

Company: Wipro Limited

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Diversity Representative:

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About the organization: Wipro Limited is a global IT services and consulting company and operates in segments like IT Services, IT Products, Consumer Care and Lighting, Infrastructure Engineering and EcoEnergy. More than 120,000 people worldwide work with Wipro globally and it is headquartered in Bangalore.

Diversity and Inclusion is a key pillar at Wipro and is evident by the way of life and work at

Wipro: A diverse workforce is a reflection of a changing world and marketplace. A true celebration of diversity can best happen in an environment that allows for the expression of individual talents. Gender Diversity is a key chapter of our Diversity & Inclusion charter and initiatives. It ensures that women get equal opportunity to compete, perform and a choice of roles; nurture careers and thus actively build this pool. While Wipro believes and promotes a culture of meritocracy - this focus particularly helps new comers understand how a process of merit works as well. Over the years, our women employee population has seen an increase and is now almost 30% of our total employees. While this has helped create more opportunities for women, we believe this is not enough. It's important to enable them to grow and build meaningful and enduring careers in the organization.

“Women Of Wipro”: On the basis of the experience of dealing with thousands of women employees, their exit interviews and the findings of this survey, Wipro evolved a gender inclusivity program called Women of Wipro, or WOW as it is popularly known. The “Women of Wipro” program aims to bring together women executives from across Wipro and channel their passion for personal and social transformation towards building sustainable careers. WOW's philosophy on gender inclusivity is simple – aspire to create a sensitive organization where men and women alike can flourish and grow in their careers with a holistic approach towards performance and work.

WOW has crafted a segmented approach towards Gender diversity focusing on 3 major themes according to the life-stage of the employee –

- **Exposure** (early career stage) - Initiatives to encourage and inspire women to “conquer the world” e.g. Fuelling ambition in women through “WOW Speaker Series”, structured job rotations and networking opportunities.
- **Flexibility** (mid career stage) – Initiatives to ensure women can balance work and personal lives with an opportunity to grow with the organization. E.g. Extended maternity leave, transfers to ensure family stays together, on-ramping and off-ramping (women leaving and coming back from maternity leave), working from satellite offices and telecommuting.
- **Empowerment** (advanced career stage) – Initiatives to make work more meaningful and making a difference. E.g. Leadership grooming and formal Mentoring with top management, Succession planning on women talent pipeline, Women in Leadership workshops and the recently launched “Career Conversations”

Governance: The diversity council begun in 2008 has now evolved to be part of the organization’s sustainability council, thus driving the focus on gender diversity imperative. The diversity council meets every quarter where all diversity and inclusion initiatives are tabled and discussed for further action. The 2011 Association of Diversity Council Awards was a recognition of the leadership efforts in Wipro’s D&I journey.

Women of Wipro Micro site: The Women of Wipro micro site is a treasure trove of information pertaining to Women @ Wipro, their achievements and thoughts. There are 4 sections to it– WOW Soar Higher, Juggle Better, Reach Further and WoW Is Healthier, where articles and initiatives are showcased. There is a dedicated WOW bloggers community today, passionate Wiproites who blog about gender issues and challenges around. Discussion boards on topics like Career, Parenting and Hobbies have seen an overwhelming participation from women and men employees.

Mentoring for Women: A mentoring program for high-potential women in middle management, this program has been instrumental in grooming several key women leaders in the organisation to take up senior management positions. The program focuses on overall development - especially perspective development, networking, creating visibility and impact for the organisation. The mentors and mentees in this program have undergone a dedicated training – “Mentoring for Success”, which helped in setting the context and expectations with the participants. They were also empowered with a “Mentoring Toolkit” to supplement their learning experience during the program.

Women in Leadership Workshop: These workshops were based on the inputs from the research study undertaken to understand the issues /dilemmas often faced by successful career women, by interviewing women leaders across industry and geographies. While women executives are busy gaining skill and expertise, we have simultaneously organized exclusive workshops for developing sensitivity among managers covering middle and senior management so that there is a greater receptivity towards gender balance.

Career Conversations: The recently launched Career conversations is aimed at creating awareness on different career paths and setting holistic goals which will enable women to take right career decisions if at cross-roads. The self-awareness and self-confidence it builds helps women take ownership of their careers

Diversity Education: Diversity appreciation workshops, gender inclusion talks, WOW speaker series, the IWD celebration globally has helped raise awareness among Wiproites. "Xperience Wipro" over Facebook and Twitter has these celebrations to the world outside. An e-Module to help understand diversity at the workplace and what constitutes inclusive behavior was designed and is now a mandatory course for all employees to ensure sensitization at all levels in the organization.

Summary: There is an ongoing increase in the awareness of diversity and inclusion at Wipro over the years. The global Employee Perception Survey at Wipro is conducted every 2 years. The satisfaction survey includes questions around diversity appreciation, inclusive workplace and non discriminating practices. Diversity score in the employee perception survey of 2011 is not only one of the top drivers but also has shown substantial increase as compared to 2009 survey. We experienced improved employee satisfaction scores regarding diversity and inclusion, business innovation, better connect with clients and overall increase in percentage of women over the past years. Metrics on gender across bands , recruitment and progression gives us indications as where we stand and what is the pipeline building on entry level intake and women representation in middle and senior bands. The retention metrics helps track attrition and retaining of women employees. Diversity and Inclusion is a roadmap that is constant and evolves only in terms of how people and initiatives can become a part of its long term commitment to all at Wipro.

Awards that Wipro has received in the area of Diversity & Inclusion:

- Ranked No.1 in NASSCOM Corporate Award for Excellence in D&I in 2011
- Ranked Second by the Annual Diversity Council Awards 2011
- Ranked First in Annual Stevie Awards for Women In Business
- Won the NCPEDP Shell Helen Keller Award for our efforts in promoting equal opportunities for people with disabilities
- Ranked Second by Great Places to Work for its D&I Practice 2012