

CGI UK Annual Gender Pay Gap Report **2022**

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CGI



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“Here at CGI we regard Diversity, Equity & Inclusion (DE&I) as a key priority, reflecting our belief in the benefit it brings to our members*, our clients and our business. This year, I am pleased to share a gender pay report that shows that we have **again made progress in reducing our gender pay gap****, and how we continue to address this going forward.

“We are now in our sixth year of reporting our gender pay gap, and this process helps us focus on how we can continue to drive more equal representation by gender at all levels, as well as grow our overall level of female representation.

“Our mean gender pay gap now stands at **5.4%**, compared to **8.0%** last year, while our median pay gap has reduced to **9.6%** from **11.4%** last year. While these reported numbers concentrate on how far we’ve come and how we are performing in relation to our gender pay gap, our strategy is broader and includes a programme of diversity, equity and inclusion (DE&I) focused activity. These include a wide range of networks and initiatives which help build and enhance our inclusive culture and enrich the employment experience for all members.”



Tara McGeehan

President, CGI UK & Australia

* As a company with a unique ownership culture, we call our employees ‘members’ as the majority are shareholders in our company.

** Data as at April 2022

Gender pay gap report



Gender pay gap report

We report pay gap figures on a mean and median basis. The mean measure is a simple average of pay across the relevant population. The median takes that same population and shows the midpoint pay value when they are ranked from highest to lowest.

Pay quartiles divide our members into four evenly populated groups based on their hourly salaries. This lets us compare detail on pay gaps and representation between different pay levels.

Statutory disclosures

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tara McGeehan

President, CGI UK & Australia



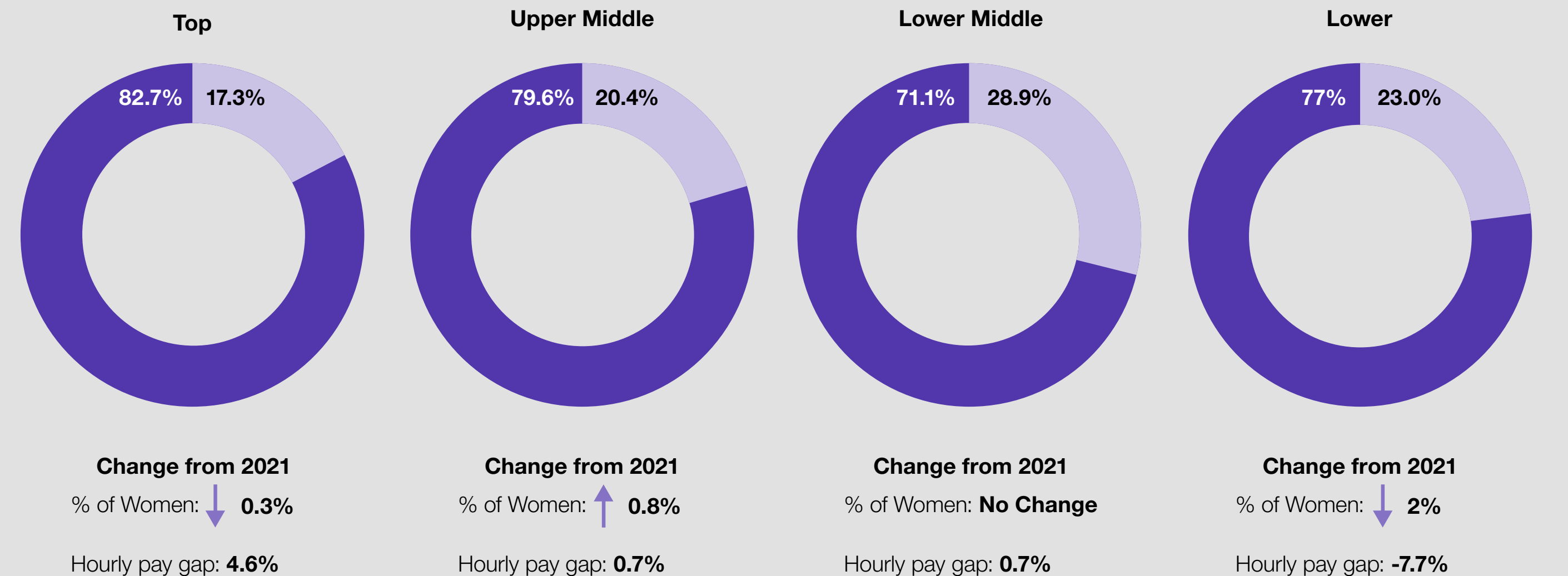
Gender pay gap

	2022	vs	2021
CGI mean gender pay gap	5.4%	↓	2.6%
CGI median gender pay gap	9.6%	↓	1.8%

Bonus pay gap

	2022	vs	2021
CGI mean bonus pay gap	2.9%	↓	8.9%
CGI median bonus pay gap	7.4%	↓	7.7%
Percentage of women receiving a bonus at CGI	73.2%	↓	9.5%
Percentage of men receiving a bonus at CGI	75.2%	↓	5.5%

Gender balance by pay quartile



Getting behind the 'gender pay gap' numbers

We are pleased to report a significant improvement in our gender pay gap figures, with the mean and median figures now standing at **5.4%** and **9.6%** respectively.

These figures show a considerable reduction compared to the previous year. With a mean pay gap which is now less than half as wide as when first reported in 2017, we are continuing to make real progress over the longer term, and want to go further.

The bonus pay gap figure has again reduced significantly, reflecting positive movement towards a more even representation of women throughout CGI



The percentage of both men and women receiving a bonus dropped, slightly more so for women than men, reflecting variations in the gender split across internal business units, and whether those areas qualified for bonus payments.

Overall, women account for 23% of UK members which is above average for our industry*.

Whilst our representation remained fairly constant between 2021 to 2022, we continue to focus on growing our female member population.

The pay quartile breakdown helps us understand the representation of men and women at different levels of pay throughout CGI. It shows that female representation is highest in the lower middle quartile, with the lowest quartile following in second position. We know that evening out the numbers of women across the four quartiles will help us continue to reduce our pay gap and so this is an aim for us.

* Source: Womenintech report that 19% of the workforce in the UK IT sector are female

What we're doing

The actions we are taking to improve female representation and reduce our gender pay gap sit within a much broader strategy where our aspiration is to be a leader in diversity and inclusion within our industry. We believe that an enabler for this is being unconditionally inclusive to ensure that everyone can bring their whole self to work and feel supported to be the best they can be in their chosen career.

Central to our strategy for achieving a truly representative workforce is a focus on bringing a broad spectrum of talent into our organisation as well as growing diverse leadership from within.

Over the year we produced more than 40 career articles and videos to attract new members where we emphasised the importance of inclusivity within our teams.

We also implemented a more frequent promotion process and rolled out promotion readiness workshops, specifically targeted at female members, to help prepare members for success. As a result, we've seen an increase in the gender diversity of those promoted within our business. In the upcoming year, we'll continue to sustain our emphasis on building and supporting a diverse workforce across CGI.



Credit: Women in Tech

Our efforts to inspire a new generation of female tech talent was recognised by Women in Tech who handed CGI awards for Best Tech Employer 500+ Employees and Best Recruitment Marketing Campaign 2022.

Looking forward

We have refreshed our Diversity, Equity & Inclusion policy incorporating more inclusive language and behaviours, and provide training for our members and leaders on how they can best contribute to ensuring a safe, kind and inclusive working environment.

We are building on our current unconscious bias training and aim for all members and contractors to have completed learning on inclusion by the time of our next report. This session forms part of our mandatory suite of training across all levels in CGI.

Going forward we will strengthen our extensive and expanding network groups and their allies, collaborate with our global colleagues on creative inclusion initiatives, and work with external companies and clients across all the areas we operate in to drive forward greater diversity within our teams.

Building on our promotion readiness workshops, we'll be undertaking a review of our promotion process to ensure it is equally accessible to all members. We'll also be adding a "non-binary" self-identification option to our surveys, so members can feel they are properly seen and valued within the administration of our business.



What our members say

“Most large organisations have a “message” about DE&I, but when I joined CGI I felt it wasn’t just lip service, there are a number of women senior leaders, including our President, and they aren’t solely in more traditionally female business areas. The gender pay gap position is pretty good but we aren’t resting on our laurels, we are implementing things to improve the position further (again not just lip service). We actively encourage women to go for promotion and to have the confidence in their skills and talents and male team members and leaders play their part in moving the dial on diversity and inclusion. Are we perfect? No, but everyone is encouraged to challenge the status quo and we keep trying to be better and that means we are moving in the right direction.”

- **Debbie**, Vice President, Central Government



Unconditionally **inclusive**

CGI's gender pay gap report is an important part of our commitment to being an unconditionally inclusive employer. It helps us to reflect on what's going well, and where we can do better. An honest engagement with these figures gives us direction on moving our wider DE&I journey forward, respecting difference, designing for inclusion and creating equality.



Our networks

At CGI, we believe there should be no limits on a person's dreams and aspirations. Our member-led networks also offer valuable encouragement, support and activities to ensure everyone has the opportunity to contribute to our success. All are welcome to join – and our networks encourage ally membership.

BAME Network

Bereavement Support Network

Disability Network

LGBT+ Network

Men's Health Network

Mental Health First Aid Network

Neuroverse Network

Parental Network

Part-Time Network

Uniformed Services Network

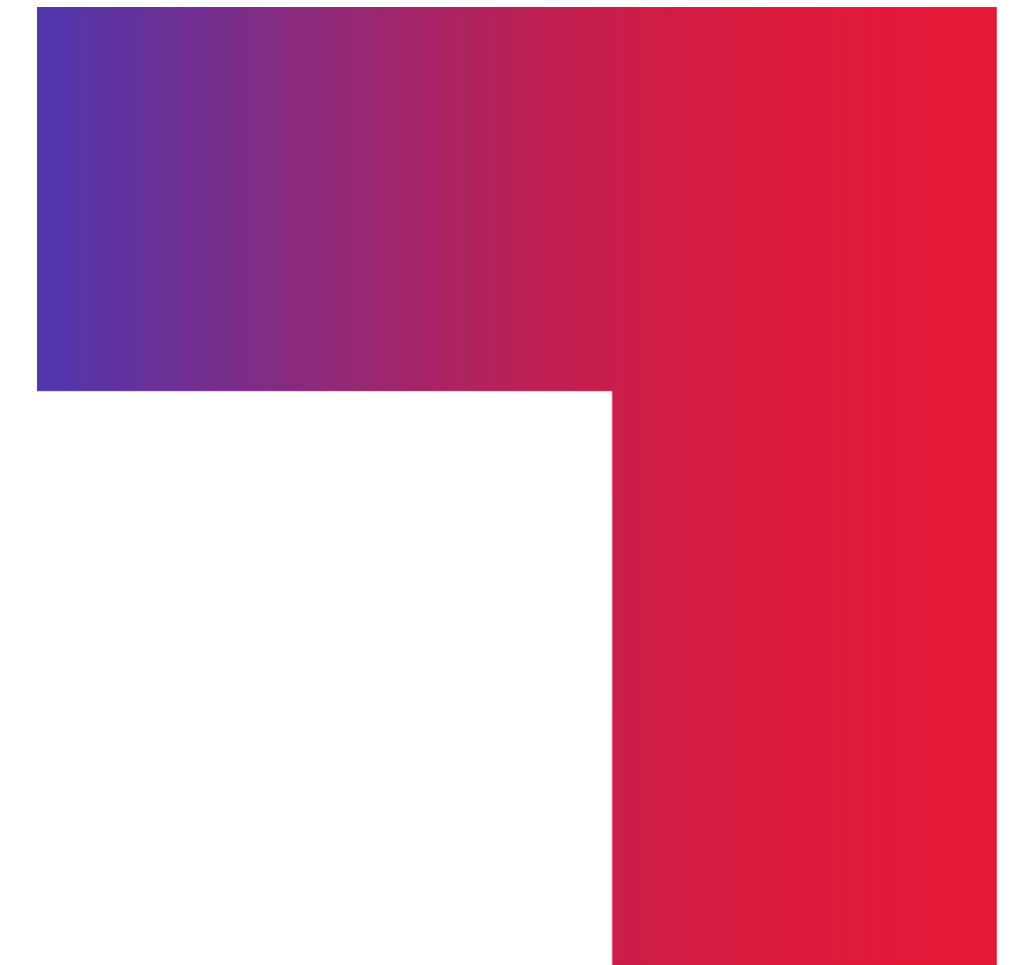
Women's Network

Women's Health Network

Young Professionals Network

and more...

Find out more about [our networks](#).



About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-based to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

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