Launch of the Global Health 50/50 2019 Report

@GlobalHlth5050
Wifi: UNECAGuest
WHAT IS GH5050

Who are we and where are we coming from?

What have we found?

Where are we going?
IDEAS
Evidence as well as argument, narrative, stories.

INSTITUTIONS
‘Rules of the game’ and the institutional structures through which norms are organised, perpetuated, governed.

INTERESTS
Representation of who stands to gain and lose from change.
The Team

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- Anna Purdie
- Charlotte Brown
- Rebekah Merriman
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The Advisory Council

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GH5050 AIMS TO

1. INFORM
global discourse with the world’s most rigorous and extensive database on the state of gender equality in global organisations active in health

2. INSPIRE
a vision of a new normal for gender equality in global health

3. INCITE
a movement to demand and deliver on the policies that will lead to gender equality in the workplace and in global health programmes
Parameters of the Global Health 50/50 2019 Report

How gender-equal and gender-responsive are the world’s most influential organisations active in global health?

1. Public commitment to gender equality
2. Definition of gender
3. Workplace gender equality policy
4. Sexual harassment policy
5. Parental leave policies and flexible working options
6. Gender parity in senior management and boards
7. Gender of the executive head and board chair
8. Gender pay gap
9. Gender in programmatic strategies
10. Sex-disaggregated M&E
WHAT WE FOUND
Results of the 2019 GH5050 Report
Headquarters location of 198 organisations

<table>
<thead>
<tr>
<th>Sector</th>
<th># orgs per sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGOs</td>
<td>53</td>
</tr>
<tr>
<td>Private sector</td>
<td>43</td>
</tr>
<tr>
<td>PPPs</td>
<td>18</td>
</tr>
<tr>
<td>Bi/multilaterals</td>
<td>17</td>
</tr>
<tr>
<td>Funders</td>
<td>13</td>
</tr>
<tr>
<td>Journals</td>
<td>11</td>
</tr>
<tr>
<td>UN system</td>
<td>10</td>
</tr>
<tr>
<td>Research</td>
<td>10</td>
</tr>
<tr>
<td>Faith-based</td>
<td>9</td>
</tr>
<tr>
<td>Journal parents</td>
<td>7</td>
</tr>
<tr>
<td>Consultancies</td>
<td>7</td>
</tr>
</tbody>
</table>

North America: 40% (80)
Western Europe: 47% (93)
Asia: 5% (9)
Middle East and North Africa: 2% (3)
Sub-Saharan Africa: 5% (10)
Oceania: 1% (1)
Public commitment to gender equality: on the rise

<table>
<thead>
<tr>
<th>Year</th>
<th>All 198 orgs</th>
<th>Original 140 orgs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>55%</td>
<td>33%</td>
</tr>
<tr>
<td>2019</td>
<td>71%</td>
<td>16%</td>
</tr>
</tbody>
</table>

55% 2018
71% 2019
2 Organisational definition of gender: flying blind

33% Proportion of organisations that define gender, similar to 2018

67% Define gender

33% Do not define gender
Workplace gender equality policies: policy content yet to catch up with commitment to equality

- Faith-based: 20%
- Philanthropic & funders: 23%
- Journal parent: 29%
- Academic: 33%
- NGOs: 40%
- Research and surveillance: 46%
- Journals: 50%
- PPPs: 53%
- Bilaterals and multilaterals: 70%
- Private sector: 86%
- Consultancy: 100%
- UN System: Overall 49%

Source: Global Health 50/50
Sexual harassment policies: a black box

Just 25 (of 77) policies scored well on all four elements of a comprehensive sexual harassment policy.
Parental leave policies and flexible working options: short on equity
Parental leave policies: can parents afford to leave?
6

Gender parity in senior management and governing bodies: where are the women?

Gender composition in senior management

<table>
<thead>
<tr>
<th>% women in senior management</th>
<th>% of organisations</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-34%</td>
<td>38%</td>
</tr>
<tr>
<td>35-44%</td>
<td>14%</td>
</tr>
<tr>
<td>45-55%</td>
<td>29%</td>
</tr>
<tr>
<td>56-100%</td>
<td>19%</td>
</tr>
</tbody>
</table>

Gender composition in governing bodies

<table>
<thead>
<tr>
<th>% women in governing bodies</th>
<th>% of organisations</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-34%</td>
<td>50%</td>
</tr>
<tr>
<td>35-44%</td>
<td>15%</td>
</tr>
<tr>
<td>45-55%</td>
<td>25%</td>
</tr>
<tr>
<td>56-100%</td>
<td>10%</td>
</tr>
</tbody>
</table>

- **5%** of orgs have no women in senior management
- **Men are 50% more likely to reach senior roles**
- **10%** of orgs have fewer than 1/6 women on their boards
- **Men are 2x more likely to sit on boards**
Executive heads and chairs of governing bodies: men lead

Executive heads
- Female: 28%
- Male: 72%

Governing board chairs
- Female: 29%
- Male: 71%
Gender pay gap: a visible manifestation of gender inequality in global health

Proportion of women in lower and higher pay quartiles

- Upper quartile: 36%
- Upper middle quartile: 42%
- Lower middle quartile: 52%
- Lower quartile: 58%

$41,000 average CEO salary bump for men CEOs, even after controlling for revenue size

13.5% median gender pay gap in hourly earnings

22.8% median gender gap in bonus payments
Gender in programmatic strategies: too little recognition that gender drives health outcomes

- Organisations with gender-responsive strategies
- Organisations that address gender and focus on women and girls
- Organisations that focus primarily on women and girls (and do not mention gender)
Sex-disaggregated monitoring and evaluation data: walking the talk on evidence?

- 39% Report sex-disaggregated data or require disaggregation in programmes they support
- 7% Commit to disaggregate data but not actually reported
- 9% Reporting limited to beneficiaries that are women and girls
- 9% Do not report or no policy on disaggregation

2018
139 organisations
36%

2019
196 organisations
45%
Commit to a more equal, just and fair workplace that benefits everyone

Adopt/adapt existing best practice and normative guidance

Engage in action at multiple levels and all of society

Promote broad advocacy coalitions

Practice inclusion - gender is everybody's business
“Although the report holds up a mirror and reveals inequalities that must be addressed within the health sector, it also shows where we can quickly make progress. It’s this that gives me hope. If our leaders and our workforce come together and commit to change, I know that we can create kinder places for all of us to work.”

Jacinda Ardern, Prime Minister of New Zealand

“I urge the global health community to reflect on the findings presented and to act to improve practice. I hope, too, that other sectors will follow suit and undertake similar analysis. It is only by embedding gender analysis and action deep in the global structures of development cooperation that we will achieve sustainable and inclusive development that leaves no one behind.”

Amina Mohammed, United Nations Deputy Secretary-General