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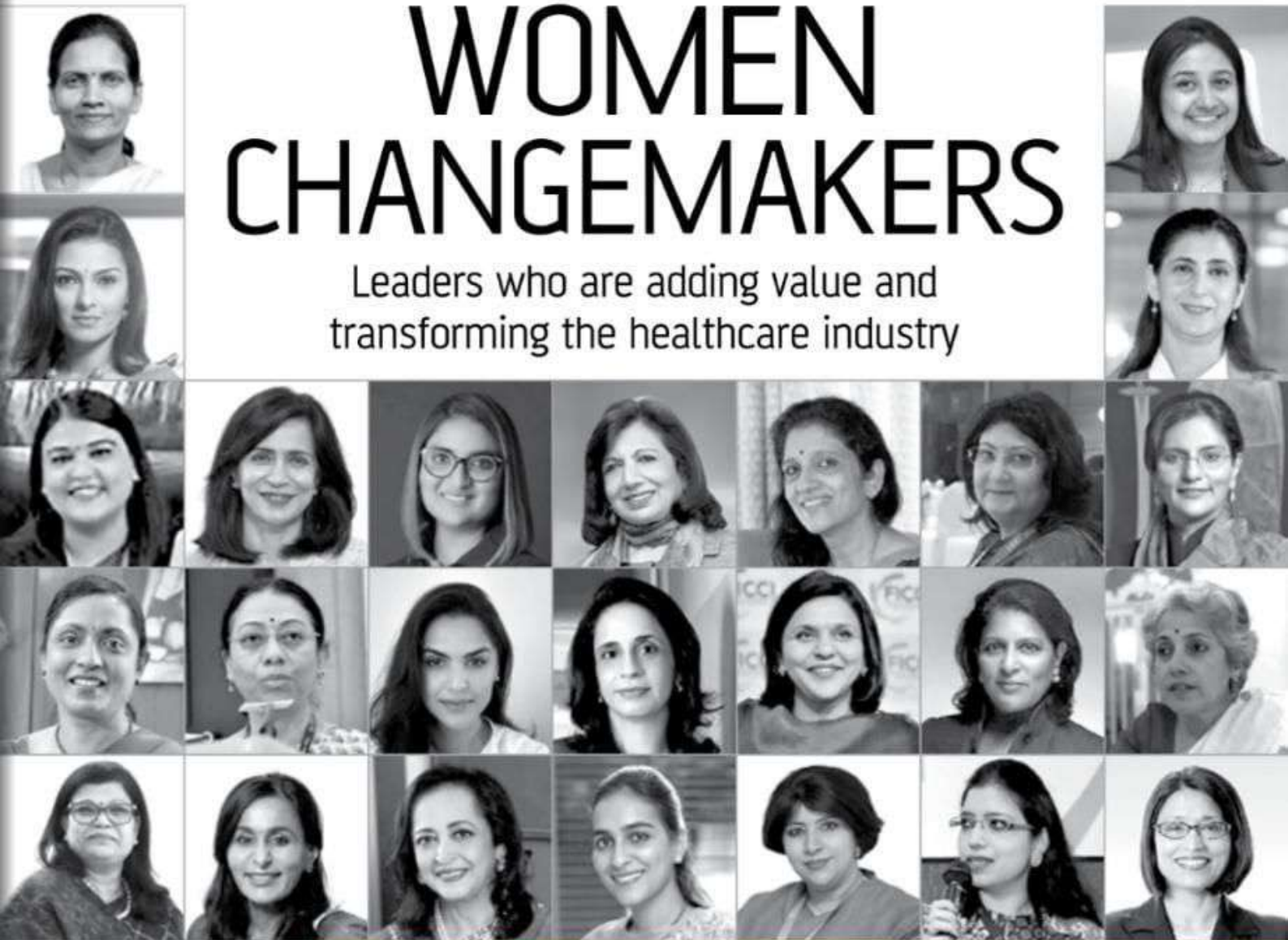
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Leaders who are adding value and transforming the healthcare industry



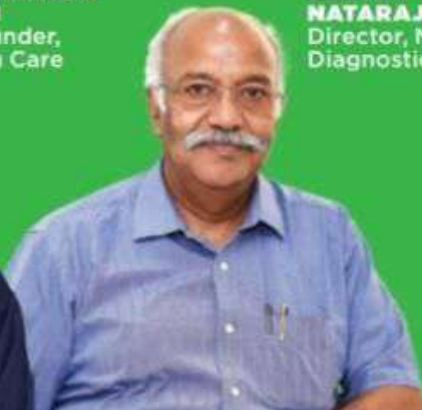
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“IF WE DON’T FIGHT FOR OUR RIGHTS NO ONE ELSE WILL DO IT FOR US”

Chandra Ganjoo, Group Chief Executive Officer, Trivitron Healthcare on the growing women labour participation in healthcare

By Shivam Tyagi

How do you think we can improve women labour participation in healthcare? What advice would you like to give to the government and industry captains to ensure the same?

To improve the participation of women in the workforce and senior leadership positions, one should prioritise diversity and inclusion as a core value in their organisations. This involves actively seeking out and recruiting women from diverse backgrounds, providing equal opportunities for career advancement, and creating a supportive work environment that encourages women to succeed. To achieve this goal, it is essential to implement policies that promote flexible work arrangements, including remote work and flexible schedules, to support women in balancing their work and personal responsibilities. Additionally, providing leadership training and mentorship programmes to women in the organisation can help to build their skills and confidence, preparing them for senior leadership positions.

How would you define your journey, and any learnings you would like to share?

Being a part of the Trivitron family for more than two decades has been extremely exciting and satisfying. Reflecting on my past 24 years with Trivitron, I am proud of my amazing team, and an ever-growing global healthcare organisation. I have always loved the challenges, the work, the people, the values, the thrill, and one of the most collaborative cultures that make us different. Being one of the founding members of Trivitron, I was lucky to have worked in various roles and capacities that gave me immense exposure and helped me



“I have always loved the challenges, the work, the people, the values, the thrill, and one of the most collaborative cultures that make us different”

demonstrate and upgrade the best version of myself.

How do you think gender bias can be addressed?

By fostering awareness and education, gender bias can be addressed. This can involve training programmes that teach employees about prejudice and how to overcome it, as well as providing a workplace where employees can speak about their concerns regarding gender equality.

Overall, addressing gender bias in the workplace requires a concerted effort from both organisations and individuals. By working together, we can create a more equitable and inclusive workplace where everyone has an equal opportunity to succeed. If you aim at something with positivity, belief, and commitment, you will achieve it 100 per cent. For my female counterparts, if we don't fight for our rights no one else will do it for us. 