



Gender Diversity

Gender diversity continues to be one of the major focus areas of our HR policy and we have ensured that there is no discrimination based on gender within the organisation. We have women spread across all levels of the organisation and across all geographies. As we march ahead, we will continue to undertake initiatives to improve gender diversity across all our branches and offices.

Read more on [PG 64](#)

24%

SHARE OF WOMEN
EMPLOYEES IN FY2018

26.78%

SHARE OF WOMEN
EMPLOYEES IN FY2023

Reservations and Equal Opportunities

We are of the belief that every individual has the right to work and equal opportunities. In line with this, we diligently follow the directives set by the Government of India on Reservation Policy for SC/ST/OBC/EWS/PwBD. We have a respectable representation of SCs, STs, OBCs and PwBDs across all levels. In addition to this, we have also implemented reservation applicable to 'economically weaker sections' in direct recruitment from the 1st of February 2019.

Read more on [PG 64](#)

Training and Development

We place great emphasis on training all our employees across all aspects, which in turn, enables them to offer superior customer experience. At SBI, we have placed great emphasis on adopting the digital trends, alongside retaining the physical training measures. We conduct dedicated training sessions for people across all levels of the organisation, through the legacy classroom model as well as digital mediums.

Read more on [PG 65](#)

37.26 hours

TRAINING HOURS PER
EMPLOYEE IN FY2020

75.56 hours

TRAINING HOURS PER
EMPLOYEE IN FY2023

Embracing Digitalisation

We have collaborated with the Indian School of Business to offer a well-curated digital leadership programme for all our General Managers and Deputy General Managers. Through this programme, they have been empowered to utilise their professional experience in wider ways and exposed to concepts at the cutting-edge of leadership research. In addition to this, we have also initiated a multi-ATI general awareness intervention called Microcapsules and integrated digital and hybrid learning tools.

Read more on [PG 67](#)

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OFFICIALS TRAINED UNDER
THE DIGITAL LEADERSHIP
PROGRAMME BY ISB

Cadre	SC	ST	OBC	EWS	PwBD*
Officer	20,166	9,440	26,953	815	2,485
Clerical	16,086	7,780	27,252	1653	2,529
Sub-Staff	7,390	2,161	8,874	42	176
Total	43,642	19381	63,079	2,510	5,190

*Person with Benchmark Disability