

## Gender Pay Gap Analysis 2020

The International Baccalaureate (IB) is a global leader in international education committed to providing opportunities for meaningful work with global impact including equal pay, treatment, growth, diversity and creating an open and inclusive community. Unequal pay is a global challenge and closing the gaps benefits everyone. The IB continues to remain committed to focusing on gender pay, narrowing gaps by balancing everyone and achieving a parity that benefits everyone across the IB at all levels.

### IBO's 2020 Gender Pay Gap at a glance

The IBO's gender pay gap data was collected on the snapshot date of 5 April 2020 for 258 UK-based employees. The mean and median gender pay gaps were based on the hourly rate of pay as on 5 April 2019. The mean and median bonus gender pay gap were based on the bonuses paid in the period from 6 April 2019 to 5 April 2020.

#### Gender Pay Gap 2020: Mean, Median & Quartiles

10.47%



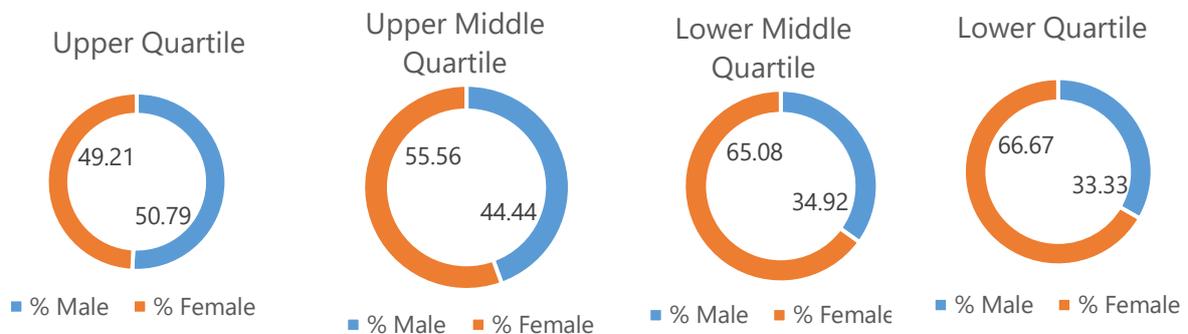
The **average (mean)** hourly rate of pay received by male employees is 10.47% more than the average hourly rate of pay received by female employees.

14.67%



The **median or mid-point** of the range of hourly rates received by male employees is 14.67% more than the middle point of the range of hourly rate received by female employees.

#### Pay Quartiles:



#### Bonus Gender Pay Gap: Mean & Median

26.47%



The **average (mean)** value of bonus pay received by male employees is 26.47% more than the average value of bonus pay received by female employees.

50.56%



The **median or mid-point** of the range of the values of bonus pay received by male employees is 50.56% more than the middle point of the range of values of bonus pay received by female employees.

Proportion of Males who got bonus payment	20.39
Proportion of Females who got bonus payment	23.87

## Understanding the distribution of workforce

### By Grade

The male and female employees were categorised under different grade levels to understand the distribution of the workforce across the organisation. The data shows that there was a higher concentration of women in the lower grade than men. Around 57% of the women employees were at the Associate level whereas around 40% of the male employees were at this level in relevant pay period for 2019 & 2020. Further, it was observed that in the year 2020, around 15% (2%) of the total male workforce held senior roles (Senior Manager & Head) in the organisation as compared to around 3% (-1%) of the total female workforce.

### By Pay Quartiles

Table 1 represents the distribution of male and female employees by pay quartiles in 2019 and 2020. In both the years, more than half of the full-pay relevant female employees were in lower and lower middle pay quartiles while more than half of the men were in upper middle and upper pay quartiles.

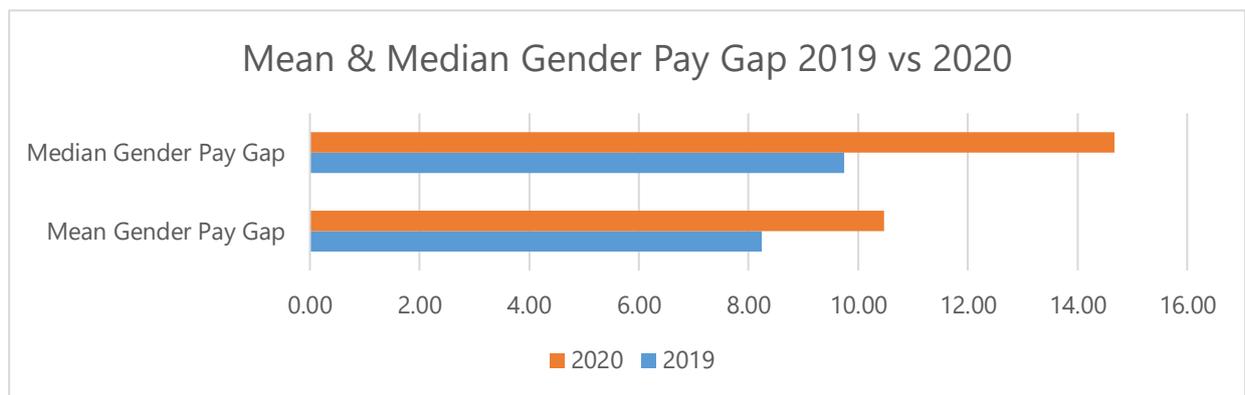
Quartile	2019		2020	
	Female	Male	Female	Male
Lower Quartile	38	24	42	21
Lower Middle Quartile	43	19	41	22
Upper Middle Quartile	37	24	35	28
Upper Quartile	30	32	31	32
Total Full-Pay Relevant Employees	148	99	149	103

Table 1: Gender split by pay quartiles (for full-pay relevant employees)

## Understanding Gender Pay Gap

### Comparative Analysis 2020 vs 2019

A comparative study of data from 2019 & 2020 revealed that there has been an increase in the mean and median gender pay gap by 2.23% and 4.93% respectively in 2020.



Data in the chart can be found in Appendix A

## Median Pay Gap by Grade

The data available indicates that with relatively small increase in the number of male and female employees from 2019 to 2020, the median hourly rate for men increased by 12.40% as compared to 6.20% for female employees.

## Mean Pay Gap by Grade

It was observed that at Associate & Associate Manager levels (with similar gender split in 2019 & 2020), the average hourly pay for women was more than average hourly pay for men in 2019. However, in 2020, the average hourly pay for men surpassed that of women in the same grade level. Even though the variance was trivially low, it helped to narrow the mean pay gap at this level.

Further, with the dominance of male employees at senior levels (Senior Manager & Head), their average hourly rate of pay was more than that of women in both the years. However, the women representation at Director level kept the overall mean pay gap variance relatively low.

## Pay Grade & Work Pattern 2020

Understanding the flexible work patterns existing in the company can explain its effect on the gender mean and median pay gaps. The flexible working provisions can no doubt address the gender pay gap issues but only when it is well-designed and accepted across all the levels in the organisation.

As per the latest 2020 data, only 2 full-pay relevant male employees work part-time as compared to 42 female employees. Further, majority of the part-time women are at Associate level (lower pay quartile). The hourly rate for a part-time employee is lower than full-time employee and hence, contributes to the gender pay gap. While the presence of part-time female employees can still be seen at middle-level job roles, the flexible working pattern cease to exist at Senior levels.



## Starter- Leaver Analysis

Due to the size of our organisation, a relatively smaller change in the new joiners and leavers during the year can impact the gender pay statistics. Further, such a study may also help to review the current recruitment and retention processes of the organisation.

For starter and leaver analysis on gender pay gap, the data was derived by comparing the full-pay relevant employee list of April 2019 with that of April 2020. These lists were also referred for the hourly rates for starters

and leavers when calculating the mean and median pay gaps. It must be noted that this may not give an accurate picture but will, surely, provide a reasonable logic to the variances in the gender pay gaps. As derived from Table 2, the gap between the median salary of male and female joiners (41%) was much wider than the gap between the median salary of men and women leaving IBO (26%). Similarly, the gap between the average hourly rate of male and female starters was 22% as compared to the gap of 7% between the average hourly rate of male and female leavers.

	Number of roles	Median	Mean
<b>Female Leavers</b>	18	12.96	17.07
<b>Male Leavers</b>	7	17.62	18.33
<b>Female Joiners</b>	18	11.93	17.12
<b>Male Joiners</b>	11	20.25	21.83

Table 2: Mean and Median Hourly Pay for leavers and joiners since April 2019

When we look at the starters and leavers in Table 3, for 12 months from April 2019 by pay quartile, it was observed that whilst the highest number of female joiners were in the lower pay quartile, the highest number of male joiners were in the upper middle quartile. In the upper quartile, where the change in the structure can have significant impact on the mean gap, the number of male leavers were 3 and female leavers were 4. However, the number of male and female starters in the upper quartile were 2 each.

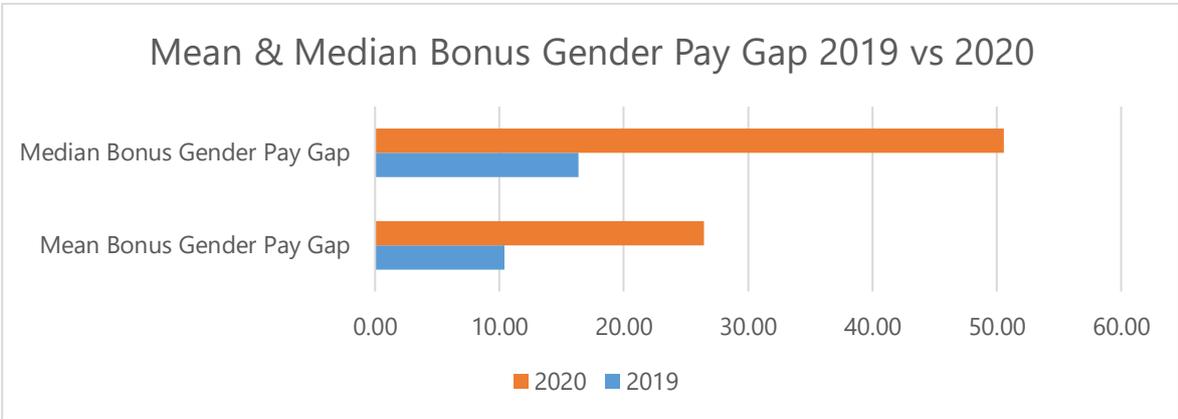
Quartiles	Joiners		Leavers	
	Female	Male	Female	Male
<b>Lower Quartile</b>	10	2	9	2
<b>Lower Middle Quartile</b>	1	0	1	1
<b>Upper Middle Quartile</b>	5	7	4	1
<b>Upper Quartile</b>	2	2	4	3

Table 3: Proportion of male and female starters and leavers split by pay quartile

## Understanding Gender Bonus Pay Gap

### Comparative Analysis 2020 vs 2019

A comparative study of data from 2019 & 2020 indicates that there has been an increase in the mean and median bonus gender pay gap by 16.06% and 34.22% respectively in 2020.



Data in the chart can be found in Appendix B

This is primarily because of IBO's 50<sup>th</sup> Anniversary special bonus paid out to majority of the employees in Nov 2018. The bonus was included in the calculation of bonus pay gap for April 2019 and was in addition to the regular annual bonus payments. Hence, there is a huge bonus pay gap between the two years.

When we exclude IBO's 50<sup>th</sup> Anniversary bonus pay from the calculation of bonus pay gap for April 2019, then the new figures will be as below:

S. No	Description (Year 2019)	Value (%)
1	Mean Bonus Gender Pay Gap	22.72
2	Median Bonus Gender Pay Gap	55.33
3	Proportion of Males who got bonus payment	11.00
4	Proportion of Females who got bonus payment	14.84

If we compare the new figures now with April 2020 data, the average bonus gender pay gap increased by 3.75% from 2019. On the other hand, the gap between the median bonus pay of men and women narrowed by 4.77% from 2019 to 2020.

### Gender Bonus Pay Gap by Grade & Work Pattern

Around 27% of the female employees, who received bonus, were part-time workers. The part-time employees receive bonus that are adjusted to reflect their contracted hours and hence, has lowered the overall bonus mean pay for women.

## Appendices

### Appendix A

Description	2019	2020
Mean Gender Pay Gap	8.24	10.47
Median Gender Pay Gap	9.74	14.67

### Appendix B

Description	2019	2020
Mean Bonus Gender Pay Gap	10.42	26.47
Median Bonus Gender Pay Gap	16.34	50.56