



# **CELEBRATING CHANGE**

A snapshot of organisational commitments and  
progress towards gender-responsive policies  
and practices

#GH5050Challenge

**EQUALITY** BETWEEN WOMEN AND MEN IS A HUMAN RIGHTS ISSUE AND A PRECONDITION FOR SUSTAINABLE PEOPLE-CENTRED DEVELOPMENT.

**GENDER** IS A SOCIAL CONSTRUCTION SHAPING ROLES, BEHAVIOURS, EXPECTATIONS, ACTIVITIES AND OPPORTUNITIES FOR ALL PEOPLE. GENDER IS REFLECTED IN RELATIONSHIPS BETWEEN PEOPLE AND THE POWER DISTRIBUTION IN THOSE RELATIONSHIPS.

**GENDER EQUALITY** IMPLIES THAT THE INTERESTS, NEEDS AND PRIORITIES OF WOMEN, MEN AND TRANSGENDER PEOPLE ARE TAKEN INTO CONSIDERATION, RECOGNISING THE DIVERSITY OF DIFFERENT GROUPS. GENDER EQUALITY MEANS THAT ALL PEOPLE HAVE EQUAL RIGHTS AND OPPORTUNITIES TO THE HIGHEST ATTAINABLE STANDARD OF HEALTH.

## FOREWORD

# FROM TRANSPARENCY SPRINGS TRANSFORMATION

We believe that data can be transformational – in the hands of empowered citizens, advocates and policy-makers who know how to use it. Through data, Global Health 50/50 seeks to open the door towards transparency, self-reflection and public awareness on issues of gender and gender inequality in global health. And in doing so, ultimately foster change.

Our inaugural 2018 report reviewed the gender policies and practices of 140 global organisations that influence health. The report provides an in-depth look at the extent to which these organisations commit and take action to promote gender equality, through their programmes and operations, and within the workplace. We found room for improvement across the board.

But, as the organisations highlighted in this brochure demonstrate, rapid change is possible when the will is there. Empowered with the data of the 2018 report, organisations are committing to do better.

In response to the “Global Health 50/50 Challenge”, organisations across sectors have made concrete commitments and reported changes to the way they work on gender across each of the seven domains reviewed and reported on in the 2018 Global Health 50/50 Report. A few have entirely revamped their approaches based on the findings of GH5050, as outlined in this report. We commend the leadership they are demonstrating.

The majority of commitments made by organisations are in the area of gender equality in the workplace, including enabling women’s leadership, which we very much welcome. Moving forward, we hope to see more organisations make progress in gender-responsive programmatic work as well.

The commitments collected here are those that have been shared directly with us. We know this is but a drop in a wave of change. We urge all organisations to join the #GH5050Challenge, take action and share your progress. What steps will your organisation take this year to bring about greater gender equality?

We will continue to track how organisations work on gender to foster progress and encourage accountability. We thank all those organisations and individuals working with us to bring about positive change in global health.

**Sarah Hawkes and Kent Buse**

Co-Founders of Global Health 50/50

## CELEBRATING CHANGE. ACCELERATING ACTION AND ACCOUNTABILITY.

Global Health 50/50 seeks to advance action and accountability for gender equality in global health. The initiative aims to raise awareness of persistent inequality and identify pathways to equality-boosting change. It takes a unique approach by looking both at the extent to which *programmatically*, global health organisations consider gender and integrate gender in their operations—and to which, *internally*, gender equality is promoted through workplace policies.

The 2018 Global Health 50/50 Report, the first of its kind, provides a comprehensive review of the gender-related policies of 140 major organisations working in and/or influencing the field of global health. The report argues that a combination of gender-responsive programming and gender-equitable workplaces will lead to more effective organisations and more equitable health outcomes that leave no one behind. It further presents a series of evidence-informed policy recommendations that global health organisations can take to be at the forefront of meaningfully driving gender equality in and through health.

In recent months, Global Health 50/50 reached out to the leadership of all 140 organisations it reviewed, to share its findings, and encourage them to take the **Global Health 50/50 Challenge (#GH5050Challenge)** by making a public commitment to improve its practice.

This publication presents the numerous outcomes of that dialogue. So far, 11 organisations have made concrete commitments in response to the #GH5050Challenge or findings of the 2018 report. An additional 16 organisations have shared recent progress and plans with GH5050, or have expressed their interest in making a commitment.

The full set of commitments can be found on the Global Health 50/50 website, which will be continuously updated as more and more organisations take the #GH5050Challenge.

By collating these stories of change, Global Health 50/50 aims to celebrate the growing commitment to addressing gender and promoting gender equality among global health organisations, and inspire others to take action.



Are you ready to take the #GH5050Challenge?

- Review your organisation's results in the 2018 Global Health 50/50 Report
- See the Report's recommendations for ideas on what kind of concrete actions your organisation could take
- Make a public commitment to improve practice - GH5050 can provide social media materials and publish commitments on our website

## ORGANISATIONS COMMIT TO IMPROVING GENDER POLICIES AND PRACTICES

In response to the GH5050 Challenge, organisations are making commitments and sharing progress on how they are improving gender-related policies and practices along the seven domains of the 2018 Global Health 50/50 Report. We are delighted to share a selection of those commitments.

### PUBLIC COMMITMENT TO GENDER EQUALITY

**1 The Global Handwashing Partnership** has newly affirmed its commitment to equity on its website.

**2 Becton Dickinson** will communicate its commitment to gender equality more clearly in its sustainability report, including how it relates to the company's work on access to health and women's health issues.

**3 Population Services International** will more transparently communicate the organisation's formal commitment to gender equality in the workplace, in programs, and externally with stakeholders.

**4 Health Action International's** Gender Policy has enhanced communication of specific commitments to gender equality within its organisational culture and its work programmes.

### DEFINING GENDER CONSISTENT WITH GLOBAL NORMS

**5 Becton Dickinson** has committed to publicly presenting a definition of gender and aligning it with the official WHO definition.

### ESTABLISHING PROGRAMMATIC POLICIES TO GUIDE GENDER-RESPONSIVE ACTION

**6 EngenderHealth** will develop a gender, youth and social inclusion strategy to be integrated across the entirety of its programmatic work.

**7 The International Planned Parenthood Federation** has committed to resourcing the roll-out and implementation of a programmatic gender strategy and appointing gender champions to advance gender equality programming, as well as women's rights and gender parity within the organisation.

**8 Medicines for Malaria Venture** has established a working group to examine its approach to many of the seven GH5050 domains, including programmatic strategy and board parity.

### COLLECTING & REPORTING SEX-DISAGGREGATED DATA

**9 UNICEF** has committed to annually reporting sex-disaggregated data on programmatic delivery.

**10 Partners in Health** will launch a microsite with all programmatic statistics disaggregated by gender.

### ESTABLISHING WORKPLACE GENDER EQUALITY POLICIES

**9 DNDi** has established a Gender Equality Working Group to carry out a full review of both its internal policies and its programming work.

**10 Population Council** is reinforcing its equal employment opportunity policy to strengthen the role of its human resource team in supporting identification of qualified candidates regardless of gender, gender identity or sexual orientation.

**11 Population Services International** is mainstreaming its commitment to gender equality, with special focus on its workplace policies, systems and procedures.

**12 EngenderHealth** is developing an internal organisational workplace gender equity, diversity and inclusion policy to be delivered by June 2019.

**13 Save the Children International** will expand its gender policy, which currently focuses on achieving gender equality within programming, to include achieving gender equality in staff engagement.

### GENDER PARITY IN SENIOR MANAGEMENT

**14 Global Alliance for Improved Nutrition (GAIN)** is reviewing the way it publicises, describes and recruits for senior posts to ensure that it is not inadvertently deterring women candidates. It will complete its review and revise recruitment materials, if necessary, by March 2019.

**15 UNICEF** has committed to annually monitor and report progress for gender parity of its senior management.

### GENDER PARITY IN GOVERNING BODIES

**16 GAIN** is actively searching for additional outstanding women candidates to join its board. It commits to improving the gender balance on the board by 2019.



## DNDi takes the GH5050 Challenge - and entirely revamps its approach to gender

The Drugs for Neglected Diseases Initiative (DNDi) is a collaborative, patients' needs-driven, non-profit drug research and development organisation. DNDi has embraced the GH5050 Report as a "strong encouragement" to review current practices and identify where immediate improvements need to be made.

In response to the findings of the Report, DNDi has made a number of changes. Its board is currently undergoing an external review to address gender balance. DNDi is also actively promoting parity in its executive leadership.

DNDi is further ensuring that gender equity is woven into human resource policies and practises, and has issued Guidelines on the Prevention of Sexual Misconduct. All offices will receive training on sexual harassment.

Over the next year DNDi will develop a proposal on integrating gender and drug development, as well as disaggregating their statistical data. DNDi will also develop a longer-term gender plan in the areas of governance, organizational culture, leadership, programmatic work and external representation, led by a newly-formed Gender Working Group.

## Health Action International launches a comprehensive Gender Policy

Health Action International (HAI) envisions a world with safe, effective, affordable and quality-assured medicines for everyone, everywhere.

In June 2018, HAI updated their Gender Policy, which affirms its commitment to gender equality and contains specific commitments related to both Organisational Culture & Development and Programmatic Work.

Several additional policies are linked to the Gender Policy, including:

- Guide to Employee Entitlements and Conditions of Employment
- Anti-Sexual Harassment Policy
- Diversity in the Workplace
- Code of Business Conduct
- Maternity/Paternity Policy

A number of organisations have shared recent progress and future plans with GH5050 for driving gender equality in and through health. Here are just a few:

"We run a programme called 'Unstereotype the Workplace' which supports all forms of diversity... We do this by raising self-awareness and designing key processes and systems that help employees make objective choices e.g. re-engineering the recruitment process to use an intelligent bot at initial screening and blind CV's to minimise bias."

UNILEVER

"We aim to provide a workplace that generates equal opportunities for everyone, and in which people are treated with dignity and respect. In line with our commitment to enhance gender balance at all levels in our workforce, we further pledge to work to achieve equal pay for our employees." *Pledge to the UN General Assembly, September 2018*

NESTLE

*On the Global Fund's upcoming Gender Assessment of Human Resource Policies and Practices:*

"The purpose is to evaluate whether any aspects of our policies and practices adversely impact a certain gender. We hope that this evaluation will help us identify potential root causes of any imbalances... we are committed to considering remedial action as recommended."

GLOBAL FUND TO FIGHT AIDS, TB AND MALARIA

"This year, we launched the Gender, Equity and Inclusion (GEI) Working Group tasked with documenting GEI integrated projects, reviewing gender and social inclusion indicators in current projects, and incorporating capabilities, resources, and standards in our work... it is also tasked with leading new company initiatives to cultivate equity and social inclusion."

ABT ASSOCIATES

"We believe in equal pay for women and men for work of equal value and remain committed to achieving gender balance representation in management in the next five years. In September, we joined the UN Equal Pay International Coalition, and pledged to continue to conduct regular gender pay equity analyses and remediate annually as appropriate. Further, in an effort to improve health outcomes for women, we have established a working group to assess gender disparities in healthcare, with a focus on chronic diseases."

NOVARTIS

"We are intensifying efforts to provide sex-disaggregated data on key work programmes. We are systematically integrating gender analysis in flagship publications."

FAO has also established an Action Plan to ensure total enforcement of the rules aimed at creating and promoting a working environment that prevents sexual harassment, sexual exploitation and abuse."

FOOD & AGRICULTURE ORGANIZATION OF THE UN

Additional updates and commitments received from:

PHILIPS

INTL UNION AGAINST TB AND LUNG DISEASE

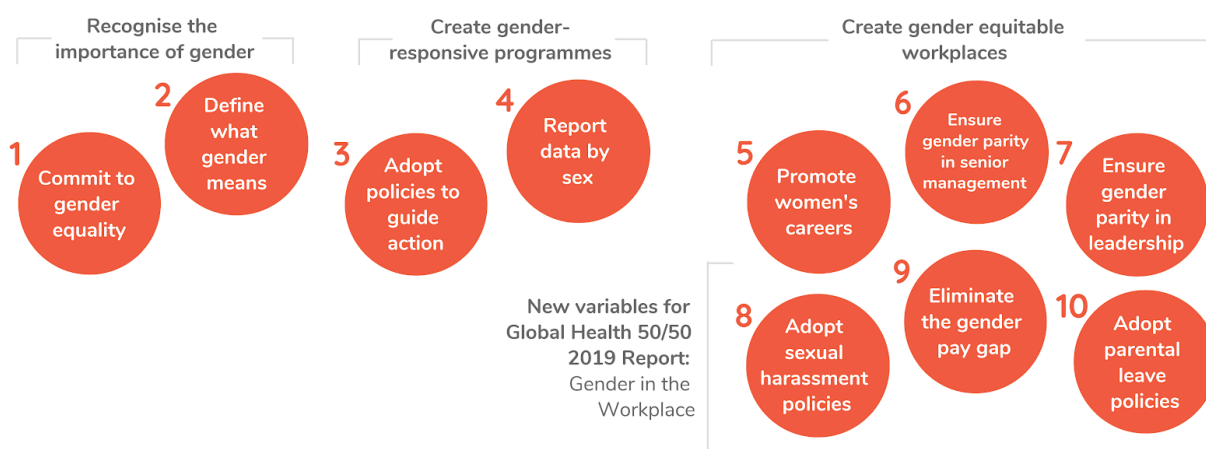
MEDTRONIC

JAPAN INTL COOPERATION AGENCY

# FAST-FORWARD THE PACE OF CHANGE IN YOUR ORGANISATION

GH5050 urges all global organisations active in health to understand how gender dynamics impact on their strategy, objectives, target populations and interventions as well as on their staff and organisational culture. Here are some ways forward.

## Explore the pathway to gender-responsive organisations:

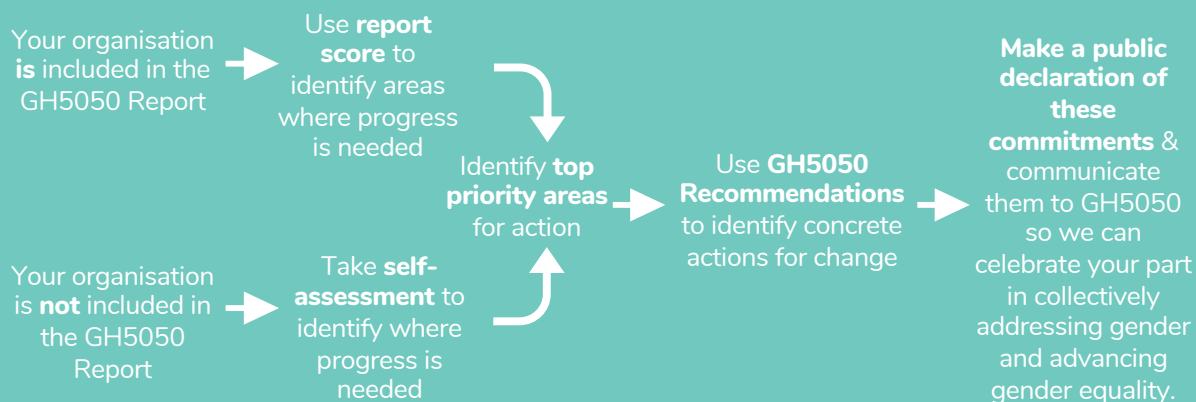


## Check out these GH5050 resources:

- Global Health 50/50 Report
- Self-assessment tool – assess how your organisation is doing on gender
- Data exploration tool – see how 140 organisations are doing on gender
- GH5050 Recommendations
- #GH5050Challenge & Impact - stay up to date on how organisations are committing to set and/or improve their gender policies and practices

For these resources and more, visit [www.globalhealth5050.org](http://www.globalhealth5050.org)

## Take the #GH5050Challenge:



#GH5050Challenge

Connect with us on Twitter (@GlobalHlth5050) & Facebook  
Email us at [info@globalhealth5050.org](mailto:info@globalhealth5050.org)  
For media enquiries, contact [media@globalhealth5050.org](mailto:media@globalhealth5050.org)



**FAST-FORWARD THE  
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