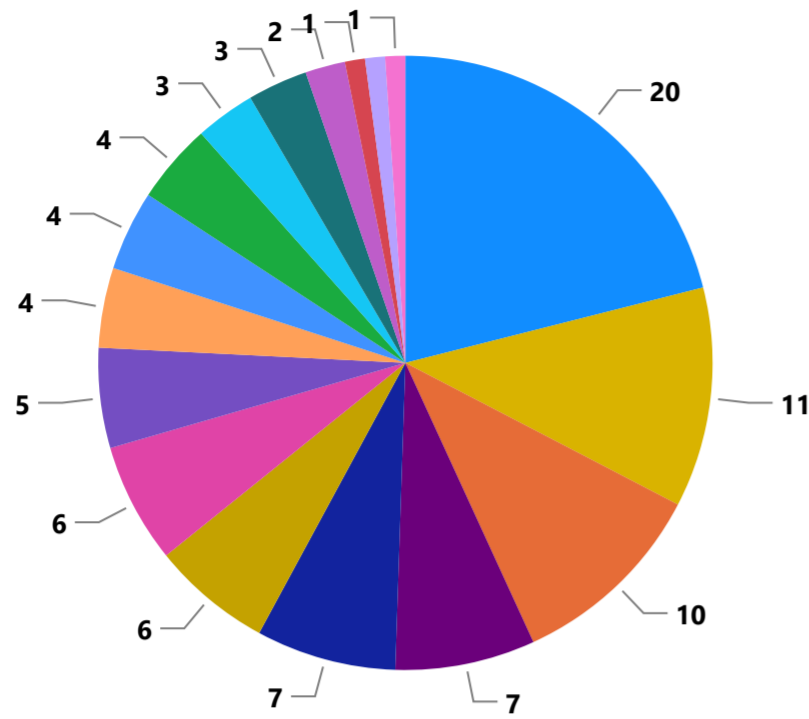


Year: 
 Company Name: 
 Employee Size: 
 NSE/BRSR: 
 Market Index: 
 Industry:

### Industry Overview



- Industry\_Final**
- FINANCIAL SERVICES
  - FAST MOVING CONSUMER GOODS
  - AUTOMOBILE AND AUTO COMPONENTS
  - HEALTHCARE
  - OIL, GAS & CONSUMABLE FUELS
  - INFORMATION TECHNOLOGY
  - METALS & MINING
  - CONSUMER SERVICES
  - CHEMICALS
  - CONSUMER DURABLES
  - POWER
  - CAPITAL GOODS
  - CONSTRUCTION MATERIALS
  - SERVICES

Total Companies  
**2126**

Industries  
**23**

Average Female BoD Representation  
**2**

Average Female KMP Representation  
**19%**

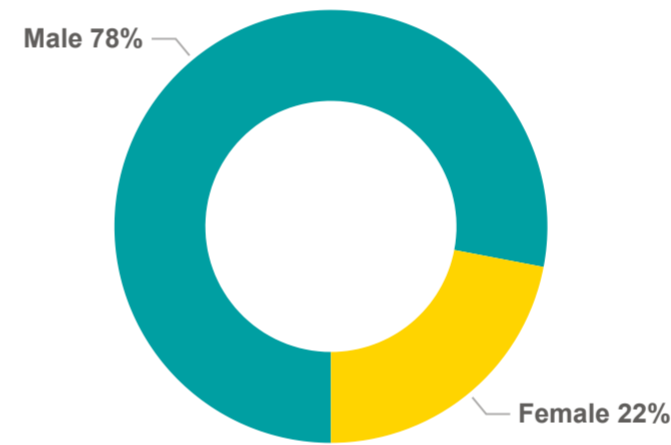
Overall Female Representation  
**2M**

### Gender Diversity

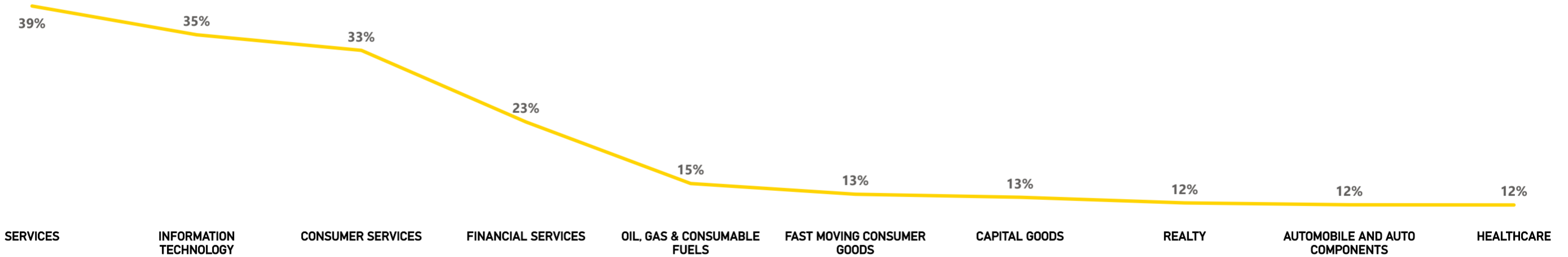


The diversity ratio gives valuable insight into the broadness of the perspectives an organization receives.

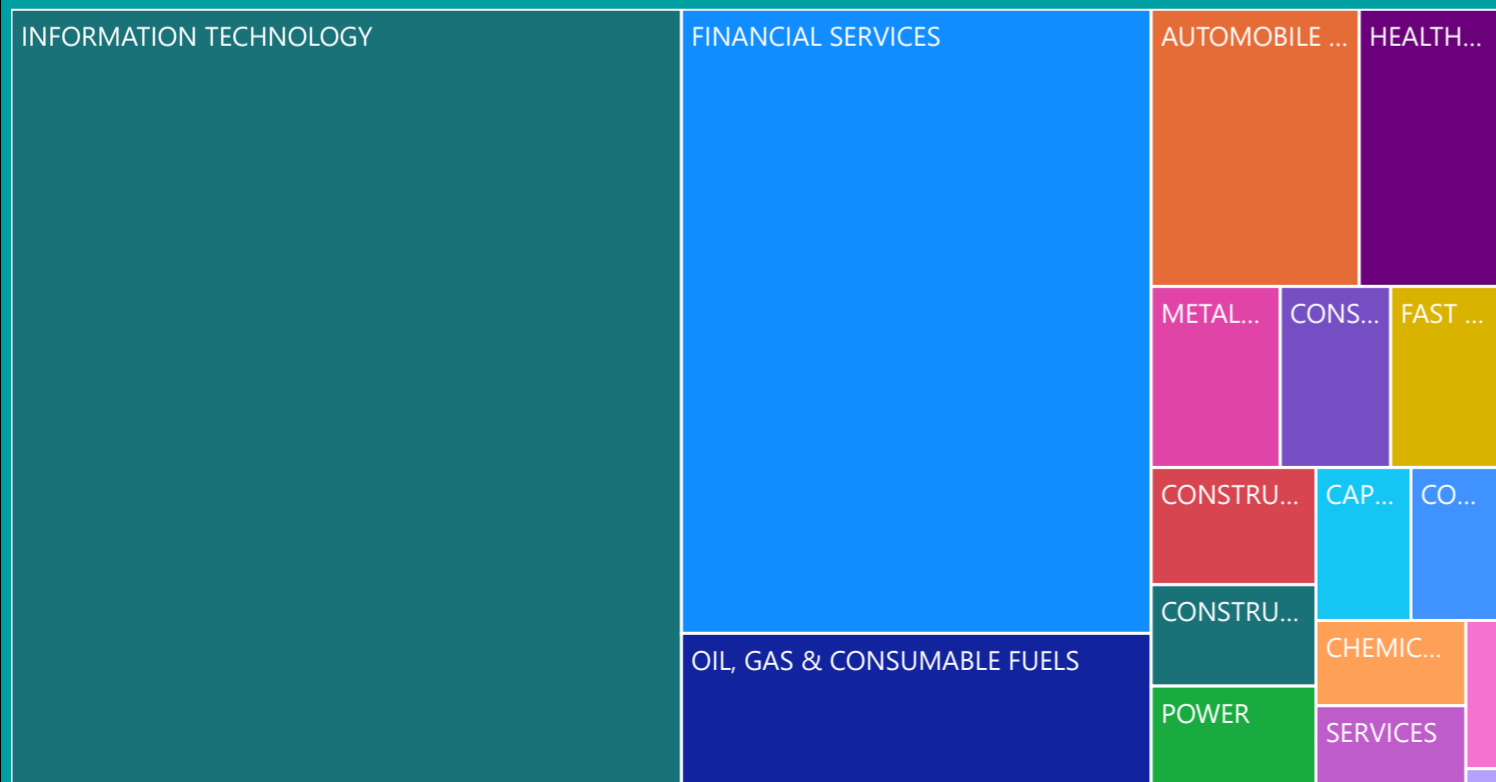
### Gender Breakdown



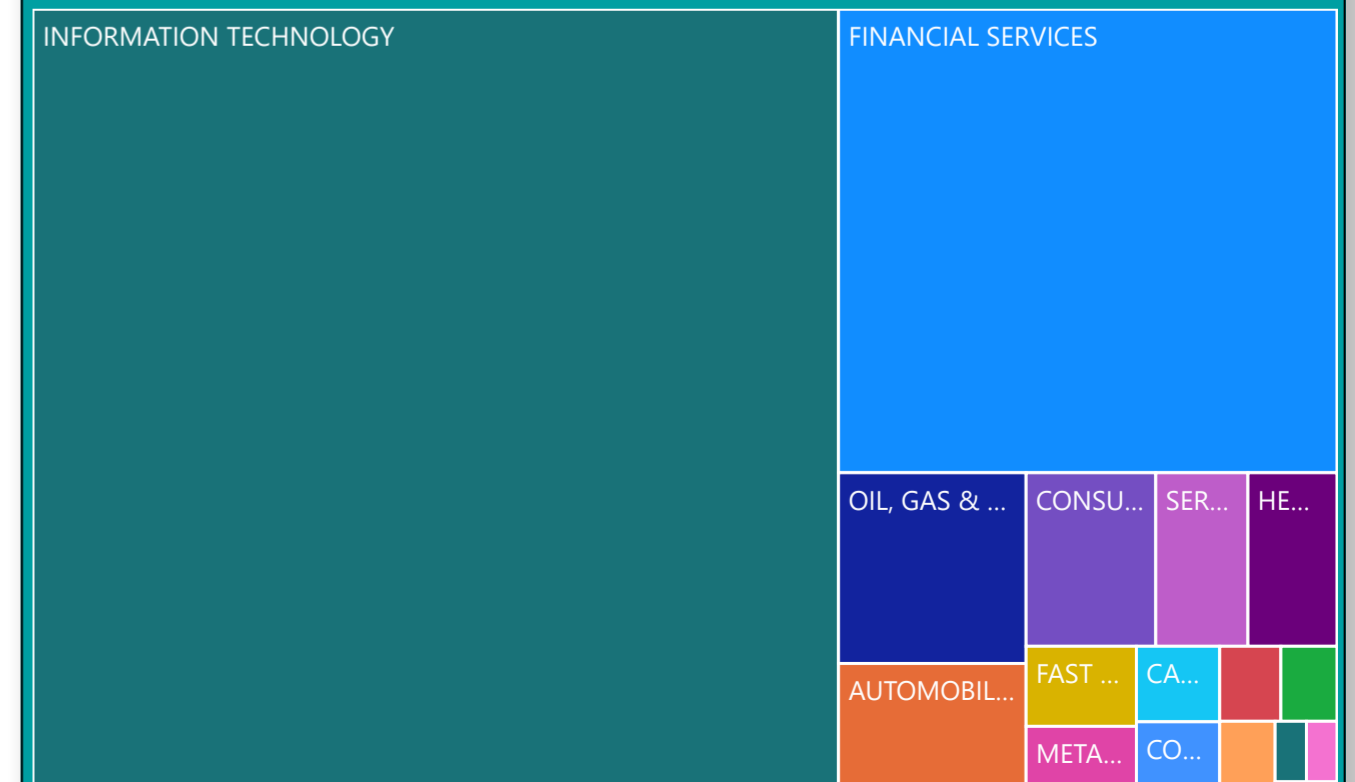
### Top 10 Industries with Highest Female Employees



### Industry-wise Total Employees



### Industry-wise Total Female Employees



Fiscal Year

All

Company Name

All

Employee Size

All

NSE/BRSR

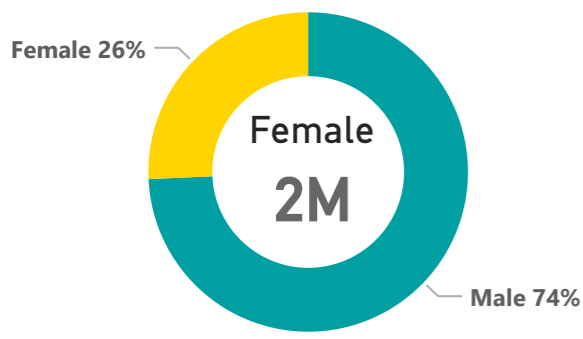
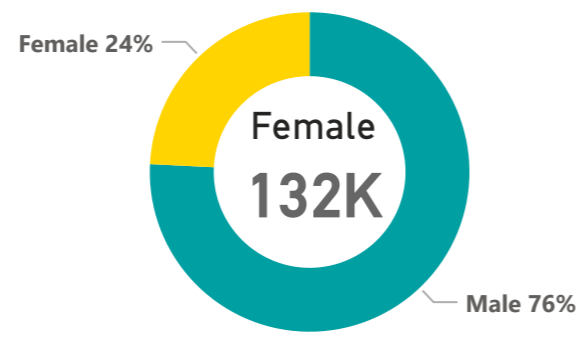
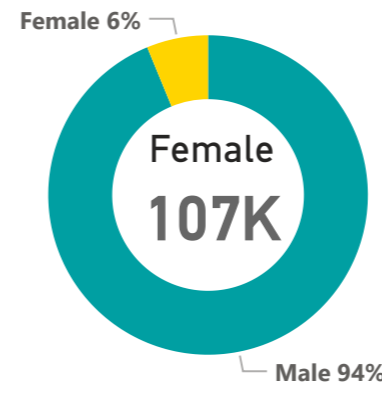
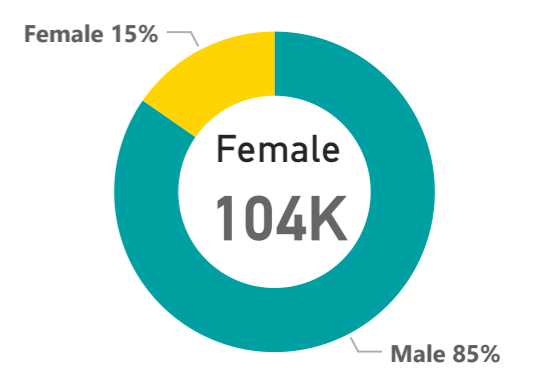
All

Market Index

Nifty-100

Industry

All

**Permanent Employees Diversity Ratio**

**Non Permanent Employees Diversity Ratio**

**Non Permanent Workers Diversity Ratio**

**Permanent Workers Diversity Ratio**

**Employee**

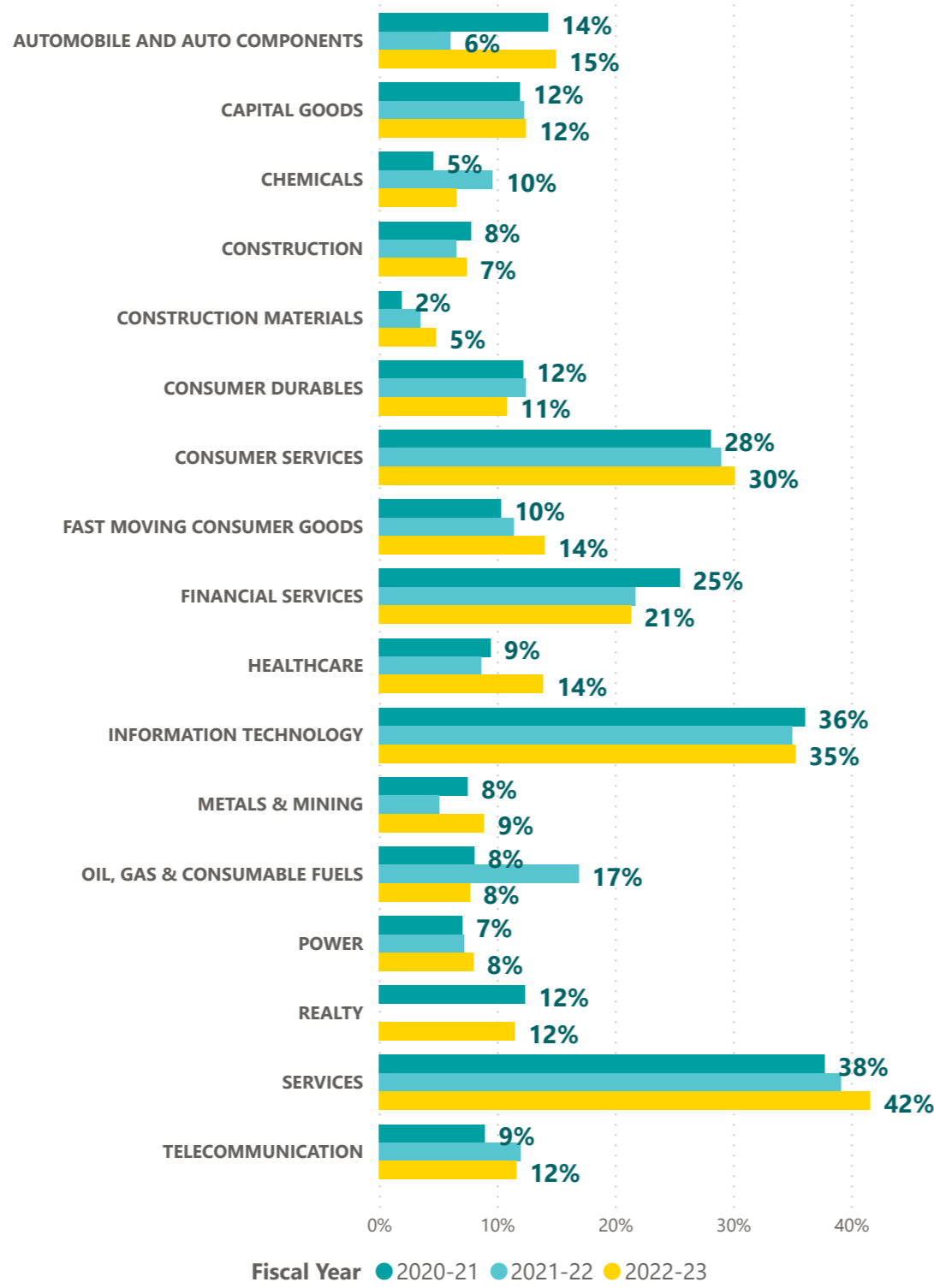
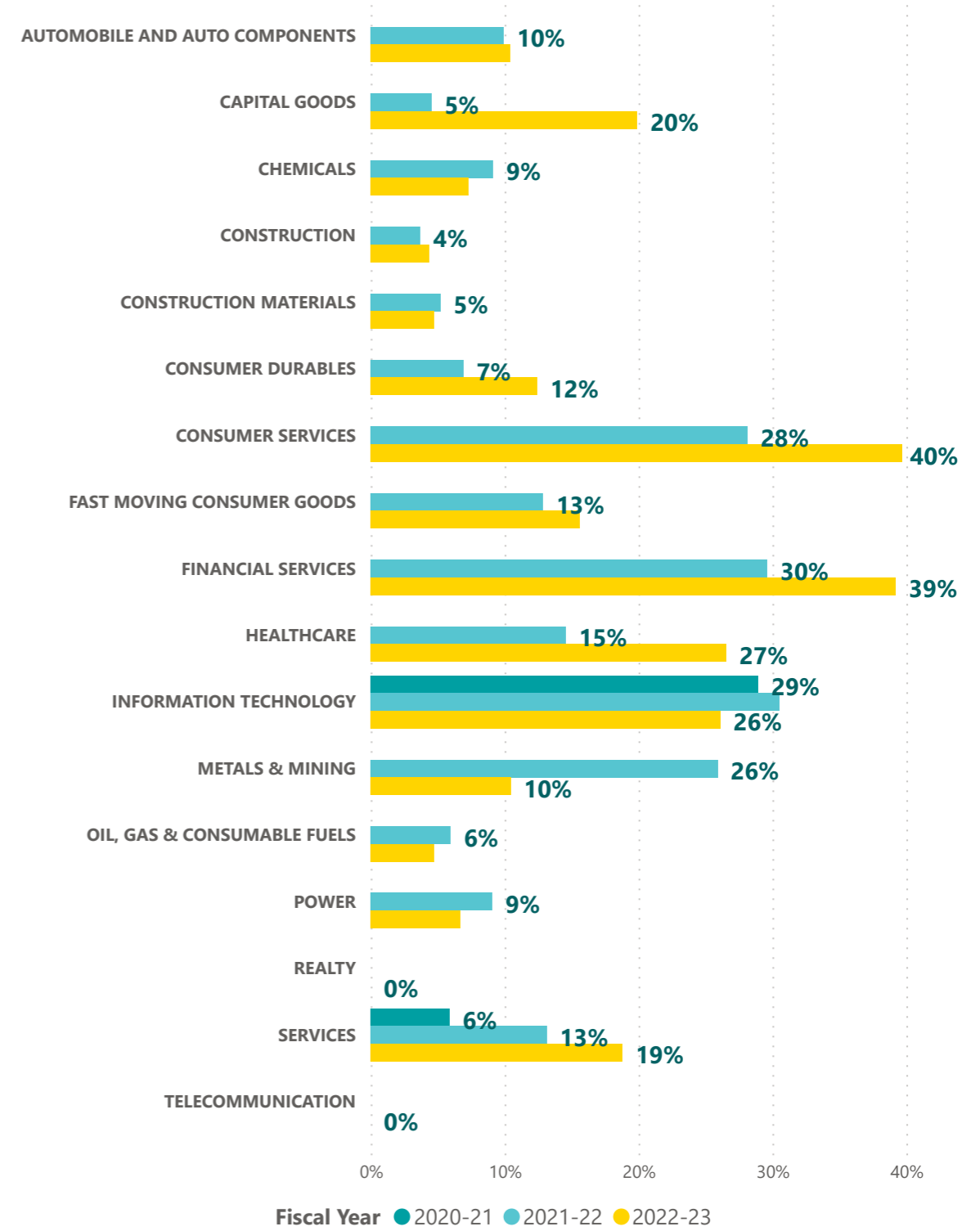
Women representation at employee level All FY's: 26%

**Permanent female employees data**

Percentage reported in 2020-21: 49%  
 Percentage reported in 2021-22: 51%  
 Percentage reported in 2022-23: 51%

**Non Permanent female employees data**

Percentage reported in 2020-21: 1%  
 Percentage reported in 2021-22: 7%  
 Percentage reported in 2022-23: 38%

**Permanent Female Employees By Industry**

**Non Permanent Female Employees By Industry**


Note: There is a drop in permanent women employees in the textiles sector in 2022-23 because till 2021, number of women workers and employees were reported together. From 2022, women workers and employees were separately reported.

**Workers**

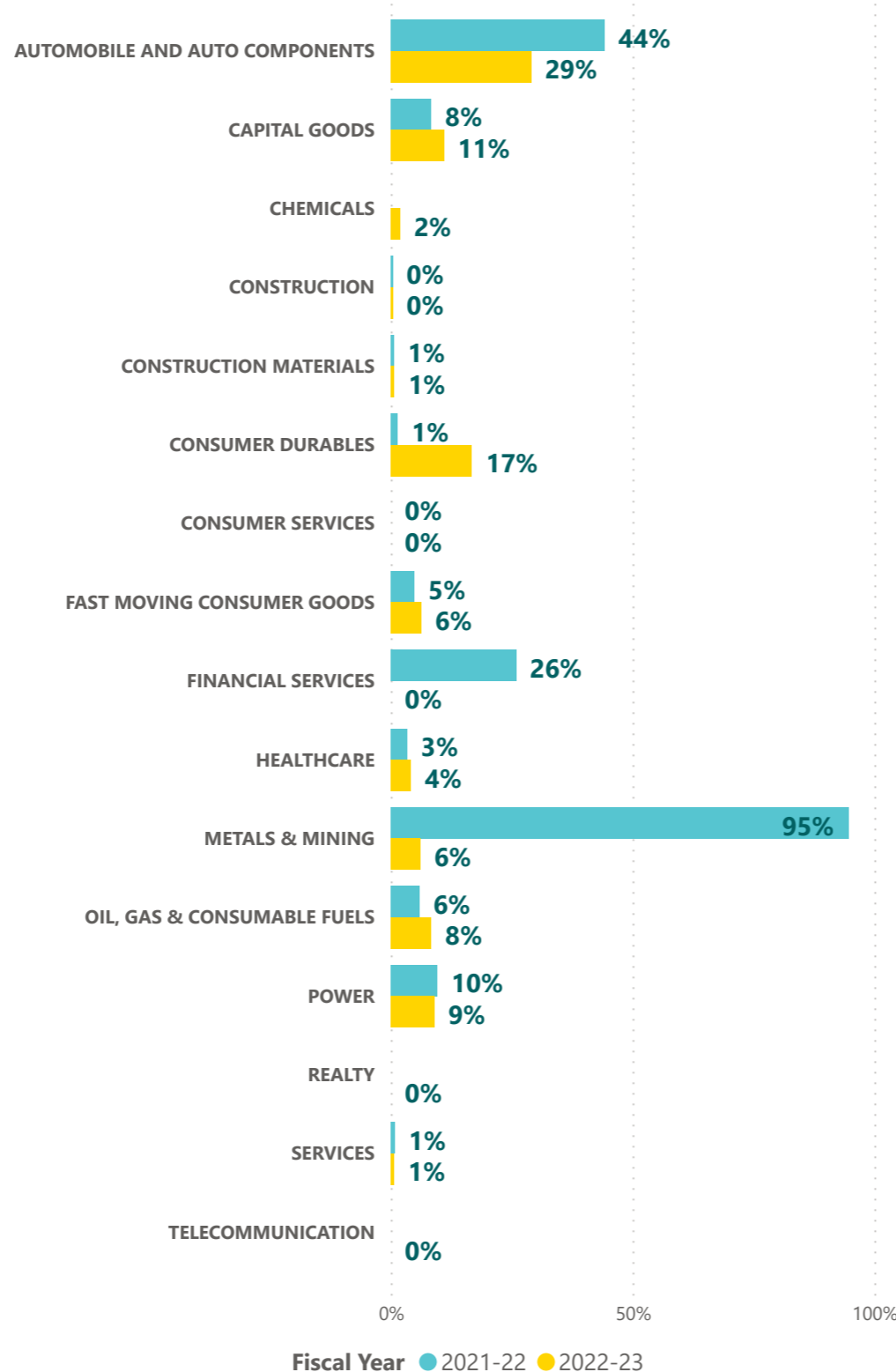
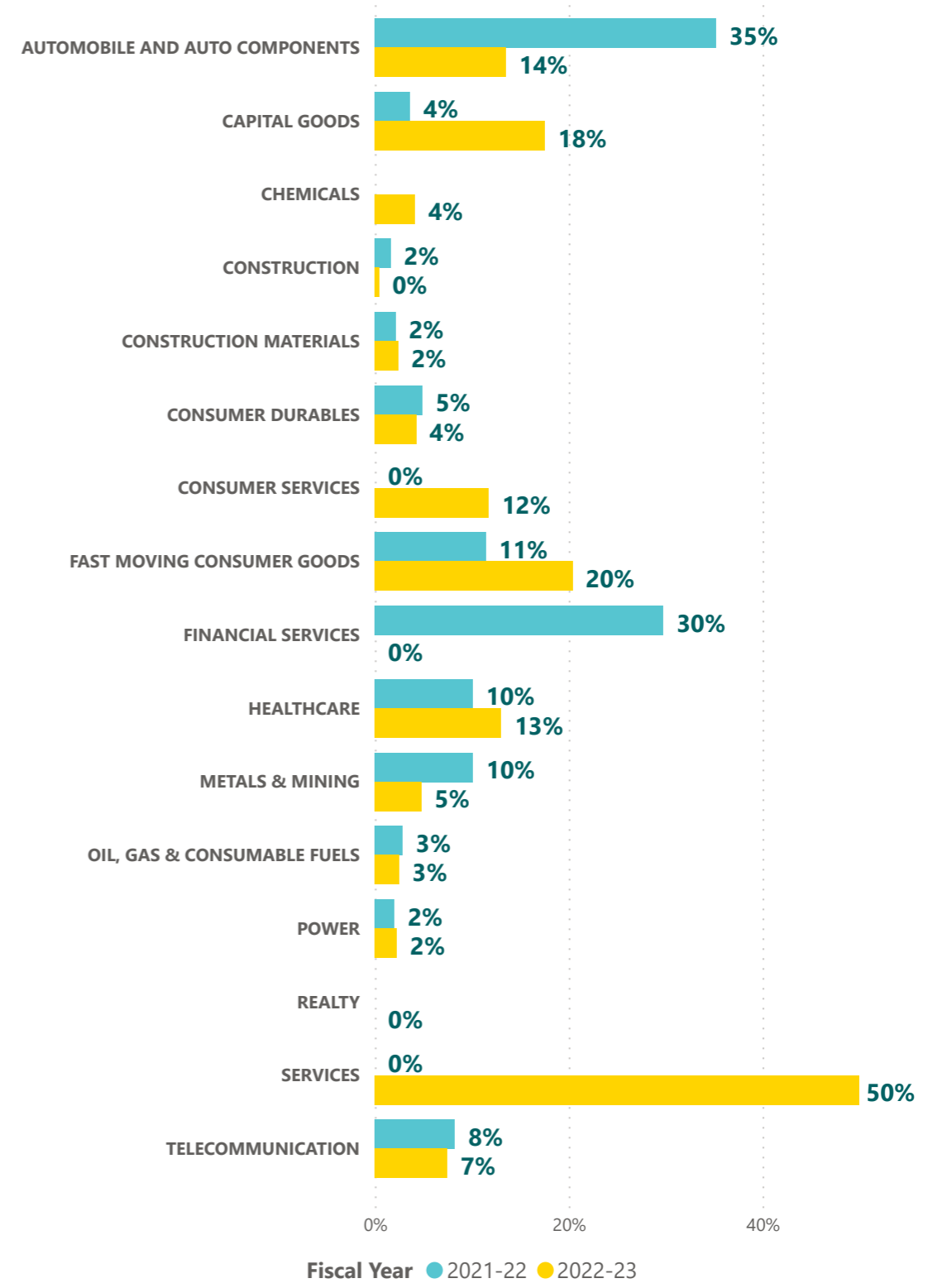
Women representation at worker level All FY's: 9%

**Permanent female workers data**

Percentage reported in 2020-21: 1%  
 Percentage reported in 2021-22: 5%  
 Percentage reported in 2022-23: 35%

**Non Permanent female workers data**

Percentage reported in 2020-21: 1%  
 Percentage reported in 2021-22: 5%  
 Percentage reported in 2022-23: 35%

**Permanent Female Workers By Industry**

**Non Permanent Female Workers By Industry**


Note: Substantial fluctuations across years may be observed in certain sectors' gender data due to limited reporting by organizations until 2021-22, with an increase in reporting from 2022-23 onwards due to adoption of BRSR framework.

Fiscal Year

Company Name

Employee Size

NSE/BRSR

Market Index

Industry

All

All

All

All

Nifty-100

All

## Return To Work Rate

Across industries the Return to Work Rate (RWR) post parental leave for females is **93%** compared to males which is at **97%**



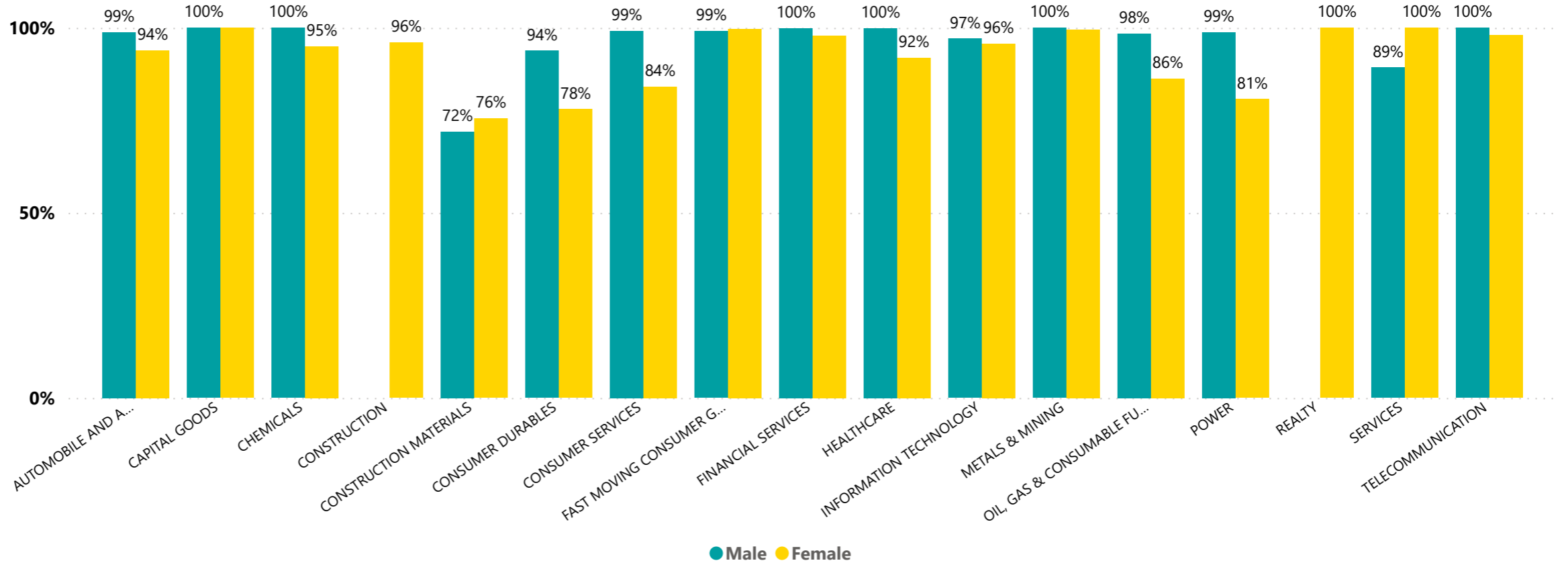
### Return to work data

 Percentage reported in 2020-21: **1%**

 Percentage reported in 2021-22: **7%**

 Percentage reported in 2022-23: **35%**

## Return to Work post parental leave by Industry



## Retention Rate

Retention Rate for women employees who took parental leave All FY's: **87%**

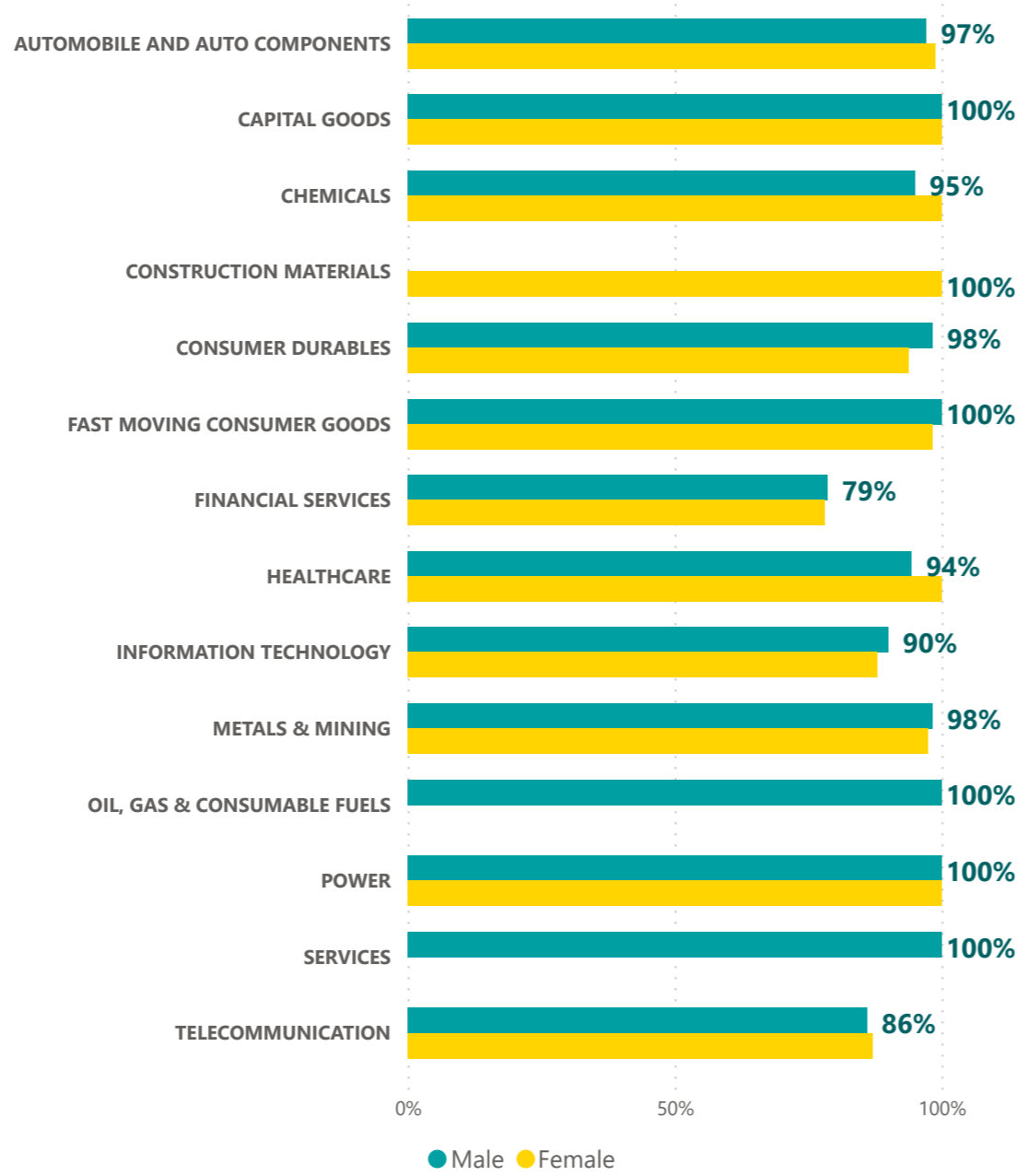
### Retention Rate data

 Percentage reported in 2020-21: **1%**

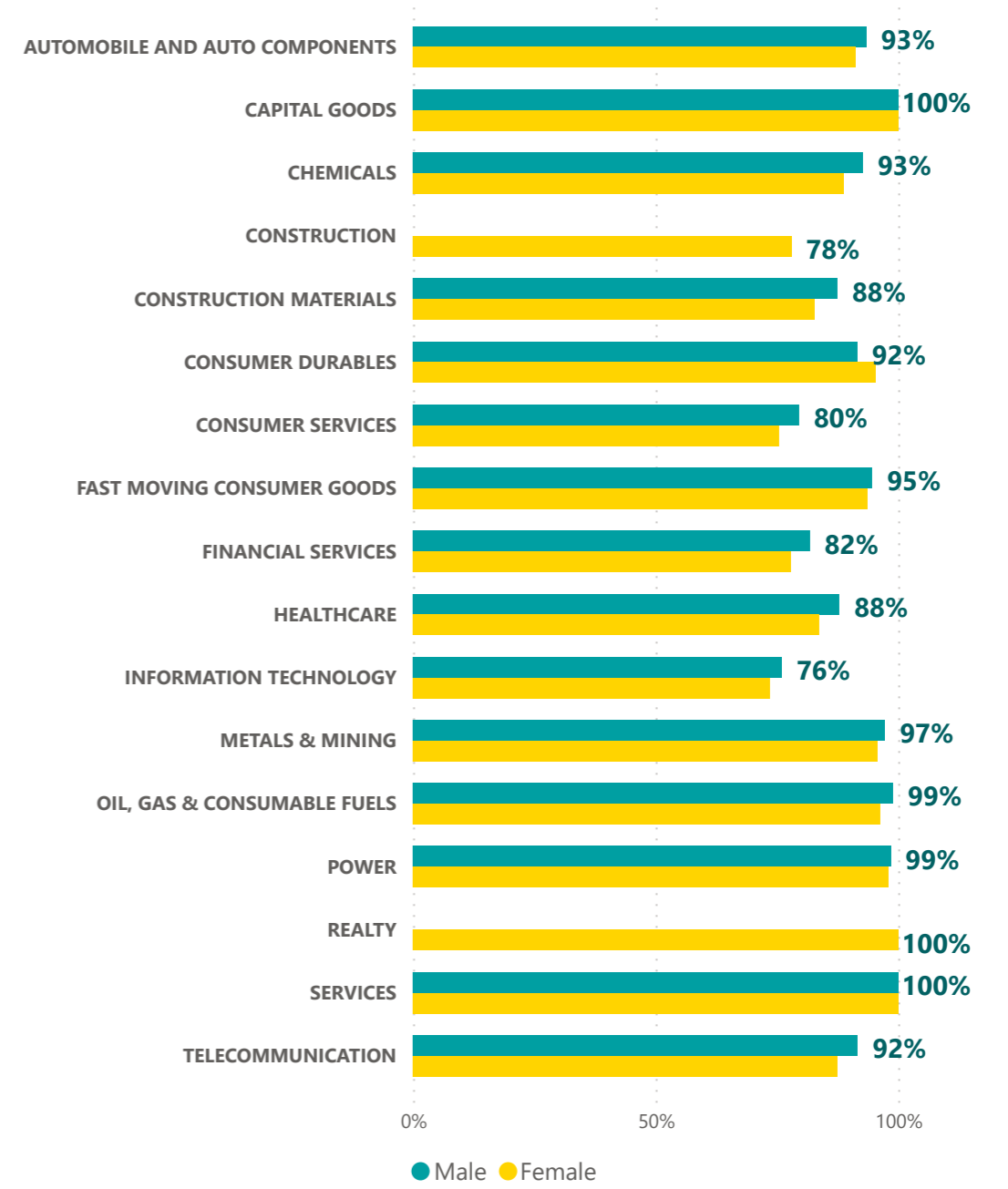
 Percentage reported in 2021-22: **7%**

 Percentage reported in 2022-23: **33%**

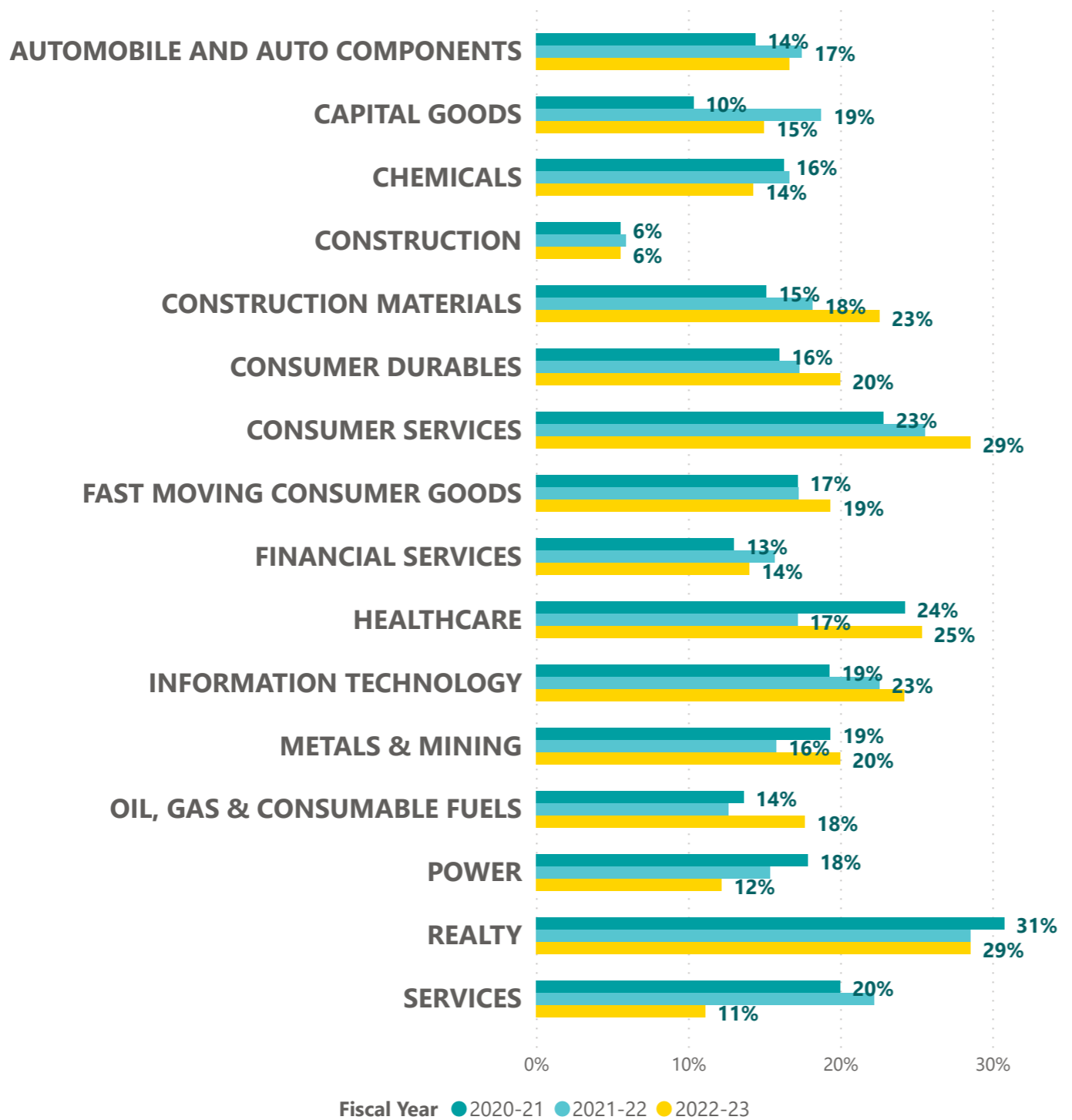
## Retention Rate of permanent Workers who took parental leave by Industry



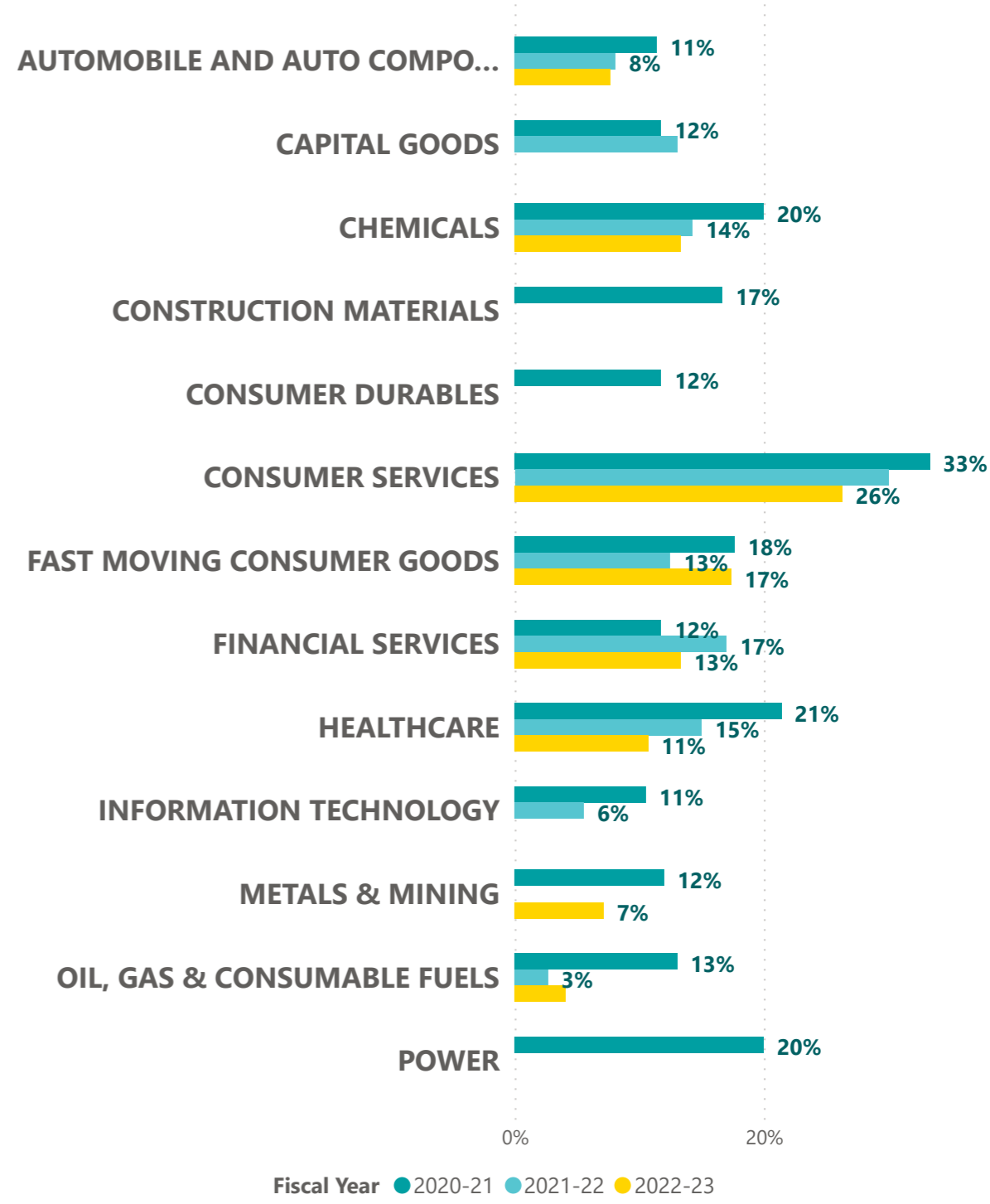
## Retention Rate of permanent Employees who took parental leave by Industry



## Women in Board of Directors



## Women in Key Management Positions



Fiscal Year

Company Name

Employee Size

NSE/BRSR

Market Index

Industry

All

All

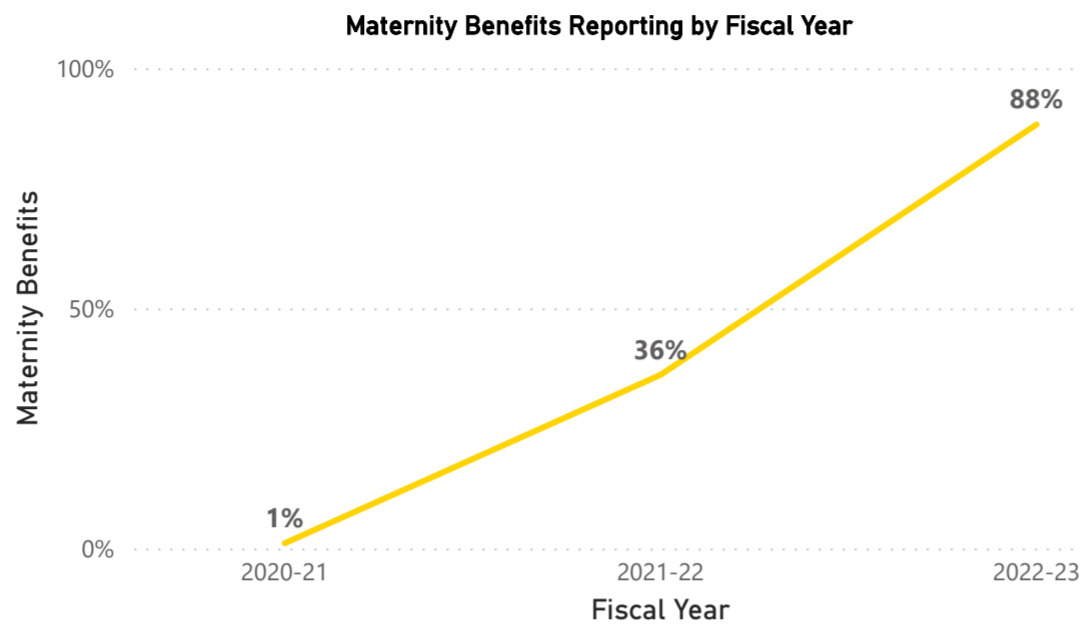
All

All

Nifty-100

All

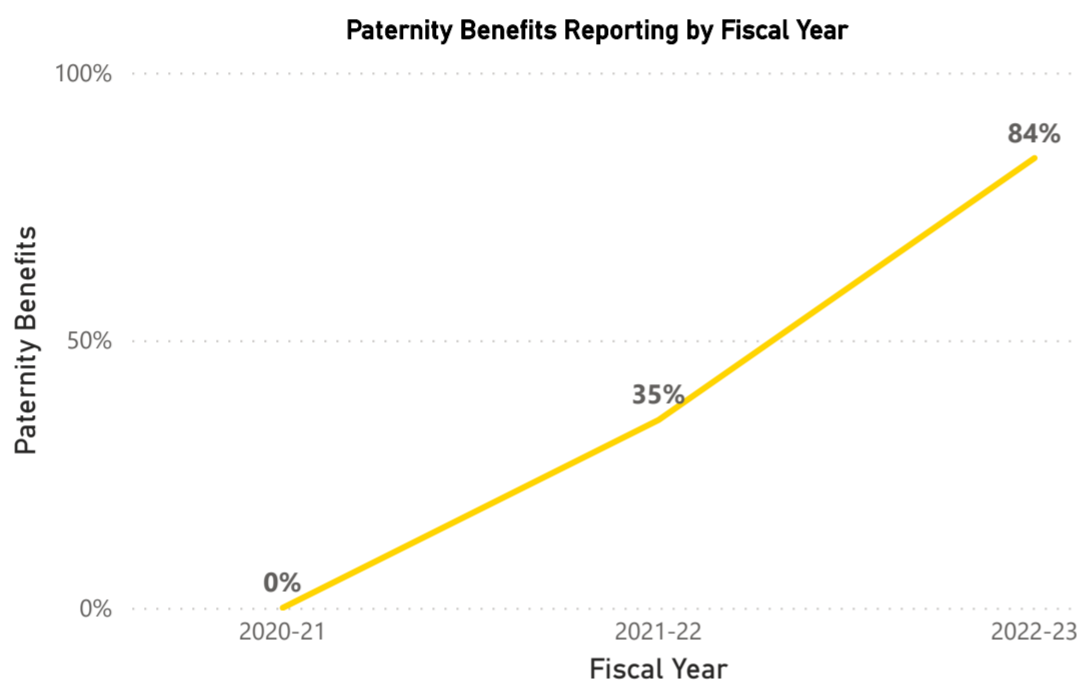
Note: Reporting of employee access to benefits increased in FY 2022-23 due to many companies adopting BRSR framework for reporting



Percentage of companies in FY 2022-23 who reported access to Maternity Benefits is 48%

### Maternity Benefits Reporting By Industry

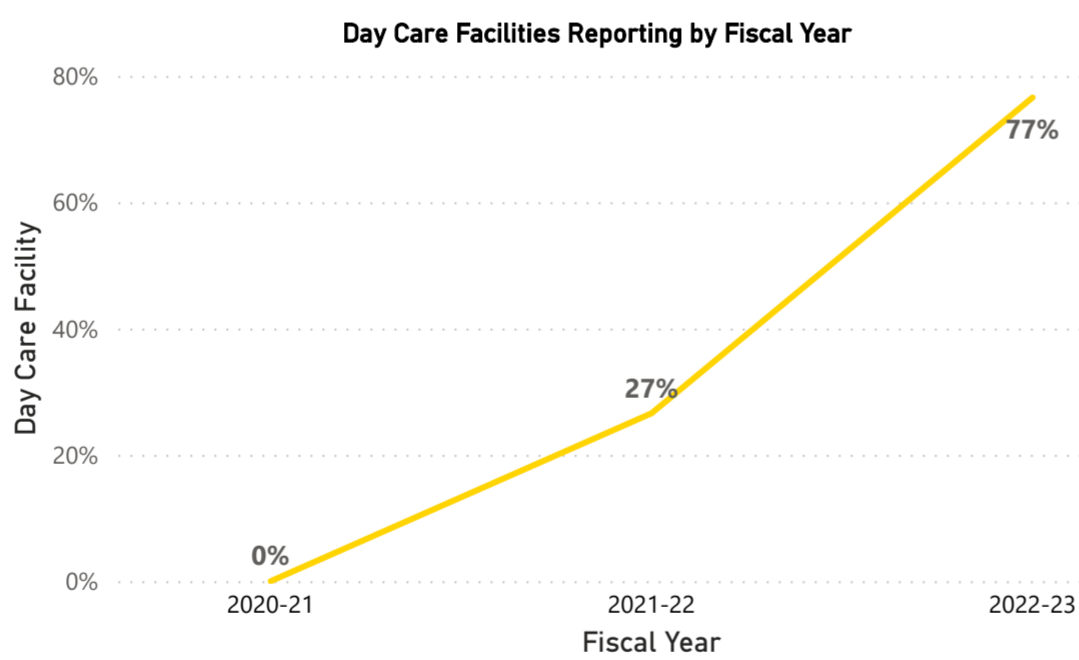
Industry	Maternity Benefits All Females
AUTOMOBILE AND AUTO COMPONENTS	90%
CAPITAL GOODS	100%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	100%
CONSTRUCTION MATERIALS	67%
CONSUMER DURABLES	100%
CONSUMER SERVICES	100%
DIVERSIFIED	0%
FAST MOVING CONSUMER GOODS	82%



Percentage of companies in FY 2022-23 who reported access to Paternity Benefits is 36%

### Paternity Benefits Reporting By Industry

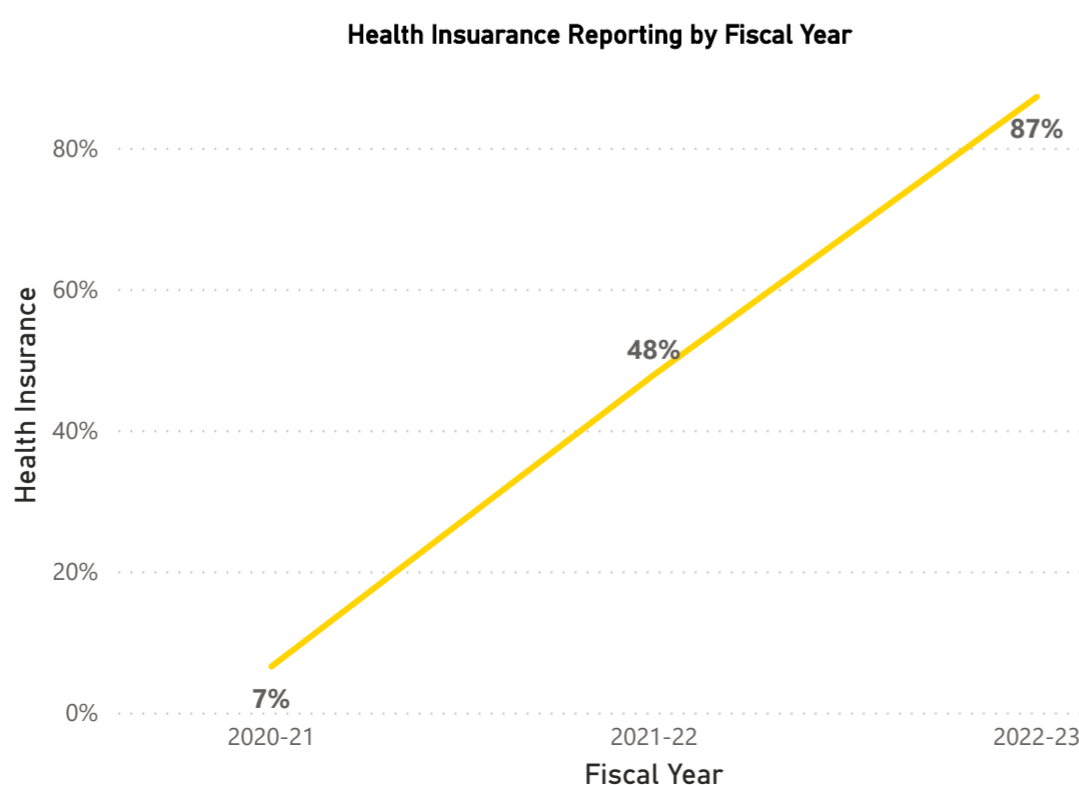
Industry	Paternity Benefits All Males
AUTOMOBILE AND AUTO COMPONENTS	90%
CAPITAL GOODS	100%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	0%
CONSTRUCTION MATERIALS	67%
CONSUMER DURABLES	100%
CONSUMER SERVICES	100%



Percentage of companies in FY 2022-23 who reported access to Day Care Facility is 34%

### Day Care Facilities Reporting By Industry

Industry	Day Care Facility
AUTOMOBILE AND AUTO COMPONENTS	90%
CAPITAL GOODS	100%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	0%
CONSTRUCTION MATERIALS	33%
CONSUMER DURABLES	100%
CONSUMER SERVICES	60%



Percentage of companies in FY 2022-23 who reported access to Health Insurance is 48%

### Health Insurance Reporting By Industry

Industry	Health Insurance
AUTOMOBILE AND AUTO COMPONENTS	90%
CAPITAL GOODS	50%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	100%
CONSTRUCTION MATERIALS	67%
CONSUMER DURABLES	100%
CONSUMER SERVICES	100%
DIVERSIFIED	0%
FAST MOVING CONSUMER GOODS	82%