

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

2021 UN Women
Asia-Pacific WEPs Awards
Regional Awardee Profile



Winner

Biocon Limited

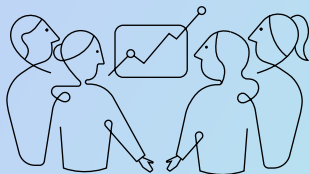


Amitava Saha
Chief Human Resources Officer

Biocon Limited

Country: India (HQ)
Employees: 5001 – 10000 employees
Industry: Pharmaceuticals

Website
www.biocon.com



About the Company

Biocon Limited is a biopharmaceutical company, pioneering innovative solutions to treat diabetes, cancer, and autoimmune diseases. Biocon has a global reach, delivering high-quality and accessible healthcare products to over 120 countries.

Biocon has been actively reporting on its BioWin (Biocon Women Initiatives) focused on engaging, enriching and empowering women in the workplace. This was introduced in 2017 to focus on increasing the diversity ratio through unbiased hiring and retain existing women employees through various initiatives, policies and practices that enhance their safety, work life balance, career development, productivity and performance.

A Diversity & Inclusion Approach to Gender Equality in the Workplace

Recognizing the importance of achieving gender equality in the workplace, Biocon Limited launched Biocon Women Initiatives (BioWin) in 2017 with the goal to engage, enrich, and empower women in the workplace. Through BioWin, Biocon strives to overcome gender barriers prevalent in the biopharmaceutical industry and tackle conservative attitudes towards diversity & inclusion (D&I) such as stereotyping, prejudice, and unconscious bias. Additionally, BioWin aims to remedy gender discrimination in manufacturing and production sites, the lack of women in leadership, and the limited number of internal D&I programs in place to drive women's empowerment initiatives and policies.

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Focus on Gender Diversity, Empowerment and Development of our women leaders has been part of our organisational DNA and creating an environment which fosters diversity has been our constant endeavour. Transparency is critical in this journey and our policies and practices have been designed with inputs from our employees thus creating ownership at every level.

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***- Amitava Saha,
Chief Human Resource
Officer, Biocon Group of
Companies.***

Sustainable Impact in Karnataka

Carefully assessing gender barriers, Biocon conducted internal surveys to analyze employee feedback on D&I, measure the effectiveness of D&I interventions, and assess if corporate policies were supporting D&I in the workplace. Biocon conducted their analysis of findings through a variety of methods, including focus group discussions with Biocon's leadership and employees, reviews and recommendations received from industry experts, and collaborating with various external organizations to conduct market benchmarking such as by signing the UN Women's Empowerment Principles (WEPs). After launching BioWin and becoming a WEPs signatory, Biocon launched the BioWin Forum based on global best practices to share findings.

Following Biocon's assessment, BioWin was designed to increase the diversity ratio through a multi-pronged approach including: unbiased recruitment and hiring; retention of women talent through initiatives and practices that enhance safety, work life balance, career development, productivity, and performance; and support to promote more women in leadership. Biocon has successfully exceeded expectations:

- 70% of annual spend on recruitment was utilized on diversity hiring;
- gender sensitization programming for recruiters and hiring managers was introduced;
- a leadership development initiative 'Women In Leadership' to support mentorship and career-development to women was launched;
- a 15% increase in promotions of women in leadership was seen over two years; and the implementation of several gender-inclusive policies including increased maternity leave and maternity returnee benefits were introduced.

Sustainable Impact in Karnataka

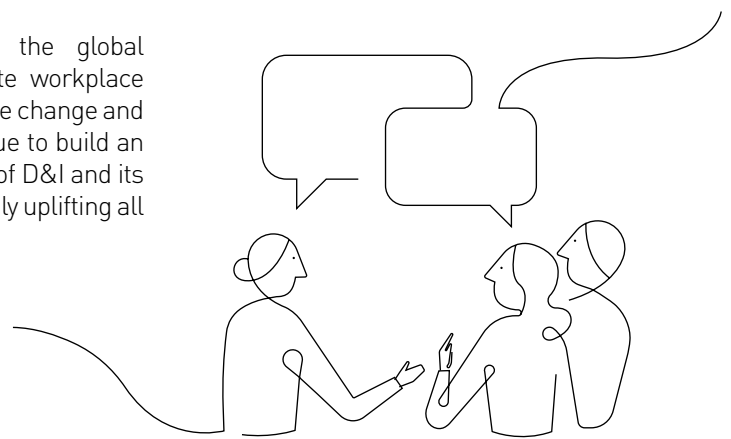
Beyond implementation, reporting on outcomes transparently through data collection, analysis, and presentation is key to Biocon's success. Biocon believes that using a data-driven approach motivates leaders and employees to participate and believe in the impact of BioWin, generating more awareness and engagement in D&I practices. Biocon observed that prior to regularly reporting on key metrics and providing the evidence base throughout the organization, employees were hesitant to support BioWin. However, reporting on measurable outcomes both internally and externally since 2017 has increased the initiative's reach and inspired women to work toward their career aspirations with the support of leaders and other employees.

Biocon has utilized various tools and resources to collect and analyze gender-related data to optimize their strategies. One such tool includes UN Women’s Gender Gap Analysis (GAT) tool, which enabled Biocon to identify gaps in their D&I approach and modify policies and practices to incorporate into the BioWin framework. For example, Biocon recognized the need to update the internal D&I framework and indicators to focus on priority areas including eliminating unconscious bias, training and development for potential women talent, facilitating return opportunities after career breaks, welfare and safety measures, and expanding partnerships with women-owned businesses into the supply chain to promote supplier diversity.

Biocon strives to deliver impactful results that are driven by factual data and reviewed on a timely basis with senior leadership. To achieve this, Biocon prioritizes internal and external evaluation processes which include updating senior management regularly on key metrics, generating monthly newsletters and annual reports circulated to employees and the public, and promoting representation of Biocon leaders in webinars and conferences to discuss D&I best practices. Learn more in Biocon’s 2021 Annual Report.

BioWin’s Next Chapter

Biocon recognizes that there are ongoing shifts in the global understanding of D&I and aims to continually re-evaluate workplace practices and implement new strategies to effectively manage change and setbacks as they evolve. Moving forward, Biocon will continue to build an inclusive environment and enhance leaders’ understanding of D&I and its positive impact on employer branding in the market, ultimately uplifting all genders in the workplace to achieve their full potential.



Women’s Empowerment Principles



High-Level Corporate Leadership



Treat all Women and Men Fairly at Work without Discrimination



Employee Health, Well-Being and Safety



Education and Training for Career Advancement




Enterprise Development, Supply Chain and Marketing Practices




Community Initiatives and Advocacy



Measurement and Reporting

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