

# Global Health 50/50

## 2019 data on organisational performance

### Coding system

#### Commitment to gender equality

<b>G</b> (Green)	Commitment to gender equality with gender referring to men and women or gender mainstreaming in policy and planning.
<b>G+</b>	Commitment to gender equality with gender referring to men and women or gender mainstreaming in policy and planning. Commitment refers to LGBTQI.
<b>Gp</b> (Green/Purple) ●	Commitment to gender equality made, with focus on women and girls.
<b>Gp+</b> ●	Commitment to gender equality made, with focus on women and girls. Commitment refers to LGBTQI.
<b>Gw</b> (Green/WEPs)	Signatory to Women's Empowerment Principles.
<b>Gw+</b>	Signatory to Women's Empowerment Principles. Commitment refers to LGBTQI.
<b>A</b> (Amber)	Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality.
<b>A+</b>	Organisation works on women's health and wellbeing, but makes no formal commitment to gender equality. Commitment refers to LGBTQI.
<b>R</b> (Red)	No mention of gender; general commitment to diversity and inclusion.
<b>RS</b> (Red/SDGs)	General commitment to SDGs.

#### Definition of gender

<b>G</b>	Consistent with WHO definition.
<b>G+</b>	Consistent with WHO definition. Refers to LGBTQI.
<b>G*</b>	Consistent with WHO definition. Definition provided in internal policies only.
<b>G2</b>	Consistent with WHO definition. Definition is in relation to health.
<b>G2+</b>	Consistent with WHO definition. Definition is in relation to health and refers to LGBTQI.
<b>A</b> (Amber)	Define gender-related terms and/or with a focus on women and girls.
<b>A+</b>	Define gender-related terms and/or with a focus on women and girls. Refers to LGBTQI.
<b>A2</b>	Define gender-related terms and/or with a focus on women and girls. Definition is in relation to health.
<b>A2+</b>	Define gender-related terms and/or with a focus on women and girls. Definition is in relation to health and refers to LGBTQI.
<b>R</b> (Red)	No definition found.

#### Workplace policy

<b>G</b> (Green)	Gender equality or diversity affirmative policy with some specific measure to improve gender equality and/or support women's careers.
<b>G+</b>	Gender equality or diversity affirmative policy with some specific measure to improve gender equality and/or support women's careers.  Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender.

<b>DI (Diversity &amp; Inclusion)</b>	Focus on Diversity and Inclusion but not equality and with specific strategies in place for D&I.
<b>DI+</b>	Focus on Diversity and Inclusion but not equality and with specific strategies in place for D&I.  Specific mention of no discrimination based on gender identity/other mention of inclusion of transgender.
<b>A (Amber)</b>	Stated commitment to gender equality and/or diversity in the workplace (above the legal requirement) but no specific measures to carry out commitments.
<b>R (Red)</b>	Policy is compliant with law but no more = "we do not discriminate".
<b>NF</b>	Not found
<b>NA</b>	Not available

### Programmatic strategy

<b>G (Green)</b>	Strategies to address women/men and boys/girls in policies and programmes for external delivery.
<b>G+</b>	Strategies to address women/men and boys/girls in policies and programmes for external delivery. Mention of transgender health.
<b>Gp (Green/Purple)</b> ●	Address gender with predominant focus on women and girls.
<b>Gp+</b> ●	Address gender with predominant focus on women and girls. Mention of transgender health.
<b>Gp*</b>	Address gender with predominant focus on women and girls. <i>Confirmed through direct correspondence, i.e. not available online.</i>
<b>G3</b>	Strategies to address women/men and boys/girls in policies and programmes for external delivery. Work specifically on sex-differences (life sciences).
<b>A (Amber)</b>	Predominant focus on women and girls, no mention of gender.
<b>A+</b>	Predominant focus on women and girls, no mention of gender. Mention of transgender health.
<b>R (Red)</b>	No mention of gender in strategies.
<b>NA</b>	Organisation does not undertake programmatic work.

### M&E Disaggregation

<b>G (Green)</b>	Disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work.
<b>G+</b>	Disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work. Sex-disaggregate data and report on transgender health.
<b>G*</b>	Disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); or require disaggregation in the programmes they support or provide a gender analysis of their work. <i>Confirmed through direct correspondence, i.e. not available online.</i>
<b>A (Amber)</b>	Limited to what percentage of beneficiaries are women and girls.
<b>A1 (Amber/Purple1)</b> ●	Commitment to disaggregate data but not actually reported.
<b>R (Red)</b>	No disaggregation or no policy on disaggregation.
<b>NA</b>	Organisation does not collect/report programmatic data.

### Gender parity in senior management

<b>G (Green)</b>	45-55% women represented; or difference of one.
<b>A (Amber)</b>	35-44% women represented.
<b>A1 (Amber/Purple1)</b> ●	56-100% women represented.

<b>R (Red)</b>	0-34% women represented.
<b>NF</b>	Not found.

#### Gender parity in governance

<b>G (Green)</b>	45-55% women represented; or difference of one.
<b>A (Amber)</b>	35-44% women represented.
<b>A1 (Amber/Purple)</b>	56-100% women represented.
<b>R (Red)</b>	0-34% women represented.
<b>NF</b>	Not found.

#### Gender of executive

<b>M</b>	Man	
<b>W</b>	Woman	
<b>M</b>	<b>W</b>	Two executive directors, one male and one female.
<b>X</b>	Non-binary; undefined.	
<b>NA</b>	Not applicable/no current executive head.	

#### Gender of board chair

<b>M</b>	Man	
<b>W</b>	Woman	
<b>M</b>	<b>W</b>	Two executive directors, one male and one female.
<b>X</b>	Non-binary; undefined.	
<b>NA</b>	Not applicable/no board chair.	
<b>NF</b>	Not found.	

#### Sexual harassment policy - availability

<b>E (Exists)</b>	Organisation shared or informed GH5050 of internal policies which are not online; GH5050 was unable or not authorised to code.
<b>O (Online)</b>	Available online.
<b>S (Shared)</b>	Shared with GH5050.
<b>NF</b>	Not found.

#### Sexual harassment policy - performance

<b>G (Green)</b>	Policy scores Green for at least 2/4 <u>variables</u> and Amber on all others, and no Reds.
<b>A (Amber)</b>	Policy scores 1 Red or any other combination of Green/Amber/Red across <u>variables</u> .
<b>R (Red)</b>	Policy scores Red on at least 2/4 <u>variables</u> .

#### Parental leave policy - availability

<b>E (Exists)</b>	Organisation shared or informed GH5050 of internal policies which are not online; GH5050 was unable or not authorised to code.
<b>O (Online)</b>	Available online.
<b>S (Shared)</b>	Shared with GH5050.
<b>NF</b>	Not found.

#### Gender pay gap - reported

<b>Y (Yes)</b>	Gender pay gap data reported, presented in 2019 GH5050 report.
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