

Highway Operators' Association (I)



Promotion of Women participation in Highway Operator's work

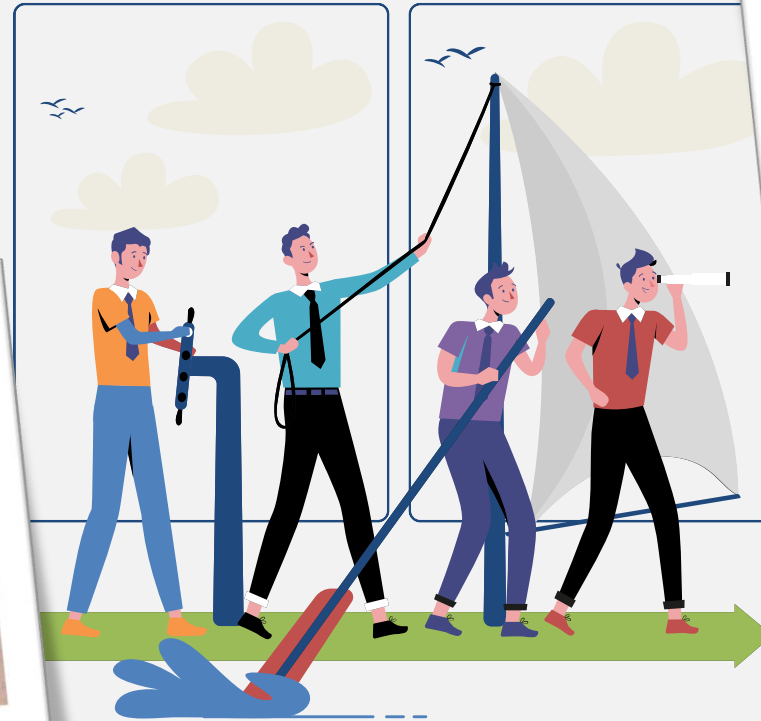
Cube Highways Group Companies



Meetal Chopra
Head – Human Resources

We are a Diverse and Inclusive Workplace

At Cube Highways, we're committed to fostering a diverse and thriving work environment. We believe in the power of fresh perspectives and inclusive teams to drive innovation and success.



As an equal opportunity employer, we celebrate diversity and are dedicated to creating a workplace free from discrimination. We strictly adhere to all statutory and regulatory guidelines.



❖ We are proud to be a Great Place to Work Certified™ company! This prestigious recognition highlights our commitment to fostering a truly exceptional employee experience.

❖ It signifies that Cube Highways offers a work environment that is:

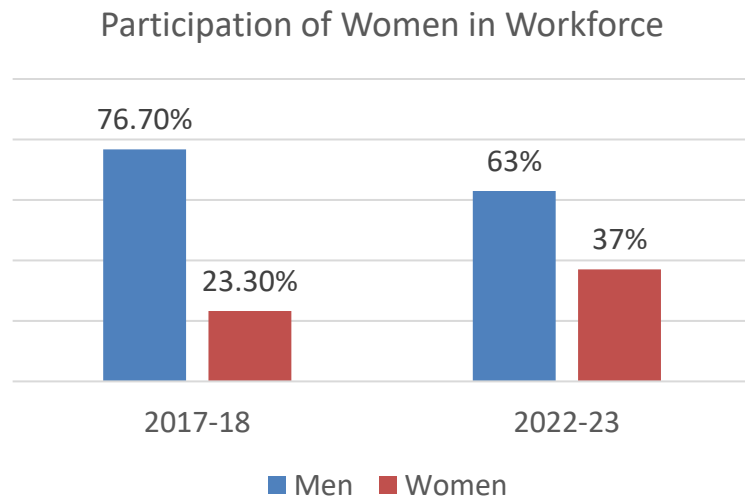
- Trustworthy
- Respectful
- Fair
- Camaraderie-driven
- Supports growth

❖ Benefits for You: As part of a Great Place to Work Certified company, you can expect:

- Meaningful work
- Opportunities for professional development
- Collaborative and supportive work environment
- Positive company culture

National Statistics

Periodic Labour Force Survey (PLFS),
released by the Labour Bureau in
October 2023



Roles occupied by Women in Infrastructure
(2022)*

Women as Labours	30%
Technical Position, Engineer or Architects	>2%
Senior level Management	>1%

*Report by CII

Sector Benchmarks

International

Domestic

Company 1

Company 2

Company 3

Company 1

Company 2

Cube

No. of Assets
/ Tenure (Yrs)

22 / 28

33 / 21

36 / 46

11 / 3

26 / 8

30 / 9

Operational
Regions

Aus & NA

EU, NA & Asia

Indonesia

India

India

India

Total Employees

1912

12439

2628

253

5735

1260

Contractual
Workforce

87

15,009,313 (40%-W)

5362

NA

NA

5000+

Women %
(Permanent)

45%

41%

15%

5%

2.23%

7%

What restricts women from joining the workforce:

Cultural Roadblocks

Legal Aspects

Social Factors

Work Timings &
Job Location

Gender Intensified
Barriers

Education

What can we do?

1

Cultural Change -
Inclusivity

2

Enhance Education &
Training Opportunities

3

Understand
Career Graph –
Different from
Men

4

Create Job
Opportunities –
Return to Work

5

Safer Work
Environment

6

Focus on Hygiene
Factors

THANKS