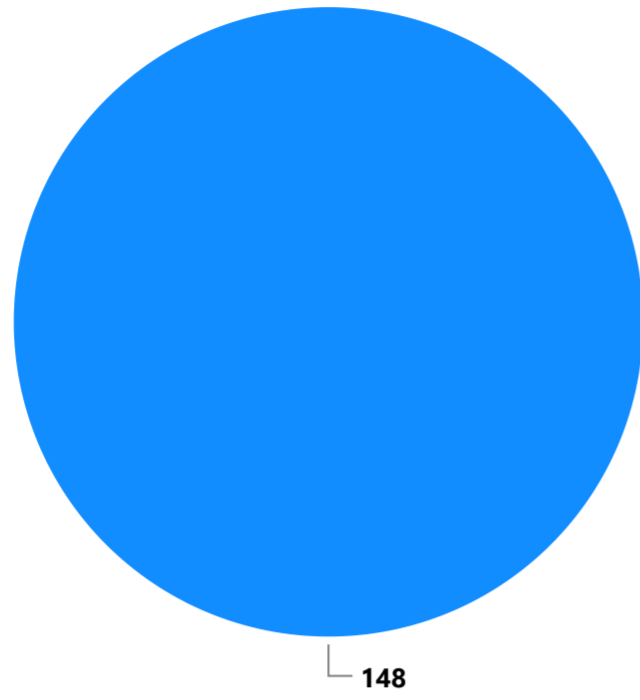
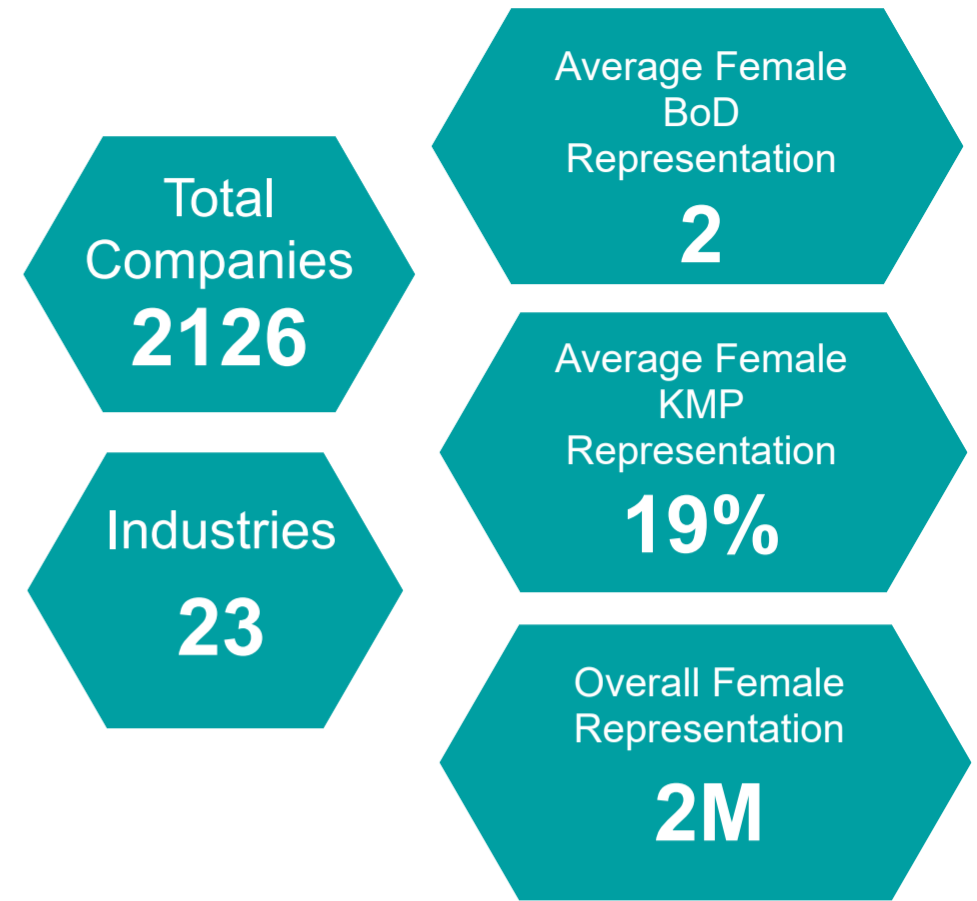


Year: All  
 Company Name: All  
 Employee Size: All  
 NSE/BRSR: All  
 Market Index: All  
 Industry: HEALTHCARE

### Industry Overview



Industry\_Final  
● HEALTHCARE

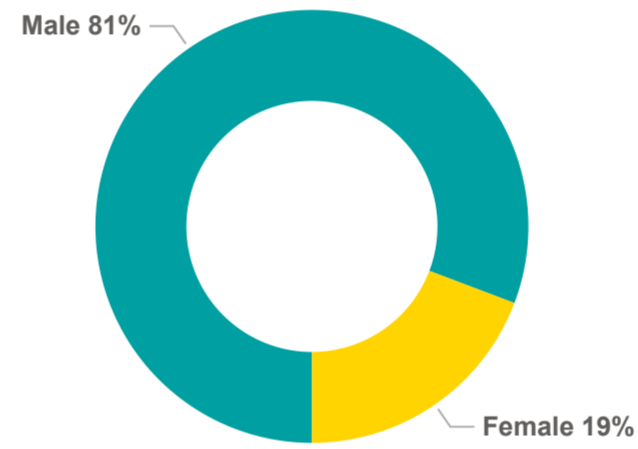


### Gender Diversity



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

### Gender Breakdown



### Top 10 Industries with Highest Female Employees

20%

HEALTHCARE

#### Industry-wise Total Employees

HEALTHCARE

#### Industry-wise Total Female Employees

HEALTHCARE

Fiscal Year

All

Company Name

All

Employee Size

All

NSE/BRSR

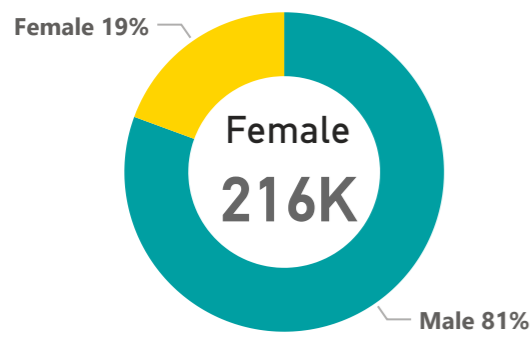
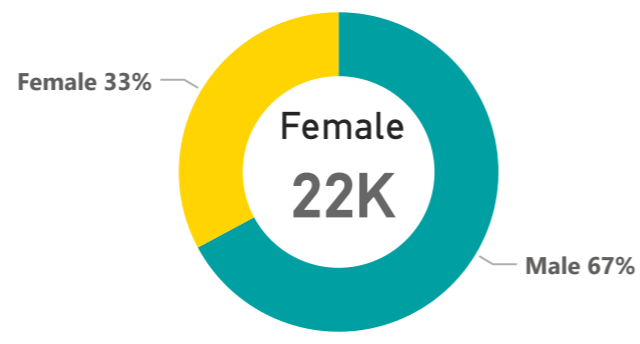
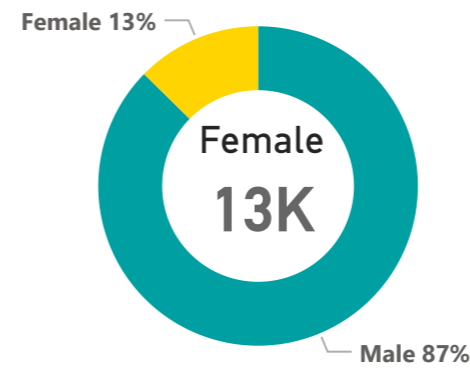
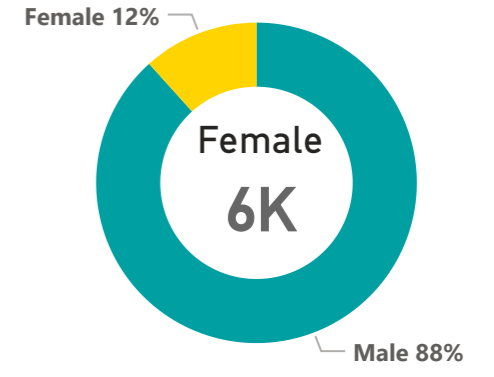
All

Market Index

All

Industry

HEALTHCARE

**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: 20%

**Permanent female employees data**

Percentage reported in 2020-21: 49%

Percentage reported in 2021-22: 51%

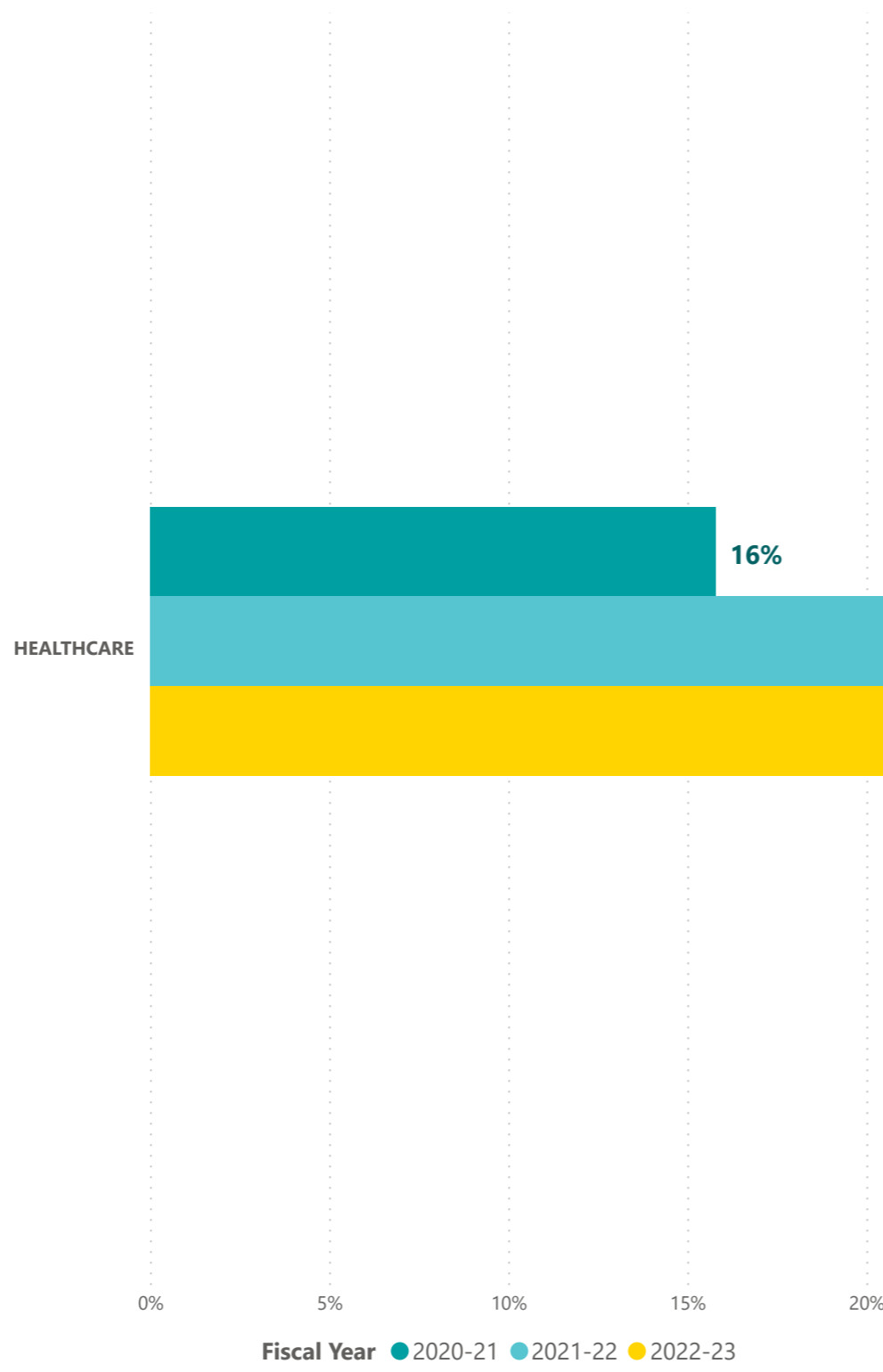
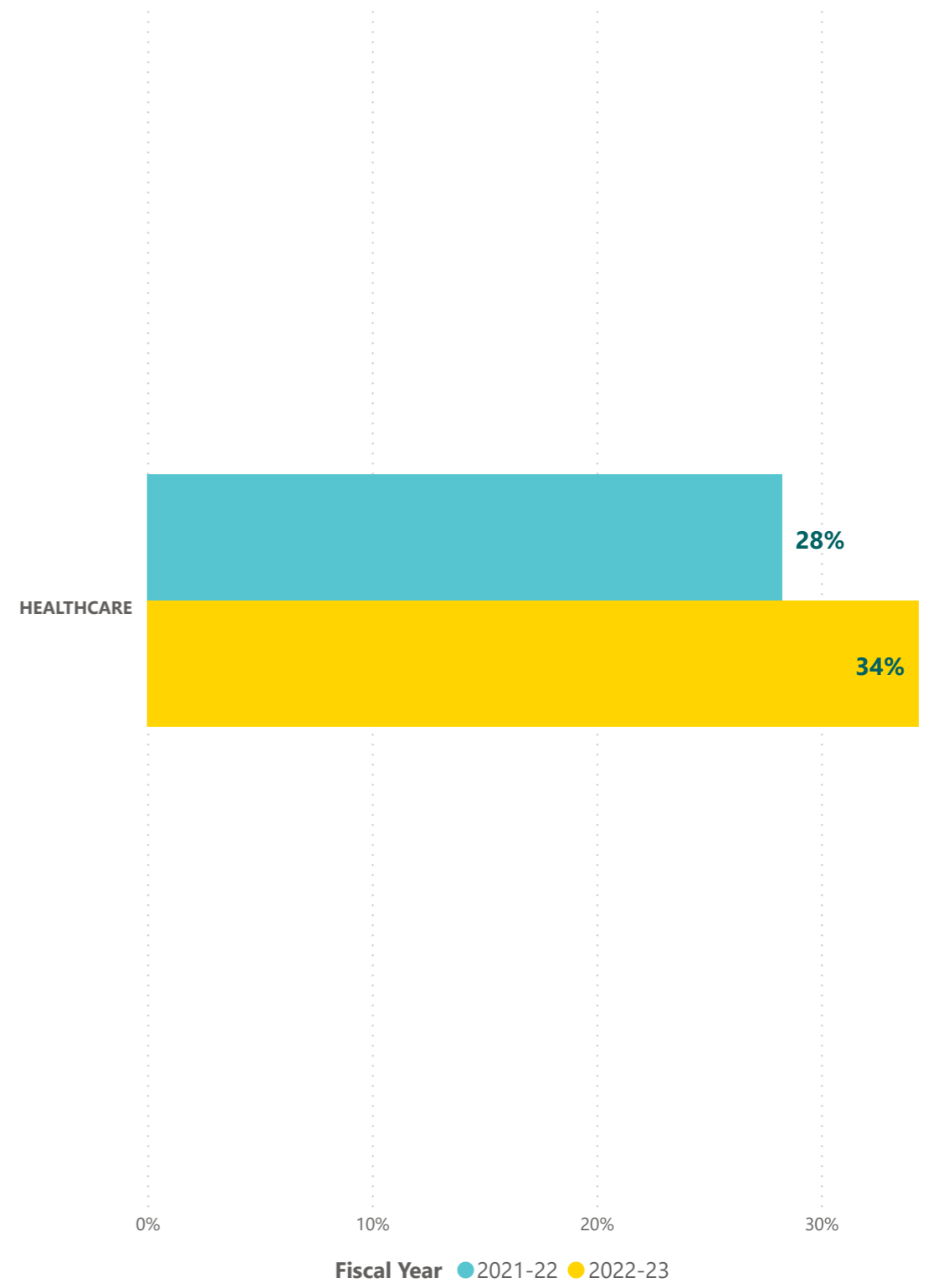
Percentage reported in 2022-23: 51%

**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: 12%

**Permanent female workers data**

Percentage reported in 2020-21: 1%

Percentage reported in 2021-22: 5%

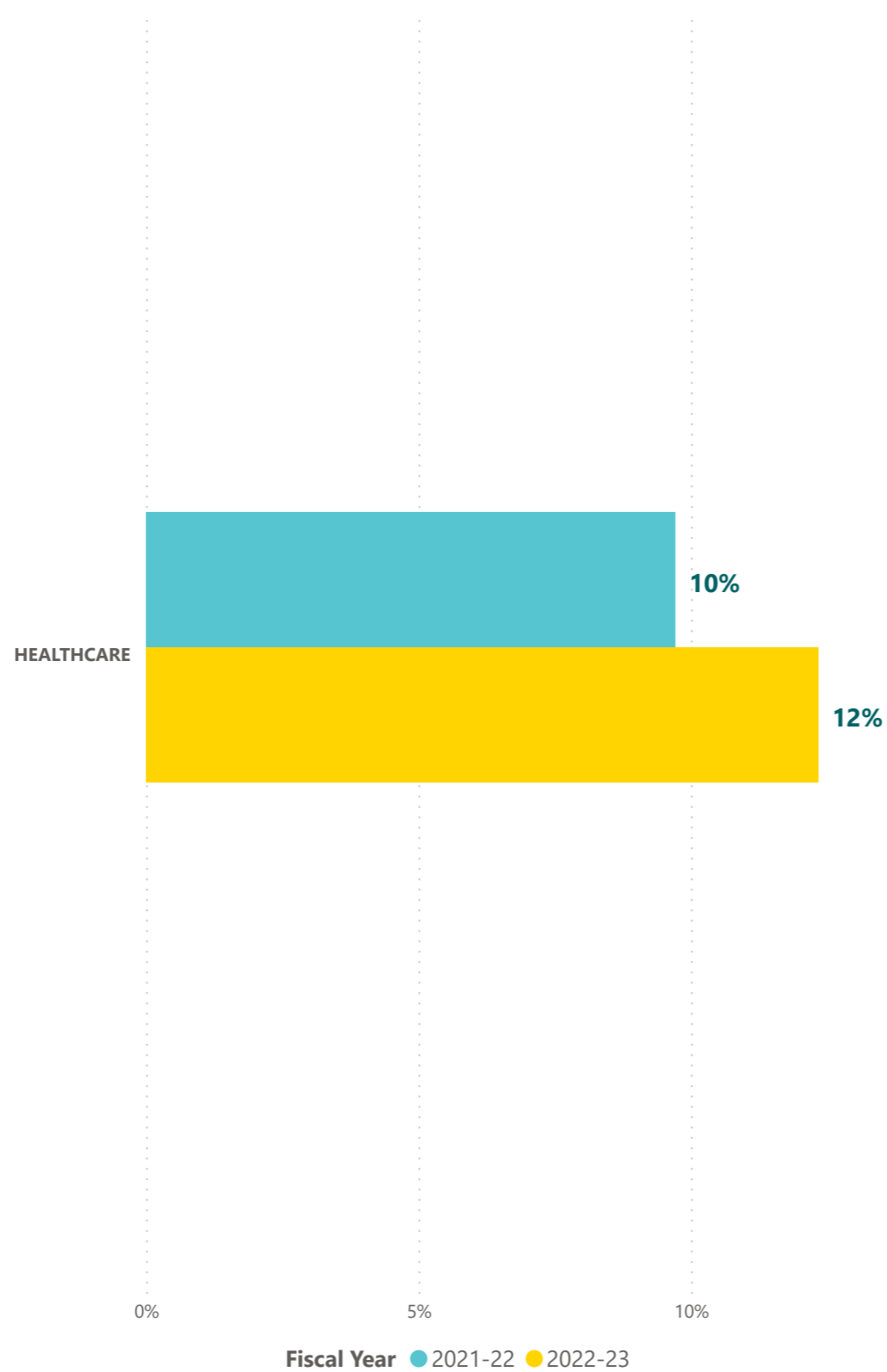
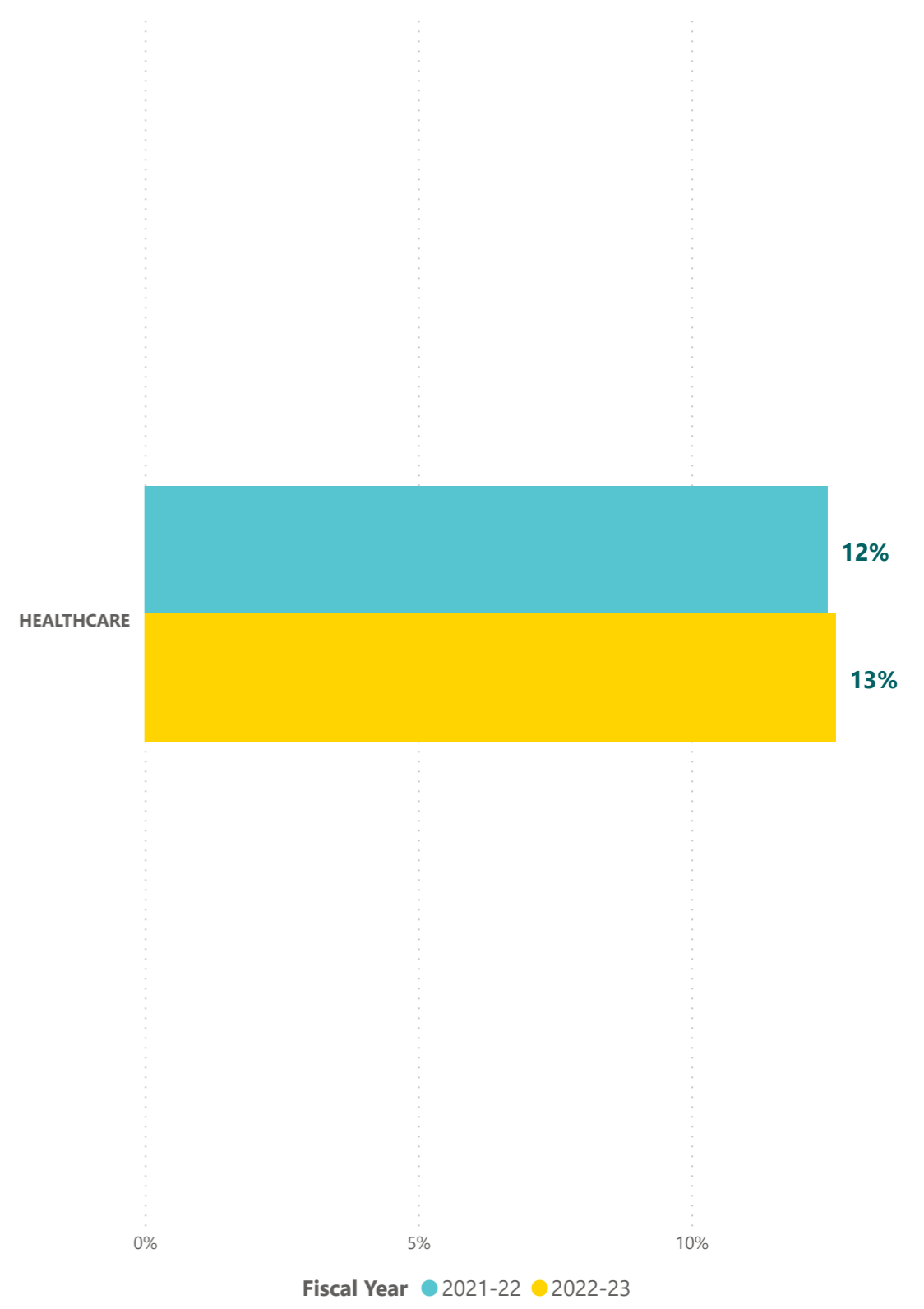
Percentage reported in 2022-23: 35%

**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

All

Company Name

All

Employee Size

All

NSE/BRSR

All

Market Index

All

Industry

HEALTHCARE

### 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 **99%**



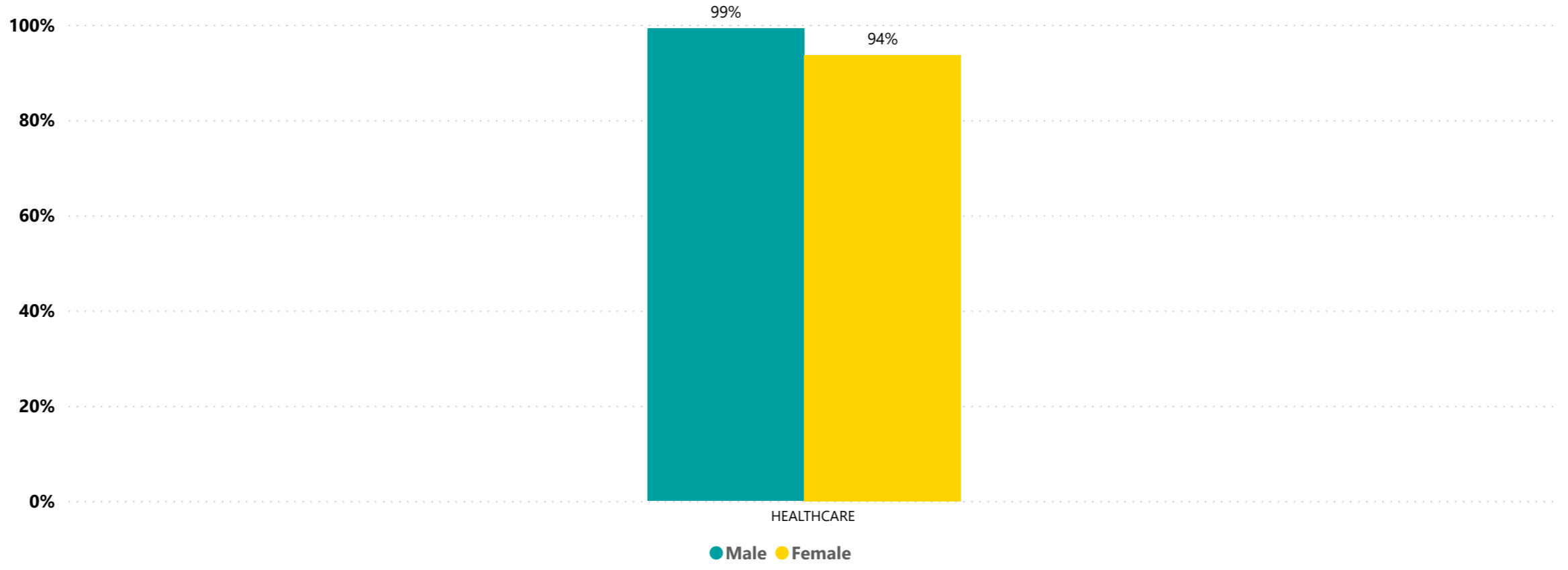
#### Return to work data

 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: **86%**

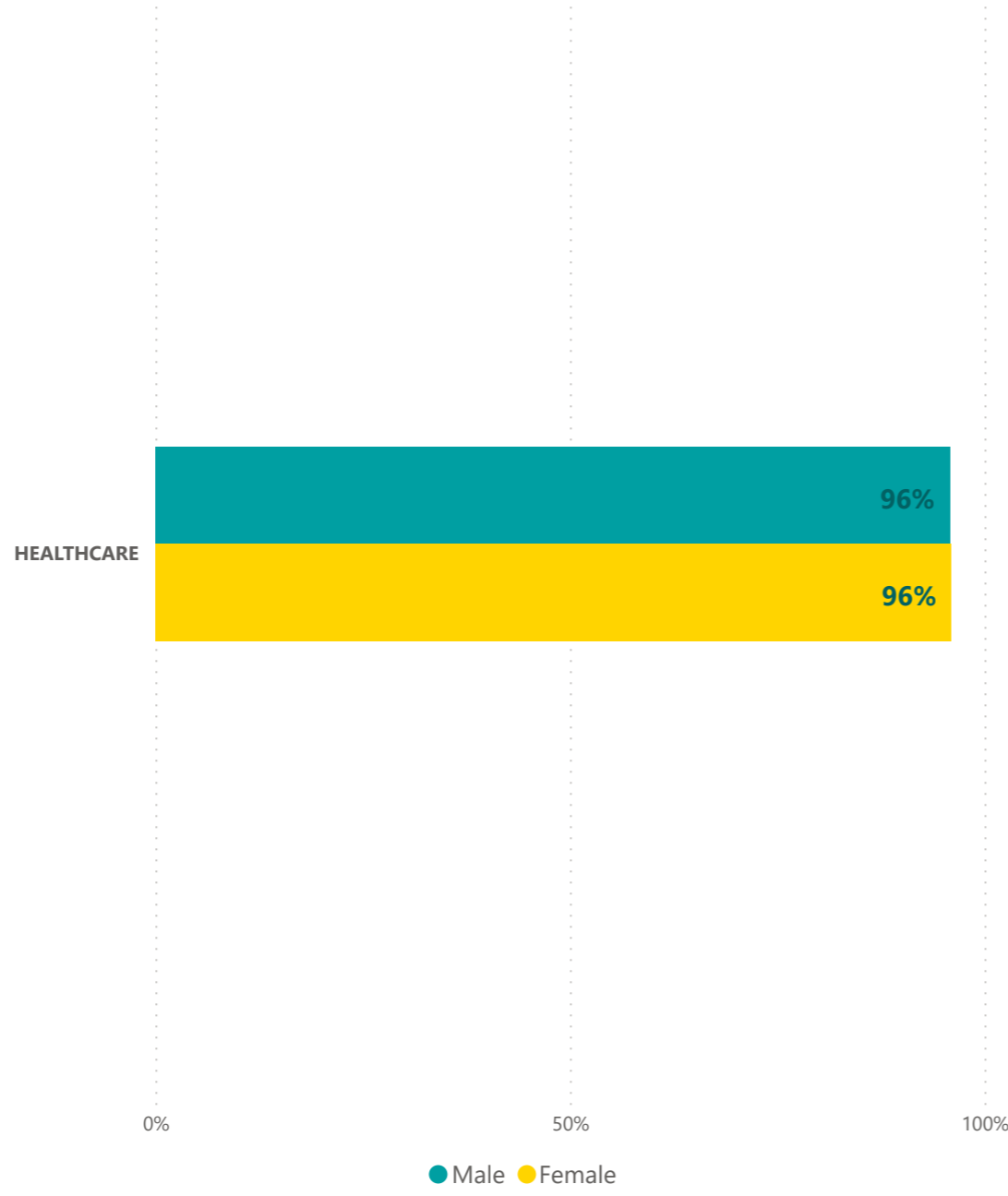
#### Retention Rate data

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

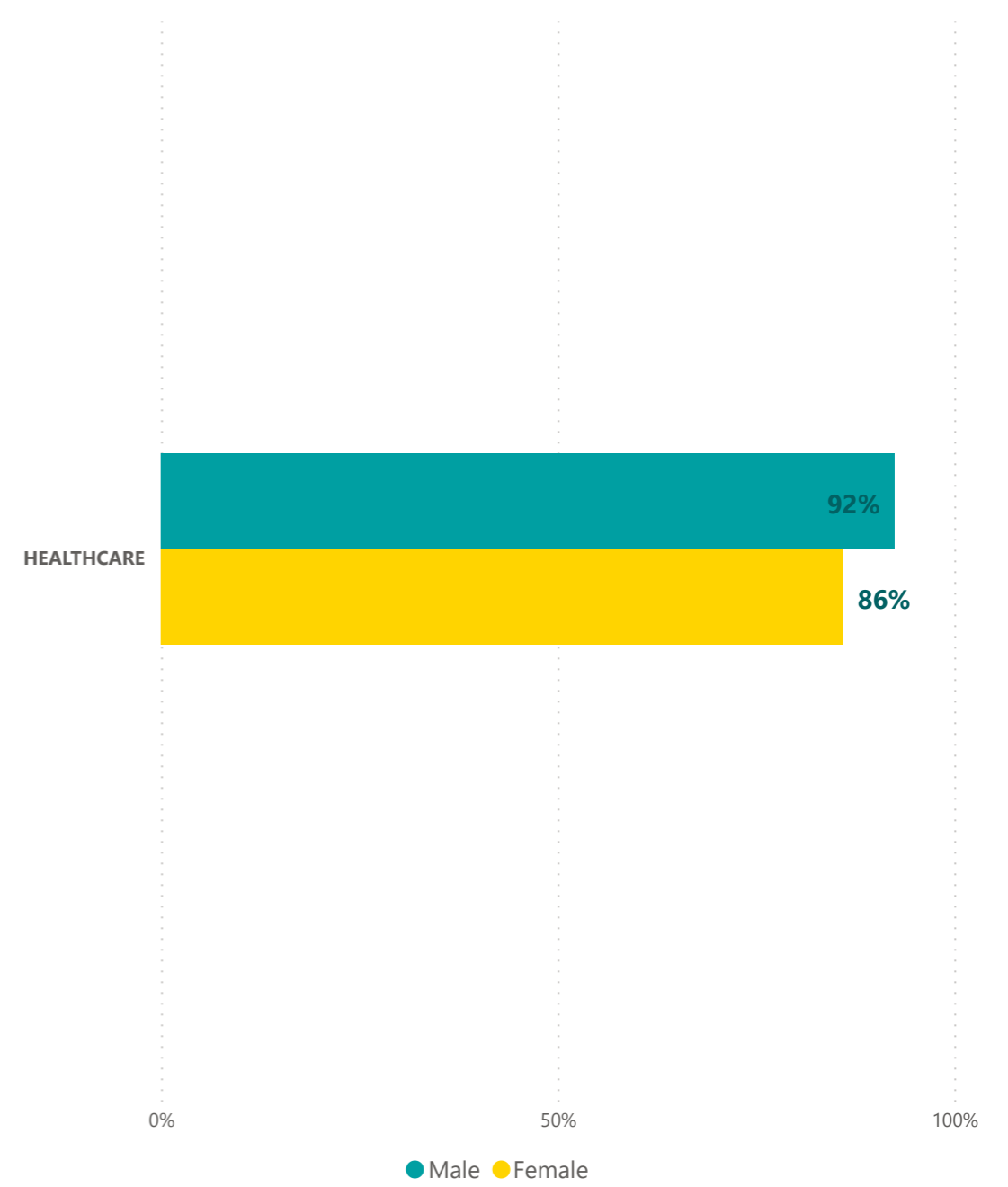
 Percentage reported in 2021-22: **7%**

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

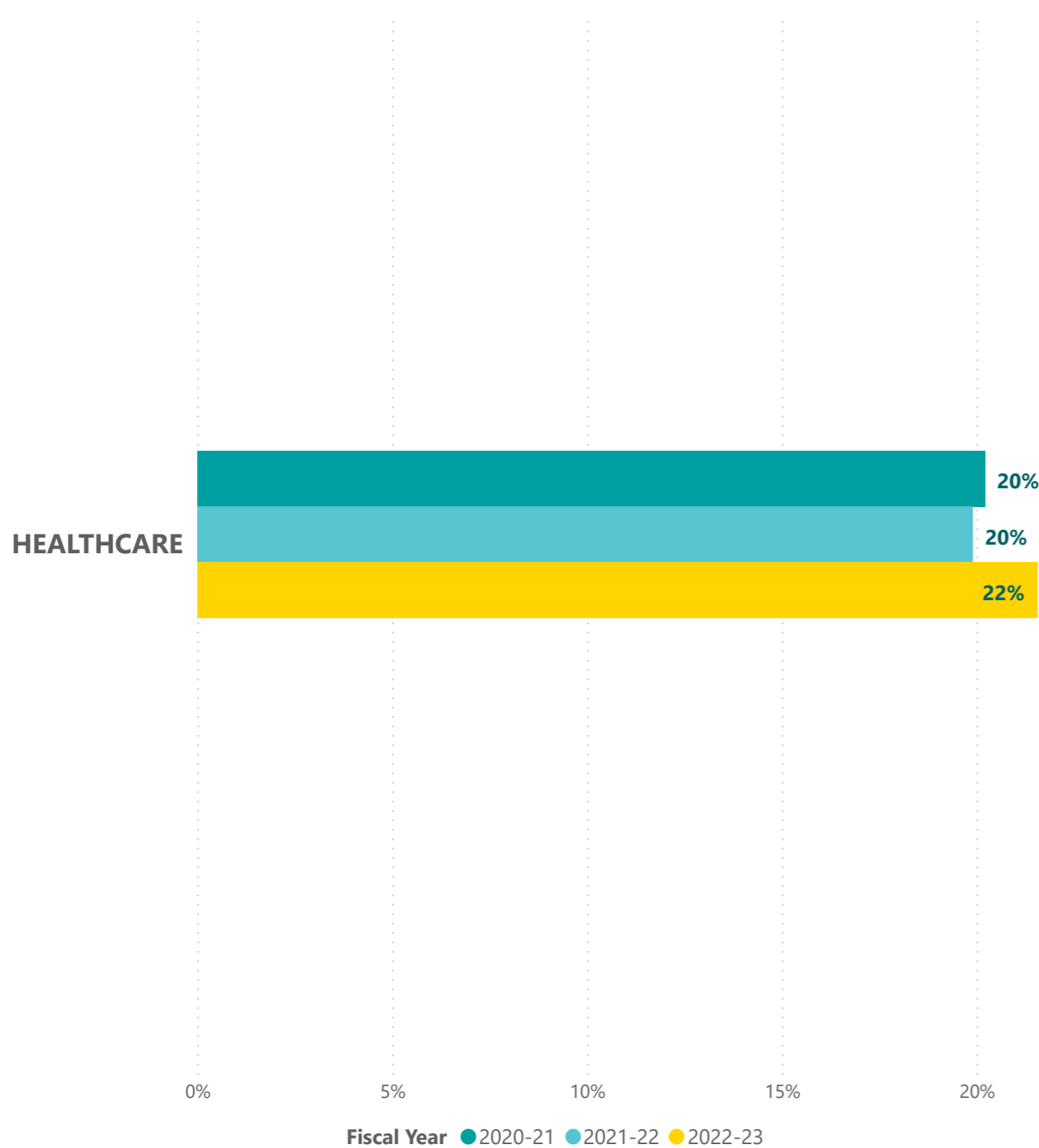
### Retention Rate of permanent Workers who took parental leave by Industry



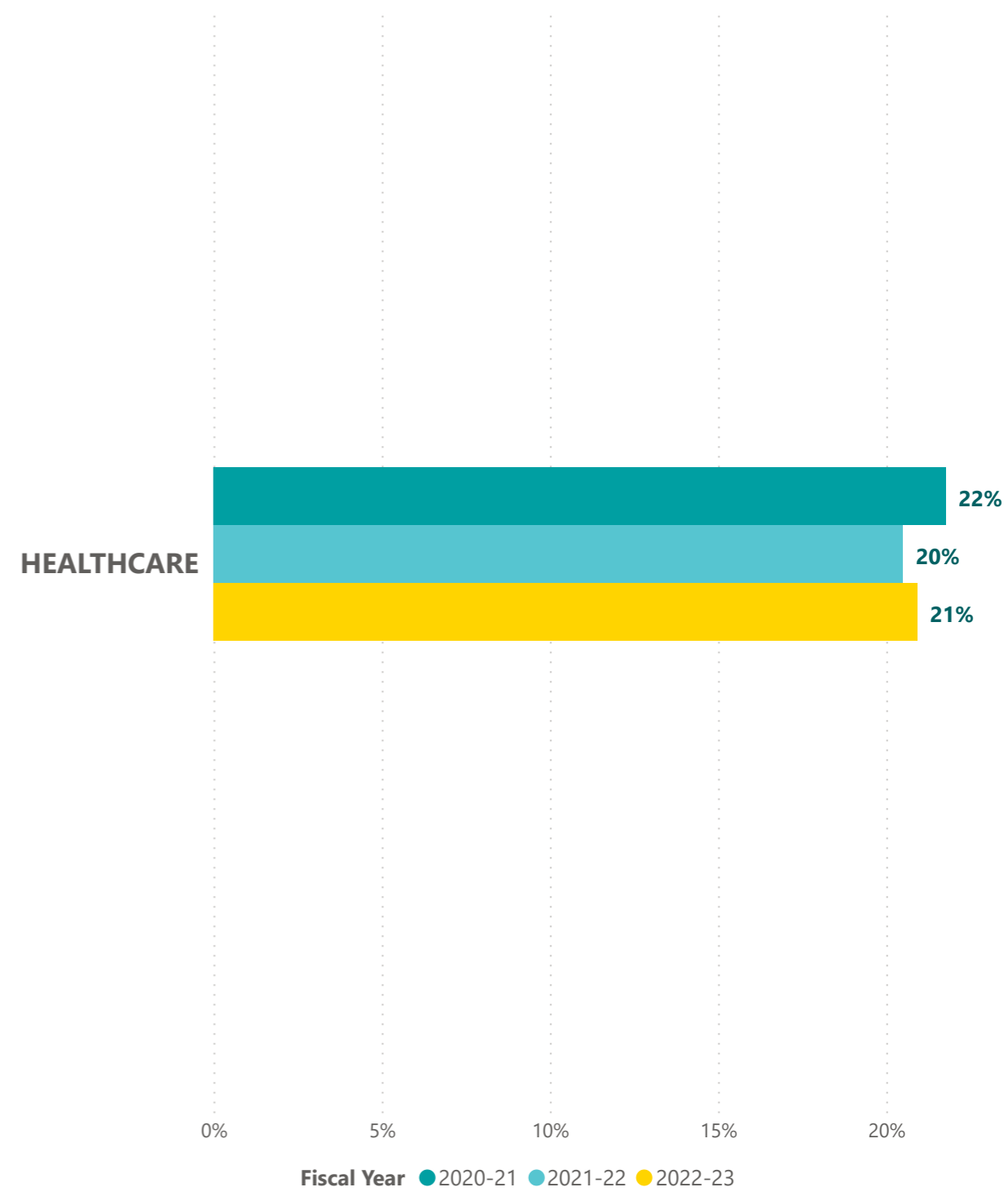
### Retention Rate of permanent Employees who took parental leave by Industry



### Women in Board of Directors



### Women in Key Management Positions



Fiscal Year

All

Company Name

All

Employee Size

All

NSE/BRSR

All

Market Index

All

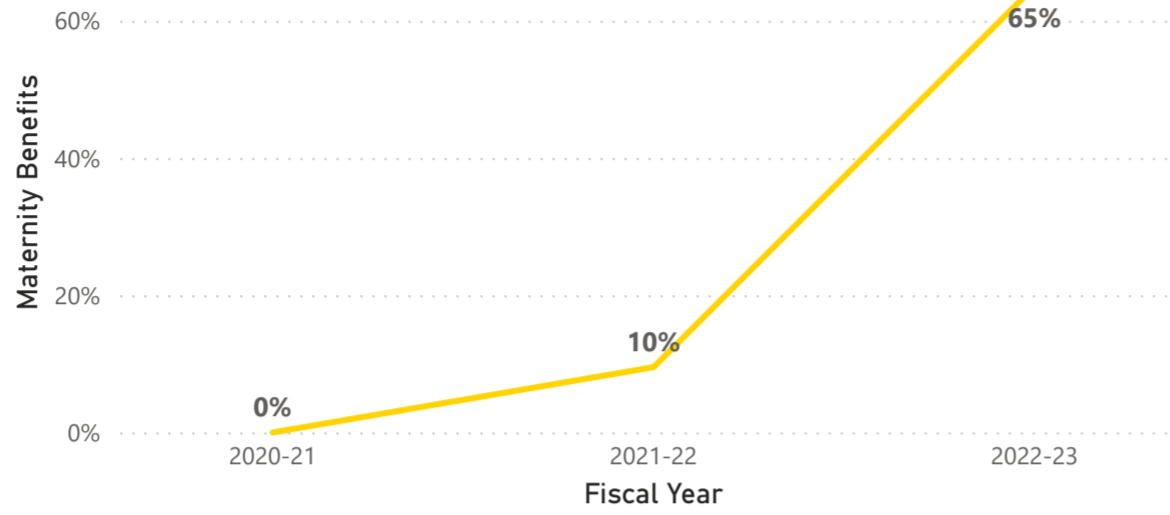
Industry

HEALTHCARE

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 Industry**

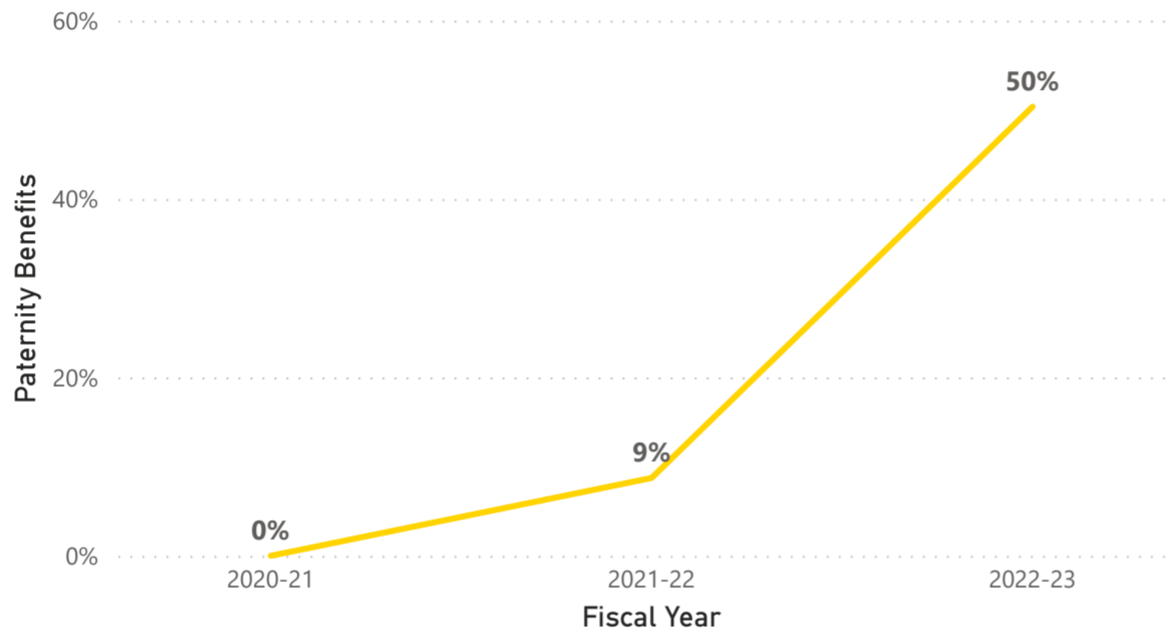
Industry	Maternity Benefits All Females
HEALTHCARE	65%

**Maternity Benefits Reporting by Fiscal Year**


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

**Paternity Benefits Reporting By Industry**

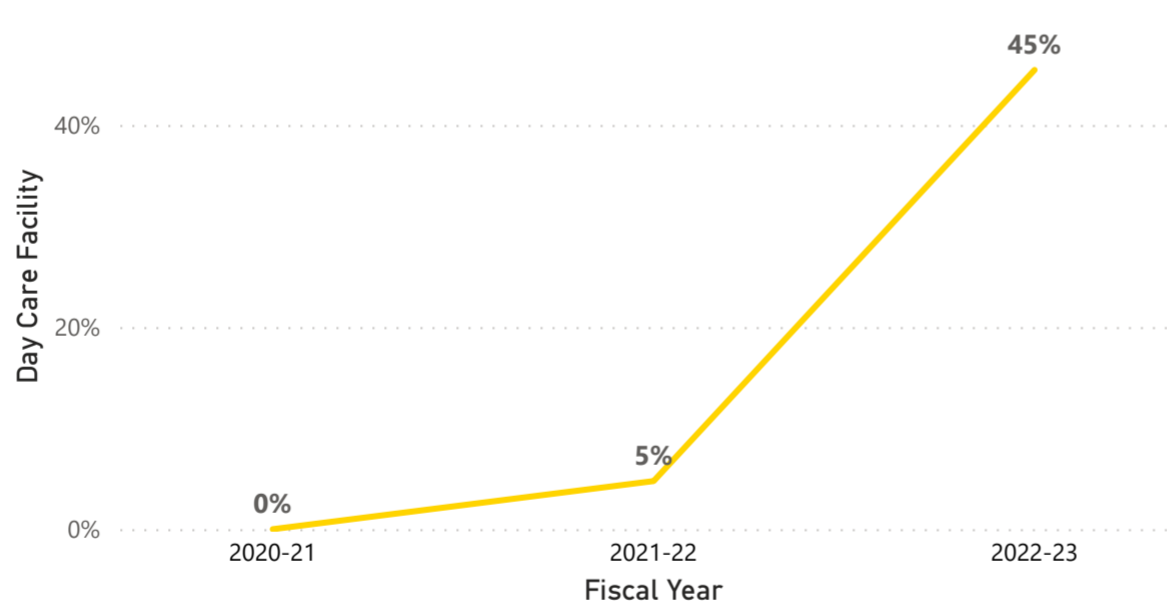
Industry	Paternity Benefits All Males
HEALTHCARE	50%

**Paternity Benefits Reporting by Fiscal Year**


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

**Day Care Facilities Reporting By Industry**

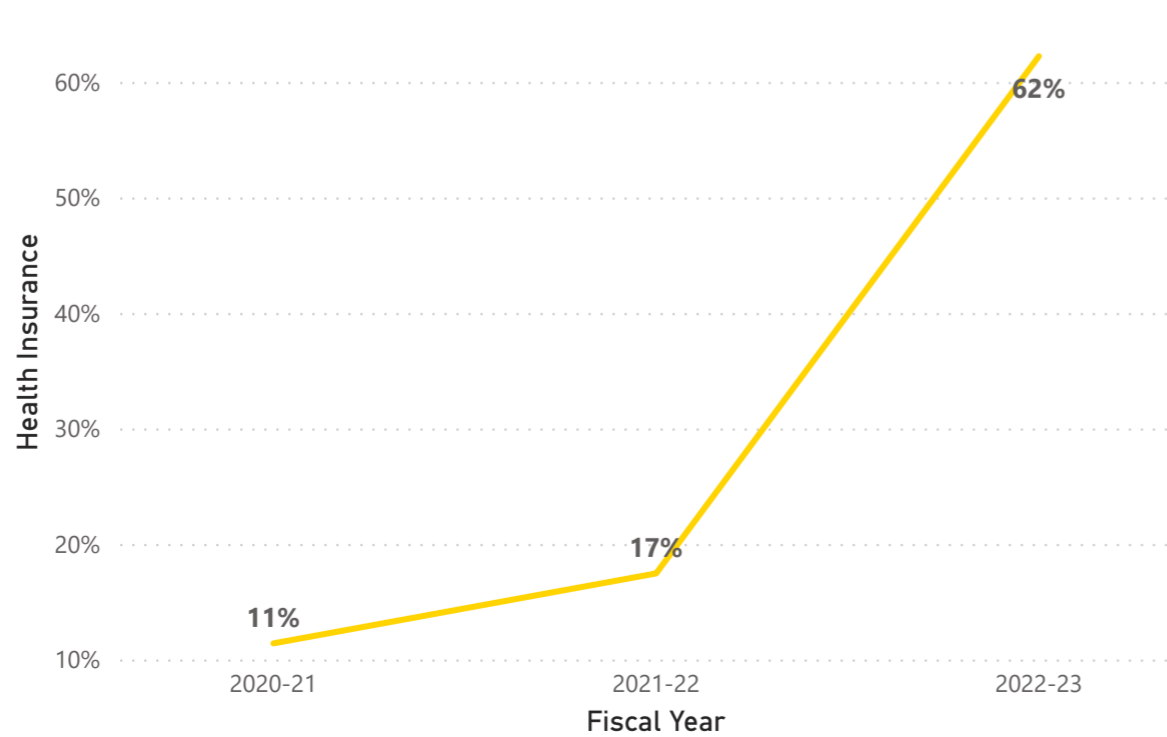
Industry	Day Care Facility
HEALTHCARE	45%

**Day Care Facilities Reporting by Fiscal Year**


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

**Health Insurance Reporting By Industry**

Industry	Health Insurance
HEALTHCARE	62%

**Health Insurance Reporting by Fiscal Year**


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