Following CenturyLink’s acquisition of Level 3 Communications last year, we see this report as an opportunity to reflect on our respective pay gaps. Our companies have grown from the historically male-dominated infrastructure technology sector, invariably leading to more males in the upper pay echelons. We know, however, that we pay near comparable rates for comparable work to both genders within the actual quartiles, which is an encouraging statistic. In a year of integrating two large companies, we are taking a very careful approach to how we rationalize all roles, but also to ensure it aligns with our compensation philosophy. To remain competitive for talent, we support a market-driven salary structure, which provides a higher level of reward to distinguish top performers. In doing so, we ensure a balanced approach that supports our efforts to attract, motivate, reward and retain the employees critical to our success.

Our focus will continue to be on the hiring and progression of talent at all levels, however, this presents its own complexities. In fact, taking on a larger percentage of women as we recruit at entry-level salaries creates female quartile results which push the pay gap temporarily. Yet we take the long-term view that empowering more women into technology is the right thing to do in order to create the more balanced and equal employee base we strive towards. To demonstrate that we have a related gap between female and male, flexi-working opportunities are indicated in the center of the graphs above. We aim to recruit and pay equally for equal roles, though the proportion varies due to female representation being less in certain quartiles. Our compensation philosophy is designed to provide opportunities for career advancement to ensure equity for similar responsibilities.

How we seek to close the gender pay gap

Continue our joint commitment to level the internal playing field

Female
Male
Career Progression
Current programmes which aim to increase female career progression: career-nurturing Employee Resource Groups, e.g. Women Empowered, flexible working and Mentor Rings

Enhanced Gender Diversity
Initiatives to place in gender diversity by attracting new female talent into Tech: our female leaders’ outreach, e.g. ‘The Girls Network’ mentoring, media interviews and events (jointly with Apprenticeship, ECAP Early Careers Acceleration Programme) and internship programmes

Family and Other Enhancements
Employees can value other company benefits over pay rises, hence we aim to offer a wide range of benefits. These include international and family friendly provisions for both genders, with more paid leave and a projected greater rate of employees returning to work after the leave.

Develop new initiatives and strengthen our resolve further.

Female
Male
Career Representation
Increasing the female representation on our job vacancy shortlist and training for absolute objectivity in the selection process

Diversity and Inclusion
Reviewing our local hiring practices and hiring of a Global Diversity and Inclusion Specialist

Career Development Framework
Enabling a robust career progression framework to retain talent across the business and continue to develop that talent, as well as continuing to review and benchmark our Family Friendly and Flexible Working approaches