

Biocon Limited

At Biocon, we believe that it's not just the brick or mortar that makes a company; it is the people who do. Hence we realize this and lay utmost focus on our employee's needs.

Led and motivated by the enterprising legendary Woman Business leader, Ms. Kiran Mazumdar Shaw, Women @ Biocon are fast emerging as a force to be reckoned with. Biocon strongly believes in extending equal employment opportunities and today has over 1000 women employees. We understand and appreciate the challenges women employees face while juggling different roles and have designed our policies accordingly. One of the most common one is the Maternity Benefit, which is extended to women employees as per statues. However, the differentiator is that our women employees are allowed the flexibility to further utilize their leaves and in the absence of leave, continue absence without pay in consultation with their Manager. Once they return they have the flexibility to work part time. To make it easier for them to return to work we have a Creche where working mothers can leave their small children.

Another aspect which is of prime importance for us is to provide a safe work environment for all our employees. Our Policy against sexual harassment defines a very strong process which reassures all employees of a safe and conducive workplace. Special care is taken to ensure the safety of our women employees who need to travel back home late at night. We ensure that they are escorted and dropped back at their doorstep.

Biocon is very proud that 30% of our scientists are women. While we have a non discriminatory employment policy we also strongly support merit based career progression. Thus encouraging and empowering our women employees to scale greater heights.

A very important aspect which most women miss out on is staying fit. As a step to encourage fitness, Biocon has an in-house Gymnasium which employees can choose to use.

Our employees take pride in being Bioconites! ”

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