

Report 2022

Gender Pay Gap



Our Gender Pay Gap in 2022

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare, supporting women and girls around the world with contraception, safe abortion and life-saving post-abortion care, so they can determine their futures, on their terms.



Today, we have nearly
9,000
team members
working in **37** countries

Our teams are rooted in the communities they serve, from major cities to rural, hard-to-reach villages, reaching over **80,000 people** every day.

At MSI, we believe that our diversity is our strength and we are committed to fostering a fair and inclusive culture. Gender equality is foundational to our mission, and we are focused on ensuring that there are no barriers or biases in place at MSI that deny equality of opportunity to women or any other group in society.

In line with UK requirements, this report analyses the gender pay gap for UK-based MSI employees, including those working for our UK operation, which provides NHS-funded abortion services through our network of clinics, and those in our London Support Office who support the work of our programmes in 37 countries.

Explaining gender pay gap reporting

What is the gender pay gap?

According to the Office for National Statistics (ONS), the gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women, as a proportion of men's average hourly earnings (excluding overtime).

It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.



Gender pay gap reporting can highlight issues with the structural representation of women in organisations and can encourage employers to create positive action plans to address this.

How is the gender pay gap different to equal pay?

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 requiring employers to give men and women equal pay if they are employed to do 'like work'.

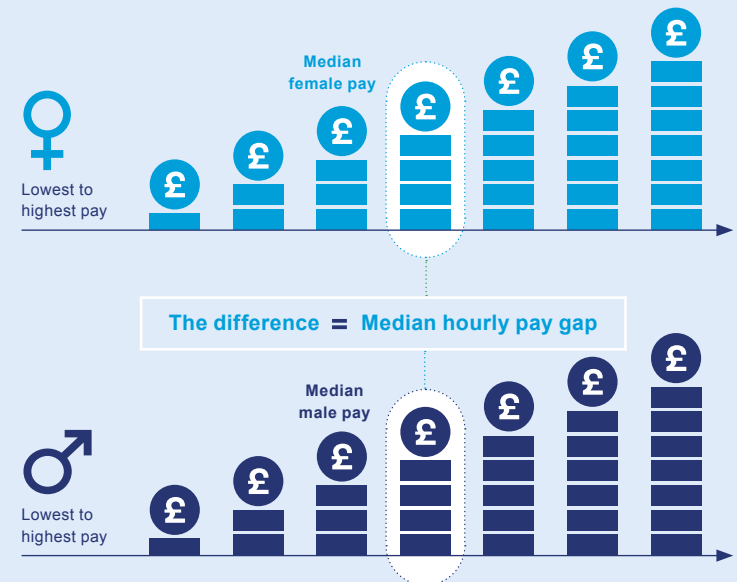
Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

An employer providing entirely equal pay between men and women in the same job may still have a large pay gap because, for example, women are in predominantly lower grades or in less well-paying parts of the business.

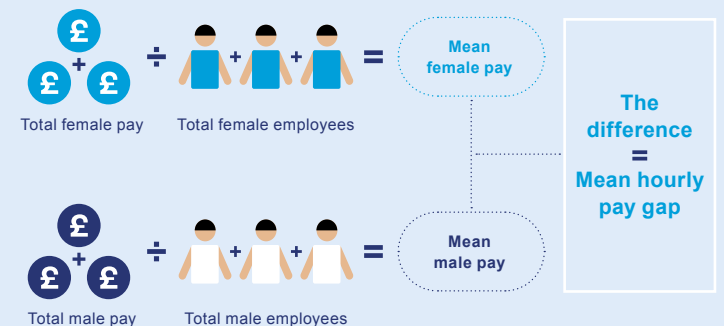
Calculating the gender pay gap

When talking about the gender pay gap people usually refer to the median figure rather than the mean. The median is the number that falls in the middle of a range when everyone's salaries are arranged from lowest to highest. This is generally accepted as the more representative measure. However, in this report, in line with reporting requirements, we also report our mean pay gap.

How we calculate the median difference



How we calculate the mean difference



Our Gender Pay Gap in 2022

Our overall gender pay gap was calculated based on 671 employees working for MSI Reproductive Choices in the UK on 5th April 2022.

This included 480 people working for MSI's UK operation, which focuses on providing NHS-funded abortion services through our network of clinics, and 198 people in the London Support Office supporting the work of our programmes in 37 countries.

These two workforces are reported together under a single legal entity and the combined median gender pay gap for these two groups is 33.3%, while the combined mean pay gap is 37.8%.

They are, however, two separate workforces with distinct structures and so we have provided an analysis of the gender pay gaps in both. We welcome the opportunity to report on our Gender Pay Gap as doing so supports our goal to build and maintain an equitable and inclusive culture at MSI.

Our workforce is predominantly (83%) female, and we have more women than men at every pay quartile and level.

83%



17%



Since we began reporting our gender pay gap in 2017, the combined median figures, as well as those for our London Support Office and MSI UK workforces have reduced, in part thanks to the activity outlined on page 5 and 6 of this report.

While our median pay gap for our London Support Office now sits at -5.6% (in favour of women), the gap within MSI UK remains higher at 32.8% (6.8% higher than in 2021).

This is predominantly due to structural issues, which require longer-term change within institutions across the UK healthcare sector.

We are committed to being part of that change, and will continue to work with partners, professional bodies and government departments to address this challenge over the years ahead.

Median gender pay gap

-5.6%

MSI's London Support Office

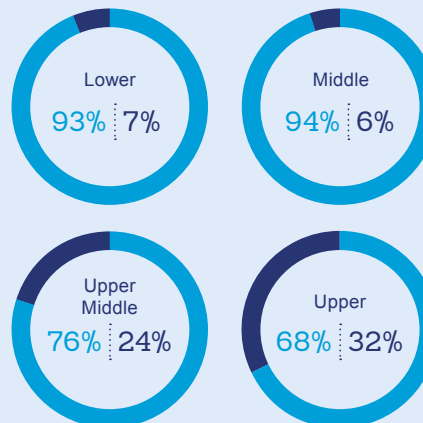
32.8%

MSI UK

33.3%

MSI's combined workforce

Proportion of men and women in each quartile pay band:



Female Male

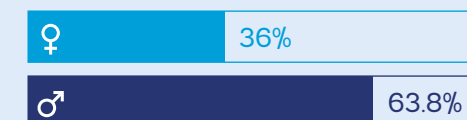
Additional payments

In 2022, for our combined UK workforce, 36% of women and 63.8% of men received an additional payment. The mean bonus gap for this combined group was 67.6% and the median gap was 17.8%.

For our London Support Office, 98.4% of women and 84.6% of men received an additional payment, with the mean bonus gap sitting at 60.4% and the median bonus gap at 0%.

The mean gap reflects the different remuneration structure for staff in the most senior roles. For MSI UK, 17.7% of women and 37.3% of men received an additional payment, with the mean bonus gap sitting at 79.6% and the median at 65.3%. For MSI UK, additional payments are made based on job role and are disproportionate because we continue to have a larger proportion of males in the upper quartile.

Proportion of men and women receiving an additional payment

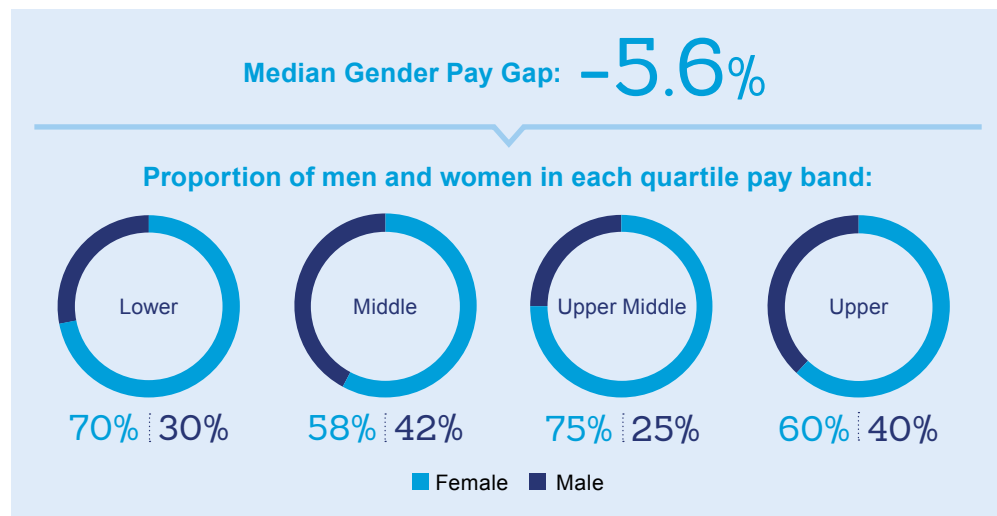


Our Gender Pay Gap in 2022

MSI's London Support Office: supporting our global programmes

MSI's London Support Office provides strategic and technical support to our programmes around the world. The workforce was made up of 66% female team members and there was a majority of women at every pay quartile and in senior leadership positions.

In 2022, our median pay gap for the London Support Office was -5.6% and the mean pay gap was 6.8%. In the period since we began reporting our gender pay gap, the median gap has changed from 12.2% (2017) to -5.6% (2022), reflecting our commitment to pay equity and gender equality. We want to achieve and maintain a zero percent Gender Pay Gap, and we will continue to monitor this carefully.

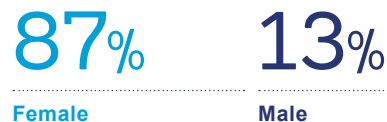


MSI's Leadership

MSI's Global Executive Team



MSI's Global Board



MSI UK: our UK healthcare operation

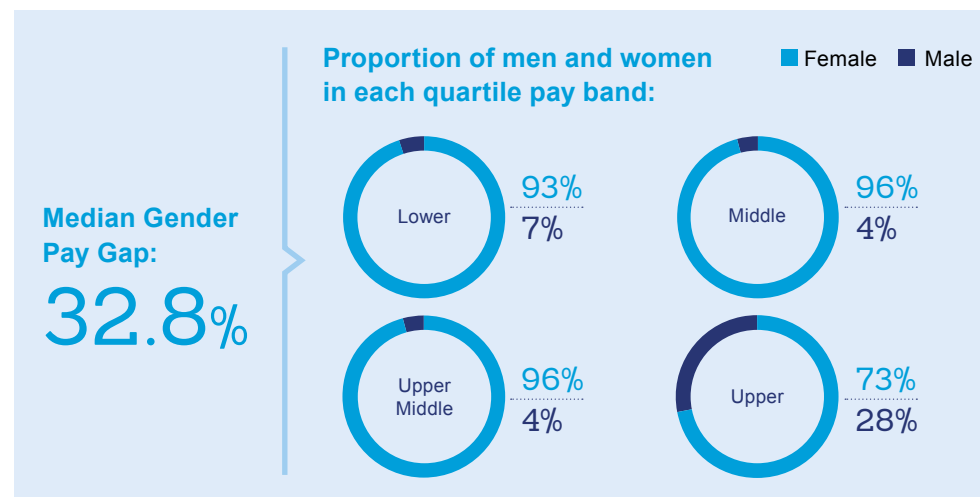
Our UK clinics division provides NHS-funded abortion and contraception services through a network of centres in England. It operates under a separate structure to the London Support Office, with the UK Managing Director reporting to our Global CEO.

In 2022, the majority (89%) of our workforce in the UK was female and there were more women than men in each pay quartile.*

The median gender pay gap in the UK Division for 2022 was 32.8% and the mean gender pay gap was 48.2%. While more than half (69%) of our employees in higher paid medical roles were women, there was a significantly greater proportion of women in lower paid clinical and non-clinical client-facing roles, including nurses, healthcare assistants and call centre operatives (95%).

We are proud that the number of women in medical roles exceeds national trends, and we believe that this is in part due to our ability to offer flexible working, specifically within our early medical abortion team.

However, we know that there is a structural underrepresentation of women in senior clinical roles throughout abortion care and we will continue to take steps to train and support women to work in senior roles in this specialism.





*The introduction of practicing privileges agreements for all sessional doctors in 2021 has necessitated a change in the parameters of our reporting. Our sessional doctors employed on practicing privileges contracts are not employees of MSI UK, and are therefore not included in the 2021 and 2022 data. This is because sessions are invoiced and not paid through the payroll. Sessional doctors who fall within the IR35 guidelines have been included as they are paid through the payroll and are considered MSI employees for tax purposes.


Our focus on gender equity

To achieve our strategic goal of making diversity and inclusion, including gender equity, central to our organisational culture, we have a number of projects and initiatives aimed at improving our ability to attract, develop, engage and retain women.


Recruitment


 At the London Support Office, we've introduced redacted application screening, to reduce the impact of unconscious bias during the recruitment process and encourage merit-based decision making.


 Our newly launched Global Diversity, Equality and Inclusion strategy and framework includes a focus on the development of inclusive recruitment practices for implementation across the MSI partnership.


 Our Global Diversity, Equality and Inclusion Panel continue to support our senior leaders and country programmes in the development and application of gender equitable approaches, both internally and externally.


Leadership development

 Over 200 women have now attended our Women in Leadership Programme, and we're continuing to roll this out across the partnership.


 We continue to provide coaching support to women across MSI via qualified in-house coaches.


 We continue to provide mentoring opportunities for women across MSI through internal schemes and external programmes such as Mission Include, which is designed to support future leaders to grow and develop alongside creating change and supporting diversity, equity, and inclusion.


 We're running Q&A sessions for women, in which female role-models and successful leaders within MSI share their stories, learnings and experiences.

 We have launched a global online DEI training course for all team members, designed to raise awareness of issues such as unconscious bias and stereotyping, and to develop understanding of what we mean by diversity, equality and inclusion at MSI.

Policy and practice review

 We're planning for more opportunities for HR colleagues across the MSI partnership to share their experiences, best practice and form strategies to support our goals around investing in our people in 2023.

 We're continuing to embed our agile working approach at the London Support Office, and are continually reviewing the ways in which we can provide greater flexibility for those who need it.

 At the London Support Office, we have introduced a menopause policy, designed to provide clarity and direction on how MSI can support with menopause related issues, both for those experiencing the menopause or those affected indirectly (eg partners, colleagues, or line managers).



MSI's 2030 strategy commitment

We commit ourselves to diversity, inclusion and gender equity, acknowledging the benefits that this brings for a truly global organisation. We will ensure all staff are representative of, and sensitive to all the communities we serve, and we will place a particular emphasis on female leadership development.



Strategy and planning



We have launched a new Global Diversity, Equality and Inclusion strategy and framework which sets out our strategic priorities for DEI, including active and equitable management of our talent pipeline. You can read more about our commitments on our [website](#).



All MSI countries have developed bespoke DEI action plans based on local priorities, with specific actions focused on gender equity.



We ran a Q&A session with our Global DEI panel and Executive team, which was attended by team members from across the MSI partnership. The session gave our colleagues the opportunity to learn more about our new DEI strategy and MSI's commitment to DEI.



Following on from the global engagement survey we ran in 2021, in 2022 we ran a pulse survey to track our engagement levels and progress made in key areas.

Our results tell us that **89%** of team members believe that MSI is committed to diversity and inclusion and values the different perspectives, experiences, backgrounds, knowledge and approaches of all its staff.

We continue to work with our teams to analyse our results and form action plans to address areas for improvement.



We continue to make progress against our goals around representation in our senior leadership teams. 90% of our country programmes are now under national or regional leadership and women represent 46% of our senior leadership teams – nearing our goal of 50% representation.

Beyond gender

We welcome the opportunity to report on our Gender Pay Gap as doing so supports our goal to build and maintain an equitable and inclusive culture at MSI.

This document sets out our gender pay gap for all MSI employees based in the UK, as combined data and split between the two distinct workforces operating in the UK.

I can confirm that the information contained in the report is accurate.

Sue Holland,
Global Director of People and Culture
March 2023



MSI Reproductive Choices

1 Conway Street
Fitzroy Square
London W1T 6LP
United Kingdom

Telephone: + 44 (0)20 7636 6200
Email: info@msichoice.org
www.msichoice.org

Registered charity number: 265543
Company number: 1102208