

Overview of the results of our Survey on D&I policies in Europe

In collaboration with  and 

With the support of 
gelijke kansen | égalité des chances

Overview of the results of our Survey on D&I policies in Europe

JUMP, 3Plus International and Peoplesphere polled European based organisations in a range of sectors including: B2B, B2C, Telco, Tech and Banking & Finance, covering large multi-national and local organisations, in the public and private sector. Our goal was to find out what action these businesses were taking regarding diversity and inclusion, paying particular attention to gender balance.

The questionnaire was sent to the D&I contacts in the JUMP database and to subscribers of the 3Plus International and Peoplesphere newsletters early 2019. It is important to note these people may be more involved in diversity and inclusion activities than the average corporate population. Of the 157 participating companies, quite a few seem to have left the survey when asked for concrete actions taken. We only took the 53 fully completed questionnaires into consideration for the data analysis.

Companies are at the start of the journey



The focus seems to be more on creating awareness around diversity and less on systemic change to improve inclusion.

Our findings suggest that over two thirds of participants are currently focusing on recruitment and over half are striving for diverse teams and a more gender-balanced representation. This is offset by only one third paying attention to retention and engagement issues, with only one out of five taking steps to measure and benchmark their level of inclusion. Half are addressing gender pay differentials, wellbeing and promotions into leadership.



In short... Organisations are working the numbers by hiring more women, but don't always make the other necessary changes to support their success. This may lead to them losing female employees, potentially without understanding why. Only one company in our sample reported carrying out a Diversity and Inclusion audit so far.

Although two thirds of respondents indicated they have a diversity policy and confirmed they have a business strategy to drive gender balance initiatives forward, merely half have set clear targets.

Only one in four indicated there was an adequate budget to cover their initiatives. More than half reported having no budget at all.

A small number have a dedicated role for Diversity and Gender Balance responsibilities, with most organisations adding these activities to the duties of an existing full-time role, often within HR. Only a few of responding organisations have a post holder with the opportunity to make a strategic impact at C-suite level. Almost half of the respondents indicated they have taskforces to research and examine how to drive any initiatives forward, with two thirds reporting on having plans in place to tackle the challenges.



*Inclusion is a choice.
It takes courage to speak up.*

INGERSOLL RAND
JUMP survey participant

So, although organisations are generally forward thinking, most do not have the time, budget or resources to meet their objectives.

In table 1 we list possible actions to drive Gender Equality. In the second table, we mention some specific actions to promote an inclusive corporate culture. Both lists are ranked in order of use by the companies in our survey sample, therefore this is representative of the kind of actions already being taken.

SURVEY RESULTS

TABLE 1: ACTIONS TO DRIVE GENDER EQUALITY

(1= the most used by the companies surveyed– 12 = the less used)

1	Analysis, measurement, diagnosis
2	Awareness building, communications
3	Flexible work models
4	Corporate / Employer branding
5	Diversity network, women's network, Employee Resource Group
6	Mentoring or sponsorship programme
7	Learning & Development programme
	Combatting sexism and harassment
8	(Executive) Coaching
9	Goal setting, KPIs, targets
10	Parenthood initiatives
11	Review of talent management processes and systems
12	Review of business processes and systems

TABLE 2: SPECIFIC ACTIONS TO PROMOTE AN INCLUSIVE CORPORATE CULTURE

(1= the most used by the companies surveyed– 8 = the less used)

1	Awareness building, communication campaign
2	Unconscious bias training
3	Constructive communication training
4	Inclusive business behaviours (e.g. meetings)
5	Inclusive leadership development
6	Unbiased talent management processes and systems
7	Cultural assessment
8	Unbiased business processes and systems

Detailed results in the JUMP Handbook « HOW TO BUILD AN INCLUSIVE WORKPLACE »
For more information, please contact:

 Promoting gender equality, advancing the economy	WWW.JUMP.EU.COM	JUMP Brussels +32 (0)2 346 32 00 +32 (0)2 346 38 00 info@jump.eu.com	JUMP Paris +33 (0)1 80 40 03 06 paris@jump.eu.com
	WWW.JUMPforMe.EU		