**General Electric introduces RESTART Programs**

“*Restart is a program that focuses exclusively on hiring women scientists and engineers who have taken a career break and now want to get back to work.*”

**July 9, 2008 -** [PRLog](http://www.prlog.org) -- The John F. Welch Technology Centre (JFWTC) in Bangalore, India, is the largest of four GE global research centres around the world. Within its expansive 50-acre campus, technology teams across different disciplines work on cutting edge engineering and technology programs that help accelerate GE businesses. In all, close to 3,800 scientists and engineers work at this Centre. This microcosm was chosen as the perfect place to roll out GE’s new on-ramping program, RESTART. In May 2007, at a meeting with the GE Women’s Network at JFWTC, K. Murali, the HR leader for GE Global Research, discussed the challenges to getting back to work after a career break that could be because of going the family way or any other personal reason. This was the genesis of RESTART at GE - JFWTC, a program that looks exclusively at hiring women technologists and engineers who have taken a career break and now want to get back to work.

At the organizational level, GE - JFWTC listened and understood the needs of women employees and made various changes - It created more awareness around its Flexible Work Arrangement policies, introduced new maternity programs such as adding a “baby on the way” parking at its site, offered post-maternity flex policies, built a mother-to-be relaxation room and a lactation room for new mothers. GE's commitment to working mothers has earned it a consistent spot for the last 2 years in the Working Mother Magazine, USA.

RESTART is an important part of GE JFWTC’s diversity initiatives, already supported by examples of women technologists like Kshira Muthanna who took a 14-year hiatus, raised her two daughters and earned a PhD. She joined GE 8 years ago. After this long break, GE helped her to get back on track. As Kshira puts it “When I was coming back I wanted to find my own identity and foster my passion. GE realized that I had a long break, but they gave me all the support I needed to succeed.” Today Kshira is a successful Lab Manager leading the Material Systems Technologies Lab at the center. As an initiative that encourages women to maximize their potential, RESTART has attracted close to 600 plus applications that is scrutinized by a dedicated RESTART team that helps find the best fit for women hopeful of getting their careers restarted.

# # #

The John F. Welch Technology Centre (JFWTC), Bangalore, is General Electric's (GE) first and largest integrated, multidisciplinary Research and Development Center outside the US. JFWTC, the $120 million state-of-the-art facility is GE's hub for technology, research and innovation. Scientists, researchers and engineers work in virtual teams with their counterparts worldwide, in areas like Electromagnetic Analytics, Composite Material Design, Color Technology, Additive Technology, Non-Destructive Evaluation, Corrosion Technology, MEMS, Molecular Modeling, Power Electronics, Analysis Technologies, Computational Fluid Dynamics and Engineering Analysis.

**Contact Info:**

Email:  cynthia.ghose@interactiveavenues.com
John F. Welch Technology Centre
GE India Technology Centre Pvt. Ltd.
Plot #122, Export Promotion Industrial Park
Phase 2, Hoodi Village, Whitefield Road
Bangalore - 560 066, India
Fax : +91 (80) 2841 2111