

## Gender Pay Gap Report 2017

### Foreword

The Economist Group aims to offer insight, analysis and services that are valued by its customers.

Underpinning the Group's ability to fulfil this objective is a commitment to independence, integrity and delivering high quality in everything it does.

*The Economist* newspaper has a strong liberal history which also underpins many of the values of the wider brand family. The Group supports the cause of diversity and inclusion through its commentary, analysis and worldwide Pride and Prejudice events focusing on the significance of inclusion in all aspects of business and politics.

In this report, we concentrate on gender and provide information about employment and salary patterns globally and our gender pay gap in the UK (as per the UK Government reporting guidelines). From this information it is clear that while we employ similar numbers of men and women we need to provide more opportunities for women to progress. The report covers some of the steps we will take to do this.

We are committed to achieving gender parity across the Group and through annual measurement and reporting we will demonstrate improvement. We attract many applications for employment both from men and women and need to ensure that appointments and career progression achieves our goal particularly at more senior management levels.

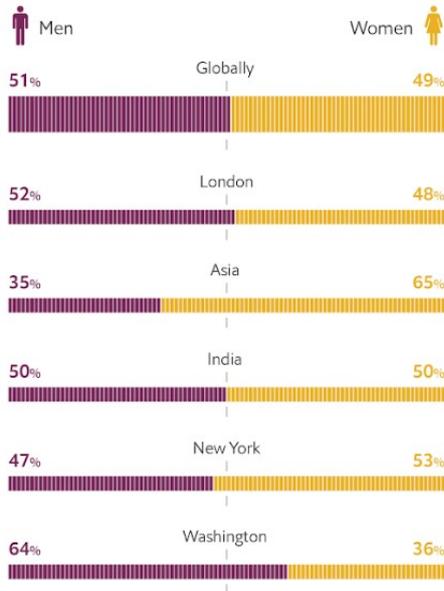


**Chris Stibbs**  
Chief executive  
March 22nd 2018

# 1. Understanding our employment and pay patterns - globally

## Gender balance

Employment distribution across The Economist Group



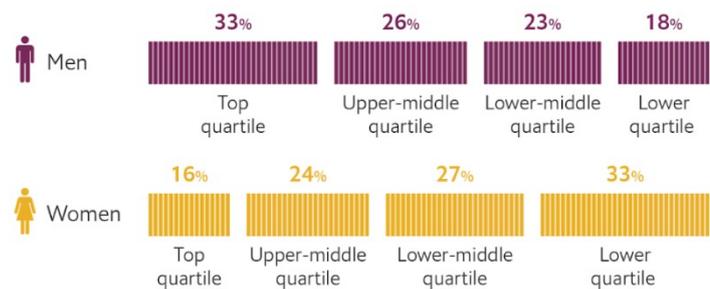
Overall, women currently make up 49% of our employees globally; this increases to 65% in Asia and decreases to 36% in Washington.

The gender split between men and women is almost equal on a global level

When all roles are ranked in order by salary, female representation is higher at the lower end while male representation is higher at the upper end. There is greater consistency in the upper-middle and lower-middle quartiles which account for 50% of all jobs.

## Salary division

Distribution of men and women across salary quartiles\*



Men hold more of the senior, higher paid jobs than women

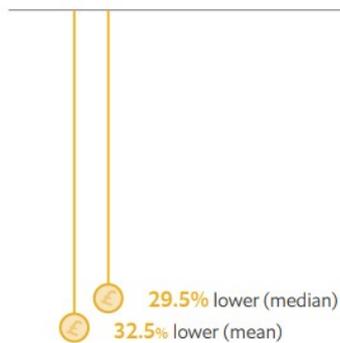
\*Based on annual salary

## 2. The UK gender pay gap

Turning to the UK specifically, under the UK Government’s Gender Pay Gap regulation, companies need to report their gender pay gap if they employ more than 250 staff. The Group employs approximately 670 permanent staff in the UK, mainly in London. This represents 45% of all employees worldwide. It includes the majority of editorial staff, marketing, circulation, media, consultancy, head office functions and support staff.

### Hourly rate

Compared to men’s hourly rate, women’s hourly rate is:



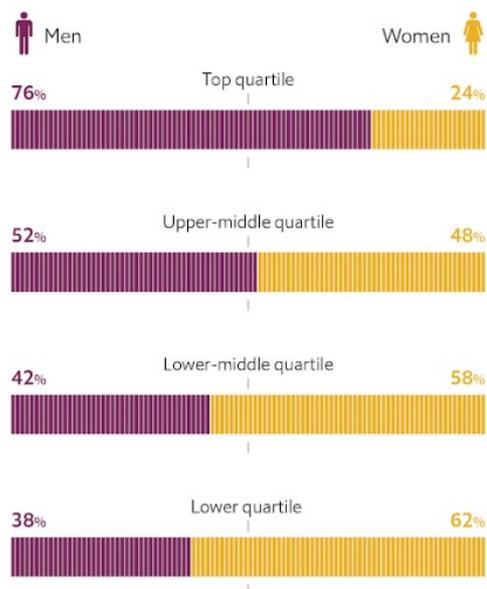
The pay gap at the snapshot date of April 5th 2017 at The Economist Group is 29.5% on a median basis (32.5% using the mean).

The pay gap shows the difference in average pay between men and women. It does not measure equal pay which is pay for doing the same job and is a legal requirement.

The fact that there are more women in junior roles and more men in senior roles, as illustrated in this chart, is a major reason for the pay gap.

### Pay quartiles

Employment distribution across each payroll quartile\*



Nearly twice as many women are in the lowest quartile and three times as many men are at the top

\*Based on cash hourly rate

## Bonus pay

Who receives bonus pay at The Economist Group?

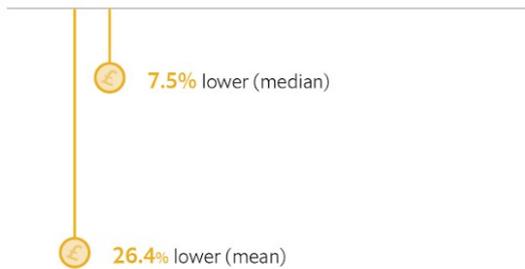
34.3% of men



22.8% of women



Compared to men's bonus pay, women's bonus pay is:



UK gender pay gap reports include bonus pay.

The difference in bonus payments, based on bonuses paid in the year up to April 5th 2017 at The Economist Group, is 7.5% on a median basis (26.4% using the mean). As most bonuses are a percentage of salary and bonus percentages increase with seniority, the smaller proportion of women in senior roles is the main reason for the difference.

### 3. Closing the gender gap - globally

The challenge in achieving gender parity is at either end of the organisation. In lower paid roles, turnover is higher and includes career entry points in most businesses as well as essential support roles. With careful recruitment and selection, we should be able to address the imbalance. At the upper end, longer tenure and lower turnover creates fewer opportunities for career progression generally and therefore gender parity will take longer to achieve. However, we are committed to multiple male and female candidates being considered for senior roles and to ensuring better male and female balance in management teams. Some teams have achieved this and others have a way to go.

While the key challenge is of equal representation of women in senior roles and management teams, this will not be achieved by recruitment and career progression alone. We will also re-examine policies and practices, paternity and maternity support, management development, and deploy widely our diversity and inclusion training including understanding unconscious biases.

#### 4. Inclusion

This report has concentrated on gender, however, a review of our policies, practices, development and training will cover broader diversity and inclusion. We are committed to an inclusive environment for all our employees regardless of ethnic origin, national origin, gender, race, colour, religious beliefs, disability, sexual orientation or age.

#### 5. UK Statutory disclosures

The table below shows the UK median and mean gender pay gap based on hourly rates of pay of those employed on the snapshot date of April 5th 2017.

	Median	Mean
Gender pay gap	29.5%	32.5%

The following tables show the UK median and mean gender bonus gap based on bonuses paid in the year to 5 April 2017 and the proportion of men and women who received a bonus.

	Median	Mean
Gender bonus gap	7.5%	26.4%

% of men receiving bonus pay	34.3%
% of women receiving bonus pay	22.8%

The final table shows the proportion of men and women in each pay quartile, based on hourly pay rates.

	% men	% women
Upper	76	24
Upper middle	52	48
Lower middle	42	58
Lower	38	62

I confirm the data reported is accurate.



**Catherine Hearn**

Group Human Resources Director  
March 22nd 2018