

Gender Representation and DE&I Initiatives in the IT Sector

Written by Angad Bagai, Khushi Boken, Mahima Chaki

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THE IT SECTOR IN INDIA

The Information Technology (IT) sector in India is a cornerstone of India's economic landscape. The nation's accelerated pace of digital adoption, acknowledged in its improved Global Innovation Index ranking, underscores a strategic blend of governmental initiatives, commercial innovation, and substantial investment. With IT spending projected to escalate to US\$ 110.3 billion in 2023, the industry has witnessed commendable 15.5% YoY growth, reaching US\$ 227 billion in FY22, contributing 7.4% to India's GDP. Set against a backdrop of digital transformation, India stands as a global technological force, boasting one of the largest Internet user bases. This growth is propelled by the Digital India Program, fostering innovation and economic value.

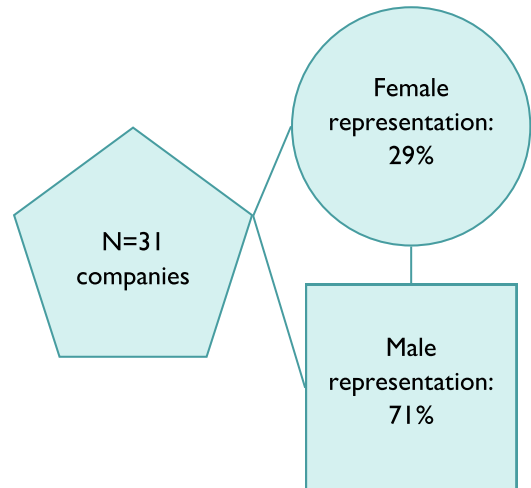
Within this dynamic environment, this blog spotlights a noteworthy development – the surge of women in the IT workforce, constituting over 20 lakh professionals, or 36% of the total workforce. As the sector's largest employer of white-collar workers, it serves as a testament to the evolving landscape of gender inclusivity in the professional realm.



INSIGHTS

SAMPLE DESCRIPTION

EMPLOYEE SIZE	NUMBER OF COMPANIES
Less than 500	11
500-2000	12
2000-5000	3
5000-20000	4
More than 20000	1

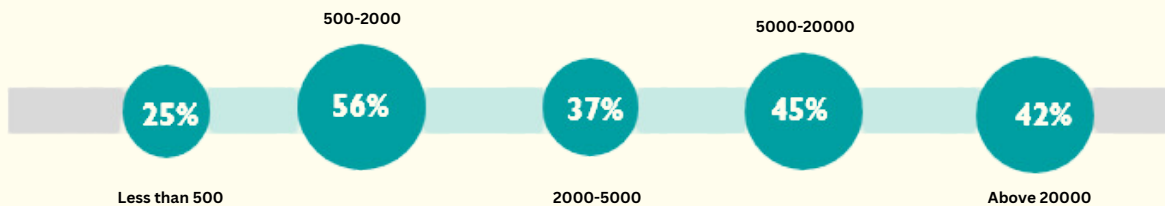


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EMPLOYEE REPRESENTATION

With an increase in the total employee size of companies, the average representation of women increases, but the gap between male and female employees also increases. For less than 500 companies, there is a 25% difference between male and female representation, and this increases to 56% for employee sizes 500-2000

Figure 1: Gap between representation of male and female employee by size of company



INSIGHTS

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DIVERSITY RATIO

The diversity ratio of permanent male and female employees and non-permanent employees is almost equal, around 28% and 31% for female employees and workers respectively, and around 71% and 68% for male employees and workers.

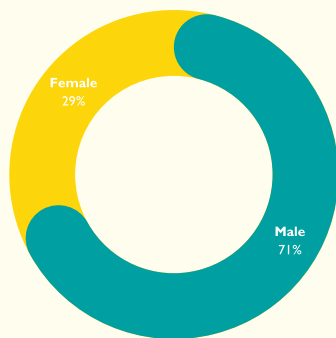


Figure 2: Diversity ratio of permanent employees

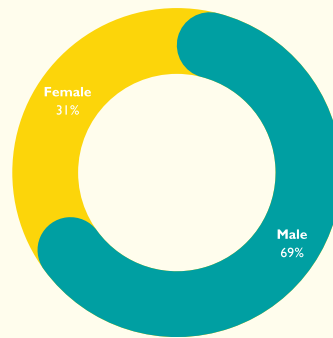


Figure 3: Diversity ratio of non-permanent employees

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GENDER REPORTING

The status of gender reporting needs improvement - In 12 companies with employee sizes less than 500, only 1 company reported female representation values. The status of reporting is better in larger-sized firms.

Research finds that **measuring and tracking gender data** pushes key stakeholders to **notice and address gender employment disparities**. It also shows that publishing the gender pay gap and a strategy to close it can impact an organisation's capacity to attract and retain talent.

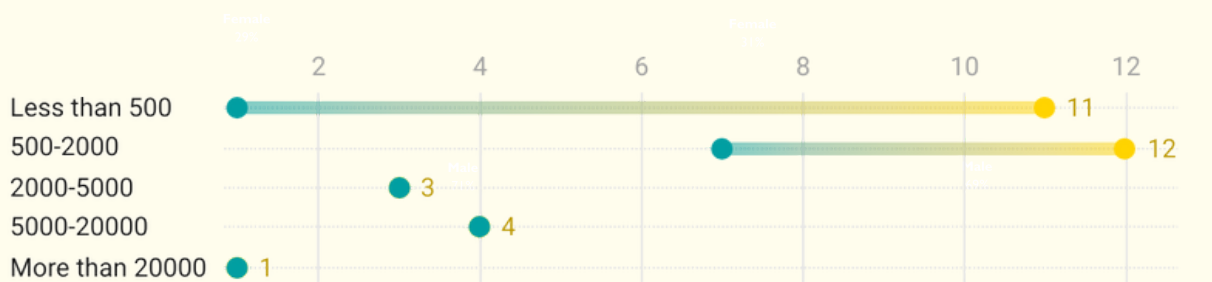


Figure 4: Status of reporting in companies

● Number of companies which reported gender data
● Total number of companies

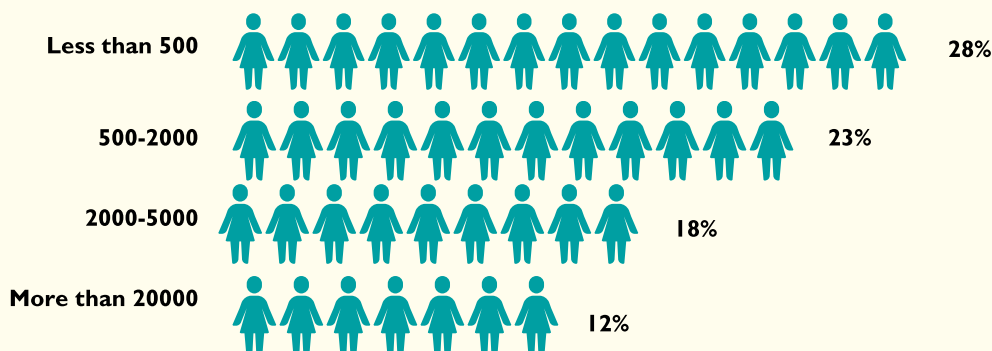
INSIGHTS

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LEADERSHIP REPRESENTATION

Interestingly, in our sample, smaller-sized companies fare better in terms of female BoD or KMP representation, with 12 companies with sizes less than 500 having an average of 23% female BoD representation, while this falls to 18% for companies sized 5000-20000.

Figure 5: Percentage of women board of directors by employee size



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WOMEN IN LEADERSHIP

In terms of diversity in senior leadership positions, the percentage of companies having more than 1 female BoD or KMP is 51%, but this drastically decreases to 13% for more than 2 female BoD/KMPs. This could be attributed to the mandate put forward by the 2017 SEBI Uday Kotak Panel on Corporate Governance which proposed the compulsory appointment of at least one independent woman director in all listed companies. On the other hand, 97% of companies have more than 2 male BoDs/KMPs.

Extensive global evidence points to the **lasting positive impact of women's leadership and overall presence**, in the **profitability of firms**. An analysis of 140 studies, with data from 35 countries, encompassing 90,070 firms, found that having more women in boardrooms was linked with greater profitability.

INSIGHTS

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WOMEN IN LEADERSHIP

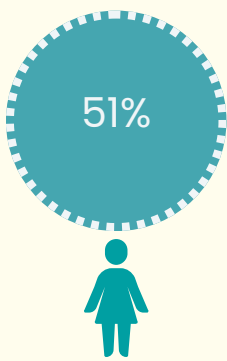


Figure 6: Percentage of companies having more than one male or female Board of director

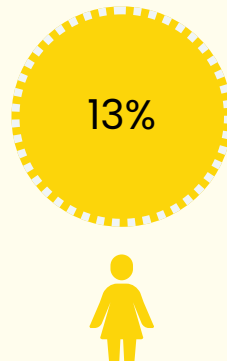
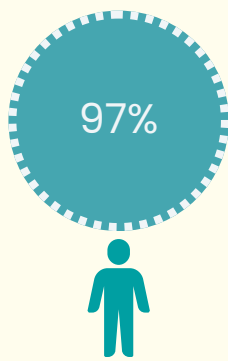
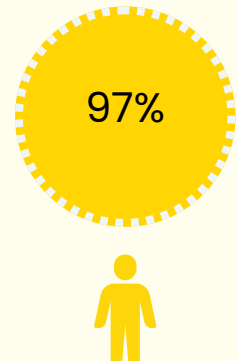


Figure 7: Percentage of companies having more than two male or female Board of director



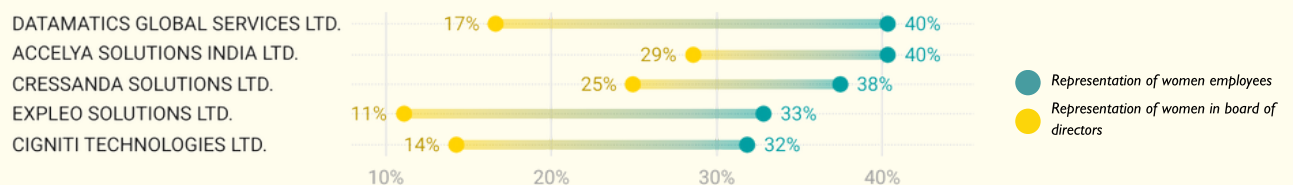
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WOMEN IN LEADERSHIP

Only 2 out of 5 companies have % of women BoD higher than the average female BoD representation of 21%. 3 out of 5 companies have % of KMP higher than the average female KMP representation of 17% while 2 companies have no female KMP. In the top 10, 50% of companies have BoD representation higher than the average.

Overall, on average, BoD representation in the top 10 companies (according to the female rep) is around 26%, as compared to 21% in the total sample, and KMP representation is 23%, compared to 17% in the sample. However, there is a **long way to go to improve representation of women in senior leadership over and above the minimum mandate**

Figure 8: Representation of women in board of directors in top 5 companies in terms of female representation



INSIGHTS



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WOMEN DIRECTORS

Higher female BoD representation does not necessarily translate to higher female employee representation in our data. Only 4 out of 10 companies (Top 10 according to representation of female BoD) have overall female representation above the sample average of around 29%. Among the top 10 companies in terms of BoD representation, 3 companies did not report female representation in their org.

DE&I PROGRAMS: SPOTLIGHT



HIRING

ADOBE

- India's women in tech scholarship is a scholarship for female students in tech, which includes a tuition fund, mentorship and an opportunity to interview for an internship at Adobe.
- This acts as a lever to increase representation of women in tech at Adobe



TECH MAHINDRA

- Tech Mahindra mandated hiring 50% freshers and 30% lateral women through diverse recruitment drives.
- These included campus connects, focused hiring drives, buddy referrals, ReStart (return-to-work after a career break) programs, and impact sourcing.



RETENTION

CAPGEMINI

- fareWelcome! is Capgemini's maternity support program designed to support women colleagues end-to-end during the maternity phase, take care of their physical-mental well-being, assist them in the transition from office to maternity leave, help them stay connected with the organisation
- Provision of lactation rooms
- Reserved parking for pregnant women



HCLTECH

- Momtastic': A program created specifically for expecting mothers. Provide specific yoga sessions, provide footrests at work, counsellor support and an in-house clinic.
- Buddy program: Connect with a colleague who would provide updates on what's happening at work.
- Onsite daycare centres



DE&I PROGRAMS: SPOTLIGHT



ADVANCEMENT

GENPACT

- Women's Leadership Program (WLP): A leadership development program designed in collaboration with Harvard Business Publishing for all women leaders at the Assistant Vice President level.
- The participants who graduated from the program were then placed on a fast-tracked career path.



INFOSYS

- Women in Management (WIM) is an immersive, 3-day, residential workshop focusing on building competencies in self, teams, clients and business.
- Women in Executive Leadership (WIEL) is an exclusive intervention targeted to strengthen women in the leadership talent pipeline.

