



# DIVERSITY IN THE WORKPLACE

Hays Leading Women supports the advancement of women in the workplace. Although progress is being made, this remains a business critical issue. Our survey provides insight into gender equality of reward and career opportunity and views on what can be done to improve diversity in the world of work.

## EQUAL PAY

The results of our survey show that 41% of professionals in the UK feel that men and women do not receive equal pay regardless of gender. This is slightly higher than the global average of 36%, with the UK falling behind other countries in terms of perceptions of equal pay and reward.

In the UK, 57% of women do not feel that professionals are equally rewarded regardless of gender, which is in stark contrast to the perceptions of their male colleagues, where just 17% think that there is gender bias in pay and reward. This difference in perceptions between genders is greater in the UK than globally.

### Do you think you and your equally capable colleagues are paid/rewarded in an equal manner regardless of gender?

#### UK RESPONSE

59% Yes  
41% No



#### BY GENDER

43% Yes  
57% No



83% Yes  
17% No



## CAREER OPPORTUNITIES

In the UK, 59% of respondents feel that they receive equal career opportunities regardless of gender. This is slightly behind the global average of 61%. However, there is a significant difference in opinions between genders, where 56% of women

feel that they don't get the same opportunities compared to just 20% of men. This shows a greater disparity of opinion between genders in the UK compared to the global average.

### Do you think the same career opportunities are open to equally capable colleagues regardless of gender?

#### UK RESPONSE

59% Yes  
41% No



#### BY GENDER

44% Yes  
56% No



80% Yes  
20% No



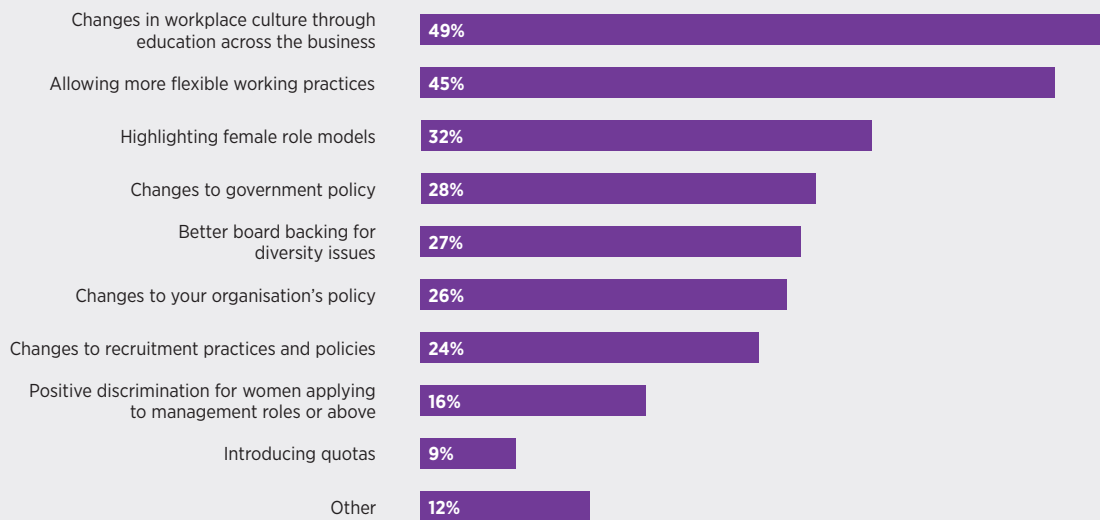
## IMPROVING DIVERSITY

Bridging the gender divide and enabling organisations to access a more diverse workforce will help to overcome many of the skill shortages that organisations are seeing, both in the UK and globally. To do that, almost one in two of the survey respondents say that changes in workplace culture would have the biggest impact on improving gender diversity in their workplace. This was almost equal to allowing more flexible working practices

(44% globally, 45% for the UK). Highlighting female role models, changes to organisational policy, changes to government policy and better board backing for diversity issues also ranked highly. Only 9% of respondents said implementing quotas would have the biggest impact, showing the vast majority believe that cultural change and practical measures, rather than formal quotas, are the answer.

### Which of these changes do you think would have the biggest impact on diversity in your world of work?

#### UK RESPONSE



## SUMMARY

We found that more women than men think the sexes aren't paid or rewarded equally, while more than double the number of women compared to men say the same career options are not open to both genders. It suggests that most people in executive and senior management roles – the majority of which are men – still fail to see any inequality when it comes to pay and career opportunities between the sexes. This lack of recognition is a real obstacle to change.

The problem is particularly acute in the UK where fewer women believe that reward is equal compared to the global figure. However, the UK is aligned with the global perspective when it comes to the changes that people think will have a big impact on diversity and it is clear that cultural workplace changes are needed if we are to make inroads with this issue.

Many of the companies we speak to are suffering from skill shortages and increasing the number of senior female professionals will help to address these skills gaps. By improving access to talent, organisations will be better able to drive their performance, grow their businesses and secure future success.

#### Methodology

Our global gender diversity survey was completed by almost 6,000 respondents across more than 31 countries, including over 700 respondents from the UK, in December 2014 and January 2015.

“ Many organisations now have specific programmes in place to address diversity issues and initiatives like Hays Leading Women are helping but it is clear we still have lots of ground to make up. ”

**Nigel Heap**  
Managing Director, Hays UK & Ireland

# ABOUT HAYS LEADING WOMEN

The Hays Leading Women network was created to support the advancement of women in senior roles within private and public sector organisations.

We provide a cross-functional network that benefits our female members by connecting them with the world of work through a programme of inspirational speaker events, coaching, executive seminars, sporting challenges and networking opportunities.

Our membership consists of women at senior level, who are interested in advancing their careers. It includes talented women from a wide range of professions and a variety of sectors including IT, insurance, financial services, engineering, manufacturing, legal and pharmaceuticals.

**LinkedIn**

**To discover the latest news, discuss the findings of our diversity survey and more, join the 'Hays Leading Women' LinkedIn group.**

[hays.co.uk/leading-women](https://hays.co.uk/leading-women)

