



BEST COMPANIES FOR WOMEN IN INDIA & MOST INCLUSIVE COMPANIES INDEX

P R E S S R E P O R T

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FOREWORD

DR. SAUNDARYA RAJESH

**FOUNDER-PRESIDENT,
AVTAR GROUP**

The world has been in a state of flux for over two years now. The timeline we broadly refer to as the 'post-pandemic world' is synonymous with every change—small or big—we have made or witnessed since early 2020. How has this been reflected in an integral part of our lives called work?

The post-pandemic workplace has turned agile and resilient to the new and basic needs of their greatest strength-- people. From striking a work-life balance to strengthening human connections, the workplace has been facing unique challenges. The results of the 7th edition of the Best Companies for Women in India (BCWI), the largest and the most comprehensive diversity analytics exercise in the country, conducted by Avtar in association with Seramount (Formerly Working Mother Media), are a glowing testimony to those relentless efforts. The stupendous performance underlines how diversity, equity, and inclusion continue to shine the light on the path ahead for intentional organizations focusing on sustainable growth.

To summarize the results: there has been an approximate 10% rise in women's workforce participation from the time of the study's inception, with a promising 34.8%. Women's career advancement and elevation in leadership positions have received a fillip with the group occupying 26% of managerial positions. A good testament to the unwavering intention to increase the number is that all the top 100 have leadership training programmes alongside career sponsorship offered by 79% of the companies--- a 13% rise in a year. Second career programmes that play a crucial role in improving gender diversity in organizations have seen more

uptake with 75% of the Top 100 adopting them-- a good 45% increase since 2016. Flexible and remote work continue to be game changers at 100% and 97% respectively.

In its fourth edition, the 2022 Most Inclusive Companies Index (MICI), which indexed companies' pursuit of diversity strands including gender, generation, persons with disabilities to LGBTQ+ -- in the DEI initiatives of the company, has seen some marvelous moves in the space of inclusion. Stressing the importance they hold for queer inclusion. 82.5% of companies on MICI have LGBTQ networks for their employees. 100% of champions have LGBTQ networks for their employees and 77% of Exemplars have the same.

Following the disruptions of 2020, the adaptations and adjustments since then, The Best Companies and the Most Inclusive Companies have seen DEI as an enabler along the journey. Evidently, the pace of DEI progress in the Best Companies with 77% of them reporting an upsurge in their DEI momentum, as the study results show. With the companies on the lists serving as stellar examples, it is an exciting phase in the world of DEI. Along with the frontrunners, who have been successfully projecting the path for diversity and inclusion, we will continue to build the intent and accountability to expand the tribe.

Best wishes,

Saundarya Rajesh,
*Founder-President,
Avtar Group*



FOREWORD

SUBHA V. BARRY

**PRESIDENT,
SERAMOUNT, PART OF EAB**

Dear Colleagues and Friends,

I'm proud to present the results of the 2022 Seramount & Avtar 100 Best Companies for Women in India initiative. With each year, the number of applications we receive rises. Now in its seventh year, we received 351 applications from organizations in India spanning every major industry, geographical location and line of business. That is a five percent, year over year, increase. This truly exemplifies India's and (its business community's) commitment to helping women advance in the workplace.

The 100 Best Companies for Women in India list represents the most progressive and forward-thinking companies for women. We applaud their leadership, employees, and their efforts to create an inclusive work environment where women (and men) can succeed.

A year ago, we introduced you to our new brand and company, Seramount. Our aspiration is to empower inclusive workplaces and help our partners build a culture where all employees can thrive. We recognize that this journey looks different for each organization, so we guide our partners wherever they are on their journey and support their unique priorities and challenges with our comprehensive portfolio of assessment, research and learning solutions. Today, we're very proud to work with a global network—hundreds of companies of all sizes across industries and sectors including many of the Fortune 500—to support DEI priorities. With each of our partners, our goal is to accelerate progress and enable lasting change.

For 37 years, Seramount, has celebrated the U.S. 100 Best Companies for offering programs and policies that allow women, parents and caregivers to succeed at work and at home. We are pleased to again partner

with AVTAR, led by Dr. Saundarya Rajesh, to name the 2022 Seramount & Avtar 100 Best Companies for Women in India.

Six years ago, we launched the Inclusion Index in the U.S., which was created to drive change and help organizations accelerate progress in diversity, equity, and inclusion (DEI), while holding them accountable for their progress. Three years ago, we were able to bring this index to India with the help of Avtar. Now in its fourth year, the Most Inclusive Companies Index helps companies focus their efforts to understand gaps and provide specific strategies, programs, tools, and resources to help raise the standard on DEI strategies to improve the hiring, retention, engagement and career advancement for under-represented sectors including gender, LGBTQ+, PWD, and different generations.

We invite you to review this Avtar & Seramount 100 Best Companies for Women in India and the Most Inclusive Companies Index report for critical insights into the current status of women in India's workforce as well as for other underrepresented groups—where there's been progress and where the biggest opportunities exist!

Congratulations to all of the 100 Best and the Champions and Exemplars. Let's celebrate the inclusive workplace cultures these organizations have implemented in India and around the world so that all of their employees can thrive.

Best Regards,

Subha V. Barry,
*President,
Seramount, part of EAB*

INTRODUCTION: ABOUT BCWI & MICI

The pool of companies has been growing steadily in the recent years. Under the umbrella of India Inc. with every company trying to make its own space, what makes some stand out? What is that one common characteristic that distinguishes successful organizations from the rest? Undoubtedly, it is the culture that propels growth for people, for products & services, for all critical stakeholders in the ecosystem. This has been time and again established by high-growth organizations and testified by their employees' world over.

It was in 2016 that Avtar, India's premier DEI Solutions firm, partnered with New York-based Seramount (Formerly Working Mother Media) to bring the 100 Best Companies for women (Working Mother & Avtar Best Companies for Women in India – BCWI) study to India.

For seven years since, we have been shining the spotlight on many of these stalwarts for whom propelling growth within begins with inclusion. In 2019, we expanded the canvas further to establish corporate India's most comprehensive index of inclusive companies through MICI – the Working Mother & Avtar Most Inclusive Companies Index (MICI). Through MICI, the scope of inclusion intent grew to cover the strands of diversity including gender, People with Disabilities, Generation and culture.

So what not is BCWI/MICI?

- The studies do not involve exhaustive employee perceptual surveys. It is a policy assessment exercise for an applicant company, specifically with regards to inclusion.
- There is no participation or registration fee. Every company that submits a filled in application gets a scorecard of its performance, for free.
- There are no site audits or additional collateral submission required of companies. All information exchange between a company and Avtar happens only via the application form

What can a company gain from participating in BCWI/MICI?

- Opportunity to learn from the largest repository of best practices on inclusion, in these challenging times
- Opportunity for recognition for its inclusion commitment
- Opportunity to benchmark inclusion policies
- An important branding opportunity as an inclusive employer

STUDY CONTOUR

Avtar and Seramount's Best Companies for Women in India (BCWI)

2022 BCWI was launched in February this year. 351 companies from every major industry, geographical location and line of business comprised the applicants for BCWI. The application forms with close to 300 questions, required applicant companies to provide data of high-order granularity on their practices, programmes and policies to ensure gender inclusion at their workplaces. The study accepted applications from companies (meeting the eligibility criteria of at least 500 employees in India) between February 2022, and

The Avtar & Seramount Most Inclusive Companies Index (MICI)

This study, in its fourth edition, is aimed at helping organizations understand gaps in demographic representation and provide a strategic roadmap to drive internal change to find and implement Diversity, Equity and Inclusion (DEI) solutions. The key segments that MICI covered are a) Diversity Representation across the key strands of diversity including gender, generation, people with disabilities, LGBTQ b) Practices for fostering diversity and inclusion in recruitment, retention and advancement of people from diverse groups c) Company culture on Inclusion.

Any company that employed at least 500 employees (men, women and the third gender included) in India and participated in the 2022 Avtar & Seramount Best Companies for Women in India study was eligible to apply. The study was launched alongside the primary study - Best Companies for Women in India (BCWI), that was launched in February this year. Companies spanning every major industry, geographical location and line of business were amongst the applicants. The application form with close to 150 questions, required applicant companies to provide data of high-order granularity on their diversity representation and inclusion practices. This edition of MICI (Most Inclusive Companies Index), had 173 companies, applying to partici-



July, 2022. The Top 10 Best Companies and 100 Best Companies for Women in India were chosen based on their efforts towards gender inclusion, as represented in their applications.



pate. Based on the cumulative score (expressed as a percentage) companies got across the three segments, two categories of winning indices were decided:

- Companies with an Inclusion Index score of 75% & above get the coveted CHAMPIONS OF INCLUSION AWARD
- Companies with an Inclusion Index score of 55% & above are recognized with the EX-EMPLARS OF INCLUSION AWARD

The companies that feature in the winners list in 2022 BCWI & MICI, will be felicitated at the Awards Ceremony and Celebration which is a key segment called the 'Best Practices of the 100 Best' at the 'Best of The Best Conference 2022' on November 16, 2022 at the ITC Grand Chola in Chennai.

STUDY FRAMEWORK

The Working Mother & Avtar Best Companies for Women in India (BCWI)

This study looks into the following key dimensions of gender diversity policies and practices:

- Workforce Profile - This accounts for the men and women at different levels in a company's workforce, their hiring, promotion and attrition rates. The 5 levels in the corporate hierarchy bottom up are - non-managers, managers, senior managers, corporate executives and Board of Directors
- Recruitment, Retention, Advancement - Policies that companies have to recruit, retain and develop high potential women nurturing the female talent pipeline such as mentoring, networking, etc
- Safety & Security - The legislative provisions as mandated by law and additional measures that companies take to ensure safety of women employees
- Flexible Work - Policies such as flexi-time, remote-work, compressed work schedule, partial work-partial pay (amongst others) that allow employees flexibility in determining their work schedule
- Parental Leave & Parental Benefits - Policies for maternity, paternity and adoption leave and phase-back and re-integration programs
- Benefits and Work Life Programs - Policies for career enabling services such as day care and elder care services, tuition re-imbursement
- Company Culture and Management Accountability - The senior leadership's commitment to the philosophy of women's career enablement and work-life integration initiatives

The Avtar & Seramount Most Inclusive Companies Index (MICI)

The key segments that MICI covered are:

- Diversity Representation - Representation of diversity strands (gender, generation, People with disabilities (PwD), members of LGBTQ+ Community and culture) in the company's workforce
- Recruitment, Retention & Advancement - Practices and programs for recruitment, retention and advancement of a diverse workforce

- Company Culture - Ability to curate a culture that is inclusive of diverse people
- The companies were assessed in each of the critical segments and the scores were expressed in percentages. The closer a score is to 100, the better the companies' performed in that segment.

An index, unlike a list, does not have a set number of organizations to recognize. Instead, threshold percentages are set at which point any participant with that percentage or better qualifies for the index. Based on the cumulative score (expressed as a percentage) companies got across the three segments the indices were arrived at using two different threshold scores - of 70% and of 55%

1. 2022 - 100 Best Companies : Industry Distribution

Category	Value in %
IT	29
ITES	11
Banking, Financial Services & Insurance	16
Pharmaceutical	7
Professional Services, Management Consulting, Accounting	6
Consumer Products (including Cosmetics, Food and Beverages)	5
Hospitals/Health Care	2
Manufacturing	5
Science, Engineering, Aerospace, Medical Devices	6
E-commerce	3
Automotive	2
Real Estate/ Infrastructure development	1
Chemical (including Petro)	2
Media, Internet and Advertising	1
Retail and Apparel	1
Telecommunications	2
Logistics & Services	1

As shown in the table below, 46% of organizations listed in the 2022 100 Best Companies, are mid-size employers with 1001-5,000 employees. While 27% of listed companies had between 5001 – 15,000 employees, 6% of companies hiring women on the listing had about 1000 employees.

2. Employee strength wise distribution

Employee Strength-wise distribution	Value in %
501-1000 Employees	6
1001-5000 Employees	46
5001-15000 Employees	27

A sizeable proportion of the Best Companies are MNCs at 67% and the rest Indian companies, as shown by the table below. The latter prove that gender inclusion is turning out to be an integral part of the companies' growth story.

3. 2022 - 100 Best Companies: Distribution based on country of origin

Company Type	Value in %
Indian Companies	33%
MNCs	67%
5001-15000 Employees	27

As per the data available, women comprise 34.8% of the workforce in the 100 Best Companies. An interesting inference is that at least 34% of the companies in the 100 BCWI list were incorporated in the LPG era post 1991 followed by 30% from the first decade of the new millennium.

4. 2022 - 100 Best Companies: Employee Base/ Women Distribution

Total Employee Base: 18,62,141

Total women: 6,48,994

5. 2022 - 100 Best Companies: Year of Incorporation-wise Distribution

Before 1900	1
1901-1950	7
1951-1980	8
1981-1990	11
1991-2000	34
2001-2010	30
After 2010	9

2022 BCWI & MICI: WINNERS SEGMENT

BEST COMPANIES FOR WOMEN IN INDIA 2022

2022 Avtar & Seramount Top 10 Best Companies for Women in India

Listed below are the 2022 – Top 10 Best Companies for Women in India, listed A-Z, alphabetically.

- Accenture Solutions Private Ltd.
- Barclays in India
- Citi India
- EY
- Genpact India Pvt. Ltd.
- IBM India Pvt. Ltd
- Infosys Limited
- Mastercard India
- Tech Mahindra Limited
- ZS Associates India Pvt. Ltd.

2022 Avtar & Seramount 100 Best Companies for Women in India

Listed below are the 2022 – 100 Best Companies for Women in India, listed A-Z, alphabetically. This includes the Top 10 companies also. 2022 Avtar & Seramount 100 Best Companies for Women in India

- Abbott
- Accenture Solutions Private Ltd.
- Acuity Knowledge Partners
- Aditya Birla Capital Limited
- Adobe Systems India Pvt. Ltd.
- ADP Private Limited
- Allianz Technology SE (India) and Allianz Services Pvt. Ltd
- American Express India Pvt. Ltd
- Aspire System India Pvt Ltd
- AstraZeneca India Pvt Ltd
- AstraZeneca Pharma India Ltd
- Atos
- AVEVA Solutions LLP
- AXA XL India Business Services Pvt. Ltd.
- Barclays in India
- BASF INDIA LIMITED
- Bayer
- Biocon Limited and Biocon Biologics
- Boehringer Ingelheim India Pvt. Ltd.
- Cairn Oil and Gas, Vedanta Lim-

- ited
- Capco Technologies Pvt Ltd
- Capita India Private Limited
- Cisco Systems India Pvt. Ltd
- Citi India
- CRISIL Limited
- Cushman & Wakefield
- DBS Bank India Limited
- Deutsche Bank Group
- Diversey India Hygiene Pvt. Ltd.
- Dow Chemical International Pvt. Ltd
- Eaton Technologies Pvt. Ltd.
- ELICO HEALTHCARE SERVICES LTD
- Enphase Solar Energy Pvt Ltd
- EY
- Finastra Software Solutions Pvt Ltd
- Flipkart Internet Private Limited
- General Electric
- Genpact India Pvt. Ltd.
- HARMAN
- HCL Technologies Ltd.
- HDFC Life Insurance Company Limited
- HP Inc
- IBM INDIA PRIVATE LIMITED
- Impetus Technologies India Pvt. Ltd.
- Indegene Pvt Ltd
- Infineon Technologies India Pvt. Ltd.
- InfoBeans Technologies Limited
- Infosys Limited
- Integra Software Services Pvt. Ltd
- Intel Technology India Pvt Limited
- Invesco India Private Limited
- ITC Limited
- JSW
- Kaya Limited
- KONE Elevator India Private Limited
- L'Oréal India
- Lowe's Services India Pvt Ltd
- Macquarie Global Services Private Limited
- Maersk India
- MakeMyTrip India Pvt. Ltd.
- Mastercard India
- Midland Credit Management India Private Limited

- Molecular Connections Pvt Ltd
- Mondelez India Foods Pvt Ltd
- MOODY'S SHARED SERVICES INDIA PRIVATE LIMITED
- Morgan Stanley
- Mphasis Limited
- MSD Pharmaceuticals Private Limited
- Myntra Designs Pvt Ltd
- Northern Operating Services Private Limited
- Novartis Healthcare Pvt. Ltd.
- Optum Global Advantage(India) Private Limited
- Pegasystems Worldwide India Private Limited
- PepsiCo India Holdings Private Limited
- Procter & Gamble
- PTC Software (India) Pvt. Ltd
- Publicis Sapient, a division of TLG India Private Limited
- PWC
- Qualcomm India Private Limited
- Renault Nissan Technology & Business Centre India Private Limited
- Sony Pictures Networks India Pvt. Ltd.
- Sun Life India Service Centre Private Limited
- Target Corporation India Pvt Ltd
- Tata Communications Ltd
- Tech Mahindra Limited
- Teleperformance India
- Thales India Pvt Ltd
- The Hongkong and Shanghai Banking Corporation Limited
- Thermo Fisher Scientific Pvt. Ltd.
- TIAA GBS India Pvt. Ltd
- TVS Motor Company Ltd
- UST
- Verizon India
- Vodafone Idea Limited
- Volvo Group India
- Walmart Global technology Services India Limited
- Western Digital Corporation
- Wipro Limited
- ZENSAR TECHNOLOGIES
- ZS Associates India Pvt. Ltd.

2022 BCWI & MICI: WINNERS SEGMENT

MOST INCLUSIVE COMPANIES INDEX 2022

2022 Avtar & Seramount Champions of Inclusion – Most Inclusive Companies Index.

The companies that participated in 2022 Avtar & Seramount Most Inclusive Companies Index (MICI) and scored an Inclusion Index score of above 75% are placed in the prestigious Champions of Inclusion Index.

The Champions of Inclusion -2022, presented A-Z, alphabetically are:

- Accenture Solutions Private Ltd.
- AXA XL India Business Services Pvt. Ltd.
- Citi India
- EY
- IBM INDIA PRIVATE LIMITED
- Infosys Limited
- Mastercard India
- Target Corporation India Pvt Ltd
- Tech Mahindra Limited
- Wipro Limited

2022 Avtar & Seramount Exemplars of Inclusion – Most Inclusive Companies Index

The companies that participated in 2022 Avtar & Seramount Most Inclusive Companies Index (MICI) and scored an Inclusion Index score of more than 55% and less than 70% are placed in the prestigious Exemplars of Inclusion Index.

The Exemplars of Inclusion -2022, presented A-Z, alphabetically are:

- Acuity Knowledge Partners
- Adobe Systems India Pvt. Ltd.
- ADP Private Limited
- AstraZeneca India Pvt Ltd
- Atos
- Barclays in India
- Biocon Limited and Biocon Biologics
- Capita India Private Limited
- Cushman & Wakefield
- Dow Chemical International Pvt. Ltd
- Enphase Solar Energy Pvt Ltd
- Genpact India Pvt. Ltd.
- HCL Technologies Ltd.
- HP Inc
- InfoBeans Technologies Limited
- Integra Software Services Pvt. Ltd
- Invesco India Private Limited
- L'Oreal India
- MakeMyTrip India Pvt. Ltd.
- Midland Credit Management India Private Limited
- Morgan Stanley
- Mphasis Limited
- Myntra Designs Pvt Ltd
- Northern Operating Services Private Limited
- Novartis Healthcare Pvt. Ltd.
- The Hongkong and Shanghai Banking Corporation Limited
- TVS Motor Company Ltd
- UST
- ZENSAR TECHNOLOGIES
- ZS Associates India Pvt. Ltd

KEY HIGHLIGHTS: 2022 BCWI & MICI

Note:

- 2022 Working Mother & Avtar 100 Best Companies for Women in India is referred to as 2022 – 100 Best.
- 2022 Working Mother & Avtar Top 10 Best Companies for Women in India is referred to as 2022 – Top 10.

Women's representation in the 100 Best Companies continues to increase. In the 2022– 100 Best, 34.8% of the workforce are women, up from 34.5% in 2021, 34% in 2020--- an approximate 10% rise from 25% in 2016 or in the year of the study's inception. There has been a consistent rise in representation of women at managerial levels from 25.4 % last year to 26% in 2022. Women in non-managerial levels has also seen a rise steadily from 38% in 2021 to 38.6% this year.

Initiative	2016 - 100 Best	2017- 100 Best	2018- 100 Best	2019- 100 Best	2020- 100 Best	2021- 100 Best	2022- 100
Women's representation (This denotes the representation of women as a part of the overall workforce)	25	30	31	33	34	34.5	34.8
Women at managerial level	19	20	21	21	23	25.4	26
Percentage of women amongst all hires	31	36	33	36	37	38	38.6
Career Sponsorship (a sponsorship program is similar to mentoring, although in this case the sponsor is held accountable for the development and success of the sponsee.)	45	51	52	62	62	66	79
Leadership training	56	98	99	99	99	99	100
E-learning for POSH (These are e-learning modules to raise employee awareness on 'Prevention of Sexual Harassment (POSH))	56	58	59	89	89	94	97
Structured process for flexible working (This refers to a structured process to address flexible working request)	100	100	100	100	100	100	100
Remote work (This refers to work from home)	60	66	77	77	85	97	97
Onsite Child care support (this refers to child care facilities/crèches within company premises)	26	33	45	44	50	70	50
Near site child care (This refers to child care facilities near company premises with which the company has tie-ups)	26	31	45	72	75	77	72
Second career programmes (This refers to the formal hiring programmes to identify and recruit women on career breaks)	30	40	51	53	65	71	75
Maternity Retention Rate (this refers to the rate at which companies retain women after company provided maternity Leave)	-	90	88	91	91	97	92
Paternity leave (This refers to fully paid leave offered to male employees in the event of child-birth)	86	94	93	97	98	99	99
Duration of fully paid paternity leave	7 days	8 days	9 days	8 days	12 days	15 days	18 days

2022 AVTAR & SERAMOUNT BEST COMPANIES FOR WOMEN IN INDIA: OTHER KEY FINDINGS

Women's representation in 2022-100 Best Companies continues to increase – average representation is 34.8% (up .3% from 34.5% in 2021. It was 25% in 2016). In the Top 10, the overall representation is above 40%.

100% of the 2022-Top 10 and 75% (up 4% from 2021) of the 2022 – 100 Best have formal programmes for returning women/second career women. When the study launched in 2016, only 30% of the 100 Best companies had programmes to hire returning women. Over the years, more companies have come forward to embrace the returnship programs as an effective means to improve their gender diversity.

A special focus on women advancement is visible evidently among the 2022-Top 10 with regular meetings to review goals and metrics being undertaken by 97% of them and 90% of the 100 Best having a separate update on women's advancement as part of the annual updates with employees.

Mentoring, rated as one of the most critical enablers for women, has become a common practice in the 100 Best. 98% of 2022-100 Best provide this, and all Top 10 offer the same.

Similarly, career sponsorship, which was offered by only 45% in 2016, is being offered by 79% in 2022. In 2016, 56% of the 100 Best offered management and leadership training, this has risen to 100% in 2022, indicating a clear rise in the number of companies invested in sharpening the professional acumen of their employees.

Gender pay parity is another priority for the top 2022-100 Best. 86% of these companies have mechanisms to measure and benchmark gender pay equity, showing that 100 Best companies consider pay parity as a very important pre-requisite for gender inclusion. While in 2016, 14% of Top 20% earners in the 100 Best were women, this comes close to 20% in 2022.

Today 72% of the 100 Best companies offer near site child-care support (tie-ups with child care facilities near company premises), the remaining offer on-site child care support. In 2016, only 16% of 100 Best in 2016 offered child-care support.

99% of the 2022-100 Best companies provide fully paid paternity leave – a consistent record being maintained over the last two years. With the maximum paternity leave span being 16 weeks and an average of 18 days, the Best Companies are raising the bar when it comes to greater gender equality in parental leave. This is also a reaffirmation of these companies promoting a male ally culture and ensure that their male employees have the option of paid leave for important life events like birth of a child. This is in a context, when the country is yet to have a formal policy around paid paternity leave.

With 98% of the 2022- 100 Best offering adoption leaves, it is also increasingly evident that the gap in the category is gradually being closed, as the 2022-Top 10 has all of them offering the leaves. A zero-tolerance approach towards sexual harassment at the workplace ensures psychological safety for the women employees. The companies in the Top 10 and 100 Best BCWI lists in 2022 have reiterated their commitment to creating a safe and secure workplace. And the difference between top 10 and 100 Best is negligible when it comes to sharing the POSH guidelines across virtual platforms at 100% and 99% respectively.

Flexibility continues to be a strategic enabler for employees at the 100 Best companies. It not only ensures greater ownership amongst employees, it also helps foster greater employee engagement and better employee experience. Flexible and remote working have been a winning combination this time as well with 100 % of top 10 and 97% of 100 Best offering remote work, while 100% of top 10 and 96% of 100 Best offering flexible.

There is also an increase in DEI rigor following the pandemic as 77% of 2022-100 Best have shown the rise.

2022 AVTAR & SERAMOUNT MOST INCLUSIVE COMPANIES INDEX – KEY HIGHLIGHTS

The Diversity and Inclusion Intent amongst companies on the 2022 Most Inclusive Companies Index (MICI) run deep. Gender, Generation, PwD, LGBTQ, Nationality and Socio- economic diversity are strands for which these companies have focused initiatives. Identifying and developing diverse talent is a key priority for these organizations.

Percentage of companies focusing on Diversity Strands (in %)

Percentage of companies focusing on Diversity Strands (in %)	Champions + Exemplars (Total 10+30=40 companies)
Gender	100
Generation	85
People with disabilities	95
LGBTQ	90
Socio-economic backgrounds	55
Cultural	72.5

The companies that feature in MICI together employ 4660 People with Disabilities:

- a.The Champions of Inclusion together employ over 3934 People with Disabilities.
- b.The exemplars have over 726 PwD employees working for them.

Generational diversity in India Inc.

58% (up by 7% from last year) of the workforce in India are today Gen Zs, 33% are Gen Ys (down by 5% from last year), 8% (down by 2% from last year) are E-Gens and only 1% are from the GenXs.

DEI Accountability in India Inc.

- The office of Diversity, Equity & Inclusion is very structured in companies on the index. Apart from having dedicated teams to manage their DEI strategy, companies on MICI also have the following resources within their ODI:
- 97.5% of companies on the index train their hiring managers to be culturally sensitive and competent.
- 85% of companies on the index require their interview panels to be diverse (down from 90% last year).
- In 97.5% of companies on the index, managers are held accountable for DEI during the performance review process (up from 95% last year)
- 95% of companies on the index have a structured DEI council to drive their DEI agenda. Having a structured body such as a DEI council enables greater traction and focus around DEI and makes the pursuit of inclusion more purposeful – remains the same from last year.
- All companies on MICI have a formal policy to address grievances associated with gender or diversity, equity & inclusion issues.
- 38% (up by 9% from last year) companies have dedicated resources for DEI Communication (60% Champions and 30% Exemplars)
- 35% (up by 7% from last year) companies have dedicated resources to manage diversity analytics (70% Champions and 23% Exemplars)
- 20% (Up by 4% from last year) companies have dedicated resources for DEI marketing (40% Champions and 13% Exemplars)

Inclusive communication practices

- Towards ensuring that all internal and external documentation and communication are bias free, all companies on the Index have the following initiatives:
- Ensuring that all policy documents use unbiased, neutral language (biases can gender-based, cultural, generational)
- Ensuring that all internal communications (leadership communications – townhalls/e-mails, intranet posts/blogs) use unbiased, neutral language
- Ensuring that all external communications (press releases, media interviews, social media posts) use unbiased, neutral language

LGBTQ Friendly Measures

- 82.5% of companies on MICI have LGBTQ networks for their employees - 100% of champions have LGBTQ networks for their employees and 77% of Exemplars do this
- 70% of companies on MICI engage social media to reach out to LGBTQ talent pool. 90% of Champions and
- 63% Exemplars engage social media to reach out to LGBTQ talent pool.
- 83% companies on the index host events to foster a culture of allyship for the LGBTQ Community. 100% Champions and 77% of Exemplars have such programs
- 75% companies on the index provide specific mentoring opportunities for LGBTQ employees 90% Champions and 70% Exemplars have such initiatives
- 38% companies on the index run specific programs to identify hi-pot employees from the LGBTQ Community. 50% Champions and 33% Exemplars do this

PwD Friendly Measures

- 60% companies on the index provide customized leadership development programmes for PwDs. 70% Champions and 57% Exemplars have such initiatives
- 63% companies on MICI have career sponsorship programs to help PwD employees pursue their career aspirations. 60% Champions and 63% Exemplars have such initiatives
- 95% companies on MICI conduct infrastructural audit of offices and facilities to ensure inclusion, specifically of PwD employees. All Champions and 93% Exemplars carry out the initiatives
- 65% companies on the index have referral programmes to reach out to PwD talent and hire them. (up 63% from 2020 & 70% from 2021). 90% Champions and 57% Exemplars implement such programmes.

CONCLUSION

A lot of action and steps initiated by the companies on the BCWI and MICI lists indicate that a diverse and inclusive India Inc is decisively pushing boundaries. The DEI rigor and focus prove that they are keen on turning challenges that followed Covid and thereafter into opportunities. The Top 10 & 100 alongside the MICI Exemplars and Champions have set the benchmark for other DEI aspirants across industries to aim for and emulate. Through the recognition by BCWI and MICI, Avtar and Seramount continue to guide them to push boundaries to take deeper plunges into the world of diversity, equity, and inclusion.

About Avtar

Avtar set up in 2000, is India's first diversity advocate & workplace inclusion expert. Renowned for its extensive work in the space of Diversity, Equity & Inclusion (DEI) and more specifically, women's workforce participation, it is the country's largest provider of second career opportunities for women and is also the earliest to begin working on diversity audits and measurement. Lead by the visionary Dr Saundarya Rajesh, Avtar has ventured into areas of gender inclusion and career creation, which are firsts to India.

- Creating platforms for second career women to meet potential employers,
- Developing a comprehensive set of career enablers which companies can implement in their workspaces
- Spearheading original research that has provided cutting edge insights to organizations
- Creating India's first diversity hiring portal myavtar.com for women, LGBTQ, PWD, Veterans and Silver Generation
- Re-Skilling, Up-skilling and Counselling of women to pursue sustainable career paths and
- Building career intentionality amongst under privileged girl children.

Avtar has built its DEI offerings under four EDs, which ensures that every organization can have a clear path towards moving forward, building and sustaining diverse, equitable and inclusive workplaces. The Four EDs – Enrich Diversity, Embed Diversity, Enable Diversity and Experience Diversity are constructed along four key implementation dimensions of Diversity - for Audits & Advisory support, Recruitment Programs, Workshops and Training Programs and Conferences and Events, respectively.

Follow Avtar on Facebook, LinkedIn, Instagram, and Twitter.

About Seramount (formerly Working Mother)

Seramount, part of EAB, is a strategic professional services and research firm dedicated to advancing diversity, equity, and inclusion (DEI) in the workplace. For over four decades we have partnered with 450 of the most iconic companies in the world. This has allowed us to build a deep, data-driven understanding of the employee experience, which lays the groundwork for everything we do. Seramount provides best practice research, leadership skill-building, expert advisory and custom research, and implementation tools to DEI leaders within the organizations it serves. We meet each partner's needs no matter where they are on their journey and guide them along an ever-changing talent landscape. Learn more at seramount.com.

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