

CLOSE THE GENDER GAP

SECTOR SCORECARD

PHARMACEUTICAL INDUSTRY

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

KEY HIGHLIGHTS AND RECOMMENDATIONS



107

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



440,000

workforce employed by the NSE listed pharma companies



11%

overall women representation in the pharma sector, which is similar across worker level (10%) and employee level (11%).

These numbers are low compared to **global benchmarks with 46%** of the workforce in the pharma sector in Europe being women.



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

Dr Reddy's has specific Diversity KRAs for leadership to achieve, which have resulted in a greater than sector average number of women employees. Dr. Reddy's also utilises alternative models of resourcing like bench hiring, where women below the required level are trained and subsequently promoted.

Sun Pharma's Sunari- Women's Peer Groups, Zydus's WINGS Leadership Program, and Lupin's iImpact Women's Mentoring Program, are all examples of well-structured women-focused development programs in the sector.

Cipla has hiring programs like Referral Campaign and Equal Cipla Champions aiming to attract women employees at the start of the workcycle.

RECOMMENDATIONS FOR THE PHARMA SECTOR TO IMPROVE ITS OVERALL GENDER DIVERSITY



Companies should **invest in tailored development programs** for their women employees to improve the likelihood of retention and promotion, as pharma is a sector where promotions generally happen from the existing employee pool within the organisations.



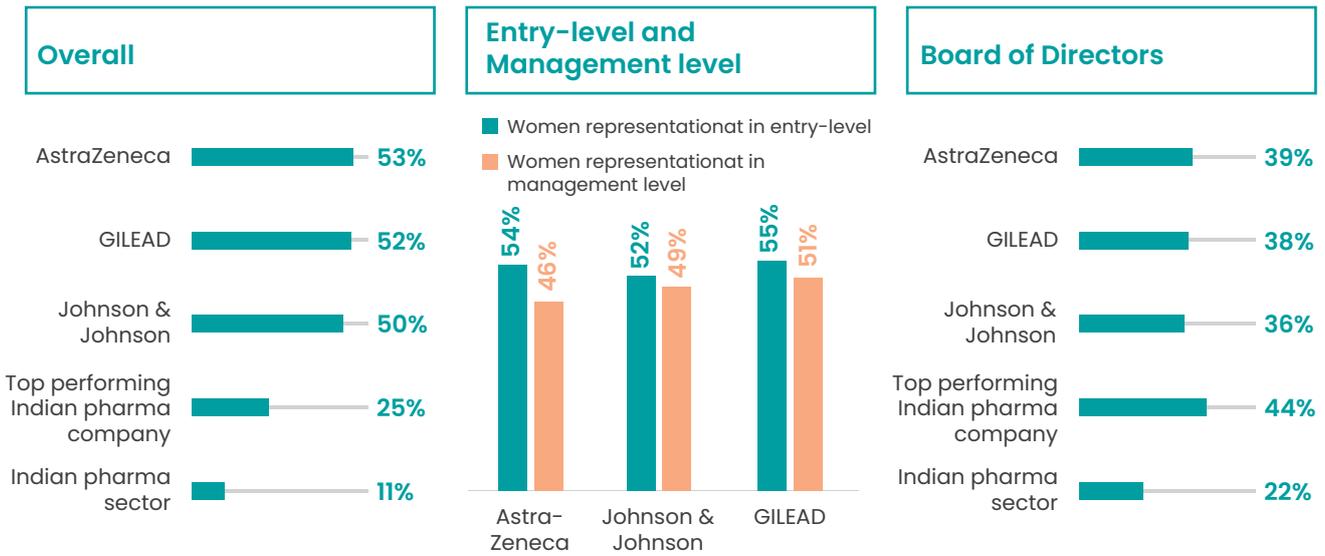
A majority of opportunities for progress and growth are in sales and operations which tend to attract fewer women given the long hours and need to travel- companies can **address safety and infrastructural issues** (e.g. driving licences, night travel), and provide networking opportunities with clients during work hours.

GLOBAL BEST PRACTICES FOR THE PHARMA SECTOR IN INDIA TO EXPLORE

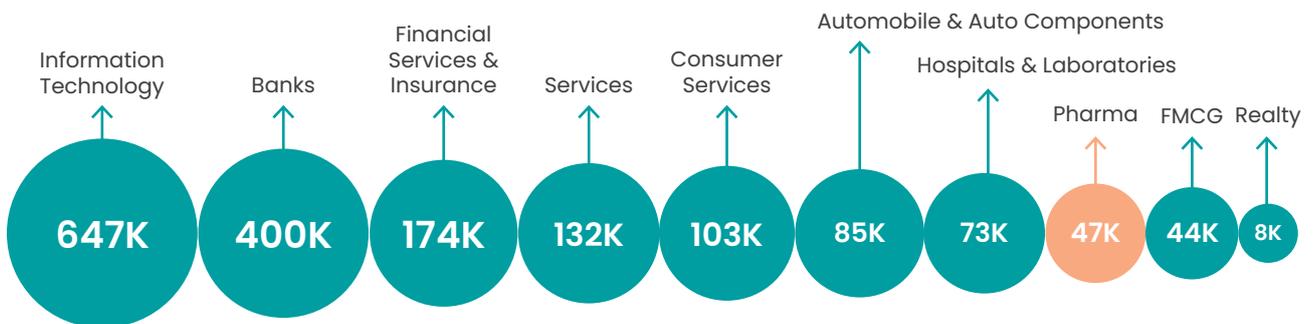
Gilead Sciences (USA) runs its Women at Gilead global network dedicated to recruiting, developing, supporting and retaining its female employees across levels. The network incorporates development programs, mentoring opportunities, and enforces inclusive company policies.

Bayer (Germany) has clearly articulated public gender targets; by 2025, the company aspires to establish a 50/50 gender balance across all combined management levels (currently 40% women).

WOMEN REPRESENTATION IN TOP GLOBAL PHARMACEUTICAL FIRMS

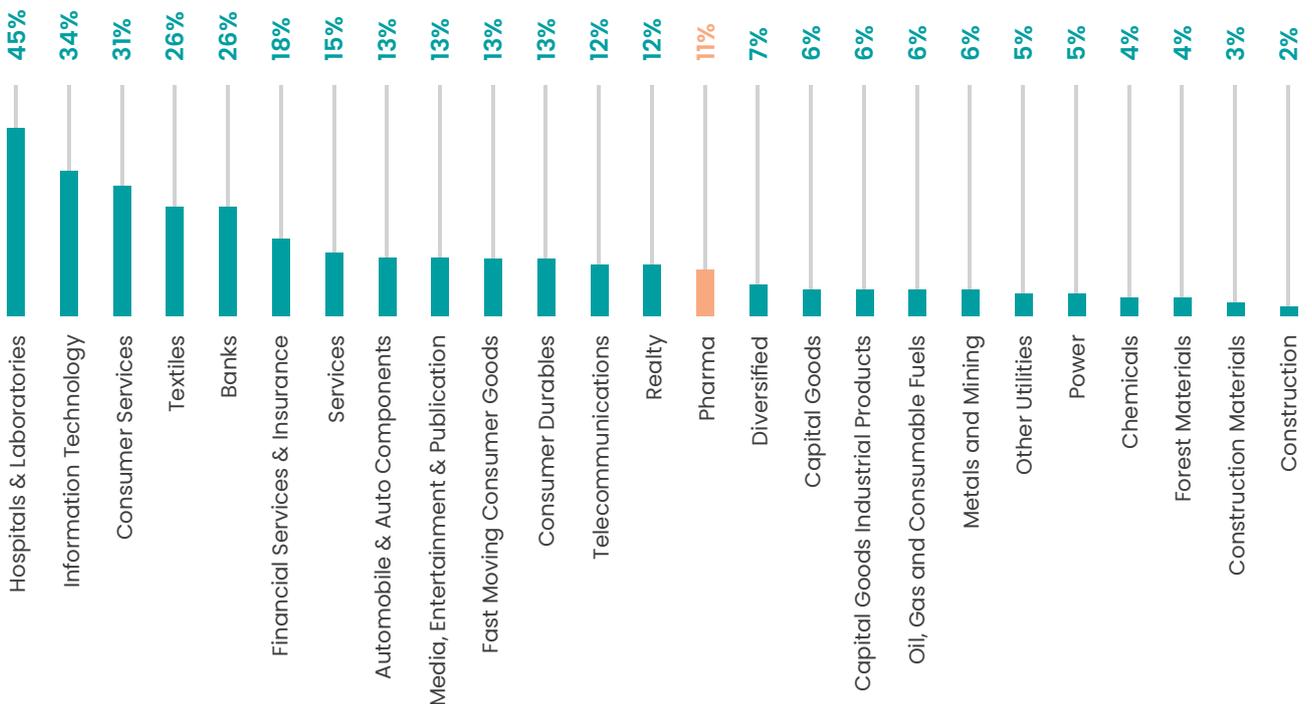


WOMEN WORKFORCE SIZE BY SECTOR

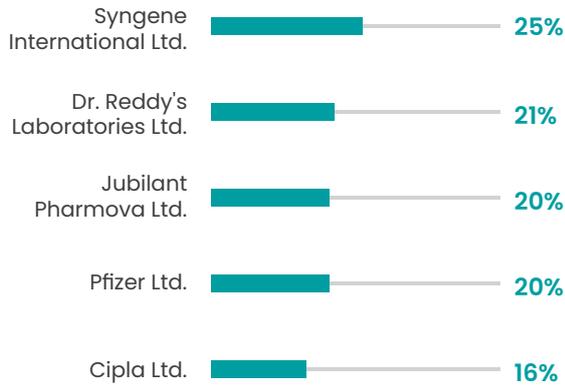


Note: The size of the bubble signifies the size of the women workforce in the sector

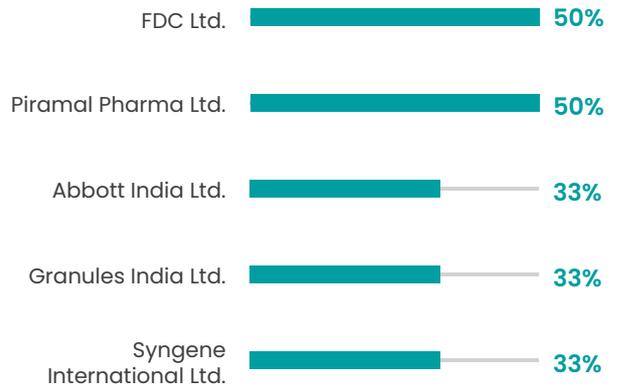
WOMEN WORKFORCE REPRESENTATION BY SECTOR



TOP PERFORMERS IN WOMEN WORKFORCE REPRESENTATION*

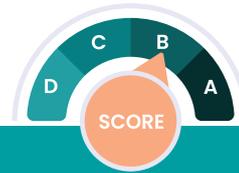
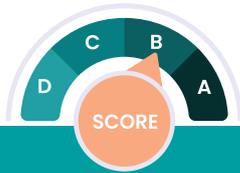
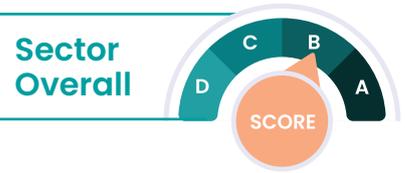


TOP PERFORMERS IN WOMEN IN KEY MANAGEMENT POSITIONS*



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

PHARMACEUTICAL INDUSTRY SCORECARD



Women Representation

Retaining Women

Women in Leadership

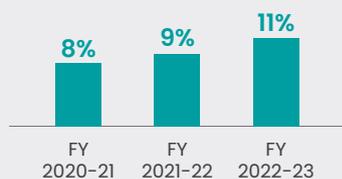
Employees



Workers



3 year trend



Turnover Rate



Retention Rate after Parental Leave



Return to Work Rate after Parental Leave



Key Management Positions



Board of Directors

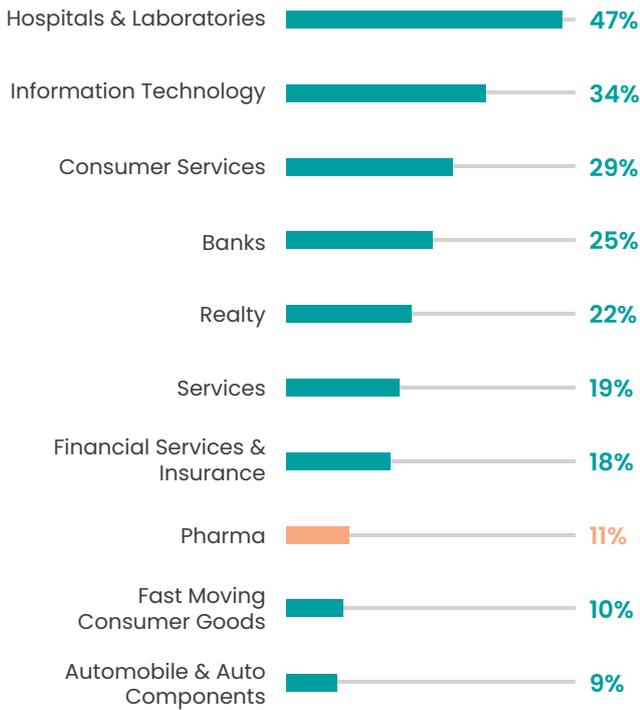


WOMEN REPRESENTATION SCORE

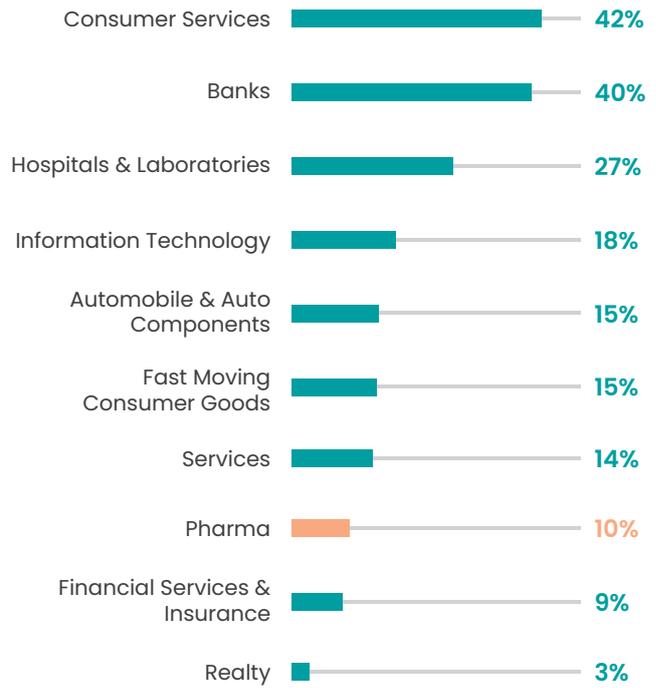


- The Pharmaceutical industry ranks 14th among the 25 sectors in overall women representation.
- The industry has 3 percentage points increase in women representation from 2020 to 2022, it's higher than top sectors like IT and Banks.

Women Employee Representation



Women Worker Representation

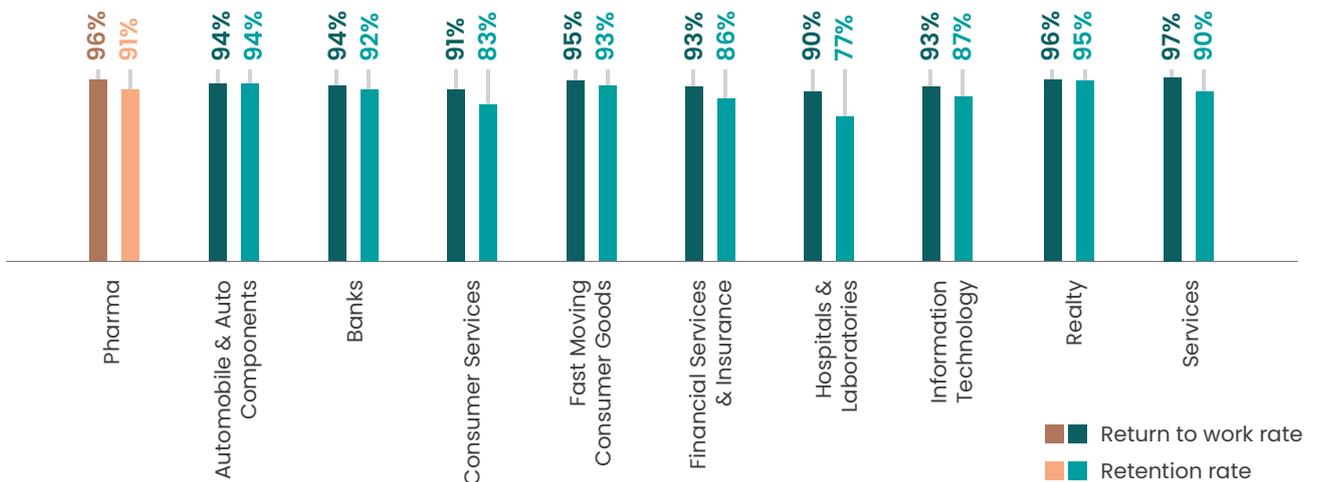


RETENTION SCORE

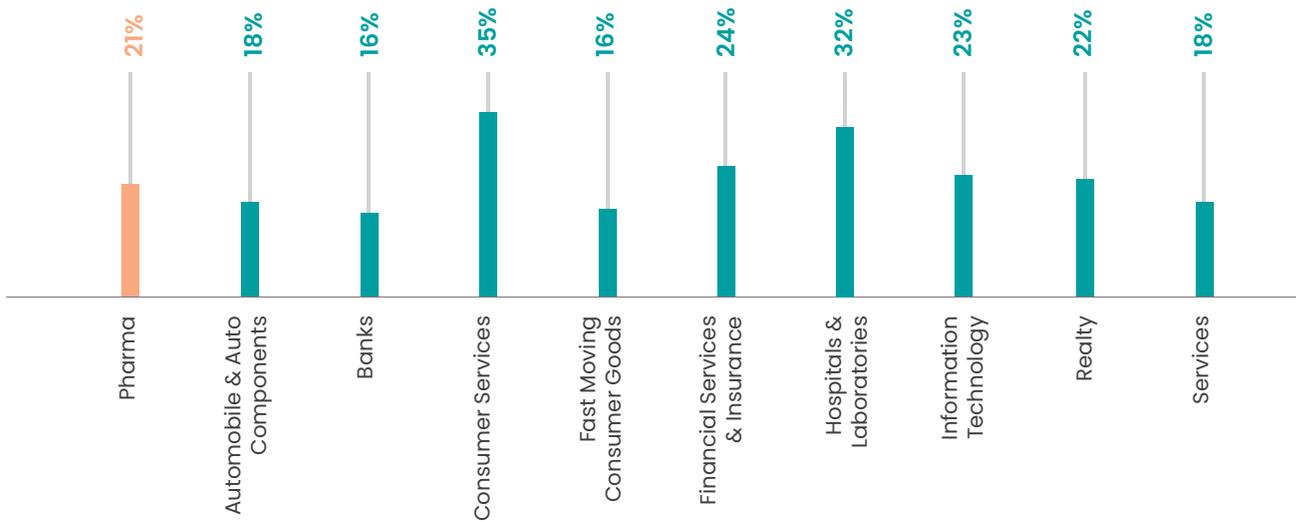


The Pharmaceutical industry has a high retention and return to work rate at 91% and 96% respectively and a turnover rate of 21%

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



Turnover Rate

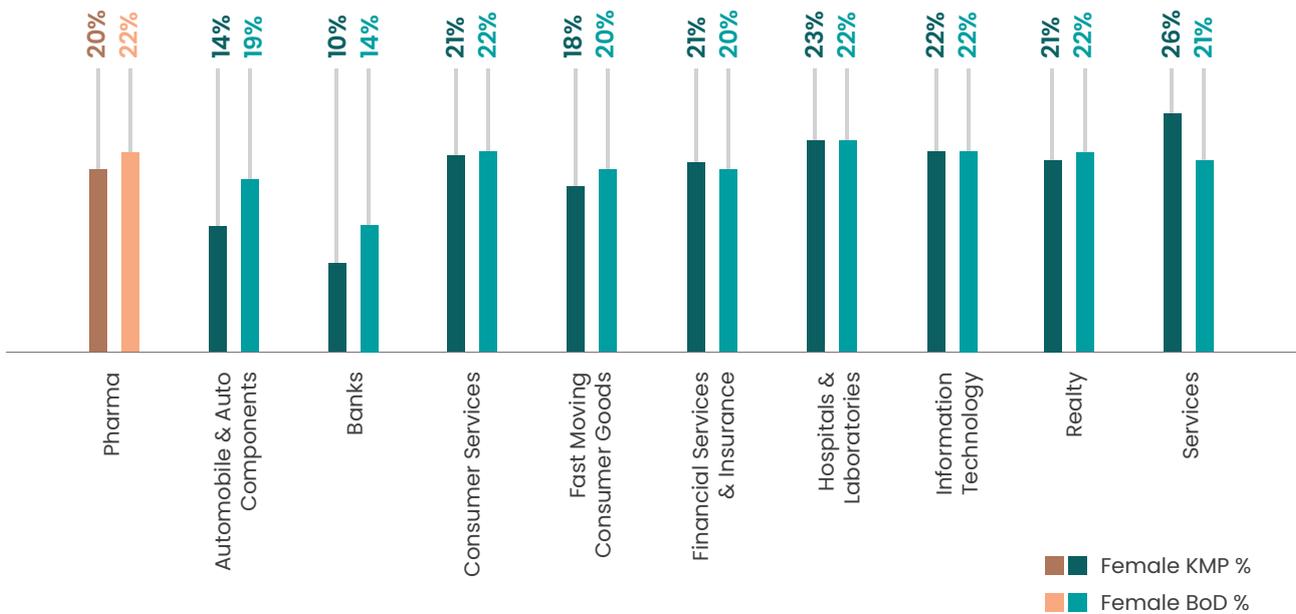


WOMEN LEADERSHIP SCORE



The representation of female BoD and KMP in the Pharmaceutical industry is similar to other sector averages. 98% of the pharmaceutical companies have at least one female BoD as per The Companies Act, 2013. 41% of companies do not have any women in KMP positions.

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

