

CONCERN
worldwide



REPORT

Gender Pay Gap Report 2023

December 2023

Image: Concern Nurse Beatrice, welcomes mothers and children at Lomodang Outreach facility, Kenya. Concern supports rural family by providing nutrition services such as OTP and SFP, including distributing PlumpyNut, supplements and antibiotics.

Photographer:
Jennifer Nolan /
Concern Worldwide



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 second year to produce the Gender Pay Gap report, and we believe that this report continues to support 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. We have seen a slight increase in our gender pay gap this year largely due to an increase in male employees at the upper pay quartiles and an increase in female employees at the lower pay quartiles. Our gender pay profile is also heavily impacted by the timing of employee joiner, leaver and promotion activities. We have also seen a positive increase in representation between our female and male employees with a gender profile of 50%/50% respectively.

Gender representation will continue to be a focus area for Concern and we remain committed to it and to ED&I more broadly. This report will highlight our ongoing focus on and actions towards ED&I as well as providing an overview of our results for this year.

Overview of 2023 Gender Pay Gap Analysis

The gender pay analysis and profile is based on annualised ordinary¹ pay effective 28 June 2023 (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 **50% female/50% male**. This represents an increase by 2% in female employees compared to the same reporting period for 2022.

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.

Image: In Umerkot District, Pakistan, Concern staff examine nine-month-old Radhika who suffers from severe acute malnutrition. Her mother, Neelam is pregnant with her second child.

Photographer: Arif Shad / Ingenious Captures / Concern Worldwide



- The percentage gap in **mean²** pay between male and female employees is **2.7% in favour of male employees**. This represents an increase of 2.2% in favour of male employees since 2022.
- The percentage gap in **median³** pay between male and female employees is **0.7% in favour of male employees**. This represents a 1.4% increase in favour of male employees since 2022.
- Our gender profile across quartile⁴ pay bands is:

2023

QUARTILE	FEMALE	MALE	% DIFFERENCE FROM 2022
Lower	60%	40%	+3%/-3%
Lower Middle	41%	59%	+4%/-4%
Upper Middle	52%	48%	+3%/-3%
Upper	48%	52%	+1%/-1%
Total	50%	50%	+2%/-2%

- No benefit in kind was paid to any employee
- During the analysis period seven employees received **performance related pay⁵** (PRP) as a top-up to their salary. Out of the seven employees, two were male and five were female. Two of the female employees were recent joiners as at the 28th June and this has had an impact on the figures outlined below:
 - » The percentage gap in mean PRP was 42.9% in favour of male employees
 - » The percentage gap in median PRP was 29.8% in favour of male employees

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.

Figures for Part Time Employees

- Our gender profile for part-time employees is 84% female/16% male
- The percentage gap in mean pay between part-time male and female employees is 16.4% in favour of female employees
- The percentage gap in median pay between part-time male and female employees is 18.4% in favour of female employees

Figures for Temporary Employees

- Our gender profile for temporary staff is 44% female/56% male
- The percentage gap in mean pay between temporary male and female employees is 4% in favour of male employees
- The percentage gap in median pay between temporary male and female employees is 0.6% 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 this year tell us that our overall gender pay gap in the staff group reported on for 2023, although increased since 2022, remains marginal. This increase in favour of male employees is largely due to an increase of male employees in the upper pay quartile. Our gender pay profile is also heavily impacted by employee joiner, leaver and promotion activities.

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 took throughout 2023 and which will continue into 2024 to enhance our approach and reduce our gender pay gap even further are:

- Remuneration – in 2023 we reviewed our Global Pay Policy to ensure we are continuing to benchmark our salary ranges in a fair and transparent manner and to ensure we have a set of pay management guidelines that are consistently applied ensuring equity in the treatment of pay at the various stages of the employee life cycle irrespective of gender. In 2024 we will be implementing a newly designed global pay banding framework across all of our Concern offices and country programmes which again will ensure consistency, transparency and equity in the treatment of pay.
- 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.