



INSIGHTS BY
Diversity
Task Force

DRIVING TOWARDS INCLUSION

Driving towards inclusion: Sector report

MARCH 2024



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Chapter 1

Executive summary
and foreword



Sally-Anne Hodder
Head of Equity, Diversity, Inclusion and Belonging, IMI



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Foreword

Equity, diversity and inclusion is a complex landscape within the automotive industry. We know that automotive employers are keen to make changes to become more inclusive, but many simply do not know how or where to start.

Having been Head of HR for the IMI, and now the Head of Equity, Diversity, Inclusion and Belonging, I have seen the benefits of a diverse workforce firsthand. My role in the IMI's Diversity Task Force has also allowed me to help support members and their businesses on this journey, creating an environment where they can learn from each other's experiences, challenges and successes.

This is why I believe this report is crucial for the industry as it sheds light on critical insights and trends that demand our attention. The statistics presented here provide a comprehensive view of the industry's current state, revealing both areas of progress and persistent challenges.

The report makes a series of striking findings including; the under-representation of females in the automotive workforce, a concerning trend that has seen a 2.1% decrease in the past two years; the underrepresentation of females in automotive apprenticeships, with only 4% of apprentices being female—a figure significantly lower than non-automotive apprenticeships; the representation of individuals with disabilities in

the automotive sector, revealing a positive trend in employment rates over two years; and showing that ethnic diversity disparities are evident within the automotive workforce with the lower representation of individuals who are not White British.

While highlighting these findings is crucial, the report will also create a pathway for new collaboration strategies to galvanise the industry to work together to create a more inclusive welcoming workforce, maximise the potential of a diverse workforce and ultimately adapt to the demands of a competitive global industry. In conclusion, this report must serve as a call to action for all within the automotive sector to prioritise equity, diversity and inclusion. By understanding the nuanced dynamics revealed in these findings, we can collectively work towards a more representative and successful future for our industry.



Key points

- **Balance of the sexes:** Females constitute only 17.5% of the automotive sector workforce, and this percentage has declined in recent years.
 - **Disability representation:** Individuals with disabilities make up 15.5% of the workforce, showing progress but also highlighting the need for greater inclusivity.
 - **Ethnic diversity:** Non-White British individuals are 13% of the workforce, which is lower than the representation in the broader working-age population.
 - **Regional variations:** There are significant regional disparities in gender and ethnic diversity within the sector, with London showing comparatively higher representation.
- Intersectionality issues:** Intersecting challenges for females with disabilities, as well as the underrepresentation of males with disabilities and non-White British males.
- **Apprenticeship participation:** Females and ethnic minorities have lower participation rates in automotive apprenticeships compared to individuals with disabilities.

Language and definitions

Equity, Diversity, and Inclusion (EDI): We recognise that the language surrounding EDI continuously evolves. In this report, we actively strive to employ precise terminology. However, we must highlight that some of the data sources and referenced studies might use terminology considered inappropriate or outdated.

Ethnic Background: When discussing the ethnic background of individuals or groups, we advise prioritising specificity over broad terms. Despite this, for statistical integrity in this report, we adhere to the categorisations provided by our data sources. In analysing ethnicity within the automotive sector, we use the Office for National Statistics (ONS) 18-category ethnicity variable. The survey-based nature of the data and reliance on actual counts pose challenges in analysing specific ethnic groups within a sector or region due to potentially small sample sizes. To ensure respondent anonymity, the ONS implements strict privacy measures, including a minimum count threshold of ten for data usage, even in proportional analysis. To overcome these challenges and enable year-over-year and sector-specific analysis, we consolidate all ethnicities, except White British, into a “non-White British” category. This method allows us to analyse ethnicity as a binary variable: White British versus non-White British. We provide a more detailed analysis beyond this binary categorization in Chapter 5.

In Chapter 7, we explore apprenticeship data from the Department for Education (DfE), which categorises ethnicity into ‘ethnic minorities’ (excluding white minorities) and ‘White.’ It is acknowledged that the term ‘ethnic minority’ may not accurately reflect global demographics. For comprehensive information on our data sources and methodology, please refer to the data methods section.

Gender vs. sex: It is crucial to distinguish between the terms of ‘gender’ and ‘sex.’ Gender is based on how someone identifies, making it more fluid, and tied to one’s personal experience. Sex, on the other hand, is the assignment given at birth, often referred to as natal sex. These two terms are not interchangeable. Throughout this report we use ONS sex variable which predominantly addresses sex within the traditional binary framework of female and male. It’s important to recognise that data on other gender identities is scarce or entirely absent, making it challenging to assess the representation of non-binary, transgender, agender, intersex and other gender classifications within the industry. Nonetheless, progress is being made, as illustrated by the 2021 census, which for the first time introduced optional questions regarding gender identity. This represents an important step towards collecting comprehensive official data to better understand the needs and experiences of individuals across all gender identities.

Disabilities: In this report, when discussing disabilities, we analyse data from the Office for National Statistics (ONS), which uses a derived variable to classify individuals with certain health conditions as disabled or not, in accordance with the Equality Act. It is important to note that the classification of health conditions relies on self-declaration.

Other identities: Our research zeroes in on three key attributes: sex, ethnicity, and disability, laying the groundwork for exploring diversity within the sector. A thorough analysis would encompass a wider range of factors, such as age, sexual orientation, and socioeconomic status. Nonetheless, constraints in data availability have hindered our ability to delve into additional identities, including those within the LGBTQ+ community. As more comprehensive data becomes accessible, we are committed to expanding our examination to include these areas.

Automotive sector: Throughout this report, unless specified otherwise, the term ‘automotive sector’ refers to the entire automotive industry, including both automotive retail and automotive manufacturing.



Overview of the automotive sector

This report explores the state of diversity and inclusion within the UK automotive sector, highlighting areas of progress while also pointing out critical gaps and challenges.

Gender diversity

The automotive sector shows a significant gender gap, with females comprising only 17.5% of the workforce, in stark contrast to their 53% representation in the general working-age population. Alarming, this gap is widening, as evidenced by a 2.1% decrease over the past two years, coinciding with increased male employment. However, certain subsectors, such as the 'sale of cars & light motor vehicles,' demonstrate a positive trend in female representation.

Regional variations in gender diversity are substantial, with London leading in female participation. Importantly, attrition rates between females and males are comparable, indicating that retention is not influenced by gender bias. However, female representation in automotive apprenticeships remains low at just 4%, underscoring significant barriers to entry.

Disability diversity

Individuals with disabilities constitute 15.5% of the sector, slightly lower than their proportion in the general workforce. Even so, there has been a significant increase from 13.3% over the past two years, indicating a trend towards greater inclusivity. Notably, the ‘Sale, maintenance, and repair of motorcycles and related parts and accessories’ subsector has made commendable progress.

Regional disparities are evident, with the Northwest region leading in disability representation. Encouragingly, participation in automotive apprenticeships among individuals with disabilities is on the rise, surpassing rates in non-automotive fields.

Ethnic diversity

Ethnic diversity within the sector is progressing slowly, with non-White British individuals making up 13% of the workforce, which falls short of their 18% representation in the general working-age population. London shows higher diversity compared to other regions but still lags the general population.

The sector largely comprises White British and White Other individuals, with underrepresentation of other ethnic groups, particularly among all Asian communities. A concerning finding is the higher attrition rate for non-White British workers, suggesting issues related to job security and quality. While the participation of ethnic minorities in automotive apprenticeships is increasing, it stays behind other industries.

In the dynamic UK automotive sector, embracing diversity is essential for thriving in today's demanding environment.

Intersectionality

This reveals a nuanced diversity landscape, where gender, disability, and ethnicity intersect in complex ways. Females are more likely to have disabilities and are younger than the general workforce. There is a notable underrepresentation of males with disabilities and non-White British males, showing a need for targeted diversity initiatives.

Recommendations for improvement

The automotive sector needs an integrated approach to enhance diversity, including targeted recruitment and outreach, inclusive workplace cultures, enhanced visibility of diverse role models, flexible working arrangements, and clear career advancement pathways. Addressing regional disparities, improving apprenticeship accessibility, regular monitoring, employee resource groups, policy advocacy, using technology for inclusivity, and community engagement are crucial.

By implementing these strategies, the sector can foster a more inclusive environment, using the full potential of its diverse workforce, and adapting to the evolving demands of a competitive global landscape.



Importance of EDI in the automotive sector

In the dynamic UK automotive sector, embracing diversity is increasingly recognised as essential for thriving in today's demanding environment. This report offers an in-depth analysis of the pivotal role of Equity, Diversity, and Inclusion (EDI) in fostering the sector's growth, focusing on gender, ethnicity, and disability. The urgent need for diversity becomes more pronounced against challenges like a significant vacancy rate and a skills revolution triggered by emerging technologies.

Gender diversity

Historically dominated by cis males, the automotive sector is now recognising the value of gender balance. Beyond promoting equality, gender diversity injects fresh perspectives, enhances creativity, and streamlines decision-making. With the sector having a major skill overhaul due to new technologies, incorporating the diverse talents of women is vital.

Ethnic diversity

Confronting a skills shortage and the adoption of new technologies, ethnic diversity is a critical asset. Reflecting the multicultural fabric of society, ethnic diversity in the automotive sector fosters innovation and keeps market relevance. Diverse racial and ethnic backgrounds contribute varied experiences and cultural insights.

Disability diversity

In a sector struggling with filling vacancies, valuing individuals with disabilities is crucial. Disability diversity enhances inclusivity, taps into underutilised talent, and broadens understanding of diverse customer needs. An inclusive approach that accommodates disabilities can help bridge the skills gap.

The heightened vacancy rate and skill transformation make diversity more critical than ever. By embracing gender, ethnic, and disability diversity, the automotive sector can access a wider talent pool, spur innovation, mitigate skills shortages, and stay competitive amid rapid technological advancements. This report offers insights and recommendations for sector stakeholders to cultivate a diverse and inclusive future, positioning diversity as a cornerstone of sustainable growth and success.



Chapter 2

Core EDI analysis

Dynamics of sex in UK automotive

In 2020, a study by Deloitte¹ canvassed the perspectives of over 100 professionals within the UK automotive sector. A striking consensus appeared – 90% of participants agreed women are underrepresented in the sector. This finding is not just about a shift in numbers; it marks a pivotal change towards addressing long-standing gender imbalances and actively promoting the role of women in the sector.

The automotive sector is male-dominated. However, the Deloitte study, and similar research, bring to light the need to rectify this gender disparity. This realisation marks a crucial step in rethinking the sector's approach.

Despite the acknowledgment of gender imbalances, the UK automotive sector is still in the early stages of fully embracing gender diversity. While there have been improvements, significant gaps remain.

This chapter serves as a deep dive into the dynamics of sex within the UK automotive sector. It emphasises the imperative of fostering an inclusive culture where every individual, regardless of gender, is empowered to excel and contribute significantly to the sector's success. Embracing this diversity is not just ethically imperative but also a strategic advantage. Looking ahead, the sector's commitment to gender diversity will be pivotal in its ability to innovate and keep a competitive edge in the global market.

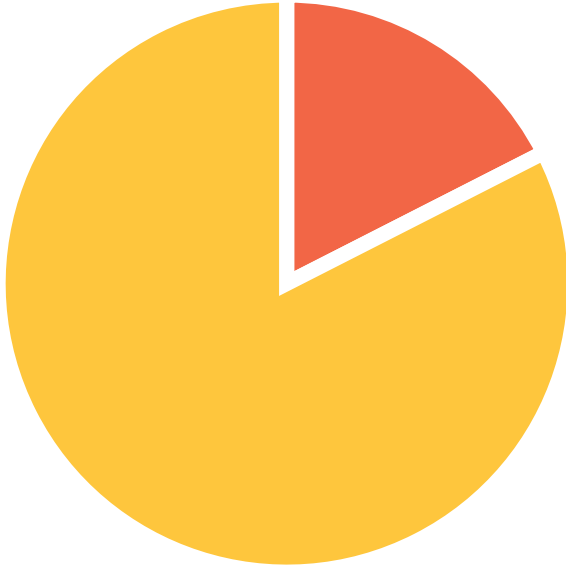


Female
representation
within the
automotive
sector presents
a mixed picture
of progress and
challenges.

Females in UK working population

Automotive (2022/23)

- Female = 17%
- Male = 83%



Working Age Population (2022/23)

- Female = 53%
- Male = 47%

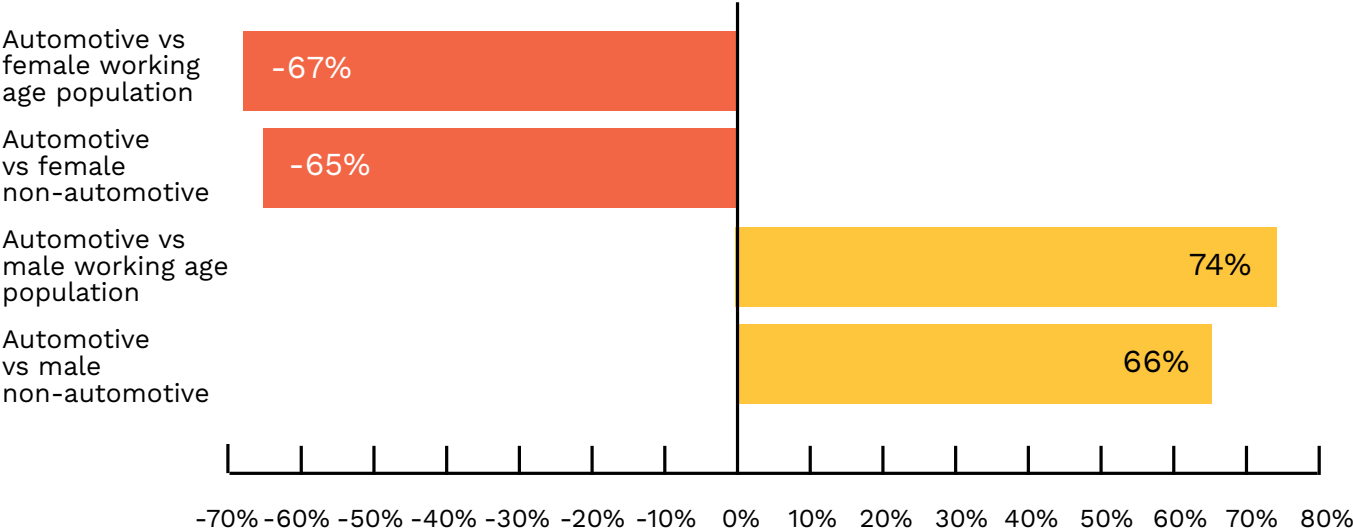


The proportion of females in automotive was 17.5% in 2022/23 – significantly lower than the working age population of 53%.

Our research reveals a significantly smaller proportion of females in the UK automotive sector compared to the UK population.

Females working in automotive are 97% below the median of the working-age population and 65% below non-automotive sectors. In stark contrast, males in the automotive sector exceed by 66% in comparison to non-automotive sectors, and are 74% above the working population, underlining a profound disparity between the sexes.

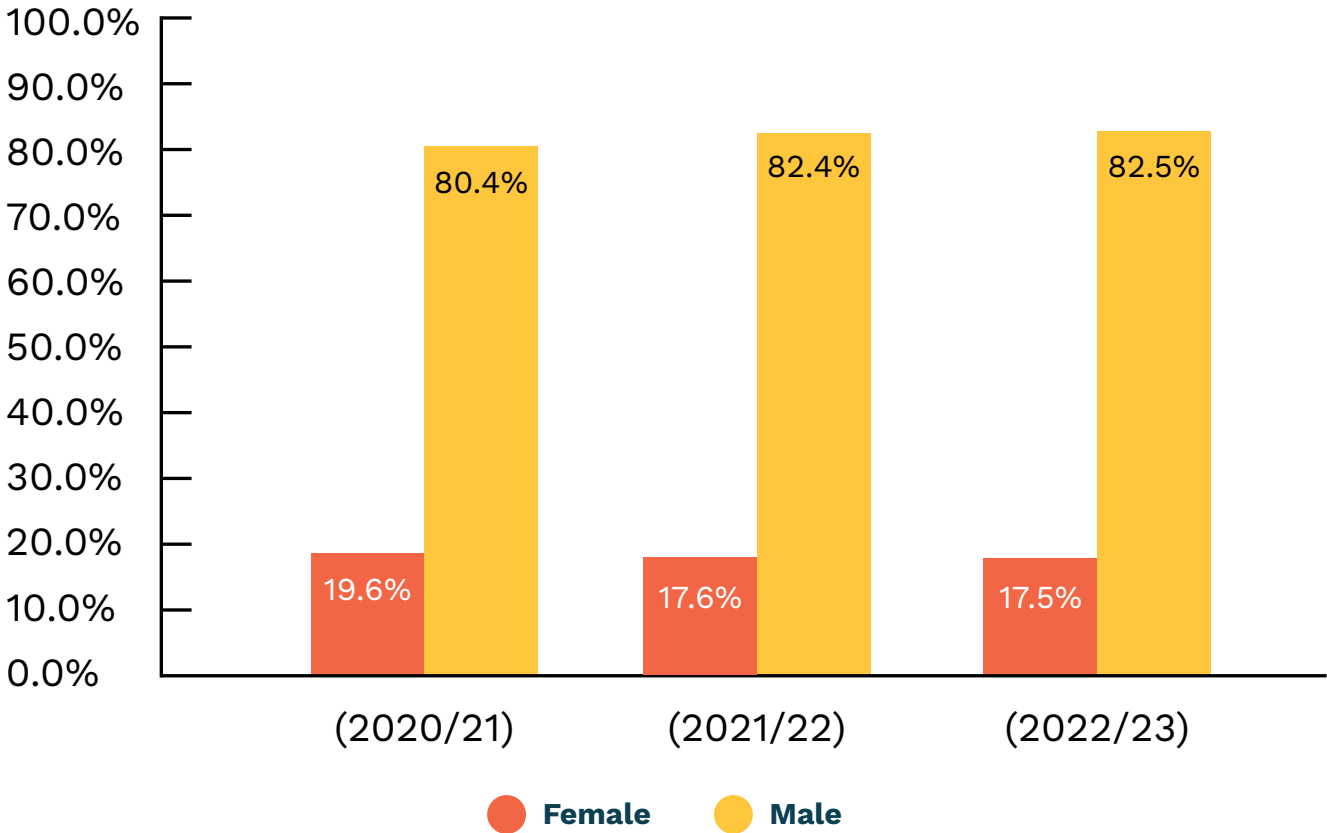
Automotive industry proportion of sexes change by working population (2022/2023)



Over the past year, the overall proportion of females in the sector has seen a marginal decrease, falling from 17.6% to 17.5%. However, over two years, the change is clear – in a decrease of 2.1% from 19.6% – with males notably filling the gap.

While this downward movement is a negative sign, it's important to note that this slight change is not statistically significant, showing that time alone does not fully explain the shifts in these dynamics.

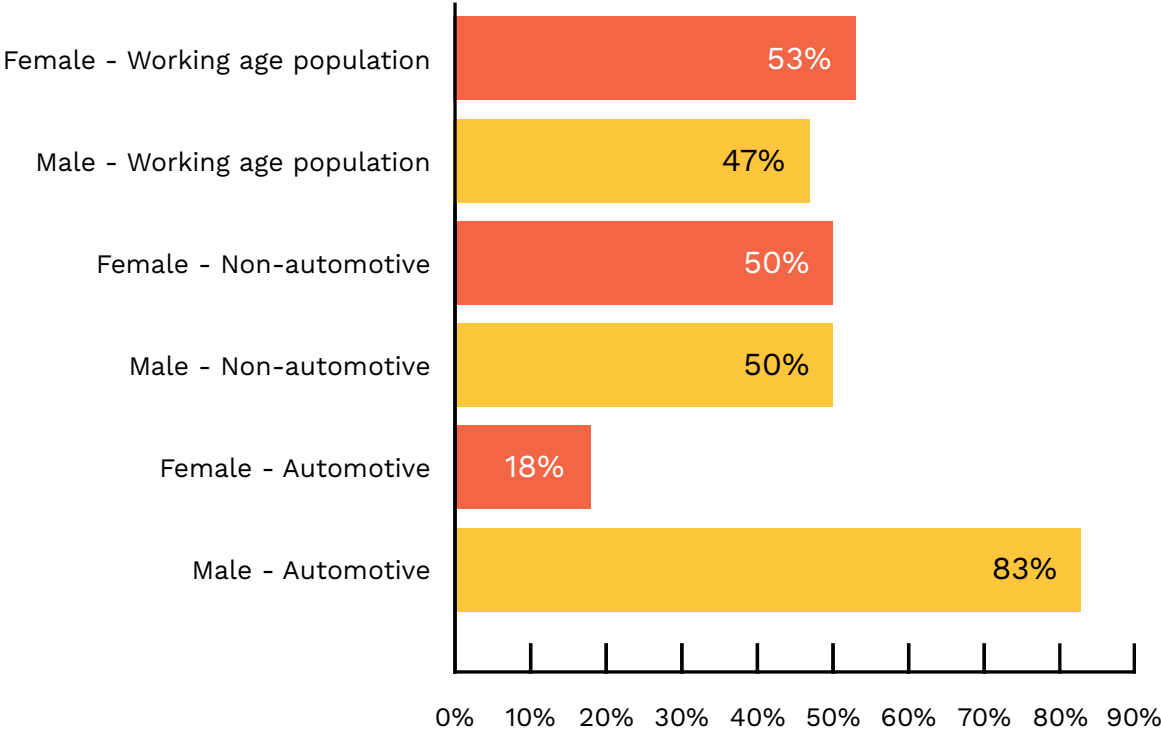
% Split by sex within automotive



Females hold 17.5% of automotive roles, compared to 82.5% of males.

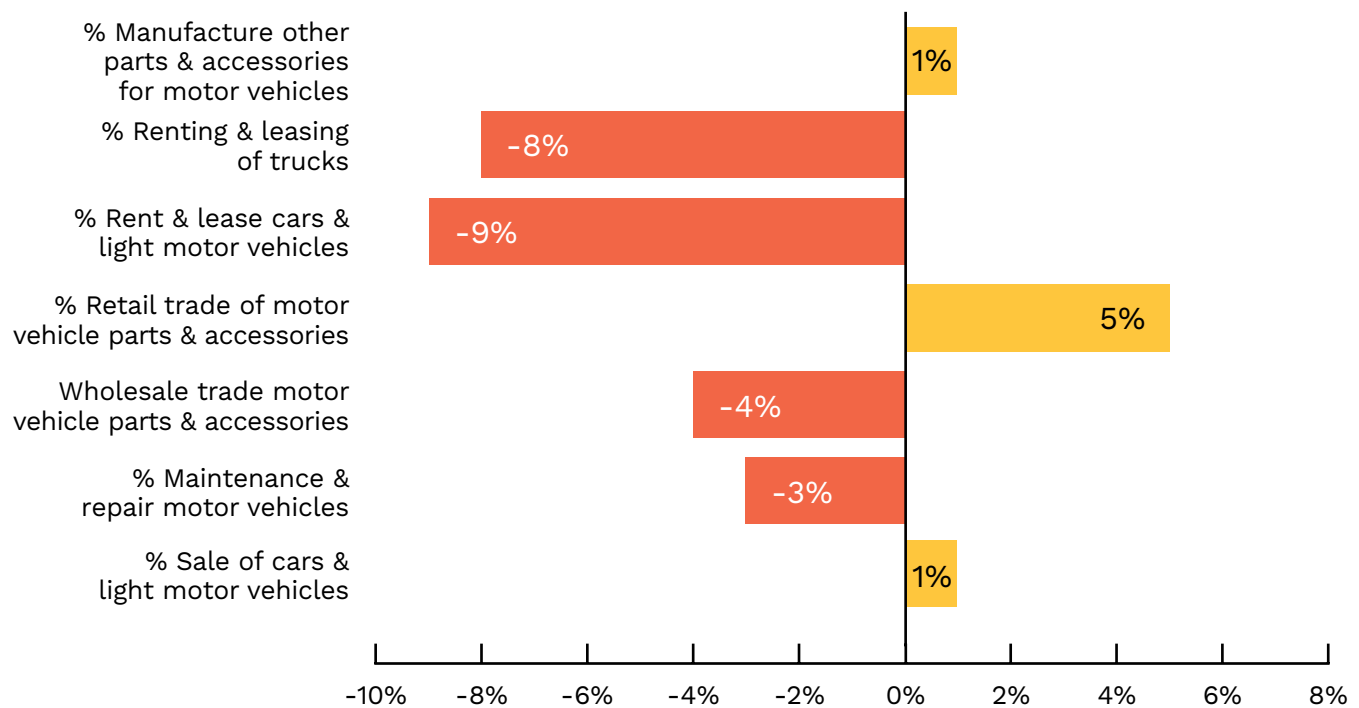
Females and subsectors in automotive

Sex by Industry - % within working age population, automotive and non-automotive 2022/23



Females working in automotive are 67% below the median of the working-age population and 65% below non-automotive sectors.

Percentage change past two years in proportions of females - Automotive

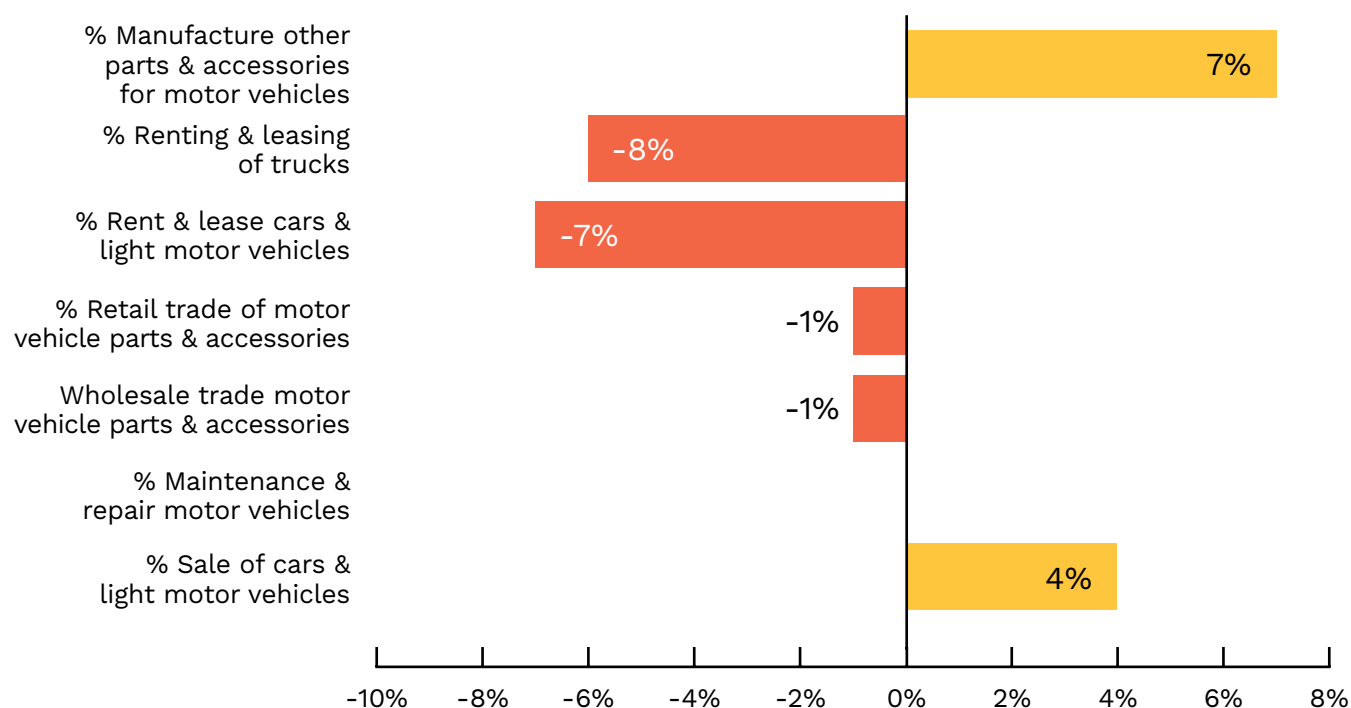


Delving into the subsectors of the automotive sector reveals more nuanced dynamics. The ‘sale of cars & light motor vehicles’ subsector shows a promising trend, where female representation has notably increased by 4%, from 20.8% last year to 24.5%.

This rise is a positive indicator of growing female numbers in areas of the sector traditionally seen as more male-dominated. In addition, the subsector focusing on ‘manufacturing other parts & accessories for motor vehicles’ has seen a 1% increase in females over the same period, rising from 18.2% to 19.2%.

However, the ‘maintenance & repair of motor vehicles’ subsector presents a more concerning picture. Here, the proportion of females has decreased by 3% over the last two years, settling at 13.8%. This decline highlights persistent challenges and the need for targeted efforts to improve female representation in this area of the sector.

Percentage change past year in proportions of females - Automotive



% Split by sex by subsectors

	2020/2021		2021/2022		2022/2023	
	Male	Female	Male	Female	Male	Female
Sale of cars & light motor vehicles	76.5%	23.4%	79.1%	20.8%	75.5%	24.5%
Sale of other motor vehicles	-	-	75.4%	24.5%	-	-
Maintenance & repair motor vehicles	82.7%	17.2%	86.5%	13.4%	86.2%	13.8%
Wholesale trade motor vehicle parts & accessories	69.2%	30.7%	72.6%	27.3%	73.3%	26.7%
Retail trade of motor vehicle parts & accessories	78.2%	21.7%	72.4%	27.5%	73.0%	27.0%
Sale, maintenance and repair of motorcycles	87.0%	12.9%	83.3%	16.6%	-	-
Wholesale of waste and scrap	83.1%	16.8%	83.5%	16.4%	-	-
Rent & lease cars & light motor vehicles	71.1%	28.8%	73.1%	26.8%	80.0%	20.0%
Renting and leasing of trucks	75.8%	24.1%	81.8%	18.1%	-	-
Manufacture of motor vehicles	79.1%	20.8%	80.9%	19.0%	87.1%	12.9%
Manufacture of bodies for motor vehicles and trailers	84.9%	15.0%	88.1%	11.8%	-	-
Manufacture of electric equipment for motor vehicles	-	-	67.5%	32.5%	-	-
Manufacture of other parts and accessories for motor vehicles	81.7%	18.2%	87.7%	12.2%	80.8%	19.2%
Manufacture of motorcycles	-	-	-	-	-	-
All Automotive	80.6%	19.3%	83.4%	16.5%	85.5%	14.5%

Impact of COVID-19 on women in the workforce

Progress is set against a backdrop of a broader societal and economic challenge. The proportion of working-age women is experiencing a slight decrease, which is linked to the overarching impact of the COVID-19 pandemic.

The ‘Coronavirus: Impact on the labour market?’ paper by the House of Commons, published in August 2022, offers crucial insights into this issue. It highlights women faced disproportionately higher spikes in unemployment at the onset of the pandemic. Specifically, the unemployment rate for women surged by 23.8% in the year leading to January-March 2021, compared to a 19.9% increase for men.

More recently, a Statistica report³ noted that in the second quarter of 2023 the employment rate for men aged between 16 and 64 in the UK stood at 79.4%, while for women it was notably lower at 72.1%. This continuing disparity underscores the complex factors influencing gender representation in the workforce.

Furlough trends and gender disparity

The reasons behind this gender disparity in employment are complex. One of the contributing factors is the pattern of furloughs during the pandemic. Up until May 2021, women were more likely to be furloughed compared to men.

This trend is partly due to the higher proportion of women employed in sectors most affected by the pandemic, such as retail, and accommodation and food services. Economists suggest that women are more likely to be furloughed than men even in similar roles.



These factors have had a lingering impact, potentially leading to a prolonged period before we see a reversal of these trends. This situation might explain the decrease in the number of women in the working-age population, particularly in sectors like automotive retail, where the effects of such societal and economic shifts are more pronounced.

The case for gender diversity

Gender diversity in the UK automotive sector is not just a matter of equity; it's a strategic imperative. Studies show that diverse gender representation leads to:

- **Sharper decision-making:** Diverse perspectives lead to more comprehensive and effective decision-making processes.
- **Enhanced customer engagement:** A gender-diverse workforce understands and connects better with a wider customer base.
- **Improved financial performance:** Companies with diverse workforces often outperform their more homogenous counterparts financially.

The World Economic Forum's Global Gap Report⁴ indicates another key factor: Women often develop skills more quickly than men in areas such as cognitive skills, management and engagement skills, self-efficacy, working with others, and ethics and technology.

However, they also highlight the automotive sector ranking amongst the fourth-lowest for Diversity, Equity, and Inclusion programs, at just 15% – which may help to explain why sectors like automotive, typically have fewer women⁵.

Women in senior roles

The importance of women being represented in senior roles is well-recognised. Women not only function as role models for other women in the organisation, reinforcing the company's commitment to diversity and inclusivity—but those with higher gender diversity, particularly in executive teams, show better financial performance.

In one global study, McKinsey & Company⁶ found that companies in the top quartile for gender diversity are 39% more likely to outperform their respective national sector medians financially.

Yet, in the automotive sector, women hold just 6.8% of senior roles, marking a sharp 10% drop from last year and a 16% decrease over two years. This figure starkly contrasts with the 38.5% representation of women in the broader working-age population, highlighting a significant decline in women's presence in top positions. The IMI Driving Inclusion: Senior Managers Report offers an in-depth exploration of these trends.

Gender bias and stereotypes

Women often face gender biases and stereotypes in the workplace that play a significant role in dynamics and outcomes⁷, so having more female representation in senior roles helps to challenge and overcome this. Recent studies point to implicit factors contributing to the underrepresentation of women generally in the automotive sector, these include:

- Sector bias favouring men in leadership roles and inadequate mentorship for women⁸.

- Organisational cultures that often exclude women from social scenes and networking opportunities¹.
- Job descriptions and application processes biased towards experience rather than skills⁹.
- A general lack of inclusivity and sense of belonging⁹.

One study concentrating on woman-owned small businesses in Northwest England¹⁰ highlights a potential – yet significant – stereotype issue. Women often confront pervasive stereotypes that depict business owners predominantly as “white, middle-class males.” Such stereotypes show cultural barriers, particularly in male-dominated fields like the automotive sector.

These barriers not only challenge women’s entry into these sectors but also affect their progression and representation in roles, underscoring the need for a cultural shift to foster greater inclusivity and diversity.

Strategies to enhance women's representation

To address and overcome these challenges, it's essential to emphasise the need for supportive elements within the workplace and educational settings.

Key measures include:

- Encouraging lecturers and educators who play a pivotal role in shaping early career aspirations and perspectives.
- Access to mentors who can offer guidance, support, and role modelling for aspiring women in the sector.
- Effective workplace support systems that ease women's career development and address specific challenges they face.
- Gender sensitisation training for all employees to cultivate awareness and reduce biases and stereotypes.

Implementing these measures is crucial in fostering a workplace environment that is not only more inclusive but also conducive to the growth and advancement of women, particularly in sectors like the automotive sector where they are underrepresented.





Hidden and physical disabilities analysis

Tapping into the workforce of disabled individuals addresses labour shortages and brings in talented, often overlooked people. Despite concerted efforts to promote equality and prevent discrimination, the reality still is stark: disabled individuals continue to experience lower employment rates, coupled with higher inactivity and unemployment, compared to their non-disabled counterparts. However, research counters this view, showing that hiring disabled individuals offers both strategic and financial advantages.

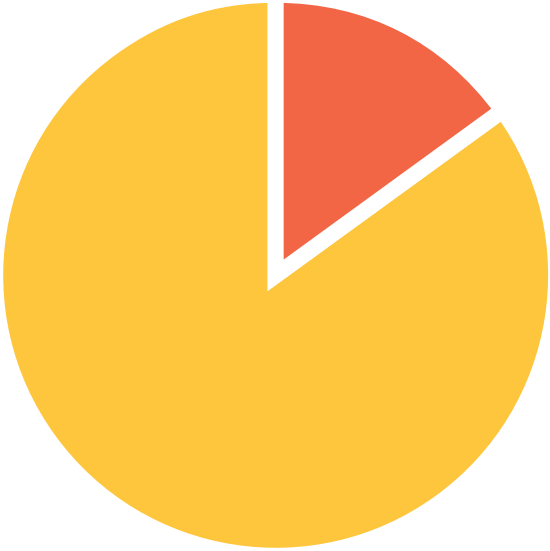
In the UK automotive sector, there's an ongoing recognition of sex imbalances, but the sector is still at an early stage in fully embracing disability diversity. Although there have been improvements, notable gaps exist.



Disability in UK working population

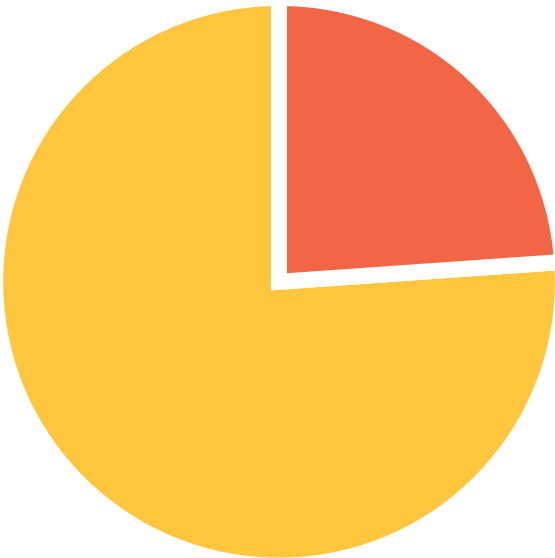
Automotive (2022/23)

- **Equality act disabled = 15%**
- **Not equality act disabled = 85%**



Working Age Population (2022/23)

- **Equality act disabled = 24%**
- **Not equality act disabled = 76%**

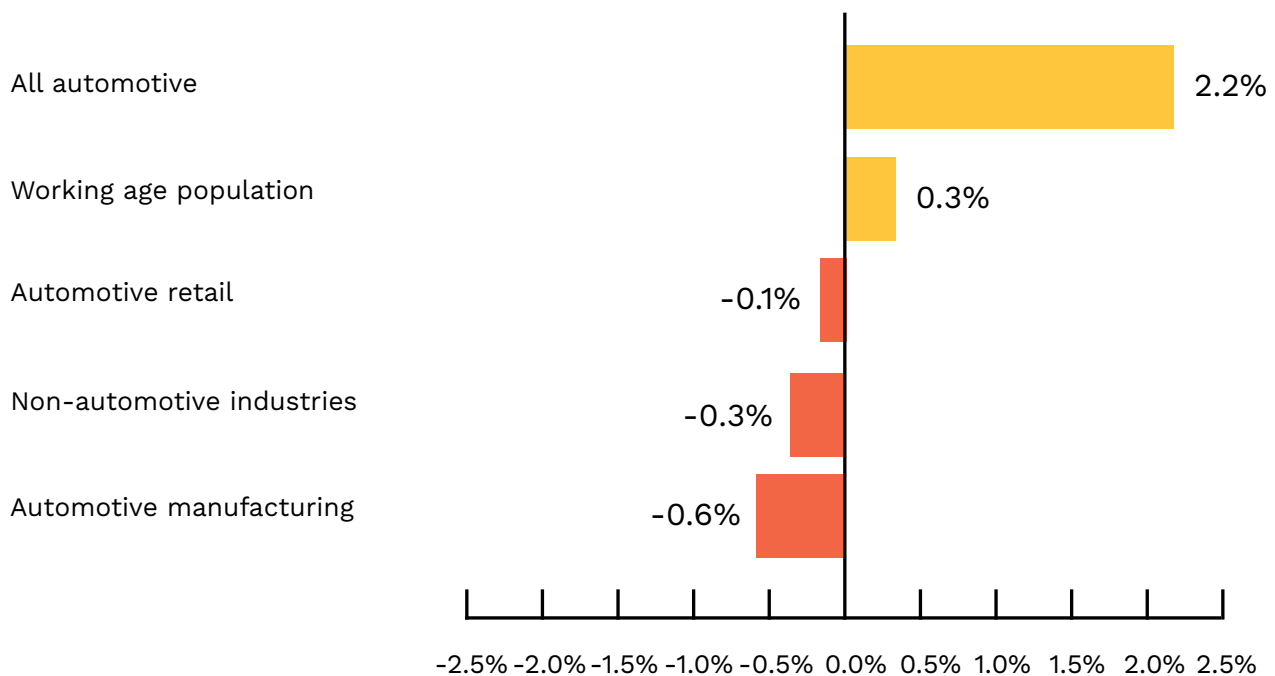


The proportion of those with a disability in automotive is 15.5%. This is lower than the working age population, but not statistically significant.

Disabilities and subsectors in automotive

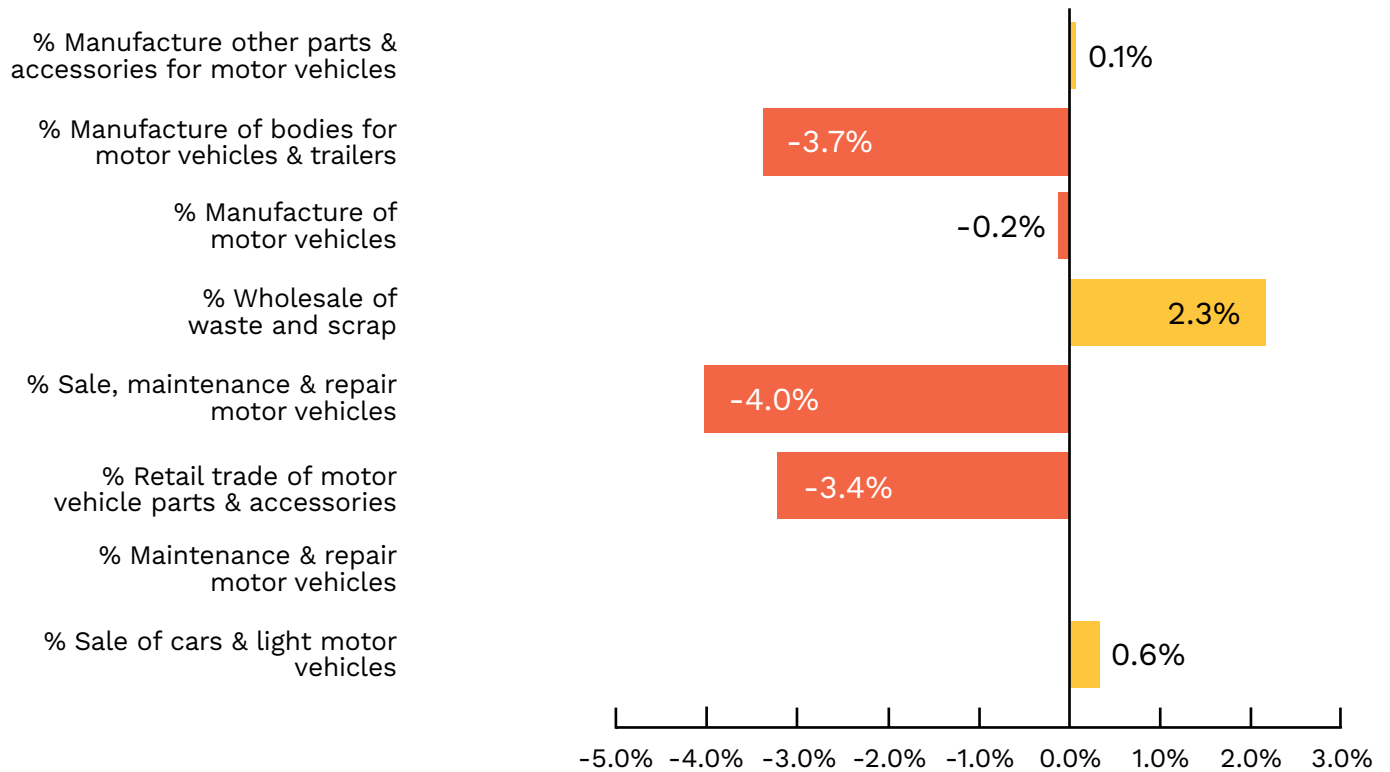
Data reveals mixed trends in the employment of individuals with disabilities within the UK automotive sector. While there has been a slight decrease of 0.3% from last year, this change is not considered statistically significant.

Change in the proportion of those with a disability (2022/2023)

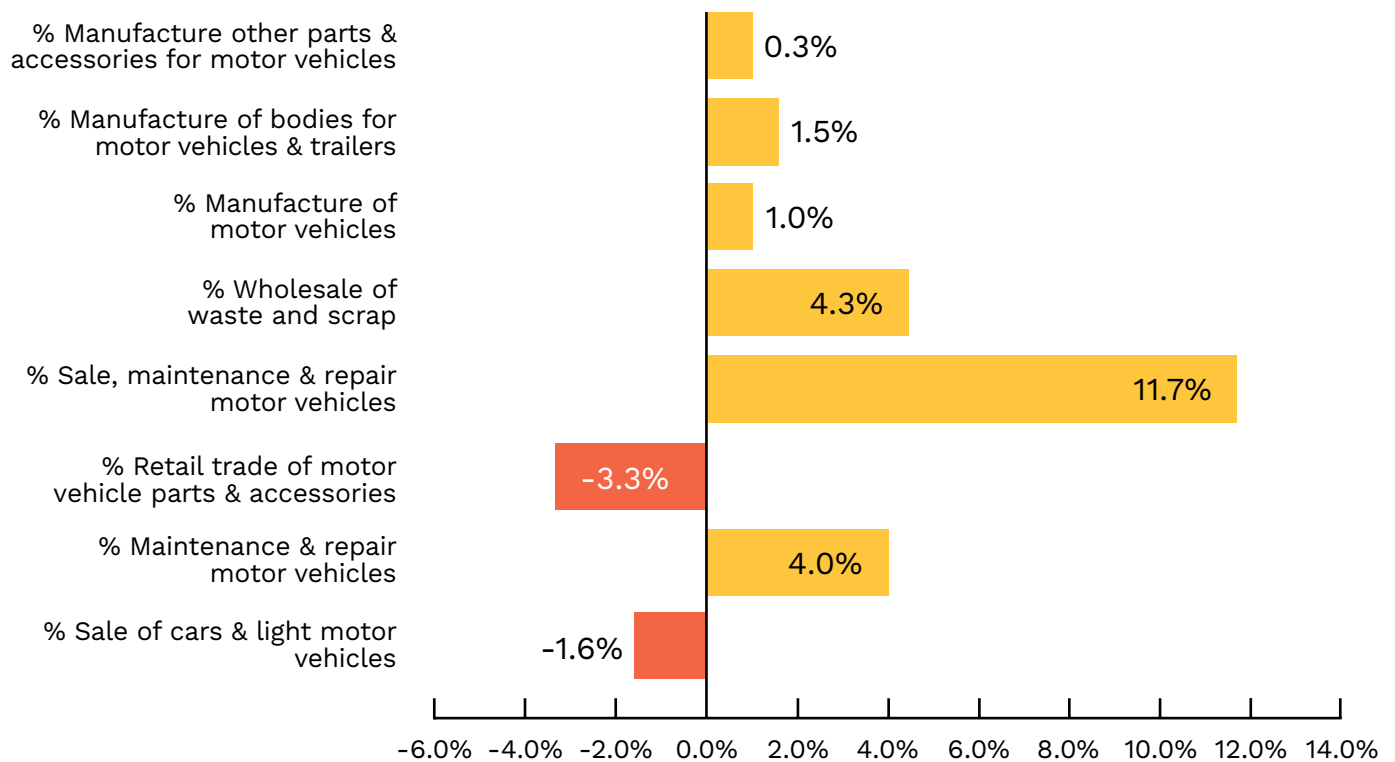


Over two years, the employment rate of disabled individuals in the automotive sector has risen by 2.2%, marking a significant and meaningful improvement.

Percentage change past year in proportions of disabled - Automotive



Percentage change past two years in proportions of disabled - Automotive



There is a more notable and positive development over a two-year period. From 2021/22 to the present, the proportion of those with a disability employed in the automotive sector has increased from 13.3% to 15.5%. This increase is statistically significant, showing a meaningful improvement in the sector's inclusivity over the longer term.

There are increases across the four areas measured, with the working age population with the largest proportional increase.

One explanation for the increase in the proportion of individuals with disabilities working in the automotive sector could be linked to a greater openness in discussing and declaring disabilities. There's also a notable trend of individuals getting diagnoses later in life.

Supporting this, anecdotal evidence from BEN, the UK automotive charity, reveals a significant rise in the number of people calling support lines, specifically for help related to a disability diagnosis. This increase in awareness and willingness to seek help could be contributing to the more inclusive employment figures seen in the sector.

From an occupation viewpoint, 'Sale, maintenance and repair of motorcycles and related parts and accessories' has the largest increase in the proportion of those with disabilities, increasing from 16% to 28% over two years.

Change in the proportion of those with a disability (2022/23)

SIC (Industry)	With disabilities	Without disabilities
45.11 Sale of cars & light motor vehicles	7.1%	92.9%
45.19 Sale of other motor vehicles	-	-
45.20 Maintenance & repair motor vehicles	9.5%	90.5%
45.31 Wholesale trade motor vehicle parts & accessories	14.2%	85.8%
45.32 Retail trade of motor vehicle parts & accessories	9.2%	90.8%
45.40 Sale, main, repair motorcycle & related parts	-	-
46.77 Wholesale of waste and scrap	10.7%	80.3%
77.11 Rent & lease cars & light motor vehicles	19.7%	28.8%
77.12 Renting and leasing of trucks	-	-
Automotive Retail sub total	9.9%	90.1%
29.10 Manufacture of motor vehicles	20.2%	79.8%
29.20 Motor bodies for motor vehicle & trailer	-	-
29.31 Manufacture of electric equipment for motor vehicle	23.3%	76.7%
29.32 Manufacture of other parts & accessories for motor vehicle	25.2%	74.8%
30.91 Manufacture of motorcycles	-	-
Automotive Manufacturing sub total	20.3%	79.7%
All Automotive	13.0%	87.0%
Total non-automotive industries	18.0%	82.0%
Working age population	17.5%	82.5%

The case for disability diversity

Hiring disabled individuals is not only a matter of social responsibility but also makes strong business sense. While pessimistic views about the work abilities of disabled individuals often lead to lower participation and underemployment¹¹, research consistently proves the strategic and financial advantages of inclusive hiring practices. A report titled ‘A Systematic Review of the Benefits of Hiring People with Disabilities’¹² finds several compelling reasons for this:

- **Competitive advantage:** Disabled employees attract diverse customers and drive innovation, boosting customer loyalty and safety
- **Inclusive culture:** Hiring disabled staff enhances workplace diversity and acceptance.
- **Customer diversification:** Companies with disabled employees appeal to a broader customer base, improving brand loyalty.
- **Employee dedication:** Disabled workers typically display greater loyalty and commitment.
- **Improved company image:** Customers often believe those employing disabled individuals are caring and inclusive.

Additionally, a 2020 paper in the Journal of Business and Psychology¹³ finds that organisations employing disabled people often have lower turnover rates—reducing recruitment and training costs. These findings underscore the comprehensive value of hiring disabled individuals. It’s not just about compliance; it significantly boosts a company’s performance, culture, and social responsibility.

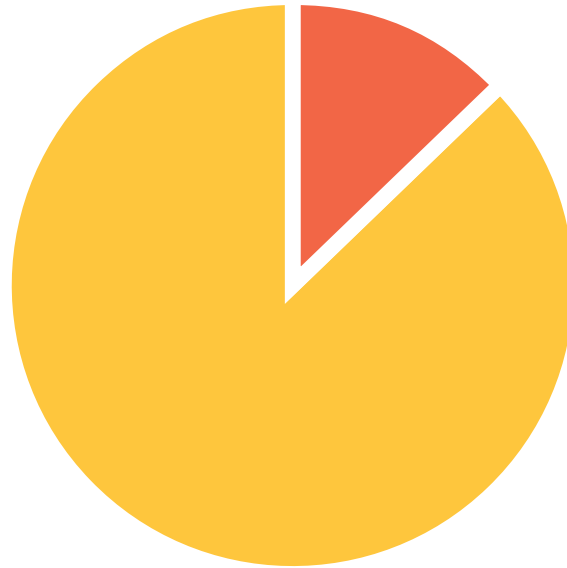


Race and ethnicity

Ethnicity in UK working population

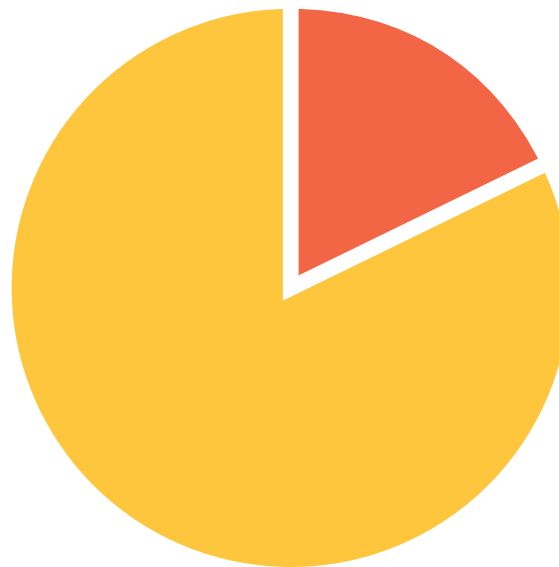
Automotive (2022/23)

- **Non White British = 13%**
- **White British = 87%**



Working Age Population (2022/23)

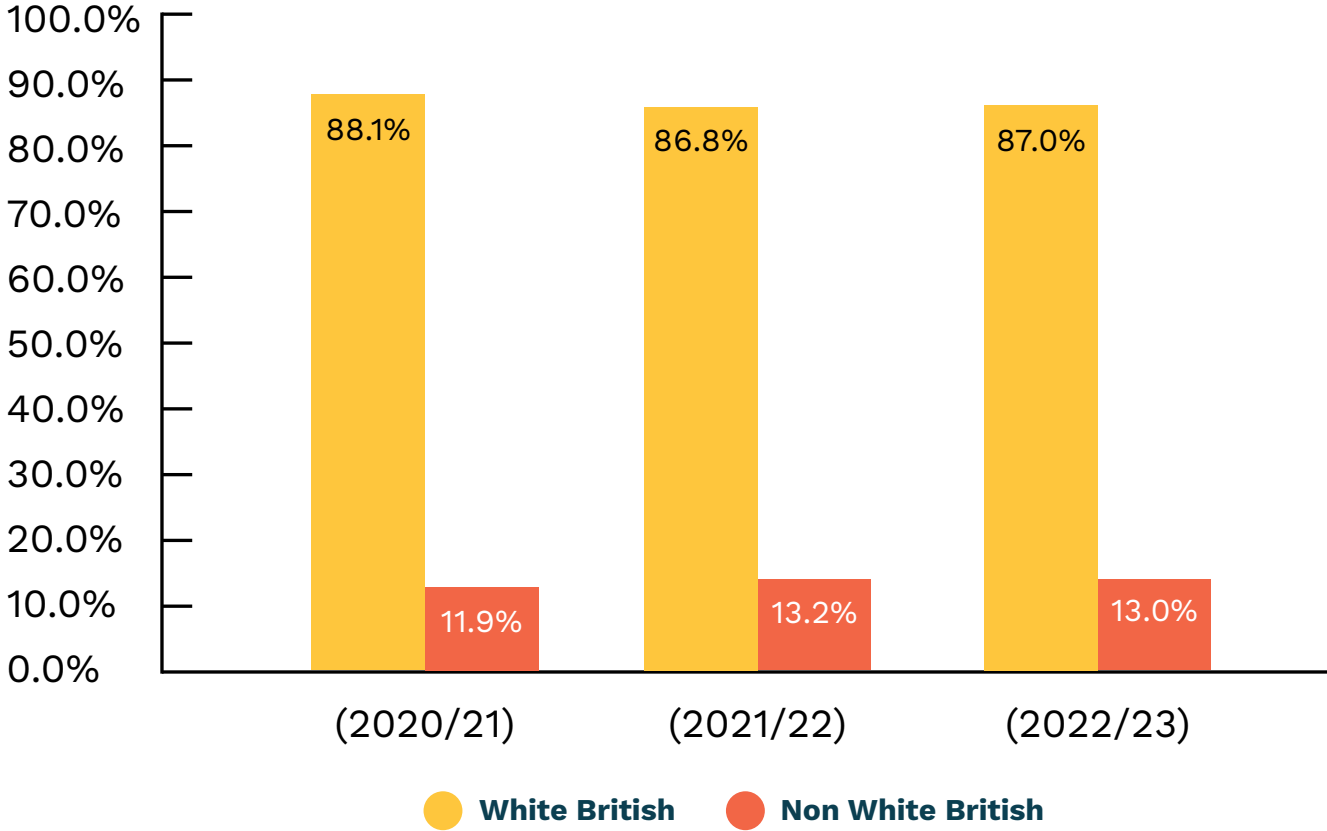
- **Non White British = 18%**
- **White British = 82%**



In the automotive sector, non-White British representation stands at 13%, noticeably below the 18% of the working-age population.

Trends in ethnicity within the UK automotive sector present a complex picture of both progress and ongoing challenges. Our research finds that non-White British representation in the sector is at 13%, which is significantly lower than the 18% found in the general working-age population. Despite a slight increase from 12% over the past two years, this change is not statistically significant.

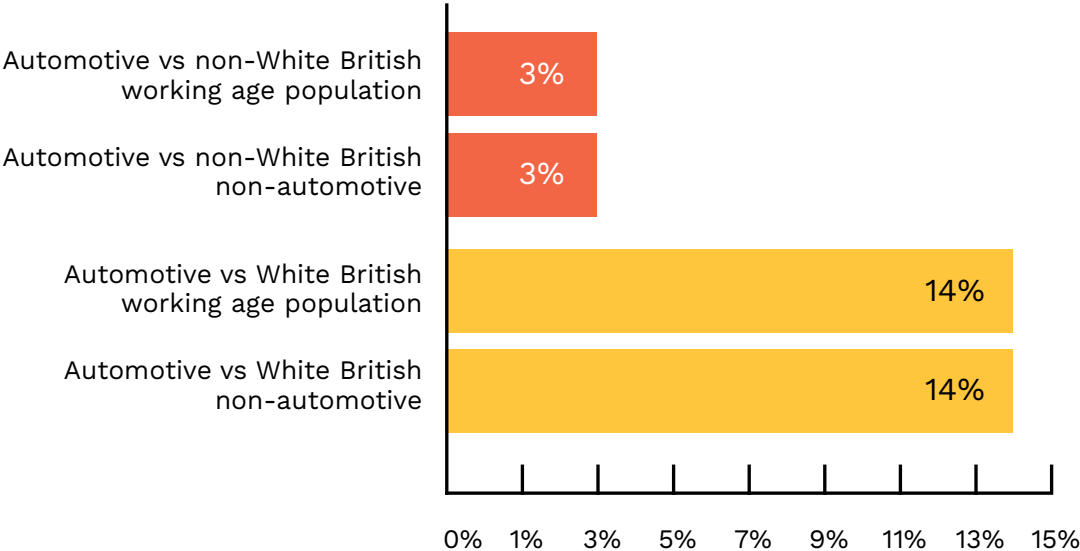
Ethnicity % within automotive



Despite a slight increase from 11.9% to 13% over the past two years, this change lacks statistical significance.

Moreover, non-White British working in automotive are 4.5% below the median of the working-age population and 5% below non-automotive sectors. In contrast, White British individuals in automotive are 5% above both the working population and those working in non-automotive roles. This contrast underlines a significant disparity within the sector.

Automotive industry ethnicity proportion change by working population (2022/2023)

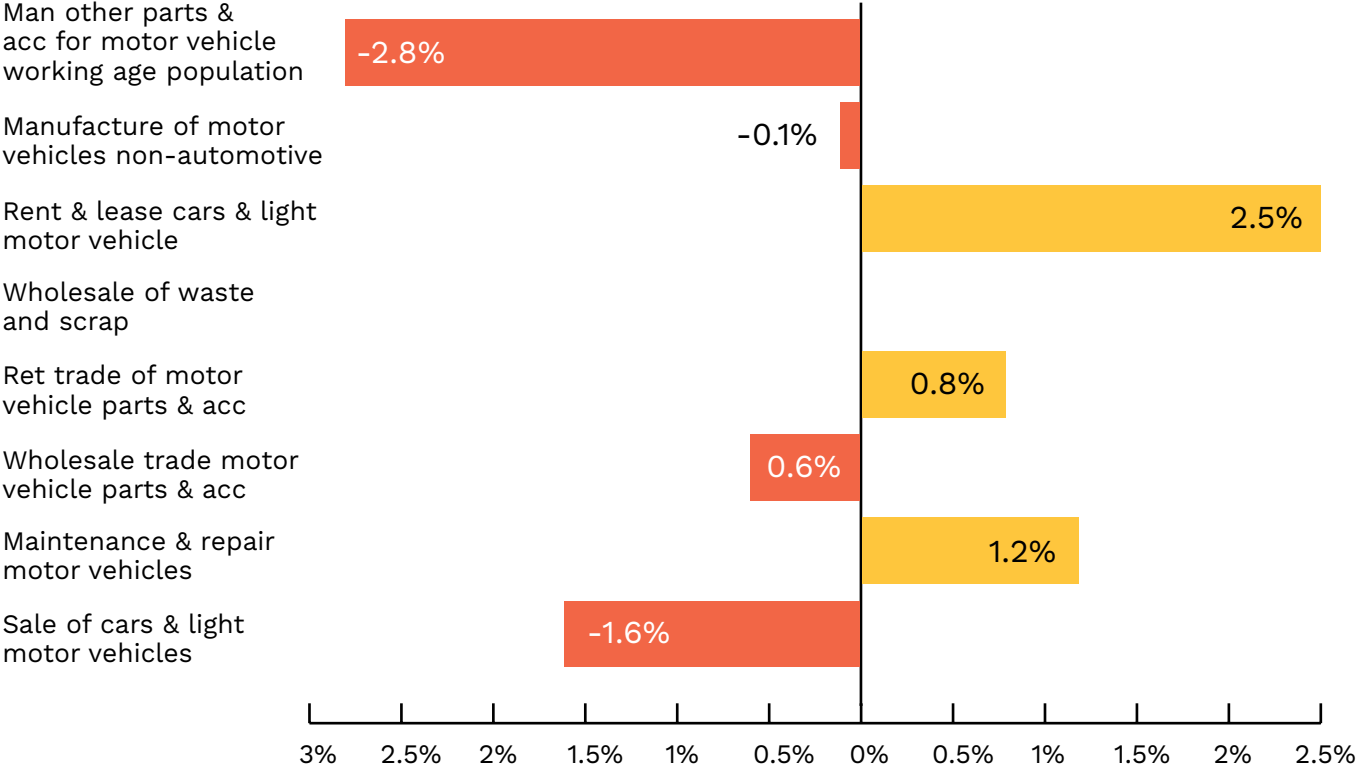


White British individuals in automotive are 5% above both the working population and those working in non-automotive roles.

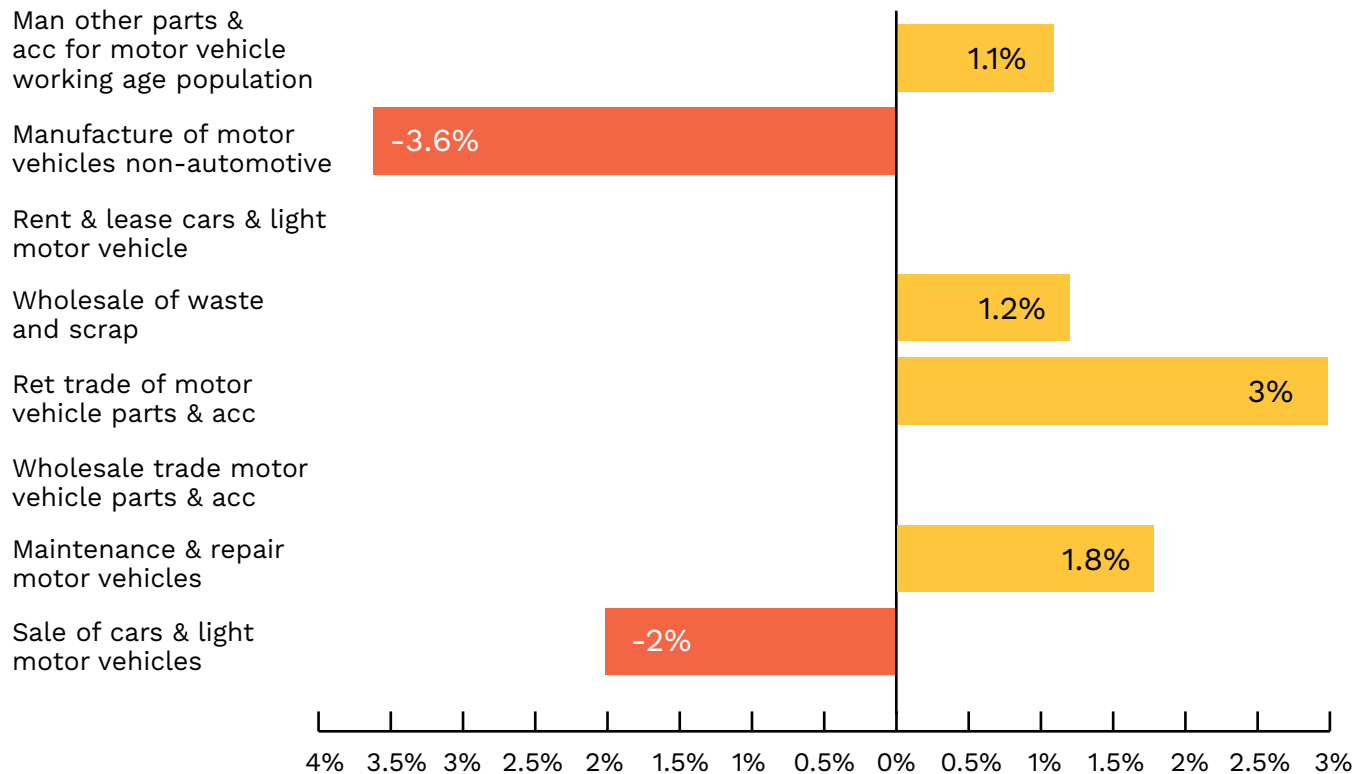
Non-White British representation in the sector is significantly lower than the general working-age population.

Ethnicity subsectors in automotive

Percentage change past year in proportions of ethnicities - Automotive

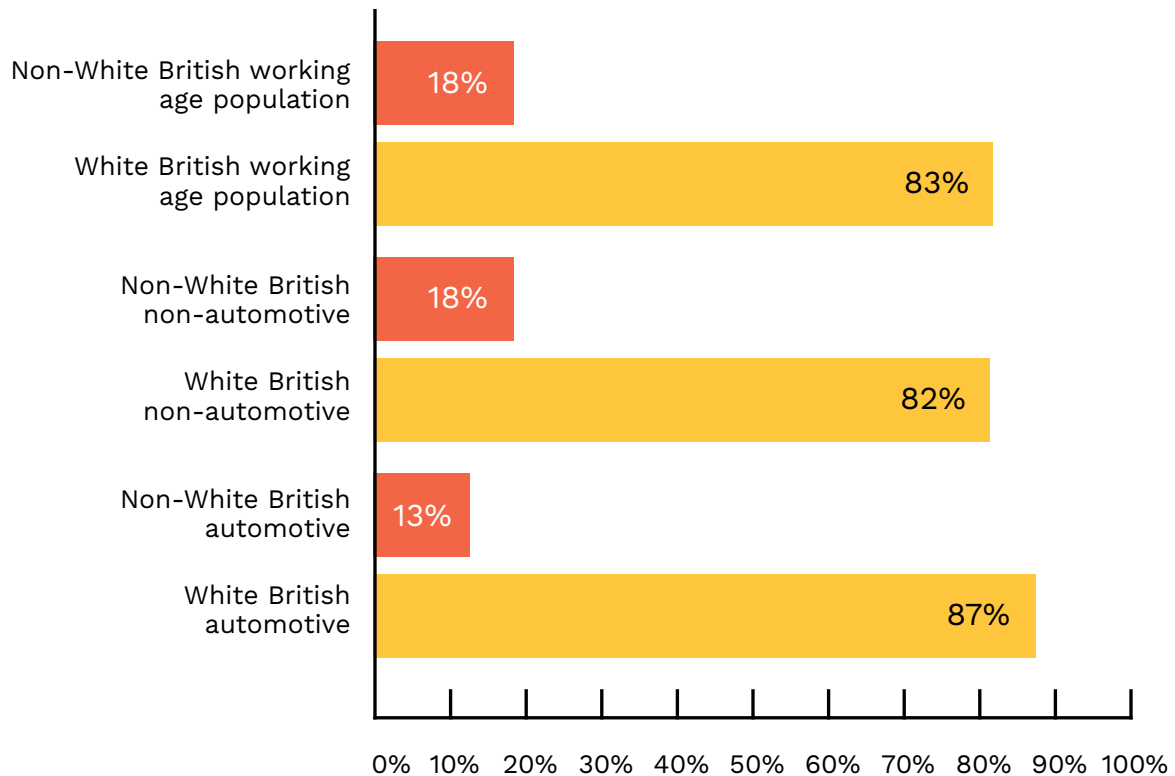


Percentage change past two years in proportions of ethnicities - Automotive



Non-White British representation has increased by 3% in the last two years. This increase shows promising growth in ethnic diversity in traditionally White-dominated areas.

Ethnicity by industry % within working age population and non-automotive (2022/2023)



Digging into the subsectors of the automotive sector, in the ‘retail trade of motor vehicle parts & accessories’ subsector, non-White British representation has increased by 3% in the last two years. This increase shows promising growth in ethnic diversity in traditionally White-dominated areas.

The ‘maintenance and repair of motor vehicles’ subsector also reports a 1.8% rise in non-White British workers, moving up from 7.7% to 9.5%. However, the ‘sale of cars and light motor vehicles’

subsector tells a different story. Here, the number of non-White employees has decreased by 2% over the past two years, now at 7.1%. This drop signals ongoing challenges and the need for targeted action to boost non-White representation in this part of the sector.

Ethnicity split by subsectors

	2020/2021		2021/2022		2022/2023	
	White British	Non White	White British	Non White	White British	Non White
Sale of cars & light motor vehicles	91%	9%	91%	9%	93%	7%
Sale of other motor vehicles	-	-	-	-	-	-
Maintenance & repair motor vehicles	92%	8%	92%	8%	91%	10%
Wholesale trade motor vehicle parts & accessories	-	-	85%	15%	86%	14%
Retail trade of motor vehicle parts & accessories	94%	6%	92%	8%	91%	9%
Sale, maintenance and repair of motorcycles	-	-	-	-	-	-
Wholesale of waste and scrap	90%	10%	-	-	89%	11%
Rent & lease cars & light motor vehicles	-	-	83%	17%	80%	20%
Renting and leasing of trucks	-	-	-	-	-	-
Manufacture of motor vehicles	76%	24%	80%	20%	80%	20%
Manufacture of bodies for motor vehicles and trailers	90%	10%	-	-	-	-
Manufacture of electric equipment for motor vehicles	-	-	-	-	77%	23%
Manufacture of other parts and accessories for motor vehicles	76%	24%	72%	28%	75%	25%
Manufacture of motorcycles	-	-	-	-	-	-
All Automotive	88%	12%	87%	13%	87%	13%

In the ‘retail trade of motor vehicle parts & accessories’ subsector, non-White British representation has increased by 3% in the last two years.



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The case for race and ethnic diversity

The case for increasing racial and ethnic diversity in the UK is compelling. Ethnic diversity is not just a demographic shift; it is also shaping societal attitudes, making the population more receptive to diversity over time¹⁴. Studies on cultural diversity and entrepreneurship in England and Wales¹⁵ highlight the economic potential of this shift, with regions that have greater cultural diversity, particularly among skilled workers, showing more entrepreneurial activities.

This pattern suggests that ethnic diversity is a catalyst for economic innovation and growth. Such dynamics hold promising implications for industries like automotive, showing that embracing diversity can drive economic success.

The interplay between immigration, rising ethnic diversity, and public opinion in the UK is reshaping policies and market demands¹⁶. The automotive sector, like many others, is intricately linked to these societal and policy changes. The way public opinion and policies evolve in response to increased ethnic diversity will inevitably shape the regulatory environment and market demands in the automotive sector.

Chapter 3

Geographical analysis



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Regional distribution of EDI measures

In this chapter, we conduct a detailed examination of three key diversity aspects – sex, ethnicity, and disability – from a regional perspective. We analyse data related to these aspects across government office regions to understand how these measures of diversity vary, highlighting both significant progress and areas requiring improvement in the automotive sector.

This approach of looking at diversity through a geographical lens is crucial. It helps us show regional strengths and areas where progress is needed. This insight is essential for developing focused and effective diversity and inclusion strategies that are effective across all regions.

Key geographical findings

Sex

- The region with the highest female representation is London, with 23%.
- The lowest female representation is in the North East, with only 10.7%.

Disabilities

- The North West region has the highest proportion of individuals with disabilities, at 25%.
- The Eastern region has the lowest proportion of individuals with disabilities, at 10%.
- The North West region demonstrates better representation of individuals with disabilities compared to other regions.

Ethnicity

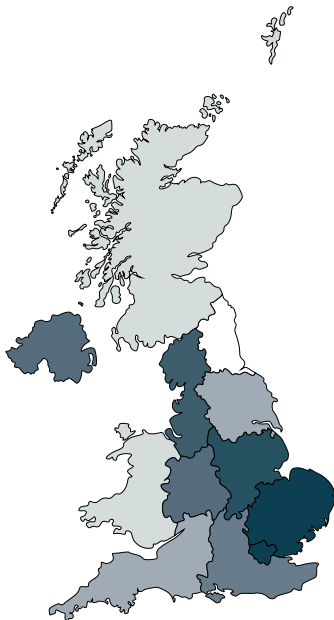
- London has the highest proportion of non-White British individuals, at 32%.
- The South West region has the lowest proportion of non-White British individuals, with just 7%.

Sex

The area in the UK with the highest proportion of females in the automotive sector is in London (23%). Conversely, the lowest proportion of females is in the North East (10.7%). Within the working population, the highest proportion of females is in London and Northern Ireland (53%), while the lowest proportion is in the South East (51.7%).

Given the limitations of the Office for National Statistics (ONS) using survey data, it's essential to be cautious when interpreting minor numerical changes. These small differences can lead to significant fluctuations from year to year. With this in mind, we should consider the previous year's data, which shows the West Midlands having the highest percentage of females in the automotive sector at 24%, compared to the North East's lowest at 11%.

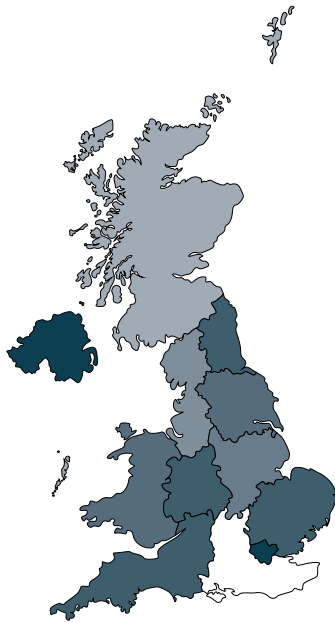
Proportion of females within automotive - by government office region



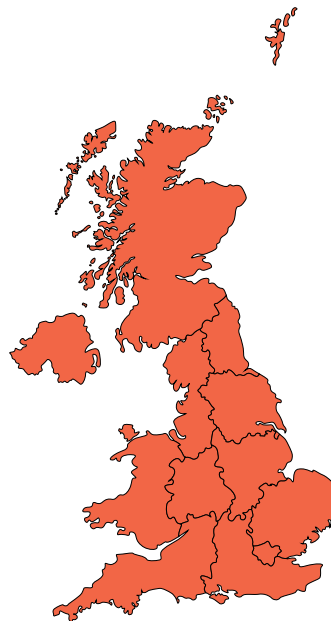
Government Office Region	Male %	Female %
North East	89.3%	10.7%
North West (inc Merseyside)	78.4%	21.6%
Yorkshire and Humberside	87.8%	12.2%
East Midlands	77.9%	22.1%
West Midlands	80.0%	20.0%
Eastern	77.2%	22.8%
London	76.6%	23.4%
South East	81.0%	19.0%
South West	87.2%	12.8%
Wales	-	-
Scotland	-	-
Northern Ireland	80.3%	19.7%
Total	82.5%	17.5%

- Suppressed due to low counts

Proportion of females working age population - by government office region



Government Office Region	Male %	Female %
North East	47.2%	52.8%
North West (inc Merseyside)	47.7%	52.3%
Yorkshire and Humberside	47.3%	52.7%
East Midlands	47.6%	52.4%
West Midlands	47.2%	52.8%
Eastern	47.2%	52.8%
London	46.9%	53.1%
South East	48.3%	51.7%
South West	47.2%	52.8%
Wales	47.3%	52.7%
Scotland	47.8%	52.2%
Northern Ireland	46.9%	53.1%
Total	47.4%	52.6%



Comparison of the proportion of females in automotive area to working population area

The areas highlighted in red show a significant disparity, with fewer females in the automotive sector compared to the working-age female population in those areas. This aligns with the known issue of female underrepresentation in the automotive sector. The data shows that this is a consistent trend across all areas.

Looking at diversity through a geographical lens is crucial. It helps us show regional strengths and areas where progress is needed.



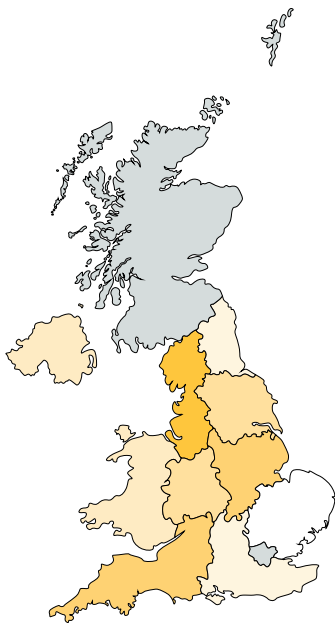
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Disabilities

The North West region has the highest proportion of individuals with disabilities in the automotive sector at 25%, a figure that is statistically significant compared to the overall UK automotive sector. On the other hand, the Eastern region has the lowest at 10%.

Among the working-age population, Wales has the highest proportion with disabilities at 27%, while London has the lowest at 18.5%. Looking back at the previous year, the North West also had the highest proportion in the automotive sector at 25%, and Northern Ireland had the lowest at 10%.

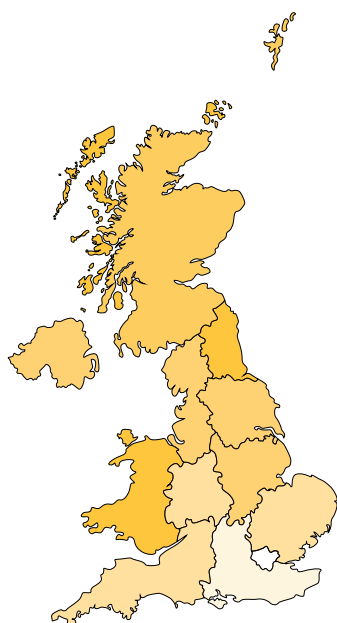
Percentage of those with a disability within automotive - by government office region



Government Office Region	Equality Act Disabled %	Not Equality Act Disabled %
North East	11.7%	88.3%
North West (inc Merseyside)	24.8%	75.2%
Yorkshire and Humberside	16.5%	83.5%
East Midlands	17.5%	82.5%
West Midlands	15.8%	84.2%
Eastern	10.1%	89.9%
London	-	-
South East	12.3%	87.7%
South West	18.5%	81.5%
Wales	14.3%	85.7%
Scotland	-	-
Northern Ireland	12.5%	87.5%
Total	15.0%	85.0%

- Suppressed due to low counts

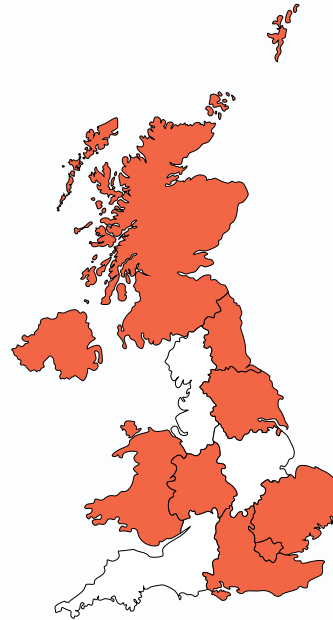
Percentage of those with a disability within working age population – by government office region



Government Office Region	Equality Act Disabled %	Not Equality Act Disabled %
North East	26.1%	73.9%
North West (inc Merseyside)	24.4%	75.6%
Yorkshire and Humberside	24.8%	75.2%
East Midlands	23.9%	76.1%
West Midlands	22.4%	77.6%
Eastern	21.0%	79.0%
London	18.5%	81.5%
South East	19.7%	80.3%
South West	21.4%	78.6%
Wales	27.4%	72.6%
Scotland	25.2%	74.8%
Northern Ireland	23.2%	76.8%
Total	22.7%	77.3%

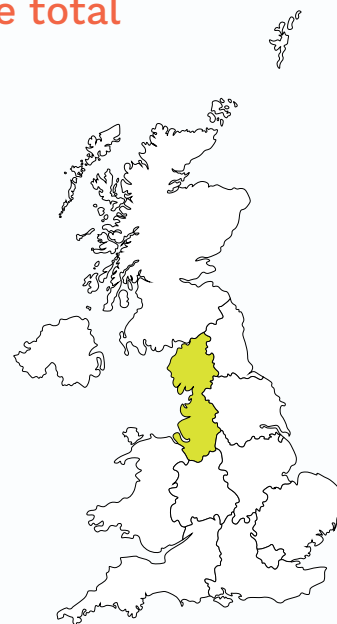
Comparison of the proportion of those with a disability in automotive area to working population area

Across the UK, aside from the North West, East Midlands, and South West, the percentage of people with disabilities is notably lower than the percentage in the working-age population in those areas.



Comparison of the proportion of those with a disability in automotive area to UK automotive total

The areas marked in green show a higher proportion of individuals with disabilities compared to the overall UK automotive average. This is especially true for the North West region. Notably, there are no areas with a significantly lower proportion compared to the UK automotive average.



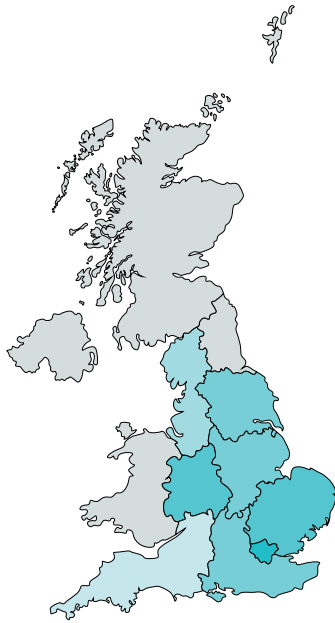
Ethnicity

The highest proportion of non-White British employees in the automotive sector is in London, at 32%. This figure is statistically significantly higher compared to the overall UK automotive average. However, it is significantly lower when compared to London's working-age population, which is 52%.

The South West region has the lowest proportion of non-White British employees in the automotive sector, at 7%, according to the available data.



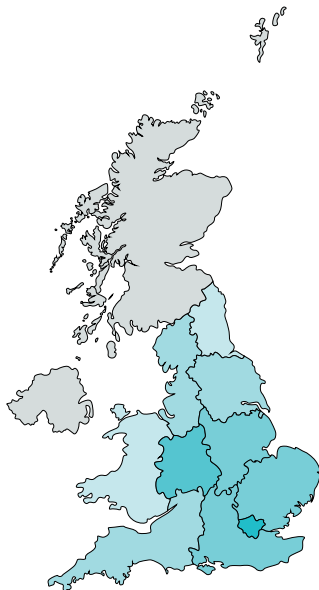
Ethnicity Split within automotive - by government office region



Government Office Region	Ethnicity	
	White British %	Non-White British %
North East	-	-
North West (inc Merseyside)	90.4%	9.6%
Yorkshire and Humberside	86.3%	13.7%
East Midlands	85.7%	14.3%
West Midlands	83.3%	16.7%
Eastern	83.6%	17.4%
London	68.1%	31.9%
South East	86.3%	13.7%
South West	93.3%	6.7%
Wales	-	-
Total	87.5%	12.5%

- Suppressed due to low counts

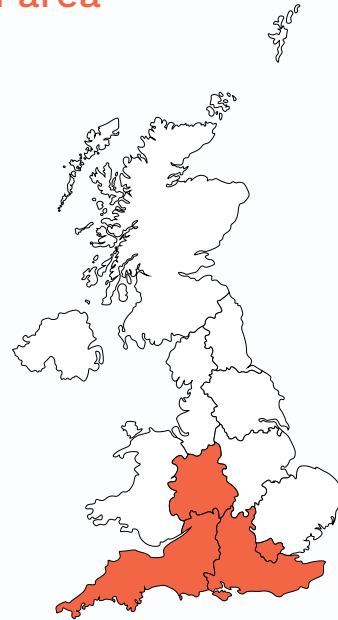
Percentage of non-White within working age population – by government office region



Government Office Region	Ethnicity	
	White British %	Non-White British %
North East	92.8%	7.2%
North West (inc Merseyside)	86.2%	13.8%
Yorkshire and Humberside	85.3%	14.7%
East Midlands	79.8%	20.2%
West Midlands	76.4%	23.6%
Eastern	80.1%	19.9%
London	48.1%	51.9%
South East	80.8%	19.2%
South West	87.7%	12.3%
Wales	92.2%	7.8%
Total	80.0%	20.0%

Comparison of the proportion of those with a disability in automotive area to working population area

The areas highlighted in red show that the proportion of non-White British individuals in the automotive sector is significantly lower than the proportion of non-White British in the working-age population of those areas. Specifically, four regions – the West Midlands, London, South East, and South West – have a statistically significantly lower proportion of non-White British compared to their respective working-age populations.



Comparison of the proportion of those with a disability in automotive area to UK automotive total

Areas highlighted in green show a higher proportion of non-White British individuals compared to the UK automotive sector average. This is exemplified by London, which, with the highest proportion in the automotive sector at 32%, is still significantly lower than its working-age population, which is 52%. Conversely, areas highlighted in red, such as the South West, show a proportion of non-White British individuals that is significantly lower compared to the UK automotive sector average.





Chapter 4

Intersectionality analysis



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Intersection of diversity

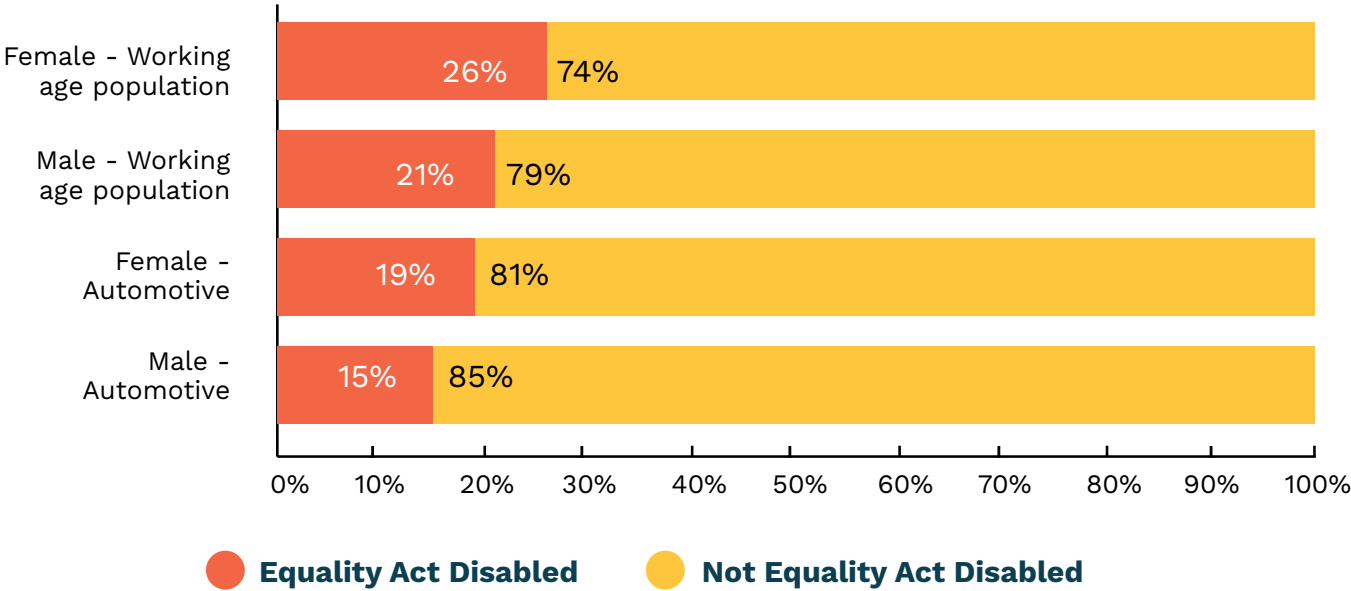
Intersectionality, a central concept in social justice theory, reveals how various forms of oppression such as racism, sexism, homophobia, transphobia, and ableism intersect and combine to create unique experiences of discrimination and privilege. These forms of oppression are interconnected and cannot be fully understood in isolation. Intersectionality helps us grasp how social identities like race, gender, class, and sexuality interact, shaping experiences of discrimination and privilege in complex ways.

In the automotive sector, we find intersectionality across multiple dimensions, including a lack of diverse leadership, unequal pay and working conditions for different groups, and underrepresentation in marketing materials. Addressing intersectionality in this context needs acknowledging and addressing these interconnected forms of discrimination, while promoting diversity, equity, and inclusion.

In this chapter, we explore how three main diversity factors – sex, disability, and ethnicity – intersect with each other, and we introduce a fourth factor, age. We analyse these in the context of the UK automotive sector compared to the UK working-age population.

Sex and disability

Sex by Disability - % within working age population & automotive



In the automotive sector, the intersection of sex and disability can result in distinct forms of discrimination and disadvantage. Females with disabilities might have added barriers in the workplace, including insufficient accommodation for their disabilities and constrained career progression opportunities. Additionally, sex stereotyping and biases may influence beliefs of workers with disabilities, leading to further marginalisation and exclusion.

19% of females in automotive have a disability compared to 15% of males. Both male and female percentages of those with disabilities are smaller than the overall working age population.

Examining the inverse relationship, 21% of those with a disability in automotive are female. This is significantly lower than the working population, however this will be driven by the fact automotive has significant underrepresentation of females in the sector.

When this relationship is assessed, it shows that there is a statistically significant difference, in this case there are fewer females with a disability in automotive compared to the working age population.

The higher proportion of females with disabilities could be attributed to a combination of biological, social, and cultural factors. For instance, females generally have a longer lifespan than males, increasing the likelihood of developing age-related disabilities. Additionally, females are more susceptible to certain medical conditions, such as autoimmune diseases and osteoporosis, which may lead to disabilities.

- **Autoimmune diseases:** According to the American Autoimmune Related Diseases Association, about 75%¹⁷ of autoimmune disease patients are females, with conditions such as rheumatoid arthritis, lupus, multiple sclerosis, and Sjögren's syndrome being more common.
- **Osteoporosis:** Females are more likely to develop osteoporosis than men due to hormonal differences, especially after menopause¹⁸.
- **Depression:** Females are twice as likely to experience depression as males, which can lead to disability due to its impact on daily functioning, including work and social activities¹⁹.

- **Migraines:** Females are three times more likely than males to experience migraines, a type of headache that can be disabling due to severe pain, nausea, and sensitivity to light and sound²⁰.
- **Fibromyalgia:** Fibromyalgia is a condition that causes chronic pain, fatigue, and sleep disturbances, which can lead to disability. It affects mostly females, with estimates ranging from 80-90% of patients being female²¹.

Historically there has been a lack of research and inadequate study of women's health issues. This lack of focused research not only perpetuates a gap in support and resources but also exacerbates systemic inequalities, further marginalising women with disabilities and hindering their full participation and advancement.

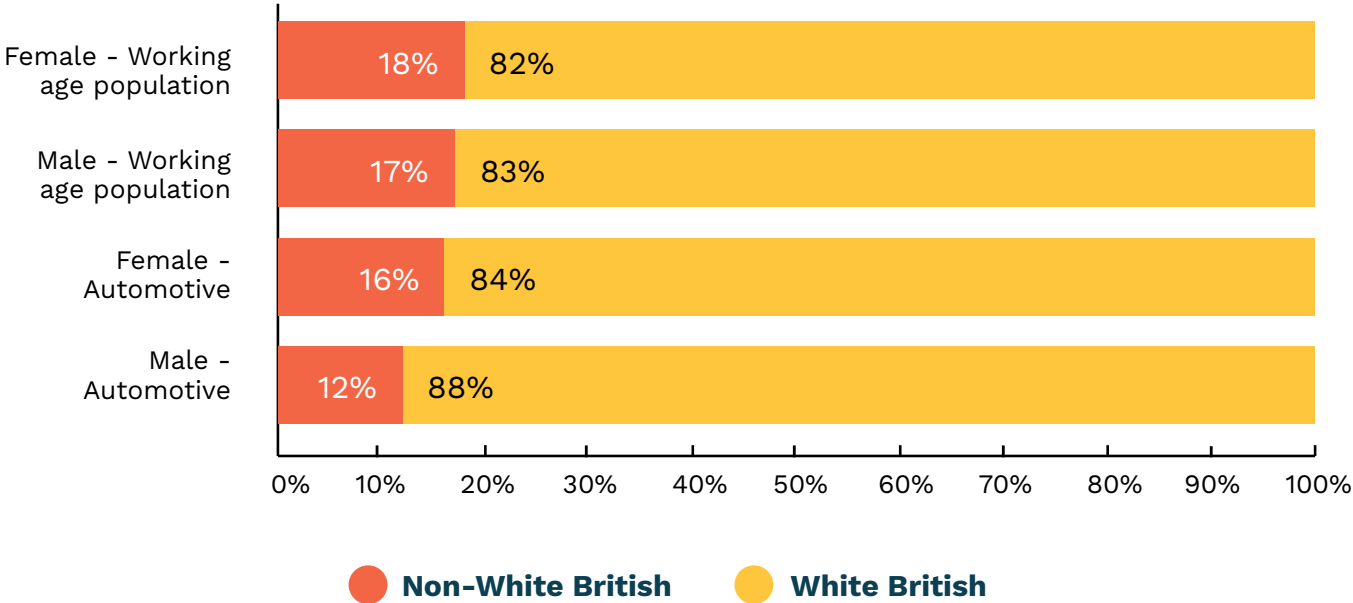
Cultural norms and traditional gender roles can also contribute, as women may be expected to care for others, including elderly family members or children with disabilities, which can result in increased exposure to caregiving-related disabilities.

According to a report by the United Nations²², "Women are more likely than men to be exposed to caregiving responsibilities, which can result in higher levels of stress and lower levels of well-being and physical health." The report also notes that, "Cultural norms and gender roles can reinforce the expectation that women will provide care, even in the face of significant personal sacrifice."



Sex and ethnicity

Sex by Ethnicity - % within working age population & automotive



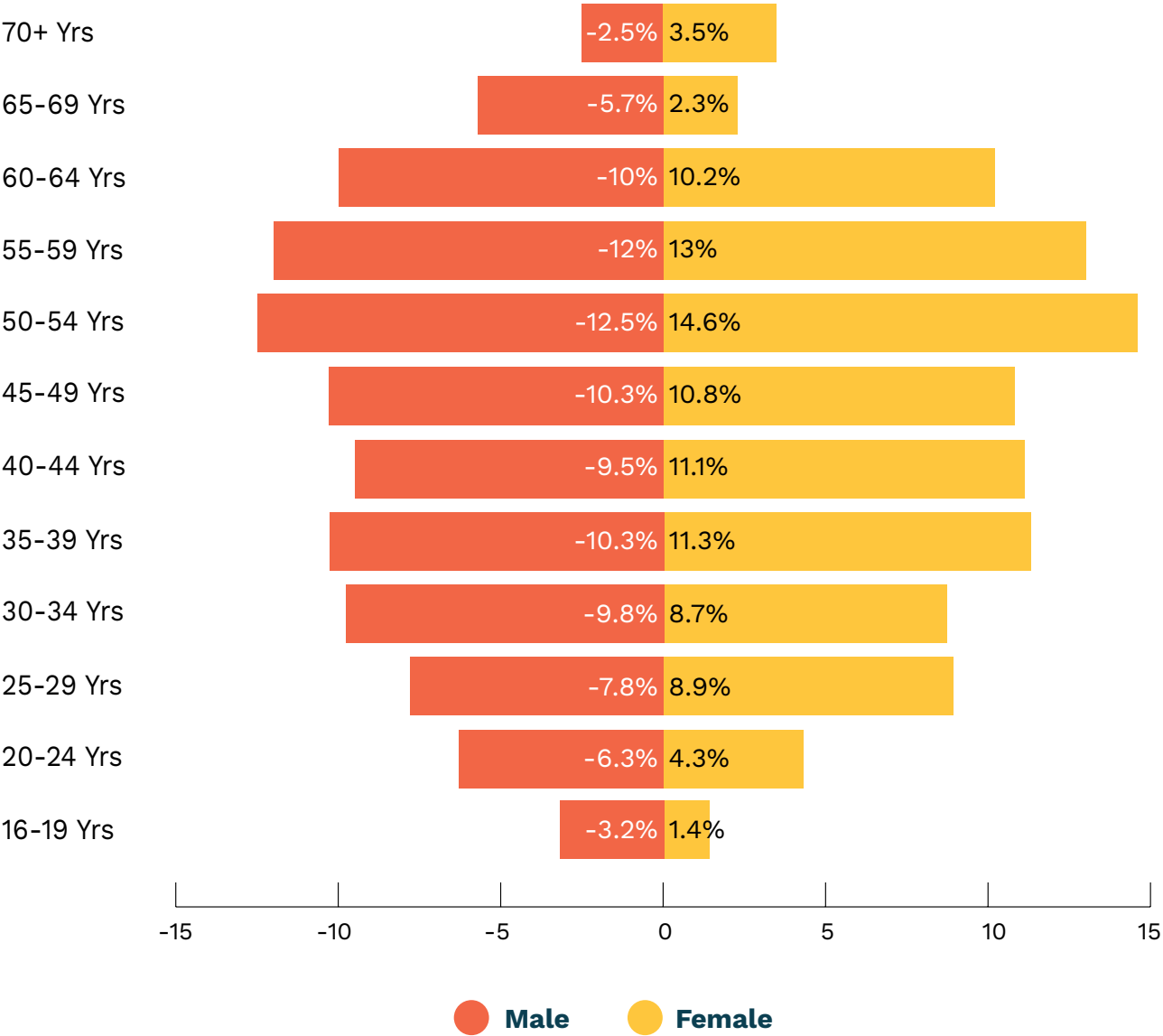
In the automotive sector, sex and ethnicity intersect, creating unique experiences of discrimination and disadvantage. Females and people of colour often face workplace barriers such as underrepresentation in leadership positions, unequal pay and working conditions, and limited career advancement opportunities. Racial and gender stereotypes often shape beliefs of workers, leading to further marginalisation and exclusion. The automotive sector, traditionally male-dominated, consistently underrepresents people of colour.

16% of females in the automotive sector are non-White British, as opposed to 12% of males. The proportions of non-White British males and females are both lower

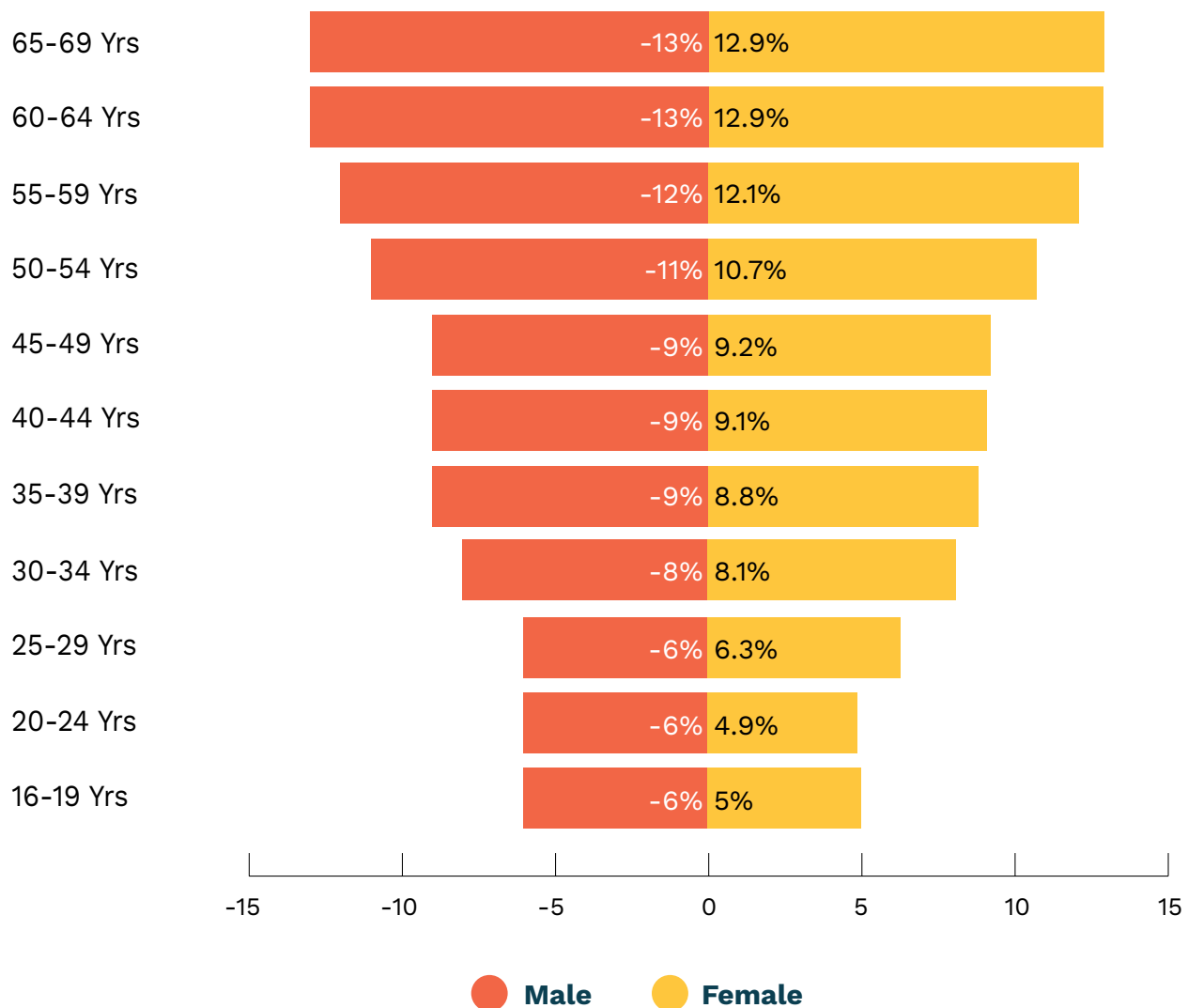
than those in the overall UK working population. When analysing these relationships, a statistically significant difference appears. There are fewer non-White British females in the automotive sector compared to the working-age population. This gap widens when comparing non-White British males, showing an even larger statistical discrepancy.

Sex and age

Age bands split by sex in automotive



Age bands split by sex in working age population



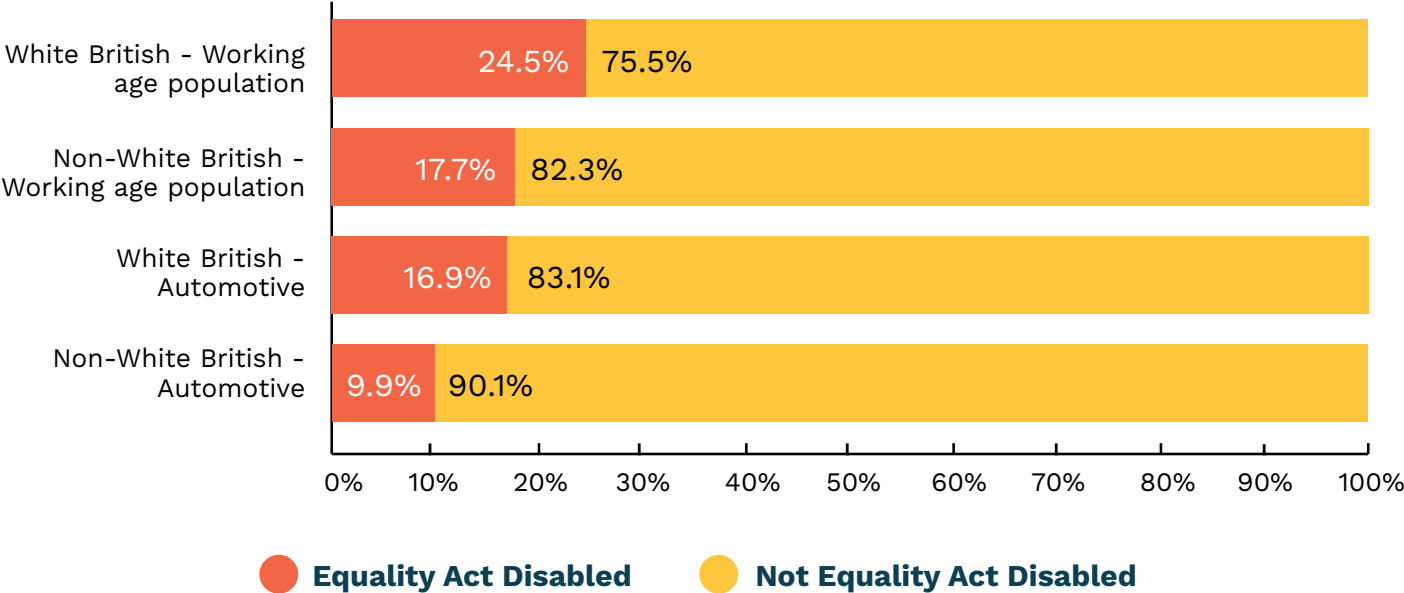
The average age of females in the automotive sector is 45.8 years, compared to males, who average at 45.1 years. This age difference is not statistically significant. For detailed statistical data, please refer to the appendix.

In the general working-age population, the average age of females is 46.7 years, while it is 46.3 years for males. A comparison between the average age of females in the automotive sector and the working population reveals that females in the automotive sector are statistically significantly younger than those in the working population.

Furthermore, females make up 17% of individuals under 45 years old in the automotive sector. There is a statistically significant difference in the proportion of females under 45 in the automotive sector compared to the working-age population, with a higher number of younger females in the automotive sector. This difference is even more pronounced when comparing males under 45 years old, showing a greater statistical discrepancy.

Ethnicity and disability

Ethnicity and Disability - % within ethnicity working age population & automotive



Disabled non-White British individuals face significant challenges in the automotive sector. This group is often underrepresented and encounters barriers in accessing employment opportunities, fair pay, and experiences discrimination and bias in the workplace.

When comparing the proportion of non-White British individuals with disabilities in the automotive sector to the working-age population, the numbers in the automotive sector are statistically significantly lower. This trend holds true for White British individuals with disabilities in the automotive sector, where the difference is even more pronounced.

It's not necessarily the case that White British adults are more likely to have a disability than adults from other racial or ethnic groups. The prevalence of disabilities is influenced by various factors, including age, sex, and socioeconomic status. However, older White British adults may show a higher prevalence of disabilities. This increase is due to the ageing population and a higher likelihood of developing age-related conditions such as arthritis, vision and hearing loss, and mobility issues.

It's important to understand that these forms of oppression are interlinked and can't be fully understood in isolation.

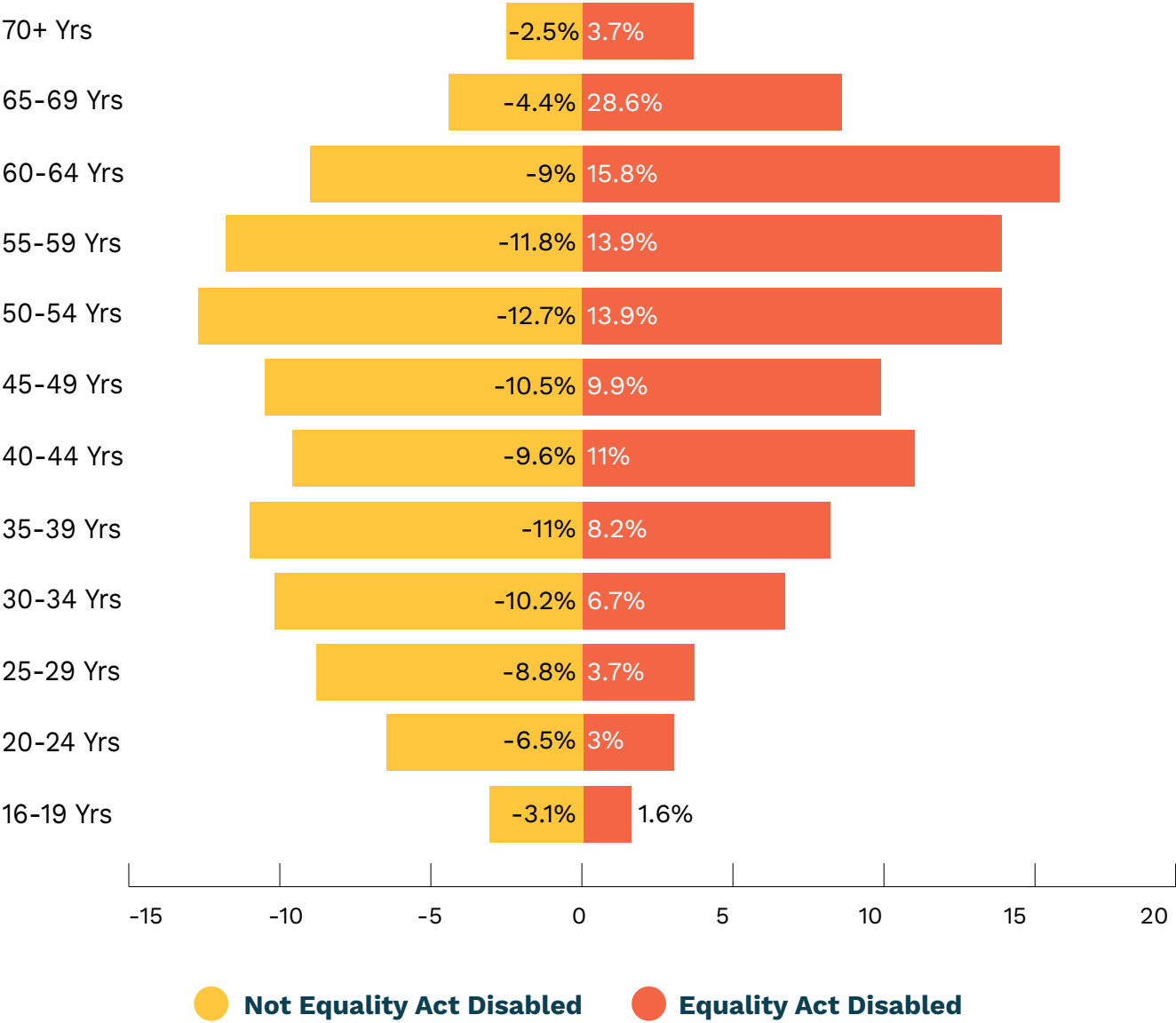


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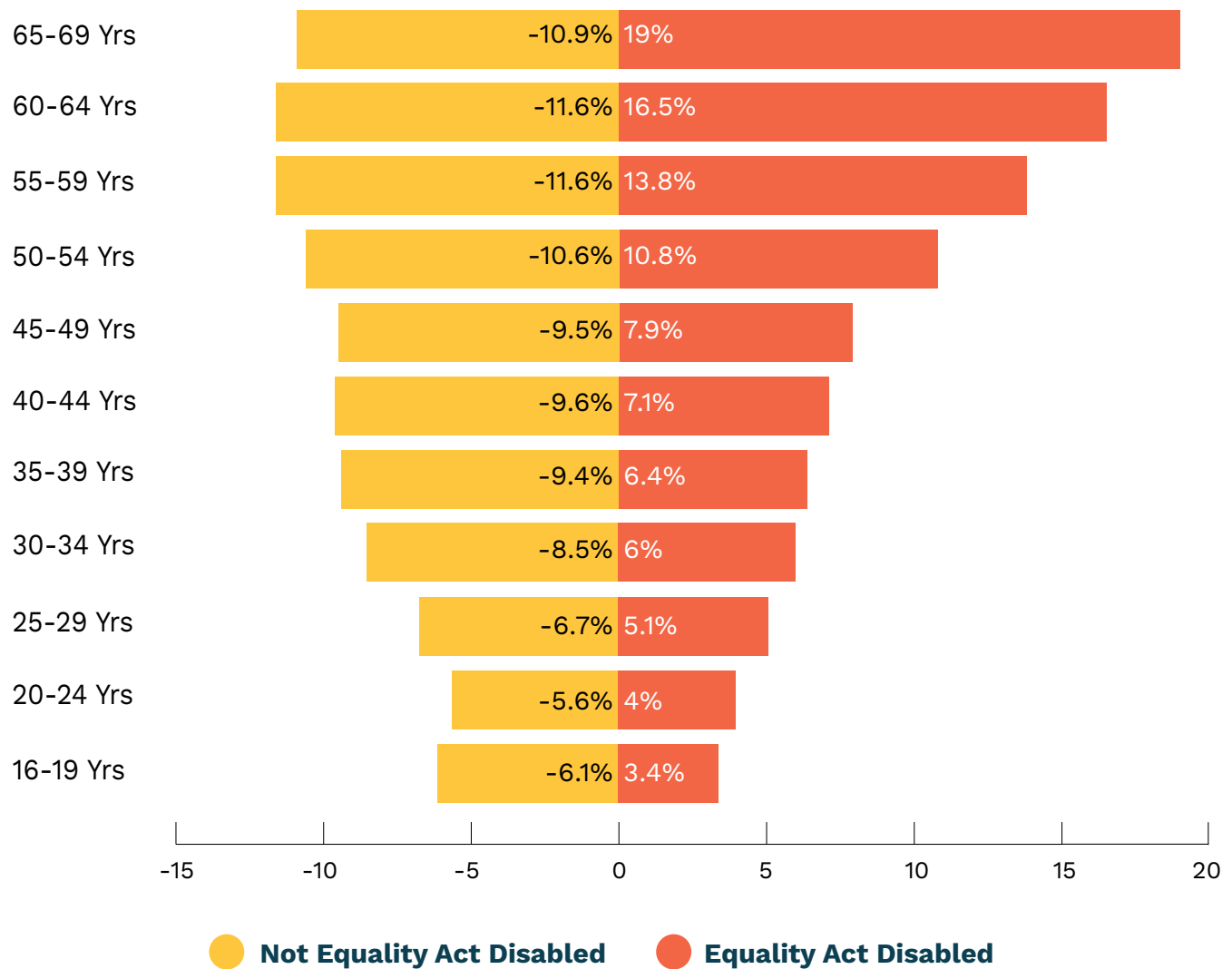
- Age UK²³ reports that older White British adults are more likely to experience disabilities compared to other age groups in the UK. Over 40% of individuals aged 65 and older report some form of disability, mainly due to the aging population and an increased likelihood of developing age-related conditions such as arthritis, vision and hearing loss, and mobility issues.
- According to the UK National Health Service²⁴, one in five adults over the age of 45 in England suffers from arthritis, with this prevalence increasing with age.
- The Royal National Institute of Blind People²⁵ (RNIB) states that around 50% of people over the age of 75 in the UK have some form of sight loss. RNIB estimates that one in six people in the UK over the age of 50 experiences hearing loss²⁶.

Disability and age

Age bands split by disability in automotive



Age bands split by disability in working age population



In the automotive sector, employees with disabilities have an average age of 49.9, while those without disabilities have an average age of 44.3. Assessing the difference between these means reveals a statistical difference. For detailed statistical data, please refer to the appendix. However, this finding is not particularly surprising, as individuals tend to have an increased likelihood of developing age-related conditions and disabilities as they grow older.

The average age of someone with a disability in the working age population is 50.3 compared to 48 for those without disabilities.

Within the automotive sector, 36% of employees with disabilities are under the age of 45.4, compared to 50% of employees without disabilities. It's worth noting that both disabled and non-disabled individuals under the age of 45 form a larger proportion than the working-age population.

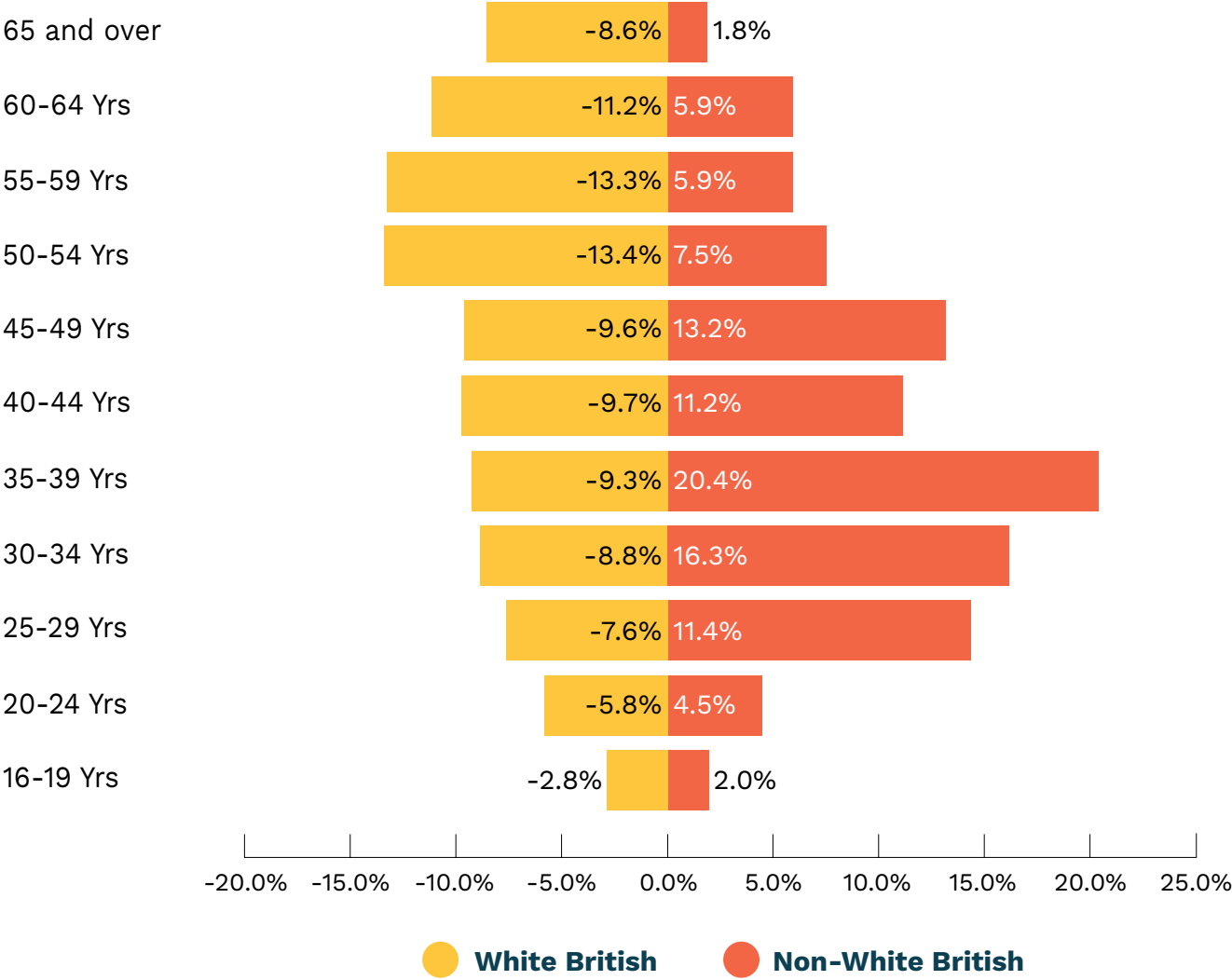
Reviewing the same relationship inversely, 11% of individuals under the age of 45 in the automotive sector have a disability. There is a statistically significant difference in the proportion of under 45s with disabilities in the automotive sector compared to the working-age population, with more individuals under 45 with disabilities.



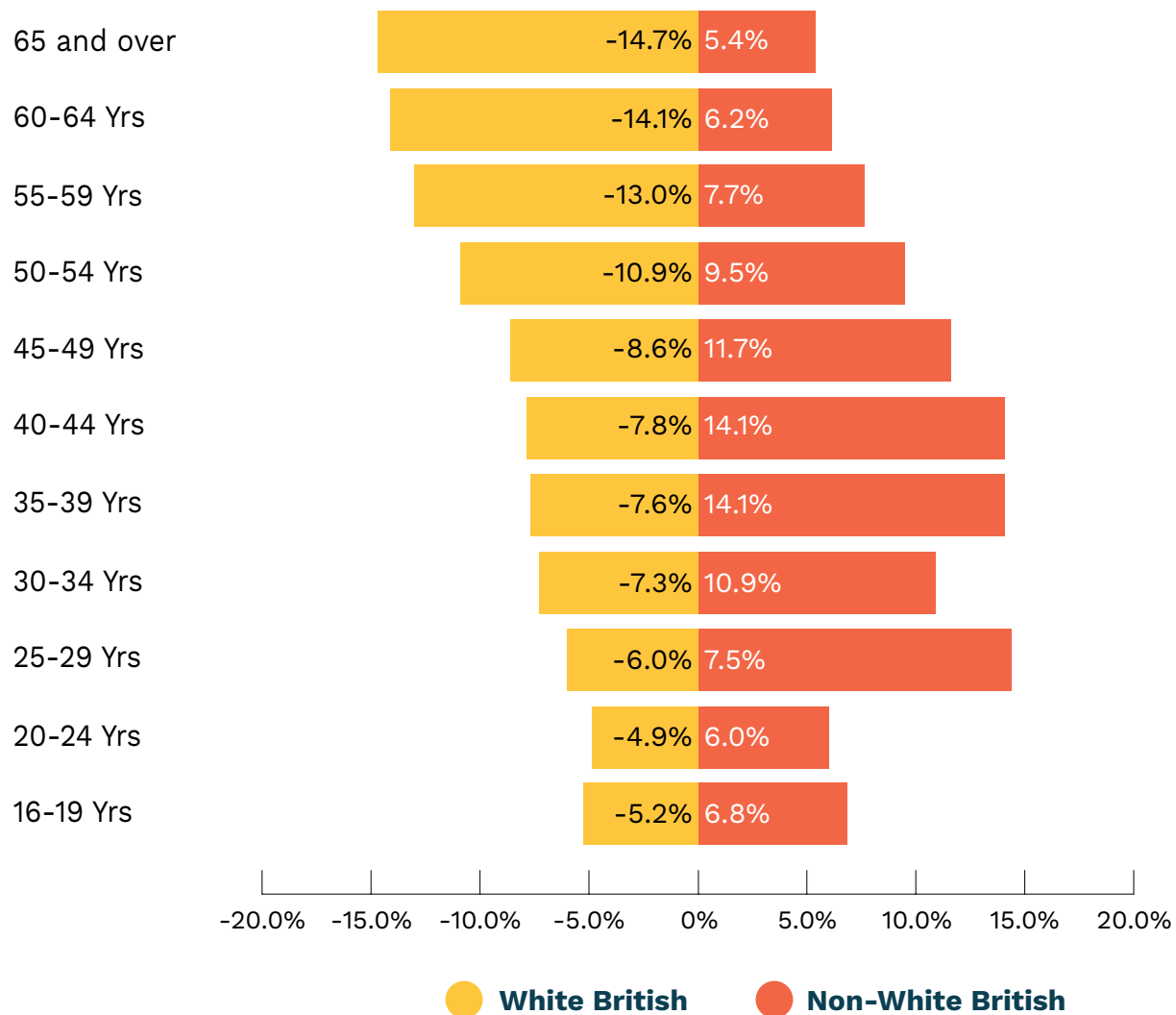
Addressing intersectionality in this field means acknowledging and tackling these interconnected forms of discrimination.

Ethnicity and age

Age bands split by ethnicity in automotive



Age bands split by ethnicity working age population



The average age of a non-White British employee in the automotive sector is 40.3, in contrast to their White British counterparts whose average age is 46.1. Testing the difference between these means there is a statistical difference. Find detailed statistical data in the appendix.

The average age of individuals who are non-White British in the working-age population is 41.4, while the average age of those who are White British is 47.7.

66% of non-White British individuals are under the age of 45, while this percentage is 45% for White British individuals. It's noteworthy that both White and non-White British populations under the age of 45 constitute a larger proportion than the working-age population.

Reviewing the same relationship conversely, only 5% of individuals under the age of 45 in the automotive sector are non-White British. This reveals a statistically significant difference in the proportion of non-White British individuals under the age of 45 in the automotive sector when compared to the working-age population, with fewer non-White British individuals in this age group.

Intersection of three measures

Intersectionality highlights the distinctive experiences and obstacles that appear when multiple social categories, such as sex, gender, sexual orientation, ethnicity, and disability, overlap. This multifaceted perspective allows for a deeper understanding of workplace disparities and advantages, although it presents challenges in terms of analysis and interpretation.

Our study, which specifically focuses on the intersections of sex, ethnicity, and disability, marks a first step in this direction. Genuine intersectionality

encompasses a broader spectrum of attributes, including age, sexual orientation, and socioeconomic background. By narrowing our analysis, we may overlook significant intersections that affect workforce experiences. Therefore, while our present findings hold value, they are just one side of comprehending diversity in its complete intricacy.

Although acknowledging the limitations within this section we start to examine how the three diversity measures intersect with one another. This outlines eight distinct groups:

1. Females who are non-White British who have a disability
2. Females who are non-White British who do not have a disability
3. Females who are White British who have a disability
4. Females who are White British who do not have a disability
5. Males who are non-White British who have a disability
6. Males who are non-White British who do not have a disability
7. Males who are White British who have a disability
8. Males who are White British who do not have a disability

This multifaceted perspective allows for a deeper understanding of workplace disparities and advantages.

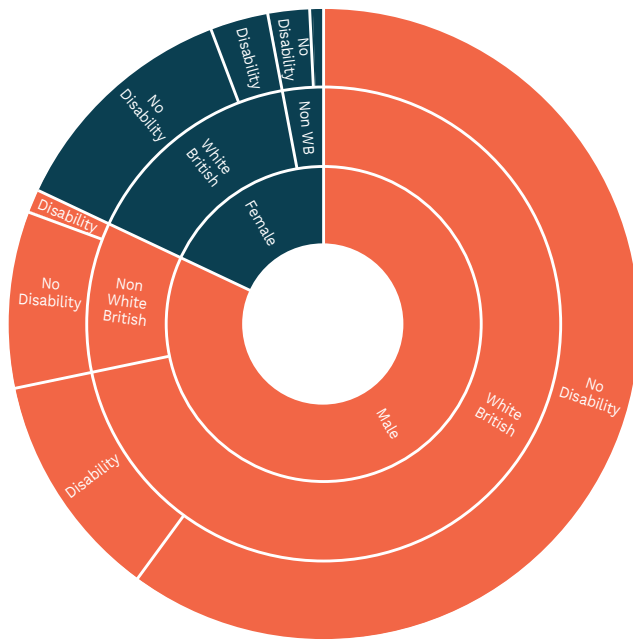


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This allows us to outline that the smallest group combining all three characteristics are females who are non-White British who have a disability, accounting for 0.3% of the automotive sector, this is approximately 2300 individuals based on 2023 automotive population figures. The largest group are males who are White British who do not have a disability, accounting for 60% of the sector approximately 459,000 individuals.

Intersections of sex, ethnicity and disability measures within Automotive

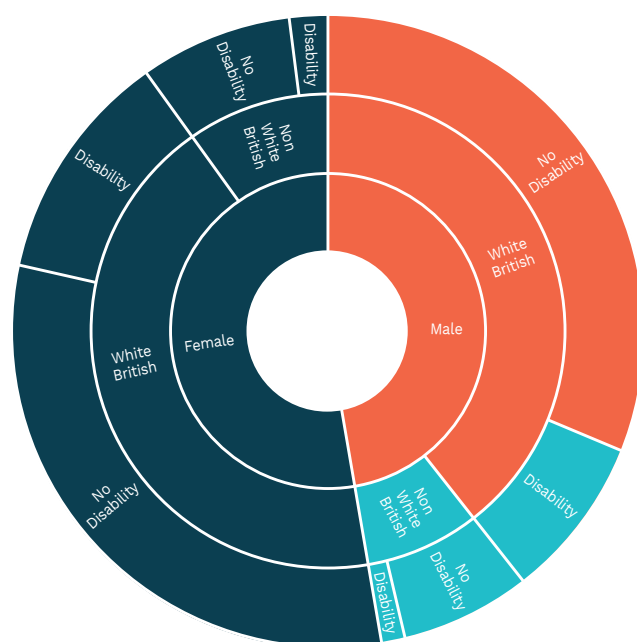
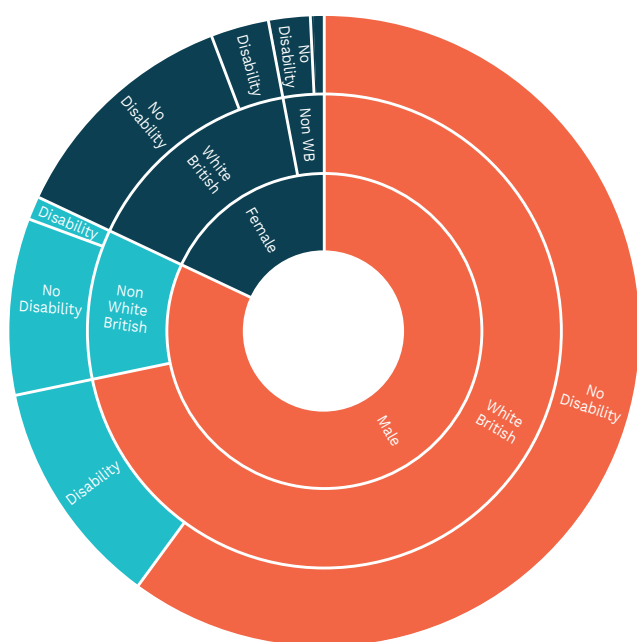
Intersections of sex, ethnicity and disability measures within the working age population



Examining these two charts side by side you can clearly see the lack of diversity within the sector, predominantly driven by the fact that there are significantly fewer females in the sector.

Intersections of sex, ethnicity and disability measures within Automotive - highlighting all marginalised groups

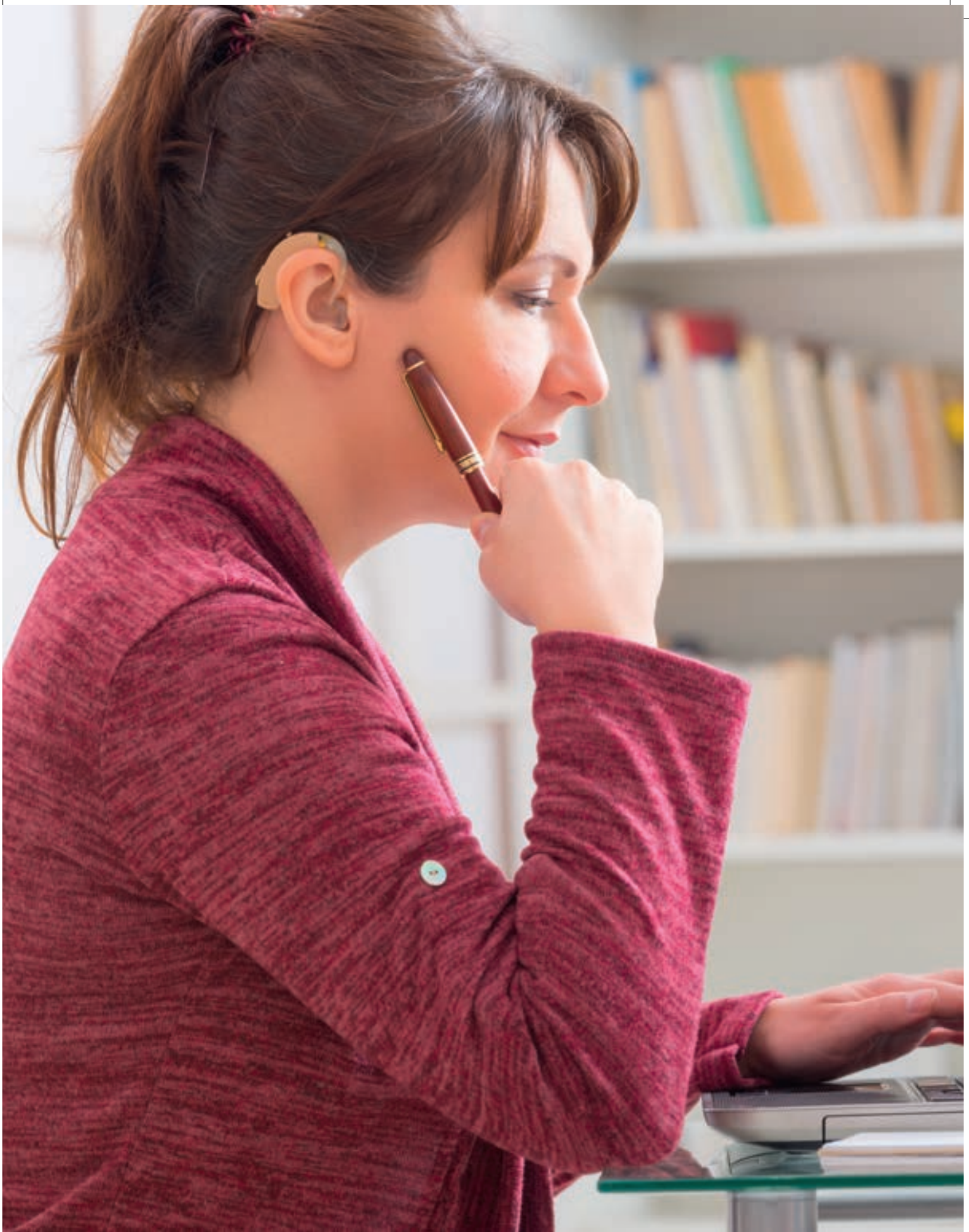
Intersections of sex, ethnicity and disability measures within working age population - highlighting all marginalised groups



Expanding on this analysis, if we consider individuals falling within at least one of the marginalised groups, which includes being female, having a disability, or not being White British, we find that 40% of the automotive sector’s population falls into one or more of these categories. This contrasts with the working population, where 69% of individuals fall into one or more of these marginalised groups.

Outlined below are the proportions of all intersections and the estimates of the numbers within the sector this is.

Sex	Ethnicity	Disability	Proportion of sector	Estimate of number within the sector
Female	-	-	18.1%	138,800
Female	Non-White British	-	2.7%	20,700
Female	White British	-	15.3%	117,300
Female	Non-White British	Disability	0.3%	2,300
Female	Non-White British	No Disability	2.4%	18,400
Female	White British	Disability	2.9%	22,200
Female	White British	No Disability	12.4%	95,100
Female	-	Disability	3.2%	24,500
Female	-	No Disability	14.8%	113,500
Male	-	-	81.8%	627,100
Male	Non-White British	-	10.1%	77,400
Male	White British	-	71.7%	549,700
Male	Non-White British	Disability	0.9%	6,900
Male	Non-White British	No Disability	9.2%	70,500
Male	White British	Disability	11.7%	89,700
Male	White British	No Disability	59.9%	459,200
Male	-	Disability	12.6%	96,500
Male	-	No Disability	69.2%	530,500
-	Non-White British	-	12.9%	98,900
-	White British	-	87.0%	667,000
-	Non-White British	Disability	1.2%	9,200
-	Non-White British	No Disability	11.6%	88,900
-	White British	Disability	14.6%	111,900
-	White British	No Disability	72.3%	554,300
-	-	Disability	15.9%	121,900
-	-	No Disability	84.0%	644,000



Key findings

- 1.** Females are more likely to have a disability than males, and this holds true both within the automotive sector and in the working-age population.
- 2.** Females in the automotive sector are statistically significantly younger than their counterparts in the working-age population.
- 3.** The female population within the automotive sector shows greater diversity compared to their male colleagues. There are more females in marginalised groups, including those with disabilities and non-White British backgrounds. This pattern mirrors a similar relationship in the working-age population.
- 4.** There is a statistically significant underrepresentation of males with disabilities and non-White British males within the automotive sector, suggesting potential disparities in representation.
- 5.** White British individuals are more likely to have a disability compared to their non-White British counterparts in both the working-age population and within the automotive sector.

- 6.** The average age of non-White British employees in the automotive sector is nearly seven years younger than that of their White British colleagues within the same sector.
- 7.** Approximately 305,100 individuals, or 40% of the automotive sector, belong to one or more marginalised groups.
- 8.** Males have experienced an average age increase of 6.1 years in the past year.
- 9.** There has been an increase in the proportions of females with disabilities, non-White British females, and females aged over 45 within the automotive sector.
- 10.** The proportion of females over 45 in the automotive sector is on the rise, in contrast to a decreasing trend in the same demographic within the general working-age population.
- 11.** The decline in the number of White British individuals over 45 in the automotive sector, set against the increasing trend in the general working-age population, highlights a distinctive shift in racial and ethnic diversity within this sector.

Trends and patterns

Given the intricacy of it, there are inherent challenges in offering a substantial amount of historical data. Even so, we can compare data from the past two years. It's crucial, however, to exercise caution when approaching this comparison.

Over the past year, the automotive sector in the UK has seen significant demographic shifts. This reflects broader societal changes and raising important implications for workplace diversity and inclusion strategies. Notably, there is an increase in the proportions of females with disabilities, non-White British females, and females aged over 45.

Additionally, there is a significant rise in the number of individuals over 45 years of age with disabilities and those who are non-White British. These trends show a more diverse workforce in terms of sex, race, age, and disability status, potentially leading to a more inclusive and representative sector.

Average age in UK automotive increasing

Alongside these changes in demographic composition, the average age of individuals within these groups in the automotive sector is also increasing. Males have seen an average age increase of 6.1 years, while females have experienced a smaller increase of 0.4 years. Individuals with disabilities in the sector also have an average age increase of 2.9 years, compared to a 5.8-year increase for those without disabilities.

These shifts in age dynamics within the sector could have implications for workforce planning, training, and development strategies, particularly in addressing the needs and preferences of an ageing workforce.

When these trends in the automotive sector are compared with the broader UK working population, several divergences appear. The proportion of females over 45 in the automotive sector is increasing, contrasting with a decrease in the same demographic in the general working population. This could suggest a sector-specific appeal or better retention strategies for older female workers.

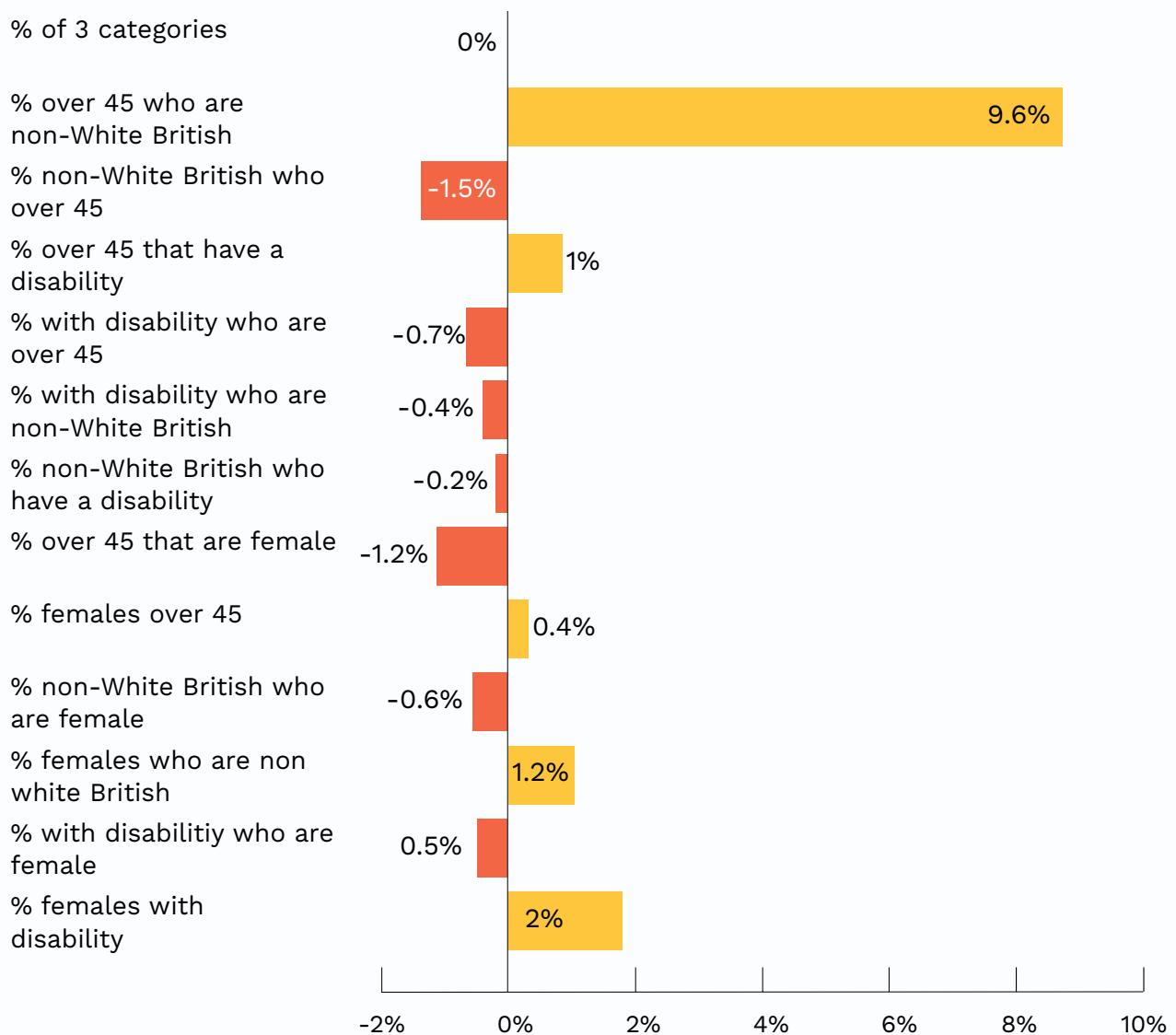
In contrast, the proportion of males with disabilities in the automotive sector is decreasing, while it is on the rise in the wider working population. This divergence could point to potential areas for improvement in disability inclusion within the sector.

Furthermore, the decrease in White British individuals over 45 in the automotive sector, against an increasing trend in the general working population, highlights a unique shift in racial and ethnic diversity within this sector.

These findings underscore the need for targeted diversity and inclusion initiatives in the automotive sector, especially concerning age, gender, and disability.

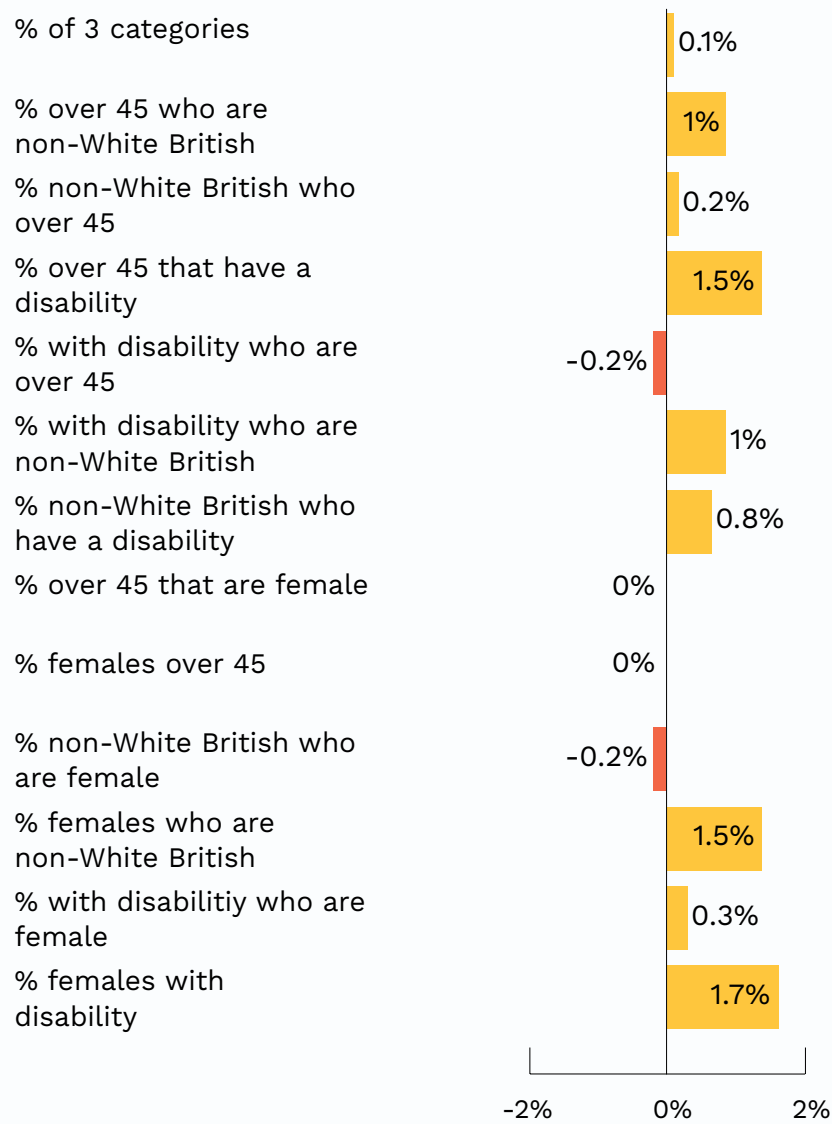
The automotive sector has more females with disabilities, more non-White British females, and an increase in females over 45. There's also a rise in individuals over 45 with disabilities and non-White British individuals.

Percentage change in proportions of intersections - automotive



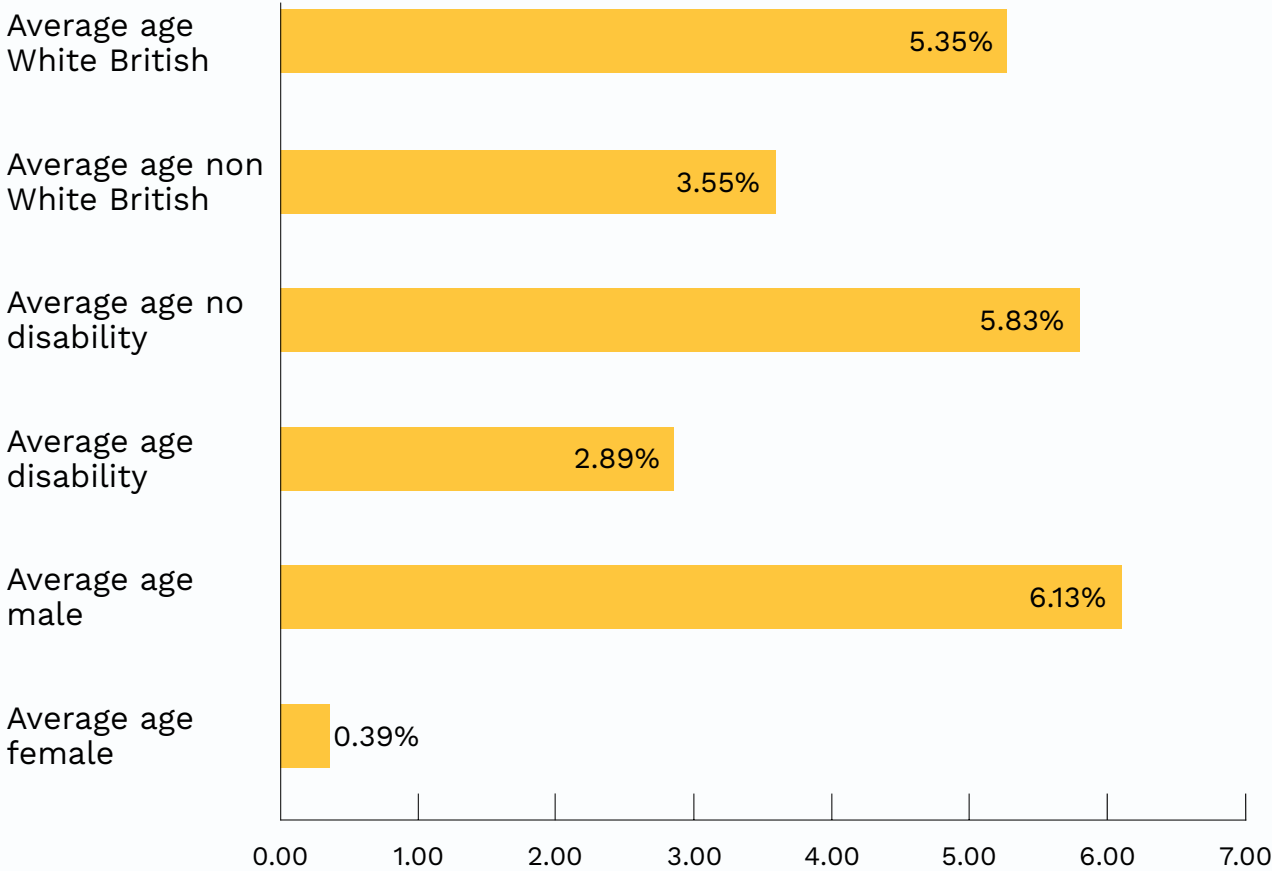
The number of females over 45 is growing in the sector but decreasing in the general workforce. Meanwhile, men with disabilities are declining in the sector but increasing in the wider workforce. These trends indicate areas where the sector can improve.

Percentage change in proportions of intersections - working age population

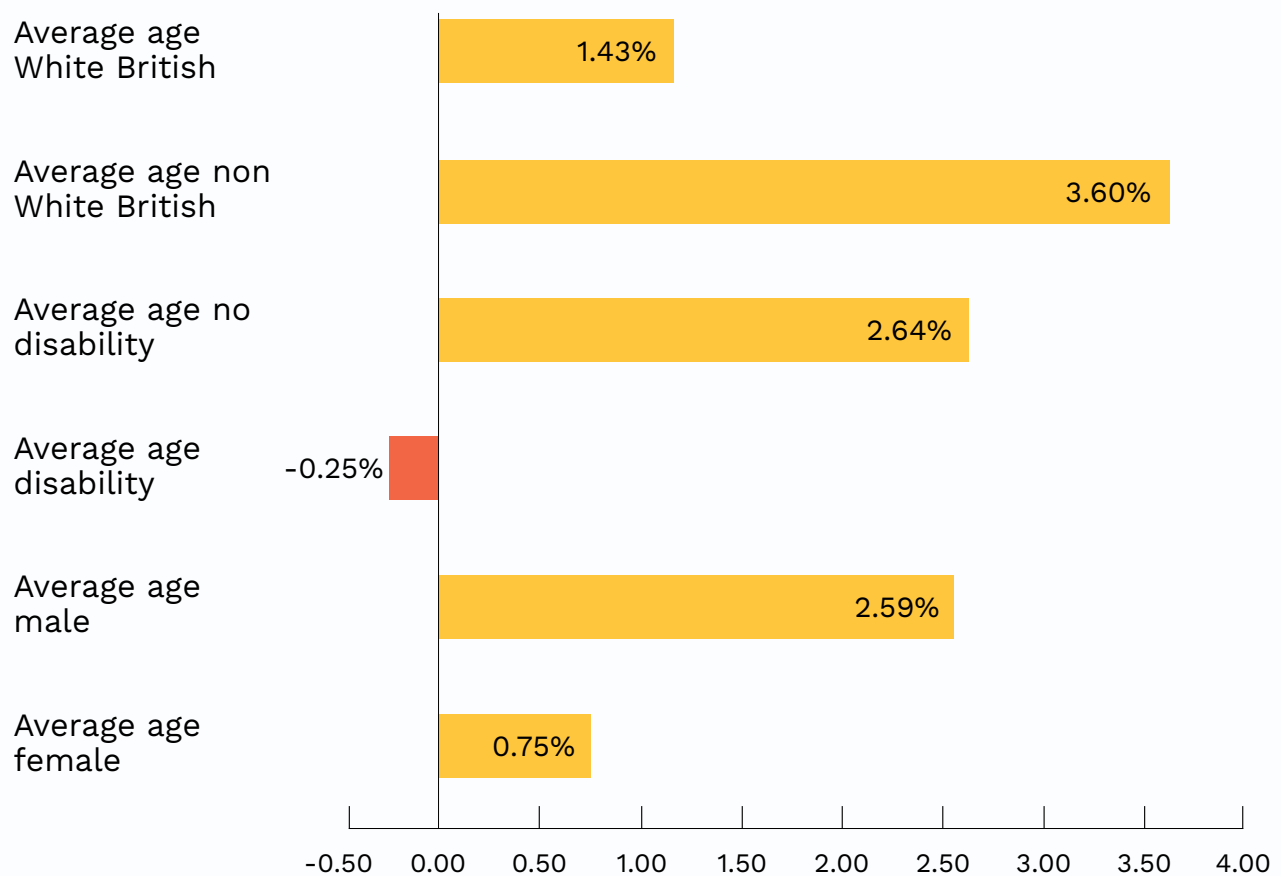


Males have seen an average age increase of 6.1 years, while females experience a smaller increase of 0.4 years. Individuals with disabilities in this sector have an average age increase of 2.9 years, compared to a 5.8-year increase for those without disabilities.

Change in average age each diversity measure in automotive



Change in average age each diversity measure in working age population



Chapter 5

Ethnicity breakdown



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Proportional representation of ethnic groups

What we know

In this report, we have examined ethnicity within the UK automotive sector, focusing on a binary classification (non-White British and White British) due to data limitations and difficulties (as explained in the appendix data and methods). Our research reveals that the proportion of non-White British individuals in the automotive sector stands at 13%, which is notably lower compared to the working-age population where it's 18%.

While there is some positive news in terms of an increase in proportions over the past two years, with the automotive sector's proportion rising from 11.9% to 13%, this increase is not statistically significant. Refer to Chapter Two for a more comprehensive analysis.

Why it is important to widen the analysis

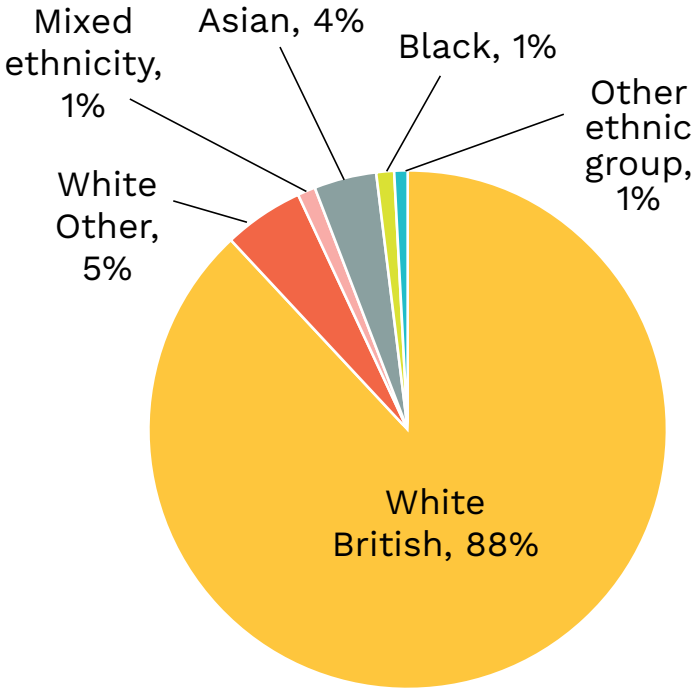
Expanding our analysis beyond a binary (non-White British and White British) perspective is imperative for several reasons:

- 1. Recognising diversity within non-White groups:**
The term “non-White” covers a broad spectrum of ethnicities and cultures. Not acknowledging this diversity may perpetuate harmful assumptions and stereotypes, limiting opportunities for individuals within these groups.
- 2. Addressing intersectionality:** Individuals have multiple identities that intersect in complex ways. A broader view of ethnicity diversity allows for a more nuanced understanding of how these different identities intersect and influence individuals’ experiences in the workplace.
- 3. Fostering inclusivity:** A comprehensive approach to ethnicity diversity in the workplace fosters a more inclusive environment that values and respects the unique contributions of individuals from diverse backgrounds.
- 4. Promoting equity and reducing bias:** A broader perspective on ethnicity diversity helps mitigate bias and promotes equity by acknowledging and addressing the distinct challenges and obstacles faced by individuals from various ethnic backgrounds.

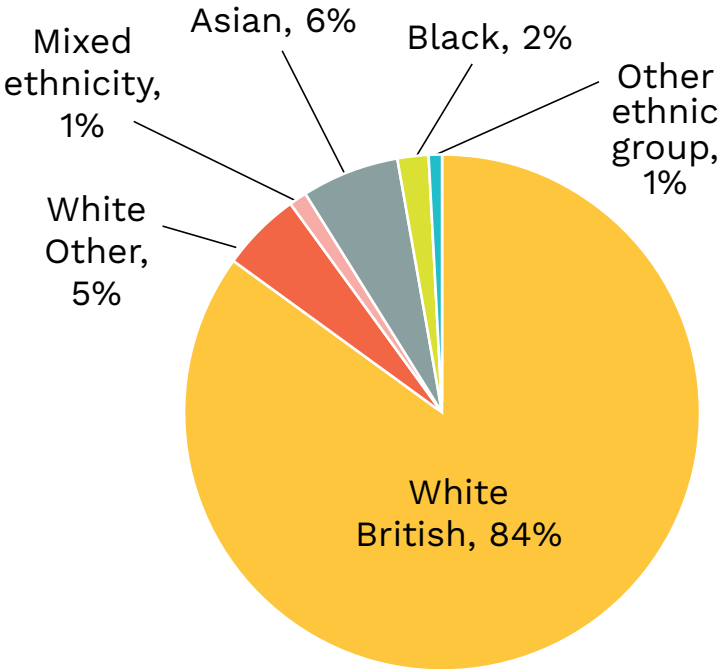
Overall, adopting a more expansive approach to ethnicity diversity in the workplace is essential for cultivating an inclusive and fair environment where individuals from diverse backgrounds can thrive and fully contribute.

Adopting a more expansive approach to ethnicity diversity in the workplace is essential for cultivating an inclusive and fair environment.

Ethnicity breakdown within automotive



Ethnicity breakdown within working age population



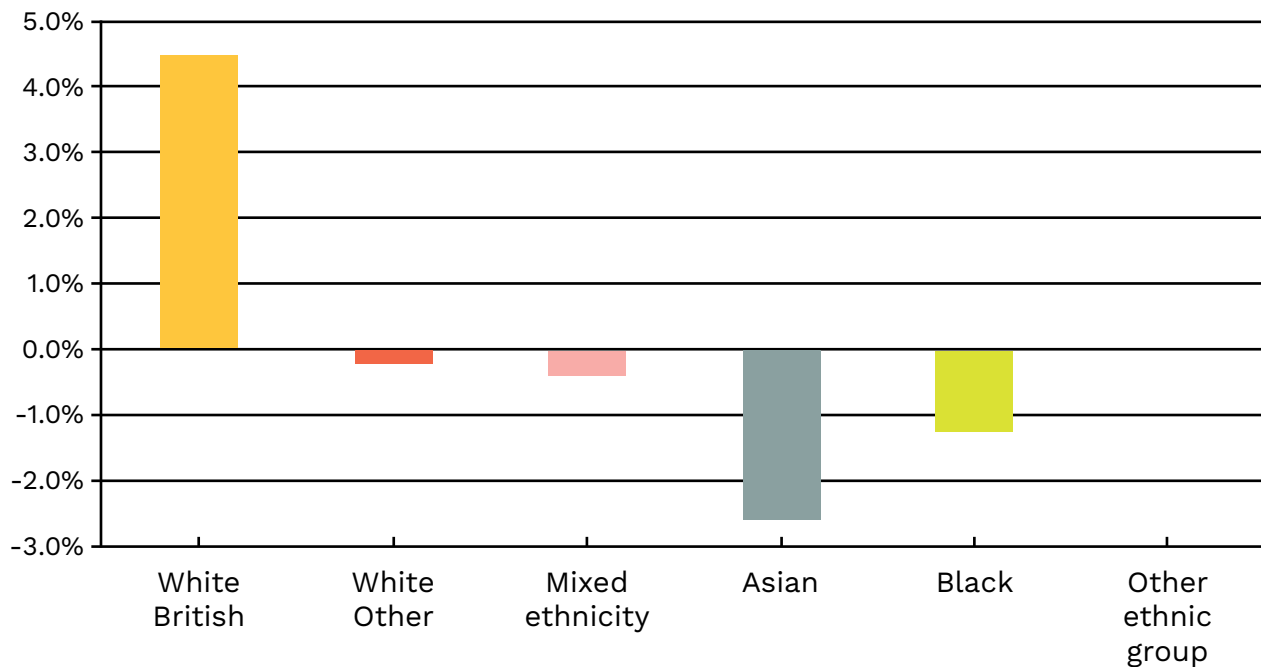
Ethnicity breakdown

To address small counts and suppressed data, we combined two-year period (Oct 2020 to Sept 2022 and Oct 2021 to Jun 2023). So direct comparisons cannot be made with the proportions mentioned in the introduction paragraph and the analysis in Chapter Two.

Within the automotive sector, the largest ethnic group, aside from White British, is classified as White Other, making up 5% of the workforce. Following this, the Asian community is the next largest group at 4%, with the remaining 3% consisting of individuals from Mixed ethnicity, Black, and Other Ethnic groups, each accounting for 1% of the total workforce.

In the working-age population, the largest ethnic group beyond White British is categorised as White Other, making up 6% of the population. The Asian community is the next largest group at 6%, followed by the Black community at 3%. The remaining 2% is made up of individuals from Mixed ethnicity and Other Ethnic groups, with each group accounting for 1% of the total population.

Difference between ethnicity groups comparing automotive and the working age population

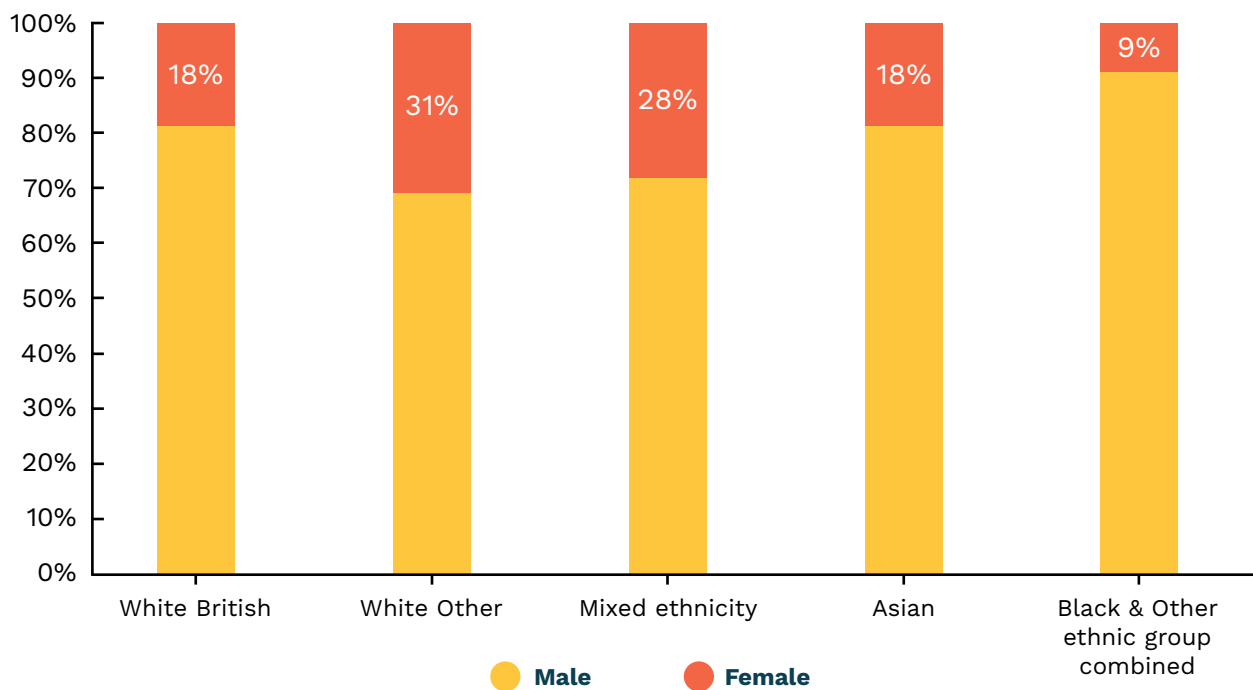


When it comes to ethnic representation, the automotive sector shows a higher proportion of White British individuals in comparison to the working-age population. Conversely, the sector has a lower proportion of all other ethnic groups, with the most significant disparity among individuals from the Asian classification. Statistical testing confirms that these proportional differences are indeed statistically significant.

Ethnicity breakdowns intersection with sex

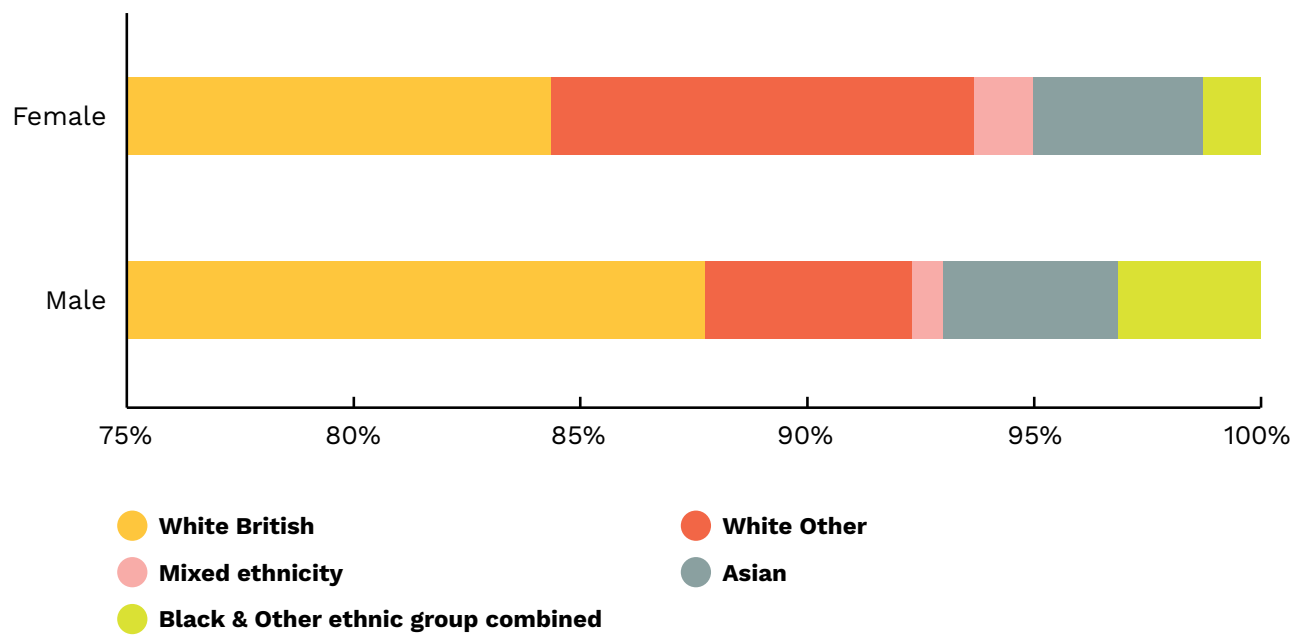
Within the ethnic groups, the White Other classification has the highest proportion of females, with 31% of individuals in this group being female. In contrast, Black and Other ethnicity groups have the smallest proportion of females, with only 9% being female.

% Split by sex across each ethnicity group



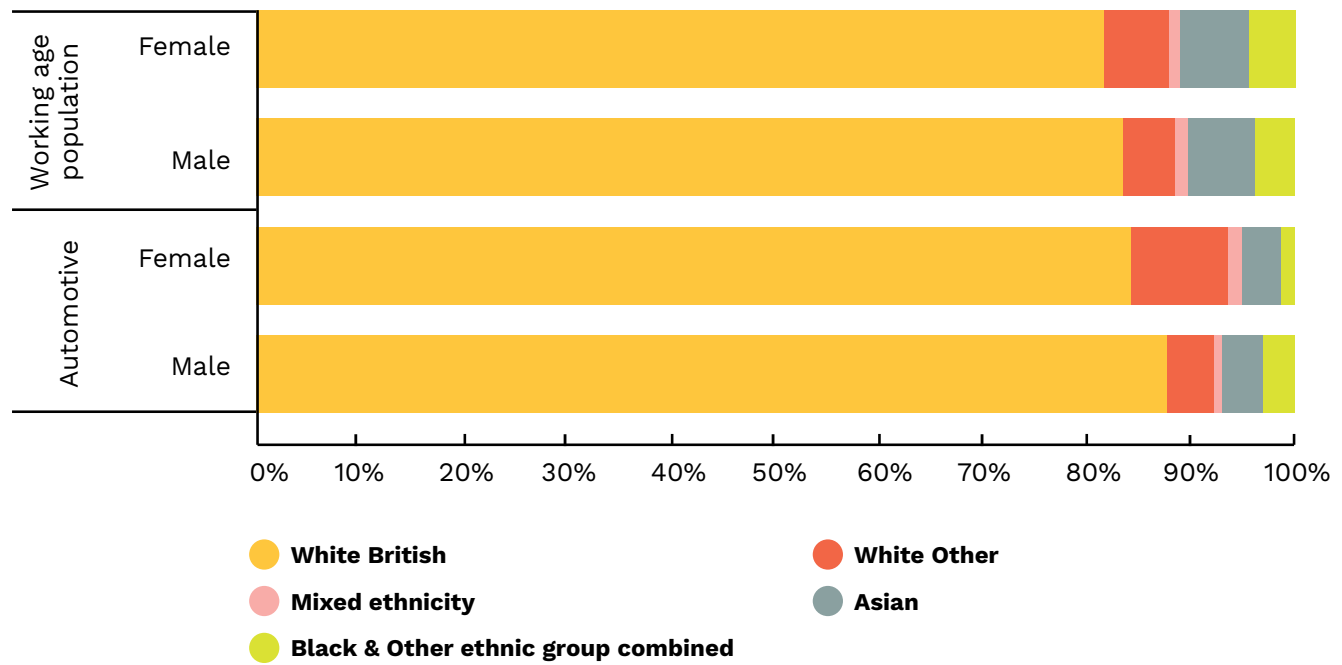
Compared to males, females have a higher proportion of individuals from the White Other and Mixed ethnicity classifications. However, there are proportionally fewer females from the White British, Asian, Black, and Other ethnicity classifications.

Ethnicity breakdown of automotive - split by sex



The ethnic composition of males in the automotive sector closely mirrors that of the working-age population. Notable differences, exceeding 1%, include a higher proportion of individuals from the White British classification and a lower proportion from the Asian group in the automotive sector compared to the working-age population.

Ethnicity breakdown comparison working age population and automotive - split by sex



When comparing females, notable differences in the proportion of different ethnic groups exist between the automotive sector and the working age population. In particular, the automotive sector has a reduced proportion of individuals from the combined Asian and Black & Other ethnic groups, and a greater proportion of individuals from the White British and White Other classifications. We tested these proportional differences and found them to be statistically significant.



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Headline statistics

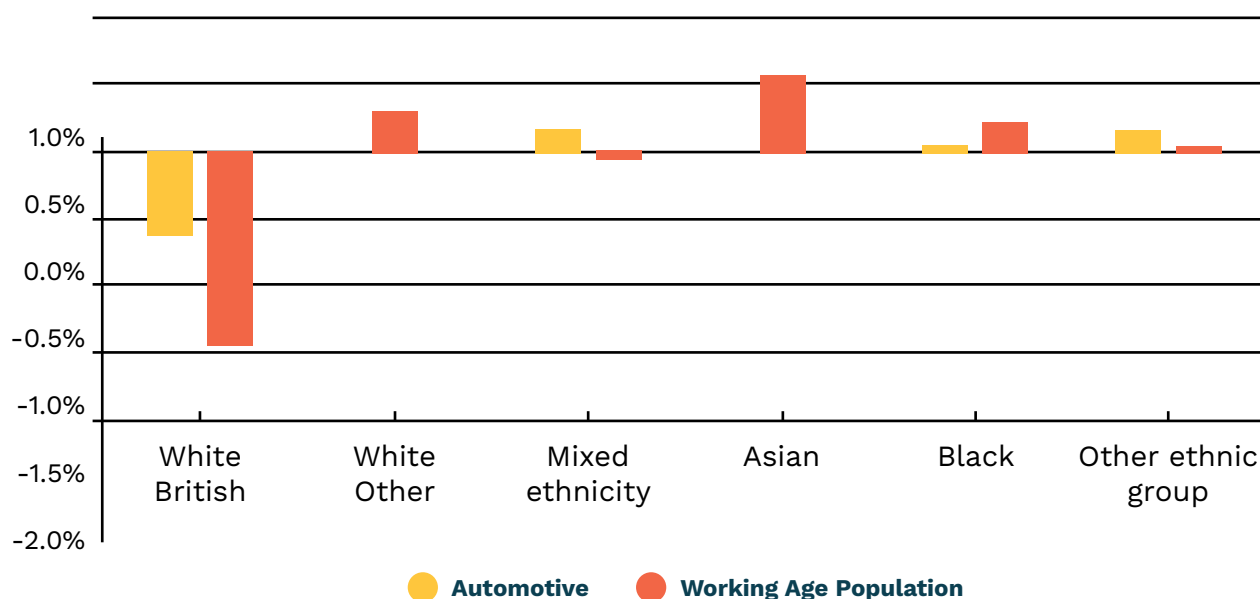
- The automotive sector has a higher proportion of White British individuals compared to the working age population.
- The sector has a lower proportion of all other ethnic groups, with the largest discrepancy being among individuals from the Asian classification.
- 5% of the automotive workforce are White Other classification which is the largest ethnic group outside of White British.
- 31% White other in automotive sector are female.
- Compared to males, females have a higher proportion of individuals from the White Other and Mixed ethnicity classifications.
- The automotive sector has a smaller proportion of females from the Asian and Black & Other ethnic groups combined, and a larger proportion of individuals from the White British and White Other classifications compared to the working population.
- Tentative indications of a gradual move towards greater ethnic diversity in the automotive sector.

Year-on-year changes and trends

Changes in ethnicity breakdown

In the past year, the automotive sector's ethnic composition has seen slight changes. The proportion of White British workers decreased by 0.6%, while there were small increases in the representation of mixed ethnicities (0.2%), other ethnic groups (0.2%), and Black individuals (0.1%). While interpreting trends from just two years of data requires caution, these shifts suggest a gradual move toward greater ethnic diversity within the sector.

Change in proportions of ethnicities in past year



When comparing these changes to the broader demographic shifts within the working-age population, the automotive sector's ethnic diversity evolution seems less pronounced.

The general working-age population experienced a more noticeable decrease in the percentage of White British individuals, with a decline of 1.5%. This was accompanied by increases in other ethnic categories: White Other (0.3%), Asian (0.5%), Black (0.3%), and other ethnic groups (0.1%).

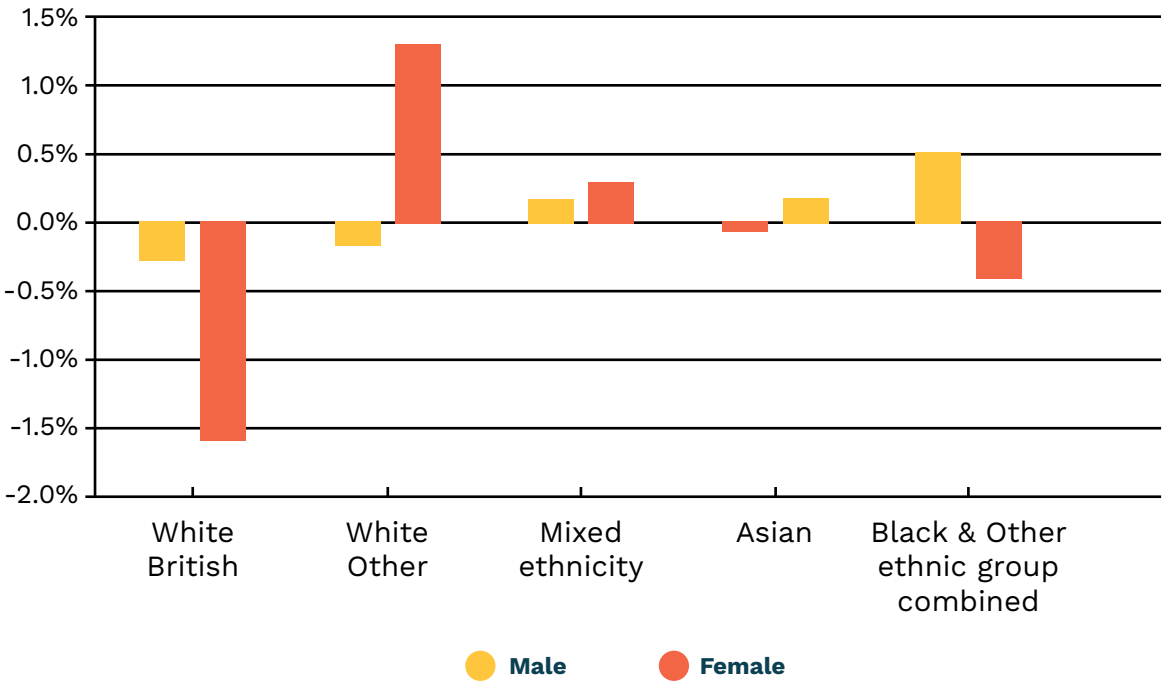
This comparison highlights a significant observation: the automotive sector did not mirror the increases in the White Other and Asian categories seen in the overall working-age population. This discrepancy suggests that while the automotive sector is becoming more ethnically diverse, its pace of change may not be keeping up with broader societal shifts.

The absence of growth in White Other and Asian representations in the automotive sector, despite their increase in the general population, may show specific barriers or challenges in these communities' access to or participation in the automotive sector. This underscores the need for targeted diversity and inclusion efforts in the sector and reflects the evolving demographic landscape of the wider population.

Changes in ethnicity breakdowns intersection with sex

Analysing the evolving landscape of ethnicity and gender within the automotive sector reveals some noteworthy trends. Changes in ethnic representation are more pronounced among females than males. Specifically, the proportion of female employees identifying as White British has declined by 1.6%, accompanied by a 0.4% decrease in the Black & Other ethnic group category. In contrast, there have been increases in representation among three other ethnic groups: White Other (1.3% increase), Mixed ethnicity (0.3%), and Asian (0.2%).

Change in proportions of ethnicities
in past year - split by sex



For male employees, there has been a more modest decrease in the White British category (0.3%), with slight declines also noted in the White Other (0.2%) and Asian (0.1%) groups. Conversely, there have been proportional increases in the Mixed ethnicity (0.2%) and Black & Other ethnic groups (0.5%).

These divergent patterns between male and female employees emphasise the importance of adopting a nuanced view of ethnicity in the workplace. Moving beyond a binary framework of White British versus non-White British to consider the intersectionality of ethnicity and gender can offer deeper insights into demographic changes and ease more effective diversity and inclusion strategies.

Chapter 6

Attrition rates analysis



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Background and introduction

Understanding attrition rates

Recent years have seen a significant phenomenon known as the ‘Great Attrition’. This global workforce shift has profound implications for the UK automotive sector, with 55% of automotive employers reporting it more difficult to keep staff than before the pandemic²⁷.

Attrition rates are a clear reflection of an organisation’s pulse. These rates, showing the proportion of employees who leave within a given period, are vital for gauging the stability of a workforce, company, or sector. At their core, attrition rates are the litmus test for employee contentment and the success of an organisational culture. While high rates may ring alarm bells, signalling deep-seated issues within the company framework, low rates can be indicative of a harmonious and engaging work environment.

With reports that around half of companies have difficulty in recruiting new workers, and that one in five are struggling to retain staff²⁸, understanding the drivers of attrition are more important than ever.

One cause is a tightening job market, coupled with stagnating wages, which sets a challenging backdrop that can erode employee loyalty and spur attrition. In 2023, a report by the Financial Times²⁹ revealed that downsizing by 1% can lead to a 31% increase in voluntary staff turnover the following year.

Automotive
attrition rates
have significantly
improved over
the past year.



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But attrition rates are not just about finances; equality, diversity, and inclusion (EDI) are an increasingly pivotal driver. For a sector reliant on skilled workers, like the automotive sector, this points to a critical need for reassessing employee engagement and value recognition strategies.

The key reason for attrition: EDI

In 2021, McKinsey published a study on the nature of the Great Attrition and what's driving it³⁰. They unveiled a startling truth: 54% of the global workforce is contemplating a job change due to feeling undervalued.

In a 2023 study, the Boston Consulting Group (BCG) surveyed 11,000 workers globally³¹, revealing an equally concerning trend. Roughly one in four employees is at risk of leaving their jobs; specifically citing the need to feel more respected, valued and supported.

BCG found that in the UK, the risk was even greater at a 32% within the next year. Moreover, when correlating work attributes with intentions to stay or leave, that emotional factors rank higher in importance, outweighing functional benefits like pay.

This highlights how employees are seeking a deeper sense of appreciation and recognition in their roles. The studies by McKinsey and BCG pinpoint these needs linked to attrition:

- **Employees need to feel valued for their contributions, not just as workers, but as integral parts of the organisation.**
- **The lack of advancement and development opportunities is a major deterrent for employees, driving them to seek prospects elsewhere.**
- **An increasing number of employees prioritise a balance between their professional and personal lives.**
- **Workers are more likely to stay with companies that resonate with their own values and beliefs.**

Understanding these multi-faceted drivers of staff attrition is a strategic imperative for any organisation committed to keeping a robust, engaged, and diverse workforce. There is also a tangible benefit to nurturing organisational health—shown by a significant increase in earnings³². For a sector reliant on skilled workers, such as the automotive sector, these findings point to a crucial need for reassessing employee engagement and value recognition strategies.

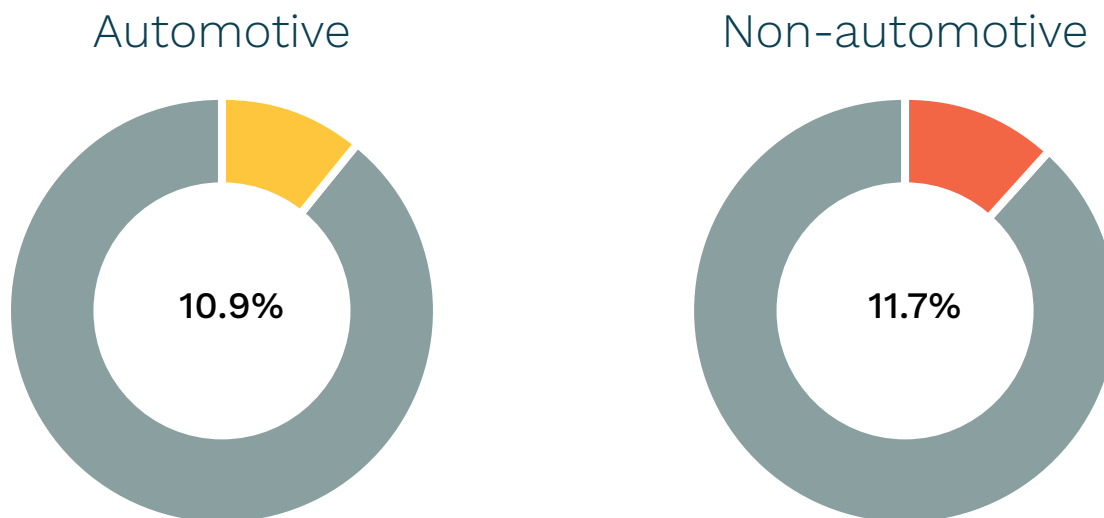
Analysis approach

Using restricted Office for National Statistics (detailed in the 'Data and Methods' section), our analysis includes data from the Labour Force Survey. The focus is on individuals who had transitioned to different organisations within the past year.

Additionally, we include data on those who have become unemployed during the same period. By aggregating these statistics, we can estimate the overall workforce movement. We systematically apply this analytical method across various sector sectors. Subsequently, we dissect and examine the data through the lens of different diversity parameters, including Ethnicity, Sex, and Disability.

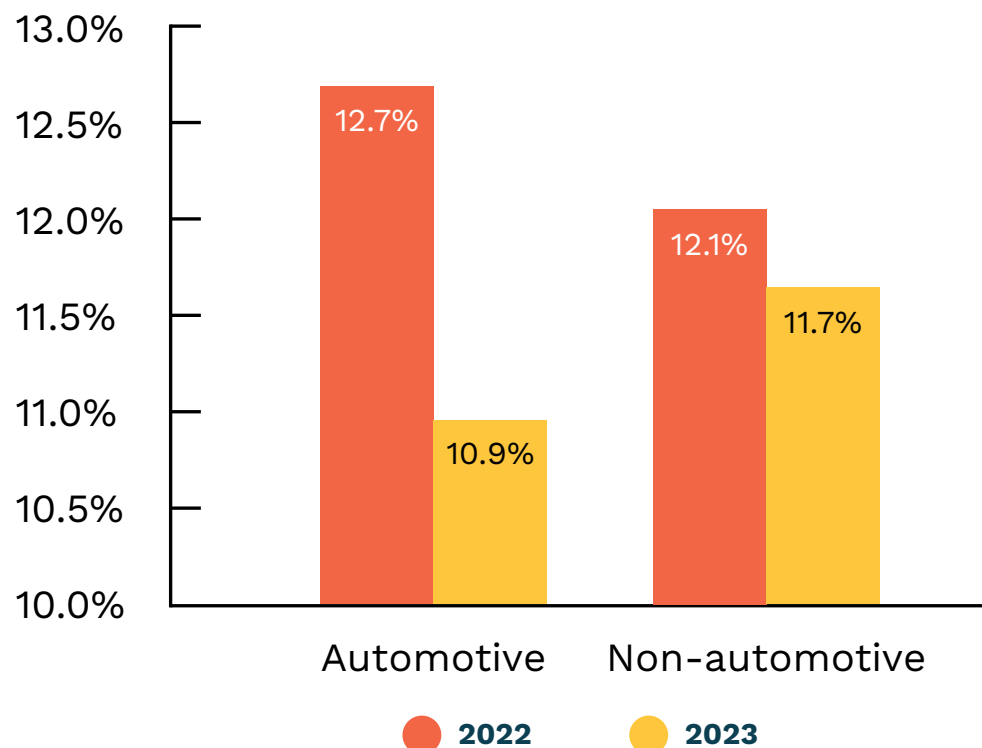
Automotive attrition rates

Staff attrition rates for automotive



As of June 2023, the staff attrition rate in the UK automotive sector stands at 10.9%, which is marginally lower by 0.8% compared to the non-automotive sector. However, this difference is not statistically significant.

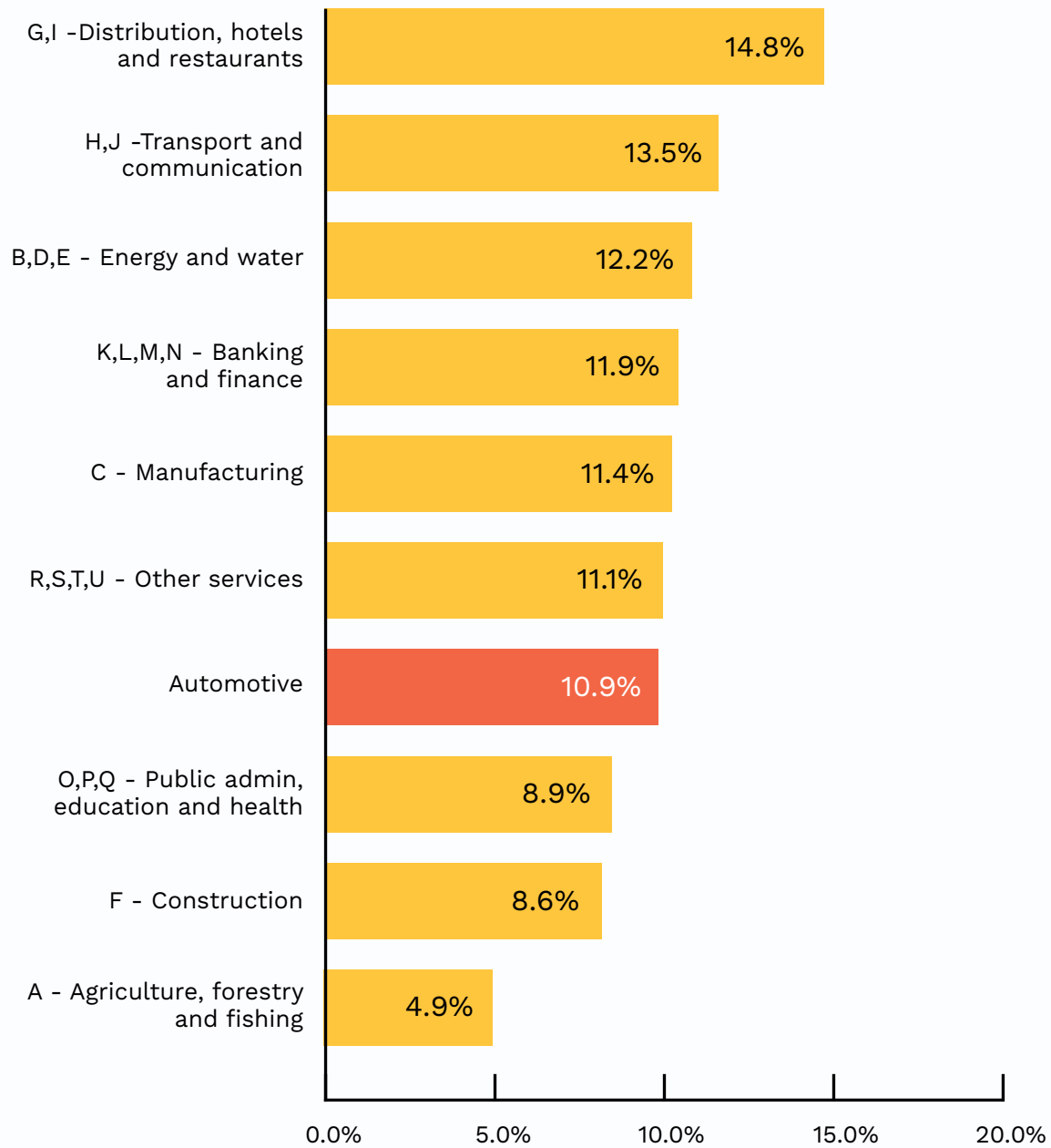
Comparison of automotive and non-automotive staff turnover 2022 and 2023



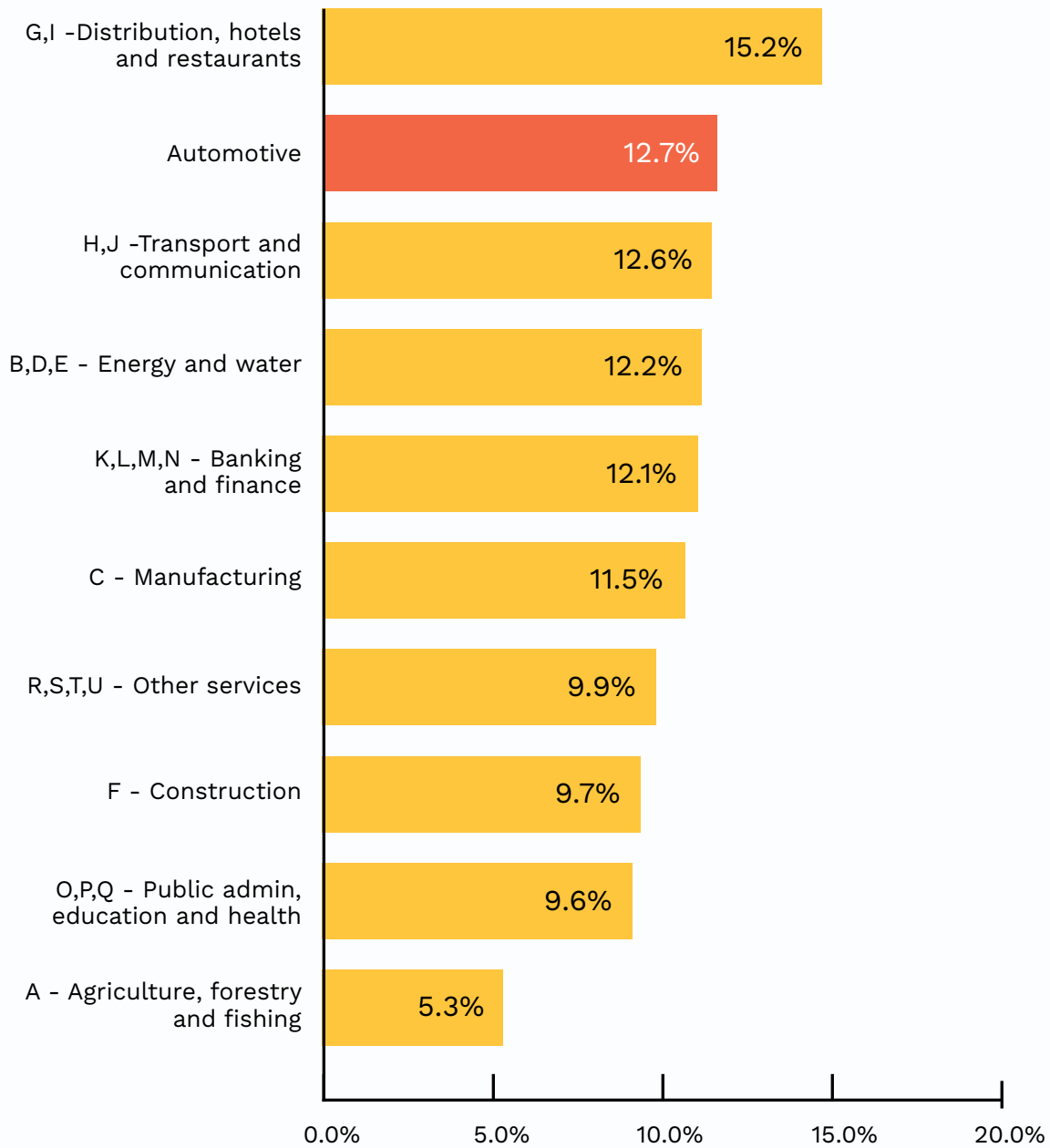
There is a notable reduction in the automotive sector's attrition rate, dropping from 12.7% in 2022 to 10.9% in 2023. This decline signifies a positive trend in keeping employees within the sector. Previously in 2022, the automotive sector's attrition rate was higher than that of non-automotive sectors, at 12.7% versus 12.1%, respectively.

This gap highlights more significant turnover challenges in the automotive sector, possibly due to specific factors such as working conditions, technological shifts, fluctuating markets, or unique sector pressures. Additionally, the concurrent high vacancy rates and elevated attrition in 2022 might reflect a skills mismatch, with existing staff leaving and difficulty in recruiting skilled new employees.

Comparison of sector staff attrition rates - 2023



Comparison of sector staff attrition rates - 2022



In a remarkable shift, the automotive sector moves from having the second-highest attrition rate in 2022 – trailing only behind the distribution, hotels, and restaurants industries – to a moderate, mid-tier position in 2023.

This change is part of a broader trend seen across most sector sectors, where attrition rates have generally decreased over the past year. This is likely a result of the recovery from the pandemic's impact and the so-called 'Big Resignation.'

The automotive sector is experiencing the most significant decline in attrition rate (1.8%) among all sectors, underscoring the substantial challenges it faced with high vacancy rates over the past 18 months.

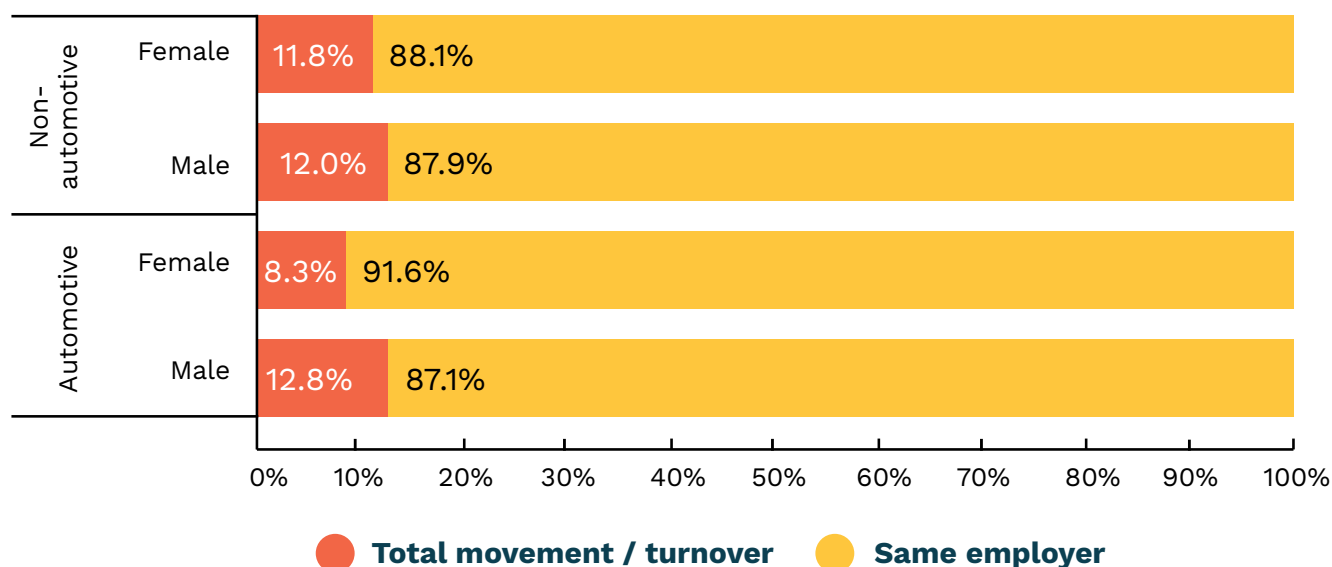
Analysis of attrition rates across measures

This analysis delves into attrition rates, from the perspective of various diversity dimensions. However, it's important to note that due to data constraints, we have merged two years' worth of data for a comprehensive examination. While this approach enhances our ability to thoroughly explore each diversity factor, it regrettably restricts our ability to accurately discern trends that have appeared over the most recent year.

Sex

In the automotive sector, the attrition rate for females stands at 8.3%, which is seemingly lower compared to that of males at 12.8%. However, upon conducting statistical analyses, it's clear that this disparity is not statistically significant.

Comparison of automotive and non-automotive staff turnover 2022 & 2023 - by Sex



Similarly, in non-automotive sectors, females show a lower attrition rate of 11.8% compared to males at 12%. While it appears that the attrition rate for females in the automotive sector is less than that for females in non-automotive sectors, and the attrition rate for males in automotive is higher than in non-automotive, these variations are not statistically significant on closer examination.

Within automotive, the work environment significantly influences female attrition. One key study⁸ highlights that men often get preference for leadership roles, an unwelcoming organisational culture exists, and poor mentorship shapes women's work experiences and career paths. It also notes that women often experience discomfort during shop floor visits, feeling uneasy due to operators' awkward stares. This points to factors like culture, policies, and work-life balance playing a pivotal role in whether women choose to stay in the sector.

These findings are shared in the 2022 study ‘Does Work Environment & Work-Life Balance Influence Women Employees’ Intention to Stay?’³³ It focused on the impact of work environment, work-life balance, workplace culture, and employer recognition on female attrition in the automotive sector, finding these factors critically important:

- **A supportive work environment.**
- **A healthy work-life balance.**
- **A positive organisational culture.**
- **Adequate employee recognition.**

These aspects are particularly vital in a field which is traditionally male-dominated, highlighting the necessity of specific strategies to boost female employee retention.

To combat this, employers in the automotive sector should re-evaluate their workplace policies and culture. By focusing on these areas, companies can not only increase the retention of women but also create a more inclusive and productive workplace.



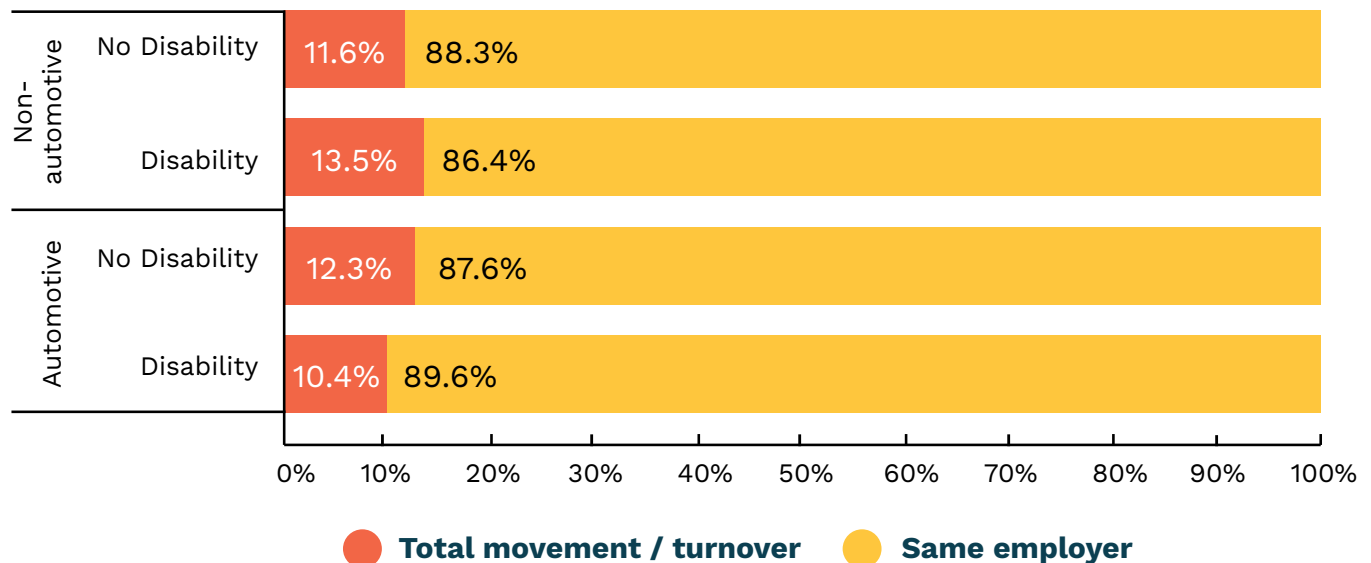
54% of the
global workforce
is contemplating
a job change
due to feeling
undervalued.

Disability

In the automotive sector, the attrition rate for employees with disabilities is 10.4%, which is lower than the 12.3% rate for those without disabilities. Yet, statistical analysis shows that this difference isn't statistically significant. In contrast, within non-automotive sectors, the trend is opposite.

Employees with disabilities have a higher attrition rate of 13.5%, compared to 11.6% for those without disabilities. Although test comparing automotive and non-automotive attrition rates show no statistical differences it does show that disability status might affect more on employee turnover in non-automotive than in automotive.

Comparison of automotive and non-automotive staff turnover 2022 & 2023 - by disability



Research into attrition rates among disabled individuals in the UK automotive sector, compared to those without disabilities, reveals key reasons.

Firstly, disabled individuals face several traditional barriers in employment³⁴. These barriers include employers' beliefs, the disparity between the perceived and actual costs of hiring, and a mismatch between the education and skills of disabled applicants and job requirements.

Secondly, a US study on newly disabled workers³⁵ shows that the degree and effectiveness of employer accommodations play a crucial role in delaying their exit from the workforce. This suggests that the UK automotive sector may outperform other sectors with improved job conditions, addressing biases and misconceptions, and offering more supportive work environments and policies for disabled individuals.

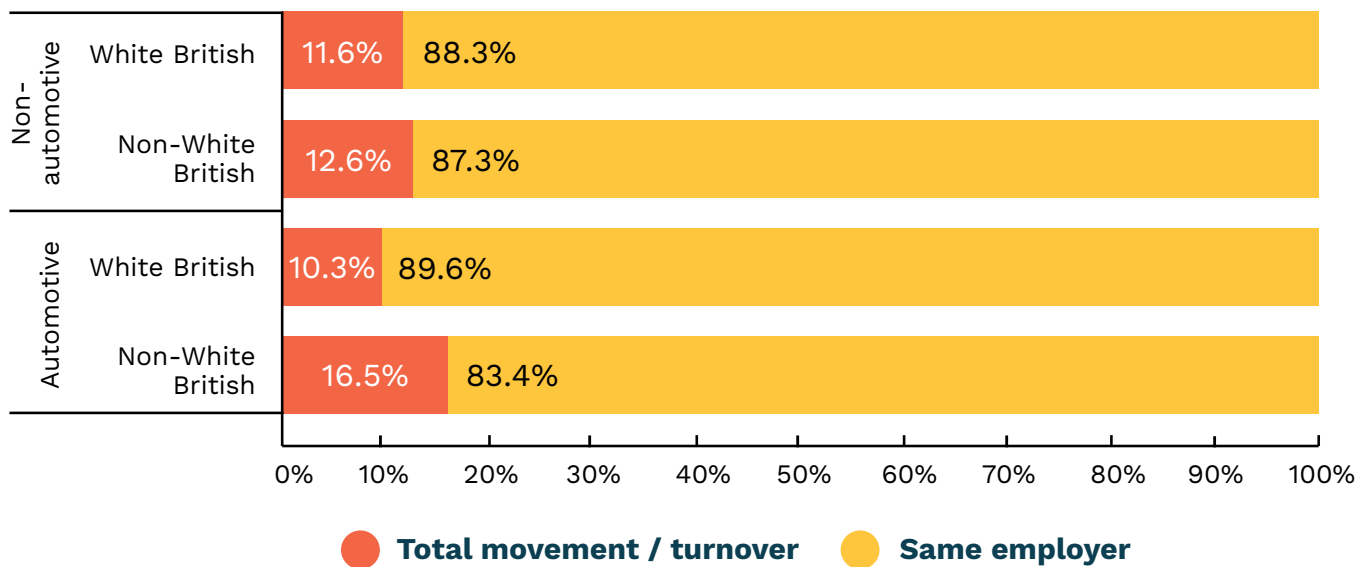
The automotive sector, particularly in retail, tends to employ a higher percentage of individuals with disabilities, including those with non-visible disabilities.

This, coupled with the relatively low attrition rates for employees with disabilities in the automotive sector, could show that the sector has developed more effective practices or accommodations for these employees. This might include fostering a more inclusive culture, heightened organisational awareness, or implementing advanced workplace adaptations to better support the needs of employees with disabilities.

Ethnicity

In the automotive sector, the attrition rate for employees who non-White British is 16.5%, which is higher than the 10.3% rate for those who are White British. Tests reveal that this difference is statistically significant.

Comparison of automotive and non-automotive staff turnover 2022 & 2023 - by ethnicity



Although the non-automotive attrition rate for non-White British staff lower than automotive at 12.6%, it not statistically significant.

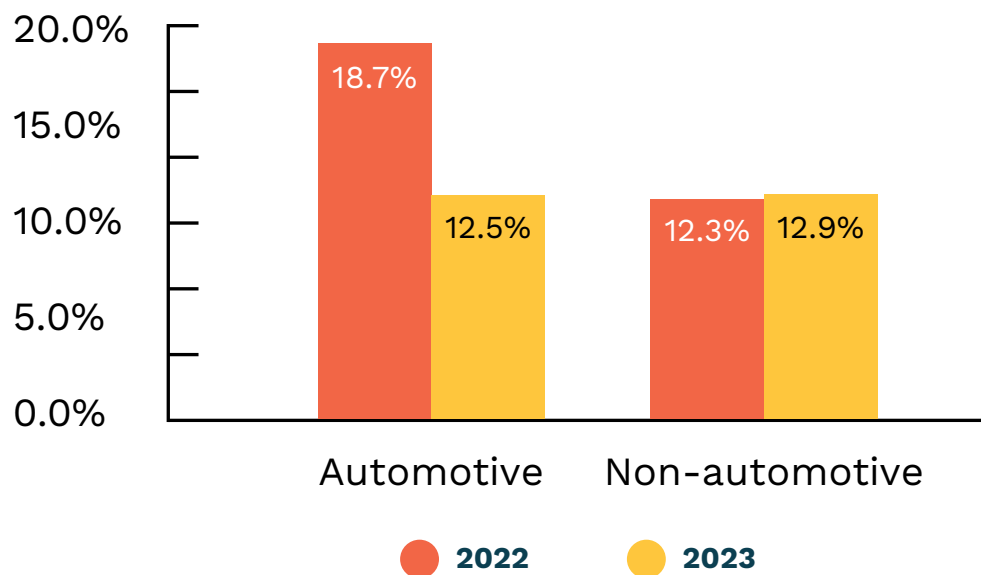
High attrition rates

Research into the high attrition rates among non-White British employees highlights several key factors, including:

- **A lack of belonging²⁹.**
- **Persistent of pay gaps³⁶.**
- **Vulnerability due to less secure employment³⁶.**
- **Being overlooked for promotion³⁷.**

This notable difference calls for more in-depth investigation. Due to limited data, we've combined data from the past two years for our analysis. Yet, for ethnicity, the available data does allow us to conduct a comparative analysis of two years' attrition rates among non-White British populations.

Comparison of automotive and non-automotive non-White British staff turnover 2022 and 2023



The data reveals that in 2022, the attrition rate among non-White British individuals in the automotive sector was exceptionally high at 18.7%, significantly exceeding the 12.3% rate seen in the non-automotive sector for the same demographic.

In contrast, 2023 saw a notable decrease in this rate, dropping to 12.5% in the automotive sector, which is slightly lower than the 12.9% rate in the non-automotive sector, although the difference is not statistically significant.

This trend suggests that unique factors in 2022, such as high vacancy rates and post-pandemic effects, may have disproportionately affected non-White British attrition rates in the automotive sector compared to their White British counterparts and non-automotive sectors. However, given that this observation is based on a single year's data, caution should be exercised before drawing definitive conclusions.

The attrition rate for non-White British employees in automotive is statistically significantly higher than their White British colleagues.

Potential impacting factors

In 2021, the Commission on Race and Ethnic Disparities conducted a report³⁸ on employment fairness. It reveals slow progress in diversifying the workforce, particularly in technical and leadership roles among minority groups. They found significant challenges include employee development, progression, and cultural beliefs.

One factor that can affect attrition rates in the UK automotive sector is the disparity between secure and non-secure employment, for example whether a role is temporary or permanent. The Commission noted that minority groups face a heightened vulnerability to unemployment in economic downturns, due to their disproportionate representation in less secure job roles.



Aligning with this, ‘Good Job, Bad Job, No Job? Ethnicity and Employment Quality for Men in the UK’³⁹ highlights that ethnic minority men struggle more than White British men to secure high-quality jobs. This trend shows more precarious and lower-quality employment within these communities.

Ethnic minority groups also report a glass ceiling. The Centre for Social Justice⁴⁰, found that ethnic minorities are often more qualified – yet less likely to get promotions than their White counterparts. Such employment instability could be a driving force behind the increasing attrition rates in the automotive sector, as workers from these backgrounds seek more secure and rewarding opportunities elsewhere.

Trends in secure and non-secure roles

The following examines the proportions of individuals in permanent or temporary jobs across sectors and by diversity measures.

2.8% of automotive workforce are in temporary roles, this is significantly lower than non-automotive.

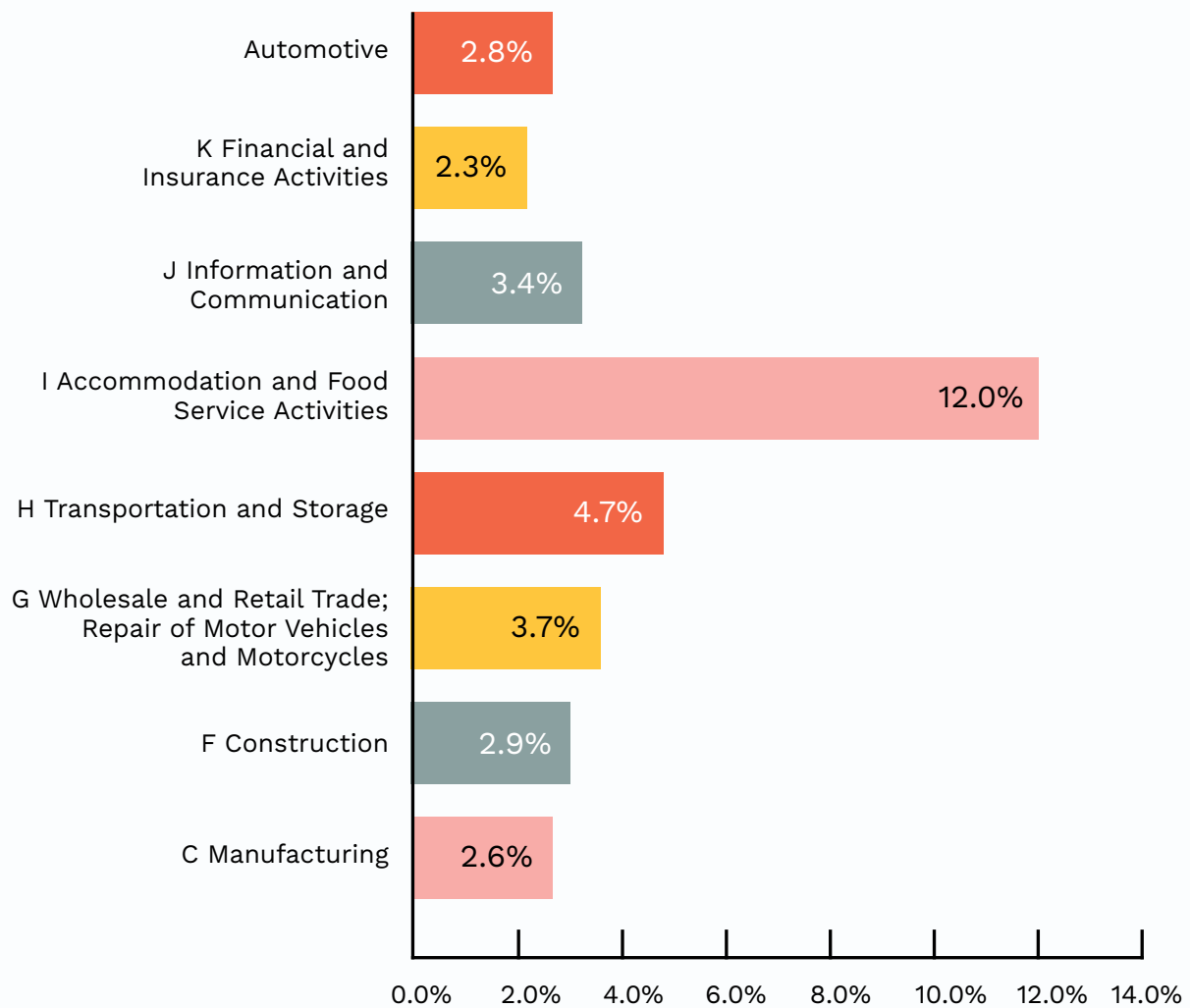
Automotive has the fourth lowest proportion of those in temporary positions, with similar rates to those in manufacturing and construction industries. For full list of sector comparison please refer to appendix.

There is also a difference in the different type of temporary roles within automotive compared to non-automotive.

There is a greater proportion of those working for employment agency and other type temporary roles, and smaller proportions of those in casual roles and fixed contract roles, in comparison to non-automotive.



Comparison of sectors proportions of those in temporary jobs

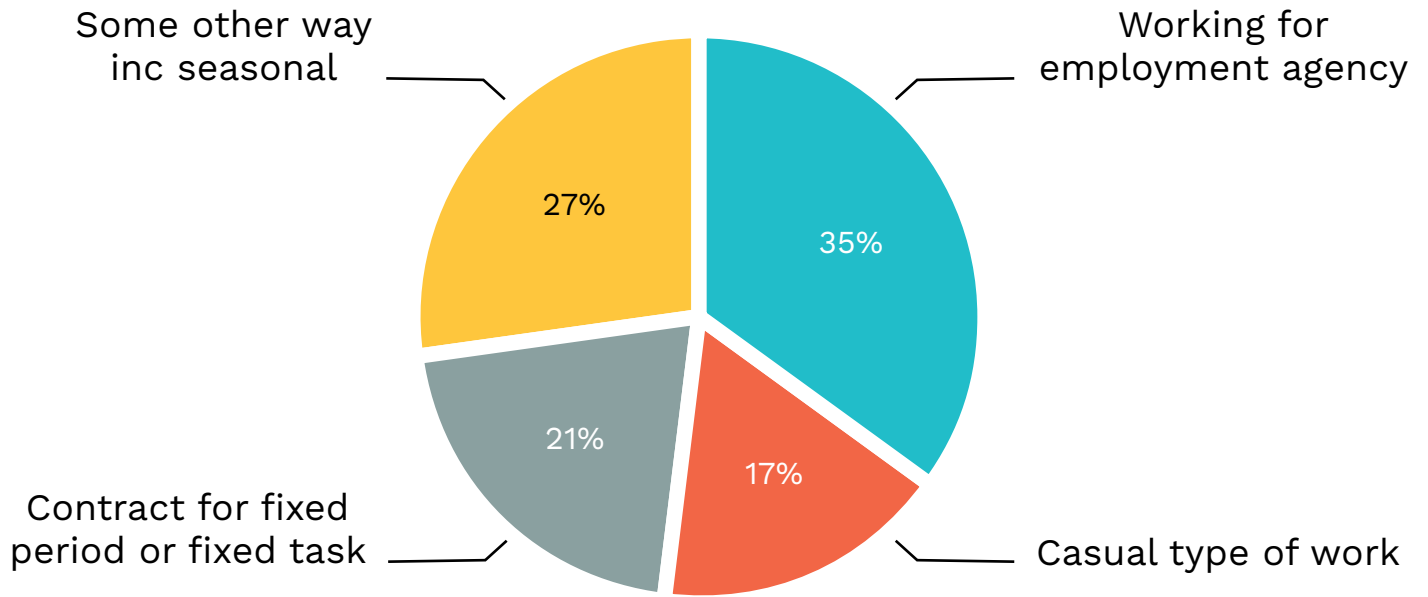


2.8% of the
automotive
workforce
are in
temporary
roles.

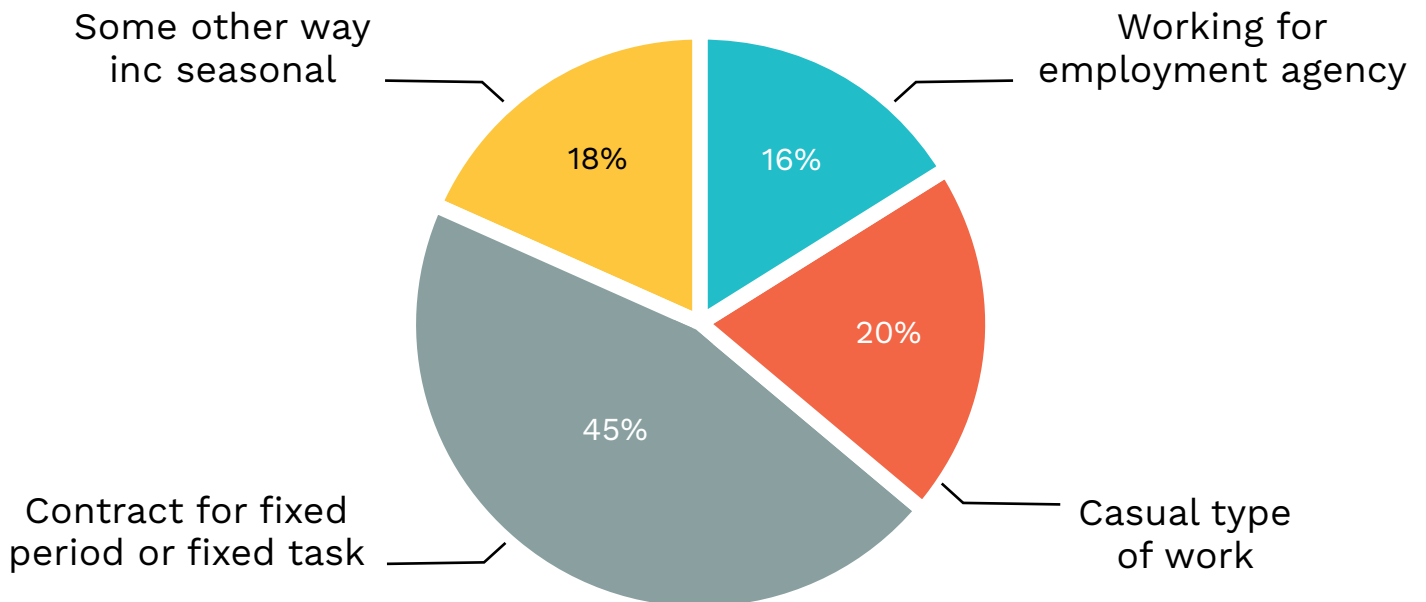


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Way in which job was not permanent - automotive



Way in which job was not permanent - non-automotive



Sex

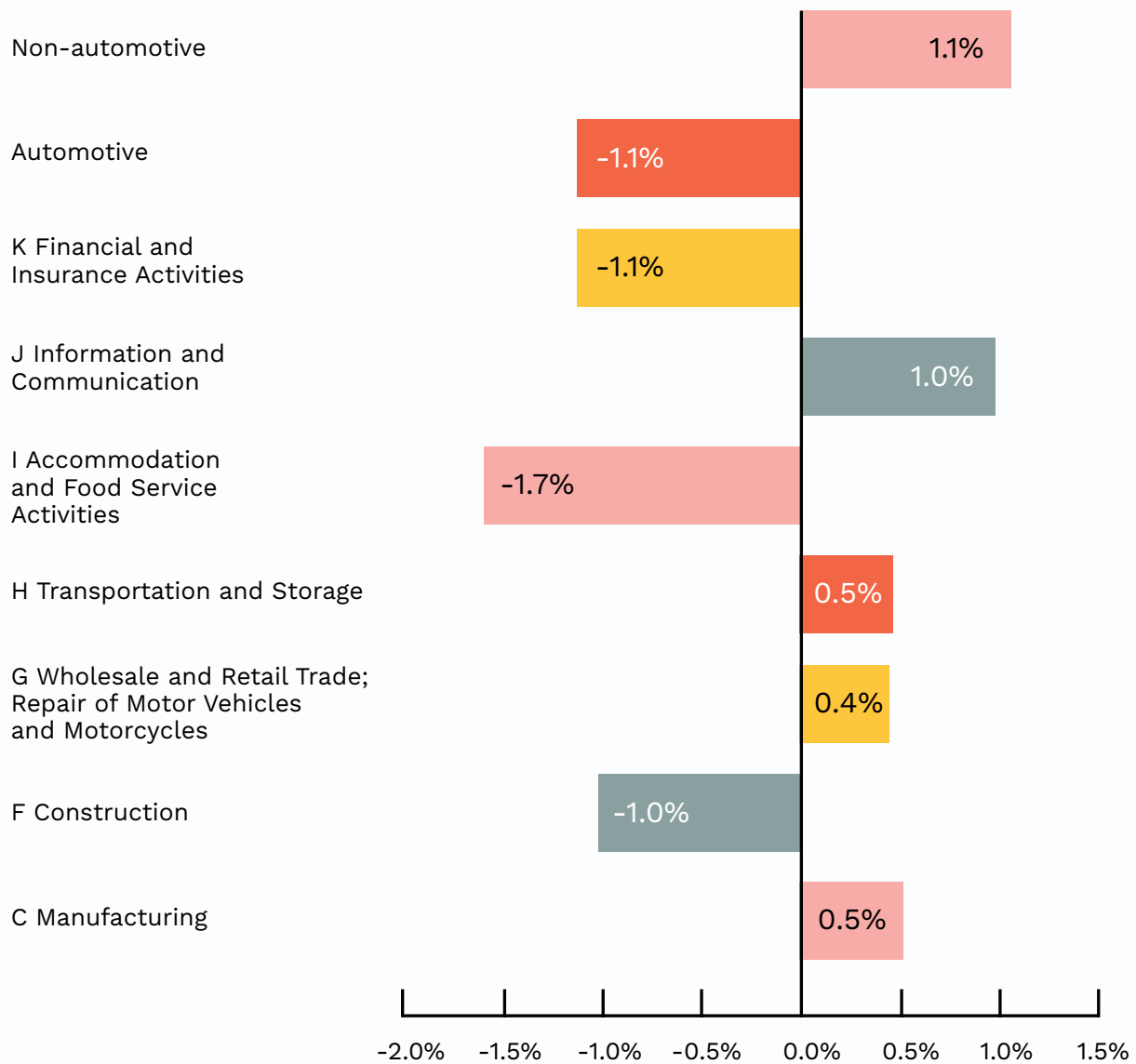
In the automotive sector, the percentage of females in temporary positions is slightly lower (1.9%) compared to males (3%). However, this difference is not statistically significant.

On the other hand, when comparing the proportions of both females and males in the automotive sector to those in non-automotive sectors, there is a statistically significant difference. Specifically, the automotive sector has lower proportions of both male and female employees compared to non-automotive sectors.

The following chart assesses the disparity in the proportion of females and males in temporary positions across various sectors. A negative percentage signifies a smaller proportion of females in comparison to males. Sectors such as automotive, financial and insurance activities, accommodation and food services, and construction prove a lower proportion of females compared to males. For a comprehensive list of sector comparisons, please consult the appendix.



Difference in proportion of females and males in temporary positions



Disability

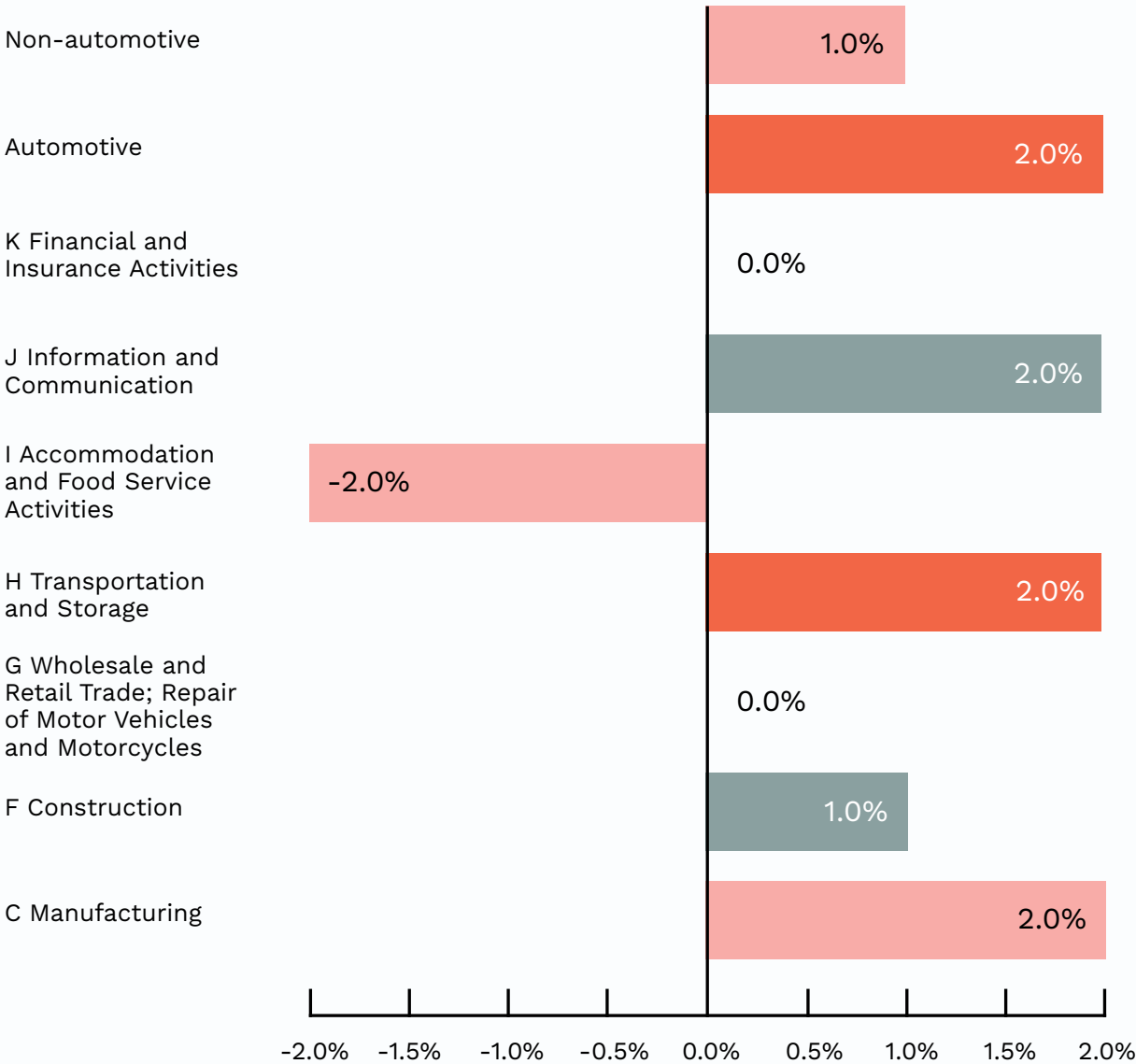
In the automotive sector, individuals with disabilities are more likely to be in temporary positions (5%) compared to those without disabilities (3%), and this difference is statistically significant.

When looking at the non-automotive sector, the percentage of individuals with disabilities in temporary roles is 6%. While this is higher, it's not a statistically significant difference from the automotive sector. However, in both the automotive and non-automotive sectors, we see a significant trend: there are more individuals with disabilities in temporary positions compared to those without disabilities.

The following chart examines the difference in proportion those with and without disabilities in temporary positions across several sectors. A positive percentage shows a greater proportion of those with disabilities compared to those without. All sectors shown apart from accommodation and food services have a larger proportion of those with disabilities in temporary roles in comparison to those without. Please refer to appendix for full list of sector comparisons.



Difference in proportion of those with and without disabilities in temporary positions



Ethnicity

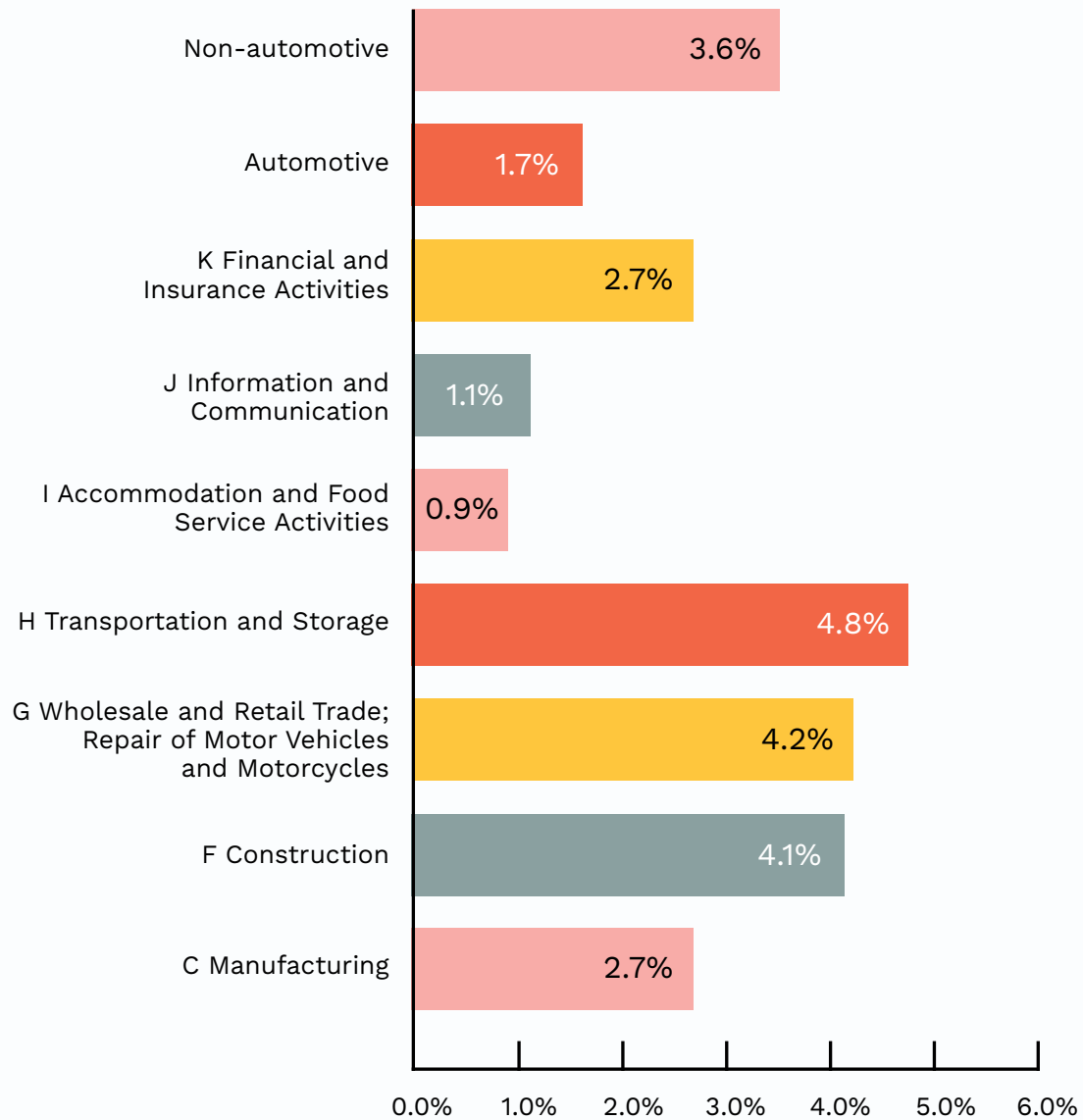
In the automotive sector, individuals who are not White British are more likely to hold temporary positions (4.5%) than their White British counterparts (2.8%), a difference that is statistically significant.

In the non-automotive sector, the proportion of non-White British individuals in temporary roles is 8.3%, which is significantly higher than in the automotive sector as confirmed by statistical tests. Likewise, these tests show that the non-automotive sector employs a significantly higher percentage of non-White British individuals in temporary roles compared White British individuals.

The following chart examines the difference in proportion non-White and White British individuals in temporary positions across several sectors. A positive percentage shows a greater proportion of non-White British compared White British. All sectors shown have a larger proportion of non-White British individuals in temporary roles in comparison White British. Please refer to appendix for full list of sector comparisons.



Difference in proportion of non white and white British in temporary positions



Chapter 7

Apprenticeships



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Introduction and background

Apprenticeships in the UK offer a vital pathway for young people to gain skills and experience in a particular trade or profession while earning a wage. The UK government has made a commitment to increasing diversity in apprenticeships so that everyone, regardless of their background or circumstances, has access to these opportunities.

There are concerns about the lack of diversity in apprenticeships – particularly in certain industries such as engineering and construction, where women and people from ethnic minority backgrounds are underrepresented. To address this issue, the government has introduced a range of initiatives: Apprenticeship Diversity Champions Network, Apprenticeship Levy Transfer, Pre-apprenticeship programmes and Outreach and engagement.

Diversity in apprenticeships is important for several reasons:

- **Equality of opportunity:** All individuals should have equal access to training and employment opportunities, including apprenticeships. Apprenticeships dominated by a particular group can result in unequal opportunities for others.
- **Addressing skills gaps:** Apprenticeships offer skills and training in specific trades and professions. Diversity offers a wider range of skills and perspectives are developed to address skills gaps and meet sector needs.

- **Increased innovation:** Diverse teams bring different perspectives and experiences, leading to more innovative solutions and ideas. By having a diverse group of apprentices, businesses and industries benefit from increased creativity and problem-solving.
- **Social mobility:** Apprenticeships can offer a pathway to higher-skilled, better-paying jobs. By offering diversity in apprenticeships, we can help to increase social mobility and reduce inequality.

The UK's diverse society needs businesses and industries mirror this diversity, essential for effectively meeting the varied needs of customers and clients. Open and inclusive apprenticeships play a crucial role in equipping businesses for this challenge.

By including diversity in apprenticeships, we foster a fair and equal society, whilst bridging skills gaps and fuelling innovation. These diverse apprenticeships pave the way for increased social mobility and cater to the multifaceted needs of our society.

Note on language

It is important to be specific and precise around the language we use. Department for Education (DfE) use the category ethnic minorities (excluding white minorities) and White. We also acknowledge that if we are speaking from a global perspective, ethnic minority might not be wholly correct. We try to use terminology that is acceptable to under-represented groups but appreciate that some terms may be problematic.

Key findings

- **Ethnicity:** The proportion of ethnic minorities starting automotive apprenticeships is 9%, lower than non-automotive fields, with a slower increase rate of 0.7% per year.
- **Balance of the sexes:** Only 4% of automotive apprentices are female, significantly lower than in non-automotive apprenticeships, with marginal progress over recent years.
- **Disabilities representation:** Higher participation (18%) of individuals with disabilities in automotive apprenticeships compared to non-automotive fields, showing a positive trend.
- **Overall trends:** While there's some improvement in diversity within automotive apprenticeships, challenges persist in achieving parity with non-automotive sectors in terms of ethnicity and gender representation.

Ethnicity

Apprenticeship starts

While there has been some progress in increasing the proportion of ethnic minorities completing and achieving automotive apprenticeships, there are still significant disparities between ethnic minorities and non-ethnic minorities in this area.

The Apprenticeship Diversity Champions Network outline research in their annual report 2022-2023⁴¹ on the participation of young people from ethnic minority backgrounds. They investigate how to overcome the barriers faced by young people in becoming apprentices. Key findings from the research includes:

Family and friends can be unsupportive of young peoples' decisions to do an apprenticeship.

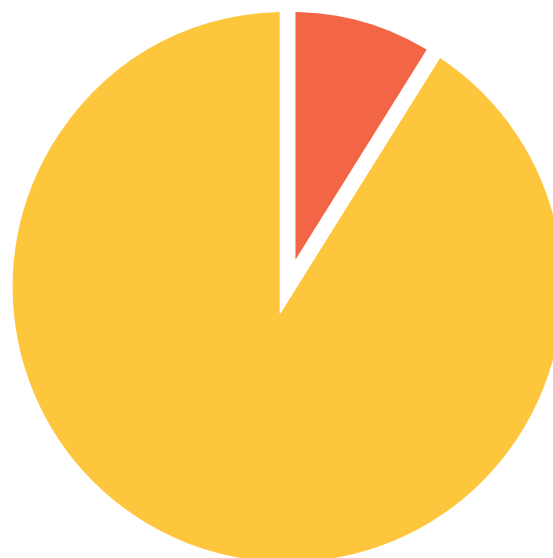
Young people from ethnic minorities often see their future through the lens of higher education.

Young people from ethnic minorities may not be aware that apprenticeships are a way. One survey found that 33% of Black respondents had never had apprenticeships discussed with them, compared to 13% of white respondents.



Automotive apprenticeship starts (2017/18 - 2022/23)

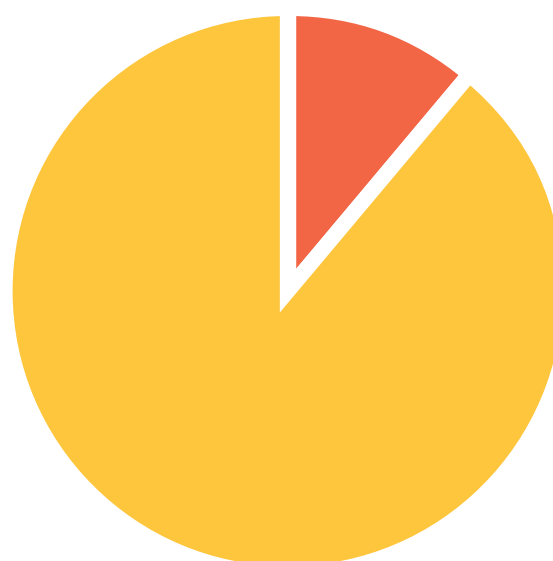
- **White = 91%**
- **Ethnic minorities (excluding white minorities) = 9%**



The proportion of ethnic minorities doing automotive apprenticeships in the past six years is 9% in comparison to 11% doing non-automotive apprenticeships. Tests reveal that this difference is statistically significant, in this case there are fewer ethnic minorities doing automotive apprenticeships.

Non-automotive apprenticeship starts (2017/18 - 2022/23)

- **White = 89%**
- **Ethnic minorities (excluding white minorities) = 11%**



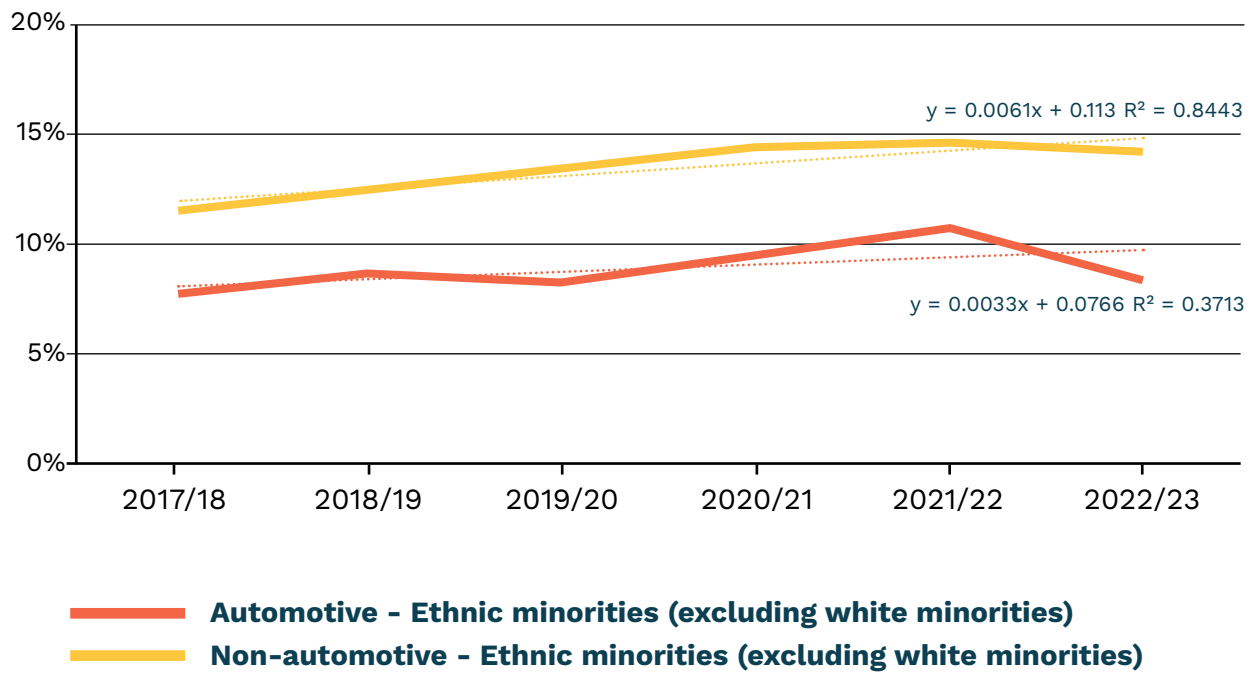
The proportion of ethnic minorities on automotive apprenticeships increased from 8% in 2017/18 to 11% in 2021/22 but fell back to 9% 2022/23. Trend analysis shows that the proportion of ethnic minorities completing automotive apprenticeships is on average increasing 0.7% per year, slightly slower than non-automotive at 0.8% until 2022/23. When assessing the comparison of these trends both trends there is no significant difference and therefore, they are increasing at similar rates.

Apprenticeship achievement

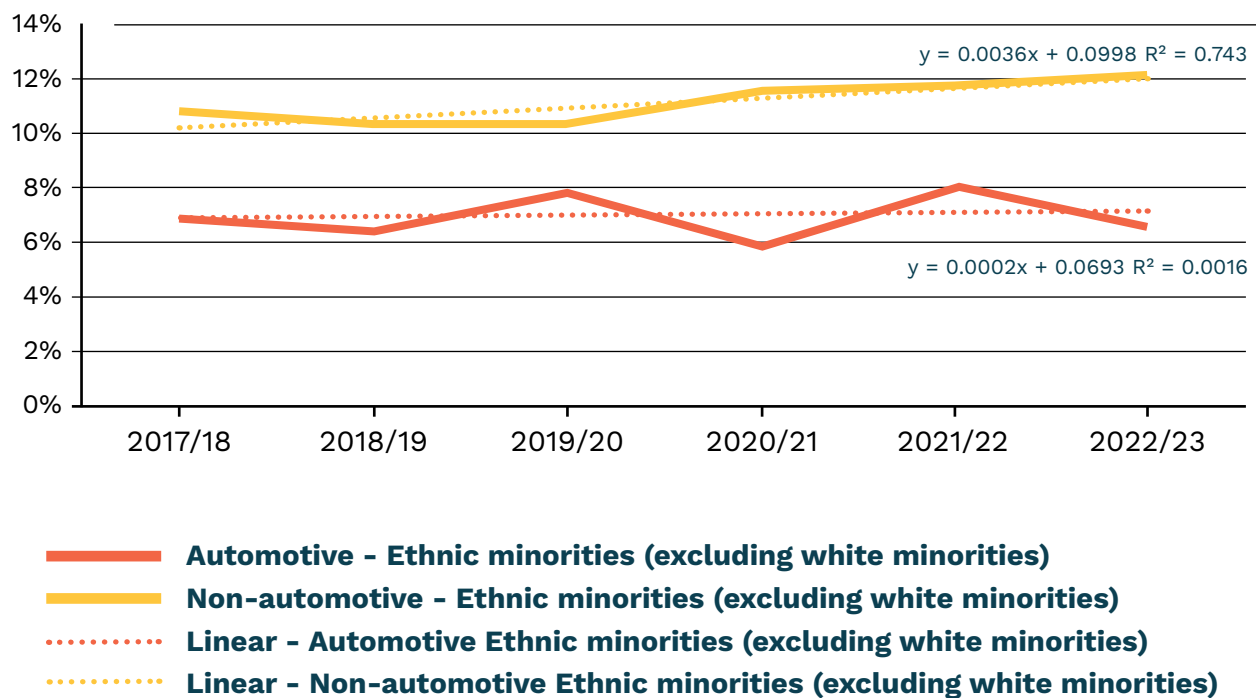
The proportion of ethnic minorities achieving automotive apprenticeships, has marginally increased from 7% in 2017/18 to 8% in 2021/22. Trend analysis shows that the proportion of ethnic minorities achieving automotive apprenticeships has on average increased just 0.02% per year, slightly slower than non-automotive at 0.04%. This suggests that although more ethnic minorities are starting apprenticeships in the automotive sector, they may face challenges in completing them.

We conducted a t-test to directly compare trends in the proportion of ethnic minorities achieving automotive and non-automotive apprenticeships. This yielded a p-value of 0.791, which is greater than 0.05, so we do not reject the null hypothesis, meaning that we do not have sufficient evidence to conclude that there is a significant difference between the two trend lines. That is, both trends appear to be increasing at similar rates.

Proportion of ethnic minorities starting apprenticeships over time



Proportion of ethnic minorities achieving apprenticeships over time



Sex

Apprenticeship starts

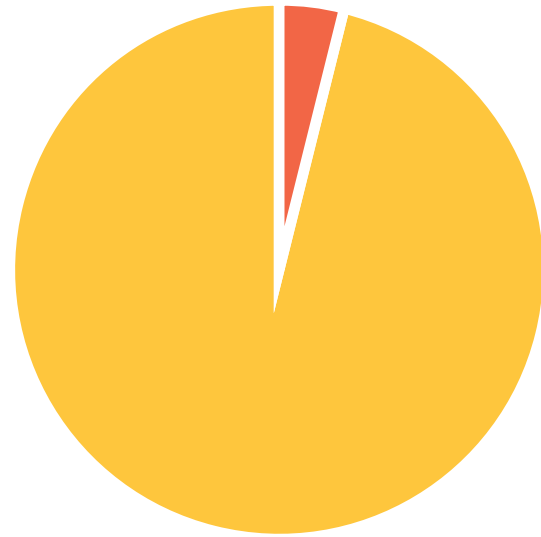
While there has been some progress in increasing the representation of females in automotive apprenticeships, the proportion is still significantly lower than non-automotive apprenticeships. The rate of increase for females completing and achieving automotive apprenticeships is slower than the rate for non-automotive apprenticeships.

Research shows that gender stereotypes and biases can play a significant role in discouraging girls and women from pursuing careers in traditionally male-dominated fields, like automotive. In fact, perception research by the IMI⁴² found that young people believe the sector it is very male dominated and potentially misogynistic.



Automotive apprenticeship starts (2017/18 - 2022/23)

- **Female = 4%**
- **Male = 96%**



The proportion of females starting automotive apprenticeships in the past six years is 4% in comparison to 51% doing non-automotive apprenticeships. Tests reveal that this difference is statistically significant, in this case there are fewer females doing automotive apprenticeships.

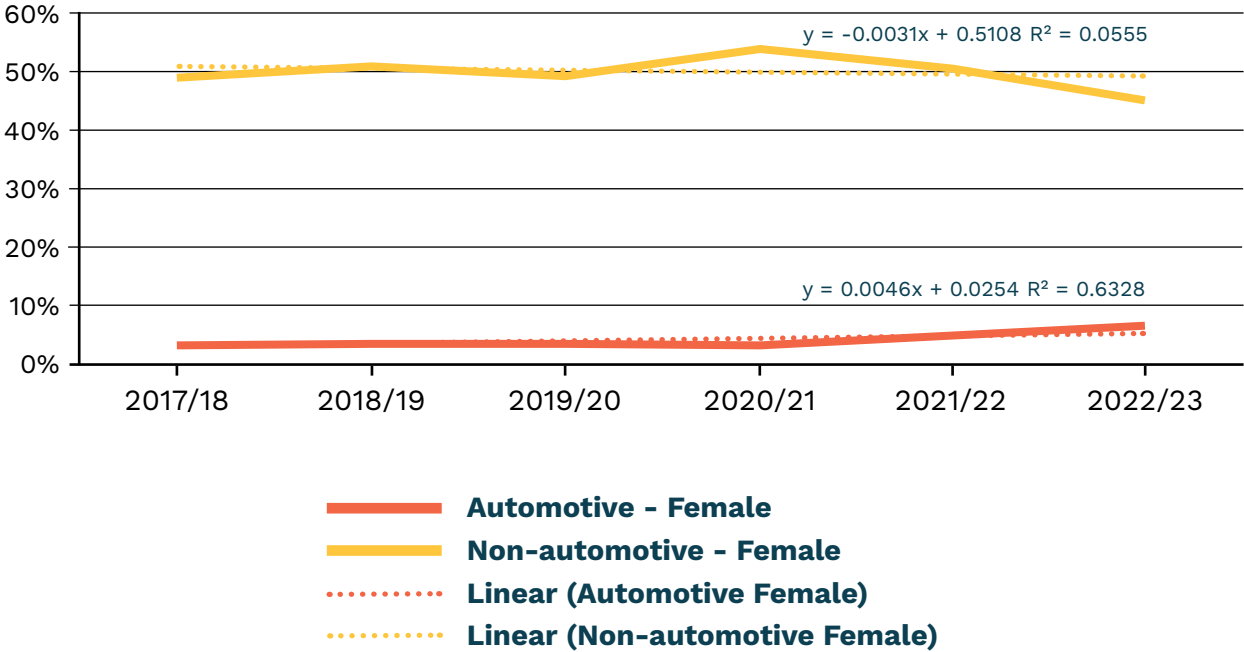
Non-automotive apprenticeship starts (2017/18 - 2022/23)

- **Female = 51%**
- **Male = 49%**



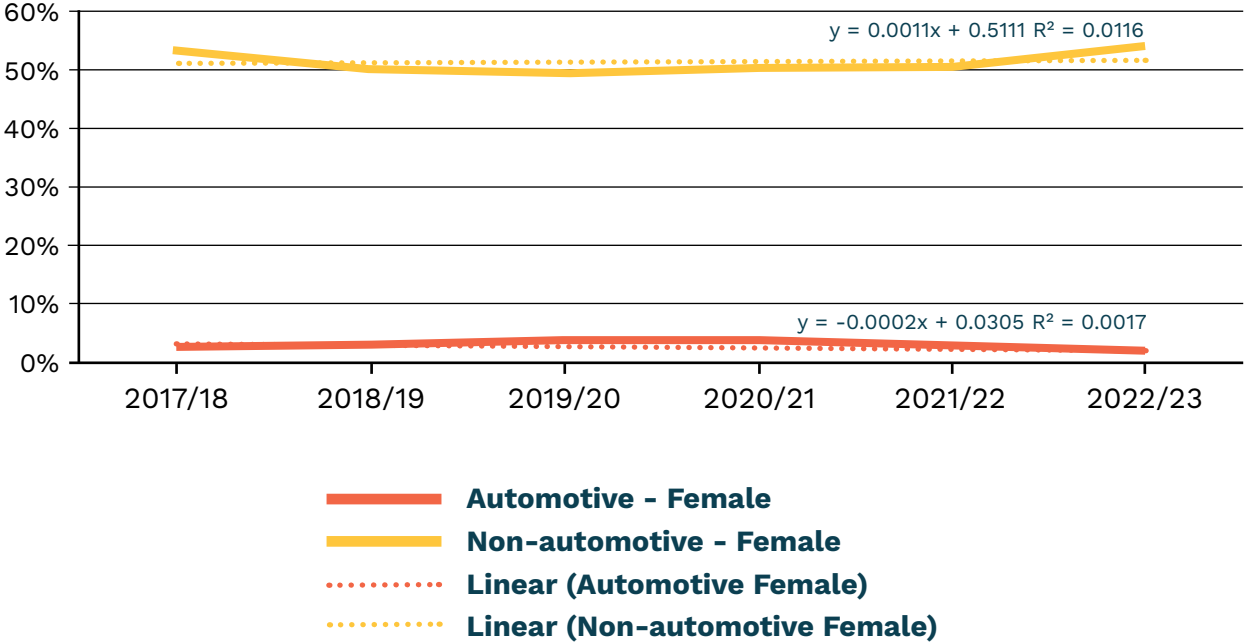
The proportion of females doing automotive apprenticeships increased from 3% in 2017/18 to 6% in 2022/23. Trend analysis shows that the proportion of females on automotive apprenticeships has on average been increasing 0.5% per year. Non-automotive is showing a small decreasing trend of on average 0.3% per year, however statistical tests highlight that the difference between automotive and non-automotive is not significant.

Proportion of females starting apprenticeships over time



Apprenticeship achievement

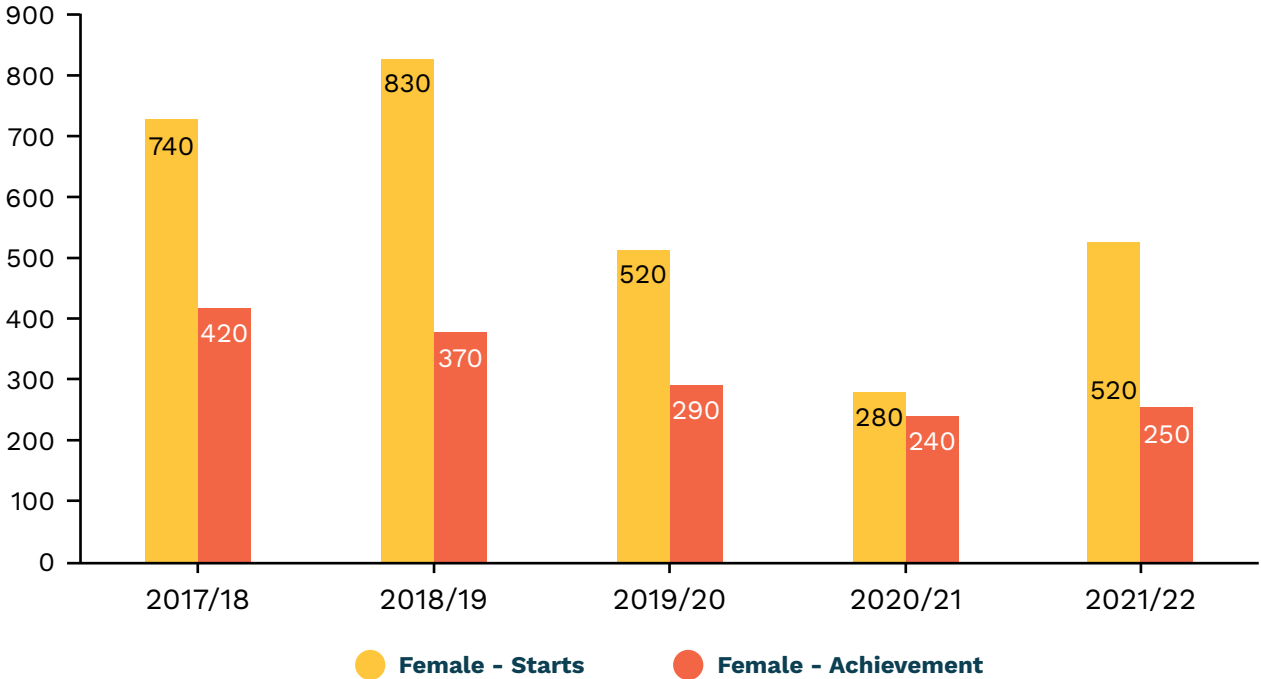
Proportion of females achieving apprenticeships over time



The proportion of females achieving automotive apprenticeships, has marginally increased from 3% in 2017/18 to 4% in 2021/22, however dropped back to 2% in 2022/23. Trend analysis shows that the proportion of women achieving automotive apprenticeships has on average seen increases of just 0.02% per year, slower than non-automotive (0.1%). When directly comparing the trends in the proportion of females achieving automotive and non-automotive apprenticeships, the difference is non-significant.

Directly comparing trends in automotive starts and achievement shows that the difference between the two trend lines is non-significant. Inferring that the proportion of those achieving an apprenticeship is dependent on the number starting an apprenticeship and that the achievement rate is likely to be static. In other words, women are not under or over-achieving over time.

Female automotive apprenticeship starts and achievements over time

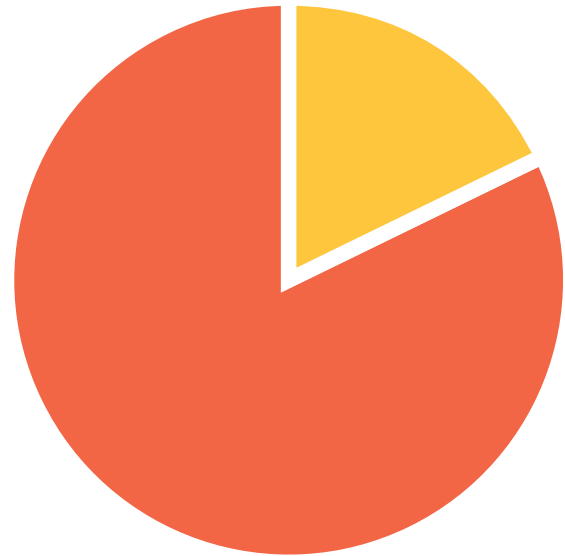


Disabilities

Apprenticeship starts

Automotive apprenticeship starts (2017/18 - 2022/23)

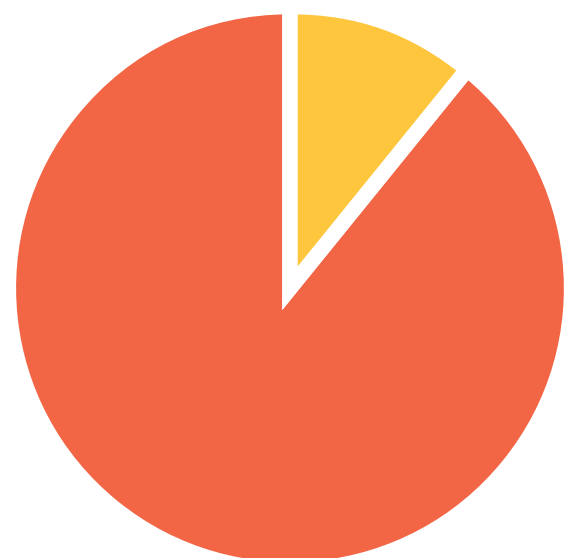
- **None Learning difficulty/disability = 82%**
- **Learning difficulty/disability = 18%**



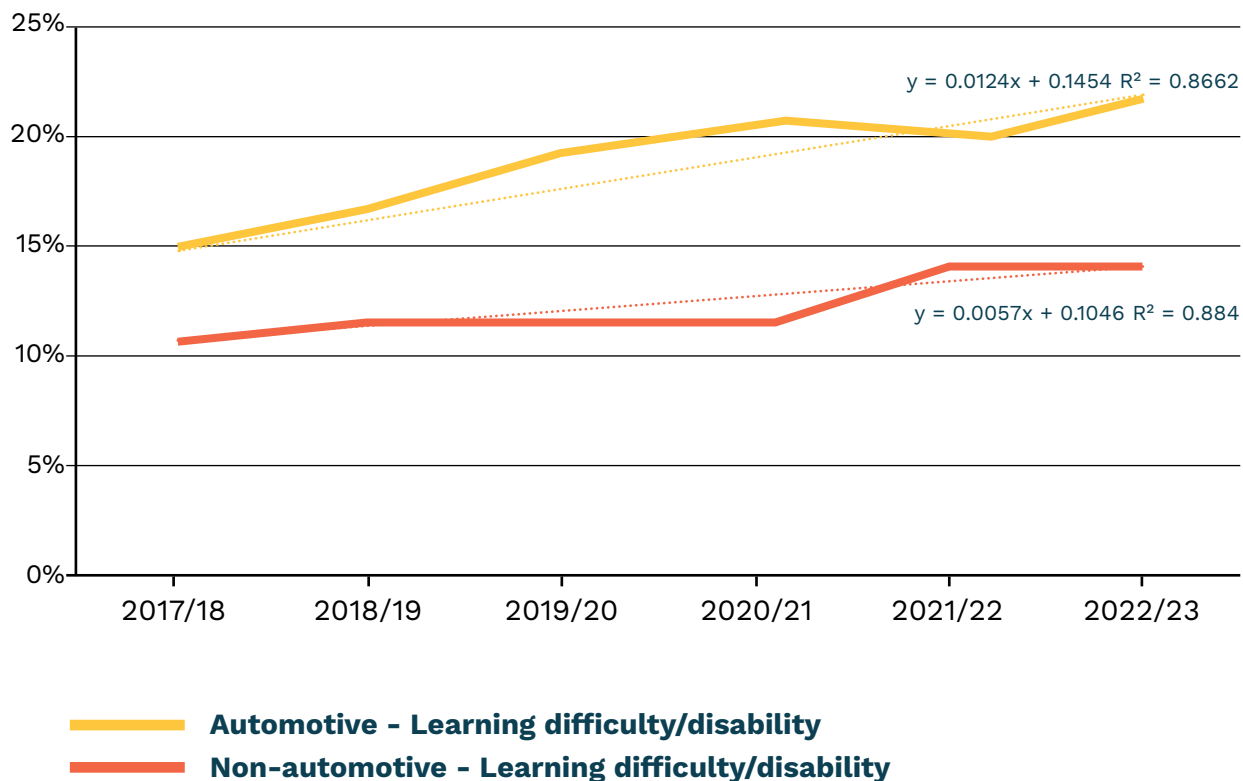
The proportion of those with a disability doing automotive apprenticeships in the past six years is 18% in comparison to 11% doing non-automotive apprenticeships. Tests reveal that this difference is statistically significant – in this case there are more individuals with disabilities starting automotive apprenticeships.

Non-automotive apprenticeship starts (2017/18 - 2022/23)

- **None Learning difficulty/disability = 89%**
- **Learning difficulty/disability = 11%**



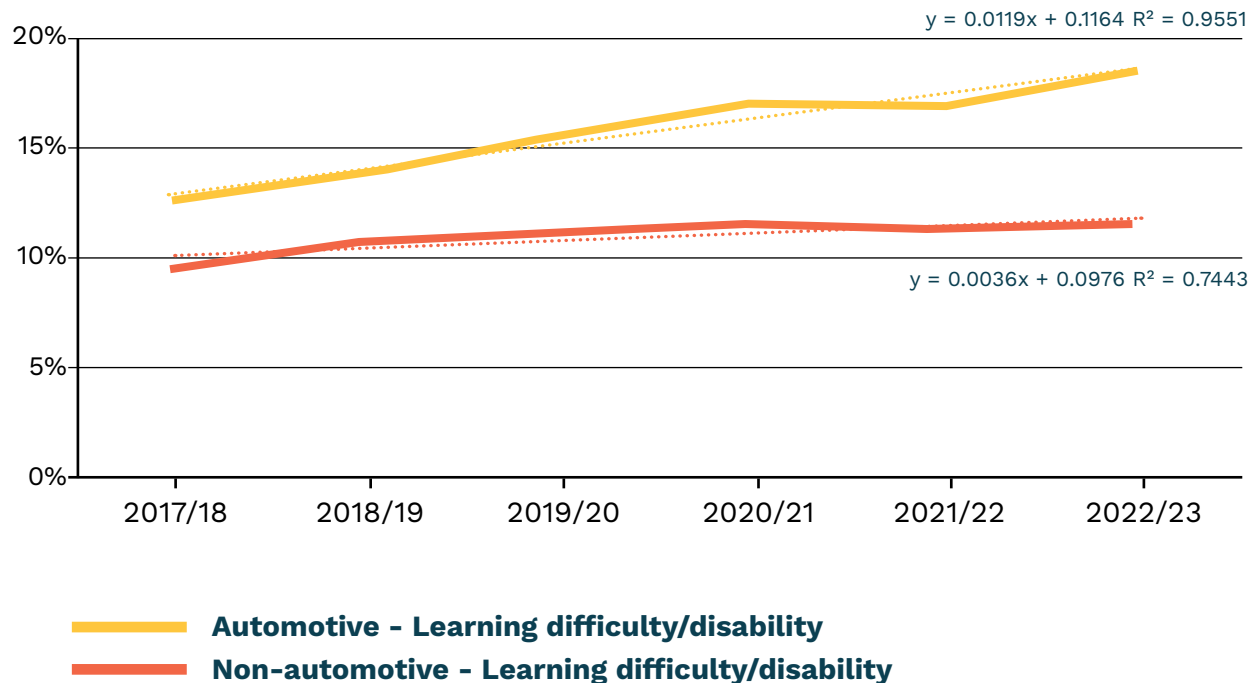
Proportion of those with disability starting apprenticeships over time



The proportion of individuals with a disability starting automotive apprenticeships has increased from 15% in 2017/18 to 22% in 2022/23. Trend analysis shows that the proportion of those with a disability doing automotive apprenticeships has on average increased 1.3% each year, slightly faster than non-automotive (0.6%).

Directly comparing trends in the proportion of those with a disability doing automotive and non-automotive apprenticeships shows that there is a statistically significant difference between the two trend lines, in this case automotive is increasing at a faster rate compared to non-automotive.

Proportion of those with disability achieving apprenticeships over time



The proportion of those with a disability achieving automotive apprenticeships, has increased from 13% in 2017/18 to 19% in 2022/23. Trend analysis shows that the proportion of those with a disability achieving automotive apprenticeships has on average been increasing 1.2% per year, faster than non-automotive (0.4%).

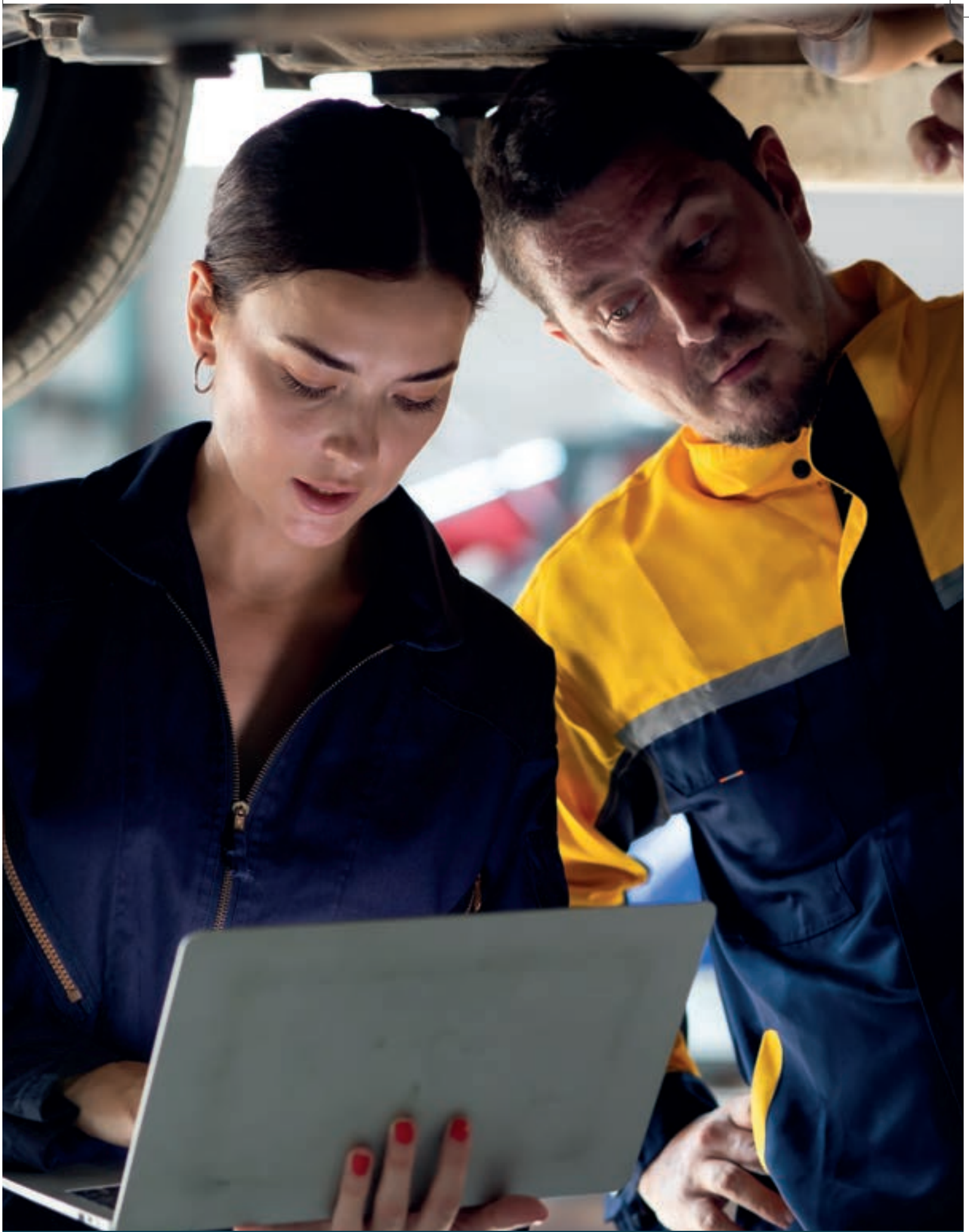
When directly comparing the trends in the proportion of those with a disability achieving automotive and non-automotive apprenticeships, there is a statistically significant difference – automotive is increasing at a faster rate compared to non-automotive.

The increase in the proportion of individuals with disabilities doing and achieving automotive apprenticeships over the last six years is a positive development and a testament to the effectiveness of efforts to increase representation in the field. While trend analysis shows that automotive apprenticeships are increasing at a faster rate than non-automotive apprenticeships for individuals with disabilities, there is still a need for equal representation across all apprenticeships and continue to increase the rate of representation for individuals with disabilities in the automotive sector.

There is little or no firsthand evidence that explains the increase proportions of those with disabilities taking-up automotive apprenticeships at a faster rate than other sectors.

Emerging anecdotal evidence from the IMI Diversity Task Force sheds light on a unique aspect of the automotive sector. It suggests that the sector is more appealing to individuals with hidden conditions, such as dyslexia, Attention Deficit Hyperactivity Disorder (ADHD), and other forms of neurodiversity, compared to other comparable sectors. This trend could partly account for the increase in the proportion of people with disabilities within the automotive workforce.





Chapter 8

Conclusions



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Summary of key findings

Sex

The examination of diversity in sex within the UK automotive sector reveals a complex and multifaceted landscape. As of 2022/23, the proportion of females in the automotive sector was only 17.5%, significantly lower than the 53% in the working-age population. This is a slight yet consistent decrease over recent years, indicative of a worrying trend.

The overall decline in female representation, including a 2.1% drop over two years, is particularly notable given that it coincides with an increase in male employment in the sector. This shift, while not statistically significant, suggests that deeper systemic issues might be at play. The impact of the COVID-19 pandemic, which disproportionately affected women's employment and furlough rates, could be a contributing factor to this decline, possibly hinting at a slower recovery for women in the sector.

In terms of subsectors, there is a dichotomy. The 'sale of cars & light motor vehicles' subsector shows a positive increase in female representation, rising to 24.5%. Contrastingly, the 'maintenance & repair of motor vehicles' subsector shows a decline, with female representation falling to 13.8%. This disparity suggests that certain areas within the automotive sector might be more welcoming or accessible to women than others.

Regional variations also present a notable aspect of this issue. London leads with the highest proportion of females in the automotive sector (23%), while North East lags at 10.7%. Such geographic discrepancies underscore the need for region-specific strategies to enhance female participation in the sector.

The attrition rates between females and males in the sector, standing at 8.3% and 12.8% respectively, do not present a statistically significant difference. This shows that once women enter the automotive sector, their likelihood of leaving is not markedly different from that of their male counterparts.

A critical area of concern is the low proportion of females in automotive apprenticeships, which stands at only 4% compared to 51% in non-automotive apprenticeships. This significant disparity suggests the presence of barriers hindering women's entry into automotive apprenticeships. While there has been some progress in recent years, the pace of change is slow, especially compared to non-automotive fields.

In conclusion, while there are pockets of progress, the overall trend in the UK automotive sector shows a persistent underrepresentation of women. This calls for a concerted effort to find and dismantle the barriers facing women, particularly in areas such as apprenticeships and specific subsectors.

Addressing these issues is not only a matter of fairness and equality but also a strategic imperative for a sector facing evolving demands and a competitive global landscape. The sector needs to use the full potential of its workforce by fostering an inclusive environment where everyone, regardless of gender, can thrive and contribute.

Disability

The analysis of disability diversity within the UK automotive sector presents a nuanced picture with both challenges and positive developments. The current proportion of individuals with disabilities in the sector stands at 15.5%. Although this is slightly lower than the working-age population average, the difference is not statistically significant. This shows a level of parity with the general workforce, but also underscores the need for continued effort to increase representation.

Over the past two years, there has been a meaningful and statistically significant increase in the employment of individuals with disabilities, from 13.3% to 15.5%. This upward trend suggests a growing commitment to inclusivity within the sector. Contributing factors to this positive development could include a greater openness in discussing and declaring disabilities, as well as an increase in late diagnoses, as shown by the rising number of calls for disability-related support to organisations like BEN, the UK automotive charity.

From an occupational perspective, the ‘Sale, maintenance and repair of motorcycles and related parts and accessories’ subsector shows the largest increase in disability employment, jumping from 16.1% to 27.8% over two years. This suggests that certain subsectors are leading the way in inclusivity, potentially serving as models for other areas of the sector.

Regionally, the Northwest stands out with the highest proportion of individuals with disabilities at 25%, significantly above the automotive average. In contrast, the Eastern region has the lowest at 10%. These regional differences highlight the importance of localised strategies to address disparities in disability employment.

The attrition rate in the automotive sector for employees with disabilities is 10.4%, lower than the 12.3% for those without disabilities. While this difference is not statistically significant, it does suggest that once employed, individuals with disabilities are likely to remain in their roles at rates comparable to their non-disabled counterparts.

In the realm of apprenticeships, there are encouraging signs of progress. Over the last six years, 18% of individuals with disabilities have taken part in automotive apprenticeships, compared to 11% in non-automotive fields. Moreover, the rate of participation in automotive apprenticeships has been increasing, from 15% in 2017/18 to 20% in 2021/22. This trend, faster than that seen in non-automotive apprenticeships, reflects the automotive sector’s successful efforts to be more inclusive of individuals with disabilities.

Despite these positive indicators, it's clear that there is still room for improvement. The automotive sector must continue to work on increasing representation, not just in apprenticeships but across all roles. Efforts should focus on making the workplace more accessible, providing necessary support and accommodations, and fostering an inclusive culture that values the contributions of individuals with disabilities. This commitment to diversity not only helps the employees but also strengthens the sector by bringing in a wider range of perspectives and skills.

Ethnicity

The examination of ethnic diversity in the UK automotive sector presents a multifaceted picture with areas of both concern and progress.

The current proportion of non-White British individuals in the automotive sector stands at 13%, notably lower than the 18% in the working-age population. Although there has been an increase from 11.9% to 13% over the past two years, this change is not statistically significant, showing a slow pace of growth in ethnic diversity within the sector.

Regionally, London stands out with the highest proportion of non-White British individuals in the automotive sector at 32%. However, this figure is still significantly lower than the 52% in the working-age population of the same region, underscoring a gap in representation. Conversely, the South West region has the lowest proportion of non-White British individuals in the sector at 7%.

When it comes to specific ethnic classifications, the automotive sector predominantly includes White British and White Other individuals, more so than the general working-age population. There is a notable underrepresentation of individuals from other ethnic groups, particularly those from the Asian classification. This disparity is statistically significant, emphasising the need for more inclusive recruitment and retention strategies.

The report 'Good Job, Bad Job, No Job? Ethnicity and Employment Quality for Men in the UK' underscores the challenges faced by ethnic minority men in securing high-quality jobs, a trend that is also clear in the automotive sector. The attrition rate for non-White British employees in the sector is significantly higher at 16.5%, compared to 10.3% for White British employees, suggesting a disparity in job security and quality.

In the area of apprenticeships, only 9% of individuals from ethnic minorities have done automotive apprenticeships in the past six years, a figure that is significantly lower than for non-automotive apprenticeships. This points to potential barriers that ethnic minorities face in accessing automotive apprenticeships. Although there has been an average annual increase of 0.7% in the participation of ethnic minorities in these apprenticeships over the past six years, this rate of increase is slower compared to non-automotive apprenticeships.



In conclusion, while there are signs of gradual progress towards greater ethnic diversity in the UK automotive sector, significant gaps stay, particularly in the representation of non-White British individuals and the quality of employment available to ethnic minorities. This calls for concerted efforts to address systemic barriers and to create more inclusive pathways for people from diverse ethnic backgrounds, both in terms of recruitment and career development within the sector.

Intersectionality

The concept of intersectionality is crucial for understanding diversity in the workplace, as it examines how different aspects of an individual's identity, such as gender, race, class, and disability, interact to affect their experiences and opportunities. This concept is particularly relevant in sectors like the automotive sector, where a deeper comprehension of these interconnections can reveal nuanced insights into workforce diversity.

In the UK automotive sector, a notable trend is the intersection between gender and disability. Females in this sector are more likely to have a disability than males, reflecting a similar pattern seen in the broader working-age population. This suggests the need for tailored policies and practices that specifically address the challenges faced by females with disabilities in the workplace.

Another key finding is the relative youth of the female workforce in the automotive sector, which is statistically younger than the general working-age population. This demographic trend shows a potential generational shift in the sector's gender dynamics.

Additionally, the female population within the automotive sector is more ethnically and racially diverse compared to their male colleagues, encompassing a higher proportion of individuals in marginalised groups, such as those with disabilities and non-White British backgrounds.

However, there is a noticeable underrepresentation of males with disabilities and non-White British males in the sector. This could show areas where diversity initiatives need to be more focused. In terms of racial and disability intersectionality, White British individuals are more likely to have a disability compared to non-White British individuals, both in the automotive sector and the broader working population. This highlights different experiences and needs based on the intersection of race and disability.

There is also a significant age gap between non-White British and White British employees in the automotive sector, with non-White British employees being almost seven years younger on average. This age difference suggests varying workforce demographics and potentially different workplace expectations and experiences. Furthermore, 40% of the sector's workforce belongs to one or more marginalised groups, highlighting the sector's diverse makeup.



The automotive sector has experienced changing demographics, particularly among males, who have seen an average age increase of over six years in the past year. There has also been an increase in the proportion of females with disabilities, non-White British females, and females aged over 45. This contrasts with the general working population, where the proportion of females over 45 is decreasing. Additionally, the automotive sector is experiencing a decrease in White British individuals over 45, which contrasts with the increasing trend in the general working population. This shift in racial and ethnic diversity is unique to the automotive sector.

Lastly, the sector shows distinct patterns in its ethnic and gender composition, with different proportions of females from various ethnic groups compared to the general working population. This underscores the need for nuanced and intersectional approaches in diversity and inclusion strategies, so that initiatives are truly inclusive and address the specific needs of various groups within the workforce. By embracing an intersectional approach, the automotive sector can foster a more inclusive and fair work environment, helping both the workforce and the sector at large.

Recommendations for improvement



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Diversity
Task Force

Targeted recruitment and outreach: Implement recruitment strategies and outreach programs tailored to attract women, individuals with disabilities, and people from diverse ethnic backgrounds. This includes partnerships with educational institutions, community organisations, and groups focusing on diversity.

Inclusive workplace cultures and policies: Develop and promote inclusive workplace cultures and policies that support diversity. This involves gender sensitivity and unconscious bias training, as well as training on understanding different disabilities and cultural differences.

Enhanced visibility and mentorship: Increase the visibility of role models across all diverse groups through mentoring programs and media campaigns. Highlight successful individuals from various backgrounds to inspire and encourage underrepresented groups.

Flexible working arrangements: Offer flexible working options to support work-life balance, crucial for attracting and keeping a diverse workforce, including women, individuals with disabilities, and those with caring responsibilities.

Support for career advancement: Create clear pathways for career progression, including leadership training programs, mentorship opportunities, and transparent promotion criteria, ensuring they are accessible to all diverse groups.

Addressing regional disparities: Develop region-specific strategies to address geographic disparities in representation, tailoring approaches to local needs and demographics.

Improving apprenticeship accessibility and support: Make apprenticeships more accessible to underrepresented groups, including women, ethnic minorities, and individuals with disabilities. This could involve adapting course materials, providing added support, and ensuring inclusivity in training environments.

Regular monitoring and reporting: Implement a system for regular monitoring and reporting of diversity metrics across gender, disability, and ethnicity. Use this data to track progress, inform strategies, and measure the impact of diversity initiatives.

Employee resource groups (ERGs): Encourage the formation of ERGs for different diversity groups, providing platforms for shared experiences, mutual support, and advising the company on diversity best practices.



Policy advocacy and public awareness: Engage in policy advocacy and public awareness campaigns to support diversity in the sector. This includes promoting the benefits of a diverse workforce and advocating for policies that support diversity and inclusion.

Leverage technology for inclusivity: Use assistive and adaptive technologies to enhance inclusivity in the workplace, especially for employees with disabilities.

Community engagement and corporate social responsibility: Actively engage with local communities to build trust and understanding, promoting the automotive sector as an inclusive career choice.

By implementing these comprehensive strategies, the automotive sector can make significant progress towards becoming a more diverse, inclusive, and dynamic sector, ultimately benefiting from the rich perspectives and experiences of a varied workforce.

Appendix



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Data and methods

This analysis within this report uses a variety of data sources, the most significant being ONS data, and in most cases specifically Labour Force Survey data. It also uses data from public sources such as census data and apprenticeship data from Department of Education.

The Labour Force Survey (LFS)

The Labour Force Survey (LFS) is a survey of households living at private addresses in the UK. Its purpose is to provide information on the UK labour market which can then be used to develop, manage, evaluate, and report on labour market policies. The survey is managed by the Social Surveys division of the Office for National Statistics (ONS). The LFS is conducted on a quarterly basis, but the ONS produce three month estimates monthly.

Office for National Statistics, released 19 December 2022, ONS SRS Metadata Catalogue, dataset, *Labour Force Survey Person - UK*, 10.57906/ns1n-5z24

Measuring core diversity measures

For this study, we accessed data for the following time periods:

1. (Oct_Dec 2022, Jan_Mar 2023, Apr_Jun 2023) combined to form a 2022/2023 data set.
2. (Oct_Dec 2021, Jan_Mar 2022, Apr_Jun 2022, Jul_Sept 2022) combined to form a 2021/2022 data set.
3. (Oct_Dec 2020, Jan_Mar 2021, Apr_Jun 2021, Jul_Sept 2021) combined to form a 2020/21 data set.

Examining three core diversity measures

1. Sex (Male / Female).
2. Disabilities (With a disability / without a disability).
3. Ethnicity (White British / non-White British).

Variables outlined above were used as an indicator for diversity, these were examined as proportions within automotive industries (SIC) and by automotive occupations (SOC). Data are basic descriptive statistics examining proportions with sector sectors and occupations. The two years were then compared and evaluated to see if any change has occurred.

Geographical analysis

For this study, we accessed data for the following time periods:

1. (Oct_Dec 2022, Jan_Mar 2023, Apr_Jun 2023) combined to form a 2022/2023 data set.
2. (Oct_Dec 2021, Jan_Mar 2022, Apr_Jun 2022, Jul_Sept 2022) combined to form a 2021/2022 data set.

Data was then viewed from a government office region perspective examining 3 core diversity measures. By comparing the proportions of these diversity measures within the automotive sector to those of the working-age population, we gain insights into how representative the sector is of the wider community. This comparison uses inferential statistics, specifically Chi-Square hypothesis tests, to rigorously assess the

similarities or differences between the sector and the general population. The importance of this analysis lies in its ability to reveal not just the state of diversity within the automotive sector, but also to shed light on how socio-economic and cultural factors in different regions might influence this diversity.

Intersectionality

Intersectionality recognises that individuals often intersect across multiple social categories, such as gender, ethnicity, and disability, creating unique experiences and challenges. This approach is crucial as it delves beyond simple, single-axis analysis, uncovering deeper and more intricate insights into how various forms of inequality and privilege interplay in the workplace. However, it's important to acknowledge that analysing intersectionality is inherently complex, both in conducting the analysis and in its interpretation.

Our analysis, which concentrates on how three diversity measures – sex, ethnicity, and disability status – intersect, serves merely as a first step. True intersectionality involves a broader spectrum of characteristics, including age, sexual orientation, socioeconomic background, among others. By restricting our scope, we risk overlooking crucial aspects of how these various identities overlap and impact individuals' experiences in the workforce. Thus, while our present analysis is informative, it is just one fragment of the more extensive puzzle of comprehending diversity in its entirety. However, acknowledging these limitations our approach was as follows:

To allow for small counts, two-year datasets were created using the following:

- Combined 7 quarters (Oct_Dec 2021, Jan_Mar 2022, Apr_Jun 2022, Jul_Sept 2022, Oct_Dec 2022, Jan_Mar 2023, Apr_Jun 2023,) to form a 2021 to 2023 data set.
- Combined 8 quarters (Oct_Dec 2020, Jan_Mar 2021, Apr_Jun 2021, Jul_Sept 2021, Oct_Dec 2021, Jan_Mar 2022, Apr_Jun 2022, Jul_Sept 2022) to form a 2020 to 2022 data set.

Examining four core diversity measures

1. Sex (Male / Female).
2. Disabilities (With a disability / without a disability).
3. Ethnicity (White British / non-White British).
4. Age (Over / Under 45).

As well as reviewing general age profile of each of the measures. Data was reviewed from an automotive and working age population perspective.



Ethnicity breakdown

To allow for small counts, two-year datasets were created using the following:

- Combined 7 quarters (Oct_Dec 2021, Jan_Mar 2022, Apr_Jun 2022, Jul_Sept 2022, Oct_Dec 2022, Jan_Mar 2023, Apr_Jun 2023,) to form a 2021 to 2023 data set.
- Combined 8 quarters (Oct_Dec 2020, Jan_Mar 2021, Apr_Jun 2021, Jul_Sept 2021, Oct_Dec 2021, Jan_Mar 2022, Apr_Jun 2022, Jul_Sept 2022) to form a 2020 to 2022 data set.

The ONS 18 category ethnicity variable was used, these were examined as proportions within automotive industries (SIC) and by automotive occupations (SOC). Data are basic descriptive statistics examining proportions with sector sectors and occupations.

Data limitations and approach ethnicity data

The analysis uses Labour Force Survey (LFS) data administered by Office for National Statistics (ONS). The ONS collects ethnicity data for the LFS using a self-reported approach. Respondents are asked to select from a list of ethnic groups which one they identify with. The list of options is based on the 18 ethnic groups recommended by the UK's Ethnicity Steering Group, which includes categories such as White British, Indian, Pakistani, Black African, and Chinese. Respondents are also given the choice to write in a specific ethnicity if it is not included in the list.

As the data is survey-based and uses actual counts so when looking at a particular ethnicity within a sector or region, the counts can become small. ONS enforce stringent rules that stop any respondent to the LFS being in anyway found, this includes restricting all data used must be above a minimum count of 10, even when shown in proportional terms.

Due to this and to allow analysis of ethnicity from a non-binary (non-White British and White British) perspective, firstly two years of data were combined. Secondly the 18 ethnicity categories were combined to produce groupings that allowed for analysis to take place the groups are:

White British	Asian
White Other	Black
Mixed ethnicity	Other ethnic group

For how these were combined, and which ethnicities sit under which grouping please see data and methods section.

When examining ethnicity groups from a sex perspective, unfortunately some counts were too small to be used and so the groupings had to be combined further to:

White British	Asian
White Other	Black & Other ethnic group combined
Mixed ethnicity	

Attrition rates analysis

The labour force survey publishes employment movement data once a year (second quarter) which allowed for analysis examining those who were working in the same firm or organisation as they were twelve months earlier. For this analysis we examined: Apr to Jun 2022 and Apr to Jun 2023 data sets. Using diversity characteristics Sex (Male or Female), Disabilities (With a disability / without a disability) and Ethnicity (White British or non-White British) an approximation of staff turnover within automotive and different diversity groups within automotive. The analysis examines those who have moved jobs within the last twelve months and then looks at those unemployed and if they became unemployed in the past twelve months. These figures were combined to give an approximation of total movement. Due to small counts when examining diversity measures, we have merged two years' worth of data. While this approach enhances our ability to thoroughly explore each diversity factor, it regrettably restricts our ability to accurately discern trends that have appeared over the most recent year. Basic Chi Square tests applied to test for significance difference between percentages.

Apprentices

Within this study we examine the three core diversity measures (gender, disability, and ethnicity) in terms of apprenticeship starts and achievements. We will be examining automotive apprenticeships and comparing to all other apprenticeship pathways.

Using apprenticeship and traineeships data produced by the Department for Education (DfE) we have been able to examine the past six academic years 2017/18 to 2022/23.

Language

It is important to be specific and precise around the language we use. But one of the challenges of terminology is that in society, the language around diversity and inclusion is in transition. Collective terms such as BAME has been found to be inappropriate but is still in use in some circles. ONS use the category non-White. We also acknowledge that if we are speaking from a global perspective, ethnic minority might not be wholly correct. We try to use terminology that is acceptable to under-represented groups but appreciate that some terms may be problematic. For this we apologise. We are all on a learning journey.

Testing for significance

To assess if any differences were classified as statistically significant, we performed Chi Square tests. In a chi-square test, the statistical significance is found by comparing the calculated test statistic to a critical value from a chi-square distribution with a certain degree of freedom. The degree of freedom is typically decided by the number of categories or levels in the variables compared. A larger sample size, or less freedom, can increase the power of the test, making it easier to detect statistically significant differences. Therefore, it's possible for example that a variable with the 2% change upwards had a larger sample size or



less freedom, making it easier to detect a statistically significant difference and another variable with a 2% downward trend may have had a smaller sample size and therefore not statistically significant.

It's important to note that statistical significance does not always imply practical significance or importance. In other words, just because a result is statistically significant does not necessarily mean that it's meaningful or relevant in real-world terms. It's important to consider the context and practical implications of the results in addition to their statistical significance.

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Added data tables



Assessing the difference between mean age of females and males in automotive

Sex of respondent		N	Mean	Std. Deviation	Std. Error Mean
Age of respondent	Male	3739	45.09	14.351	0.235
	Female	795	45.78	13.287	0.471

		Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Interval of the		
Age of respondent	Equal variances assumed	12.347	<0.001	-1.251	4532	0.211	<.001	-0.692	0.553	-1.777	0.393
	Equal variances not assumed			-1.315	1220.761	0.189	<.001	-0.692	0.526	-1.725	0.341

Assessing the difference between mean age of those with and without a disability in automotive

Current disability		N	Mean	Std. Deviation	Std. Error Mean
Age of respondent	Equality Act Disabled	698	49.86	13.367	0.506
	Not Equality Act Disabled	3811	44.34	14.143	0.229

		Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Significance		Mean Difference	Std. Error	95% Confidence Inter	
Age of respondent	Equal variances assumed	9.515	0.002	9.566	4507	<0.001	<0.001	5.524	0.577	4.392	6.656
	Equal variances not assumed			9.946	1004.4	<0.001	<0.001	5.524	0.555	4.434	6.614

Assessing the difference between mean age of White British and non-White British in automotive

Ethnicity binary		N	Mean	Std. Deviation	Std. Error Mean
Age of respondent	Non White British	509	40.33	11.521	0.511
	White British	3421	6.07	14.297	0.244

		Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Significance		Mean Difference	Std. Error	95% Confidence Inter	
						One-Sided	Two-Sided			Lower	Upper
Age of respondent	Equal variances assumed	64.18	<0.001	-8.655	3928	<.001	<.001	-5.744	0.664	-7.045	-4.443
	Equal variances not assumed			-10.145	761.525	<.001	<.001	-5.744	0.566	-6.855	-4.632

Proportions of sectors in permanent or temporary positions		
	Permanent	Not permanent in some way
A Agriculture, Forestry and Fishing	93.8%	6.1%
B Mining and Quarrying	95.9%	4.0%
C Manufacturing	97.3%	2.6%
D Electricity, Gas, Steam and Air Conditioning Supply	96.0%	3.9%
E Water Supply, Sewerage, Waste Management and Remediation Activities	97.5%	2.4%
F Construction	97.0%	2.9%
G Wholesale and Retail Trade; Repair of Motor vehicles and Motorcycles	96.2%	3.7%
H Transportation and Storage	95.2%	4.7%
I Accommodation and Food Service Activities	87.9%	12.0%
J Information and Communication	96.5%	3.4%
K Financial and Insurance Activities	97.6%	2.3%
L Real Estate Activities	96.9%	3.0%
M Professional, Scientific and Technical Activities	96.0%	3.9%
N Administrative and Support Service Activities	92.5%	7.4%
O Public Administration and Defence; Compulsory Social Security	95.4%	4.5%
P Education	90.8%	9.1%
Q Human Health and Social Work Activities	93.6%	6.3%
R Arts, Entertainment and Recreation	90.3%	9.6%
S Other Service Activities	94.6%	5.3%
T Households as employers		
U Extraterritorial organisations		
Automotive	97.1%	2.8%

Comparison of sectors proportions of those in temporary jobs - split by Sex		
	Male	Female
A Agriculture, Forestry and Fishing	4.3%	9.9%
B Mining and Quarrying	4.7%	
C Manufacturing	2.5%	3.0%
D Electricity, Gas, Steam and Air Conditioning Supply	3.4%	4.9%
E Water Supply, Sewerage, Waste Management and Remediation Activities	2.6%	
F Construction	3.1%	2.1%
G Wholesale and Retail Trade; Repair of Motor vehicles and Motorcycles	3.5%	3.9%
H Transportation and Storage	4.5%	5.0%
I Accommodation and Food Service Activities	13.0%	11.3%
J Information and Communication	3.1%	4.1%
K Financial and Insurance Activities	2.8%	1.7%
L Real Estate Activities	3.5%	2.7%
M Professional, Scientific and Technical Activities	3.6%	4.1%
N Administrative and Support Service Activities	7.0%	7.8%
O Public Administration and Defence; Compulsory Social Security	3.6%	5.2%
P Education	9.8%	8.9%
Q Human Health and Social Work Activities	7.1%	6.0%
R Arts, Entertainment and Recreation	9.7%	9.6%
S Other Service Activities	5.5%	5.1%
T Households as employers		
U Extraterritorial organisations	6.0%	
Automotive	3.0%	1.9%
Non-automotive	4.8%	5.9%

Comparison of sectors proportions of those in temporary jobs - split by disability		
	Equality Act Disabled	Not Equality Act Disabled
A Agriculture, Forestry and Fishing	9.0%	6.0%
B Mining and Quarrying		4.0%
C Manufacturing	4.0%	2.0%
D Electricity, Gas, Steam and Air Conditioning Supply		4.0%
E Water Supply, Sewerage, Waste Management and Remediation Activities		2.0%
F Construction	4.0%	3.0%
G Wholesale and Retail Trade; Repair of Motor vehicles and Motorcycles	4.0%	4.0%
H Transportation and Storage	6.0%	4.0%
I Accommodation and Food Service Activities	10.0%	12.0%
J Information and Communication	5.0%	3.0%
K Financial and Insurance Activities	2.0%	2.0%
L Real Estate Activities	4.0%	3.0%
M Professional, Scientific and Technical Activities	4.0%	4.0%
N Administrative and Support Service Activities	11.0%	7.0%
O Public Administration and Defence; Compulsory Social Security	5.0%	4.0%
P Education	10.0%	9.0%
Q Human Health and Social Work Activities	6.0%	6.0%
R Arts, Entertainment and Recreation	11.0%	9.0%
S Other Service Activities	8.0%	5.0%
T Households as employers		
U Extraterritorial organisations		6.0%
Automotive	5.0%	3.0%
Non-automotive	6.0%	5.0%

Comparison of sectors proportions of those in temporary jobs - split by ethnicity		
	Non-White British	White British
A Agriculture, Forestry and Fishing	20.7%	6.2%
B Mining and Quarrying		3.5%
C Manufacturing	5.0%	2.3%
D Electricity, Gas, Steam and Air Conditioning Supply		4.0%
E Water Supply, Sewerage, Waste Management and Remediation Activities		2.0%
F Construction	6.6%	2.5%
G Wholesale and Retail Trade; Repair of Motor vehicles and Motorcycles	7.2%	3.0%
H Transportation and Storage	8.7%	3.9%
I Accommodation and Food Service Activities	13.2%	12.3%
J Information and Communication	4.0%	2.9%
K Financial and Insurance Activities	4.6%	1.9%
L Real Estate Activities	3.8%	3.1%
M Professional, Scientific and Technical Activities	5.6%	3.4%
N Administrative and Support Service Activities	11.8%	6.1%
O Public Administration and Defence; Compulsory Social Security	7.7%	4.0%
P Education	13.0%	7.7%
Q Human Health and Social Work Activities	9.6%	5.3%
R Arts, Entertainment and Recreation	10.3%	10.4%
S Other Service Activities	6.7%	5.1%
T Households as employers		
U Extraterritorial organisations		6.9%
Automotive	4.5%	2.8%
Non-automotive	8.3%	4.7%



INSIGHTS BY
Diversity
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