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Balancing Act: Advice on Juggling Life and Career from Successful Women





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Sunanda Rao

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Publisher's note

Dear Readers,

We are excited to share our latest issue, which celebrates the success of women who have demolished boundaries and achieved remarkable feats in different industries. From technology to innovative business, from farming to politics, women has left and will leave their mark and influence the future.

In this issue, we present the inspiring tales of 20 women and their advice on overcoming obstacles in a male-dominated world. Furthermore, we focus on the emergence of female entrepreneurs and those advocating for greater diversity in finance.

We spotlight women pioneering film and television, marine science, healthcare, defence, justice, and journalism. We also provide a roadmap for those interested in construction and offer motivation to the next generation.

We believe this issue will provide the encouragement and motivation to help young women chase their dreams, transcend boundaries, and leave an indelible mark on the world. We invite you to join us in celebrating the fantastic accomplishments of females across the globe.

Happy Reading!

CAREER BEACON

Vol 04, Issue 02, 2023

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CONCEPTUALIZED BY Siddharth Rao

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IMAGE SOURCE Google & Pixabay

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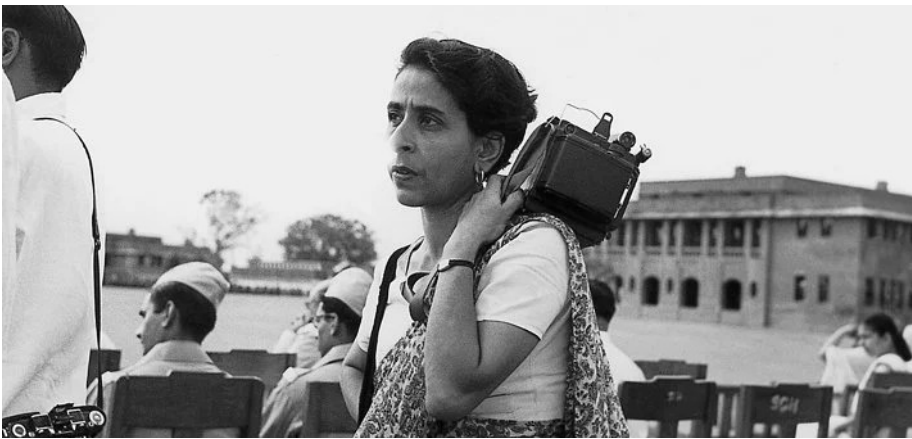
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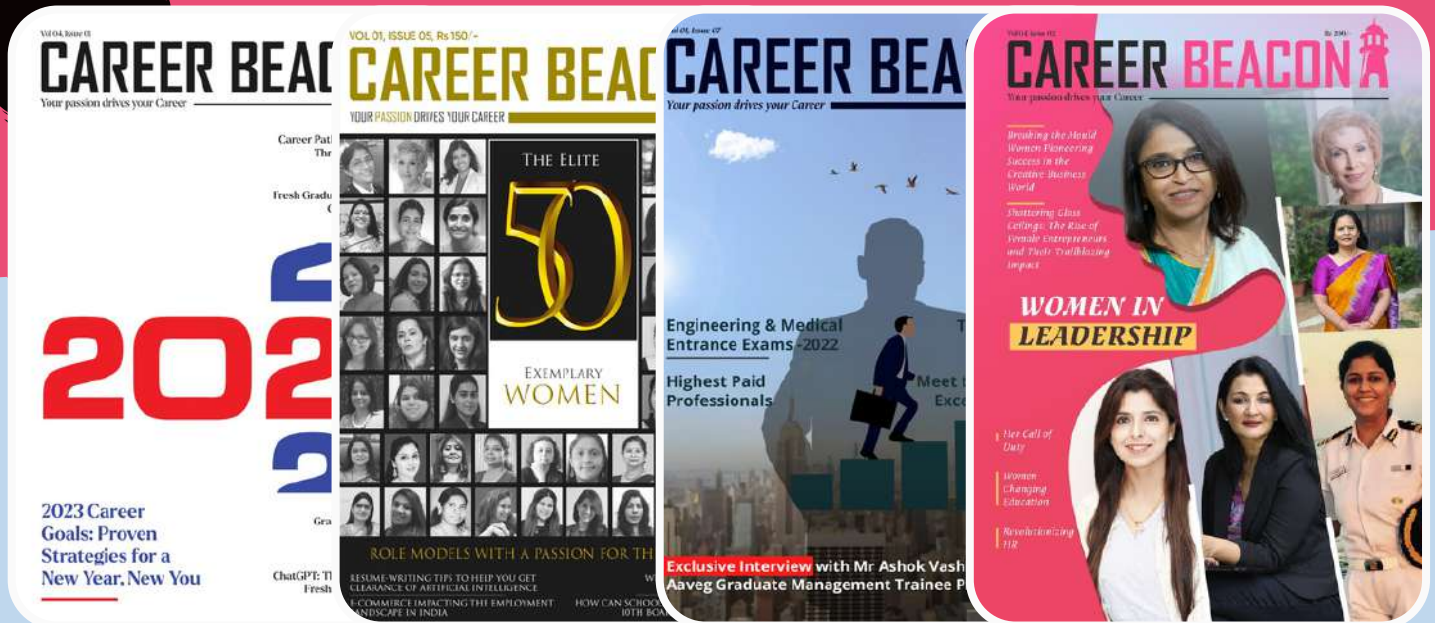


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**Balancing Act: Advice
on Juggling Life
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Shattering the Ceiling: Wisdom from Women Leaders.

It can be challenging for women to break through the glass ceiling. However, many inspiring success stories exist. Join us in this series of interviews as we speak with over 20 successful women who have achieved great heights despite facing impediments.

We solicited advice from each woman for three common difficulties many women encounter in their careers: self-doubt and imposter syndrome, work-life balance, and mentorship and sponsorship. Each interviewee will give their viewpoint on these topics based on their experiences.

We hope our interviews offer young women inspiration and advice as they embark on their careers. If doubts arise, a balance needs to be maintained, or mentorship and sponsorship are sought, these individuals have the necessary experience to provide helpful advice.

Without further ado, let's read to their stories and learn how they overcame the obstacles of entering into a male-dominated industry.



Achal Khanna

A veteran in the tech world with 25+ years of experience! As CEO of SHRM India, she is dedicated to revolutionizing human resource management, aiming for a world where people are truly appreciated. Utilizing her extraordinary leadership and forward-thinking attitude, Achal is leading the charge in inspiring HR professionals to reach their potential. In this Q&A, she shares what the future holds for HR, how diversity and inclusion are crucial elements and provides advice to young women aiming to move into the tech industry.



Who supported you in pursuing your career?

The biggest inspiration in my life has been my parents, who have shaped my leadership style and values to a great extent. I grew up in a small north Indian town where my parents taught me the importance of taking risks and pursuing my dreams. Their constant support and encouragement inspired me to strive for more and pursue a career in corporate. Looking back, I feel lucky to be born to them and owe a lot to those early years of my life.

After completing my education, when I joined corporate life, I was fortunate to have managers who believed in me and mentored me. They provided me opportunities to learn and grow, and their guidance helped me develop the skills and confidence I needed to succeed.

Today, as a woman CEO, I believe in creating a culture of inclusivity and empowering my employees to reach their full potential. I understand the importance of mentorship and strive to provide opportunities for others to learn and grow, just as I was given those opportunities early in my career.



What challenges have you faced as a woman paving the way in your field?

Challenges are not obstacles but opportunities for growth and learning. Throughout my career, I have faced numerous challenges and equally many setbacks, but I can't think of a day or time when I did not approach them with a positive and proactive mindset.

If I had paid any heed to the challenges and setbacks in my professional life, I would not be here today. My professional success is my ability to deal with setbacks.

I have observed that men face challenges and setbacks equally, but the ecosystem expects them to solve them and move further. We all have heard the term –“Men don't cry, men don't complain.” When Women succeed in their lives, the first question they get asked is to talk about their challenges. Regardless of gender, challenges should be seen as opportunities, and you will be fine.

Rather than letting challenges hold me back, I see them as opportunities to innovate, problem-solve, and improve. We can push ourselves to think outside the box and develop creative solutions by embracing challenges.

As a leader, I encourage all my employees to adopt the same mindset and welcome setbacks and failures with brevity. A culture of learning from our failures is vital to overcoming setbacks and achieving success.

however, the results of the hard work are equally great. Women who follow male-dominated industries and positions often have a deep sense of accomplishment and pride, knowing they have broken through barriers and succeeded despite the odds.

As a woman CEO, supporting other women in their career journeys is a moral obligation and an intelligent business strategy.

Therefore, I am always prepared and willing to offer my expertise and experience to mentor other women in my organisation and network. Providing guidance, sharing my career journey and advice for navigating professional challenges, and being a sounding board for their ideas and goals.

My job allows me to network fellow women colleagues with other professionals in their fields, both inside and outside my organisation. It helps them build relationships and expand their professional networks. My mother taught me that life isn't about what happens to you. It is about what you do with what happens to you. No matter how often you get knocked down, you must get up and keep fighting for what you believe in.



Blossom Kochhar

Introducing Dr Blossom Kochhar, an internationally esteemed aromatherapist and founder of the Blossom Kochhar Group of Companies. With her wealth of experience in the beauty and wellness industry, she has gained widespread recognition as a knowledgeable professional in natural and holistic skincare remedies. She is consistently applauded for her dedication to generating sustainable and environmentally conscious products.



How do you support other women in their career journeys?

It is no secret that women often must work much harder to succeed in a man's world. Despite many challenges,



What advice would you give to your younger self when starting your career?

Never give up. There will be challenges that life will throw at you, times when you will think that you can't

survive this, but you have to be strong and never think of giving up. It will all fall into place if you have confidence in yourself and your work.



How have you balanced your personal life and career, and what advice would you give someone trying to achieve that balance?

There is no such thing as perfect balance. At times, your career needs you more, and at times your family needs you around. You have to prioritise which one needs more attention at that moment. Do not run after your career by spoiling your personal life but do not let your personal life pull you down. Both things are of utmost importance and need your attention, and with time and experience, you will learn to balance them out. So, a small piece of advice, be where you are; if at work, think about work and don't take your work baggage home. This can help you throughout your life.



What are some of the biggest challenges you faced as a woman in leadership, and how did you overcome them?

The industry I decided to venture into was never taken seriously. It was more of a hobby, and when I ventured into this full-time, people won't accept it as a career choice; even my parents couldn't. Being one of the few women entrepreneurs of my time, people wouldn't take me seriously and thought I was doing this to kill time. They would think I wouldn't know my finances or business running norms. But I was passionate about what I was doing and put my heart and soul into building it. I ensured I secured my finances, learned how to market my products, and always had my customer's choices in mind while creating the products. When you are confident about your actions, all the hassles will wash away with your determination.



What is one piece of advice you would give to a female college student who is starting out on their career journey?

Be passionate about what you do. If it doesn't excite you, then don't do it. It might take a while to understand where your passion lies; explore as much as possible, and once you know your passion pursue it with all you might. Never stop learning. You never know when learning can give you the next big idea.



Hema Bisht

An innovative businessperson and Director of WTi Cabs, the rapidly growing Mobility Services provider in India. For over two decades, she has been revolutionizing transportation with her ingenious use of technology and unique commercial approaches. Her firm specializes in providing dependable and economical Car Rental services to many major companies across India, for which it is hailed as a trailblazer.



Can you share a time when you took a calculated risk in your career, and how it paid off?

In 2002, I took on a project to restructure the business in our tier 2 city branch. Alongside three other senior employees, I decided to take the plunge and work alone in a small city to set up the business. This was my first time away from home and my parents, but I managed to complete the task successfully within six months. Afterwards, I went on to finish many more similar projects.



Can you share a time when you took a calculated risk in your career, and how it paid off?

I took on a project in my first job, involving unfamiliar work as female colleague went for maternity leave. Taking this calculated risk allowed me to learn and grow professionally, achieve greater success, and gain new skills, which helped me advance in my career. I researched extensively, sought guidance, and designed a detailed plan to mitigate the risks. The project was a success, receiving positive feedback from the team and clients.



How did you overcome any self-doubt or imposter syndrome when starting out in your career?

As a female, I am aware of how self-doubts and imposter syndrome can be difficult, particularly when beginning a new job. To manage these thoughts, I draw on my successes to reassure myself, search out support from those I trust or experienced mentors, and strive to progress new skills. I also try to look at difficulties as options for development rather than as setbacks. Lastly, I make a point of taking action and pushing through any doubts which has helped me have faith in myself and my abilities.

in CIGNEX attaining the esteemed 'Great Place to Work' accolade from 2017 until 2021.



How have you balanced your personal life and career, and what advice would you give someone trying to achieve that balance?

Achieving a perfect balance between personal life and career may seem unattainable, and that's okay. Sometimes, something will receive less priority, but that shouldn't deter us from striving for a fulfilling life.

Firstly, as human beings, we cannot be superhuman and accomplish everything independently. We need others to support, guide and assist us in navigating life's challenges.

Secondly, prioritising and managing our time effectively is vital to achieving balance in our personal and professional lives. By focusing on essential tasks and delegating or outsourcing less critical responsibilities, we can accomplish our objectives and maintain a healthy work-life balance.

Thirdly, it is essential to communicate with our people about our work-life balance needs. We can create a more supportive work environment that encourages a healthy work-life balance by advocating for our needs and proactively communicating our concerns.

Rather than striving for perfection, we should focus on creating fulfilling and enjoyable days.



How do you stay motivated and focused on your goals despite setbacks or failures?

Staying motivated and focused on our goals can be challenging, particularly when encountering setbacks or failures. One key strategy is to stay positive and maintain a growth mindset, recognising that obstacles and failures are stepping stones for learning and growth. It's also essential to break down our goals into smaller, achievable steps and celebrate our progress. Cultivating a sense of discipline and routine can also help us stay on track, as can seeking support from friends, family, or colleagues. Finally, maintaining a sense of perspective and remembering our underlying motivations and values can help keep us focused and motivated in adversity.



Dr. Ankita Singh

Introducing Dr. Ankita Singh, CIGNEX Datamatics's Chief Human Resources Officer. Boasting two decades of ITES expertise, she is a renowned specialist in employee engagement and talent management. Honoured as one of Forbes India and Great Manager Institute's foremost 100 People Managers in India, Dr. Singh has been instrumental

When faced with ambiguity or uncertainty, utilizing the “MOVE” model can be helpful. This involves several steps, including monitoring the situation closely, observing any relevant factors or data, validating our assumptions or hypotheses, and executing a plan of action based on our analysis. By following this model, we can remain agile and responsive in changing circumstances while ensuring that our decisions are informed by sound reasoning and evidence. Ultimately, the MOVE model can help us make more effective decisions, even when there is a need for more clarity or certainty.



What is one piece of advice you would give to a female college student who is starting on their career journey?

It would be to seek out mentorship and networking opportunities. Finding a mentor who can offer guidance and support can be invaluable, providing insights and perspectives to help navigate the challenges of starting a career. Building a solid professional network can also open doors to new opportunities and allow for connections with others who may offer mentorship or even job leads. WE ARE WHAT WE ARE, so I encourage young women to be confident and assertive in pursuing their goals and to advocate for themselves and their aspirations.



**(DIG) Nupur
Kulshrestha**

Introducing Nupur Kulshrestha, a multifaceted pioneer who has distinguished herself in several disciplines. Having launched her journey in the Indian Coast Guard as the first female Deputy Inspector General, she then transferred to academia. She assumed the role of Professor at the National Institute of Financial Management (NIFM). With a celebrated career that straddles two decades in

regulation enforcement and education, Nupur has left an enduring mark on her areas of proficiency, namely finance, safety and risk management. In addition to garnering recognition for her accomplishments, she also looks to motivate younger generations through mentorship.



How have you balanced your personal life and career?

It is a difficult balancing act between personal and professional lives.

People may feel that women cannot strike a balance between work and personal life and should either have a career or a family. But I strongly feel happiness comes when we unleash our true potential to the fullest. To successfully manage this balance, I prioritise time and energy, set boundaries, and practice self-care. Additionally, I seek support from family, friends, and colleagues to help me stay on track. Above all, I always try and stay in the moment.



What is one piece of advice you would give to a female college student who is starting on their career journey?

I would advise a girl who has just finished college and is starting her career to focus on her goals and stay motivated. She should also take the time to network and build relationships with people in her field, as these connections can be invaluable. Additionally, she should be open to learning new skills and taking on new challenges, as this will help her to grow and develop professionally. Finally, she should remember to take care of herself and make time for self-care.



How have you maintained a growth mindset throughout your career, and what has been the key to your ongoing success?

Developing a growth mindset involves shifting your perspective from a fixed mindset to one open to learning and growth. To do this, focus on the process of learning rather than the outcome, and be open to feedback and criticism. Additionally, challenge yourself to take on new

tasks and activities and practice self-reflection to identify areas for improvement. Finally, celebrate your successes and use them as motivation to keep growing.



**Dr. Manjula
Pooja Shroff**

Introducing Dr Manjula Shroff, the CEO at Kalorex, a top name in the Indian education sector. For over 25 years, she has been at the helm of the group's growth and development. Under her guidance, Kalorex has reached new heights, broadening its reach throughout India.



How have you fostered diversity and inclusion in your workplace, and what advice would you give someone trying to do the same?

When the film Tare Zameen Par was years from release, we had already recognized and addressed the issue of Dyslexia through our initiative Prerna since 2001. We catered to this specific Learning Difficulty as we felt that the brilliant students who needed the inputs to tap their potential in the regular classroom needed to be taught how they would learn, not how we wanted them to learn. So this institute, apart from addressing Dyslexic students specifically, also started catering to other learning difficulties that students were having, and each student was given individualised attention. Apart from our academic institutions in CBSE, State Board and IB, we cater to underprivileged students through our foster home Visamo and for destitute girls to make a living through vocational training in our institute VEDIC. Inclusion of all needs of students has been our focus always.

We firmly believe in secularism and welcome teachers and staff of all faiths and communities in our various institutes. There is absolute bonhomie among one and all. However, all professional organizations need to ensure that the diverse culture of our country is not compromised upon and diluted due to petty political and selfish motives. As leaders, we need to broaden our vision and look ahead to make our future generations proud of what our nation is all about.



How have you maintained a growth mindset throughout your career, and what has been the key to your ongoing success?

My mantra to life is to move ahead without regrets. I would not say there haven't been tough times or rough days. The decisions which at one point seemed right may not have always worked out. But these risks have been worth the learning experiences I gained in my entrepreneurial journey. I have never let myself be bogged down by failure and have smiled and marched ahead with my family and team members backing me all the way. Positive thinking and having the best intentions have always stood me in good stead. I have firmly believed that there has been a higher power looking after me and has always protected me, and I will keep doing so till my vision and intent is clear.



What is one piece of advice you would give to a female college student who is starting out on their career journey?

Go out there and take the plunge into entrepreneurship. The sailing may not always be smooth, but the journey will be worth it. Ensure you equip yourself with all the knowledge and keep learning as you go along. The whole world is open for you to explore and succeed. In your professional journey, be aware of your rights in your workplace but also do whatever entails your duties. Keep learning and keep innovating.



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The Rise of Women Entrepreneurs:

From Passion to Profit

In recent years, there has been a surge of female entrepreneurs who have shattered glass ceilings and significantly impacted their respective industries.

From fashion to technology to healthcare, women take charge and build successful businesses. Despite this progress, female entrepreneurs need help starting and growing their businesses.

In recent years, female entrepreneurship has been on the rise, with it a new wave of inspiring success stories. These women are shattering glass ceilings in traditionally male-dominated industries and blazing a trail for other women to follow. From tech moguls to fashion icons, these entrepreneurs are changing the game and proving that anything is possible.

Sara Blakely – Spanx

Sara Blakely was a door-to-door salesperson when she had the idea for Spanx, a line of body-shaping undergarments. With no background in fashion or design, she set out to create the perfect pair of pants – and she did just that. Spanx is a multi-million dollar business with products sold in over 50 countries worldwide.



Aditi Gupta, founder of Menstrupedia

Aditi Gupta founded Menstrupedia, an online platform that provides information and resources on menstruation. Menstrupedia aims to break the stigma around menstruation in India and educate and support women and girls.

Anjana Reddy, founder of Universal Sportsbiz

Anjana Reddy founded Universal Sportsbiz, a fashion company



specialising in sports merchandise. Today, Universal Sportsbiz has become one of the leading brands in the sports merchandise industry, with popular brands such as Wrogn, Imara, and Ms Taken.

These women entrepreneurs have shown that anyone can succeed in the business world with innovation, perseverance, and hard work. Their stories inspire and empower the next generation of female entrepreneurs in India.

Challenges Female Entrepreneurs Face

There are several challenges faced by female entrepreneurs, which can include but are not limited to the following:

» **Lack of access to funding and investment** – Female entrepreneurs often need help securing funding for their businesses. This is due to many factors, including bias, lack of access to capital, and a tendency for investors to invest in male-dominated industries. Funding access can limit a business's growth potential from the outset.

» **Gender bias and discrimination** – Unfortunately, gender bias and discrimination are still prevalent in many industries, making it harder for female entrepreneurs to be taken seriously or gain business traction.

» **Work/life balance** – Trying to strike a healthy work/life balance is often difficult for anyone running their own business. Still, it can be incredibly challenging for women who may also have familiar responsibilities. This can lead to feelings of guilt or burnout.

» **Networking and Mentorship:** Women often need more access to networks and mentors, limiting their ability to find funding, develop their skills, and build relationships that can help them succeed.

» **Lack of Role Models:** There need to be more visible female entrepreneurs who can serve as role models and inspire other women to start their businesses. This can be particularly challenging for women who may feel isolated or unsupported in their entrepreneurial endeavours.

» **Industry Bias:** Certain industries can be particularly challenging for female entrepreneurs, including



those traditionally male-dominated or requiring a high degree of technical knowledge or expertise. These challenges can make it more difficult for female entrepreneurs to succeed.

something, don't give up on it, no matter how difficult it may seem. Remember that anything worth having is worth fighting for.

Advice for College Students and Young Females

If you're a college student or young female who is interested in entrepreneurship, here is some advice from some of the most successful female entrepreneurs out there:

Belief in yourself and your abilities

This is the most critical advice for anyone, but it's especially important for women as we are often socialised to doubt ourselves. If you have an idea or a dream, go for it!

Be persistent and never give up

Success seldom comes easy, and it often takes a lot of hard work and dedication to achieve it. If you want

Be confident, and don't be afraid to take risks

One of the best things about being an entrepreneur is being your boss and making your own decisions.

Take care of yourself

Self-care is vital for mental and physical well-being. Take time to prioritise your health, hobbies, and interests outside work or school.

Keep learning

The world constantly changes, and being up-to-date with new skills and knowledge is essential. Always continue learning and seeking out new opportunities to grow and develop.

And while there is still much progress that needs to be made, it's clear that we are heading in the right direction, and more doors are being opened for women daily.



Her Call to Action: *Empowering Women in Military and Defense*

I

In India, women have been a part of the military for centuries. Recently, the number of women in the Indian Armed Forces has increased significantly.

As of 2018, women comprise 10% of the Indian Army, 4% of the Indian Navy, and 3% of the Indian Air Force.

The increase in women's participation in the Indian Armed Forces is due to several factors, including the changing role of women in society, increased opportunities for women within the military, and a growing interest in careers in defence and security.

Women in the Indian Armed Forces play a vital role in protecting the country's borders and safeguarding its citizens. They also contribute to humanitarian and peacekeeping efforts around the world. In recent years, women have been increasingly deployed on combat missions, demonstrating their capabilities and bravery in the face of danger.

With more women than ever before taking on leadership roles within the armed forces, there is great potential for further progress in gender equality within this sector.

This article highlights the challenges, opportunities, and strategies for



empowering women in military and defence careers in India. It will discuss the various exams and paths for women to enter these fields, their challenges, and their progress. It will also explore the importance of gender diversity and inclusivity in these fields and provide tips for women to prepare for exams

and succeed in their careers. The article aims to inspire and motivate women to pursue their dreams and serve their country with pride and honour.

If you're a woman considering a career in the military or defence sector,

know that you have what it takes to succeed. There are many progress and opportunities available to you if you're willing.



Gateways for females to enter Defence Careers

Women can apply for various exams conducted by the Union Public Service Commission (UPSC) and the Indian Army, like the Combined Defence Services (CDS) Examination, Technical Graduate Course (TGC) Examination, and Short Service Commission (SSC) Examination. These exams provide opportunities for women to join the Indian Army in various roles like engineering, law, education, and army medical corps.

The Indian Army has also set up all-women contingents like the Women's Training Corps, Women's Army Corps, and the Short Service Commission Women's Wing. These contingents provide specialised training and support to women in the military.

Women in the Indian Navy and Air Force also serve as pilots, engineers, and technical officers.

Call of Duty

Several inspiring success stories of women have made their mark in the Indian Defence forces. Here are a few examples:

Lieutenant Colonel Mitali Madhumita

commissioned in 2000, was the first woman to be bestowed with a gallantry award in India. In acknowledgement of her exemplary courage during the attack on Indian Embassy in Kabul, Afghanistan on 26 February 2010, and operations in Jammu-Kashmir and the northeast states, she was awarded the prestigious Sena Medal 2011.



Captain Swati Singh

an engineer and the sole female officer in her 63 Brigade of the Indian Army, has achieved a historical feat as she is the first to be appointed as Signals in-charge at Nathu La pass.



Flying Officer Gunjan Saxena

flew during the Kargil War as part of Operation Vijay, at 24 years old, stationed in Srinagar. She was the only woman in the Indian Armed Forces to do so. Carrying out surveillance tasks such as plotting enemy positions, she transported supplies to troops in Dras and Batalik and evacuated over 900 casualties,



wounded and killed. Despite having to fly at heights of up to 18,000 feet on makeshift airfields and under enemy fire, Saxena was one of the ten pilots based in Srinagar who flew hundreds of sorties during the conflict.

Wing Commander Shaliza Dharmi

achieved a historic milestone when she was given a permanent commission with the Indian Air Force. Squadron Leader Minty Agarwal became the first female recipient of the prestigious Yudh Sev award.



Dr. Punita Arora

In 1968, Dr. Punita Arora became the first woman commissioned in the Indian Army, rapidly ascending to its second highest rank of Lieutenant General. She has since made history by becoming its first female Vice Admiral.



Nupur Kulshrestha

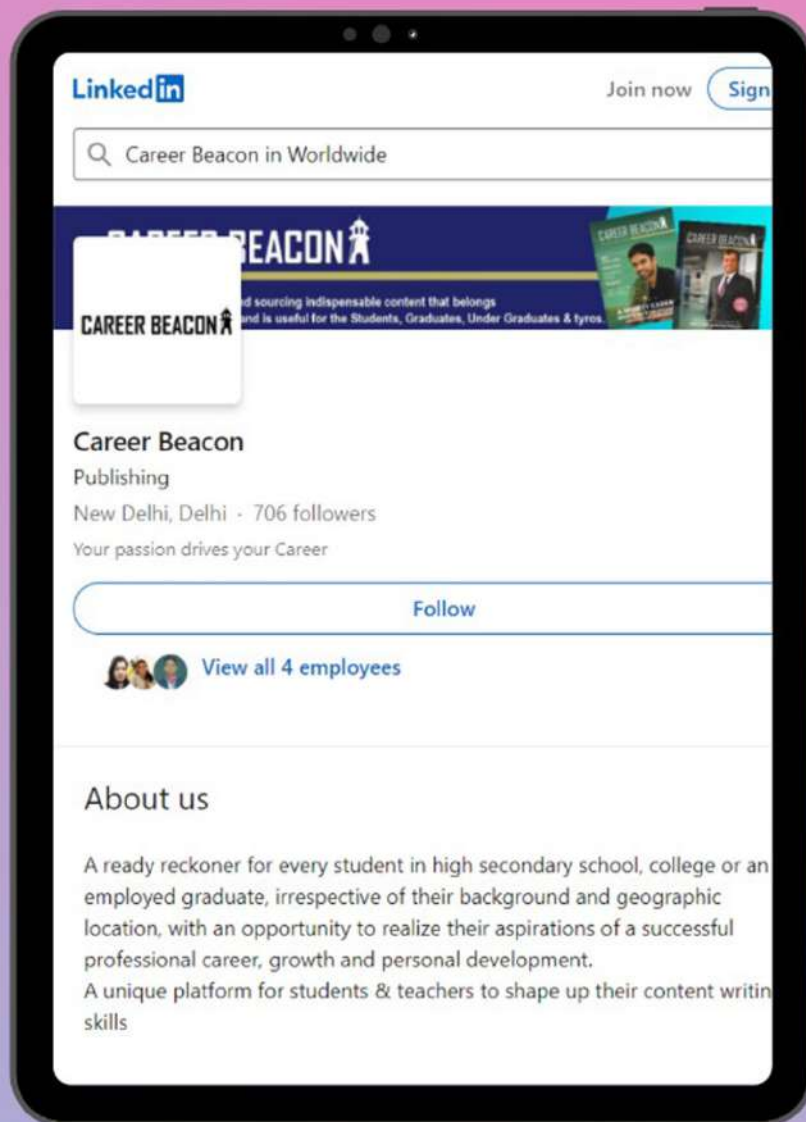
has made history in 2021 by becoming the first woman to achieve the rank of Deputy Inspector General (DIG) in the Indian Coast Guard. She joined the organization back in 1999 and has since taken on a number of commanding roles, such as Commander of a Coast Guard vessel and Chief Staff Officer at the Mumbai Regional Headquarters.



Conclusion: The rise of women in military and defence careers is an inspiring testament to the power of female empowerment. Its just to take ownership of your dreams; anything is possible!



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Siddharth Rao

*Intern Forensic Analyst
Cyber Cell Delhi Police*

Shaping the Future: The Rise of Women in Tech Careers



women in India working in STEM (science, technology, engineering, and math) say they are treated fairly.

- » According to a study by Belong, women in tech in India earn 29% less than their male counterparts.
- » The percentage of women studying computer science in India is only 18%.
- » A study by LinkedIn found that only 11% of women in India feel that their company has achieved gender diversity.

The world of technology is constantly evolving, and with it, the opportunities for careers in the tech industry continue to expand.

Women are breaking barriers and challenging traditional gender roles in the tech industry, and as a result, the field is becoming more diverse, inclusive, and innovative.

Technology is no longer just about coding and programming; the industry has many different roles and paths, such as project management, data analysis, user experience design, cybersecurity, and more.

The Gender Gap in Tech

The tech industry is notorious for its gender gap. Men in the field vastly outnumber women, and they often face discrimination and barriers to advancement.

- » According to a study by Nasscom, women make up only 34% of the IT workforce in India.
- » The percentage of women in leadership positions in tech companies in India is only 20%.
- » A Centre for Talent Innovation survey found that only 26% of

However, the tide is beginning to turn. More and more women are pursuing careers in Tech and making a significant impact. Companies are starting to take notice of the importance of diversity in the workplace and trying to promote women in leadership roles.

The Rise of Women in Tech

The rise of women in tech careers has been a long time coming. For years, the field of technology has been dominated by men. But that is changing. Women are now taking their place in the world of technology and making their mark.

There are many reasons for the rise of women in tech careers.

- » One reason is that more women are interested in technology and pursuing it as a career option.
- » Another reason is that companies are beginning to realise that gender diversity is good for business.
- » Studies have shown that companies with gender-diverse teams perform better than those without.

Let us look at a few stories who paved their path in Tech.

Aditi Avasthi

Aditi Avasthi is the founder and CEO of Embibe, an edtech platform that uses artificial intelligence and data analytics to help students prepare for exams. Before starting Embibe, Avasthi worked at several tech companies in Silicon Valley, including Netscape and Oracle. She has been recognised as one of the top women entrepreneurs in India and has received several awards for her contributions to the field of edtech.

Debjani Ghosh

Debjani Ghosh is the president of the National Association of Software and Services Companies (NASSCOM), a trade association representing the Indian IT and business process outsourcing industry. She has over 25 years of experience in the tech industry and has held leadership positions at several companies, including Intel. Ghosh has been a vocal advocate for diversity and inclusion in Tech and has been recognised with several awards, including the Women of the Decade in Technology and Innovation award.

As the president of NASSCOM, she has played a crucial role in shaping the policy and regulatory environment for the Indian IT industry and has been a vocal advocate for the role of women in Tech.

Falguni Nayar

Falguni Nayar is the founder and CEO of Nykaa, an e-commerce platform for beauty and wellness products. She has a background in investment banking and has worked at several financial institutions, including Kotak Mahindra and ICICI Securities. Nayar has been recognized as one of the top women entrepreneurs in India and featured in Forbes' list of self-made women billionaires.

As the founder of Nykaa, she has disrupted India's beauty and wellness industry through her innovative use of technology and e-commerce.

Nivruti Rai

Nivruti Rai is the country head of Intel India and the vice president of Intel Corporation. She has been with Intel for over two decades and has held several leadership positions, including the head of Intel Labs Bangalore. Rai is a vocal advocate for diversity and inclusion in Tech. She has been recognised with several awards for her contributions to the field, including the Economic Times Women Ahead award.

Shradha Sharma

Shradha Sharma is the founder and CEO of YourStory, a media platform that covers stories of startups and entrepreneurs in India. She has a background in journalism and has worked at several media organizations, including CNBC TV18 and The Times of India. Sharma has been recognised as one of the top women entrepreneurs in India and has received several awards, including the Digital Women Award for Social Media.

Through YourStory, she has been instrumental in highlighting the

stories of startups and entrepreneurs in the Indian tech ecosystem, helping to build a community of innovators and change-makers.

Sairee Chahal

Sairee Chahal is the founder and CEO of SHEROES, a platform that connects women with job opportunities and resources for professional development. She has a background in media and has worked at several media organizations, including Times Internet and the India Today Group. Chahal has been a vocal advocate for women's rights and has been recognised with several awards, including the NITI Aayog Women Transforming India award.

Through SHEROES, she has created a platform that leverages technology to connect women with job opportunities and resources for professional development, helping to bridge the gender gap in the tech industry in India.

Overcoming Barriers

There are many barriers that women face when pursuing a career in Tech. The first and most apparent is the lack of gender diversity in the field. This cannot be very safe for women considering a tech career, as they may feel like they are the only ones breaking into what is typically a male-dominated industry. However, there are many ways to overcome this barrier.

One is to seek mentors and role models who are already successful women in tech careers. These women can provide guidance and support as you navigate your path in the industry.

Additionally, numerous conferences, meetups, and online communities specifically for women in Tech can provide valuable resources and networking opportunities.



Lights, Camera, Breakthrough: *Women Making Waves in Film and Television*

S

Since the early days of film and television, women have been making their mark on the industry both in front of and behind the camera.

Early pioneers like Lois Weber, Frances Marion, and Dorothy Arzner paved the way for future generations of female filmmakers, many of whom have gone on to achieve great success.

In recent years, women have been making waves in the industry with their inventive storytelling and innovative approaches to filmmaking.

Some of the most acclaimed films of recent years have been directed by women, including Greta Gerwig's *Ladybird*, Patty Jenkins' *Wonder Woman*, and Ava DuVernay's *Selma*. Women are also becoming more prominent in other areas of filmmaking, such as cinematography, editing, and production.

With more opportunities than ever before, women are making their voices heard in the film and television industry. As the landscape of Hollywood & Bollywood continues to evolve, there's no doubt that women will continue to make their mark on the silver screen.



» Women make up only about 15-20% of Indian film industry professionals, according to a report by FICCI-KPMG.

» A study by the Geena Davis Institute on Gender in Media found that women make up only about 24% of speaking characters in Indian films.

» According to the Center for the Study of Women in Television and Film, women directors accounted for only 8% of India's top 100 grossing films.

» A study by the Indian Women's Rising Network found that women in the Indian film industry face significant pay disparities, with male actors earning up to 300% more than their female counterparts.

In recent years, more films directed by women have been selected for international film festivals.

Women are working as directors, writers, producers, and executives. They also work as actors, hosts, and

reporters in front of the camera, be it in Hollywood, Bollywood or Television industry.

And it's not just in front of the camera where women are making a difference. Behind the scenes, women are working as crucial members of crews, in management positions, and as leaders in the business. Some of the most successful shows on television today are helmed by women.

Despite these challenges, there have been some notable success stories for women in the television industry in India. For example, women like Ekta Kapoor and Gauri Shinde have succeeded as creators and producers of popular television shows and web series.

While there are challenges to overcome regarding gender parity, women are making their mark in the industry and paving the way for future generations.

How to make a career in the Indian television industry:

Develop Skills: Develop skills that are necessary for the industry. Some skills essential for working in the television industry include writing, directing, producing, cinematography, editing, and sound design.

Get Educated: Pursue relevant courses or degrees in filmmaking, media, journalism, mass communication, theatre or fine arts. These courses will help you gain theoretical knowledge and practical experience in your chosen field.

Start Small: Start by getting involved in smaller productions or low-budget projects such as short films, web series or local television shows. This will help you gain experience, build a network, and get a feel for the industry.



Build Connections: Attend film festivals, workshops, and networking events to build connections with industry professionals. Joining industry associations and organizations like Women in Film & Television India can also help make connections.

Internships: Look for internships with production houses, television channels or OTT platforms. This will give you hands-on experience, exposure to the industry and an opportunity to build connections.

Persistence: Persistence is critical, as the industry can be highly competitive, and it may take time to find your footing. Keep working hard, improving your skills, building your network, and taking on new projects.

Embrace Opportunities: Embrace opportunities that come your way, even if they may not be your dream job. Working in the industry requires hard work, flexibility and willingness to learn new things.

In summary, to make a career in the Indian television industry, young women should focus on developing relevant skills, building connections, and gaining experience through internships and minor projects. With persistence and hard work, it is possible to build a successful career in the industry.

- » Film and Television Institute of India, Pune (FTII)
- » Satyajit Ray Film and Television Institute, Kolkata
- » Whistling Woods International, Mumbai
- » Indian Institute of Mass Communication, Delhi
- » National Institute of Design, Ahmedabad
- » Annapurna International School of Film and Media, Hyderabad
- » Symbiosis Institute of Media and Communication, Pune
- » Jamia Millia Islamia, Delhi
- » Asian Academy of Film and Television, Noida
- » M.O.P. Vaishnav College for Women, Chennai

These institutions offer various courses related to filmmaking, media production, television, and mass communication. Students can choose courses based on their interests and career goals.

Women have come a long way in the film and television industry, but much progress is still to be made. With more talented women entering the field each year, we hope this trend will continue to grow.



Kavita Rai

Associate Editor
CAREER BEACON

Leading from the Courtroom: Women Advocating for Justice

From an overview of the legal profession in India to statistics on its progress to inspiring success stories, it will be apparent that woman lawyers have made tremendous headway in our society.

We'll also offer tips and resources for those seeking a career in law, helping more young women make their mark on the justice system.

This is a journey of hope—one that may lead us closer to true equality and a brighter tomorrow for all.

Empowering women in legal careers

By creating supportive networks, offering mentorship, and providing access to quality education and training, we can encourage young women to become powerful advocates for justice and equality in the legal profession. This is a necessary step towards achieving gender parity and creating a more equitable society.

The scope of legal careers in India & Abroad

For young women, a career in law provides the opportunity to use their skills and knowledge to empower others and fight for justice and equality.

The legal profession presents several career growth options in India and abroad. In India, practitioners may become involved in litigation, corporate law, public interest law, serve the

government or pursue a career in legal journalism.

Alternatively, individuals can take up international law, intellectual property law, immigration law, human rights law or environmental law outside of India.

The potential is abundant for individuals with different interests and abilities to make a lasting impact on justice and equity through the legal profession.



Statistics on women in the legal profession

The legal profession has seen a notable increase in women in leadership roles. Nearly half of all law students are female, and over a third are practising lawyers.

While progress has been made, there is still much to be done to reach gender equality as women continue to experience disparities such as lower wages and less access to promotion opportunities. Issues are even direr for women of colour and other marginalized groups who face significant obstacles when striving for professional success.

The legal field in India has been traditionally male-dominated, but the number of females entering the profession has risen. According to data from the Bar Council of India, women compose 30% of all attorneys registered in 2020.

Although this increase is present, there is still a significant disparity when looking at women taking senior positions compared to their male counterparts, about 13%, according to figures from the same organization.

A report by Vidhi Centre for Legal Policy reveals that 11.4% and 11% of judges as part of the high court and Supreme Court, respectively, are female. Apart from these roles, a survey taken by Vahura concluded that 28% of personnel in Indian law firms are women.

Furthermore, an inquiry by INBA highlights a pay difference between men and women lawyers practising in India, where women earn 20-30% less than men in similar positions.

These statistics underline the need to promote better representation and gender diversity in the legal industry

by implementing mentorship programs, diversity and inclusion policies, or gender parity measures.

education and employment without discrimination.



Stories of women in the Indian judiciary

The Indian judiciary has a long and rich history of women. While some women have made great strides towards advancing justice and equality, others have ensured the Indian court remains free and independent. Here are some stories about inspiring women in the Indian judiciary:

Ruma Pal

Former Supreme Court judge Ruma Pal is a champion of judicial independence. She has been a vocal critic of government interference in the judiciary and has always maintained the rule of law.

Justice Indu Malhotra

The first woman to serve on the Supreme Court of India as a permanent judge, Justice Indu Malhotra, advocates gender equality. Her mission has been to ensure that women have equal access to

Gyan Sudha Misra

A former judge of the Allahabad High Court, Justice Gyan Sudha Misra, is known for her advocacy for Dalits. In addition to fighting for Dalit rights to access education and employment, she has fought against caste discrimination in India.

Justice R. Banumathi

The first woman to be appointed chief justice of a high court in India is Justice R. Banumathi, became Chief Justice of the Jharkhand High Court in 2014. She has also been a leading advocate for women's rights and has been involved in several landmark cases, including the Nirbhaya case, which addressed the issue of sexual violence against women.

Justice Leila Seth

The Chief Justice of the Himachal Pradesh High Court was Justice Leila Seth, who became India's first female Chief Justice in 1991. In 1958, she was the first woman to top the London Bar exam.

She was a strong advocate for women's rights and a pivotal contributor to drafting the amendments to the Indian Evidence Act, which provided greater protection for rape victims.

06.

The Supreme Court of India appointed Fathima Beevi as its first female judge in 1989. Before her appointment, she was a successful lawyer and was a Kerala High Court judge.

Her advocacy for women's rights led to several landmark cases, including the Mary Roy case, which addressed the issue of women's property rights under Hindu law.

Their achievements serve as an inspiration for young women who aspire to pursue careers in law and make a positive impact on society. They have broken barriers and paved the way for future generations of women in the Indian judiciary.

A guide to starting a career in law

To begin a legal career, you must first get a law degree from a university or school recognized by the Bar Council of India.

Gaining practical experience is also essential; internships offer the chance to work with experienced lawyers and explore different areas of the law.

Additionally, networking is invaluable in this field - attend conferences and seminars and join legal organizations to make connections and discover job opportunities.

Of course, after you've graduated and obtained your degree, don't forget to take the Bar Council exam before launching your job search. This exam tests your knowledge of various aspects

of law and legal processes.

You can find employment at firms, governmental offices, corporations and nonprofit organizations once you have passed this exam.

Starting a career in the legal profession requires hard work, dedication, and a commitment to lifelong learning. It is essential to stay up-to-date with the latest legal developments and continuously improve your skills and knowledge.

With the proper education, training, and experience, you can have a rewarding career in the legal field.

Moreover, developments such as artificial intelligence, machine learning, and an increased interest in social justice and public interest law provide women with further options. International exposure through working for international law firms can also offer new perspectives and experiences.

Therefore, those interested should build their skills and network and look out for mentorship opportunities to ensure success in the field.



Future of legal careers for women

The future of legal careers for women in India is looking positive, with a steady increase in representation and various measures being taken to encourage and support them.

Law firms and corporate organizations emphasise diversity and inclusion, creating more opportunities for professional advancement.

Conclusion

This article aims to inspire you to take action and create positive change. Every one of us has so much power; by combining our efforts, we can make a real difference in the lives of young women worldwide.

Let's empower ourselves and others by using courtrooms and other platforms to advocate for justice and equality.



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Making Waves in Marine Science:

Women Exploring the Ocean's Depths

The ocean's depths are home to many creatures, from octopuses to sea turtles. But what about the humans who explore these depths? The ones who study the ocean and its inhabitants?

These people are marine scientists

or oceanographers responsible for some of mankind's most significant discoveries.

In this article, we will dive into the career paths of marine science and oceanography, highlighting some of its benefits and challenges. We will also feature stories with inspiring women, showing anyone can pursue a career in this fantastic industry!

Marine science and oceanography

Marine science and oceanography are fascinating fields of study that can lead to careers in various industries. From studying the behaviour of dolphins to working as a Marine Biologist on an oil

rig, there are many opportunities for those passionate about the ocean.

A marine science or oceanography degree is a great place to start for those interested in studying marine life. These programs will provide students with the knowledge and skills necessary to understand the complexities of the marine environment.

Students will learn about oceanography, marine biology, chemistry, and physics. Additionally, they can participate in field research projects and gain hands-on experience working with marine organisms.

Graduates of these programs can work in various industries, such as government agencies, aquariums, zoos, environmental consulting firms, and educational institutions. There are also many opportunities for those interested in further education and research in marine science or oceanography.

With increasing concern over climate change and its effects on the world's oceans, there is a growing need for scientists who can help us better understand and protect this vital resource.

Opportunities for women in marine science and oceanography

The ocean is brimming with opportunities for women in marine science and oceanography. Both fields involve studying the ocean and its inhabitants, as well as the physical properties of the water.

According to the Intergovernmental Panel on Climate Change (IPCC), the percentage of female authors of their assessment reports has risen from 14% in 1990 to 36% in 2021. However, there

is still a gender disparity in certain areas within climate and ecosystem science, notably engineering and geosciences.

Global Environmental Change published a study in 2019 which suggested that women are only 35% of the workforce in geoscience and even fewer in engineering fields. The research found that this is caused by numerous factors such as stereotypes, bias, lack of positive role models and work-family conflict.



Profiles of women in marine science and oceanography

Women have been making a splash in marine science and oceanography for centuries. Although their male counterparts have often overshadowed them, women have significantly contributed to our understanding of the ocean.

In recent years, there has been a resurgence of interest in the role of women in marine science and oceanography. This is partly due to the growing number of women entering

the field and the successes of female scientists and oceanographers.

Many types of women are involved in marine science and oceanography, from researchers to educators to policy-makers. Each one brings her unique perspective to the table.

Some of the most influential women in marine science and oceanography include Sylvia Earle, Jane Goodall, Rachel Carson, and Sylvia A. Earle.

» Dr. Divya Karnad: Dr. Karnad is a marine conservationist and a professor at Ashoka University. In addition to founding InSeason Fish, Dr. Karnad has won several awards for her work in marine conservation, including the Emerging Explorer Award awarded by the National Geographic Society.

» Dr. Mahua Saha is a marine biologist at the Indian Institute of Science Education and Research in Kolkata. She studies coastal and estuarine ecosystems, particularly their response to climate change.

» Prof. Rashmi Sharma is a marine geologist and professor at the

National Institute of Oceanography in Goa. Her research focuses on the geology and tectonics of the Indian Ocean, particularly the formation of the Western Indian Continental Margin.

» Sunita Ramesh is a marine microbiologist and a professor at Goa University. She specializes in bioremediation and biodegradation of pollutants using microbial communities in aquatic ecosystems.

» Her contributions to fish biology, marine ecology, and sustainable fisheries management have been significant. Shanta Nair-Venugopal is a marine biologist and former director of the Central Marine Fisheries Research Institute in Kochi.

» Professor Supriya Golyan is a marine ecologist at the University of Kerala. Her research focuses on the impacts of climate change and anthropogenic activities on coral reefs and other aquatic ecosystems.

» Shubha Sathyendranath is a marine biologist and a senior scientist at the Plymouth Marine Laboratory in the UK. Her research focuses on remote sensing of ocean colour and its applications in the study of marine biogeochemistry.

» Dr. Rashmi Rodrigues is a marine biologist and professor at Goa University. She specializes in the conservation of seagrass meadows and coral reefs.

» Vineeta Hoon is a marine geologist and a professor at the Indian Institute of Technology in Delhi. Her research focuses on the evolution of the Indian Ocean basin, particularly its tectonic history.

Besides making significant contributions to our understanding of the ocean and its inhabitants, these women are role models for young women who wish to pursue careers in this field.

Resources to pursue marine science and oceanography careers in India

Here are some steps and resources that can help:



1. Education

To pursue a career in marine science and oceanography, obtaining a degree in related fields is the first step. This could involve studying Marine Biology, Oceanography, Aquatic Science or Environmental Science at the National Institute of Oceanography, Goa University, Cochin University of Science and Technology or Andhra University. Taking the time to research which course best fits your interests and goals is crucial.

2. Internships

There are many opportunities in India to gain practical experience in marine science and oceanography. These internships offer hands-on experience in research, conservation, and other marine-related activities.

Wildlife Conservation Society, WWF India, and The Nature Conservancy are some of the organizations that offer internships.

3. Research opportunities

You can gain experience and build a marine science and oceanography career by participating in research projects. In India, several research

institutions conduct marine-related research, including the National Institute of Oceanography, the Indian National Centre for Ocean Information Services, and the Central Marine Fisheries Research Institute.

4. Scholarships

Several organizations offer scholarships for students pursuing degrees and research in marine science and oceanography. Some of these scholarships include the ONGC Foundation Scholarship, the Tata Trusts Scholarship, and the National Merit Scholarship.

5. Networking

It is possible to secure job opportunities, research projects, and scholarships by networking with professionals and organizations. In

addition to building professional relationships, attending conferences and seminars can provide insights into the field.

6. MOSSC

India's Marine and Offshore Sector Skill Council (MOSSC) is a not-for-profit organization under the National Skill Development Corporation (NSDC). MOSSC works to bridge the skill gap between current industry needs and available expertise. This is achieved through identifying job roles and developing National Occupational Standards (NOS), Qualification Packs (QPs), databases of trainers, training centres, and courses such as short-term courses, apprenticeships, and on-the-job training.

In addition, the Council guides the development of training infrastructure, curriculum and quality assurance. This can open up job opportunities for both men and women in India's marine and ocean science sectors.

So don't let any obstacles stand in your way when considering a career in either field!

Challenges facing women in marine science and oceanography

There are several challenges facing women in marine science and oceanography.

The first is the lack of female role models in the field. This can be discouraging for young women

interested in pursuing a career in marine science or oceanography. Additionally, many marine science and oceanography careers lack flexible working arrangements, making it difficult for women to balance work and family life.

Another challenge facing women in marine science and oceanography is the prevalence of sexual harassment and discrimination in the workplace. This can make it difficult for women to feel comfortable and safe in their workplace, leading to them leaving the field altogether.

Finally, the pay gap between men and women is still an issue in marine science and oceanography, with women often paid less than their male counterparts for doing the same job.

This can make it difficult for women to progress in their careers and earn a decent wage.

Advice for women pursuing careers in marine science and oceanography

Ensure that you do all you can to boost your credentials if you're pursuing a career in marine science or oceanography as a woman. In this field, education and experience are paramount. Also, don't be afraid to ask for advice from those with more experience; many will be happy to help. It is important to remember that if you desire something, you can achieve it!

Call to action

If you have a passion for marine science and oceanography and want to make a positive impact, then becoming a sister of the sea is worth considering. You'll be devoted to sustaining our oceans and their inhabitants. Plus, you'll work to educate the public on conservation's significance and promote responsible fishing habits.

The research will also be part of your job, helping extend our cognition of marine life and its ecosystem. If you want to make a difference in this world, being a sister of the sea can help you do that.





Gaurav Sachdeva
Founder Career2Success

Building a New Path: A Roadmap for Careers in Construction

Breaking ground as a young woman entering an engineering and construction career is possible with the proper roadmap.

Young women in engineering and construction can increase their opportunities by embracing innovation and introducing new perspectives.

Challenges Young Women Face in Engineering and Construction Careers

- » In India, women make up only 14% of the total engineering workforce, according to the National Sample Survey Organization.
- » The Construction Industry Development Council reports that women comprise only 3% of the construction workforce.
- » According to a report by the Indian National Science Academy, women's enrolment in engineering and technology courses has stagnated at around 30% for the past decade.

Women are still faced with unique challenges that can make it difficult to enter and advance in these industries, even though significant progress has been made in promoting

gender diversity in engineering and construction careers. In these careers, young women face the following challenges:

Stereotypes and Bias

The perception that engineering and construction are “male” industries can make it difficult for young women to find employment and advancement opportunities in these industries.

Lack of Role Models

Young women may struggle to find role models and mentors in engineering and construction due to the underrepresentation of women in these fields. A lack of representation can make it difficult for women to envision themselves in these fields, resulting in isolation and discouragement.

Work-Life Balance

Balancing work and family responsibilities can be difficult for young women in engineering and construction careers. This can be particularly challenging for women who may feel pressured to choose between their careers and personal lives.

Workplace Harassment and Discrimination

It is also unfortunate that women in engineering and construction careers often face harassment and discrimination at work, from slurs to being passed over for promotions or not being taken seriously by colleagues.

Despite these challenges, young women should know they can succeed



in engineering and construction. Young women can build successful careers and contribute to these industries if they address these obstacles head-on and seek supportive networks.

Indian Women in Engineering and Construction Careers

There are many success stories of Indian women in engineering and construction careers.

One such story is that of Neelam Sharma, who started her career as a civil engineer. She has worked on some of India's most prestigious construction projects, including the Delhi Metro and the Mumbai International Airport. Her hard work and dedication have been an inspiration to other young women who are looking to enter these male-dominated industries.

Another success story is that of Rupa Sood, who also started her career as a civil engineer. She has worked on several large construction projects, including developing the Greater Noida Expressway and the Jaipur-Delhi Highway. Her achievements have been recognised by the Indian government, which awarded her the Padma Shri, one of the highest civilian honours in India.

At Uber India, Aditi Pai is the Head of Engineering and oversees the company's engineering efforts. She has over 20 years of experience in the tech industry and has completed her engineering degree at the University of Pune in Electronics and Telecommunications. Before joining Uber, she was a Cisco and InMobi executive.

Pratima H is the Head of Engineering at Freshworks, a leading software company based in Chennai. With over 20 years of experience in the tech

industry, she has a degree in Computer Science from the National Institute of Technology, Karnataka. Before joining Freshworks, she worked for Yahoo and eBay.

There have been many success stories of Indian women working in engineering and construction. These women have shown that anything is possible with hard work and determination. They inspire other young women who wish to pursue these exciting careers.

Advice for Young Women Pursuing Engineering and Construction Careers

There are several things that young women can do to increase their chances of success in engineering and construction careers.

First, it is essential to get a good education. Women with solid math and science skills will be well-positioned for careers in these fields. Strong writing and communication skills are crucial, which will be critical in any engineering or construction career.

In addition to getting a good education, gaining experience in the field is also essential. Many engineering and construction companies offer internships or entry-level positions that allow women to learn about the industry and develop their skills. These experiences can be invaluable in helping young women secure jobs after graduation.

Finally, networking with other professionals in the engineering and construction industries is essential. Attend industry conferences and events, join professional organizations, and connect with other professionals.



This will help you learn about job opportunities and make valuable contacts within the industry.

Young women pursuing engineering and construction careers can utilise multiple resources and support networks.

Among these are Women's Engineering Society India (WES India), Society of Women Engineers (SWE), Women in Construction (India), diversity and inclusion programs from companies, and industry-specific associations such as the Indian Concrete Institute's Women in Concrete initiative.

Each provides an array of offerings, including mentoring, networking opportunities, Career development workshops, scholarships, leadership development programmes and advocacy initiatives, helping young women overcome their challenges in these fields.

We wish you luck on your journey towards becoming an engineer or constructor - remember that no matter what obstacles come your way, women can break through them together! 



Soumyashree Nayak

PR Professional

Breaking News, Breaking Barriers: *Women Changing the Face of Journalism*



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Journalism has experienced significant shifts as women have persevered to attain their rightful place among brilliant reporters.

From conflict zones to uncovering scandals that shook nations, these pioneering females lead the charge for future generations of female journalists. In a democracy, journalism is essential for providing reliable and impartial data to citizens and keeping institutions accountable.

Moreover, it helps make informed decisions by bringing attention to social issues and injustices – something investigative reporting excels at!

Some fantastic female trailblazers in journalism prove that excellence knows no boundaries!

Sucheta Dalal is one of India's most well-known financial journalists. She began her career in the 1970s when only a few women worked in this field. Since then, she has become a prominent voice on finance and economic issues, and in 2006, she was awarded the Padma Shri, one of India's highest civilian honours.

As a former editor of Femina, India's leading women's magazine, Bhanupriya Rao has broken down barriers in her field and is now a well-known TV anchor and commentator. She has also been vocal about the need for more women to hold leadership positions in media organizations.

Savita Venkateswaran is a senior journalist and columnist with The Hindu, one of India's leading newspapers. Her work on gender-related issues has been widely recognized since the mid-1990s. For her contribution to journalism, she received Padma Shri in 2013.



As an editor and founder of Newslaundry, an independent media organization dedicated to investigative journalism, Madhu Trehan has also authored several books, including a biography of Prime Minister Narendra Modi.

In India, women journalists have broken social and professional barriers to succeed in their chosen fields. These are just a few of the many inspiring stories they have told. By serving as an example, future generations of women journalists will hopefully be able to find more opportunities in the industry.

Technology has created more opportunities for them to reach a wider audience, but unfortunately, they still experience discrimination and harassment, and wage disparities with men. Nevertheless, with each new generation of women journalists and their innovative work, we can be optimistic that the future looks brighter for female inclusion in news media.

How to Start: Advice for Fresh Journalism Candidates

Getting started in journalism requires the right advice. Here are some tips to help you get started:

- » 1. Develop thick skin. You will often encounter difficult people and situations as a journalist. Being able to handle criticism and stay calm under pressure is crucial.
- » 2. Be persistent. If you want to succeed in journalism, you need to put in the hard work. Don't give up at the first hurdle - keep going, and you will succeed.
- » 3. Be curious. The key to being a successful journalist is to be curious. This means being nosy, asking many

questions, and never giving up.

- » 4. Get experience. Journalism requires experience. Start by writing for your school newspaper or local blog - any writing experience is beneficial.
- » 5. Learn the basics. You must master the basics of journalism before you can apply for jobs. These are essential skills that all journalists must master before they can progress in their careers.

Women are going to be the key to the future of journalism. After all, they have already broken many barriers and shattered stereotypes in the industry.

In the future, more women will likely become influential voices in journalism, overcoming obstacles. This should inspire other women who are considering a career in journalism - don't be discouraged - with dedication and hard work, you can make a name for yourself too!





Ashutosh Nanda
Consulting Editor
CAREER BEACON

Breaking the Mold: Women Pioneering Success in Creative Business



The arts and design industry is one of the fastest-growing industries in the world. According to the Bureau of Labour Statistics, it is expected to grow by 7% between 2016 and 2026. This growth rate is much higher than the average growth rate for all other industries combined. This means there will be plenty of new job openings in the arts and design industry over the next decade. And as more companies recognize the value of diversity in their workforce, they will be looking to hire more women specifically for these positions.

As more women enter the workforce and take on leadership roles, the landscape of the arts and design industry is changing. Women are now better represented in these fields than ever before, but there is still a long way to go before gender parity is reached.

Arpita Singh

Arpita Singh is a renowned Indian artist known for her figurative paintings that combine folk art, Indian miniature painting, and abstraction. She has exhibited her work since the 1960s and received numerous accolades and awards for contributing to the Indian art scene.

Gauri Khan

Gauri Khan is an Indian interior designer who has worked on several high-profile projects, including Bollywood celebrities' homes and significant corporations' offices. She is known for her eclectic and luxurious style that combines traditional and contemporary elements.

Ritu Kumar

Ritu Kumar is a leading Indian fashion designer known for her elegant and contemporary designs that draw inspiration from traditional Indian textiles and craftsmanship. She has been in the fashion industry for over four decades and has won several awards and recognition for her work.

Women have always been creative and have an eye for detail and aesthetics. However, in the past, women have not had the same opportunities as men to pursue careers in the arts and design industry. But times have changed, and now there are more opportunities than ever before for women to succeed in this field.

More resources are available than ever to help women entrepreneurs get started and grow their businesses. And as society becomes increasingly

accepting of different genders, sexualities, and lifestyles, it creates a more supportive environment for women-owned businesses.

Statistics

accepting of different genders, sexualities, and lifestyles, it creates a more supportive environment for women-owned businesses.

» **Size and Growth of the Industry:**

India's art and design industry is estimated to be around INR 200 billion and is expected to grow at a CAGR of 13% over the next five years. This growth is driven by increasing urbanisation, rising disposable incomes, and growing demand for design services in various sectors.

» **Career Opportunities:** There are several career opportunities for female students in the art and design industry in India, including graphic design, fashion design, product design, interior design, architecture, animation, and visual arts. Some of the top employers in the industry include design studios, advertising agencies, fashion houses, architectural firms, and media companies.

» **Education and Training:** Several institutions in India offer courses and degrees in art and design, including the National Institute of Design, the Industrial Design Centre at IIT Bombay, the Srishti School of Art, Design, and Technology, and the National Institute of Fashion Technology. These institutions provide students with a strong foundation in design principles and techniques and opportunities to develop their creativity and critical thinking skills.

» **Female Representation:** While India's art and design industry has traditionally been male-dominated,

there is growing recognition and representation of women in the field. According to a survey by Designhill, a leading design marketplace, around 40% of graphic designers in India are women, and the number is steadily increasing.

Additionally, several women-led design studios and fashion labels have emerged in recent years, demonstrating the growing influence of female designers in the industry.

Aspiring artists and designers may wonder what it takes to have a successful career in the creative industry. Although there is no one-size-fits-all answer, there are some essential things to remember as you pursue your passion.

First and foremost, developing your skills and honing your craft are essential. The most successful artists and designers have mastered their chosen medium and can consistently produce high-quality work. So whether you're a painter, sculptor, graphic designer, or fashion designer, make sure you're constantly learning and growing as an artist.

Secondly, networking and building relationships with other industry professionals is essential. Get involved with trade organisations, attend industry events, and connect with other creatives. These connections can lead to opportunities for collaboration, advice, and mentorship.

Lastly, feel free to think outside the box when marketing yourself and your work. Traditional promotion methods may be ineffective for artists and designers; instead, get creative with showcasing your talent to the world. For example, use social media, create a website or blog, and enter art competitions - potential clients or employers have endless possibilities for noticing your work.

Resources and Support for Women in the Arts and Design Industry

Women in the arts and design industry face unique challenges that can be challenging to overcome with the right resources and support. Thankfully, several organizations and initiatives are dedicated to helping women succeed in these male-dominated fields.

The National Association for Women Artists (NAWA) is one such organization. NAWA provides educational opportunities, networking events, and financial assistance to help women artists achieve their goals.

The Women's Arts Network (WAN) is another excellent resource for women in the arts and design industry. WAN offers professional development workshops, mentorship programs, and an online community for networking and support.

Several scholarships are available specifically for women in the arts and design industry. For example, the award+ Scholarship Program offers financial assistance to female designers pursuing careers. At the same time, the National League of American Pen Women awards scholarships to female writers and artists each year.

With the right resources and support, women can overcome their challenges in the arts and design industry and succeed on their terms.

With this shift in mindset, more talented women will join forces and continue positively impacting the corporate world.



Chasing Dreams in Healthcare: *Women Redefining the Industry*



The healthcare industry has traditionally been male-dominated, with men occupying most leadership and decision-making positions. However, in recent years, there has been a significant shift as more and more women have entered the industry and are making their mark. Female medical professionals are redefining the healthcare industry by bringing unique perspectives, skills, and experiences. With female medical professionals breaking down barriers and achieving incredible feats, there are now more opportunities for women to thrive and succeed in healthcare.

According to the Medical Council of India, women currently comprise approximately 50% of medical students and 23% of registered medical practitioners in the country. They are also well-represented in other healthcare fields, such as nursing, physiotherapy, and occupational therapy.

Some of the most popular fields for women include gynaecology, paediatrics, dermatology, obstetrics, anesthesiology, and psychiatry.

Women are believed to be more likely than men to pursue careers in primary care and other areas of medicine that focus on preventative care. This is due, in part, to the fact that women tend to value relationships over transactions.

They want to build rapport with their patients and create long-term relationships built on trust.

Studies have shown that having more female doctors in healthcare can improve patient outcomes. For example, one large-scale study found that hospitals with more female staff had lower mortality rates. Another study found that women doctors outperformed their male colleagues when treating chronic conditions like heart disease.

Female Medical Professionals Making a Difference.

There are many inspiring stories of female medical professionals making a difference in their fields. Here are just a few examples:

Dr. Anandibai Joshi

Dr. Anandibai Joshi was a trailblazing Indian woman who achieved several firsts in the field of medicine. She was the first female physician in India and the first Indian woman to earn a degree in Western medicine. Her qualifications as a doctor came from the Women's Medical College of

Pennsylvania, which is now known as Drexel University, located in the United States of America.

Dr. Padmavati Sivaramakrishna Iyer

Dr. Padmavati Sivaramakrishna Iyer is a highly respected figure in Indian cardiology. At 101 years old, she remains active and passionate about her work, which she began over 60 years ago. As the first Indian woman cardiologist, she created the concept of heart treatment in India from scratch. She also established the first cardiology department in a medical institute and founded India's first heart foundation to raise awareness about heart diseases. Under her guidance, Indian cardiology has made significant progress.

Dr Poonam Khetarpal - Cardiologist

Dr Poonam Khetarpal is a leading cardiologist and the founder of CardioVascular Solutions, a company that provides innovative cardiac care services to patients throughout India. She has helped to improve the quality of life for thousands of patients and has been awarded several prestigious awards for her work.

Dr Suniti Solomon - HIV/AIDS Researcher

Dr Solomon was a pioneering HIV/AIDS researcher and the first female president of the American College of Physicians. She is now the director of the Solomon R. Guggenheim AIDS Research Institute at Mount Sinai Hospital in New York City. She



established India's first HIV/AIDS testing centre and strongly advocated HIV/AIDS prevention and treatment.

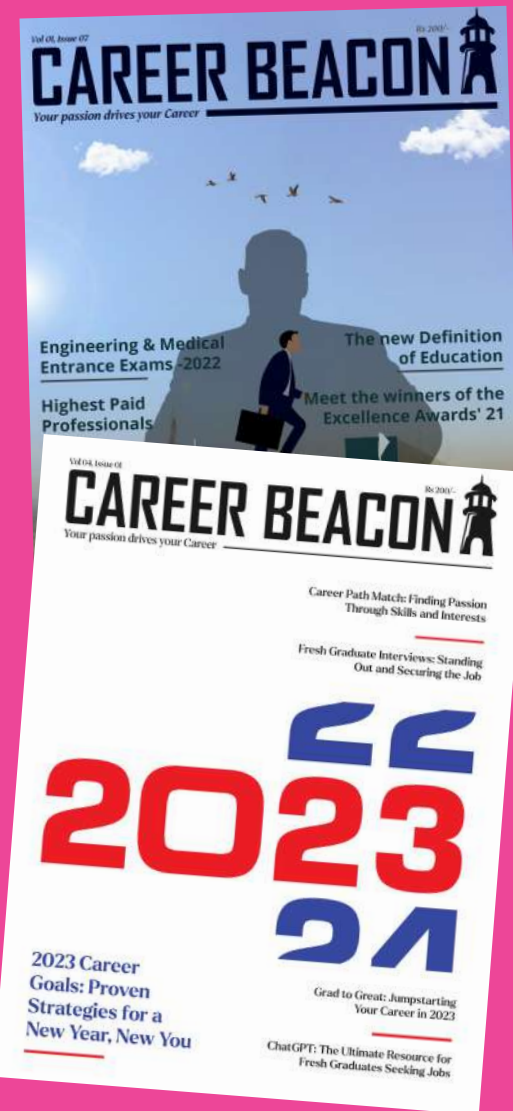
These women, and many others like them, are making a significant impact in their fields and are inspiring the next generation of female medical professionals.

Overcoming Obstacles

Female medical professionals face various challenges. Glass ceilings, pay discrepancies, and fewer career opportunities can make it difficult for women to succeed in medicine. But they are also blazing a trail, showing that success is possible despite the obstacles.

Women are making strides in all areas of healthcare - providing quality patient care, conducting the necessary research, and inspiring other women to reach their full potential. Ultimately, these efforts show that gender does not have to be a limiting factor in healthcare.

With their example in mind, women must strive for their goals without fear of failure or criticism. If these women can make it happen, so can you!



Upcoming Edition

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Kamini Saurabh

*HOD Languages
SelaQui International
School*

Changing Education for the Better: *Women Empowering the Next Generation*



for girls at the primary school level (Classes 1-5) is higher than 91.8% for boys, as per the Unified District Information System for Education (UDISE) data.

Furthermore, the All India Survey on Higher Education (AISHE) report states that 47.8% of teaching faculty and 38.3% of principals in higher education institutions are women. Moreover, according to the Ministry of Education Annual Report, 41% of research projects funded by the Ministry of Education were led by women.

The existence of a long-standing debate about the part of women in education is undeniable. One camp believes that gender segregation should remain in place, while another insists that females should have equal rights and opportunities.

Nevertheless, in recent decades there has been a remarkable improvement in women's degrees of success in this domain.

Career Opportunities in Education in India

With the ever-growing demand for qualified teachers, women in India have

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Education is the cornerstone of success, with women at its core. Their courage and commitment to teaching have

empowered countless people worldwide to make a positive change. In recent times, women have been making their presence felt in India's education sector in several ways - teachers, school administrators, curriculum developers or educational researchers.

These courageous leaders are taking extraordinary steps to break gender barriers and blaze new trails in academia.

This article celebrates all these remarkable women who are changing the face of education and transforming tomorrow's leaders with unwavering dedication.

The literacy rate of females in India is 70.3%, according to the National Family Health Survey (NFHS-5) and National Statistical Office.

The Gross Enrollment Ratio (GER)

never had a better opportunity to enter the field of education.

In India, there are many rewarding career options for women passionate about teaching and making a difference in the lives of others.

Here is an overview of different career paths available in education, including teaching, administration, curriculum development, and educational research, along with the required education and qualifications for each career path in India:



Teaching

Most Indian schools require a bachelor's degree (B.Ed.) to become a teacher, so teaching is a popular career choice. In addition to formal education, teaching also requires strong communication skills, patience, and the ability to connect with students. Some schools may also need a master's degree in education (M.Ed.).

Administration

School, college, or university administration involves managing schools, colleges, or universities. The position requires a bachelor's or master's degree in education or a related field and organisational and solid leadership skills. Before moving into administration, many education administrators taught.

Curriculum Development

Developing a curriculum requires a bachelor's or master's degree in education or a related field and experience in teaching and educational research. Curriculum developers must have a deep understanding of the educational needs of students and the ability to design materials that meet those needs.

Educational Research

A master's or doctoral degree in education or a related field and intensive research and analytical skills are required for academic research, which involves conducting studies and analysing data to improve teaching methods and educational outcomes. A well-designed scholarly study collects and analysed data, and communicated findings are essential for academic researchers.

Overall, a career in education in India can be a rewarding and fulfilling path for those passionate about teaching and learning with the necessary education, skills, and qualifications.

In India, women are making a difference in education. They are working to empower the next generation of leaders. Here are some success stories:

A social entrepreneur, educator, and designer, Kiran Bir Sethi founded the Riverside School in Ahmedabad, emphasising experiential learning and empowering students to solve problems creatively. In addition to establishing Design for Change, Sethi aims to inspire children to create solutions to global issues. The Ashoka Fellowship and the Rockefeller Foundation Innovation Award have been given to her for her work.

The online education platform

ExamFear Education was co-founded by Roshni Mukherjee, who offers free educational resources to help students prepare for exams, such as videos, notes, and quizzes. In 2011, Mukherjee launched ExamFear after noticing that few quality educational resources were available to Indian students. Today, ExamFear has more than 500,000 subscribers, helping thousands of students succeed in their exams.



Nikore Associates, a consultancy firm specialising in education policy and program design, was founded by Mitali Nikore. Nikore has worked with several organisations, such as the United Nations, to design and implement education programs emphasising equity and access. She has also co-authored several reports on education policy in India. Her work in the education sector was recognised by the NITI Aayog Women Transforming India Award in 2020.

With their work, these women are changing education in India by empowering the next generation of leaders.

Women can enter the field of education in many ways. Some may become teachers; others may be administrators or policymakers. Others may choose to work in educational research or teaching hospitals. However, regardless of your path, you can do a few things to ensure success.

Teaching

As a popular career choice in India, teaching requires at least a bachelor's degree (B.Ed.). In addition to formal education, teaching also requires

strong communication skills, patience, and the ability to connect with students. Some schools may also need a master's degree in education (M.Ed.).

Administration

In education administration, schools, colleges, or universities are managed. Education administrators often have teaching experience before moving into administration, so they need a bachelor's or master's degree in education or a related field and strong leadership and organisational skills.

Curriculum Development

It requires a bachelor's or master's degree in education or a related field and experience in teaching or educational research. Curriculum developers must have a deep understanding of the educational needs of students and the ability to design materials that meet those needs.

Educational Research

A master's or doctoral degree in

education or a related field is required to conduct studies and analyse data to improve teaching methods and academic outcomes. Research and analysis skills are also essential for educational researchers. A successful academic researcher must be able to design studies, collect and analyse data, and communicate their findings effectively.

In India, institutes and universities provide plentiful educational options, ranging from Bachelor of Education (B.Ed.) to Doctor of Philosophy (PhD) in Education. All teaching and administrative positions require certifications approved by the relevant regulatory body and a minimum education standard. Additional qualifications such as experience and advanced degrees are generally necessary if you want to pursue curriculum development or research opportunities.

Through empowering girls to pursue their ambitions in the realm of education and removing the obstacles that stand in their way, centuries of female activism will continue to have a lasting impact on our world. We can ensure a brighter future for all with tireless effort and dedication.

By collectively creating opportunities for women's voices to be reckoned with, we can ensure that educational opportunities reach everyone.

Let's make this a reality together!





Cognizance 2023, IIT Roorkee

Cognizance is back with its offline three-day extravaganza.

The Cognizance is the annual tech-fest of IIT Roorkee, and its excellence made it the second largest tech-fest in Asia. IIT Roorkee welcomes you to Cognizance 2023 from March 24th to 26th, 2023.

Each fest day provides numerous events, workshops by esteemed companies, and guest lectures by famous personalities. Pro-nights are worth mentioning; stand-up shows, concerts and many more.

Cognizance has reached its zenith since its inception. The unique part of the fest is the departmental events, which allow showcasing of individual talents in their respective fields. Over the years, thousands of students have unveiled their skills; they are excelling in their careers by contributing to society and technology.

Cognizance 2023's theme for the fest is COSMOS RENASCENCE. The young minds of India would gather on the quest to thrive for excellence.

Workshops are the spine of Cognizance. We have heard about Machine Learning, Artificial Intelligence, Data Science, and many more pathways leading to our future sky heights. Professionals from the

abovementioned sectors shall be invited to the workshops to introduce such fields. A total of 18 workshops are going to organise this year. Intel Workshop – ML, Abstraction of C++, Basics of NPL by Saarthi.ai, ML & AI workshops by IBM, Deep Learning by Mathworks, App Development by Zoho, WebD using React, Python programming, IoT with Google, Data Science, IC Engines and EV Workshop for two days (12 hrs) by Robotronix, EI Systems, Drone Workshop by Agrob. Apart from technical workshops, several workshops under the Business and Finance segment are there, like Blockchain workshops by Avalanche and Cyber security by techdefense.

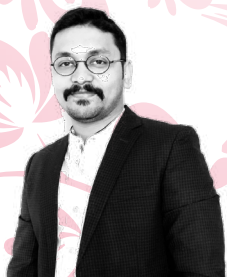
Events create a stage for the country's young minds and tech geeks. Cognizance'23 has come up with several technical as well as non-technical events. The major categories of events are:- Sky High, Algo Arena, Robotics, Off the Cuff, Business & Finance, Cogitation summit, and several Departmental Events. Moreover, there is a total prize worth 50 lakhs, including cash prizes, in which some of the significant events are:- Armageddon (cash prizes INR 3 Lakhs), Evorush (cash prizes INR 1.5 Lakhs), Probozance (fellowships worth INR 3 Lakhs), Cyborg Break In (cash prizes INR 80K), Ware Wizard (fellowships worth INR

3 Lakhs), Aerohelix (fellowships worth INR 3 Lakhs), Innovwave (fellowships worth INR 3 Lakhs), Inspectron (fellowships worth INR 3 Lakhs), Flight Fury (fellowships worth INR 4 Lakhs) and many more. Apart from these, several departmental events will take place in collaboration with different departments of IIT Roorkee, testing the skills of the brightest minds in India.

Cognizance is not only famous for its technical fests but also for the value it adds to society. Some of the social initiatives run under the banner of Cognizance are SAVE (Sustaining And Valuing Environment), FIFA (Food Initiative For All), CARES (Covid Awareness and Relief Enactment Scheme) and UTSE (Uttarakhand Talent Search Examination). UNESCO recognised Cognizance's initiatives. In addition, Make In India, CEE, SAYEN, TRI (Tribal Research Institute, Dehradun, Uttarakhand), Ministry of Tribal Affairs, Uttarakhand and USERC (Uttarakhand Science Education & Research Centre), which aims to uplift the quality and mindfulness among the children.

Team Cognizance, IIT Roorkee welcomes all the curious and bright minds from various colleges across the country to participate in Cognizance 2023 and have the opportunity to explore new skills and fields. The urge to be in IIT Roorkee is over; you are just a few clicks away. Let us together make this grand event successful.

Did you register for Cognizance'23? See you on March 24th!



Dr Adarsh Rath

*Co-Founder and Director,
Sai Gopal Agro Foods Pvt. Ltd.*

Growing Empowerment: Women Taking Charge in Agriculture

A

Agriculture is a crucial industry worldwide, but marginalised communities, including women, have faced significant barriers

to participation and ownership. Historically, women have played a crucial role in agriculture, but their contributions have often been undervalued.

It's time to recognise and celebrate the incredible achievements made by

women farmers worldwide over the last few decades. Their hard work, dedication, and determination show that anyone can succeed in agriculture and positively impact society.

Women in India face significant barriers to participation and ownership in agriculture, limiting their ability to contribute to sustainable development.

In India, women comprise nearly half of the agricultural workforce but own less than 13% of the land. In addition, they earn 22% less than men and have limited access to credit and decision-making roles.

These statistics underscore the need for more significant efforts to address gender inequalities in the agricultural sector.

Women farmers are often more innovative and efficient than their male counterparts, and they are quickly gaining recognition for their contributions to the industry.

There is still a long way to go before gender equality is achieved in agriculture, but the empowerment of women farmers is a step in the right direction.

With more women taking control of their farms and households, we can expect a bright future for agriculture — one that is more sustainable, equitable, and prosperous.

The Agricultural and Processed Food Product Export Development Authority (APEDA) reports that women are increasingly significant in India's agricultural sector.

Over the past few years, the female agricultural workforce has risen from 43.5% to 54.5%.

Several forces have enabled this change, such as education and awareness programmes that dispel gender-based stereotypes, increased availability of affordable credit, and government subsidies under the Pradhan Mantri Fasal Bima Yojana (PMFBY).



As a result, women are now being recognised for their ability to make critical decisions in farming, from what to grow to how to grow it. They also take on leadership roles in organisations and advocate for policies that support women farmers.

These advancements are helping to improve rural households and the entire agricultural sector – ensuring better health care and education for families while protecting the environment with sustainable farming practices.

Women have multiple entry points into the field of agriculture and farming in India, whether through formal education, practical experience or government/non-governmental aid.

Training workshops, the Agricultural Skill Council of India (ASCI) and networking opportunities all provide valuable resources to help women get started and grow their enterprises.



The Changing Landscape of Agriculture

The following are examples of women who are addressing the challenges in Indian agriculture by developing new farming techniques or working with local communities to implement sustainable farming practices:

Sunita Dugar

Sunita Dugar has used solar energy to produce electricity on her farmland, which she then uses to pump water for irrigation. She is a Rajasthani farmer who has developed a unique farming method. With Sunita's innovative approach, she has been able to increase crop yields and reduce her dependency on fossil fuels.

Chhavi Rajawat

Chhavi Rajawat, her career as a corporate executive led to her becoming the Sarpanch (village head) of Soda, a village in Rajasthan. With initiatives like rainwater harvesting, waste management, and organic farming, Soda has become a model for sustainable development under her leadership.

Sumita Ghose

Sumita Ghose founded a social enterprise that promotes traditional handicrafts in rural areas, Rangсутra. Rangсутra has created a program to encourage organic farming and sustainable agriculture practices in addition to providing employment opportunities for women in rural areas.

Viji Penkoottu

In Kerala, Viji Penkoottu developed an innovative method of intercropping coconut trees with vegetables like beans, cucumbers, and pumpkins. As a result of this approach, she has increased her income and provided additional nutrition to her family and neighbours.

A shift in the industry that promotes sustainable agriculture is helping to combat the challenges Indian agriculture faces. In addition, this shift creates opportunities for women to excel in this sector and has a wide-reaching impact on the industry.

As their number continues to grow, their influence will keep helping to shape the future of farming.





Sameep Mittal

DGM Finance WTi Cabs

Beyond the Bottom Line: *Women Driving Diversity and Inclusion in Finance*

W

Women have been underrepresented in the financial sector for years, whether lacking equal opportunity or outright exclusion.

There is a gradual but undeniable change occurring in finance. Women are actively driving change in the industry and beyond - from bringing

diversity and inclusion to pushing for legislative reform. In this article, we will explore how women in finance lead the way beyond numbers.

Beginning a career in finance in India can be achieved through multiple routes. Joining an investment bank or another financial institution, applying to become a financial analyst or accountant at a company or starting your own financial consulting firm are all viable options.

To be successful in this field, it is necessary to develop essential skills

such as critical thinking, problem-solving, communication and interpersonal abilities. These will be vital for building client relationships and working with colleagues effectively.

Competencies Required in Finance

Financing involves more than numbers and calculations. In addition to numbers and calculations, finance requires hard and soft skills.

Hard skills in finance include understanding financial statements, forecasting future financial needs, and having strong analytical skills. It is still essential for finance professionals to have soft skills such as teamwork, communication, and problem-solving these days.

With the ever-changing finance landscape, professionals must continuously update their skill sets.

This may require extra effort for women in finance as they face additional barriers in the form of gender bias and discrimination. In doing so, they are changing the face of finance for the better.





Successful Finance People in India and Their Advice to Young Females

Women are making great strides in Indian finance. Here are some of the most successful women in the field and their advice for aspiring female finance professionals:

Advice from Stalwarts

Neelam Ahuja, Managing Director of JPMorgan Chase & Co., believes that success is not a one-size-fits-all formula and encourages others to pursue learning opportunities and take risks to achieve it.

Meanwhile, Alka Dhingra, Country Head of Finance at HSBC India, advises staying persistent and never giving up on your goals despite difficulties.

Finally, Archana Sharma, CFO of Tata Motors Limited, recommends having an open mind about finance and building solid connections with colleagues and

customers.

Notable women in finance who have made history include Chanda Kochhar, former CEO and MD of ICICI Bank; Arundhati Bhattacharya, former Chairman of State Bank of India; Zarin Daruwala, former CEO of Standard Chartered Bank India; Naina Lal Kidwai, former CEO of HSBC India; Vinita Bali, ex-CFO of Cadbury India and Managing Director of Britannia Industries; Jyoti Deshpande, formerly CFO of Reliance Industries Limited; and Sangeeta Gulati, who has over three decades of experience in the field. Each has achieved success through hard work, determination and skill set.

The career path in finance begins with an entry-level position in accounting, financial analysis, or banking.

Entry-level positions in finance consist of Financial Analyst, Accounting Clerk, Bank Teller, and Credit Analyst jobs. Financial Analysts investigate

financial data to suggest decisions for companies.

Accounting Clerks perform essential record-keeping responsibilities, like overseeing accounts receivable and payable and creating financial reports. Bank Tellers aid customers with banking transactions such as cashing checks or making deposits.

Lastly, Credit Analysts assess the lending risks for individuals and businesses by examining credit applications.

Each role involves unique responsibilities and challenges that require different skill sets. For career advancement in finance, individuals must demonstrate their capabilities through stellar performance and remain current on necessary qualifications and certifications.

With dedication and ambition, professionals can climb up the ladder and reach significant positions within the field. 🧑‍💼



Sunanda Rao

Head HR - WTi Cabs

Revolutionizing HR: *Women Shaping the Future of Work*



In today's changing workplace, women in human resources lead the way towards a more equitable and diverse workplace. To promote greater gender

diversity and equal opportunities, various courses and programs have been created to help HR professionals develop their skills and know-how.

Professional certifications are also available to ensure that HR leaders possess the necessary expertise to manage a diverse workforce successfully. HR is constantly evolving, so the entry steps for a career in HR are also changing.

If you're considering a career in HR, here are a few things to consider:

» Obtain a degree in HR or a related field. While a degree is only sometimes needed to work in HR, it can provide a solid foundation in the basics of the area. Many HR degrees are available, so you can choose one that meets your needs.

» Many entry-level positions are available in HR, so you can start gaining experience immediately. In addition, entry-level positions allow you to explore the different aspects of HR and determine what interests you most.

» You can prove to employers that you are serious about your career in HR by getting certified by an accredited organisation such as SHRM or HRCI.

» Stay up-to-date on trends and changes in the field. HR constantly changes, so staying current on new trends and developments is crucial. To do this, you can read industry publications, attend conferences, attend webinars, and network with other professionals.

Empowering women in legal careers

Human resources professionals continue to evolve as the workforce evolves. As a result, HR professionals must continually develop their skills and knowledge to keep up with the changing landscape. You can succeed in today's ever-changing HR field by taking the following courses and learning these skills:

- » **Business Acumen:** HR professionals must understand their business and its operation. They need to be able to identify opportunities and challenges and develop strategies to deal with them.
- » **Change Management:** Organizations need HR professionals to help them manage change effectively. You must identify potential resistance to change and develop strategies to overcome it.
- » **Communication:** Clear and tactful communication is essential in HR, where sensitive issues are often discussed. You must communicate verbally and in writing clearly and tactfully.
- » **Engagement:** Engaged employees are productive employees. HR professionals must understand what motivates employees and develop policies and programs promoting engagement.
- » With the increasing globalisation of businesses, HR professionals must have a global perspective. They must be aware of how different cultures impact the workplace.

A few successful women HR leaders in India:

The Co-Founder & CEO of WeAce, **Anuranjita Kumar**, is an experienced HR leader in India with over 25 years of experience. A former Managing Director and Chief Human Resources Officer at Citibank India, she developed HR strategies for the company and earned the company's recognition as a top employer. In addition to inspiring aspiring HR leaders, Kumar is a thought leader in diversity and inclusion.

Dr Ankita Singh has a wealth of experience in Human Resources, having worked in the ITES sector for over two decades. As Senior Vice President & Global Head of HR, IT, Admin, and Travel at CIGNEX and Founder of the HR Association of India, she initiated changes that led to CIGNEX being named a "Great Place to Work" from 2017-21. In 2019, Dr Singh also received recognition from Forbes India & Great Manager Institute as one of their Top 100 People Managers in India for consecutive years.

Renu Bohra is a successful HR leader in India with over 20 years of experience. She is currently the CHRO at DB Schenker India Pvt Ltd. Under her leadership, the company has won awards for HR practices and has seen employee engagement and retention improvements. Bohra's success story is a testament to the impact passionate HR professionals can have on an organisation.

Career Paths in HR

The world of work is constantly shifting, and as such, HR professionals are becoming ever more vital in determining the future success of an organisation.

This presents an excellent opportunity for women in Human Resources to create meaningful change and real impact. Women can explore various avenues within the HR field to specialise in, such as recruitment and employee relations, or even take on broader strategic responsibilities.

Their combination of human skills and business knowledge enables them to drive progress forward and brings new opportunities for businesses around the globe.

Advice from Successful Women HR Leaders

Among other things, HR leaders champion initiatives that support gender equality, flexible work arrangements, and paid parental leave. Here's what they have to say to aspiring HR professionals.

- » Be authentic and stay true to yourself.
- » Be confident in your abilities, and don't fear taking risks.
- » Develop a strong network of mentors and sponsors who can assist you in navigating your career.
- » Don't let anyone tell you that you can't achieve your dreams - go after them with determination.
- » Take part in the discussion about the future of work and advocate for policies that support gender equity.

As the workplace evolves, human resources must also keep up. Women have long been powerful drivers of change and progress, and human resources shouldn't be any different. HR women are the cherry icing for an inclusive and equitable workplace.

Take advantage of this opportunity and become a Human Resources professional!



BALANCING ACT: ADVICE ON JUGGLING LIFE AND CAREER FROM SUCCESSFUL WOMEN

Figuring out the correct equilibrium between work and home life is a challenge everyone faces, but women are frequently under additional pressure to do both without compromising. To better understand how to address this issue, we consulted with a few successful ladies who possess expertise in juggling work and personal lives. From emphasizing self-care to establishing constraints, they shared their wisdom on handling their obligations.

Their words of wisdom can help you find the right path towards a fulfilled and prosperous lifestyle.

LEADING THE WAY IN EDUCATION



Sunita Arora
Principal DPS Howrah



What advice would you give to your younger self when starting your career?

Now that I have reached a certain juncture in my career, I would look back, if I can, and would advise my younger self to be resilient, judicious and out-spoken. As a student I was uninitiated towards my career goal, I would advise my younger self to be initiated and as a budding educationist, I have always indulged myself into an affable learning experience, my younger self, should never let go of this genial attitude, even in the face of all aridity.



How do you stay motivated and focused on your goals in the face of setback or failure?

Nobody wants to be put to test, we all, even in the most microscopic form, are afraid of the result, to be precise, about failures and setbacks. I am no meta-human, and I too have faced, and still face setbacks but I consider them to be, as I have previously said, learning experiences. After

very stormy night, there comes a bright days, just like that every failure takes me a step closer to success and as the saying goes, we cannot gauge the depth of the ocean without stepping into it.



What is the one piece of advice you would give to a female college student who is starting out on her career journey?

To a college student who hasn't yet ventured out the uncharted sea called 'career', I would advise a young lady to indulge more and more in the process called 'experiential learning'. Since experience has become one of the major parameters of assessment, a young lady, who is in her college right now, will be readily inducted into the career of her choice. The foremost qualities which a young lady, a college student should have is discipline and humility, she should understand that there is no substitute for hard work and should also try and develop her interpersonal skill. Last but not the least, a young college student should be an indomitable spirit.



Bhavna Chibber
Principal, Laburnum
Public School



How do you stay motivated and maintain a work life balance?

My day affects the days of all children because I am a principal and a mother too so I begin by being positive and smiling. I always show up and give it my all, no matter what has happened or will happen. In order to maintain a healthy balance between mind, job, and life, consistency and positivity are crucial.



Prof. (Dr.) Shauli Mukherjee
Associate Dean - School
of Liberal Arts and
Culture Studies
Adamas University



Can you tell us about your background and how you got started in your current field?

I am a passionate academician, global thought leader and internationally acclaimed inspirational speaker with more than 23 years of expertise in the education space. I have been awarded as India's Top 50 Women Leaders in the Education Industry and Top 20 Revolutionary Edu leaders as well as among 99 Women Achievers of India for the year 2021. I have also been listed among the Top 50 Most Courageous Women in Business, Leadership and Entertainment in 2022. I am currently working as the Director of School of Education and Associate Dean of School of Liberal Arts and Culture Studies at Adamas University.



How do you stay motivated and maintain a work-life balance?

I am a person who thrives on intrinsic motivation to touch, impact, inspire and create visible and tangible difference in the lives of people through the ennobling and transformative power of education. When there's a culmination of passion and purpose, one tends to work with an elevated sense of conviction and commitment and there's absolutely no need for any external stimulus to keep him/her motivated or inspired since both inspiration and motivation are intrinsic for a person who is purpose driven.



What advice would you give to young women just starting out in their careers?

It is vitally important for young women to realize that they are completely free to chase their dreams, passions and ambitions and thereby become the best, highest and truest versions of themselves. They can be fierce and fearless in acknowledging and embracing their flaws and imperfections and wear them proudly as their badges denoting who it is they are in reality. This begins with placing us, the women, as role models to our girls and daughters - at the top of the ladder, at the front of the line and at the best seat at the table.

EDUCATING THE NEXT GENERATION



Asnaha Farheen
Head of Primary and
PYPC, Abdul Kadir
Molla International
School Bangladesh



How do you stay motivated and maintain a work-life balance?

Maintaining motivation and achieving a healthy work-life balance can be challenging in the swift and cutthroat

world of work. Setting SMART objectives for personal and professional aspirations is crucial to overcome this. These objectives are specific, measurable, attainable, relevant, and time-bound, ensuring that attention is focused on activities that hold the utmost importance. Delegating tasks to others, if feasible, is an effective way to reduce the workload and create room for more critical work or personal interests. Streamlining workflow through calendars, to-do lists, and other productivity tools helps manage time efficiently and stay on track. Additionally, I stay motivated by commemorating all achievements, irrespective of their magnitude, to maintain a positive outlook and keep motivation levels high.



What advice would you give to young women just starting out in their careers?

I have some valuable advice for young women embarking on their career journey. First and foremost, believe in yourself and have unwavering confidence in your abilities. Do not let self-doubt hinder you from pursuing your goals and aspirations. In addition, it is vital to set clear and concise goals for your career to maintain focus and prioritise tasks effectively. Seek mentors who can offer invaluable guidance, support, and advice on all career-related matters. Mentors can help you navigate the challenges and opportunities that come your way and lead the path to success. Furthermore, building a robust professional network is crucial. Attend industry events, connect with colleagues and peers, and actively participate in professional organisations. These activities enhance your skill set and open doors to new opportunities and valuable connections. Lastly, embrace challenges and view them as opportunities for growth and learning. Do not shy away from new tasks or roles that may stretch your abilities and skills. Believe in your capacity to overcome obstacles and emerge stronger from them.



Krupali Rathin Sanghvi

*Teacher
Ahmedabad, Gujarat,
India*



What challenges did you face when you started your career, and how did you overcome them?

When I had to choose a career, my initial priority was to raise a 1.5-year-old kid. As a teaching profession a morning job, I could spend the remaining day with her. The challenge I faced in the journey was my Pedagogical approaches being different from others. It was more focused on experiential learning over rote concept building. Due to an urge to Bring Change, I needed to quit the organisation.



Can you share any practices you follow to stay physically and mentally healthy at work and outside?

I prefer walking, keeping an active lifestyle, and meditation over strenuous workouts to stay physically fit. To be mentally healthy, I keep myself engaged in reading or exploring trending and innovative content, playing games to build critical thinking skills, listening to soulful music, and cleaning.



What advice would you give to women just starting in their careers?

Taking risks & being Innovative is always challenging. Sometimes quitting the job for your self-esteem is never wrong because there is always another option. God has better plans for us, so never lose hope when you struggle to make decisions in your professional life. Family and Health should always be the utmost priority because, after all, that is permanent rest. All is temporary.



Megha Bhatt
Founder SciKnowTech



Can you tell us about your background and how you got started in your current field?

I have always been passionate about teaching. However, while observing my son's study, I realised that rote learning did not build creativity or aptitude. Thus, with the philosophy of "Exposure leads to Exploration," we started SciKnowTech- a breakthrough in experiential learning, where the main aim is to develop scientific temperament in children.



Can you share any tips or strategies you use to manage stress and avoid burnout?

Some strategies I follow to avoid burnout include practising mindfulness, setting realistic goals, taking regular breaks, self-care activities, and prioritizing and maintaining a healthy work-life balance. Sometimes, seeking support from friends, family, or professionals is very helpful; asking for help never harms!



What advice would you give to young women just starting their careers?

Follow your passion by doing what you love to do, and success will chase you. Remember, "Exposure Leads to Exploration, which in turn leads to Innovation", so do expose yourself to the limitless opportunities that today's era offers.



How important are continued learning and professional development throughout one's career, and how can young graduates invest in their development?

Staying up-to-date and developing professionally is crucial in the 21st century. One should invest in their development by attending conferences, networking, joining professional organisations, etc. Building a strong foundation of knowledge and skills early can open up many opportunities for career advancement, but always remember: Never Stop Learning!



Dr Ruby Bakshi Khurdi
Award Winning Educationist, Author & TEDx Speaker



Can you share a moment of professional success that you are particularly proud of?

When I was appointed as the Academic Dean of a prestigious all-girls boarding College in Switzerland, I was a bit unsure if I could handle this big responsibility! I was the first Indian, under 30 heading the role, and I did not have any role models to guide me. Till date, I am super proud of that life-changing moment in my career!



How do you handle conflicts between your professional and personal life and ensure that neither one suffers?

Conflicts are a part of our life. It depends on how we handle them. I try not to switch to panic mode when something unplanned happens. I think calmly & breathe. At work, I discuss the underlying situation with my team & at home, I also discuss it with my immediate family members to find a solution.



What are some of the most important qualities for success in your field, and how can young women cultivate these qualities in themselves?

As an educationist, I feel it is important to be empathetic, passionate, confident, and resilient. As a young enterprising woman, you should focus on time management & keep

working consistently. Try innovative methods of learning & teaching to motivate your students.



What advice would you give to young graduates just starting out in their careers?

Remember, there is no magic formula for success. You need to create the magic yourself! Learn from your mistakes. It's Okay to fail, fall and then rise with double energy! No shortcuts, please. Work hard consistently every single day.



Sindhu Brown
*Sindhu Brown's learning
Centre,
Managing Partner*



How did you overcome any self-doubt or imposter syndrome when starting out in your career?

Many people experience confusion and self-doubt when beginning their careers. To better understand our own thoughts, writing down your ideas on paper is helpful. It is also beneficial to bear in mind that everything is temporary – as a way to help us grow through experience. We must stick true to ourselves, our 'dharma' – this does not change. Courage, faith and hope are fundamental qualities of a good leader; through cultivating these values we can push past any imposter syndrome and be resilient in following our ultimate goal with goodwill. Aligning ourselves with the divine, and understanding that everything happens for a reason will only multiply our blessings many times over.



Zeba Parker
*Academic Coordinator
Sarvankash Vidya
Mandir*



How have you balanced your personal life and your career, and what advice would you give to someone trying to achieve that balance?

Understanding the importance of a harmonious balance of personal life and career is key. To achieve this, it is necessary to plan and allocate resources appropriately. Investing



How can young women overcome the challenges and biases they may face in the workplace, such as the gender pay gap or lack of representation in leadership positions?

time in activities that align with what makes us happy and fulfilled, as well as managing financial obligations, will create a healthy equilibrium allowing for greater productivity and satisfaction. It all comes down to making sure we spend enough time on ourselves, along with our professional commitments, in order to lead fuller lives.

It all starts with proving yourself. Once the workplace knows your value, you are treated and paid well.



Can you share tips for networking and building a professional network early in your career?

To build a professional network, one must attend webinars, do crash courses, constantly upgrade oneself, read many books, and get in touch with people around you.



What were some of the biggest challenges you faced in the early years of your career, and how did you overcome them?

Initially, it was difficult as I was a fresher. Gaining with people and managing my personal and professional life was a challenge. However, once you are into it and with good supporting mentors, I overcame my challenges.



How have you balanced your personal life and career, and what advice would you give someone trying to achieve that balance?

Trying to balance the two is always like a juggling act. There will always be competing priorities in life on a given day. Identify and prioritise in order of importance and move down the list. It's essential to do justice to both roles, and having umbrellas like "crisis-firefighting" "maintenance mode", or "thought leadership" are some key categories where things from both personal and professional aspects get assigned to. Carve out distinct chunks of time for the latter two as you plan, while crisis mode is always more reactive. One should always be cognizant of the responsibilities one takes on, and doing the best one can in both aspects establishes an individual's mettle. Taking the easy way out takes no talent, constantly putting in to achieve a balance takes courage and willpower. Both things will always hold you in good stead. If you are proud of yourself and how hard you work, the people you care about will be too.



How do you stay motivated and focused on your goals despite setbacks or failures?

Setbacks or failures are like speed breakers. They often come unannounced and unexpectedly but come for a reason. It's important to identify the reason for the failure because it's impossible to fix something without understanding why it happened. Then isolate that reason, study, dissect, and learn from it. That is where all the learning comes from. It will help to understand what and where the mistakes are being made and what course correction is required. Whilst the focus should be on the goals, the journey is equally important. Often one goes off the path, and it becomes important to get back on it. Sometimes a failure will make one realize it's time to carve a new path to reach the goal. Often blessings come in the guise of hardships. It's easy to forget that when times are tough. Keep sight of that.



Can you share a time when you took a calculated risk in your career and how it paid off?

When I started Vows for Eternity a decade ago, it was ahead of its time in many ways. But it felt right to me. It stood for something lasting, embedded in integrity and transparency. So despite all odds, and there were many, I slowly set the wheel in motion. I started a bootstrapped startup that has a presence in the US, India, the UK, Dubai and Canada ten years later.

ENTREPRENEURIAL SUCCESS STORIES



Anuradha Gupta
founder and CEO of Vows For Eternity



What advice would you give to your younger self when starting your career?

Believe in yourself and learn to pick yourself up when you fall! Life is like a puzzle. Different pieces have to fit together. So have one eye on your pieces and how best you can put them together and the other on thinking outside the box to make sense of your pieces. Identify early on what are the values that define you and the flaws that make you human. Never settle for mediocrity, and know that the only limits you set for yourself are the ones that matter. And then push those limits!



Rajashri Rajashekhar
Poornam
POSH Solutions



What challenges did you face when you first started your career and how did you overcome them?

When I first started my own business, it allowed me to view the world from a different perspective than when working for a corporation. My job offered me the power and status that comes with being part of the company, as well as what is expected by society. As an entrepreneur, however, many of my old connections faded away and I was forced to create new bonds. Although it was a challenge to adapt to this new way of life, I was happy with the transition and soon found people who were willing to help support me on my journey. The mind set between job and business are vastly different and you must learn how to balance them while embracing failure in order to develop into a successful figure.



What inspired you to pursue your current career and what motivated you to stay in this field?

I stumbled upon my current career by accident. After 20 years doing something similar, I wanted to use my HR background for something new. That's when I started looking into gender from an Indian perspective, reading scriptures and a variety of books from both Indian and international authors. This guided me to discover the underlying beauty of humanity, something so different from what I initially saw on the surface. Decoding the ancient language enabled me to understand the essence behind it which I'm now attempting to put into simpler terms and apply to a corporate setting for the benefit of many. This ocean is far too deep to be fully explored in one lifetime - there's still so much more left to uncover.



What attributes do you deem essential for achievement in your chosen profession?

Passion, innovation, the willingness to read and learn, self-

discipline, and the drive to make improvements in oneself are all vital components.



Dr. Rosalin Patasani Mishra
President-Parichay
Foundation



What advice would you give to your younger self?

I encourage every girl in my nation to create her own identity and gain financial independence, not necessarily depending on marital status. Even if you have a privileged family background, nobody should decide for you - success requires advice from those who've succeeded, but don't just imitate them; create your own path based on the market's needs and your passion. With the right attitude towards success, anything is possible!



How have you balanced your personal life and career, and what advice would you give someone trying to achieve that balance?

Having both family and career as priorities is a must in today's expensive world. To succeed, one should think like a man and take risks. Balancing the two requires being disciplined and organized. Your children will be proud of you if you make your career prosperous, taking help from your family initially to cater to everybody's needs - your children's expectations, spouse's desires and parents' wishes. In such a give-and-take relationship, it's essential to reciprocate support whenever provided. Self-love is important as it keeps us strong to advance with our dreamy careers and loving family. When one woman is contented then can she excel in managing her personal life successfully too!



What are some of the biggest challenges you faced as a woman in leadership, and how did you overcome them?

I had never waited for the ME to campaign. I took the initiative and made sure that I was aware enough not to take any shortcuts, often denying potential opportunities. I became a fighter in this journey, embracing my role as a tortoise. I worked steadily without taking any breaks, and it took me almost 20 years to reach where I am today. My experience has become an example for many girls to learn to refuse offers if they seem wrong or too good to be true. Coming from a political background, I built my identity by using my voice to protect other women by rejecting offers that could prove harmful. Every woman must find their strength and use it – don't wait for outside encouragement; your opinion will be heard, and others can be saved from danger through your brave steps. Be the example present, and future generations need, always standing up for our girls' rights and refusing unsuitable expectations.



Prem Sai Samontoray
*Director,
Enhance Lifeskill*



What is one piece of advice you would give to a female college student who is starting out on their career journey?

Careers are a long-term race; it takes time and strategy to reach the finish line. Make sure that you take the necessary steps for your professional growth: explore, get clarity, seek advice if needed, plan your days wisely, and remain disciplined but flexible enough to handle changes. Along the way, remember to prioritize self-care as well as relationships with loved ones, health, and values in order to maintain balance. Patience, pauses, speed, productivity and resilience are some essential tools that you'll need along the way – let your intelligence guide you on where to best focus them.



How have you maintained a growth mindset throughout your career, and what has been the key to your ongoing success?

I'm well aware that I don't have all the answers. There's certainly a wealth of knowledge out there, and reflecting

on our tiny place among the stars really puts things into perspective. This mindset allows me to be open to the lessons my environment can offer, which in turn helps me to continue evolving and growing.



How have you balanced your personal life and your career, and what advice would you give to someone trying to achieve that balance?

It is important to focus on goals beyond work, such as financial objectives, relationships, personal growth, health, and entertainment. Build a plan that incorporates all of your aspirations with commitment and prioritization.

CORPORATE EXPERTS SHARE THEIR INSIGHTS



Renu Bohra
*DB Schenker
Chief People Officer*



What advice would you give to your younger self when starting your career?

I started my career in my early twenties. At that age, I was unclear about what career I wanted to pursue, and my focus was only on getting a job to become financially self-sufficient. At that age, I was much more concerned about others' views of me or "What the world thinks". Now I realise there is nothing singular called "the world" because various people have various opinions. Sometimes we focus on negative opinion as it gets highlighted, but many have favourable views we may not be aware of. So I want to tell my younger self that do what you think is right because if you start looking for others' validation, you will lose, as neither will you be able to follow your mind nor do what others want you to do as your heart is not in that.



How have you balanced your personal life and career, and what advice would you give someone trying to achieve that balance?

Instead of seeing a day as a unit to balance work-life, I view a week as a unit and try to divide my work and leisure between these seven days. So, while one day of the weekend is reserved for ensuring a week-long grocery for the kitchen, doing laundry, housekeeping and related stuff, the next day is spent in “me time”, family time and also around my passion for care for stray dogs. I follow certain Dos and Don'ts. Like, For being open to asking for help and accepting support from family members for equitable distribution of household work. I do not consume much OTT content and try to keep a tab on screen time.



What are some of the biggest challenges you faced as a woman in leadership, and how did you overcome them?

Most of the challenges I faced have been around inclusion. I had to push my ways to join groups where male colleagues naturally bonded around drinks, smoking, or over sports. So many important decisions happen around such interactions, and you lose out even if you are not a part of such cohorts. Another challenge I observed quite early was women being interrupted, which I found was a reality and not a myth. And then another challenge was about viewing the HR function as a support function and bringing it to mainstay discussion, but this challenge is more about HR than being a female. The best way to win over these challenges is to be aware of them and constantly work on the value you bring as a professional.



Preeti Nair
Chief Operating
Officer
Core Integra
Consulting Services
Pvt Ltd



What challenges did you face when you started your career and how did you overcome them?

I have handled various HR roles in my career, including a

stint in the US followed by a sabbatical. At the start of my career with Core Integra a decade ago, I was to lead the foray into the Labour Law compliance space, which hardly had any national-level players. There was no software and required a good amount of physical liaison with authorities in local offices. It was a domain with very few women then, and many clients did not expect a woman in a leadership position. But of course, things have changed now with many more women in managerial and leadership positions. We have been able to build a robust advisory and outsourcing practice for Core Integra, along with developing one of the most comprehensive software for Regulatory Compliance.



How do you stay motivated and maintain a work-life balance?

Playing the CEO role indeed tests your time and patience, with physical and virtual client meetings, team reviews, supporting the technology and business development teams from a domain perspective and having sufficient time to study the latest updates, which have become frequent now. Thanks to our flexible working model and a well-aligned team, I can manage work and fun and study-fight time with my nine-year-old daughter. This year resolves to be able to remove some time for fitness, a holiday with family and socialising with friends.



What advice would you give young women starting their careers?

The world is changing positively and has opened multiple avenues to grow in. My advice to all youngsters starting in their careers, irrespective of gender, is, to work hard and smart and grab every opportunity you get because that's the only way to learn and grow. Multi-skill and multi-task as much as possible and learn it when young; it will stand you in good stead.



How can young graduates identify their strengths and find a career path that aligns with their interests and values?

Unlike my times, today, youngsters have multiple options to decide basis their affinity right in the school itself. The best part is that today there is flexibility to mix subjects of choice and change them during academics. This gives a better opportunity to explore, experiment and arrive at the preferred choice when one graduate. I always encourage young people around me to pursue further studies in post-graduation, technical skills and vocational skills, which will keep them updated in this VUCA world.





Editorial Calendar 2023

**PASSION
DRIVES
YOUR
CAREER**



JANUARY

**New Year,
New Career**

FEBRUARY

**Women in
Leadership**

MARCH

**Career
Advancement
for
Millennials**

APRIL

**Freelancing and
Entrepreneurship**

MAY

**Career
Change**

JUNE

**Interview
Preparation**

JULY

**Careers in
Demand**

AUGUST

**STEM
careers**

SEPTEMBER

**Careers in
the Public
Sector**

OCTOBER

**Careers in the
Creative
Industries**

NOVEMBER

**Returning
to the
Workforce**

DECEMBER

**Career
Planning for
the New Year**

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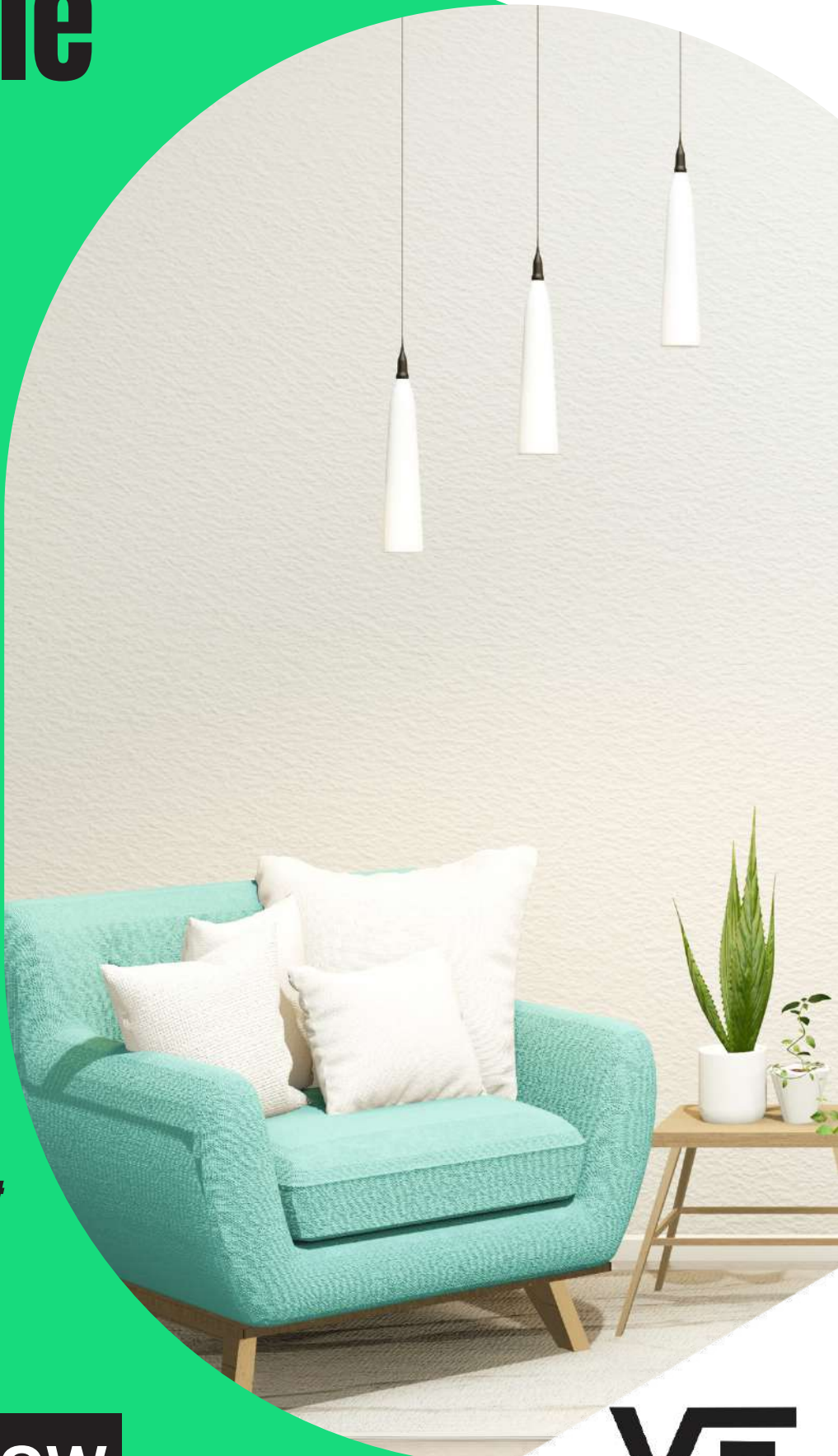
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