EngenderHealth Gender Pay Gap Report: 2021

June 2022

Background

This is EngenderHealth's third year conducting and publishing our gender pay gap analysis and our second year conducting and publishing a racial pay gap analysis for our United States (US)/Global team. Each year, we have presented data and shared reflections about the analysis on our website as part of our commitment to gender, equity, diversity, and inclusion (GEDI). We share this information publicly because we believe in transparency and walking our talk about our commitments to equality in our organization, as outlined in our organizational GEDI policy.

Here, we report on our 2021 pay gap analysis. The gender pay gap represents the difference between the average pay of women and the average pay of men in an organization, irrespective of position. Per its standard definition and formula, it is expressed as a percentage of the average pay for men. The pay gap is often an indicator of gender balance, or lack thereof, in the different staffing levels of an organization.

> Our gender and racial pay gap analysis is only one of our practices that supports our commitment to diversity, equity, and inclusion.

Methodology

For our 2021 pay gap analysis, we included our offices with 10 or more staff, consistent with our methodology in 2020. The data for this analysis were captured at a certain point in time (September 30, 2021). At that time in 2021, our only offices with more than 10 staff were our US/Global office and our offices in Ethiopia and Tanzania due to fluctuations in staffing in other offices. As of the writing of this report (June 2022), our offices in the Democratic Republic of Congo (DRC), India, and Nigeria also have more than 10 staff; we will include them in our 2022 data analysis with salary data from September 30, 2022. Countries not included in this report due to small staff sizes are still reviewed, and gender-related salary patterns are assessed.

We followed the standard gender pay gap methodology, calculating the mean and median hourly wages for men and women and representing the difference between women's pay from men's pay as a percentage of men's pay. The median pay gap measure is often considered more representative of the pay gap because it is not affected by outliers; we present both mean and median.

As we did and explained in our 2020 report, the US data include overseas staff members who are paid based on the US pay scale plus international staff in global roles, even if on different pay scales. This

decision emphasizes their roles over their geography, and, while imperfect—especially with our small datasets—we think it is a better way of viewing our staffing structure.

Staff in offices with fewer than 10 people or who work from a separate country of residence and are not in global roles are not included in the analysis.

In addition to reporting on the pay gap, we report on our pay quartiles, which shows how our staffing at different levels of pay is balanced (or not) by gender.

Results

Data from 191 staff were eligible for analysis. We report here on staff from Ethiopia, Tanzania, and the US/Global team, representing a total of 157 staff.

Ethiopia

Key changes from 2020: A significant drop in staffing due to the ending/closure of multiple projects reduced our staffing in Ethiopia by more than half. While the median pay gap of 17 is the same as last year (and lower than in 2019), we see fewer women in the upper quartile (13% of the quartile in 2021, compared to 21% of the upper quartile in 2020). There are similar percentages of women and men in the other quartiles compared to last year.

Ethiopia Staff (N = 64)		
Distribution		
Women: 17 (27%)	Men: 47 (73%)	
Gender Pay Gap (%)		
Mean Pay Gap: 17	Median Pay Gap: 17	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	13	87
Upper Middle	31	69
Lower Middle	44	56
Lower	24	76

Tanzania Staff (N = 51)		
Distribution		
Women: 23 (45%)	Men: 28 (55%)	
Gender Pay Gap (%)		
Mean Pay Gap: 2	Median Pay Gap: 10	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	42	58
Upper Middle	46	54
Lower Middle	62	38
Lower	31	69

Tanzania

Key changes from 2020: Our staffing in Tanzania also dropped by half, and our data from 2020 indicate a positive pay gap; for the past two years, the Tanzania staff had a negative pay gap. Women are less represented in the upper quartile than in 2020 (42% of the quartile instead of 54%) and more represented in the lower middle quartile than last year (62% of the quartile instead of 52%).

US/Global

Key changes from 2020: From our relatively even pay in 2019 to a traditional pay gap in 2020, our 2021 data show a lower mean pay gap (2 instead of 11) and a similar median pay gap to last year (24 this year; 23 last year). Females hold both the highest and lowest paid positions in our US/Global analysis. If just one more of our lower or lower-middle positions had been held by a male instead of a female, our positive median pay gap would have been negative. As noted previously, small numbers (13 men, 29 women in this analysis) are greatly influenced by individual changes.

US / Global Staff (N = 42)		
Distribution		
Women: 29 (69%)	Men: 13 (31%)	
Gender Pay Gap (%)		
Mean Pay Gap: 2	Median Pay Gap: 24	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	70	30
Upper Middle	64	36
Lower Middle	82	18
Lower	60	40

US / Global Staff (N = 42)		
Distribution		
BIPOC: 22 (52%)	White: 20 (48%)	
Race/Ethnicity Pay Gap (%)		
Mean Pay Gap: -1	Median Pay Gap: -28	
Pay Quartile	**BIPOC (%)**	**White (%)**
Upper	50	50
Upper Middle	73	27
Lower Middle	50	50
Lower	36	64

Race/Ethnicity Pay Gap

Our organizational commitments, principles, policies, and analyses of equity go beyond gender. Beginning in 2020, we now conduct a race/ethnicity pay gap analysis for our US /Global staff. In our other offices, different types of analysis will be required to meaningfully measure and support our principles for diversity.

This analysis is done using the same format as the pay gap analysis: showing the difference between the hourly salaries for Black, Indigenous, and People of Color (BIPOC) staff and the hourly salaries for white staff, expressed as a percentage of the salaries of white staff. Mean pay for BIPOC and white staff is virtually the same (-1), and the median pay gap is -28 (BIPOC staff at higher salaries). In 2020 the median racial pay gap was -9.

Compared to the previous year, BIPOC staff are more represented in the upper two salary quartiles and white staff are more represented in the lower two quartiles.

Discussion and Next Steps

As we have noted in the past, gender pay gap analysis requires binary gender data, and gender is not binary. We do ask staff to self-identify their gender and race and use that information in our analysis.

Because of the timing of projects ending in several of our offices, our staffing at the time we pulled the data for this report was particularly low. Thus, we do not report on pay gap analysis for India and DRC as we did last year. We anticipate having data to report on both of these countries, plus Nigeria, in 2022. As staffing fluctuates and as we add staff in new or growing offices, our leaders and human resources staff are attentive to gender equity issues in recruitment and retention.

Our gender and racial pay gap analysis is only one of our practices that support our commitment to diversity, equity, and inclusion. We implement our commitment through a range of policies and practices related to recruitment, hiring, salary analysis, policy transparency, and more.

We continue to review salaries at the time of hiring and promotions, and we conduct a full review of our salary scales and pay every two to three years. We also regularly review pay equity, which helps us determine if people earn the same income for doing work of the same value or "equal pay for equal work."

> We value the myriad ways our global team is diverse, and we appreciate the benefits our diversity brings to our organizational culture, partnerships, and effectiveness.

We also attend to our gender diversity in our actions beyond pay, including considering gender balance in opportunities such as conference participation, speaking roles at events, and staff development opportunities. Diversity means more to EngenderHealth than our gender and racial balance. We are committed to meaningful youth participation and are working to ensure opportunities for younger staff and interns, for example. We made a public commitment to ensuring our hiring practices and policies facilitate the hiring and professional growth of persons with disabilities. We value the myriad ways our global team is diverse, and we appreciate the benefits our diversity brings to our organizational culture, partnerships, and effectiveness.