nilima Sonowal (Borah) Deputy General Manager &HOD of Guwahati and Dr.Ambika Karigapsa, Chief Medical Officer & HOD of KHEP.

- Other departments such as Technical wing and Finance can also boast of having women Officers in key managerial positions. We have Mrs. Bonani Choudhury, General Manager (Elect/Mech) who is heading the CPM dept. at Shillong. While we have 3 numbers of women officials at senior managerial positions at GM level and we also have 18 numbers of women Officials holding middle level managerial position at DGM level.
 - Presently , we have women Officials as the Head of HR at two locations such as Mrs.Kabita Das, DGM (HR) at Guwahati and Mrs. Sanjana Medhi , Sr.Manager (HR).
 - Mrs. Sampriti Madhukulya , Deputy Manager (HR) who is presently second Officer next to Head of HR at KaHEP, also have had the experience of heading the HR dept at KaHEP.
 - Presently , 18% of the total workforce strength of NEEPCO is comprised of women employees.
- NEEPCO also believes in investing in customized training and development opportunities for women Officials.
Some of these programmes are such as Gender sensitivity awareness programme, Leadership development, Work life balance programmes etc.



- Opportunities to participate in national platforms for knowledge exchange, experience sharing and representing the Corporation.
- NEEPCO from time to time enables its women employees to attend various programmes organised by Forum of Women in Public Sector (WIPS). NEEPCO is a Corporate Life Member of WIPS and NEEPCO women employees who are members of WIPS come under the purview of WIPS-Eastern Region. There have also been also representation from NEEPCO in the Executive Body of WIPS ER.



- Head of HR, AGTCCPP, NEEPCO (as seen in the centre) has been representing NEEPCO in the National Painting Competition organized by BEE as part of National Awareness Campaign every year to promote energy conservation in the country. Seen below is one such function where Mrs. Elbin Deepika Doley, Head of HR is supporting the school children of Tripura during the BEE function.



- Celebrating International women's day at workplace:
Seen below are the women employees of Corporate Office celebrating this special day with the children of an orphanage home



- Equal recognition for equal work and experience:
 - NEEPCO do not promote any demarcation between women and men when it comes to recognising their performance and achievement.
- Creating flexible options for women through extending leave benefits such as Child care leave.
 - This benefit will mark the future success of empowered women in the workplace, respecting the shared vision and needs of women.
 - This motivates women employees and ensure financial and professional continuity.