

Vedanta sets target of 50% women in STEM roles

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Vedanta said its progress shows how industry-led action can support the transition from education to long-term scientific and technical careers for women.

Vedanta Limited has announced that women make up over 35 per cent of its STEM fresher hiring, rising to 45 per cent when leadership and management roles are included. The company is targeting more than 50 per cent women hiring in STEM roles from this year. The announcement coincides with the International Day of Women and Girls in Science on 11 February.

The company said the shift reflects a broader change in sectors such as metals, mining, manufacturing and energy, which have historically had low female representation. According to UNESCO Institute for Statistics data cited by Vedanta, women account for nearly 40–45 per cent of India's STEM graduates but less than 30 per cent of the global STEM workforce, with participation in metals and mining often in the single digits.

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Vedanta said its progress shows how industry-led action can support the transition from education to long-term scientific and technical careers for women.

Women's roles expand across operations

Priya Agarwal Hebbar, Non-Executive Director of Vedanta Ltd and Chairperson of Hindustan Zinc Ltd, said, "Science and technology will shape India's journey

towards a truly Atmanirbhar and Viksit Bharat. From being the first in India to send women miners underground and enable night shifts in mines, to building all-women aluminium production lines and locomotives, we are demonstrating what is possible."

The company said digital technologies, including automation, real-time monitoring and standardised operating procedures, have helped support workplace safety and predictability, and have enabled night shifts for women in several operations. [Women engineers](#) and technologists at Vedanta are working in areas including mining, metallurgy, process engineering, environmental sciences, digitalisation and energy systems. Their roles support domestic value chains and the company's work in resource development and decarbonisation.

Talent strategy and long-term retention

Vedanta said its hiring and retention strategy covers early-career entry, progression and long-term roles. The company partners with women's engineering colleges, offers structured career pathways and runs leadership platforms highlighting women role models. Policies introduced include spouse hiring to support mobility, a year-long childcare sabbatical, and a monthly "no-questions-asked" work-from-home day. Integrated townships near plant locations include schools, hospitals, daycare centres and recreational facilities.

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Stock option grants have also been extended to women leaders to support long-term retention and alignment with business growth.

Examples from operations

Women geologists at Vedanta Aluminium's Jamkhani and Ghogharapalli coal mines in Odisha — including Koyel Chatterjee, Bidisha Das and Pallavi Konch — work across exploration, modelling, mine planning and coal quality management. They have also been involved in environmental and digital initiatives at the sites.

At Cairn Oil & Gas, Sulaxna, Geology & Geophysics Head for Rajasthan North, has led data-driven decision-making across fields in the Barmer Basin. Her team's work enabled real-time drilling adjustments that reduced well depths by about 80 metres and added nearly 800 barrels of oil through side-track well optimisation.

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Building future STEM participation

Vedanta said its social impact programmes have reached more than 50,000 women and girls since 2021, focused on education and STEM pathways. Initiatives such as Unchi Udaan in Rajasthan have supported first-generation learners entering engineering programmes, including students from underserved communities.

The company said its combined efforts in hiring, digital tools, workplace policies and community programmes are aimed at strengthening women's participation in science and technology across its business and operational regions.

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