

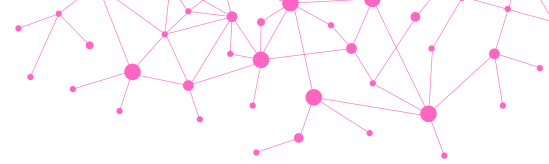
Kaushal किरण

TSSC'S NEWSLETTER

APRIL 2025



The telecom sector is a cornerstone of global connectivity, and women are increasingly shaping its future. However, gender gaps persist, with women making up only around 35–37% of the telecom workforce in most companies [GSMA, 2015; LinkedIn, 2022] and holding approximately 25–30% of senior leadership roles globally [World Economic Forum, 2022; LinkedIn, 2022]. The Telecom Sector Skill Council (TSSC) is committed to closing this gap through skill development programs that empower women to thrive in telecom. This newsletter celebrates their achievements, highlights ongoing initiatives, and offers insights for a more inclusive industry.



ROLE OF WOMEN IN TELECOM

STATISTICS AND TRENDS REPORT

Global Statistics and Trends

While challenges remain, women are making steady strides in the Telecom and broader TMT industry:

- **Growing Presence:** Women now hold 26.7% of tech-related roles, including in telecom, showing ongoing efforts toward inclusion (Exploding Topics, 2024).
- **Top Employers:** Among companies with 10,000+ employees, 26.2% of the workforce is female, with several nearing gender parity.
- **Resilience Amid Change:** Despite workforce shifts, women continue to push for better representation and leadership opportunities.
- **Work-Life Balance:** Improving flexibility and workplace culture can help retain talent—57% of women cite this as a priority.

Leadership and Advancement

- **Closing the Gap:** Women currently hold 10.9% of senior leadership roles in tech and telecom—progress is slow, but awareness is growing (Exploding Topics).
- **Flexibility Matters:** Nearly half (48%) of female TMT executives value workplace flexibility—key to attracting and retaining top talent.
- **Driven by Purpose:** Women leaders are 1.5x more likely to choose companies with strong DE&I values, shaping a more inclusive future.

India-Specific Statistics and Trends

India's telecom industry is booming, with 1.19 billion subscribers (2024), yet women remain underrepresented—though progress is underway:

- **Workforce Stats:** Women make up 19% of BSNL's workforce, including 21.2% in non-executive roles and 15.3% in executive positions (Statista).
- **Sector Comparison:** The IT sector leads with 30% female participation, while telecom is catching up.
- **Labour Force Growth:** Female labor force participation in India rose to 32.68% in 2023—a step in the right direction (Statista).

Key Challenges

- **Retention Issues:** 11.3% of women in tech/STEM left the workforce last year due to societal and workplace barriers.
- **Post-Pandemic Recovery:** Burnout and employment hurdles hit women harder, yet resilience continues to shine through.
- **Digital Inclusion:** Tackling affordability and education gaps is critical to closing the digital gender divide.

India's focus on inclusion and digital empowerment offers strong potential for a more gender-balanced telecom future.

Empowering women in technology isn't just a mission, it's a powerful movement reshaping the future, and the Telecom Sector Skill Council stands proudly at its forefront!

TELECOM SECTOR SKILL COUNCIL: EMPOWERING WOMEN IN THE TELECOM SECTOR



In 2022, the Telecom Sector Skill Council (TSSC), with CSR support from SBI Cards & Payment Services Ltd., launched a Telecom Centre of Excellence for women in Gurugram.

Inaugurated by Shri Manohar Lal Khattar, the initiative has upskilled 763 girls in telecom job roles.

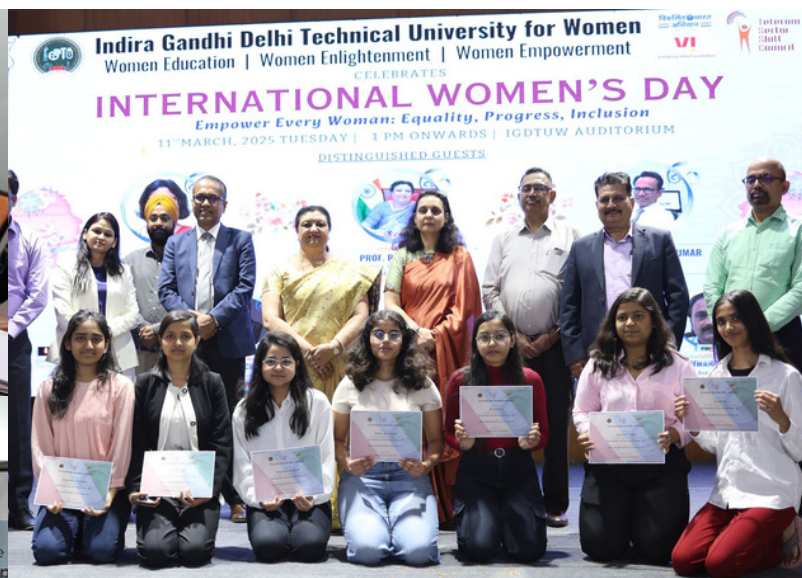
Offering short-term courses aligned with NSQF and NCF, the program focuses on enhancing employability and creating new opportunities for women in the telecom sector.



Telecom Sector Skill Council (TSSC) proudly participated in the Women's Day 2025 celebrations and Felicitation Ceremony at Indira Gandhi Delhi Technical University for Women (IGDTUW). The event honored students who graduated from TSSC's Centre of Excellence at IGDTUW, completing the Internet of Things (IoT) course.

A CSR initiative by Vodafone Idea Foundation, this Centre of Excellence empowers students with industry-ready skills.

This milestone highlights the commitment of IGDTUW, TSSC, and Vodafone Idea Foundation to advancing skill development and empowering future tech leaders.



AT TSSC, WE ARE COMMITTED TO FOSTERING EQUAL OPPORTUNITIES FOR WOMEN AND EQUIPPING THEM WITH THE NECESSARY SKILLS. OUR FOCUS IS ON BUILDING AN INCLUSIVE, SAFE WORK ENVIRONMENT WHERE EVERYONE CAN THRIVE AND CONTRIBUTE THEIR BEST TO ADVANCING SKILL DEVELOPMENT IN INDIA.

-Ketki Seth, Senior Human Resource Manager
Telecom Sector Skill Council

TSSC EMPOWERING WOMEN THROUGH GOVERNMENT INITIATIVES



Skill India
कौशल भारत - कुशल भारत

Under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the Telecom Sector Skill Council (TSSC) has successfully trained a significant number of candidates across states such as Uttar Pradesh, Madhya Pradesh, West Bengal, Maharashtra, Bihar, and others. Delivered through Short Term Training (STT) and Recognition of Prior Learning (RPL), the training was conducted at industry premises and focused on high-demand job roles in IoT, 5G, Broadband, and Telecom Customer Service.

Importantly, **a substantial proportion of the trainees are women, underscoring TSSC's and PMKVY's unwavering commitment to women empowerment** and inclusive growth in the telecom sector. These efforts play a crucial role in bridging skill gaps and preparing a diverse, future-ready workforce to power India's digital transformation.

The Telecom Sector Skill Council (TSSC), in alignment with the **Skill India Mission**, is playing a pivotal role in upskilling India's youth through a wide range of online e-learning programs. Hosted on the **Skill India Digital Hub**, these courses are designed based on the latest industry trends and real-time job market needs, ensuring learners are equipped with future-ready skills in the dynamic telecom sector.

TSSC's skilling initiatives cover critical and emerging domains such as IoT, Customer Care, Mobile Repair, Handset Technology, Drone Piloting, Telemedicine, and more. These programs are accessible to anyone with a desire to learn, regardless of location or background.

A key highlight of TSSC's efforts is its commitment to women empowerment. Of the **7,000+ individuals trained so far, over 40% are women**. By equipping women with tools and skills to thrive in traditionally male-dominated fields like telecom and tech, TSSC is helping bridge the gender gap and promote economic independence.



TelecoLearning.com, TSSC's e-learning platform, offers flexible, self-paced courses designed to meet current industry needs.

Covering both foundational and advanced telecom skills, the platform ensures accessible, high-quality training for learners across India, anytime, anywhere.



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To know more, explore
www.telcolearning.com or write to
us at **tssc@tsscindia.com**

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TELECOM INDUSTRY **UPDATES**

India Emerges as a Telecom Powerhouse

In a recent keynote, Hon'ble Minister Shri Jyotiraditya M. Scindia highlighted how India is transforming lives through digital connectivity.

From connecting 99% of villages with 5G in just 22 months to deploying 4.7 lakh telecom towers—this isn't just progress, it's a digital leap! As the Minister said, "We're not just connecting villages; we're connecting futures."

GSolar Energy: A leading industry choice for the Indian Telecom Industry

India currently hosts over 824,000 telecom towers and nearly 2.98 million base transceiver stations, consuming close to 70 GWh of energy annually.

To meet rising energy needs sustainably, solar has emerged as the top energy choice for the telecom sector, with a promising 1,250 MW in the pipeline.



Starlink Eyes Entry into Indian Market via Partnerships

Starlink is in active discussions with Indian telecom firms, including BSNL, Vodafone Idea, Jio, and Tata Group's Nelco, to offer satellite internet through local partnerships or reseller models. The goal is to improve broadband access in rural and underserved regions across India.



Broadband India Forum urges fast-track rollout of satellite communication services.

The Broadband India Forum (BIF) has urged the Department of Telecommunications (DoT) to permit satellite communication (satcom) companies with necessary approvals to begin services through provisional spectrum allocation.

In a letter BIF stated that this move would accelerate service rollout, optimize resource utilization, and align with national priorities, all without affecting government revenue.



TSSC EVENTS & ACTIVITIES

Launch of CSR Skill Development Project in Kerala

Telecom Sector Skill Council (TSSC) is proud to announce the launch of the first batch of a new CSR Skill Development Project in Kerala! Focused on empowering the youth with cutting-edge skills in Optical Fiber and 5G Networks, this initiative aims to bridge the gap between emerging talent and the growing demands of the telecom industry.



SKILL INDIA CERTIFICATIONS FOR YOUR TRAINING PROGRAM

TSSC is collaborating with training organizations to offer industry-recognized training and certification for fee-based programs in telecom-related courses.

If you are part of a training entity, academic institution, or involved in corporate training within the telecom or technology sector, we invite you to collaborate with us.

Why Choose TSSC Assessments and Certifications?

- Enhance learners' academic and professional credentials with industry-recognized certifications.
- Skill India certifications aligned with NCVET-approved job roles.
- Customizable certification programs tailored to specific training needs.
- Placement support for certified professionals.

For collaboration opportunities, contact us at tssc@tsscindia.com

TSSC Highlights Commitment to Youth Empowerment at Rotary District Seminar

Telecom Sector Skill Council (TSSC) participated in the "Nipunta se Ajivika" seminar on digital skilling and employment, hosted by Rotary Club of New Delhi at PHD Chambers, New Delhi.

Representing TSSC, Interim CEO Mr. Praveen Sirohi emphasized the council's ongoing collaboration with Rotary District 3011 and its mission to create a future-ready workforce through industry-aligned skill development.



TSSC Shares Industry Insights at UPSDM's CXO Meet

Ankit Demta, Assistant General Manager at Telecom Sector Skill Council (TSSC), joined as a panelist at the "CXO Meet - Building Industry Partnerships for Skill Development and Employment," organized by the U.P. Skill Development Mission, where he emphasized the need for strong collaboration between industry, academia, and government to enhance skill development and employment outcomes.



PLACEMENTS



Job Fair in Gujarat

The Telecom Sector Skill Council (TSSC), in partnership with CED Gujarat and Parishram Charitable Trust, organized a successful job fair in Himmatnagar, Gujarat, attracting over 140 candidates. A total of 85 individuals were selected by leading organizations.



Glimpses of a Placement Drive

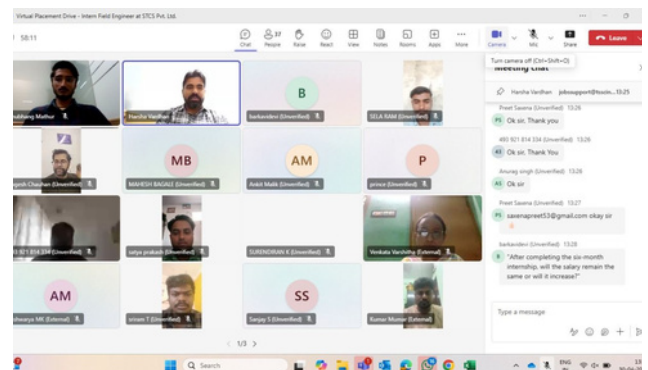
TSSC conducted a successful placement drive for students from OIST College Bhopal and RVSCET, Jamshedpur, in collaboration with INSTA ICT Solutions Pvt. Ltd. Following virtual interviews and in-person training in Pune, 18 students secured placements.



Glimpses of a Virtual Placement Drive

We at Telecom Sector Skill Council (TSSC) via TelcoJobs.in conducted a virtual placement drive for Shree Technocrat Communication systems Pvt Ltd. via our dedicated job portal, TelcoJobs.in.

The hiring was conducted for the position of Intern – Field Engineer.



Make Hiring Easy!

Become TSSC's **Placement Partner** with **TelcoJobs.in Pro**

Gain access to over 70,000 skilled job seekers who actively searched for telecom roles on **TelcoJobs.in** during FY 2024-25.

To become a partner, write to us at **harsha.vardhan@tsscindia.com**

www.telcojobs.in

TESTIMONIALS



Anshu
Telecom Technician

"My name is Anshu, and I am from Hathras, Uttar Pradesh. I had the privilege of undergoing training under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in the telecom industry. I trained as a Telecom Technician through the program Telecom Sector Skill Council. This program equipped me with the skills necessary to excel in my role.

Coming from a middle-class family, I always aspired to support my family financially. After completing my training, I secured a job at Coslight India Telecom via TelcoJobs (TSSC's Job Portal), which participated in Mahav Samman Seva Samiti. Today, I earn more than enough to provide for my family and save for my future.

I am deeply grateful to PMKVY and the Telecom Sector Skill Council for empowering me to achieve financial independence and a brighter future."



Gladis Thomas
Customer Care Executive

Joining Pacesetters Business Soln Pvt Ltd has been a transformative journey. With an MSc in Computer Science, I was eager to step into the professional world, and Telecom Sector Skill Council helped me secure my first job. As a Remote (Work From Home) Customer Support professional, I thrive in a dynamic and supportive environment that values dedication and teamwork. Coming from a business-driven family,

This opportunity has sharpened my skills, provided work-life balance, and allowed me to contribute meaningfully. Grateful to be part of a company that nurtures growth!



Manshi
Line Assembler

My name is Manshi, and I recently completed the Line Assembler course, where I gained hands-on knowledge about mobile components, the assembly process, and several essential technical skills required in the electronics manufacturing industry. I am proud to say that I am a 12th pass student, and this course gave me the opportunity to enhance my capabilities and build a foundation for a strong career.

I would like to extend my heartfelt gratitude to Rotary District 3011 and the Telecom Sector Skill Council (TSSC) for providing me with this incredible opportunity. Their support and commitment to empowering youth like me have truly made a difference in my life.

Thanks to the high-quality training and continuous guidance I received, I was able to secure a placement at Dixon Technologies—one of the leading names in the electronics sector. This achievement wouldn't have been possible without the structured training and placement assistance offered by TSSC and Rotary District 3011. This course has truly been a turning point for me. It has boosted my confidence, equipped me with industry-relevant skills, and opened up new avenues for my future.

I am genuinely thankful for the opportunity and would encourage other young individuals to take up such skill development programs to shape a better tomorrow.

CEO'S DESK



Dear Readers,

I am pleased to share that TSSC recently participated in the Nipunta se Ajivika seminar on digital skilling and employment, organized by the Rotary Club of New Delhi on 3rd May 2025. Held at the PHD Chambers of Commerce and Industry, New Delhi, the event highlighted the power of skill development in shaping India's future workforce.

As a proud training partner of Rotary District 3011, TSSC remains dedicated to empowering youth through industry-aligned skills. I had the opportunity to address the seminar and reaffirm our commitment to building a future-ready workforce through collaboration with Rotary.

One of the most inspiring moments came from a candidate trained under the Rotary-TSSC initiative, who shared how the training helped him secure employment as a Customer Care Executive and even start his own business. His success is a perfect example of how upskilling can transform lives and create new opportunities.

At TSSC, we are also deeply committed to empowering women. As we continue expanding our initiatives, we remain focused on ensuring equal access to skill development for women, helping them break barriers and become leaders in industries where they are often underrepresented. We believe that skill development is a powerful tool for women to thrive in the workforce and create a lasting impact on society.

Thank you for your continued support as we work together to build an inclusive and skilled workforce for the future.

Warm regards,



Mr. Praveen Sirohi

CEO (Interim), Telecom Sector Skill Council (TSSC)

WOMEN AT TSSC

At the Telecom Sector Skill Council (TSSC), we believe that true progress is only possible when every voice is heard, every talent is nurtured, and every woman is empowered to rise.

As the women of TSSC, we represent a growing force that is breaking barriers, redefining roles, and shaping the future of the telecom and digital technology sectors. From strategy and skilling to innovation and execution, we are proud to contribute not just as professionals, but as changemakers.

Empowerment for us means equal opportunity, supportive workplaces, and the confidence to lead with purpose. It means mentoring the next generation, celebrating our achievements, and standing together to challenge outdated norms.

This is not just a message, it's a movement. A call to every woman dreaming of a career in telecom and technology: there is space for you, your ideas, and your ambition. And together, we will continue to build a more inclusive and equitable industry.



EMPOWERING THE
WORKFORCE, ADVANCING THE
NATION'S DIGITAL FUTURE.

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