NTT DATA

Academy for Women Empowerment

Diversity Transformation is essential to make the
Digital Transformation work

The future we want

World of Equal Opportunities for all genders, especially Women
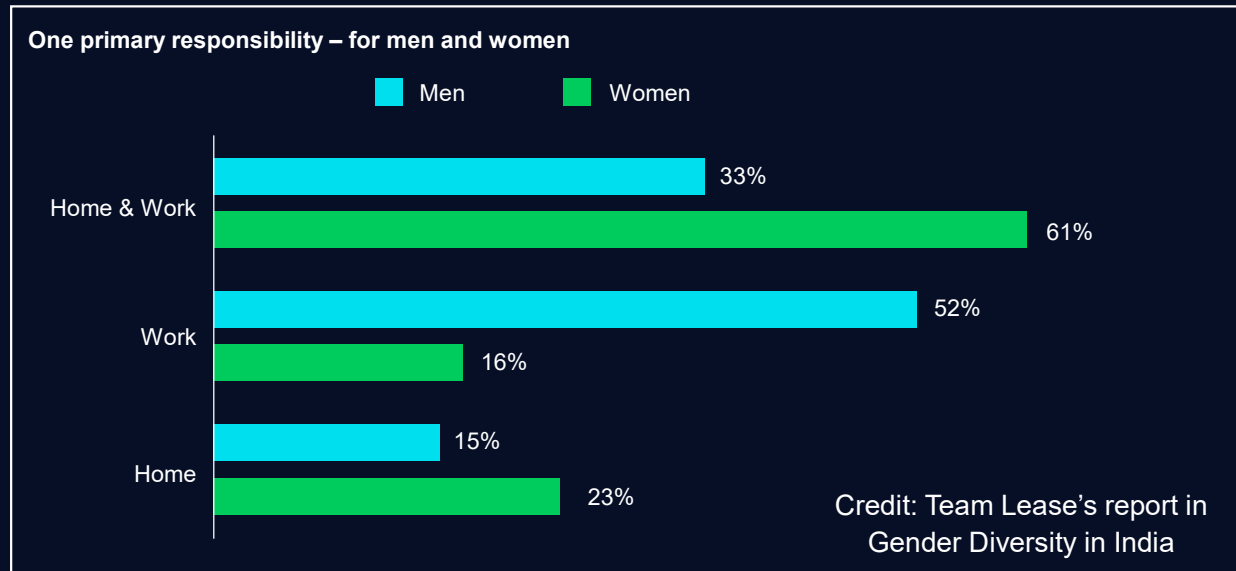
A system that enables people to thrive and just not survive

A society formation that enables everyone to reach their highest potential

Will we have an EQUAL WORLD with UNEQUAL REPRESENTATION?

One primary responsibility – for men and women

Legend: ■ Men ■ Women

Category	Men	Women
Home & Work	33%	61%
Work	52%	16%
Home	15%	23%

Credit: Team Lease's report in Gender Diversity in India

Society still sees 'WORK' as a responsibility that falls in the domain of MEN.

When expectations are skewed, Corporates will have to work harder.

- 91% of women want to come back to work but around 40-45% are unable to find suitable opportunities. The rapid pace of technology evolution results in their skills being outdated
(Centre for Talent Innovation)

- Quit rate for women in IT industry is more than twice (41%) as much as it is for men (17%)

Sensitivity Label: General

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What will enable the advancement of humanity into the new era?

Technology ➕ **Business**

and...

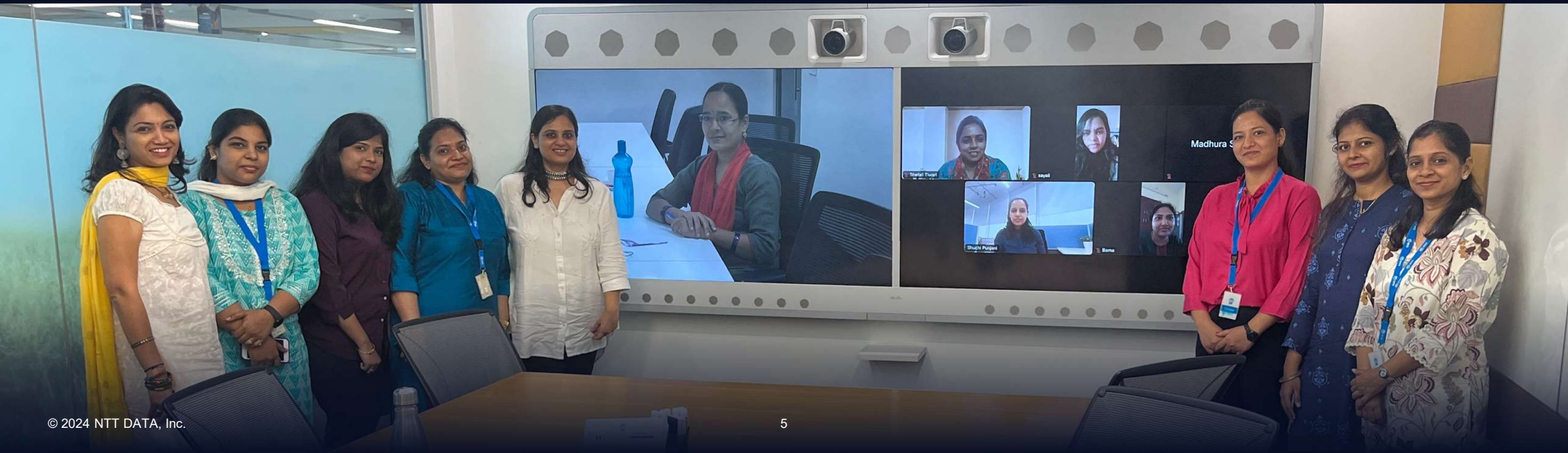NTT DATA is a Technology based Business
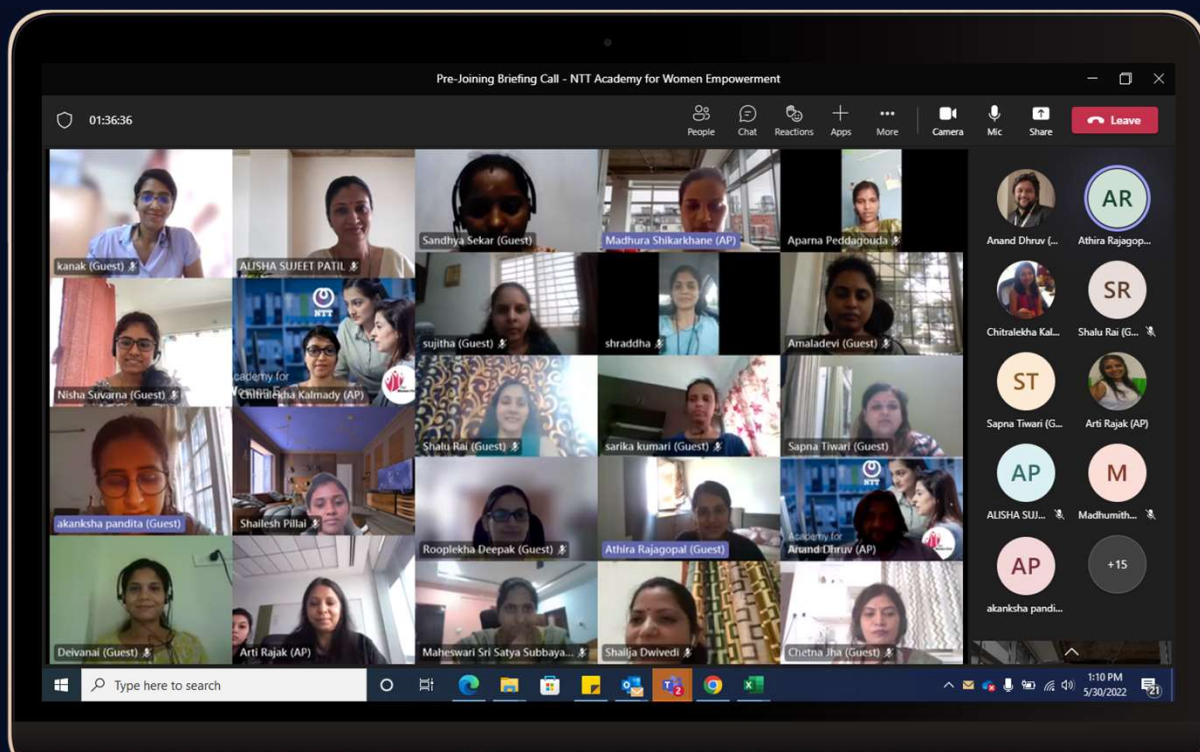
We are leading the **Digital Transformation**

We should lead the **Diversity Transformation** too!

A Great Opportunity and a **Great Responsibility**

Difference

We
TRAIN and
RETAIN

While others

Train and Leave

them to manage for themselves

We undertake to commit!

Sensitivity Label: General

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NTT DATA envisioned
Academy for Women Empowerment

To create a technology finishing school for the **empowerment of women** who want to **return to work** and through it make available to NTT Data, qualified and certified talent in transformational areas of technology
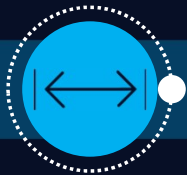
Creating a pipeline of technically qualified women by bringing them back to work with targeted inputs

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Designed for Holistic Impact

Program Principles

- Sustainable value creation
- Scalable & replicable
- Measurable & visible Impact
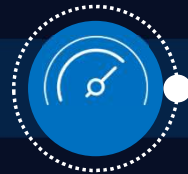- Low execution complexity
- Low operating costs & overheads

Impact areas

- Talent Attraction
- Talent Attrition
- Productivity
- Inclusion
- Brand

Sensitivity Label: General

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Customized to the needs of returning women

Overcoming the biases

Education and conversation with managers to place their confidence in women returning to work

Easing the shift in lifestyle through **mentoring and policies**

Retention of Women Talent
integrated through this program by creating a safe space environment to learn, adapt and thrive

Shift Policy
Providing facilities to ensure the safety of women employees working in shifts for round-the-clock support to our clients
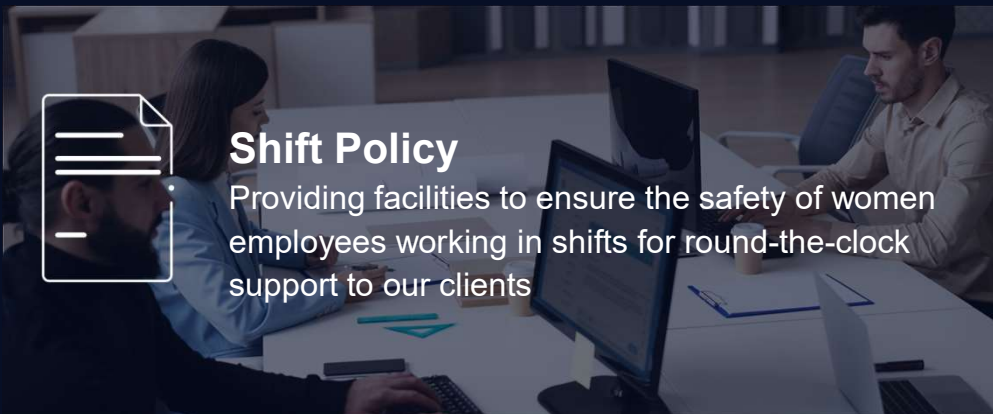
Flexible Work Policy
To assist women employees in balancing the demands of work, family, and personal commitments, this policy offers flexible work schedules tailored to their needs

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Impact

A **structured learning program** to upskill women and help them to **restart their careers in technology**

Three batches of this program are completed. Two for Services and one for Go-To-Market

We have **trained and upskilled 37 women** through this program. 31 of them are now working as full-time employees of NTT India across various Business Units

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Sustainable Value Creation

01 **Opportunity cost**
- One-time, fixed, variable
- Replicability
- Saving in hiring, salary & bench costs
- Cross geo optimization

02 **Current benefits**
- Benefit from growing market
- Anticipated opportunities
- Deliver immediate skills

03 **Future benefits**
- Reduced attrition
- Shorter lead time to reach proficiency
- Increased productivity
- Talent pipeline

04 **Timeline**
- Program duration
- Flatter learning curve
- Faster onboarding
- Billable engagement

05 **Value creation**
- Better rate and cost ratio
- Less bench costs
- Profitability on services
- Geographical rate advantage

06 **Intangible benefits**
- Internal and external reputation
- Boost to brand image

Sensitivity Label: General

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In the pursuit of equality and empowerment, let us stand united, for every step forward at the Academy for Women Empowerment propels us closer to a brighter, more inclusive tomorrow

We come together to make the world a better place, and everyday we use the power of technology to make it happen

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And the Biggest Impact

Leading the world in

Diversity Transformation

too!