

CLOSE THE GENDER GAP

SECTOR SCORECARD

AUTOMOBILE AND AUTO COMPONENTS

Analysis of NSE listed companies based on
FY 2022-23 Annual Reports

KEY HIGHLIGHTS AND RECOMMENDATIONS



103

companies listed in the National Stock Exchange in FY 2022-23. Most of the companies have a total employee range of less than 2000.



640,000

workforce employed by the NSE listed automobile and auto components sector companies.



13%

overall women representation in the Automobile and Auto Components sector, which is 9% women representation across employee level and 15% representation across worker level.

The numbers are low compared to **global benchmarks with 24%** of the workforce in the Automobile and Auto Components sector in United States being women.



Several leading companies in the Automobile and Auto Components sector, that have high representation of women in the workforce or women leaders, have distinctive initiatives worth highlighting:

As part of Volvo's I&D initiative, mothers' wellness rooms have been made for soon-to-be and nursing mothers with state-of-the-art infrastructure for expressing and storing milk with sterilizers and educational material.

In TVS Motor Company, Women in middle-level manager roles undergo the "Flying Lessons" Women Leadership Development Program as well as the "Unnati Policy" for second-career women professionals.

Motherson's Women in Leadership Program equips female leaders with the skills needed to address organizational challenges and drive change. The program, divided into modules covering group philosophy, business and people management, and operations, offers practical experience in their European facilities.

RECOMMENDATIONS FOR THE AUTOMOBILE AND AUTO COMPONENTS SECTOR TO IMPROVE ITS OVERALL GENDER DIVERSITY

Women representation in original equipment manufacturers stands at 6%, below the sector average of 13%. To enhance gender diversity, these companies should **prioritize targeted hiring strategies**.

Focused talent development for women, including feedback sessions, learning opportunities, and networking with senior leadership, can be enhanced through customized sponsorship or mentorship programs.

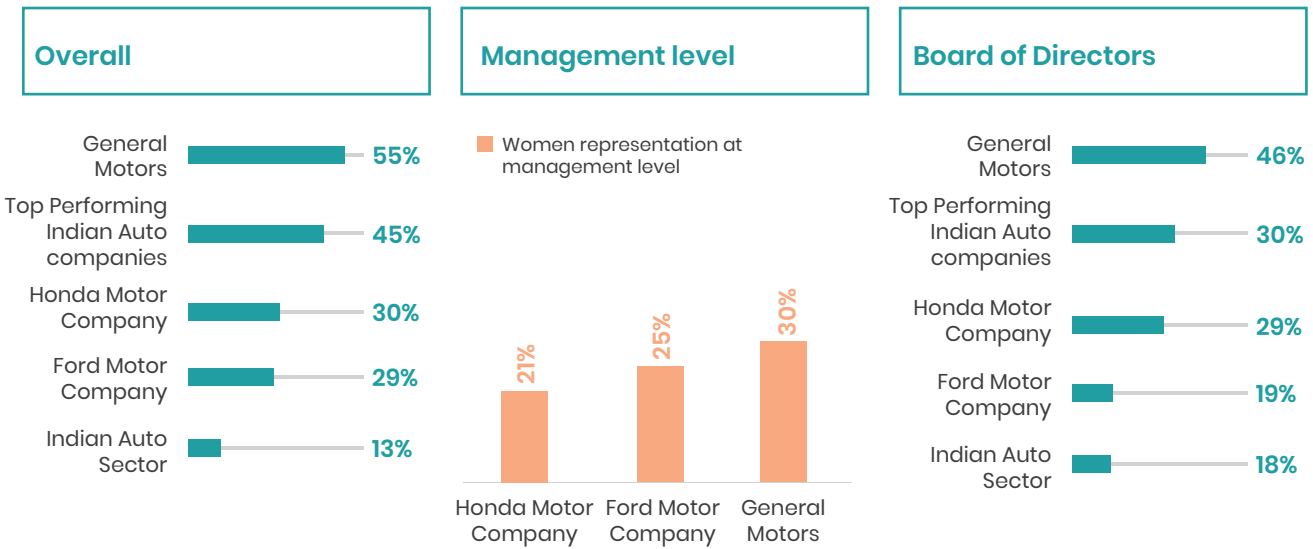
Companies, particularly in the OEM sector, can **establish showrooms exclusively staffed by women**, potentially attracting more female candidates and enhancing gender diversity within these organizations.

GLOBAL BEST PRACTICES FOR THE AUTOMOBILE AND AUTO COMPONENTS SECTOR IN INDIA TO EXPLORE:

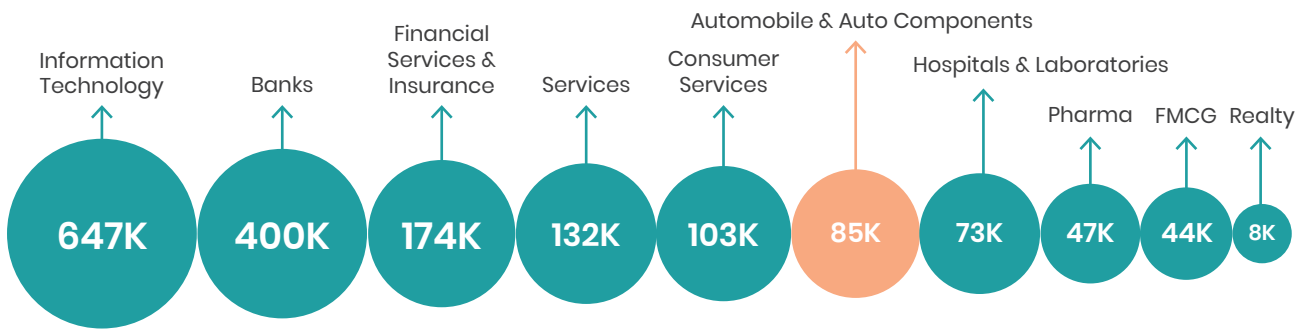
Nissan has internal mentoring and sponsorship programs, including a reverse mentoring initiative. Colleagues from different levels and departments partner to broaden their business knowledge, exploring topics like employee engagement and working styles.

Stellantis fosters gender balance through outreach efforts, connecting with local schools to showcase career opportunities across sectors. Activities like school visits and mentorship by female apprentices have achieved over 50% gender balance among degree apprentices, industrial placement students, and graduates.

WOMEN REPRESENTATION IN TOP GLOBAL AUTOMOBILE AND AUTO COMPONENTS COMPANIES

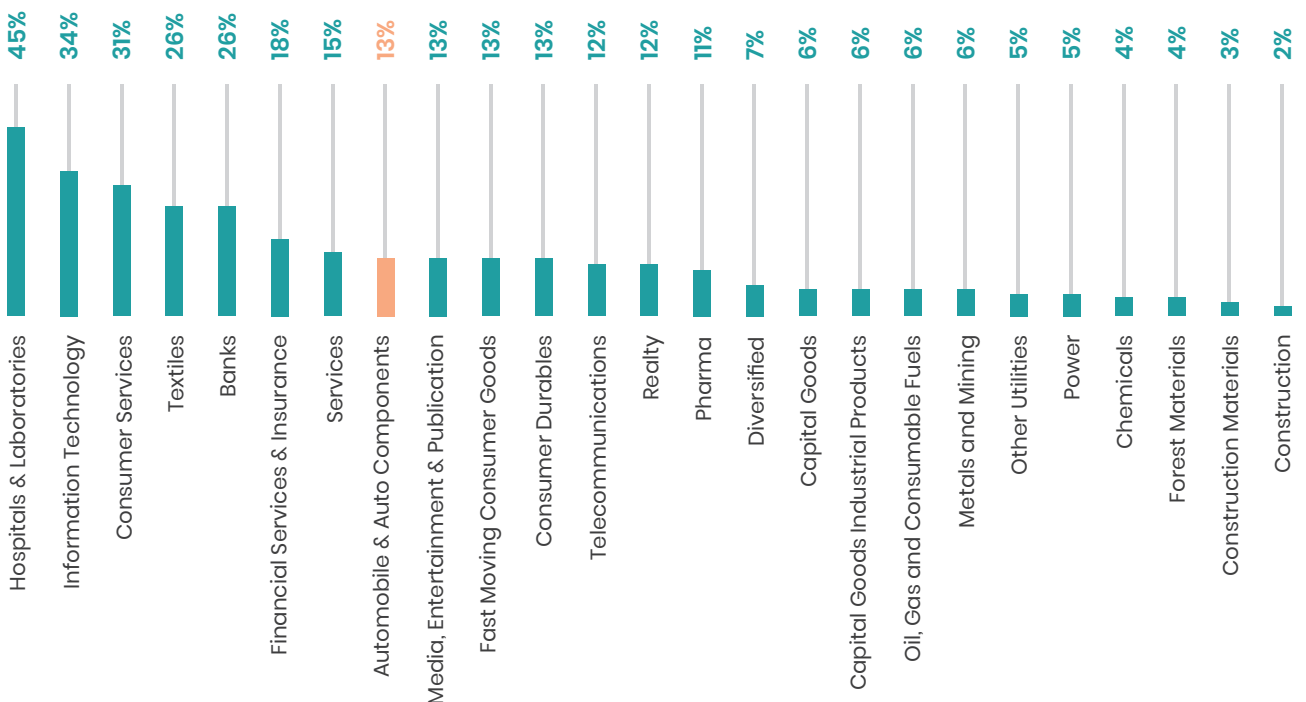


WOMEN WORKFORCE SIZE BY SECTOR

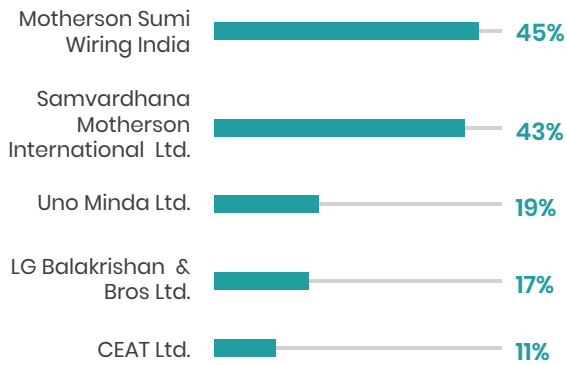


Note: The size of the bubble signifies the size of the women workforce in the sector

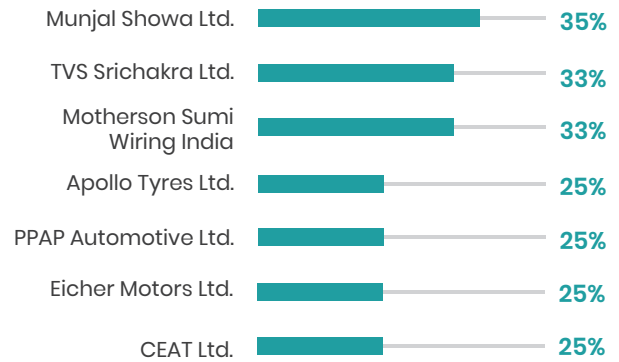
WOMEN WORKFORCE REPRESENTATION BY SECTOR



TOP PERFORMERS IN WOMEN WORKFORCE REPRESENTATION*

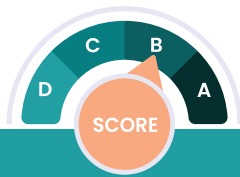
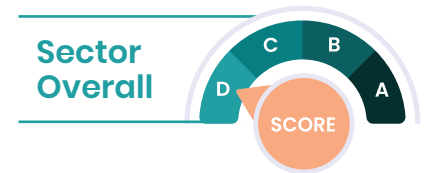


TOP PERFORMERS IN WOMEN IN KEY MANAGEMENT POSITIONS*



*Note: For top performers, companies with at least 2,000 employees have been considered.

AUTOMOBILE AND AUTO COMPONENTS INDUSTRY SCORECARD



Women Representation



Retaining Women



Women in Leadership

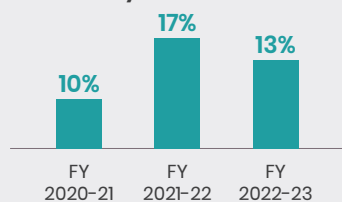
Employees



Workers



3 year trend



Turnover Rate



Retention Rate after Parental Leave



Return to Work Rate after Parental Leave



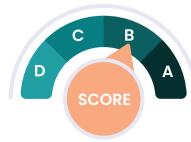
Key Management Positions



Board of Directors

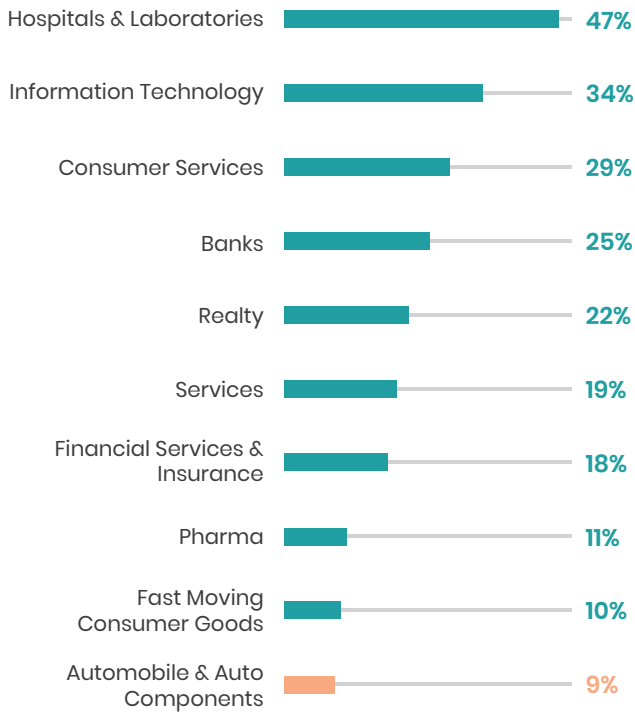


WOMEN REPRESENTATION SCORE

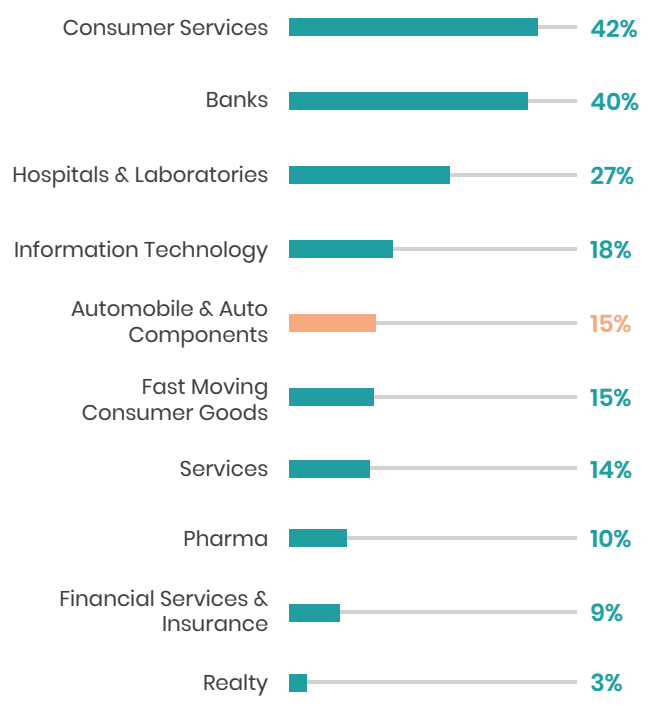


- The Automobile and Auto components sector ranks 8th among the 25 sectors in overall women representation.
- The sector has experienced a 3 percentage point increase in women's representation from FY 2020-21 to FY 2022-23. This is greater growth than top sectors like IT and Banking.

Women Employee Representation



Women Worker Representation

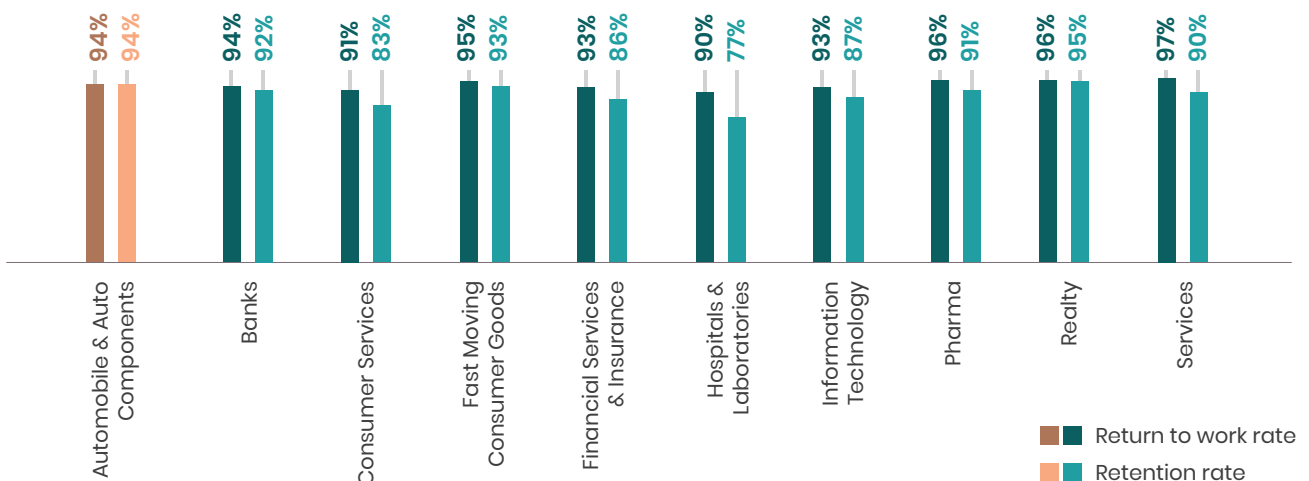


RETENTION SCORE

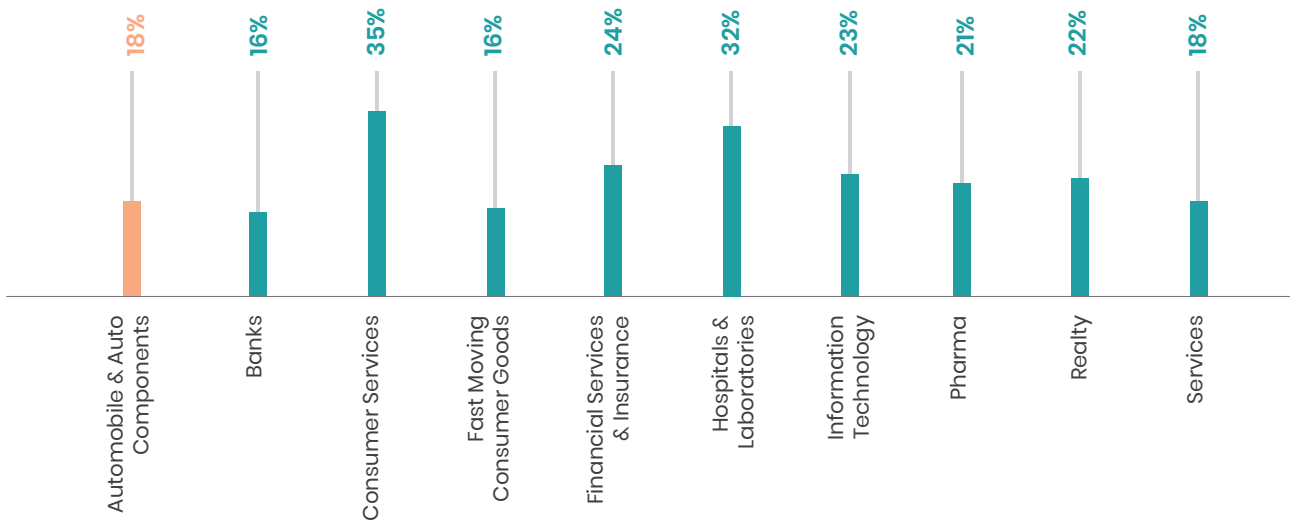


The Automobile and Auto components Sector has a high retention and return to work rate at 94% and a turnover rate of 18%.

Sector-wise retention and return to work rate of women employees after taking parental leave



Turnover Rate

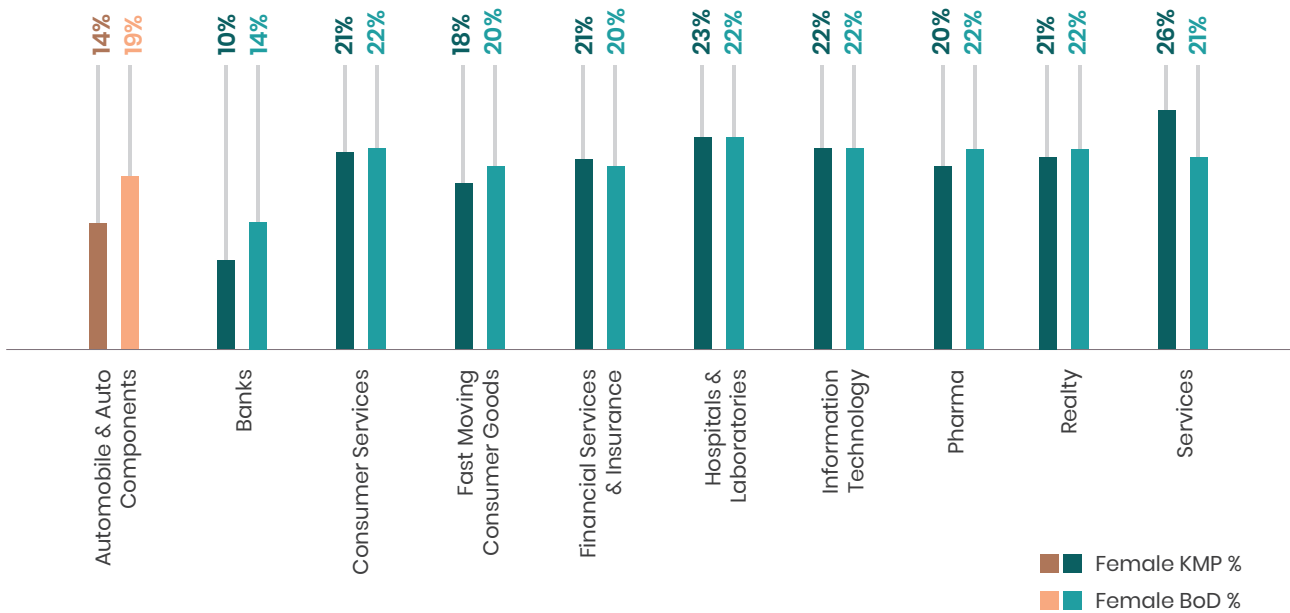


WOMEN LEADERSHIP SCORE



The representation of female BoD and KMP in the Automobile and Auto Components Sector is similar as compared to other sector averages. 99% of the Auto sector companies have at least one female BoD as per The Companies Act, 2013.

Women in Board of Directors (BoD) and Key Management Positions (KMP)



ANNEXURE

METHODOLOGY

The sector scorecard is developed based on three categories and eight indicators in total:

Women Representation	Retaining Women	Women in Leadership
<ul style="list-style-type: none">• Women representation at employee level• Women representation at worker level• Change in women representation over 3 years	<ul style="list-style-type: none">• Turnover rate among women employees• Retention rate among women employees after taking parental leave• Return to work rate among women employees after taking parental leave	<ul style="list-style-type: none">• Women representation at Key Management Positions level• Women representation at Board of Directors level

- Each indicator was sorted in ascending order and scores were assigned such that the higher the indicator value, the higher the score. The exception being the turnover rate indicator which is a negative indicator.
- The category scores were calculated by summing the indicator scores under each category. The category scores were normalised to the range of 0 to 100 to standardize the scores.
- The overall sector score was calculated as the arithmetic mean of the three category scores.
- The overall sector score and the three category scores were divided into quartiles and given ratings of A to D, A being the rating for top quartile and D for the bottom quartile.

GLOSSARY OF TERMS

Employee and Worker: The term “Employee” 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. Workers does not include anyone 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.

Permanent and Non permanent Employee/ Worker: The term “permanent employee or “permanent worker” refers to an employee or worker, employed for full-time or part time work, for an indeterminate period. The term “other than permanent employee” or “other than permanent worker” refers to employees or workers who are employed for a fixed term that ends when a specific time period expires, or on completion of a specific task or an event.

Retention Rate: Retention rate determines who returned to work after parental leave ended and were still employed 12 months later. It shall be calculated using the following formula: $(\text{Total number of employees retained 12 months after returning to work following a period of parental leave} * 100) / (\text{Total number of employees returning from parental leave in the prior reporting period})$.

Key Management Positions: KMP/Key Management Positions includes: (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.

ABOUT THE CGG PLATFORM

Close the Gender Gap (CGG) Platform is a go-to hub on women's representation that looks to drive commitments & action towards gender parity in the workforce. Levers include supporting gender-disaggregated data, narrative-building, creating champions & platforms, and industry & policy engagement.

Contact info@udaiti.org if you would like to partner with us and join the movement!

Scan the QR code
to know more

