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Rachel Reeves MP
Chair
Business, Energy and Industrial Strategy Select Committee
House of Commons
Westminster
SW1A 0AA

Thursday, 7th June 2018

Dear Rachel,

Thank you for the inviting me to give evidence to the Select Committee regarding fair pay and the gender pay gap reporting. A couple of question arose from that meeting which I have responded to below:

Question 111

There is no one individual responsible for reducing the GPG so therefore there are no KPI's available.

Question 122-125

At stage 1 application the data is less reliable because many candidates don't specify their gender and with 100,000 applications globally received it can slip through the net if not followed up during screening calls. But in 2017 32% of applications were from females and 68% were from males. Although it appears that we are losing many females by the time they get to assessment centre stage 10,000 candidates did not specify their gender so the data is likely to be a bit skewed.

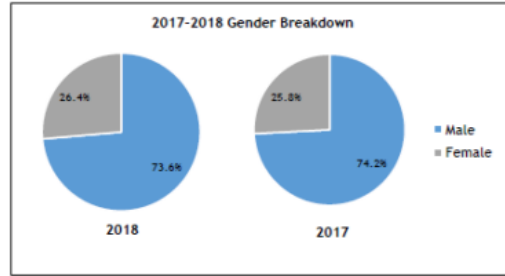
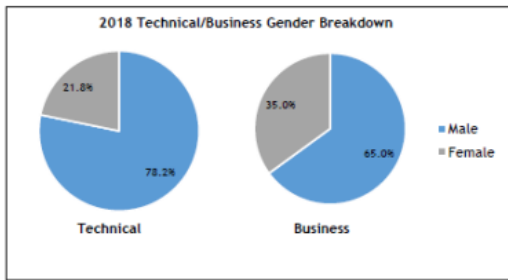
Our number of female applicants is rising but not dramatically year on year. We have increased our female applications and hires by a couple of percentage points each year. Introducing the Business pathway 5 years ago made a big difference as this pathway has always attracted more females. Being degree agnostic definitely helps, as we know females are hugely under-represented in STEM degrees so we are opening more doors by taking away barriers.

Here is a breakdown of comparison YTD:

Total YTD Starters Gender Breakdown 2017/2018 comparison
 All gender data is obtained from salesforce and determined throughout the recruitment process

		2018						2017						Gender Split					
		Technical			Business			Technical			Business			2018			2017		
		Male	Female	Female %	Male	Female	Female %	Male	Female	Female %	Male	Female	Female %	Male	Female	% Female	Male	Female	% Female
UK & EMEA	London	52	18	25.7%	57	19	25.0%	41	9	18.0%	51	30	37.0%	109	37	25.3%	92	39	29.8%
	Leeds	36	6	14.3%	15	9	37.5%	30	5	14.3%	4	3	42.9%	51	15	22.7%	34	8	19.0%
	Glasgow	33	3	8.3%	13	9	40.9%	15	3	16.7%	15	3	16.7%	46	12	20.7%	30	6	16.7%
	GBTB	-	-	-	6	22	78.6%	-	-	-	1	7	87.5%	6	22	78.6%	1	7	87.5%
	UK EF	-	-	-	29	4	12.1%	1	-	-	35	1	2.8%	29	4	12.1%	36	1	2.7%
	Frankfurt	14	-	-	10	7	41.2%	10	4	18.2%	3	7	70.0%	24	7	22.6%	21	11	34.4%
	Other	14	4	22.2%	9	5	35.7%	9	2	18.2%	-	-	-	23	9	28.1%	9	2	18.2%
NA	New York	58	12	17.1%	9	5	35.7%	52	15	22.4%	-	-	-	67	17	20.2%	52	15	22.4%
	Reston	26	2	7.1%	-	-	-	22	10	31.3%	-	-	-	26	2	7.1%	22	10	31.3%
	Toronto	104	44	29.7%	-	-	-	66	19	22.4%	-	-	-	104	44	29.7%	66	19	22.4%
	Other - US	4	2	33.3%	-	-	-	-	-	-	-	-	-	4	2	33.3%	-	-	-
	Other - Canada	9	2	18.2%	-	-	-	-	-	-	-	-	-	9	2	18.2%	-	-	-
APAC	Hong Kong	6	1	14.3%	6	3	33.3%	5	-	-	4	9	69.2%	12	4	25.0%	9	9	50.0%
	Singapore	4	3	42.9%	13	7	35.0%	3	2	40.0%	3	2	40.0%	17	10	37.0%	6	4	40.0%
	Sydney	8	3	27.3%	-	-	-	-	-	-	-	-	-	8	3	27.3%	-	-	-
	Shanghai	6	3	33.3%	-	-	-	-	-	-	-	-	-	6	3	33.3%	-	-	-
	UK APAC	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-
	US APAC	-	1	100.0%	-	-	-	2	2	50.0%	-	-	-	-	1	100.0%	2	2	50.0%
Total		374	104	21.8%	167	90	35.0%	266	71	21.1%	116	62	34.8%	541	194	26.4%	382	133	25.8%

*2017 figures are YTD



Please let me know if you have any further questions.

Kind regards

Sheila M Flavell

Sheila Flavell
 COO, FDM Group