

CLOSE THE GENDER GAP

SECTOR SCORECARD

INFORMATION TECHNOLOGY

Analysis of NSE listed companies based on
FY 2022-23 Annual Reports

KEY HIGHLIGHTS AND RECOMMENDATIONS



115

companies listed in the National Stock Exchange in FY 2022-23. Most of the companies have a total employee range of less than 2000.



1.9 million

workforce employed by the NSE listed IT sector companies



34%

overall women representation in the IT sector with higher representation at the employee level (34%) than the worker level (18%)

The numbers are higher compared to global benchmarks with 32% of the workforce in the IT sector being women based on the data from the LinkedIn Economic Graph (Gender Equity in the Workplace).



Several leading companies in the IT sector, that have high representation of women in the workforce or women leaders, have distinctive initiatives worth highlighting:

Infosys's Orbit Next is a year-long program for their women managers in India. It aims at building capabilities through reskilling and honing leadership skills to prepare them for next-level roles. Another program, Restart with Infosys, is a unique intervention to hire women after career breaks. The program offers flexible working formats, training, skill building, and intense mentoring to give women the support and confidence they need to return to their careers.

Tech Mahindra's flagship WLP-CROWN (Creating Result Oriented Women) program for women in middle management is a 9-month personalized learning journey to address the diversity ratios within leadership roles. They also have access to platforms like #NAD Learn and Harvard Spark that support self-learning.

Momtastic, a program launched by **HCL Technologies**, has been created specifically for expecting mothers. The program provides specific yoga sessions, footrests at work, counsellor support and an in-house clinic.

Accenture's Aarambh is a 12-week internship program to women from economically weaker sections which improved the gender mix in their campus hiring.

RECOMMENDATIONS FOR THE IT SECTOR TO IMPROVE ITS OVERALL GENDER DIVERSITY



The IT sector continues to face a significant gender gap in leadership positions. According to the Women in the Workplace report, only 52 women are promoted to manager for every 100 men. To address this, it's important to focus on **targeted talent development and progression planning** for women employees. This could include implementing two-way feedback sessions, providing learning opportunities, and facilitating networking with senior leaders. Additionally, creating **customized sponsorship or mentorship programs** specifically for women can help support their career growth.



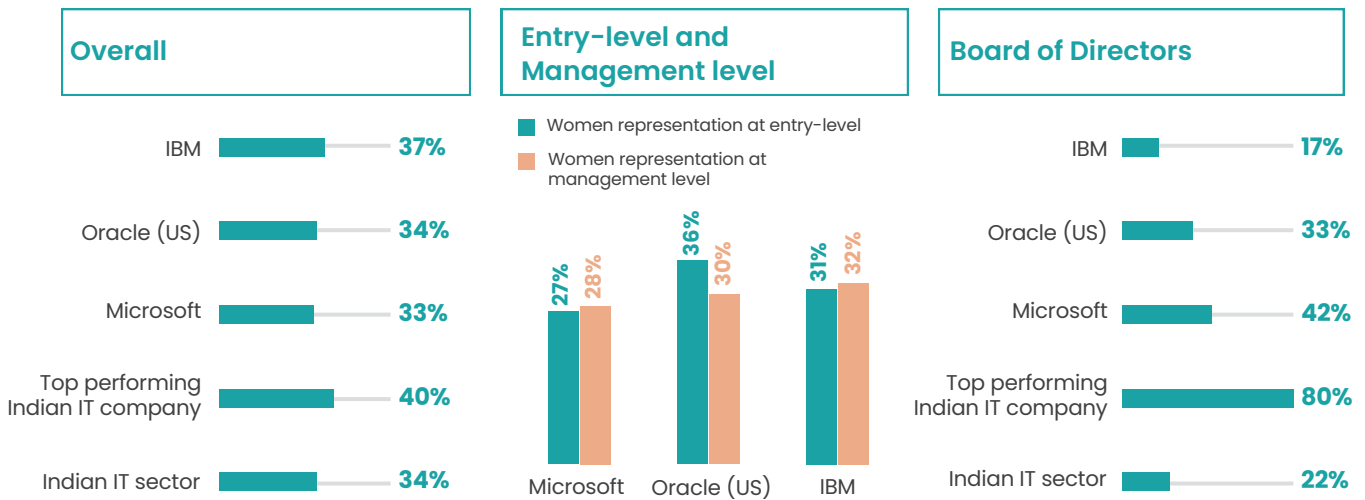
Companies can implement measures to ensure equal opportunities for men and women in all stages of recruitment, including **talent acquisition** and **selection processes**.

GLOBAL BEST PRACTICES FOR THE IT SECTOR IN INDIA TO EXPLORE

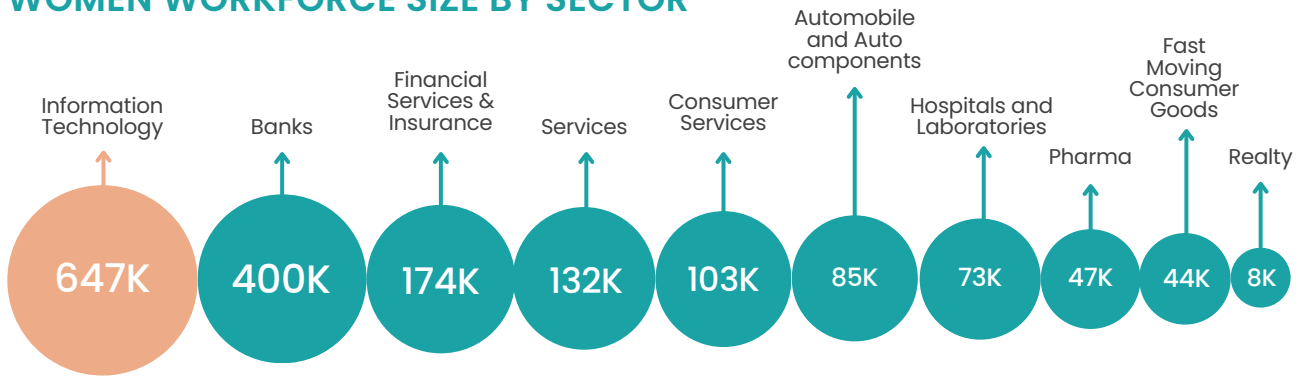
IBM's Level Up program is designed to develop executive potential women for leadership roles. It offers participants the opportunity to learn strategies for increasing visibility and identify ways to balance the demands of work and home life.

At **Microsoft**, Employee Resource Groups (ERGs) foster connections, support, and diversity. Families at Microsoft redefines work-life balance, acknowledging the balance between personal and professional spheres. Women at Microsoft drive inclusion and representation of women across diverse identities.

WOMEN REPRESENTATION IN TOP GLOBAL IT COMPANIES

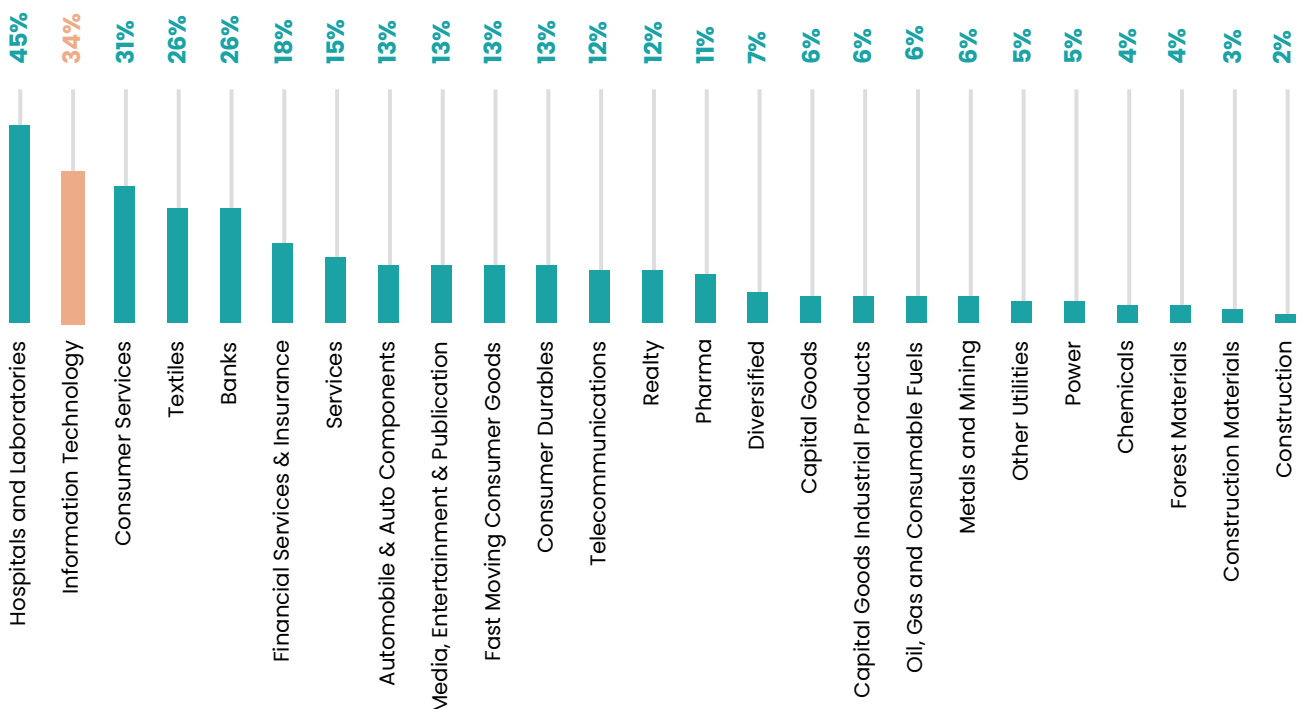


WOMEN WORKFORCE SIZE BY SECTOR

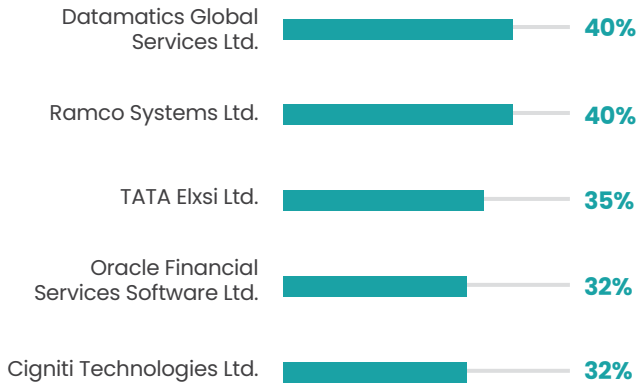


Note: The size of the bubble signifies the size of the women workforce in the sector

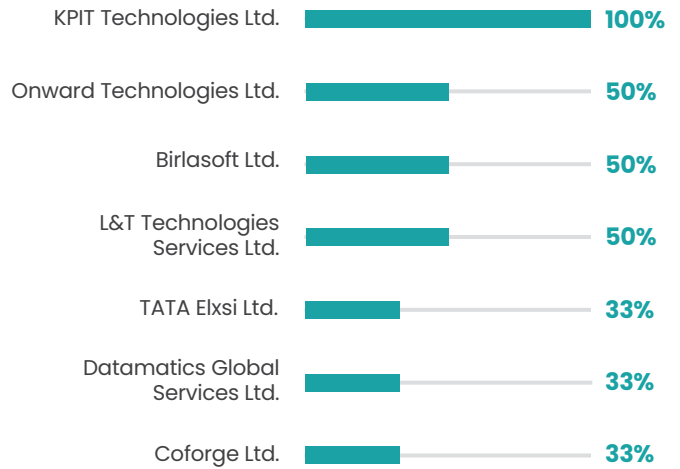
WOMEN WORKFORCE REPRESENTATION BY SECTOR



TOP PERFORMERS IN WOMEN WORKFORCE REPRESENTATION*

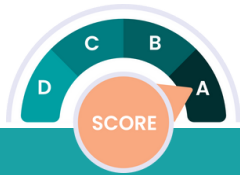


TOP PERFORMERS IN WOMEN IN KEY MANAGEMENT POSITIONS*



*Note: For top performers, the employee size has been restricted to above 2000

IT SECTOR SCORECARD



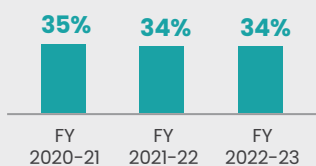
Employees



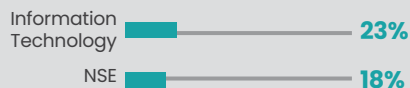
Workers



3 year trend



Turnover Rate



Retention Rate



Return to Work Rate after Parental Leave



Key Management Positions



Board of Directors

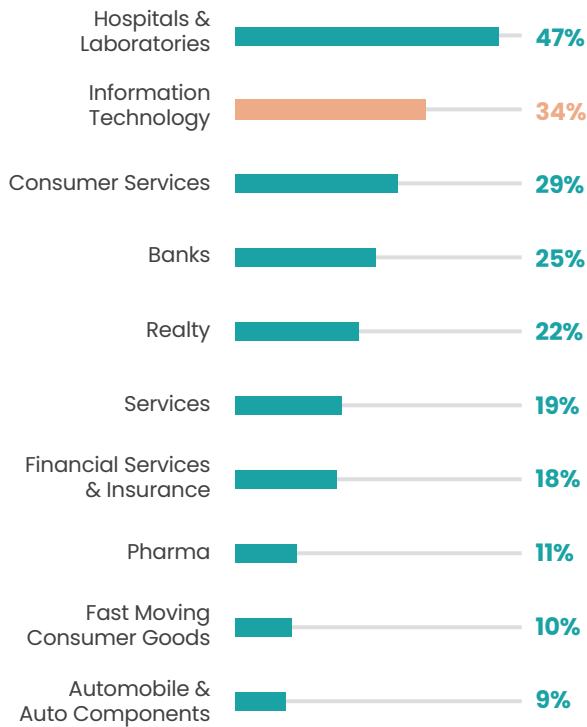


WOMEN REPRESENTATION SCORE

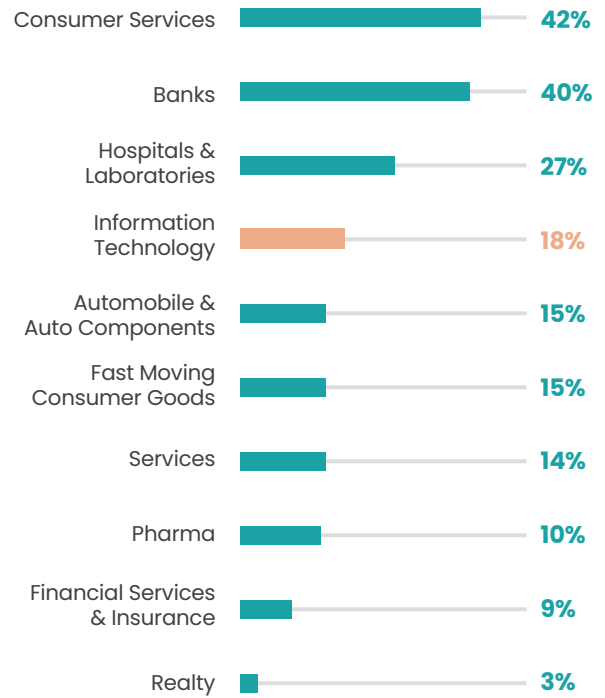


The IT sector ranks 2nd among the 25 sectors in overall women representation. However, the growth in terms of women representation has been stagnant over the past three financial years.

Women Employee Representation



Women Worker Representation

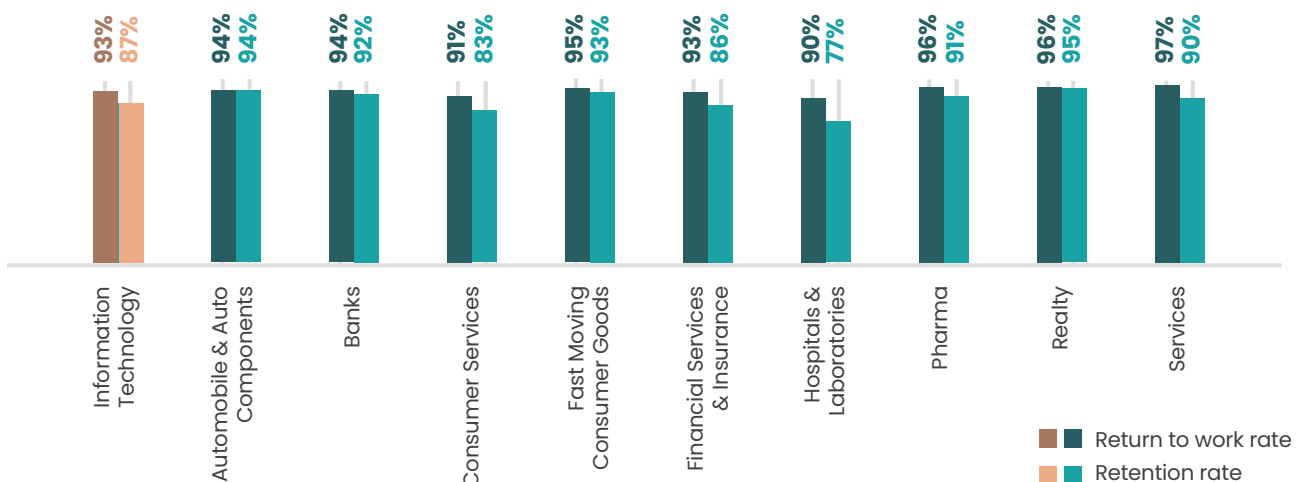


RETENTION SCORE

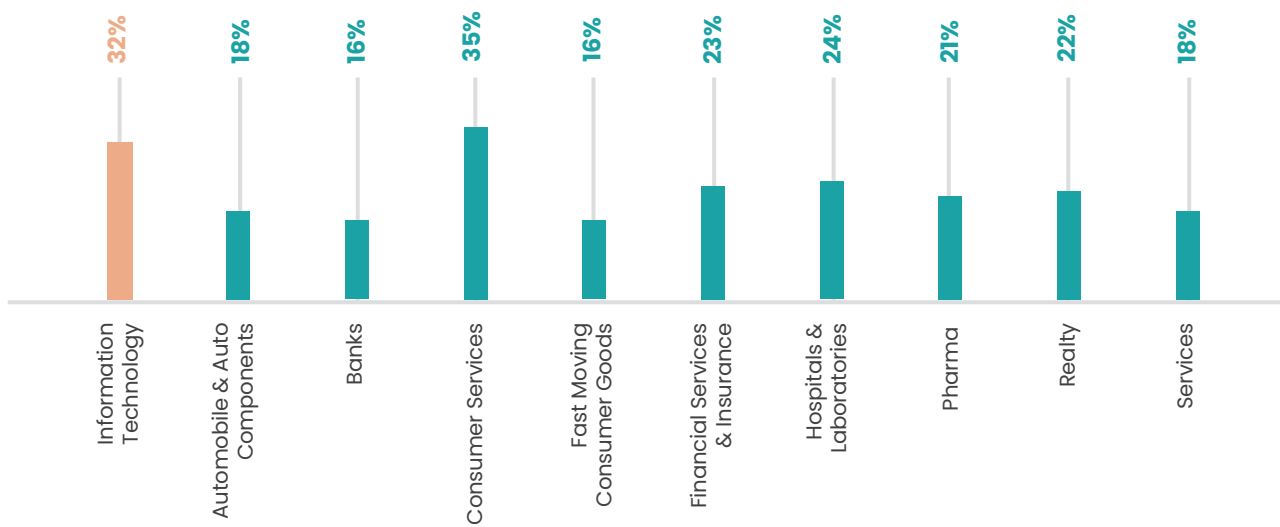


The IT Sector has a high return to work rate and average retention rate at 93% and 87% respectively. It also has a relatively high turnover rate of 32%, compared to other sectors.

Sector-wise retention and return to work rate of women employees after taking parental leave



Turnover Rate

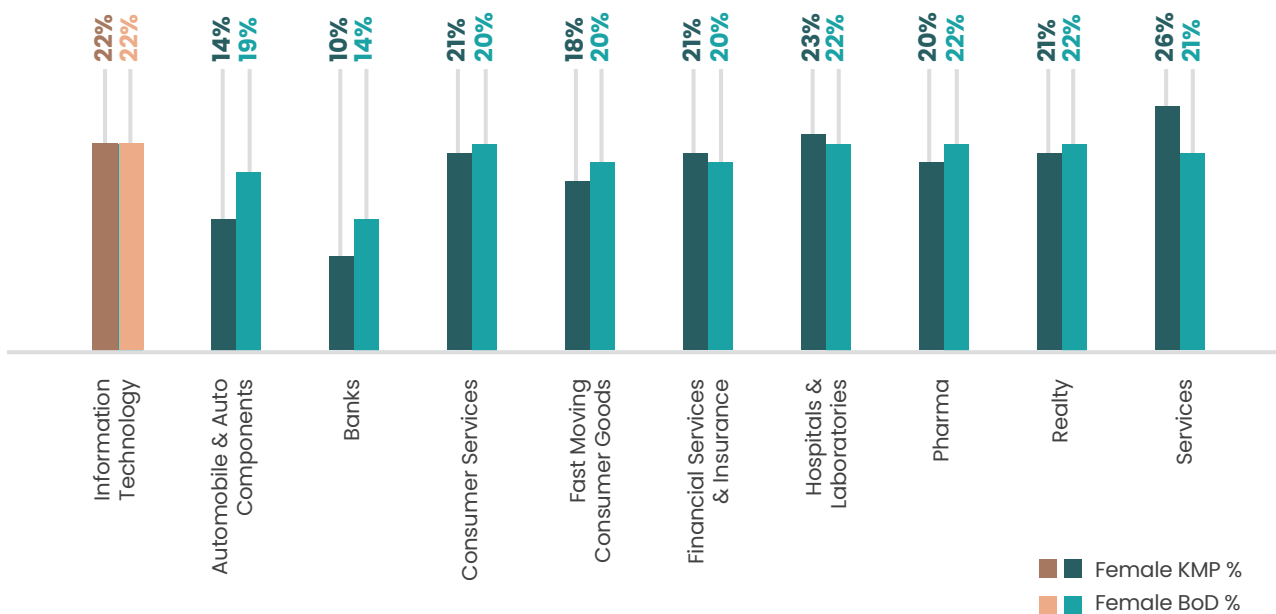


WOMEN LEADERSHIP SCORE



The representation of female BoD and KMP in the IT Sector is higher compared to other sector averages. 98% of the companies in this sector have at least one female BoD as per The Companies Act, 2013.

Women in Board of Directors (BoD) and Key Management Positions (KMP)



ANNEXURE

METHODOLOGY

The sector scorecard is developed based on three categories and eight indicators in total:

Women Representation	Retaining Women	Women in Leadership
<ul style="list-style-type: none">• Women representation at employee level• Women representation at worker level• Change in women representation over 3 years	<ul style="list-style-type: none">• Turnover rate among women employees• Retention rate among women employees after taking parental leave• Return to work rate among women employees after taking parental leave	<ul style="list-style-type: none">• Women representation at Key Management Positions level• Women representation at Board of Directors level

- Each indicator was sorted in ascending order and scores were assigned such that the higher the indicator value, the higher the score. The exception being the turnover rate indicator which is a negative indicator.
- The category scores were calculated by summing the indicator scores under each category. The category scores were normalised to the range of 0 to 100 to standardize the scores.
- The overall sector score was calculated as the arithmetic mean of the three category scores.
- The overall sector score and the three category scores were divided into quartiles and given ratings of A to D, A being the rating for top quartile and D for the bottom quartile.

GLOSSARY OF TERMS

Employee and Worker: The term “Employee” means, any person (other than an apprentice engaged under the Apprentices Act, 1961), employed on wages by an establishment to do any skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward. Workers does not include anyone who is employed in a supervisory capacity drawing wages exceeding eighteen thousand rupees per month or an amount as may be notified by the Central Government from time to time.

Permanent and Non permanent Employee/ Worker: The term “permanent employee or “permanent worker” refers to an employee or worker, employed for full-time or part time work, for an indeterminate period. The term “other than permanent employee” or “other than permanent worker” refers to employees or workers who are employed for a fixed term that ends when a specific time period expires, or on completion of a specific task or an event.

Retention Rate: Retention rate determines who returned to work after parental leave ended and were still employed 12 months later. It shall be calculated using the following formula: $(\text{Total number of employees retained 12 months after returning to work following a period of parental leave} * 100) / (\text{Total number of employees returning from parental leave in the prior reporting period})$.

Key Management Positions: KMP/Key Management Positions includes: (i) the Chief Executive Officer or the managing director or the manager; (ii) the company secretary; (iii) the whole-time director; (iv) the Chief Financial Officer; and (v) such other officer as may be prescribed.

ABOUT THE CGG PLATFORM

Close the Gender Gap (CGG) Platform is a go-to hub on women's representation that looks to drive commitments & action towards gender parity in the workforce. Levers include supporting gender-disaggregated data, narrative-building, creating champions & platforms, and industry & policy engagement.

Contact info@udaiti.org if you would like to partner with us and join the movement!

Scan the QR code
to know more

