

closing the gap.

gender pay gap 2018 data.

 randstad sourceright



gender pay gap

in numbers.

human forward.

As the world's number one recruitment company, Randstad Sourceright strongly believes in equality, diversity and inclusion in all areas, including pay.

In accordance with legislation, our report shows the average earnings across all levels of Randstad Sourceright for all PAYE workers. This means we have to report on Randstad Sourceright's corporate employee data PLUS data from our clients' temporary workforce (who we payroll on their behalf).

Please bear in mind that our clients set the pay rates of their temporary workforce. As a result of this, our data for the reporting period is showing that our gender pay gap is -29%.

For complete transparency, we have also shared our corporate employee data in the second section of this report. This allows readers to secure a more accurate reflection of Randstad UK's corporate employee figures.

gender pay gap the statutory numbers.

hourly pay

	mean	median
At April 2018	-29%	-9%

At April 2018

-29%

-9%

This data shows that females are paid 29% less than males using the mean calculation, and 9% less than males using the median. **This data includes all of our temporary workers that we place with our Clients that we are legally required to report on.**

bonus pay

12 months to April 2018	-36.9%	-37.3%
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12 months to April 2018

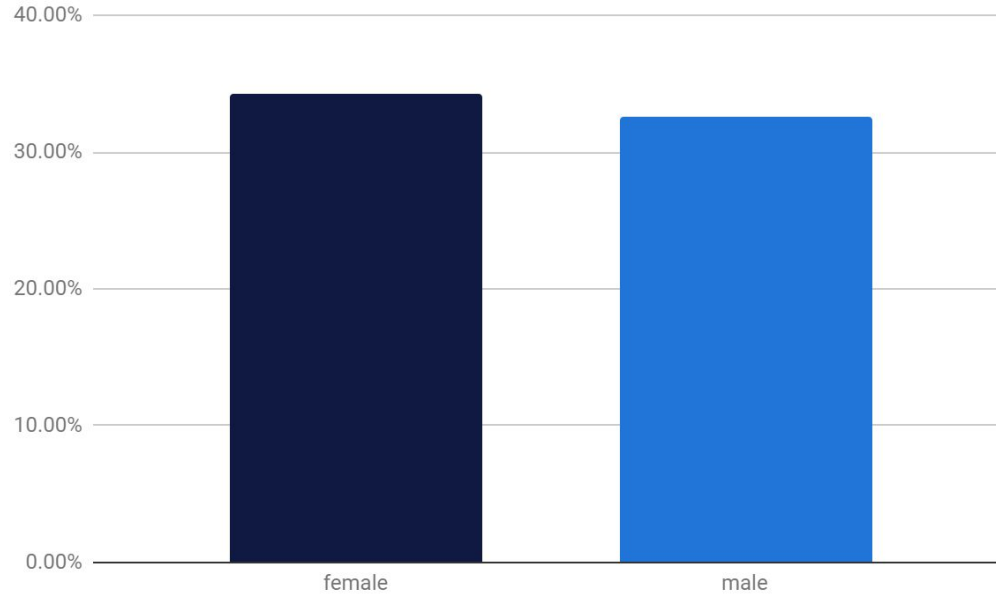
-36.9%

-37.3%

This data shows that females are paid 36.9% less than males using the mean calculation, and 37.3% less than males using the median. **This data includes all of our temporary workers that we place with our clients that we are legally required to report on.**

gender pay gap

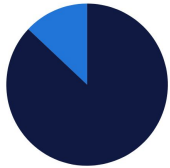
proportion of males & females receiving a bonus.



proportion of males & females in each pay quartile.

lower

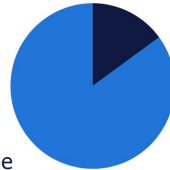
13% Male



87% Female

lower middle

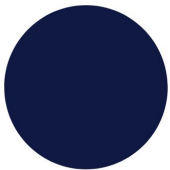
15% Female



85% Male

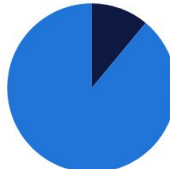
upper middle

100% female



upper

11% Female



89% Male



human forward.

In the interest of **transparency in this report** we also show our corporate employee data as this provides for a meaningful comparison in line with the spirit of the legislation.

In the last 12 months, **63.56% of all new starters** in Randstad Sourceright were female. Through offering ongoing development, career progression opportunities, performance based commission, flexible working, flexible benefits and much more, we truly believe in the power of equal opportunities for all.

gender pay gap our numbers.

hourly pay

	mean	median
At April 2018	-19%	-17%

At April 2018

-19%

-17%

This data shows that females are paid 19% less than males using the mean calculation, and 17% less than males using the median. We have an equal number of females and males in the senior management positions, the results above are affected by the higher proportion of females to males elsewhere within the organisation.

bonus pay

12 months to April 2018	-69%	-93.1%
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12 months to April 2018

-69%

-93.1%

This data shows that females are paid 69% less than males using the mean calculation, and 93.1% less than males using the median. The results are affected by the higher proportion of females to males in the lower quartile of the organisation.

what's next? our diverse workforce.

64.5% of our employees are female - We are proud to have created an inclusive culture, from our flexible working, flexible benefits, enhanced maternity and paternity pay, training & development and more.

59% of our managers are female -. Our use of leading technology ensures that we can offer a flexible approach to working which can include home working, reduced hours, flexible working patterns across multiple locations and time zones.

9% of our people work part-time, we open the opportunity to create a flexible working pattern to all employees.

We work to ensure that our recruitment practices offer equal opportunities, this is reflected in the fact that we have an equal number of females and males in our most senior roles we will continue to work to provide flexible working opportunities that suit the requirements of all of our people across all roles within Randstad Sourceright.

During 2019 a focus is on the implementation of a transparent grading structure using a consistent job evaluation methodology to allow all employees to understand how the work they do fits within the wider organisation and allows comparison to other roles helping to support career development activities to encourage horizontal and vertical opportunities for all.





a level

playing field.

randstad sourceright

human forward.

