



**TATA ELXSI**

## UK Gender pay report

April 2019

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## Introduction

Tata Elxsi is amongst the world's leading providers of design and technology services for product engineering and solutions across industries including Broadcast, Communications and Automotive.

It provides technology consulting, new product design, development, and testing services. Tata Elxsi also provides solutions and services for emerging technologies such as IoT (Internet of Things), Big Data Analytics, Cloud, Mobility, Virtual Reality and Artificial Intelligence.

Tata Elxsi embodies the Tata group's philosophy of building strong sustainable businesses that are firmly rooted in the community and demonstrate care for the environment. We believe in conducting our affairs with the highest levels of integrity, with proper authorizations, accountability, and transparency. The base for the strong corporate sustainability at Tata Elxsi stems from the following elements:

- ❑ A fair, transparent and value-driven corporate governance
- ❑ A strong strategy for longer-term business growth
- ❑ Best-in-class HR processes
- ❑ Initiatives for community betterment
- ❑ Our stewardship of the environment

## Tata Elxsi

Operating in UK for more than 16 years, We are committed to attracting diverse talent into the digital industry and into Tata Elxsi to drive innovation and our competitive advantage. Our commitment to attracting, retaining and advancing women is critical to our success as a business.

***Our Tata Code of Conduct is a living manifestation of our values-driven purpose and the very first line sets out a commitment to all Tata companies being an equal opportunity employer, committed to fair and equal pay: We shall have fair, transparent and clear employee policies which promote diversity and equality.***

Tata Elxsi has strong proven expertise in the niche service offerings. Due to unique nature of our job, we hire graduate engineers from tiered institutes. In an engineering institutes women to men ratio is very skewed.

However, we have focused on our recruitment procedures to help attract diverse talent and in particular more women as part of our expanding recruitment – the lifeblood of our organisation

We have successful initiatives in operation wherein Tata Elxsi support development of female workforce at a grass-root level – basic right to education .

- Women education
- Women employment

## Women Education

- Set up Tata Elxsi Scholarship for thirty girl students from rural communities in all the states of India where we operate.

State	Girl Students	Targeted outcomes
Karnataka	12	<ul style="list-style-type: none"><li>• Promotion of gender equality,</li><li>• Empowerment of women by the power of knowledge and employability</li><li>• Reduction of inequality faced by socially and economically backward section of the society.</li></ul>
Kerala	9	
Maharashtra	5	
Tamil Nadu	4	
Total	30	

- Scholarships are for under graduate courses.
- Commitment is for four years starting from the academic year 2017.
- Tata Elxsi looks forward to recruiting students from this group once they complete their education.

## Women Employment

- Fifteen million youngsters enter the workforce each year. More than 75 per cent are not job-ready.
- India will need 700 million skilled workers by 2022 to meet the demands of a growing economy.
- The problem becomes more acute if we look at the disadvantaged communities and even more pronounced if we look at the girl children.
- With this focus, we started our drive “**Shiksha**”.
- As part of Shiksha, since 2006, our volunteers taught students in government schools where majority of students are from rural community and rural girls.
- We have four concurrent projects under Shiksha -
  - *Undergraduate education for girl students from rural communities*
  - *Education for **rural girl children** and women*
  - *Skill development programs for automobile drivers*
  - *Life skill and vocational training programs for special students*

# Recognition

Tata Elxsi has won the STPI IT Export Award 2016-17 for 'High growth in Women Empowerment – IT' in the category of over 1000 employees.



## Understanding gender pay gap

- The gender pay gap measures the difference between the average earnings of male and female employees and is expressed as a percentage of men's pay. It is important to understand that it does not look at like-for-like roles and is not about equal pay.
- The gender pay gap legislation requires employers in Great Britain with more than 250 employees or more to report four types of figures annually on the government portal and on their own website:
  - ***gender pay gap (mean and median)***
  - ***gender bonus pay gap (mean and median)***
  - ***proportion of men and women receiving bonuses***
  - ***proportion of men and women in each quartile of the organisation's pay structure***
- The gender pay gap divides a business into four earnings groups (quartiles) and compares pay for all employees in a business within that group. The gap is the difference in the average pay and bonuses of all men and all women across an organisation. It does not have consideration of job function, job level, qualifications, performance, hours worked (part time vs. full time) and experience.
- Equal pay compares the pay of employees performing the same or very similar jobs.
- Across our businesses we make sure there is pay parity for like-for-like jobs. Our code of conduct makes clear our ambition to be an equal opportunities employer.

## Tata Elxsi UK Gender Pay Gap Data 2017-2018

Year	2017-2018	
Difference in Mean hourly rate of pay	13.4%	
Difference in Median hourly rate of pay	11.6%	
Difference in Mean bonus pay	94.5%	
Difference in Median bonus pay	67.7%	
Percentage of employees who received bonus pay	Male 16%	Female 3%

UK remuneration distribution	Male	Female
Upper Quartile	97%	3%
Upper Middle Quartile	95%	5%
Lower Middle Quartile	87%	13%
Lower Quartile	88%	11%

## Tata Elxsi UK Gender Pay Gap Data 2018-2019

Year	2018-2019	
Difference in Mean hourly rate of pay	4.84%	
Difference in Median hourly rate of pay	0.0%	
Difference in Mean bonus pay	89.9%	
Difference in Median bonus pay	72.5%	
Percentage of employees who received bonus pay	Male 29%	Female 22%

UK remuneration distribution	Male	Female
Upper Quartile	89%	11%
Upper Middle Quartile	88%	12%
Lower Middle Quartile	88%	12%
Lower Quartile	88%	12%

Thank you

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