

Super Smart Service gender pay gap for 2023

At Super Smart Service, we are committed to fostering a diverse and balanced workforce. Anchored by our core values—Respect, Pragmatism, Excellence, and Win-Win Collaboration—we are dedicated to establishing a fair and equitable pay structure that embodies our commitment to fairness and integrity. All data in this report has been calculated in compliance with the 2017 Equality Act (Gender Pay Gap Information) Regulations. This report provides a comprehensive analysis of gender pay disparities within our organization and highlights the actions we are taking to advance gender balance and equity in the workplace.

Gender Distribution: Among full-pay relevant employees, male employees account for 57.8%, while female employees represent 42.2%. Gender distribution is relatively balanced across most pay quartiles, a notable disparity exists in the lower quartile, where female employees are underrepresented by 32.5% compared to their male counterparts.

Hourly Pay Gap: Female employees have slightly higher average and median hourly wages compared to male employees, with average hourly pay being 2.7% higher and median hourly pay being 1.5% higher. Across the four pay quartiles, average hourly wages for both male and female employees are relatively equal, reflecting balance in hourly pay overall.

Bonus Pay Gap: Female employees are more likely to receive bonuses, with 92.81% of female employees having received a bonus in the past 12 months, compared to 87.10% of male employees. Additionally, the average bonus for female employees is 46.79% higher than that for male employees, and the median bonus is 56.54% higher.

Conclusion: Overall, while female employees earn slightly higher hourly wages, their bonus amounts are significantly higher than those of male employees. Our company should take proactive measures to address these disparities and promote gender equity in pay and career advancement.

In alignment with our core values of Respect, Pragmatism, Excellence, and Win-Win Collaboration, I am actively implementing the following initiatives to foster gender balance and promote an inclusive work environment:

- Equitable Hiring Practices and Inclusive Development Programs
- Mentorship and Sponsorship for career advancement
- Regular Pay Audits and Promotion of a Positive Workplace Culture

By actively reviewing and improving our practices, we are committed to closing the gender pay gap and providing equal opportunities for success to every team member. We will continue to monitor our progress and take steps toward achieving true gender equality in our organization.


Yongbin Lin (Nov 20, 2024 14:34 GMT)

Yongbin Lin

UK Regional General Manger

Data Analysis

This report, based on the UK gender pay gap guidelines, analyzes the pay disparities between male and female employees as of April 2023. It includes a detailed examination of hourly wages for full-pay relevant employees, as well as an analysis of bonus payments for both full-pay and non-full-pay employees over the previous 12 months.

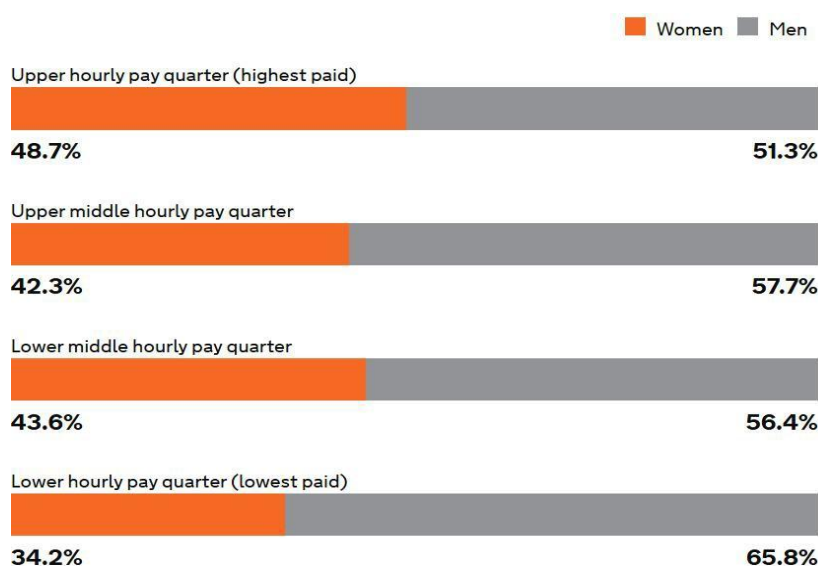
● Gender Proportion

- **Male employees:** 57.8%
- **Female employees:** 42.2%

● Hourly Pay Comparison

- **Average Hourly Pay:** Female employees' average hourly pay is **2.7% higher** than that of male employees.
- **Median Hourly Pay:** Female employees' median hourly pay is **1.5% higher** than that of male employees.

● Gender Distribution by Pay Quartile



- **Upper Quartile:** Female employees make up slightly less than their male counterparts by **3%**.
- **Upper Middle Quartile:** Female representation is **15% lower** than that of male employees.
- **Lower Middle Quartile:** Female employees are **13% fewer** than male employees.
- **Lower Quartile:** Female representation is nearly **32% less** than male employees.

● Average Hourly Pay by Quartile

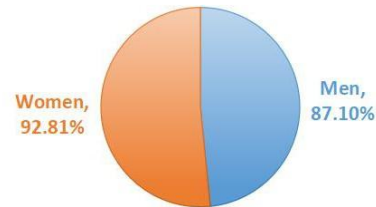
- **Upper Quartile:** A small pay gap exists, with female employees earning **0.84% less** than male employees.
- **Upper Middle, Lower Middle, and Lower Quartiles:** Average hourly pay is nearly identical between genders, approximately **£1 per hour** equivalent for both.

- **Gender Proportion of Employees Receiving Bonuses**

- **Overall Distribution:**

- **Male employees:** 57.2%
- **Female employees:** 42.8%

percentage of men and women receiving bonus pay



- **Bonus Recipients:**

- **Male Employees:** 87.10% received a bonus.
- **Female Employees:** 92.81% received a bonus.

- **Average Bonus Amounts**

- **Mean Bonus:** Female employees' average bonus was **46.79% higher** than that of male employees.
- **Median Bonus:** Female employees' median bonus was **56.54% higher** than that of male employees.

The findings indicate that female employees at Super Smart Service had slightly higher average and median hourly wages than male employees, with gender representation becoming more balanced across quartiles as pay levels rose. Additionally, female employees received higher average and median bonuses compared to their male counterparts, highlighting a noticeable gender pay gap in the distribution of KPI-based and longevity-based bonuses. This difference may be partly attributed to higher job stability among female employees at Super Smart Service.

Encouraging and Maintaining Gender Balance in the Workplace

Our bonus pay analysis reveals that women in our organization not only receive bonuses at a higher rate than men but also tend to earn higher bonuses on average. This trend can be attributed to several factors: women often excel in performance-based roles that emphasize productivity and quality, and they frequently demonstrate greater stability in their positions compared to men. This stability leads to longer tenure and more consistent career development, which in turn contributes to higher bonus earnings over time as their prolonged service enhances their expertise and performance evaluations. These factors combined suggest that while the base salary gender pay gap may still require attention, the current bonus situation reflects women's sustained contributions and commitment to the organization.

Our organization is committed to fostering an inclusive and equitable workplace where all employees, regardless of gender, have equal opportunities to thrive. Aligned with our core values of Respect, Pragmatism, Excellence, and Win-Win, we have implemented the following initiatives to encourage and maintain gender balance:

1. Equal Opportunity Hiring Practices

- We are dedicated to ensuring that our recruitment processes are free from bias. We actively seek to attract a diverse pool of candidates and ensure that hiring decisions are based solely on skills, experience, and potential, regardless of gender.

2. Inclusive Training and Development Programs

- We offer training and development programs that are accessible to all employees, with a focus on leadership development and career advancement. These programs are designed to equip women with the skills and confidence needed to pursue and attain leadership roles within the organization.

3. Mentorship and Sponsorship Programs

- We have established mentorship and sponsorship programs aimed at supporting the career development of female employees. These programs pair women with senior leaders who can provide guidance, advice, and advocacy, helping them navigate career progression and overcome potential barriers.

4. Regular Pay Audits

- We conduct regular pay audits to monitor and address any gender pay gaps. These audits help us identify areas where disparities may exist and take corrective actions to ensure fair compensation for all employees.

5. Promoting a Positive Workplace Culture

- We actively promote a workplace culture that values diversity and inclusion. This includes offering training on unconscious bias, encouraging open dialogue about diversity issues, and celebrating the achievements of women in our organization.