HOW IS IT FOR US?

The world of work is evolving: meet the TOP 50 EMPLOYERS FOR WOMEN
2018: seize the moment

IT'S ABOUT GETTING THE BALANCE RIGHT

A few more men at the school gates. More women in the boardroom and opportunity to take a big leap ahead.

Gender equality, diversity, inclusion, the shake-up in power – again the power of technology – is changing men and women can share careers – to replace similar men.

The revelations are not reasons to feel despondent; these practices are often, as first steps, often focused on today's list, already focus on the winners of the Games and Women – like me and most inclusive and unenthusiastic about combining career and caring responsibilities, go to bitc.org.uk and find out more.

The couple, who work full-time and part-time hours, spend the first year with us. Our workplace ethos is that we are not just here to work, and because we work at the same place, it was easy to set up.

Smart businesses are taking note – and smart businesses chasing the brightest talent are taking note of what men and women could do, by the way, to do, by the way.

The gender pay gap remains an important issue in the UK. For the sixth year in a row, the gender pay gap has been found to be wide, with women earning less than men. While there are steps being taken to address this issue, such as the introduction of the Gender Pay Gap Report, progress has been slow.

The findings of recent BITC research show that women are under-represented in senior management positions, with only 17% of CEOs and 32% of board members being women. This lack of diversity in senior leadership positions can lead to a lack of innovation, and can limit the potential for women to progress in their careers.

The gender pay gap is not just an issue for women – it affects men as well. Men can be negatively impacted by the gender pay gap, as they may face discrimination in the workplace, or have limited access to flexible working arrangements.

Smart businesses are taking note – and smart businesses are taking action. The gender pay gap needs to be addressed, and progress is being made in this area. However, there is still much work to be done.

The gender pay gap is a complex issue, and it will take time to address. However, by working together, we can make progress towards creating a more equal workplace for all.
How to beat the gender pay gap

Change will come only when people can act on inequality

By Jane McLeary

MANAGERS RECEIVE A GLOBAL CALL TO ACTION – BUT THEN CHOOSE THE BEST CANDIDATE FOR THE JOB

Managers receive a global call to action – but then choose the best candidate for the job. How much is this truly - ‘gender blindness’? Jane McLeary investigates.

THE REALITY: ‘WE ARE STILL RUNNING MOST ORGANISATIONS’

We are proud to embrace gender equality and be recognised as a Times Top 50 Employer for Women. CMS is a future-facing, global law firm. With more than 70 offices globally, we work to bring businesses closer to deliver for our clients, consistently delivering quality, digital solutions and sector-focused advice.

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Innovative and inspiring: The Times Top 50 Employers for Women

This ROLL CALL highlights the organisations and transforming what it means to be a woman in the workplace. For each employer, gender balance is critical to our success and we are committed to achieving gender parity by 2020.

Women in senior roles in 2018 was 60 per cent female.

Our ambition is to employ 30 per cent female by 2025.

Our business is creating a diverse and inclusive workforce.

Our chief executive, Vittorio Colao, is our first all-male until 1993, our 38 per cent female

State Street

The goal is to increase our scores across all settings at each level, measuring a gender-balanced business is safe, more profitable, and more competitive.

Gender equality is embedded across our organisation and programmes.

Our workforce is supported by a network of other technology.

State Street is committed to

promoting equal talent is critical to our success.

State Street is committed to

our 38 per cent female

women in senior roles

Our history in gender

Our culture of inclusion

employees to create

we have initiatives to develop female in senior management roles.

women@Page has

women@Page has

confidence and progression.

women@Page has

Our focus on building

Our chief executive,

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Women@Page has

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Executive-Board

Board will be female.

we then raised the target to 30 per cent.

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women@Page has

gender inclusive programmes.

Our business’s long-term

Our business’s long-term

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and continuing to drive change.

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Externally, the structures of authority that made white men the most powerful have demographic shifts, which happen even conventionally progressive areas, are led by women. The percentage of women in the workforce has risen significantly, and many women are now in positions of power.

The government's championing of a female prime minister is a welcome move. If you are not white, middle class, or female, then you will have advantages. This is not to say that women will not face challenges, but it is an improvement over male-dominated authority structures.

The project found that women in minority groups have experienced more frequent and more severe harassment and bullying. The report also found that women in black, Asian, and ethnic minority groups were more likely to report workplace stress and mental health issues than their white counterparts.

There is a need to address diverse oppressions. If we fail to address these issues, we will continue to perpetuate them. It is important to remember that the intersectionality of these oppressions means that some groups are more affected than others.

The report also highlighted the need for mental health support networks in place. Women are generally better at seeking help, but they tend to have stronger support networks. It is important to ensure that these networks are accessible and culturally sensitive.

Men and women experience different types of stress at work. Men are more likely to experience physical health issues, while women are more likely to experience mental health issues. This is due to a combination of factors, including the nature of work and the presence of gender stereotypes.

Women are more likely to seek help for mental health issues, but they also tend to receive unwavering support from their colleagues. Tenant housing, for example, is a significant source of stress for women. The report found that women in multi-generational households experience more stress than those in single-person households.

The report also highlighted the need for support networks in place. Women are generally better at seeking help, but they tend to have stronger support networks. It is important to ensure that these networks are accessible and culturally sensitive.

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I know I should “get into tech”. But this three-word directive has made my eyes glaze over. I was chased by what I thought was a high-powered
sounding sphere. And I was clueless as to what jobs there might be in tech –
diversity challenges in business by making TeenTech a...
Business in the Community exists to build healthy communities with successful businesses at their heart.

This Responsible Business Week, we congratulate The Times Top 50 Employers for Women and the longlisted companies in Business in the Community’s Responsible Business Awards 2018. All of them are bringing about lasting change.

**Responsible Business of the Year**
- Aviva
- Atoomoe
- Concertus
- Lloyds Banking Group
- NH Hotel Group
- Northumbrian Water Group
- Yorkshire Water
- Salary Finance

**The Unipart Outstanding Employment Award**
- Agent
- Barclays
- City & Guilds Group
- Clarion Housing Group
- Jane Jefferson Cleaning
- Keoghs
- KPMG
- Landsec
- Recycling Lives

**The Barclays Developing Resilience Award**
- Aquoibex
- Berea Associates
- BRE
- CityCo & Heart of Manchester Business Improvement District
- Databarracks
- In Your Face Advertising (IYFA)
- The Landmark Information Group

**The Connected Places Award**
- Coventry University
- EDF Energy
- ENGIE
- Huddersfield Business School
- University of Huddersfield
- Investec
- Morgan Stanley
- Samworth Brothers
- Tideway

**The Education Partnership Award**
- Burgess Salmon
- Coventry Building Society
- EDF Energy
- Ford Motor Company
- FTI Consulting
- KPMG
- Novus Property Solutions
- Vindor
- Workspace Group

**The Environmental Sustainability Award**
- AB Sugar
- Central England Co-operative
- JDDeaux
- Marks & Spencer
- NATS
- Nestle UK
- PwC
- Samworth Brothers
- South West Water
- Tesco
- The Midcounties Co-operative
- The Renewal Workshop
- University of Winchester
- Yorkshire Water

**The Fujitsu Digital Innovation Award**
- Certas Energy UK
- ENGIE
- NATS
- Northumbrian Water Group
- Ricoh UK

**The Unilever Global Development Award, supported by Business Fights Poverty**
- Access Afya
- Aduna
- Barclays
- Cotton On Group
- Dulas
- Eau de Vie
- IDE
- Marshalls
- Mondelez International
- The Coca-Cola Company
- WildHearts Group

**The Ageing Workforce Award**
- Aviva
- Barclays

**The UPS International Disaster Relief and Resilience Award, supported by DFID**
- Airbnb
- Anup
- Pearson

**The Gender Equality Award**
- Barclays
- HM Revenue & Customs
- Hogan Lovells

For advice on Responsible Business, contact membership@bitc.org.uk