



Our 2019 Gender Pay Gap Results



A Message from our General Manager



In 2017, the UK Government introduced new legislation requiring all employers with 250 or more employees to report, on an annual basis, statutory calculations showing particular pay information by gender.

Since then, we have shared and analysed our Gender Pay Gap on an annual basis, and have identified a range of actions to start to address our Gender Pay Gap over time.

We continue to be committed to maintaining a culture of inclusion in which people from all backgrounds can fully contribute to the growth and success of our business. Attracting, developing and advancing diverse talent at all levels is critical to our business and is an essential element of our inclusive, innovative workplace.

Tim Sheppard
*SVP & General Manager,
North Europe*

At a Glance

Our Gender Pay Gap Disclosures

The table below summarises our gender pay results for all IQVIA™ UK businesses.

Median & Mean Gender Pay Gap:

	Median	Mean
Women’s hourly rate is:	21.1% (lower)	25.4% (lower)

Median & Mean Gender Bonus Gap:

	Median	Mean
Women’s bonus amount paid is:	58.9% (lower)	59.2% (lower)

Proportion Receiving Bonus Pay

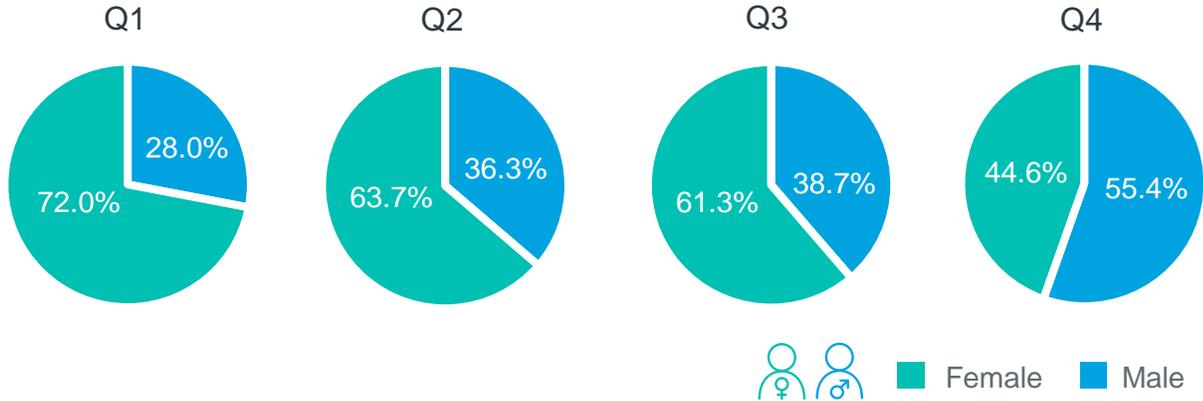


What These Results Show

The gender pay gap law measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It does not reflect equality of pay for equal roles.

The following chart shows the gender distribution (balance of female and male employees) and corresponding pay gap in our business across four equally-sized pay quartiles, each containing approximately 1,002 IQVIA UK colleagues.

Pay Quartiles



Statutory Disclosures

Our Legal Entities

Under the UK Government's regulations we are required to report certain gender pay information for all entities with 250 or more employees, which represents three legal entities.

IQVIA Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	9.9% (lower)	20.0% (lower)
Women's bonus amount paid is:	26.8% (lower)	42.8% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	71.1%	70.0%	71.7%	57.3%
Male	28.9%	30.0%	28.3%	42.7%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

IQVIA Q SQUARED SOLUTIONS Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	13.9% (lower)	18.7% (lower)
Women's bonus amount paid is:	16.9% (lower)	29.4% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	77.9%	73.3%	72.3%	61.7%
Male	22.1%	26.7%	27.7%	38.3%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

IQVIA World Publications Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	18.2% (lower)	19.9% (lower)
Women's bonus amount paid is:	32.7% (lower)	62.6% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	51.8%	49.6%	39.7%	34.5%
Male	48.2%	50.4%	60.3%	65.5%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

Statutory Disclosures

Declaration

We confirm the IQVIA UK gender pay gap figures are accurate and meet the requirements of Her Majesty's Government Equalities Office regulations.



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