Different promotion rates for men and women are one of the main causes of the gender pay gap, according to analysis of data for more than 60,000 UK managers and professionals published by XpertHR and CMI.

**MEN ARE MORE LIKELY TO BE PROMOTED THAN WOMEN**

- Male managers are 40% more likely than female managers to be promoted.
- Between 2015 – 2016, 14% of men were promoted vs 10% of women.
- 47% of men were promoted vs 39% of women.

**WOMEN ARE UNDER-REPRESENTED IN SENIOR POSITIONS AND EARN LESS**

<table>
<thead>
<tr>
<th>Position</th>
<th>Gender Pay Gap</th>
<th>Representation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directors</td>
<td>13%</td>
<td>68% 32%</td>
</tr>
<tr>
<td>Senior Managers</td>
<td>16%</td>
<td>58% 42%</td>
</tr>
<tr>
<td>Middle Managers</td>
<td>6%</td>
<td>57% 43%</td>
</tr>
<tr>
<td>Professional</td>
<td>6%</td>
<td>45% 55%</td>
</tr>
<tr>
<td>Entry Level / Junior</td>
<td>1%</td>
<td>27% 73%</td>
</tr>
</tbody>
</table>

For more information and to read CMI’s briefing on the new gender pay gap regulations go to [www.managers.org.uk/mindthepaygap](http://www.managers.org.uk/mindthepaygap) and join the conversation @cmi_managers #MindThePayGap
THE GENDER PAY GAP

Pay gap is £8,964

£38,817 average full-time equivalent salary for men

£29,852 average full-time equivalent salary for women

23%

THE BONUS PAY GAP

43% of men received a bonus

36% of women received a bonus

£5,398 Average men’s bonus

£2,764 Average women’s bonus

IT GETS WORSE THE HIGHER UP YOU ARE

Pay gap for CEOs & Directors

£16,513

54% of male senior managers received a bonus

£22,687 average bonus for senior men

38% of female senior managers received a bonus

£13,699 average bonus for senior women

Pay gap for CEOs & Directors

“Promoting men ahead of women is keeping us all back. Diversity delivers better financial results, better culture and better decision making. Employers need to get on board with reporting on their recruitment and promotion policies and how much they pay their men and women.”

Ann Francke MBA CMgr CCMI FIC

“The gender pay gap is not primarily about men and women being paid differently for doing the same job. It’s much more about men being present in greater numbers than women the higher up the organisation you go – primarily because men are more likely to be promoted.”

Mark Crail, Content Director, XpertHR

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