

Year

All

Company Name

All

Employee Size

All

NSE/BRSR

All

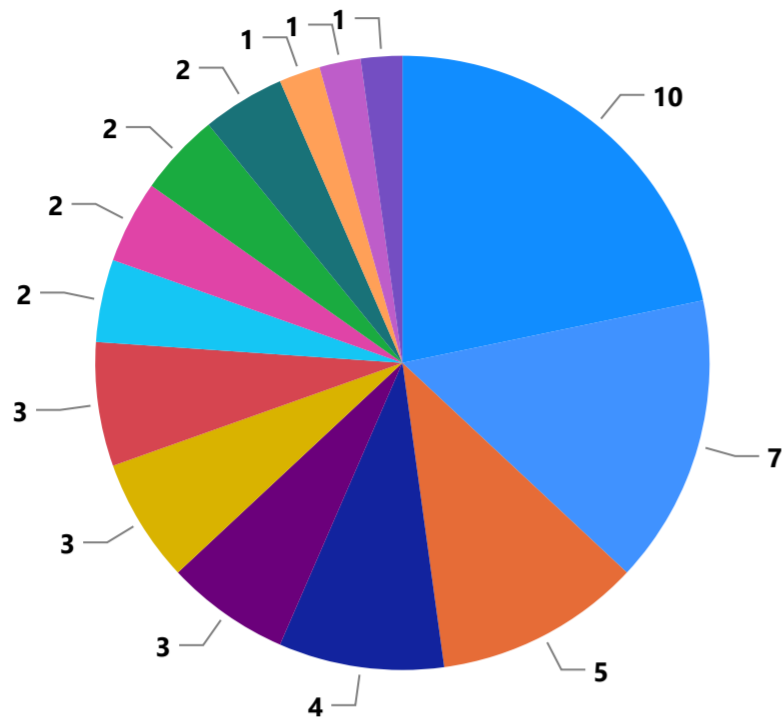
Market Index

Nifty-next 50

Industry

All

Industry Overview



Industry_Final

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

Total Companies
2126

Industries
23

Average Female BoD Representation
2

Average Female KMP Representation
19%

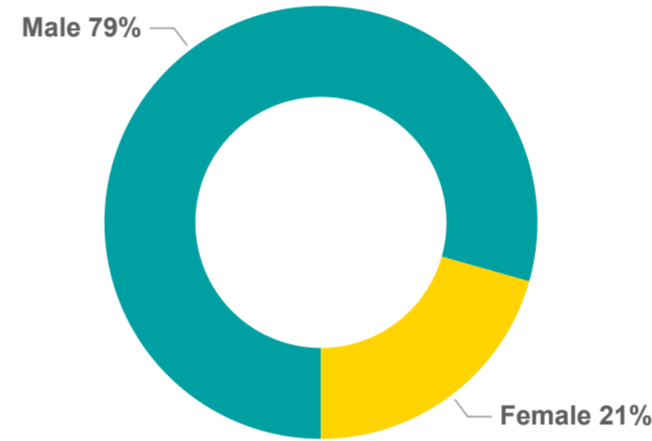
Overall Female Representation
2M

Gender Diversity

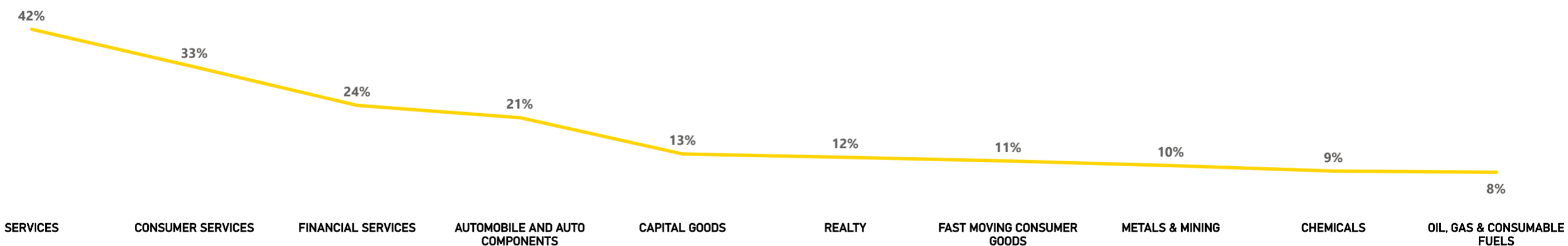


The diversity ratio gives valuable insight into the broadness of the perspectives an organization receives.

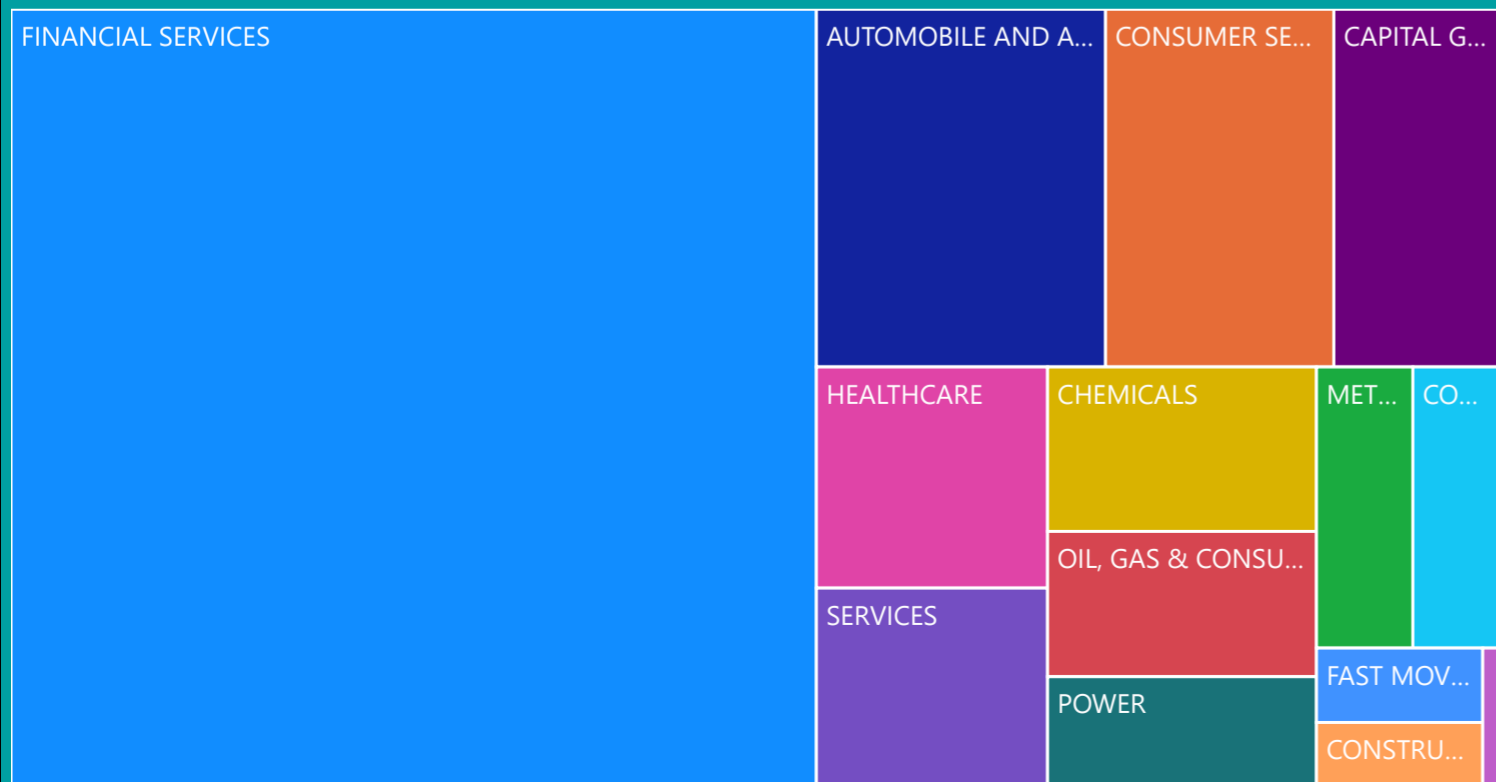
Gender Breakdown



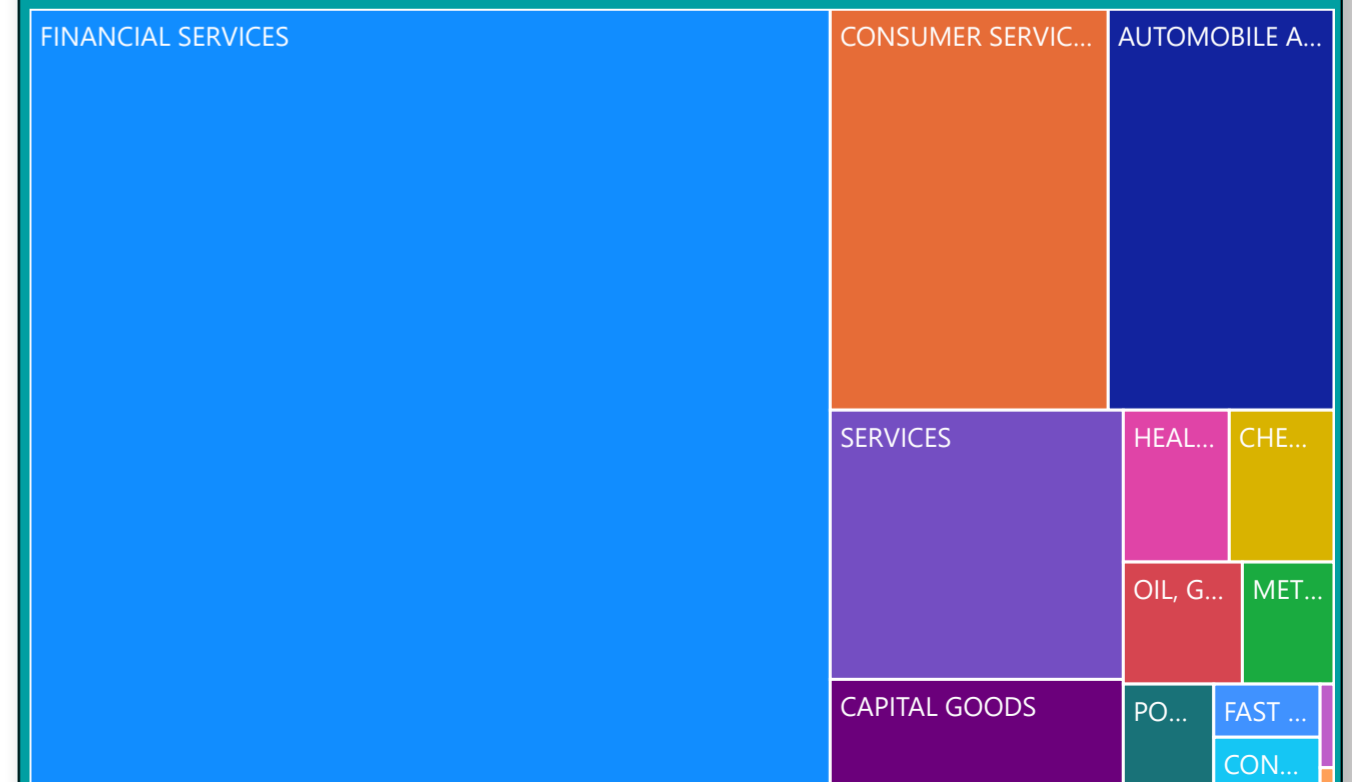
Top 10 Industries with Highest Female Employees



Industry-wise Total Employees



Industry-wise Total Female Employees



Fiscal Year

All

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NSE/BRSR

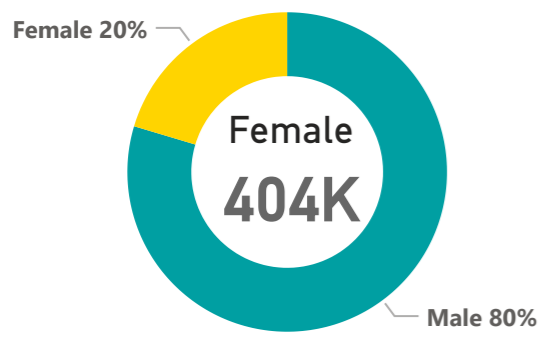
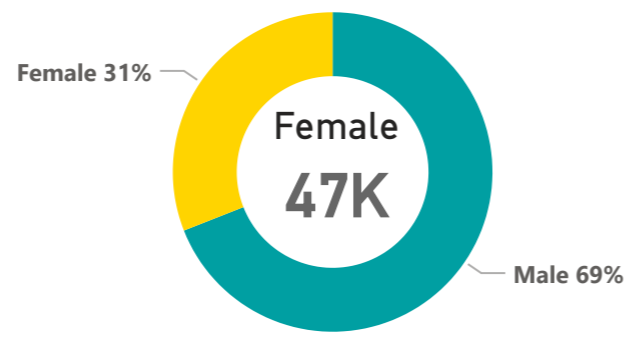
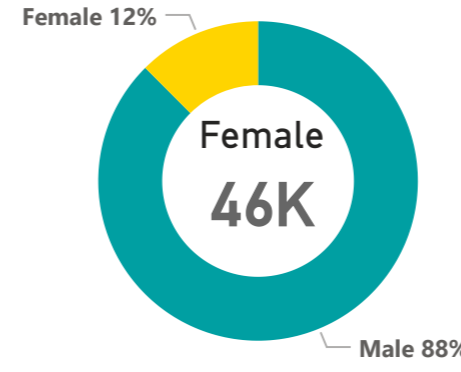
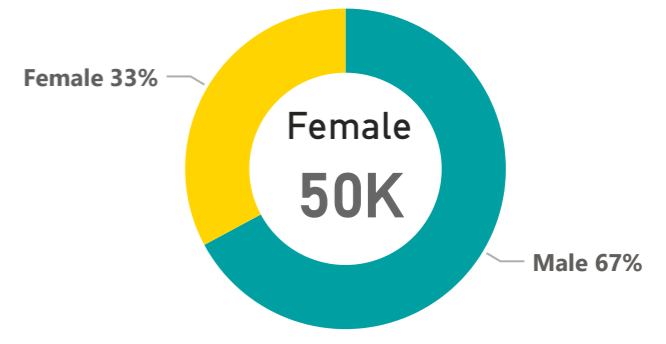
All

Market Index

Nifty-next 50

Industry

All

Permanent Employees Diversity Ratio

Non Permanent Employees Diversity Ratio

Non Permanent Workers Diversity Ratio

Permanent Workers Diversity Ratio

Employee

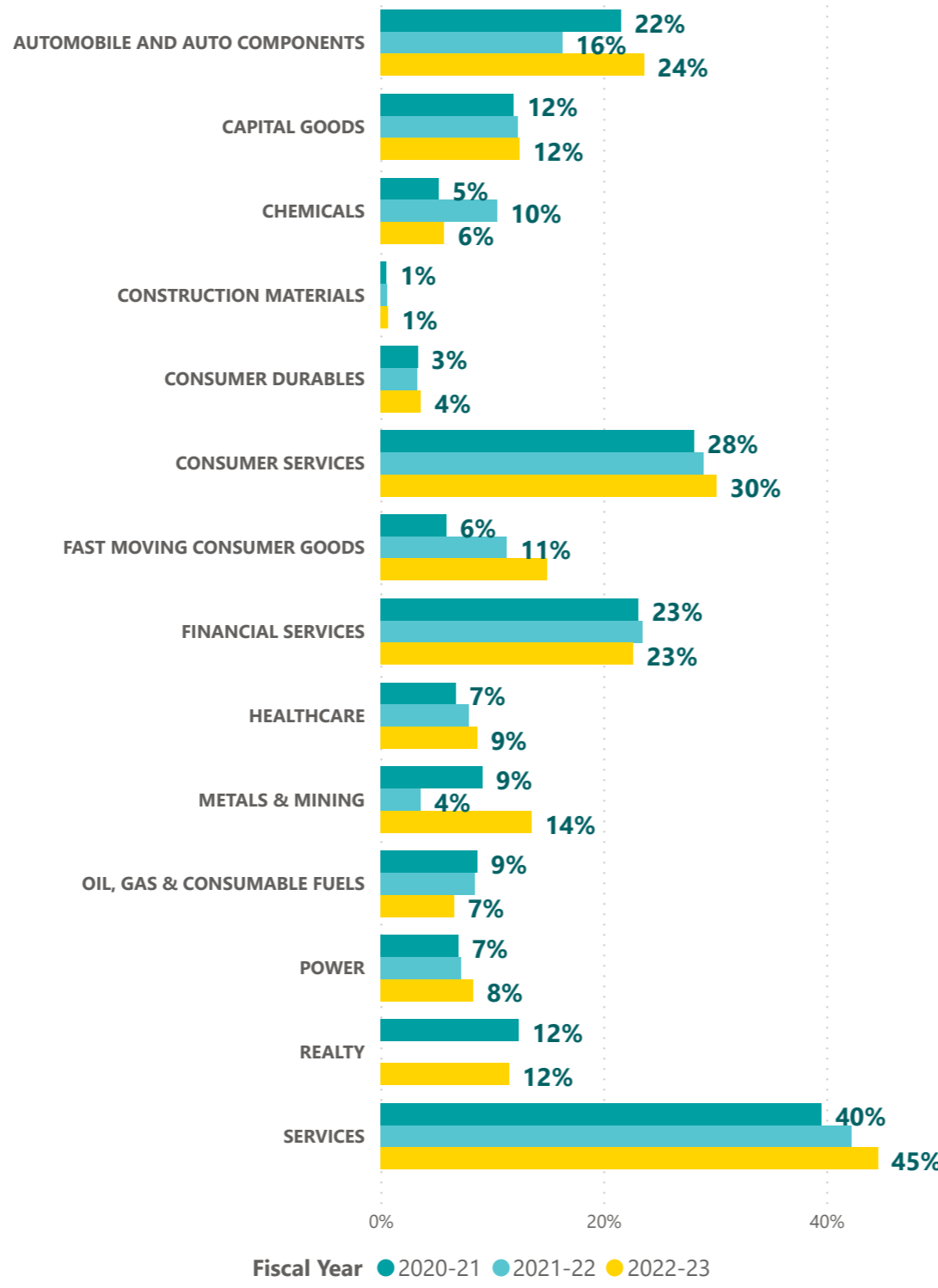
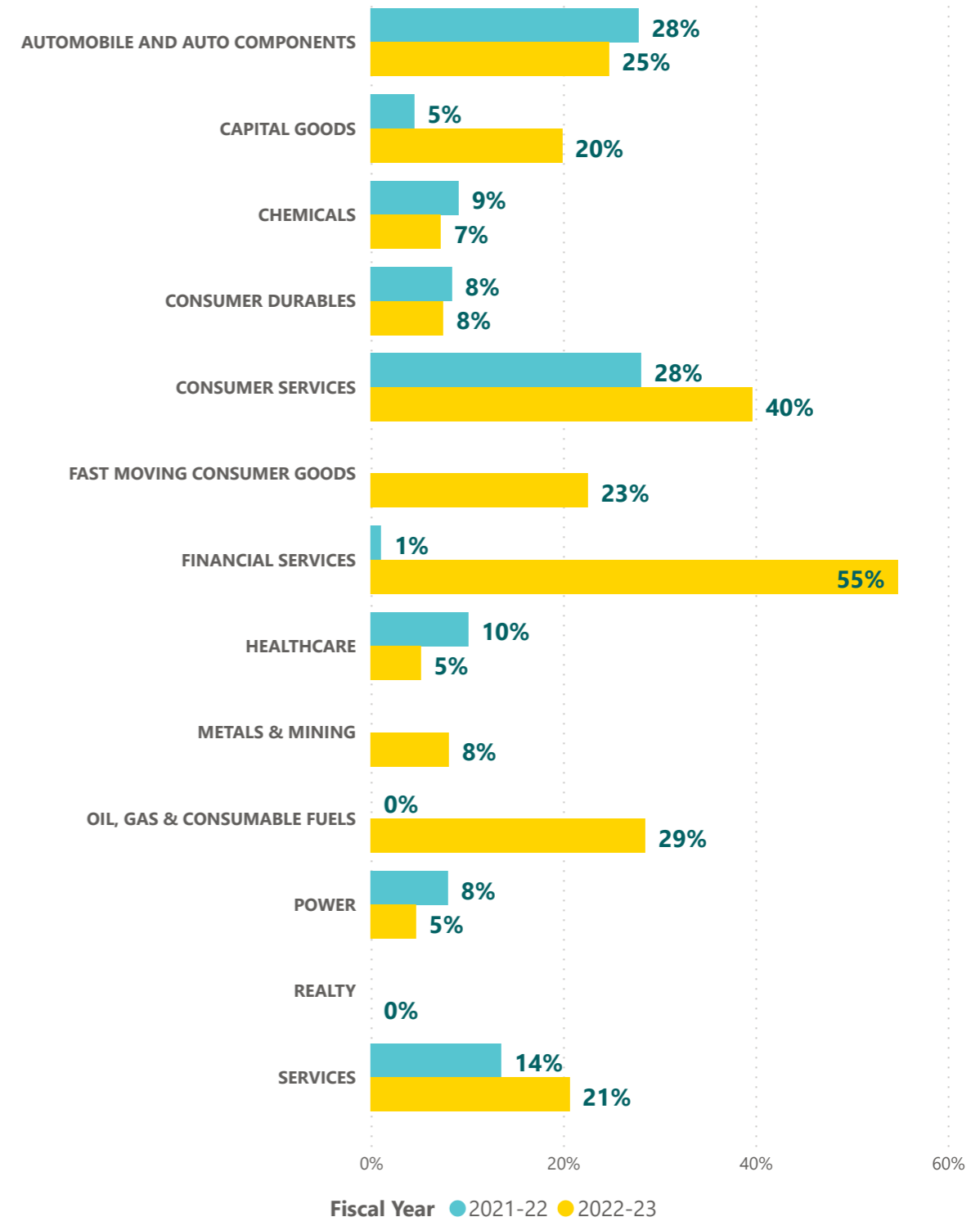
Women representation at employee level All FY's: 21%

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


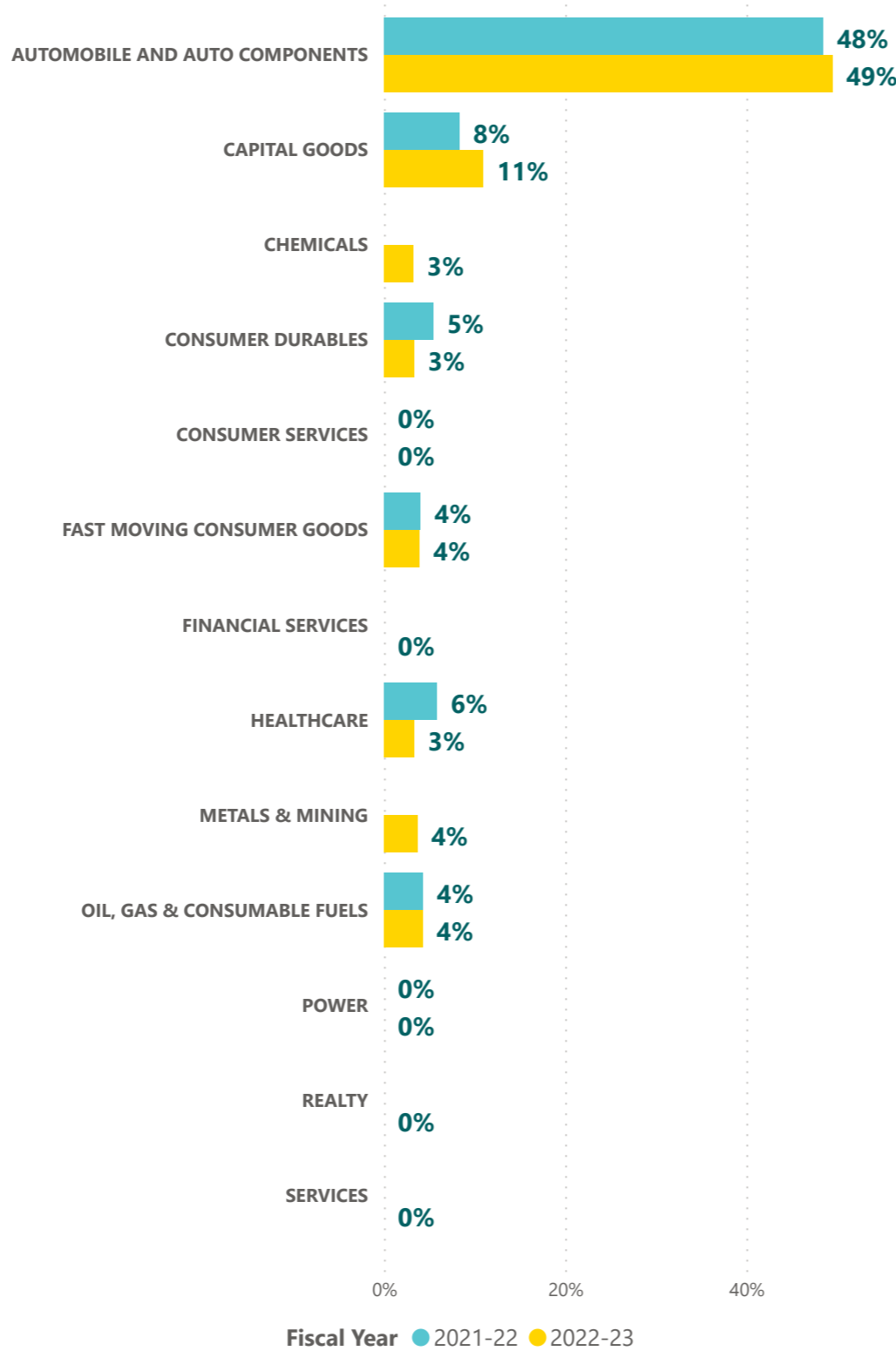
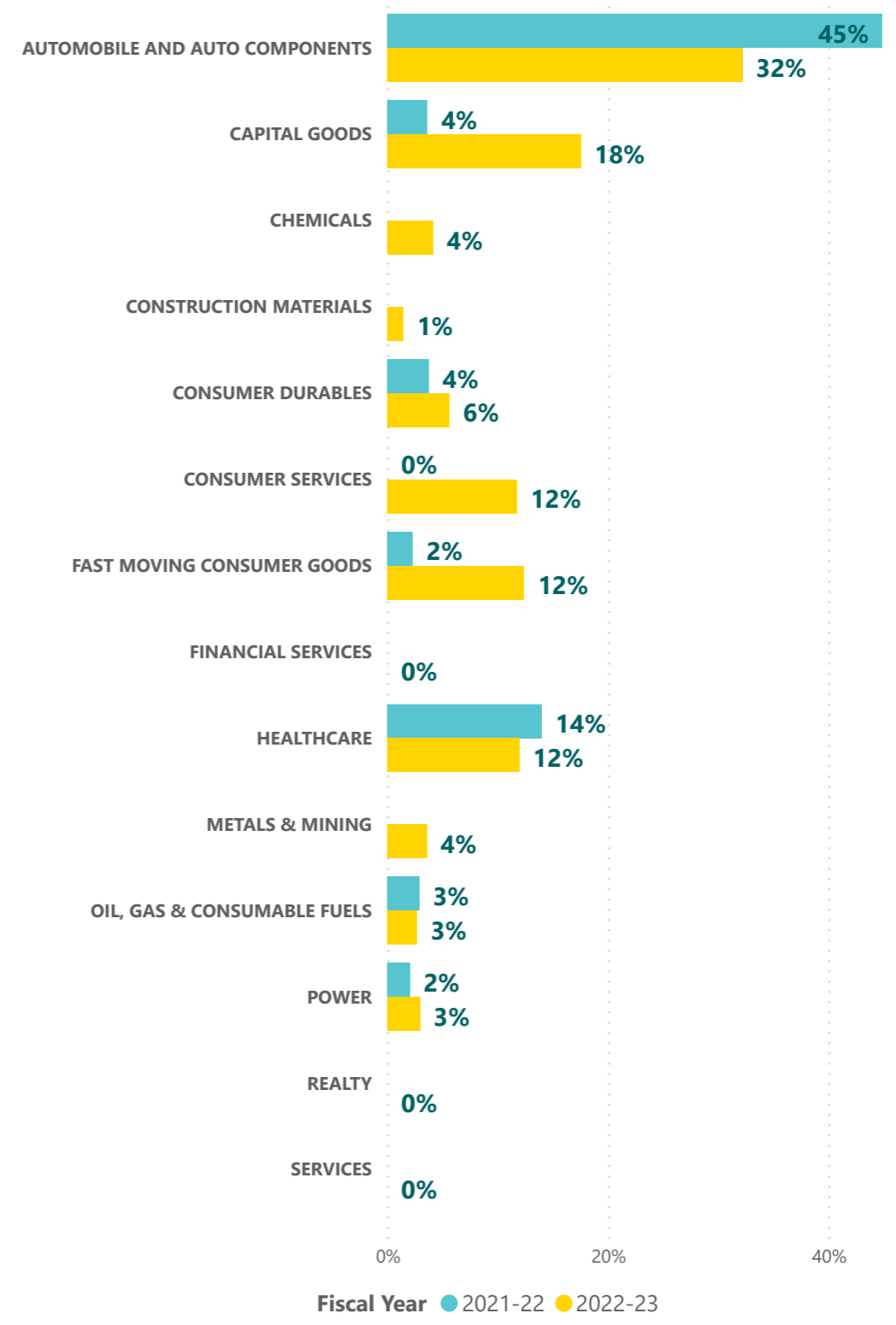
Note: There is a drop in permanent women employees in the textiles sector in 2022-23 because till 2021, number of women workers and employees were reported together. From 2022, women workers and employees were separately reported.

Workers

Women representation at worker level All FY's: 18%

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

All

Company Name

All

Employee Size

All

NSE/BRSR

All

Market Index

Nifty-next 50

Industry

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 **99%**



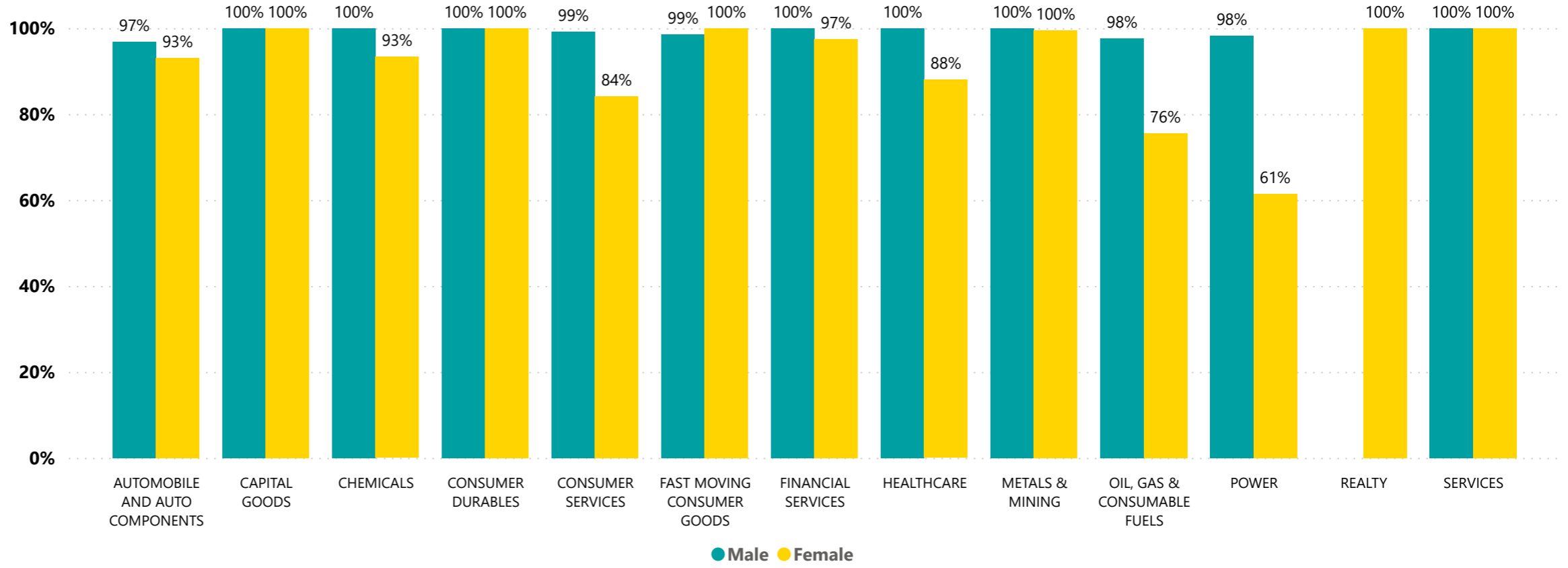
Return to work data

 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: **91%**

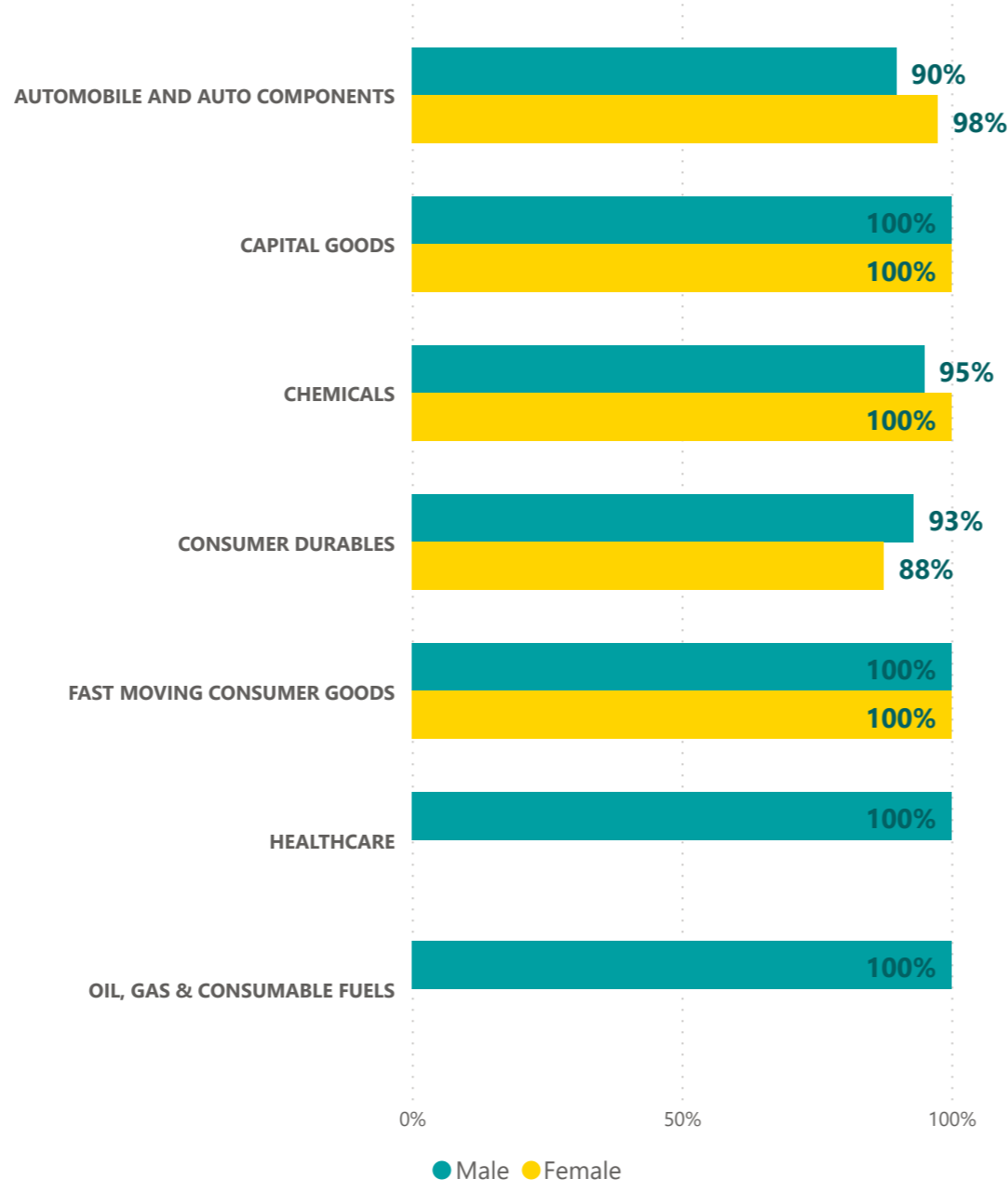
Retention Rate data

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

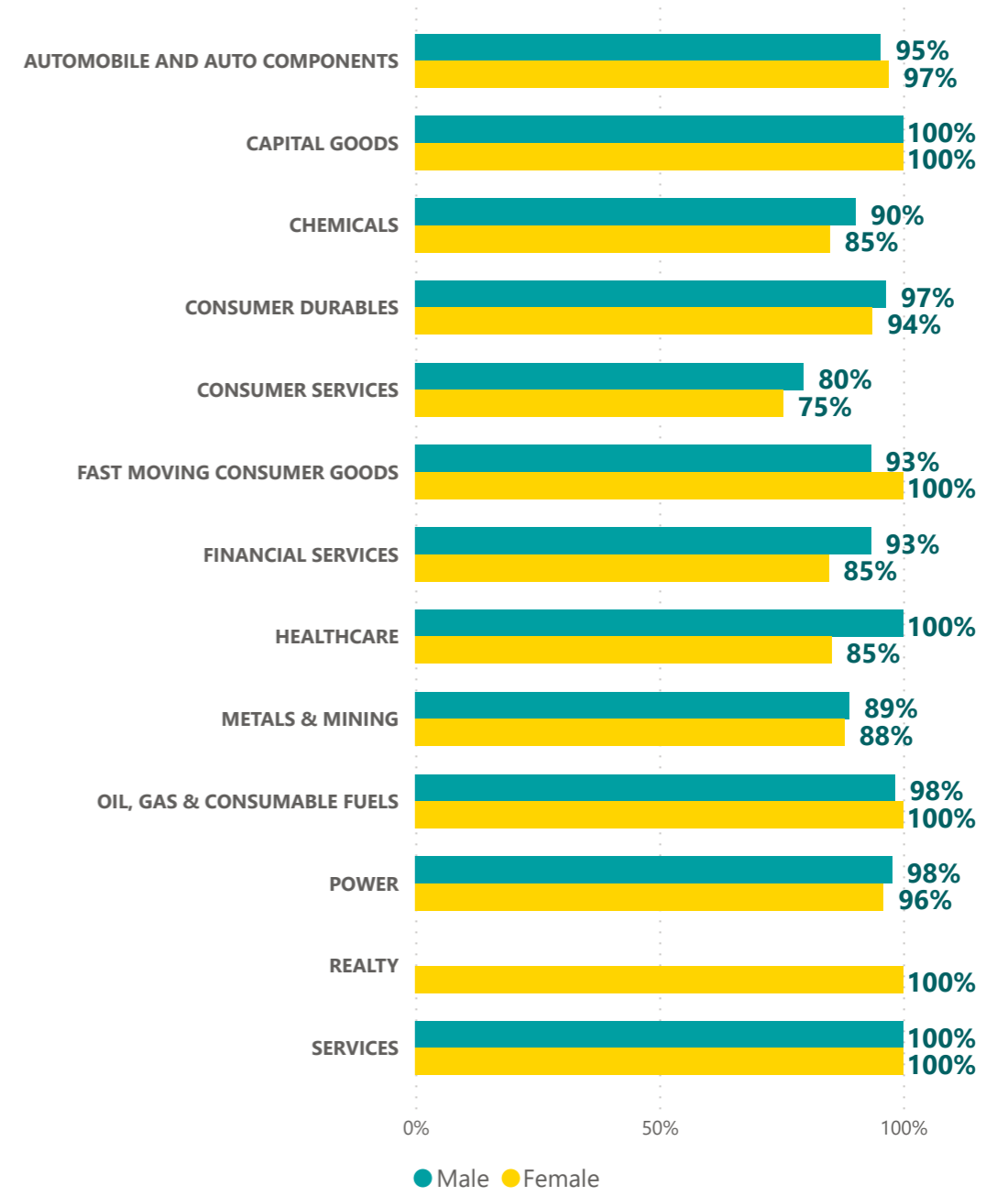
 Percentage reported in 2021-22: **7%**

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

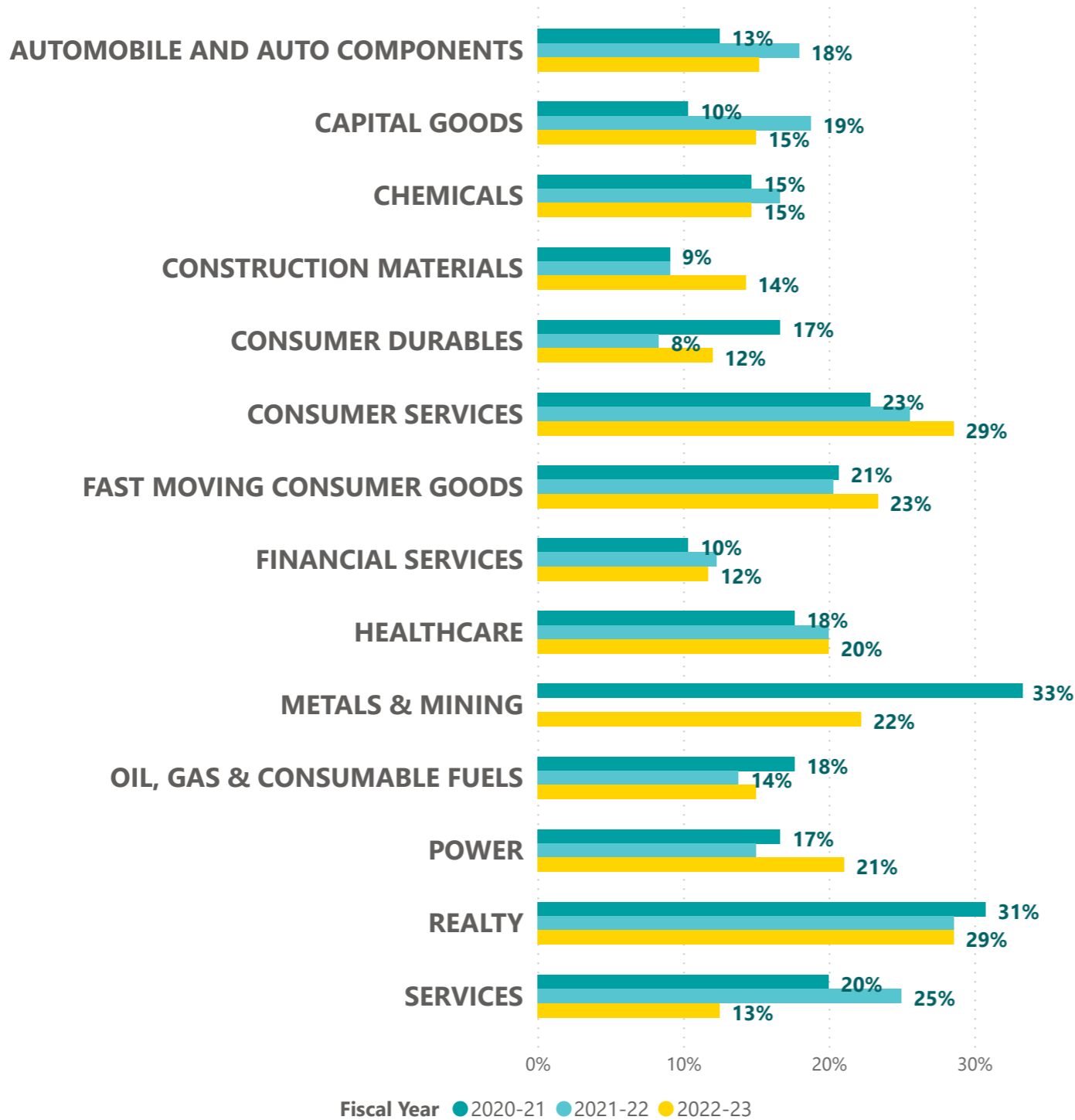
Retention Rate of permanent Workers who took parental leave by Industry



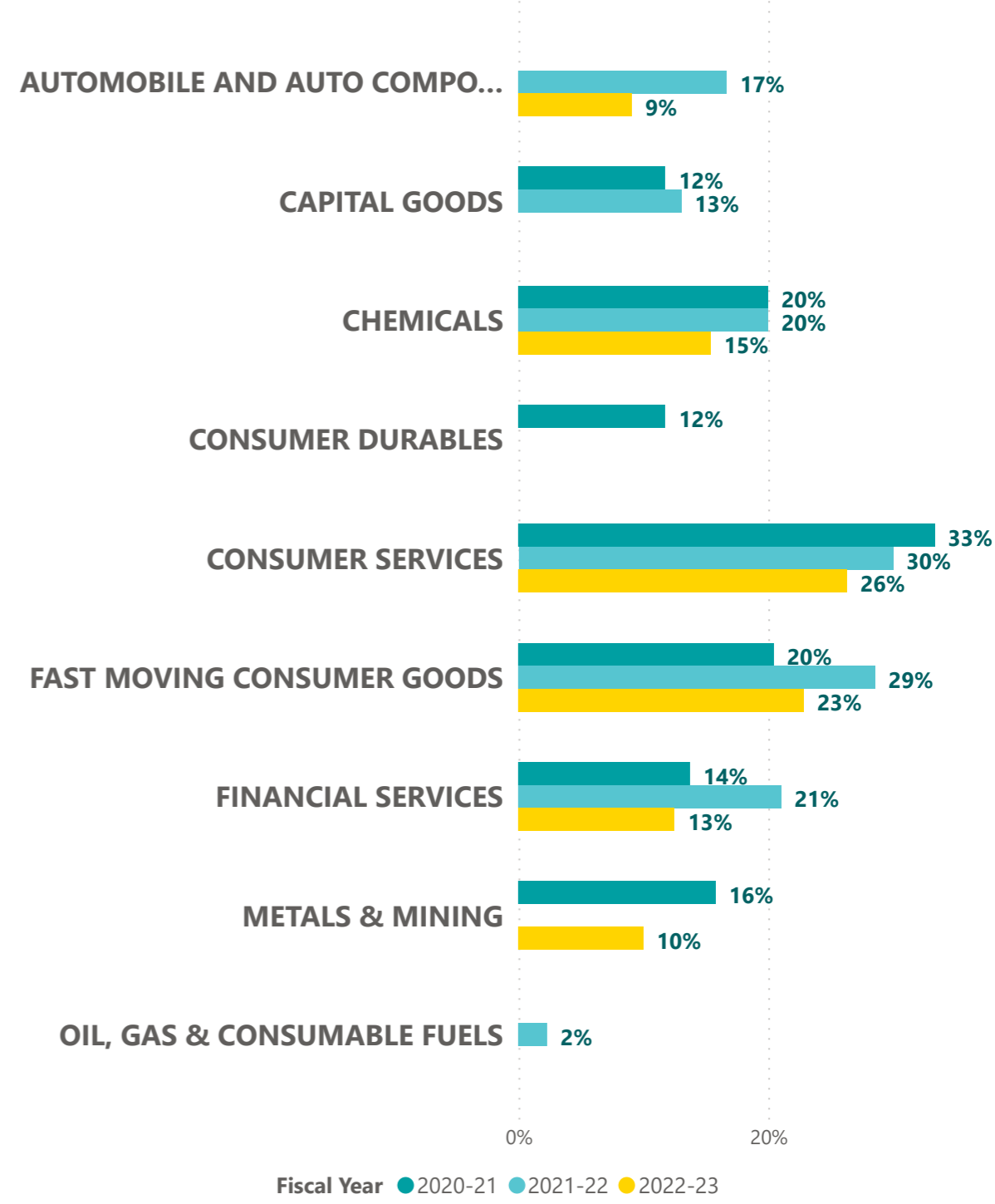
Retention Rate of permanent Employees who took parental leave by Industry



Women in Board of Directors



Women in Key Management Positions



Fiscal Year

Company Name

Employee Size

NSE/BRSR

Market Index

Industry

All

All

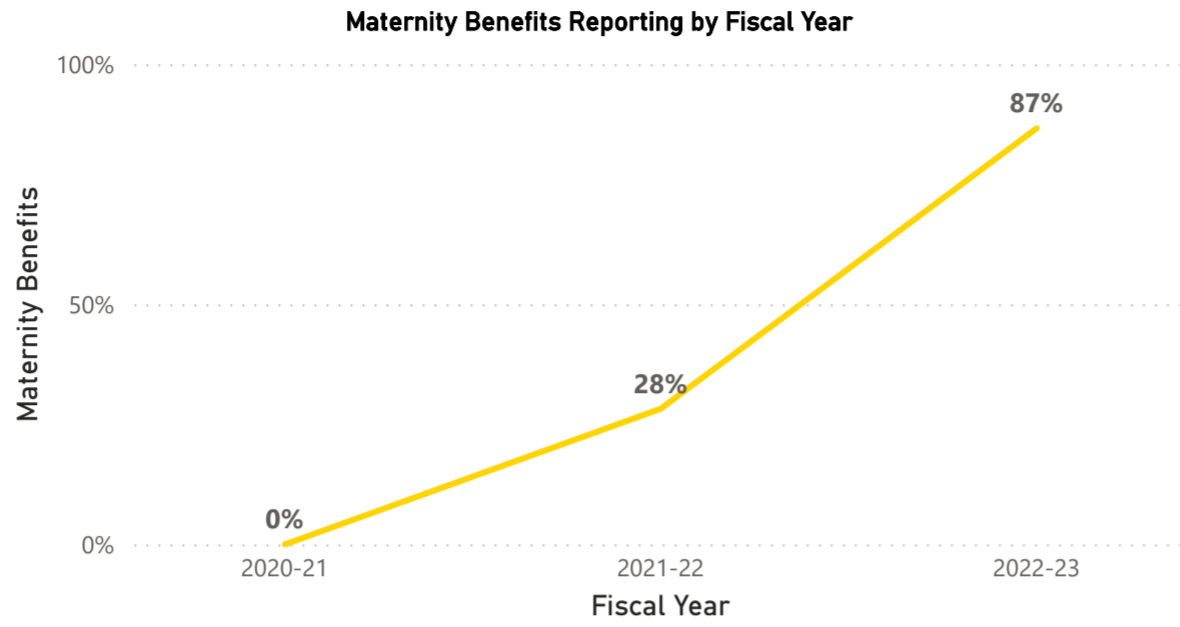
All

All

Nifty-next 50

All

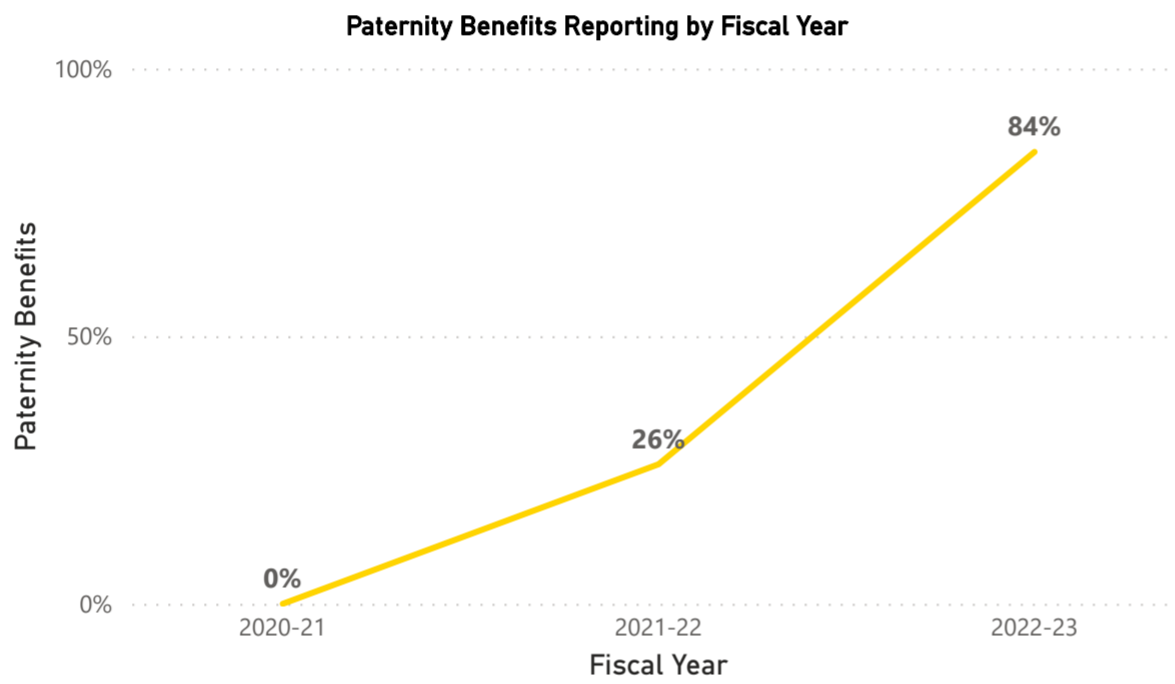
Note: Reporting of employee access to benefits increased in FY 2022-23 due to many companies adopting BRSR framework for reporting



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

Maternity Benefits Reporting By Industry

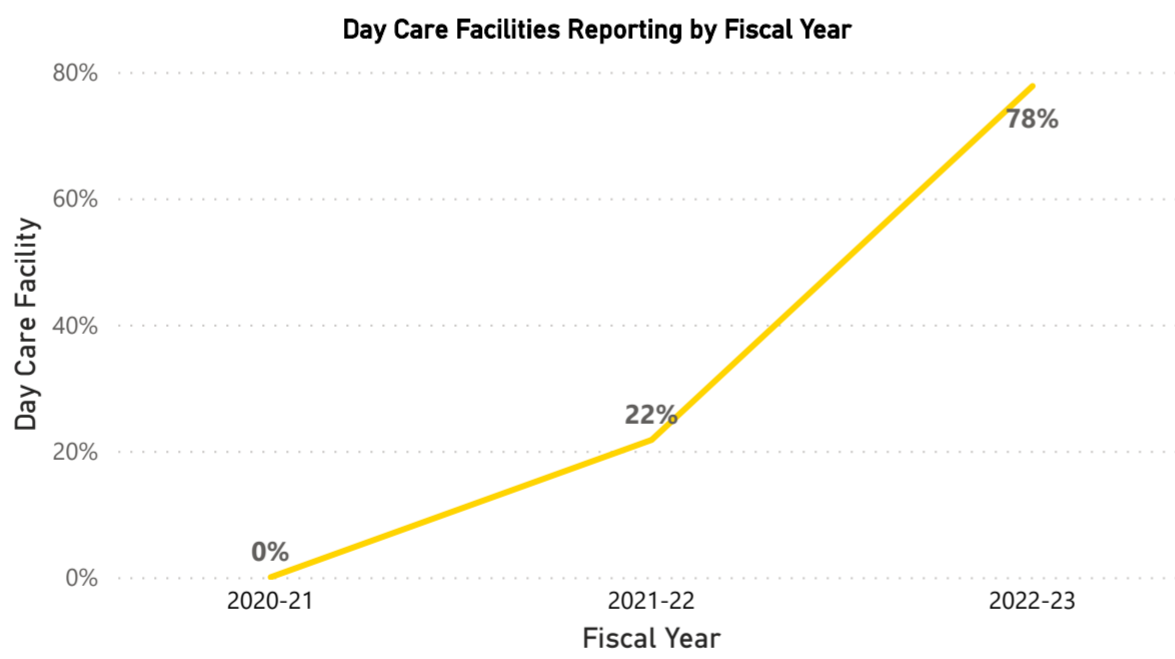
Industry	Maternity Benefits All Females
AUTOMOBILE AND AUTO COMPONENTS	100%
CAPITAL GOODS	100%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	0%
CONSTRUCTION MATERIALS	0%
CONSUMER DURABLES	100%
CONSUMER SERVICES	100%
DIVERSIFIED	0%
FAST MOVING CONSUMER GOODS	71%



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

Paternity Benefits Reporting By Industry

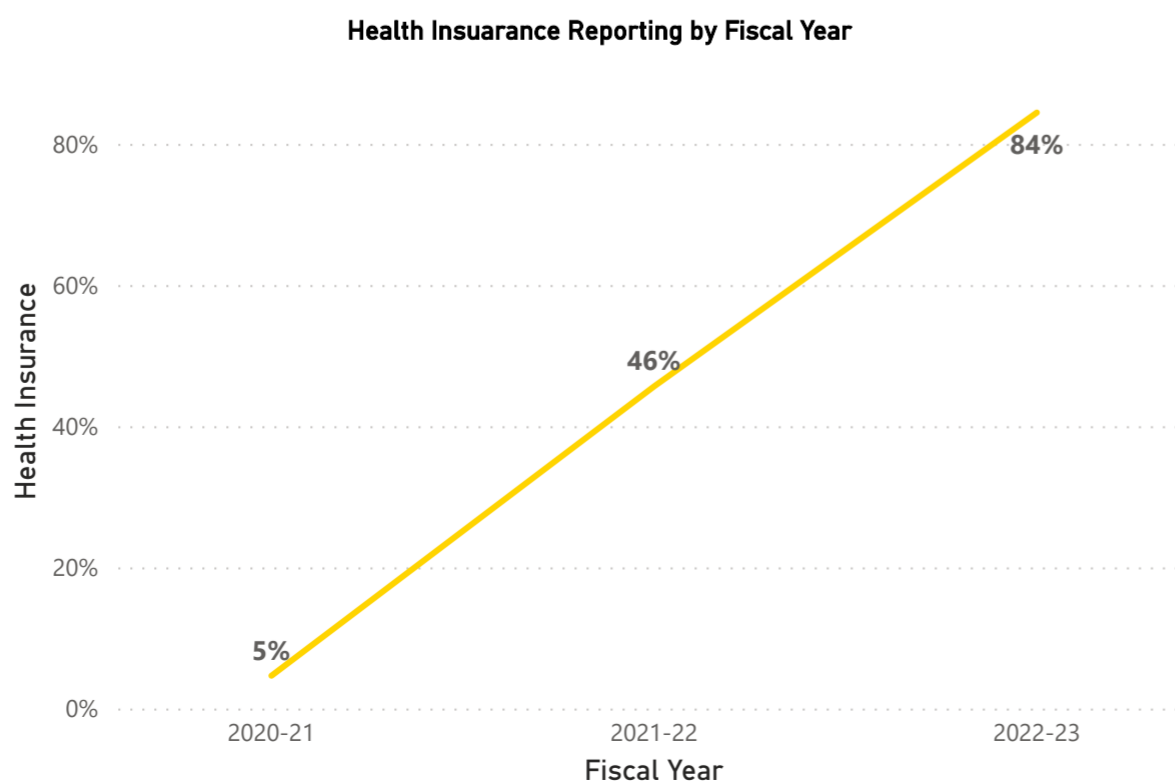
Industry	Paternity Benefits All Males
AUTOMOBILE AND AUTO COMPONENTS	100%
CAPITAL GOODS	100%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	0%
CONSTRUCTION MATERIALS	0%
CONSUMER DURABLES	100%
CONSUMER SERVICES	100%
DIVERSIFIED	0%
FAST MOVING CONSUMER GOODS	0%



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	100%
CAPITAL GOODS	100%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	0%
CONSTRUCTION MATERIALS	0%
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	100%
CAPITAL GOODS	50%
CAPITAL GOODS INDUSTRIAL PRODUCTS	0%
CHEMICALS	100%
CONSTRUCTION	0%
CONSTRUCTION MATERIALS	0%
CONSUMER DURABLES	100%
CONSUMER SERVICES	100%
DIVERSIFIED	0%
FAST MOVING CONSUMER GOODS	71%