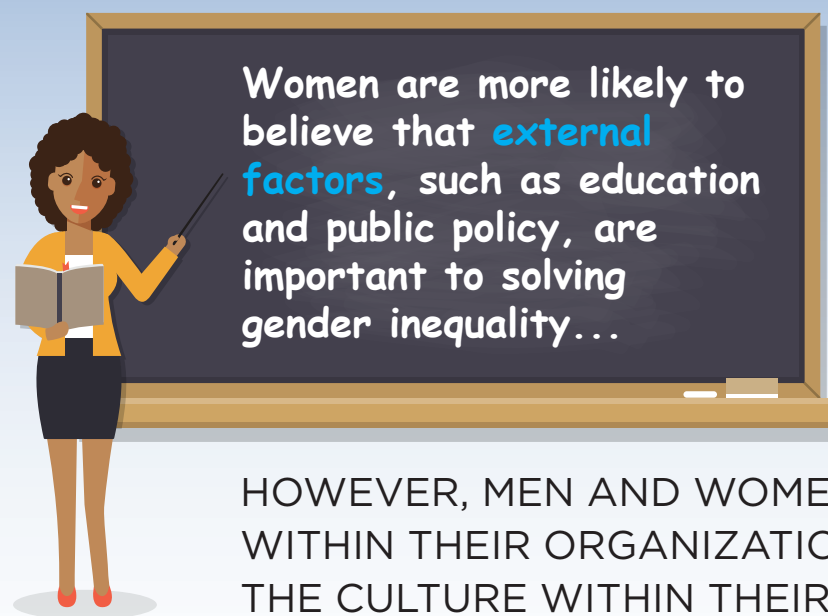


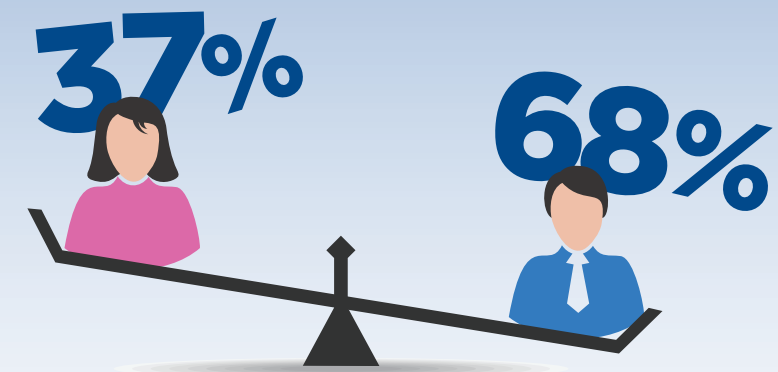
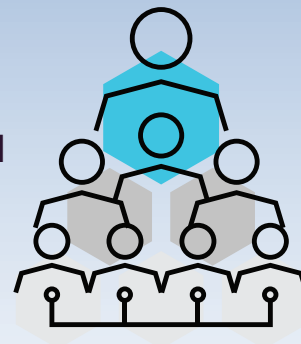
Building a Gender Diverse Workforce

How Pay Equity Helps

When it comes to tackling gender equality issues in the technology sector, men and women have different ideas what approach is best.



...whereas 85% of men believe internal organizational factors are more important.



HOWEVER, MEN AND WOMEN AGREE THAT **PAY EQUITY** WITHIN THEIR ORGANIZATION IS CRUCIAL TO CHANGING THE CULTURE WITHIN THEIR ORGANIZATION.

Only 37% of women believe similarly qualified men and women are paid equally at your organization, compared to 68% of men.



Transparency in pay structures and policies is critical to address pay equity, but current organizations don't do enough to provide that transparency.



Less than 30% of HR or management provides pay ranges to employees



Less than 1/3 of respondents are in a position to see other employees' pay

Only 14% of workers share their pay or compensation details with their coworkers



YOUNGER WORKERS ARE TRYING TO CHANGE THE TIDE
30% of 20-34 year old's share their pay information with others.

Pay equity is an obvious next step that organizations can take to build a culture that supports gender equality.

Learn more about IDC's work with Women in Technology International (WITI) to address unconscious bias: http://bit.ly/IDC_WIT_Bias