

**GOVERNMENT OF INDIA  
MINISTRY OF CORPORATE AFFAIRS**

RAJYA SABHA  
UNSTARRED QUESTION NO. 1651  
ANSWERED ON TUESDAY, AUGUST 6, 2024

**WOMEN'S INCLUSIVITY IN CORPORATE SECTOR**

**QUESTION**

1651. Dr. ASHOK KUMAR MITTAL:

Will the Minister of CORPORATE AFFAIRS

be pleased to state:

- (a) the detailed findings of the recent study on women's inclusivity in corporate India, including data on their representation at entry, mid, and senior management levels over the past five years;
- (b) the budget allocation and expenditure for programs promoting women's inclusion in the corporate sector in the last five years, with projected funding requirements for proposed initiatives and their efficiency analysis;
- (c) the quantitative data on barriers to women's inclusion in corporate India, including pay gaps, promotion rates, and retention rates; and
- (d) the new policy measures planned to enhance gender inclusivity in corporate India, including targets, timelines, and success metrics?

**ANSWER**

**THE MINISTER OF STATE IN THE MINISTRY OF CORPORATE AFFAIRS AND  
MINISTER OF STATE IN THE MINISTRY OF ROAD, TRANSPORT AND HIGHWAYS**

**[SHRI HARSH MALHOTRA]**

(a) to (d):- The Ministry of Corporate Affairs has not done any such study on women's inclusivity in corporate India. However, with a view to encouraging women participation in decision making at various level in companies, the following provisions have been included in the Companies Act, 2013 and rules made thereunder:-

- Second proviso to sub-section (1) of section 149 of the Companies Act, 2013 (Act) provides that prescribed class of companies shall have at least one woman director.
- As per Rule 3 of Companies (Appointment and Qualification of Directors) Rules, 2024, every listed company and every other public company having paid up share capital of Rs. 100 crore or more or having turnover of Rs. 300 crore or more is required to appoint at least one woman director.

- If a company makes default in complying with this provision of the Act, the company and every officer of the company who is in default is liable for penalty provided under section 172 of the Act.

As per filings in MCA-21 registry, women directors are associated with 5,551 active listed companies, 32,304 active unlisted Public companies and 8,28,724 active private companies as on 31st March, 2024.

Securities and Exchange Board of India (SEBI) has informed that in terms of Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, 1153 listed entities have submitted Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended March 31, 2023 on BSE and NSE. The consolidated average data, as provided by the stock exchanges, with respect to Participation/Inclusion/Representation of women at Board members and Key Managerial Personnel (KMP), Turnover rate for Permanent employees and Number of Employees is as under:

Sr No	Particulars	%
1	Female Board members to Total Board members	18.67
2	Female KMPs to Total KMPs	14.08
3	Permanent Female Employees to Male Employees	20.81
4	Average Turnover Rates for Permanent Male Employees	0.42
5	Average Turnover Rates for Permanent Female Employees	0.35
<i>Source: BSE, NSE</i>		

The Ministry of Micro, Small & Medium Enterprises (M/o MSME) has informed that it has implemented various schemes and taken various initiatives that address the need for credit, technology, market development, capacity building of the MSMEs, wherein women entrepreneurs are encouraged to avail the benefits through various fora, like Samarth Initiative, Credit Guarantee Scheme for Micro and Small Enterprises (MSEs), Credit Linked Capital Subsidy Scheme, Scheme of Fund for Regeneration of Traditional Industries (SFURTI), Lean Manufacturing Competitiveness Scheme, Zero Defect and Zero Effect (ZED), Credit Linked Capital Subsidy Scheme for Technology Upgradation, MSE-Cluster Development, Yashasvini Campaigns for support and development of women entrepreneurs, MSME Trade Enablement and Marketing (MSME TEAM) etc., Details of these schemes are available at <https://www.msme.gov.in>.

The Ministry of Labour and Employment has informed that it has taken several initiatives to improve women's participation in the labour force such as:-

- Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination and also prevent discrimination against women while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as

promotion, training or transfer. The provisions of the Act have been extended to all categories of employment.

- Maternity Benefit Act, 1961, as amended vide the Maternity Benefit (Amendment) Act, 2017, inter-alia, provides for paid maternity leave to women workers and crèche facility in respect of establishments having 50 or more employees. The Government has increased paid maternity leave from 12 weeks to 26 weeks of which not more than eight weeks shall precede the date of expected delivery. Depending upon the nature of work assigned to a woman, the Act provides for work from home for such period and on such conditions as the employer and the woman may mutually agree.
- Under Mines Act, 1952, Government has allowed the employment of women in the aboveground mines including opencast workings between 7 pm and 6 am and in below ground mines working between 6 am and 7 pm in technical, supervisory and managerial work subject to obtaining written consent from women employee and the adequate facilities and safeguards regarding their occupational safety, security and health.

\*\*\*\*\*