

India Inc may achieve 30% gender diversity on boards only by 2058

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India companies will take more than three decades to reach 30 per cent gender diversity at their current pace of change.

The pace of women's representation has been slowing with only a one per cent increase during the past three years, suggesting that it will reach 30 per cent only by 2058, according to a report from proxy advisory firm Institutional Investor Advisory Services (IIAS) with Netherlands-based APG Asset Management Asia. Representation was 17.6 per cent at the end of March 2022.

The study looked at numbers for the Nifty 500 companies. It showed six per cent representation in 2014. This increased to around 17 per cent in 2020 following

rule changes (chart 1). The Companies Act 2013 required a minimum of one woman director on company boards. The Securities and Exchange Board of India (Sebi) made this a part of listing regulations in 2015. The requirement was tightened to having one independent woman director for the 500 largest companies from 2019 and the top 1,000 companies by 2020.

The year 2024, which marks the end of the tenure of a number of directors, could be an opportunity to accelerate the shift; according to the report.

Independent directors were given two tenures of five years each effective from 2014. This has meant that many positions would now open up for new directors in 2024, said Amit Tandon, managing director, IIAS.



FALTERING PACE

Directorships held by women as % of total



REPRESENTATION ACROSS COMMITTEES

(Women's share in %) ■ Total members ■ Committee Chair



Note: Data as of March 2022; NRC: Nomination and remuneration committee; CSR: Corporate social responsibility. Source: Corporate India – Women on Boards Report (IIAS, APG)