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GENDER PAY GAP REPORT



Introduction

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 'gender pay'?

'Gender pay' 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.



ActionAid is supporting over a thousand smallholder farmers in Sundargarh district, India, to learn and implement sustainable agriculture practices.

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	24	76
3. Upper middle quartile	32	68
4. Upper quartile	34	66

Median average

The median is the mid-point of the data. Our median gender pay gap is 3.32%.

Mean average

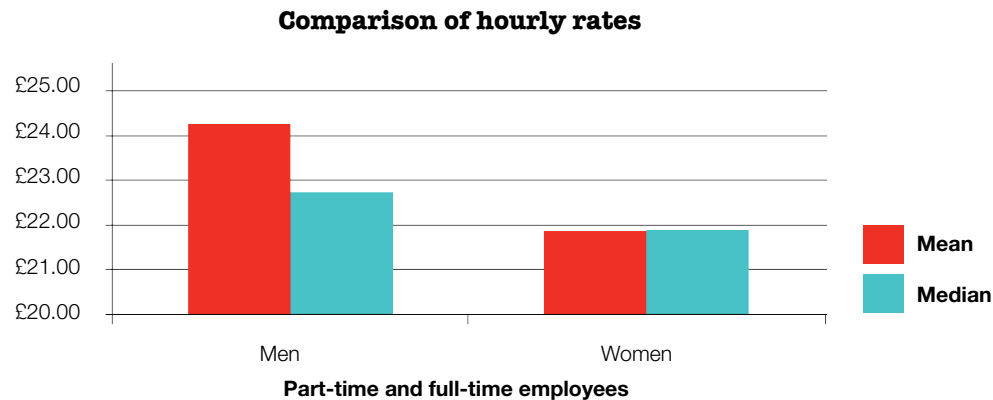
The mean is the average of all our salaries. Our mean gender pay gap is 9.98%.



Gete Haile set up a women's savings and credit group in Shewa Region, Ethiopia with ActionAid's support.

Our gender pay gap

As of 5 April 2017, the following pay gap was identified:



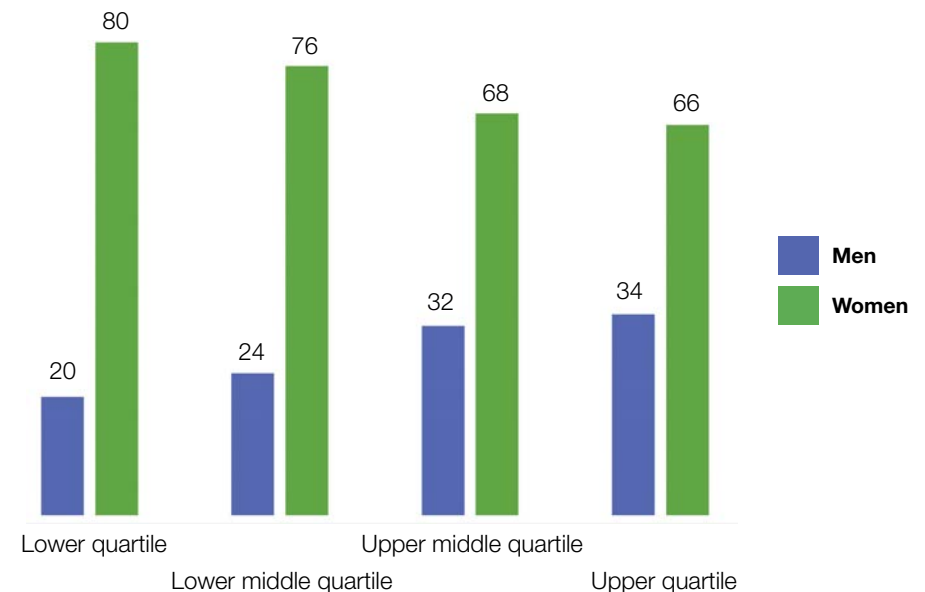
The figures show that we have an overall average hourly pay gap of £2.42 (mean), equating with a middle salary difference of £0.75 per hour. One of the reasons for this gap is the differing percentages of men and women within the various pay quartiles.

Both the Board and SLT are pleased that in all quartiles we have over 65% female representation, including in the upper quartile. The structures we have set ourselves, and our operation of those structures over the years, mean that we can have quite high confidence in most aspects of the gender fairness of our pay structure, and the Board values this very highly and shares that confidence. The data does

show that, proportionately, the percentage of women to men decreases, especially between the lower middle and upper middle quartiles. We are committed to ensuring that there is a balanced representation regarding gender and other characteristics within all recruitment, and will look to encourage applications from under-represented groups.

Within the data there are a few factors to be considered, as these adversely impact our pay gap. We have two office locations – one has lower salaries as it is outside of London, and the gender make-up of this location is predominantly female (89.5%). Overall we have 80% women in the lower quartile.

Percentage of men and women in each pay quartile





Mana Devi carries water that ActionAid provided to support communities affected by drought. Uttar Pradesh, India.

Differentials per band for gender pay gap and equal pay gap reporting

It is important to us that everyone understands the pay gap position within their own pay band. The percentages refer to the % mean and median differences in pay for women when compared with male counterparts. Where there is a minus number, this shows that women are earning more per hour than their male counterparts – if not, then the situation is reversed.

The figures below are based on hourly rates. While there are some differences in pay, these can be explained by factors including the extent to which the band includes individuals from our office outside of London (predominantly women), and length of service (we have an automatic increment system).

The only area for potential inequalities to occur is at starting salary or promotion to another band, as once individuals are within a band they progress through that band automatically. We have analysed whether there are gender differences at these stages, and the only evidence we could find was at starting salary rather than promotion. In a small number of cases, individuals have been able to negotiate a higher starting salary. There are more men than women who have been able to do this, although this is not exclusively a male issue.

Pay band	% Mean	% Median	# Women	# Men	% Women
Apprentice	0	0	2	1	67
A	3.7	4.4	5	2	71
B	4.2	3.7	32	6	84
C	-1.6	0	32	9	78
D	0	0.7	42	22	66
E	2.3	1.5	17	5	77
F	2.8	4.4	11	8	58
G	0	0	2	0	100
H	5.2	5.2	1	2	33

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.

By addressing issues around our gender pay gap our actions detailed in this report are intended to also address any other inequities around other under-represented groups.



Luijah has worked at ActionAid Kenya for 10 years and is a project monitor in Isiolo County, Kenya. "I feel great about being a strong female leader in the community," she says.



Action checklist

- Review our advertising to ensure that we are not unconsciously attracting women in the lower salary bands and men in the higher salary bands. We will strive to have a diverse pool of candidates at interview stage (to include gender) for all levels.
- 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.
- Change our job evaluation tool to one that better reflects the roles that we carry out, and then undertake a full review of roles to ensure that the 'size' – and therefore salary band – of roles are equitable across the organisation.
- We are reviewing our pay structures in 2018, which will include addressing any potential unconscious inequalities that may currently be present.
- 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 Diversity, Inclusion, Power and Privilege group to ensure we are aware of any obstacles to women and under-represented groups, and know how best to address them.

An ActionAid women-led committee working together to raise awareness of health and safety issues within Cox's Bazar, Bangladesh.

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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.

Front cover image:
Young mothers learn tailoring at a resource
centre in Kilifi County, Kenya

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