

MEDECINS SANS FRONTIERS

GENDER PAY GAP REPORT

Driving equity, diversity and inclusion at MSF UK is one of our key priorities. We are keen to continue to reduce our gender pay gap. A further ambition is to look at our gender pay gap through an intersectional lens across ethnicity and disability. We are committed to better understanding and acknowledging different and overlapping forms of identities, privilege, and disadvantage.

We have a representative number of women in leadership roles compared with the overall number of men and women who work at MSF UK.

For us, this report continues to have a vital influence over our work within the organisation around equity, diversity, inclusion, and culture as we strive to become a safe, feminist, and anti-racist organisation.

This report covers the 2022 – 2023 reporting period, with a snapshot date of 5th of April 2023, as well as the 2023-2024 period with a snapshot date of 5th of April 2024.

Whilst the we are below the 250 staff member compulsory reporting threshold, MSF UK reports our Gender and Ethnicity Pay Gap where possible none the less, to ensure we are meeting out EDI commitments and facilitate transparency to donors.

Due to our small staff group size, small changes can have a large impact on our data. We are also a global organization that has a commitment to global mobility of our staff. So as we host many staff in the UK on behalf of other MSF offices, which may create outliers in our data, which in turn may disproportionately impact our Gender Pay Gap.



WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in the average pay between men and women working for an organisation, irrespective of their job or position. The mean is shown as a percentage of average male earnings. The mean also indicates whether female staff are under or over-represented at different levels of an organisation. 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.

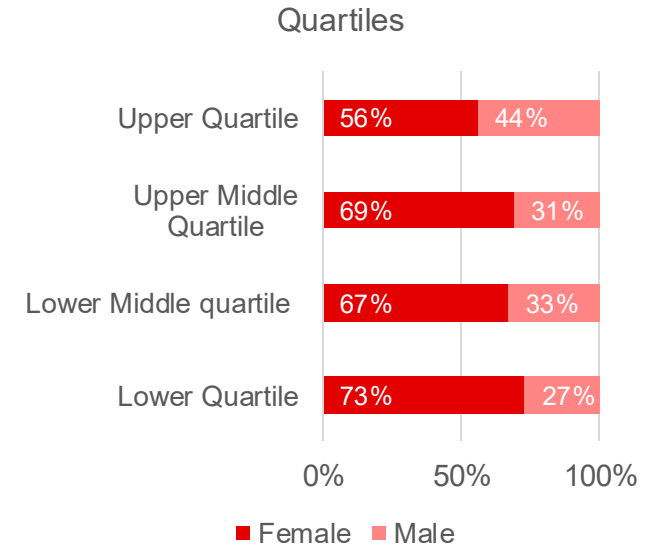
The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work. The principle of equal pay is enshrined in UK law and we are committed to ensuring ongoing compliance with our equal pay obligations.

Gender Pay Gap regulations require us to identify our colleagues based on legal sex. However, we recognise that sex and gender is more complex and not always recognised in binary terms. The data in this report is informed by staff and is a mixture of staff's legal sex and of staff's declared gender identity.

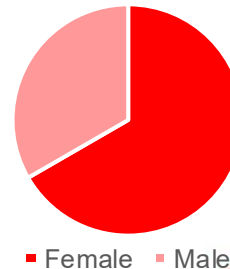


2022/2023 – Compulsory Reporting

- | | | |
|---|---|-----|
| ① | Mean Gender Pay Gap | 11% |
| ② | Median Gender Pay Gap | 13% |
| ③ | Mean Bonus Gender Pay Gap | 28% |
| ④ | Median Bonus Gender Pay Gap | 53% |
| ⑤ | Proportion of Females receiving a bonus | 15% |
| ⑥ | Proportion of Male receiving a bonus | 22% |

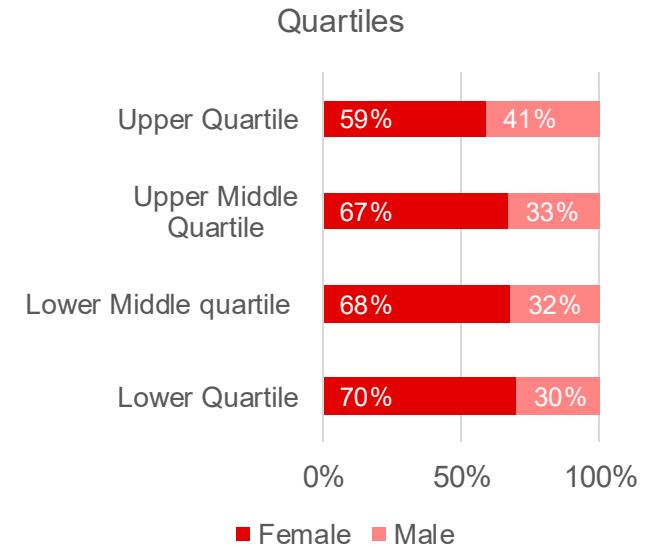


Whole workforce

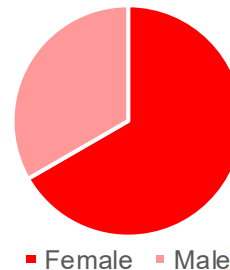


2023/2024 – Compulsory Reporting

- | | | |
|---|---|-----|
| ① | Mean Gender Pay Gap | 9% |
| ② | Median Gender Pay Gap | 14% |
| ③ | Mean Bonus Gender Pay Gap | 72% |
| ④ | Median Bonus Gender Pay Gap | 88% |
| ⑤ | Proportion of Females receiving a bonus | 15% |
| ⑥ | Proportion of Male receiving a bonus | 13% |



Whole workforce



What are we doing to address the Gender Pay Gap?

- We are focusing on talent development to ensure a level playing field and gender balance when promotions become available.
- We support requests for agile and flexible working, benefiting female staff with childcare responsibilities, facilitating uninterrupted upward career progression.
- Specific policies are reviewed to ensure they are inclusive and equitable and designed to encourage women to return to work following maternity leave.
- We participate in MSF global working groups and contribute to international initiatives, such as the MSF International Reward Review, which are mandated to address gender inequalities in our workforce.
- We have increased lower levels of pay of internationally mobile staff, in 2023 and will do again in 2025. This will proportionately benefit more female staff in our organisation.



Specific contextual information

- While there are proportionately more female staff in lower earning quartiles than higher ones, which ultimately increases our percentage pay gap data, this is more apparent with our Internationally Mobile Staff, where historically certain roles would have been filled by specific genders (i.e. some entry level roles like nurses are more dominated by female staff, and this profile makes up majority of our lowest quartile).
- MSF UK is a small organisation with low headcount, under 250 employees. This low headcount means that small changes and outliers have high impact on our Gender Pay Gap Reporting.
- Despite the above MSF UK have remained below the UK average.

