EngenderHealth Gender Pay Gap Report: 2022

January 2023

Background

EngenderHealth is committed to promoting gender equality and fairness in all aspects of our work, including both our external programmatic work and our internal processes. Analyzing and reflecting on our patterns and progress in ensuring equal opportunities and equal pay for people of all genders is a critical part of our commitment to addressing equality within our organization. This is EngenderHealth's fourth year conducting and publishing our gender pay gap analysis and our third year conducting and publishing a racial pay gap analysis for our United States (US)/Global team. We share our reflections about the analysis on our website in the context of our organizational commitment to and policy on gender, equity, diversity, and inclusion.

The gender pay gap refers to the difference in average earnings between men and women in an organization, irrespective of position. Per its standard definition and formula, it is expressed as a percentage of the average pay for men[i]. The pay gap is often an indicator of gender balance, or lack thereof, in the different staffing levels of an organization. Pay gap is different from pay equity (also referred to as equal pay for equal work). EngenderHealth also reviews and adjusts our pay practices and pay scales for equity.

> " Our pay gap analysis… is just one way we work toward our goal of being an equitable and just organization. "

Methodology

For our 2022 pay gap analysis, we included our offices with 10 or more staff, consistent with our methodology in past years. The data for this analysis were captured at a standard point in time (September 30, 2022). At that time, our offices in the Democratic Republic of Congo (DRC), Ethiopia, India, Nigeria, Tanzania, and the US/Global team had 10 or more staff.

As in previous years, 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. We present both mean and median.

As noted in past reports, 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—it is the most transparent way to view our staffing structure.

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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 228 staff were eligible for analysis. Data from 204 staff in six country offices are presented here. Because themes remain similar from past years, and several countries are presented here for the first time, we do not provide year-on-year reflections for each country in this report. Past reports are available on our website for any comparison purposes.

DRC (N = 13)		
Distribution		
Women: 3 (23%)	Men: 10 (77%)	
Gender Pay Gap (%)		
Mean Pay Gap: 28	Median Pay Gap: 43	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	33	67
Upper Middle	0	100
Lower Middle	33	67
Lower	33	67

Ethiopia (N = 43)		
Distribution		
Women: 6 (14%)	Men: 37 (86%)	
Gender Pay Gap (%)		
Mean Pay Gap: -17	Median Pay Gap: 16	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	20	80
Upper Middle	9	91
Lower Middle	18	82
Lower	9	91

India (N = 39)		
Distribution		
Women: 18 (46%)	Men: 21 (54%)	
Gender Pay Gap (%)		
Mean Pay Gap: 21	Median Pay Gap: 11	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	40	60
Upper Middle	40	60
Lower Middle	89	11
Lower	20	80

Nigeria (N = 17)		
Distribution		
Women: 6 (35%)	Men: 11 (65%)	
Gender Pay Gap (%)		
Mean Pay Gap: 3	Median Pay Gap: 0	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	25	75
Upper Middle	60	40
Lower Middle	25	75
Lower	25	75

Tanzania (N = 53)		
Distribution		
Women: 22 (42%)	Men: 31 (58%)	
Gender Pay Gap (%)		
Mean Pay Gap: 5	Median Pay Gap: 5	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	38	62
Upper Middle	36	64
Lower Middle	69	31
Lower	23	77

US/Global (N = 39)		
Distribution		
Women: 29 (74%)	Men: 10 (26%)	
Gender Pay Gap (%)		
Mean Pay Gap: -17	Median Pay Gap: 1	
Pay Quartile	**Women (%)**	**Men (%)**
Upper	90	10
Upper Middle	60	40
Lower Middle	89	11
Lower	60	40

Race/Ethnicity Pay Gap

This is our third year conducting a race/ethnicity pay gap analysis for our US/Global staff, reflecting our commitment to look at equity in areas beyond gender.

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.

US/Global (N = 39)		
Distribution		
BIPOC: 21 (54%)	White: 18 (46%)	
Race/Ethnicity Pay Gap (%)		
Mean Pay Gap: 11	Median Pay Gap: 14	
Pay Quartile	**BIPOC (%)**	**White (%)**
Upper	40	60
Upper Middle	60	40
Lower Middle	67	33
Lower	50	50

Discussion and Next Steps

While we made a commitment to report on data for each office with 10 or more staff members, the low numbers of staff in several of our offices mean that our analysis is not particularly robust. When staffing in one or two positions changes, or in cases where data were pulled for this report when some positions were open because they were in recruitment, results can swing from positive to negative pay gaps (and the reverse).

Key areas for reflection are the total gender balance of our staff within each office and within the organization, and the gender balance of staff in different salary quartiles. Our management teams and human resources team review these data for each office and use this analysis as a prompt for important discussions about recruitment processes, promotion pipelines and staff retention. Our pay gap analysis, and the reflection and improvements it generates, is just one way we work toward our goal of being an equitable and just organization.

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[i] *In every report, we note that gender pay gap analysis requires binary gender data, and gender is not binary. Staff self-identify their gender and race and we use that information in our analysis.*