

Women at Work

Key insights and case studies
from the 2019 Best Workplaces™
for Women

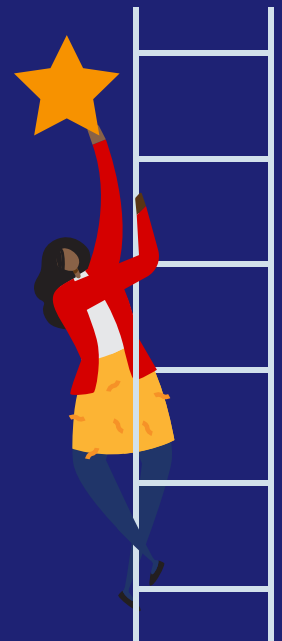


**“Teamwork and support
for each other runs
through this organisation
and our commitment
to equality and diversity
is clear and measurable.”**

The Sovini Group

Author: Mariana Skirmuntt, Head of Research
Great Place to Work®

July 2019



Recognising Best Workplaces™ where women and men create equality – together.

Workplace equality is still not a reality for women in Britain. Despite the fact that in 2016 women made up over half of graduates with a bachelor's or masters degree (55.5% and 59.4% respectively), and although 2019 has seen the highest recorded level of female employment (71.8%),¹ women are still experiencing unfair practices at work. This includes unconscious bias, unequal pay and under-representation in senior management positions.

Maintaining a work-life balance is something that proves more challenging for women than for their male counterparts. One reason for this is that many women are expected to juggle a larger housework load (2hr 12 min per day vs 75 min for men)² along with their paid employment. In order for us to truly achieve gender equality in the workplace, women should not be left to solve this issue alone. It must be collectively addressed and tackled.

Best Workplaces™ for Women are playing their part. They know that women represent a valuable talent pool in an increasingly talent-constrained environment. They are living up to their organisational values and making meaningful changes to improve their ability to recruit, retain, and nurture top female employees.

2019's Best Workplaces™ for Women-awarded organisations are working hard to provide the best employee experience for all. How? By creating flexible, family-friendly workplaces and introducing specific programmes to foster development among female employees.

Best Workplaces™ are taking the practical steps forward to create a great workplace culture for everyone.

Great
Place
To
Work®

Best Workplaces

For Women

UK

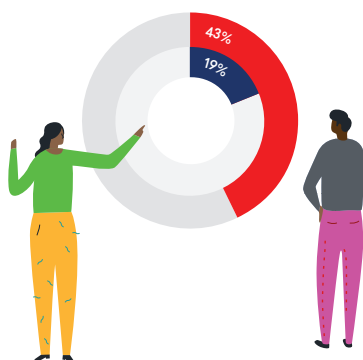
2019



1. Office for National Statistics (2019) Labour Market Overview, UK: May 2019

2. OECD (2018) Gender Equality Data.

Top Trends



Women in senior leadership

43% of senior business roles are held by female employees in Best Workplaces™ for Women; the UK national average is significantly lower at **19%**.



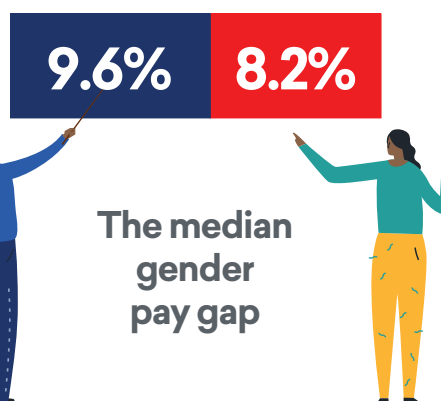
Fairness inspires loyalty

Women who say they're treated as full members of the team are 5 times more likely to stay. **75%** of female employees in Best Workplaces™ are eager to continue working at the company long term.



Employee recognition

It's important to feel valued: **79%** of female employees working at a Best Workplace™ agree that everyone has the opportunity to get special recognition.



The median gender pay gap

Commitment to close the gap

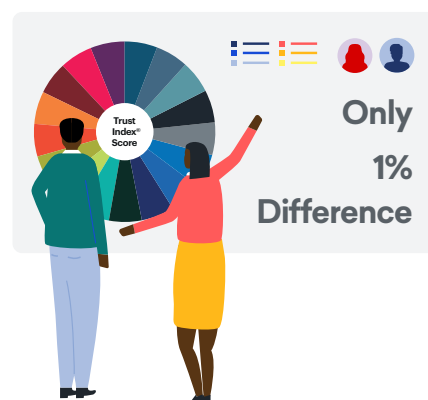
Britain's gender pay gap is at 9.6%, compared with 8.2% at Best Workplaces™. There is still a way to go, however – awarded organisations show commitment to addressing unfair pay practices.



Best Workplaces™ for Women **79%**
National Average **56%** **77%**
54%

Work-life balance for all

A family-friendly culture encourages mums and dads to balance their work-life with their personal life.



A great place to work for all

Data from Best Workplaces™ shows that there is only a 1% difference between female and male employees in terms of Trust Index® scores.

Innovative Organisations



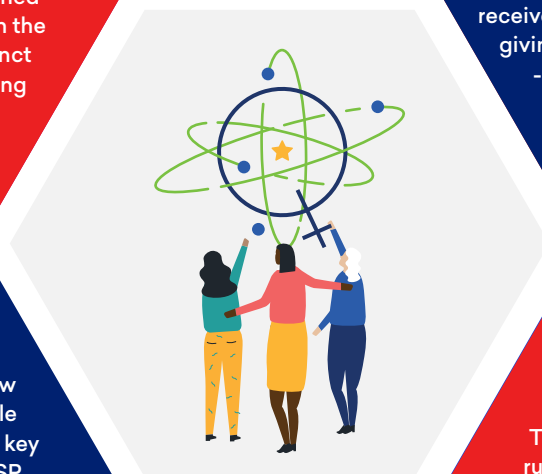
Unleashing Women's Full Potential

The TWEforShe Programme is TWE's commitment to unlocking female potential. The programme involves a series of workshops and activities designed to empower and engage women in the workplace, organised into 3 distinct elements: evidence-based training sessions, on the job cross functional opportunities and region-specific activities.



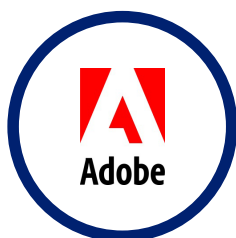
Family-friendly Culture

Lansons introduced a tailored welcome back programme for returners from maternity, adoption and shared parental leave. With this programme they receive a "While You've Been Away..." booklet giving a snapshot of all the Lansons news - who's left, who's joined and other important announcements. A supportive get together is also organised for these returning parents.



Mentoring

The Women's Executive Shadow Programme (WESP) gives female employees a chance to shadow a key leader in the company. The WESP is a volunteer-led programme focused on providing women at Adobe a valuable opportunity for executive visibility, professional development, networking, and cross-functional exposure.



Talent Pipeline

The Talent Acquisition team at SAP run 'Talent Win Events', aimed purely to attract more females to their sales force. This creates an additional pipeline of talent in the region of 10 - 15 candidates and helps to eliminate any perceptions that the IT Industry's sales forces are only available to men.



3. Grant Thornton (2017) Women in business. New Perspectives on Risk and Reward.

4. Trust Index: Great Place to Work's core employee experience survey

Gender equality is not just a 'women's issue'

More and more, men are acknowledging the importance of playing their part to make gender equality a reality at work. When defining policies to promote fairness, organisations should listen to both female and male employees.

"There is a great element of pride in working for Danone Early Life Nutrition, as we are working for a strong purpose and we are all embracing the diversity of our teammates in the best possible way. As a woman, I feel treated fairly (equal pay) and supported (as an expecting mother) to have a long-term career."

Danone Early Life Nutrition

"Flexible working allows me to be the dad I want to be (I am able to start later on Monday and Friday to facilitate the school run, attend all events like parents evening, shows etc.)"

McCarthy Recruitment

"It is a great place to work in that I feel there are great initiatives for development available to anyone who wants to take it. I do believe that the interest in us is genuine. There are women in senior management that I am proud of and the products are great."

Treasury Wine Estates

"With my wife living abroad for her work this year they have allowed me to work from home when visiting her so I can spend more time with her whilst she is away."

Goodman Masson

"The one-year full maternity pay has meant I have enjoyed a stress-free first year with my son without any financial worries - which I believe has contributed to raising a happy, confident baby and also helped me to feel more than ready to return to work."

Powerforce Field Marketing and Retail Services Ltd

"The focus on finding the right life-work balance is noticeable. We're encouraged to find our own ideal path and work for it, both in and out of the workplace."

Propellernet



Winners 2019

Small Category¹

No. 1

McCarthy Recruitment



Medium Category²

No. 1

Impact



Large Category³

No. 1

The Sovini Group



Super Large Category⁴

No. 1

Mars UK



- No. 2 | Centor Insurance & Risk Management
- No. 3 | GCI Health Europe
- No. 4 | TopLine Comms
- No. 5 | Rowlinson Knitwear
- No. 6 | Branding Science UK Ltd
- No. 7 | AVRillo Conveyancing

- No. 2 | South Liverpool Homes
- No. 3 | Found
- No. 4 | Instarmac Group plc
- No. 5 | Goodman Masson
- No. 6 | Belron International
- No. 7 | AXON
- No. 8 | Propellernet
- No. 9 | Royal College of Veterinary Surgeons
- No. 10 | AlphaSights
- No. 11 | Oxford PharmaGenesis
- No. 12 | Smart Energy GB
- No. 13 | Danone Early Life Nutrition
- No. 14 | Treasury Wine Estates
- No. 15 | Powerforce Field Marketing and Retail Services Ltd
- No. 16 | Reward Gateway
- No. 17 | Badenoch & Clark
- No. 18 | Spring
- No. 19 | Lansons
- No. 20 | Just Teachers Limited
- No. 21 | BigHand

- No. 2 | Workday
- No. 3 | Office Angels
- No. 4 | Baringa Partners
- No. 5 | REL Field Marketing
- No. 6 | Adobe
- No. 7 | Stryker UK Ltd
- No. 8 | Adecco
- No. 9 | AbbVie
- No. 10 | Bristol-Myers Squibb UK
- No. 11 | SC Johnson Ltd
- No. 12 | Kantar Worldpanel
- No. 13 | Amgen Limited
- No. 14 | Secure Trust Bank Group
- No. 15 | MarketMakers
- No. 16 | FactSet

- No. 2 | Hilton
- No. 3 | Admiral Group
- No. 4 | SAP
- No. 5 | Home Group Limited
- No. 6 | Gap
- No. 7 | Bright Horizons Family Solutions
- No. 8 | Coleg Cambria
- No. 9 | EY
- No. 10 | L&Q
- No. 11 | Deloitte

¹ 20 – 50 employees

² 51 – 250 employees

³ 251 – 1000 employees

⁴ +1000 employees

Creating a great employee experience for *all*

Organisations are increasingly aware of the negative impact of gender inequality but don't always know how to close gender gaps, or keep them closed. Employers need to focus on these three key areas: **Trust, Fairness and Wellbeing**. In over 30 years of global research, we know that trust, fairness and wellbeing are fundamental to creating a great workplace culture for everyone; they are also areas endorsed by the World Economic Forum.

Whilst fairness is key, creating a culture of fairness can be difficult – workplace traditions, deeply ingrained behaviours and stereotypes are hard to eradicate. But change needs commitment and action plans; parity and equality will come from a true belief in fairness on the part of the organisation's stakeholders. And that strong belief must be demonstrated through a defined and measurable course of action.

To create a great workplace culture, and address any gender gap issues, there are a number of tangible and practical steps that organisations can take.

Creating a culture of trust

- ✓ Demonstrate that leaders are credible and competent, employee-focused and committed to creating a successful, profitable business and positive workplace experience for everyone.



Creating a culture of fairness

- ✓ Review your policies and practices around recruitment, training and development, pay and reward, etc. Are career paths and salary structures transparent? Are managers fully aware of the value of female talent and how to manage it?

Creating a culture of wellbeing

- ✓ As part of creating an overall positive culture of workplace wellbeing, it's important to look at how work-life balance is promoted within your organisation. Do you offer and/or support flexible working? Do women and men feel able to take the time off they need to deal with family commitments, often at short notice?



Get in touch

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