

Change lives. **For good.**
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Gender pay gap report 2018

Shamsia Hassani (30) sprays her latest work on a wall in Serahi Alauddin, Kabul. Shamsia Hassani is an Afghan street artist, a fine arts lecturer and professor of sculpture at Kabul University in Afghanistan.



What is this report about?

In 2017, the Government legislated that any organisation with over 250 employees needed to publish their gender pay gap. Even though ActionAid UK has fewer than 250 employees, as an organisation that champions the rights of women and girls we felt that it was important to publish our data.

What is a 'gender pay gap'?

'Gender pay gap' is the measure of the difference between men and women's average earnings. It is not the same thing as equal pay.

A **gender pay gap** shows the difference between the average earnings of men and women over a period of time, irrespective of their role or seniority, whereas **equal pay** explains the pay differences between two individuals or a group of workers carrying out the same or comparable work.



Cossy (40) is the chair of her local community in Kampala, Uganda. She was asked by her neighbours to represent them after helping many local women in the community.

Our gender pay gap figures

Gender pay gap quartiles

This data shows the proportion of men and women in each pay band quartile.

Pay band quartile	% Men	% Women
1. Lower quartile	20	80
2. Lower middle quartile	27	73
3. Upper middle quartile	29	71
4. Upper quartile	39	61

Median average

The median is the mid-point of the data. Our median gender pay gap is 1.48%, which shows an improvement on 2017.

Mean average

The mean is the average of all our salaries. Our mean gender pay gap is 10.41%, which shows a slight increase on 2017 in favour of men.



Enjila Naseri (22) with her hands bound, ready to fight at her training gym. Enjila Naseri practices Kowat Alrami, an Arabian martial art, and is in the Afghanistan Olympic team.

Our gender pay gap

There is an overall average hourly pay gap of £2.59 (mean) compared to £2.42 (mean) in 2017, with the middle salary (median) difference being £0.33 per hour compared to £0.75 per hour in 2017. We have used full-time equivalent salaries for comparison purposes.

The mean average

We are pleased to report that the difference between our lowest paid and highest paid individual is just over 1:4. That said, a decrease in men in the most junior band and an increase in men at the Director level means that the mean average in 2018 has slightly increased to 10.41% in favour of men (from 9.98% in 2017). At ActionAid UK we operate an automatic increment system, therefore the most effective and available means to change the pay gap is through recruitment both into and within the organisation.

How do we compare?

Other organisations' pay gaps for 2018 are unknown, so we reviewed the analysis on 2017 figures. The average gender pay gap at the top ten most recognisable brands in the charity sector with over 250 employees is 12.25%* in favour of men, although the gap goes as high as 20.6%. However, the average mean and median within the charity sector – encompassing 568 charities who reported their data to the Government – was 8%** for 2017. So we still have a way to go regarding our mean figure. In terms of other sectors, the private sector reports an average of 15% and the public sector reports 13%. In May 2018, the *Guardian* reported that only 286 organisations with fewer than 250 employees chose to report their gender pay gap figures. Of these, 11 were charities. AAUK were among three charities who voluntarily disclosed their pay gap; Greenpeace UK who reported a 3% pay gap in favour of men for 2017 and the National Council for Voluntary Organisations who reported a 12.4% gap in favour of men (2017).

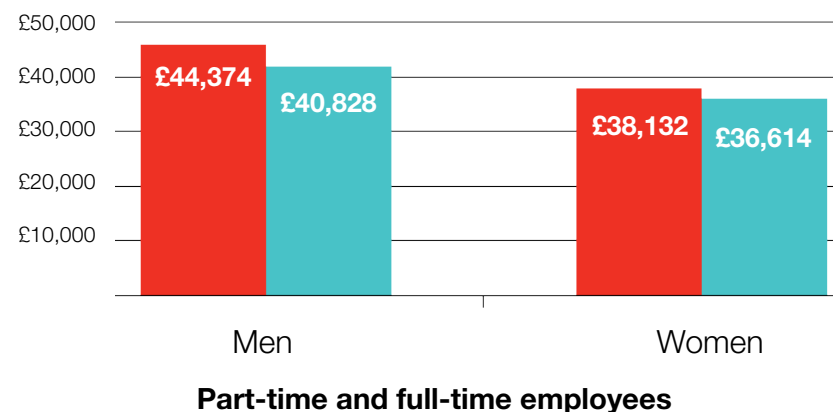
The median

The median shows the distribution of salaries and is the middle salary in the range. This has dramatically decreased to 1.48% in 2018 from 3.32% in 2017. This is partly due to a 25% decrease in women in the lower bands, and a slight increase in women in the middle bands.

How do we compare?

While the median hourly gender pay gap is 9.3% (2017) for all the companies who have reported, it is 5.4% in charities and 14% in the public sector, favouring men. However, 14 charities have declared a zero median pay gap. They include the Youth Hostels Association, Scope and Rethink. This means we are doing significantly better than a lot of other charities when it comes to our median gap. This is predominantly because we have been able to attract women into more senior posts, including internal moves. However, we still wish to further improve our position.

Comparison of annual earnings





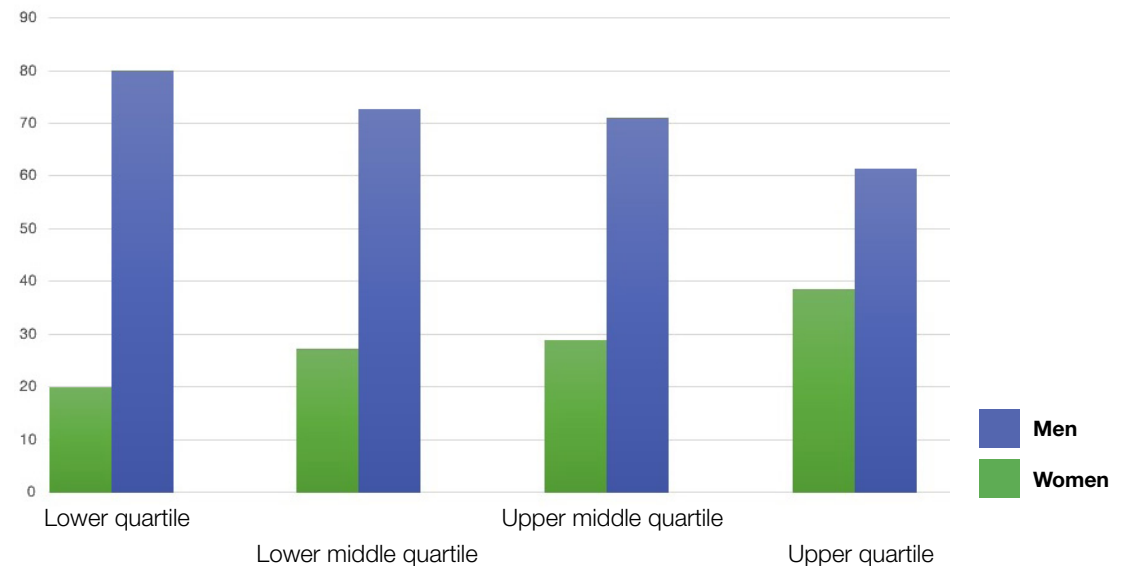
Fakhria Momtaz (45) takes a yoga class up to the mountains at Shahrak-e Omid Sabz in Kabul, Afghanistan. Fakhria opened Momtaz Yoga Centre, Kabul's first yoga studio in 2015. Now, more than 50 women a day come to the centre.

Differences explained

Our mean average has increased, owing to the distribution of men and women across the different bands. In 2018 there were fewer men in the lower bands and the total number of people in bands A–C reduced from 17 to 15. In addition, the Male:Female ratio also changed in favour of men in the higher bands. Our median reduced in part due to the increased number of women in D and E grades (predominantly seen in the upper middle quartile), hence bringing the median closer to that of men.

We are encouraged to see that the percentage of women in the upper middle quartile reflects our focus on encouraging women to apply for roles in these bands.

Percentage of men and women in each pay quartile



Actions to take

We are passionate about our people and committed to equality, fairness and reducing our gender pay gap.

Our new strategy (*Together, with women and girls*) solidifies our focus on the rights of women and girls.

This means that internally we are committed to embedding feminist principles within everything we do. This includes using a gender/feminist analysis perspective regarding our ways of working, and how we attract, develop and retain talent – especially women and other under-represented groups.

This gender pay gap analysis is one of the activities we've undertaken, and the results of this have highlighted a number of key actions that we need to take in order to address our pay gap.

Nabuule (54) makes reusable sanitary pads at her home. Nabuule is a counsellor for women and girls living with HIV in a poor neighbourhood in Kampala, Uganda. Through ActionAid she has been trained in how to make reusable sanitary pads. She sells them at affordable prices and now trains others to make them too.





Maryam Sama (27) poses for her election campaign photos. In 2018, Maryam successfully campaigned and won a seat in the parliamentary elections, taking 1,439 in the Wolesi Jirga (lower house) elections – making her the country's youngest woman to sit in Afghanistan's lower house.

Actions remain as:

- Ensure that all adverts are screened for any potential bias to make sure we have a diverse pool of candidates (to include gender) at interview stage at all levels of the organisation.
- Ensure interview and selection panels are diverse (to include gender) to help address any unconscious bias within the selection process.
- Train all hiring managers in interview and selection practices to include the impact of unconscious bias.
- Review our approach to pay, to ensure that it has a gender/diversity lens applied.
- Review our recruitment policy and practice, especially in terms of starting salaries.
- Explore and implement learning and development initiatives to encourage under-represented groups to move through the organisation.
- Build on the work we are already doing with our existing networks – including our Women's Forum, Diversity, Inclusion, Power and Privilege group, our LGBTQ+ network and our BAME network – to ensure we are aware of any obstacles to women and under-represented groups, and know how best to address them.

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ActionAid works with women and girls living in poverty. Our dedicated local staff are helping end violence against women and girls and changing lives, for good. We won't stop until women and girls are out of danger, out of poverty and on track to create the future they want.

All photos in this report are from **Women by Women** – a unique photographic campaign that champions the inspirational stories of women and girls, as well as the incredible talent of women photographers in the Global South. Throughout the year-long project, ActionAid will exclusively work with local female photographers.

#WomenbyWomen

ActionAid is a charitable company limited by guarantee and registered in England and Wales (company number 01295174). Our England and Wales charity number is 274467, and our Scottish charity number is SC045476. Our registered office is 33-39, Bowling Green Lane, London EC1R 0BJ