



सीएसआईआर  
CSIR  
भारत का नवाचार इंजन  
The Innovation Engine of India



सत्यमेव जयते  
Department of Science And Technology  
Ministry of Science Technology  
Government Of India

## CAPACITY BUILDING PROGRAMME ON

# 'WORK LIFE BALANCE FOR WOMEN SCIENTISTS / TECHNOLOGISTS'

(SPONSORED BY DEPT. OF SCIENCE & TECHNOLOGY, GOVT. OF INDIA)

03 - 07 March 2025

at

CSIR-HUMAN RESOURCE DEVELOPMENT CENTRE, GHAZIABAD



### Contact :

Phone: 0120-2788938, 0120-2788940, Fax: 0120-2788939

Email : [nadir@csirhrdc.res.in](mailto:nadir@csirhrdc.res.in), [alokgoel@csirhrdc.res.in](mailto:alokgoel@csirhrdc.res.in)

"Never stop fighting until you arrive at your destined place- that is, the unique you.  
Have an aim in life, continuously acquire knowledge, work hard, and have perseverance to realize the great life."  
Dr APJ Abdul Kalam, Hon'ble Former President of India

## About the Programme

The programme aims at providing understanding of challenges and strategies associated with managing professional and personal lives, thereby leading to organizational effectiveness. This multi layered programme focus on physical, social, emotional and intellectual well-being. The programme will also help the participants to analyze the antecedents and consequences of work life conflicts, enhance their self-awareness and develop capabilities to maintain a healthy work-life balance.

The Programme will focus on the following aspects:

- ❖ Facilitate in integrating and managing professional and personal life effectively
- ❖ Managing multiple roles: goal setting, scheduling, prioritization
- ❖ Tools & techniques of work- life balance
- ❖ Internal balance: a journey of self-discovery and inclusive leadership
- ❖ Wellness planning
- ❖ Nurturing and consolidating self: mind, body, soul synergy
- ❖ Managing life stressors and challenges

## Programme Coverage

The programme coverage includes champions of work and life: managing stress for physical & emotional well-being, work-life enrichment, rejuvenating self, power of visualization, prioritizing and goal setting, wellness planning, nurturing and consolidating self: mind, body, soul synergy and inclusive leadership, self-effectiveness at workplace, tips and tools for productivity and interaction with eminent scientists etc.

## Pedagogy

The programme is designed to facilitate experiential learning through pedagogy of interactive lectures, case discussions, group exercises, interaction & experience sharing by eminent scientists, live application of management principles by simulation and role play, discussion on various work-life scenarios etc. The resource persons will be drawn from the renowned R&D organisations, management, academics and corporate.

## Duration and Venue of the Programme

The programme is scheduled from 03-07 March, 2025. The programme will be held at CSIR-HRDC, Ghaziabad. The participants will be accommodated in air-conditioned single occupancy rooms in CSIR-HRDC Guest House. The guesthouse is well furnished & equipped with all amenities like WiFi, TV, cafeteria, lounge, in-house recreational facilities such as gym, indoor & outdoor games like chess, table tennis, volleyball etc.



**“Build a strong base. The journey to peaks of excellence requires a strong base camp.”**  
CNR Rao

## Target Participants

The Target group of this programme are Women Scientists, Technologists and Technical Officers (Group-A only) working in Scientific Ministries/ Departments of Govt. of India and State Governments, Autonomous Institutions/ PSUs of Central / State Governments, R&D Institutions/ Research Laboratories of Central / State Governments, Central / State Universities, State Science & Technology Councils. The Academicians (only Ph.D./ M.Tech Degree holders) from Central and State Universities, Educational Institutions & Colleges, engaged in R&D. The upper age limit is 58 years as on July 1, 2024. Number of years of service as Group 'A' scientist/technologist/faculty - 05 years and above. The nominations shall be accepted as per DST guidelines. Maximum two nominations per organization shall be allowed. The intake for the programme is limited to 25. Nominations would be accepted on 'first come', 'first serve' basis.

## Sponsorship & Support

The programme is sponsored by the DST (Government of India). All expenses related to the training program, including fees, boarding & lodging, and local transportation, will be covered by the DST (GoI) except for the costs of the participant's travel from their place of duty to CSIR-HRDC Ghaziabad & back, which will be borne by the Nominating Organizations.

## Nominations

Women scientists, technical officers and/or faculties having work experience of 5 years and above should apply in the prescribed proforma available at [www.csirhrdc.res.in](http://www.csirhrdc.res.in) and [training.dst.gov.in](http://training.dst.gov.in). Not more than two candidates would be selected from one institute / organization.

### Dr. Nadir Sheikh

Programme Director

CSIR-Human Resource Development Centre  
Sector 19, Central Govt. Enclave,  
Kamla Nehru Nagar,  
Ghaziabad (NCR)-201002

Phone: 0120-2788938

Fax: 0120-2788939

Email: [nadir@csirhrdc.res.in](mailto:nadir@csirhrdc.res.in)

### Dr. Alok Goel

Programme Coordinator

CSIR-Human Resource Development Centre  
Sector 19, Central Govt. Enclave,  
Kamla Nehru Nagar,  
Ghaziabad (NCR)-201002

Mobile: 9711445966

Email: [alokgoel@csirhrdc.res.in](mailto:alokgoel@csirhrdc.res.in)

**Last Date for Nominations: 11<sup>th</sup> Feb., 2025**



"I was taught that the way of progress was neither swift nor easy."  
Marie Curie



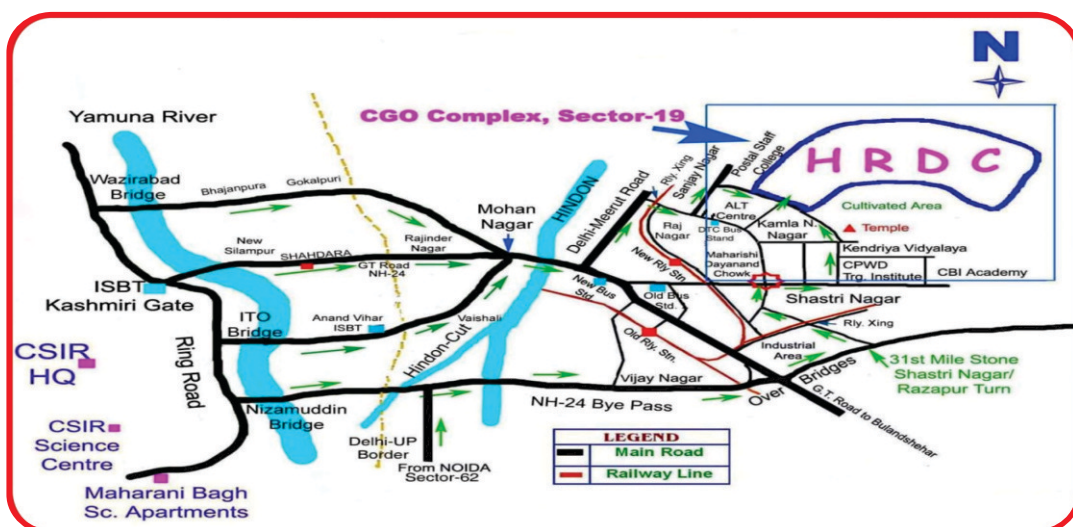


## About CSIR-Human Resource Development Centre

CSIR-Human Resource Development Centre is a central HRD establishment of Council of Scientific & Industrial Research (CSIR) under Ministry of Science and Technology, Govt. of India ([www.csir.res.in](http://www.csir.res.in)). The Centre is engaged in training, grooming and augmenting capabilities of scientists, technologists, administrative and support staff of CSIR.

The Centre is mandated to promote a professional and holistic Human Resource Development in CSIR by offering training & development programmes for professional R&D management and support functions in CSIR. The focus of CSIR- HRDC is to provide and hone the skills of CSIR & other organizations' personnel in organizational, managerial & technical domains and cultivate a culture of innovation as pre-requisite to excel at work place.

The Centre is contributing significantly for meeting multiple needs of S&T personnel and equipping them for managing trans-disciplinary science and engineering research through various customised training programmes, structured management development, leadership development, women empowerment and capacity building programmes. The Centre has conducted 595 training & development programmes and trained 18,563 participants so far.



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