

# Volvo Group UK Gender Pay Gap Report



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The UK government introduced a requirement for all businesses with 250 or more employees to publish annually updated information about their Gender Pay Gap.

This is the third set of data to be published and relates to pay received by employees in April 2019, with bonus information relating to the period April 2018 – March 2019.

It should be noted that the **Gender Pay Gap is not about Equal Pay**. The Gender Pay Gap calculation takes the average hourly rate for all women across the organisation and compares it to the average hourly rate for all men across the organisation, whereas Equal Pay is about ensuring men and women doing the same job are paid at equivalent rates. Where an organisation has a Gender Pay Gap this does not show that men and women are paid differently for carrying out similar roles, however it can indicate that there are more men in senior roles than women.

According to Office of National Statistics figures for 2019, the median Gender Pay Gap across the whole of the UK amongst all employees was 17.3%. **This means that Volvo Group UK Ltd is ahead of UK industry as a whole, however more can be done.**

The data uses the following measures:

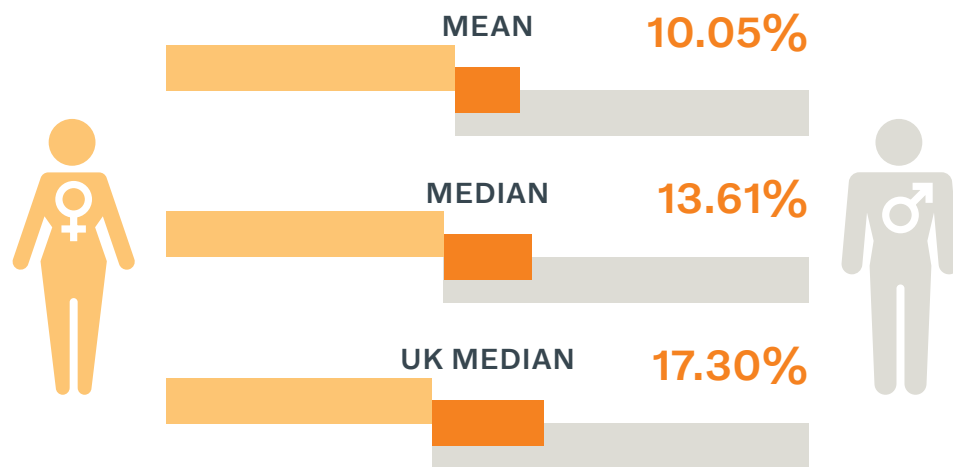
**Mean** – the average of the total number

**Median** – the middle number in the complete sequence of pay data

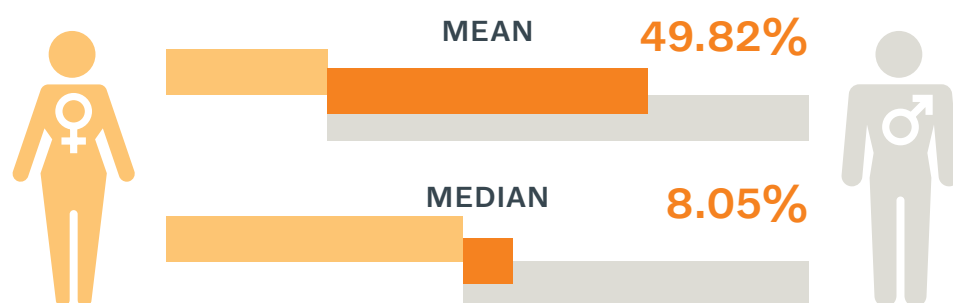
**Quartile** – the distribution of the data into four groups, including the lowest and highest 25%.

## Gender Pay Gap

### HOURLY PAY

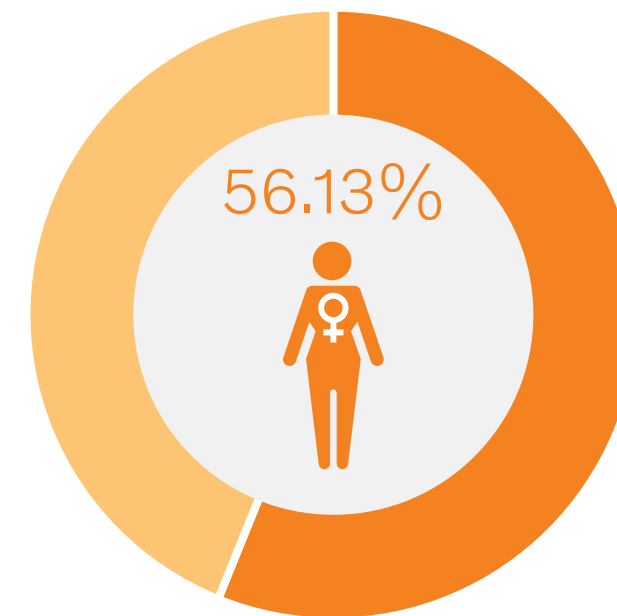


### BONUS PAY

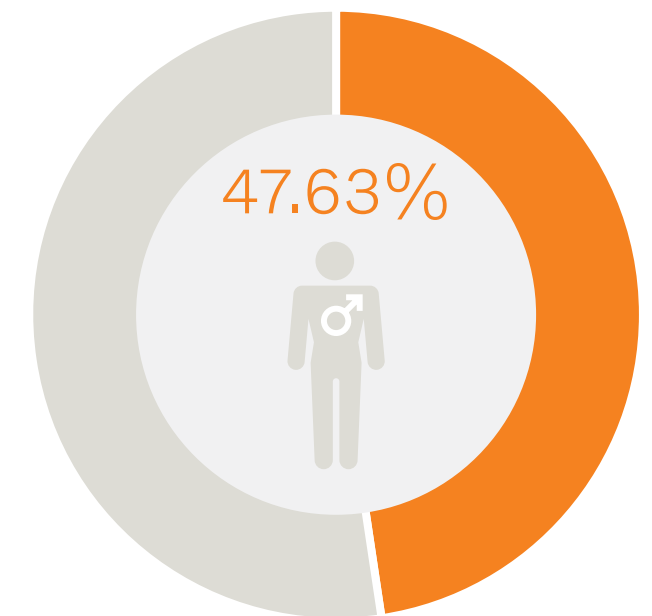


## Bonuses Paid

PROPORTION OF WOMEN RECEIVING A BONUS



PROPORTION OF MEN RECEIVING A BONUS



## Quartiles



## Understanding Volvo Group UK Ltd's Gender Pay Gap

There has been some progress year-on-year, with the median Gender Pay Gap in Volvo Group UK Ltd decreasing from 15.95% to 13.61%. However, there is more progress that needs to be made to ensure Volvo Group UK Ltd can attract women into more senior roles, whilst also focussing on developing female talent internally.

The gender pay gap can be influenced by a range of socio-economic factors – for example women returning to work part-time following career breaks for childcare reasons. The sector in which Volvo Group UK operates has traditionally suffered from an inability to attract female employees. Whilst this is an issue for most engineering employers, Volvo Group UK's median gender pay gap of 13.61% is slightly ahead of the figure reported by the Office of National Statistics for the whole UK economy. However, Volvo Group UK Ltd recognises that more progress still needs to be made.

The bonus pay gap figure is distorted by the high number of males in senior roles, as evidenced by the quartile figures, which show that approximately 85% of Volvo Group UK's most highly paid employees are male.

The figures showing that females are more likely to receive a bonus than males are because female employees tend to be employed in White Collar roles, which attract a bonus, whereas Blue Collar roles are dominated by male employees.

## What is Volvo Group UK Ltd Doing?

Volvo Group UK Ltd is part of a global organisation, and as such, we recognise that a diverse workforce is a key driver for success. We are committed to being an equal opportunities employer. We take a proactive stance on diversity and, whilst attracting and retaining female employees is a challenge for the whole of the engineering sector, Volvo Group UK has been working to improve our position. Globally Volvo Trucks, which is part of Volvo Group UK Ltd, has an aim of 35% of senior managers to be female by 2025. And Volvo Bus has a global target of 50/50 male/female split of recruitment across all roles.

In the UK we continue to work with colleges to build a female apprentice network with other employers to help support our apprentices. We also ensure that we are showing that engineering is not just a job for men when we attend national skills shows or carry out apprentice presentations. And we've been successful in attracting female apprentices, with our Truck and Bus Centres working to ensure they are a welcoming environment for everyone. Resourcing Specialists in our Warwick Head Office and also within each of our Truck & Bus Centre regions proactively manage our recruitment strategy to ensure we are attracting a diverse workforce, including the use of non-gender specific vocabulary in recruitment advertising.

Volvo Group UK Ltd has also been part of internal careers fairs, encouraging individuals across the various Volvo Group of companies to apply for roles in different parts of the organisation; including examples of women at all levels sharing their career story to encourage and inspire others.

We ensure our managers are fully trained in interview techniques to ensure a fair, non-discriminatory and consistently gender neutral approach to appointments, both internal and external. Some of our Business Areas, particularly at the Warwick Head Office, operate "core hours," recognising that employees appreciate flexibility in managing their outside work commitments.

We are also introducing a mentoring programme which will be open to everyone, and we'll be encouraging our high potential female employees to take part, both as mentors and as mentees.

I confirm the data to be accurate

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**Robert Grozdanovski**

Managing Director

Volvo Trucks, UK & Ireland

**VOLVO**

Volvo Group UK  
[www.volvogroup.com](http://www.volvogroup.com)