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Apraava Energy and Avtar Highlight Need for More Inclusive Workplaces to Boost Women's Participation in the Energy Sector



CHENNAI – 6 Nov, 2026 Companies in the energy sector need to move beyond hiring targets and address operational, cultural, and structural barriers to boost women's participation as well as long-term career progression, said industry and social impact leaders during the second edition of the DEIB Roundtable (Diversity, Equity, Inclusion & Belonging).

Themed 'Energy of Inclusion', the DEIB Roundtable was recently hosted in Mumbai by Apraava Energy Private Limited, an integrated energy solutions provider, in partnership with Avtar Career Creators Limited, a workplace culture and inclusion solutions firm. The leaders also highlighted the need to rethink site-based work arrangements, expand women's access to technical roles, and create stronger pathways to leadership, while making inclusion an integral part of everyday business decisions.

The roundtable brought together leaders from the energy, manufacturing, and renewable energy sectors to explore how organisations can embed inclusion into everyday work, particularly in environments defined by plant operations, project sites, and field responsibilities. The roundtable saw participation from industry leaders representing JSW Group, RPSG, Sprng Energy, Serentica Renewables, Hindalco Industries, Luminous Power Technologies, Senvion India, Axis Energy and Waaree Group, alongside social impact organisations including Adventures Beyond Barriers Foundation, TWEET Foundation and Kshamata.

A central takeaway from the discussions was that meaningful inclusion must extend beyond representation to address the conditions that shape women's experiences throughout their careers. These include access to technical and operational roles, the demands of site-based work, opportunities for skill development, and pathways to leadership. For the energy sector, a shared opportunity lies in designing workplaces that meet operational requirements while enabling more women to enter, stay and advance in their careers.

Highlighting the importance of inclusion as a business metric, Rajiv Ranjan Mishra, Managing Director, Apraava Energy Private Limited, said, "Inclusion may not be a line item in the P&L, but it is behind every line in the P&L. It is about whether we create access to the best talent, whether people choose to stay, whether they feel heard and empowered to have a voice, and, above all, whether they feel safe. All of these aspects are very much measurable. We must look at inclusion with the same focus as we apply to plant load factor, operational performance, and safety."

Dr Saundarya Rajesh, Managing Director, Avtar Career Creators Limited, said, "Women's representation is an outcome; the real work lies in building workplaces where women can foster meaningful, long-term careers. In the energy

sector, which means making sites liveable and workable, and ensuring women have access to opportunities that help them progress. Inclusion has clear business benefits, from innovation to customer satisfaction, but it must also become personal, reflected in the choices we make and the opportunities we create for people to succeed."

The discussions identified three key areas where energy companies can strengthen workplace inclusion:

Rethinking flexibility in site-based operations: Predictable shifts, safe transportation, suitable facilities, and technology-enabled monitoring to make operational roles more accessible while meeting business requirements.

Addressing barriers to career progression: Equitable access to technical assignments, mentoring and leadership opportunities, along with supportive workplace practices, is essential to enabling women's career growth.

Building stronger talent pipelines and industry collaboration: Expanding access to technical roles, continuous learning and partnerships with social impact organisations can help create more inclusive career pathways.

The DEIB roundtable also examined the relationship between inclusion and business performance, with discussions highlighting its relevance to talent retention, workplace safety, and employee engagement. The conversations reinforced the need for collaboration between businesses and social impact organizations to connect workplace inclusion with broader community needs.

As India's energy sector expands, attracting and retaining talent from a wider pool will be increasingly important. The insights from the roundtable underline that progress will depend not only on bringing more women into the workforce, but also on creating the working conditions, opportunities, and support systems that enable them to build sustainable careers.
