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**Comprehensive Insights on Diversity and Gender Parity
for the first time in India**

- 54% employers in India expressed optimism on their company DEIB initiatives being on track in increasing women participation at different levels, way above the global average of 46%.
- Internal leadership development programs are most effective to help retain and secure diversified talent.
- 80% of employers say technology enhances flexibility and promotes gender equality, with 77% voicing that tech advancements have supported this cause.

New Delhi, India (May 23, 2024) – New research conducted by [ManpowerGroup India](#) has unveiled the state of DEIB initiatives across Industries and levels within the Organization. The survey that examined 3,150 Indian employers, revealed more employers are taking active measures to promote equity through progressive policies, upskilling, and flexibility.

Information Technology (IT) sector (58%) leads the way in strengthening their Diversity ratio, closely followed by Healthcare and Life Sciences sector (54%) and Financials and Real Estate sector (54%) whereas Consumer Goods and Services sector (34%) have a long way to go.

Sandeep Gulati, Managing Director of ManpowerGroup India and Middle East, stated “India’s gender diversity is among the best worldwide and it is encouraging to see women participation in the workforce increasing at a rapid pace. Organizations have realigned their hiring strategies by mandating women hiring at every level across sectors.” He further highlighted “Technology has made flexibility possible coupled with specialized program to bring back women with long professional breaks, all of which have greatly contributed to this trend. Mr. Gulati expressed confidence in India’s ability to advance at a much faster growth rate if more and more women are added to the labor force.”

KEY FINDINGS

- **Building Trusting relationship with teams** – Over half (58%) confirm building trusting relationships with teams within the organization is helping support the recruitment and retention of all genders more equitably. Other top factors include: Effectively supporting employee well-being (57%) and recognizing employees for contributing to a positive culture (54%).
- **Learnability Promotes Advancement** – Four in 10 organizations (43%) report leadership development programs are effectively expanding the candidate pool to include more individuals from diverse background and experiences.
- **Innovation Powered by Tech** – 80% of employers say new technology has helped them be more flexible, promoting more gender equality, 74% said tech is diversifying their IT talent pipelines, 77% cite advancing tech as helping gender equality, and 70% said that AI-based tools are aiding with the recruitment of the best candidates regardless of gender.



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- **Mixed Progress on Pay Equity** – Over half (58%) of respondent report pay equity initiatives are on schedule, while the remaining 32% are behind schedule and 10% have no initiatives. Information Technology (65%), Communications Services (60%), and Healthcare and Life Sciences (60%) are outpacing the other industries. Energy and Utilities (48%) is lagging.
- **Uneven Representation by Role** – Efforts to expand the number of women candidates vary by role type, with administrative (57%), Front line Management (55%) and operational (55%) positions leading the way. Less female representation is seen in Top-Level Management roles (49%) followed by science, technology, engineering, and mathematics (STEM) (53%) and mid-level management (53%).

KEY OPPORTUNITIES TO ENGAGE WOMEN

- **Empower Women's Allyship** – Guide young women's career journeys early on. Facilitate mentorship and sponsorship programs for women led by senior executive female allies.
- **Leverage An Internal Talent Marketplace** – Implement AI-based talent marketplaces matching women's skills and aspirations to projects, gigs, and leadership opportunities enabling professional growth.
- **Focus On Upskilling and Reskilling** – Offer AI-enabled and virtual upskilling and reskilling to suggest personalized courses. Host tech academies to ensure women develop high-demand digital fluencies.
- **Keep Flexible Benefits** – Survey staff to shape policies supporting work-life harmony. With growing return-to-office plans, maintain caregiving benefits and hybrid remote options to retain women.
- **Support Diversity, Equity, Inclusion, and Belonging (DEIB) Adequately** – Embed DEIB goals into operations with executive support, clear KPIs, tools, and training that build capabilities across all levels.

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ABOUT MANPOWERGROUP

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing, and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Rotostat, Manpower, Experis, and Talent Solutions – creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for 75 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality, and Disability, and in 2024 ManpowerGroup was named one of the World's Most Ethical Companies for the 15th time – all confirming our position as the brand of choice for in-demand talent.

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