

Women in Corporate India- Tables

Women on Boards

Table 1: Companies with at least one woman on board

As on date	Companies listed on NSE (main board)	Companies with at least one woman on board	% of companies having at least one woman on board
06-Mar-25	2,133	2,076	97.33
31-Mar-24	2,005	1,950	97.26
31-Mar-23	1,891	1,845	97.57
31-Mar-22	1,806	1,753	97.07
31-Mar-21	1,695	1,602	94.51
31-Mar-20	1,623	1,537	94.70
31-Mar-19	1,602	1,512	94.38
31-Mar-18	1,613	1,491	92.44
31-Mar-17	1,569	1,454	92.67
31-Mar-16	1,501	1,392	92.74
31-Mar-15	1,456	1,282	88.05
31-Mar-14	1,486	504	33.92
31-Mar-13	1,477	455	30.81

Source: primeinfobase.com

Table 2: PSUs with at least one woman on board

As on date	PSUs listed on NSE (main board)	PSUs with at least one woman on board	% of PSUs having at least one woman on board
06-Mar-25	79	53	67.09
31-Mar-24	79	70	88.61
31-Mar-23	79	71	89.87
31-Mar-22	77	67	87.01
31-Mar-21	76	49	64.47
31-Mar-20	72	57	79.17
31-Mar-19	76	67	88.16
31-Mar-18	71	67	94.37
31-Mar-17	66	54	81.82
31-Mar-16	67	50	74.63
31-Mar-15	67	36	53.73
31-Mar-14	67	41	61.19
31-Mar-13	67	36	53.73

Source: primeinfobase.com

Table 3: Directorships held by women

As on Date	Companies listed on NSE (main board)	Individuals on board of companies	Directorships held by individuals on board of companies	Women Individuals on board of companies	Directorships held by women	Women Directorships (%)
06-Mar-25	2,133	13,539	16,694	2,687	3,479	20.84
31-Mar-24	2,005	12,796	15,733	2,460	3,152	20.03
31-Mar-23	1,891	12,156	14,941	2,248	2,874	19.24
31-Mar-22	1,806	11,515	14,194	2,072	2,652	18.68
31-Mar-21	1,695	10,488	12,993	1,815	2,328	17.92
31-Mar-20	1,623	9,833	12,314	1,645	2,106	17.10
31-Mar-19	1,602	9,760	12,294	1,546	1,954	15.89
31-Mar-18	1,613	9,788	12,328	1,462	1,819	14.76
31-Mar-17	1,569	9,595	12,064	1,378	1,707	14.15
31-Mar-16	1,501	9,321	11,747	1,295	1,597	13.59
31-Mar-15	1,456	9,024	11,412	1,162	1,435	12.57
31-Mar-14	1,486	8,825	11,313	502	616	5.45
31-Mar-13	1,477	8,898	11,518	467	565	4.91

Source: primeinfobase.com

Table 4: Companies with more than one woman on board

As on Date	Cos. listed on NSE (main board)	Cos. with 1 WOB	% of Cos. with 1 WOB	Cos. with 2 WOB	% of Cos. with 2 WOB	Cos. with 3 WOB	% of Cos. with 3 WOB	Cos. with 4 WOB	% of Cos. with 4 WOB	Cos. with more than 4 WOB	% of Cos. with more than 4 WOB
06-Mar-25	2,133	1,052	49.32	733	34.36	230	10.78	41	1.92	20	0.94
31-Mar-24	2,005	1,045	52.12	679	33.87	175	8.73	35	1.75	16	0.80
31-Mar-23	1,891	1,063	56.21	587	31.04	153	8.09	34	1.80	8	0.42
31-Mar-22	1,806	1,058	58.58	532	29.46	128	7.09	30	1.66	5	0.28
31-Mar-21	1,695	1,014	59.82	471	27.79	101	5.96	11	0.65	5	0.29
31-Mar-20	1,623	1,073	66.11	377	23.23	74	4.56	8	0.49	5	0.31

Source: primeinfobase.com

WOB: Woman on Board

Table 5: Companies with women independent directors

As on Date	Cos. listed on NSE (main board)	Cos. with 1 WID	% of Cos. with 1 WID	Cos. with 2 WID	% of Cos. with 2 WID	Cos. with 3 WID	% of Cos. with 3 WID	Cos. with 4 WID	% of Cos. with 4 WID
06-Mar-25	2,133	1,376	64.51	398	18.66	54	2.53	9	0.42
31-Mar-24	2,005	1,359	67.78	317	15.81	32	1.60	10	0.50
31-Mar-23	1,891	1,334	70.54	240	12.69	26	1.37	4	0.21
31-Mar-22	1,806	1,296	71.76	201	11.13	21	1.16	2	0.11
31-Mar-21	1,695	1,196	70.56	149	8.79	12	0.71	1	0.06
31-Mar-20	1,623	1,106	68.15	119	7.33	11	0.68	0	0.00

Source: primeinfobase.com

WID: Woman Independent Director

Table 6: Independent Directorships held by women

As on Date	Companies listed on NSE (main board)	Individuals holding Independent Directorships	Independent Directorships held by individuals	Women Individuals holding Independent Directorships	Independent Directorships held by Women	% of Independent Directorships held by Women
06-Mar-25	2,133	6,525	8,472	1,703	2,370	27.97
31-Mar-24	2,005	6,316	8,128	1,556	2,129	26.19
31-Mar-23	1,891	6,028	7,747	1,404	1,908	24.63
31-Mar-22	1,806	5,733	7,369	1,298	1,769	24.01
31-Mar-21	1,695	5,120	6,622	1,130	1,534	23.17
31-Mar-20	1,623	4,878	6,350	1,017	1,377	21.69
31-Mar-19	1,602	4,846	6,370	903	1,214	19.06
31-Mar-18	1,613	4,834	6,402	811	1,078	16.84
31-Mar-17	1,569	4,707	6,236	747	992	15.91
31-Mar-16	1,501	4,574	6,061	708	927	15.29
31-Mar-15	1,456	4,409	5,897	603	804	13.63
31-Mar-14	1,486	4,423	5,930	193	258	4.35
31-Mar-13	1,477	4,368	5,993	143	193	3.22

Source: primeinfobase.com

Of the 3,479 directorships held by women, 2,370 or 68 per cent are independent directorships.

Table 7: Executive Directorships held by women

As on Date	Companies listed on NSE (main board)	Individuals holding Executive Directorships	Executive Directorships held by such individuals	Women Individuals holding Executive Directorships	Executive Directorships held by Women	% of Executive Directorships held by Women
06-Mar-25	2,133	4,741	4,828	476	480	9.94
31-Mar-24	2,005	4,404	4,484	425	429	9.57
31-Mar-23	1,891	4,111	4,175	383	388	9.29
31-Mar-22	1,806	3,815	3,873	338	342	8.83
31-Mar-21	1,695	3,494	3,553	285	288	8.11
31-Mar-20	1,623	3,338	3,403	259	263	7.73

Source: primeinfobase.com

Table 8: Women Managing Directors and/or Chief Executive Officers

As on Date	Companies listed on NSE (main board)	Companies with Women MD/CEOs	%	No. of Women MD/CEOs	No. of Promoter Women MD/CEOs
06-Mar-25	2,133	103	4.83	115	77
31-Mar-24	2,005	99	4.94	111	76
31-Mar-23	1,891	98	5.18	107	69
31-Mar-22	1,806	88	4.87	95	58
31-Mar-21	1,695	79	4.66	84	53
31-Mar-20	1,623	73	4.50	80	50

Source: primeinfobase.com

Table 9: Women Executive Non-Promoter Directors (or Outside Professional Executive Directors)

As on Date	Companies listed on NSE (main board)	Individuals who are Executive Non-Promoter Directors	Executive Non-Promoter Directorships held by such individuals	Women Individuals who are Executive Non-Promoter Directors	Executive Non-Promoter Directorships held by Women	% of Directorships held by Women Executive Non-Promoter Directors
06-Mar-25	2,133	2,306	2,344	161	163	6.95
31-Mar-24	2,005	2,096	2,130	138	139	6.53
31-Mar-23	1,891	2,044	2,063	140	141	6.83
31-Mar-22	1,806	1,874	1,891	115	117	6.19
31-Mar-21	1,695	1,698	1,714	103	104	6.07
31-Mar-20	1,623	1,625	1,640	89	90	5.49

Source: primeinfobase.com

Table 10: Women Chairpersons

As on Date	Companies listed on NSE (main board)	Companies with Women Chairpersons	% of Companies with Women Chairpersons	No. of Women Chairpersons	No. of Promoter Women Chairpersons
06-Mar-25	2,133	123	5.77	123	57
31-Mar-24	2,005	106	5.29	106	53
31-Mar-23	1,891	95	5.02	95	47
31-Mar-22	1,806	83	4.60	83	40
31-Mar-21	1,695	77	4.54	77	37
31-Mar-20	1,623	68	4.19	68	34

Source: primeinfobase.com

Table 11: Women Chairs in Committees

AC: Audit Committee
NRC: Nomination & Remuneration Committee
SRC: Stakeholders Relationship Committee
RMC: Risk Management Committee

As on Date	Companies listed on NSE (main board)	Companies which have AC	Companies with Women Chairperson of AC	%	Companies which have NRC	Companies with Women Chairperson of NRC	%
06-Mar-25	2,133	2,074	320	15.43	2,087	494	23.67
31-Mar-24	2,005	1,952	244	12.50	1,968	371	18.85
31-Mar-23	1,891	1,847	214	11.59	1,861	332	17.84
31-Mar-22	1,806	1,755	193	11.00	1,768	300	16.97
31-Mar-21	1,695	1,621	157	9.69	1,642	236	14.37
31-Mar-20	1,623	1,560	136	8.72	1,576	202	12.82

Source: primeinfobase.com

As on Date	Companies listed on NSE (main board)	Companies which have SRC	Companies with Women Chairperson of SRC	%	Companies which have RMC	Companies with Women Chairperson of RMC	%
06-Mar-25	2,133	2,084	473	22.70	1,458	156	10.70
31-Mar-24	2,005	1,957	389	19.88	1,350	146	10.81
31-Mar-23	1,891	1,841	344	18.69	1,259	124	9.85
31-Mar-22	1,806	1,756	306	17.43	1,186	101	8.52
31-Mar-21	1,695	1,632	252	15.44	858	59	6.88
31-Mar-20	1,623	1,572	241	15.33	820	42	5.12

Source: primeinfobase.com

Table 12: Age profile of directors

Women Directors

Average age of women independent directors: 55.7 years

Average age of non-independent women directors: 53.2 years

Age	No. of Women	%	No. of Women who are IDs	%	No. of ID Positions Held	%	No. of Women who are NIDs	%	No. of NID Positions Held	%
25 & BELOW	12	0.45	1	0.06	1	0.04	11	1.07	11	0.99
26 – 35	198	7.37	127	7.46	151	6.37	71	6.93	75	6.78
36 – 45	438	16.30	259	15.21	320	13.50	183	17.85	195	17.63
46 – 60	1,014	37.74	603	35.41	841	35.49	433	42.24	461	41.68
61 – 69	522	19.43	386	22.67	650	27.43	147	14.34	163	14.74
70 – 80	226	8.41	149	8.75	223	9.41	82	8.00	98	8.86
81 – 90	20	0.74	7	0.41	8	0.34	13	1.27	14	1.27
> 90	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NOT KNOWN	257	9.56	171	10.04	176	7.43	85	8.29	89	8.05
TOTAL	2,687	100	1,703	100	2,370	100	1,025	100	1,106	100

Source: primeinfobase.com

Men Directors

Average age of men independent directors: 62.9 years

Average age of non-independent men directors: 57.4 years

Age	No. of Men	%	No. of Men who are IDs	%	No. of ID Positions Held	%	No. of Men who are NIDs	%	No. of NID Positions Held	%
25 & BELOW	26	0.24	7	0.15	7	0.11	19	0.30	19	0.27
26 – 35	404	3.72	123	2.55	131	2.15	282	4.49	306	4.31
36 – 45	937	8.63	294	6.10	320	5.24	652	10.38	728	10.26
46 – 60	3,578	32.97	1,065	22.09	1,294	21.21	2,590	41.23	2,945	41.50
61 – 69	2,846	26.23	1,662	34.47	2,263	37.09	1,297	20.65	1,486	20.94
70 – 80	1,706	15.72	1,035	21.46	1,427	23.39	730	11.62	865	12.19
81 – 90	245	2.26	93	1.93	105	1.72	153	2.44	180	2.54
> 90	19	0.18	3	0.06	3	0.05	17	0.27	21	0.30
NOT KNOWN	1,091	10.05	540	11.20	552	9.05	542	8.63	547	7.71
TOTAL	10,852	100	4,822	100	6,102	100	6,282	100	7,097	100

Source: primeinfobase.com

Women KMPs, Employees & Workers

Table 13: Women KMPs

As on Date	Companies for which data available	No. of KMPs	Women KMPs	% of Women KMPs out of total KMPs
31-Mar-24	1,155	4,190	540	13
31-Mar-23	1,073	4,014	495	12

Source: primeinfobase.com

Table 14: Women Employees* (permanent & non-permanent)

As on Date	Companies for which data available	No. of Employees (lakhs)	Women Employees (lakhs)	% of Women Employees out of total Employees
31-Mar-24	1,155	76.93	17.37	23
31-Mar-23	1,073	71.54	16.35	23

Source: primeinfobase.com

Table 15: Women Workers# (permanent & non-permanent)

As on Date	Companies for which data available	No. of Workers (lakhs)	Women Workers (lakhs)	% of Women Workers out of total Workers
31-Mar-24	1,155	54.20	6.25	12
31-Mar-23	1,073	49.03	5.54	11

Source: primeinfobase.com

Wide gap in remuneration

Table 16: Median Remuneration of Executive Directors

FY	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	113.96	70.69
2022-23	105.88	60.00
2021-22	102.25	58.52
2020-21	82.78	54.67
2019-20	93.82	62.46

Source: primeinfobase.com

Table 17a: Median Remuneration of Executive Non-Promoter Directors (or the Outside Professionals)

FY	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	93.00	39.79
2022-23	91.08	42.00
2021-22	89.58	58.52
2020-21	73.05	52.64
2019-20	80.20	56.95

Source: primeinfobase.com

Table 17b: Median Remuneration of Executive Promoter Directors

FY	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	131.51	78.00
2022-23	124.00	67.50
2021-22	118.71	58.08
2020-21	92.07	57.50
2019-20	113.95	66.00

Source: primeinfobase.com

Table 18: Average of median remuneration to KMPs

FY	No. of companies	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	1,155	165.11	82.93
2022-23	1,073	206.61	82.10

Source: primeinfobase.com

Table 19: Average of median remuneration to employees

FY	No. of companies	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	1,155	94.59	16.78
2022-23	1,073	86.68	17.11

Source: primeinfobase.com

Table 20: Average of median remuneration to workers

FY	No. of companies	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	1,155	22.30	8.19
2022-23	1,073	28.78	9.19

Source: primeinfobase.com

Table 21: Median Remuneration of Independent Directors

FY	Male (Rs.lakh)	Female (Rs.lakh)
2023-24	4.60	4.50
2022-23	4.50	4.10
2021-22	3.90	4.10
2020-21	3.50	3.50
2019-20	3.20	2.75

Source: primeinfobase.com

Table 22: Sectoral Analysis- %age share of women across sectors (as on 31st March 2024)

Sector	Directorships	KMP	Employees	Workers
COMMODITIES	20	10	7	4
CONSUMER DISCRETIONARY	22	12	18	24
DIVERSIFIED	22	19	12	7
ENERGY	16	11	8	5
FAST MOVING CONSUMER GOODS	22	13	13	19
FINANCIAL SERVICES	19	15	23	38
HEALTHCARE	23	18	23	14
INDUSTRIALS	20	12	6	4
INFORMATION TECHNOLOGY	22	15	34	40
SERVICES	22	17	22	15
TELECOMMUNICATION	21	7	18	7
UTILITIES	19	9	8	3

Source: primeinfobase.com

Other Tables (not referred to in the report)

Women Promoter Directors

As on Date	Companies listed on NSE (main board)	Individuals who are Promoters	Promoter Directorships held by such individuals	Women Individuals who are Promoters	Promoter Directorships held by Women	% of Directorships held by Women Promoters
06-Mar-25	2,133	3,209	3,547	580	609	17.17
31-Mar-24	2,005	3,025	3,361	541	571	16.99
31-Mar-23	1,891	2,736	3,049	473	503	16.50
31-Mar-22	1,806	2,580	2,895	440	470	16.23
31-Mar-21	1,695	2,408	2,743	387	417	15.20
31-Mar-20	1,623	2,304	2,633	361	388	14.74

Source: primeinfobase.com

Education profile of Directors

Women Directors

Highest Level of Education	No. of Women who are IDs	%	No. of ID Positions Held	%	No. of Women who are NIDs	%	No. of NID Positions Held	%
DOCTORATES	153	8.98	201	8.48	39	3.80	45	4.07
POST GRADUATES	1,092	64.12	1,624	68.52	508	49.56	552	49.91
TECHNICAL GRADUATES (B.E.,B.TECH.,M.B.B.S.,LL.B.)	138	8.10	190	8.02	42	4.10	47	4.25
GENERAL GRADUATES (B.A., B.COM. ETC.)	260	15.27	293	12.36	351	34.24	374	33.82
UNDERGRADUATES	4	0.23	6	0.25	12	1.17	12	1.08
SCHOOLING	6	0.35	6	0.25	34	3.32	35	3.16
NOT KNOWN	50	2.94	50	2.11	39	3.80	41	3.71
TOTAL	1,703	100	2,370	100	1,025	100	1,106	100

Source: primeinfobase.com

Men Directors

Highest Level of Education	No. of Men who are IDs	%	No. of ID Positions Held	%	No. of Men who are NIDs	%	No. of NID Positions Held	%
DOCTORATES	427	8.86	559	9.16	238	3.79	302	4.26
POST GRADUATES	2,986	61.92	3,949	64.72	3272	52.09	3781	53.28
TECHNICAL GRADUATES (B.E.,B.TECH.,M.B.B.S.,LL.B.)	469	9.73	576	9.44	719	11.45	792	11.16
GENERAL GRADUATES (B.A., B.COM. ETC.)	754	15.64	831	13.62	1694	26.97	1854	26.12
UNDERGRADUATES	3	0.06	3	0.05	49	0.78	55	0.77
SCHOOLING	22	0.46	22	0.36	121	1.93	122	1.72
NOT KNOWN	161	3.34	162	2.65	189	3.01	191	2.69
TOTAL	4,822	100	6,102	100	6,282	100	7,097	100

Source: primeinfobase.com

* The term "Employee" is defined under Sec 2(l) of the Industrial Relations Code, 2020 and means, any person (other than an apprentice engaged under the Apprentices Act, 1961), employed on wages by an establishment to do any skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied, and also includes a person declared to be an employee by the appropriate Government, but does not include any member of the Armed Forces of the Union.

#The term "Worker" is defined under Sec 2(zr) of the Industrial Relations Code, 2020 and means any person (except an apprentice as defined under clause (aa) of section 2 of the Apprentices Act, 1961) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be express or implied, and includes working journalists as defined in clause (f) of section 2 of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 and sales promotion employees as defined in clause (d) of section 2 of the Sales Promotion Employees (Conditions of Service) Act, 1976, and for the purposes of any proceeding under this Code in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched or otherwise terminated in connection with, or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute, but does not include any such person —

- (i) who is subject to the Air Force Act, 1950 (45 of 1950), or the Army Act, 1950 (46 of 1950), or the Navy Act, 1957 (62 of 1957); or
- (ii) who is employed in the police service or as an officer or other employee of a prison; or
- (iii) who is employed mainly in a managerial or administrative capacity; or
- (iv) who is employed in a supervisory capacity drawing wages exceeding eighteen thousand rupees per month or an amount as may be notified by the Central Government from time to time.

^ Key Management Personnel as defined under Sec 2(51) of the Companies Act 2013, in relation to a company, means—

- (i) the Chief Executive Officer or the managing director or the manager;
- (ii) the company secretary;
- (iii) the whole-time director;
- (iv) the Chief Financial Officer; and
- (v) such other officer as may be prescribed