

CONCERN
worldwide



REPORT

Gender Pay Gap Report 2022

December 2022

Introduction

At Concern Worldwide (Concern) we are committed to being a diverse, inclusive and people focused organisation. We are committed to creating and supporting workplaces in which people feel valued and are enabled to succeed in their work.

Ultimately, we believe that delivering on this commitment will contribute to the delivery of our mission; *to help people living in extreme poverty achieve major improvements in their lives, which last and spread without ongoing support from Concern.*

This is Concern's first year to produce the Gender Pay Gap report, and we believe that this report supports our workplace values of dignity, diversity, participation and inclusion, and reflects our focus on and commitment to advance equality, diversity and inclusion, specifically gender diversity.

Overview of 2022 Gender Pay Gap Analysis

The gender pay analysis and profile is based on annualised ordinary¹ pay effective 28 June 2022 (i.e. it reflects pay for the preceding 12 month period). The analysis within this report is based on those Concern employees that are employed on Irish contracts only and does not cover Concern UK, Concern Korea or any employees directly employed in our 22 country programme offices.

All employees in this analysis are aligned to pay grades which provide for equal pay for equal work irrespective of gender.

Headline Gender Pay Gap Figures

- Our overall gender profile is **48% female/52% male**
- The percentage gap in **mean**² pay between male and female employees is **0.5% in favour of male employees**
- The percentage gap in **median**³ pay between male and female employees is **0.7% in favour of female employees**
- Our gender profile across quartile⁴ pay bands is:

QUARTILE	F	M
Lower	57%	43%
Lower Middle	37%	63%
Upper Middle	49%	51%
Upper	49%	51%
Total	48%	52%

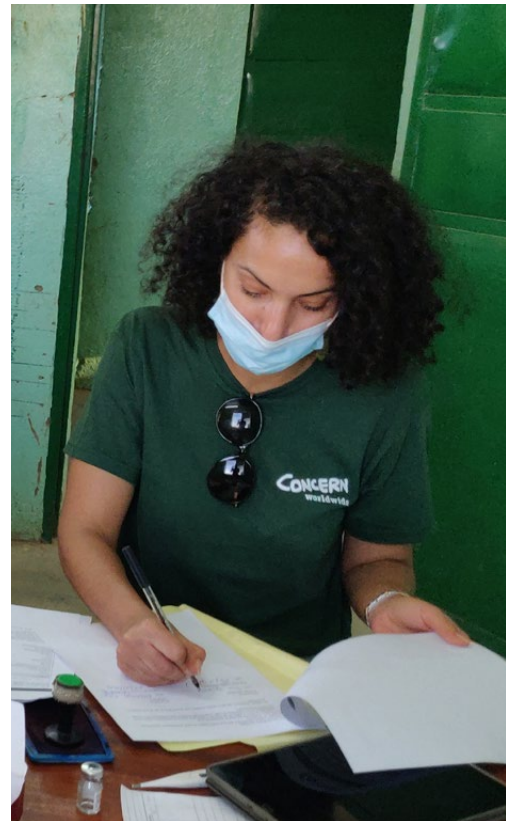
- No benefit in kind was paid to any employee
- During the analysis period only one employee received performance related pay⁵ as a top-up to their salary. This has created a percentage bonus gap of 100% in favour of male employees

1. Ordinary pay includes normal salary, allowances, overtime, shift premiums, pay for sick leave, salary top-up for statutory leave, pay for gardening leave and pay for piecework
2. Mean pay is calculated by adding the hourly rate for all male employees and dividing this by the number of male employees. The same calculation is carried out for female employees to allow us to identify the percentage gap
3. Median pay is calculated by sorting hourly pay rates for male employees from high to low and taking the mid-point figure. The same calculation is carried out for female employees to allow us to identify the percentage gap
4. Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of Concern.
5. Concern operates a performance related pay structure for its Telemarketing team whereby all Telemarketers receive a basic salary which can be increased each month if certain performance targets are met.

Right: Concern Staff Member Kieran McConville, Head of Content US Office
 Photo: Turjoy Chowdhury, Concern Worldwide



Far right: Saraa Bouhouche, co-signing the certificate of donation of equipment to the CSPS, Yargho, Burkina Faso.
 Photo: Concern Worldwide



Figures for Part Time Employees

- Our gender profile for part-time employees is 88% female/12% male
- The percentage gap in mean pay between part-time male and female employees is 75% in favour of female employees
- The percentage gap in median pay between part-time male and female employees is 83.4% in favour of female employees

Figures for Temporary Employees

- Our gender profile for temporary staff is 41% female/59% male
- The percentage gap in mean pay between temporary male and female employees is 5% in favour of male employees
- The percentage gap in median pay between part-time male and female employees is 1.1% in favour of male employees

What do the results tell us?

The results of our gender pay gap analysis are reflective of the wide range of policies and practices that underpin our commitment to being a diverse, inclusive and people focused organisation.

The results tell us that our overall gender pay gap in the staff group reported on for 2022 is marginal. This is something that we are very proud of and is a clear demonstration of our commitment to gender equality and inclusion.

The difference in pay, at the upper and middle quartiles for the staff group included in this analysis, while slightly higher for men is a clear demonstration of commitment to gender equality at all levels.

There is a noticeable gap between the mean and median pay for part-time staff – with women being paid higher. This is primarily due to the higher numbers of part-time employees, across all salary bands, being women.

Right: Logistics Advisor, Deirdre Delaney on location in Western Ukraine as part Concern's emergency response in Ukraine. Photo: Kieran McConville/Concern Worldwide

Far right: Dublin based staff partaking in the '10k Steps a Day' challenge. Photo: Concern Worldwide



Our action plan

Building on our strong foundations, we are committed to continually improving and enhancing our approach to all aspects of equality, diversity and inclusion. We will continue to take wide ranging actions at all stages of the employee life-cycle, ensuring our Equality, Diversity & Inclusion Strategy is embedded throughout all of our practices.

Some of the specific actions we will look at to enhance our approach and reduce our gender pay gap even further are:

- Remuneration – the creation of a global pay banding framework across all of our Concern offices and country programmes and a review of our global pay policy.
- Recruitment – continuing to adapt our job descriptions and recruitment processes to remove barriers for women and minority groups from progressing into and throughout the organisation.
- Working conditions – promoting our flexi-time, hybrid working and other terms and conditions, as a way of attracting more women into the organisation.
- Talent Development – continuing to provide leadership development programmes and development opportunities for staff
- Specific supports – continuing to provide reasonable accommodation and specific supports to staff members who require these.
- Leadership & Culture – continuing to encourage our leaders to champion and role model our workplace equality, diversity and inclusion values.