

Year

All

Company Name

All

Employee Size

All

NSE/BRSR

All

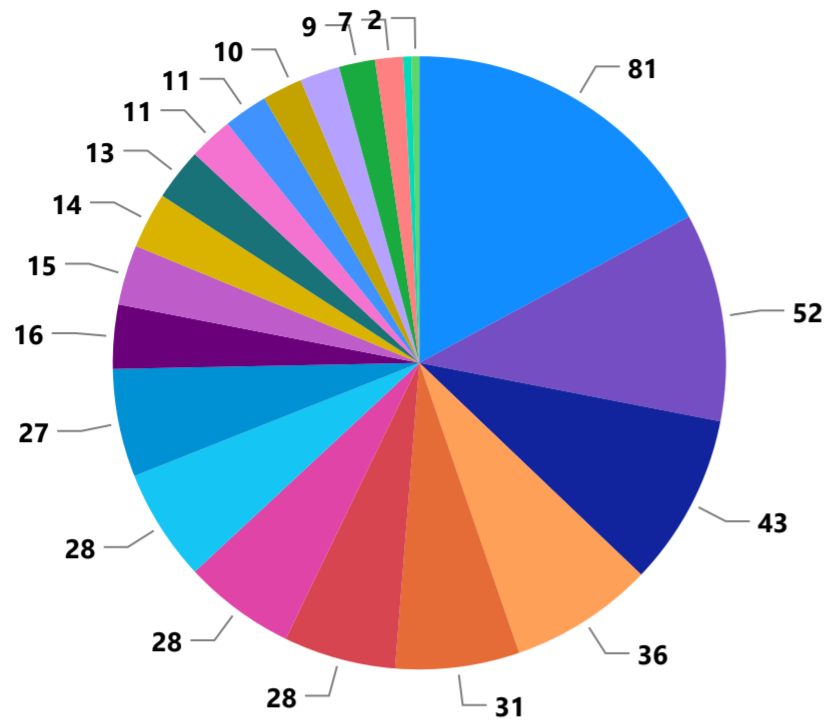
Market Index

Nifty-500

Industry

All

### Industry Overview



#### Industry\_Final

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

Total Companies  
**2126**

Industries  
**23**

Average Female BoD Representation  
**2**

Average Female KMP Representation  
**19%**

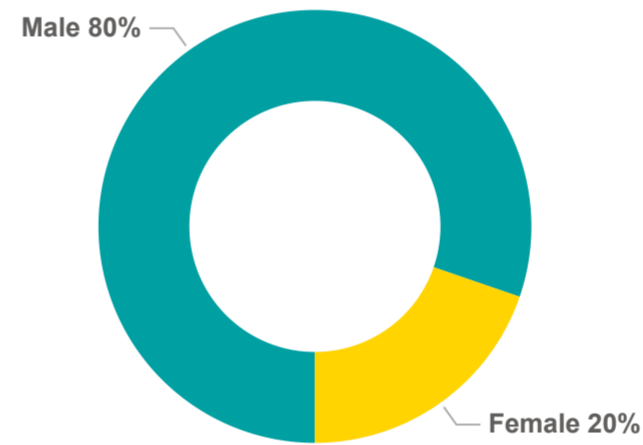
Overall Female Representation  
**2M**

## Gender Diversity

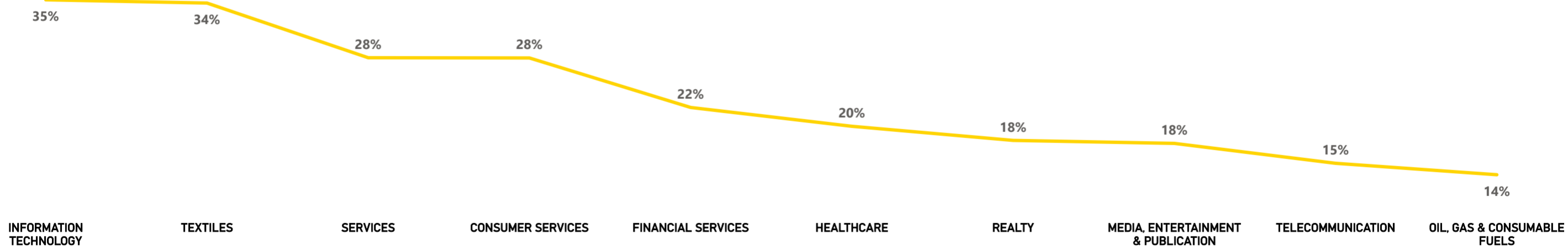


The diversity ratio gives valuable insight into the broadness of the perspectives an organization receives.

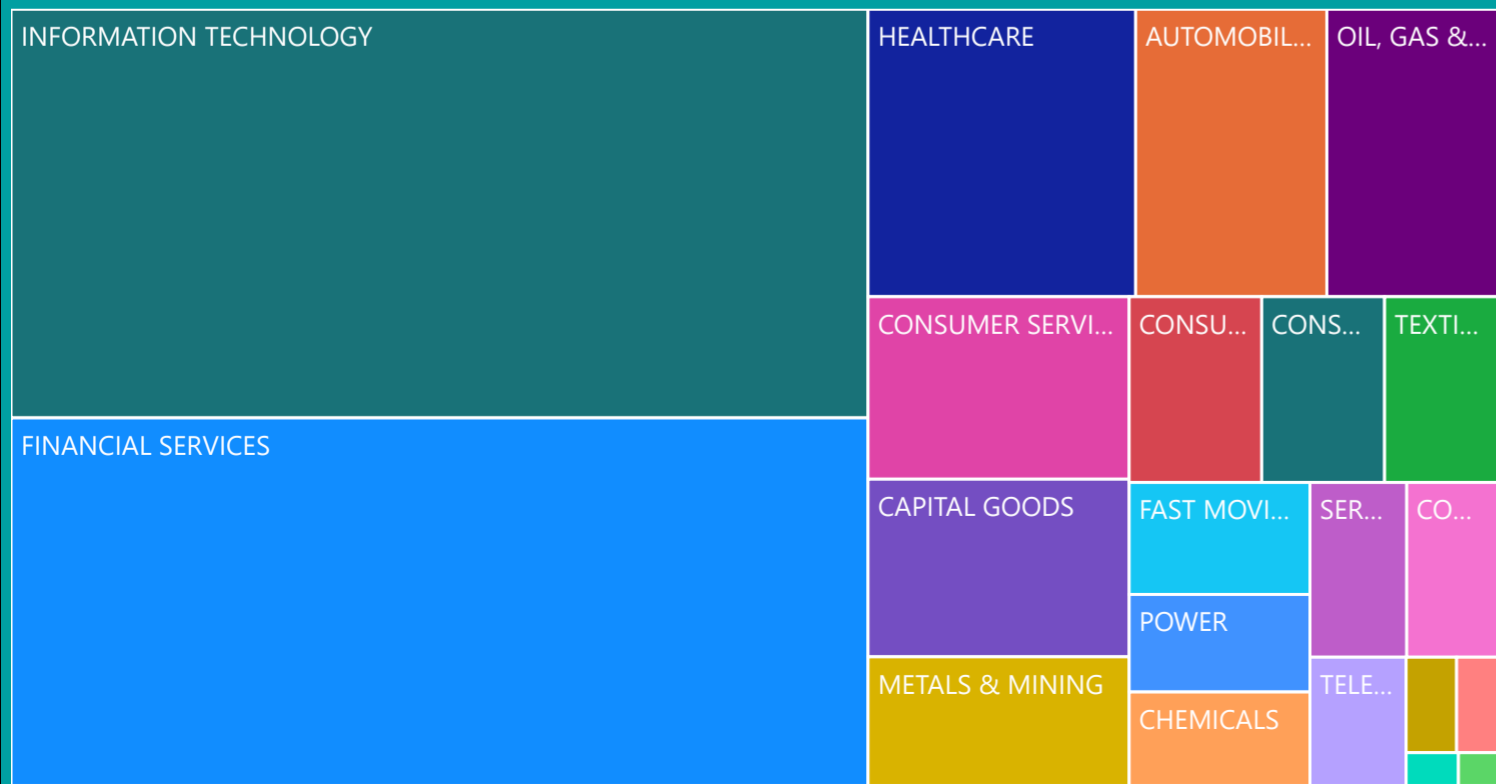
### Gender Breakdown



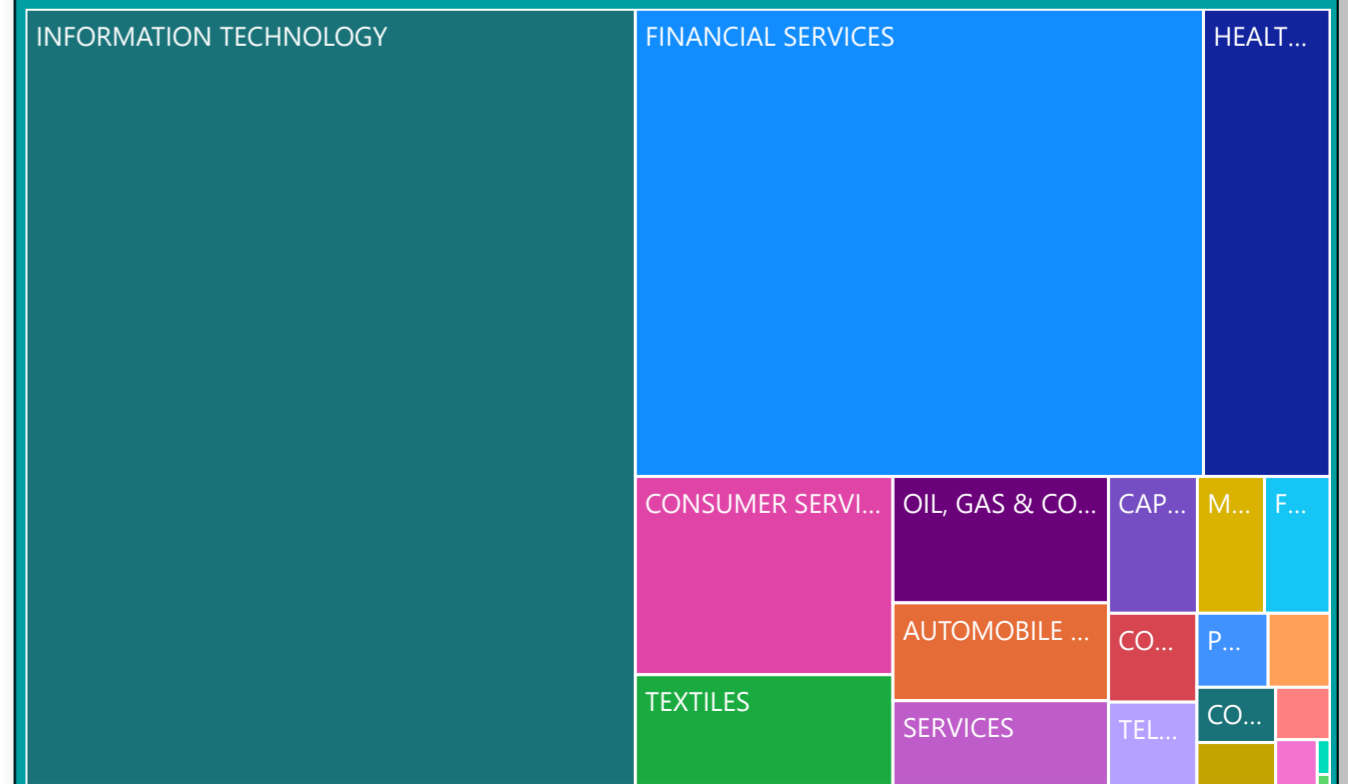
### Top 10 Industries with Highest Female Employees



### Industry-wise Total Employees



### Industry-wise Total Female Employees



Fiscal Year

All

Company Name

All

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NSE/BRSR

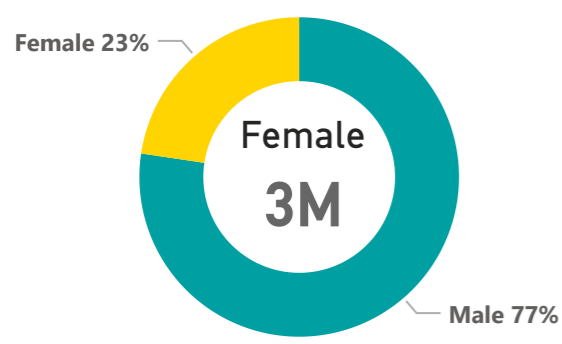
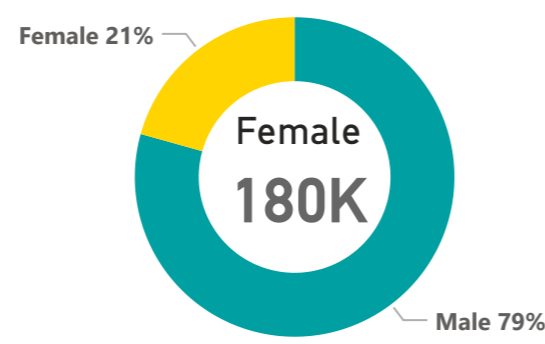
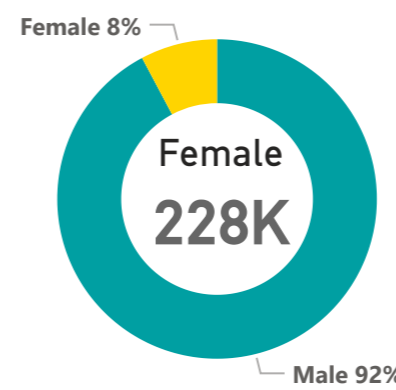
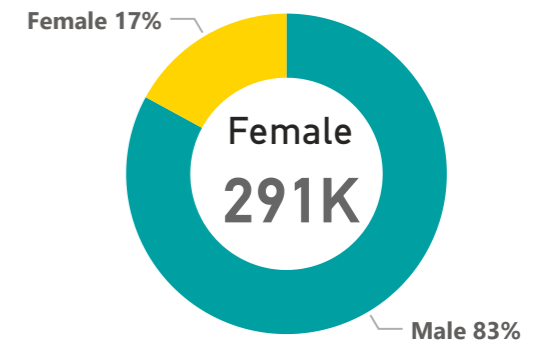
All

Market Index

Nifty-500

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: 23%

**Permanent female employees data**

Percentage reported in 2020-21: 49%

Percentage reported in 2021-22: 51%

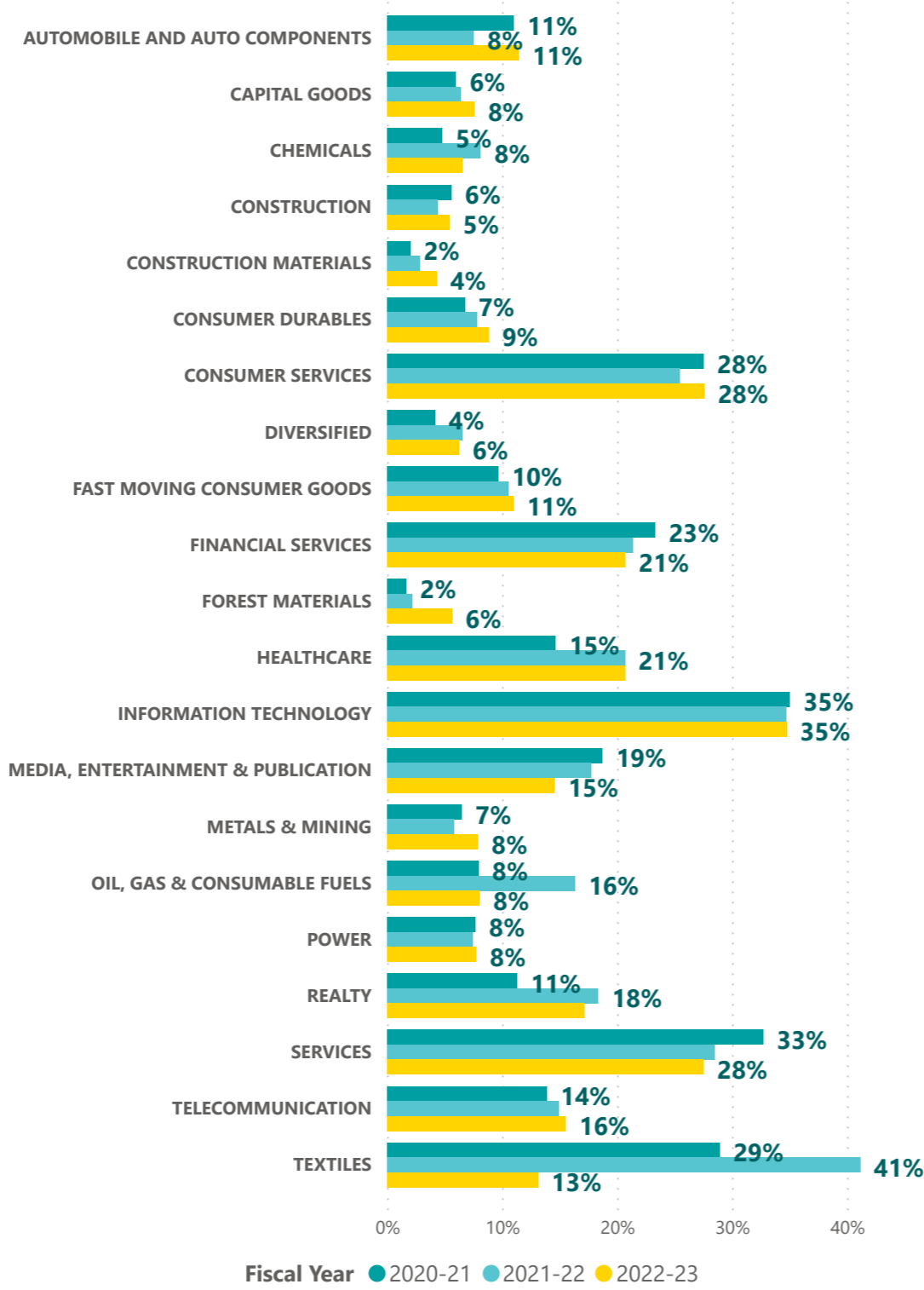
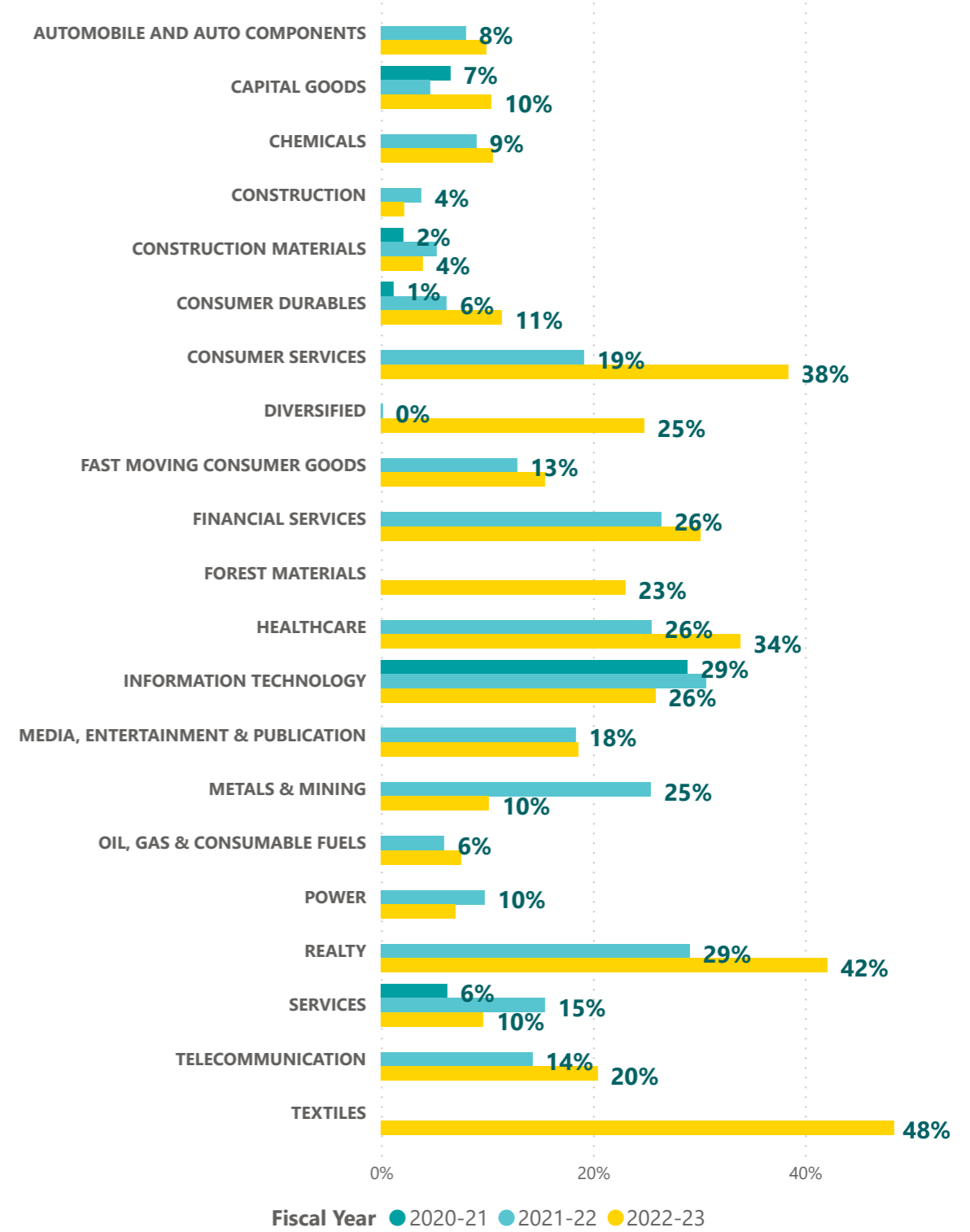
Percentage reported in 2022-23: 51%

**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: 11%

**Permanent female workers data**

Percentage reported in 2020-21: 1%

Percentage reported in 2021-22: 5%

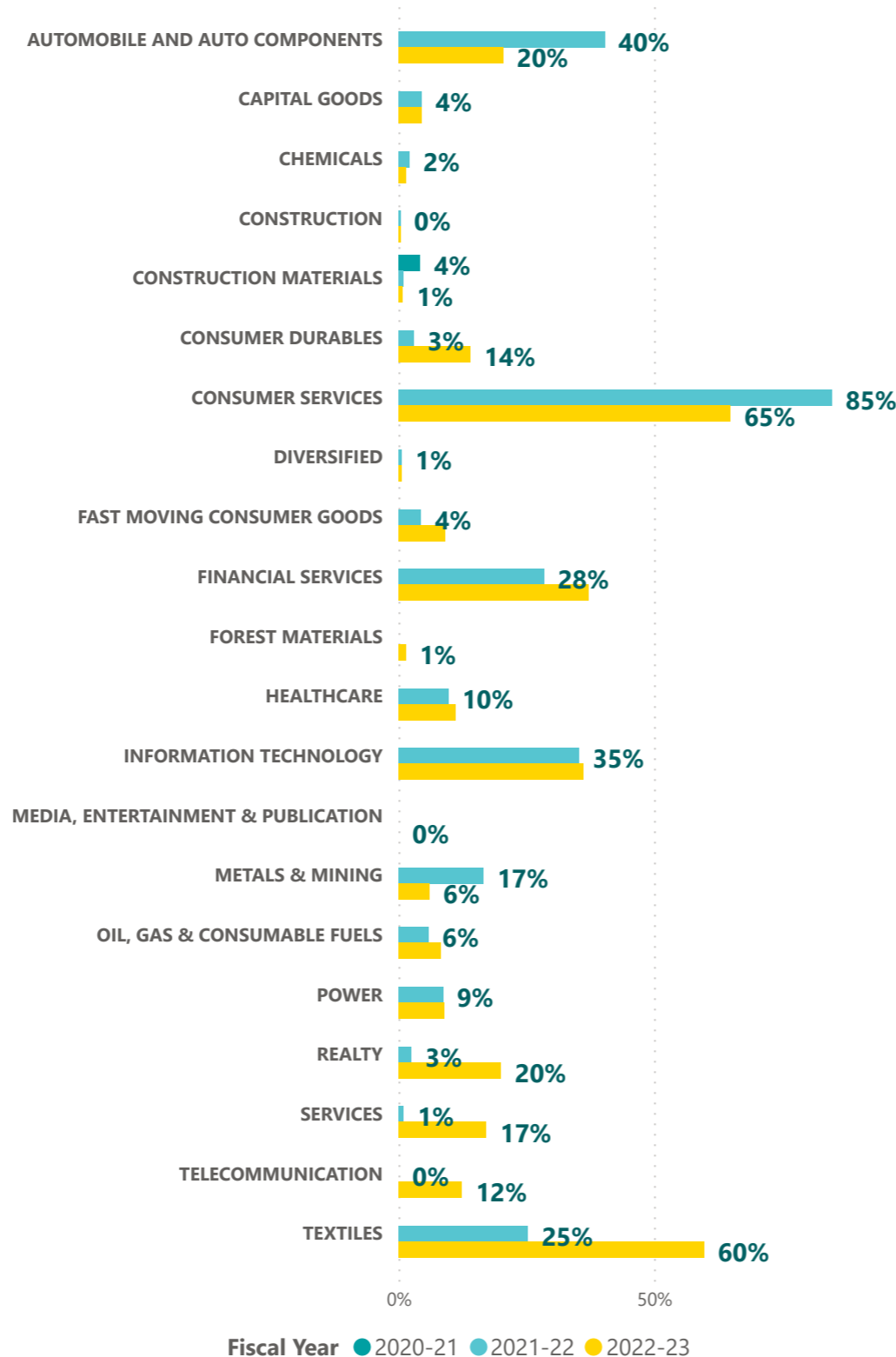
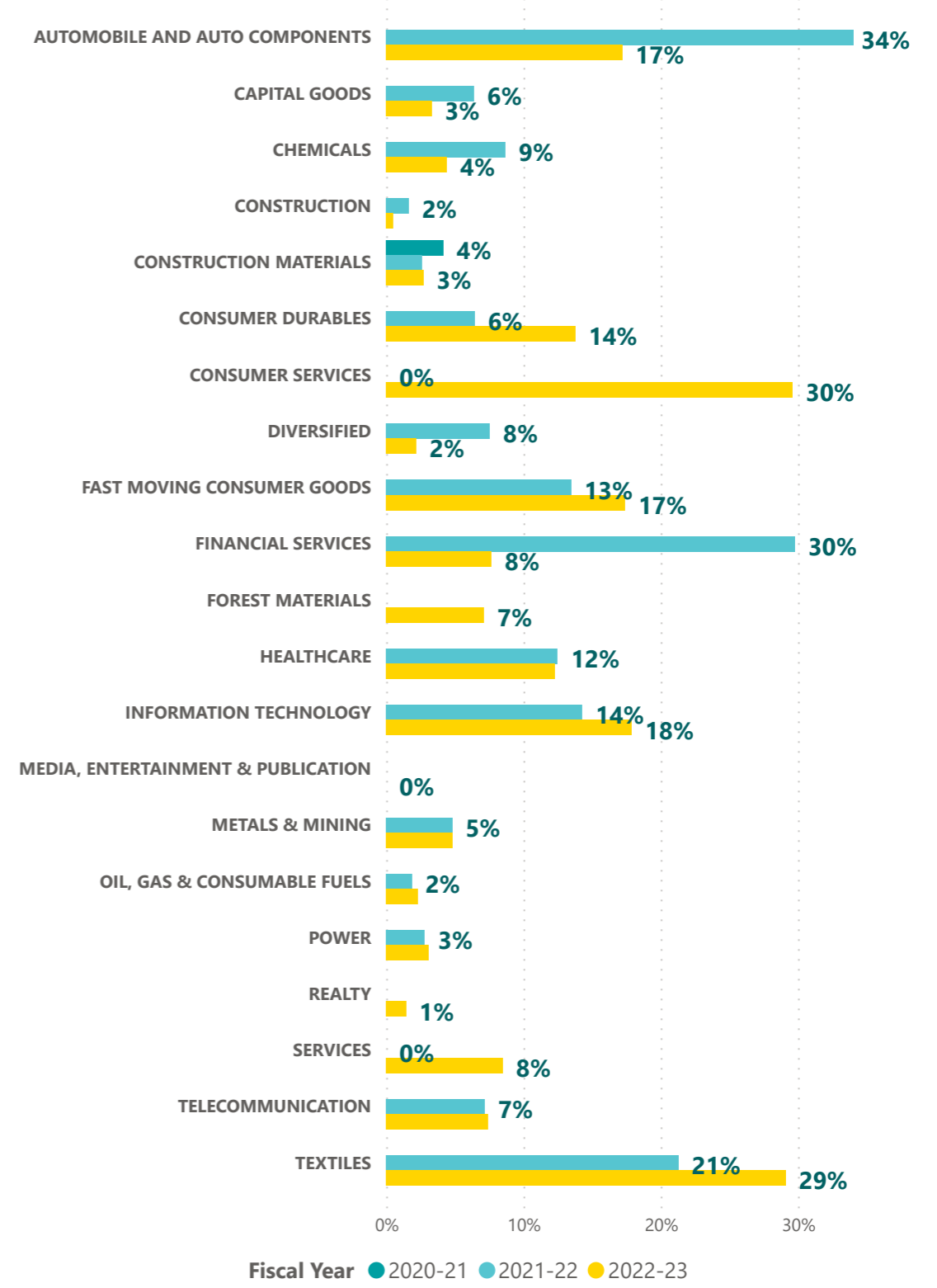
Percentage reported in 2022-23: 35%

**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-500

All

### Return To Work Rate

Across industries the Return to Work Rate (RWR) post parental leave for females is **94%** compared to males which is at **98%**



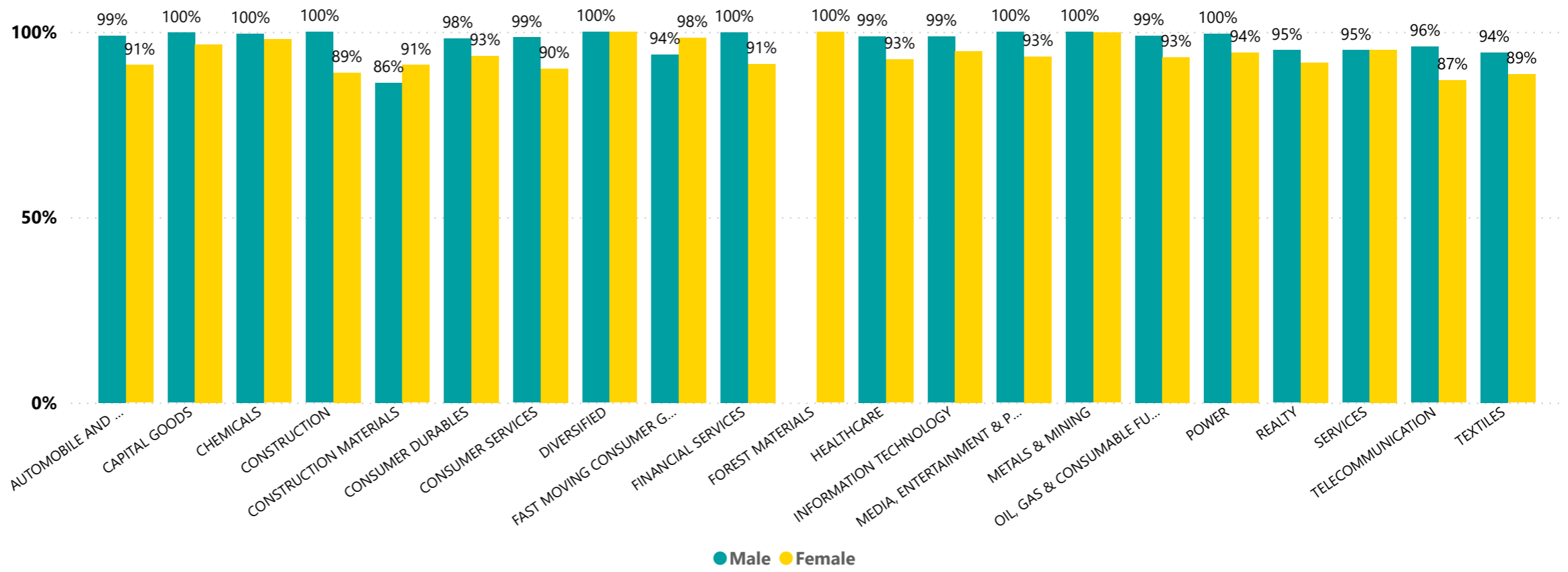
#### Return to work data

 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: **90%**

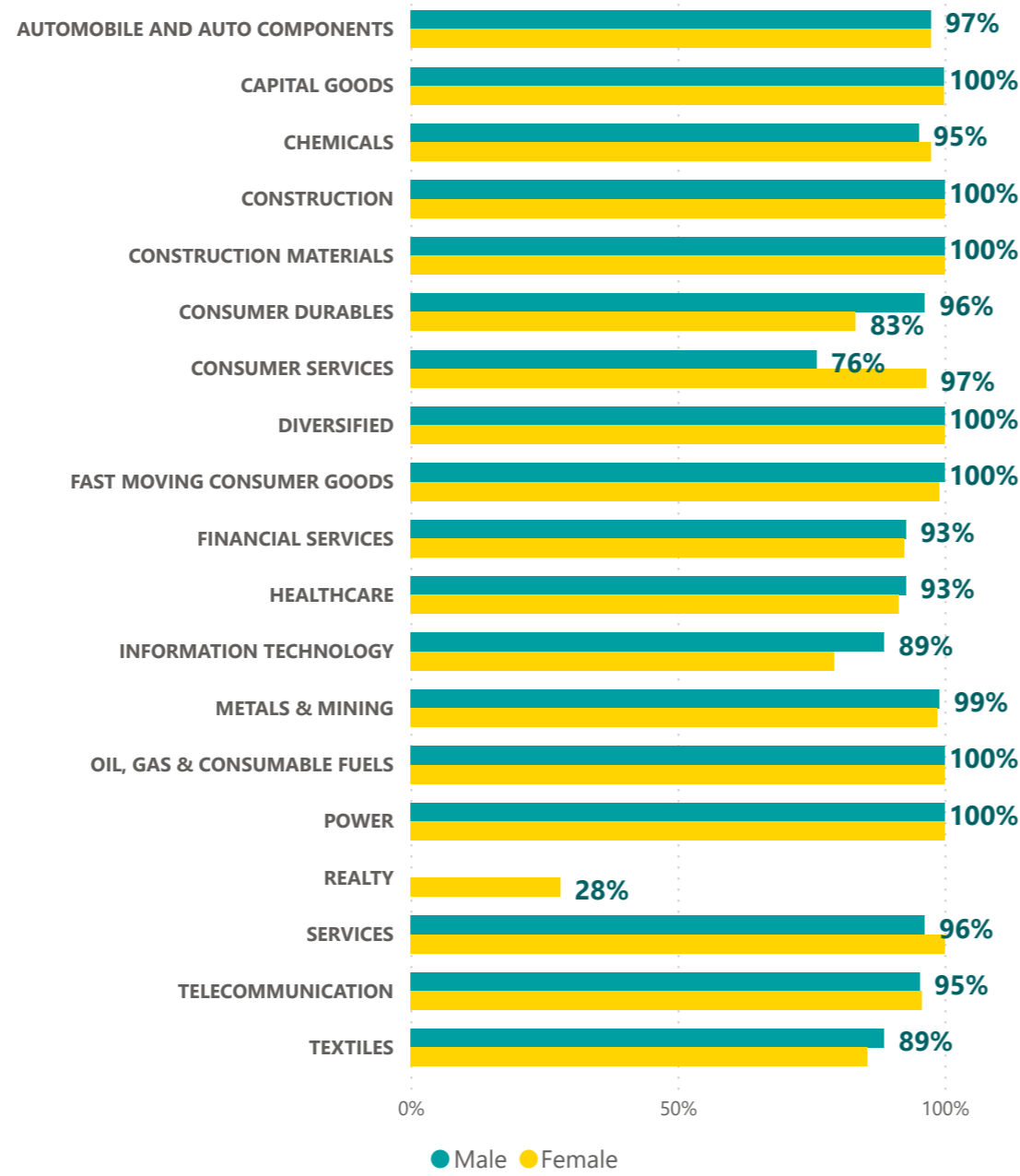
#### Retention Rate data

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

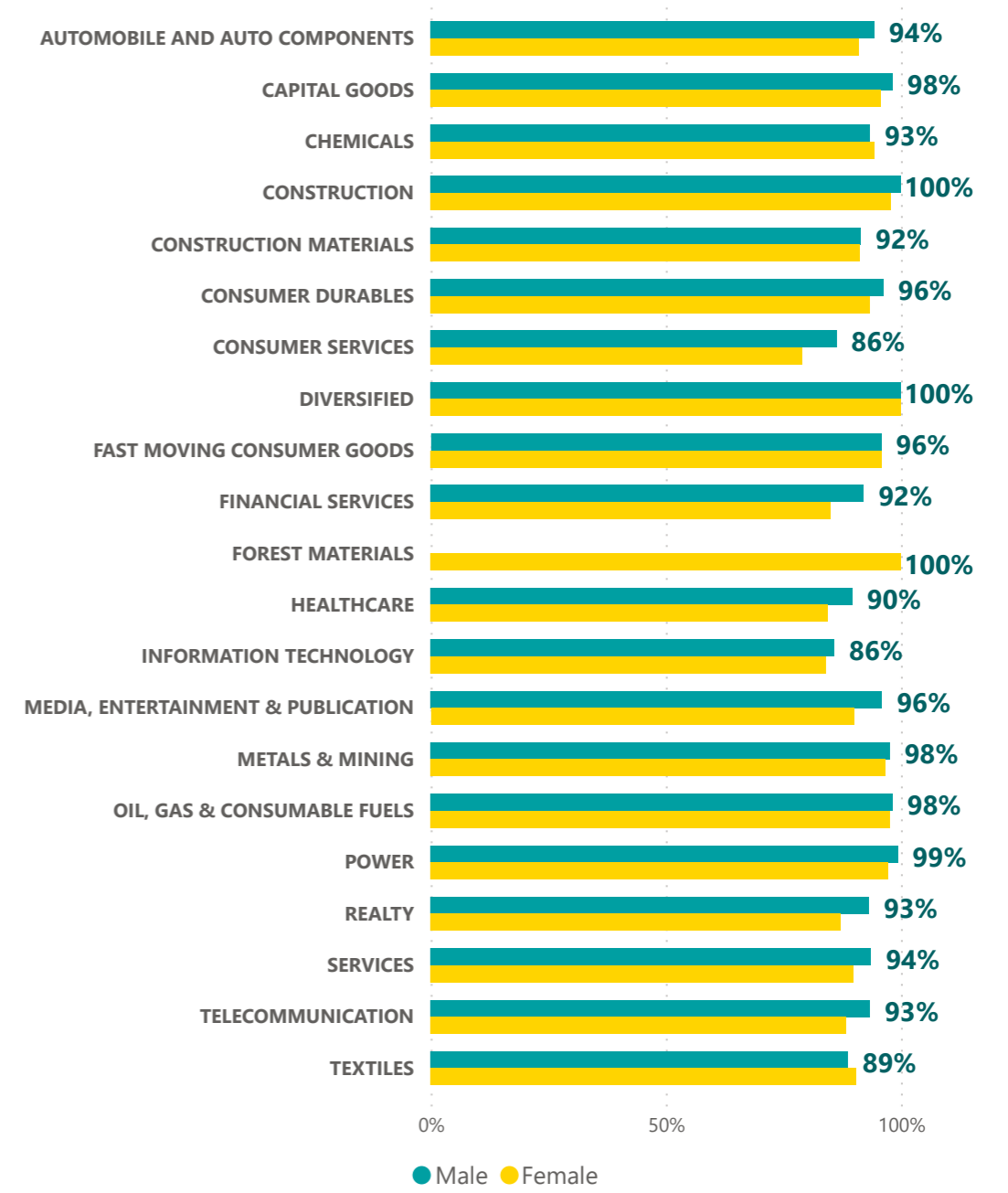
 Percentage reported in 2021-22: **7%**

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

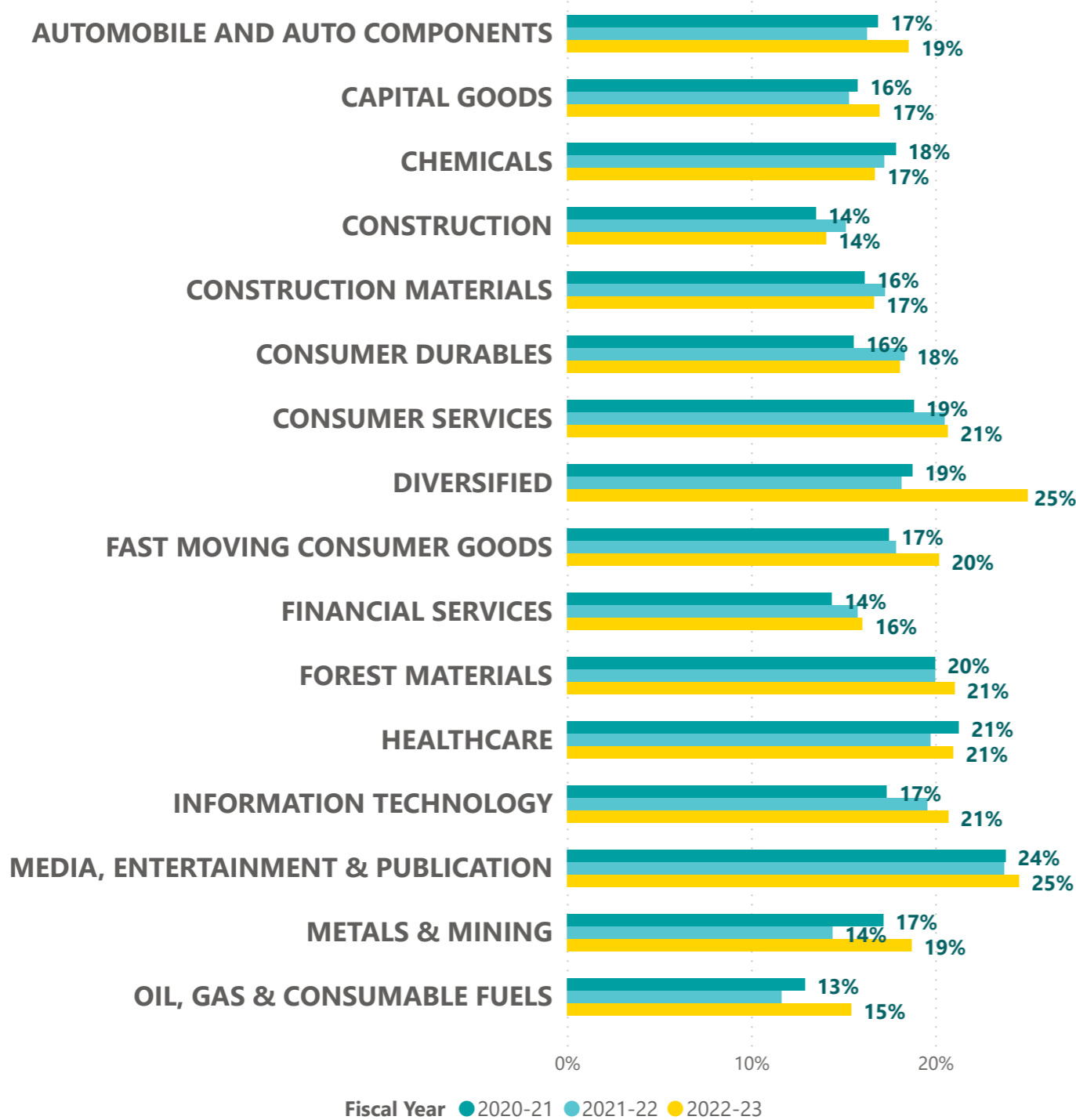
### Retention Rate of permanent Workers who took parental leave by Industry



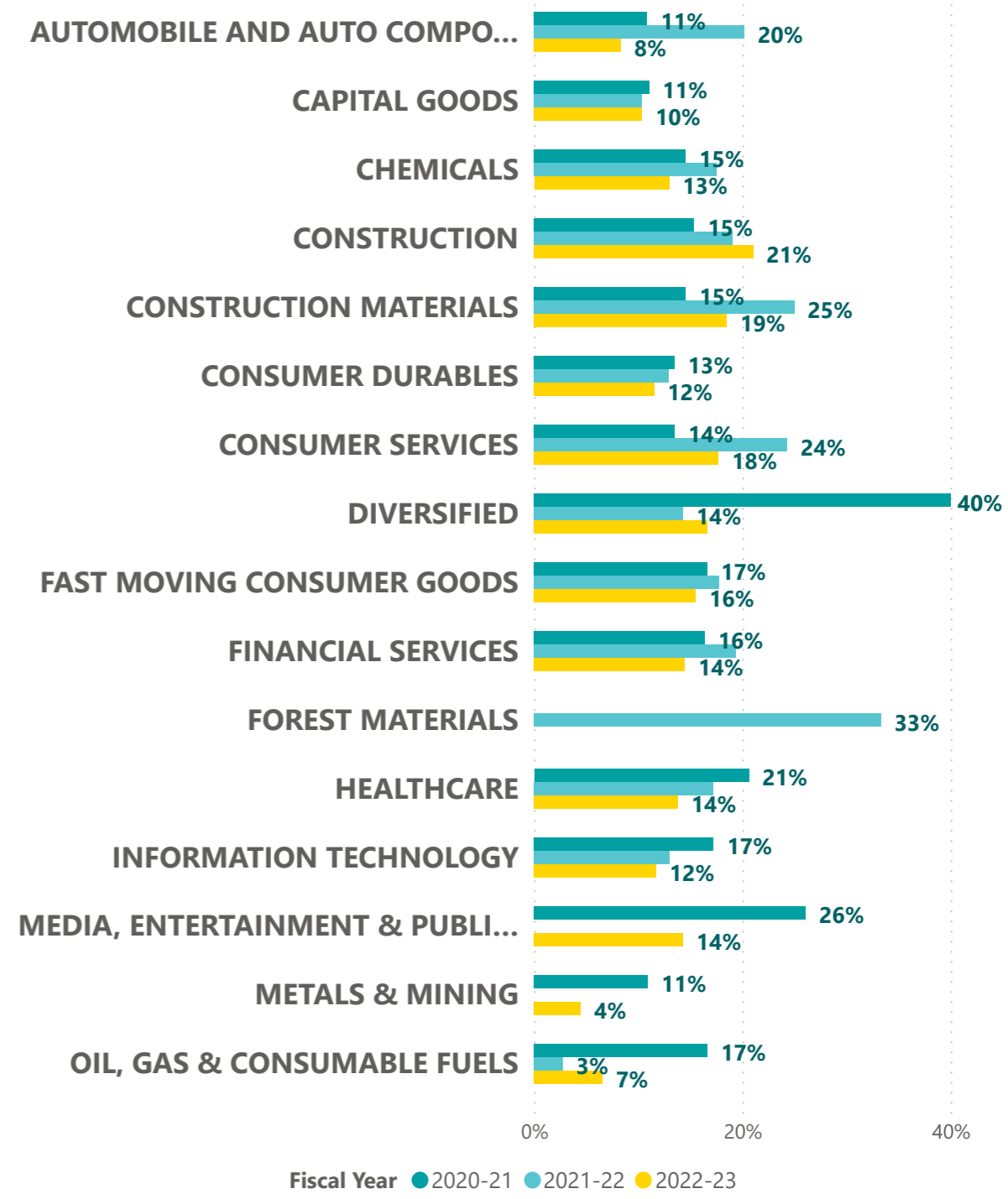
### Retention Rate of permanent Employees who took parental leave by Industry



### Women in Board of Directors



### Women in Key Management Positions



Fiscal Year

Company Name

Employee Size

NSE/BRSR

Market Index

Industry

All

All

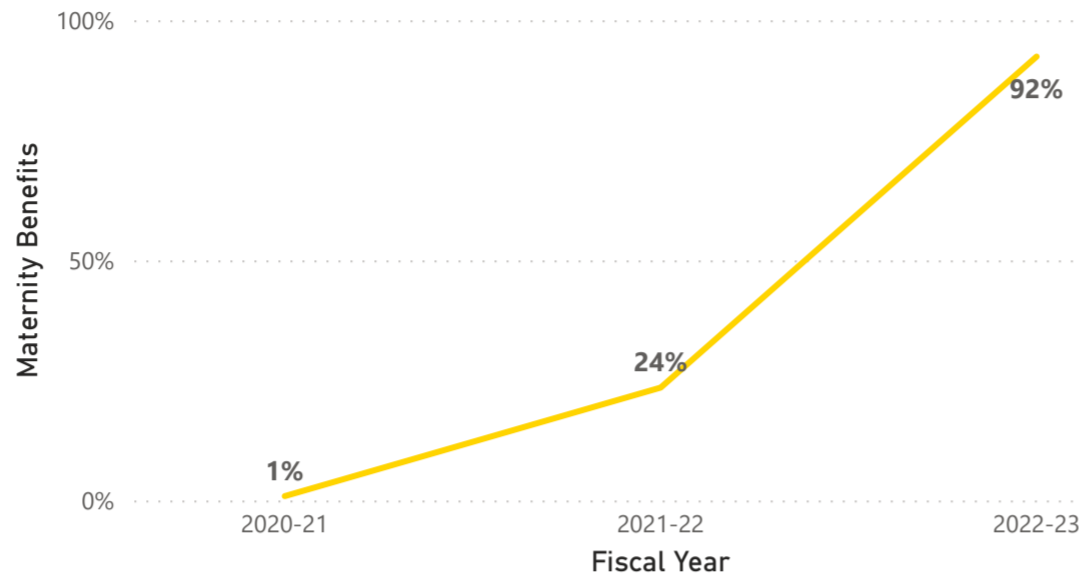
All

All

Nifty-500

All

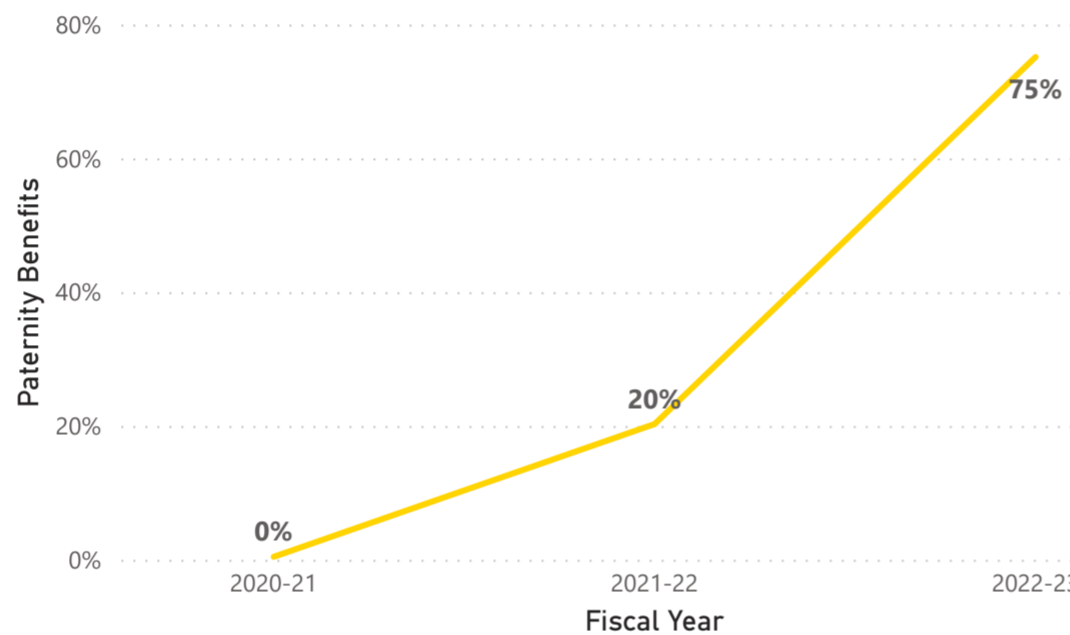
Note: Reporting of employee access to benefits increased in FY 2022-23 due to many companies adopting BRSR framework for reporting

**Maternity Benefits Reporting by Fiscal Year**


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

**Maternity Benefits Reporting By Industry**

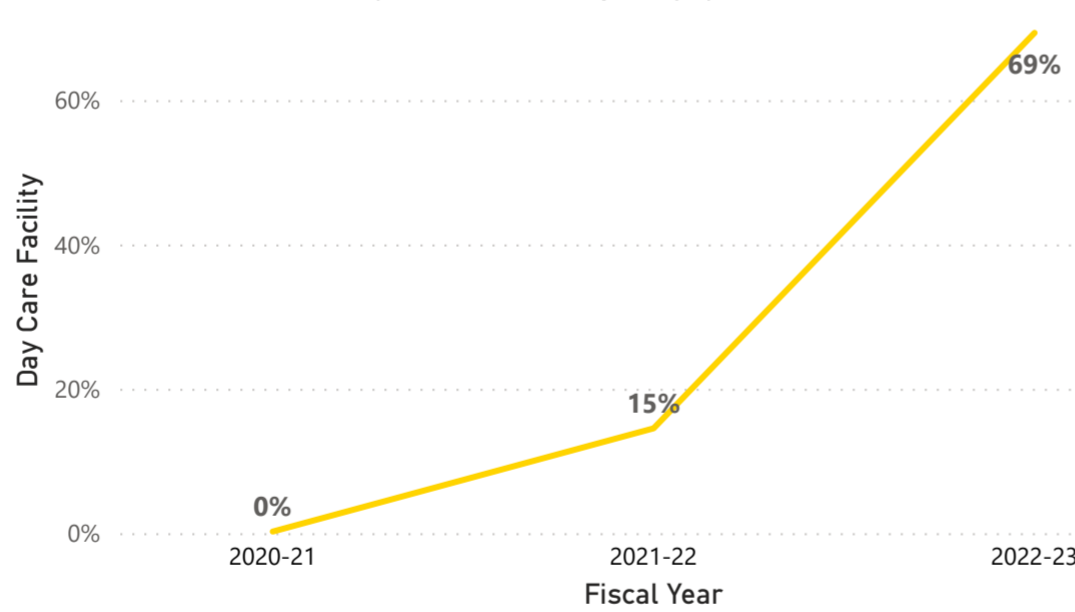
Industry	Maternity Benefits All Females
AUTOMOBILE AND AUTO COMPONENTS	97%
CAPITAL GOODS	96%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	97%
CONSTRUCTION	100%
CONSTRUCTION MATERIALS	90%
CONSUMER DURABLES	100%
CONSUMER SERVICES	96%
DIVERSIFIED	100%
FAST MOVING CONSUMER GOODS	93%

**Paternity Benefits Reporting by Fiscal Year**


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

**Paternity Benefits Reporting By Industry**

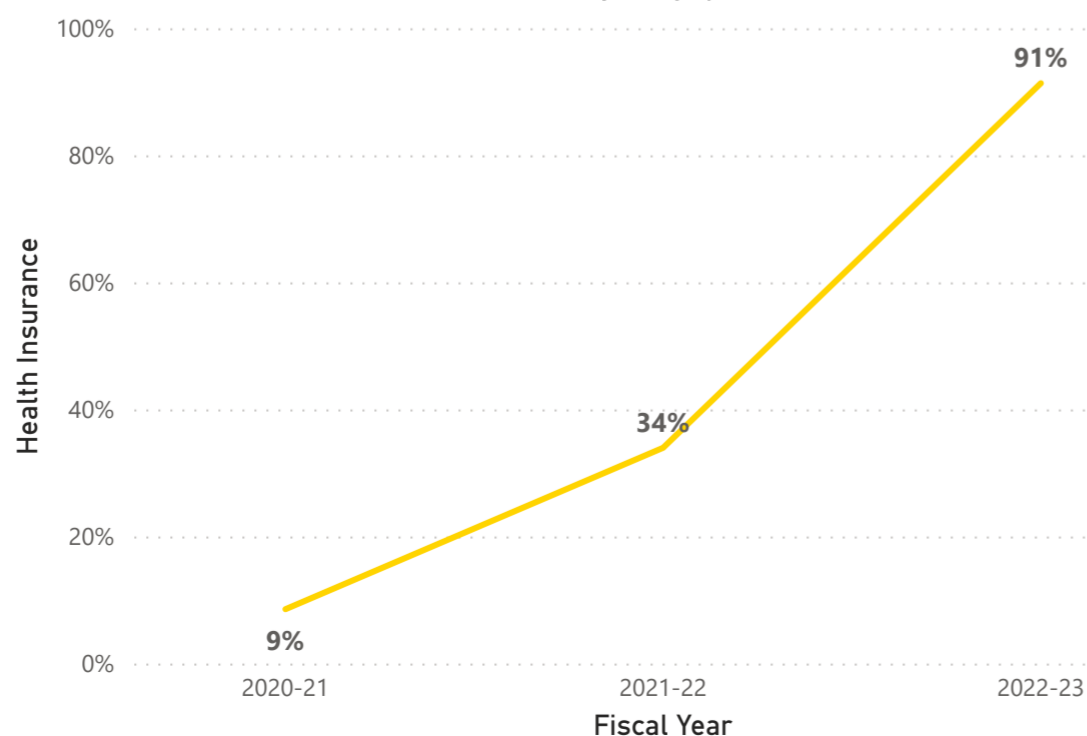
Industry	Paternity Benefits All Males
AUTOMOBILE AND AUTO COMPONENTS	73%
CAPITAL GOODS	75%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	57%
CONSTRUCTION	85%
CONSTRUCTION MATERIALS	50%
CONSUMER DURABLES	93%
CONSUMER SERVICES	89%
DIVERSIFIED	50%

**Day Care Facilities Reporting by Fiscal Year**


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	80%
CAPITAL GOODS	76%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	69%
CONSTRUCTION	92%
CONSTRUCTION MATERIALS	40%
CONSUMER DURABLES	85%
CONSUMER SERVICES	64%

**Health Insurance Reporting by Fiscal Year**


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	93%
CAPITAL GOODS	92%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	94%
CONSTRUCTION	100%
CONSTRUCTION MATERIALS	90%
CONSUMER DURABLES	100%
CONSUMER SERVICES	96%
DIVERSIFIED	100%
FAST MOVING CONSUMER GOODS	80%