



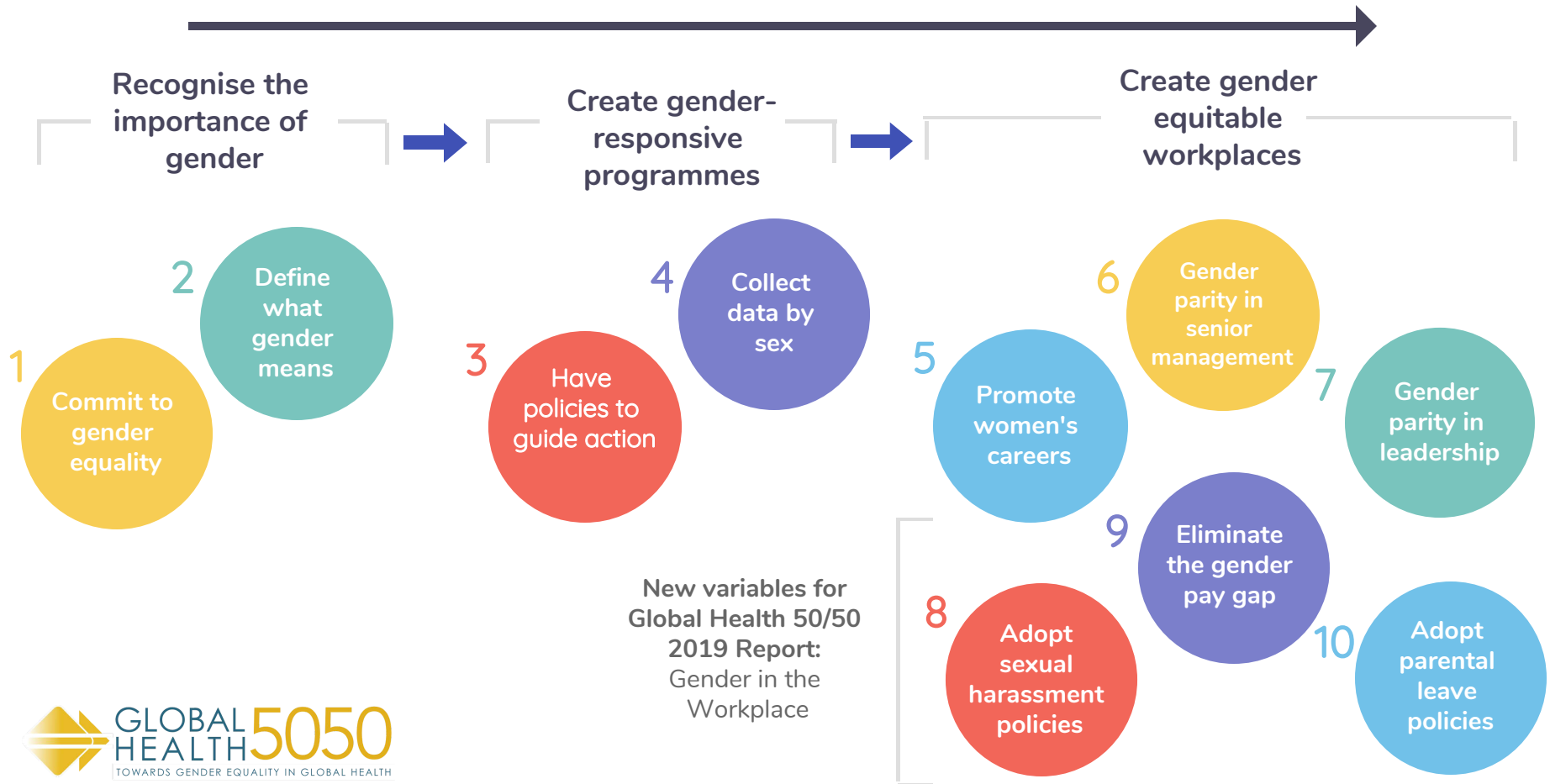
# GLOBAL HEALTH 50/50

## Recommendations for gender-transformative change

Adapted from the 2018 Global Health 50/50  
Report

#GH5050Challenge  
#CelebratingChange

# The pathway to gender-responsive organisations



# 1

## Commit to gender equality

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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



## 2

# Define what gender means

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- 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



### 3

## Create policies to guide action

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- 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

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- 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



## 5 Use specific measures to promote women's careers

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



## 6/7 Aim for gender parity in senior management and leadership

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- Undertake quantitative and qualitative analysis to identify gender-related barriers at each step in the professional pathway, including to 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.







6/7

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# STEP UP TO THE #GH5050CHALLENGE

ASSESS → PLAN → DECLARE → SHARE

Assess where  
change is needed:  
Use the GH5050  
Report / Self-  
Assessment

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Identify concrete  
actions for  
change:  
Use the GH5050  
Recommendations

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Make a public  
declaration of  
these  
commitments

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Share them with  
GH5050 so we  
can celebrate  
change

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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](mailto:info@globalhealth5050.org)



**Tweet us**

[@GlobalHlth5050](https://twitter.com/GlobalHlth5050)



Find out more at  
[globalhealth5050.org/resources](https://globalhealth5050.org/resources)

Explore the recommendations and  
findings in more depth in the  
[2018 Global Health 50/50 Report](#)

#GH5050Challenge  
#CelebratingChange