

# Sogeti Gender Pay Gap Report 2019

# Sogeti UK remains committed to driving greater inclusion

Gender equality when hiring, developing and paying our colleagues remains high on the Leadership agenda at Sogeti UK.

As part of Capgemini Group, Sogeti UK plays an active part in the programmes and actions of Capgemini UK. 2019 saw Capgemini UK, named a Times Top 50 Employer for Women for the third consecutive year, while EDGE – the leading global assessment methodology and business standard on gender equality in the workplace – recognised our progress by certifying Capgemini UK as Level Two (EDGE Move), a leap up from achieving Level One (EDGE Assess) in 2017.

While our pay gap numbers show a mixed result for 2019, we are starting to see a tangible change

in our culture, thanks to a determined focus on inclusion at Sogeti UK. From a gender perspective, since our last report, we have seen a 4% point improvement in gender balance, 7% point increase in female hires and 26% point increase in female promotions.

**Through our focused actions, we are confident we will make progress towards closing the gender pay gap.**



## A quick look at the 2019 Data

Our headlines confirm our median and mean gender pay gap (based on hourly rates of pay at the snapshot date of April 5, 2019) and bonus gap pay (based on bonuses paid in the 12 months to April 5, 2019). They also show the proportion of men and women who received a bonus and the proportion of men and women by hourly pay quartile.

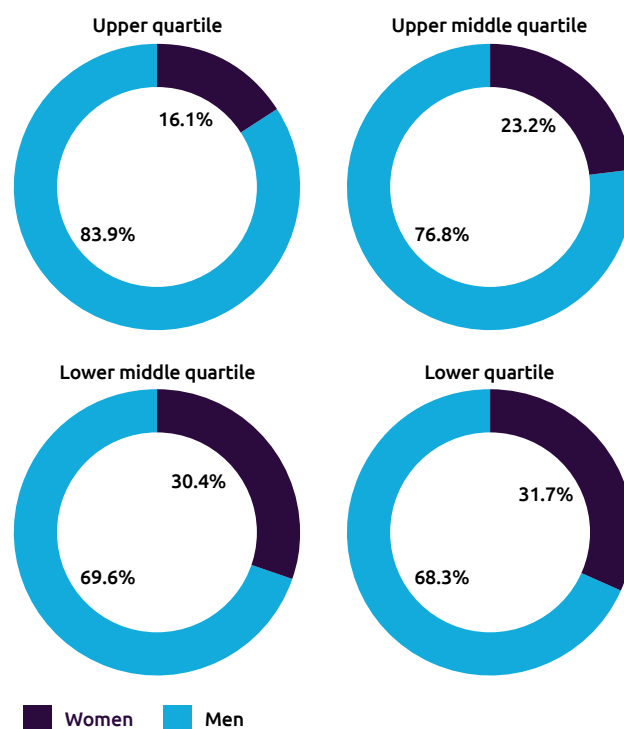
	Mean	Median
Hourly Pay (In April 2019)	15.7%	17.1%
Bonus Pay (In the year to 5th April 2019)	76.3%	77.7%

Below is the proportion receiving bonus pay in the 12 months to 5<sup>th</sup> April 2019

	Women	Men
Bonus Pay	15.1%	12.4%

## Pay quartiles

The data below show the gender distribution at Sogeti UK across four equally sized quartiles:



Gender proportion in each pay quartile.



## Working to close the Gap

There has long been a gender imbalance within the IT industry and like many other companies in our industry, our gap is primarily caused by having fewer women in senior grades and highly paid technical roles.

When we calculate the overall difference between men and women's earnings, our hourly pay analysis shows that the median gap has increased from 12.8% in April 2018 to 17.1% in April 2019 and the mean gap has increased from 12% in April 2018 to 15.7% in April 2019. This was anticipated due to the increase in hiring of junior female talent.

In terms of bonus pay, we have seen improvements in both the mean and median pay gap. The analysis shows the median gap has reduced from 80.7% in April 2018 to 77.7% in April 2019 and the mean gap has decreased from 78.8% in April 2018 to 76.3% in April 2019. This was due to an increase in the number of females in receipt of a bonus overall following action taken in 2019 to make more senior roles eligible to the bonus.

We continue to aim for year-on-year improvement in our gender pay gap. We are confident that as we progress towards achieving greater gender balance in our senior roles and technical roles, our gender pay gap will reduce.

Some of our actions towards closing the gap include:

- Ensuring our recruitment approach is inclusive through actions such as balanced shortlists and advertising roles on diverse hiring job boards
- Improving flexible working for our employees
- Ensuring leadership development programmes have a diverse balance of participants
- Making gender balance a focus when succession planning for all key leadership roles
- Implementing targeted mentoring opportunities for women
- Continuing inclusion education for our hiring managers
- Celebrating our female role models both internally and externally

As a business we continue to strive to be a truly diverse and inclusive business where everybody feels valued, included and empowered.



# Women at Sogeti UK share their experiences



## Pratima Kulkarni

Managing Consultant

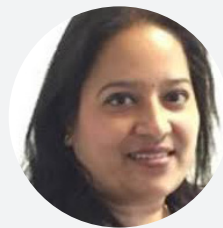
Joined Sogeti UK September 2016

I am working for Public Sector client under a Capgemini & Sogeti jointly managed Testing Account. Being passionate about my work, I always opted for challenging opportunities where I can grow personally and professionally.

I started my Sogeti journey as a Test Manager and was blessed to have excellent colleagues, managers and mentors.

With the ever encouraging atmosphere, I soon managed to prove my management skills on some challenging Programmes. Building the trust and accountability, I managed to achieve all my aspired career objectives along with my learning and certification needs. My journey was supplemented with some excellent client & management feedbacks, a promotion, 2 Capgemini applauds and 2 Sogeti Star Awards.

“Here at Sogeti, I seem to have found everything I ever wanted from my work – satisfaction, career growth and a great work life balance.”



## Latha Konda

Managing Consultant

Joined Sogeti UK March 2016

When I made my career move and joined Sogeti, I was overwhelmed with the warm and welcoming culture at Capgemini Group. New to the organisation, I benefited from senior management guidance and support to deliver end to end test management role across multiple portfolios. In my current role as a senior test manager, I lead a team of test managers, test leads and testers across locations.

My Engagement Lead role has given me excellent opportunities to be a part of the extended Leadership team. I am delighted with the confidence my senior leaders have in me which is evident from my nomination to the much sought after Leadership programme within the Group.

“Friends always wonder how I am able to manage all the travel and work demands. The simple answer I have is the flexibility, support and encouragement provided to me by my managers and colleagues who add to my motivation to go the extra mile.”



## Penelope Williamson

Solution Director

Joined Sogeti UK May 2011

I was hired as one of the first Managing Consultants for the Telco practice. I've enjoyed a varied, challenging and exciting career and am now a Service Delivery Director.

I've found the people I work with embrace the values of Capgemini; they're supportive, providing help when needed and I've been able to provide that support to others.

For a Professional Service Consultancy, people are the most valuable element of the business. The time and energy spent by Sogeti and Capgemini on fostering and developing an open, supportive, diverse and inclusive workplace is second to none. I am proud to be part of the leadership team that delivers this. Sogeti, as part of Capgemini, recognises that work life balance is crucial to the success of the business and fully supports the marvellous initiatives embedding diversity and social responsibility within the DNA of the business.

"Truly a great place to work and have a fabulous career."



## Jenny Higgins

Principal Consultant

Joined Sogeti UK January 2012

I joined Sogeti as a Graduate Consultant and progressed to Principal Consultant, currently managing a project test team on a client site. The graduate scheme was a 6 week course covering test and soft skills. It ensured that, as a history graduate, I had enough knowledge to start working with clients quickly and efficiently - not to say that the learning stopped there.

I've had the opportunity to work on multiple client sites across the UK since then, which has enabled me to learn various ways of working and testing methodologies in a short space of time. My mentors at Sogeti have always been fantastic, fully supporting me to progress in my career, while enabling me to learn new technologies and skills.

"In short, Sogeti is an inclusive workplace, where people are recognised for their abilities and talents and are empowered to progress their careers regardless of any outside factors."

## Declaration

We confirm that the data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2019.



**Thoko Moyo**

HR Business Partner  
Sogeti



**Paul Scales**

Head of Sogeti

## About Sogeti

Part of the Capgemini Group, Sogeti operates in more than 100 locations globally. Working closely with clients and partners to take full advantage of the opportunities of technology, Sogeti combines agility and speed of implementation to tailor innovative future-focused solutions in Digital Assurance and Testing, Cloud and Cybersecurity, all fueled by AI and automation. With its hands-on 'value in the making' approach and passion for technology, Sogeti helps organizations implement their digital journeys at speed.

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year+ heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. Today, it is a multicultural company of 270,000 team members in almost 50 countries. With Altran, the Group reported 2019 combined revenues of €17billion. *People matter, results count.*

Visit us at

**[www.sogeti.com](http://www.sogeti.com)**