

Changing the world  
with **women and girls**  
**act:onaid**

# Gender pay gap report 2019

Asiah (37) experienced years of domestic violence. After receiving counselling, financial support and legal assistance from ActionAid Uganda, she now runs multiple successful businesses and trains other women and girls in skills such as hairdressing.  
Photo: Esther Mbabazi/ActionAid





# 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.

This report shares information regarding our 2019 gender pay gap, with a year on year comparison with 2018 and 2017. It highlights where we have made progress and where we haven't, what has been done so far and what we will do going forward.

## 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.

## A note on terminology

When we refer to men within this report, we are referring to individuals who self-identify as male. When we refer to women within this report, we are referring to individuals who self-identify as women.

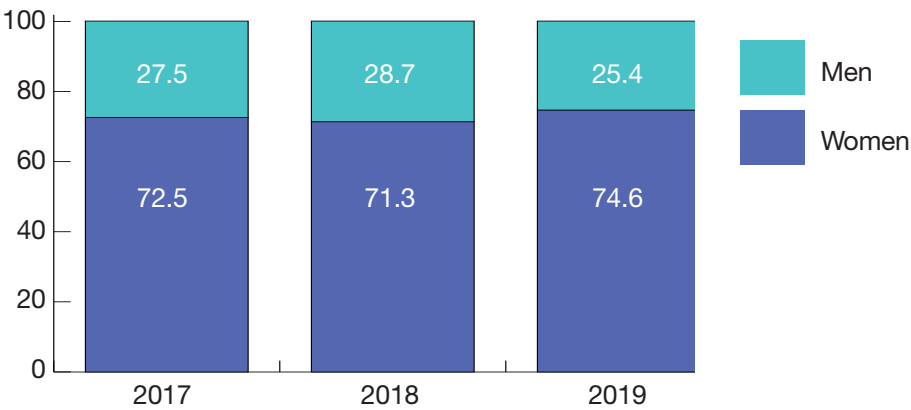
A member of a women's network in Uganda, where women learn to make and sell handicrafts.  
Photo: Esther Mbabazi/ActionAid





# Our gender pay gap

% men and women employees in April of each year



## Gender pay gap quartiles

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

	Women	Men
Upper quartile	67%	33%
Upper middle quartile	80%	20%
Lower middle quartile	73%	27%
Lower quartile	78%	22%

## Median average

The median is the mid-point of the data. Our median gender pay gap is 0.75%, which shows an improvement on 2017.

## Mean average

The mean is the average of all our salaries. Our mean gender pay gap is 11.28%, which shows a slight increase on 2018 in favour of men.



Rosa Me'rubaka (23) sorts through coffee at the coffee depot in Goma, Democratic Republic of Congo.  
Photo: Pamela Tulizo/ActionAid

# Summary

There is an overall average hourly pay gap of £2.85 (mean) compared to £2.59 (mean) in 2018, with the middle salary (median) difference being £0.17 per hour compared to £0.33 per hour in 2018. 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 remains at just over 1:4. That said, our mean average has again increased slightly, going from 10.41% in 2018 to 11.28% in favour of men in 2019 – which shows that we are going in the wrong direction here. However, much of this can be explained by the high concentration of men in the upper quartile. In addition, the recruitment statistics over the reporting periods show that the percentage of self-identifying women being recruited into the organisation has been increasing year on year. This impacts the mean since the fewer self-identifying men there are in the organisation, the more impact they have on the overall average.

## The median average

In stark contrast, our median average has again decreased from 1.48% in 2018 to 0.75% in 2019. The decrease in median hourly rate reflects our efforts to recruit and retain women in the middle to senior levels of the organisation. There has been a big increase in the upper middle quartile and a slight increase in the upper quartile. The key differences are therefore in the seniority of males versus females within the quartiles themselves. For example, there are five individuals in our Senior Leadership Team (SLT), four of whom were male at the time of this snapshot (although one was ‘acting up’), causing the pay gap to increase. The recruitment of men into the SLT should not be seen in a negative light as we always focus on ensuring that we have the right people in roles.

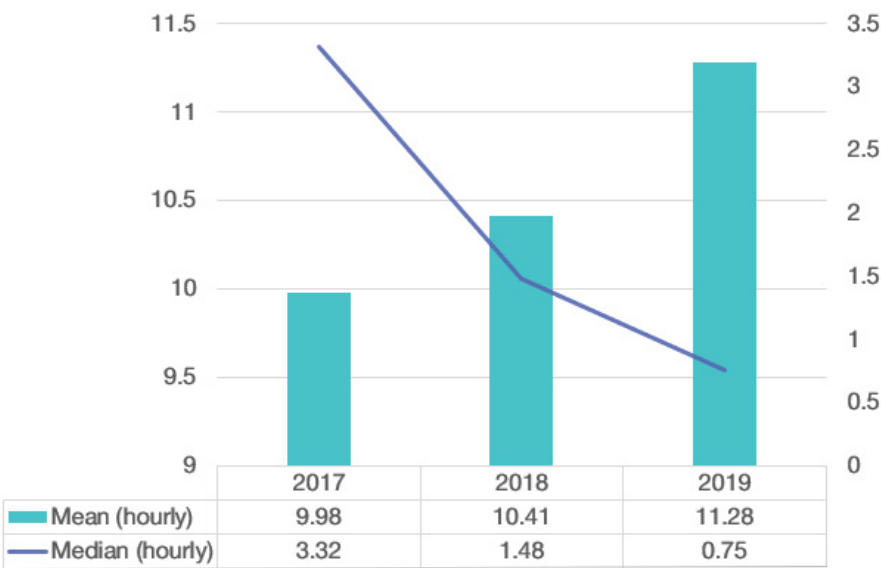
## How do we compare?

This table compares our 2019 data with the national figures for 2018, as others are yet to publish 2019 data.

	Mean	Median
ActionAid UK	10.41%	1.48%
National*	17.1%	17.9%

\* National means all organisations within the UK – all sectors.

## Progress on our gender pay gap: comparing 2017, 2018 and 2019





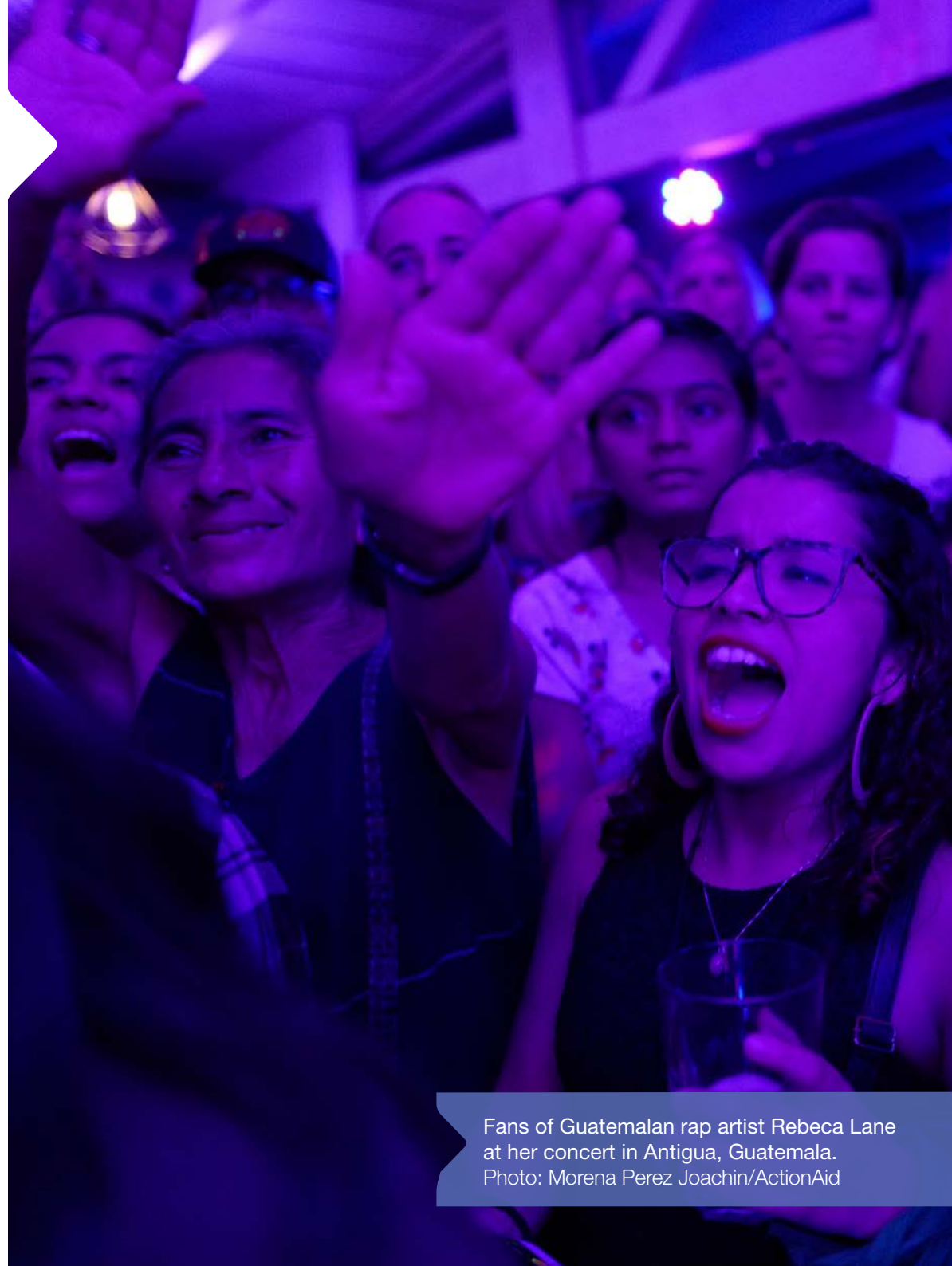
# Additional actions for 2020

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

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

With the roll-out of our Feminist Behaviour Framework, the way in which we work is at the core of our cultural aspirations. We strive to be an organisation where everyone feels welcomed, valued and respected, and where everyone can be their true selves without feeling that they need to conform.

- The extension of our Culture Cross-Organisational Group into an Inclusion Reference Group in 2019 will explore barriers to inclusion at every stage of an individual's career with us. This group contains representatives from all our employee-led networks to ensure an integrated and thoughtful approach to shaping our culture and ways of working.
- We are delivering four mandatory learning sessions as part of our Feminist Behaviour Framework roll-out. The initial session focuses on inclusion and how to individually ensure you are thinking about diversity and inclusion as part of your daily work. This aims to ensure that voices that are not always as prominent are thought about and included, so that individuals feel more valued, more engaged, and therefore will stay with us for longer and/or progress through the organisation.
- All senior leaders within the organisation will receive trans-awareness training, highlighting the need to think about the language we use (both written and verbal), our interactions, how we write and implement policies and procedures, and how we shape our environment.



Fans of Guatemalan rap artist Rebeca Lane at her concert in Antigua, Guatemala.  
Photo: Morena Perez Joachin/ActionAid

# Ongoing actions

- Ensure that all adverts are screened for any potential bias to make sure we have a diverse pool of candidates at interview stage at all levels of the organisation.
- Ensure interview and selection panels are diverse 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 of 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 women's forum and the newly-formed Inclusion Reference Group to ensure that we are aware of any obstacles to women and under-represented groups and understand how best to address them.



Rahiba Rahimi, an Afghan fashion designer, photographed in the basement where her tailors work.  
Photo: Tahmina Saleem/ActionAid



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Fakhria Momtaz (45) takes a yoga class up to the mountains at Shahrak-e Omid Sabz in Kabul.  
Photo: Tahmina Saleem/ActionAid

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.

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