



# CLOSING THE GAP?

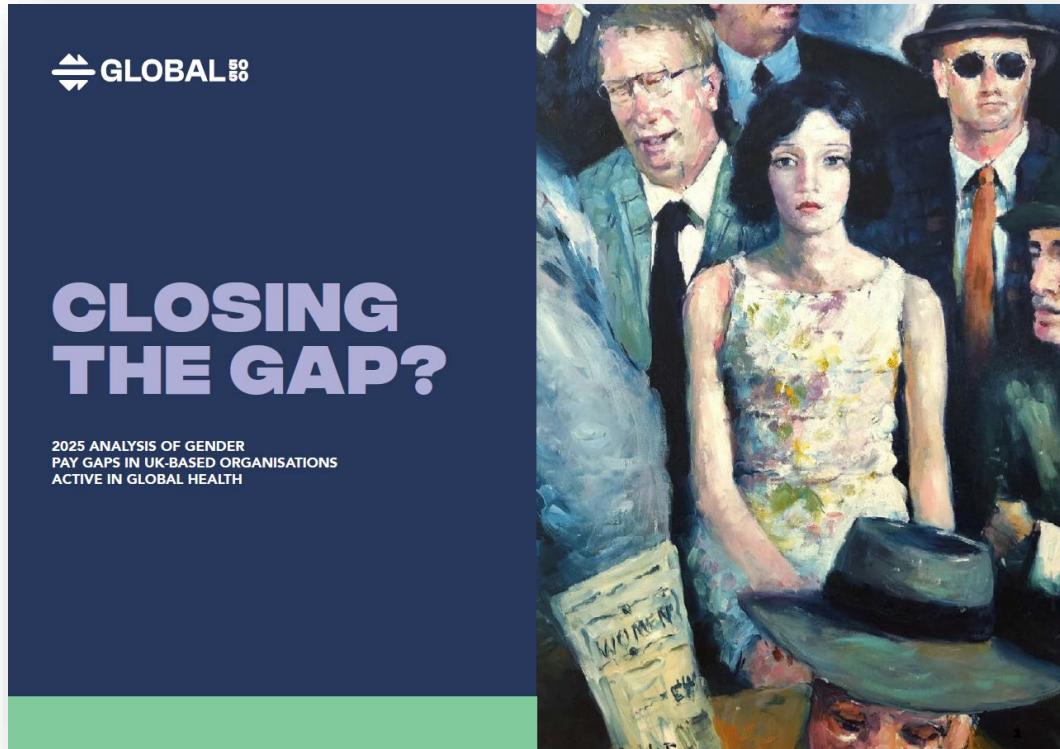
2025 ANALYSIS OF GENDER  
PAY GAPS IN UK-BASED ORGANISATIONS  
ACTIVE IN GLOBAL HEALTH



Image: A Man's World  
by Seldjan Behari



## Read the full report

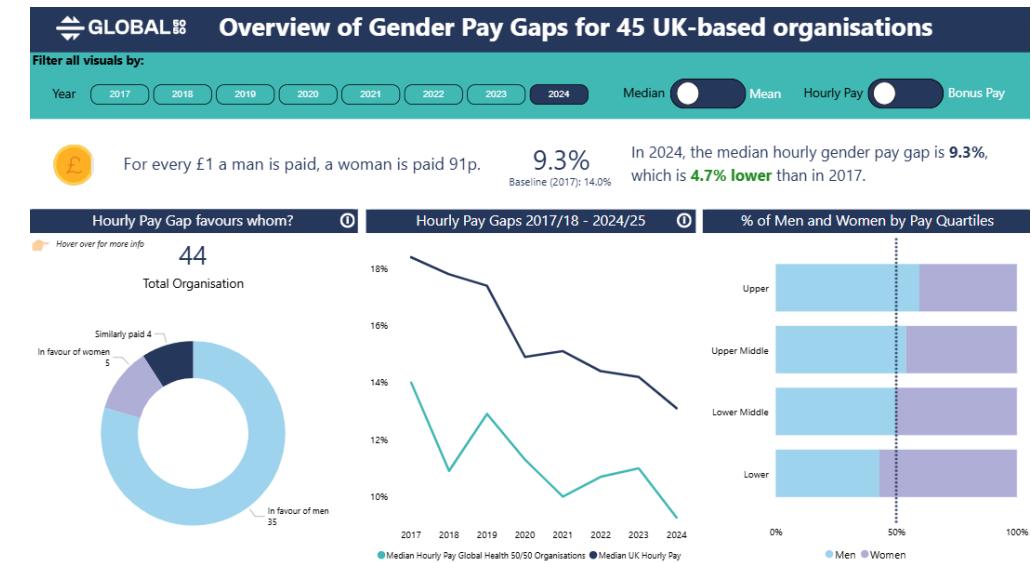


**GLOBAL 50**

# CLOSING THE GAP?

2025 ANALYSIS OF GENDER PAY GAPS IN UK-BASED ORGANISATIONS ACTIVE IN GLOBAL HEALTH

A painting of a woman in a floral dress standing in a crowd of men in suits, holding a hat and a sign that says 'WOMEN'.



## Explore the data

“

**When women lead, accountability and inclusion follow. Global 50/50's evidence linking women's leadership to smaller pay gaps confirms what we see in practice: decolonising global health begins with representation, and inclusive leadership builds fairer, more effective systems for all.**

**Catherine Kyobutungi | African Population and Health Research Center (APHRC)**



Image: Take A Break Zoe  
by Maisie Broadhead

# Gender pay gap vs unequal pay



Image: A Conflict of Interests  
by Lauren McLaughlin

The gender pay gap measures the difference in average earnings between men and women across an organisation, regardless of role or seniority. It reflects how power and opportunity are distributed, including who holds higher-paid positions.

In many countries, employees doing the same or similar work must be paid equally, regardless of gender. Failure to do so is considered unequal pay and is illegal in many jurisdictions. While unequal pay can contribute to the gender pay gap, the gap itself is largely shaped by broader social, cultural and economic inequalities that influence career pathways, promotion, and how different types of work are valued.

# METHODS



Image: Anyone Can Fly  
by Jibon Malaker



## Reporting sample

### Gender Pay Gap data:

- from 2017/18 to 2024/25 from the UK Government Gender Pay Gap Service

### Gender pay gap metrics:

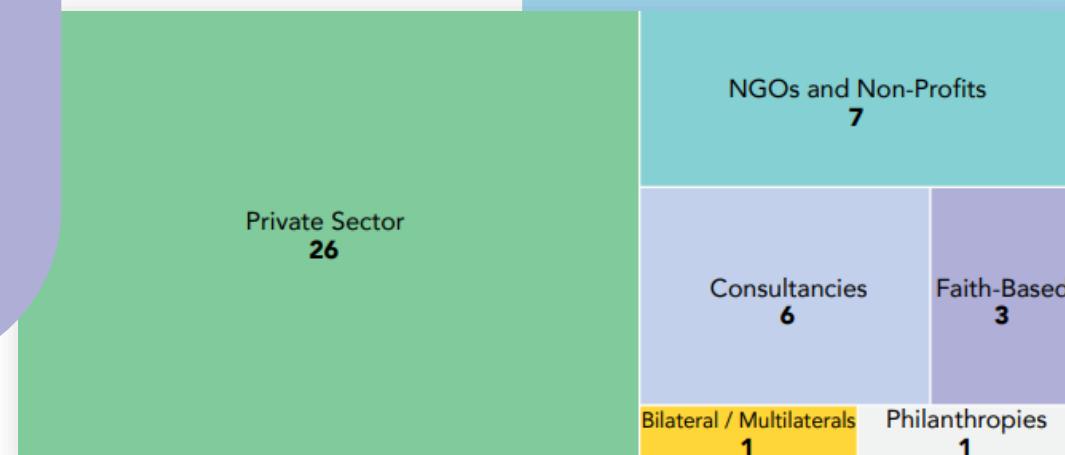
- median (middle value) & mean (average)

### Sample:

- 45 UK-based organisations from our global health sample
- 44/45 organisations reported in 2024/25 – of which 41 were required to report and **three reported voluntarily** (IPPF, Plan International, World Vision).

## Statistical analysis

Eight years of Global 50/50 data on the gender of CEOs enabled statistical modelling to examine the relationship between women's leadership and gender pay gaps



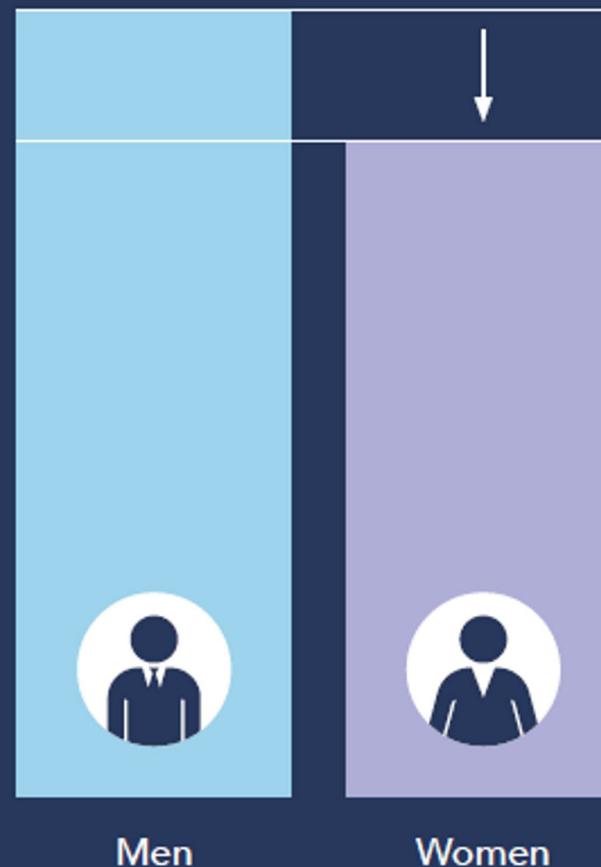
# KEY FINDINGS



Image: Blue House  
by Sanjay Joshi

# GENDER PAY GAPS SMALLER UNDER WOMEN'S LEADERSHIP

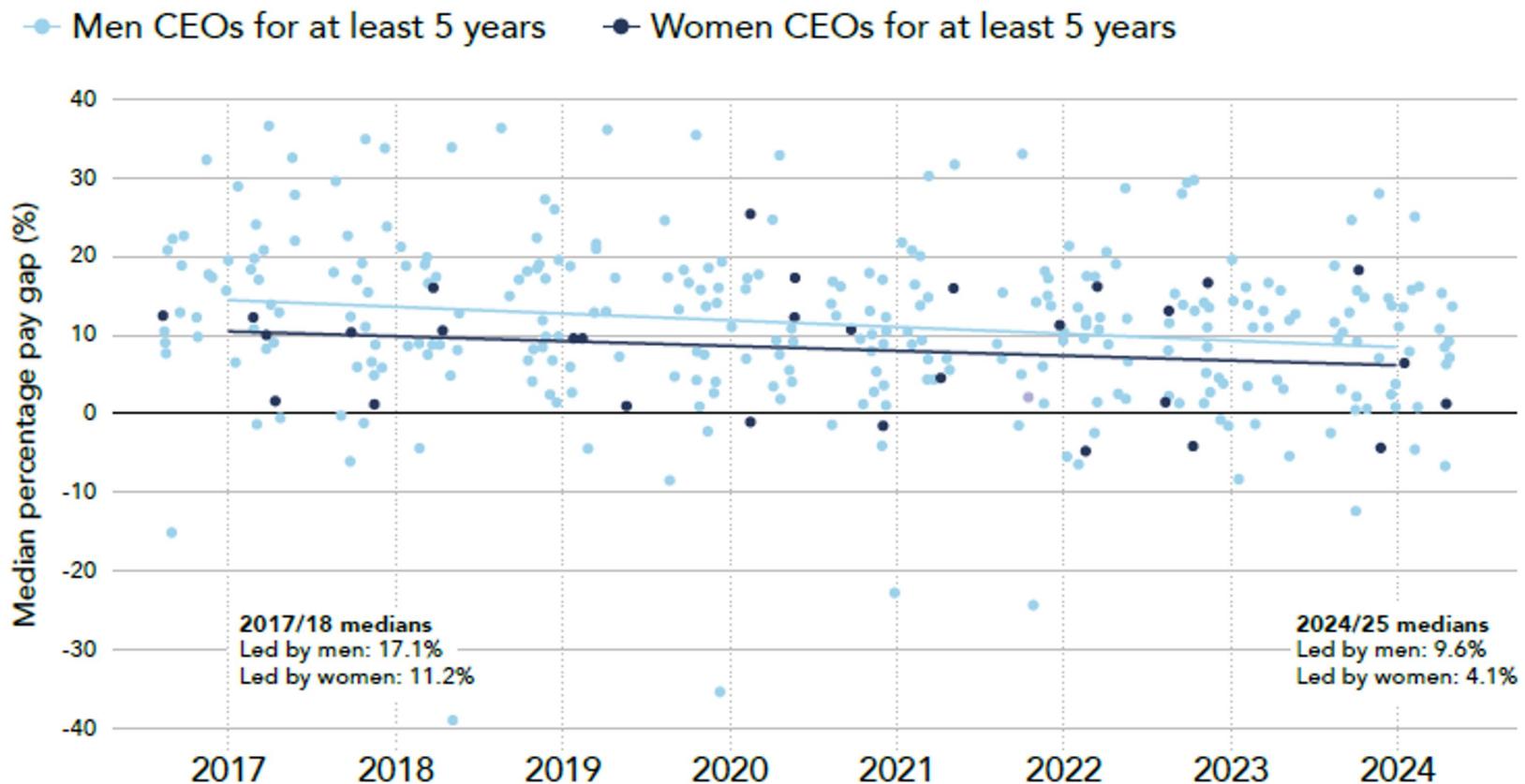
Median hourly gender pay gap in organisations led by women are:



**Key Finding 1**

# WOMEN WORKING FOR WOMEN EXPERIENCE SMALLER PAY GAPS

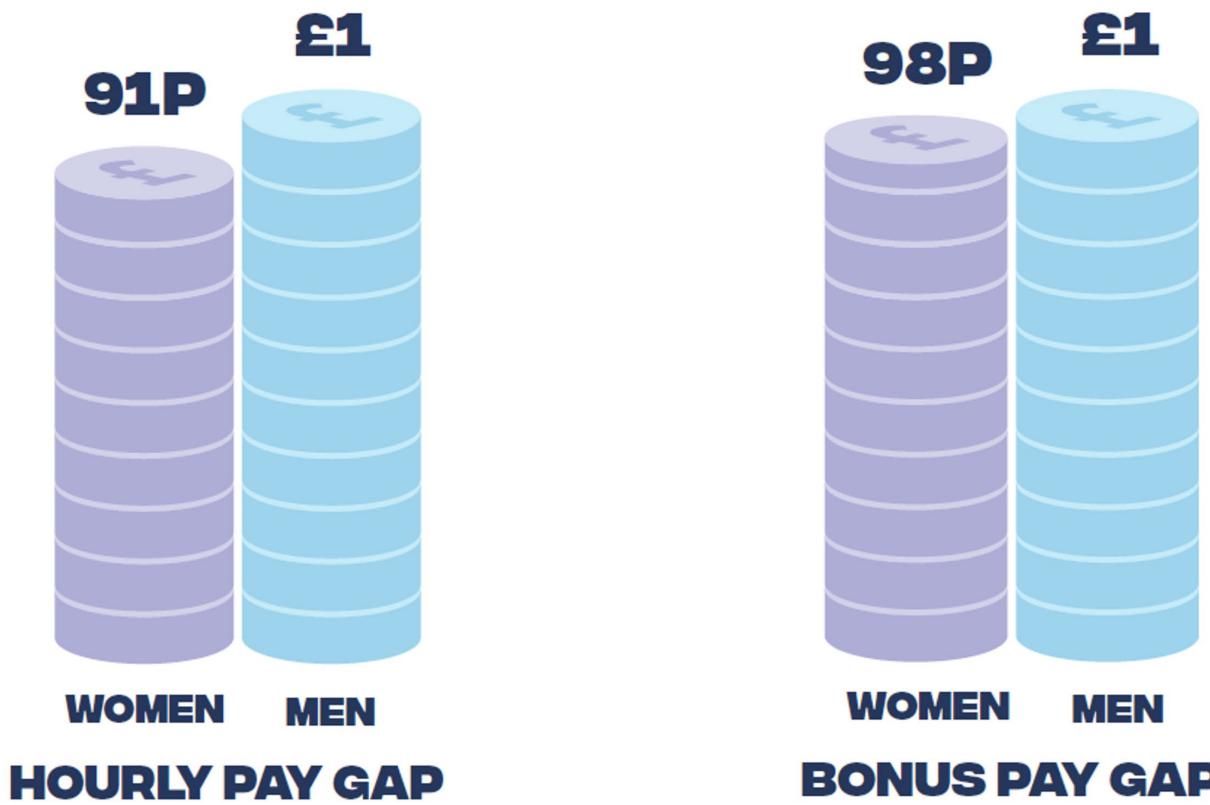
Gender pay gaps over time disaggregated by CEO's gender



**Key Finding 2**

# WOMEN STILL EARN LESS, BUT THE GAP IS NARROWING

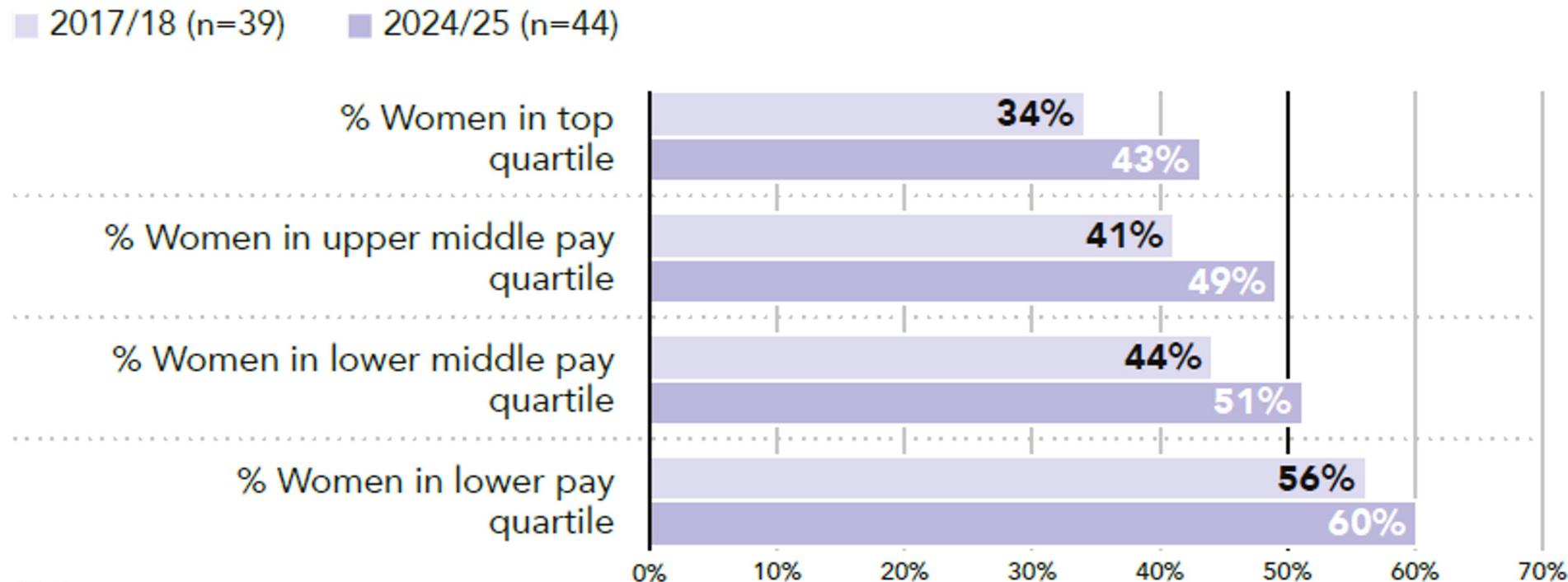
Median hourly pay and bonus pay gaps among 44 UK-based organisations active in global health (2024/25)



**Key Finding 3**

# WOMEN'S REPRESENTATION HAS INCREASED ACROSS PAY QUARTILES

Percentage of women across pay quartiles (2017/18 and 2024/25)



**Note:**

Percentages rounded to the nearest whole number

## Key Finding 4

## FEW ORGANISATIONS VOLUNTARILY REPORT PAY GAPS BEYOND GENDER

**10** OUT OF **45**

organisations reported their ethnicity pay gaps since 2023

**Key Finding 5**



# ABOUT GLOBAL 50/50

Global 50/50 is an independent research initiative that informs, inspires and incites action and accountability for gender justice around the world.

We focus on two dimensions of equality in the health sector:

## **EQUALITY IN HEALTH CAREERS**

Monitoring the equitable career opportunities of women and historically marginalised groups in health spaces

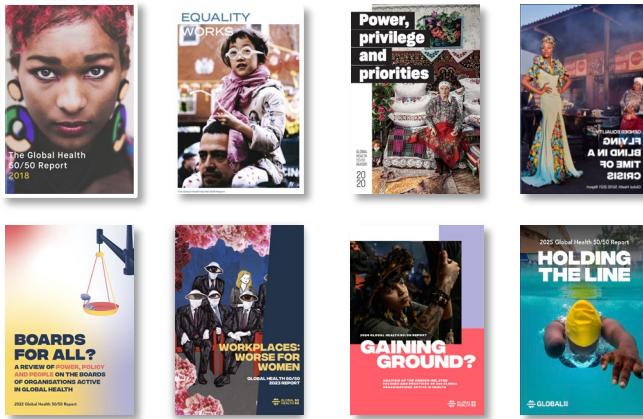
## **EQUALITY IN HEALTH OUTCOMES**

Monitoring strategies on gender as a determinant of everyone's health and wellbeing



# Our Work

## Global Health Report



## Gender & Health Index



## Global Justice 50/50



## Tools For Change

- RECRUITMENT +
- RETENTION +
- PROGRESSION +
- FEMINIST LEADERSHIP +
- CLOSING THE GENDER PAY GAP +

## Gendered Health Pathways



## Gender Pay Gap Dashboard

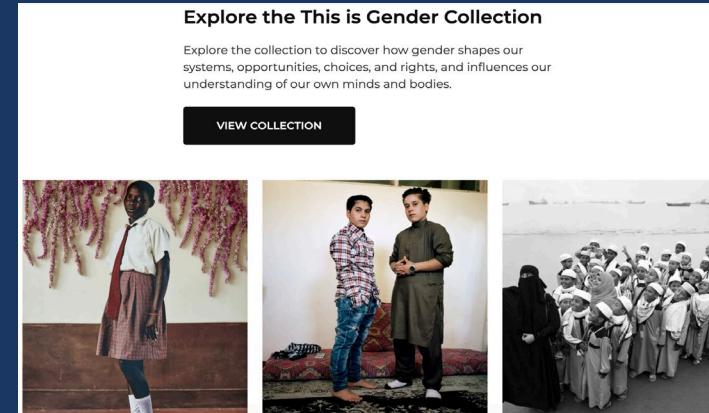


# Explore more about Global 50/50

Gendered Health Pathways & Sex- disaggregated data



This is Gender imagery collection



Our latest report



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