

EXTERNAL- IRC UK Ge

same standard industrial classification codes as IRC UK (166 organisations),³ is 5.8% and the mean gender pay gap is 8.7%.

The gender pay gap in the humanitarian sector also favours men. As per the gender pay gap data collated by Reward Connected on our closest comparators (including us), the average median gender pay gap for 2021 was 10.8% and the average mean gender pay gap was 10%. In this group of eleven UK based aid organisations, IRC UK was the only organisation to report a gender pay gap in favour of women!

What is IRC UK doing to address its gender pay gap?

IRC UK is committed to establishing and presenting a full view of gender pay differences within our organisation and will continue to report on gender pay gap and share data publicly even when not mandated to do so.

To understand better what drives our gender pay gap, we monitor salary and promotion trends throughout the year and conduct regular analysis of pay figures and the factors which may affect and explain gender pay differences. We conduct a regular pay

benchmarking bi-annually and update our salary scales in line with results. Salary scales are accessible on our intranet for all staff to review.

We aim to be as transparent as possible with regards to the pay range on offer for roles that are being advertised to help applicants to know what they can reasonably expect and if a salary for a role is negotiable, we aim to state this clearly. Where possible, we ensure selection pools and panels are gender balanced.

We are committed to encourage more flexibility in senior level roles so that women and men alike can take these on regardless of their caring responsibilities. We have enhanced paternity/co-parental leave to make it easier for both parents to share childcaring responsibilities and review other family friendly policies regularly to the same end.

Further dedicated actions will be formulated as part of the IRC UK Gender, Equality, Diversity and Inclusion (GEDI) longer-term strategy.