

A BROKEN PIPELINE.

Men in management jobs are more likely to be promoted than women.

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.

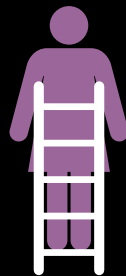
MEN ARE MORE LIKELY TO BE PROMOTED THAN WOMEN



Male managers are

40%

more likely than female managers to be promoted

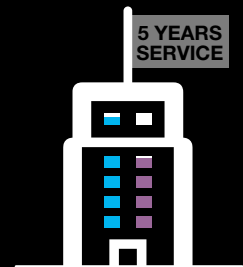


Between 2015 – 2016

14% vs **10%**

of men were promoted

of women



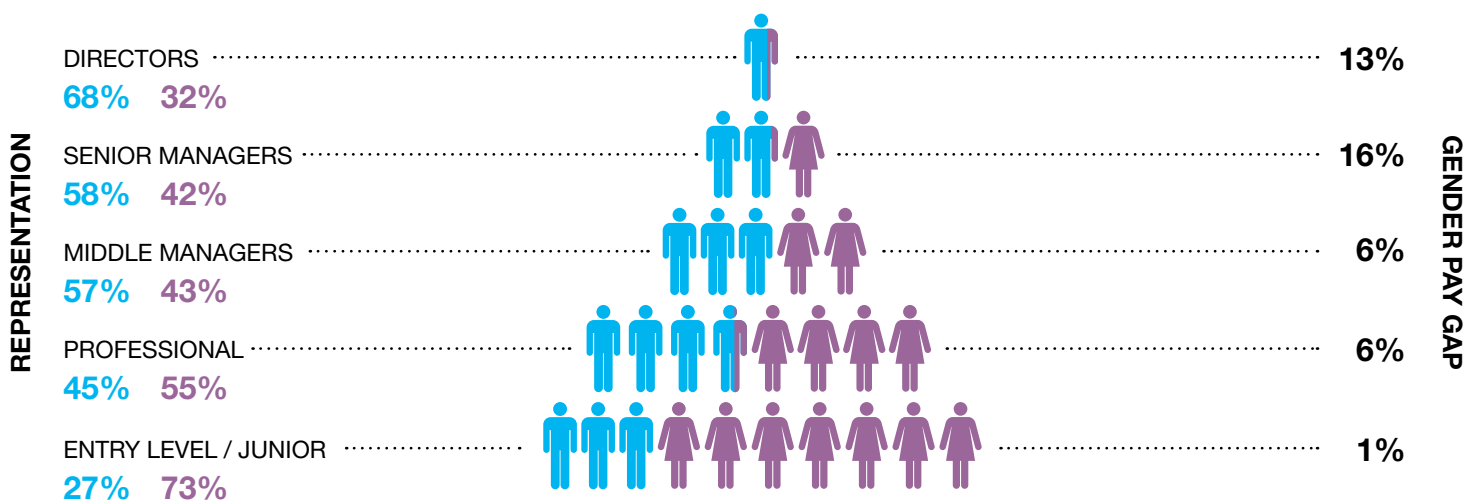
This is part of a longer term trend. Amongst managers who have stayed with their employer for five years

47% vs **39%**

of men were promoted

of women

WOMEN ARE UNDER-REPRESENTED IN SENIOR POSITIONS AND EARN LESS



For more information and to read CMI's briefing on the new gender pay gap regulations go to www.managers.org.uk/mindthepaygap and join the conversation @cmi_managers #MindThePayGap

XpertHR
salarysurveys

CMI
Chartered
Management
Institute

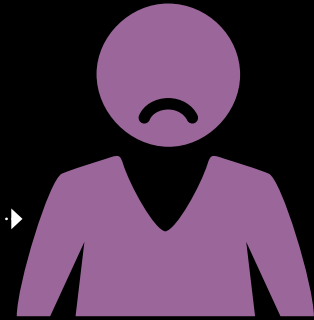
THE GENDER PAY GAP



£38,817

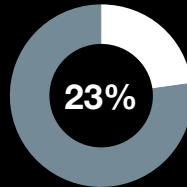
average full-time equivalent salary for men

Pay gap is
£8,964

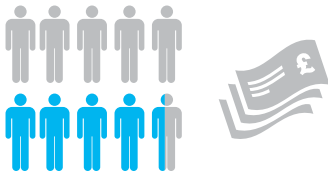


£29,852

average full-time equivalent salary for women



THE BONUS PAY GAP



43%
of men received a bonus



Average men's bonus



36%
of women received a bonus



Average women's bonus

IT GETS WORSE THE HIGHER UP YOU ARE



£16,513



Pay gap for CEOs & Directors

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



"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