

CLOSE THE GENDER GAP

# SECTOR SCORECARD

## TEXTILES SECTOR

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

## KEY HIGHLIGHTS AND RECOMMENDATIONS



# 139

companies listed in the National Stock Exchange in FY 2022-23. Most of the companies have a total employee range of 500 - 2000.



# 164,671

workforce employed by the NSE listed Textiles sector companies



# 26%

overall women representation in the Textiles sector with higher representation at the worker level (29%) than the employee level (13%).

The textile industry stands out as predominantly female-driven worldwide, with over 80% of its workforce comprised of women, underscoring significantly lower participation rates in India compared to the global average.



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

**Vardhman Textiles** pioneered night shifts for women in Punjab, ensuring on-site residency and dedicated security, resulting in over 13% of the female workforce embracing night work by 2022.

**Welspun India**, collaborates with UN Women to empower women across the value chain. The partnership focuses on skill-building, promoting gender equality, ensuring fair pay, establishing a harassment-free workplace, and encouraging women to take up leadership roles.

### RECOMMENDATIONS FOR THE TEXTILES SECTOR TO IMPROVE ITS OVERALL GENDER DIVERSITY



Implement **transparent systems for equal pay** for work of equal value across all levels of the garment sector supply chains. Prioritize gender equality in leadership, management, and decision-making roles through sector-wide strategies and inclusive training programs.



**Establish safe and healthy workplaces**, particularly on shop and factory floors that are free from discrimination, violence, and harassment, including gender-based incidents. Support women's health and well-being, including sexual and reproductive health rights, to create an inclusive environment.



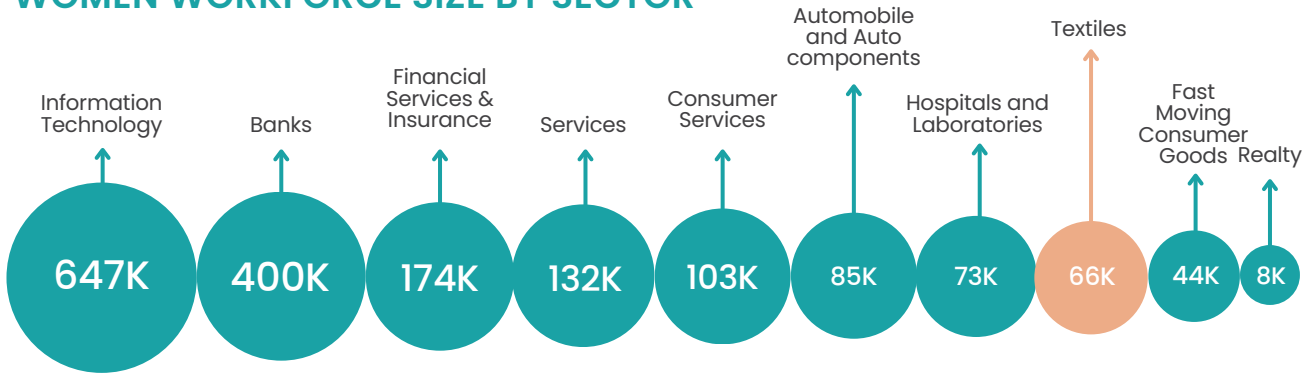
Address the burden of unpaid care work on women by providing **affordable and accessible childcare services**, flexible working hours, and comprehensive maternity, paternity, and parental leave policies aligned with international labor standards.

### GLOBAL BEST PRACTICES FOR THE TEXTILES SECTOR IN INDIA TO EXPLORE

**DBL Group** in Bangladesh implements an in-house training program to boost female representation in middle management, providing comprehensive leadership training to potential female supervisors from sewing and quality departments.

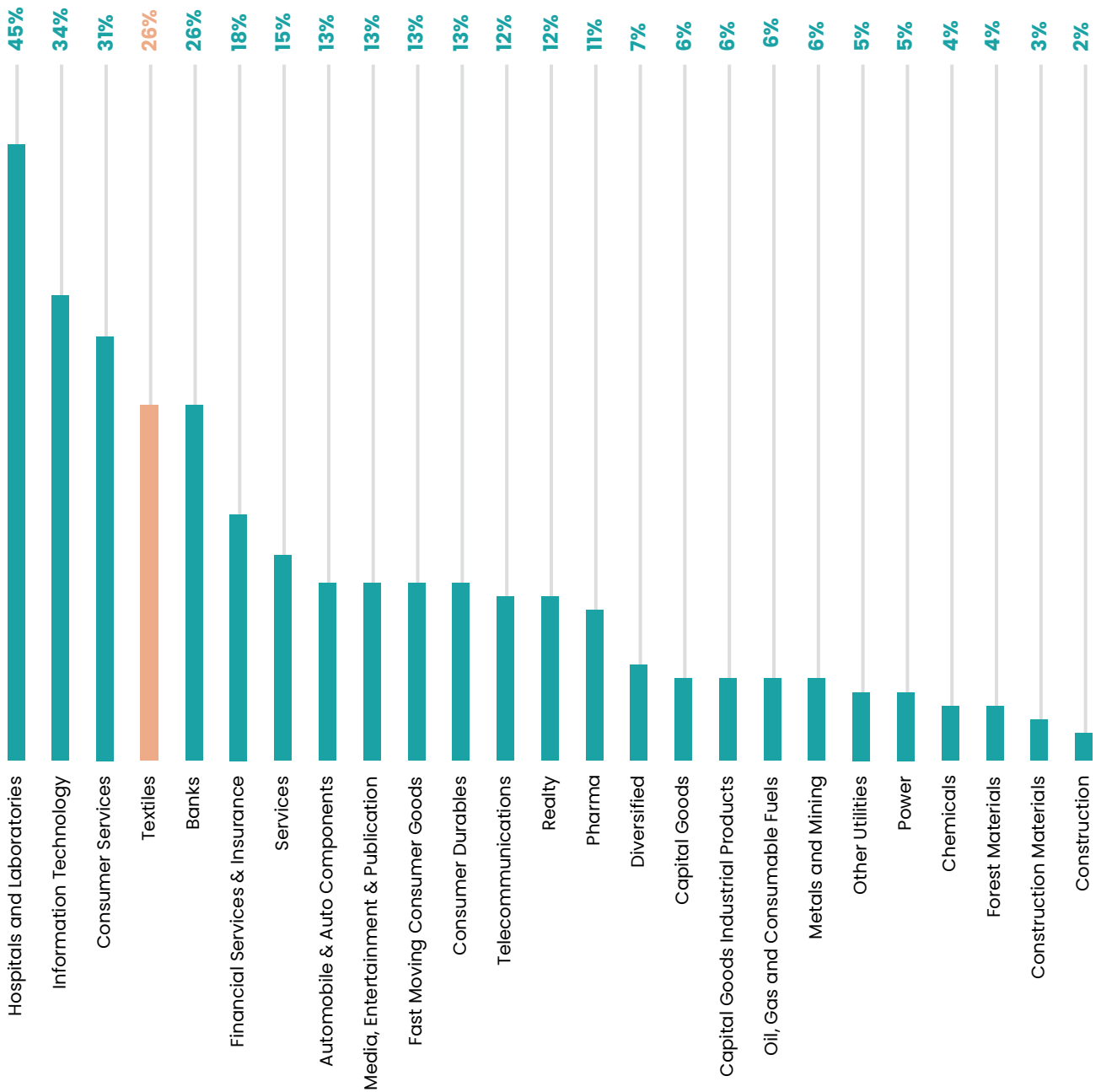
**Toray Industries** in Japan has a target of achieving a 1:1 ratio of men and women for each employment management category. To fulfill this target, it has a range of initiatives. This includes providing continuous training and raising awareness around career development among women employees, enabling systems to allow for diverse work styles and conducting regular pulse surveys to test the effectiveness of the initiatives.

## WOMEN WORKFORCE SIZE BY SECTOR

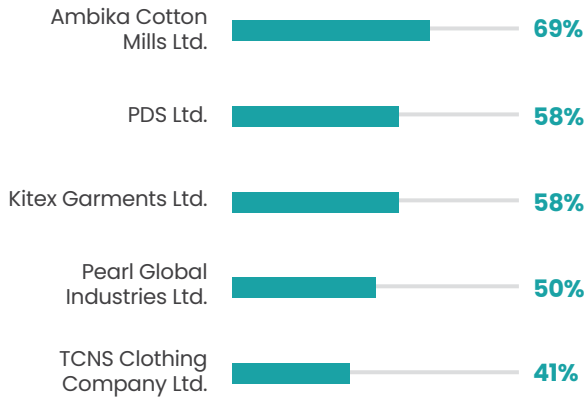


Note: The size of the bubble signifies the size of the women workforce in the sector

## WOMEN WORKFORCE REPRESENTATION BY SECTOR

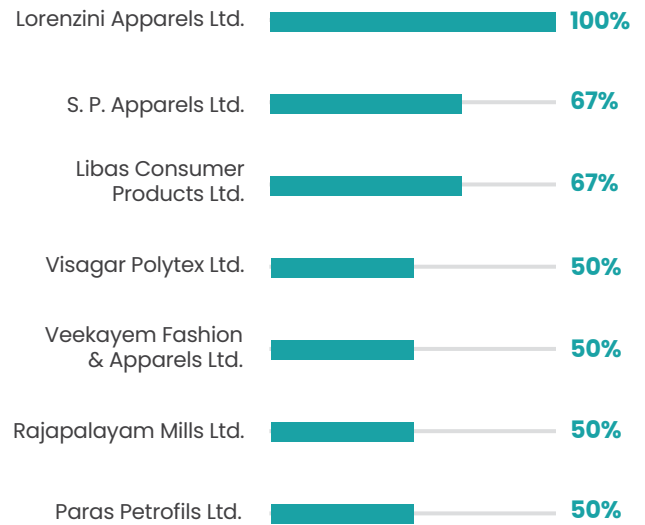


## TOP PERFORMERS IN WOMEN WORKFORCE REPRESENTATION\*

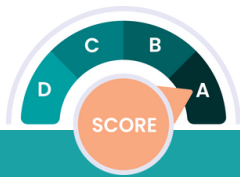


\*Note: For top performers, the employee size has been restricted to above 2000

## TOP PERFORMERS IN WOMEN IN KEY MANAGEMENT POSITIONS\*



## TEXTILES SECTOR SCORECARD



Women Representation



Retaining Women



Women in Leadership

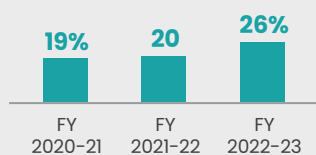
### Employees



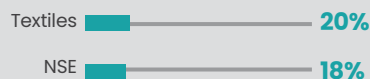
### Workers



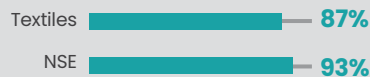
### 3 year trend



### Turnover Rate



### Retention Rate



### Return to Work Rate after Parental Leave



### Key Management Positions



### Board of Directors

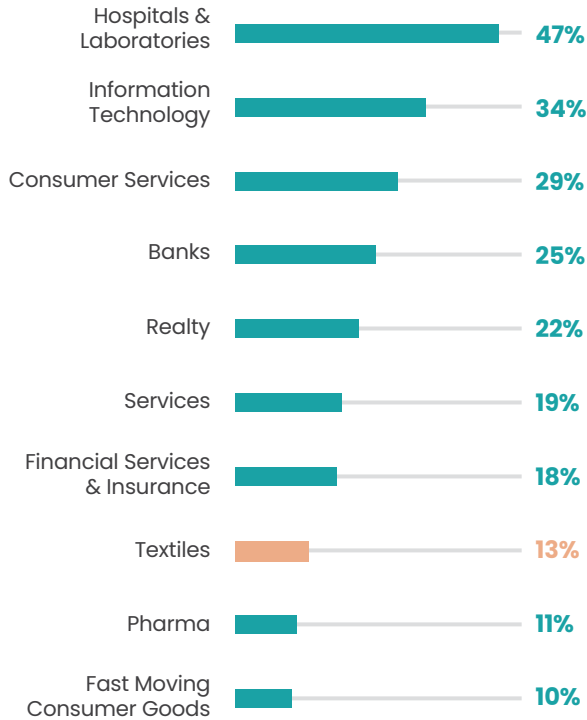


## WOMEN REPRESENTATION SCORE

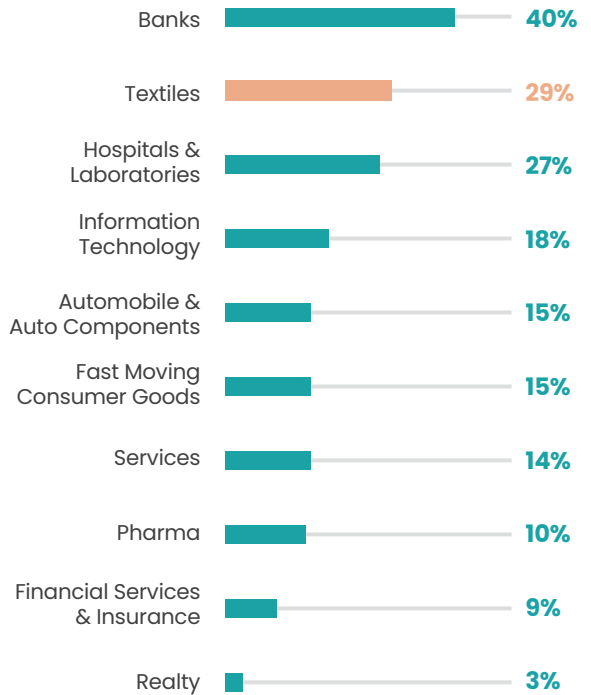


The Textiles sector ranks 4th among the 25 sectors in overall women representation. The sector had a 7 percentage point increase in women representation from 2020 to 2022, which is higher than top sectors like IT and Banks.

### Women Employee Representation



### Women Worker Representation

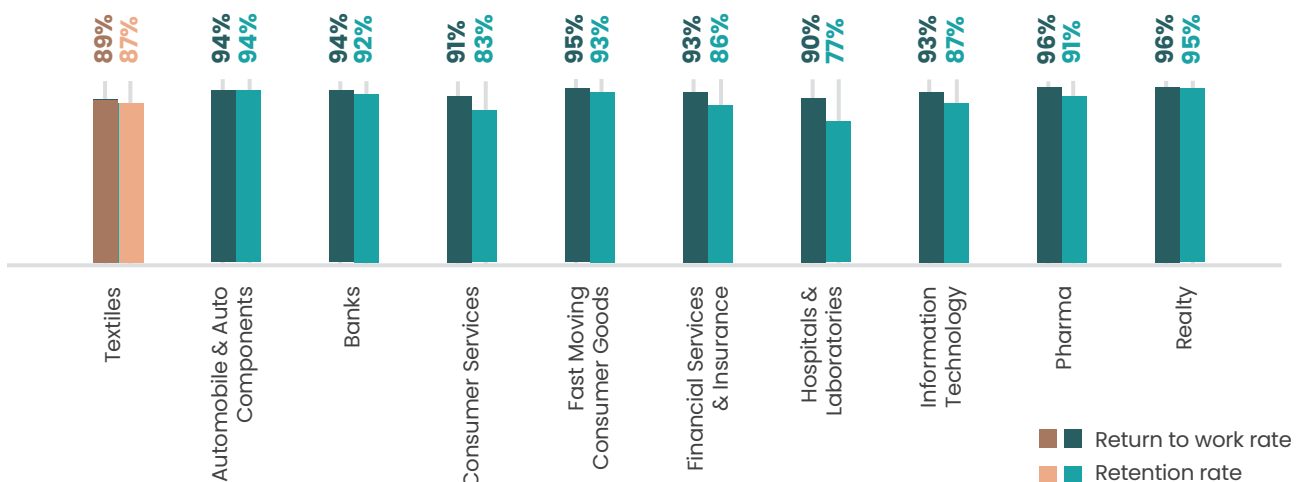


## RETENTION SCORE

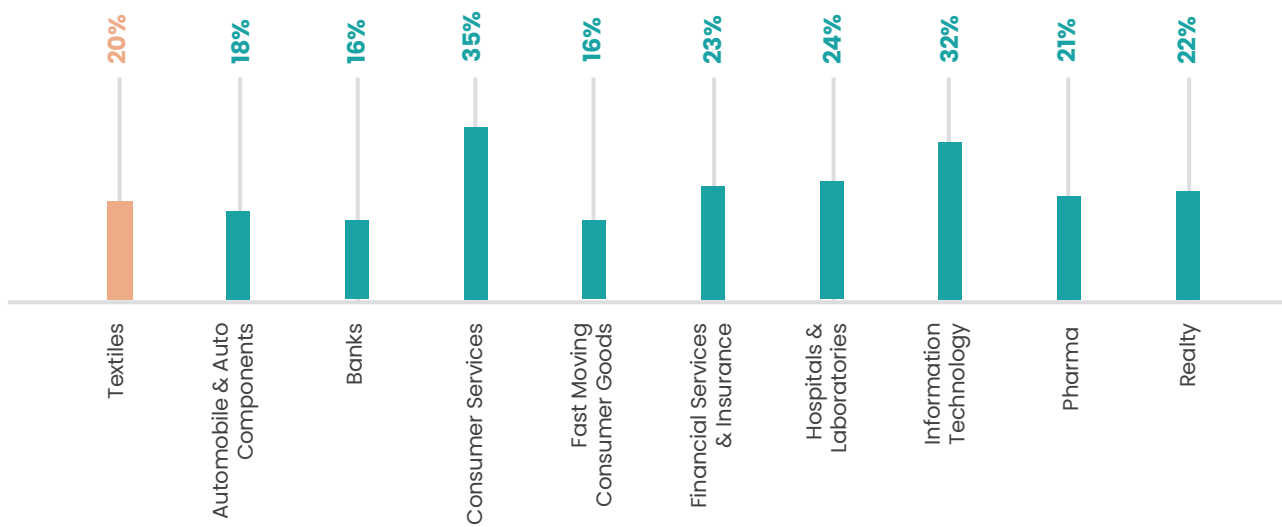


The Textiles Sector has a low return to work rate and average retention rate at 89% and 87% respectively. The turnover rate of this sector is 20%.

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



### Turnover Rate

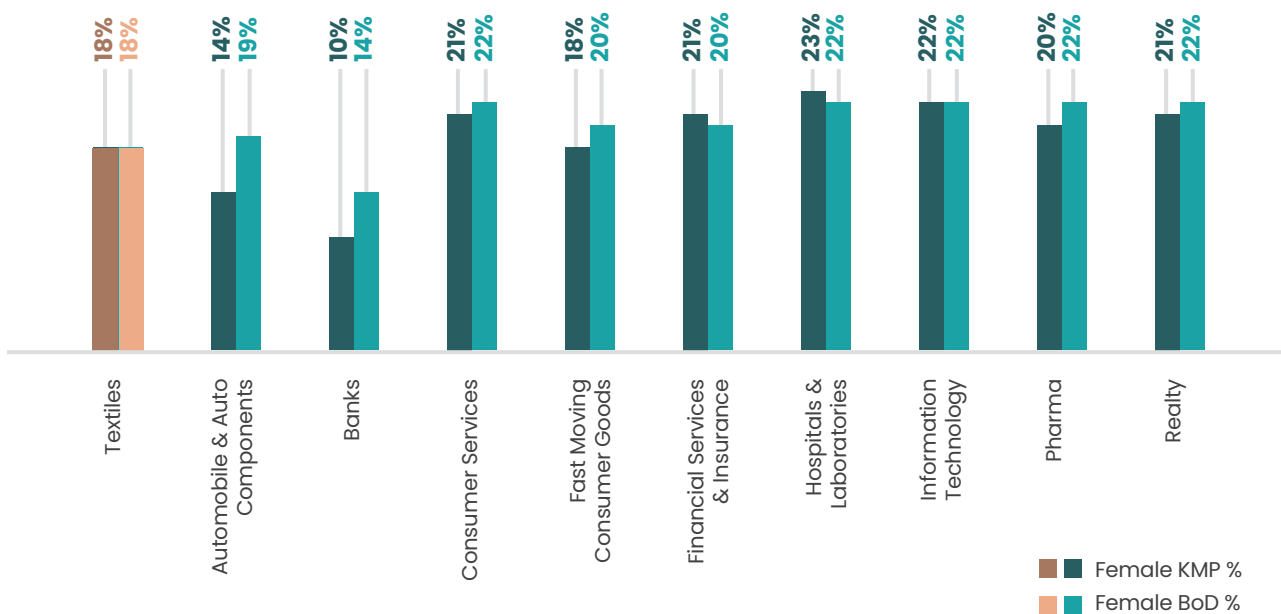


### WOMEN LEADERSHIP SCORE



The representation of female BoD and KMP in the Textiles Sector is lower compared to other sector averages. 100% of the Textiles sector companies 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"><li>• Women representation at employee level</li><li>• Women representation at worker level</li><li>• Change in women representation over 3 years</li></ul>	<ul style="list-style-type: none"><li>• Turnover rate among women employees</li><li>• Retention rate among women employees after taking parental leave</li><li>• Return to work rate among women employees after taking parental leave</li></ul>	<ul style="list-style-type: none"><li>• Women representation at Key Management Positions level</li><li>• Women representation at Board of Directors level</li></ul>

- 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](mailto:info@udaiti.org) if you would like to partner with us and join the movement!

Scan the QR code  
to know more

