



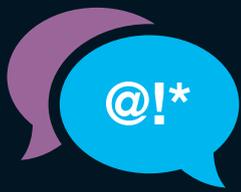
# CREATING BALANCED WORKPLACES.

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

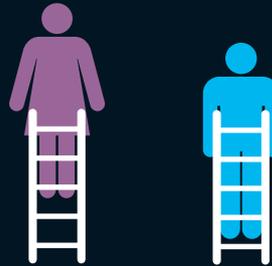
81% of managers have witnessed some form of gender discrimination or bias in the past year. In general, men are less likely than women to have witnessed it.



**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

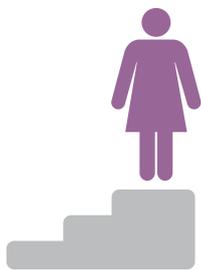


**62%**  
of women  
**42%**  
of men  
have witnessed gender  
bias in recruitment/promotion  
decisions



**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

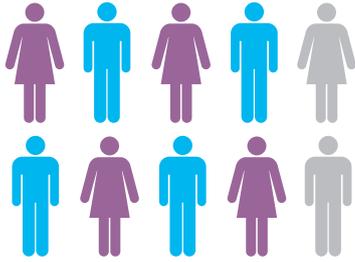


**23%**  
of male managers  
**12%**  
of female managers  
Sponsor a woman

Find out more about the Blueprint for Balance and join CMI Women now at [www.managers.org.uk/cmi-women](http://www.managers.org.uk/cmi-women)

Follow **@CMI\_Managers** and join the conversation **#cmiwomen** and **#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 Dinanage,**  
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](http://www.managers.org.uk/cmi-women)

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