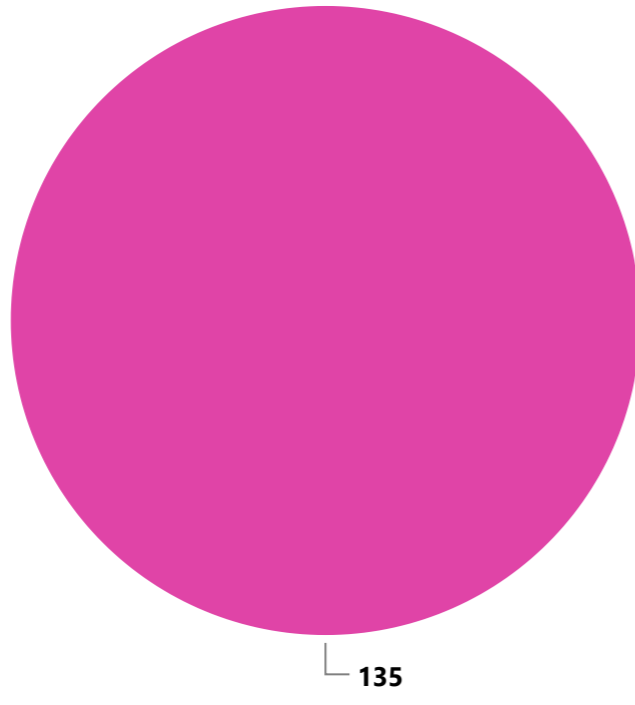


Year: All | Company Name: All | Employee Size: All | NSE/BRSR: All | Market Index: All | Industry: SERVICES

Industry Overview



Industry_Final
● SERVICES

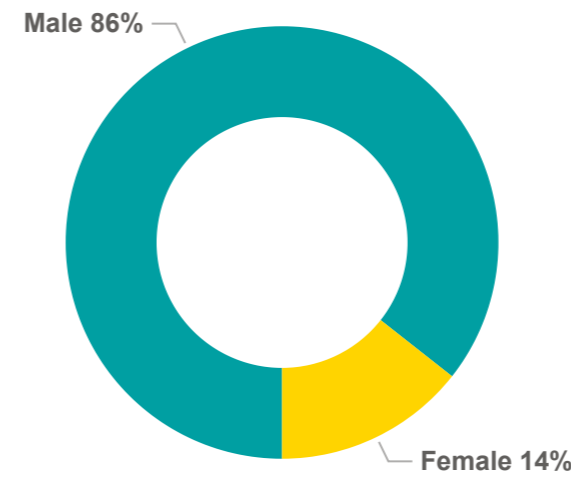
- Total Companies: **2126**
- Industries: **23**
- Average Female BoD Representation: **2**
- Average Female KMP Representation: **19%**
- Overall Female Representation: **2M**

Gender Diversity



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

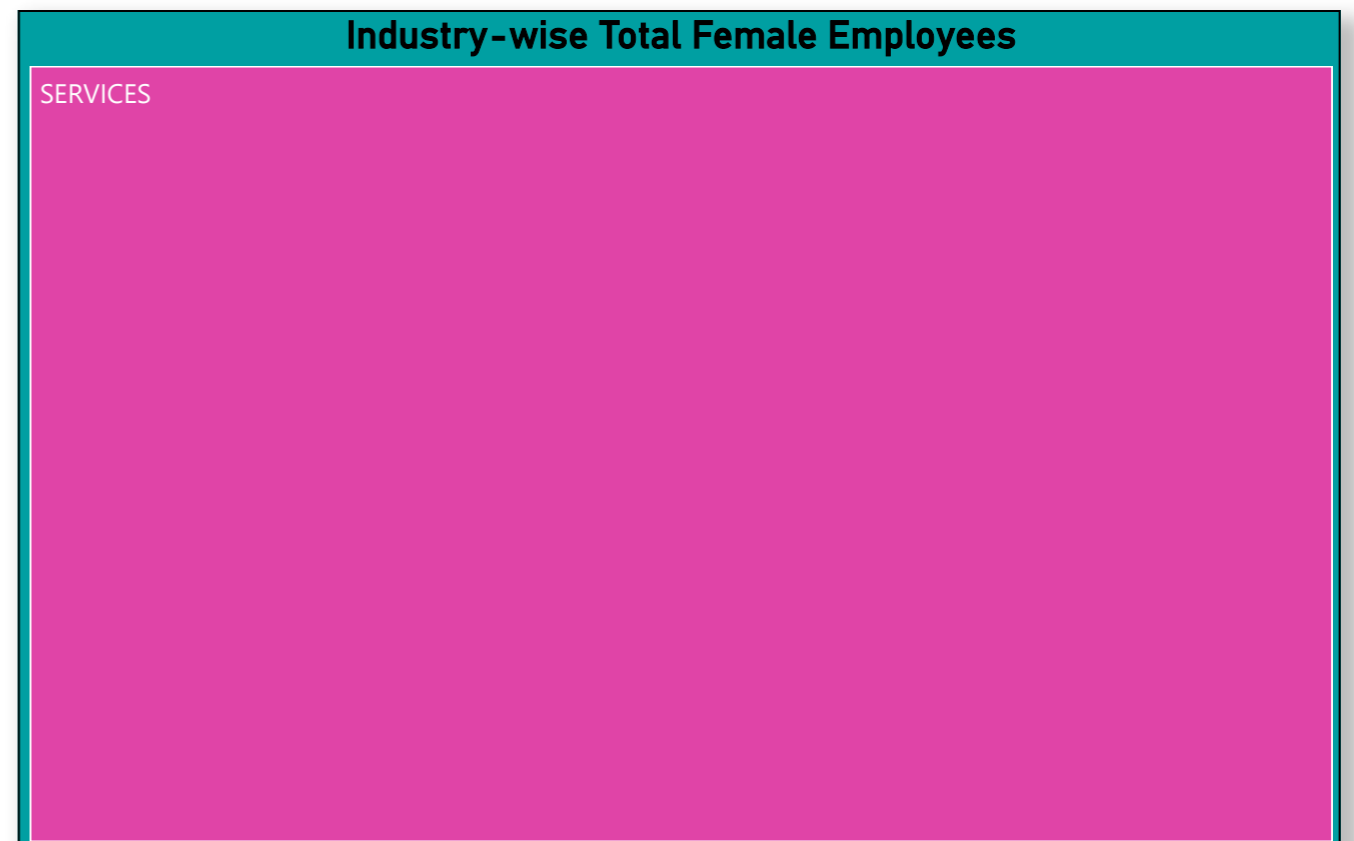
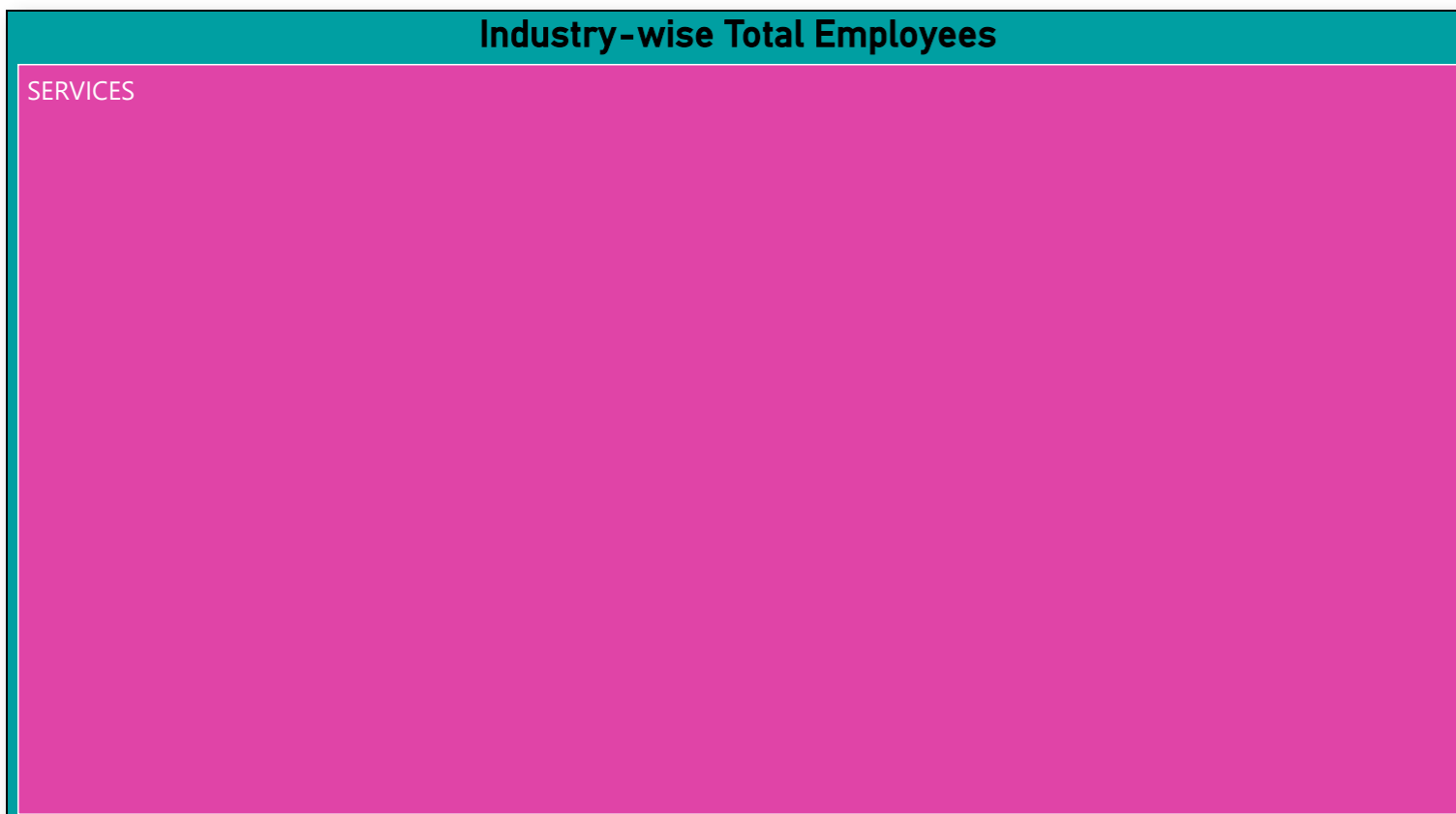
Gender Breakdown



Top 10 Industries with Highest Female Employees

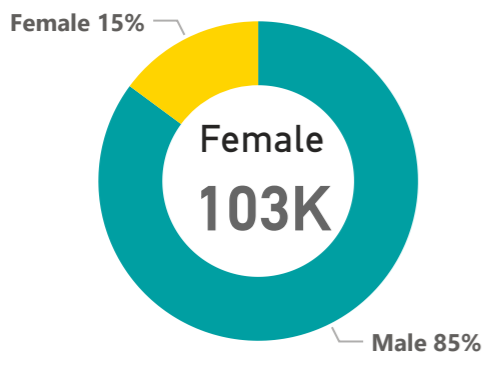
15%

SERVICES

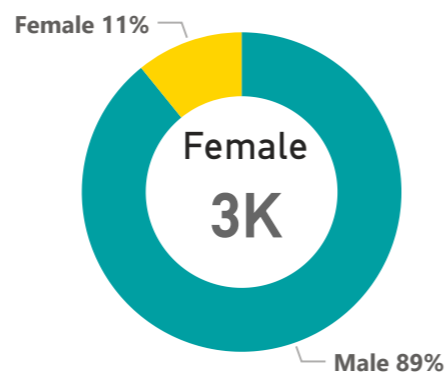


Fiscal Year: All Company Name: All Employee Size: All NSE/BRSR: All Market Index: All Industry: SERVICES

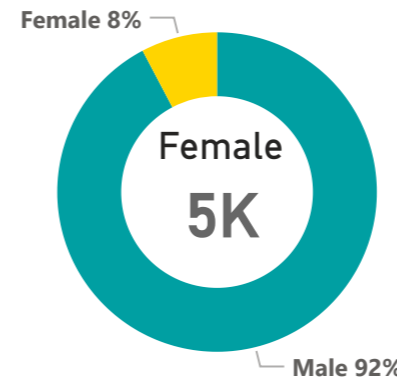
Permanent Employees Diversity Ratio



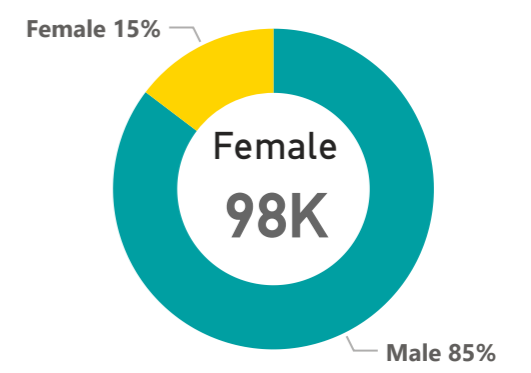
Non Permanent Employees Diversity Ratio



Non Permanent Workers Diversity Ratio



Permanent Workers Diversity Ratio



Employee

Women representation at employee level All FY's: 15%

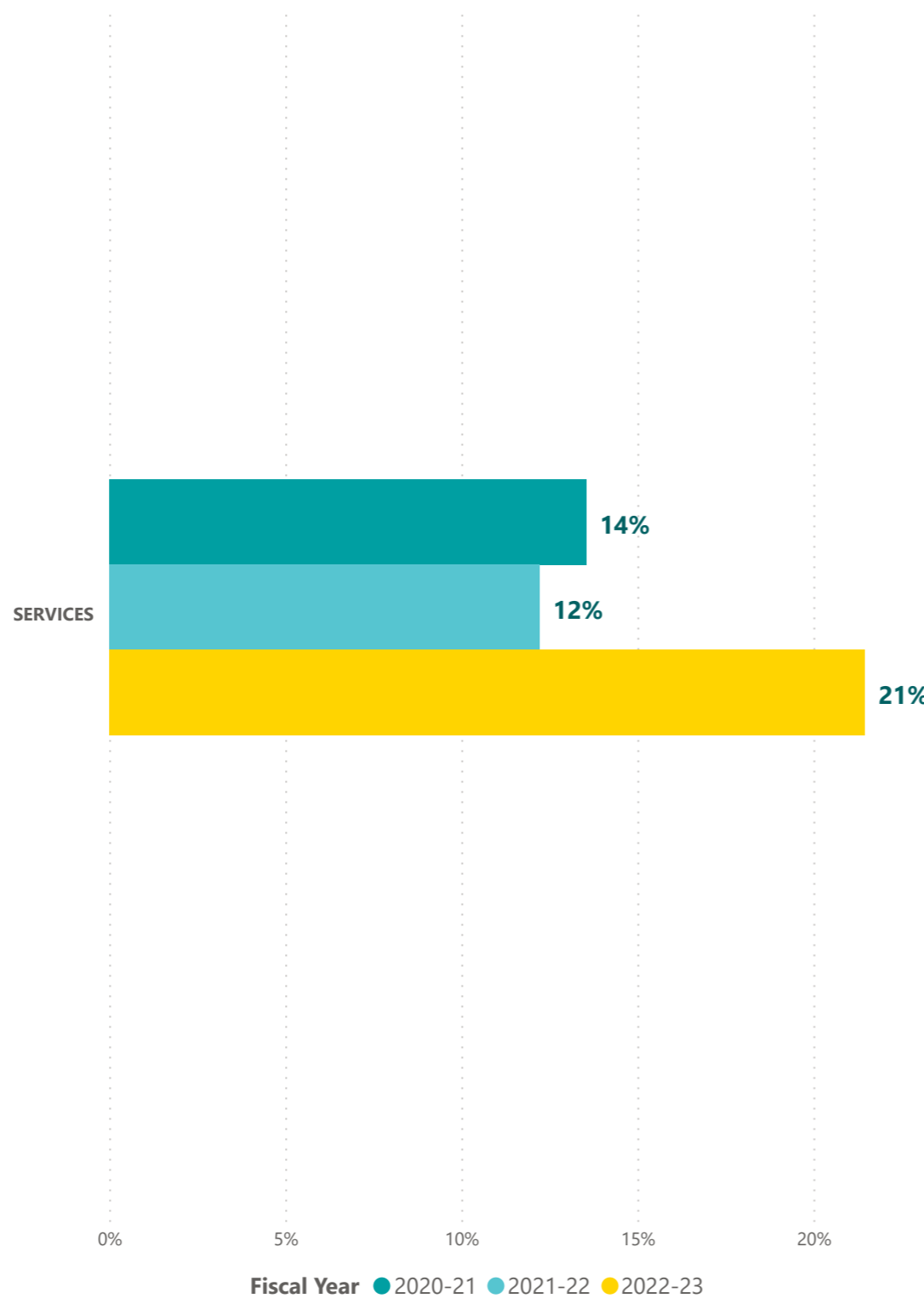
Permanent female employees data

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

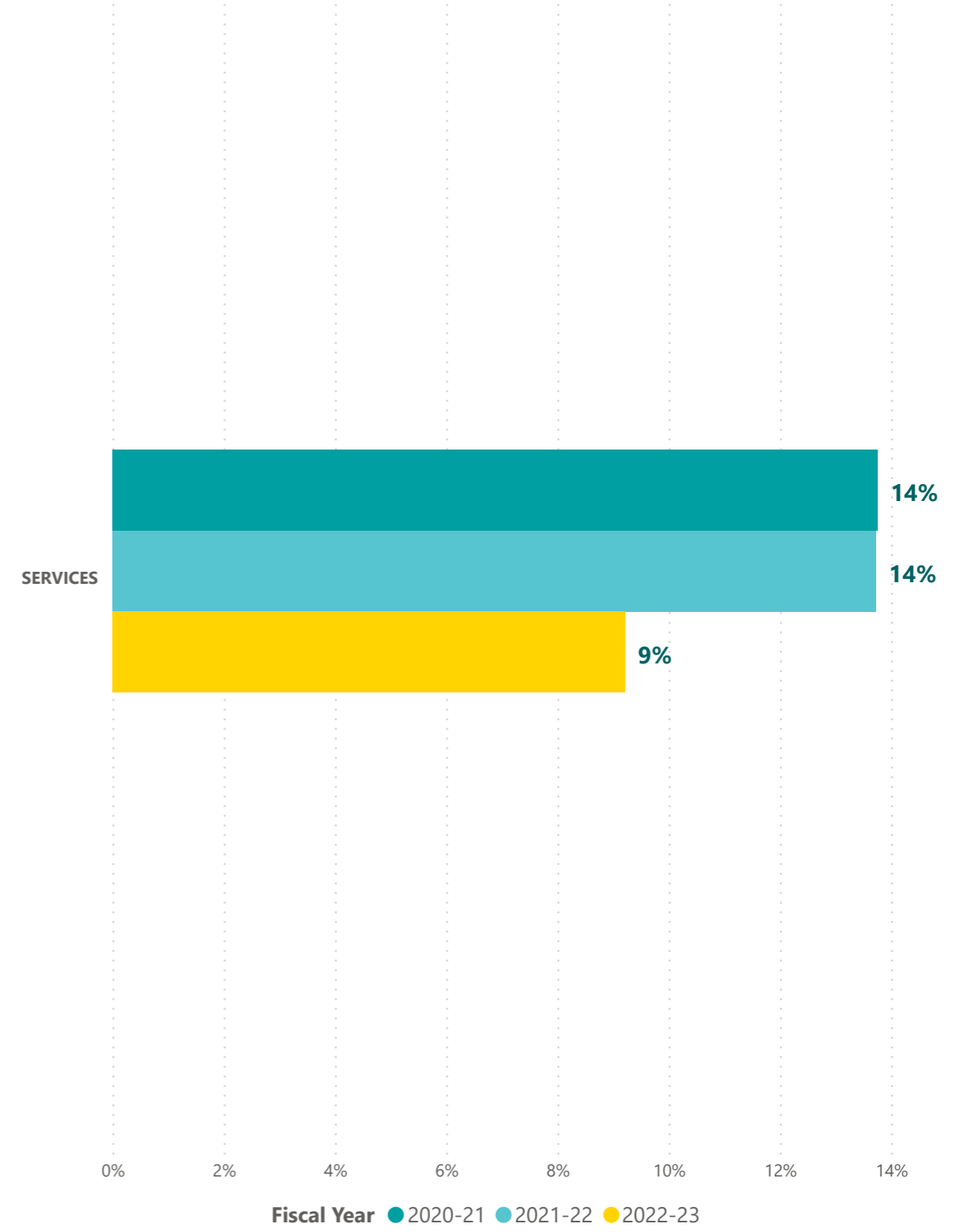
Non Permanent female employees data

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: 14%

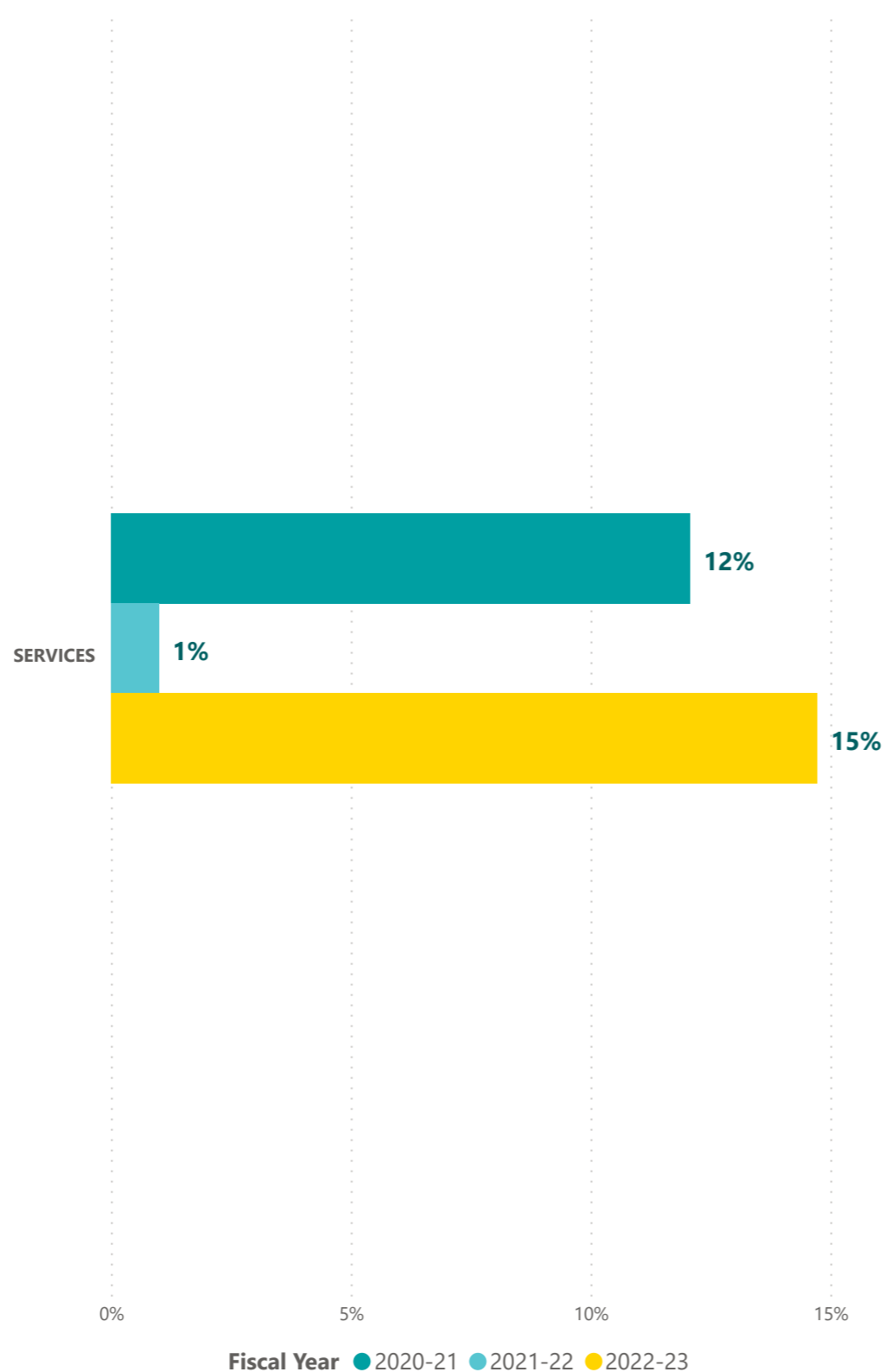
Permanent female workers data

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

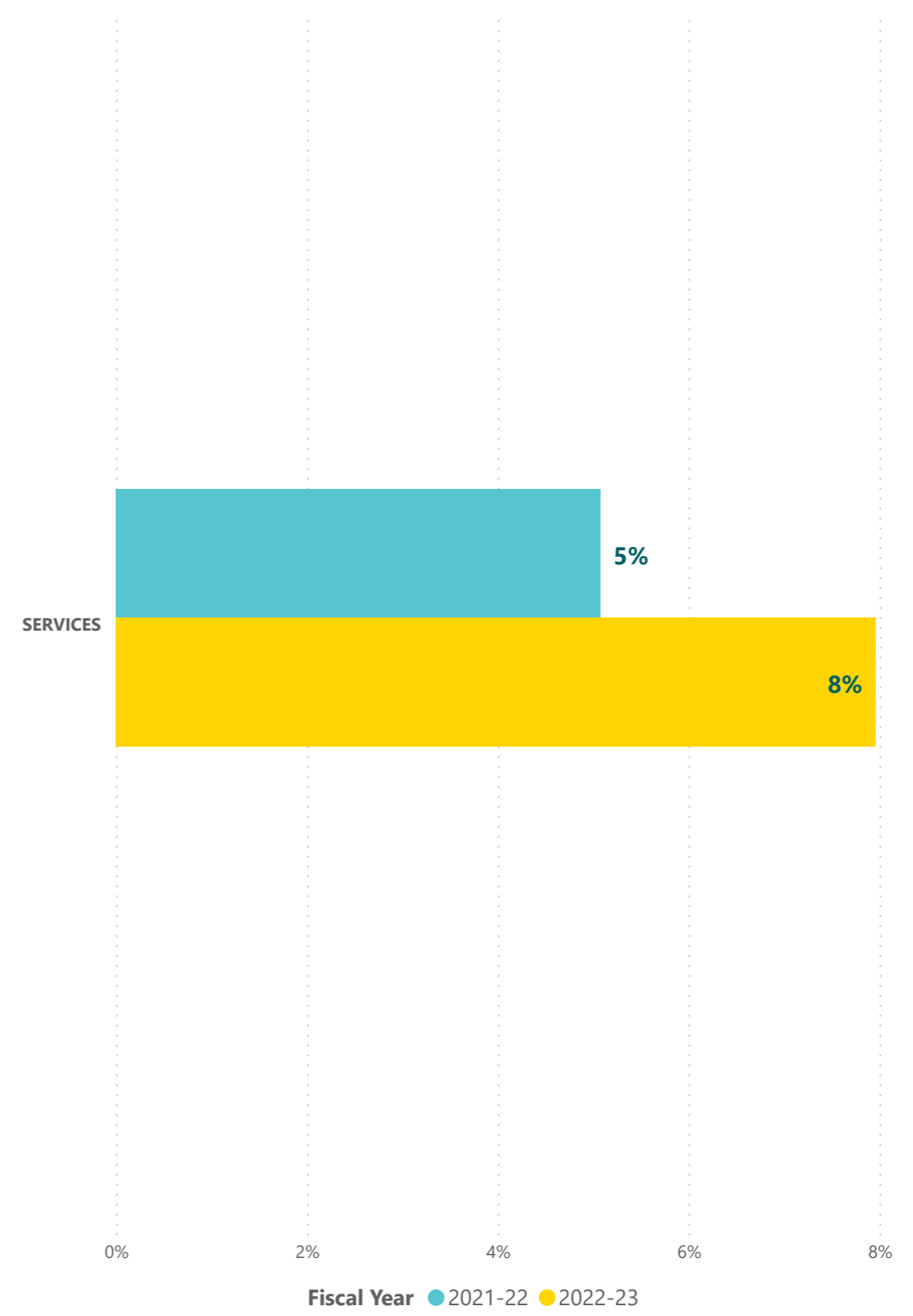
Non Permanent female workers data

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:

Return To Work Rate

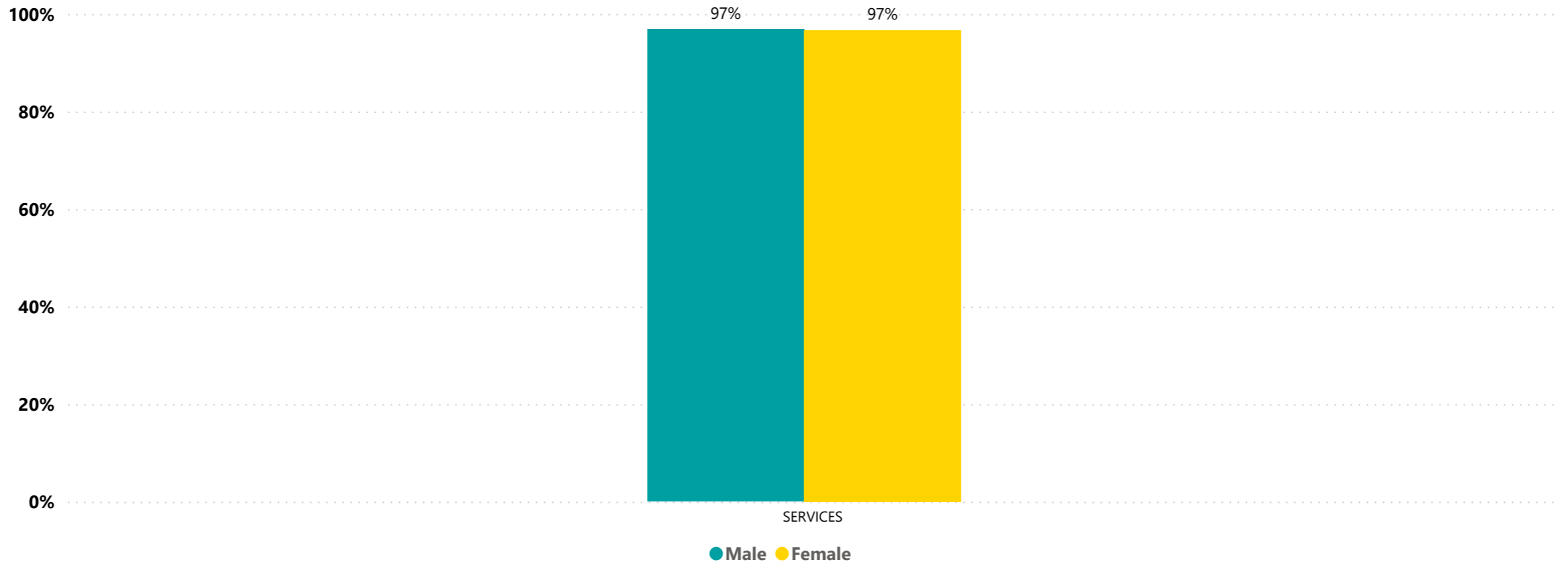
Across industries the Return to Work Rate (RWR) post parental leave for females is **97%** compared to males which is at **97%**



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



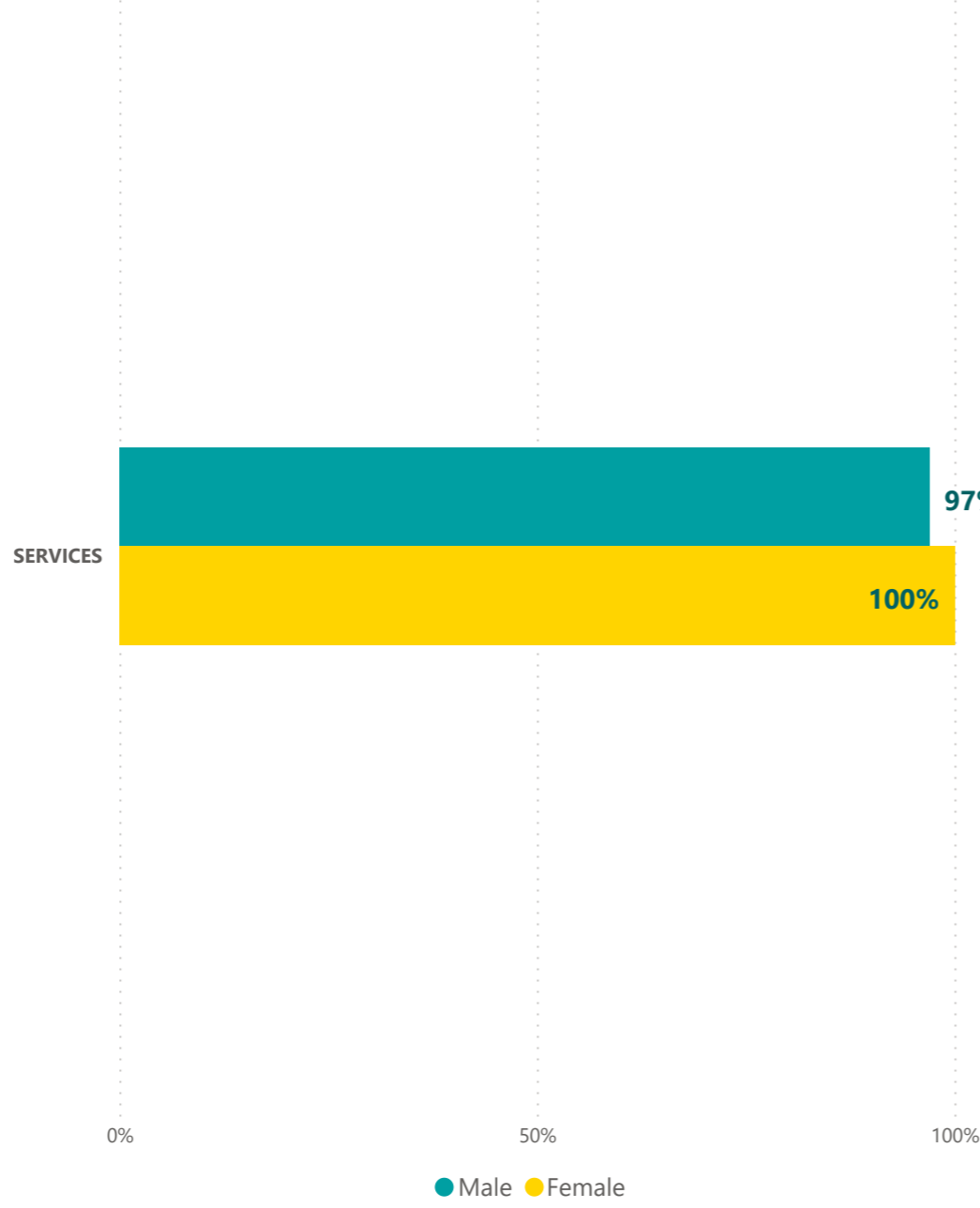
Retention Rate

Retention Rate for women employees who took parental leave All FY's: **91%**

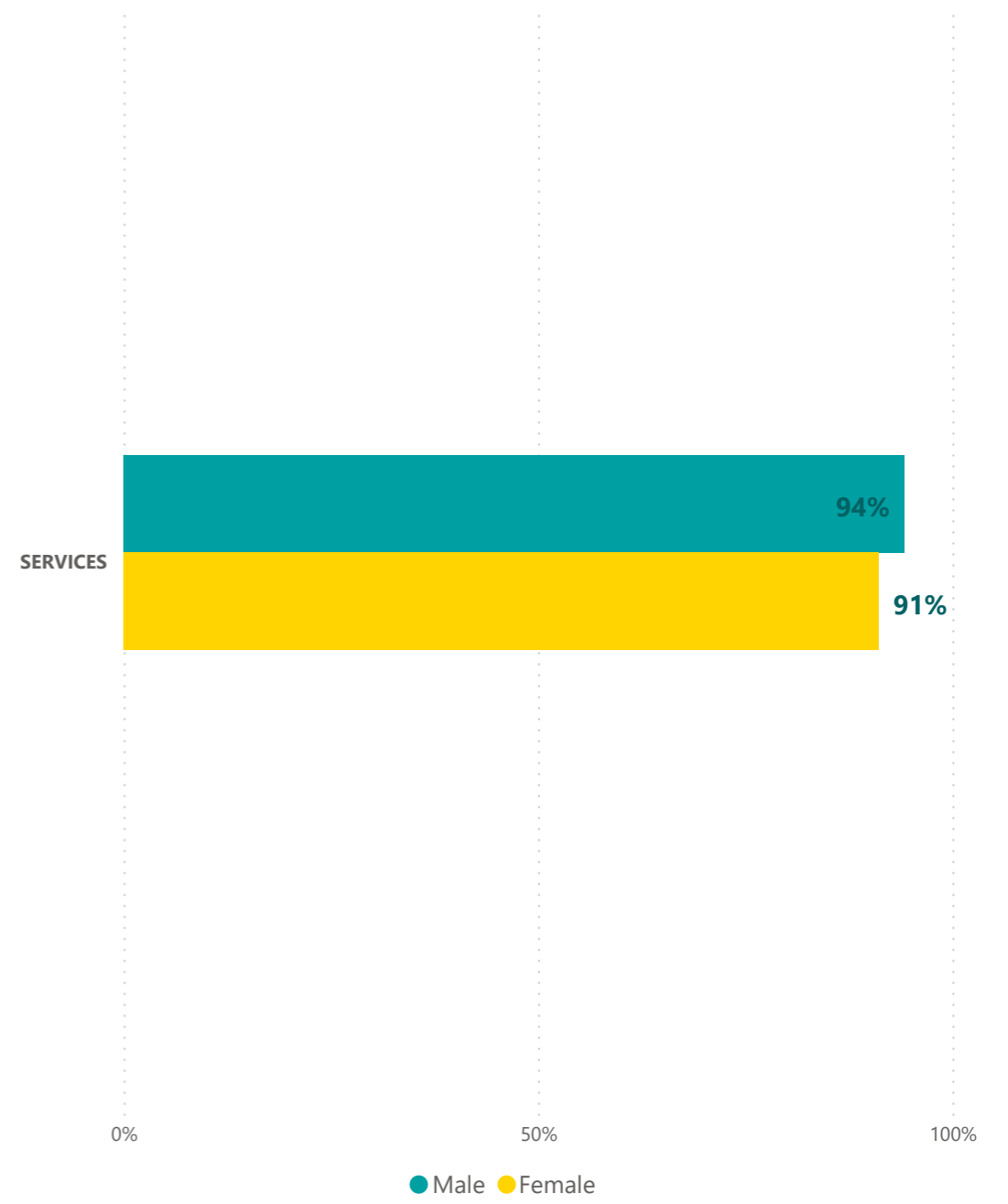
Retention Rate data

- Percentage reported in 2020-21: **1%**
- Percentage reported in 2021-22: **7%**
- Percentage reported in 2022-23: **33%**

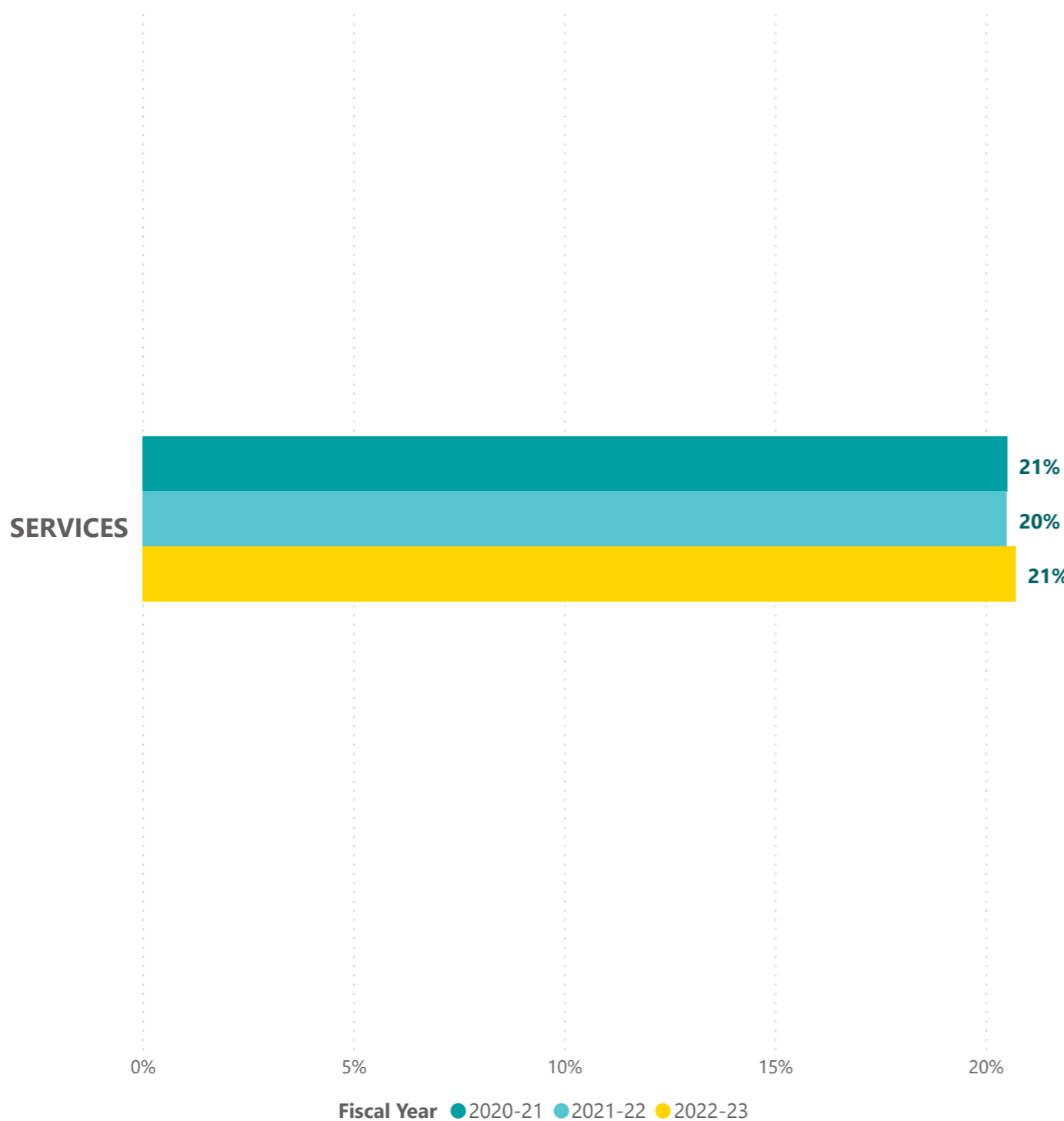
Retention Rate of permanent Workers who took parental leave by Industry



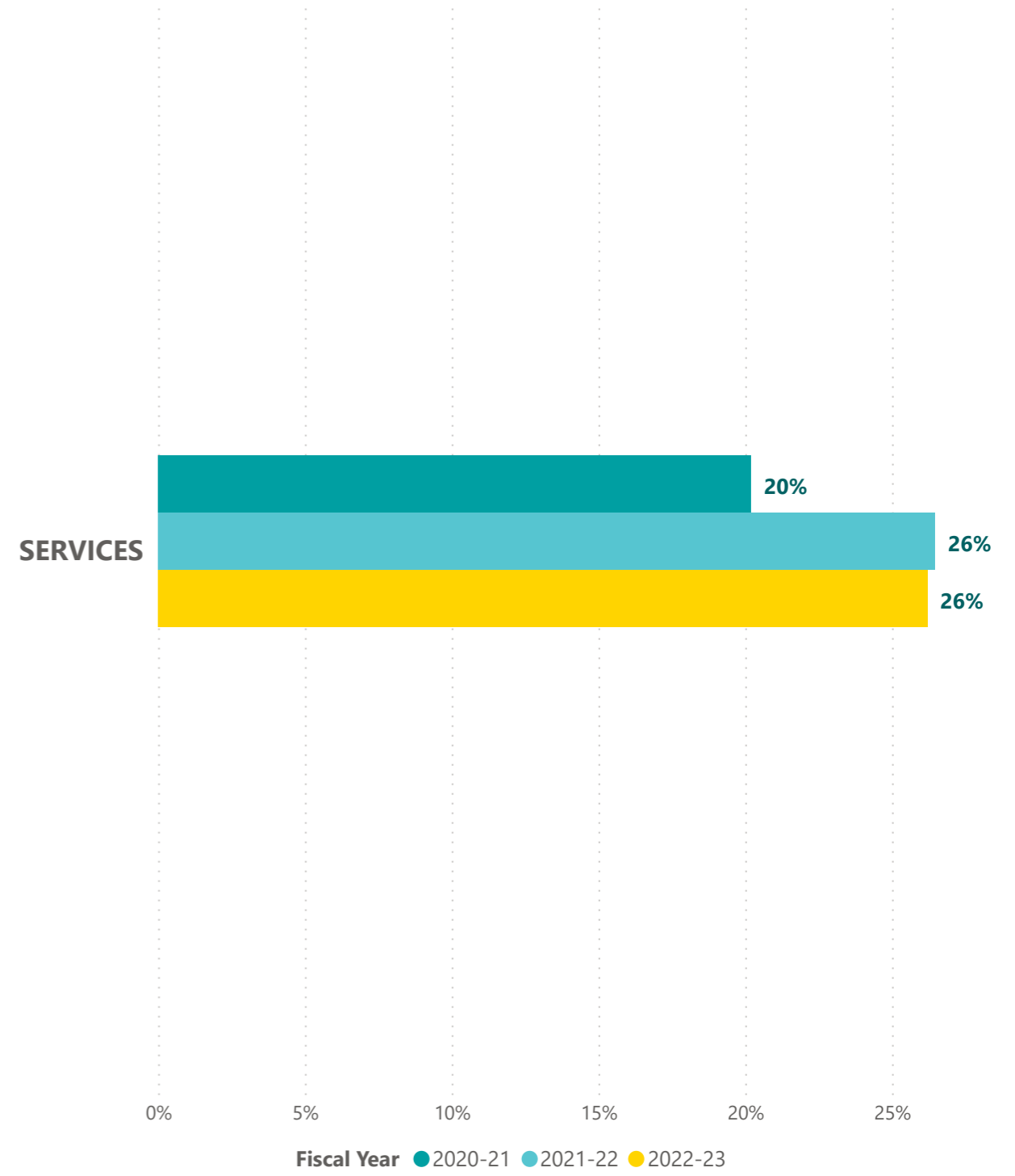
Retention Rate of permanent Employees who took parental leave by Industry



Women in Board of Directors



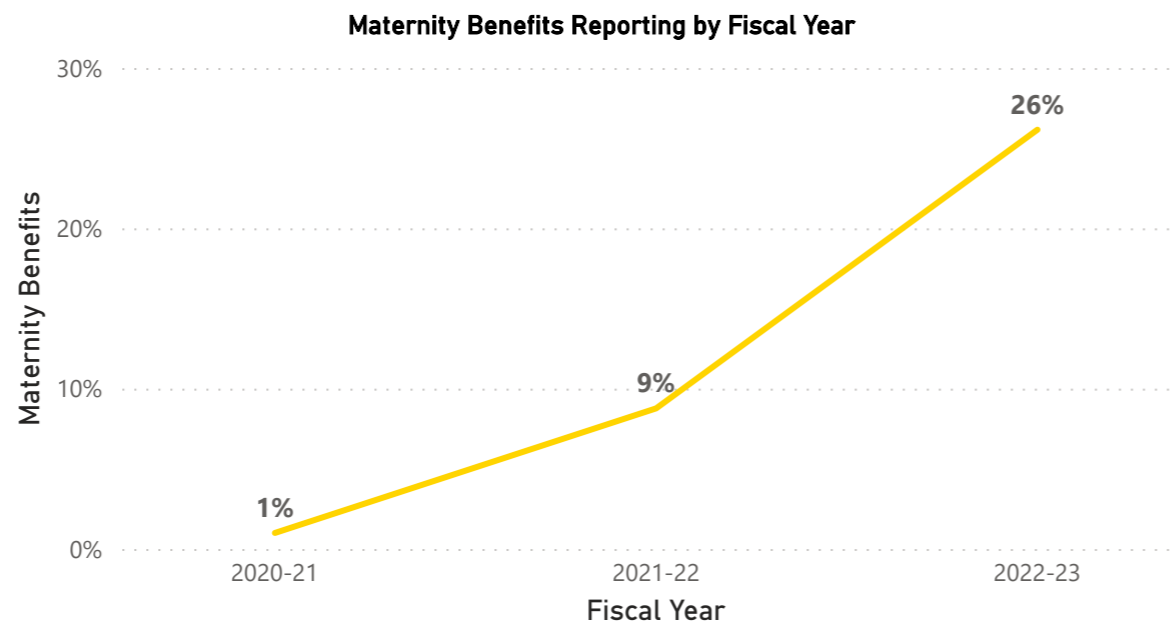
Women in Key Management Positions



Fiscal Year All	Company Name All	Employee Size All	NSE/BRSR All	Market Index All	Industry SERVICES
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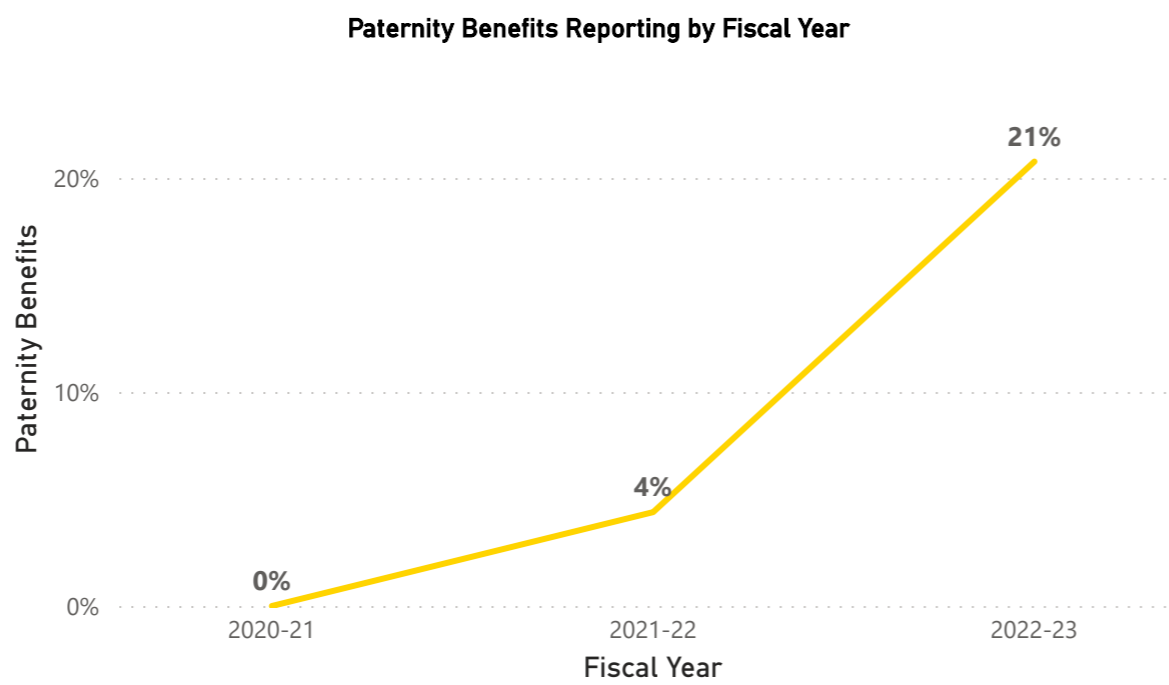
Note: Reporting of employee access to benefits increased in FY 2022-23 due to many companies adopting BRSR framework for reporting

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



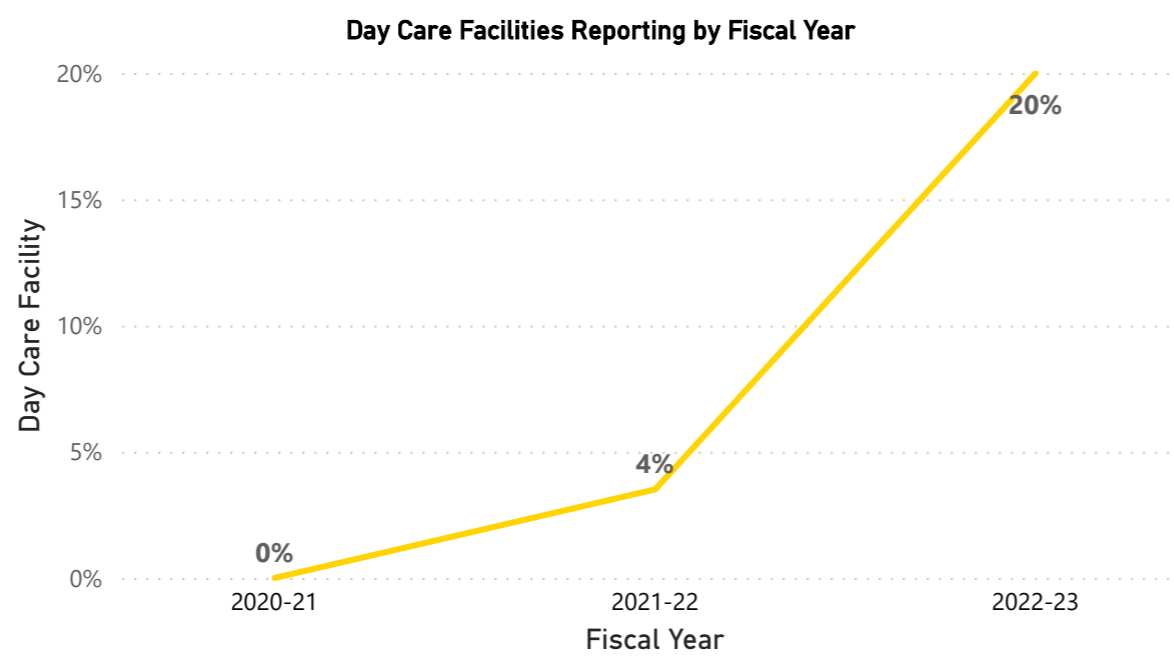
Maternity Benefits Reporting By Industry	
Industry	Maternity Benefits All Females
SERVICES	26%

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



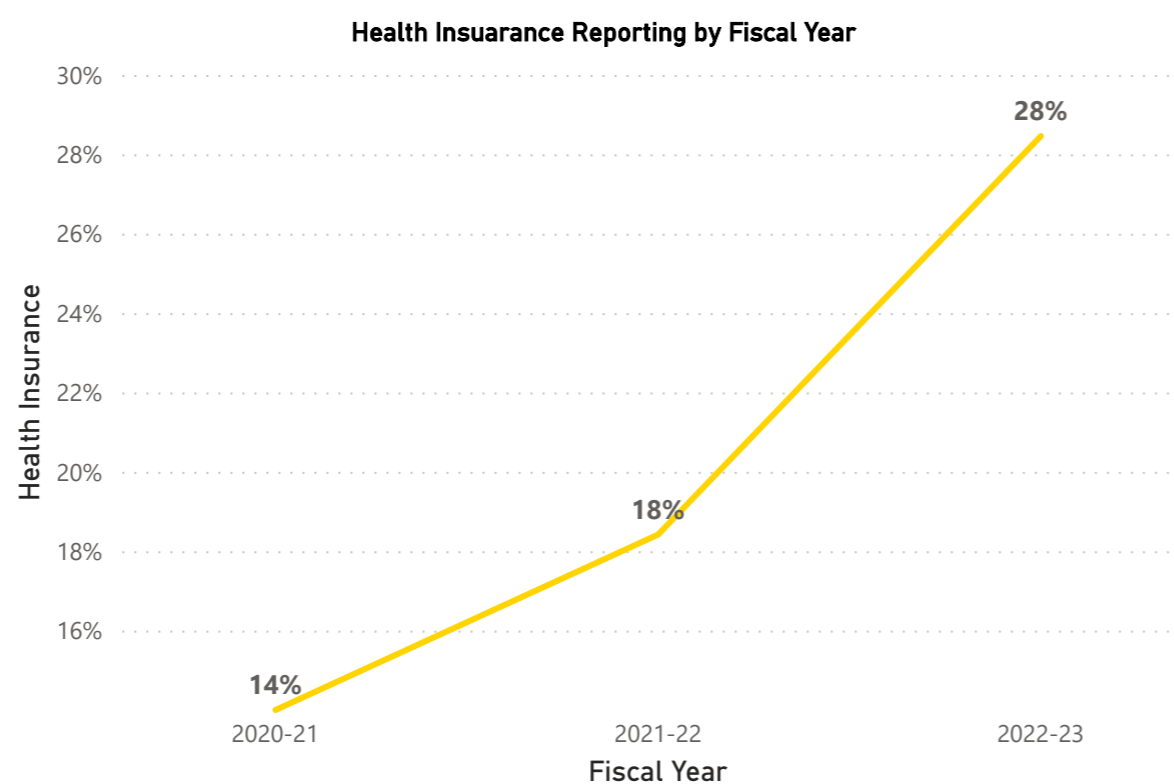
Paternity Benefits Reporting By Industry	
Industry	Paternity Benefits All Males
SERVICES	21%

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
SERVICES	20%

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



Health Insurance Reporting By Industry	
Industry	Health Insurance
SERVICES	28%