



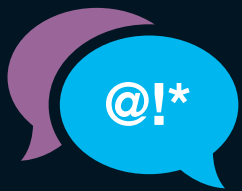
CREATING BALANCED WORKPLACES.

Encouraging men to act as role models for change.

Gender parity is great for business. While many managers and leaders are driving change for the better, discriminatory behaviour is still holding us back.

GENDER DISCRIMINATION IS STILL RIFE IN THE WORKPLACE

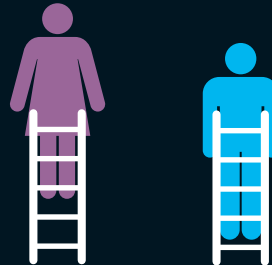
81% of managers have witnessed some form of gender discrimination or bias in the past year. In general, men are less likely than women to have witnessed it.



85%
of women
80%
of men
have witnessed
inappropriate remarks



83%
of women
62%
of men
have witnessed women
struggling to make their
views heard in meetings

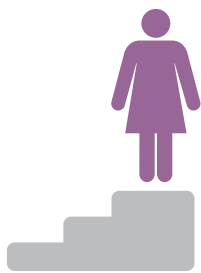


62%
of women
42%
of men
have witnessed gender
bias in recruitment/promotion
decisions



61%
of women
31%
of men
have witnessed gender
bias in pay and rewards
in the workplace

A MAJORITY OF MANAGERS ARE ACTING TO CREATE BALANCED WORKPLACES



84%
of male managers
85%
of female managers
Put forward/encourage a
woman for promotion



69%
of male managers
70%
of female managers
Mentor a woman



60%
of male managers
56%
of female managers
Support a man in a
flexible working request
to accommodate
childcare needs



23%
of male managers
12%
of female managers
Sponsor a woman

Find out more about the Blueprint for Balance and join CMI Women now at www.managers.org.uk/cmi-women

Follow [@CMI_Managers](https://twitter.com/CMI_Managers) and join the conversation [#cmiwomen](https://twitter.com/cmiwomen) and [#MRM](https://twitter.com/MRM) for the latest



MALE MANAGERS STRONGLY SUPPORT GENDER PARITY



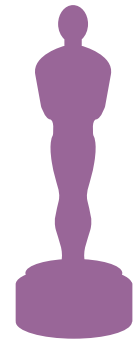
83%

in favour of a gender-balanced workplace



75%

believe senior male leaders have a particular responsibility to support women's career development



70%

say they actively champion gender balance

CMI's "Blueprint for Balance" identifies key areas for action to create balanced workplaces. Managers' priorities are:



Flexible working

Having a better work/home-life balance



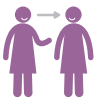
Balanced recruitment

Seeing different sorts of role models for leadership



Promoting leadership equality

Recognising that work can have an emotional impact on employees



Mentoring and sponsorship

More opportunities for women



Skills and career development

Everyone having opportunities to contribute and be heard in meetings

"Managers at all levels – and particularly men in senior roles – must call out behaviour that discriminates against women and encourage equality within their workplace."

Ann Francke, CEO
Chartered Management Institute

"Gender discrimination is completely unacceptable – women should never be held back just because of their gender. Shining a light on this issue is absolutely key to achieving equality in the workplace."

Caroline Dinenage,
Minister for Women, Equalities and Early Years

CMI WOMEN – A BLUEPRINT FOR BALANCE

Diversity is the foundation for good leadership and management. It improves financials, creates a better culture and ensures less risky decision-making.

CMI Women exists to inspire and support women throughout their careers and provide organisations with a Blueprint for Balance so they can benefit from being a diverse organisation.

CMI's Creating Balanced Workplaces research was completed by 851 managers across the UK in January 2017.

Find out more about the Blueprint for Balance and join CMI Women now at www.managers.org.uk/cmi-women

Follow **@CMI_Managers** and join the conversation **#cmiwomen** and **#MRM** for the latest

