

closing the gap.

gender pay gap 2018 data.



human forward.

As the world's number one recruitment company, Randstad 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 for all PAYE workers. As a recruiter, this means we have to report on Randstad'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 -17%.

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.

all workers and
employees

under one roof.

gender pay gap the statutory numbers.

hourly pay

At April 2018

mean

-16.8%

median

-4.1%

This data shows that females are paid 16.8% more than males using the mean calculation, and 4.1% more than males using the median. **This data includes all of our temporary workers that we place with our clients (as we are legally required to report on).**

bonus pay

12 months to April 2018

+29.8%

-8.7%

This data shows that females are paid 29.8% less than males using the mean calculation, and 8.7% more than males using the median.

gender pay gap the statutory numbers.

hourly pay - at April 2018.

mean -16.8% & median -4.1%

This data shows that females are paid 16.8% more than males using the mean calculation, and 4.1% more than males using the median. This data includes all of our temporary workers that we place with our clients.

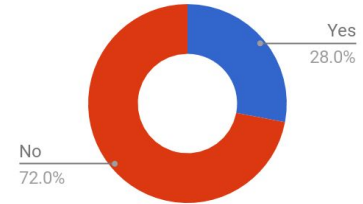
bonus pay - 12 months to April 2018.

mean +29.8% & median -8.7%

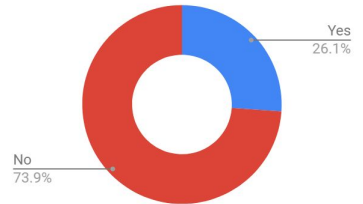
This data shows that females are paid 29.8% less than males using the mean calculation, and 8.7% more than males using the median.

proportion of males & females receiving a bonus.

Males

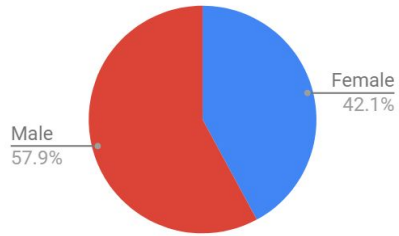


Females

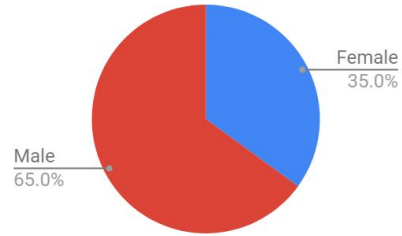


proportion of males & females in each pay quartile.

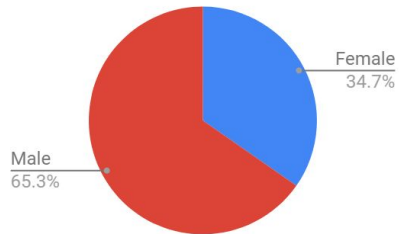
Lower



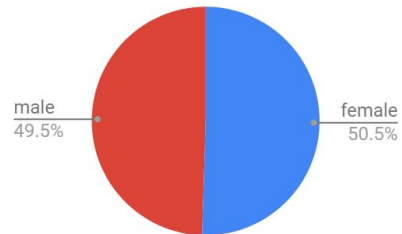
Lower Middle



Middle Upper



Upper



all eyes on

employees only.

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.

We pride ourselves on having a [best in class onboarding programme](#) for new employees joining us, especially when they are entering the world of recruitment for the first time. [In the last 12 months, 54.3% of all new starters in Randstad UK were female, and 56.3% of our workforce are female.](#)

Through offering structured development, qualifications in recruitment, ongoing professional development, career progression opportunities, individual 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 - at April 2018.

mean 19.3% & median 12.7%

This data shows that females are paid 19.3% less than males using the mean calculation, and 12.7% less than males using the median. These results are predominantly due to having more males in senior management positions.

bonus pay - 12 months to April 2018.

mean 68.7% & median 63.6%

This data shows that females are paid 68.7% less than males using the mean calculation, and 63.6% less than males using the median.

proportion of males & females receiving a bonus.

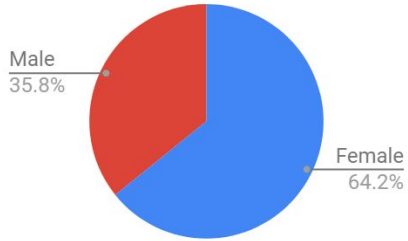
males: 78.9%

females: 79.8%

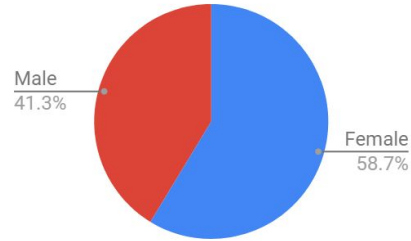
Bonus earnings are based on individual performance and are structured in the same manner based on seniority or type of role. The difference in bonus earnings can be predominantly attributed to factors such as having more males in senior management positions where rewards tend to be higher, individual performance, and due to 95% of our part-time workers being female (the results do not allow us to pro-rata part-time earnings up to be comparable).

proportion of males & females in each pay quartile.

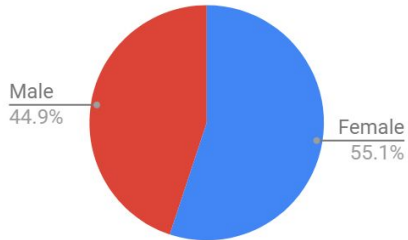
Lower



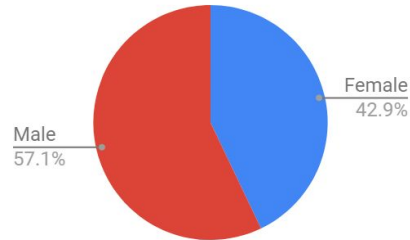
Lower Middle



Middle Upper



Upper



let's paint

a picture.

what's next?

our diverse workforce.

- 56% of our employees are female - we are proud to have diversity at the heart of what we do. From our flexible working, flexible benefits, enhanced maternity and paternity pay, excellent training & development, diversity training, accredited apprenticeship programme, industry thought-leadership content, structured career paths and more. We will continue to further improve these areas, with particular focus on adopting a more agile and flexible approach to work. Labour turnover from our female population is lower than our male population which is a good indication that the above areas are working.
- 46% of our managers are female - we offer an excellent range of internal management and leadership training courses which are accredited by the Institute of Leadership & Management. We have also changed our talent management approach to be more dynamic to allow us to spot talent earlier, based on objective criteria. Our HR Business Partners are intrinsically involved in this process to ensure talent spotting is objective, fair and consistent.

what's next?

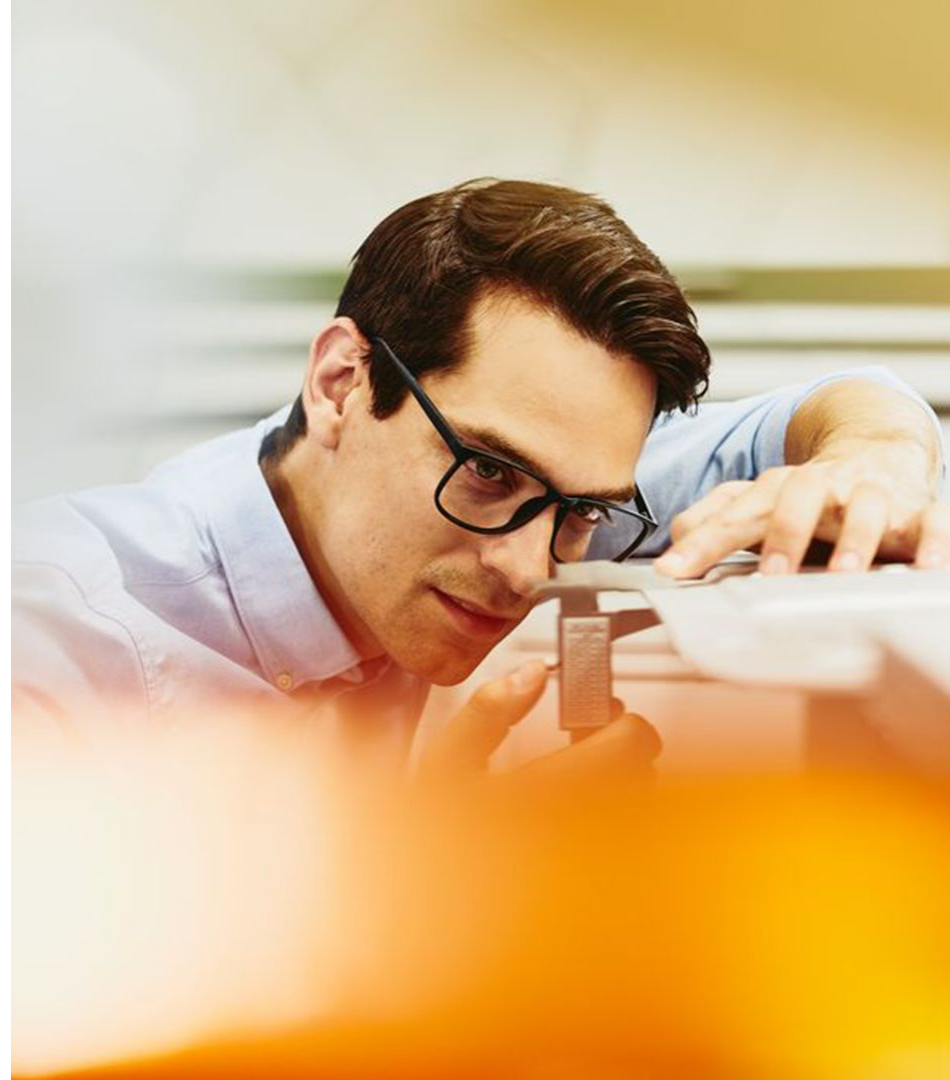
our diverse workforce.

- 80% of our Managing Directors are female - 4 out of our 5 Managing Directors who run our operational businesses are female. They are active role models for everyone in our business to aspire to - with an average length of service of over 14 years they are testament to how career progression and equal opportunities work in Randstad.
- EDI training - during 2018 we continued the training of Equality, Diversity and Inclusion to all employees to reaffirm our commitment and support of equal opportunities. We will continue to use this training with all new employees, conduct regular refresher training, and all of our management and leadership training courses will have EDI training included. We have also committed to launching an EDI project team in 2019 to move this area even further forward.

in words.

“We are fully committed to continue promoting our equality and diversity programmes, and ensuring we offer equal opportunities for everyone. We pride ourselves on our internal promotion rate, our training & development programmes and the opportunities we offer everyone for a rewarding career.”

Graham Trevor - HR Director





a level

playing field.