



Global Health 50/50 Organisational Self-Assessment

Towards Gender Equality in Global Health

- 1 Take the Self-Assessment if you are not included in the Global Health 50/50 Report.
- 2 Identify areas where performance is weakest and action is needed, using the results of the survey.
- 3 Compare your results with others in your sector at www.globalhealth5050.org/data/?summary
- 4 Make a concrete commitment to improve gender equality using the GH5050 Recommendations
- 5 Take the #GH5050 Challenge and make your commitment public by sharing it with GH5050.

It will be included on our site.

[View the resources above at www.globalhealth5050.org/resources](http://www.globalhealth5050.org/resources)

Organisation: _____

For each domain below, please select one option only

| 1. Has your organisation made a public statement or commitment to gender equality? | Score |
|--|-----------------|
| <input type="checkbox"/> Yes, we make a public commitment to gender equality in a key corporate policy document. We refer to gender as relating to both men and women or mention gender mainstreaming in our policy and planning | Green (G) |
| <input type="checkbox"/> Yes, we make a public commitment to gender equality but equate it to women's health / empowerment | Half green (HG) |
| <input type="checkbox"/> We work on women's health and wellbeing but make no formal commitment to gender equality | Amber (A) |
| <input type="checkbox"/> There is no mention of gender, but we have a general commitment to diversity and inclusion | Red (R) |
| <input type="checkbox"/> We state a general commitment to the SDGs | Red 1 (R1) |
| | |
| 2. Does your organisation define gender in its institutional policies in a way that is consistent with global norms? | |
| <input type="checkbox"/> The definition is consistent with the WHO definition of gender | Green (G) |
| <input type="checkbox"/> The definition is consistent with WHO definition, and includes a reference to transgender | Green 1 (G1) |
| <input type="checkbox"/> The definition is consistent with WHO definition, and is in relation to health | Green 2 (G2) |
| <input type="checkbox"/> Gender is defined with a primary focus on women and girls, or they define gender-related terms but does not define 'gender' | Amber (A) |
| <input type="checkbox"/> There is no definition of gender provided | Red (R) |
| | |
| 3. Does your organisation have a workplace policy on gender equality? | |
| <input type="checkbox"/> There is a gender or diversity affirmative policy in place with specific measures to improve gender equality and/or support women's careers | Green (G) |
| <input type="checkbox"/> There is a plan/policy that promotes diversity and inclusion, but not explicitly equality, and there are specific strategies in place for diversity and inclusion | Half green (HG) |
| <input type="checkbox"/> There is a stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments | Amber (A) |
| <input type="checkbox"/> The policy is compliant with the law but makes no additional commitment to advancing gender equality in the workplace | Red (R) |

- There is no reference to workplace gender equality in key corporate policies
- The policy contains specific mention of no discrimination based on gender identity/other mention of inclusion of transgender

N/A (Red)

4. Does your organisation have a programmatic strategy on gender equality?

- There are programmatic strategies with a gender focus and that are inclusive of women and men, girls and boys
- There are programmatic strategies with a gender focus but predominantly focus on women and girls
- There are programmatic strategies with a predominant focus on women and girls with no mention of gender
- There is no mention of gender in programmatic strategies
- There is a mention of transgender health of programmatic strategies

Green (G)

Half green (HG)

Amber (A)

Red (R)

5. Does your organisation disaggregate its monitoring and evaluation data by sex?

- There is full sex-disaggregation of programmatic delivery data (i.e. reported as men/women and boys/girls)
- Or they provide a gender analysis of their work
- Or they require sex-disaggregation in the programmes they support
- There is partial reporting of sex-disaggregated data
- There is gender disaggregation of programmatic delivery data, including for transgender
- The disaggregation is limited to what percentage of beneficiaries are women and girls
- They state a commitment to sex-disaggregated data but do not report it
- They make no mention of sex-disaggregated data and do not report

Green (G)

Green 1 (G1)

Green 2 (G2)

Amber (A)

Amber 1 (A1)

Red (R)

6. Does your organisation have gender parity in its senior management?

- 45-55% of senior management are women, or a difference of one
- 35-44% of senior management are women
- 56-100% of senior management are women
- 0-34% of senior management are women

Green (G)

Amber (A)

Amber 1 (A1)

Red (R)

7. Does your organisation have gender parity in its governing board?

- 45-55% of the governing board are women, or a difference of one
- 35-44% of the governing board are women
- 56-100% of the governing board are women
- 0-34% of the governing board are women

Green (G)

Amber (A)

Amber 1 (A1)

Red (R)

8. What is the gender of the Executive Head of the organisation?

- Woman
- Man
- Transgender or other

Woman (W)

Man (M)

Other (O)

9. What is the gender of the Board Chair?

- Woman
- Man
- Transgender or other

Woman (W)

Man (M)

Other (O)

GH5050 SELF-ASSESSMENT RESULTS

#GH5050CHALLENGE

| Domain | Score |
|----------------------------------|-------|
| 1. Commitment to gender equality | |
| 2. Definition of gender | |
| 3. Workplace gender policy | |
| 4. Programmatic gender strategy | |
| 5. M&E Disaggregation | |
| 6. Senior Management Parity | |
| 7. Board Parity | |
| 8. Gender of Executive Director | |
| 9. Gender of Board Chair | |