zensar

Zensar Technologies (UK) Ltd.
Gender Pay Gap Report for Snapshot
date of 5th April 2020

Introduction

Zensar Technologies (UK) Ltd is committed to a diverse and inclusive workforce. Establishing a dedicated D&I function in recent years has allowed the Company to focus on key initiatives to include:

• Tracking, developing and reviewing women in leadership roles

• Specific programme for mentoring women in key leadership roles

• Gender balance check during the performance appraisal review process

• Introduction of a formal gender pay parity process during the annual salary review

The 2020 Results

This is the first year Zensar Technologies (UK) has been required to publish a pay gender gap report. The report is based on the snapshot date of 5th April 2020.

In the below section, we present our statistics on the gender pay gap and the steps we have taken/are undertaking to ensure we become a gender-neutral workplace with regards to compensation.

Explaining the Pay Gap Difference

Mean hourly pay Gap	Median hourly pay Gap
15.9%	8.2%

Quartile	% Female	% Male
Lower	30.8%	69.2%
Lower Middle	11.5%	88.5%
Upper Middle	14.1%	85.9%
Upper	11.7%	88.3%

Narrative to explain the difference in salaries

At an aggregate level, the pay gap between Mean Hourly salaries at Zensar is 15.9% which narrows down to ~ 8.2% at the Median level.

• In our organisation, we have employees working on multiple skillsets ranging from administrative work to complex artificial intelligence & machine learning domain. Each skill commands a certain market premium.

• Since the gender composition of each skill is not homogeneous, hence we see a pay gap at an aggregate level. However, if we review skill/role wise pay gap, we observe a pay parity between genders.

• At an aggregate level, while we may observe that a higher percentage of women employees fall in the lower quartile, however in continuation to the same point, it appears so as the composition of genders across skills are heterogeneous.

• We observed that ~ 85.7% of our women employees earned at par with their men counterparts holding similar skillsets and performing a similar role.

Bonuses Payment

% of employees receiving bonus	Male	Female
	15.6%	5.6%

Meal bonus gap	Median bonus gap
67.5%	-19.9%

Narrative to explain the difference in salaries

At an aggregate level, the pay gap between Mean Hourly salaries at Zensar is 15.9% which narrows down to ~ 8.2% at the Median level.

• At Zensar, our salary is structured in a way that for a large number of our employees, we offer a base salary only. Only for certain critical positions, we have a variable pay/performance bonus in place.

• This is reflected in our statistics on the percentage of employees eligible for a bonus, which across genders happens to be on the lower side.

• We attribute the variance in bonus eligibility and pay out percentage to heterogeneous distribution of employee among Job roles.

Steps to minimize Pay Gap Difference

To bridge this increasing pay-gap, we followed the below steps:

- **Spreading awareness:** Highlighted the unconscious bias to our Managers/Leaders and ensured that they become aware of their prejudice/hidden bias.

- **Supported with Equal Pay Fitments:** On a periodic basis, the Company reviews the gender pay gap between employees performing similar roles and possessing similar skills and takes appropriate corrective action to bridge the gap.

- **Enabling Decision Making powered by Analytics:** Leaders & Managers are now able to review their recommendations across multiple cuts, of which diversity is one of them. This helps them to refine their recommendations, should they see an unconscious bias in rewarding at earlier stages.

Zensar is proud to have been recognised for its work in a number of D&I forums and the progress it has made with the pay gender gap. We will continue to evolve our practices and continue to promote a diverse and inclusive culture to enable employees to be the best version of themselves.
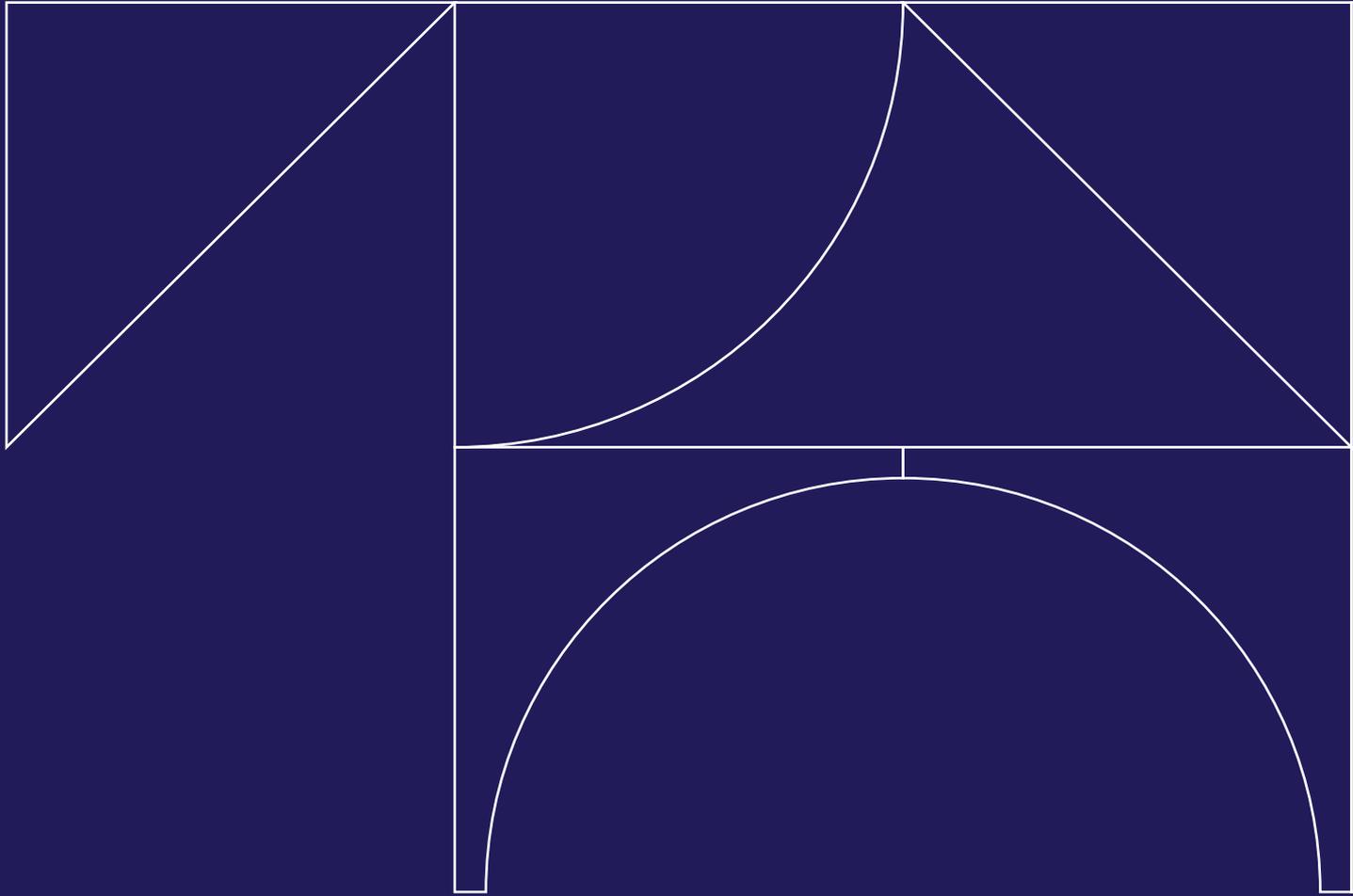
Declaration:

We confirm that the information is accurate and the data provided has been calculated according to the mandatory requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, confirm the information contained in this report is accurate and true.

Chaitanya Rajebahadur
Executive Vice President
and Head, Europe

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