

# Gender pay gap report 2019

# Introduction

## **This report sets out the information and data of the gender pay gap at JDR Cable Systems Ltd (JDR) for 2018.**

Last year we published our first gender pay gap report, setting out the difference in average pay between men and women across JDR. Our latest gender pay gap report shows an improvement in our pay gap results.

The gender pay gap exercise continues to be a valuable experience for us; helping to inform the development of our people strategy.



Joanne Dooney  
HR Director

---

## Gender pay gap

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to annually publish their gender pay gap data by 4 April each year.

A gender pay gap is a measure of the difference in the average pay of men and women working for an organisation, regardless of the nature of their work.

It is different from an equal pay comparison, which involves a direct comparison of two or more people carrying out the same, similar or equivalent jobs.

---

## How the results are calculated

Employers are required to publish their gender pay gap using six calculations. Four of those calculations are required to use a 'mean' and 'median' calculation. Reporting both 'mean' and 'median' figures provides a broad view of the gender pay gap.

### **The 'Mean' calculation**

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. This calculation is completed separately for men and women and the totals are compared.

While useful, this average may be skewed by a small number of high or low earners.

### **The 'Median' calculation**

The median is the number which is in the middle of a ranking of pay from lowest to highest. This calculation is also completed separately for men and women and the middle figure of each group is compared. Statisticians tend to prefer this as a view of 'typical' pay, as extremes of low and high pay do not affect the median.



Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to annually publish their gender pay gap data by 4 April each year.

# JDR gender pay gap figures 2018

The information in this section sets out the overall gender pay gap and bonus gap of our UK workforce, as of 5 April 2018.

The data that we have used to provide the JDR gender pay gap figures has been obtained from our existing HR and payroll records. This does not involve publishing individual colleagues' information or data.

## Our gender pay statistics

**Mean: 15.2%**

This shows the difference in the average hourly rate of pay between men and women

**Median: 10.1%**

This shows the difference in the middle ranked pay between men and women

## Our bonus statistics

**Mean bonus gender gap: 52.4%**

This shows the difference in the average total amount of bonus payments made to men and women in the 12 months to 5 April 2018

**Median bonus gender gap: 0%**

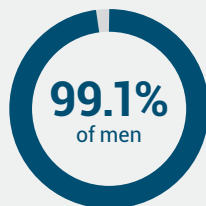
This shows the difference in the middle ranked bonus payments made to men and women in the 12 months to 5 April 2018

## In the 12 months to 5 April 2018:

98.3% of women received a bonus

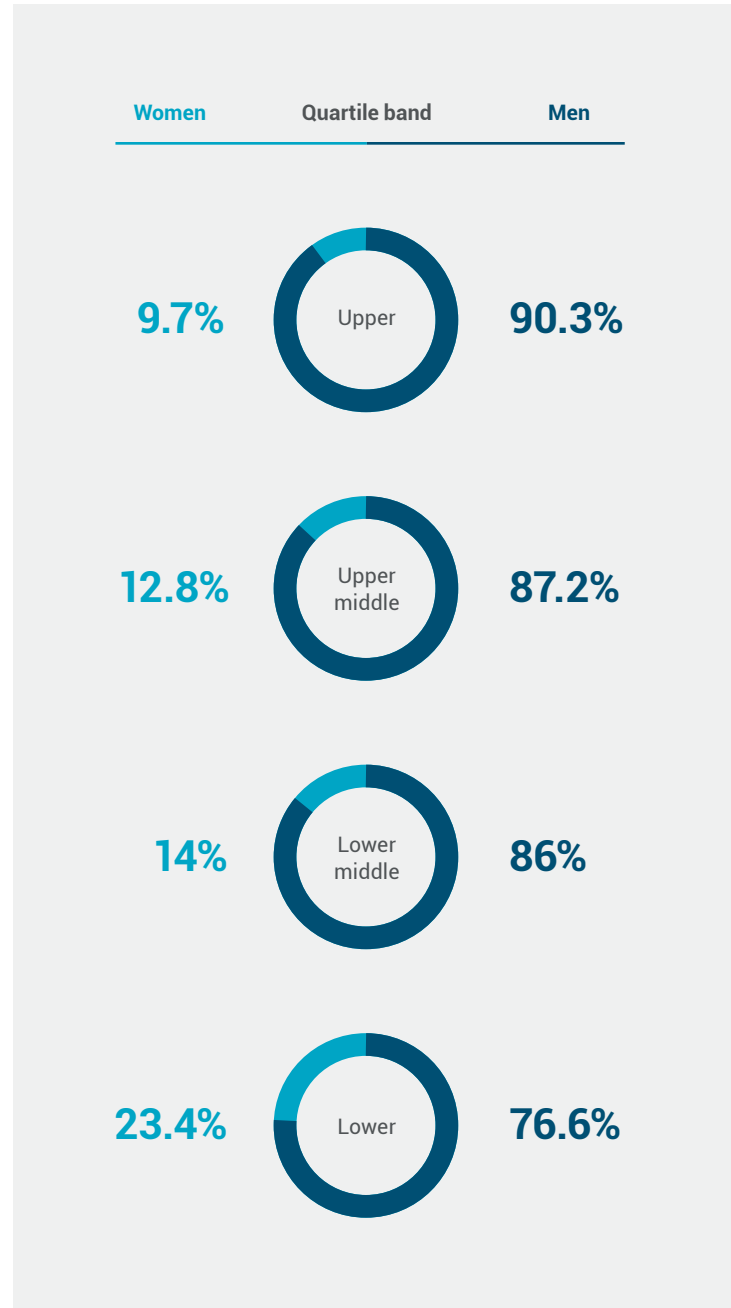
99.1% of men received a bonus

## Bonuses received by...



## Our quartile ranges

The proportion of men and women in each quartile band:



This shows the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each colleague across JDR from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of men and women in each.

---

## Understanding the JDR pay gap

At JDR we employ more men than women. JDR's workforce is 85% men and 15% women.

When we analyse the roles undertaken by men and women in JDR there are fewer women than men in relatively higher paid positions, such as managerial roles, which may attract higher pay, bonuses and allowances. This is the main reason for our gender pay gap.

Furthermore, we operate in an industry that relies heavily on roles requiring STEM skills (science, engineering, technology and maths). STEM careers have historically attracted more men than women.

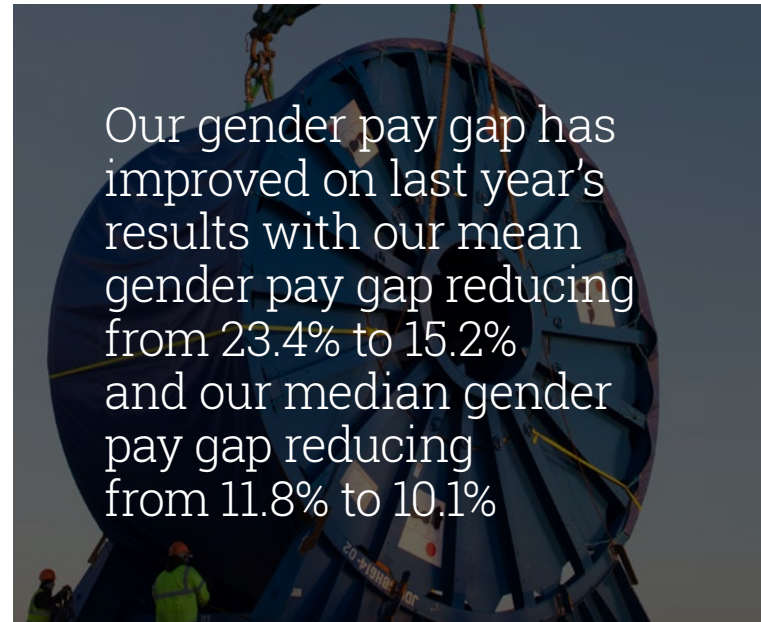
---

## Reflections on 2018

Our gender pay gap has improved on last year's results with our mean gender pay gap reducing from 23.4% in 2017 to 15.2% in 2018 and our median gender pay gap reducing from 11.8% in 2017 to 10.1% in 2018. This also compares favourably to 2018's overall gender pay gap for median gross hourly earnings, published by the Office for National Statistics (ONS), of 17.9%.

There is still more we need to do at JDR to improve our gender pay gap and diversity at senior levels. Nevertheless, some of the highlights of our 2018 year include:

- More training provided to women at JDR, including MBA sponsorship for one of our female colleagues.
- We were delighted when, early in 2018, our colleague Jingyi was shortlisted for the Young Emerging Talent award by Subsea UK.
- JDR has also supported Jingyi in being an active member of the CIGRE Next Generation Network (NGN) Women's network. CIGRE is the International Council for large electrical systems.
- Over the last 12 months JDR representatives attended 8 STEM events up and down the country and we have offered factory tours to local schools as part of our commitment to STEM awareness.



---

## 2019 focus

We are committed to nurturing talent in JDR and to identifying opportunities for development. For 2019 we have got off to a good start with the following appointments:

- JDR are keen to support the progression of women in leading our industry and therefore we were delighted when our colleague Jingyi was recently elected as the CIGRE Next Generation Network (NGN) Secretary and Treasurer.
- Furthermore, our colleague Caroline, from our Analysis team, was appointed as JDR's representative for the Offshore Wind Innovation Hub – Industry Challenge Committee (OWIH-ICC) for Offshore Wind Substructures. Caroline will join the cross-industry group which includes representatives from the wind farm developers, turbine foundations suppliers and other stakeholders. The group is tasked with innovation development for the foundations used in offshore wind generation.

Externally, we are strong advocates of STEM and remain committed to our longer term objective of encouraging more women and girls to pursue STEM subjects and related careers and to view JDR as a potential employer. Our STEM ambassadors continue to be proactively involved in STEM events from the North to the South of the UK.

---

# Statutory Disclosures

JDR employs more than 250 employees and we are therefore required to provide statutory figures as follows:

Mean gender pay gap: 15.2%

Median gender pay gap: 10.1%

Mean bonus gender pay gap: 52.4%

Median bonus gender pay gap: 0%

Proportion of male employees who received bonus pay: 99.1%

Proportion of female employees who received bonus pay: 98.3%

## **Proportion of females in each quartile band:**

Upper 9.7%

Upper Middle 12.8%

Lower Middle 14%

Lower 23.4%

I confirm that the above data is accurate at the snapshot date of 5 April 2018



**Joanne Dooney**  
HR Director



**JDR Cable Systems Limited**  
Apex 2, 97 Haymarket Terrace,  
Edinburgh, EH12 5HD