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Bechtel Ltd UK Gender Pay Gap Report 2017

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Bechtel Ltd, United Kingdom

Context of gender pay gap report

Bechtel actively builds a diverse, inclusive and collaborative work environment. We recognise that a diverse and inclusive workforce improves the quality of decision-making and boosts productivity.

Today, we publish our gender pay gap data for Bechtel Limited. This is in response to new legislation introduced by the UK Government requiring companies with 250 or more employees to publish their gender pay gap annually. The gender pay gap is defined as the difference in average pay between all males and all females within a company, regardless of position or grade.

At Bechtel Limited men and women are paid equally, in salaries and bonuses, for doing equivalent jobs. However, our data also shows we have a gender pay gap of 28.2%, which is driven by the under-representation of women in senior, higher paid roles within the company. The bonus pay gap is also driven by fewer women in senior positions where higher bonuses are paid.

Operating within the engineering and construction industry, a traditionally male-dominated sector, affects the gender balance of our workforce. Only 21% of the core STEM workforce in the UK are women, and 9% of the engineering workforce in the UK is female (compared with 15% in Bechtel Limited). This is just one reason we are keenly focused on increasing the pipeline of women studying STEM (science, technology, engineering and maths) subjects that will lead to careers in construction and engineering.

Actions to Reduce the Gap

In the past five years, our average pay gap has reduced from 34.6% to 28.2%. During this same period, the percentage of senior level positions held by women has doubled. The progress we have made, and continue to make, is focused on three key strategies: attract, engage and build a diverse and inclusive culture where colleagues feel valued, motivated and treated fairly.

Attract

Bechtel Ltd is committed to increasing the representation of women in the company and attracting the best talent

- Unconscious bias training for hiring managers
- Setting targets for university/ intern candidates and hires
- Supporting organisations that can help us source a more diverse talent pipeline
- STEM schemes/outreach: school visits, sponsors of First Lego League and the Dream Big feature film, to encourage young women to consider careers in engineering

Engage

Bechtel Ltd is committed to fostering a diverse and inclusive work environment for colleagues to develop and succeed

- Additional D&I training for senior management to give tools to reinforce inclusion and hold colleagues to account
- Flexible working arrangements and support for women returning from maternity leave
- Women@Bechtel - an employee resource group for women and men who support gender inclusiveness at Bechtel; build in D&I to other employee resource groups

Build

Bechtel Limited is committed to increasing the number of women in senior positions across our business

- Diverse interview panels, which have proven to increase female and minority hires and promotions in best-in-class companies.
- Identify and formally mentor top talent colleagues for accelerated development to fill future leadership positions
- Performance review structure designed to fairly recognise skills and experiences of all colleagues, irrespective of gender

Bechtel Limited has productive partnerships with key organisations that support women working in our sectors, including WISE (Women in Science and Engineering), who recognised us as Employer of the Year in 2015. We also partner with WIN (Women in Nuclear), and are a member of the Royal Academy of Engineering's Diversity and Inclusion Leadership Group.

While we recognise that reducing the gender pay gap will take time, we also recognise the pressing need to continue to attract, retain and advance women throughout our business. A more diverse and inclusive workforce will result in a company that is more innovative, better understands its customers, and outperforms the competition. We welcome the UK Government's requirement to publish our gender pay gap data and confirm that the data contained in this report is accurate.



Paul Gibbs
Director, Bechtel Limited

Gender pay gap figures

This table shows Bechtel Limited's overall mean and median gender pay gap based on hourly rates of pay as of 5 April 2017.

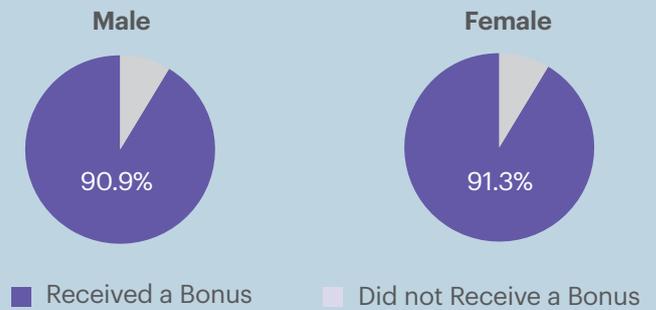
The table also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017.

Analysis of our figures shows the pay gap is driven by having more men than women in senior higher-paid roles within the company.

Difference between men and women		
	Mean	Median
Pay gap	28.2%	31.3%
Bonus Gap	49.4%	63.2%

The proportion of males and females receiving a bonus.

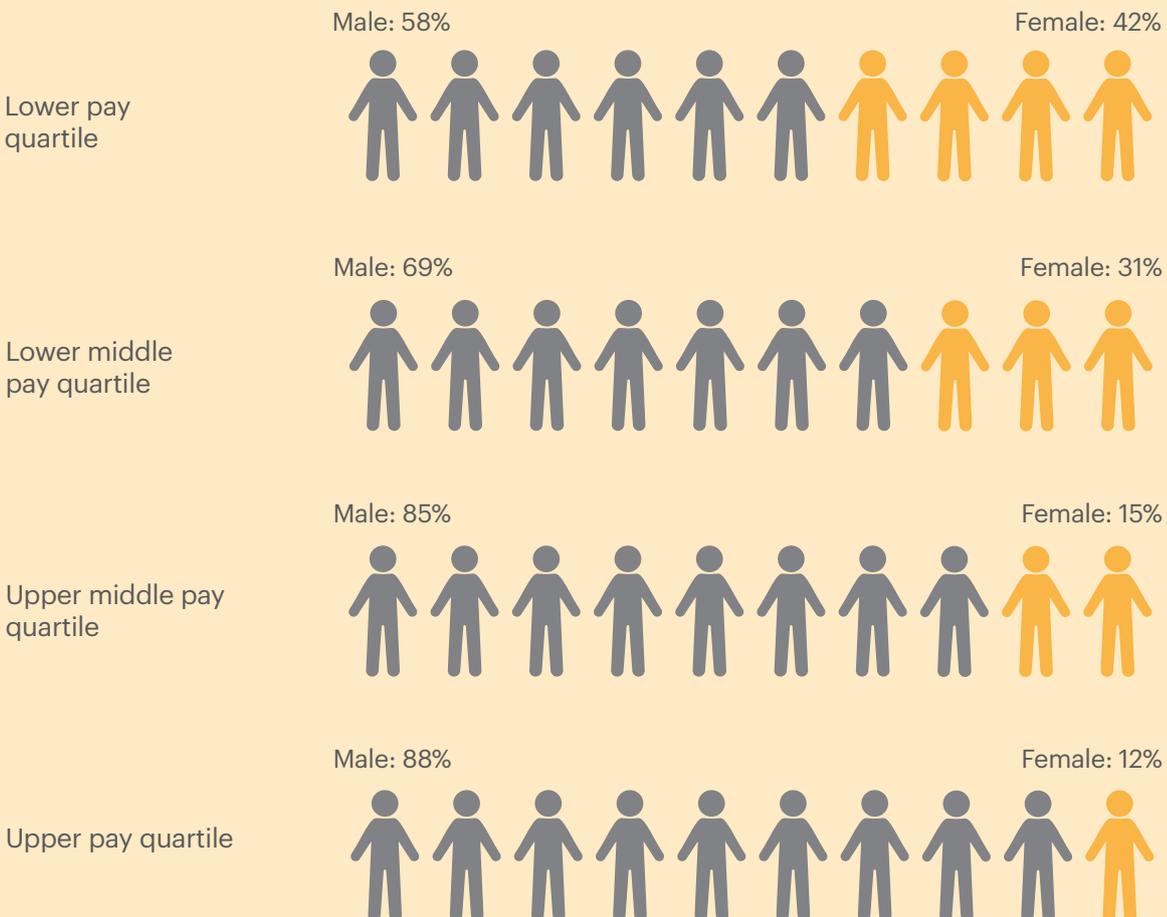
We are confident that men and women at Bechtel Limited have an equal opportunity to participate in and earn a bonus. The chart shows a slightly higher proportion of women than men were awarded a bonus.



Pay Quartiles

Proportion of males and females in each quartile

The chart below illustrates the gender distribution in four equal-sized pay quartiles. The decline in the proportion of women in more senior roles, with higher salary and bonus compensation, creates our gender pay gap. Analysis of the pay gap within each quartile – which groups together similar pay bands – reflects a small pay gap in the two middle quartiles (2.4% and 3.2%, respectively) and no pay gap in the lower and upper quartiles.





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