

# Our LGBT+ pay gap for 2022



*Tim Bailey*

Tim Bailey  
CEO, Zurich UK

“As part of our commitment to LGBT+ inclusion, we are sharing our pay gap and representation data. Our aim is to make Zurich the most attractive place to work for the widest range of people and this starts with transparency around our numbers.”

**7.6%**

Mean  
pay gap in average  
hourly pay

**3.2**

Percentage point  
increase from  
2021

**3%**

of colleagues  
self-declare as  
LGBT+

Three per cent of our people self-declare as LGBT+, with 71% sharing their sexual orientation (down from 75% a year ago) and 58% their gender identity (up from 51% a year ago). This means that our data (including our pay gaps) is still not as accurate as we would like it to be. Our pay gap widened slightly this year, driven by a very small number of employee moves.

We have added more options to our declarations including ‘unsure’ for both Sexual Orientation and Gender Identity to allow employees more options to express their identities. We continue to work to increase levels of self-declaration by explaining to our employees why it’s important for them to share this very personal information.

## LGBT+ Inclusion at Zurich

This year we were delighted to be named as one of Stonewall’s top 100 employers in the UK and to receive a Gold Award for our focus on Trans inclusion. This accolade is testament to the dedicated work of our Zurich Pride UK employee network, which promotes LGBTQ+ inclusion under three motives: conscience, education and support.

Recent Pride activity has included hosting virtual events on a variety of topics, from celebrating Black LGBTQ+ History, to parenting LGBTQ+ children. This summer the network was able to host its first in person conference since 2019. The network has also developed three training modules, including a module on allyship that has also been delivered to our global colleagues by members of the UK committee.

We were delighted to launch our Menopause policy in February this year, which is inclusive of all people who experience menopause.

## A note on equal pay...

The LGBT pay gap isn’t the same as equal pay. Equal pay is ensuring people doing the same job are paid the same, regardless of sexual orientation or gender identity. Pay gaps arise when a greater percentage of one group is employed in higher paid roles than another group. We undertake Equal Pay analysis which confirms that we do pay equally.

## Trans and non-binary data

We acknowledge that the mandatory gender pay gap reporting does not represent our trans and non-binary colleagues, so we are taking steps internally to understand whether a pay gap exists and what we can do to support colleagues in this community. However, we would not want to put anyone at risk of identification or exposure, so have taken the decision not to report our trans and non-binary pay gap at this time.



Read more  
about our  
commitment  
to diversity  
and inclusion

