

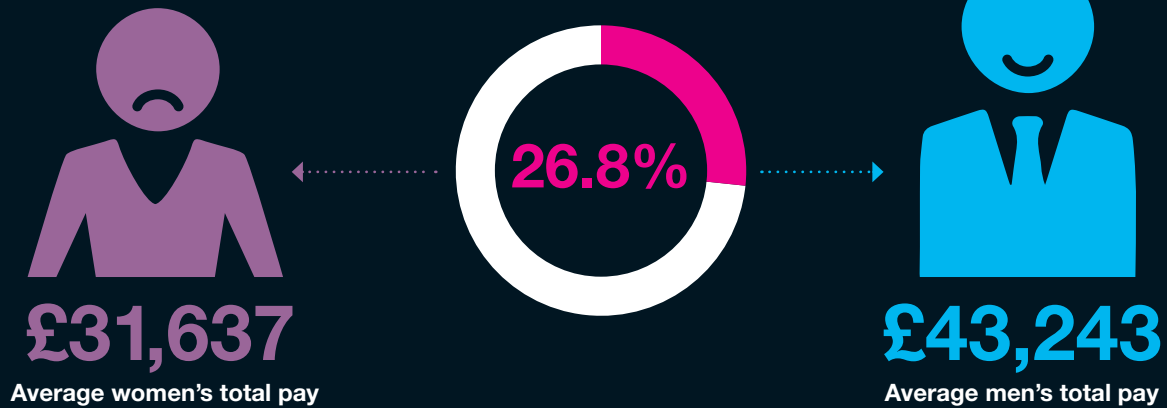


# MIND THE GENDER PAY GAP.

Women in management now earn £12,000 less than men, with the biggest difference at director level.

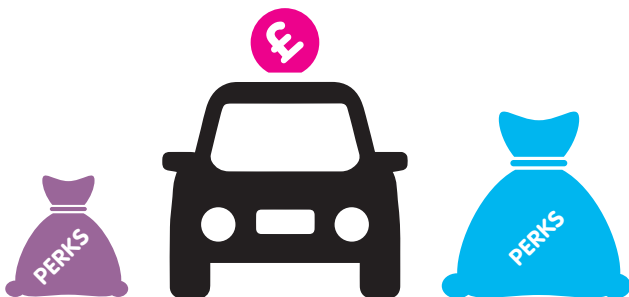
2017 pay data analysed under the new government reporting regulations reveal that the gender pay gap for UK managers is bigger than previously understood.

## THE PAY GAP IS



## THE GROWING DIVIDE

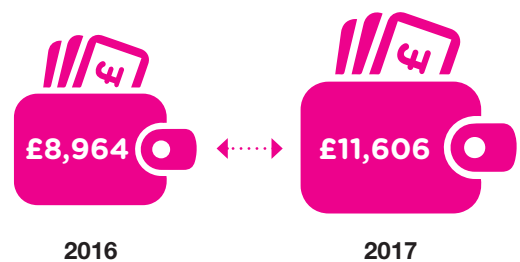
The reporting regulations now include salary and bonuses, as well as perks including car allowance and commission.



Under this measurement, the 2017 gender pay gap for the UK's 3.3m managers is nearly

**£3,000 higher**

compared to 2016, which only took into account salaries.



For more information go to [www.managers.org.uk/mindthepaygap](http://www.managers.org.uk/mindthepaygap) and join the conversation @cmi\_managers #MindThePayGap

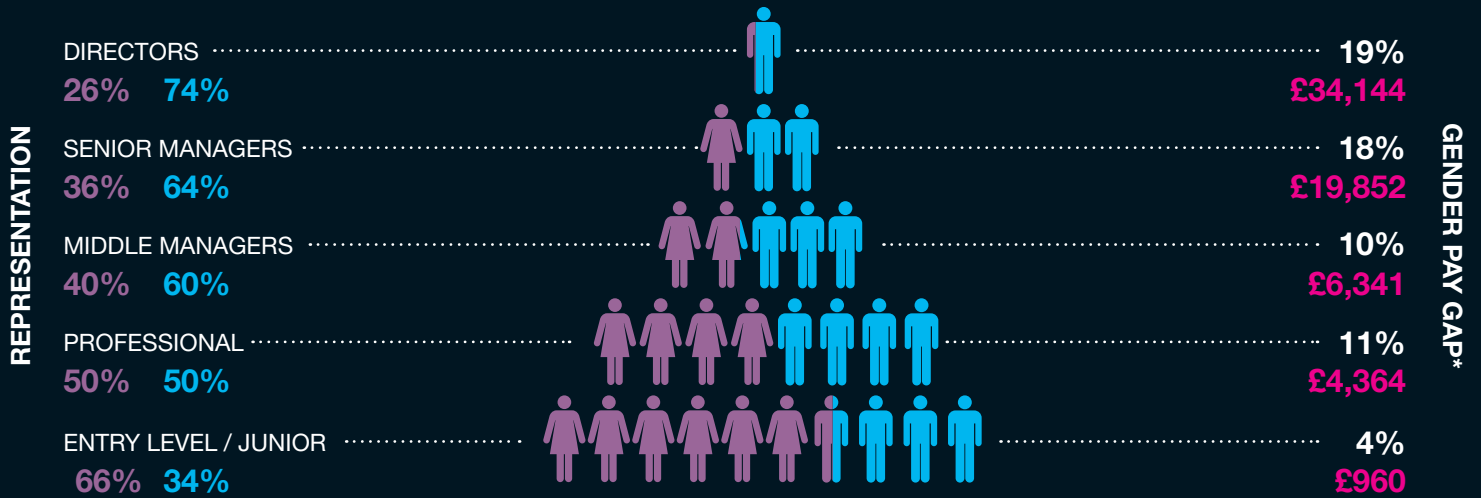
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# FEW WOMEN REACH THE TOP

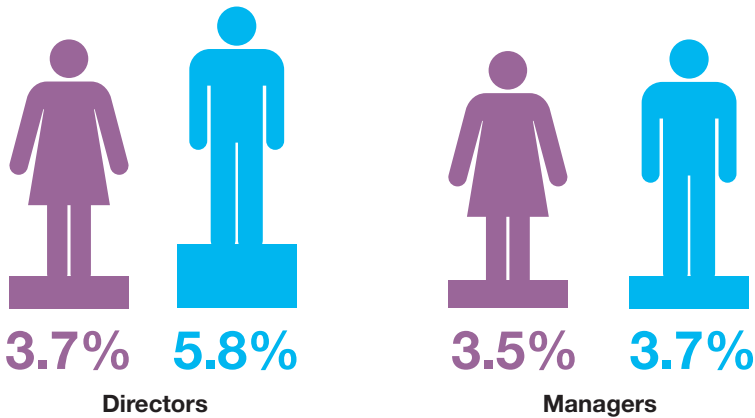
Women don't just face a glass ceiling – it's a 'glass pyramid', with wider pay gaps for women the higher they reach.



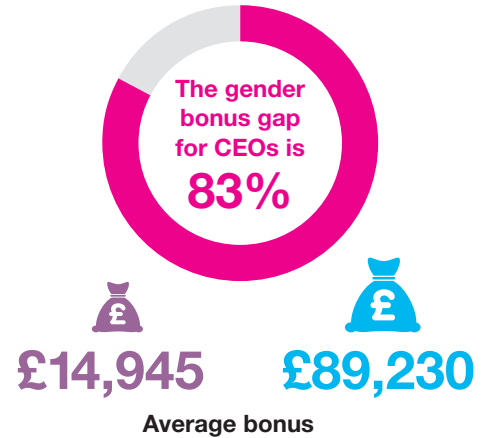
\*Because the pay gap between men and women at senior levels is far bigger than junior levels in real terms (not just percentage terms), it drives up the overall average to 26.8%.

## INCREASE IN PAY AND BONUSES

Male managers got bigger pay rises than women in the last year.



Executive rewards are not shared equally.



"Too many businesses are like 'glass pyramids' with women holding the majority of lower-paid junior roles and far fewer reaching the top. We now see those extra perks of senior management roles are creating a gender pay gap wider than previously understood. The picture is worst at the top, with male CEOs cashing-in bonuses six times larger than female counterparts."

Ann Francke, CEO, CMI

"Some people have tried to explain the gender pay gap away as being the result of different working hours or individual career choices. But when the analysis is based on the pay of more than 100,000 individuals in well over 400 organisations, it is clear that the pay gap is a very real fact of life for UK managers."

Mark Crail, Content Director, XpertHR

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