

**Omniwomen Basecamp**

**Gender in  
the workplace research**

**April 2016**

**Portland**



# Gender equality research – Summary of results

Portland conducted a quantitative online survey with 533 white-collar workers in the UK to explore attitudes towards gender in the workplace and the type of adaptations that should be made to accommodate gender difference.

There were a number of interesting findings, not least the complexity of people's views and some, apparently contradictory, findings. This started with the extent to which gender equality is seen as a current problem:

- Gender equality was ranked as the most important equality issue in the workplace.
- However, only a third (35%) felt that they had been treated differently due to their gender.
- Furthermore, the majority think that their workplace is already equal (35%) or will be so in the next 5 (25%) or 10 (17%) years.

These findings potentially suggest that people are overstating the importance, and / or are dissociating or 'othering' the issue i.e. this is problem for other people, but not for me. We see further complexities when we look at the recognition and acceptance of gender differences:

- Men and women agreed that the most valuable traits in colleagues are teamwork, communication and trustworthiness, none of which were consistently felt to be 'male'.
- Most stated no preference for the gender of their leader and there was a clear preference for mixed gender teams which were consistently perceived as more productive, profitable, cooperative, supportive and happy than single gender or gender unbalanced teams.
- However, men were more associated with leadership, ambition, and commercial awareness than women, whilst women were more associated with communication and trustworthiness.
- We also see a bias towards your own gender, with both men and women thinking that they were more likely to demonstrate teamwork and many men preferring male leaders / managers.
- Furthermore, we uncovered examples of everyday sexism such as women suggesting using 'more banter' or 'massaging men's ego' and men being 'more mindful of emotions' with women.

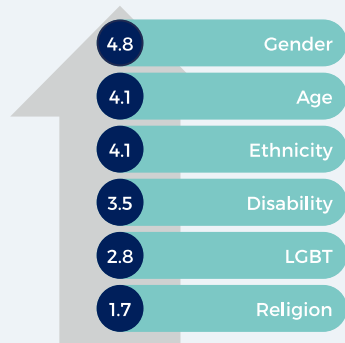
So whilst we are seeing progress towards gender equality in some respects, there is still a way to go. Which leads us to perceptions of future initiatives, where the findings were more conclusive:

- National government and individual businesses are felt to be most responsible for driving equality in the workplace, above individual employees and international institutions.
- There's a strong preference for measures that are equal for both men and women, rather than accounting or adapting for differences between genders.
- The most widespread support was for flexible working hours and support for parents (54%) and gender pay analysis and publication (42%) whilst there was lower support for minimum quotas on boards (24%) or for recruitment of women versus men (21%).

These results pose several interesting questions - notably how to engage people on the topic; how to educate them on the ongoing extent of the issue; and how to gain support for initiatives in particularly those that aim to tip the balance in favour of women and rebalance historical inequality in opportunity.

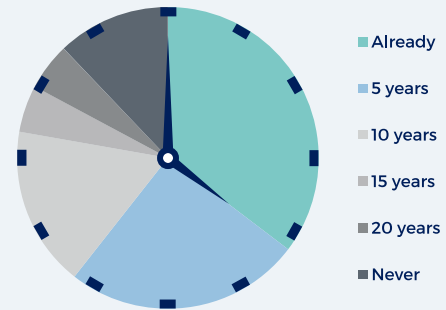
**Gender needs most focus to achieve equality in the workplace**

(inverted rank)



**Most perceive their workplace as already equal or nearly equal**

(% respondents)

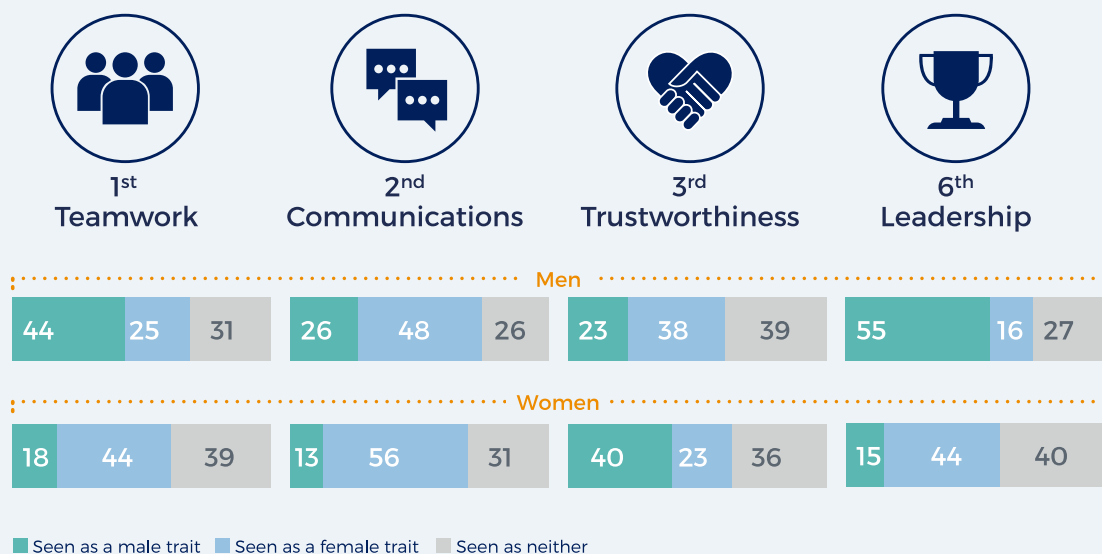


**Most have never felt that people have treated them differently due to gender**

62% of women and 68% of men have never felt that people in their workplace have treated them differently because of their gender.

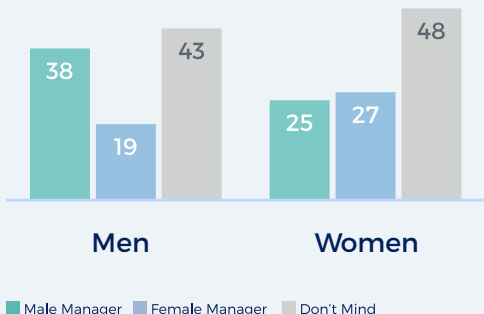
**The most valued traits are not male specific**

Across the board, teamwork, communication and trustworthiness are the most commonly valued traits. However, men and women vary in whether they see certain traits as more male or female.



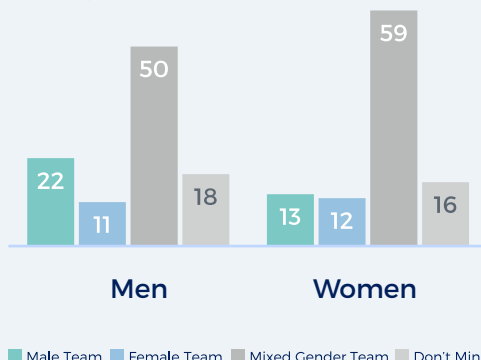
### No preference for manager / leader gender

(% respondents)



### Most would prefer a mixed gender team

(% respondents)



### People think that mixed teams work best, but some gender stereotyping remains

	Mostly Men	Even split	Mostly Women
Productive	●	●	●
Profitable	●	●	●
Cooperative	●	●	●
Supportive	●	●	●
Happy	●	●	●

43%

Do adapt their style of working to take into account gender

### Adaptations when working with men



### Adaptations when working with women



### Younger groups more open to change

2% of 18-24 year olds think that gender equality will never be achieved, compared to 20% in the 45-54 age group

43% of 18-24 year olds think that men and women should be judged on different parameters, compared to 17% of 45-54 year olds



National government seen as most responsible for achieving equality in the workplace (rank)



1  
National government



2  
Individual businesses

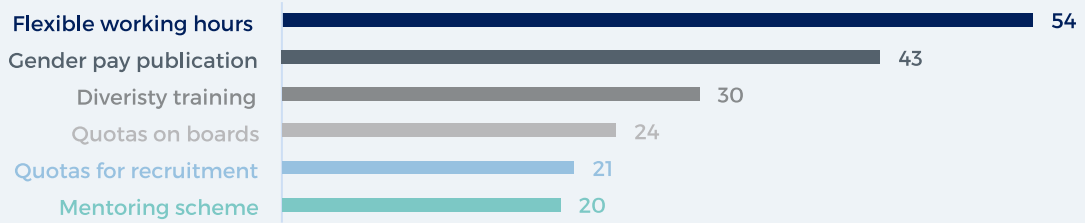


3  
Individual employees

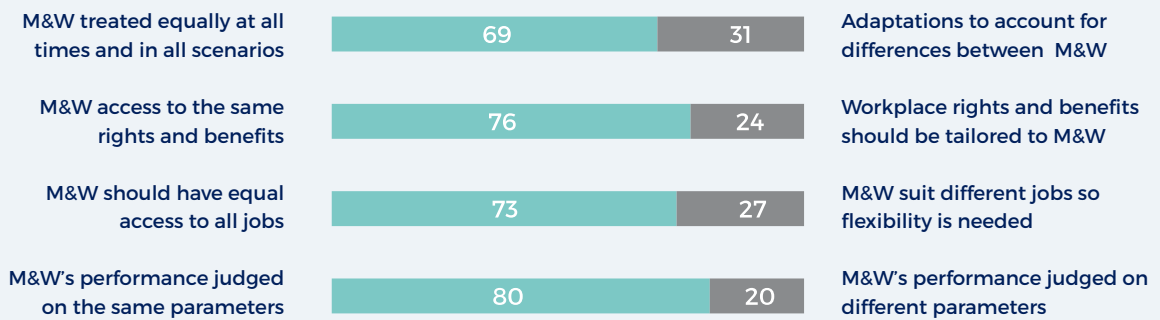


4  
International institutions

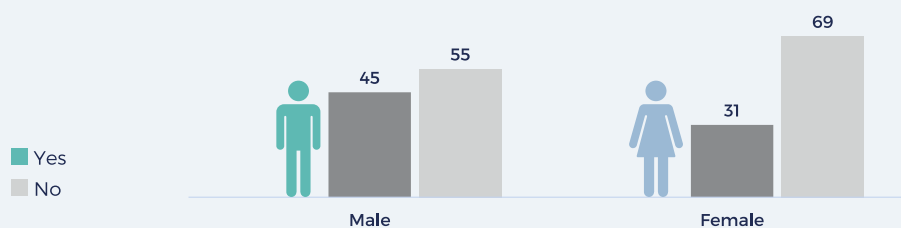
Most support for initiatives that treat men and women equally (% respondents)



Preference for equality over equity measures (% respondents)



Mixed perceptions of whether individuals should adapt to account for gender





# Portland

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