

P R E S S R E L E A S E

## Volvo Construction Equipment expands Iron Women program to address industry skills gap in India

Iron Women, the global vocational initiative by Volvo Construction Equipment (Volvo CE), has been expanded to India in a bid to address both its industry gender disparity and the need for skilled operators and technicians.



*The Iron Women program is helping to address industry gender disparity*

- The pioneering model aims to reshape societal norms in India that discourage women from technical vocations while supporting underprivileged communities to access training.
- The program is driven by a collaboration between Volvo CE India, dealer partner Pollutech Engineering and customer Kalinga Commercial Corporation Limited (KCCL).
- This new phase in the construction-focused Iron Women program comes after an initial roll out in Ukraine last year, where the need for qualified operators to support rebuilding efforts has never been more critical.

India's construction equipment sector faces a significant gender gap, particularly in operator and technician roles. This is made worse by limited access to training and education for women from underprivileged backgrounds. At the same time, there is a widespread shortage of adequately trained and skilled operators in the region, regardless of gender.

The Iron Women program has been established to address these three interconnected challenges. It aims to open the doors to employment for underprivileged women, equip them with industry-specific skills and foster a diverse workforce to meet the demands of the sector.

Tomas Kuta, Head of Sales Region Asia at Volvo CE, said: “The Iron Women Program is a powerful step towards shaping an inclusive future in our industry. It is not just about training women – it is about unlocking potential, creating opportunities, and reshaping perceptions. This initiative reflects our commitment to building a workforce that is diverse, skilled, and future-ready.”



*The initiative aims to fill a skills gap in the region by offering operator training for women*

The model has already been [introduced in Ukraine](#), where women have been trained in vital skills to support rebuilding efforts at a time when unemployment and labor market gaps have been impacting the industry. Now, the program has opened in India from March, with participants already taking advantage and developing their learning.

### **Supporting the development of skilled professionals**

The initiative in India offers three specific programs: an operator program, a workshop technician program, and a technician program for the factory floor.

Over several months, participants benefit from access to cutting-edge technology provided by Volvo CE and practical training and jobsite placements with dealer partner [Pollutech Engineering](#) and mining customer [Kalinga Commercial Corporation Limited](#). It is an unrivalled platform to gain valuable skills from leading experts in their field and secure the required certification for real-world job opportunities.

"I come from a place where women are rarely seen in such roles, but this journey has changed my life. I came here unsure of what I could do – now I leave with a skill, a voice, and the courage to dream bigger. Iron Women made me believe that no dream is too bold," said Laxmi Naik, who is one of the participants of the program.

Dilip Tripathi, CEO of Pollutech Engineering, said: “Empowering women through skill development isn’t just the right thing to do – it’s the smart thing to do. The Iron Women Program is building a new generation of trained, confident professionals who will shape the future of our industry. We are proud to be a part of this transformative journey.”



*A workshop technician program and a technician program for the factory floor are also included*

This construction-focused Iron Women program evolved from a concept introduced by Volvo Trucks in 2016. The original model has proved its potential to change lives by enabling over 700 women from 10 countries to enter the trucking job market.

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