

# 2018

UK GENDER  
PAY GAP



Sony  
Interactive  
Entertainment



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The gender pay gap is the difference between the average hourly rate of pay received by all male and female employees across an organisation, irrespective of their role or seniority. This is distinct from Equal Pay laws, which have required men and women performing equal work to be paid equally since the 1970s; we are confident from our internal benchmarking and salary reviews that we do this at Sony Interactive Entertainment Europe (SIEE).

Gender pay gap reporting makes use of two types of averages:

- **The mean**, which is the sum of every employee’s hourly rate of pay divided by the total number of employees.
- **The median**, which is the exact middle point between the employees with the lowest and highest hourly rates of pay.

The gap is the difference between these averages for male and female employees. It has been widely reported that gender pay gaps are particularly prevalent in STEM (Science, Technology, Engineering and Maths) sectors because of the significantly higher number of men working in the industry. This is demonstrated through the gender pay gap averages reported for our sector last year , which had a 15.7% mean gender pay gap and a 21.2% median gender pay gap.

Our own 2018 reporting shows that at SIEE, our mean gender pay gap is 12.37% and our median gender pay gap is 11.15%. Both of these are lower than the UK mean and median averages of 17.1% and 17.9% respectively .

The statistics below are based on a snapshot of data taken on 5th April 2018.

## Our Figures

### Gender Pay & Bonus Gap

Difference between men and women	Mean	Median
Gender Pay Gap	12.37%	11.15%
Gender Bonus Gap	26.91%	18.15%

1. Our sector is classified as 'Information and Communication', which covers companies that filed under the following areas; Publishing activities; Software publishing; Publishing of computer games; Other software publishing; Motion picture, video and television programme production, sound recording and music publishing activities; Computer programming, consultancy and related activities; Information service activities etc. Statistics per sector are available on the ONS website [here](#).

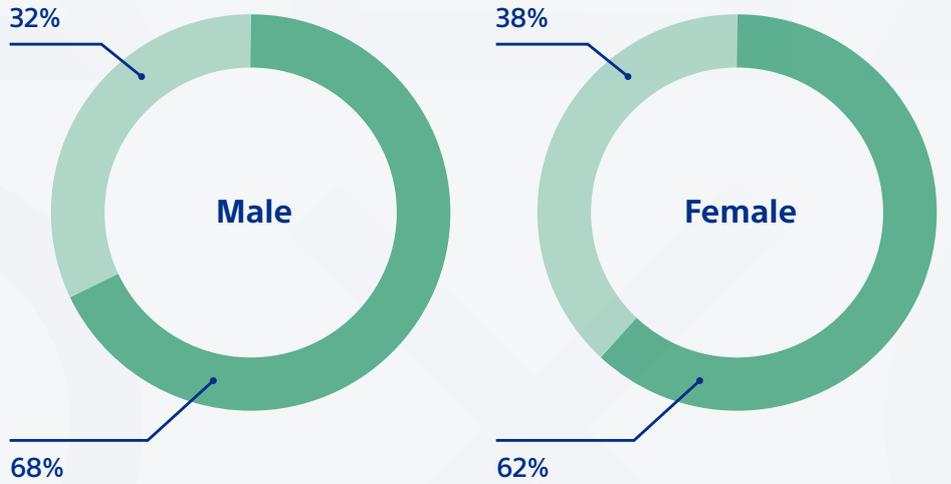
2. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>



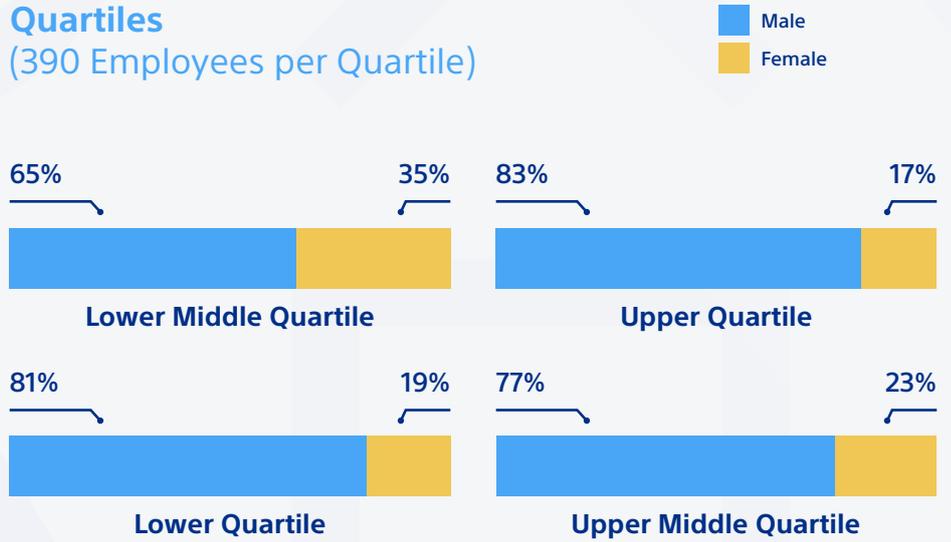
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## Proportion of Employees Receiving 2017 Bonus



## Quartiles (390 Employees per Quartile)





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## How has our gender pay gap changed since last year?

Both our mean and median gender pay gaps have reduced (0.45% and 1.31% respectively) since last year.

We believe that these two reductions are down to a typical fluctuation in leavers, joiners and pay increases across the organisation last year.

Our mean and median bonus gender pay gaps have both increased (by 11.44% and 7.9% respectively) since last year. The increases in bonus gaps are largely a result of long-term incentives for employees in the upper quartile.

The distribution of male and female employees in our quartiles fluctuated slightly, with the number of female employees in the Upper, Upper-Middle, and Lower-Middle quartiles increasing. The highest increase occurred in the Upper-Middle quartile, with +3.48% more female employees vs 2017.

## What is behind our gender pay gap?

Our employee population is 76% male and 24% female. The male/female imbalance is particularly evident in our most senior roles, where we employ almost five times as many men than women. These leadership positions naturally have higher salaries and bonuses, so the greater proportion of men to women has a significant impact on our overall gender pay and bonus gaps.

## What is behind the industry gender pay gap?

Technology has historically been a male-dominated industry. In 2018 women made up an estimated 22% of the UK's STEM industry workforce, and this is one of the main factors contributing to our gender pay gap.

The fact that in 2017 only 24% of UK STEM subject graduates were female perpetuates this imbalance as it leads to fewer women entering STEM-related careers and, as a result, means that fewer women are in line for leadership positions in later years.

## What are we doing to close the gap?

Whilst our gender pay gap is better than the industry and national average, we are dedicated to closing the gap within our company further. We have therefore adopted, and continue to develop, several initiatives to make a difference to our gender pay gap, including:

- Formalising our Flexible Working Policy, which offers Remote Working and Flexible Hours
- Investing in our Women@PlayStation employee resource group (established in 2017) to fund events and initiatives
- Actively measuring and managing our diversity metrics, as well as formalising the SIEE Diversity Network

Given that our industry's gap is largely caused by low levels of female employees, we are also trying to encourage more girls in the UK to pursue STEM related subjects at school through our Digital Bootcamps and our upcoming Girls Make Games workshops.

The Bootcamps, organised alongside InnovateHer, are aimed at 11-16 year-old girls and are sponsored by PlayStation®. Each Bootcamp lasts 8 weeks and includes bespoke coding and game design workshops which aim to inspire more girls to pursue a career in the gaming industry. We are proud to have expanded our Bootcamps this year to cover even more regions and schools, and are delighted to have invited girls from the last year's programme to take part in work experience placements in our offices this year.

We are delighted to be joining forces with Girls Make Games this year to host their first ever UK workshops at the Media Molecule studio in Guildford and our PlayStation HQ in London. 10-14 year-old girls will learn how to design and create their own games in Dreams, Media Molecule's upcoming creation game for PlayStation 4, and showcase their creations at a game jam.

We look forward to continuing to develop these programmes, alongside other initiatives such as our Digital Schoolhouse workshops.

Our aspiration is to increase the number of women working at SIEE, and continue to make our company a place where women can progress, succeed and thrive. We will be monitoring the effectiveness of these initiatives and will be proactive in exploring any additional action we can take to close our gap.

3. <https://www.wisecampaign.org.uk/statistics/2018-workforce-statistics/>

4. <https://www.wisecampaign.org.uk/statistics/core-stem-graduates-2017/>