Recommendations for gender-transformative change

Adapted from the 2018 Global Health 50/50 Report

#GH5050Challenge
#CelebratingChange
Recognise the importance of gender

Commit to gender equality

Define what gender means

Have policies to guide action

Collect data by sex

Create gender-responsive programmes

Promote women's careers

Gender parity in senior management

Create gender-equitable workplaces

Eliminate the gender pay gap

Gender parity in leadership

Adopt parental leave policies

New variables for Global Health 50/50 2019 Report: Gender in the Workplace

Adopt sexual harassment policies
1 Commit to gender equality

- Make an explicit commitment to gender equality
- Adopt policies and incentivise practices that respond to evidence on the impact of gender on the health, wellbeing and careers of all people
Define what gender means

Adopt a definition of gender and gender equality that is consistent with global norms

Put in place policies and processes to ensure a common organisational understanding and ownership of the definition of gender, and the practices required to achieve gender equality
Include gender as a critical domain for analysis in programme design, implementation, monitoring and evaluation (M&E)

Move beyond the tendency to conflate gender with women so as to appreciate the gender-related determinants of everyone’s health

Conduct gender-based analyses to inform the development, implementation and M&E of programmes, in order to understand and address how gender affects health outcomes for everyone and respond to differences among them.
4 Collect sex-disaggregated data

- Ensure relevant programmatic data is sex-disaggregated
- Conduct gender analyses to understand sex-disaggregated findings, and calibrate programmes and strategies based on this evidence
- Commit to collecting data on other markers of inequality and analysing the interaction among them, as well as with sex and gender. Such data/evidence should be the basis for assessing the equitable impact of an organisation’s work
Use specific measures to promote women's careers

1. Undertake assessments of whether and how gender equality is embedded in your institution
2. Implement a range of interventions to address the complexity of gender-responsive organisational change (e.g. parental leave & sexual harassment policies)
3. Publish and act on your gender pay gap, even in the absence of statutory requirements
4. Funders should define and attach gender diversity and gender workplace policy requirements to the funding eligibility of organisations
Aim for gender parity in senior management and leadership

- Undertake quantitative and qualitative analysis to identify gender-related barriers at each step in the professional pathway, including recruitment, hiring, retention and advancement.
- Set time-bound targets for gender parity, particularly at senior levels.
- Establish regular and transparent monitoring and reporting of progress with clear lines of accountability.
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STEP UP TO THE #GH5050CHALLENGE

ASSESS ➔ PLAN ➔ DECLARE ➔ SHARE

Assess where change is needed: Use the GH5050 Report / Self-Assessment
Identify concrete actions for change: Use the GH5050 Recommendations
Make a public declaration of these commitments
Share them with GH5050 so we can celebrate change

info@globalhealth5050.org @GlobalHlth5050 #CelebratingChange #GH5050Challenge
Share your progress
Update us on your progress, share your commitments or talk to us about further support

Meet us
and our advisors at events throughout the year

Email us
info@globalhealth5050.org

Tweet us
@GlobalHlth5050
Find out more at globalhealth5050.org/resources

Explore the recommendations and findings in more depth in the 2018 Global Health 50/50 Report

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