



THE SPACE BETWEEN

ANALYSIS OF GENDER AND
ETHNICITY PAY GAPS IN UK
ORGANISATIONS ACTIVE IN
GLOBAL HEALTH

ACKNOWLEDGEMENTS

Global Health 50/50® is an independent not-for-profit initiative. Global Health 50/50 was co-founded by Professors Sarah Hawkes and Kent Buse. It is staffed by a dedicated collective of researchers, strategists and communications experts, many of whom work in the global health sphere while also contributing to the work and aims of GH5050. Collective members who contributed to this Report include: Aaron Koay, Sonja Tanaka, Victoria Olarewaju, Jasmine Gideon, David Zezai, Alex Parker, Kent Buse and Sarah Hawkes.

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Cover illustration:

LUNCHTIME DIRECTIONS

*Buenos Aires,
Argentina, 2019*

Cynthia Eisenberg

In the bustling city, at the peak of the workday, a ritual unfolds. Women, immersed in the masculine-dominated public spaces of the city, pause to give lunchtime instructions to those caring for their children at home, often other women. The women are painted in bright colours, contrasting with the grey and blurred city: you can almost hear how these women enliven this urban space with their hurried calls. The city and paid employment represent both a haven of independence and autonomy for women but the artwork reminds us that women must continuously navigate between paid work and unseen care, for which, in most cases, they are solely responsible.

Winner of the 'Gender (In)Equality at work' category of the 2023 collection.

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"THOUGH THE PHRASE IS USED WIDELY, THE GENDER EARNINGS GAP IS NOT A SINGLE STATISTIC, AS IT IS USUALLY DEPICTED. RATHER, IT IS DYNAMIC. IT WIDENS AS MEN AND WOMEN AGE, GET MARRIED, AND HAVE CHILDREN. IT ALSO DIFFERS CONSIDERABLY BY OCCUPATION, ESPECIALLY AMONG COLLEGE GRADUATES. THESE COMPLEXITIES DON'T MUDDY THE GENDER INEQUALITY WATERS. ON THE CONTRARY, THEY CLEAR THE WATERS TO REVEAL THE REAL ISSUES THAT INHIBIT WOMEN WHO ARE SEEKING BOTH A FULFILLING CAREER AND AN EQUITABLE FAMILY LIFE."

Claudia Goldin

Laureate of the 2023 Nobel Prize in Economics
(Goldin, 2021, p. 153)¹

"A headshot of Claudia Goldin in front of a bookshelf" by Editing1088, used under [CC BY-SA 4.0 Deed](#) / Cropped from original

TIMELINE: A CENTURY OF PROGRESS TOWARDS EQUALITY IN THE WORKPLACE

A TIMELINE OF CIVIC AND LEGISLATIVE ACTION IN THE UNITED KINGDOM, FROM THE FIRST EQUAL OPPORTUNITIES STATUTE TO THE GENDER PAY GAP REPORTING MANDATE

Sex Disqualification (Removal) Act in December, the first equal opportunities statute, is enacted by Parliament, making it illegal for women to be denied access to a range of professions on the basis of sex or marriage.



Some employers and government departments begin removing the 'marriage bar', which restricted the employment of married women. The Foreign Service maintained marriage bars until 1973, which were finally prohibited by the Sex Discrimination Act of 1975.

1919

1940s

1968

187 women sewing machinists go on strike at the Ford Motor Company plant in Dagenham, Essex in protest of their jobs being de-graded and thus eligible for only 85% the rate being paid to their male counterparts.



Inspired by the Ford machinists, women trade unionists organise an Equal Pay demonstration in Trafalgar Square. These actions lead to the Equal Pay Act of 1970, which requires employers to treat men and women doing the same job equally in their pay and conditions.



1970



The Sex Discrimination Act 1975 prohibits sex discrimination in the workplace and protects men and women from discrimination on the grounds of sex or marital status.

1975

Women migrant workers initiate picketing and strike action at Grunwick, a film processing factory in London. The picketing at Grunwick sparked mass picketing of trade unionists and supporters in 1977, including a boycott by the Union of Postal Workers.



The Race Relations Act outlaws discrimination on the grounds of race, colour, nationality, or ethnic or national origin in the fields of employment, the provision of goods and services, education and public functions.

Parts of the Sex Discrimination Act 1975 are amended to apply to those who: "intend to undergo, are undergoing or have undergone gender reassignment".



The Equality Act 2010

The Equality Act 2010 replaces all existing equality legislation such as the Race Relations Act, Disability Discrimination Act, and Sex Discrimination Act. The Act allows for claims for direct gender pay discrimination where there is no actual comparator and makes pay secrecy clauses unenforceable.

Gender Pay Gap Information Regulations under the Equality Act 2010 come into effect. The regulations stipulate that private and voluntary-sector organisations with 250 or more employees must publish data on their gender pay gaps.

Baroness Ruby McGregor-Smith publishes a government-commissioned review into the progression of ethnic minority groups in the UK labour market which recommends the introduction of mandatory ethnicity pay gap reporting for organisations with 50 employees or more. However, reporting remains voluntary to date.

• **1976**

• **1976/78**

• **1999**

• **2010**

• **2017**

EXECUTIVE SUMMARY

Inequalities in opportunities, power and privilege are evident in our working lives. Historical structures shape opportunities in the career pipelines of different groups of people, including access to education, recruitment and promotion, occupational segregation and the so-called 'motherhood penalty'. Often these dynamics result in certain groups, particularly men and traditionally privileged ethnic groups, occupying higher status and better paid positions than other groups – resulting in what are called 'pay gaps'.

Increasing transparency of pay gaps helps to ensure that employers are providing fair opportunities and reducing inequalities across the workforce, and it holds them accountable for closing the gap. In the UK, reporting the gender pay gap has been mandatory since 2017 for organisations with more than 250 employees. The law has driven an unprecedented level of transparency on the gender pay gap in the UK and provided valuable information to employers and employees on inequality inside their organisations. To date, however, reporting the ethnicity pay gap remains voluntary.

Global Health 50/50 (GH5050) **tracks and publicises** the policies and practices of nearly 200 organisations active in global health for their commitments to

gender equality. This Report takes a deep dive into the reporting of gender and ethnicity pay gap data of 43 organisations in the GH5050 sample which have a presence in the UK. This Report focuses specifically on organisations in the UK given the general lack of pay gap reporting worldwide.

The Report finds that, between 2017 and 2022, some progress was made in closing the gap – from 12.7% to 10.9% for median pay gap, and from 14.3% to 10.8% for mean pay gap. A quarter of organisations, however, saw an increase in their gender pay gap by a median 3.6 percentage points.

In the absence of mandatory reporting, we found that only 13 organisations voluntarily published their ethnicity pay gaps (eleven in 2022 and two in 2021), mostly reporting binary gaps between white and ethnic minority employees. While binary reporting in isolation is generally not recommended, it may be needed to protect the salary information of ethnic minority employees when the numbers of employees are small. Among this (limited) data, we found a median gap of 3.7% and a mean gap of 6.9% favouring white employees.

This Report finds that there has been some positive change since mandatory gender pay gap reporting

was introduced in 2017. Yet, slow and uneven progress indicates a clear need for continued advocacy to ensure pay gap transparency and to close the gender pay gap. This advocacy should include the expansion of mandatory pay gap reporting to include ethnicity. For very large organisations, an intersectional approach to the data (combining gender and ethnicity, for example) will provide an even more nuanced understanding of where action is needed.

Even in the absence of legislative requirements, employers active in global health, who are often working to advance social justice and gender equality, should act as models for career equality, including by publicly reporting pay gap data. This data can inform target-setting and the development of policies to reduce the gap, such as including multiple women in shortlists for recruitment and promotion, and transparency in pay negotiations.

Closing the unjust space between women's and men's pay is an urgent priority and would ensure that women are equally and fairly paid for their contributions to organisations and to society. Increasing transparency of the pay gap will rely on more countries passing legislation, which is a critical component of comprehensive frameworks for diversity, inclusion and equality in the workplace.

SNAPSHOT

GENDER PAY GAP

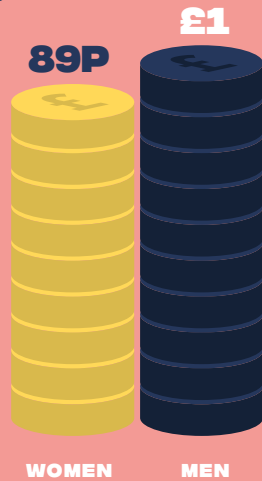
We assessed 42 organisations² with a presence in the UK and active in global health which reported their gender pay gaps data to the UK Government. We present median figures here (the average, or mean, can also be found in the report). We found that:

IN 2022

The median gender hourly pay gap was

10.9%

This means women earned 89p for every £1 men earned.



The median gender bonus pay gap was

15.2%

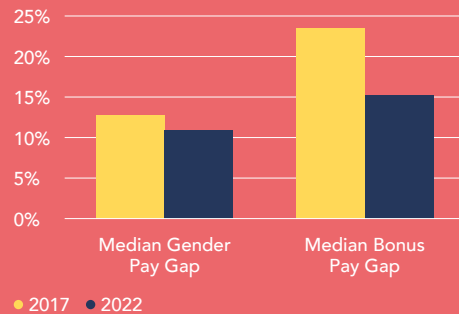
This means women made 85p for every £1 men made in bonuses.



FROM 2017 TO 2022

the median gender pay gap decreased by 1.8 percentage points (from 12.7% to 10.9%).

the median gender bonus pay gap decreased by 8.2 percentage points (from 23.4% to 15.2%).



The space between

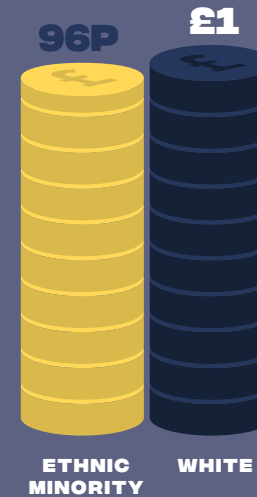
ETHNICITY PAY GAP

We assessed 13 organisations with a presence in the UK and active in global health which voluntarily reported their ethnicity pay gap data on their websites. Due to data availability, we report only on the ethnic minority-white hourly pay gap. We found that:

The median ethnicity hourly pay gap was

3.7%

This means ethnic minority employees earned 96p for every £1 white employees earned.



Seven organisations had median pay gaps that favoured white employees,



and four had pay gaps that favoured ethnic minority employees.



Two organisations had gaps smaller than ±2%.



Additionally, four organisations reported pay gaps for specific ethnic groups.

HOW STICKY ARE YOUR FLOORS? THE PAY GAP AS A MEASURE OF INEQUALITY



BUREN DALLIANCE

France, 2018

Marie Muller Priquelier

Marie creates pictures, installations, and writings about women's confidence and the close relationship between them, their own sexuality, and their body. She is questioning how it feels to live as a woman in a patriarchal and phallogocentric society and questioning the image that this society has created for her.

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in earnings (e.g. hourly pay) between men and women – regardless of roles and seniority – in a workforce. The pay gap is not the same as equal pay, which refers to the requirement that men and women be paid the same if performing work of equal value.

The gender pay gap is more than just a data point – it tells a complex story of gender inequality across the lifecourse from the vantage point of women’s participation in the labour market. The norms and structures that keep women in lower-paid and lower-status jobs result in what is often referred to as ‘sticky floors’, while ‘glass ceilings’ refer to the invisible barriers that keep women from reaching the top. The gender pay gap provides one measure to assess just how sticky the floors are and how impenetrable the glass ceilings.

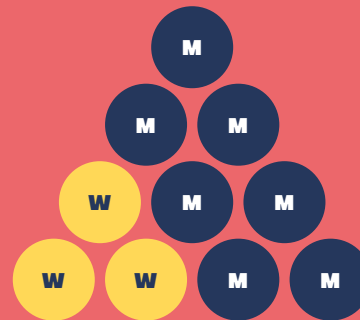
DRIVERS OF THE GLOBAL GENDER PAY GAP

The global gender pay gap is estimated at around 20%,³ and is of similar size in the global health and care sector.⁴ The gender pay gap reflects the dominance of men compared to women in leadership positions. Women make up 70% of the global health and social care workforce but hold only 25% of senior positions.⁵ GH5050 reports that among nearly 200 organisations active in global health, 38% of senior management bodies and 52% of boards have more men than women.⁶

GENDER PAY GAP AND EQUAL PAY – WHAT IS THE DIFFERENCE?

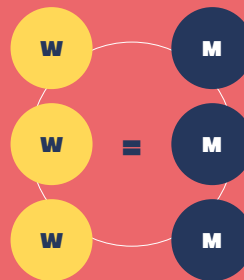
GENDER PAY GAP

indicates the difference in earnings between men and women



EQUAL PAY

means that men and women performing work of equal value receive the same pay



Gender pay gap

or the ‘vertical pay gap’ represents the overall difference in hourly earnings between men and women in a particular workforce. It reflects the unequal distribution of employees across an entire organisation, arising from differences in opportunity and career pathways between men and women across their career lifecourse. More men than women in leadership positions and more women than men in lower-paid positions means a larger gender pay gap.

Equal pay (sometimes called pay equity)

or the ‘horizontal pay gap’ refers to equal pay for work of equal value. In many countries, this is the law – people working in similar positions must be paid at the same rate, irrespective of their sex or gender identity, as well as other factors like race. In the UK, for example, the Equal Pay Act 1970 mandates equal pay for work of equal value.

How are they related?

Both gender pay gap and gender pay equity are important indicators, and reporting on both can help identify where action is needed. Eliminating unequal pay is essential to closing the gender pay gap. However, it is possible for an organisation to have achieved pay equity but still have a gender pay gap due to, for example, a lack of women in senior positions.

Historically, gender differences in accessing education have been a significant factor preventing women from entering high-skilled employment. Recently, global rates of education participation and attainment gaps between boys and girls have narrowed, with women overtaking men in tertiary education in some settings.⁷ Nonetheless, women are still under-represented in fields that are traditionally male-dominated and higher paying. For example, in 2020, women constituted only 35% of the world's STEM graduates.⁸

Stark inequality also persists in labour participation between men and women. The 2020 global labour participation rate for women was 47% and 74% for men – a disparity that has remained largely unchanged over the past 25 years.⁹ Women tend to be over-represented in the informal economy and in lower paying formal employment.¹⁰ This phenomenon can be attributed to traditional gender norms, discriminatory practices in recruitment and promotion, and occupational segregation by gender. Highly feminised sectors, such as health and social care, tend to be undervalued by societies and workers in these sectors are often paid less.¹¹

A significant factor contributing to gender pay gaps is the 'motherhood penalty'.¹² Evidence from six OECD countries shows that women's earnings were up to 61% lower than men's in the 10 years after the birth of their first child.¹³ Mothers often bear the brunt of parenting and tend to be involved in employment with flexible hours, lower wages or on a part-time basis. In turn, this translates to less time and fewer opportunities to accumulate human capital –

the education, skills and experience – that would lead to higher-paying jobs.

Additionally, the 2023 GH5050 Report uncovered the lack of workplace policies that consider the sexual and reproductive health needs of women, such as abortion, menstrual leave and menopause, which may further impede the potential of women to remain and advance in the workplace.¹⁴

LEGISLATING TO CLOSE THE GENDER PAY GAP

From the 1995 Beijing Declaration¹⁵ to the 2014 G20 Summit in Brisbane¹⁶, calls and commitments to close gender pay gaps have been made repeatedly. This commitment is also enshrined in the Constitution of the ILO and various ILO Conventions, which are legally binding where countries have ratified them.¹⁷ In 2021, the ILO adopted a Resolution concerning inequalities in the workplace which, among other things, called for closing of gender pay and pension gaps, and further realising equal remuneration for work of equal value for all.¹⁸ The WHO¹⁹ and the 2022 Global Health and Care Workers Compact²⁰ called for further gender equality in health workforces.

Gender equality advocates have also pushed for greater transparency measures around pay.

In the UK, the Government has mandated annual gender pay gap reporting for public and private employers with more than 250 employees since 2017.²¹ Worldwide, a

number of countries require some form of public reporting of the gender pay gap, including reporting on pay equity.²²

GENDER PAY GAP REPORTING IN THE UK

Employers are required to report their gender pay gaps to the UK Government and on their websites. The Equality and Human Rights Commission can enforce compliance with gender pay gap reporting and failure to comply can ultimately lead to unlimited fines.²³ Required data includes:

- Percentages of men and women²⁴ employees in each hourly pay quartile
- Mean and median gender pay gap for hourly pay
- Percentages of men and women receiving bonus pay
- Mean and median gender bonus pay gap

In 2022, the UK median gender pay gap stood at 14.9%.²⁵ This national figure hides differences among employees on a range of other factors. For example, data from the same year show that the median gender pay gap among people in full-time employment aged 18-21 was 0.9%, compared to 13.9% among people over 60.²⁶ The biggest jump in the pay gap is seen when comparing 30-39 year olds (3.2%) with 40-49 year olds (10.9%) – most likely due to the 'motherhood penalty'.

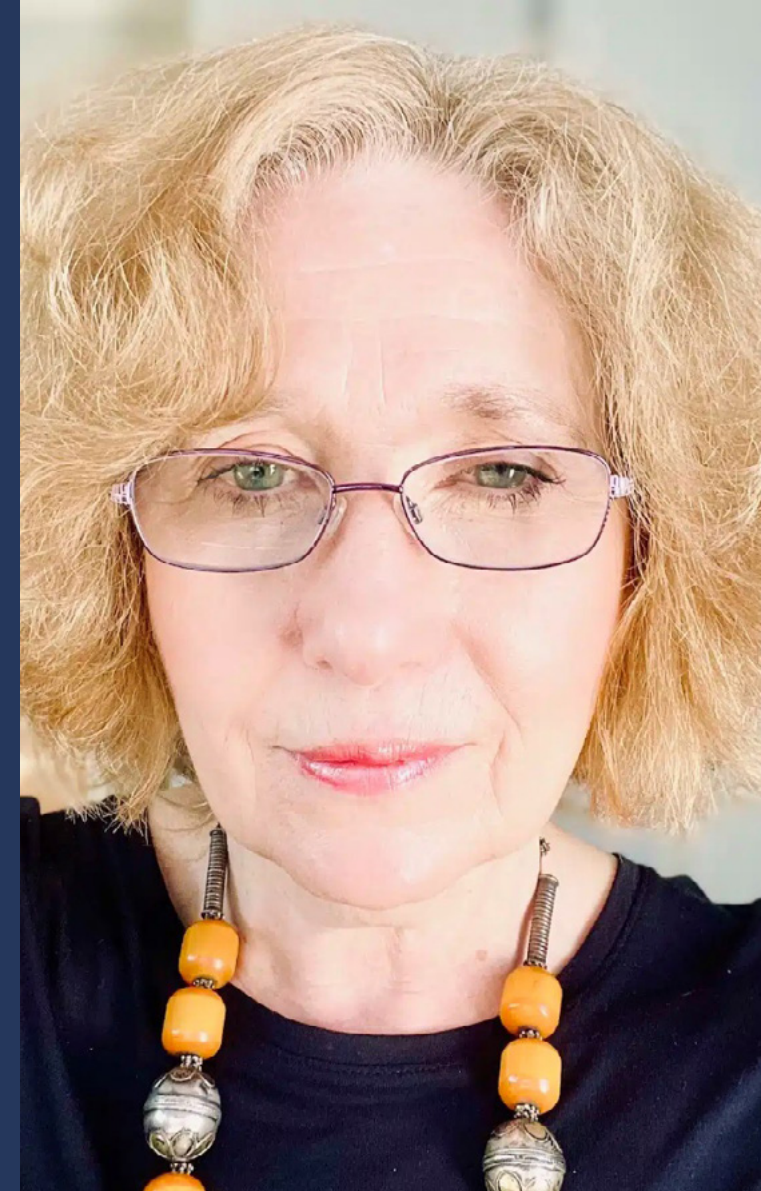
Since mandatory reporting was introduced, employers have reported a reduction of 1.2 percentage points in the mean gender pay gap.²⁷ If the rate of reduction remains the same, another 50 years would be needed to close the gap.

TAKING WOMEN'S WORK (AND GENDER INEQUALITY) FOR GRANTED

Sunshine is the best disinfectant. And data can be sunshine. Having worked on the UK Gender Pay Gap legislation, I was delighted to see the bargaining power it gave women when they finally had a number to prove what they had always suspected – that they were earning less than their male colleagues. Many have used this newfound transparency to hold employers to account and demand action to drive and monitor change.

In global health, despite women accounting for 70% of the workforce, the gender pay gap is higher than in many other sectors – standing at an estimated 24%.²⁸ The size of this gap largely reflects the gender norms and barriers that segregate the health sector into occupations like surgery (higher status, higher wage, majority men) and nursing (lower status, lower wage, majority women). Caring roles, which tend to have a majority of women employees, are given lower social status despite their critical value to society.

Behind the 24% gender pay gap in health are other hidden layers of women's work. Global health rests on the unpaid work of women that rarely makes it into official statistics. In 2015, the Lancet Commission on Women and Health estimated that women contribute \$3 trillion to global health annually, half in the form of unpaid work.²⁹ Women in Global Health research in 2022 found that over six million women, mostly community health workers, work in core health systems' roles unpaid or grossly underpaid.³⁰ The pandemic shone a light on the immense contributions of these women, keeping communities informed, contact tracing and delivering vaccines, often at great personal risk. The real gender pay gap in health is far larger than 24% because trillions of dollars and uncounted hours of work by women in health and care is taken for granted and normalised by gender norms as their duty.



Ann Keeling
Senior Fellow, Women in Global Health and
Chair of the NGO Age International

ETHNICITY PAY GAP REPORTING IN THE UK

In the UK, discrimination and disparities faced by ethnic minority employees are well-documented. Ethnic minority workers – particularly women – are more likely to report discrimination and racism, as well as lower employment rates, earnings and job security.³¹ A report in 2017 found that although ethnic minority employees make up one in eight of the workforce, only one in sixteen are represented in top management positions.³²

Reporting ethnicity pay gaps, however, can be challenging as it often involves comparing earnings between a range of ethnic groups. In some settings,

aggregation of ethnic groups may be necessary to ensure statistical reliability and protect employees' confidentiality if the numbers in certain ethnic groups are small.³³ A binary comparison, however, between white and all ethnic minority employees can mask pay inequalities between different ethnic groups.

In 2020, the latest year for which data is available, and drawn from a UK annual household survey, the median ethnic minority-white pay gap in the UK was -1.6%, slightly in favour of ethnic minority employees.³⁴ Significant variations in earnings were observed among ethnic groups, and men earned more than women across 14 of 16 ethnic groups in England and Wales. The largest pay gap was seen between white and Black Caribbean (i.e. mixed race)

women and white British men, which amounted to 30%. In the UK's National Health Service, Black staff earned approximately 9% less than white staff in 2020.³⁵

Despite calls for reporting of the ethnicity pay gap to be made mandatory,³⁶ the UK Government has stated that it will remain voluntary for employers.³⁷ In April 2023, the UK Government published guidelines for employers who choose to report their ethnicity pay gap.³⁸ In the absence of legislation, however, organisations appear unlikely to report their ethnicity pay gaps. In 2021, a report found that only 64 companies in the UK disclosed their ethnicity pay gaps publicly, which was 50% less than in 2020.³⁹ In contrast, in 2023, 10,427 companies in the UK disclosed their gender pay gaps.⁴⁰

FINDINGS

THE GENDER PAY GAP AMONG UK ORGANISATIONS ACTIVE IN GLOBAL HEALTH



ACCESS W BANKING
Lagos, Nigeria, 2023

AyaworanHO3D

In a room filled with determined women, the mission is clear: to make banking services more inclusive and attainable for women. In Nigeria, the lack of access to financing options has posed a significant barrier for women in business. This disparity highlights the pervasive gender inequality that exists, as many financial institutions have been reluctant to provide women with the necessary loans to grow their enterprises. As a result, numerous women-owned businesses have remained stagnant or faced closure due to insufficient funds.

ANALYSING GENDER PAY GAPS

GH5050 reviewed organisations' websites for the public reporting of their gender pay gaps and contacted organisations directly to verify and augment our findings. We also collected and analysed gender pay gap data directly from the UK Government Gender Pay Gap Service website.⁴¹

We have presented pay gap data in two forms: median (the middle value of a set of numbers) and mean (the average value of a set of numbers). We do this because the median figure is useful by showing us the 'middle' pay gap and dismissing major outliers that can skew results. At the same time, we take a feminist approach to our analysis and include those outliers (organisations with very large pay gaps in favour of men, and in some cases, of women) by additionally presenting the mean.

SCANT PUBLIC REPORTING ON THE GENDER PAY GAP

Since 2019, GH5050 has reported that outside of legal mandates, very few organisations publish their gender pay gap – a trend that continues.

OUTSIDE OF THE UK, GH5050 FOUND PUBLICLY AVAILABLE REPORTS ON THE GENDER PAY GAP FOR FIVE ORGANISATIONS:

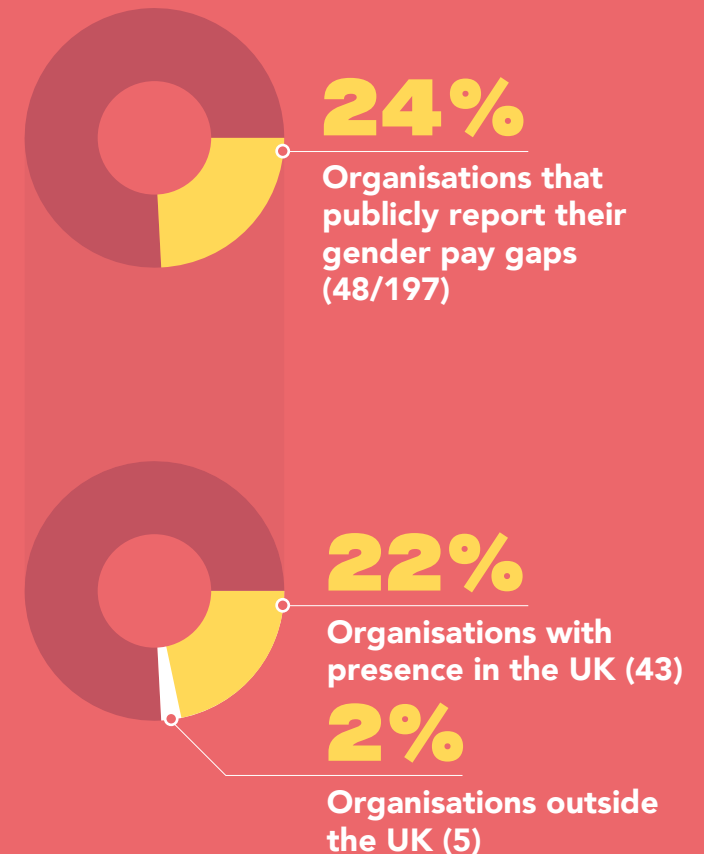
- **CARE INTERNATIONAL**⁴²
- **ENGENDERHEALTH**⁴³
- **THE GLOBAL ALLIANCE FOR IMPROVED NUTRITION**⁴⁴
- **HEALTH POVERTY ACTION**⁴⁵
- **THE INTERNATIONAL PLANNED PARENTHOOD FEDERATION**⁴⁶

Three organisations also informed GH5050 that they assess their gender pay gaps, including Memisa, Swedish International Development Cooperation Agency (Sida) and UNICEF, but the data are not available publicly. One organisation (Agence Française de Développement) is required to report to the French Government.

In 2023, among

197

global organisations assessed by GH5050, we find



TRANSPARENCY OF GENDER PAY GAPS

In 2023, 42 organisations with a presence in the UK in the GH5050 sample reported their gender pay gap to the UK Government. As these organisations are required to use the same methods to measure and report gender pay gaps, we were able to analyse and compare their data. We assessed the 2022 data reported by organisations in April 2023. We also compared this to the earliest reported data – for 39/42 organisations, 2017 data was available.

WHO REPORTS THE GENDER PAY GAP IN THE UK?

Among

43

organisations with presence in the UK in the GH5050 sample,

42

reported their gender pay gap to the Government

(within those 42)

39

are required to report

(i.e. they have more than 250 employees)

(within those 42)

3

opted into reporting

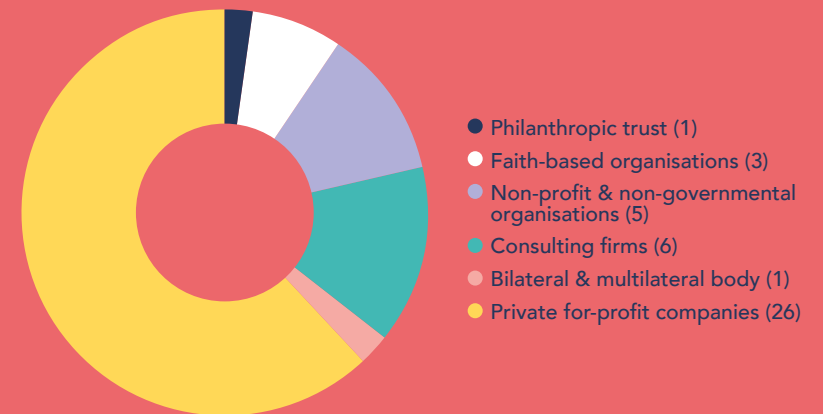
(Medecins Sans Frontieres, Plan International and World Vision)

1

organisation has fewer than 250 employees in the UK and reported their pay gap on their website

(International Rescue Committee;⁴⁷ excluded from below analysis)

The 42 organisations that reported to the Government are from several sectors:



PROGRESS IN CLOSING GENDER PAY GAPS

Hourly pay gap

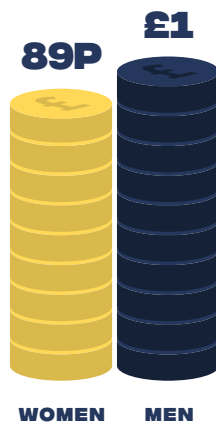
89p paid to women for every £1 paid to men

In 2022, across the 42 organisations, the median gender pay gap for hourly pay was 10.9% in men's favour. The gap ranged from -24.4% (in favour of women) to 33.3% (in favour of men). The mean gender pay gap had a similar size of 10.8%, and the gap ranged from -21.9% (in favour of women) to 37.8% (in favour of men).

In 2022, the organisations in our sample had a 10.9% median gender pay gap. In other words, women worked for free from 22nd November 2022 until the end of the year.

2022 GENDER HOURLY PAY GAP

MEDIAN & MEAN GENDER PAY GAP



In 32 of the 42 organisations, the median pay for men was higher than for women. In six organisations, the median pay was higher for women, and similar in four organisations ($\pm 2\%$). See figure on page 20.

Progress recorded in closing the hourly pay gap

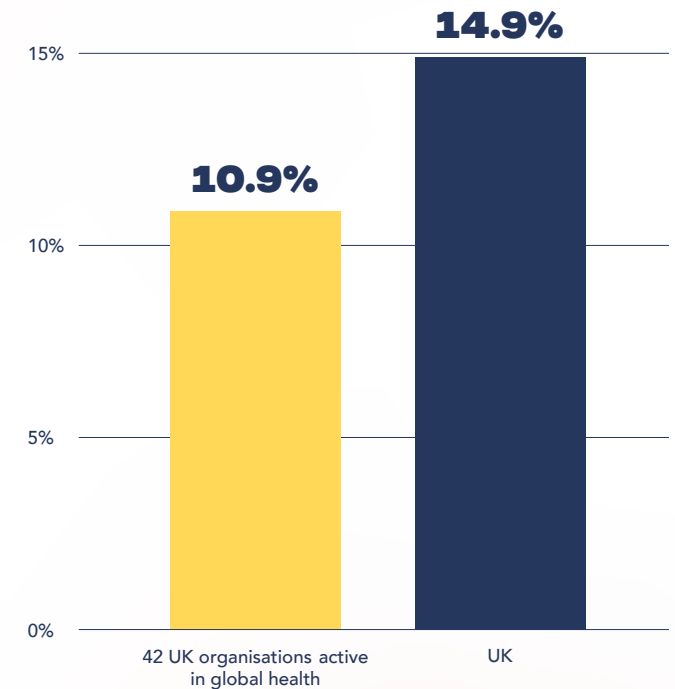
Between 2017 and 2022, the median gender pay gap decreased from 12.7% to 10.9%, a reduction of 1.8 percentage points. For the mean gender pay gap, there was a slightly larger decrease of 3.5 percentage points from 14.3% to 10.8%.

THE MEDIAN GENDER PAY GAP DECREASED IN 74% (31/42) OF ORGANISATIONS, BY A MEDIAN 6.7 PERCENTAGE POINTS

... AND INCREASED IN 26% (11/42) OF ORGANISATIONS, BY A MEDIAN 3.5 PERCENTAGE POINTS

Organisations in sample perform better than UK median

The 42 organisations assessed had a smaller median gender pay gap (10.9%) than the 2022 UK median gender pay gap (14.9%).⁴⁸

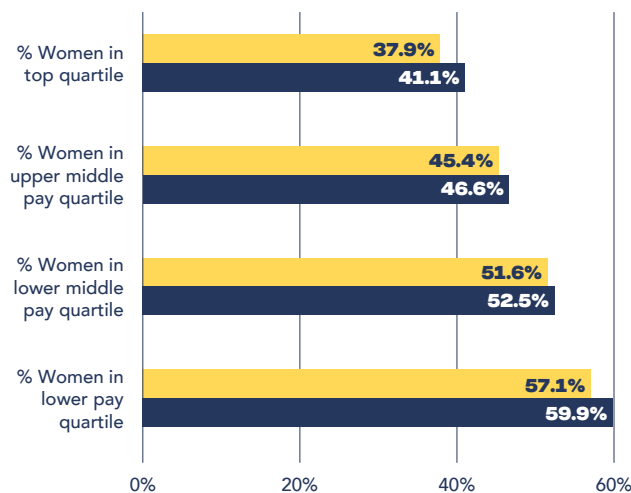


Progress in reducing the gap also appears to be faster among the 42 organisations. In 2017, 18 of 42 organisations had gender pay gaps larger than the UK median of 18.4%; by 2022, 5 of 42 organisations had gender pay gaps above the UK median of 14.9%.

One-third of women's representation lost between lowest and highest pay quartiles

Among the 42 organisations, women were over-represented in the lower (60%) and lower middle (53%) pay quartiles and under-represented in the upper middle (47%) and top (41%) quartiles in 2022. While more women were represented in higher pay quartiles than in 2017, the continued over-representation of women in lower pay quartiles and under-representation in top quartiles contributes to the persistence of gender pay gaps.

PERCENTAGES OF WOMEN IN DIFFERENT PAY QUARTILES



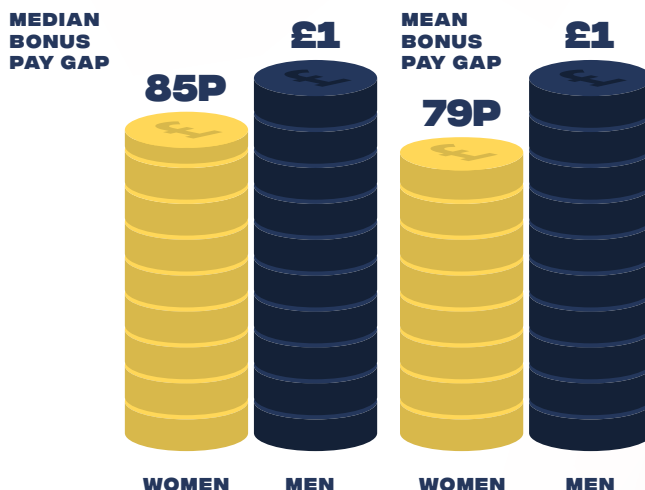
● 2017/18 ● 2022/23

Bonus pay gap

In 2022, 37 of 42 of the organisations distributed bonus pay to employees. The median percentage of women (90%) receiving bonus pay was similar to men (89%). However, the median gender bonus pay gap was 15.2%, or 85p for women for every £1 paid to men. The gap ranged from -231.2% (in favour of women) to 54.8% (in favour of men). The gap was even larger when looking at the mean gender bonus pay gap, which was 21.5% and ranged from -64.3% (in favour of women) to 86.1% (in favour of men).

Women received 85p in bonus pay for every £1 men received

2022 GENDER BONUS PAY GAP



The median gender bonus pay gap was in favour of men in 26/37 of organisations, while 10 organisations had a gap in favour of women. One organisation had no difference in bonus pay for men and women. See figure on page 21.

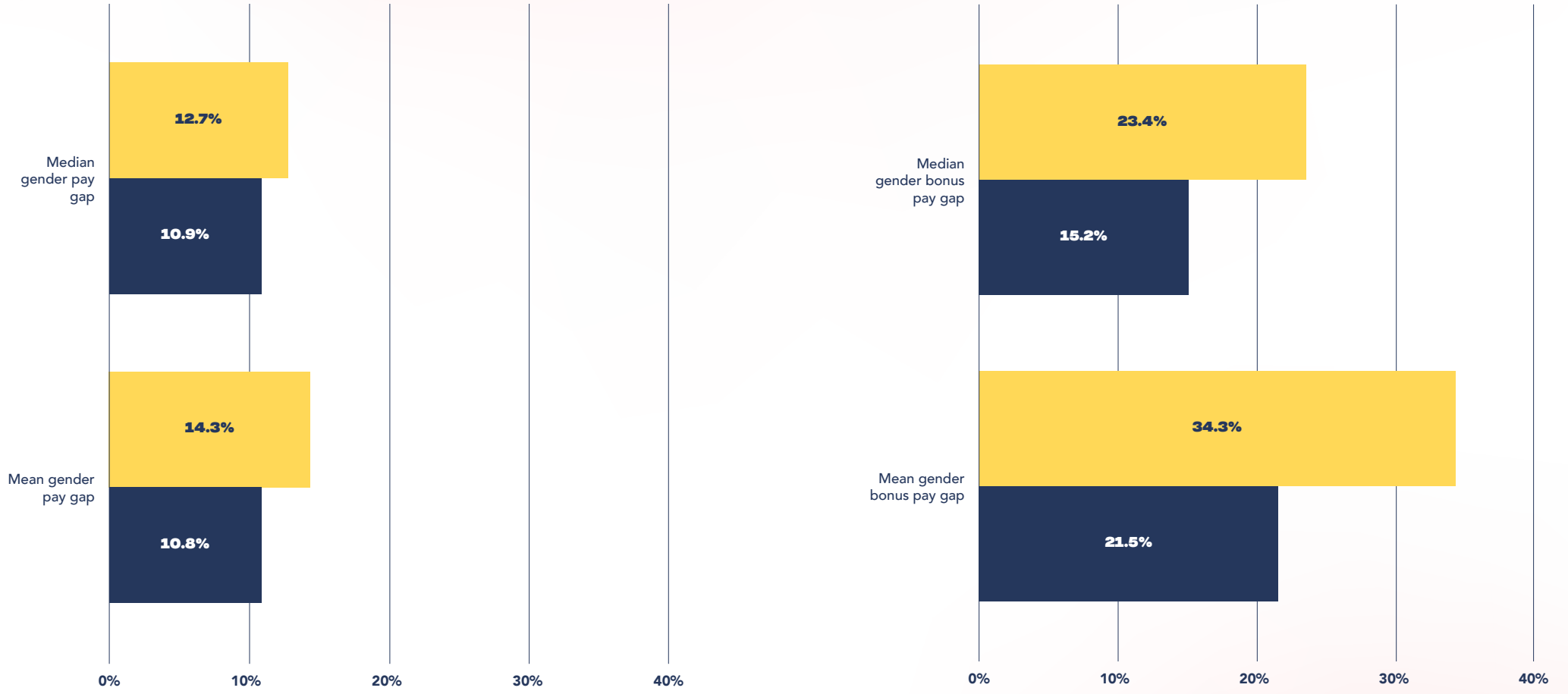
Progress recorded in closing the bonus pay gap

Between 2017 and 2022, the median gender bonus pay gap declined by 8.2 percentage points, from 23.4% to 15.2%, among the 37 organisations that provided bonus pay. A larger decrease was observed in the mean gender bonus pay gap where the gap reduced from 34.3% to 21.5%, a decrease of 12.8 percentage points.

THE MEDIAN GENDER BONUS PAY GAP DECREASED IN 70% (26/37) OF ORGANISATIONS, BY A MEDIAN OF 17.1 PERCENTAGE POINTS

... AND INCREASED IN 27% (10/37) OF ORGANISATIONS, BY A MEDIAN OF 15.9 PERCENTAGE POINTS

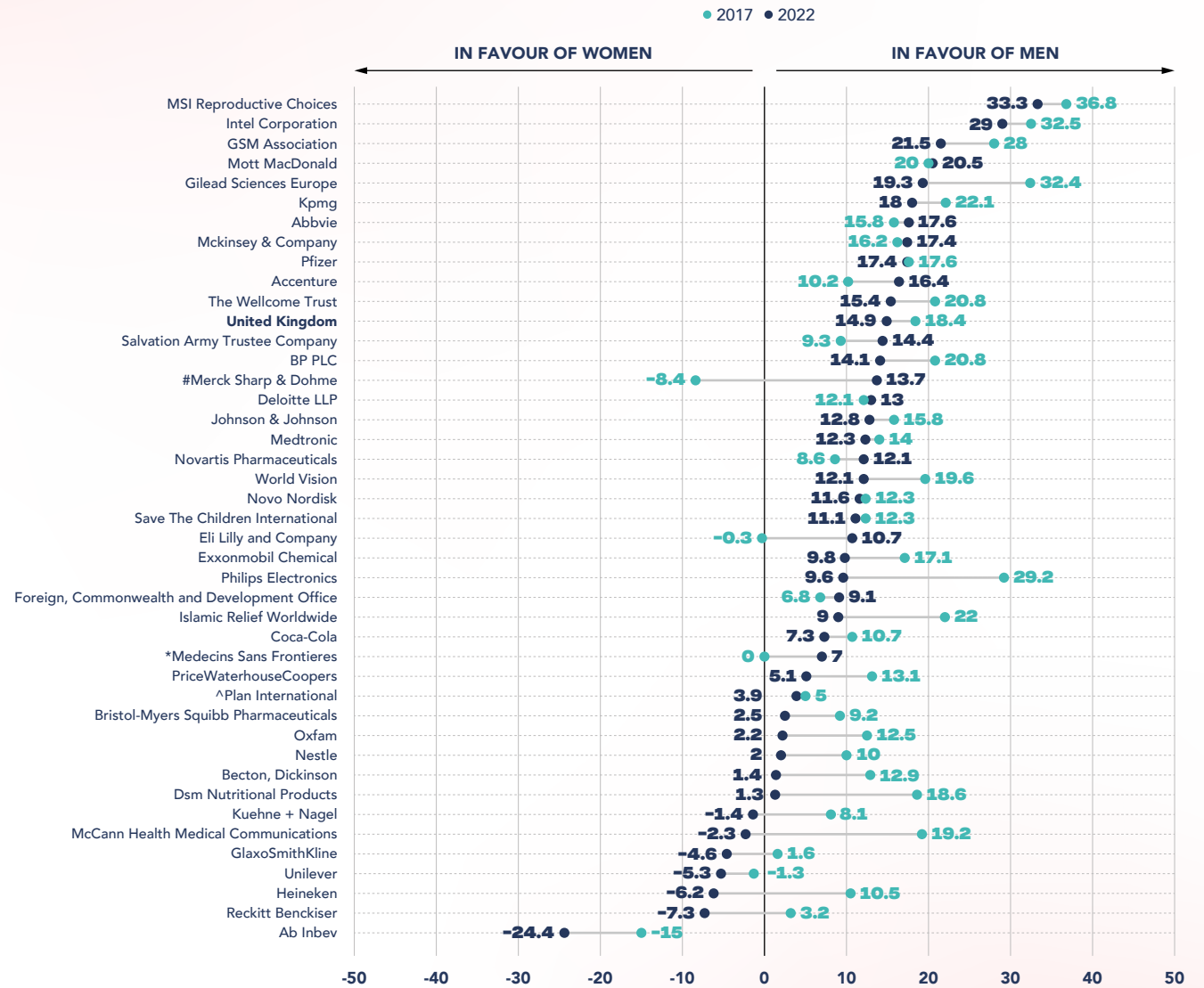
GENDER HOURLY PAY AND BONUS PAY GAPS HAVE BEEN DECREASING



● 2017/18 ● 2022/23

MEDIAN GENDER PAY GAPS (%), 2017 AND 2022

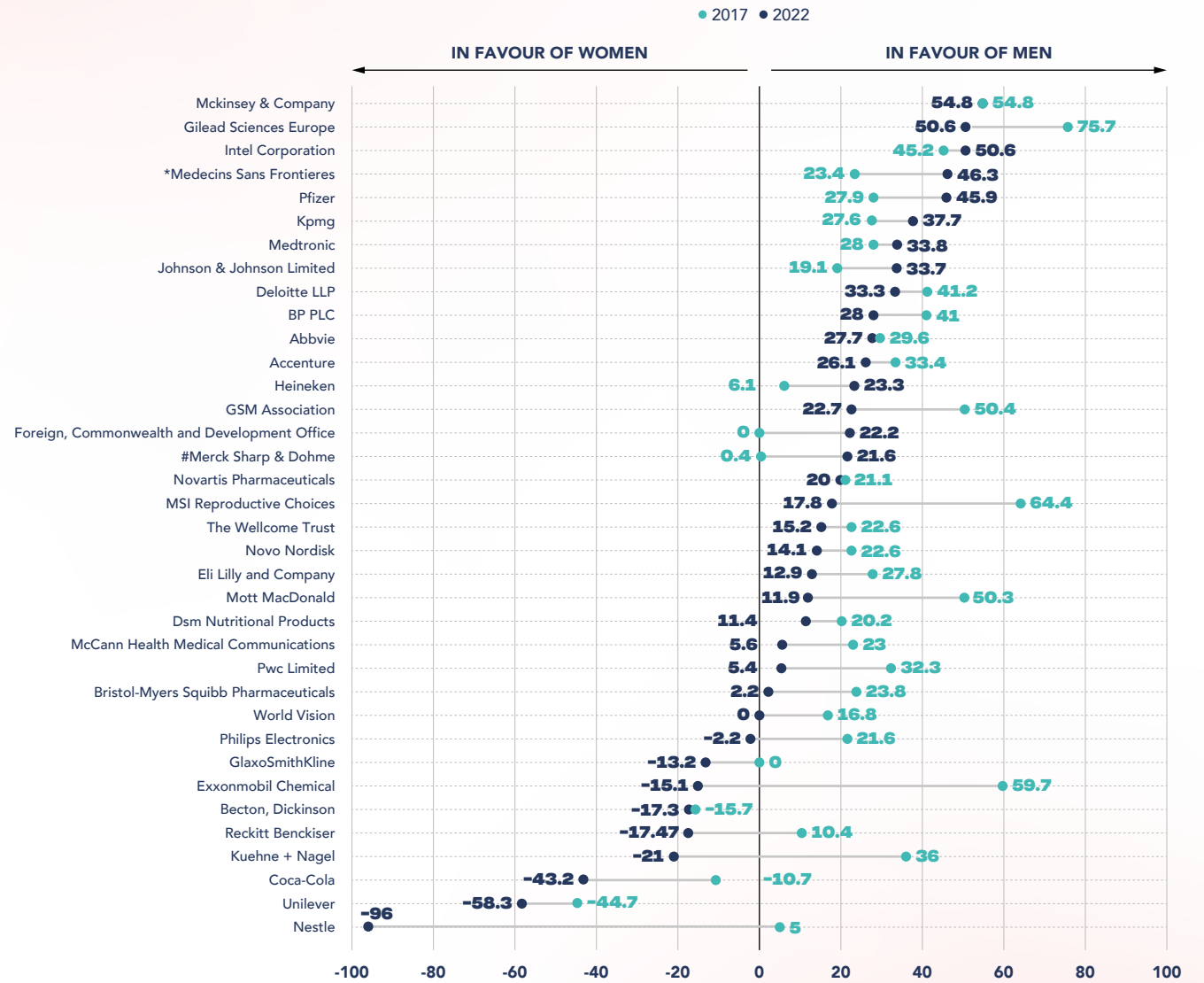
Data from 42 organisations with a presence in the UK and active in global health. Positive values indicate pay gaps favouring men.



Where 2017 data was not available, the earliest available data was used:
*2018, #2020, ^2021.

MEDIAN GENDER BONUS PAY GAPS (%), 2017 AND 2022

Data from 36 organisations with a presence in the UK and active in global health. Positive values indicate pay gaps favouring men.



Although Ab Inbev was included in the analysis, it is excluded from the graph as it was a large outlier (-231.2% in 2017 and -492% in 2022). Five organisations (Islamic Relief Worldwide, Oxfam, Plan International, Salvation Army and Save the Children International) did not provide bonus pay and were excluded from the analysis. Where 2017 data was not available, the earliest available data was used: *2018, #2020.

FINDINGS

EMERGING DATA ON THE ETHNICITY PAY GAP



FREE CHILDCARE

Pakistan, 2023

Mehreen Zain

A woman is taking care of a child while working. South Asian society is delicate when it comes to its gender roles, and the most sacred and significant one is the role of a mother. The family structure relies on women for the upbringing of children, whether they are married or single. Society does not allow them to neglect their motherly duties, even when they are at work and expected to fulfil their professional responsibilities. While child daycare facilities exist, they are often subject to judgement from the community. A woman's role is still predominantly defined by motherhood; if she does not become a mother, her life is not considered fulfilled.

VOLUNTARY REPORTING OF ETHNICITY PAY GAPS

Reporting ethnicity pay gaps is not mandatory in the UK and very few organisations voluntarily report their data in the public domain.⁴⁹ We found 13 of the 43 organisations report gender and ethnicity pay gaps on their websites. This included four NGOs, four private for-profit companies, four consulting firms and one philanthropic trust.

30%

of organisations in our sample voluntarily and publicly report ethnicity pay gaps, in addition to gender pay gaps

All 13 organisations reported pay gaps between ethnic minority and white employees. Reporting of granular pay gap data between ethnic groups may not be feasible if the presence of some groups in the organisation is small, as this may inadvertently reveal salary or other information about those individuals.⁵⁰ Data availability on employee ethnicity will also affect its accuracy: 9 of the 13 organisations reported their ethnicity disclosure rates, which ranged from 53% to 90%.

ORGANISATIONS TAKE DIFFERENT APPROACHES TO PAY GAP REPORTING BEYOND GENDER



SIZE OF ETHNICITY PAY GAPS

We assessed and compared data from the 13 organisations that reported ethnicity pay gaps between ethnic minority and white employees. A broad analysis of

ethnic minority-white pay gap obscures different levels of disparities faced by different ethnic groups. However, due to the limited availability of data, we restricted our analysis to this binary comparison. Data reported is from 2022 for eleven organisations and from 2021 for two organisations.

Hourly pay gap

Ethnic minority employees received 96p for every £1 white employees received

Our analysis found that, in 2022, the median ethnic minority-white pay gap across the 13 organisations was 3.7% in favour of white employees. The mean ethnicity minority-white pay gap was slightly bigger at 6.9%, also favouring white employees. In other words, ethnic minority employees worked for free for 14 days in 2022.

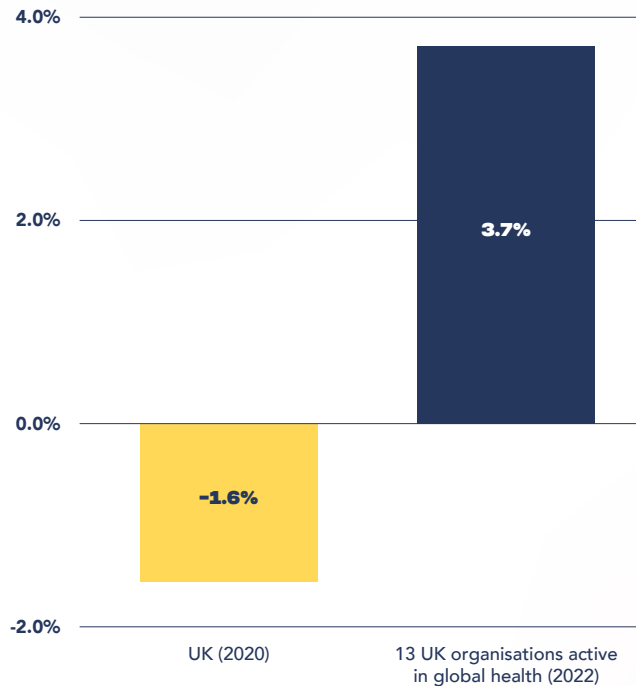
2022 ETHNICITY PAY GAP



Seven organisations had median ethnic minority-white pay gaps that favoured white employees (see figure on the right). Four organisations had pay gaps that favoured ethnic minority employees and two had gaps of less than $\pm 2\%$.

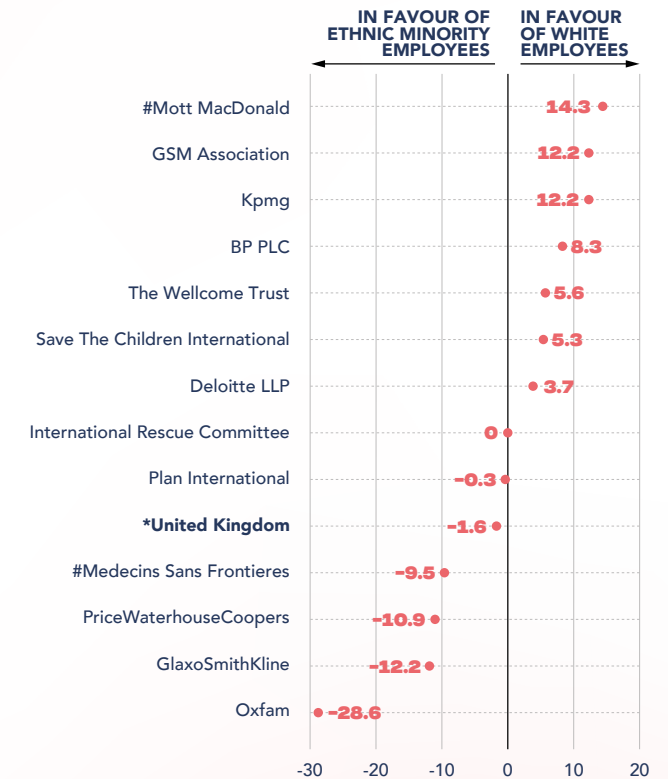
In comparison, the UK median ethnicity pay gap in 2020 (latest data available) was -1.6% (in favour of ethnic minority employees).⁵¹

COMPARING MEDIAN ETHNICITY PAY GAPS



MEDIAN ETHNICITY PAY GAPS (%), 2022

Data from 13 organisations with a presence in the UK and active in global health. Positive values indicate pay gaps favouring white employees.



Where 2022 data was unavailable, the latest data was used: *2020, #2021.

MOVING FORWARD: FROM DATA TO ACTION

Transparency is essential for accountability. Reporting pay gaps is an important step in addressing workplace inequities. Mandatory pay gap reporting has been in place in the UK for a few years and, as we report here, some progress has been made in reducing the gender pay gap. This may point to the potential of pay gap reporting and systems of accountability to promote more equitable workplaces. However, we note that among organisations reporting their pay gap data for UK staff, there is generally still an absence of similar data for their staff working in other legal jurisdictions where reporting is not legally mandated.

Although reporting of pay gaps is not a legislative requirement in most countries, organisations active in global health, many of which are meant to be advancing

social justice, should strive to make pay gap information available to their employees (within the bounds of privacy and confidentiality). We applaud those organisations in our sample that have already reported their pay gap data, even in the absence of legal reporting requirements, and we encourage others to follow suit.

However, transparency is not the end goal – it is a means to illuminate inequalities, inform action and drive change towards achieving equality. Understanding and addressing the reasons for pay gaps is essential to be able to close the gaps – and that will require addressing inequalities across society, as well as inequalities specifically within the workplaces of the organisations active in global health.

BOX. “KALLARÐU ÞETTA JAFNRÉTTI?” (“YOU CALL THIS EQUALITY?”)

While Iceland is often hailed as a champion of equality, women in some professions still face a 20% gender pay gap⁵² and one in four women have experienced physical and sexual violence.⁵³

On 24th October 2023, more than 100,000 women and non-binary people in Iceland, including Prime Minister Katrín Jakobsdóttir, went on strike over Iceland’s gender pay gap and rate of gender-based violence under the slogan “Kallarðu þetta jafnrétti?” (“You call this equality?”). People participating in the strike did not perform any paid or unpaid work or domestic labour on that day. It marked the first full-day strike by women since the Kvinnafrí (“Women’s Day Off”) was organised by women’s organisations in 1975. The 1975 strike had a significant impact, including the passing of Iceland’s first Gender Equality Act, which guarantees equal pay, and the election of its first woman president.

ANNEX: LIST OF ORGANISATIONS

Gender pay and bonus pay gap analysis

Ab Inbev Limited
Abbvie LTD
Accenture Limited
Becton, Dickinson Limited
BP PLC
Bristol-Myers Squibb Pharmaceuticals Limited
Coca-Cola Limited
Deloitte LLP
Dsm Nutritional Products Limited
Eli Lilly and Company Limited
Exxonmobil Chemical Limited
Foreign, Commonwealth and Development Office
(previously Department for International Development)
Gilead Sciences Europe LTD
GlaxoSmithKline Services Unlimited
GSM Association
Heineken Limited
Intel Corporation Limited
IPG Health Medical Communications Limited (previously
McCann Health Medical Communications Limited)
Islamic Relief Worldwide
Johnson & Johnson Limited

Kpmg Limited
Kuehne + Nagel Limited
Mckinsey & Company Inc
Medecins Sans Frontieres
Medtronic Limited
Merck Sharp & Dohme Limited
Mott MacDonald Limited
MSI Reproductive Choices
Nestle LTD
Novartis Pharmaceuticals Limited
Novo Nordisk Limited
Oxfam
Pfizer Limited
Philips Electronics Limited
Plan International
PriceWaterhouseCoopers Limited
Reckitt Benckiser Limited
Salvation Army Trustee Company
Save The Children International
The Wellcome Trust Limited
Unilever Limited
World Vision

Ethnicity pay gap analysis

BP PLC
Deloitte LLP
GlaxoSmithKline Services Unlimited
GSM Association
International Rescue Committee
Kpmg Limited
Medecins Sans Frontierers
Mott MacDonald Limited
Oxfam
Plan International
PriceWaterhouseCoopers Limited
Save The Children International
The Wellcome Trust Limited

ENDNOTES

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GLOBAL 50
HEALTH 50