

INDIA INC. · FY 2024-25

Sexual Harassment Wage Gap Female Representation

What does India Inc. report?

A new analytics tool on India Inc.'s BRSR (Business Responsibility & Sustainability Reporting) disclosures
712 listed companies, ~1.25 crore workers, ₹8 lakh crore in wages.

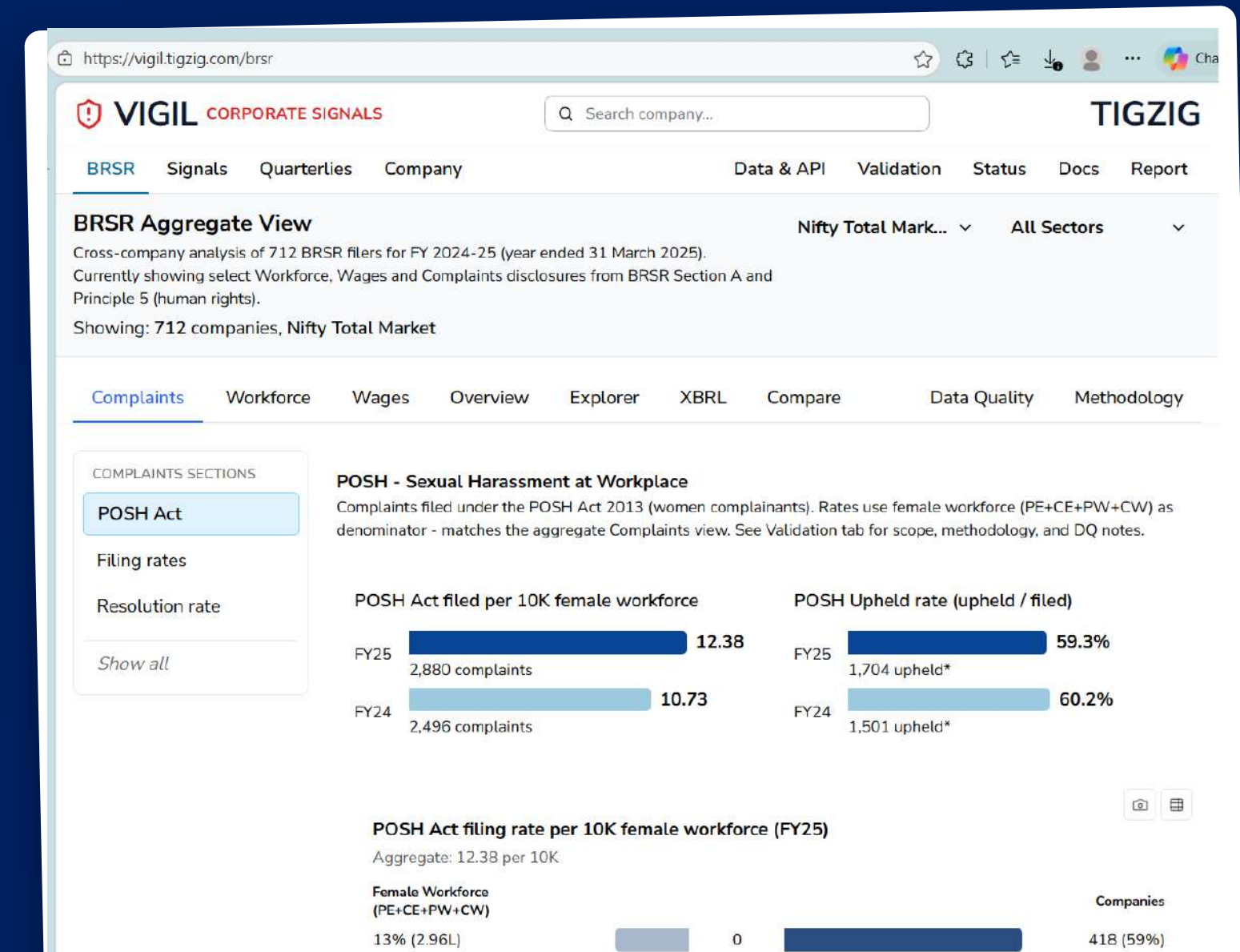
Amar Harollikar · Decision Sciences & Applied AI

LIVE NOW · VIGIL → BRSR

From 712 XBRL filings to one workspace.

Aggregate, compare, benchmark.

vigil.tigzig.com → BRSR



Cross-company analytics on BRSR XBRL filings

Aggregate views across 712 Nifty Total Market filers - workforce, wages, complaints.

Compare any one company against its sector or index benchmark.

Aggregate analytics - female representation, workforce mix, wages.

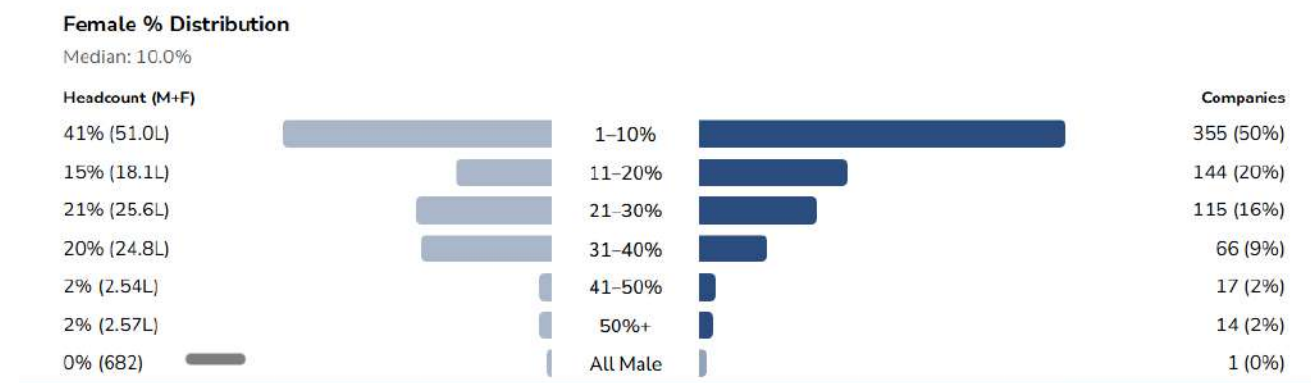
How many companies have meaningful female representation?

Female representation across workforce categories



Workforce & Wages Table Aggregate across 712 companies

Workforce Leadership Perm. Employees Perm. Workers Contract Emp. Contract Wkr. KMP Direct...



Company comparison - complaints per 10K and resolution rates.

Filed per 10K Workforce				
Complaints filed in FY 2024-25 per 10,000 workforce. Sexual Harassment uses female workforce.				
COMPANY	Sexual Harass.	Working Cond.	Health & Safety	Child Labour
SBIN	5.53	6.40	4.67	0.00
HDFCBANK	13.37	0.00	0.00	0.00
ICICIBANK	27.86	0.00	0.23	0.00
TCS	5.55	10.55	0.00	0.00
WIPRO	22.66	44.31	26.76	0.00

Resolution Rate				
Percentage of the complaint pool closed during FY 2024-25. 100% = everything in the pool.				
COMPANY	Sexual Harass.	Working Cond.	Health & Safety	Child Labour
SBIN	79.5%	100%	100%	—
HDFCBANK	88.5%	N/A	N/A	—
ICICIBANK	100%	N/A	100%	—

XBRL viewer - inspect raw filings.
Data explorer - chart any metric.
CSV download - export the dataset.
'Report' button to flag issues.

India Inc. workforce in one frame

FY 2024–25 BRSR filings, Nifty Total Market. Numbers on one chart you would otherwise reconstruct from 712 PDFs.

FILERS

712

BRSR filers from the Nifty Total Market index, FY25 reporting cycle.

TOTAL WORKFORCE

~1.25cr

Aggregate headcount disclosed across employees and workers, all categories.

ON CONTRACT

~1/3

Roughly one-third of the disclosed workforce is non-permanent

FEMALE SHARE

<1/5

Less than one-fifth of total disclosed headcount across India Inc.

WAGES DISCLOSED

₹8Lcr+

Total wages disclosed in BRSR filings - over eight lakh crore rupees.

INDICES

8

Slice across 8 indices and 22 sectors - and intersect them.

SECTORS

22

Sector cuts spanning IT, BFSI, Pharma, Auto, Metals, FMCG and more.

REPORTING PRINCIPLES

A + P5

BRSR Section A plus Principle 5 (human rights). More principles to follow.

What you can do with it

Six surfaces, one dataset. Every view links back to the source XBRL.

01 / Aggregate

Cross-company distros

See the full distribution across 712 filers - wage gap buckets, complaint rates, female representation, headcount mix.

02 / Compare

Side-by-side

Pick any set of companies and put their workforce, wage and complaints disclosures next to each other.

03 / Benchmark

Company vs. peer

Place a single company against its against its sector or index benchmark

04 / Explorer

Drill from chart to filing

Every aggregate clicks through to through to company-level numbers and raw line items.

05 / XBRL viewer

Read the source filing

Inspect the original XBRL in-browser. Full CSV download for any any view.

06 / Data Quality

Data Quality Analytics

Wrong units, copy-pasted values, values, mismatches surfaced as as their own dashboard. Report Report button on every view.



SECTION • FROM BUILDING IT

Three things that surprised me.

- 01** Companies with large female workforces reporting **zero** POSH complaints.
complaints.
 - 02** The wage gap in **leadership** looks more severe than at the worker level.
 - 03** Data quality was worse than any regulatory filing I have seen - bad enough to need its own tab.
-

The zero-complaint puzzle

Across 712 filers, **418 (59%)** reported zero POSH complaints in FY25 - many of them with sizable female workforces.

THE QUESTION

Either these companies are doing something the rest of India Inc. should learn from, **or** there is a reporting gap.

Aggregate filing rate sits at **12.38** POSH complaints per 10K female workforce across the Nifty 750. The zero-bucket dwarfs every other bucket - **418 of 712 filers**.

POSH filing rate distribution · FY25

Companies bucketed by complaints filed per 10K female workforce

RATE / 10K FEMALE	COMPANIES	SHARE
0	418	59%
0–5	27	4%
5–10	41	6%
10–25	92	13%
25+	131	18%
No female workforce	1	0%
Data quality flagged	2	0%

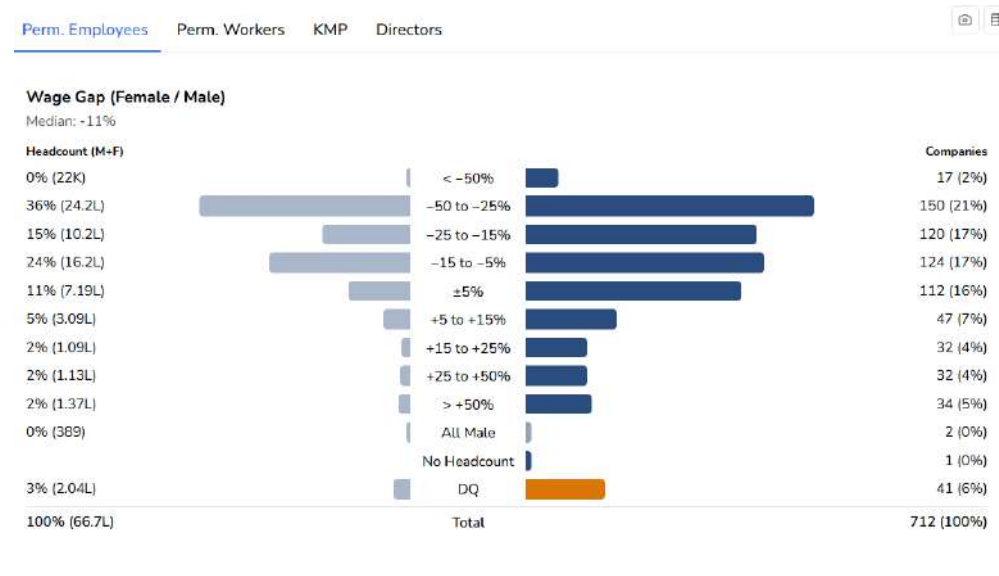
The top is mostly empty. And underpaid where it isn't.

Wage gap runs steeper at leadership than at worker level. Plus large gaps in female representation at KMP and Board.

PERMANENT EMPLOYEES

40%

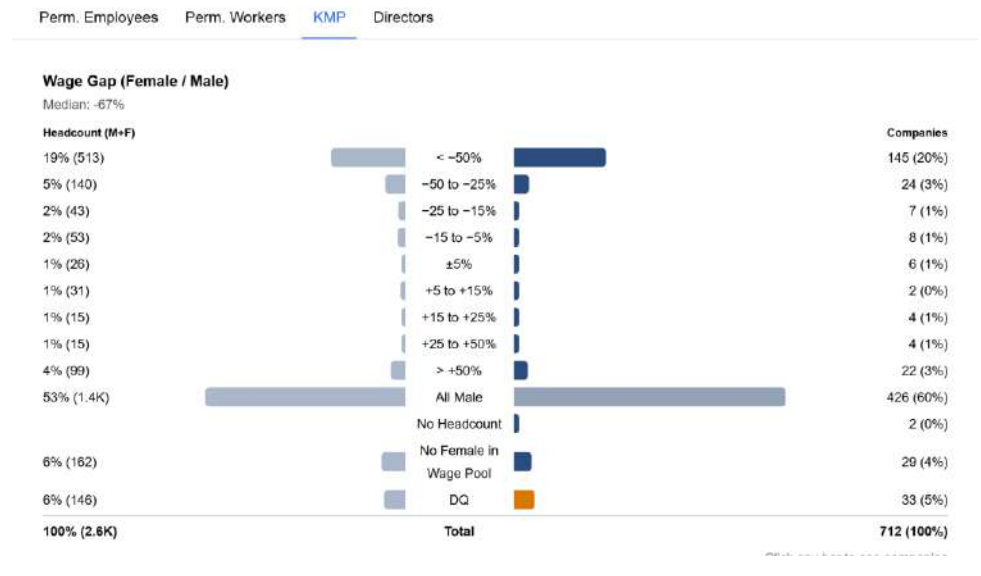
% of Companies with female wage gap of -15% or worse



KEY MANAGERIAL PERSONNEL

-67%

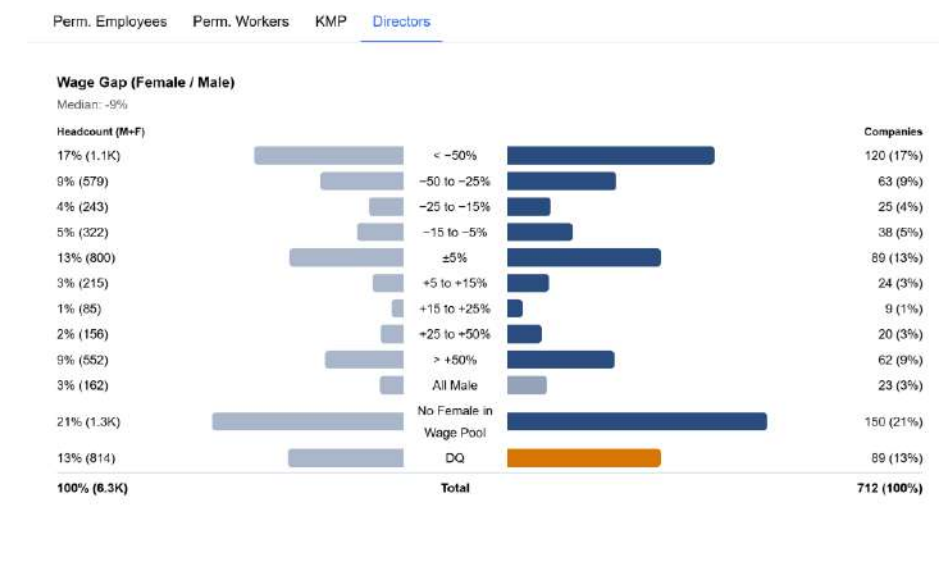
Median wage gap, with 60% of companies reporting zero female KMP



BOARD OF DIRECTORS

20%

% companies reporting no female in wage pool, with 26% reporting wage gap of -25% or worse



Note on board headcount: filers vary in scope - some report only executive directors, others include independent and non-executive members. BRSR does not specify a single definition leading to variation in interpretation and reporting. See the app's Methodology and Data Quality tabs for detail.

Data quality, the elephant in the room

DQ was bad enough that most of the early "bugs" in the app turned out to be filer errors. So the app got its own DQ tab with 17 distinct DQ categories & a DQ Explorer

- ✘ **Wrong units.** Numbers reported in lakhs, crores and units interchangeably across the same filing.
- ✘ **Copy-pasted values.** Identical figures across rows that should not be identical - across years, categories, genders.
- ✘ **Internal totals not tallying.** Disclosed sub-categories that don't add up to the disclosed total in the same filing.
- ✘ **PDF vs XBRL mismatches.** Same disclosure but different numbers across the two formats from the same company.

"Worse than any other regulatory filing I have analyzed - and I have analyzed a few."



LIVE NOW

Open the BRSR app.

India VIGIL app is the home for BRSR Analytics. Aggregate, compare, benchmark, and read the raw XBRL - all from one place.

vigil.tigzig.com

→ **BRSR**

COVERAGE

712 BRSR filers Nifty Total
Market · FY25

SURFACES

Aggregate · Compare · Benchmark
Explorer · XBRL · Data Quality

FOUND A BUG?

Use the **Report** button on any
any view.